

Yearbook of

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

With Minutes of Annual Session 2023

August 1 - 6, 2023

With Minutes of Interim Meeting

October 5, 2022

January 28, 2023

March 25, 2023

June 3, 2023

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Who We Are

Baltimore Yearly Meeting, founded in 1762, builds and nurtures a strong, vibrant Quaker community across the southern Mid-Atlantic. We seek to build community, grow in the life of the Spirit, discern right action, and bear witness in the world. In addition, BYM serves as the point of connection and collaboration for Friends working on a wide range of social justice issues. BYM includes Quaker meetings in Virginia, Maryland, Pennsylvania, West Virginia, and the District of Columbia. About 6,700 Friends of all ages, from more than 40 worshipping communities, make up BYM.

The BYM Office provides technical support to local Quaker Meetings and opportunities for Quakers in our region to work, play, serve, learn, and grow spiritually together. BYM provides a variety of programming throughout the year and operates 4 summer camps that serve more than 600 campers annually. The work of BYM is carried out by hundreds of volunteers and 10 full-time staff.

Officers, Trustees, and Staff of Baltimore Yearly Meeting

Officers

Steph Bean (she/they)
Adelphi Friends Meeting
Clerk of the Yearly Meeting
YMclerk@bym-rsf.org

Tom Webb (he/him)
Young Adults Friends Community
Clerk of Interim Meeting
IMclerk@bym-rsf.org

Jim Riley (he/him)
Hopewell Centre Friends Meeting
Treasurer
treasurer@bym-rsf.org

Terence McCormally (he/him)
Assistant Treasurer
Herndon Friends Meeting

Anna McCormally (she/her)
Recording Clerk of Yearly Meeting
Herndon Friends Meeting

Deborah Haines (she/her)
Recording Clerk of Interim Meeting
Alexandria Friends Meeting

Trustees

Marion Ballard (Bethesda Friends Meeting)
Dante Bucci (Friends Meeting of Washington)
Rich Liversidge (Sandy Spring Friends Meeting)
Tom Farquhar (Sandy Spring Friends Meeting)
Rich Thayer (Stony Run Friends Meeting)
Victor Thuronyi (Adelphi Friends Meeting)

Staff

General Secretary

Sarah Gillooly (they/them)
SarahGillooly@bym-rsf.org
GenSec@bym-rsf.org
301-774-7663 x102
301-658-3379 (direct dial + text)

Administrative Coordinator

Lucy Azenga (she/her)
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301-774-7663 x103
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Finance Manager
Harriet Dugan (she/her)

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Finance@bym-rsf.org
301-774-7663 x110
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Development Manager
Nikki Holland
Development@bym-rsf.org
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Camping Program Manager
Brian Massey (he/him)
BrianMassey@bym-rsf.org
Brian@bymcamps.org
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Catoctin Quaker Camp Director
Dyresha Harris (she/her)
DyreshaHarris@bym-rsf.org
301-774-7663 x105
301-658-1956 (direct dial + text)

Camping Property Manager
David Hunter (he/him)
DavidHunter@bym-rsf.org
301-774-7663 x106
301-658-6801 (direct dial + text)

STRIDE Coordinator
Rachael Carter (they/them)
RachaelCarter@bym-rsf.org
301-774-7663 x109
301-358-3375 (direct dial + text)

Youth Programs Manager
Lexi "Sunshine Klein (she/her)

SunshineKlein@bym-rsf.org

301-774-7663 x107

301-358-6804 (direct dial + text)

Part Time & Seasonal Staff

Ana Phillips (she/her)

Junior Young Friends Assistant

AnaPhillips@bym-rsf.org

Dylan Phillips (he/him)

Catocin Quaker Camp Caretaker

Mike Reed (he/him)

Shiloh Quaker Camp Caretaker

Hope Swank (she/her)

Shiloh Quaker Camp Director

Jared Wood (he/him)

Opequon Quaker Camp Director

Jesse Austell (he/him)

Teen Adventure Quaker Camp Co-Director

Rosie Eck (she/her)

Teen Adventure Quaker Camp Co-Director

Community Statistics

	2021				2022				
Worshipping Community	Full	Assoc.	Attend.	Total	Full	Assoc.	Attend.	Total	+(-)
Adelphi	174	100	78	352	170	100	78	348	(4)
Alexandria	152	0	49	201	154	0	57	211	10
Augusta	-	-	-	-	8	0	0	0	8
Annapolis+	69	11	71	151	69	11	71	151	0
Baltimore, Stony Run	341	0	70	447	342	0	70	448	1
Bethesda	272	47	135	407	272	47	157	429	22
Blacksburg	34	12	21	67	35	12	13	60	(7)
Buckhannon +	-	-	-	-	-	-	-	-	-
Carlisle	19	7	15	41	19	7	18	44	3
Charlottesville	127	3	28	158	127	3	25	155	(3)
Deer Creek	44	8	24	76	45	8	17	70	(6)
Dunnings Creek+	34	5	47	89	34	5	47	89	-
Floyd	15	8	5	28	11	6	5	22	(5)
Frederick*	57	11	55	123	57	11	55	123	-
FMW+	277	63	453	793	277	63	453	793	-
Gettysburg	10	0	6	16	8	0	6	14	(2)
Goose Creek	131	0	40	171	130	0	40	170	(1)

Gunpowder	107	0	55	162	107	0	55	162	-
Herndon	86	22	40	148	93	13	31	137	(11)
Homewood	86	20	71	177	84	19	81	181	4
Hopewell Centre	67	1	23	91	67	2	24	93	2
Langley Hill	137	35	52	224	140	33	63	236	12
Little Britain	62	0	2	64	62	0	2	64	-
Little Falls *	51	4	20	75	-	-	-	75	-
Mattaponi +	10	0	6	16	-	-	-	16	-
Maury River	33	5	42	80	22	0	42	64	(16)
Menallen +	45	5	18	68	-	-	-	68	-
Midlothian +	79	0	36	115	-	-	-	115	-
Monongalia	8	0	6	14	9	0	5	14	-
Nottingham	29	2	3	33	28	2	3	33	-
Patapsco +	34	10	37	81	-	-	-	81	-
Patuxent *	33	0	17	50	-	-	-	50	-
Pipe Creek +	21	2	28	51	-	-	-	51	-
Richmond *	139	20	139	298	-	-	-	298	-
Roanoke +	23	0	68	91	-	-	-	91	-
Sandy Spring	358	25	297	680	354	52	377	783	103
Shepherdstown	34	4	6	34	-	-	-	34	-
State College	89	4	0	93	87	4	0	91	(2)
Valley	23	6	21	50	21	6	24	51	1
Warrington *	24	0	2	26	-	-	-	26	-

Williamsburg +	15	0	29	44	-	-	-	44	-
York	31	3	39	73	30	3	36	69	(4)
Totals				5,958				6,054	96
* No report for 2022									
+ No report for 2021 or 2022									

Local Meetings

In 2022/2023, 14 meetings provided updated contact information for their officers and clerks. Meetings that did not provided updated information have only their Clerk of the Meeting listed. Meetings are encouraged to update their Contacts anytime at [https://www.bym-rsf.org/who we are/meetings/](https://www.bym-rsf.org/who_we_are/meetings/)

Adelphi Friends Meeting	
Contact	2303 Metzert Road, Adelphi, MD 20783 Wheelchair accessible Hearing assistance system available 301-445-1114 (Meeting House telephone) www.adelphifriends.org
First Day Schedule	Worship: 10:00am (masks and vaccine cards required) First Day School: 10:20am
Business Meetings	Second First Day of the month, following Meeting for Worship, except for May, July, and August (depending on when Annual Session falls), when it is the third First Day.
Officers & Clerks	Clerk: Martha Seitel; Assistant Clerk: Arthur Karpas; Treasurer: Reuben Snipper; Assistant Treasurer: Patricia Nutter; Recording Clerk: Ruth Flower ;Recorder: John Stith; Finance: James Wilkinson; First Day School: Robert "Rob" Duncan; Ministry and Worship: Cheryl Morden; Nominating: Jamie Buss and Arthur Karpas; Outreach and Fellowship: Jade Eaton; Pastoral Care: Wendy Eck; Peace and Social Concerns: Charlie Goedeke and Connie Meyer; Interchange Correspondent: Joan Spinner ;Yearly Meeting Representative: Vacant.

Alexandria Friends Meeting	
Contact	8990 Woodlawn Road, Fort Belvoir, VA 22309 Wheelchair accessible Hearing assistance system is available 571-409-1761 – Meeting House voice mail woodlawnfriends.org www.facebook.com/AlexandriaFriendsQuakerMeetingWoodlawn contact@woodlawnfriends.org

First Day Schedule	Worship: 11:00am First Day School: 11:00am Adult RE: 10:00am
Business Meeting	First First Day: 1:00pm (Second First Day in September; none in July and August)
Officers & Clerks	Clerk: Karen Hansen-Kuhn

Annapolis Friends Meeting (Chesapeake Quarter)

Contact	351 Dubois Road, Annapolis, MD 21401 Wheelchair accessible Hearing assistance system – 72.9 MHz 410-573-0364 – Meeting House annapolisfriends.org/ info@annapolisfriends.org
First Day Schedule	Worship: 11:00am and 8:00am on 2 nd , 3 rd , and 5 th First Days First Day School: 11:00am Adult Religious Education: 9:15am on 2 nd and 4 th First Days
Business Meeting	First First Day of the month, 9:00am
Officers & Clerks	Clerk: Martha Baer

Augusta Worship Group (Valley)

Contact	606 Fraser Lane, Staunton, VA 24401-2335 Wheelchair accessible No hearing assistance system 540-885-7973 www.bym-rsf.org/who_we_are/meetings/va_meetings/augusta/ tabstevejean@gmail.com
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First Day Schedule	Worship: 10:00am
Business Meeting	First First Day of the month, 9:00am
Officers & Clerks	Clerk: Jeanne Tabscott

Baltimore Monthly Meeting, Stony Run (Chesapeake Quarter)	
Contact	<p>les Street, Baltimore, MD 21210</p> <p>ssible</p> <p>ce system available</p> <p>Meeting House</p> <p>fax</p> <p>www.stonyrunfriends.org</p> <p>info@stonyrunfriends.org</p>
First Day Schedule	<p>Worship: 9:30am (scent-free) and 11:00am (in July and August at 8:30am & 10:00am)</p> <p>First Day School: 11:20am (in July and August 10:20am)</p> <p>Childcare available for all Meetings</p>
Business Meeting	First First Day of the month, 9:15am (except July and August)
Officers & Clerks	Blaine Keener

Bethesda Friends Meeting	
Contact	<p>Mailing address: PO Box 30152, Bethesda, MD 20824</p> <p>Meeting place: Edgemoor Lane and Beverly Road, Bethesda, MD (on the campus of Sidwell Friends Lower School)</p> <p>Wheelchair accessible</p> <p>Hearing assistance system available</p> <p>301-986-8681</p> <p>www.bethesdafriends.org</p> <p>info@bethesdafriends.org</p>
First Day Schedule	<p>Worship: 11:00am</p> <p>First Day School: 11:20am</p>

Business Meeting	
Officers & Clerks	Co-clerks: Jabez McClelland and Jillaine Smith

Blacksburg Friends Meeting	
Contact	Mailing address: PO Box 327, Blacksburg, VA 24063-0327 Meeting place: 404 Mt. Tabor Road, Blacksburg, VA 24060 Wheelchair accessible No hearing assistance system 540-552-6713 blacksburgfriends.org
First Day Schedule	Worship: 10:00am First Day School: 10:15am
Business Meeting	Second First Day of the month at the rise of Meeting (except July and August)
Officers & Clerks	Clerk: Janet Donohue

Buckhannon Friends Meeting (Warrington)	
Contact	Mailing address: 1316 South Davis Avenue, Elkins, West VA 26241 Meeting place: West VA Wesleyan College Meditation Chapel Wheelchair accessible No hearing assistance available 304-472-3097 g/who we are/meetings/wva meetings/buckhan- non/ jseaman1@frontier.com
First Day Schedule	Worship: 10:00am - second and fourth First Days First Day School: 10:00am - second and fourth First Days
Business Meeting	Fourth First Days: 11:15am
Officers & Clerks	Clerk: Judith "Judy" Seaman

Carlisle Quaker Meeting (Warrington Quarter)	
Contact	252 A Street, Carlisle, PA 17013 Wheelchair accessible Wheelchair accessible No hearing assistance system 717-249-8899 – Meeting House carlislequakers.org carlislequakers@gmail.com
First Day Schedule	Worship: 10:00am First Day School: 10:15am (Children present first 15 minutes of wor- ship)
Business Meeting	Second First Day of the month, 11:30am
Officers & Clerks	Clerk: Fred Baldwin; Nominating: Donald “Don” Kovacs; Peace and Social Concerns: Donald “Don” Kovacs; Yearly Meeting Representative: Joan Ander- son.

Charlottesville Friends Meeting	
Contact	Nominating: Donald “Don” Kovacs; Peace and Social Concerns: Donald “Don” Kovacs; Yearly Meeting Representative: Joan Ander- son. 434-971-8859 – Meeting House telephone www.charlottesvillefriends.org charlottesvillefriends@gmail.com
First Day Schedule	Worship: 8:30am and 11:00am (Fall, Winter and Spring); 8:30am and 10:15am (Summer) First Day School: 11:00am - 11:45am (September to June) Adult discussion: 9:45am (September to June)
Business Meeting	First First Day at 12:20pm
Officers & Clerks	Clerk: Alice Anderson

Deer Creek Meeting

Contact	Mailing address: PO Box 415, Darlington, MD 21034 Meeting place: 1212 Main St, Darlington, MD 21034 Wheelchair accessible 40459188 – Meeting house phone cewalter10@gmail.com
First Day Schedule	Worship: 10:00am Friends gather, 10:50 to 11:30am Meeting for Wor- ship First Day School (Children): 10:15 to 11:30am First Day School (Adults): 10:15am
Business Meeting	Third First Day of the month, 11:30am
Officers & Clerks	Clerk: Pamela “Pam” Cohen and Mary McLean

Dunnings Creek Friends Meeting (Centre Quarter)

Contact	Mailing address: c/o Susan Williams, 2049 Valley Road, Schellsburg, PA 15559 Dunnings Creek Meeting House, 285 Old Quaker Church Road, Fishertown, PA 15539 Wheelchair accessibility with help 814-839-2952 www.dunningscreekfriends.org
First Day Schedule	Worship: 11:00am First Day School: 10:00am
Business Meeting	Second First Day, 10:00am
Officers & Clerks	Clerk: Susan Williams

Eastland Preparative Meeting (Little Britain)

Contact	Mailing address: c/o Linda Coates, 126 South Fulton Street, Strasburg, PA 17579 10 Friends Road, Little Britain, PA Wheelchair accessible www.bym-rsf.org/who we are/meetings/pa meetings/eastland.html
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First Day Schedule	Worship: 11:00am First Day School: 10:00am
Business Meeting	See listing for Little Britain Monthly Meeting
Officers & Clerks	Clerk: John Yost

Fauquier Friends Worship Group (Herndon)	
Contact	PO Box 224, Bealeton, VA 22712-0224 www.bym-rsf.org/who we are/meetings/va meetings/fauquier fauquierfriends@gmail.com
First Day Schedule	Third First Day Worship: 1:30pm First Day School: 1:45pm
Business Meeting	Once a year in spring with the Worship Group Care Committee of Herndon Friends Meeting
Officers & Clerks	Convener: Bonnie Stockslager

Floyd Friends Meeting	
Contact	1199 Christiansburg Pike, Floyd, VA 24091 Wheelchair accessible 540-929-4142 or 540-381-4147 www.bym-rsf.org/who we are/meetings/va meetings/floyd
First Day Schedule	Worship: 10:00am First Day School: 10:00am
Business Meeting	First First Day, 12:00pm, preceded by potluck
Officers & Clerks	Clerk: Kimberly “Kim” O’Donnell (2022); Alison Prudner (2023)

Frederick Friends Meeting (Warrington Quarter)

Contact	723 North Market Street, Frederick, MD 21701 Wheelchair accessible 301-631-1257 – Meeting House www.frederickfriends.org clerk@frederickfriends.org
First Day Schedule	Worship: 10:30am First Day School: 10:45am – 11:30am (mid-September to mid-June) (supervised play mid-June to mid-September)
Business Meeting	Second First Day of the month. 9:00am.
Officers & Clerks	Clerk: Kathy Funkhouser; Treasurer: Chris Elbich; Recording Clerk: vacant; Record-er: Anne Rill; First Day School: vacant; Ministry and Counsel: Karen Lockett and Elizabeth Tobin; Nominating: Victoria Bolton; Peace and Social Concerns: Andrea Norouzi; Stewardship and Finance: Carlotta Joyner; Trustees: Jennifer Brooks; Interchange Correspondent: Elizabeth Tobin; Yearly Meeting Representative: Elizabeth Tobin; Bookkeeper: Lisa Fowler

Friends Meeting of Washington	
Contact	2111 Florida Avenue NW, Washington, DC 20008 Wheelchair accessible Hearing assisted equipment available in Meeting Room 202-483-3310 – Meeting office quakersdc.org facebook.com/FriendsMeetingofWashington admin@quakersdc.org
First Day Schedule	Worship: 9:00am (Quaker House Living Room; 10:30am (Library with special welcome to LGBTQ people); 10:30am (Meeting House Meeting Room) First Day School: 10:30am Weekday Worship: Tuesday, 6:00pm (Meeting House Library)
Business Meeting	Second First Day: 12:00pm (except July - third First Day and August - no business)

Officers & Clerks	Co-Clerks: Debby Churchman & Rebecca Nelson
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Gettysburg Monthly Meeting (Warrington Quarter)	
Contact	Mailing address: PO Box 4155, Gettysburg, PA 17324155 Meeting place: Flatfelter Lodge, Gettysburg College, Gettysburg, PA Wheelchair accessible 717-420-5900 www.bym-rsf.org/who we are/meetings/pa meetings/gettysburg
First Day Schedule	Worship: 10:30am First Day School: 10:30am
Business Meeting	First First day of the Month, after rise of Meeting
Officers & Clerks	Clerk: Sandy Moyer; Treasurer: Arthur Henne; Recording Clerk: Jerry Johnson; Ministry & Counsel; Meeting of the whole; Religious Education; Meeting of the whole; Peace & Social Concerns: Meeting of the whole; Stewardship & Finance; Meeting of the whole; Interchange Correspondent ; Sandy Moyer; Yearly Meeting Representative: Vacant.

Goose Creek Friends Meeting	
Contact	Mailing address: PO Box 105, Lincoln, VA 20160105 Meeting place: 18204 Lincoln Rd, Lincoln, VA 20160 Wheelchair accessible 54750323 – Meeting House www.goosecreekfriends.org
First Day Schedule	Worship: 9:45am First Day School: 10:00am (following worship with adults)
Business Meeting	First First Day, 11:00am
Officers & Clerks	Clerk: Allen Cochran

Gunpowder Friends Meeting (Chesapeake Quarter)	
Contact	Mailing address: PO Box 737, Sparks, MD 21152-0737

	14934 Priceville Road, Sparks, MD 21152 Wheelchair accessible Hearing assistance available 410-472-4583 – Meeting House www.gunpowderfriends.org gunpowderclerk@gmail.com
First Day Schedule	First Day School: 10:00am Adult Forum: first First Days, 9:00am Quakerism Discussion Group: second First Day, 9:00am Bible Study: fourth First Day, 9:00am
Business Meeting	Third First Day: 11:15am Silent Retreat: 2nd Seventh Day 9:00am - 3:00pm
Officers & Clerks	Clerk: Adair Clark

Herndon Friends Meeting	
Contact	660 Spring St, Herndon, VA 20170 Wheelchair accessible Hearing assistance available 703-736-0592-Meeting House megcwallace@gmail.com
First Day Schedule	Worship: 10:30am, singing begins at 10:15am First Day School: 10:45am
Business Meeting	Second First Day, 9:00am (except May, July, and September)
Officers & Clerks	Clerk: Margaret Wallace; Assistant Clerk: Tim Stanley; Treasurer: Terence McCormally; Recording Clerk: Mary Brandon; Recorder: Catharine “Cathy” Tunis; Communications and Outreach: Margaret Fisher; Finance: Harry Tunis; Ministry and Pastoral Care: Tim Stanley; Nominating: Gretel Von Pischke; Peace and Social Concerns: Katherine Cole; Religious Education: Inga Erickson; Trustees: Harry Tunis, Kathleen Cole, Margaret Wallace; Newsletter Editor: Vacant; Interchange Correspondent; Margaret Fisher; Yearly Meeting Representative: Harry Tunis.

Homewood Friends Meeting (Chesapeake Quarter)	
Contact	3107 North Charles Street, Baltimore, MD 21218 Wheelchair accessible Hearing assistance system available 410-235-4438 – Meeting Office www.homewoodfriends.org homewoodfriends@verizon.net
First Day Schedule	Worship: 10:30am First Day School: 10:50am
Business Meeting	First First Day: 12:15pm
Officers & Clerks	Clerk: Sarah Bur

Hopewell Centre Monthly Meeting	
Contact	Mailing address: 604 Hopewell Road, Clearbrook, VA 22624 Hopewell Meeting House–604 Hopewell Road, Clearbrook, VA 22624 Centre Meeting House–203 North Washington Street, Winchester, VA Wheelchair accessible 540-667-9114 – Hopewell Meeting House www.winchesterquakers.org hopecentre@yahoo.com
First Day Schedule	Worship: 10:00am First Day School: 11:30am Fourth First Day meeting is at Centre Meeting House
Business Meeting	Second First Day: 11:30am
Officers & Clerks	Clerk: Richard “Dick” Bell; Assistant Clerk: Donna Knight; Treasurer: James “Jim” Riley; Assistant Treasurer: Anne Bacon; Record- ing Clerk: Daniel “Dan” Riley; Assistant Recording Clerk: Vacant; Advancement & Outreach: Margaret “Margie” Riley and Rebecca “Becky” Ebert; Ministry & Counsel: Vacant; Pastoral Care: Karen Nelson; Peace and Social Concerns:

	vacant; Religious Education: Vacant; Finance: James “Jim” Riley; Newsletter Editor: Michele Christopher; Interchange Correspondent; Margaret Stetler; Yearly Meeting Representative: James “Jim” Riley.
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Langley Hill Friends Meeting	
Contact	6410 Georgetown Pike, McLean, VA 22101 Wheelchair accessible meeting room Hearing assistance system available 72 to 76 MHz 703-442-8394 – Meeting House www.langleyhillquakers.org langleyhill@freelists.org
First Day Schedule	Worship: 10:00am, 9:30am on second First Day First Day School: 10:30am (nursery at 10:00am)
Business Meeting	Second First Day: 10:30am at the rise of Meeting
Officers & Clerks	Clerk: Frank Taylor

Little Britain Monthly Meeting (Nottingham Quarter)	
Contact	c/o Linda Coates, Clerk, 126 South Fulton Street, Strasburg, PA 17579 See listings for Eastland and Penn Hill Preparative Meetings Hearing assistance available-microphone and speaker 717-696-7914 – Clerk www.bym-rsf.org/who_we_are/meetings/pa_meetings/littlebritain
First Day Schedule	See listings for Eastland and Penn Hill Preparative Meetings
Business Meeting	Third First Day, at rise of Meeting, (February, April, June, October and November at Eastland) (January, March, May, July, September and December at Penn Hill) (August at Drumore)
Officers & Clerks	Clerk: Linda Coates

Little Falls Meeting of Friends (Chesapeake Quarter)	
Contact	Mailing address: PO Box 240, Fallston, MD 21047 719 Old Fallston Road, Fallston, MD 21047 Wheelchair accessible 410-941-9796 – Meeting House littlefallsfriends.org littlefalls.clerk@gmail.com
First Day Schedule	Worship: 10:30am First Day School: 10:45am Adult First Day: 11:15am
Business Meeting	First First Day: 11:15am
Officers & Clerks	Clerk: Corry Royer

Lynchburg Indulged Meeting (Roanoke)	
Contact	Mailing address: c/o Heidi Koring, 108 Warren Avenue, Lynchburg, VA 24501 Lynchburg College Spiritual Life Center, 500 Westwood Avenue, Lynchburg, VA Not wheelchair accessible 804-847-4301 - Convener www.roanokequakers.org
First Day Schedule	Worship: 10:30am
Business Meeting	N/A
Officers & Clerks	Convener: Heidi Koring

Mattaponi Friends Meeting

Contact	<p>Mailing address: c/o Miriam Maloney, Dayspring Farm, 942 Buena Vista Rd, Co- logne, VA 23156</p> <p>Meeting place: Dayspring Farm, 942 Buena Vista Road, Cologne, VA 23156 Building is wheelchair accessible; bathroom is not</p> <p>804-785-9401</p> <p>www.bym-rsf.org/who_we_are/meetings/va_meetings/mattaponi/dayspringfarm@aol.com</p>
First Day Schedule	Worship: 10:00am
Business Meeting	First First Day, after the rise of Meeting
Officers & Clerks	Clerk: Ralph Hutton

Maury River Friends Meeting	
Contact	<p>Mailing address: PO Box 582, Lexington, VA 24450</p> <p>Meeting place: 34 Waterloo Road, Lexington, VA 24450</p> <p>Wheelchair accessible</p> <p>news@mauryriverfriends.us</p>
First Day Schedule	<p>Worship: 10:00am; adult discussion 11:30am</p> <p>First Day School: 10:00am with children joining Meeting at 10:40am</p>
Business Meeting	Fourth First Day: 11:30am; potluck follows
Officers & Clerks	<p>Clerk: Margaret “Peggy” Dyson-Cobb and Benjamin Eland; Treasurer: Philip Hyre; Re- cording Clerk: Daphne Raz; Records Clerk: Philip Hyre; Advancement and Outreach; Benjamin Eland; Finance and Stewardship: Eric Sheffield; Ministry and Counsel: Somer Knight; Nominating: Daphne Raz; Peace and Justice: Kathleen “Kathy” Fox and Richard Capron; Religious Education: Kathleen “Kathy” Fox; Trustees: Philip Hyre, Katherine Smith and Sandra Stuart; Yearly Meet- ing Representative: Vacant.</p>

Menallen Monthly Meeting (Warrington Quarter)

Contact	Mailing address: PO Box 29, Biglerville, PA 17307 Meeting place: 1107 Carlisle Road (PA Rt. 34), Biglerville, PA Wheelchair accessible 717-677-6781 www.menallenfriends.org
First Day Schedule	Worship: 10:30am First Day School: 10:30am Redlands Meeting House: Worship every third First Day from April- Sept Huntington Meeting House: Worship every first First Day from April-Oct
Business Meeting	Second First Day of the month, following Meeting for Worship
Officers & Clerks	Clerk: Judith "Judy" Pyle

Midlothian Friends Meeting	
Contact	Mailing address: P.O. Box 1003, Midlothian, VA 23113 Meeting place: 900 Preservation Road, Midlothian, VA 23113 Wheelchair accessible 804-744-2657 www.midlothianfriends.org quaker_town_crier@msn.com
First Day Schedule	Worship: 11:00am; Circle of Friends: 10:15am First Day School: 11:15 am on second and fourth First Days
Business Meeting	Second First Day: 11:00am
Officers & Clerks	Clerk: Stephen Long; Treasurer: Ann Duncan; Recording Clerk: Tom DeWeerd; Financial Stewardship/Trustees: Ann Duncan; Peace and Social Action: Roselle Clark; Religious Education: Laura Clark; Email notifications: Howard Brod; Yearly Meeting Representative: Thomas "Tom" DeWeerd.

Monongalia Friends Meeting	
Contact	Mailing address: PO Box 441, Morgantown, West VA 25607-0441 Meeting place: 648 East Brockway, Morgantown, West VA 26501

	Wheelchair accessible 304-599-8233 monquakers.wordpress.com monquakers@gmail.com
First Day Schedule	Worship: 11:00am First Day School: 11:00am
Business Meeting	Third First Day: 12:30pm
Officers & Clerks	Clerk: Catherine Tall; Assistant Clerk: Vacant; Treasurer: James "Jim" Siekmeier; Recording Clerk: Becky Rodd; Recorder: James "Jim" Syphers; Advance- ment and Outreach: Committee of the whole; Ministry & Oversight: Vacant; Nominating: Vacant; Peace & Social Concerns: Vacant; Re- ligious Education: Vacant; Stewardship & Finance: Vacant; News- letter Editor: Vacant; Yearly Meeting Representative: Vacant.

Nottingham Monthly Meeting (Nottingham Quarter)

Contact	Mailing address: 260 South Third Street, Oxford, PA 19363 Meeting place: Oxford Friends Meeting House, 260 South Third Street, Oxford, PA 19363 Wheelchair accessible 484-758-0750 www.oxfordfriends.org info@oxfordfriends.org
First Day Schedule	Worship: 10:30am (both Oxford and The Brick Meeting Houses) First Day School: 9:30am
Business Meeting	Second First Day: 9:30am, when scheduled
Officers & Clerks	Clerk: Douglas "Doug" Eaby

Patapsco Friends Meeting (Chesapeake Quarter)

Contact	Mailing address: PO Box 2282, Ellicott City, MD 21041-2282 Meeting place: 2331 Calvin Circle, Ellicott City, MD 21042 Wheelchair accessible 410-465-6554 www.patapscofriends.com patapsco.friends.meeting@gmail.com
First Day Schedule	Worship: 10:30am First Day School: 10:30am
Business Meeting	First First Day: 12:00pm
Officers & Clerks	Clerk: Susan Hills

Patuxent Friends Meeting (Chesapeake Quarter)	
Contact	Mailing address: PO Box 536, Lusby, MD 20657 Meeting place: 12185 Southern Connector Boulevard, Lusby, MD 20657 Wheelchair accessible 410-394-1233 www.patuxentfriends.org www.facebook.com/patuxentfriends pfmtclerk@gmail.com
First Day Schedule	Worship: 10:00am First Day School: 10:10am
Business Meeting	First First Day: 11:30am
Officers & Clerks	Clerk: Richard Adams; Treasurer: Matthew Keck; Recording Clerk: Richard "Dusty" Rhoades and Cynthia Gonzalez; Recorder: Bruce Perrygo; Budget and Finance: Dave Elkinson; Ministry and Pastoral Care: Shari Adams, Sharon Bickel, Karen Horton, Melissa Kallfelz, Kim Keck, Rich Adams; Nominating: Vicki Rhoades, Rich Adams, Karen Horton; Peace and Social Action: Layne Ferguson, Sarah Hall, Kelly Keck, Vicki Rhoades, Shelly O'Foran, Cara Scheydt; Religious Education: Cara Scheydt, Shari Adams, Jan Hurst; Trustees: Cynthia Gonzalez, Vicki Rhoades, Ann

	Trentman; Interchange Correspondent; Bruce Perrygo; Yearly Meeting Representative: Mary Braun.
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Penn Hill Preparative Meeting (Little Britain)	
Contact	Mailing address: c/o Sarah Brabson, 443 Little Britain Road South, Peach Bottom, PA 17563. Meeting place: 2239 Robert Fulton Highway, Peach Bottom, PA Wheelchair accessible Hearing assistance available-microphone and speaker www.bym-rsf.org/who we are/meetings/pa meetings/pennhill
First Day Schedule	Worship: 11:00am First Day School: 10:00am
Business Meeting	See listing for Little Britain Monthly Meeting.
Officers & Clerks	Clerk: Mary Kirk

Pipe Creek Friends Meeting (Warrington Quarter)	
Contact	Mailing address: PO Box 487, Union Bridge, MD 21791-0487 Meeting place: 455 Quaker Hill Road, Union Bridge, MD Wheelchair accessible 301-802-3345 anitavirkus@gmail.com
First Day Schedule	Worship: 10:00am
Business Meeting	First First Day: 11:30am
Officers & Clerks	Clerk: Anita Virkus and Lisa Moyers; Treasurer: Theodore "TR" Wailes; Recording Clerk: Dorothy Dominique; Assistant Recording Clerk: Wilbur Wright; Recorder: Laurel Hummel; Peace and Social Concerns: Frank Reitemeyer; Yearly Meeting Representative: Vacant.

Richmond Friends Meeting

Contact	4500 Kensington Avenue, Richmond, VA 23221 Wheelchair accessible Hearing assistance system 804-358-6185 – Meeting House www.richmondfriendsmeeting.org clerkofmeeting@richmondfriends.org
First Day Schedule	Worship: 9:30am and 11:00am First Day School: 11:20am
Business Meeting	Third First Day: 11:00am – 12:30pm
Officers & Clerks	Clerk: Lynda Perry

Roanoke Friends Meeting	
Contact	505 Day Avenue SW, Roanoke, VA 24016 Wheelchair accessible 540-723-1131 – Meeting House www.roanokequakers.org
First Day Schedule	Worship: 10:30am First Day School: 10:30am
Business Meeting	Third First Day, at rise of Meeting for Worship
Officers & Clerks	Clerk: Michael “Mike” Heller; Recorder: Edmund “Mac” Broussard; Advancement and Outreach: Kimberly “Kim” Millirones; Ministry and Counsel: Rotates among members; Nominating: Patricia “Patsy” Martin and Judith “Judy” Marlow; Peace and Social Concerns: Herbert “Herb” Beskar; Religious Education: Edmund “Mac” Broussard; Stewardship and Finance: Letty Collins; Newsletter Editor: VA “Jenny” Chapman; Yearly Meeting Representative: Jacquelyn “Jack- ie” O’Neill.

Sandy Spring Friends Meeting (Chesapeake Quarter)	
Contact	17715 Meeting House Road, Sandy Spring, MD 20860 Wheelchair accessible 301-774-9792 – community House www.sandyspring.org office@sandyspring.org
First Day Schedule	Worship: 9:00am and 11:00am (except first First Day), Fifth Day 7:30pm First Day School: 11:20am (except first First Day)
Business Meeting	First First Day: 10:15am
Officers & Clerks	Clerk: Jonathan Glass; Assistant Clerk: Vacant; Treasurer: Graham Johnson; Assistant Treasurer: Gloria Victor Dorr; Recording Clerk: Anna Marsh; Recorder: Susan Brown; Advancement and Outreach: Lydia Rappolt; Finance: Bryan Seith; Friends in Unity with Nature: Antoinette “Toni” Hudson and Munro Meyersburg; Marriage and Family Relations: Julie Eagle and Bruce Evans; Membership and Spiritual Care: Vacant; Ministry and Counsel: Patti Nesbitt and Joan Liversidge; Nominating: Leah Niepold and Alice Bowman; Religious Education: Erik Hanson; Social Concerns: Becky Cromwell and Cathy Henderson; Trustees: Jerry Hurley; Newsletter Editor: Rosalind Zuses; Interchange Correspondent: Jonathan Glass; Yearly Meeting Representatives: Barbara “Barb” Platt and Wayne Finegar.

Shepherdstown Friends Meeting (Warrington Quarter)	
Contact	Mailing address PO Box 1364, Shepherdstown, West VA 25443 Meeting place: Shepherdstown Train Station, corner of German Street and Audry Egel Drive, Shepherdstown, West VA 304-584-3126 shepherdstownfriends.org shepherdstownquakers@gmail.com
First Day Schedule	Worship: 10:00am

Business Meeting	Second First Day, following Meeting for Worship
Officers & Clerks	Clerk: VA Bainbridge; Treasurer: William “Bill” Telfair; Recording Clerk: Ellen Smith; Finance: Kristin Loken; First Day School: Vacant; Ministry and Pastoral Care: Kris Loken and William “Zakee” McGill; Nominating: Andrew “Andy” Mosholder; Peace and Social Justice: Carol Marujo; Yearly Meeting Representative: Vacant

State College Friends Meeting (Centre Quarter)	
Contact	611 East Prospect Avenue, State College, PA 16801 Wheelchair accessible Hearing assistance system available 814-237-7051 – Meeting House www.statecollegefriends.org office@statecollegefriends.org
First Day Schedule	Worship: 11:00am First Day School: 10:45am
Business Meeting	First First Day: 9:00am
Officers & Clerks	Clerk: Gary Fosmire

Takoma Park Preparative Meeting (Adelphi)	
Contact	Mailing address: PO Box 11365, Takoma Park, MD 20913 Meeting place: 310 Tulip, Takoma Park, MD 20912 Wheelchair accessible 301-588-2724 – messages only www.takomaparkfriends.org
First Day Schedule	Worship: 11:30am (second hours occasionally follow Meeting)
Business Meeting	Third First Day (except Fifth Month), following meeting for worship.
Officers & Clerks	Clerk: Arthur David Olson

Valley Friends Meeting	
Contact	Mailing address: PO Box 781, Dayton, VA 22821 Meeting place: 363 High Street, Dayton, VA 22821 Wheelchair accessible No hearing assistance system 540-350-2765 – Clerk valleyfriends.org
First Day Schedule	Worship: 10:00am, followed by potluck meal on first First Day First Day School: 10:00am Adult Religious Education: third and fourth First Day
Business Meeting	Second First Day, at the rise of Meeting
Officers & Clerks	Clerk: Rose Longworth

Warrington Monthly Meeting (Warrington Quarter)	
Contact	Mailing address: c/o Stan Jones, Clerk, 1040 Old Mountain Road, Dillsburg, PA 17019 Road, Wellsville, PA Wheelchair accessible (portable 717-514-5595 www.bym-rsf.org/who_we_are/meetings/pa_meetings/warrington www.facebook.com/Warrington-Quaker-Meeting - ing-2218216151767055/ warrington.meeting@gmail.com
First Day Schedule	Worship: 11:00am
Business Meeting	First First Day of the month: 11:45am
Officers & Clerks	Clerk: Stanley “Stan” Jones; Treasurer: Patrick Walker; Recording Clerk: Vacant; Ministry & Counsel: Joan Clippinger; Religious Education: Deanna “Dee” Swope; Yearly Meeting Representative: Vacant.

Williamsburg Friends Meeting	
Contact	Mailing address: PO Box 1034, Williamsburg, VA 23187-1034 Meeting place: Fahs House, 3051 Ironbound Road, Williamsburg, VA 23188 Wheelchair accessible 757-887-3108 www.bym-rsf.org/who_we_are/meetings/va_meetings/williams-burg/clerk@williamsburgfriends.org
First Day Schedule	Worship, 10:00am Second Hour Forum, 11:30am First Day School, 10:15am
Business Meeting	Second First Day: 11:30am, with potluck following.
Officers & Clerks	Clerk: Thayer Cory

York Friends Meeting (Warrington Quarter)	
Contact	135 West Philadelphia Street, York, PA 17401 Wheelchair accessible 717-814-8437 www.yorkquakermeeting.org yorkfriendsmeeting1@gmail.com
First Day Schedule	Worship: 11:00am; 9:30am Worship Sharing/Discussion
Business Meeting	First First Day: 9:00am
Officers & Clerks	Clerk: Committee of the whole

Epistles & Minutes

The Epistles

Epistle of the Yearly Meeting (2023)

August 6, 2023

To Friends Everywhere:

Nearly 200 Friends of all ages gathered for our Baltimore Yearly Meeting's 351st Annual Session at the Hood College campus in Frederick, Maryland and over 25 additional Friends participated on-line. Our theme was: *Building Our Community with Love and Tenderness*. Our opening retreat explored queries related to what binds us together. In building our communities, individuals are like irregular stones with many different shapes and sizes and sometimes jagged edges. For Friends, neither dogma nor hierarchy are the mortar to bind these stones together.

We were encouraged by BYM General Secretary, Sarah Gillooly, to pay attention to and be guided by what lights us up inside. In this spirit, BYM Friends were encouraged to share our passions, joys, and interests with one another as we entered into community and considered our future together.

We have difficult work to do. Sometimes we're successful. When we get it wrong or make mistakes, we must commit to correcting them together, not shouting across the quiet divide, but listening to each other and responding with kindness and appreciation for each other.

We celebrate the vigorous ministry of BYM camps which engages over 600 children each summer in the exploration of nature, worship, and spiritual community. Our STRIDE (Strengthening Transformative Relationships in Diverse Environments) program is successfully diversifying the composition of our staff and campers. This year we made a spirit-led decision to move one of our 4 camps, Opequon Quaker Camp, to the 1600 acre Rolling Ridge Conservancy with a 40-

year lease, undertaking the financial and logistical complexities of moving the camp and opening it there in 2024.

BYM continues to strive to live into our commitment to be an anti-racist faith community. We have experienced strain as we embrace the intricacies of our complicity in systemic racism in our society. We seek to repair relationships with Friends who have been harmed by our actions, inactions, and words. We are starting to consider reparations, a concept many find uncomfortable. Meetings and individual Friends are encouraged to move beyond discomfort, to start conversations, to be creative and act. We envision becoming a hive coming together trying local reparations that can be a model for state and federal reparations. There is a clear desire to act and a rising urgency among us.

We approved a significant revision to BYM Faith and Practice covering topics central to our faith: *The Quaker Experience* and *Meeting for Worship*, the first such revision since 1988.

We heard reports from several BYM Friends who attended the Friends United Meeting Triennial in Kenya this Summer; including our General Secretary and Clerk. We were reminded that it has been 21 years since BYM faced the question of how to stay in relation to FUM despite profound concerns about personnel policies that restricted service opportunities on the basis of sexuality. The intervisitation program that we began at that time, to listen and connect with each other, continues to bear fruit.

Jared Wood, a father and Opequon Camp Director, shared inspiring and formative stories from his rich and diverse heritage during our opening plenary. He described the experience of being a Black father having to choose between survival and joy. He concluded saying that: "Liberation is continuing revelation within individuals, within families, and within communities, it is Redefinition." Rich sharing followed afterwards in response to two queries: What liberatory traditions can be gleaned from your family story? When do you make decisions automatically that you don't feel good about, and where do those decisions come from?

We had a wonderful opportunity to participate in programmed worship with the Friends Church of Baltimore and joyfully experienced *A Taste of Africa*.

Diego Navarro delivered the Carey Lecture entitled: *Healing of Harm through Sacred Space and the Genius of Quakerism*. He left BYM and our constituent home Meetings with several challenges: (1) adopt a process for identifying and addressing harm; and (2) conduct an epigenetic historic accounting of BYM's complicity in slavery and associated businesses, and BYM's complicity in stealing indigenous lands and participation in the Indian boarding schools.

In our worship, business meetings, workshops, worship-sharing, Bible Study, meals together, and other activities this week, we've seen that of God in everyone — and renew our intention to welcome all newcomers as well as returning Friends, to go deeper together, and to let our Light shine in the world.

Our life is love, and peace, and tenderness; and bearing one with another, and forgiving one another, and not laying accusations one against another; but praying one for another, and helping one another up with a tender hand. - Isaac Penington

Epistle of Young Friends

August 8, 2023

Young Friends began the year by meeting at Menallen Monthly Meeting. It was our first of two bus cons for the year, as we wanted to make more of an effort to reach meetings further from our central stomping grounds. We enjoyed a weekend of pumpkin carving and community building as we began a new year of Young Friends. The newly named "Soptomber Con" saw us exploring the woods and the top of the bus, as well as watching a wonderfully bad movie called Spooky Buddies, where five young pups must save their town from Warwick the Warlock. We also enjoyed some wonderful, fresh, homemade apple juice. We would like to thank all the members of Menallen Monthly Meeting for providing us with such a wonderful space to begin our year.

Our second con of the year met at Annapolis Monthly Meeting. This con was nicknamed "liquid con", as all the food we ate was liquid, with soups and smoothies being devoured. Young Friends spent a lot of time outdoors, strengthening their spiritual connection with the world around them. Young Friends noted this con as one with a very late bedtime, as most young friends did not make their way into bed until 3am. Our workshop was a discussion about how

race has impacted different young friends in different ways, and served as a time of reflection and story sharing. We would like to thank the members of Annapolis Monthly Meeting for providing us the space to have these important discussions and to create wonderful new memories.

Our third con of the year took place at Homewood Monthly Meeting. The person reading this epistle has no memory of this con as she had to leave early because of a migraine. However, the rest of the young friends thoroughly enjoyed themselves exploring the Homewood meeting house, eating pancakes for breakfast, and walking through the woods. Friendly Adult Mentors training was discussed and postponed. We hosted a workshop led by FCNL discussing how to lobby, with an emphasis on legislation focusing on Native Americans healthcare. We would like to thank the members of Homewood Monthly Meeting for providing us with their wonderful and beautiful meeting house as space for our conference.

Our fourth con of the year was scheduled to take place at Sandy Spring Monthly Meeting, but had to be moved to the BYM offices. There, we did community service for BYM and reorganized the BYM office garage, making it easier to find and store items. We also found an old young friend's ledger and began work on starting a new one. We journeyed over to Sandy Spring Friend Schools playground and enjoyed the swings and Gagaga. We had our Sunday worship at the Sandy Spring, with some hikers joining us towards the end. We would like to thank the BYM staff for sharing their space with us and giving us a place to create new, fun memories.

Our final con of the year took place at Maury River Monthly Meeting and was also a bus con. This con was the graduation conference for our senior friends, even though they are invited to november con next year as alumni. While at Maury River, we visited Thunderbridge, a former CCC camp and a common stop for TA. We got to see the amazing work of local artists, who used mediums like stamps, paint, and metal. We tried rope climbing and finished out the day dyeing t-shirts to commemorate a wonderful experience. When we got back to Maury River, we held a fire circle and held each of our wonderful, amazing senior friends in the light as we reflected on the memories we had created together. We would like to thank the members of Maury River Monthly Meeting for sharing their meetinghouse with us and giving us the space to make new memories with wonderful old friends.

Now, Young Friends would like to extend our thanks to all of BYM for their support throughout the year and sharing your communities. Without you, we would not have this wonderful community that makes us all feel loved and welcome.

Love and Light,
Young Friends

Epistle of the Women's Retreat

October 8, 2022

To Friends everywhere:

Over forty-five women Friends gathered together on October 8, 2022 at Adelphi Meeting to meet on the theme: "Making Room for What's Important." Over twenty-two of these participants joined online via Zoom.

Friends entered worship with the chant, "We are strong, we are wise, we are filled with light." This was a lovely way to center together and it helped us leave our daily lives behind, making room for our time together.

One Friend shared a reading about the purpose of our Meeting for Worship to start our day. She spoke about sharing gratitude and to give deep listening to spirit. The intention is to listen inside, and discern if a Message is for one's self, or for the greater gathering.

Friends observed the "cozy" feeling during Meeting for Worship, with shared gratitude for being able to be among Friends we have not seen in a while. Sharing focused on the reasons why women come together for this annual retreat. A Friend observed Adelphi Meeting's location was discovered by a woman, and queried what are the other foundational ways women helped form Friends' communities.

We transitioned into Meeting for Worship with a Concern for Business. The discernment focused on the future of the Women's Retreat. Friends invited

volunteers to form a planning committee, identifying Covid and other concerns related to timing and venue for the retreat as part of the considerations the planning committee may make.

After a lunch break, participants convened in small groups for Worship Sharing. We focused on the following queries: “What matters most in my life today?” And “How has the spirit moved in me recently?”

Women then transitioned to one of several workshops. Some women stayed in the main Meeting room and chanted together. A group of women had fun exploring props and their own spirit-led bodies, in a workshop called “Circus Skills for Every Day Life” by Jodi Rose. Cameron Hughes led a workshop about “Rebuilding our Meetings after Covid,” and Katherine Cole, Debby Churchman, and Martha Solt led a workshop about “Women’s Reproductive Rights.”

After the workshops, women gathered to enjoy refreshments and social time with their Friends followed by a joyful sharing of talents, stories and songs in the coffeehouse.

We closed the evening with a discussion on the future retreat. Women from Adelphi Meeting have said they are willing to take up the staff and work towards planning the next Women’s Retreat. The day finished in worship followed by announcements.

Making room in our lives for one another at this retreat invites us to deepen our relationships further in the coming year.

Yours in the Light, The Women of Baltimore Yearly Meeting

Epistle of the Yearly Meeting (2022)

The 2022 Yearly Meeting Epistle was not approved at the 2022 Annual Sessions and was not published in the 2022 Yearbook. Friends of Baltimore Yearly Meeting amended and approved the 2022 Epistle at the 2023 Annual Sessions.

August 2022, Amended August 2023

Baltimore Yearly Meeting concluded its 350th year together as we reflected on the theme “Consider the Wildflowers: Rooted in History, Growing Toward Spirit”. This year we gathered in a hybrid format at Hood College in Frederick Maryland with 316 persons registered including adults, Junior Yearly Meeting children, Young Friends and Young Adult Friends. Of these, 147 attendees were on campus for at least one night and 90 were virtual attendees. The challenges for the Presiding Clerk and Tech volunteers were substantial but all rose to the occasion. With the use of multiple computers and considerable expertise, Yearly Meeting Friends were able to see and hear one another, whether on Zoom or in-person. Our Presiding Clerk was able to go back and forth with increasing skill over the week, including everyone in the discussions.

The annual pre-session retreat was led by Clinton and Kathryn Pettus (Stony Run) and focused on developing and sustaining trust using his Trust Circles methodology. They shared that trust is paramount in bringing people together and building a community where everybody belongs. Time together in small groups created the opportunity for participants to test out these methods. Pettus’s Titanium Rule - “Do unto others as they would have you do unto them while maintaining your values and needs” – was the message of the retreat.

The three Opening Plenary speakers, all seasoned Friends, explored “Remembering the Past: Seeking Lessons Learned Relating to Racial Justice, Native Peoples and the Peace Testimony”. They each explored how colonization affected our faith and practice relating to racial justice, Native Peoples, and the peace testimony, and how it continues to affect our faith community today. Each gave a brief history of Quaker activities, personal experience, and next steps for Quakers to consider within the specified context.

Cy Merriweather-deVries (State College) described racial injustice in colonial America including the how Quakers were involved. She noted that while many Quakers did not practice slavery themselves they did benefit from the fruits of it. She shared sociologist Dr Robin M Williams fifteen core values of American society, which he used to confront the centrality of race in U.S society. She shared both personal experiences of disrespect by the White community and also historical events that have been lauded in American history which are actually racist. Friend Cy asked that Friends in BYM need to think about what our biases

are so that they can be addressed. Finally, the question was posed: Where do we go from here?

Ruth Flower (Adelphi) told us of the injustices perpetrated on the Indigenous Peoples of the US during its settlements with 90% of the population dying from epidemics and starvation. Quakers were complicit with this and became colonists in using land that was taken after the Indigenous Peoples had been driven out. Quakers were also involved with running boarding schools for indigenous youth, stripping the youth of their language and culture, with the goal of assimilating them into the predominate White culture. Friend Ruth reflected that knowing the historical truth gives Friends an opportunity to learn from and take responsibility for the past and to reflect on what native peoples have to teach us. It is a good time to reach out to native peoples to build relationships of respect. Friend Ruth shared that her world view of her own youth was turned around by working with VISTA. She now sees through the eyes of her children and grandchildren as to what the world could be.

Bette Hoover (Sandy Spring) shared the historical roots of the Peace Testimony beginning with George Fox in the 17th century. Her personal experience of living in a number of countries where there had been violence pointed out the disconnect between our testimonies and what needs to be done in the world. She asked us, "How do the complexities of our interconnected world affect how we live our testimonies?" Friend Bette reflected on the relationship of peace and justice concluding with the chant, "No Justice, No Peace!" She asked what would happen if we turned the Peace Testimony on its head and focused on justice first. This would require generational healing and deep spiritual reckoning, not shying away from our discomfort.

Friends found these facts hard to hear but necessary for us to know the truth. The Plenary Speakers final query to us was "How does Spirit lead us into a future that takes responsibility for the harm done and is welcoming to all people?". This set the stage for the important, Spirit filled, and frequently painful discussions which occurred in Meetings for Worship with a Concern for Business during the week.

One member spoke to us on several occasions of her deep pain and spiritual longing for Friends to realize that the only way to move forward was to give up our racist ways. She admonished White Friends to teach themselves how to be

with People of the Global Majority instead of asking to be taught. Several other Friends of the Global Majority supported this message and spoke eloquently of their own pain and concern for BYM and its future. Each said that White Friends need to do their own work; Friends of the Global Majority should not have to do it for them. White Friends were reminded that even though the Yearly Meeting does some good works with camp, it's not enough to help Black children make up for all that White children have in terms of safety in the world and opportunities to be confident. We were also called to own our poor treatment of several members of the community who are Friends of the Global Majority.

Quaker business process was called into question as too convoluted and therefore taking too much time, causing pain to those who had to wait for changes that impact People of the Global Majority directly. Concern about how the process is used against those who advocate for change was also brought forward.

As the body was working to assimilate these messages, the Clerk and Friends in attendance recognized that the importance of the work of moving BYM towards becoming an anti-racist faith community needed to take priority over many of the usual items of business on the agenda.

Friends at Annual Session heard how we are stewarding our resources, both human and fiscal. The Yearly Meeting office continues to work very hard and short-handed doing the Yearly Meeting's work. BYM continues to carefully manage its funds and the Yearly Meeting is in good fiscal status at the 2022 budget half way point. The 2023 budget supports the work that the Yearly Meeting has deemed important in the deep spiritual sharing that has occurred at Annual Session. This includes funds for the End of Life Working Group to publish their book, Growing Diverse Leadership Committee for Juneteenth work, Reparations Action Working Group, and the Working Group on Racism for anti-racism training and healing spaces.

There were a myriad of events to feed our hearts and spirits during the week. The inter-generational workshop led young and old to connect with many of our Quaker ancestors near and far. Each day Worship with Concern for the State of Our World was held. The Global Majority Hangout provided a safe space for Friends of the Global Majority to visit and relax each mid-day. The variety of workshops available fed our minds and our spirits, both virtually before Annual

Session began and during Annual Session. Our spirits were gladdened by the mid-week all age ice cream social and we laughed together at the Coffee House. At the end of each day, the Inter-visitation Lounge provided a welcoming and nurturing space for Friends from outside Baltimore Yearly Meeting to share their experiences and develop new friendships with BYM Friends with the support of nourishment. Our bodies and souls were also fed during Annual Session by the week-long project from the Right Relationship with Animals Working Group to encourage us all to try a plant based diet. Their ministry of cookies, daily vegan jokes, vegan deserts, and Friday's vegan challenge with 75 Friends participating stimulated lots of thoughts and discussion. Friends Church of Baltimore held a Meeting for Worship in the manner of programmed Friends early Saturday evening celebrating the Spirit with joy.

Emily Provance, member of 15th Street Meeting in NYC and full-time traveler in the ministry, gave the Carey Memorial Lecture Saturday evening. She reflected that to change the world we need to change hearts. The world is desperate for us to be in committed and vulnerable relationships with one another so that hearts can be changed. Transformation is changing our hearts and the hearts of others through many small acts of love in relationships that exist over time. A single action will not get the job done. We need faith that God's love will be effective.

Friend Emily also told us that the world is in desperate need of deep listening to God. This requires us to be in community and to engage in corporate discernment. Trust is required for this to happen. Trust requires us to speak up even when uncomfortable; the community to deeply listen to what is said; the sense of the meeting to be confirmed in God's time; and that the community remain open to continuing revelation. People who have not engaged in the discernment process may have trouble accepting the outcome because they were not part of the journey.

Finally, Friend Emily challenged us with the question "Why do Friends insist that discernment stops at the Yearly Meetings?". Quakers are very diverse and wide spread, yet by coming together we could make the world better. There is common ground to be found across Quakers internationally. How we could discern together will likely not look like any process we use now. It would be a huge task, never completely finished, because we never complete discerning God's will. We could become a new people if we make the commitment that it is possible to solve problems that are beyond human reason.

The gathering was bittersweet as we looked more deeply at what BYM has done, both positive and particularly negative, over the past centuries up to the present moment. We reflected that to become more vital in the world that Friends need to be more assertive about being an anti-racist community through our actions. Both with present members of BYM and those who we may hope will join us in the future.

The exercise during Meeting for Worship with a Concern for Business on Saturday may give BYM a better sense of Friends thinking. These data during 2022-23 will help to develop Spirit-led activities to move us toward being a pro-active anti-racist faith organization. We left Frederick knowing that we have much work to do individually, as monthly meetings and as a Yearly Meeting and look forward with joy to being together again next year.

Interim Meeting Minutes

Fall 2022 Interim Meeting

October 5, 2022

Held at Sandy Spring Friends Meeting and via Zoom

I2022-33 Opening. Yearly Meeting Clerk Stephanie “Steph” Bean (Adelphi), sitting in for Interim Meeting Clerk Bette Hoover (Sandy Spring), opened the meeting with a land acknowledgement, naming the original inhabitants of the lands now used by Baltimore Yearly Meeting.

The Clerk introduced the others at the clerks’ table: Deborah Haines (Alexandria), Recording Clerk (by zoom), Ron Lord, assisting with technology, and Tom Webb (Bethesda) and Rita Willett (Richmond), prayerful presences.

Sarah Gillooly, General Secretary, explained the technology we will be using today.

“Steph” Bean invited us into a time of corporate discernment, and reminded us of the anti-racist queries that ground all our work together. The queries were then read for us to reflect on.

I2022-34 Welcome to Sandy Spring. A member welcomed us on behalf of Sandy Spring Monthly Meeting and explained the hospitality arrangements.

I2022-35 Business Carried Over from Annual Session. “Steph” Bean spoke of unfinished business from annual session. There were many messages received from Global Majority Friends at annual sessions that deserve to be preserved and disseminated. There are Friends looking for the best way to do that. Global Majority Friends continue to meet on an ongoing basis to support each other.

I2022-36 Minute of Appreciation for Meg Meyer. “Steph” Bean read a minute of appreciation for Meg Meyer, past Clerk of Interim Meeting:

Meg Boyd Meyer faithfully served as our Interim Meeting Clerk for one term of two years, from 2020 to 2022, which were an interesting couple

of years to step into leadership anywhere, but especially at BYM. Meg agreed to take on this role, not knowing quite how different our Yearly Meeting was from when she had served in the past, nor how challenging keeping up with some ongoing big changes would be. Nevertheless, she put her heart into learning new technologies, new people, and new ways of being. She was quick to say she could do something, willing to say when she didn't know, and relentlessly practical when the situation warranted it. And in a final act of service as her role ended, she gracefully and adeptly switched into the Recording Clerk role for our Annual Session. She attended countless committee meetings and coordinated many moving organizational parts, sharing her depth of understanding how things have been done, how they might be done, and what questions we need to ask ourselves as we move into the future of this organization and faith community.

Thank you, Meg, for sharing your time and energy with us in such important and impactful ways.

“Steph” Bean, Presiding Clerk

Friends **APPROVED** this minute with gratitude.

I2022-37 Nominating Committee Report. Karie Firoozmand, Co-Clerk, presented the report. She brought forward the name of Ann Riggs (Annapolis) to serve on the FUM Triennial Nominating Committee, and asked that the second reading be waived so that she can begin her service in January 2023. Friends **APPROVED** this nomination.

The following resignation were reported and received:

- from the Camping Program Committee: Justin Sykes (Shiloh) and Kate Di Pasquale (Richmond)
- from the Board of Trustees for Friends Meeting School: Peirce Hammond (Bethesda)
- from the Religious Education Committee: Rory Kennison (Homewood)
- from Friends Peace Teams, as alternate rep: Bette Hoover (Sandy Spring)

I2022-38 Faith and Practice Committee Report. Davis Balderston (Alexandria) presented the report. He spoke of how the committee is seeking to make *Faith and Practice* an inclusive, welcoming and accessible document, in part by simplifying the language. The committee will be circulating two draft sections on the life of the spirit. The first will replace the section in the current version titled “Cultivating the Life of the Spirit.” The second will replace the sections titled “Meeting for Worship” and “Vocal Ministry”. These draft sections are being distributed to monthly meetings, BYM Committees and Working Groups, and other BYM worshipping communities for seasoning. A concern was raised that the goals of inclusivity and language accessibility need to be seen as separate. As written, the report seems to imply that simplified language is needed to communicate with the Global majority, which is offensive. This was not the intention. We are all reminded to be more careful in our use of words, to avoid those that are hurtful and unloving. The written report is attached.

Sarah Gillooly announced that 300 copies of *Faith and Practice* are available today. Friends are encouraged to take copies back to their meetings and to pick up those that are needed for BYM committee work.

I2022-39 Treasurer’s Report. James “Jim” Riley (Hopewell Centre) presented the report. He first reviewed the balance sheet, which summarizes the financial position of the Yearly Meeting as of September 30. Our cash reserves are somewhat lower than last year, primarily because \$125,000 was used to repay the Friendly Loans that supported the construction of the bathhouse at Camp Catoctin. Outstanding Friendly Loans now total \$78,163. The value of our investments has fallen because of stock market volatility.

“Jim” Riley reviewed the Financial Statement, which details income and expenses. Restricted and unrestricted contributions are down compared to the first nine months of last year. Expenses as of September 30 exceeded revenue by \$244,704. Our unrestricted reserves were about \$1,166,000 as of September 30, 2021, which was twice the targeted minimum of 25% of our budgeted expenses for the year. This gives us a useful cushion. An updated figure on unrestricted reserves will be available once our audit is completed. The Treasurer’s Report and the supporting financial reports are attached.

In response to a question, Jim Riley noted that the new fee structure for the camping program seems to have generated enough income to cover expenses.

Sarah Gillooly explained that camping program income at this point is \$244,000 over expenses, but some expenses remain to be paid. The program expects to break even. A final update will be available after the books are closed for the year. They noted that income and expenses for annual session also roughly broke even under the new “pay as led” plan.

I2022-40 Development Committee Report. Gretchen Hall (Alexandria) presented the report. She spoke of how Baltimore Yearly Meeting has been well built, like the house built on a rock, and it is our shared responsibility to keep it strong. She thanked our development director, Mary Braun, and the members of the Development Committee. She noted that much remains to be done if we are to meet our fundraising goal for the year. As of September 30, we had raised \$242,675 compared to a goal of \$430,00. She urged all of us to give generously. The full report is attached.

Gretchen Hall then read a minute of appreciation for Mary Braun:

Minute of Appreciation for Mary Braun

The Development Committee is deeply appreciative of the significant efforts of Mary Braun as Development Director. She brought to Baltimore Yearly Meeting a thorough understanding of Friends’ practices and the desire that the Yearly Meeting meet our financial goals. Her important experience in development increased contributions and diversified the yearly meeting giving.

Mary has many skills that she generously shared. She is well organized with creative ideas for seeking support from Friends. While she managed carefully the technical aspects of the job, she displayed that special talent of working well with the Development Committee. Mary reaffirmed the perspectives of committee members which helped make the meetings a success. She structured the drafts of the agendas to ensure that the meetings were productive. She brought to the committee current information on issues in the field. She prepared clear budgets for development activities. Her reports to Interim Meeting and Annual Session were thorough and informative. Through pandemic challenges and personnel changes, her patience, insight and positive attitude have been very much appreciated.

Mary Braun will be greatly missed by the Development Committee even as she is wished Godspeed.

The Baltimore Yearly Meeting Development
Committee

Friends **APPROVED** this minute with gratitude.

I2022-41 350th Anniversary Committee Report. John Yost (Eastland) presented the report. The committee collected a great deal of information about the history of Baltimore Yearly Meeting in the course of its work. Some was presented during the 2022 annual session by plenary speakers and workshop leaders, and a great deal more, including individual monthly meeting timelines, has been posted on the Baltimore Yearly Meeting website. The BYM camps marked their 100th anniversary in 2022, with a reunion in August. It is the hope of the committee that looking into our past, and acknowledging how we have fallen short, can help us chart our path into the future.

Friends expressed appreciation to the 350th Anniversary Committee. Friends **APPROVED** the request of the committee that it be laid down, having completed its work. The full report is attached.

I2022-42 Friends United Meeting (FUM). Georgia Fuller presented the report. She noted that she will be leaving for Kenya tomorrow to spend a month at the Friends Theological College. She spoke of the serious problem of wife-beating in Kenya. She is working on a pamphlet to address this concern. She announced the upcoming Triennial in Kenya, July 2-8, 2023, and explained arrangements.

Georgia Fuller spoke of how FUM is growing in territory, as new groups in Kenya, Mexico and India petition for membership. She has been urging the leadership in FUM to develop a process for addressing cultural differences which could escalate into conflict. Indiana Yearly Meeting is exploring whether to withdraw from FUM, which would have serious financial consequences, since Indiana is the best-endowed of the FUM yearly meetings in the United States. FUM is developing a code of conduct for the Triennial that does not single out same sex relationships, but discourages all public displays of affection, out of consideration for customs in East Africa. Georgia spoke of her ongoing work on the Executive Committee to

encourage fresh thinking about gender and sexual orientation issues. She noted that the 1988 FUM personnel policy strongly affirms the civil rights of LGBTQ people, which speaks to a serious problem in East Africa. She spoke of how attitudes are changing in FUM, and greater openness is coming. She noted that she sees her ongoing work in this area as very meaningful and important.

A Friend raised a concern about whether FUM work in East Africa is an expression of white colonialism and something we should not be involved in. Georgia Fuller spoke of how much she learns from her Kenyan Friends, and noted her belief that African Quakers will be the leading voice in all of Quakerism within the next few decades. There have been many mistakes in the past, but she feels we need to stay in relationship with each other, not cut each other off.

I2022-43 Camping Program, STRIDE, and Camp Property Management Reports.

Brian Massey, Camping Program Manager, presented three reports: the Camping Program report, the STRIDE report prepared by Khalila Lomax, and the Camp Property Management Report, prepared by David Hunter. He highlighted the wonderful work being done by STRIDE, and the possibility that Rolling Ridge Conservancy will be the new home of Camp Opequon when the current lease ends. He spoke of the successes and challenges of the recent camping season, and noted in particular the demands placed on staff and the need for more adequate staffing. Our camps served more than 600 children this past summer, and were transformative for many. Friends expressed deep appreciation for the camping program, and asked that we give it all the support it needs. All three reports are attached.

I2022-44 Women's Retreat Epistle. Susan Russell Walters read the epistle from the Women's Retreat, which will be included in the Yearbook.

I2022-45 Annual Session Epistle. This item was laid over to a future meeting.

I2022-46 Working Group on Reproductive Justice Report. The report was presented by Martha Solt. She reminded Friends that in 1979, Baltimore Yearly Meeting passed a minute that read in part:

Baltimore Yearly Meeting of the Religious Society of Friends recognizes and reaffirms the basic commitment of Friends to the sacredness of life as well as the quality of life. We do not advocate or encourage abortion as a

desirable method of birth control. Nevertheless, we acknowledge that in some extremely unfortunate circumstances a woman might find abortion the least undesirable of several tragic options. The responsibility for making such a decision ultimately rests with the pregnant woman herself. We affirm every pregnant woman's right to safe and effective medical care throughout her pregnancy and the birth. When abortions are performed, safe and professional medical procedures should be assured.

She pointed out that state-level restrictions on abortion made possible by the Supreme Court's recent decision in the Dobbs case fall most heavily on the most vulnerable—the very young, people of color, transgender people, and the economically deprived. She urged us to consider this development in light of our testimony on equality, and challenged us to consider three questions:

What can you do, as an individual, to address this issue?

What should your Meeting do?

What should Baltimore Yearly Meeting do?

The working group invites all the meetings in BYM to send a representative to its upcoming meeting to address these questions. The full report is attached.

I2022-47 Program Committee Report. Linda Coates (Little Britain) reported. She announced that the experiment with pay as led at annual session this past summer was a great success. She noted that Program Committee needs additional members, and urged Friends to consider taking on this service.

The theme for the 2023 annual session will be "Building our Communities with Love and Tenderness." The Program Committee had hoped to be able to announce a new location for annual session this year, but arrangements could not be completed in time, so we will meet at Hood College again in 2023 and hope to meet at a Historical Black College the following year. Cy Devries (State College) noted that Peg Hansen would appreciate donations of gently used Quaker Books for the bookstore at annual session.

I2022-48 Spiritual State of the Meeting Report. Greg Robb reported that the Ministry and Pastoral Care Committee will be posting all the rich material received from local meetings as an appendix to this year's Spiritual State of the Meeting report.

I2022-49 Announcements and Closing. General Secretary Sarah Gillooly called our attention to the calendar page of the BYM website, which is a valuable resource. They also noted that the 2022 Yearbook should be going to the printer at the end of this month.

After other announcements of upcoming events, the meeting closed with a period of waiting worship.

“Steph” Bean, Presiding Clerk

Deborah Haines, Recording Clerk

Attachment I2022-38

Faith and Practice Committee Report

Faith and Practice Committee is pleased to report that we will be sending out new sections of Faith and Practice for seasoning by Friends groups.

Our goal is a document that is inclusive, welcoming, and accessible at an eighth-to-ninth grade reading level. We have strived to address theological diversity and affirm what Quakers hold in common. We also have strived to affirm our commitment to being an anti-racist faith community. We have found that reading the BYM anti-racist queries at the beginning of our meetings and considering them throughout our work is most helpful, and this has become ingrained in our process.

BYM approved the revised marriage section in the Annual Session 2021. Our committee was asked to revise the statements about faith early in the process, so we are now working on Life of the Spirit. Two proposed revised sections are being sent out for review:

- The Quaker Experience (which tracks with the 1988/2021 section entitled “Cultivating the Life of the Spirit”)
- Meeting for Worship (which tracks with 1988/2021 sections entitled “Meeting for Worship” and “Vocal Ministry”)

These two proposed draft sections are being sent to all monthly meetings, BYM Committees and Working Groups, and other BYM worshipping communities. We have a commitment to seeking wide input into the document throughout BYM, especially groups that feel marginalized. We want to emphasize that we are requesting input only from *groups* within BYM (e.g. monthly meetings, monthly meeting committees, BYM committees and working groups, etc.) and **not**

individuals. Individuals who have ideas about the document are encouraged to work with a group within their meetings/BYM communities to season input. As a committee we have made the commitment to carefully consider all comments and acknowledge them in writing with reflections on how we considered the comments.

We suggest that Friends respond to the sections through a worship-sharing format. We would appreciate the following responses: suggested improvements, suggested additions/deletions, and affirmations of things we have written.

The currently planned due date for the comments will be February 5. We intend to have the first reading by the June 2023 Interim Meeting.

On another note, printed copies of the updated Faith and Practice should be available by the end of October at the BYM office. Copies will be mailed to each monthly meeting and committee. It is available now as a PDF on the Faith and Practice page of the BYM website.

Please feel free to contact the committee with any questions and suggestions you may have.

Attachment I2022-39

Treasurer's Report

Today I am reporting on BYM finances as of **September 30, 2022.**

First, we will look at the **Statement of Financial Position or Balance Sheet.** This report gives us a snapshot of our assets, liabilities, and net assets as of September 30, 2022. Our total cash is a about \$612,000. This is less than it was one year ago, but we have taken some excess cash and paid down our friendly loans this year. Our property and equipment, net of depreciation, stands at just over \$2.7 million. Our investments had a total market value of \$1,648,725 on September 30. At the end of September, the stock market had dropped about 21% for the year. It has recovered somewhat in October but there is still a lot of volatility in the market. For perspective, from 2019 to 2021, the market went up about 48%.

The liabilities section shows that the balance of our friendly loans is \$78,163. These were loans made to BYM to complete the construction of the new bathhouse at Camp Catoctin. Earlier this year, we paid off three loans totaling

\$125,000. A year ago, we owed about \$208,000 in friendly loans. Our total liabilities are \$388,669.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on September 30, including year to date net income of (\$244,704), are \$4,822,626.

The **Statement of Activities or Income Statement** shows the revenues and expenditures for the first nine months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$341,000. Program revenue is \$1,630,223. This is mostly from camp registration fees and Annual Session. Unrestricted contributions total about \$207,000 and restricted contributions total a little over \$37,000. Both totals are down as compared to the first nine months of 2021. Our investment income is mainly comprised of interest and dividends received and the unrealized gain or loss on our investments. The stock market has is down for the year so the unrealized loss for the first nine months of the year is \$529,589. As I said previously, the market is back up since September 30. Total revenue so far this year is \$1,921,716.

The expenditures are all in the unrestricted column as usual and total a little over \$2,166,000. You can see the various camp related expense categories. The camping program expenses were mostly paid by September 30 and total about \$1,096,000. The camp property expenses total about \$377,000. So net expenditures exceeded total revenue by \$244,704. A large contributing factor to this loss is the decrease in the value of our investments as of September 30. If the market can recover some of these losses by the end of the year, then we should not see such a big negative amount. Also, just as a reminder, at the end of 2021, our unrestricted reserves were about \$1,166,000. This is more than our targeted minimum of 25% of our budgeted expenses for the year. For 2022, this amount would be slightly less than \$600,000.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Attachment I2022-40
Development Committee Report

I will show you what someone is like who comes to me, hears my words, and acts on them. That one is like a man building a house who dug deeply and laid the foundation on rock; when a flood arose, the river burst against that house but could not shake it, because it had been well built.

Luke

6:47-48 New RSV

We have a firm foundation of 350 years for our work to support the Yearly Meeting. We feel called to act boldly, to engage all our members and meetings and other friends to give generously as BYM explores new ways to build for equity, inclusion and diversity.

Let us look at the funds raised for three-quarters of this calendar year:

CAMP PROPERTY CAPITAL: \$33,168

CAMP PROGRAM: \$44,738

DIVERSITY: \$50,334 [this is largely STRIDE for camp scholarships]

GENERAL FUND: \$98,014

ALL OTHER: \$16,421

TOTAL as of 9/30/22: \$242,675

BUDGET GOAL: \$430,000

CHALLENGE: TO RAISE \$187,325

Our challenge in these final weeks of the fiscal and calendar year is to follow the Gospel call to action. Together we can strengthen the Yearly Meeting's foundation. Through mailings, matching gifts and challenges, the Development Committee asks Friends and friends of Friends to respond with their gifts. We can build our shared future with our contributions now.

Gretchen
Hall,
Clerk

Attachment I2022-41

350th Anniversary Committee Report

Dear Interim Meeting Clerk:

Having fulfilled its purpose, the Ad Hoc 350th Committee is asking to be laid down.

The 2019 proposal and its approval are attached below. Followed by our report.

- Attachment I2019-53 Proposal for ad hoc 350th Anniversary Committee Baltimore Yearly Meeting's 350th Anniversary: In 2022, Baltimore Yearly Meeting will mark the 350 years since its establishment in the Mid-Atlantic region. At its monthly meeting in September, the Development Committee became aware of this upcoming anniversary year. In considering what might be done to best celebrate this milestone year, Development agreed that an ad hoc committee be established to plan for how this anniversary year might be marked and to serve as conduit among monthly meetings and the Yearly Meeting. The committee is asking Interim Meeting Clerk Marcy Seitel to endorse an ad hoc committee, whose members are yet to be identified.
- I2019-53 Ad Hoc 350th Anniversary Committee. We heard of a request for an Ad Hoc 350th Anniversary Committee; two Development Committee members are willing to serve on it; the desire is to have anniversary events that are not exclusively focused on development. We **APPROVED** this: we created an Ad Hoc 350th Anniversary Committee, to be laid down at the end of 2022 unless otherwise led.

The BYM Ad Hoc 350th Committee spent two years working on this project, with a lot of time, energy and thought going into seeking creative meaningful ways to both honor this anniversary and learn from our history. We made efforts to incorporate diverse views and acknowledge the shortcomings and weaknesses in our history.

We worked to develop and present, in close cooperation with the Program Committee, the selection of themes and speakers for our 2022 Annual Session's Opening Plenary, relevant workshops, an All-Age event Thursday evening, and the Thursday night film.

The theme chosen with Program Committee – Consider the Wildflowers: Rooted in History, Growing Toward Spirit-- was intended to remind Friends to consider our Quaker faith as "a meadow full of wildflowers" with each of us a bloom spreading the seeds of our ministry.

The Tuesday night Opening Plenary: *Re-membering the past: seeking lessons learned relating to Racial Justice, Native Peoples and the Peace Testimony*

featured speakers Bette Hoover, Cy DeVries, and Ruth Flower who spoke on the challenges Friends faced in the past, including their failures and limited successes in addressing them, and brought those concerns forward into the present with personal accounts.

The All-Ages event on Thursday evening included games, cake, frozen desert treats, and the film *Quakers: The Quiet Revolutionaries* complete with freshly popped popcorn. An enlightening question and answer session with the filmmakers, Janet Gardner and Richard Nurse, followed.

Jim Fussell and Linda Coates created a game of biographical identities, based on short research biographies shared with participants. These profiles included historical Quakers, “Adjacent Quakers” and “Disowned Quakers.” Some were famous, some obscure. Using the structure of the game “The Big Wind Blows” the organizers engaged participants of all ages in a lively exchange of information.

Jim Fussell created four workshops which were given at Annual Session. Several monthly meetings asked Jim to provide a presentation for them. Jim's carefully researched presentations highlighted areas of Quaker history that were not generally known. His presentations included:

- Black Resistance in Quaker Enslaver Households in Maryland and Virginia and how it helped precipitate a crisis and struggle among Chesapeake Regional Quakers.
- Transformative Internal Struggles in the History of Baltimore Yearly Meeting. An exploration of past transformative conflicts among Friends over establishing Women’s Business Meetings, ending Quaker Slaveholding, reunifying Baltimore Yearly Meeting after 140 years, ending Racial Segregation in Quaker Schools, and fully welcoming LGBTQ Quakers including embracing Marriage Equality.
- Quakers and Anti-Lynching. An exploration of Quaker Anti-Lynching actions by four Yearly Meetings, by Black activists and individual Friends from the 1890s to the 1930s. And yet far too many white Quakers were silent in the face of these relentless white atrocity crimes.
- Continuing Revelation and the Future of Quaker Testimony: In the next decade the S.P.I.C.E.S. formulation of Quaker Testimony/Testimonies will likely be laid down by most Friends. WHAT might replace it? In particular, we will examine the longstanding but seldom named Quaker Justice Testimony.

To plan and complete these tasks and engage Friends, since our creation in 2019, our activities have included the following:

We worked with Mary Braun, Sarah Gilhooly, and Sunshine Klein to create the entries on the BYM 350th Anniversary Committee pages, including the timeline and maps for BYM's history. We thank Dan Cole for help with the maps.

Our Quaker History and Quaker Witness (QH/QW) Project helped the ad hoc 350th BYM Anniversary committee, BYM clerks and Monthly Meetings and individual Friends by tracking people and resources, tracking on-going activism within BYM, and finding historical records of interest to Friends and others. This information is available at the BYM Website.

We sought to identify and highlight our histories. Committee members actively reached out to every BYM monthly meeting and its committees encouraging them to create timelines for local meetings. Suggestions for questions and areas of exploration were provided. Support was given to people working on the timelines during Quaker History/Quaker Witness.

Drop-in sessions. Some people reported that this was a very meaningful process for their meetings. Twenty-four monthly meetings and working committees submitted timelines which were displayed at Annual Session. These timelines are being distributed back to monthly meetings and are available on the BYM website.

Committee members worked with Mary Braun, Development to update the booklet Baltimore Yearly Meeting: Visiting Among Friends

Gettysburg member and longtime BYM attendee Margaret Stambaugh encouraged the committee to create bumper stickers. She had personally seen how a Quaker sticker from Gettysburg meeting had created openings to share about Friends with strangers. Two bumper stickers were produced: Friends for over 350 years and Quakers- Friends not Food were produced and available in the bookstore.

While we were not responsible for these following activities, the 350th encouraged, supported and publicized these events:

350th Anniversary and re-dedication of the West River Quaker Burying Ground in Galesville, MD on 4/23/2022. The site is being rededicated as an historical and educational landmark. It may contain the remains of our earliest Quakers in unmarked graves. Phil Caroom led this effort.

Patapsco Friends Meeting participated in the 250th anniversary celebration of Ellicott City by three Quaker brothers. The meeting held Open House events to share Friends' history with other celebrants.

The BYM Camping Program celebrated its 100th Anniversary with a gathering from August 26-28th for a "joyous and simple celebration of all that is the BYM Camps community." All were invited: all ages, all camps, all degrees of connection to camp.

We were grateful that the BYM Annual Meeting was able to resume meeting in person for a hybrid session in 2022 after having met on-line only during the Covid pandemic, and thus continued its annual gathering tradition over many generations. As we continue, let us all strive to share our very best Light, to open our spirit to the Way Forward that we can carry on the work begun by Friends in past years and welcome new Friends in our midst who can help us to see and follow the Way Opening into our future.

We appreciate the opportunity to work together with BYM Friends and others on the BYM 350th Anniversary project. We thank our Clerks, Katherine Smith, Harry Scott and co-clerks John Yost and Donna Hamilton; Mary Braun of Development. Dan Cole, Smithsonian cartographer, Jordan Landes, Swarthmore College librarian, Caitlin Goodman, archivist for meeting records in the Friends Historical Library, and Mary Crauderueff, Haverford librarian were helpful in answering questions about Friends' records.

Members of the committee have included: Sheila Bach, Marion Ballard, Patricia Barber, Mary Braun, Sara Brown, Wayne Finegar, Karie Firoozmand, Jim Fussell, Becca Rhudy, Bob Rhudy, Tom Hill, Denna Joy, Donna Hamilton, Lizzie Kellett, Rich Liversidge, David McClelland, Jim Riley, Byron Sandford, Harry Scott, Katherine Smith, Sharon Stout, Frannie Taylor, Barb Thomas, and John Yost.

In conclusion, feeling that we have fulfilled the mission we received, we ask that our Ad Hoc Committee be laid down.

The Ad Hoc 350th Anniversary Committee

Attachments I2022-43

Camping Program, STRIDE, and Camp Property Management Reports

Camping Program Report

Introduction

The summer of 2022 was the 100th anniversary of the Baltimore Yearly Meeting's Camping Program, and it was a momentous one.

The summer of 2022 might've been the most successful season in the history of the Baltimore Yearly Meeting's Camping Program. The summer of 2022 might've also been the most challenging and difficult summer in the history of the Baltimore Yearly Meeting's Camping Program.

That those two statements can both be true is worthy of great and widespread celebration. It is a testament to the commitment and passion and skill of the staff and volunteers at Catoctin, Opequon, Shiloh, and Teen Adventure. It speaks to the joy and resilience of our campers, to the trust and faith of our families.

But the miraculous and contradictory nature of those two statements also highlights the tenuous state of this incredible program that we all love and treasure. It speaks to an underlying unsustainability that must be looked at honestly and dealt with seriously. Identifying and building off of the sources of our successes, while acknowledging and addressing the sources of our challenges, is the key to the BYM Camping Program's future.

Camper & Family Analysis

Overall, BYM Camps were at 95% capacity in the summer of 2022. There were 507 families that registered 620 individual campers for 685 camper sessions.

In 2022, there were 260 campers (42%) who were completely new to BYM Camps. In 2021, there were 306 campers (46.5%) who were completely new to BYM Camps. Only 141 (46%) of those campers returned in 2022. We hope to have a much higher percentage of the new 2022 campers return in 2023.

In 2022, BYM Camps implemented an adjusted Sliding Scale Tuition System. Of the 620 total campers, 35% registered at the Full Cost level (\$1500/week), 24%

registered at the Operating Cost level (\$1250/week), and 41% registered on the Sliding Scale (\$500-\$1000/week).

Through the Sliding Scale Tuition System, BYM Camps provided our families with \$388,000 in tuition reduction. In 2022, after accounting for that tuition reduction, BYM Camps received a total of \$1,535,035 from camper tuition fees.

In 2022, 17% of our campers came from BYM families (107 out of 620). At the individual camps, it was 15% at Catoctin, 25% at Opequon, 12% at Shiloh, and 21% at Teen Adventure. Expanding our lens a bit, including other Monthly Meetings and Yearly Meetings, 22% of our campers came from Quaker families (136 out of 620). At the individual camps, it was 20% at Catoctin, 27.5% at Opequon, 17% at Shiloh, and 28% at Teen Adventure.

Who our campers are and where they're coming from is a question that could be asked and answered in many different ways, and I'm happy to provide as much additional information as possible.

Finally, looking at feedback and survey results from campers and families, it is clear that it was a successful summer. The average score that campers and families gave their experience was 9.34 out of 10. That's a VERY high score, even higher than last year, and one that all camp staff should be proud of. Generally speaking, the comments received were INCREDIBLY positive, which aligned with anecdotal reports from throughout the summer.

There were still negative experiences and responses, of course, which the Directors and I are taking seriously. Some of them were connected to divisive and emotional issues such as COVID policies or gender norms and structures. Some of them were rooted in persistent challenges such as mental health, behavior management, and both individual and structural racism. There is forever work to be done to improve as a program and manifest the full transformational potential of BYM Camps.

Staff & Program Analysis

It is widely known that 2022 was the most challenging staffing and hiring cycle in the history of BYM Camps. The Directors, Deputy Directors, and I all had to work

outrageous hours, pulling out all of the stops, building systems and structures on the fly, in order to get our camps adequately staffed in time to open them in June.

Overall, we hired 157 staff members in 2022, which included many partial-season employees and specialized roles. Of those 157, 70 (44.5%) were first-time BYM Camps employees, and 89 (57%) didn't work for BYM Camps in 2021. Of our 2021 staff, only 56% returned to work in 2022.

This incredible staff was full of so many amazing staff members that we were only able to recruit and attract due to several staffing investments and innovations that we made heading into the summer of 2022. Some of those include:

- Increased base pay and increased experience bonus across the board;
- Increased salaries for Leadership Team positions (Directors and Deputy Directors);
- MESH (Mental, Emotional, and Social Health) Coordinators and a MESH Director;
- Health & Wellness Coordinators and a Health & Wellness Director;
- Teaching Artist positions at Opequon and Teen Adventure;
- Counselor-in-Training pilot program at Opequon.

Looking at the feedback and survey results from staff, it was clear that this was a challenging summer, but also that the investment and innovation had a meaningful impact. The average score that staff gave their experience was 7.9 out of 10, which is solid and notably higher than last year. The pay raises were VITAL to both recruitment and job satisfaction. The MESH positions were ESSENTIAL and highly valued.

That said, there is a clear need for more staff overall, more days off, more time off, more rest, more self-care. We need to better thread the needle on providing adequate training and on-boarding without burning out staff before campers even arrive. We need to provide more clarity over the roles and responsibilities of all positions. There are general concerns over the systems and staffing for Medical, Kitchen, and Facilities/Maintenance positions. And to make all of this happen there is a clear need for more year-round Director and Administrative work.

Conclusion

Looking back at all of the 2022 camp season, it is clear that demand is HIGH, for both summer camp generally and for what BYM Camps is providing, specifically.

Summer camps in general, and our camps in particular, are needed now more than ever. But because it's needed more than ever, that also means that camper and staff needs are higher than ever, and the job is harder than ever. Running these camps safely, effectively, and well requires more than ever, and staffing at all levels is becoming an increasing challenge.

Looking toward 2023, the fundamental and existential question is: How do we attract, develop, and retain high quality youth development professionals? How do we attract, develop, and retain high quality experiential educators?

We need to compete on compensation. We need to compete on facilities and amenities. We need to invest in professional development. We need to increase staffing levels so that the job is sustainable and attainable, so that it's not so brutally hard, so that it is FUN and joyous.

Camp is happening, and it's glorious and it's transformational, but only because of superhuman and heroic efforts. We can't assume that reality can be sustained indefinitely. The BYM Camping Program needs to continue evolving and growing and becoming – intentionally yet urgently – something new. Something that responds to the moment, meets the needs of the moment, addresses the challenges and risks of the moment, fulfills the mission and promise of the moment. This is the Continuous Revelation of BYM Camps, the joyous work that is ours to do together.

STRIDE Report

Overview

During the Summer 2022 camp season, STRIDE supported over 30 campers! This camp season, STRIDE continued to support campers through camper tuition, transportation, gear, orientation, and general camper assistance. Similarly to last year, most campers chose to attend camp Opequon. Opequon creates the space for our campers to engage with arts & crafts and tap into their creativity. Campers

were able to form bonds and connect with friends. A few of our campers expressed interest in becoming junior counselors in the coming years!

Challenges

This camp season, STRIDE supported campers' overall camp experiences. We are also working through supporting STRIDE campers post-camp by responding to critical feedback about their camping experiences. In particular, our older campers had a very tough transition to Teen Adventure, and many decided to leave camp early. Overall, some campers experienced harmful experiences, and we are actively rectifying these harms while actively listening to our STRIDE campers, STRIDE families, and community partners.

STRIDE Liaisons and collaborations

Growing Diverse Leadership Committee (GDL) liaisons remained active with the STRIDE groups. Each liaison is in touch with their group and typically joins its regular virtual meetings. Each also helps support fundraising and enters STRIDE "movie night" and other events. STRIDE also has liaisons on the Camping Program Committee (CPC) and the newly formed anti-racism subcommittee. STRIDE remains active with the Reparations Action Work Group (RAWG) and Working Group on Racism (WGR) and connects with change groups throughout the year. In collaboration with the Camping Program Committee, STRIDE is still committed to creating an Opequon STRIDE liaison. This liaison would assist with communications from camps to STRIDE. The liaison would also serve as a familiar face and resource for STRIDE campers needing extra support. We hope to add this liaison position to Catoctin and Shiloh. We want all campers to have a familiar face and resource available at our camps.

Changes to STRIDE's programming

During this pandemic, the needs of our families and volunteers have changed. To honor this change and better meet the needs of STRIDE, the following is proposed:

- STRIDE core members can now live (anywhere) with the preference of living in the DC, Pennsylvania, Maryland, and Virginia areas or with access to these areas.
- Support members are preferably geographically located (DC, Philadelphia, Baltimore).

- Creating STRIDE's Youth Advisory Committee - Nothing for young people without their input. Youth should have a say in how the STRIDE program delivers services as we collaborate with them.
- The Youth Advisory Committee (YAC) functions similarly to a board of directors. It is a governing body that provides guidance and vision like a board. It also can influence decision-making as a board does. Our YAC will be youth-led which means that youth members are involved in all aspects of planning and implementation of the program, such as setting agendas and running meetings. However, YACs do require adult support, structure, and resources. They will be assisted by STRIDE and GDL members. The creation of the YAC answers our anti-racist query, how will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?

Reflection

As we build trust, we remain reflective and committed to our work and collaboration with our camps. STRIDE is amazed by the work S'Mores Melanin and Camping continue to do by enhancing EDI (Equity Diversity Inclusion) training, professional development, and staff support to create genuinely inclusive and welcoming spaces for all campers.

We worked in collaboration to create a more inclusive incident report. This report includes precise protocols for responding to racist incidents and all threats to emotional and physical safety inside and outside our camps. This reporting system was able to aid camp staff, and campers navigate challenging moments, as it was created to do so. We are still working towards increasing opportunities for Friends of color throughout the camping environment and intentional spaces to build community and connection.

STRIDE is still committed to advocating for these steps to be acted upon fully, carefully, and lovingly, with input from those most affected. STRIDE will continue to hold brainstorming sessions with partner organizations around camp and healing spaces. We are committed to conversations around organizing, mobilizing, and reimagining. We look forward to collaborating with our community partners and creating community experiences that best serve our STRIDE communities.

Camp Property Management Report

It has been an active year at the BYM camp properties! Some planned projects were completed and several projects came up that we had not anticipated. Nevertheless we were able to prepare a save and comfortable space for our camps this summer and engage some other exciting opportunities as well.

Off Season Rentals

Camp rentals at Catoctin are going wonderfully! We continue to rent the converted infirmary on AirBnB. The cabin is rented every weekend which it is available and often on weekdays as well. Our guests often comment that they appreciate the rest and renewal the woods at Catoctin provide.

We continue to rent 8 of the 12 camper cabins at Catoctin on HipCamp (similar to AirBnB but for folks looking for a more rustic camping experiences). We have been begun listing the lodge/kitchen/dining hall as one of the facilities available as well. This has encouraged some of the Meetings and Friend Schools that have used Camp in the past to book the entire camp for their use. If you're meeting, family or other gathering would like to take advantage of this possibility please let us know. We have coupon codes for those associated with Baltimore Yearly Meeting that offer substantial discount.

We look forward to the time when we can take better advantage of the facilities at Shiloh to generate off-season revenue as well. For this to be a possibility we will need more help: either on site at Shiloh or more administrative help in the office.

Work days

Several volunteers gathered at each of the properties this spring to get ready for another super camping season. Cabins were furnished, repaired and cleaned, paths were cleared and bathhouses and kitchens were cleaned. When all the dust cleared we were ready for the camping program staff to arrive and start preparing for another fabulous season of camping.



Unfortunately, the fall work days have been a little more challenging. It was necessary to cancel the workdays at Shiloh and Opequon due to low registration and the remaining dates could use some more participants as well.

We did have a good group of volunteers come out on October 10th and 21st to tear down and remove the last cabin that needs replacing at Catoctin. It is nice to be close to the end of replacing the cabins at two of our camps! We will have another workday to shut down Catoctin on October 29th and would love to have several more folks sign up to help!

This year we have an additional exciting opportunity to leave our mark on the properties that are home to our camps. BYM received a grant to plant 100 American Chestnuts this summer and we will be hosting 2 Chestnut Restoration days at Catoctin on November 6th and 12th to start planting blight resistant American Chestnuts (see the Catoctin section below). We will have more Chestnut Restoration days in early April 2023.

Before we move on I would like to point out that canceling workdays means more work for the Camp Property Manager and the Camp Caretakers involved. There are jobs that we would normally get done each year that cannot be done by one or two people. In short it means that that we are not able to practice the high

level of stewardship at our camps that our properties deserve. If we cannot take good care of the properties now we know that the properties will require more of our resources in the future.

Catoctin

Several exciting projects were accomplished at Catoctin this year. First, we were able to complete

a **new camper cabin** in the nick-of-time for the 2022 camping season. Peter Bugler was able to complete another post and beam work of art. Each of his cabins have edged towards perfection and we are eager to see how his final camper cabin



turns out. We have one more cabin to complete this fall and we will have replaced all of the camper cabins at Catoctin, a project that only took 19 years!

We were also able to complete a pond bank restoration project on the banks of the Catoctin Lagoon. If woody plants are allowed to grow on pond banks the growth and dying back of the woody root system eventually creates leaks in even the best made dams. This year we removed small trees and invasive species from the banks of the pond and replace them with a conservation seed blend of meadow mix, several varieties of native grasses and ferns. Black eyed Susan's and sweet clover are already gracing the banks of our dam. We look forward to seeing what other forbs and grasses emerge in the years to come.

We have been anticipating the need to replace the roof on the craft shelter for the last few years. This summer leaks began to emerge and we knew it was time. Due to the crazy construction materials market, we were able to spend a few extra dollars and install a long lasting steel roof instead of the asphalt shingle roof we had planned on.

The Year to Come

We are looking forward to replacing the very last camper cabin at Catoctin in the fall of 2022.

Several smaller projects need to be tackled as well.

We have been looking forward to replacing the tiles in the lodge



and kitchen for several years now and we are determined to get this done in the year to come. However, it makes sense to take on a few other renovations before the tiles are replaced. The bathroom in the lodge is in dire need of renovation and several of the walls in the lodge need to be better secured. We hope to find a contractor to accomplish all 3 of these projects by spring of 2023.

We will continue to keep an eye on the aging dining hall roof to make sure that it gets re-shingled before any water damage occurs.

The Health Care Center

One thing that the pandemic has made clear is the existence of some inadequacies of our health healthcare facilities at the camps. We have made several modifications at all the camps to help cope with the presence of covid 19 among us. We have also found several other issues that need to be addressed to help us cope with the ongoing pandemic as well as other challenges we'll face in the future.

The infirmary at Catoctin was built over 50 years ago and the structure is



beginning to show its age. Rather than making the investment in modifying that building we feel it will make more sense to build a new healthcare facility and repurposing the existing structure. The Camp Property Management Committee will we'll be working on a design for a new building to serve as health center built on the site of the old Barr's

Den. Our intention is to design the building with healthcare facility criteria first in our minds. However, we also want to design the building so that it can serve other purposes as well. These purposes would include off-season rentals that would help generate additional needed revenue.

Chestnut Restoration

The American Chestnut is now functionally extinct, but it once dominated the forest from Maine to Georgia and west to the Mississippi River. Forests that contained American Chestnuts offered 5 times as much food for people and wildlife as other forests, supplied us with abundant high quality lumber, increased the forest ability to capture carbon from the atmosphere and build rich soils as well as many other ecological and economic services. In the late 1800 a blight was introduced from overseas and by 1900 the American Chestnut was functionally extinct. The American Chestnut Foundation has been hard at work for nearly 40 years and is creating cultivars of the American Chestnut that demonstrate good resistance to the blight and many of us feel it is time to begin reintroducing them to the eastern forests.

We believe it is time for the American Chestnut to return to the Catoctin mountains! Fortunately so does the Robert F. Schumann Foundation which has agreed to fund the planting of 100 American Chestnuts at Catoctin Quaker Camp. The seedlings will be generously provided by several chapters of the American Chestnut Foundation and the first 34 trees will be planted in the fall of 2022. Are you ready to be a part of history? Would you like to be a part of beginning to heal one of the most devastating ecological blows the forests of eastern North America have suffered? Well then come and join us for the Chestnut Restoration

Days at Catoctin Quaker Camp this fall! We are planning on beginning to plant on November 6th and will continue, if necessary, on November 12th.

Opequon

This year at Opequon we were facing some challenges in housing our director and his family. We decided that the most efficient solution might be to purchase a used camper trailer to be set up at Opequon. We were able to create a nice space for the trailer with water, septic and electrical hook ups and it seems clear that Jared Wood and his boys enjoyed it immensely.



While working on building the camper trailer site this spring we uncovered some problems with the electrical service at that end of the camp. In the end, it was necessary to replace some of the buried electrical lines that supply the bathhouse, shower trailer and the new camper site. The work was completed in time for pre-camp to begin.

Rolling Ridge Conservancy

As many friends will remember, we have been looking for a new location for the program at Opequon for several years. Our lease at Opequon is coming to an end and several problems with the site have surfaced over the years. The driveway is prone to flooding, the site is a little small, there is no longer an adequate place to swim and many of the improvements that we anticipate needing to make in the years to come will be expensive. We suspect that friends will be hesitant to invest more heavily in a property which is not secure in the long term.

A joint sub-committee of the Camp Property Management Committee and the Camping Program Committee Has looked at several properties over the last 4 or 5 years and found that purchasing a new property would cost in the neighborhood of one million dollars.

Fortunately another possibility has emerged! In the 1970s a family of Friends from Baltimore started a foundation near Harper's Ferry West Virginia which is now known as the Rolling Ridge Conservancy. Rolling Ridge is steward to over 1600 acres of land which sits between the Appalachian Trail and the Shenandoah River. At Rolling Ridge three organizations have partnered to fulfill the mission of the conservancy. Friends Wilderness Center offers Quakers and others an opportunity to renew their Spirits and learn about the connections between the natural world and the life of the Spirit in a beautiful wilderness setting. They offer hospitality, classes related to conservation and ecology and opportunities for spiritual enrichment.

Rolling Ridge Study Retreat offers individuals an opportunity to live in an intentional community, surrounded by nature and dedicated to exploring the connections between spirit, faith and the earth. Until 2019 For the Love of Children (FLOC), a support



and enrichment organization for children in Washington DC, offered young people a chance to connect with nature through their summer camping program and environmental education center. Unfortunately, in 2019 FLOC found it necessary to refocus their attention on their DC operations and sever their connection to Rolling Ridge Conservancy, closing their summer camp and outdoor education center. Since then rolling ridge has been seeking a new partner to fulfill that part of their mission.

With a charge from the Camping program Committee (CPC) and Camp Property Management Committee (CPMC) to explore the possibility of a partnership, BYM staff members have been discussing this possibility with some of the board members at Rolling Ridge. We have also provided opportunities for members of the CPC CPMC, and the BYM camping community at large to visit the site and consider the possibility of making it the new home of the program at Opequon Quaker Camp. Trips from Opequon have been visiting Friends Wilderness Center and Rolling Ridge for over a decade now and on several occasions this summer

the entire camp began and finished their trips at Rolling Ridge. Nearly all of the feedback we have received has been positive. We have begun more deeply exploring the financial considerations and details of forming a partnership between Rolling Ridge and the Baltimore Yearly Meeting camping program.

The camp site has a kitchen and dining hall that are usable year around. They are “move-in-ready” and include bathrooms, a healthcare area and offices. There is also a beautiful 4 season lodge (with 6 bedrooms, sleeping 18 people total) and activities areas that are all in good to excellent condition. There are 2 cabin areas with some usable cabins but we would need to provide some better sleeping facilities in order to operate our camps there.

A partnership would involve a lease agreement but the mutual commitment would extend well beyond a legal arraignment. It would be a partnership with each party equally invested in the success of the other partners as well as the conservancy as a whole. BYM would be asked to appoint members to Rolling Ridge’s board and we could ask Rolling Ridge to send liaisons to the CPC and CPMC. We are very excited about the possibilities at Rolling Ridge! The partnership would provide an excellent new home for the program at Opequon but it would also offer us many opportunities to build upon our programs and ministries in a spectacular wilderness setting that would be accessible to a larger portion of our membership.

We have begun consulting with various BYM committees including initial conversations with not only CPC and CPMC but also the Development Committee, Trustees and Stewardship and Finance. Conversations will continue, with additional information to be provided to the Yearly Meeting. We hope to bring a final recommendation forward at the March 25th Winter Interim Meeting. We are extremely grateful to the Pidgeon family and their long history of helping to provide sites for our camping programs. It is hard to imagine our camping program being where it is without their ongoing support! If the decision is made to move Opequon to a different site, we will miss seeing them and sharing our love for Circle Hill Farm which provided a home for The first Opequon Quaker Camp for around 10 years in the seventies and eighties (this program eventually moved to Shiloh) and a home for “the Quaker Arts Camp” beginning in 2000. No matter what happens, we appreciate you, Dan and Janelle and hope to visit often!



Shiloh

Due to 2 generous gifts from Friends that were restricted for use at Shiloh, things have been busy at that camp!

The Quonset hut, which served as a shop and maintenance area has been leaking and threatening to collapse for several years. Last fall and winter we were able to replace

it with a beautiful new pole barn type building. The building has 2 big garage doors, a human sized door, a few windows for sunlight and a concrete floor. After some challenges getting the electric service installed we received our Certificate of Occupancy early in 2022. Mike Reed, our resident caretaker, was thrilled and immediately began building work benches built out of lumber milled from the trees that needed to be cleared for the new structure and moving tools and

equipment into the new shop. What a difference it makes to have an enclosed space for equipment, and a dry, well lit space to work on maintenance projects!

We have replaced 6 of the 10 **camper cabins** at Shiloh and we now have funding to replace the last 4. We hope to enter into an agreement with a contractor to build all 4 buildings: 2 in the spring of 2023 and 2 more in the fall. Unfortunately, contractors in the area are very busy right now and we have not yet been able to find a contractor to do the job within our budget. We will keep working on it and trust that way will open.

The water supply has run low from time to time at Shiloh and a new well site has been identified and permits have been issued. We are on the well



drilling company's schedule and look forward to seeing the new well go into service before the summer of 2023.

In the years to come

We look forward to building a covered deck in front of the Health Center at Shiloh that will help expand the treatment area and provide more space for campers who are not feeling well inside the building. If funds can be secured we would like to complete this work for the summer of 2023.

Ruby's cabin, the cabin that the director stays in, is a historic log cabin that is quite old. It has received some loving care in the past but it is time for a new round of repairs and improvements. We look forward to planning these repairs in the year to come, seeking funding for the work and beginning the repairs in the years to come.

A new truck



As friends might imagine, there is a lot of driving involved in the care and maintenance of 3 residential camps in 2 different states. The Camp Property Manager often needs to drive more than 20,000 miles in a year. In 2021 friends were asked to contribute towards purchase of a new hybrid truck in the hopes of

reducing our carbon footprint and providing more reliable transportation that did not need a lot of costly repairs. Friends responded and nearly half of the cost of this truck was raised through the generosity of Friends. We received the new truck in February of 2022 and it has been performing admirably ever since. As our Camp Property Manager ages he is more and more appreciative of a reliable vehicle that drives a little more easily and that performs as designed. It is also a load off my mind to know that we have a fuel efficient vehicle that will not need a

lot of repairs for many years to come. Thank you all for your kind and generous support of your Camp Property Manager and the camping programs!

The Camp Property Management Committee

The Camping Property Management Committee continues to strive to provide safe and welcoming spaces for our wonderful camping programs. This year, besides our regular work of budgeting, planning work days to maintain the properties, planning major improvements, etc., the committee has engaged in gaged in several additional projects.

At the prompting of the BYM Reparation Action Working Group we have considered how we can best respond to past injustices which have been perpetrated on the properties we now steward. We have given serious consideration to sending land rent to the native peoples whose land we occupy as well as other ways we might address injustices of the past and present. These funds would be generated by adding a surcharge to rentals fee for off-season rentals at the camps. The Camping Program might also choose to add a surcharge to camp fees to be used in the same way. We have been in touch with the leadership of the Piscataway tribe which once occupied the land at Catoctin and this relationship shows a great deal of promise. We continue to research and reach out to the tribal governments of native people who most recently occupied our properties in Virginia.



The committee has also engaged in a **site assessments** process at Catoctin and Shiloh. This research will eventually lead to a more detailed long range plans for major repairs and improvements on each of these sites.

Caretakers

Both our wonderful caretakers are thriving in their positions! Dylan Phillips at Catoctin is an exceptional host for our AirBnB and HipCamp guests. He has also

become an integral part of the summer camp community in ways that other caretakers have found challenging and he is doing an awesome job of coordinating and supporting projects and contractors at the camp. Mike Reed continues to take wonderful care of Shiloh. It is rare to find a branch across a path or the grass un-mowed at Shiloh. Mike has also played an important role in coordinating work with contractors and getting proposals for new projects over the last year. All this while he and his wife are welcoming a new teenager into their home! A remarkable family indeed! We wish you all the best for your new family.



Change happens but the heart of the camps endure. Our camps properties are first and foremost the hearts and homes for our amazing camping programs. They are also sanctuaries for the beauty and sacredness of the natural world and all who have the chance to be present in these place feel a sense of gratitude to the organization and the individuals that make the conservation of these places possible. Thank you all for supporting and sustaining these precious places! With deep gratitude,

David Hunter
Camp Property Manager
Baltimore Yearly Meeting

Attachment I2022-44
Women’s Retreat Epistle
See Women’s Retreat Epistle in this volume

Attachment I2022-46
Working Group on Reproductive Justice Report

Efforts within BYM to Advance Reproductive Justice and Rights since the Dobbs Decision

The U.S. Supreme Court decision, *Dobbs v. Jackson Women's Health Organization*, overturning *Roe v. Wade*, allows individual states to enact restrictions on abortion. As the dissenting justices noted, in overturning *Roe* and *Casey*, the majority rejected the right to privacy as a foundation to other freedoms involving bodily integrity, familial relationships, and procreation. These changes came as some states seek to restrict the rights to vote and limit voice in our democracy. Friends across BYM Monthly Meetings responded with planned actions and newly drafted minutes. BYM Peace and Social Concerns reviewed past BYM minutes and convened a Working Group on Reproductive Justice.

I. Monthly Meeting Activities and Minutes

A. Friends Meeting of Washington – Outreach and Actions:

- Since the Dobbs decision was announced, FMW conducted three virtual and one in-person listening sessions, using a worship sharing format, concerning the impact of the Dobbs decision on ourselves, our families, our communities, and our country.
- FMW passed a minute in July and formed an active Working Group on Reproductive Rights; FMW felt very strongly that it was important to pass a minute representing our statement of faith before undertaking action or advocacy; unity was clear;
- FMW communicated by email and letter to meetings in West Virginia, Kentucky, and Ohio (thought to be states within driving distance of Virginia, DC, and Maryland) introducing ourselves, sharing our minute, and offering assistance to Meetings in the development of a minute or individuals needing reproductive care.
- FMW communicated by email and letter to meetings in Florida, communicated many of the same sentiments, and providing information on a lawsuit initiated by a Florida synagogue challenging, based on religious grounds, Florida's abortion statute. FMW participated in one virtual meeting with the Tallahassee Friends Meeting, sharing information on how we approached the issue and reached unity on a minute.

- FMW has reached out to the Religious Coalition for Reproductive Rights, but has not yet received a response.
- FMW members and attenders participated in the Women's March, Our Feminist Future, on July 9, 2022.
- Testimony on July 14, 2022 at a Public Hearing before the DC Committee on Government Operations and Facilities in support of proposed legislation to enhancing reproductive health care and providers in DC; there is a link to this testimony, including statement on behalf of FMW's Marriage and Family Relations Committee and Personal Testimony by a member, on the front page of the FMW website, <http://quakersdc.org/>
- FMW has collected information on reproductive rights, digital security, and more and shared with other Monthly Meetings.

Bethesda Friends Meeting reported their intention to support FCNL now and give full support to all efforts at BYM and elsewhere to make Reproductive Justice, including full insurance and income support for pre- and post-natal care, maternal and child health, as well as child care, a reality for all Americans.

Blacksburg Friends Meeting. Blacksburg Friends said they would be happy to help any effort by Virginia Friends.

Homewood Friends Meeting co-hosted a clinic escort training on Oct 16 (conducted by WACDTF) in collaboration with a Jewish community who also uses Homewood's Meetinghouse. Some members are trained as practical support volunteers through the Baltimore Abortion Fund. Homewood Friends plan an event (presentation and discussion) in November (after the election) on reproductive justice concerns at the local, state and national level.

Homewood Friends Peace and Social Justice Committee is actively discussing which reproductive justice organizations should be included in

the list of organizations to support financially in 2023, as they consider their annual budget. Suggestions put forth include:

- Your local abortion fund or National Network of Abortion Funds, <https://abortionfunds.org/>
- Center for Reproductive Rights, <https://reproductiverights.org/>
- SisterSong, <https://www.sistersong.net/reproductive-justice>

Stony Run Friends Meeting made a sizable donation this year to the Baltimore Abortion Fund from the Meeting's community support fund. Stony Run has several concerned members who are actively involved in a variety of reproductive justice organizations as individuals from local clinic support to BAF to SisterSong and more.

Alexandria, Frederick and Richmond Friends Meetings have had discussions concerning possible actions or minutes on reproductive justice.

Midlothian Friends Meeting. Friends engaged in a spirited discussion regarding the minute proposed by Friends Meeting of Washington and, regrettably, were unable to unite in order to endorse it. Friends do feel that this is a critical issue facing many in the nation, and reported that this decision in no way reflects a lack of concern among Midlothian Friends.

2. Minutes Approved by Monthly Meetings

Friends Meeting of Washington. A minute, "Privacy and the State," was approved by the Meeting for Business in June 2022 (see below); the link on the FMW website is <http://quakersdc.org/>.

Minute: Privacy and the State*
June 2022

Friends believe that there is that of God in every person, and that the spiritual journey is one of continual seeking and revelation. Often life brings us to difficult, meaningful moments of decision making. We are taught to hold these decisions in the Light, seeking guidance by Spirit. Often, we turn to our community for help in gaining clarity. We know and respect the

individuality of each person's spiritual journey, knowing that decisions can lead to both endings and beginnings, often in unexpected ways.

The decision to have, or not have, children and the decision of who to marry, or not marry, are examples of deeply personal, individual decisions to be made by the person or people involved, in the presence of Spirit. Friends believe that all families have privacy rights and people of all genders have rights to reproductive health care, including pregnancy termination.

If a Friend or couple is struggling with a question regarding these personal decisions and asks the Meeting for help, the Meeting should provide a clearness committee to support them in their decision-making. Friends should also work to decriminalize any such decisions, and to preserve an individual's right and ability to carry out their decision.

* This minute was discussed and agreed to at Friends Meeting of Washington's monthly Meeting for Business, June 12, 2022. It builds on a statement from Baltimore Yearly Meeting's "Faith and Practice," which reads: "When the number of children exceeds the financial, physical and even spiritual capacity of the parents, a hardship is worked on all involved. Thoughtful decisions either to have or not to have children should be accepted and supported by the Meeting."

Bethesda Friends Meeting adopted on July 17, 2022 the following minute.
Minute: Privacy and the State

Friends live in the Light that there is that of God in every person, and that the spiritual journey is one of continual seeking and revelation. Often life brings us to difficult moments of decision making. We are taught to hold these decisions in the Light, seeking guidance by Spirit. Often, we turn to our community for help in gaining clarity. Bethesda Friends Meeting respects the individuality of each person's spiritual journey, knowing that decisions can lead to both endings and beginnings, often in unexpected ways.

The decision to have, or not have, children and the decision of whom to marry, or not marry, are deeply personal decisions to be made by the

person or people involved, in the presence of the Spirit. With that of God, every person of every gender and every family has the right of autonomy which includes pregnancy termination.

If a Friend or couple is struggling with a question regarding these personal decisions and asks the Meeting for help, it is the practice of Bethesda Friends Meeting to provide a clearness committee or otherwise support them in their decision-making.

In our role in making public policy, Friends should also work to assure that any such decisions are decriminalized, and an individual's right and ability to carry out their decision is preserved.

*This minute builds on the statement from the 1988 edition of BYM's Faith and Practice cited above.

Roanoke Friends Meeting adopted and approved the minute "Privacy and the State" written by FMW. They reported that they appreciated the wording of a draft minute circulated by the BYM Peace and Social Concerns Committee and found the queries to be extraordinarily helpful.

Adelphi Friends Meeting (AFM) approved the following minute on October 23, 2022.

Statement on Reproductive Justice*

As Quakers, we recognize that our spiritual journey is one of continually seeking the Divine and following the inspiration we receive. Often life brings us to difficult moments of decision making. We are taught to hold these decisions in the Light, seeking guidance by Spirit. We may turn to our community for help in gaining clarity. We know and respect the individuality of each person's spiritual journey, understanding that decisions can lead to both beginnings and endings, often in unexpected ways.

An equitable society does not impose the greatest burdens on those least able to bear them. An equitable society cares for, educates, and ensures that the needs of parents and their children are met.

Adelphi Friends draw on our shared beliefs and practice to support:

- Every person's ability to freely choose the family relationship that best meets their needs, including full marriage protections for heterosexual, same-sex, gender nonconforming, and interracial couples.
- Ready access to comprehensive sex education and safe, affordable, and legal contraceptives.
- Ready access to high quality, affordable prenatal healthcare and nutrition support for those who are pregnant.
- Ready access to safe, legal, and affordable abortion, with decisions on whether to have, or not have, children to be made by the pregnant person.
- Ready access to high quality, affordable postnatal, infant, and child healthcare, as well as nutrition and other economic support for parents who need it.
- Ready access to high quality childcare and education for all children.
- Protecting children from abuse and exploitation; including physical, sexual, and emotional violence; trafficking; child labor; forced conscription; and the school to prison pipeline.

Our practice recognizes that moral decisions, such as whether to have an abortion or not, are for each individual to discern for themselves. Adelphi Friends Meeting will advocate for and support – to the best of our ability — every individual's right to make and carry out their personal reproductive decisions.

*Sister Song, Reproductive Justice, concept and history,

<https://www.sistersong.net/reproductive-justice>

AFM's Peace and Social Concerns Committee formed a Working Group on Reproductive Justice, which put together a list of questions and answers, including resources and references, to be posted on our website.

II. Baltimore Yearly Meeting Reproductive Justice Activities and Minutes

A. Activities. BYM Peace and Social Concerns received several draft minutes proposing to address changes in the law after the U.S. Supreme Court overturned *Row v. Wade* in the *Dobbs v. Jackson Women's Health* decision, thus allowing trigger laws to go into effect with additional states proposing new restrictive laws. BYM P& SC convened a new Working Group on Reproductive Justice to review past minutes, and consider future actions and statements.

- The BYM P&SC Reproductive Justice Working Group met by Zoom several times in the Summer. Draft minutes and queries were reviewed and shared.
- Members of FWM and Herndon Meetings led an interest session for about six women at BYM Women's Retreat (October 8, 2022).
- The BYM P&SC Reproductive Justice Working Group will meet again on October 30, 2022 via Zoom.

B. BYM Reproductive Minutes, approved August, 1979 Annual Meeting sessions:

- The Baltimore Yearly Meeting of the Religious Society of Friends opposes any U.S. Constitutional Amendment which would outlaw abortion.
- Baltimore Yearly Meeting of the Religious Society of Friends is advised that in recent months steps toward dialogue have been taken by persons with differing positions on the abortion issue. We urge concerned Friends and Meetings to take part in and nurture this process.
- Baltimore Yearly Meeting of the Religious Society of Friends recognizes and reaffirms the basic commitment of Friends to the sacredness of life as well as the quality of life. We do not advocate or encourage abortion as a desirable method of birth control. Nevertheless, we acknowledge that in some extremely unfortunate circumstances a woman might find abortion the least undesirable of several tragic options. The responsibility for making such a decision ultimately rests with the

pregnant woman herself. We affirm every pregnant woman's right to safe and effective medical care throughout her pregnancy and the birth. When abortions are performed, safe and professional medical procedures should be assured.

III. Future Activities

A. Monthly Meetings:

Friends Meeting of Washington

- FMW plans to communicate, again, to Meetings in West Virginia, Kentucky, and Ohio, and Florida.
- Outreach is planned to other FGC yearly meetings and individual university towns meetings, sending the Minute and our statement.
- Young Adult Friends groups and Quaker high schools and colleges will be contacted.
- Since Philadelphia Yearly Meeting has not taken action on this issue, FMW plans to reach out to meetings there.
- Friends are looking for Facebook groups that may be appropriate.
- Further outreach is planned with Temple Sinai and Faith Aloud (a national nonprofit organization promoting unbiased and judgment-free support for pregnancy, parenting, abortion).
- FMW is considering organizing a monthly action to maintain momentum. FMW Working Group meetings are occasional, with consideration being given to regular meetings

Adelphi Friends Meeting Peace and Social Concerns Reproductive Justice Working Group will meet 3rdth Mondays, next on Nov. 21st at 7:30 to consider how to carry out the work of advancing reproductive justice for all. Drop-ins are welcome.

Further actions of other Monthly Meetings are unknown at this time.

January 2023 Called Interim Meeting

January 28, 2023

Held via Zoom

I2023-1 Opening. Friends gathered at 10:00 am by Zoom. Interim Yearly Meeting Clerk Bette Hoover reviewed that agenda. She then introduced Deborah Haines (Alexandria), Recording Clerk, and Martin Melville (State College) and Susan Russell Walters (Baltimore--Homewood) who will be serving as our prayerful presence today.

Bette Hoover read the land acknowledgement honoring the original stewards of the lands now utilized by BYM. Donna Kolaitis (Menallen) read the anti-racist queries that will frame our discernment today. Sarah Gillooly, General Secretary, reviewed the technology we are using, and noted that they will be assisting anyone who encounters technical problems.

Bette Hoover invited us to lift up the names of those we are holding in prayer this morning, beginning with Tyre Nichols and his family. Out of the silence, several Friends lifted up the names of members of Baltimore Yearly Meeting who have recently died. Friends settled into a deep period of open worship.

Bette Hoover reminded us that we last met at a session of programmed worship on December 3, 2022 called "Rising from the Ashes." An edited video recording of that session will soon be available.

I2023-2. Nominating Committee Report. Karie Firoozmand (Baltimore-Stony Run), Co-Clerk, presented the report. She explained that the Friends United Meeting (FUM) Triennial scheduled for 2020 was cancelled because of the pandemic, with necessary business transacted by a virtual gathering in 2021. The next Triennial will be held in Kenya in July 2023. Serving as a BYM representative to the 2023 Triennial will be expensive because of the foreign travel involved. Nominating Committee has been working with Stewardship and Finance to ensure that enough funding is available so that no one would be unable to accept appointment because of financial considerations.

The formula established by FUM allows us to appoint nine representatives. These traditionally include our Presiding Clerk, our General Secretary, and our three representatives to the FUM General Board. These five individuals have all agreed to serve. The Nominating Committee filled out the slate with Friends of Color active in BYM, including two from Kenya.

Karie Firoozmand then presented the proposed list. Several Friends spoke to the report.

Friends expressed appreciation for the diversity and quality of the list being presented today. One Friend noted that there are two members of the LGBTQ community on the list. A Friend asked for our prayers for one of the nominees, Bartholomew Miheso (Stony Run), who is in the hospital with pneumonia. We were reminded that all Friends are welcome to attend the Triennial, whether or not they are yearly meeting representatives. It can be a wonderful experience.

Sarah Gillooly spoke to the question of financial support. They explained that the current BYM policy is to pay 50% of the cost our representatives incur when they attend the FUM Triennial or overseas gatherings of the Friends World Committee for Consultation. Monthly meetings are encouraged to provide additional support. A working group is being organized to explore how we can ensure that all BYM representatives to outside organizations are adequately supported, so that no one will be excluded from service because of financial considerations.

Friends expressed appreciation that this problem is being looked into. Georgia Fuller (Langley Hill) noted that her service on the FUM General Board, which meets in Richmond, Indiana, is also expensive, even though it does not involve foreign travel.

With regard to the Triennial, Georgia Fuller explained that registration fees for the Triennial are higher for Friends from North America, in order to subsidize those from other parts of the world. She noted that this is a critical year for FUM, as it continues its efforts to transition from being a missionary organization to being a true global partnership. This Triennial is an especially important one.

Friends **APPROVED** the proposed list of representatives, with gratitude and appreciation for the service they are undertaking.

Karie Firoozmand reported two resignations. Mari Schimmer (Adelphi) has resigned from Advancement and Outreach; Tronette Anochie (Sandy Spring) has resigned from Growing Diverse Leadership. These resignations were duly recorded.

I2023-3. Closing. The meeting closed with a period of deeply settled worship.

Bette Hoover, Interim Meeting Clerk
Recording Clerk

Deborah Haines,

Winter 2023 Interim Meeting

March 25, 2023

Held at Friends Meeting of Washington and via Zoom

I2023-4. Opening. The meeting began with a period of open worship. Interim Yearly Meeting Clerk Bette Hoover (Sandy Spring) introduced Elaine Wilson, who welcomed us to Friends Meeting of Washington, and encouraged those present in person to explore the recently renovated meetinghouse.

We heard the land acknowledgement honoring the original occupants of this land.

We heard the anti-racist queries that will guide our work today.

Clerk Bette Hoover introduced Recording Clerk Deborah Haines (Alexandria), participating by Zoom, and the Friends from Ministry and Pastoral Care Committee who are holding this session in prayer.

I2023-5. General Secretary's Report. Bette Hoover introduced Sarah Gillooly, General Secretary, who described the technology we will be using today. They then presented highlights from their report (attached). There have been recent staffing changes. Development Director Mary Braun has retired to Vermont to be with family. She completed her work on February 15. Barbara Wille, familiar to many in Baltimore Yearly Meeting, has been serving as incoming interim Development Director since January 1. The search for a permanent replacement for Mary Braun will be launched later this spring. STRIDE Coordinator Khalila Lomax will be leaving at the end of March. A search is now underway for an interim STRIDE Coordinator. A permanent replacement will be hired by Labor Day.

Sarah Gillooly spoke of the racism Khalila experienced among Friends in Baltimore Yearly Meeting. In preparing for Khalila's departure, Sarah and Khalila have worked together to identify steps that need to be taken to challenge micro-aggressions and outright racism and create a more welcoming work environment. This involves a commitment to ongoing work that Sarah will be tracking and reporting on. They expressed deep appreciation for Khalila's wonderful

contribution to the work and spiritual growth of Baltimore Yearly Meeting over the years.

Sarah encouraged us to visit the BYM office, and take advantage of its new worship space. They noted that the office is still understaffed, and asked for our patience and understanding if e-mails are not always answered. Friends expressed their gratitude for Sarah Gillooly's service to the Yearly Meeting.

I2023-6. Supervisory Committee Report. Rebecca "Becka" Haines Rosenberg (Alexandria), incoming Co-Clerk, presented the report (attached). She noted that Supervisory Committee is now completing its annual evaluation of General Secretary Sarah Gillooly, and spoke of how it has been a joy to work with and support them. She spoke of the work the Committee is doing to improve hiring practices, and the recently completed renovation of the BYM office space to address air quality and other issues. She described staffing changes that are in process. Our Youth Programs Coordinator is moving from part time to full time status, and the Committee is recommending adding a business associate to help manage our complex data base. This will be of particular assistance to the Camping Program, and will be partly funded from that account. The final job description and timeline are still under consideration. Friends received this report with appreciation.

I2023-7. Camping Program Committee Strategic Plan. Brian Massey, Camping Program Manager, introduced Don Crawford, a member of the strategic planning committee, who will help answer question about the plan. Brian presented slides from the Strategic Plan document that was distributed in advance of this meeting (attached). He described the strategic planning process initiated by the Camping Program Committee. The strategic planning committee interviewed dozens of current and former staff, campers, volunteers and stakeholders over the past year, and used their insights and questions to shape a plan intended to sustain the magic of our camping program in the face of changing circumstances for its next hundred years.

The plan has four central elements: 1) Campers at the Center; 2) A Vibrant and Diverse Community of Staff and Volunteers; 3) Clear and Effective Governance and Leadership; 4) A Sustainable Financial Model. The Camping Program Committee has endorsed the plan, and is preparing to begin implementing it. Friends expressed appreciation for the care that was taken to include many

different voices and perspectives in the planning process, and emphasized our ongoing commitment to protecting and promoting diversity in our camping program. Friends thanked Brian Massey for his report.

Lexi “Sunshine” Klein, Youth Programs Manager, led us in singing two favorite camp songs, in celebration of the vitality and spirit of our camping program.

I2023-8. Joint Report on Opequon Quaker Camp and Rolling Ridge. Betsy Roush (Sandy Spring), Co-Clerk of the Camping Program Committee and Greg Tobin (Frederick), Clerk of the Camp Property Management Committee, presented the joint report.

Betsy Roush shared a brief slide show describing the discernment that has taken place around the possibility of moving Opequon Quaker Camp from rented space on Pigeon Farm near Winchester, Virginia to the Rolling Ridge Conservancy property near Harpers Ferry, West Virginia. The Rolling Ridge Conservancy was established by the bequest from a BYM family, and also houses the Friends Wilderness Center. Betsy reviewed the history of Opequon as an arts camp, beginning in 1998 at Sandy Spring Friends School. She noted that it is our most racially diverse camp. She described some of safety issues that have plagued Opequon at its current location, including recurring flooding and the need to protect campers from the hostility of some local residents. She explained how the camp property at Rolling Ridge recently became available. It had been used by a D.C. charity, For the Love of Children (FLOC), to provide outdoor activities for city children, but FLOC was unable to maintain their lease after 2019. Because the property is already equipped for camping, the cost to move Opequon to Rolling Ridge is estimated at \$364,000 over three years. Buying and equipping a new property might well cost three times as much. If approved, the plan would be to open Opequon at Rolling Ridge in time for the 2024-25 camping season.

Greg Tobin and Betsy Roush read the minute prepared jointly by the Camping Program Committee and the Camp Property Management Committee describing their emerging sense of leading around the possibility of moving Opequon to Rolling Ridge (attached). The minute asks Stewardship and Finance Committee and Development Committee to assess whether moving Opequon at this time would be financially feasible. If it is judged feasible, Trustees could then negotiate a lease with Rolling Ridge Conservancy. Friends shared a sense of excitement over how way may be opening to move Opequon to Rolling Ridge. A Friend asked if we

could partner in some way with FLOC, to enable them to continue their outdoor program and to deepen our connection to DC residents. This suggestion was warmly received. Rich Liversidge, Clerk of Trustees, expressed enthusiastic support for the proposed move. Trustees have already begun to reach out to the Board of the Rolling Ridge Conservancy, which is eager to help facilitate such a move.

Friends **APPROVED** asking the Stewardship and Finance Committee and Development Committee to provide us with enough information by the time of June Interim Meeting so that we can decide at that time whether or not to go forward with moving Opequon Quaker Camp to Rolling Ridge.

I2023-9. Development Committee Report. Arthur Boyd (Baltimore-Stony Run), Co-Clerk, presented the report (attached). He noted that the budgeted goal for fundraising in 2023 is lower than actual contributions in 2022. The Development Committee is confident that 2023 contributions will meet or exceed the amount contributed in 2022, thus exceeding the goal set in the budget. He encouraged Friends to be generous in supporting the work of the Yearly Meeting. He noted that Barbara Wille, who has many years of experience as a development consultant, has been evaluating the fundraising potential of Baltimore Yearly Meeting, and is optimistic about the future. The Development Committee has been looking into the possibility of mounting a capital campaign to support the cost of moving Opequon to Rolling Ridge, if Friends approve. The Committee is confident that it would be possible to raise enough not only to relocate Opequon Quaker Camp, but to enable it to thrive.

I2023-10. Nominating Committee Report. Karie Firoozmand (Baltimore-Stony Run), Co-Clerk, presented the report.

The Committee is bringing forward the name of David Robinson (Alexandria) to serve a second term on the American Friends Service Committee Board. They are asking that the second reading be waived. Friends waived the second reading and **APPROVED** this nomination.

The Committee is bringing forward the name of Lauren Brownlee (Bethesday) to serve on the Sandy Spring Friends School Board. There will be a second reading at June Interim Meeting.

The Committee reports the following resignations:

Mary Kearney from Indian Affairs
Rebecca Richards from Ministry & Pastoral Care
Julia Storrberg-Walker from Unity with Nature
Heather Carter from Camp Property
Hannah Brown from Youth Programs

These resignations were received and recorded.

At the Clerk's request, Karie re-read the names of those approved at a called meeting in January to serve as representatives to the FUM Triennial that will be held this summer in Kenya. We thanked these Friends for their willingness to serve. It was noted that registration for the Triennial has been extended to the end of the month, and that anyone is welcome to attend.

I2023-11. Treasurer's Report. James "Jim" Reilly (Hopewell Centre) presented the Treasurer's report (attached). He reviewed the balance sheet and the statement of activities for 2022. These summarize the data that will be forwarded to our auditors for the annual audit. He noted that our books show a loss for 2022 of approximately \$220,000, but this is due entirely to losses in our investments. Unrestricted income in 2022 exceeded expenses by about \$41,000 based on preliminary estimates. Our financial position is basically strong. Jim expressed his appreciation to staff, especially Sarah Gillooly and Harriet Dugan for their careful management of our finances and financial records.

I2023-12. Anti-Racism Roadmap. Stephanie "Steph" Bean (Adelphi), Yearly Meeting Clerk, presented the report (attached). They spoke of the special meeting of the Yearly Meeting in December, called to help us understand what is happening in BYM, and how we might respond. They spoke of the race equity audit that was proposed more than a year ago. A small group has been exploring how we might move forward on this concern. They read from the declaration of BYM as an anti-racist faith community, and noted that the only specific action it calls for is using the queries it offers to guide our decision making.

Steph presented a Roadmap to help us identify other actions we may be called to take. The roadmap identifies five categories of possible actions: 1) Problem Awareness; 2) Root-Cause Analysis; 3) Empathy; 4) Strategies; and 5) Sacrifice or Willingness. This is not a linear plan, but a description of perspectives that

interact with each other. Friends are encouraged to get to know the Roadmap, to see what it might challenge us to do, individually and collectively.

I2023-13. Minute of Appreciation for Khalila Lomax. Pierce Hammond, Clerk of the Growing Diverse Leadership Committee (GDL) read a minute of appreciation for Khalila Lomax prepared by GDL, its Reparations Working Group, and STRIDE. Friends united with this minute, with deep appreciation for all that Khalila Lomax has brought to Baltimore Yearly Meeting.

I2023-14. Announcements.

1. The Peace & Social Concerns Committee will host a BYM Networking Day on Saturday, 4/15/23, from 9:30 am to 3:30 pm, at Friends Meeting of Washington. There will also be the option of attending by Zoom. To register, contact Phil Caroom (Annapolis) at pcaroom@gmail.com.
2. Quaker Voice of Maryland is in its third year of assisting Maryland. Friends to act in support of our values. This year's three priority areas include: climate change, criminal justice & civil rights. It's not too late to receive updates by signing up at <https://www.quakervoice.md.org/get-involved/join-our-contacts>. Quaker Voice of Maryland recently submitted testimony in favor of SB0878 – *Voting Rights Act of 2023 - Counties and Municipalities*.
3. The Reproductive Justice Working Group of P&SC reminds Friends of the following request from the Friends Committee on National Legislation and encourages Friends to respond: Request for Discernment Regarding Reproductive Health and Abortion. On behalf of the General Committee, the Policy Committee is seeking the help of Friends in discerning what FCNL should say about reproductive health care in its policy statement. <https://www.fcnl.org/about/world-we-seek/legislative-priorities/request-discernment-regarding-reproductive-health-and-abortion>. Sharon Stout (Adelphi), Co-clerk, SKStout@gmail.com, 240-461-8374 (cell, please text or leave message)
- 4) A report from the Working Group on Militarism of P&SC is attached.

I2023-15. Closing. After a period of open worship, the meeting closed at 1:25 pm.

Attachment I2023-5
General Secretary's Report

i have done so much, so many tasks
but what has mattered most
has been the listening
to the thirsting dirt
to the spiraling wind in the wake of murmuration
to the drumbeat of ant feet moving abundance with a million hands
~ adrienne maree brown

Friends –

Greetings from the desk of the General Secretary. I look forward to gathering with you, in body and in Spirit, at our Winter Interim Meeting on 25 3mo 2023. My written reports to you have been less frequent this last year, as the volume of work before me often precludes the quiet, contemplative time I need to gather my thoughts and update you. However, I hope to be more diligent in my written reports to you in 2023. My report to you today is organized within the categories of responsibilities included in the job description for the General Secretary. As always, my door is open, and I look forward to hearing from you.

Responsibilities for the Staff

All staff completed their 2022 Annual Reviews with their direct supervisor as well as their Annual Feedback Sessions with Supervisory Committee. This process was revised in 2021 to reflect current equity practices in management as well as staff feedback. If Friends have feedback about the performance of any staff member, they are kindly asked to bring that directly to the General Secretary or to Supervisory Committee.



The staff met for our annual retreat in December. We used our time together to develop a list of commitments to one another – a set of shared agreements for the ways we would like to function as a team. We felt tremendous gratitude for a hike

under the full moon and for Patti Nesbitt and Anne Bacon for the blessing of their time and delicious meals as our retreat cooks.

Mary Braun's last day as Development Director was February 15th. We are working with an Interim Development Director, Barbara Wille, a Friend many already

know, through at least June 30th. Barbara can be reached at Development@bym-rsf.org. The search for the new Development Director will re-launch at the beginning of April. All searches at BYM use an equity hiring plan, developed from my training with The Management Center and additional ideas from the Working Group on Racism incorporated.

In March, Supervisory Committee approved the addition of a Business Associate to the staff team and forwarded their approval to Stewardship & Finance for consideration. If approved, the Business Associate will provide additional support across the Yearly Meeting office with an emphasis on data entry tasks for finance, development, and camping program and property. While the position will include many general Yearly Meeting tasks, this position is proposed to be funded from revenue generated by the camping program.

Khalila Lomax's last day as STRIDE Coordinator will be March 31st. I am working to bring an Interim STRIDE Coordinator onto the team from as soon as possible through Labor Day, which will be done with approval by the Growing Diverse Leaders Committee and Supervisory. This will ensure our STRIDE campers, families, and Committee members have the support they need for the busy summer months. We are currently speaking to two possible Interim candidates – one a former STRIDE camper and the other a Friend who has worked extensively with youth programming. A full hiring process for the next permanent STRIDE Coordinator will begin over the summer.

As part of our shared work to address how racism shows up within our Yearly Meeting, Khalila and I developed a list of items for redress. We focused on changes that would be within the scope of the General Secretary's role. I would also encourage Friends throughout the Yearly Meeting to consider what redress for racism is within the scope of their role within our Yearly Meeting. You can check on the status of my commitments to Khalila [here](#). This document will be updated as progress is made.

Working with the Components of BYM

The BYM 2022 Yearbook has gone to the printer. It continues to be extremely difficult to produce this document without the assistance of an Associate General Secretary. For example, every business document and data submission - submitted by a total of 87 different bodies (Monthly Meetings + BYM Committees) - has to be compiled and then standardized into a uniform format

before layout can even begin. The Yearbook was redesigned this year to lower the cost of printing and improve readability for Friends. We hope the redesign will also improve the speed at which we are able to turn-around the Yearbook in the coming years.

We have entered into the busiest season for most of our Committees – which will last through the conclusion of Annual Session in August. Working with Program Committee, Annual Session details are coming together, and I have just finished



building the first draft of the registration system, simplified based on feedback from last year. The Spring issue of the Interchange is in production – though we are still accepting community news and articles. The issue, which will arrive to you in May, will have all the details you need about our 2023 Annual Session. I continue to work with the End of Life Working Group on their forthcoming publication of *A Tender Time: Quaker Voices on the End of Life*, which is being supported with a \$10,000 grant from the Friends Foundation for the Aging. I was pleased to join the work group that gathered up perspectives throughout the Yearly Meeting to

develop the Camping Program Strategic Plan. In addition, I continue to work closely with various Yearly Meeting Committees on the proposal to relocate Opequon Quaker Camp to the Rolling Ridge Conservancy.

During the late fall and winter months, I have been able to visit with a few Monthly Meetings. As we continue to explore the partnership with Rolling Ridge, I spent a lovely night camping at Friends Wilderness Center under the loving care of Kimberly & Carl Benson followed by Worship and second hour with Shepherdstown Friends. I was delighted by the vibrancy of the community at York Friends Meeting and met several new attenders who expressed their sense of “home” upon finding York Friends. My own gratitude to Harry Scott and Lamar



Matthew for their kind hospitality. Dunnings Creek Friends Meeting graciously donated a bench to the Yearly Meeting Office, and I was lifted by the opportunity to not only worship with Friends while picking up the bench – but also to get an off-season tour of the Fishertown Quaker Museum. It is full of wonderful treasures – check it out! While attending Nottingham Quarterly Meeting with Presiding Clerk Steph Bean, we enjoyed the opportunity to worship, participate in

business, and hear about the moral issues of textile sustainability at Oxford Meeting House among Friends from across the Quarter. Linda Coates and John Yost were gracious hosts who also took us to visit the historic Meeting Houses and burial grounds at Penn Hill and Eastland Preparative. My seminary studies also gave me the occasion to shadow a Friend in her work as a chaplain at the Virginia State Correctional Facility for Women near Richmond. The



greatest gift of my job is visiting among Friends – to hear your joys and concerns and seek Spirit with you. I encourage all BYM Friends to consider visitation among Meetings – we are so many parts, but all one body.



Photos: Penn Hill Meeting House with Nottingham Quarter Friends; A quiet moment before Worship at York Meeting House; Visiting the Fishertown Quaker Museum with Dunnings Creek Friends.

A critical project happening behind the scenes right now is the conversion of the central BYM database. Our database houses all BYM membership information as well as the contact information for Friends across the Yearly Meeting and BYM's donor files. Our existing database is now more than 10 years old, and the technology is outdated and extremely difficult to use. We are converting to StoreHouse - a "Church Management" system - that will have a number of modern features that will be helpful not only in the maintenance of accurate data but also in the function of our shared life – including a password protected online Directory of Monthly Meetings, Monthly Meeting Clerks, and BYM Committee members and clerks. The Directories printed in the Yearbook each year are often outdated by the time they go to print, but an online, password protected Directory will allow for dynamic data. This project will take some time, as we currently have more than 20,000 individual entries to carry over from the old system to the new system.



Fundraising & Managing Resources

Trustees, Stewardship & Finance, and Development Committee all have ambitious agendas in the first half of the year, and I have been supporting them in a range of activities from consolidating old funds to developing the early draft of the 2024 budget. The books are now tentatively closed on the 2022 fiscal year, pending any revisions or corrections found in the annual audit, which is now underway. Our Finance Manager and I have been working closely with the Camping Program Manager to improve financial systems and create more simplicity for all in the upcoming camping season.

Friends will see a new budget format starting this year. The format, developed collaboratively between myself and our Finance Manager, "talks" with our accounting system and standardizes budget categories across programs and Committees. This new format will both allow for more timely and accurate internal financial reporting (while requiring significantly fewer staff hours!) and create more transparency and understanding among Friends about the finances of the Yearly Meeting.



With support from Adrian Bishop and volunteers from Supervisory Committee, repairs have been completed at the Yearly Meeting Office. You can read the details of those upgrades and repairs in the report from Supervisory Committee. Coordinating this work took many hours of my time in January and February. One remaining task, for which I am seeking volunteer support, is unpacking the contents of the on-site storage cube back into the garage. In addition to the necessary repairs, we also took the opportunity to gather up some benches and create a worship space in the sunny, main room of the BYM Office. I hope Friends will consider the Yearly Meeting Office your office! We welcome you to come for a visit or to use any of the facilities here, including the worship space, sunporch great for hybrid retreats), and the hospitality suite (available for overnight guests).



Photos: LNew worship space at the Yearly Meeting Office – come worship with staff on Thursday

from 12-12:30pm; The new HVAC unit that will address allergens in the BYM Office. After 4 months without heat in the depth of winter, staff were delighted to take off our hats and coats at work!

Personal Reflections

As I round out a year-and-a-half of service as your General Secretary, Supervisory Committee asked that I share with Friends “how I’m really doing” in this report. This feels difficult to do succinctly, so I will simply share what I have said to the Committee in recent months: There are many part of my job that I love. It’s so good to work among Friends. I find myself in a flow-state when I’m doing the work of staff leadership and process transformation. The huge amount of work I am responsible for often feels unseen by the Yearly Meeting. I feel I am fairly compensated for the job I was hired to do. The job I actually do is significantly larger than the job I was hired to do. I am contracted for 35 hours per week but routinely work 50 hours each week and long to routinely have 2 consecutive days of rest each week (even if that is not Saturday-Sunday). The pace and volume of the job are affecting my physical health, my spiritual well-being, and my family.

Supervisory Committee also suggested I be forthright with Friends about systems for communication. Managing the volume of email I receive is quite difficult. Most of all, I feel guilty and ashamed about all the emails I simply cannot get to – I know this must be frustrating for Friends who never hear back from me. Here are a few ways we might work better together when it comes to email: I am unable to skim information out of emails on which I am CC’d. If there is something you would like me to see or do, please send an email to me directly and/or be blunt at the top of the email about what you would like me to see or do.

If you have questions about budgets, finance, or reimbursements, please direct those to Finance@bym-rsf.org. Harriet will bring any items to me that she cannot address on her own. For Zoom links, website content, event registrations, contact information for Friends, Meeting Statistics, the Weekly Announcements, or the Interchange, please email admin@bym-rsf.org. If I have missed your email, please let me know! A “gentle nudge” to me via email or leaving a phone message with Lucy (301-658-6797) are always welcome if I’ve missed your email.

One of my core ethical practices is paying attention to how our Quaker values are, or are not, replicated within the structure, policies, practices, and habits of our Year Meetings. The large is a reflection of the small. In order to live in the world we seek, we must build every village, every neighborhood with that same attention to Love, to Justice, to Spirit and Truth. In my work as General Secretary, some of that construction work is tangible – administrative policies, financial transparencies, equity practices. But some of that work is less tangible – the work

of caring, of doing the internal work to really see others, of holding all but Love and one another lightly. Some of my labor is visible to the wider body of Friends and some is not. I ask for your continued prayers for the clarity, humility, energy, and courage to fulfill my responsibilities with faithfulness to the beloved community.

Yours in service,
Sarah G.

Attachment I2023-6

Supervisory Committee Report

Committee Members: Adrian Bishop and Ramona Buck, Co-Clerks gradually changing to Betsy Tobin and Becka Haines Rosenberg, Rosemary Davis (until 8/22), Jim Riley, BYM Treasurer; Meg Meyer, BYM Interim Meeting Clerk, until 8/22 replaced by Bette Hoover; Stephanie Bean, BYM Presiding Clerk, Susan Griffin, Joan Liversidge.

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

Sarah Gillooly began as General Secretary in July 2021. They took the position at top speed and have continued to work diligently to keep up with the unending tasks and to improve our processes to move us towards a more sustainable and equitable organization. Since Sarah started, Supervisory has not conducted a complete annual evaluation for them, but an evaluation is being completed this month. We recommend that their employment be continued. Part of the evaluation of the GS is for SC members to meet with other full-time staff for their direct feedback on their work situation and their thoughts about the work of the GS. These interviews have been held. The Co-clerks meet with Sarah monthly or as needed, in addition to bi-monthly Supervisory Committee meetings. In an effort to streamline our work and reduce the GS workload we have changed our meeting schedule to bi-monthly, thereby freeing up many hours of GS time and energy for other tasks. Several members of SC have volunteered in the Office to ease Sarah's communications load. We have also changed our meeting time to

accommodate people who cannot attend weekday morning meetings. We continue to be impressed by Sarah’s management style and the way they bring their pastoral care skills to the performance of their job.

In 2021 we met with a Working Group on Racism (WGR) working group on hiring practices to explore changing our practices to make BYM job searches more open and equitable. The suggestions of this working group were incorporated in two searches, the full-time Camp Director, and our new Administrative Assistant. We will change the practices specified in our Manual following these searches and an evaluation of their effect. One note at this time, the Admin Assistant position had many more candidates, and candidates of color than we have previously experienced.

We formed a new working group to oversee the care of our Sandy Spring Office. This responsibility used to fall on the resident, which we no longer have, and we do not want it falling solely on our staff. We have sent a revised budget to the Stewardship and Finance Committee (S&F) for building care, and a suggestion for a reserve fund for major costs to Trustees. (Trustees have approved this beginning in 2023). An immediate result of this has been an Indoor Air Quality (IAQ) survey on our offices, which must meet different standards now that the building is in use as an office building rather than a single-family home. The survey found that our fresh air replacement was deficient. We have now repaired the existing HVAC systems and added fresh-air makeup devices. We are also sealing the walls between the garage and the working spaces, adding insulation to the attic and to the ceiling of the garage, and plan to correct the drainage around the building (we currently are experiencing run-off water penetrating the building which provides fuel for the growth of mold). Using funds set aside in the 2023 budget, these efforts will improve air quality and reduce allergens, knowing that some who use the building have been badly affected by airborne allergens.

A major piece of work that is slightly in abeyance is revising our Employee Handbooks. Yes, there are two, one for Camp Staff – we have over 120 temporary employees, and one for everyone else. This will be taken on in earnest when Sarah and Brian can schedule it.

Our staff work very hard. A concern is that some jobs are too large for one person to do in the time allotted. We remind Friends that we continue to be short-handed at the BYM office. In 2020 we had 2.5 more staff on hand than we do

now. Fortunately, Friends have responded generously to help BYM recover its financial footing, but we are going slow to replace staff. Please be patient with our shortcomings as we rebuild better! In order to operate as safely as possible, the BYM Office is not open every day, and all staff are working remotely at least some of the time. Please check with the Office before you schedule a visit.

We continue to include the anti-racist queries at each of our meetings both by listing them in our agenda and by measuring decisions against them.

We read our goals for the committee at each meeting as a reminder. The goals of the Supervisory Committee are:

- Continue to support the General Secretary, our main task
- Respond to the diversity, equity and inclusion needs of staff
- Thoughtfully incorporate staff into the work of the Yearly Meeting and support their needs
- Be available for confidential supportive conversations with the Interim Meeting Clerk and the Yearly Meeting Clerk about the Baltimore Yearly Meeting issues they are dealing with.
- Review and apply the anti-racism queries for each decision at Supervisory Committee meetings
- Complete the review of the documents (Supervisory Committee Manual, and coordination with the Camping Committee on the Camping Employee Handbook)
- Create a safe space for different perspectives to be expressed, and respond to any discomfort or conflict as it occurs.
- Agree with the Confidentiality Statement, Appendix B, p. 54 in the Supervisory Committee Manual.

Well before Covid, our committee began using hybrid meetings because of members’ travel. We continue to do this as we are not all comfortable risking exposure during travel to BYM events.

2023 Budget and Human Resources Costs

Salaries	\$714,853
FICA	\$54,686
Benefits	\$136,548
Retirement	\$42,891

Total \$926,864

This is for 11 year-round staff and a 12th 1.0 FTE position expected to be added mid-year. Of those 11 existing year-round staff: 8 are 1.0 FTE, one is 0.75 FTE (transitioning to 1.0 FTE mid-year), and two are 0.5 FTE. Of this, \$441,773 (47.7%) of salary, FICA, and benefits is spent on four business/administrative staff and one development staff and \$507,206 (52.3%) for seven program staff.

Respectfully submitted,
Betsy Tobin (Frederick) and Becka Haines Rosenberg (Alexandria), Co-Clerks,
Supervisory Committee

Attachment I2023-8
Joint Report on Opequon Quaker Camp and Rolling Ridge

As many friends will remember, we have been looking for a new location for the program at Opequon for several years. Our lease at Opequon is coming to an end and several problems with the site have surfaced over the years. The driveway is prone to flooding, the site is a little small, there is no longer an adequate place to swim and many of the improvements that we anticipate needing to make in the years to come will be expensive. We suspect that friends will be hesitant to invest more heavily in a property which is not secure in the long term.

A joint ad hoc working group of the Camp Property Management Committee and the Camping Program Committee has looked at several properties over the last 4 or 5 years and found that purchasing a new property would cost in the neighborhood of one million dollars.

Fortunately another possibility has emerged! In the 1970s a family of Friends from Baltimore started a foundation near Harper's Ferry West Virginia which is now known as the Rolling Ridge Conservancy. Rolling Ridge is steward to over 1600 acres of land which sits between the Appalachian Trail and the Shenandoah River. At Rolling Ridge three organizations have partnered to fulfill the mission of the conservancy:

1. Friends Wilderness Center offers Quakers and others an opportunity to renew their Spirits and learn about the connections between the natural world and the life of the Spirit in a beautiful wilderness setting. They offer hospitality, workshops and experiences related to conservation and ecology and opportunities for spiritual enrichment.

2. Rolling Ridge Study Retreat offers individuals an opportunity to live in an intentional community, surrounded by nature and dedicated to exploring the connections between spirit, faith and the earth.
3. The Outdoor Environmental Center. Until 2019 For the Love of Children (FLOC), a support and enrichment organization for children in Washington DC, offered young people a chance to connect with nature through their summer camping program and environmental education center. Unfortunately, in 2019 FLOC found it necessary to refocus their attention on their DC operations and sever their connection to Rolling Ridge Conservancy, closing their summer camp and outdoor education center. Since then Rolling Ridge has been seeking a new partner to fulfill that part of their mission.

With a charge from the Camping Program Committee (CPC) and Camp Property Management Committee (CPMC) to explore the possibility of a partnership, BYM staff members have been discussing this possibility with some of the board members at Rolling Ridge. We have also provided opportunities for members of the CPC, CPMC, and the BYM camping community at large to visit the site and consider the possibility of making it the new home of the program at Opequon Quaker Camp. Trips from Opequon have been visiting Friends Wilderness Center and Rolling Ridge for over a decade now and on several occasions this summer the entire camp began and finished their trips at Rolling Ridge. Nearly all of the feedback we have received has been positive. We have begun exploring the financial considerations and details of forming a partnership between Rolling Ridge and the Baltimore Yearly Meeting camping program.

The Outdoor Environmental Center at Rolling Ridge has:

- A commercial kitchen and dining hall that are usable year around. They are “move-in-ready” and include bathrooms, a healthcare area, and offices.
- A beautiful 4 season lodge (with 6 bedrooms, sleeping 18 people total) and activities areas that are all in good to excellent condition.
- 2 cabin areas with some usable cabins but we would need to provide some better sleeping facilities and toilets in the cabin areas in order to operate our camps there.
- Ponds and streams that are less than a mile from the camp facilities. Longer term, Rolling Ridge is willing to help create an area for swimming that is closer to the camp facility.

A BYM partnership with Rolling Ridge would involve both a lease agreement and an annual payment, similar to the arrangement at the current location. In addition, all Rolling Ridge partners commit to a mutual partnership in which partners are invested in the wellbeing of one another and of the conservancy as a whole. BYM would be asked to appoint 2 members to the Rolling Ridge board.

One of the challenges in managing our camp properties are the limited opportunities for use and revenue generation in the off-season. The Outdoor Environmental Center facilities at Rolling Ridge would offer us a unique opportunity in this area. Since the lodge is a four-season building and the commercial kitchen and dining hall can be used during all but the most extreme cold, there would be opportunities for use and revenue generation throughout the year. The facility could be rented to outside organizations or we could use the facility ourselves for programs such as the Spiritual Formation program, the Women's Retreat, or workshops and retreats hosted by Local Meetings. The Rolling Ridge community is home to many individuals with skills and knowledge that would allow us to develop a host of outdoor and environmental education programs.

We are very excited about the possibilities at Rolling Ridge! The partnership would provide an excellent new home for the program at Opequon, and it would also offer us many opportunities to build upon our programs and ministries in a spectacular wilderness setting that would be accessible to a larger portion of our membership.

Moving forward

Members of CPC and CPMC have been discussing the possibilities at Rolling Ridge for over a year now, and we have begun consulting with various other BYM committees including initial conversations with the Development Committee, Trustees, and Stewardship and Finance.

To understand how to formally make the decision to relocate Opequon Quaker Camp and enter a partnership with Rolling Ridge, we have read the minutes for when Shiloh Quaker Camp was purchased and when the Quaker Arts Camp was moved to the site where Opequon Quaker Camp is currently located. In both circumstances, CPMC, in collaboration with CPC, was charged with exploring the possibilities and making a formal recommendation to the Yearly Meeting, which were then accepted.

At this time, we are making the following recommendations to Interim Meeting:

1. Stewardship & Finance Committee should complete or commission an analysis of the financial viability of a BYM partnership at Rolling Ridge.
2. Development Committee should minute the viability of a capital campaign to raise the necessary capital.
3. Pending affirmative recommendations from Stewardship & Finance and the Development Committee, BYM Trustees should work toward entering into a formal agreement (“a lease”) with the Rolling Ridge Conservancy beginning this spring for the use of the Outdoor Environmental Education facility at Rolling Ridge. Under this agreement, BYM would have use and control of the facilities throughout the year.

With Gratitude

We are extremely grateful to the Pidgeon family and their long history of helping to provide sites for our camping programs. It is hard to imagine our camping program being where it is without their ongoing support!

Attachment I2023-9

Development Committee Report

Development Committee is pleased to report that BYM exceeded our 2022 goals for unrestricted contributed income. Many thanks to Friends who donated. We raised \$332,978.51. Grant income was up significantly from the prior year, which made up in part for a decline in the number of donors.

The ambitious goal for 2023 is \$320,060.00.

Mary Braun completed her work as Development Director in mid-February. We appreciated her extending her time to overlap with our development consultant, Barbara Wille of Capacity Partners. Barbara began her work in January and will serve as part-time Interim Development Director through June. Additionally, Barbara is contracted for other work including carrying out a “development audit,” assessing the strengths and challenges in our current development operation. It has been more than 10 years since the program was evaluated by an outside consultant, and this will provide us valuable information about both the day-to-day operations as well as our capacity for developing and implementing a major gifts program.

The search for a new Development Director was paused in January as staff reconsidered several parts of the job description. We expect the position will be re-posted this spring. A member of the Development Committee will serve on the Search Committee.

Development Committee is eagerly, and carefully, following the possible partnership with the Rolling Ridge Conservancy as a future location for Opequon Quaker Camp. As Friends consider a possible capital campaign to make the move possible, we are also seeking insight into the strategy and results of past BYM campaigns.

Our current committee is quite small, with 3 active appointed members, and 3 active liaison members. We would welcome additional appointed members and are always glad to tell you about what's involved in development committee work. There is also a need for regular office volunteers to assist with mailings and other tasks, please let the staff know if you can help on a regular or occasional basis.

Arthur Boyd and Barb Platt, co-clerks

Attachment I2023-11

Treasurer's Report

Today I am presenting and reporting on the unaudited financial statements of Baltimore Yearly Meeting for the year ended December 31, 2022. These are the statements we give to our auditors, bbd in Philadelphia, along with a lot of other information so they can prepare the final audit. These statements consist of a Statement of Financial Position (or Balance Sheet) which shows our account balances as of 12/31/22 and a Statement of Activities which shows our revenues and expenditures for the entire year.

These reports for 2022 give us a mixed result. It was a down year for our investments but our camps did very well with extremely strong attendance. Apportionment income was as expected but contribution income was down compared to 2021. Overall, we completed the year with a \$221 thousand deficit. However, our unrestricted income over expenditures was positive.

Balance Sheet

The balance sheet shows the unaudited balances in our various asset, liability, and net asset accounts as of December 31, 2022. In our asset accounts, BYM shows total cash of \$491,374. Our total property and equipment net of depreciation is \$2,685,984 which is a very small increase from the previous year. Our investments total \$1,802,772. At the end of 2021, this total was \$1,969,434. Our investments are held primarily in accounts at Friends Fiduciary and Morgan Stanley Smith Barney.

The main comment I want to make about the liabilities section is that (dramatic pause here) there are no Friendly Loan balances. During 2022, we were able to pay off the remaining \$208 thousand of Friendly Loans which were originally used to pay for the Catoctin bathhouse.

Our unaudited total net assets (difference between total assets and total liabilities) on December 31, 2022, are \$4,845,620, which includes the 2022 deficit of \$221,709. At the end of 2021, our total net assets were \$5,063,117.

Statement of Activities

The statement of activities shows the total revenue and expenditures for the year ended December 31, 2022. It is presented in five columns. The first column shows the unrestricted activity. The next three columns show restricted activity, and the fifth column shows the total of all activities. Most of our revenues and expenditures fall into the unrestricted or operating column.

Under revenues, BYM collected \$514,572 in apportionment, up about \$4,000 from the previous year. Our income from programs was just over \$1.6 million. In 2021, this total was just over \$1 million. Our total contribution income was \$582,062. This total includes unrestricted contributions of \$522,590 and restricted contributions of \$59,472. The unrestricted contribution total includes the forgiveness of our second PPP loan of \$178,241. This amount was government assistance related to the pandemic and shows on our books now as a grant. This item will not recur.

The released funds amounts represent amounts taken from our restricted funds (such as camp capital, camp scholarship and education funds) and spent for their restricted purpose. For instance, camp capital releases were about \$189,000 for several vehicles, two buildings and a new roof.

Investment income was an overall loss of \$355,375 which includes unrealized losses of \$415,390. Unrealized losses represent the decrease in the market value of our investments for the year. Total revenues were about \$2,410,000.

The expenditures are listed next which total \$2,631,692, all unrestricted. Camp program expenditures total \$1,185,083. Camp property expenditures total \$493,471.

The bottom line shows expenditures exceeding revenues by \$221,709. The unrestricted part of this was an excess of revenues over expenditures of \$40,999. This unrestricted number is preliminary due to the fact that the auditors always allocate a portion of our investment income to restricted activities. For example, in 2021 only about 25% of investment income remained in the unrestricted column. Since these statements show all the investment income in the unrestricted column, it is likely that the unrestricted net assets will increase by more than \$41,000 and the restricted net assets will decrease by more than the amounts shown on these statements.

As a reminder, our 2021 audited financial statements show unrestricted net assets of \$1,166,103 on December 31, 2021.

Respectfully submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting

Balance Sheet
As of 12/31/2022

	Current Year	
Assets		
Current Assets		
Cash & Cash Equivalents		
Operating Account	437,548.37	1001
Payroll Acct	14,644.40	1002
Camp Property Manager	7,730.50	1004
Catoctin Caretakers Account	2,027.63	1005
Shiloh Caretakers Account	1,994.87	1006
Catoctin Directors Account	6,379.24	1007
Shiloh Directors Account	8,752.35	1008
Opequon Directors Account	4,243.93	1009
TA Directors Account	7,952.44	1010
Petty Cash	100.00	1050
Total Cash & Cash Equivalents	491,373.73	
Accounts Receivable		
Apportionment Receivable	1,900.00	1200
Student Loans Receivable	907.00	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Other Receivables	3,151.27	1599
Total Accounts Receivable	13,010.12	
Prepaid Expenses		
Prepaid Rent	32,500.00	1711
Deposits	14,555.76	1715
Total Prepaid Expenses	47,055.76	
Total Current Assets	551,439.61	
Long-term Assets		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings & Leasehold	(1,214,607.28)	2039
Furniture, Fixtures & Equipment	272,801.55	2050
Accum. Depr. FF&E	(212,069.66)	2059
Vehicles	265,480.20	2060
Accum. Depr. Vehicles	(179,441.11)	2069
Projects in Progress	36,940.59	2900
Total Property & Equipment	2,685,983.94	
Long-term Investments		
Friends Fiduciary	1,384,171.94	1110
Sandy Spring Bancorp Stock	1,056.90	1111
Morgan Stanley Smith Barney	417,543.04	1113
Total Long-term Investments	1,802,771.88	
Total Long-term Assets	4,488,755.82	
Total Assets	5,040,195.43	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	111,258.47	3000
Total Accounts Payable	111,258.47	
Deferred Revenue		
Prepaid Donations	10,000.00	3131
Deferred Apportionment	(931.32)	3200
Total Deferred Revenue	9,068.68	
Other Short-term Liabilities		

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Baltimore Yearly MeetingBalance Sheet
As of 12/31/2022

	Current Year	
Wages Payable	52,178.54	3010
Payroll Taxes Payable	10,399.92	3020
Pension Payable	14,801.06	3030
FSA Payable	(3,131.39)	3060
Total Other Short-term Liabilities	74,248.13	
Total Short-term Liabilities	194,575.28	
Total Liabilities	194,575.28	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	5,067,329.64	4099
Total Net Assets	5,067,329.64	
Total Beginning Net Assets	5,067,329.64	
Current YTD Net Income		
	(221,709.49)	
Total Current YTD Net Income	(221,709.49)	
Total Net Assets	4,845,620.15	
Total Liabilities and Net Assets	5,040,195.43	

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 12/31/2022

	Unrestricted	Designated	Temp	Perm	Total
Operating Revenue					
Apportionment Income					
5100 Apportionment	507,240.71	0.00	0.00	0.00	507,240.71
5101 Apportionment	<u>7,331.32</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>7,331.32</u>
Total Apportionment	514,572.03	0.00	0.00	0.00	514,572.03
Program Revenue	1,631,358.74	0.00	0.00	0.00	1,631,358.74
Contributions					
5001 Contributions	338,549.98	0.00	0.00	0.00	338,549.98
5005 In Kind Contributions	5,798.55	0.00	0.00	0.00	5,798.55
5020 Bequests	0.00	0.00	0.00	0.00	0.00
5052 Restricted Contributions	0.00	0.00	53,282.22	6,190.00	59,472.22
5055 Grants Received	<u>178,241.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>178,241.00</u>
Total Contributions	522,589.53	0.00	53,282.22	6,190.00	582,061.75
Revenue Released from					
5090 Released Funds	<u>322,181.07</u>	<u>(82,100.17)</u>	<u>(240,080.90)</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue Released from Restriction	322,181.07	(82,100.17)	(240,080.90)	0.00	0.00
Investment Income					
5801 Interest & Dividends	60,015.14	0.00	0.00	0.00	60,015.14
5802 Unrealized Gain (Loss)	<u>(415,390.44)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(415,390.44)</u>
5803 Realized Gains (Loss)	0.00	0.00	0.00	0.00	0.00
5804 Change in value of CGA	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Investment Income	<u>(355,375.30)</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>(355,375.30)</u>
Property & Vehicle Rental					
5500 Property Rental Income	28,324.25	0.00	0.00	0.00	28,324.25
5550 Program Rental of	0.00	0.00	0.00	0.00	0.00
5600 Vehicle Rental Income	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Property & Vehicle	28,324.25	0.00	0.00	0.00	28,324.25
Gain(Loss) on Sale of Assets	600.00	0.00	0.00	0.00	600.00
Revenue from Sale of Goods					
5340 Book Sales	2,745.52	0.00	0.00	0.00	2,745.52
5350 Clothing Sales	4,817.78	0.00	0.00	0.00	4,817.78
5390 Other Sales	0.00	0.00	0.00	0.00	0.00
5395 Purchase for Resale	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>
Total Revenue from Sale of	7,563.30	0.00	0.00	0.00	7,563.30
Other Income	<u>877.50</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>877.50</u>
Total Operating Revenue	<u>2,672,691.12</u>	<u>(82,100.17)</u>	<u>(186,798.68)</u>	<u>6,190.00</u>	<u>2,409,982.27</u>
Total Revenue	<u>2,672,691.12</u>	<u>(82,100.17)</u>	<u>(186,798.68)</u>	<u>6,190.00</u>	<u>2,409,982.27</u>

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2022 Through 12/31/2022

Expenditures						
100	Admin	517,805.71	0.00	0.00	0.00	517,805.71
200	Camp Program	281,147.38	0.00	0.00	0.00	281,147.38
210	Catoctin Program	227,861.57	0.00	0.00	0.00	227,861.57
220	Shiloh Program	190,283.19	0.00	0.00	0.00	190,283.19
230	Opequon Program	226,981.14	0.00	0.00	0.00	226,981.14
240	Teen Adventure Program	258,810.11	0.00	0.00	0.00	258,810.11
241	TA Bike Program	0.00	0.00	0.00	0.00	0.00
250	Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
260	Outreach & Inclusion	94,935.41	0.00	0.00	0.00	94,935.41
300	Camp Property	239,707.43	0.00	0.00	0.00	239,707.43
310	Catoctin Property	115,251.40	0.00	0.00	0.00	115,251.40
320	Shiloh Property	74,443.63	0.00	0.00	0.00	74,443.63
330	Opequon Property	64,068.40	0.00	0.00	0.00	64,068.40
410	Young Friends	0.00	0.00	0.00	0.00	0.00
415	Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
420	Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
430	Youth Programs	0.00	0.00	0.00	0.00	0.00
440	Youth Secretary	71,134.53	0.00	0.00	0.00	71,134.53
501	Advancement &	0.00	0.00	0.00	0.00	0.00
502	Ministry & Pastoral Care	629.19	0.00	0.00	0.00	629.19
503	Peace & Social Concerns	0.00	0.00	0.00	0.00	0.00
504	Religious Education	0.00	0.00	0.00	0.00	0.00
505	Young Adult Friends	0.00	0.00	0.00	0.00	0.00
506	Unity With Nature	0.00	0.00	0.00	0.00	0.00
508	Interim Meeting	1,258.50	0.00	0.00	0.00	1,258.50
510	Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
511	Trustees	6,274.40	0.00	0.00	0.00	6,274.40
513	Indian Affairs	800.00	0.00	0.00	0.00	800.00
514	Racism WG	500.00	0.00	0.00	0.00	500.00
515	Intervisitation	9,356.38	0.00	0.00	0.00	9,356.38
517	Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
518	Growing Diverse	0.00	0.00	0.00	0.00	0.00
519	Reparations Action	3,020.73	0.00	0.00	0.00	3,020.73
610	Annual Session	66,443.01	0.00	0.00	0.00	66,443.01
632	Spiritual Formation	16,213.12	0.00	0.00	0.00	16,213.12
633	Women's Retreat	219.44	0.00	0.00	0.00	219.44
635	Other BYM Programs	0.00	0.00	0.00	0.00	0.00
920	Development	<u>164,547.09</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>164,547.09</u>
	Total Expenditures	<u>2,631,691.76</u>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>2,631,691.76</u>
	Net Revenue over Expenditures	<u>40,999.36</u>	<u>(82,100.17)</u>	<u>(186,798.68)</u>	<u>6,190.00</u>	<u>(221,709.49)</u>

Attachment I2023-12 Anti-Racism Roadmap

ANTI-RACISM ROADMAP: BYM EDITION

In response to BYM's aspiration to be an Anti-racism community and in an effort to move from aspiration to action BYM will be using the below roadmap for this work. Please use this as a guiding document.

Each of the below steps are important and build on each other but should not be considered linear. This working outline is based upon an article by Robert Livingston (Sept. - Oct. 2020) "How to promote racial equity in the Workplace," *Harvard Business Review*. While this is useful for racism it can be used for other identities as well.

PROBLEM AWARENESS

To effectively address racism in BYM & Monthly Meetings, it's important to first reach unity around whether there is a problem and, if so, what it is and where it comes from.

Research ...has demonstrated that the presence of diversity values and structures (without actions and accountability) can actually make matters worse, by lulling an organization into complacency...



The real challenge for organizations is not figuring out "What can we do?" but rather "Are we willing to do it?"

Conduct Surveys

Convene Groups

Organize Focus Groups

Find ways to learn about what the problem looks like and where it comes from within your Meeting, committees, community etc and transparently share this information with all to build awareness.

Anti-racism requires swimming against that current. It demands much more effort, courage, and determination than simply going with the flow.



Conduct or Contract an Analysis

Include Survey Questions about Root Causes of Discrimination

Analyze Quaker, BYM, & Meeting Culture for White Supremacy

Dissect your culture for discrimination. Take a posture that everything has been affected by White supremacy and seek out what needs to change; consider what is Quaker vs what is White.

ROOT-CAUSE ANALYSIS

Racism is the result of structural factors—established laws, institutional practices, and cultural norms. [We] often misattribute...discrimination to the character of individual actors—rather than to broader structural factors...dedicating relatively little attention to what may be a toxic organizational culture...examining how the culture licenses, or even encourages, discriminatory behavior. Racism has... more to do with how your actions or inactions amplify or enable the systemic dynamics.

EMPATHY

Empathy- experiencing a level of hurt and anger on par with what people of color are feeling is more likely to lead to action. People of color want solidarity—and social justice—not sympathy. There are at least four ways to respond to racism: join in and add to the injury, ignore it and mind your own business, experience sympathy and bake cookies for the victim, or experience empathic outrage and take measures to promote equal justice.



Empathy is critical for making progress toward racial equity, it affects what kind of action is taken, if any.

Increase Exposure & Education

Find Values of Importance from Friends

Collect Accounts of Experiences of Racism in the Meeting

Find ways to learn about experiences and values and use them as a way forward - what to reduce and what to amplify - use empathic outrage to propel real change.

Fully integrate diversity and inclusion criteria into the culture including the nominating and approval process for leadership at all levels



Create Buy-in

Establish What An Anti-racism Meeting Culture Looks Like

Collect Demographic info to Determine Barriers to Participation

Conduct interventions at all three levels simultaneously, doing only one or some may backfire. Do them even if they will not be done perfectly. Tie being anti-racism to core values and expect all (esp. leaders) in the community to model it.

STRATEGIES

Most actionable strategies for change address three distinct but interconnected categories: personal attitudes, informal cultural norms, and formal institutional policies. To most effectively combat discrimination, leaders should consider how they can run interventions on all three of these fronts simultaneously. Fairness requires treating people equitably—which may entail treating people differently.

SACRIFICE OR WILLINGNESS

Seemingly conflicting goals or competing commitments are often relatively easy to reconcile — once the underlying assumptions/values have been identified...people often assume that increasing diversity means sacrificing principles of fairness and merit...In thinking about fairness, leaders must consider the unlevel playing fields and other barriers that exist. They must also have the courage to make difficult or controversial calls.



Meetings that desire greater diversity, equity, and inclusion must be willing to invest the time, energy, resources, and commitment necessary to make it happen.

Survey Friends for Willingness to Commit Time & Resources to Anti-racism Work

Open Conversations About these 5 Steps and Where Meetings & Individuals Are & Provide Resources for Each Step

Create communities where equity is assumed; find ways to measure that and to ensure methods of expressing need are open and barrier free.

Created Feb 2023 for Baltimore Yearly Meeting's Aspirational Goal Of Being An Anti-racism Community of the Religious Society of Friends

Attachment I2023-14(4) Working Group on Militarism Report

Our Working Group on Militarism, under the care of BYM Peace and Social Concerns Committee, is committed to discouraging U.S. military confrontations,

reducing the threat of nuclear war, fostering peaceful resolutions of conflict and addressing the damage to persons and nations brought about by U.S. military confrontations .

We meet once a month by Zoom and share ideas and support for anti-war projects that our members are pursuing. Through congressional visits, presentations to our Monthly Meetings, public demonstrations, and newspaper editorials we educate about the on-going dangers of nuclear weapons.

Our efforts toward a more peaceful world include seeking endorsement from our Monthly Meetings and local government of “Back From the Brink,” a resolution which mandates five U.S. actions: elimination of nuclear arsenals, removal of the first-strike option, ending the U.S. President's authority to launch a nuclear attack, taking U.S. nuclear weapons off hair-trigger alert and canceling the plan for expensive “enhanced weaponry.” (<https://preventnuclearwar.org>)

We encourage our Monthly Meetings to pass a minute in support of the U.N. Treaty to Prohibit Nuclear Weapons.

(www.un.org/disarmament/wmd/nuclear/tpnw)

We seek to reduce military spending and end U.S. engagement in the Saudi War on Yemen.

We hope you will join us April 15th at the P&SC Networking Day, where the Working Group on Militarism will present a workshop on alternatives to war and actions you can take as an individual, a meeting or a community to prevent nuclear war and armed confrontation.

Finally, with delight we welcome the Golden Rule Peace Boat, which set sail in 1958 to stop nuclear atmospheric testing in the Marshall Islands, and is now navigating the inter-coastal waterway toward the Chesapeake Bay with ports of call throughout the BYM coastal region. It's mission: “A call for a nuclear-free world and a peaceful, sustainable future.” Look for BYM announcements of events that celebrate this historic ship and her crew while she docks with us during April and May this year.

In preparation for the arrival of this historic ship Friends are invited to take part in a discussion of Quaker skipper and author Albert Bigelow's book “The Golden Rule, an Experiment in Truth.” It is a compelling narrative about the Golden Rule's sail to the nuclear testing site, the crew's acquisition and preparation of the boat,

and Bigelow's inner reflection, self questioning and moral discernment , leading to his decision to sail into the eye of the nuclear storm. Please contact Working Group member Stan Becker sbecker2@jhu.edu for discussion dates and the Zoom link.

Spring 2023 Interim Meeting

June 3, 2023

Held at Tandem Friends School and via Zoom

I2023-16. Opening. Friends gathered into silent worship at 12:30 pm, meeting at Tandem Friends School in Charlottesville, Virginia, and by Zoom. Clerk Bette Rainbow Hoover welcomed all of us. General Secretary Sarah Gillooly reminded us of how to use the hybrid meeting technology that is facilitating our meeting today.

Alice Anderson, outgoing clerk of Charlottesville Friends Meeting, welcomed us to Charlottesville. She suggested that we drive through downtown, and see where the statues of Robert E. Lee and others have been removed. Charlottesville is changing, and beginning to heal from the violence that took place here almost six years ago. She noted that our presence here today contributes to that healing. She explained that Charlottesville Meeting has been holding separate in-person and Zoom meetings since the advent of Covid, and is not set up to host hybrid meetings. She expressed her gratitude to Tandem Friends School for hosting this meeting today.

We heard the land acknowledgement honoring the original occupants of the land where BYM has its offices and camps. We heard the anti-racism queries from our declaration that BYM is an anti-racist faith committee. These will guide us in our work today.

Clerk Bette Hoover thanked Rita Willett & Greg Robb from the M & PC Committee for holding our sessions in the Light.

I2023-17. General Secretary's Report. General Secretary Sarah Gillooly presented their report. They spoke of sitting in worship in the Iona Community in Scotland, during a recent reunion of seminary students. They spoke of how quiet and peaceful the rocks were, but also how increasingly hard and uncomfortable. They introduced the members of the Baltimore Yearly Meeting staff. Rachel Carter, the new Interim STRIDE Coordinator spoke of how deeply they feel connected to the Baltimore Yearly Meeting STRIDE program, and how glad they are to be here today with the BYM community.

Sarah reported that the audit for 2022 is ongoing, and will be completed prior to annual session. They spoke of the new simplified format for presenting financial reports, that should make them easier to understand. They encouraged us to refer candidates for the Development Manager position, especially younger people.

They reported that Dyresha Harris and Rachel Carter have hosted the first meeting of a “staff of color affinity group.” During the camping season, BYM has a staff of 150, including many people of color. They welcomed the chance to be together.

Sarah encouraged us to come to annual session, even if only for one day or a part of a day. Annual session is where we knit ourselves into a community, and into the worldwide community of Friends. There will be an interest group at annual session this year to begin visualizing the future of BYM, in preparation for a strategic planning process.

Sarah reported that all staff are now enrolled to receive the health and other benefits they are due. They reported that the Yearly Meeting is working on expanding our data base of members, attenders and supporters, and helping local meetings fill in and organize their contact lists. They reported that enrollment in the camping program now stands at just over 89%, solidly above the projected goal, and that one third of all campers are paying the full cost, which is in line with our goal.

Sarah spoke of how the Iona Community has a practice of beginning every request with a statement of welcome. May we all remember to ground ourselves in a welcoming spirit.

I2023-18. Treasurer’s Report. James “Jim” Riley (Hopewell Centre) presented the Treasurer’s Report. Because it is still early in the year, a detailed report does not seem necessary. The income and expense number to date show that everything is in good order. Camp registration is going well. A detailed report will be presented at annual session. Jim spoke of our annual audit. We have been working with the same firm in Philadelphia for quite some time, and have a very good working relationship. The audit requires a great deal of detail work and a lot of time, but it is going well.

I2023-19. Presiding Clerk's Report. Stephanie "Steph" Bean, Clerk of the Yearly Meeting, presented their report. The Road Map Working Group is still working on its report on how we will carry forward our commitment to anti-racism. We need a way to respond to incidents of racial wounding, not just in private, but institutionally, as a whole community. Steph spoke of how many of us are stretched very thin, trying to do all the things that need to be done. We may need to cut back a little in order to be good stewards of our time and energy. They encouraged committee clerks to send in their annual reports. They mentioned their upcoming trip to Kenya to attend the Friends United Meeting Triennial, and urged us all to hold those traveling among Friends this summer in the Light, that their travels may be fruitful and blessed.

I2023-20. Youth Program's Annual Report. Alexis "Sunshine" Klein, Youth Programs Manager, presented the Youth Programs report in the form of a video. Attendance at the Young Friends "cons" has been about the same as last year, and the Junior Young Friends "cons" attracted twice as many participants as last year. It has been a wonderful year. The program is growing and thriving. The Junior Young Friends have been pursuing their theme of animals and nature. The Young Friends agreed to change the name of adult helpers in the program from Friendly Adult Presences to Friendly Adult Mentors (FAMs). Serving as a FAM at a weekend con may require sleeping on a hard surface, but it can be a wonderfully rejuvenating experience. More volunteers are needed. There will be more FAM training sessions in September and October for those who might be interested in helping out.

I2023-21. Development Committee Report. Barbara Wille, Interim Development Director, presented the Development Committee report. She spoke of her deep attachment to the Quaker community, and the joy she has found in working for BYM. She expressed particular appreciation to our many auto donors who provide ongoing steady support for the work of the Yearly Meeting. She highlighted efforts to reach out to new donors, and to clean-up our data base by weeding out outdated addresses. The report is attached.

I2023-22. Moving Opequon Quaker Camp to Rolling Ridge. Clerk Bette Hoover introduced consideration of the proposal to move Opequon Quaker Camp to the Rolling Ridge property in West Virginia. This will involve a series of reports from the committees involved in preparing the groundwork for a decision.

Elizabeth “Betsy” Roush (Sandy Spring) read the report prepared by the Camping Program and Camp Property Management Committee for March Interim Meeting. This explains the background for today’s discernment. She reported that the three committees that were asked to provide their input have completed their work. She noted that the decision before us today is whether to approve signing a lease with the Rolling Ridge Conservancy, preparatory to moving Opequon Quaker Camp from its current location to Rolling Ridge. She thanked all of those who have worked so hard to assemble all the information we need to make that decision today. She spoke of what a wonderful opportunity this is for BYM.

Sarah Gillooly read the minute of support approved by the Development Committee (attached).

Terence McCormally (Herndon), Assistant Treasurer, presented the minute of support approved by the Stewardship and Finance Committee (attached).

Rich Liversidge (Sandy Spring), Clerk of Trustees, presented the minute of support approved by Trustees. He noted that Trustees are asking Interim Meeting for authority to execute a forty-year lease with the Rolling Ridge Conservancy, once all the details have been finalized. Trustees expect this to be done by the end of June. We will need to be sure that the Appalachian Trail conservancy, which has an easement, and the Rolling Ridge Conservancy are comfortable with BYM’s plans to develop the site. The full report is attached.

In response to a question, Rich noted that the lease will be reviewed periodically to ensure that it is still a good fit for us, and that we would have the opportunity to withdraw if needed. Carl Benson (Annapolis) spoke of the potential for connections between Friends Wilderness Center, which is also located at Rolling Ridge, and Opequon Quaker Camp.

We listened to another reading of the anti-racism queries, and settled into worship to consider the decision before us. Out of the silence, Friends shared their belief that Rolling Ridge will be a safe space for our wonderfully diverse Opequon camping community, and that this decision is right for us and full of potential. With expressions of joy, and a sense of way opening, Friends **APPROVED** authorizing the BYM Trustees to sign a forty-year lease with the Rolling Ridge Conservancy, to secure a new home for Opequon Quaker Camp.

I2023-23. 2024 Draft Budget. Terence McCormally (Herndon), Assistant Treasurer, reviewed the draft 2024 budget. No action is required at this time. The budget will be brought to annual session for two readings, with opportunities for Friends to ask questions. He noted that substantial funds have been allocated for anti-racist projects planned by the Reparations Action Working Group, the Working Group on Racism, and the Indian Affairs Committee. This reflects Yearly Meeting priorities.

I2023-24. Faith and Practice Committee Report. Davis Balderston, co-clerk of the Faith and Practice Committee, reported for the Committee. The Faith and Practice Committee has drafted two new sections—“The Quaker Experience” and “Meeting for Worship”--to replace the first three sections under “The Life of the Spirit” in the current (1988) book of Faith and Practice. The Committee circulated a first draft last fall, and received 31 responses proposing a wide variety of changes from local meetings, committees and communities. These were carefully considered, and the new draft, which is attached, balances and incorporates as many of the proposed changes as possible. This is considered a first reading. Friends are encouraged to contact the Committee directly with any further suggestions for minor changes. A final draft will come to annual session for the second reading in August.

I2023-25. Nominating Committee Report. Bette Hoover read the Nominating Committee report (attached). Friends **APPROVED** naming Lauren Brownlee (Bethesda) to serve on the Sandy Spring Friends School Board.

I2023-26. Advancement and Outreach Committee Request for a New Working Group. Laura Goren presented the report of the Advancement and Outreach Committee. The Committee is asking permission to establish a BYM Working Group on Welcoming Trans and Nonbinary Friends. They note that a similar working group, the Working Group on the Civil and Human Rights of Transgender and Non-Binary People, which was under the care of the Peace and Social Action Committee, has been inactive and has now been laid down. Laura Goren has agreed to clerk the new working group. The minute from the Advancement and Outreach Committee reads as follows:

The proposed BYM Working Group on Welcoming Trans and Nonbinary Friends offers opportunities for people within Baltimore Yearly Meeting to connect for four purposes: (1) spiritual community, (2) sharing and

producing resources on making our Meetings more welcoming for trans and nonbinary people, (3) educating our monthly meetings on issues of gender and advocacy, and (4) sharing with the broader community that Friends Meetings in BYM may be a welcoming home for them.

Friends noted that this initiative is very much needed at this time, and thanked Laura Goren and the Advancement and Outreach Committee for their leadership. The establishment of a Working Group on Welcoming Trans and Nonbinary Friends under the care of Advancement and Outreach was **APPROVED**.

I2023-27. Search Committee Report. Margaret “Meg” Boyd Meyer presented the report of the Search Committee. The Committee recommends that Chip Tucker (Charlottesville) and Alan da Silva (Sandy Spring) be named to Supervisory Committee. Friends **APPROVED** these nominations.

Meg asked for help in finding Friends from Virginia willing to serve on Nominating Committee. She announced that the clerks of Yearly Meeting and Interim Meeting have asked for an assistant clerk to be appointed, and that Search Committee has now developed a job description, and is looking for a Friend to serve in this role.

Clerk Bette Hoover noted that Gloria Victor Dorr is currently the only member of the Naming Committee charged with finding new members for the Search Committee. She needs a partner to help her with this task. Please contact Bette Hoover if you might be willing to serve.

I2023-28. Closing. The meeting closed with a period of waiting worship at about 3:50 pm.

Attachment I2023-21 Development Committee Report

2024 Contributed Income Goal:

\$338,000 in contributed income was raised in 2022. We hope to match that in 2023 (exceeding the 2023 approved budget goal of \$302,000). For the 2024 budget, we believe \$350,000 is an achievable goal for contributed income. This does not include restricted gifts for camp capital projects.

Rolling Ridge

Regarding the Rolling Ridge proposal, we approved the following minute:

“In support of the future of BYM and our future generations, Development Committee believes it is possible to have a special campaign that could raise approximately \$500-700,000 for the move of a BYM camp to Rolling Ridge and for related expenses.”

The committee has reviewed the pre-conditions for a successful special campaign. We have growing confidence in BYM’s structural capacity to do this work. In order to conduct a special campaign, there will need to be a vision, a budget, a case for support, and a plan for the move to and the running of a BYM camp at Rolling Ridge. The process of the special campaign needs to support BYM overall, even if the dollars go to the camp.

It is essential to note that dollars raised during this special campaign would be in addition to annual fundraising of \$350,000+ for BYM operations.

Year-to-date Development Activities

Barbara Wille, our development consultant, has been serving as interim development director as well as doing an assessment of our development operation. The regular development functions have been going forward as usual, plus new activities introduced which have shown promising returns.

To date, we have received 147 gifts from individuals and families, totaling over \$70,000. Included in this are pledges from our wonderful cadre of Sustaining Quakers, autodonors whose monthly gifts sustain us!

Direct Mail

In March, we sent an appeal focused on our Camping Programs to more than 9,000 individuals in our database labeled “Camp Programs/Alums/Families, etc.”. Most were non-donors. We asked past donors to increase the size of their gift to a specific, higher amount, and asked non-donors for a first gift of \$100. The average new gift is over \$100, which is a good return. Beyond the dollars raised, we are hearing from people that we have not heard from for a long time; a good way of re-connecting. We used “address correction requested” on the envelopes, and have gotten hundreds of letters back with bad addresses, which helps us clean up our database, fixing addresses, and thus making future mailings more effective and less costly.

In May, we mailed over 250 letters to individuals who have given, or are giving to the STRIDE program. The letter was written by Rachael Carter, our new interim STRIDE Coordinator, and signed by them and Sarah. Those who had not made their gift in 2023 were given the opportunity to do so, and all were invited to meet Rachael at Interim Meeting.

Foundations and Grants

We have received foundation gifts from the Kate Sviket Memorial Foundation and word of a gift from Miles Richardson Foundation at Philadelphia Yearly Meeting. Research is underway to identify additional foundations where BYM could submit proposals.

Development Director Position search

The position description was revised to reduce the portion of administrative/clerical tasks (being moved to an administrative position), and emphasizing fundraising leadership. The position was re-posted in late April, and applications are being reviewed. We hope to start interviews soon.

We hope to see you all at Annual Session. Friends will remember that Baltimore Yearly Meeting uses a Pay as Led financing method to cover the costs of Annual Session. No funds for Annual Session are included in the yearly meeting operating budget. Pay as Led allows people to faithfully look at their resources, and pay what they can. This means that some people pay considerably less than the costs associated with their participation, and we rely on other people paying more than the costs of participating. For two years of zoom only meetings (AS 2020 and AS 2021), and one year of hybrid meetings (AS 2022), the Pay as Led method has worked for us, and we have covered our expenses.

Arthur Boyd and Barb Platt, co-clerks of Development Committee

Attachment I2023-22

Minutes in Support of Moving Opequon Quaker Camp to Rolling Ridge

Stewardship & Finance Minute

At Spring Interim Meeting on March 25, 2023, BYM united with a minute from the Camp Program Committee requesting that Stewardship and Finance Committee conduct a financial analysis to discern if it is financially feasible to move the camping program currently conducted at the Opequon site to property on the

Rolling Ridge Conservancy (RRC). As described by the Camp Program committee the proposal entails moving the existing program from one leased site to another leased site.

The lease terms are being negotiated by Trustees and are likely to be more complex than the current lease at Opequon. As one of three tenants of Rolling Ridge Conservancy, BYM will participate in a partnership in the management and cost of operating the property, with BYM appointing 2-4 members to the RRC board. Their responsibility would be to the RRC organization, not just to the BYM camping program.

The lease costs are anticipated to be more than at the Opequon property; one estimate is that it will be \$10,000/year compared to the current \$6500/year. The most recent proposal no longer requires a full time live on site caretaker but does have additional personnel costs in part related to anticipated need for staff to manage revenue generating year-round rental income.

The proposal also entails start up and capital costs estimated at \$350,000 to \$450,000 over the next 3 to 5 years. Based on the evaluation of the Development Committee, it is believed that anticipated capital costs and startup costs can be raised through a dedicated campaign. In the short term, these costs may need to be covered by an expenditure of unrestricted reserve funds or alternative financing such as a bank loan.

The Stewardship and Finance Committee has examined two sets of budgets for 2024-- with and without the move to Rolling Ridge. Our expectation is that the projected increase in operating costs due to increased lease payments and need for additional staff can be met through a combination of camp fees and property rentals and will not directly increase the Yearly Meeting's contribution to the Camping Program or require an increase in apportionment.

In making its analysis, the Committee notes that it has not independently verified the potential of a capital campaign, or the projected costs of capital improvements or hiring a new staff member, but is relying on the experience of our staff, and the Development and Camp Committees.

The Committee recognizes that the proposal and the lease negotiation are still in development and will continue to evolve. An endeavor of this type entails both

uncertainty and risk; Friends should anticipate cost overruns and unanticipated expenses as the project develops.

Based on this review, the Committee concludes that the Yearly Meeting is well positioned to proceed with the proposed relocation of the camping program from Opequon to RRC.

Anticipating a favorable lease negotiation from Trustees, a positive report from the Treasurer as to the state of unrestricted reserves, and the continued enthusiasm of the Yearly Meeting to support the Camping Program, the Stewardship and Finance Committee recommends that Baltimore Yearly Meeting authorize the Trustees and the Camp Program and Camp Property Committees to proceed with the move from Opequon to Rolling Ridge

APPROVED

Stewardship and Finance Committee

Linda Pardoe, Clerk

30 May 2023

Trustees Minute

The Trustees of BYM seek authority from BYM's Interim Meeting to execute a 40-year lease with the Rolling Ridge Conservancy ("RRC"). The Trustees will execute the lease when our negotiations and due diligence are complete and we are satisfied with lease terms.

BYM representatives have worked extensively with RRC Board members on the lease structure and terms, attending several RRC Board meetings to explore issues and our mutual interests. The camping and finance committees, BYM staff, and the Trustees unite with this proposal so BYM can move Camp Opequon to the 232-acre site on the RRC property.

Summary of Lease Provisions

Term: Forty (40) years.

Rent: \$1.00 / year rent for the 232-acre BYM site, and
\$10,000 / year Stewardship Fee to help fund RRC operating costs.

Premises: The land, existing facilities on the 232-acre site, and any new BYM facilities.

Type of Lease: This is a ground lease, with BYM responsible for all taxes, insurance maintenance (including deferred maintenance) and other costs related to the site. BYM will be responsible for maintaining the part of RRC's access road that goes through the BYM site.

Environmental Easement. In 1994, RRC and the Appalachian Trail Conservancy ("ATC") executed an Environmental Easement to permanently protect the entire RRC property. Development and construction of facilities are limited to the leased parcels only. Both RRC and ATC must approve any specific building or improvement plans.

Swimming Facility: BYM wants to be able to have a swimming facility of some kind for the camp. ATC and RRC have told BYM they will explore with us how that may be done.

Financing of Improvements: BYM expects to fund most costs of development with contributions. We may borrow up to 50% of the cost of any improvements or new construction. However, no liens may attach to the land or jeopardize the ATC Easement on the facilities.

Termination of Lease: During the initial 10 years, BYM may exit the lease with two years' written notice, with a penalty of two years' Stewardship Fee. No penalty after 10 years.

Status of Discussions

The lease will be for a 232-acre site on RRC's 1,600-acre property in West Virginia. The RRC property is bounded to the east by the Appalachian Trail, to the west by the Shenandoah River, and is seventeen miles south of Harpers Ferry. The site was originally developed by For Love of Children ("FLOC"), a Church of the Saviour ministry, as an outdoor education facility for children. It has been unoccupied for several years.

Two other organizations lease other parcels on the RRC property. They are Friends Wilderness Center (including China House) and the Rolling Ridge Study Retreat. All lessee entities partner with RRC to steward the entire RRC property and serve on the RRC Board of Directors.

BYM staff, Rich Liversidge (Trustees) and Betsy Roush (Camp Program Committee) met via Zoom with two ATC representatives and several RRC Board members recently. Both ATC and RRC seem willing in principle to permit development of

what BYM needs for the site to become the successful new home for Camp Opequon. BYM will provide a long-term development plan for RRC and ATC to consider, as part of our pre-closing due diligence work.

Attachment I2023-24

Faith and Practice Committee Report

We are pleased to share with you two revised sections of Faith and Practice for review by Interim Meeting.

As you read these revisions, we want you to have a clear understanding of our history and our charge from the Yearly Meeting. In 2018, the BYM Faith and Practice Process Clarification Committee gave our BYM Faith and Practice Committee clear advice. First, we were tasked with revising the 1988 (now 2021) BYM Faith and Practice. The 2013 Resource for Faith and Practice was to be used as a resource as we made revisions. It was also strongly advised that we bring material to the yearly meeting in small pieces so that the BYM community can have an opportunity to react to manageable sections and provide input. We have followed that advice; for instance, at Annual Session in 2021, a revised, seasoned, and more inclusive “*Quaker Marriage*” section was approved.

In December 2022, we sent out two sections of Faith and Practice for review: “*The Quaker Experience*” and “*Meeting for Worship*.” These two new sections are designed to replace three sections of the current F&P: “*Cultivation of Life of the Spirit*,” “*Meeting for Worship*,” and “*Vocal Ministry*” (pages 9-11). While preparing these two draft sections, we sought to prayerfully discern the current experiences of BYM Friends. We also drew from the 2021 (previously 1988) Faith and Practice, the 2013 Resource for Faith and Practice, and other Quaker sources.

We received a wide range of comments on the draft sections from 31 groups (BYM committees/working groups and monthly meetings), which included contributions from newer Friends. We were thrilled that so many groups within BYM reflected on this essential material about our faith and practice. Thank you!

Each comment was carefully reviewed, and we responded to each submitter thanking them for their contributions. Inevitably, some comments were contradictory. Our work was done worshipfully and we tried to represent the essence of each comment as we incorporated suggested enhancements into the

document. It is our hope that responding meetings and working groups feel like they are co-creators of the document, though all their input may not be directly reflected.

Our committee spent a lot of time considering current and future readers of the BYM Faith and Practice. We concluded that the sections on *The Quaker Experience* and *Meeting for Worship* should provide newer Friends with a comprehensive introduction to the fundamentals. We received conflicting comments regarding the lengths of the draft sections, some finding them too long and others just right. With newcomers in mind, we believe that the length of the proposed sections is appropriate.

Beloved Friends, we present you with these two revised sections for review by Interim Meeting with the hope that this can come before us at Annual Sessions in August for a second reading. We engaged in deep spiritual discernment to produce these revised sections of Faith and Practice and trust you will also as you review them.

Yours in Peace,
The BYM Faith and Practice Committee

Attachment I2023-25

Nominating Committee Report.

Nominating Committee Report to Interim Meeting
June 10, 2023

Nomination - Second Reading

Lauren Brownlee to begin service as a rep from BYM to the Board of Sandy Spring Friends School.

Resignations

Bobby Trice from Advancement & Outreach
Steve Tatum from Advancement & Outreach

2023 Annual Session Minutes

Tuesday, August 1, 2023

Y2023 -1 Opening Worship. The Meeting opened with a period of silent worship.

Y2023 -2 Welcome and Land Acknowledgement. Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting including Anna McCormally, Recording Clerk (Herndon). Tech assistants Carl Benson (Annapolis), Jason Eaby (Nottingham), and Collins Conover (Goose Creek), and prayerful presence Susan Russell Walters (Homewood).

The clerk read a land acknowledgement:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s

summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near

Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors peoples and cultures of the many past and present Native Nations in our geographic area.

The clerk then invited Friends to name other peoples who call these lands home: Susquehannock, Nanticoke, Nacotchtank.

We also acknowledged that some of our meetings gather on lands and in buildings built and maintained by enslaved people.

Y2023- 3 Antiracism queries. To help us center our commitment to being an anti-racist faith community, the clerk read BYM’s anti-racism queries

Y2022-4 Welcoming Visitors and First Time Attenders. The Clerk invited visitors and first time attenders to introduce themselves. The following individuals did so: Jessy Schaffer (Philadelphia YM); Diego Navarro (Santa Cruz MM, Pacific YM); Brenda Chung (Pacific Yearly Meeting); Sara Gada (Manasquan MM, NYYM; Friends Publishing Corporation); Nathan Shroyer (Chester River MM, Philadelphia

YM); Wayne Finegar (Sandy Spring, representing Quaker House in Fayetteville, NC).

Y2022-5 Welcome from the Program Committee. Program Committee Clerk Linda Coates (Little Britain) welcomed Friends to this Annual Session and introduced the members of the Program Committee and others whose work is making this gathering possible. Linda encouraged us to submit to the Daily Minute, which will come out daily during annual sessions.

Y2023-6 Report from Interim Meeting. The meeting received the news that our friend Bette Rainbow Hoover is very sick, and has regretfully resigned from her role as Interim Meeting Clerk. We hold her in the light as we meet this week, and will miss her spiritual dedication to this work. We send our love to Bette as she continues her journey, and hold her in the Light. The Presiding Clerk has offered to compose a minute for Bette with this message.

Former IM Clerk Meg Boyd Meyer (Stony Run) shared a report on Interim Meeting's work this year. The written report is attached.

Y2023-7 Approval of 2022 Annual Meeting Epistle. The meeting had not yet approved the 2022 Annual Meeting Epistle. The Presiding Clerk asked Friends if we'd like to review the draft epistle for approval and historical record. We were grateful to receive a reading of the epistle.

Friends suggested the following corrections: replacing the phrase "Friends of Color" with "Friends of the Global Majority"; the addition of Kathryn Pettus' name along with Clinton's as organizers of the 2022 pre-session retreat and referring to Friends by their first names when mentioned in the epistle; emphasize that it is White friends specifically who need to "give up our racist ways"; and rephrasing how we refer to "boarding schools for indigenous youth," to better reflect the violent nature of these schools. The epistle will also be formatted consistently.

Friends **APPROVED** the 2022 Annual Meeting Epistle with these corrections. The epistle will be sent out attached to this year's epistle.

Y2023-8 2023 Annual Meeting Epistle Committee. We are grateful for the work that goes into composing an epistle and recognize the impact that past epistles have had. John Yost (Eastland Preparative), Sarah Burr (Homewood), Michael

Cronan (Friends Meeting of Washington) volunteered for this year's epistle committee. The Clerk invited all annual meeting attendees to participate in this collaborative process by sending thoughts and takeaways from the week to the epistle email address.

Wednesday, August 2, 2023

Y2023 -11 Opening Worship. The Meeting opened with a period of silent worship.

Y2023 -12 Welcome, Land Acknowledgement, and Anti-Racist Queries. Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session, both those who attended yesterday and those who are at the annual meeting for the first time this morning.

The Clerk introduced others assisting with the morning meeting: Anna McCormally, Recording Clerk (Herndon). Tech assistants Carl Benson (Annapolis), Jason Eaby (Nottingham), and Collins Conover (Goose Creek), Prayerful Presence Jim Webner (Stony Run), and representing Young Friends, Anjali Shah (Sandy Spring)

The clerk read the land acknowledgement from the Indigenous Affairs Committee:

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s

summer camps are located on the lands of the Piscataway (Catoctin camp, near

Thurmont, MD), the Massawomek (Opequon camp, near Winchester, VA), and the

Manahoac (Shiloh camp, near Stanardsville, VA). BYM honors the peoples and cultures

of the many past and present Native Nations in our geographic area.

They invited us to interact with, consider, and appreciate the land we’re on as we move around Hood College, and wherever we are.

To help us center our commitment to being an anti-racist faith community, the Clerk read BYM’s anti-racism queries, and reminded us that we can, and should, pause our process to explicitly consider one or more of these queries as led during the meeting.

- How could this decision affect those who have been harmed by racist behavior?

- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
- How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

Y2023 -13 Process Review and today's queries. The Clerk reviewed guidance for participating in Meeting for Worship for the Conduct of Business, and read aloud queries for the morning's meeting:

- When have I experienced Spirit's love and tenderness?
- How does my relationship with Spirit deepen my love and tenderness with others?
- What connects or binds me in Quaker community?
- What keeps me from walking away in difficult times?

Y2023 -14. Visitors and First Time Attenders The Clerk invited visitors and first time attenders to introduce themselves, and the following individuals did so: Laura Boyce (Providence MM, Associate General Secretary for US Programs at American Friends Service Committee); Jack Wright (Cairo Center); Nikki Holland (FUM Belize Ministry); Brian Holland (Belize Friends, Friends Meeting of Washington).

The Clerk reminded us that we have the opportunity to greet each other more deeply and enjoy conversation during the Intervisitation Lounge this evening.

Y2023 -15 General Secretary Report. In their report, Baltimore Yearly Meeting General Secretary Sarah Gilloly (Adelphi) invited us to pay attention to "what lights us up inside," and shared what caught their attention in their second year as General Secretary: this community's commitment to seeing that of God in others and welcoming them among us, even as we sometimes make missteps that harm one another. These mistakes and challenges, in addition to our love, are part of what Sarah called our "big beautiful messy ministry," which is illustrated by BYM's century-old, beloved camping program.

Sarah noted the changing size, scope, and needs of the yearly meeting and its members and programs, particularly the camping program. They asked us to consider the yearly meeting's structure and whether it is serving us and asked: how can we organize ourselves to build the community we want to build?

Friends received the General Secretary's report with love and appreciation. We thank Sarah for their messages.

Sarah will hold an interest group on Thursday during Annual Meeting to generate ideas and imagine together what the shared Quaker future of Baltimore Yearly Meeting might be.

Y2023 -16 Nominating, Naming, and Search Committees. The Presiding Clerk Steph Bean reminded us of the differences among the Nominating, Naming, and Search Committees, which work to recruit volunteers for different roles within the yearly meeting.

- Nominating Committee is tasked with finding Friends to serve on almost all of our committees - there are a few exceptions that we'll get to - and the representatives that we name to other organizations.
- Search Committee recommends names to serve on Nominating Committee, as they can't name their own members, to serve on Supervisory Committee, and to fill the named roles of the Yearly Meeting - the Clerks, Recording Clerks, and Treasurers.
- Naming Committee is optimally a pair of Friends who find those who can serve on the Search Committee.

The clerk noted that Baltimore Yearly Meeting has not escaped the cultural phenomenon of reduced interest in or capacity for religious affiliation and volunteer work.

Y2023 -17 Naming Committee report. Gloria Victor-Dorr (Sandy Spring) has been serving alone on Naming Committee. She reported that while there is joy in getting to know Friends through this work, it is challenging to do alone.

At this time, she has no names to bring forward for the Search Committee.

Y2023 -18 Search Committee report. Search Committee Clerk Meg Boyd-Meyer (Stony Run) brought the second reading of two names for Supervisory Committee: Chip Tucker (Charlottesville) Allan DeSilva from Sandy Spring. The meeting **APPROVED** these names.

Meg also brought the first reading of names for Nominating Committee and Interim Meeting Clerk. The second reading will be on Saturday.

Ramona Buck (Patapsco), Donna Williams, Donna Kolaetis, and Bryan Covington (Charlottesville) for Nominating Committee

Tom Webb from Young Adult Friends, for a one year term as Interim Meeting Clerk.

Search Committee is seeking a new Recording Clerk, and will be checking in with the Treasurer and Assistant Treasurer about continued service.

Meg asked Friends to consider how they might serve the meeting.

Y2023 -19 Nominating Committee report. Chip Tucker (Charlottesville), co-clerk of Nominating, reported committee resignations and the first reading of the nominating committee slate. The second reading will be on Saturday. Nominating Committee invites Friends to join them during lunch today, Thursday, and Friday to talk about committee service and opportunities to explore leadings.

Y2023 -20 Spiritual State of the Meeting report. Eileen Stanzione (Patpsco), co-clerk of Ministry and Pastoral Care, brought the Spiritual State of the Meeting report along with Tom Webb (Young Adult Friends), Susan Russell-Walters (Homewood), and Greg Robb (Friends Meeting of Washington). Eileen thanked Friends for contributions.

The meeting accepted the report with the understanding that the committee will work with other Friends who are led to contribute, to give final and careful attention to the language. Friends are grateful for the report and the work that went into it.

Y2023 -21 Faith and Practice revision. Davis Balderson (Alexandria), co-clerk of the Faith and Practice Committee, brought the second reading of the revised *Life of the Spirit* section of BYM's Faith and Practice.

Friends are grateful to the committee for the time spent working on this revision, and **APPROVED** the revision.

Y2023 -22 Announcements and Worship.

Y2023-23 Committee and Working Group Overview. Following a break for lunch and rest, the meeting resumed with a period of worship. Presiding Clerk Steph Bean of Adelphi Meeting introduced our Tech assistants, Carl Benson, Collins Conover and Jason Eaby of Nottingham Meeting, and our Prayerful Presence, Jean Pfefferkorn from Patapsco, holding us all in the Light.

In this session the meeting heard from a number of committees and working groups reporting in short 2 minute segments for a lively overview of much of the work happening in our Yearly Meeting. They were received with appreciation, some humor, and gratitude.

Thursday, August 3, 2023

Y2023-24 Welcome and Orientation. Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting including Anna McCormally, Recording Clerk (Herndon). Tech assistants Carl Benson (Annapolis) and Jason Eaby (Nottingham) with us in person and Collins Conover (Goose Creek) online, and prayerful presences Eileen Stanzione (Patapsco) and Meg Boyd Meyer (Stony Run).

Steph read our Indigenous Affairs Committee’s land acknowledgement and reminded us that we honor these peoples and cultures by actions more than by words. As a Yearly Meeting and as individuals, we have a spirit-led duty to act on our acknowledgement of these lands’ original peoples by our deeds. They reminded us that our Interim Meeting in March of 2022 approved a minute in support of a Truth and Healing Commission for Native Peoples that is well worth re-reading and included a number of queries. Here are two:

- Is there a different Indigenous cause, such as reparations or land-back, that I will pursue?
- In view of my own concerns and of the many other cares and sufferings in the world, how prepared, how willing am I to be called to “preach truth and do righteousness” in unity with these much-abused people?

Steph read the queries that help us center our commitment to being an anti-racist faith community so we might hold them as we do business, and let the messages that rise from our consideration guide us.

- How could this decision affect those who have been harmed by racist behavior?
- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
- How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

For further grounding, Steph shared the sessions queries for the day:

- Like the individual stones in a wall, we are each uniquely shaped.
- How does my unique self fit with other individuals to form the whole of community?
- When have Friends ‘loved me precisely’?
- How have I tried to love other Friends ‘more precisely’?

We continue to hold our beloved friend Bette Rainbow Hoover in the light as she faces health challenges.

Y2023 -25 Visitors and First Time Attenders. The Clerk invited visitors and first time attenders to introduce themselves, and we welcomed Alicia McBride from Sandy Spring Meeting, who is also representing the Friends Committee on National Legislation. We also welcomed Jacob Flowers from the Quaker Engagement Team at the American Friends Service Committee. Alicia and Jacob are both offering workshops this afternoon.

Y2023 -26 Treasurer’s Report. Treasurer James Riley (Hopewell) is sick and cannot be with us this morning. We are holding him in the light and heard the Treasurer’s Report from Terence McCormally (Herndon). The report gave an overview of the yearly meeting’s statement of financial position and statement of activities. The full report is attached. Our 2023 financials will be affected by remaining camping expenditures, which have not yet been recorded in the books, and also by any contributions the yearly meeting receives in the last six months of the year.

Terence also shared the Treasurer’s Report on the 2022 Audit, which was received by auditors BBD of Philadelphia. BYM officers and trustees will review the statements for approval. The audit report includes a “clean” opinion, meaning that the financial statements accurately present the financial position of BYM. We are grateful to BYM Finance Manager Harriet Dugan for her dedication

General Secretary Sarah Gilooly invited Friends to submit any questions about this report so they can help us seek answers while the Treasurer cannot be present.

Y2023 -27 Development Program Report. Co-clerks Barb Platt (Sandy Spring) and Arthur Boyd (Stony Run) brought the report, and a fundraising goal of \$338,000 to match last year's contributed income. The meeting has an additional \$220,000 raise. The clerks reminded us that Individual gifts make up one third of BYM's contributed income, and urged those gathered to become Sustaining Quakers by setting up an automatic, monthly recurring donation to the yearly meeting—and to encourage other Friends to do so as well. Those who already contribute monthly are encouraged to look at the size of the contribution to consider whether they might be able to increase to meet rising costs.

The Clerks also discussed Opequon Camp's upcoming relocation to Rolling Ridge, as soon as next summer. They invited us to an interest group this afternoon to hear more about the move and what it will require of our community.

Friends asked about the status of the yearly meeting's hiring process for the Development Director staff position. General Secretary Sarah Gilooly reported that the process is still underway. The position is currently held open as we wait for more applicants. A Quaker fundraising consultant has been keeping regular development processes moving forward as hiring continues.

Y2023 -28 First Reading of 2024 Budget. Assistant Treasurer Terence McCormally (Herndon) reported for the Stewardship & Finance Committee, presenting the first reading of the 2024 budget and plan of apportionment.

The report included a brief overview of the budget development calendar and guidelines as well as the proposed budget's new format. The new format is easier to produce directly from our accounting software, and more closely matches the treasurer reports allowing friends to more readily track the progress of the budget as the year progresses.

Total expenses are just under \$3,000,000, of which almost 60% is personnel expense including all full time and seasonal camp personnel. This is about a 10% increase and includes the addition of the Business Associate position who will support both general administration and the camping program. Revenue is expected to be just over \$3,000,000 with a revenue over expense surplus of about \$8000, or about 0.2%.

The budget is able to fund \$31,000 for committee work addressing our commitment to be an antiracist faith community, and \$32,000 in gifts to other organizations. For committees that show \$0 budgets, there is still an opportunity to submit 2024 funding requests.

Spending from the Camp Capital Restricted Fund to pay for needed improvements to stand up the Rolling Ridge Camp program in 2024 is expected to deplete the reserves in that fund in 2023, requiring a projection of raising \$225,000 for the camp property fund in 2024.

The 2024 plan of apportionment shows an anticipated total of \$553,362. The committee hopes monthly meetings will support the yearly meeting out of “the opportunity of our abundance, rather than the obligation of our scarcity.”

The report reviewed organizations receiving financial contributions from Baltimore Yearly Meeting and noted that the list has not changed in several years. Review of this list is on Stewardship and Finance’s agenda for the coming year, along with considering a policy on representative travel.

Friends expressed concern about the size of the yearly meeting office’s staff, which has shrunk, and ensuring the office is appropriately staffed.

Friends are invited to attend a Stewardship and Finance interest group at 4:15 on Friday with concerns or questions. The second reading of the budget will be on Saturday, when Stewardship and Finance will ask approval of the proposed budget and the plan of Apportionment.

Y2023 -29 Reparations Action Working Group. Marcy Baker Seitel of Adelphi and Phil Caroom of Annapolis brought the report and thanked members of the group as well as the previous BYM Stride Coordinator Khalila Lomax. They noted two Global Majority Friends departed the group in the course of the work due to a difference in vision.

The Working Group asks: what would it look like for Friends to have a public witness for reparations?

They shared their goals for the coming year to explore, discuss, and discern how Friends in BYM are called to address the harms of systemic racism, an essential part of making peace in the world. The Working Group calls on monthly meetings to learn about, and make a public acknowledgement of, Friends' and meetings' role in historic and current racial injustices. They propose a fund within BYM for retrospective and reparative justice, so we can begin to share our resources in ways that will help address the harms of racism. And, they aim to develop ways to support Friends in BYM who feel tensions with each other related to racism. The working group is holding workshops during annual sessions to talk about what this work looks like now and what it could look like in the future.

They reminded us that in the face of discomfort with conversations about racial tensions within our meeting, we can always rely on worship as a practice for listening deeply.

Friends expressed gratitude for the group's work repairing the harms of racial injustice, and the desire for guidance from the working group on how to move forward. There was a concern that any money raised for a reparations fund must be raised in tandem with the Development Committee and other BYM fundraising efforts.

From the passion generated by the report, it was clear that Friends feel the urgency of the call to this work and we must answer it both as individuals and as a community. More Friends were led to speak than time in the business session allowed, but the spirit demands our faithful attention to this conversation, and it will continue in workshops and beyond. The presiding clerk will make room on the agenda during future business sessions this week to hear the ideas that come from those discussions and for Friends who could not join the workshops to share their thoughts on this work that is not of the working group, but of the meeting.

We were recalled to the words of Audre Lord: *"When I dare to be more powerful, to use my strength in the service of my vision, then it becomes less and less important whether I am afraid."*

Friday, August 4, 2023

Y2023-30 Welcome and Orientation. Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting including Anna McCormally, Recording Clerk (Herndon); Young Friends Anjali Shah (Sandy Springs), Julia Hill (Charlottesville), Isabel Merideth (Bethesda) serving as Reading Clerks; tech assistants Carl Benson (Annapolis), Jason Eaby (Nottingham), and Collins Conover (Goose Creek); and prayerful presences Jean Pfefferkorn (Patapsco) and another friend.

Anjali Shaw read our Indigenous Affairs Committee’s land acknowledgement and the queries that help us center our commitment to being an anti-racist faith community so we might hold them, and let the messages that rise from our consideration guide us as we conduct business this morning.

- How could this decision affect those who have been harmed by racist behavior?
- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
- How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

For further grounding, Steph shared the session’s queries for the day:

- What brings us to love, to manifest Spirit? How can Spirit aid in our healing of the hurts that we suffer as individuals and as a community?

Y2023 -31 Visitors and First Time Attenders. The Clerk invited visitors and first time attenders to introduce themselves. We welcomed Lauren Lassiter from the Friends Committee on National Legislation; Emily Clark (Frederick) from the American Friends Service Committee; Kimberly Benson (Annapolis) from Friends Wilderness Center; Barbara Willey, Interim Director of Development for Baltimore Yearly Meeting; and Sara Gada from Friends Publishing.

Y2023 -32 Junior Friends and Young Friends. We recognized and welcomed the young and young adult friends who were joining

Y2023 -33 Quaker Schools. Some Friends come to us through Quaker education rather than (or in addition to) a monthly meeting. We saw the location of the Quakers schools within the BYM region displayed on a map on the screen in the auditorium and the clerk invited anyone from those schools to stand or raise their hand online.

Y2023 -34 Quaker Camps. The clerk invited friends who consider Baltimore Yearly Meeting camps their primary place of worship to stand or raise their hand online. There were few of these Friends among us, and we hope that means they are enjoying this glorious time at camp.

Y2023 -35 Roll Call of Meetings. The Clerk read the names of Monthly Meetings and Worship Groups comprising Baltimore Yearly Meeting. Friends stood or raised their hands online when their community was called. We saw the location of each meeting within the BYM region on the map displayed on the screen in the auditorium.

We welcomed Friends from across BYM as well as friends from other Yearly Meetings.

Y2023 -36 Introducing Junior Yearly Meeting. Junior Yearly Meeting Clerk Erik Hansen (Sandy Spring) shared that we have 10 young friends from age 0 to 8th grade enrolled in JYM this year. Erik thanked all the people who have made JYM possible now and in the past, especially the teachers who have helped with the week's activities: Nancy Moore, Ellen Arginteanu, Brittany Shroyer, Martha Heanley, Donna Kolaetis, Becka Haines Rosenberg, Genevieve Oei, Karie Firoozman, Neil Diller, Carl Benson, Donna Williams, Nikki and Brian Holland, Virginia Avenyesen, Becca Gardner.

We will hear more from JYM on Sunday when they present their epistle. For now, JYM Friends departed the business meeting—because, as one Junior Friend commented on their way out the door, “their brains cannot comprehend business meeting!”

Y2023 -37 Reports from Other Friends Organizations. The Clerk invited visitors from other Friends' organizations to introduce themselves. We heard from:

Alicia McBride (Sandy Spring) from the Friends Committee on National Legislation, with gratitude to BYM friends who support FCNL through advocacy, lobby visits, donations, and worship, and an invitation to join in the organization's 80th anniversary reflections and celebrations this year;

Sara Gada from Friends Publishing, with an invitation to meet over a meal during sessions to share stories and talk about Friends Journal, QuakerSpeak, and the Quakers Today podcast;

Kimberly Benson (Annapolis) from Friends Wilderness Center, with an invitation to visit, see Rolling Ridge and cuddle the baby goats;

Wayne Finegar from Quaker House, sharing about their day to day work healing the damage caused by peoples' participation in the military and violence and a more recent focus on environmental contamination at bases;

Jacob Flowers from the American Friends Service Committee shared about AFSC's current campaign to shift away from a retributive system of justice to a reparative one;

Nikki Holland from Friends United Meeting and Belize Friends Center thanked BYM for sending so many representatives to the recent Triennial in Kenya, including the General Secretary and Presiding Clerk. She also shared updates about the Belize Friends Center and students;

Barb Platt from Pendle Hill reminded us about the opportunities available to us at Pendle Hill, a Quaker retreat and study center outside Philadelphia. Residential life at Pendle Hill is recovering from the pandemic and is open to sojourners and people interested in the residential program. Pendle Hill has significant scholarship funds for people who want to attend their programs;

Bob Rhudy, sharing about Veterans for Peace;

Becca Hains-Rosenburg (Alexandria), one of BYM's representatives to Friends General Conference. FGC recently held its annual gathering and all are invited to

join that week-long gathering next year, as well as FGC's spiritual deepening programs.

Jason Eaby (Nottingham), one of BYM's representatives to Friends World Committee on Consultation Section of the Americas, on the recent session on "becoming the Friends the world needs." Next year there will be a plenary in South Africa on the theme of "living the spirit of ubuntu" a Nguni Bantu term meaning "humanity" and sometimes translated as "I am because we are", or "humanity towards others."

We are grateful to have so many Friends among us, and their connections to the wider Quaker world.

Y2023 -38 Report from the 2023 FUM Triennial Gathering. We heard a report from our Friends who traveled to the Friends United Meeting (FUM), Quaker Men International (QMI), and United Society for Friends Women International (USFWI) Triennial Gathering in Nakuru, Kenya. The Friends who brought the report were:

General Secretary Sarah Gilloly (Adelphi)
Michael Wallace (Bethesda)
Chester McCoy (Adelphi)
Georgia Fuller (Langley Hill and BYM representative to FUM)
Ann Riggs (Annapolis and BYM representative to FUM)
and Steph Bean (Adelphi)

Steph also shared words from others on the trip who were not present in the meeting: Jade Eaton (Adelphi) and Sheila Murdoch (Annapolis).

The Triennial planted and nurtured many messages in our Friends. We heard stories of welcome so warm that friends became as family; themes of racial identity and the experiences of othering and being othered; and gratitude for the opportunity to meet and worship with so many Quakers from Kenya and other African countries.

The meeting heard a call to action in a message asking us to support LGBTQ+ Friends around the world so they may peacefully live and love as they are led, free from the threats to their lives that they face in many places, in particular due

to recent legislative changes in Uganda. The urgency of this message resonated in our meeting. We know we must work to make the world safer and more peaceful, while at the same time remaining cognizant of BYM's position within the United States as a colonial power.

Friends expressed gratitude for BYM's continued presence and commitment to loving and worshiping with Friends with whom we are not in unity about acceptance of LGBTQ+ people, even and especially when the differences in our beliefs, and the violence we are witnessing around the world, brings us grief.

Our Friends who made the sojourn to Kenya would welcome the opportunity to talk more about their travels.

Saturday, August 5, 2023

Y2023 -39 Welcome and acknowledgements. Presiding Clerk, Stephanie “Steph” Bean (Adelphi) welcomed Friends to the session and introduced those assisting including Anna McCormally, Recording Clerk (Herndon); tech assistants Carl Benson (Annapolis), Jason Eaby (Nottingham), and Collins Conover (Goose Creek); and prayerful presence David Etheridge (FMW).

The clerk acknowledged the lands we inhabit, that support us, and especially those where BYM is located with the land acknowledgement statement from our Indigenous Affairs Committee.

The Baltimore Yearly Meeting office is located on Piscataway ancestral land. BYM’s

summer camps are located on the lands of the Piscataway (Catoctin Quaker Camp, near Thurmont, MD), the Massawomek (Opequon Quaker Camp, near Winchester, VA), and the Manahoac (Shiloh Quaker Camp, near Stanardsville, VA). BYM honors peoples and cultures of the many past and present Native Nations in our geographic area.

There is a display table with materials that might help us understand these peoples better.

Y2023 -40 Anti-racist queries. The clerk read the queries that help us center our commitment to being an anti-racist faith community:

- How could this decision affect those who have been harmed by racist behavior?
- To what degree have privilege, class, stereotypes, assumptions, and our ability to include other perspectives affected this decision? Will this decision promote equity, diversity, and inclusiveness? Will it enable us to be more friendly and whole?
- How will we provide opportunities for those most likely to be directly affected by our decision to influence that decision?
- How does this decision support the declaration of our Yearly Meeting that we are an anti-racist faith community?

Y2023 -41 Visitors and First Time Attenders. The clerk invited visitors and first time attenders to introduce themselves. None did so this morning.

Y2023 -42 Daily Query. The clerk read our queries for the day:

- How have I come to know my own dignity, to see ‘that of God’ within me?
- How have I come to know the dignity of others, to see ‘that of God’ within each person?
- When have I experienced the Quaker community as one that nurtures healing, encourages growth, and shares its blessings?

Y2023 -43 Search Committee, second reading. Meg Boyd Meyer (Stony Run) presented the nominations of: Tom Webb (Young Adult Friend) to serve as Interim Meeting Clerk; and Ramona Buck (Patapsco), Donna Williams (Langley Hill), Donna Kolaetis (Menallen), and Breyette Covington (Charlottesville) for Nominations Committee.

The meeting **APPROVED** these nominations.

Search committee reminded us that there are more positions to fill on BYM committees than there are people willing to serve in BYM. How can committees and individuals best serve the meeting?

Y2023 -44 Nominations Committee, second reading and updates. Chip Tucker (Charlottesville), co-clerk of Nominating, asked approval for two sets of Friends: those who are newly nominated to standing committees, and those seeking re-appointment.

The slate as a whole, including new and renewing members, was made available in paper copy for in-person attendees as well as online for our zoom attendees.

Two friends resigned from committees: Breyerette Covington from Program Committee and Ellen Arginteneau from Religious Education. They will both begin terms on different committees, and that is reflected on the slate.

Some names on the slate were not included in the first reading; however, nominations committee asked approval for the slate as a whole. Friends **APPROVED**, with thanks.

Y2023 -45 Stewardship and Finance Committee, second reading. Terence McCormally (Herndon) Assistant Treasurer, brought the second reading of the Plan of Apportionment and the 2024 Budget.

Some minor adjustments were made to the revenue projections after updating the apportionment spreadsheet. Revenue is projected to be \$3,010,037.

In the expenses projection, a line item was added for the Growing Diverse Leadership Committee. Additionally, the Committee has set aside about \$32,000 to be given as gifts to outside organizations, and is undertaking a discernment process to determine how that should be allocated. This will be presented at Interim Meeting for approval prior to being disbursed.

There are no dollars set aside specifically for committee expenses that did not submit a request, but the General Secretary has the flexibility to manage the budget, and committees can request funding for projects as needed.

The budget projects a surplus of \$32,350.

Friends **APPROVED** both the 2024 plan of apportionment and the 2024 budget.

Y2023 -46 Epistle Committee, first reading. John Yost gave the first reading of the epistle.

Themes included the anticipation and planning around Opequon's move to Rolling Ridge; our continued work to become an actively antiracist faith community; our friendship and association with Friends United Meeting, through differences in our convictions around support for the LGBTQ+ community.

Friends asked for the epistle to include mention of the annual retreat that took place at the beginning of the week, as well as planning for reparations.

There will be a second reading of the epistle on Sunday.

Y2023 -47 Reparations Action Working Group. Marcy Seitel (Adelphi) reported on Thursday's workshop. The workshop group asked: how can Quakers actively support the reparations movement? They remind us that change happens in monthly meetings and ask Friends at annual sessions to gather with their communities to make sure we know how white Friends have been part of systemic racial violence and take action. The working group wants to help monthly meetings with their own steps forward and encourages them to reach out.

The working group holds that federal reparations would be the right step forward for the United States. They acknowledge that this is unlikely in the near future and encourage us to move reparations and social campaigns for racial justice at more local levels of government and in other tangible ways.

In the meeting, Friends reminded us that in addition to working in our monthly meetings, we must also engage with reparations and restorative justice campaigns that already exist outside of Quakerism, especially in Black faith and social justice communities and movements. We heard a message that when we allow discomfort to delay actions like reparations, we are delaying our progress towards becoming an antiracist faith community, and another that to remember reparations to groups beyond the descendants of enslaved people including indigenous peoples and those disproportionately affected by environmental violence.

Many Friends feel a strong call to this work. There is a clear desire to act and a rising urgency among us.

Sunday August 6, 2023

Y2023-48 Opening Worship. We opened with an hour of worship on this First Day.

Y2023-49 Welcome and Introductions. Presiding Clerk Steph Bean (Adelphi), introduced those at the clerks table: Recording Clerk, Anna McCormally of Herndon, our Tech assistants, Carl Benson of Annapolis, Jason Eaby of Nottingham, and our Prayerful Presence, holding us all in the Light, Becka Haines Rosenberg of Alexandria, Young Friend, Anjali Shah of Sandy Spring and Junior Young Friend, representing Junior Yearly Meeting, Bianca Sikinyi of Baltimore Friends Church.

Y2023-50 Approval of minutes from Friday, August 4 and Saturday, August 5. The meeting **APPROVED** two outstanding minutes from previous sessions:

Y2023-51 Travel Minutes. We have travel minutes from Jacob Flowers of AFSC and Jean Smith from ? We will attach these travel minutes to the complete minutes from yearly meeting.

Y2023-52 Update to Nominating Committee Report and request for committee clerks. Karie Firoozemand brought an update to yesterday's report. Melanie Gifford (Adelphi) is renewing her term on Stewardship and Finance Committee.

Friends **APPROVED** this update to the slate.

The Presiding Clerk reminded Friends on committees to send the names of their clerks for this year to the BYM office.

Y2023-53 Minute of appreciation for Bette Rainbow Hoover. It is with gratitude that we appreciate our Friend, Bette Rainbow Hoover, who served as clerk of interim meeting this past year. Bette has shared her gifts with the Yearly Meeting and, indeed, all over the world, but we truly have been gifted with her good cheer, careful discernment and giving heart as she helped us navigate many challenges this past year, even as she discerned her own abilities to serve well. Bette has invited and inspired us to expand our own service and presence. We are

grateful for her persistent direction of our meeting towards righteousness, and for the gift of her love and time.

Y2023-54 JYM Epistle. Bianca Sikinyi shared the Junior Yearly Meeting's epistle. JYM had a wonderful week of name games, sardines, twister, water balloons and more. They climbed trees and found creative ways to be together, working to come to consensus on game rules and managing their own programming so that everyone could enjoy their time together,

The group stuck together outside of scheduled Junior Yearly Meeting time, finding joy and courage in one another's presences.

The meeting was delighted to receive this epistle, and took lessons from the Junior Young Friends' commitment to learning from and working with one another.

Y2023-55 Young Friends Epistle. Anjali Shah shared an epistle from Young Friends on their expansive programs over the last year. Their activities ranged from experimenting with an all-liquid diet of soups and smoothies, etc., to a workshop about their personal experiences with racial identity.

Young Friends expressed gratitude to the many meetings who hosted them as they made memories together, and to all of BYM for their support over the year.

The meeting took inspiration from Young Friends' clear joy in the world and one another.

Y2023-56 Epistle of the Yearly Meeting, second reading. The epistle committee was John Yost (Little Britain), Sarah Bur (Homewood), and Michael Cronin (FMW). They expressed gratitude for Friends' additions to the epistle following the first reading.

John Yost brought the second reading, including additions about the retreat; reflections on our ongoing community conversations about the intricacies of our complicity in systemic racism and how we must address the ongoing harm; and the messages taken from Diego Navarro's Cary lecture.

Friends **APPROVED** the epistle, understanding there will be a few changes to the language, suggested by Friends, and that the epistle committee has captured.

When finalized, the epistle will be attached to the minutes so Friends can spend more time with these words, and sent out to Friends as a record of our time together. The JYM and Young Friends epistles will be appended to the epistle of the Yearly Meeting.

The meeting is grateful for the committee's work on the epistle and the JYM and Young Friends epistles.

Y2023-57 Request from Diego Navarro's Cary Lecture. The Clerk carried forward a request from our Friend Diego Navarro's Carey Lecture asking BYM to consider two things:

- Establishing a process for addressing racial wounding, including looking at resources that already exist among Friends such as those established by Pacific and New England Yearly Meetings and Friends General Conference
- Doing the work to better understand the harms done and profits gained by our actions as the Religious Society of Friends

Y2023-58 Registrar Report. Barb Platt (Sandy Spring), Registrar, and John Meyer (FMW), Assistant Registrar shared a snapshot of 2023 yearly meeting by the registration numbers.

- 228 participants, which included
- 199 registered in person (commuters or staying on campus) and
- 29 online participants
- To our knowledge, the youngest attendee was 10 weeks old, and the eldest was 91.
- We had 12 children registered in the JYM program, and 6 Young Friends.

Margaret Fisher from Right Relationships with Animals Working Group shared that 100 people signed up for the vegan challenge.

Y2023-59 Program Committee Closing Report. Linda Coates, Program Committee clerk, reminded Friends to fill out evaluation forms.

Looking ahead: the theme for next year's sessions is tentatively around the Testimony of Equality: Let your Life Speak.

For next year's sessions, the meeting had considered traveling to Bowie State University. Way has closed to that opportunity. We anticipate returning to Hood for next year's annual meeting the week of August 5 through August 11, 2024, but are open to other opportunities for location. A Friend raised the suggestion of holding the meeting at a location on Native American Tribal Land that is controlled by Native Americans.

Y2023-60 Closing Worship. We ended our meeting with silent worship.

A Friend brought a message of carrying forward into the world the Junior Young Friends' experience of finding joy and courage with one another.

Attachment to Annual Session Minutes

Committee reports referenced as Attachments in the Annual Session Minutes can be found in "Annual Report" section of this Yearbook.

Attachment Y2023-26

Treasurer's Report

Today I am reporting on BYM finances as of **June 30, 2023**. This marks the halfway point in our fiscal year. As usual, lots of camp payments had been collected but, since camps had not started yet, camp expenditures were low.

First, we will look at the **Statement of Financial Position or Balance Sheet**. This report gives us a snapshot of our assets, liabilities, and net assets as of June 30, 2023. Our total cash is a little over \$1 million. Our property and equipment, net of depreciation, stands at just over \$2.8 million. Our investments had a total market value of \$2,016,886 on June 30. A year ago, this total was about \$1,790,000. This is an increase of almost 15%.

In the liabilities section, there is no entry now for any friendly loans owed. Last year, at this time, we still owed about \$80,000 in friendly loans which

were originally made to pay for construction of the bathhouse at Catoctin. Our total liabilities are \$617,946.

Total net assets are the difference between our total assets and our total liabilities. Total net assets on June 30, including year to date net income of \$750,514, are \$5,619,674.

The move of Camp Opequon to the Rolling Ridge property will affect several items on our balance sheet. One of our current assets is for prepaid rent for Opequon of \$32,500. This item will have to be removed once we officially vacate the Opequon property. This would occur if we were able to receive a refund or if we decide to just write it off. Other items affected by the move are any fixed assets at Opequon which are currently being depreciated. If they are not assets which can be removed, then they will have to be written off also.

The **Statement of Activities or Income Statement** shows the revenues and expenditures for the first six months of the year. It shows the activity in our unrestricted and restricted funds. Apportionment income is just over \$217,000. Program revenue is \$1,373,818. This is mostly from camp registration fees. Unrestricted contributions total \$97,491 and restricted contributions total \$5,506. Both totals are down as compared to the first six months of 2022. However, we still have a long way to go in 2023. Our investment income is mainly comprised of interest and dividends received and the unrealized gain or loss on our investments. The stock market is up so unrealized gains for the first six months of the year is \$193,579. A year ago, we were reporting unrealized losses of \$408,161. Most investment income is ultimately allocated to restricted funds. This is done by our auditors, and we don't show this allocation on our interim financial statements. Total revenue so far this year is \$1,912,215.

The expenditures are almost all in the unrestricted column and total a little over \$1,161,000. You can see the various camp related expense categories.

The camping program expenses total about \$300,000. The camp property expenses total about \$226,000. So net revenue over expenditures totals \$750,513. Our bottom line was helped considerably by the gains in our investments. Our final 2023 financials will be affected considerably by the remaining camp expenditures and also by contributions received in the last six months of the year.

Respectfully Submitted,
James Riley
BYM Treasurer
Hopewell Centre Meeting

Baltimore Yearly Meeting

Balance Sheet
As of 6/30/2023

	Current Year	
Assets		
Current Assets		
Cash & Cash Equivalents		
Operating Account	1,016,869.63	1001
Payroll Acct	11,787.53	1002
Camp Property Manager	5,278.14	1004
Catoctin Caretakers Account	2,931.49	1005
Shiloh Caretakers Account	2,021.66	1006
Catoctin Directors Account	1,460.24	1007
Shiloh Directors Account	2,000.35	1008
Opequon Directors Account	1,550.93	1009
TA Directors Account	7,952.44	1010
Petty Cash	<u>100.00</u>	1050
Total Cash & Cash Equivalents	1,051,952.41	
Accounts Receivable		
Apportionment Receivable	300,478.68	1200
Student Loans Receivable	628.32	1300
Allowance for Doubtful Accts	(32,948.15)	1302
Harford Friends School Note	40,000.00	1512
Staff Receivables	<u>457.65</u>	1590
Total Accounts Receivable	308,616.50	
Prepaid Expenses		
Prepaid Rent	32,500.00	1711
Deposits	<u>14,555.76</u>	1715
Total Prepaid Expenses	47,055.76	
Total Current Assets	<u>1,407,624.67</u>	
Long-term Assets		
Property & Equipment		
Land	1,106,495.65	2010
Land Improvements	377,407.96	2011
Buildings	1,947,374.89	2020
Leasehold Improvements	285,601.15	2030
Accum. Depr. Buildings & Leasehold	(1,214,607.28)	2039
Furniture, Fixtures & Equipment	272,801.55	2050
Accum. Depr. FF&E	(212,069.66)	2059
Vehicles	265,480.20	2060
Accum. Depr. Vehicles	(179,441.11)	2069
Projects in Progress	<u>164,066.89</u>	2900
Total Property & Equipment	2,813,110.24	
Long-term Investments		
Friends Fiduciary	1,509,574.30	1110
Sandy Spring Bancorp Stock	1,056.90	1111
Morgan Stanley Smith Barney	<u>506,254.32</u>	1113
Total Long-term Investments	2,016,885.52	
Total Long-term Assets	<u>4,829,995.76</u>	
Total Assets	<u><u>6,237,620.43</u></u>	
Liabilities		
Short-term Liabilities		
Accounts Payable		
Account Payable	<u>81,883.74</u>	3000
Total Accounts Payable	81,883.74	
Deferred Revenue		
Prepaid Donations	10,000.00	3131
Deferred Apportionment	<u>297,647.36</u>	3200
Total Deferred Revenue	307,647.36	
Other Short-term Liabilities		

Baltimore Yearly Meeting

Balance Sheet

As of 6/30/2023

	Current Year	
Wages Payable	160,948.77	3010
Payroll Taxes Payable	52,396.52	3020
Pension Payable	16,083.20	3030
FSA Payable	<u>(1,013.48)</u>	3060
Total Other Short-term Liabilities	<u>228,415.01</u>	
Total Short-term Liabilities	<u>617,946.11</u>	
Total Liabilities	<u>617,946.11</u>	
Net Assets		
Beginning Net Assets		
Net Assets		
Net Assets	<u>4,869,160.79</u>	4099
Total Net Assets	<u>4,869,160.79</u>	
Total Beginning Net Assets	4,869,160.79	
Current YTD Net Income		
	<u>750,513.53</u>	
Total Current YTD Net Income	<u>750,513.53</u>	
Total Net Assets	<u>5,619,674.32</u>	
Total Liabilities and Net Assets	<u>6,237,620.43</u>	

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2023 Through 6/30/2023

		Temp	Perm	
	Unrestricted	Designated	Restricted	Restricted
				Total
Operating Revenue				
Apportionment Income				
Apportionment	217,165.32	0.00	0.00	217,165.32
Apportionment	0.00	0.00	0.00	0.00
Total Apportionment	217,165.32	0.00	0.00	217,165.32
Program Revenue	1,373,818.43	0.00	0.00	1,373,818.43
Contributions				
Contributions	97,490.89	0.00	0.00	97,490.89
In Kind Contributions	266.72	0.00	0.00	266.72
Bequests	0.00	0.00	0.00	0.00
Restricted Contributions	0.00	0.00	4,275.63	5,505.63
Grants Received	0.00	0.00	0.00	0.00
Total Contributions	97,757.61	0.00	4,275.63	103,263.24
Revenue Released from				
Released Funds	10,200.00	0.00	(10,200.00)	0.00
Total Revenue Released	10,200.00	0.00	(10,200.00)	0.00
from Restriction				
Investment Income				
Interest & Dividends	2,138.73	0.00	0.00	2,138.73
Unrealized Gain (Loss)	193,579.00	0.00	0.00	193,579.00
Realized Gains (Loss)	0.00	0.00	0.00	0.00
Change in value of CGA	0.00	0.00	0.00	0.00
Total Investment Income	195,717.73	0.00	0.00	195,717.73
Property & Vehicle Rental				
Property Rental Income	11,007.90	0.00	0.00	11,007.90
Program Rental of	(200.00)	0.00	0.00	(200.00)
Vehicle Rental Income	0.00	0.00	0.00	0.00
Total Property & Vehicle	10,807.90	0.00	0.00	10,807.90
Gain(Loss) on Sale of Assets	0.00	0.00	0.00	0.00
Revenue from Sale of Goods				
Book Sales	318.00	0.00	0.00	318.00
Clothing Sales	120.11	0.00	0.00	120.11
Other Sales	0.00	0.00	0.00	0.00
Purchase for Resale	0.00	0.00	0.00	0.00
Total Revenue from Sale of	438.11	0.00	0.00	438.11
Other Income	11,004.41	0.00	0.00	11,004.41
Total Operating Revenue	<u>1,916,909.51</u>	<u>0.00</u>	<u>(5,924.37)</u>	<u>1,230.00</u>
				<u>1,912,215.14</u>

Baltimore Yearly Meeting
Statement of Activities
From 1/1/2023 Through 6/30/2023

	Unrestricted	Designated	Temp Restricted	Perm Restricted	Total
Expenditures					
Admin	455,318.97	0.00	1.75	0.00	455,320.72
Camp Program	176,355.55	0.00	0.00	0.00	176,355.55
Catoctin Program	22,566.62	0.00	0.00	0.00	22,566.62
Shiloh Program	26,343.69	0.00	0.00	0.00	26,343.69
Opequon Program	35,535.94	0.00	0.00	0.00	35,535.94
Teen Adventure	38,926.34	0.00	0.00	0.00	38,926.34
TA Bike Program	0.00	0.00	0.00	0.00	0.00
Camp Alumni Program	0.00	0.00	0.00	0.00	0.00
Outreach & Inclusion	69,919.22	0.00	0.00	0.00	69,919.22
Camp Property	140,376.06	0.00	0.00	0.00	140,376.06
Catoctin Property	44,962.60	0.00	0.00	0.00	44,962.60
Shiloh Property	32,336.15	0.00	0.00	0.00	32,336.15
Opequon Property	8,365.35	0.00	0.00	0.00	8,365.35
Young Friends	0.00	0.00	0.00	0.00	0.00
Young Friends Exec.	0.00	0.00	0.00	0.00	0.00
Jr. Young Friends	0.00	0.00	0.00	0.00	0.00
Youth Programs	0.00	0.00	0.00	0.00	0.00
Youth Secretary	35,419.39	0.00	0.00	0.00	35,419.39
Advancement &	0.00	0.00	0.00	0.00	0.00
Ministry & Pastoral Care	200.00	0.00	0.00	0.00	200.00
Peace & Social Concerns	507.00	0.00	0.00	0.00	507.00
Religious Education	0.00	0.00	0.00	0.00	0.00
Young Adult Friends	0.00	0.00	0.00	0.00	0.00
Unity With Nature	0.00	0.00	0.00	0.00	0.00
Interim Meeting	649.34	0.00	0.00	0.00	649.34
Stewardship & Finance	0.00	0.00	0.00	0.00	0.00
Trustees	68.00	0.00	0.00	0.00	68.00
Indian Affairs	955.86	0.00	0.00	0.00	955.86
Racism WG	297.80	0.00	0.00	0.00	297.80
Intervisitation	1,630.13	0.00	0.00	0.00	1,630.13
Faith & Practice Revision	0.00	0.00	0.00	0.00	0.00
Growing Diverse	2,000.00	0.00	0.00	0.00	2,000.00
Reparations Action	0.00	0.00	0.00	0.00	0.00
Annual Session	253.21	0.00	0.00	0.00	253.21
Spiritual Formation	9,838.37	0.00	0.00	0.00	9,838.37
Women's Retreat	0.00	0.00	0.00	0.00	0.00
Other BYM Programs	0.00	0.00	0.00	0.00	0.00
Development	58,874.27	0.00	0.00	0.00	58,874.27
Total Expenditures	1,161,699.86	0.00	1.75	0.00	1,161,701.61
Net Revenue over Expenditures	755,209.65	0.00	(5,926.12)	1,230.00	750,513.53

Annual Reports

Spiritual State of the Meeting

Reports were received from 39 Monthly Meetings and 14 BYM committees and working groups. These show that 2022 was a year of challenge, rebirth, joy, struggle and concern. This report is in three parts. First is an overview which captures the Ministry and Pastoral Care committee's sense of our challenges and strengths. Second is a summary of those issues arising from the many reports we received. Third is an addendum which, as last year, details specifics of work being done across all aspects of the Yearly Meeting to address our declaration to be an anti-racist faith community.

Part I, Overview

Coming out of the pandemic, many meetings still wrestled with questions about technology. Yearly Meeting wide we struggle to find a way forward in our desire to manifest the Beloved community among us. Concerns were also raised about aging meetings and small meetings on the edge of sustainability where new ways must be sought to provide support. As Friends, we must put our heads and hearts together and find ways to stitch our meetings back together.

At the 2020 Annual Session, some Friends spoke of their deep concern that work on the Yearly Meeting's commitment to be an anti-racist faith community was not being given significant attention throughout the Yearly Meeting. They spoke to their sense that Monthly Meetings must take responsibility to address the question of what it means in reality to be an anti-racist faith community.

How can Baltimore Yearly Meeting and all its branches, be a blessed community when some Friends tell us they are made to feel they don't belong at our meetings? Compounding this hurt, some Friends may give insufficient attention to the insidious presence of white supremacy culture among us, which blocks many doors of advancement to Black friends, other minorities, and people experiencing poverty.

It is a spiritual concern.

As Quakers, we must answer the call as our predecessors did to abolish slavery and racism, promote nonviolent resistance to war and, more recently, advocate

for LGBTQ+ acceptance and gay marriage. If we can find a path forward, it won't just help our meetings but our wider communities, where hate, fear, and division are the new calling cards of some political leaders.

As always, there were hopeful signs at our meetings on our anti-racist work and other challenges. We have attached an addendum describing the anti-racism work at all levels of Baltimore Yearly Meeting in hopes of spurring copycats, best practices, collaboration, and new ideas.

The Spiritual State of the Meeting reports received from Monthly Meetings reported what we already know, that progress we see and strength we feel in facing these challenging times stems from the power of our worship together. Nothing else serves as well to help us navigate unsettled waters. Friends from every corner of our Yearly Meeting were clear in their reporting that worship remains the core of who we are. Meetings both large and small, rural and urban, attest to the centrality and power of worship to develop and maintain the health of their community. "We are a worshipping community, all else flows from there."

Part II, Arising from the reports we've received

That Baltimore Yearly Meeting remains committed to the Anti-Racist Declaration we made is demonstrated by staff, committees, working groups and in many Monthly Meeting activities. Yet, there remains considerable disparity among us as to the manner, methodology and structures within our Yearly Meeting for addressing the issue of racism. While we feel a sense of disquiet from the reports, it is important to celebrate the signs among us that point a way forward.

For some, one such sign was a special called meeting held in December. "Rising from the Ashes" was led by the Global Majority Caucus in celebrating the gifts and culture of People of Color while calling for a confessional attitude of complicity in perpetuating systemic racism in our wider community and within Baltimore Yearly Meeting.

Another hopeful sign, pointing toward a more diverse future can be found in the three Yearly Meeting summer camps. Alongside the camps, Strengthening Transformative Relationships in Diverse Environments (STRIDE) seeks to increase diversity in camp participation particularly from urban communities. The camping program provides a beacon for creating open and diverse communities.

We also note, with hope, that the concerns for LGBTQ+ people, Native Americans and the erosion of women's rights are also themes in many of our Monthly Meetings. The latter was expressed in many monthly meetings' strong statements in support for reproductive justice following the Dobbs decision.

However, there are many issues which challenge our Meetings. In asking about things which cause stress in the life of our communities, several common threads arose. Most meetings still struggle with various forms of distress stemming from the pandemic and the months of its traumatic disruptions. For many Meetings this struggle centers around the use of technology in worship spaces. While a "tech bridge" (hybrid) is a boon to those unable to come to the Meeting House (for reasons beyond COVID) the practice is not without controversy. Some Friends find the presence of technology disruptive to settled worship and inconsistent with long held Quaker practice and values.

Other Meetings find that, with or without the use of technology, the not yet resolved disruptions of long months of isolation and other impacts of the pandemic are still felt in their community. Some report basic shifts in the quality of worship, reduced attendance at events, the strain of keeping things together by fewer available volunteers, even "a pervasive sense of sorrow and loss about the erosion of community spirit." Another common thread of is an oft expressed worry, mostly among smaller rural Meetings, that they are aging out of existence. They share that, even with good spirit, dwindling membership makes it difficult both physically and financially to keep things going.

Other social concerns proved less divisive and brought a sense of purpose and strength in acting together as Friends worked to resettle refugees, address food insecurity, homelessness, and the work of addressing local instances of the persistent effects of systemic racism. For instance, in one rural community a Meeting joined with others to successfully advocate for the retention of a black cemetery and building which had been threatened with sale without the consent of those impacted.

Friends report a joyful return to more in-person contact and those activities which always served to create a sense of community. Friends are enjoying prayer circles and potlucks, Bible studies and book discussions, game nights and drum circles. Spiritual Formation is often mentioned not only for personal spiritual deepening but in building a stronger Meeting Community. In addition to the longstanding semi-annual retreats and monthly local gatherings, a new aspect of

the Spiritual Formation program has been an on-line version of the monthly groups which were attended by Friends across the Yearly Meeting and beyond.

Several Meetings have undertaken visioning programs or other long range planning strategies to assess and build on their strengths and develop a more cohesive sense of where Spirit is leading them to future service. These Meetings report that this visioning work has been richly rewarding in deepening their feeling of unity.

We were delighted by the energetic (and earnest) response to our query about what signs Friends might place in front of their Meetinghouse. A few samples:

- Come Gather with Us and Make Us Whole
- Curiosity and Doubt Welcome Here
- Welcome, Here-in Lies Wonder
- Have You Had a Spiritual Adventure?
- Enter as Strangers, Leave as Friends
- Quiet the Mind, Open the Heart
- Where Words Fail, Silence Speaks
- Shhh... We're Listening for the Divine Whisper

One Meeting shared that they already have a big sign that extends around their Meeting House. It does not have words, rather people who walk by readily see their gardens and enjoy the natural habitat for many small, living creatures from birds to moths. Young Friends at a First Day School described what they would want on a sign at the entrance to their Meeting. The sign should be colorful and include pictures of animals and flowers reflecting concepts of Peace and Nature.

Part III

BYM Spiritual State of the Meeting Report (SSoM), 2022

Addendum on Anti-Racism work

This report is not intended to be exhaustive or a comprehensive list of each Meeting's activities. Rather it gives a thumbnail sketch of the variety of activities across the Yearly Meeting. For greater detail on these activities, reference the SSoM reports submitted to the YM office.

Some Meetings did not submit a SSoM. Some meetings, particularly smaller ones, may have submitted a very brief report or not addressed the query related to racism.

Baltimore Yearly Meeting committees and working groups have also been contacted. Their activities are listed after the Monthly Meetings section.

BYM Monthly Meetings

Adelphi

– Adopted an extensive Minute on Anti-Racism, “mini-reparations” fund supported numerous local organizations which seek to address impacts of structural racism in their community

Annapolis

– 20 year journey of study and meeting conversations extending in the wider community through nearby churches, continues to work closely with Maryland Alliance for Justice Reform

Alexandria

– Annual Homecoming event held jointly with Gum Springs, an historically Black local community with long ties to AFM

Bethesda

– engaged “Collective Journey” consultants to guide their work in addressing racism at social and spiritual levels

Blacksburg

– numerous activities reported including book studies, visits to historic sites, participation in “Dialogue on Race” organized by The Community Foundation

Carlisle

– racism is a frequent topic of their “Faith in Action” series, participate in “Moving Circles”

Charlottesville

– a “Reparations Friendly Circle” has been meeting and plans to report recommendations soon to the wider meeting

Deer Creek

– recent work with Hosanna Church to restore an early African American school; toured local sites of Underground Railroad Stations

Dunning Creek

– sponsored a speaker event on Anti-Racism for the wider community which was very well attended by the community at large and the local press

Floyd

– individual members active in a variety of ways in their very conservative community to speak up through letters to the editor, at school Board and local government venues on diversity issues

Friends Meeting of Washington

– focus has been more on socio-economic and historic approach to racism, a recent “audit” helped move the conversation to more personal and spiritual levels

Frederick

– continuing Change Group, most activity by individuals but the SSoM query challenged meeting friends to look again resulting in creating a set of queries to move the work forward

Gettysburg

– (no mention)

Goose Creek

– adopted queries to waken discernment in the meeting, continued effort to rehabilitate historic Black church in Lincoln, spiritually much aware of the “sins of our fathers” and seek to allow the Light within to do its work on our “shadow side”

Gunpowder

– regular focus in Forum on racism and racial reconciliation guided by a working group, continuing partnership with the McKim Center and Baltimore Wisdom Project to support the East Baltimore neighborhood of Jonestown

Herndon

– no active program, but numerous individual initiatives, open to deeper examination

Hopewell Center

– intentional shift of addressing racism as an issue “out there” (social context) to more “spiritual” (part of us), an ongoing conversation

Langley Hill

– on going anti-racism working group provides opportunity for study and discussion

Little Britain

(Eastland and Penn Hill Meetings) – trying to get traction on the issue in this very small meeting

Little Falls

– in 2020 adopted a Minute on Racism which guides their work, much individual effort, attend Coming to the Table and other organizations that work in their locality toward an anti-racist society

Maury River

– social justice, including anti-racism, is for many members a large part of their Quaker identity

Midlothian

– historic context (Richmond VA) gives great weight to the horrific legacy of slavery and need to address it ongoing imprint on our society, continuing Racial Justice Study Group

Monongalia

– exploring what it means to demonstrate belief of “that of God in everyone,” financially support indigenous and black communities, working on land acknowledgement documentation

Patapsco

– Change Group offers book studies, frequent focus of second hour presentations, field trips to museum and historic sites

Patuxent

– small meeting with oversized impact recognized in the wider community, part of “Big Conversation on Dismantling Racism in Southern Maryland” well attended by community leaders

Pipe Creek

– action to protect a local Black cemetery and building, connecting to local anti-racism work and local history

Richmond

– Fall Meeting Wide Retreat focused on relationship to Native peoples and sparked deeper conversation on how to address anti-racism generally

Roanoke & Lynchburg

– many individual are leaders in local anti-racism activities, meeting wide activities include study of Pendle Hill Pamphlet “Radical Transformation”

Sandy Spring

– led by “Crossroads” consultancy to examine systemic racism and set goals for structural change, partners in activities with Sharp Street Methodist Church and historic Black Church

Shepherdstown

– education and activism including sponsoring a monthly Black Lives Matter vigil locally

State College

– education and discussion in meeting, participation in local police oversight board and in NAACP

Stony Run

– using Trust Circles to learn from each other and gain greater openness, considerable individual activism

Takoma Park Preparative

– worked with Adelphi in development of Minute and other activities

Warrenton

– (no mention)

Williamsburg

– big push on “Get Out the Vote,” large Black Lives Matter banner on front of building

York

– community discussion on racism and indigenous peoples concerns

BYM Committees and Working Groups**Camps**

Working to bring young people of color to camp and to make them feel welcome and supported.

Growing Diverse Leadership Committee

Coordinated with STRIDE, Reparations Action Working Group and Camps. Sponsored Lucy Duncan and Rob Peagler broadcast their Juneteenth presentation. Discussed feedback to the BYM Committee to revise *Faith and Practice*. Provided financial and personal support for the event to open access to more individuals for the STRIDE Equality workshop.

Ministry and Pastoral Care Committee

Discussed the topic with clerks of ministry committees from monthly meetings in several Coffee Hours and set up a process to share and collaborate on the issue. Met with Global Majority Caucus Friends. Participated in the “Rising from the Ashes: a BYM Programmed Meeting Toward Connection and Repair of the Harms of Racism” session.

Peace and Social Concerns Committee

Presented “Restorative Justice & Right Relations: Friends Roles in Repairing Racist Systems & Attitudes” workshop at Networking Day.

Reparations Action Working Group

Sponsored Mutual Aid workshop. Offered a reparations workshop at Networking Day. Helped organize the “Rising from the Ashes: a BYM Programmed Meeting Toward Connection and Repair of the Harms of Racism” session. Discussed Yearly Meeting conflicts about racial justice. Planning fund for reparative justice.

Stewardship and Finance Committee

Facilitated a conversation about the work and funding of three BYM groups: the Working Group on Racism, the Reparations Action Working Group and the Indian Affairs Committee.

STRIDE

Working to bring young people of color to camp and to make them feel welcome and supported. Offered “Testimonies of Mercy” Equality workshop at Powell House in New York. Planning to restructure STRIDE by adding a youth advisory board.

Working Group on Racism

Presented an “antiracism roadmap”. Sponsored the One Book Project encouraging BYM Friends to read and discuss *Caste: The Origins of our Discontents*. Helped design, organize and contribute to an online programmed Meeting for Worship with a Concern for the Impact of Slavery. Provided both financial and personal support for the event to open access to more individuals for the STRIDE Equality workshop. Developed a statement entitled, “Why Should White BYM Friends Do the Hard Work of Overcoming Their Racism?” Sponsored three workshops for the 2022 Annual Session: a Connecting Local Meetings session on efforts to lower racial barriers in local Meetings; “Quaker Response to Enslavement in BYM Territory”; and a workshop for Friends who have read or are reading *Caste*. Supporting Racial Justice Change Groups within local Meetings. Planning three workshops for the 2023 Annual Session: a Connecting Local Meetings session on efforts to lower racial barriers in local Meetings; a mini-Spiritual Formation Retreat “Anti-Racism as a Core Spiritual Practice”; and a workshop on Quaker Faith and Political Action.

Thank you for your attention and special appreciation to all those who contributed their time and energy to bringing forward this spiritual state of the meeting report.

Ministry and Pastoral Care Committee

Annual Reports of Committees

Advancement & Outreach Committee

Members: Bobby Trice, Steven Tatum, Damaris Kifude, Laura Goren, Jim Citro, Steve Morse (co-clerk), Maggie Detar-Lavallee (co-clerk)

Introduction: After an extended period of inactivity due to Covid, the A&O Committee began to meet regularly again in April 2022 -- thanks in large part to the organizational skills and energy of Deborah Haines from the Nominating Committee. In addition to holding regular meetings, the work of the committee over the past year falls into three major areas: (1) *Jesus' Friends* ; (2) experimentation with approaches to use materials on *Growing Our Meetings* in local meetings ; and (3) formation of a new working group on how to be welcoming to persons in the trans and non-binary communities.

1. The kick-off meeting for *Jesus' Friends* was held during the Annual Session of 2022. *JF* publishes a monthly calendar of events and opportunities of interest to the *JF* community: worship sharing, Bible study, discussion, youth, and worship. *JF* shares space on the A&O tab of the BYM website. The calendar is updated monthly, and an FAQ describes *JF* and how to join. As of June 2023, there are about 40 people on the *JF* mailing list.

2. When the committee resumed meeting, it was apparent that there already exists a wealth of material on how to do effective outreach within local meetings. The challenge is to organize and “repackage” this material into a form that is suitable for small group discussion. As of June 2023, two “experiments” along these lines have been held. Based on lessons learned from this work, the goal is to develop a “package” for use by local meetings during the Fall of 2023.

3. At the October 2022 meeting, strong interest was expressed in forming a BYM-wide working group aimed at helping local meetings to be welcoming to the trans and non-binary communities. There were several administrative obstacles and dead-ends to overcome, but the culmination of this effort occurred at the June 2023 interim meeting where the working group was approved. A convener has been named, and several persons in BYM have already expressed interest, energy and enthusiasm.

Conclusion. The most significant hindrance to the work of the committee over this period is poor attendance at meetings. Since December of 2022, attendance

has been four members (out of nine nominally on the committee). More could have been accomplished with greater participation. We thank the Nominating Committee for its help in filling empty slots and replacing members who have not been participating.

Respectfully submitted: Maggie Detar-Lavallee and Steve Morse, co-clerks
June, 2023

Camping Program Committee

See Camping Program Manager Annual Staff Report (Interim Meeting October 2022)

Camping Property Committee

See Camping Property Manager Annual Staff Report (Interim Meeting October 2022)

Development Committee

The Development Committee is that group of volunteers within BYM that works to grow the financial capacity of BYM to do its many ministries. “Transitions” is a word which best describes the BYM development activities over this past year.

In the fall Committee leadership made a transition as committee clerk Gretchen Hall passed the baton (but continued committee service) to Barb Platt and Arthur Boyd.

In early Fall our Development Director, Mary Braun, notified us that she would be leaving that position in early 2023. After many years of dedicated work, she gave us plenty of time (we thought) to find a replacement. Well, “early 2023” came and went, without a permanent replacement. The position description was revised to reduce the portion of administrative/clerical tasks (those tasks being moved to an administrative position), emphasizing fundraising leadership, and (we hoped) being more appealing to qualified candidates. The position was re-posted in late April, and applications are still being accepted. “I can’t help” you might be thinking, “I don’t know any fundraisers.” But you can help, by sharing this job posting widely: https://www.bym-rsf.org/file_download/inline/de7d9c1b-8332-4695-b8cc-3a2aa7924d0d

We have been blessed in finding a Quaker fundraising consultant, Barbara Wille of Capacity Partners, who stepped in as a part-time contractual interim

development director upon Mary's departure. The regular development functions have been going forward as usual, plus new activities introduced which have shown promising returns. Examples include sending an appeal to 9,000 non-donors in our database (the average gift size from this mailing has been \$100 and more). Another new activity is appeals to current donors including a specific dollar ask just above the donor's prior giving level; another is focused language in requests to special segments of our donors. Beyond the dollars raised, we are hearing from people that we haven't heard from for a long time; a good way of re-connecting. We used "address correction requested" and are getting tons back from bad addresses, cleaning up our database, fixing addresses, and thus making future mailings more effective and less costly.

So, with all these transitions, how are we doing on contributed income?

\$338,000 in contributed income was raised in calendar year 2022. We hope to match that in 2023 (exceeding the 2023 approved budget goal of \$302,000). For the 2024 calendar year budget, we believe \$350,000 is an achievable goal for contributed income. This does not include restricted gifts for camp capital projects.

A transition on the horizon is the move of one of the BYM camps to Rolling Ridge. In support of the future of BYM and our future generations, Development Committee believes it is possible to have a special campaign that could raise \$500,000 or more for the move of a BYM camp to Rolling Ridge and for related expenses. We reviewed the pre-conditions for a successful special campaign, and we have growing confidence in BYM's structural capacity to do this work. In order to conduct a special campaign, there will need to be a vision, a budget, and a plan for the move to and the running of a BYM camp at Rolling Ridge, and adequate staff to manage the additional tasks of a special campaign. The process of the special campaign needs to support BYM overall, even if the dollars go to this one program of BYM.

We have a firm foundation of 350 years for our work to support the Yearly Meeting. We feel called to act boldly, to engage all our members and meetings and other friends to give generously as BYM explores new ways to build for equity, inclusion and diversity.

2022-2023 Development Committee: Marion Ballard (liaison from Trustees), Arthur Boyd (co-clerk), Chris Greeley (liaison from Camp Property Committee),

Gretchen Hall, Barb Platt (co-clerk), Victor Thuronyi (liaison from Stewardship and Finance).

Educational Grants Committee

No report received - 2022, 2023

Faith & Practice Committee

No report received - 2023

Growing Diverse Leadership Committee

1. General

The Growing Diverse Leadership Committee (GDL) meets monthly except in August. Five to 10 people join each call. We begin our meetings in worship and read portions of the *Declaration of BYM as an Anti-Racist Faith Community*. We next hear from our STRIDE Coordinator, Khalila Lomax or, more recently, her interim successor, Rachael Carter. We then discuss current issues, reports from STRIDE liaisons, liaisons to the BYM Working Group on Racism and the Reparations Action Working Group. We conclude with silent worship.

Membership: Nominated members are St. Clair Allmond, David Etheridge, Peirce Hammond, Chester McCoy, and Michael Wallace. Members representing other committees or *ex officio* are Stephanie “Steph” Bean (BYM Presiding Clerk), Bette Hoover (BYM Interim Meeting Clerk), Elizabeth “Betsy” Roush (Camping Program Committee), and Marcy Baker Seitel, co-Clerk of the Reparations Action Working Group (RAWG). Marcy is also a former Clerk of GDL when we were an *ad hoc* committee. Peirce Hammond serves GDL as clerk and Betsy Roush often serves as recorder. We have been joined several times this year by Sarah Gillooly, BYM General Secretary. While David Etheridge is a nominated member of GDL, he also clerks the BYM Working Group on Racism and represents that Group, including an update at each of our meetings. Marcy Seitel represents RAWG and reports to us at each of our meetings. Other Friends have been kept apprised of our activities through receipt of our agendas and minutes, take on tasks and report on those as appropriate. In January, Tronette Anochie resigned from GDL, to our dismay. She was a powerful presence and leader at our meetings, whom we miss.

GDL's 2023 and 2024 budgets: GDL's 2023 budget of \$2,000 was used to support activities related to celebrating Juneteenth in 2023. We requested the same amount for the same purpose for FY 2024. On June 14, 2023, the principals of the organization Reparation Works, Lucy Duncan and Robert Peagler, broadcast, via ZOOM, a discussion of reparations in preparation for celebration and commemoration of Juneteenth across BYM's local Meetings.

We also supported the "Aspirational Budget" submitted by the Working Group on Racism (WGR) to be shared among WGR, GDL, and the Reparations Action Working Group (RAWG) to support training and facilitation in continuing Anti-Racism work.

2. STRIDE (Strengthening Transformative Relationships in Diverse Environments)

STRIDE Coordinator

We celebrated the efforts of Khalila Lomax, STRIDE Coordinator as she moved on to the next phase of her life on March 31, 2023. Khalila was hired in 2019 as the original STRIDE Coordinator. GDL has served to support her, learn from her, and extend that learning to BYM. We expressed our appreciation of her many gifts, shared generously with STRIDE and with us, as follows:

GDL, through our clerk, writes "We express our gratitude that Khalila found us. That was rightly led. BYM still made her acceptance more difficult than it needed to be or should have been.

"Khalila's decision to go is also rightly led. It is, nevertheless, very hard for me. I call her my 'twin sister.' We share a birthday. And while I like and adore her, admire her, respect her; while I want to hear more of what she thinks and how she is led, it is time for Khalila and Geniro to move on to the next stage of their lives.

"Khalila made the job of leading STRIDE her own by working with those who were involved in STRIDE at and for our camps. She, with help from the GDL and Supervisory Committees, kept her footing and her job when that might easily have come undone. She, then, created the job anew. Khalila worked with the STRIDE leaders, listening to and learning from them. She used that understanding to build STRIDE with a new generation of campers and members of the larger camping community. She went to Baltimore, DC, and Philadelphia to listen, learn and then to lead by synthesizing, imagining, envisioning, and enabling others to join that

process and grow into it. She taught them, she taught us all. It is now up to us to apply what we have learned from Khalila, our remarkable teacher.

“Khalila, you will be a blessing wherever you go!”

In May we met with Interim STRIDE Coordinator Rachael Carter for the first time. They have been hired for the camping season this summer. The search for a full-time STRIDE Coordinator is under way. Rachael has proven a quick study, hard worker, and general delight.

STRIDE Working Group

A separate report on STRIDE activities has been prepared by the STRIDE Working Group. Please review it for details about this effort to extend the diversity of the body of BYM campers and services provided in portions of the cities of Baltimore, Philadelphia (where STRIDE originated), and the District of Columbia. As noted, the STRIDE Program is in transition, led by Interim STRIDE Coordinator Rachael Carter. The leadership of the STRIDE Working Group remains Eden Fuller and Laura Grothaus, co-clerks, and Rosalie Eck.

Working with the Camping Program

GDL has been fortunate to have the Clerk of the Camping Program Committee (CPC), Elizabeth “Betsy” Roush, join us regularly and serve as recorder from time to time. Betsy has informed us of the ongoing activities and considerations of CPC and has engaged us in conversations about assuring equity, inclusiveness, openness, and friendliness in the camps. We have also had a few occasions when one or more GDL member attended CPC meetings as well. In February, Michael Wallace became a member of CPC as our liaison.

3. Reparations Action Working Group (RAWG)

A separate report on RAWG activities has been prepared by the Working Group under the care of its co-clerks, Phil Caroom and Marcy Seitel. Please review it for details about this effort to explore the ideas and beliefs encapsulated in the idea of “reparations” within BYM. RAWG has been working for several years to learn about the term and how the ideas and commitments involved in acting in concert with a commitment to living up to retroactive justice may come to be practice in and by BYM.

4. Highlights and Learning from GDL Committee Meetings

There is a tension that we have noticed between the role BYM plays as a business enterprise running camps, tending to property, raising money, celebrating 350 years of existence as a “funding opportunity” and BYM’s role as a spiritual community practicing and promoting social justice, hearing how we are led to become, increasingly, an anti-racist faith community, ministering, providing pastoral care, eldering, and drawing attention to our short-comings so we may grow as we follow our leadings. We do our best to give each pole of this tension its due priority, by using the *BYM Declaration as an Anti-Racist Faith Community* to guide us so that, for example, we attempt to be certain that those most likely to be directly affected by a decision that we are contemplating have an opportunity to influence that decision, whether directly or indirectly, and especially when they have been harmed by racist behavior. This tends to put greater weight on our spiritual role and less on our business concerns.

There are places where these two roles overlap, including BYM’s STRIDE Program, our Reparations Action Working Group, and efforts by our Camping Program Committee and the staff leadership of the camps to emphasize anti-racist efforts.

In 2022-23, we observed the tensions that suffused the fifth day of BYM’s Annual Sessions, as many Friends whom we now refer to as “Global Majority Friends” testified to the hurts, harms, disappointments, and sorrows that their participation in BYM events had caused them. We requested that the Recording Clerk make a particular effort to capture both tone and substance of the testimonies and witnessing that were offered and delivered that day. This was carried out through an attachment to the minutes. One of the outcomes of that meeting was the creation of a BYM Global Majority Caucus that has been meeting since then. That Caucus requested a Called Session of BYM. That session, titled “Rising from the Ashes,” was held December 3, 2022, at Baltimore Friends Meeting, Stony Run. The Global Majority Caucus organized the meeting. The development of the Caucus is understood by GDL as a very positive development “out of the ashes.”

5. Summary of Items Considered in 2022-23

During the past year, several items and issues emerged that we wish to record:

Early in the year, we were still concerned about the distress described above testified to by Global Majority Friends. We did not see the Yearly Meeting responding well either substantively or quickly. This has moderated as the year has progressed but is still a considerable concern to us.

In September, we learned of reports from STRIDE that extra tasks were asked of Latinx campers and that they had been teased and made fun of for speaking Spanish. In addition parents found communications while camp was under way were unclear about what to expect. Confederate flags were in evidence on the road to Teen Adventure and there were unfriendly signs at one of the local grocery stores. The new Teen Adventure Farm and Art Program had a serious mismatch between camper expectations and the program design. As a result, several campers went home early. We discussed ways to reach out to the Global Majority Caucus. We also supported the aspirational budget being submitted by the Working Group on Racism for an Equity Audit, workshops pertaining to anti-racism work and to therapeutic work for anti-racism trauma, as well as for a part-time assistant for STRIDE, GDL, WGR, and RAWG.

In October, we learned of plans to restructure STRIDE by adding a youth advisory board. We heard of discussions between the Global Majority Caucus (GMC) and the BYM Ministry & Pastoral Care Committee that had not gone well.

In November, we heard from the Clerk of the GMC about the plan for a Called interim Meeting to be held December 2. Trauma healing for Global Majority Friends will be available using funds to be administered by the GMC. Also, the GMC gathered personal testimonies of complicity in racism to be posted on the BYM website.

In December, we learned from Khalila about funds being raised for STRIDE in conjunction with Puentes in Philadelphia, where many of the Latinx campers who are referred to earlier receive services in their neighborhood. Puentes also gathered feedback from the parents of those campers focusing on communication problems and recommending hiring camp staffers who reflect the heritage of the campers. We heard a report on the Called Interim Meeting, "Rising from the Ashes: A BYM Programmed Meeting Toward Connection and Repair of the Harms of Racism". We also discussed the need to recruit members,

especially Young Adult Friends, to leadership positions in BYM. Tronette Anochie resigned from GDL.

In January, we learned of the Equality Workshop Khalila offered through Powell /House in New York on January 6-7. She named it Testimonies of Mercy with a triple focus on equality, equity, and intersectionality. Several of us provided both financial and personal support for the event to open access to more individuals. We also learned that the STRIDE year-end had been a success. We heard about ongoing discussions with Philly STRIDE about how best to support ESL campers and work with community partners in DC, Philadelphia, and Baltimore. Discussions with CPC and GDL coordination continued. We discussed ways to make use of our \$2,000 budget to promote celebrations of Juneteenth, including working with RAWG. We heard updates about the group engaged in considering Isobel Wilkerson's book *Caste* as a "one-book" selection for BYM. Several of us are involved with this effort. We also learned about the BYM "Road Map" groups considerations. Our member David Etheridge clerks the group while Steph, Bette, and Peirce also serve on it along with former GDL member Clinton Pettus. We learned about plans to apologize for harm that occurred in a meeting with Global Majority Friends. The Global Majority Caucus is raising the question about how BYM responds to such harming.

In February, we congratulated our members Steph Bean, Chester McCoy, and Michael Wallace for their selection as delegates to the Friends United Meeting Triennial in Kenya this summer. Khalila reported that STRIDE was continuing to develop its Youth Advisory Committee membership through advice from Sunshine Klein, BYM Youth Program Director. A STRIDE fund-raising Phonation is planned later this month. Khalila announced that she will step down as STRIDE Coordinator on March 31, 2023. She expressed gratitude to GDL for our assistance and support in helping her to grow as a leader. Khalila and Sarah Gillooly shared a report they prepared for Supervisory Committee on work they had done. We considered their report. It will be used to revise portions of the BYM Staff Handbook, for which Supervisory Committee is responsible. We also discussed our connection with the BYM Camping Program Committee (CPC) with Betsy Roush, its clerk, regarding camps being and becoming safe, welcoming, and nurturing to the Global Majority. Michael Wallace agreed to serve as GDL's liaison with CPC. The question of the identity of BYM was raised in regard to the balance between our camping program and the other BYM programs. This is being considered as an aspect of BYM's Strategic Plan implementation. We also

discussed feedback to the BYM Committee to revise *Faith and Practice* as they have requested. We agreed to meet with Friends from Goose Creek Meeting in response to a request from them. We discussed ways to celebrate Juneteenth again and agreed to work with Lucy Duncan and Rob Peagler of reparations.Works to provide a presentation during the week of Juneteenth.

In March, we learned that Lucy Duncan and Rob Peagler accepted our offer and would broadcast their Juneteenth presentation on Wednesday, June 14. We composed a statement of appreciation for Khalila Lomax, which our clerk read at the BYM Interim Meeting held March 25. We learned of CPC's efforts to replace Opequon Quaker Camp. One Driving consideration is to find a safer location for campers, especial Global Majority campers.

In April we learned from BYM General Secretary Sarah Gillooly that the position of Interim STRIDE Director had been offered to Rachael Carter (they, them), a Global Majority Friend from Philadelphia with experience at Quaker Voluntary Service. We approved sending the recommendation to Supervisory Committee. We learned from David Etheridge about STRIDE's progress in registering a few returning campers and preparing for Gear Day. Marcy Seitel, RAWG co-clerk reported that they were turning from an emphasis on mutual aid to beginning fund-raising to address the harms of racism being identified by Global Majority Friends.

In May, we met with our new Interim STRIDE Coordinator, Rachael Carter. Rachael met with Peirce Hammond and David Etheridge and was to meet with STRIDE co-clerks Eden Fuller and Laura Grothaus soon. Rachael asked us what the most important need there was for STRIDE to grow into. We emphasized preparing STRIDE families for the camping experience so there were no major surprises. We also emphasized the need to rebuild STRIDE membership and recommended that Rachael consult with Dyresha Harris. We approved RAWG's request for a \$3,000 budget for 2024 for paying speakers and learned of their plans to start a fund for Retrospective Justice. We also received a request from one of the clerks of BYM's Ministry & Pastoral Care Committee, asking us to "share some thoughts and observations with us. We are interested in how you think the Yearly Meeting is doing spiritually, how your committee is doing and, specifically, any anti-racist work you are doing." We responded by sharing our draft annual report with that clerk, noting that it had yet to be approved. The clerk expressed appreciation for the report.

In June, we also learned from Rachael Carter (they, them), Interim BYM STRIDE Coordinator, that there was a great deal happening in preparation for the 2023 BYM camping season. Rachael mentioned meeting new people including STRIDE members, BYM employees and members, and some campers and their parents. Rachael expects 20 or more campers from the DC Philly, and Baltimore areas. Some know each other, some do not. They are waiting to hear from most of the parents with the necessary forms. Meanwhile, STRIDE is developing a pre-post survey for campers and their families. This is new and they are considering telephone calls with the families as a follow-up. Meanwhile they are getting gift cards for the families and preparing gear. An orientation with a practice hike is planned. Michael Wallace reported that the arrangements with reparationWorks (Lucy Duncan and Rob Peagler) were in good shape to go on June 14. Peirce had prepared a draft of GDL's Annual Report to BYM. He had sent it to the Committee for initial review and asked for comments.

In July, we considered a report from Interim STRIDE Coordinator, Rachael Carter, which requested broadening support for STRIDE by expanding its pool of volunteers and providing part-time onsite support during the camping season. GDL agreed to have a debriefing session with Rachael after the camping season to determine what improvements can be made for next season. This was Peirce Hammond's last meeting on GDL. The Committee discussed possible options for selecting a new clerk. No decision was made on the matter, but the group agreed to hold a face-to-face meeting in early September to meet new GDL members and decide on a clerk. Steph Bean volunteered to coordinate this effort once the slate of candidates from the nominating committee was confirmed. Peirce Hammond expressed his gratitude to the group for its work and achievements for this year which was reciprocated by all.

Peirce Hammond, Clerk, for the Growing Diverse Leadership Committee of Baltimore Yearly Meeting, July 17, 2023

Indigenous Affairs Committee

The Baltimore Yearly Meeting Indian Affairs Committee was founded in 1795 with a concern for Native Justice and a desire to be fair in our dealings with Native Peoples. We have spent a lot of time this year answering questions about why we continue to use the outdated title of 'Indian'. This issue distracts people from paying attention to the issues that surround our government actions and Native Sovereignty. The committee has decided to adopt the name of BYM

Indigenous Affairs Committee. We hope we can continue educating the Yearly Meeting and Monthly Meetings on issues of concern at the State and Federal level. We have books, movies and people willing to visit and share our knowledge with those interested in what is going on in 'Indian Country'.

Review of activities: We invited Dr. Elizabeth Rule (Chickasaw) to speak to an Interest Group at last year's Annual Session. She spoke about a free app for a walking tour she had developed for her Native students at American University, pointing out Native historical sites in D.C. Dr. Rule plans to extend this activity to other cities and states and collaborated with Dr. Ashley Minner (Lumbee) who had already created a walking tour of historical sites in Upper Fells Point, Baltimore.

A Minute in Support of a Truth and Healing Commission on Indian Boarding School Policies in the United States: presented at the March 2022, Interim Meeting for approval, was adopted and is an ongoing issue for our committee. The planned commission will investigate the impacts and ongoing effects of the Indian Boarding School Policies on Native Peoples. Please contact your Senators and Representatives to support these bills:

HR 5444- <https://www.congress.gov/bill/117th-congress/house-bill/5444> and **S. 2907-** <https://www.congress.gov/bill/117th-congress/senate-bill/2907>

The National Native American Boarding School Healing Coalition states there were 16 Quaker run boarding schools. Researcher Paula Palmer has concluded Quakers “managed over 30 schools, ... during the nineteenth and early twentieth century”.

Our committee has worked on an explanation of our past actions followed by an apology and vision for future action, which will be posted on the BYM website, titled: ***Quaker Colonialism: Reflections on the Past and Actions for the Future.*** We thank Frances Schutz and Kimberly Benson for creating this document and amending it with input from the whole committee.

We at BYM may need to set aside money to hire someone to comb our records for data related to attendance records, (including discipline and deaths, tribal identity, etc). We have some material gleaned from Martha Claire Catlin's book, ***As They were led: Quakerly steps and missteps toward Native Justice 1795 –***

1940 and Pat Power's e-book: *Respect and Justice for Indigenous Peoples: A Quaker Advocacy Group's Experience Recounted 1941 – 2021*. These books are focused on committee minutes, not directly related to Yearly Meeting involvement by people who moved West from the BYM area. To our knowledge, BYM was not directly involved in any East Coast Schools, such as the Carlisle Industrial School in Pennsylvania, but there were Quaker teachers there. Friends and Meetings without direct involvement share complicity and culpability in the unfair treatment of Indigenous Peoples from the onslaught of immigrants invading their territory.

We sent \$400 from our historical fund to the Baltimore American Indian Center, \$200 to the American Indian Society of D.C. and \$200 to the Patawomeck Indian Tribe, in Virginia.

BUDGET -2024:

\$2000 - To hire Native researcher for regional/national data collection

\$2000 - Create slideshow for 1st Day/Adult Ed.

\$400 - Speaker for Annual session

\$400 - Printing of a few copies of Pat's ebook

\$200 - donation for Association on American Indian Affairs

\$5,000 Total (The 1st 2 items are two year projects)

Legislative updates: We were pleased that the Indian Child Welfare Act, ICWA, a gold standard of adoption regulations, was kept intact after a challenge to the Supreme Court from a white family that accused the law of being racially discriminatory.

The committee sent a letter to Representative Chris Van Hollen asking him to support the Indian Health Service becoming an organization that was treated in line with Medicare and the Veteran Affairs in the budgeting process.

Member Visits: Two of our members made visits to the Monacan Nations Museum in Amherst, VA. at different times. Both Frances Schutz, (Charlottesville) who visited with a group of First Day School students and adults and Mac Broussard, (Roanoke) who visited with his wife, commented on the warm reception they received. The Museum, though small, has several interesting artifacts, posters and events in the Nations' history displayed. The

Museum Director, Ms. Parrish shared personal stories of her upbringing and Native life in Virginia with the Broussards and the docents spoke of prejudice in school.

Sue Marcus (Alexandria) had a recent meeting with Anne Richardson, Chief of the Rappahannock tribe of Virginia in an effort to re-establish the tie our committee had in the past through our member Bob Rugg (deceased). Sue is also a member of the SAGE (Society of American Indian Employees Association) where she recently attended a conference in Tulsa, OK. working on support and partnerships with other government organizations that work with Native tribes and Nations.

Sue also helped lay flowers on Native graves at the Congressional Cemetery on Memorial Day, placed flowers on the graves at Carlisle Barracks, helped clean up the property of the American Indian Society of D.C. south of Fredericksburg and keeps track of our Native Legislative on the Hill.

She will be sorely

missed when her term is up next Annual Session.

Dan Cole (Frederick) works as a cartographer for the National Museum of Natural History. He has been helpful in scanning our documents to be shared with Swarthmore College.

Dellie James (Stony Run) has done two presentations to retirement centers that have requested someone to speak on Native issues. She continues to volunteer at the Baltimore American Indian Center in Upper Fells Point but is no longer on the Board.

Pat Powers (Sandy Spring) who has been instrumental in guiding our committee over the years, will be retiring after this Annual Session and will also be missed. She has agreed to keep in touch and mentor new/old, committee members.

Our committee met almost exclusively on line, meeting only in person at Annual Session last August. While this appears to work for people living far from each other, it leaves little chance to share personal insights in the work we are doing. We will encourage our members to meet in person this year in an effort to know each other better.

There is a quarterly on-line gathering of other Yearly Meetings around the country who reach out to share their activities in regard to Native issues, which has been interesting. Several of our members have been able to participate.

Our members are: Dan Cole, Co-clerk, Dellie James, Co-clerk, Sue Marcus, Frances Schutz, Pat Powers, Kimberly Benson, Sharon Stout, Abbey Compton, Normalee Fox and Mac Broussard

Interim Meeting

No report received due to Interim Clerk's illness.

Manual of Procedure Committee

See Minutes from Annual Session 2023

Miles White Beneficial Society

This was the second year the Miles White Beneficial Society of Baltimore City ("MWBS"), through its Board and two committees, administered its grant and scholarship award process in accordance with its new mission: to advance social justice in the city of Baltimore. We would like to thank Clinton Pettus for all the work he has done with respect to our strategic planning process. Clinton led the Board in its strategic planning efforts for over a year, much of which was performed even before he became a Board member. We are extremely grateful for his insights and assistance, which have been instrumental in getting us to our current strategic plan.

We would like to take this opportunity to once again thank Kathryn Pettus and Kathryn Munnell for their years of service to the organization. Both of these wonderful individuals stepped off the board in 2022. Kathryn Pettus served on the Education and Enrichment Committee for nine years, five of which she also served as our President. Kathryn Munnell served on both the Education and Enrichment Committee and the Health and Human Services Committee during her time on the Board. These two women were instrumental in bringing the MWBS to where it is today, and we continue to miss them.

In October 2022, we welcomed Clinton Pettus and Madeline Doll to our board and we are very excited to have them! These individuals have already contributed so much to the organization in just a few months of service. In addition to helping with the strategic planning efforts, Clinton also created a website (www.mileswhite.org) to describe the organization and advertise our grant and scholarship opportunities. In addition, he created new email accounts for us to use: info@mileswhite.org; scholarships@mileswhite.org; and grants@mileswhite.org. We greatly appreciate all of Clinton's efforts to update and streamline our application process and our communications. This year, grant and scholarship applications were accepted through Google forms, using links directly from the website. This new method was quite successful and while we have suggested changes for next year, overall we were very pleased with all of the updates to our grant and scholarship application process.

The other major change we made this year was to hire a part-time Executive Assistant for the first time. The MWBS's new mission, combined with the Board's desire to keep improving the organization's procedures and process, has increased the amount of work required by each Board member, many of whom have full-time jobs. In order to ease these time commitments and streamline the Board's work, we hired Erin Hall as our first Executive Assistant. Erin has been a huge help to us—organizing our Google files, drafting communications, streamlining our processes and generally keeping us organized. We are very appreciative of Erin's work.

This year, our grant and scholarship review process ended in May. We are awarding 36 grants and a total of \$149,000. These grants fall into three categories: Education and Enrichment grants, Health & Human Services grants and Innovation Grants. The MWBS, based upon the recommendation of the Education and Enrichment Committee, is awarding \$59,000 in total to 18 different organizations, all of which provide services to children or adults in Baltimore City. Based upon the recommendation of the Health & Human Services Committee, the MWBS is awarding \$85,000 in total to 17 different organizations, all of which provide health and human services to individuals living in Baltimore City. And finally, for the first time this year, the MWBS is awarding an Innovation Grant for \$5,000 to one organization that is creating a new approach to addressing social justice issues in Baltimore.

In addition to the grants, the MWBS, upon the recommendation of the Education and Enrichment Committee, is awarding \$60,000 in scholarship funds. This money is being distributed among 21 students, all of whom graduated from the Baltimore City Public Schools or attend BYM Monthly Meetings. The number of scholarships reflect an increase over last year among both the Quaker recipients and the Baltimore City Public School graduates. Last year we awarded scholarships to seven Quaker students and five Baltimore City Public School students. We credit this increase in numbers to our outreach efforts over the last year.

This has been a year of hard work and action—turning ideas the organization has had for a number of years into concrete changes.

Respectfully submitted,

Elizabeth Harlan, President

Ministry & Pastoral Care Committee

The Ministry and Pastoral Care Committee, according to the Baltimore Yearly Meeting Manual of Procedure, is concerned with deepening the spiritual life of Baltimore Yearly Meeting and of its constituent Local 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 Local Meetings as

they recognize, publicly affirm, and practically support those individuals who exercise their gifts in faithful ministry and service.

Below is a list of activities of the Ministry and Pastoral Care Committee this past year:

Anti-Racism Queries: The committee began each of its meetings by considering the Baltimore Yearly Meeting anti-racist queries.

Annual Session Preparation: The committee helped organize the 2023 Baltimore Yearly Meeting Annual Session. Specifically, we prepared the online and in-person retreat with Ken Stockbridge; the worship-sharing groups and Bible study; Friends holding the Annual Session events in the Light; the Memorial Service; and a Connecting Local Meetings workshop called “2022 Spiritual State of the Meeting Reflections: Nurturing welcoming and loving communities.” We helped write the 2023 Annual Session theme statement.

Spiritual State of the Meeting Report: The committee organized the 2022 Baltimore Yearly Meeting Spiritual State of the Yearly Meeting Report. We wrote the queries used by the Local Meetings; sent them out with instructions; and compiled the responses sent to us in the Spiritual State of the Meeting report for Annual Session. In this BYM SSOM report, we extended the scope of inquiry. We asked BYM committees, the camping program and researched Interim and Annual Session minutes to broaden the depth of the inquiry. Our attempt was to provide a more complete picture of the “spiritual state of the whole Yearly Meeting,” not the Monthly Meetings alone. Also, we created an Addendum to list the anti-racism efforts of Monthly Meetings along with descriptions of anti-racism work done by Working Groups, etc.

Anti-racism work: The M&PC committee heard a message from Global Majority Friends at the 2022 Annual Session that more work was needed to make sure all Friends feel that they belong at their local meetings and that Friends don’t look away from systemic racism that keeps the doors to opportunity closed for black and brown Americans.

We responded by seeing that anti-racism work has a spiritual nature that belongs under the care of Local Ministry Committees. We developed queries that Local Ministry Committees might use in this work. We held quarterly coffee hours to discuss the work with leaders of Local Meetings. This work is in its infancy and we expect to get feedback from Friends at the 2023 Annual Session that will help us plan our work into next year. One goal is for our committee to be a forum to

encourage meetings to try new things and not stand on the sidelines. We want to be a repository of good ideas to create more diverse blessed communities.

Friends Supporting Friends Working Group (formally Addressing Conflict Working Group): The committee worked closely with this group of Friends to establish our respective roles and also ways we may collaborate in addressing conflicts that arise in our Local Meetings and in Yearly Meeting. The name-change for this established Working Group was reported at the Interim Meeting in March.

Working Groups Liaisons and Young Adult Friends Liaison: The committee supported the Yearly Meeting Working Groups through our liaisons with Intervisitation; Pastoral Care; Spiritual Formation; End of Life Working Group; Friends Supporting Friends Working Group; the Women's Retreat Working Group; and the Working Group on Racism. We had a liaison to the Young Adult Friends. We heard annual reports from these groups.

Gathering for Listening Group: The committee, with Stewardship and Finance Committee, set up a joint intervisitation group to hold gatherings with regional groups of Local Meetings. We made available information about the Yearly Meeting, specifically about our two committee's roles, and also listened to the Local Meetings about their needs. Gatherings were held in southwestern VA in the Fall, and with Southern and Central VA groups in the Spring. Other gatherings included a mid-Virginia meeting...from Alexandria to Morgantown, WV, and a Chesapeake quarterly meeting held at Stony Run Friends Meeting in Baltimore.

Coffee Hours: The committee held online forums for Local Meeting Ministry and Counsel Committee members to share their concerns. These were held quarterly. In November of last year, we had a Coffee Hour as part of an ongoing dialogue with the Global Majority Caucus. We had another one on February 6th of this year about the spirituality of being and becoming an anti-racist faith community. We concluded, in part, that local ministry committees have a role to play in this endeavor.

Ministry and Pastoral Care Committee Workshops/Retreats: At last year's Annual Session, we sponsored a workshop on "standing in the way," which was led by Ken Stockbridge. M&PC's February retreat was led by Heather Sowers on Quaker Stuck-Spots: how Friends can respond with Love instead of reacting from fear. Her co-facilitator was Shelly Slyker; Shelly led us in Mindful Movements. Both experiences were enriching.

During the 2023 Annual Session, we will lead a workshop on “2022 Spiritual State of the Meeting Reflections: Nurturing, Welcoming, and Loving Communities.”

Looking Forward-The committee has discussed these concerns during the past year: anti-racism issues; embraced ministry; bringing more of the Spirit into our Meetings for Business; the notion of “standing in the way”; and the role of the Ministry and Pastoral Care Committee at the Meetings for Business during Interim Meeting and Annual Session. We hope to continue those discussions in the coming year.

Nominating Committee

Our committee is responsible for nominating members to 18 Yearly Meeting standing committees, as well as representatives to 15 outside organizations and corporations. An average of 220 individuals out of over 3,500 members, as well as many more attenders, across the Yearly Meeting participate in committee work annually. Since most serve three-year terms, we need to find more than 70 individuals each year willing to accept appointment or reappointment in service to BYM, and this is a very big job.

In addition to the annual tasks of the committee, we undertook in late 2022 a deep and thoughtful process to bring forward the names of those who could act as representatives to BYM at the Friends United Meeting Triennial in Kenya, all of whom were approved by the Interim Meeting in January of 2023. We hope that BYM’s representatives will be able to share from this experience with the Yearly Meeting. Continuing to utilize videoconferencing to meet monthly, providing easier participation access to our time and/or distance-limited members, greatly helped our process in this instance as well as for our regular committee work.

Our work is to invite F/friends into opportunities for service to Baltimore Yearly Meeting (BYM). Our purpose is not just to find the volunteers needed to carry out the work of the Yearly Meeting, but to recognize and nurture the gifts and leadings of individual Friends, and to strengthen ties between the Yearly Meeting and its worshipping communities. We reach out to all our local meetings, and work to bring forward names of those who have not served before. Our attention is often on ensuring the nomination of some F/friends from small and isolated meetings, Young Friends/Adults, LGBTQIA+ Friends, Friends with disabilities, or

those who have multiple identities which are currently less represented in our Yearly Meeting committees.

We always begin our committee meetings by reading and reflecting on the queries in BYM's declaration as an anti-racist faith organization. We continue to reach out to more Global Majority/BIPOC Friends to explore with them how their gifts, experience and skills might be suited to committee work, and how their perspectives make that work more whole. We would be glad to continue to have the names of Global Majority Friends brought to our attention.

During the 2022-23 nominating cycle, we have found that many people are not ready or able to join the work of committees at present. While the Nominating Committee does the work of opening doors to committee involvement and inviting Friends in, it is the role of individuals to choose with integrity whether they will enter the rooms or not. Additionally, it is the role of all committees and our entire Yearly Meeting body to create rooms that are safe and welcoming, and to honor all Friends' genuine presence.

Karie Firoozmand & Chip Tucker, co-clerks
5th Month 2023

Peace & Social Concerns Committee

The main project of the Peace and Social Concerns Committee this year was our **Networking Day**, held April 15 at Friends Meeting of Washington. Despite the dreary rain of the day, the event was attended (in person or via zoom) by 40 Friends from numerous monthly meetings.

Our keynote speaker, Lauren Brownlee, began the program with a panel of young Friends on "The Power of Intergenerational Peacebuilding." Lauren, a former principal of Carolina Friends School, is FCNL's inaugural Associate General Secretary for Community and Culture. Following her presentation, there were two sets of two workshops each on Restorative justice, Climate Change, Reproductive justice, and our Peace testimony. Continental breakfast and lunch were provided.

Evaluations contained many positive comments, especially about the opportunity to talk with Friends from differing monthly meetings.

In other actions, PSC was tasked with finding a new liaison to IAHR (Interfaith Alliance for Justice Reform) which concerns itself with humane and just treatment

of persons incarcerated and after their release. Barbara Bezdek agreed to take on this role with support from outgoing liaison Suzanne O’Hatnick.

Several working groups under the care of PSC have been active during the year: Reproductive Justice, War and Militarism, and Quaker Voice of Maryland.

Reproductive Justice: In addition to its information-rich workshop on many states’ intensifying efforts to restrict reproductive rights, the WG sent a statement to FCNL as part of its public discernment process, including the 3 minutes that BYM has passed over the years.

War & Militarism: The working group advanced BYM Friends’ engagement with the voyage of The Golden Rule and its witness with a concern for nuclear weapons intersecting with climate change, and holds a monthly discussion group to assess the issue and develop a path of action.

Quaker Voice of Maryland remains small yet mightily active consulting with Monthly Meetings and lifting up Quaker concerns on selected Maryland legislation.

The following appendices provide fuller accounts by these working groups

Respectfully submitted by Annette Breiling, clerk, and Barbara Bezdek, recording clerk

Additional active members and participants of the PSC have been Richard Capron, Phil Caroom, Tamina Chowdury, Bob Rhudy, and Suzanne O’Hatnick.

Program Committee

No report received - 2023

Religious Education Committee

No report received - 2023

Search Committee

The Search Committee is responsible for finding people to serve as officers of Baltimore Yearly Meeting, Interim Meeting and as members of Supervisory and Nominating Committees.

The Committee takes into account many factors, including race, age, and experience in BYM. For the Nominating Committee, it is also necessary to have individuals from the different areas of the Yearly Meeting. And this year, it has been impossible to find someone from Virginia to serve.

The Search Committee has been functioning all year with 4 members, rather than 6, and one of these finishes their term this year. (Friends may volunteer to the Naming Committee.)

As we prepare this report the committee has met virtually many times since last Annual Session and since there are still positions to fill, will likely meet again before Annual Session and possibly also during Annual Session. We have enjoyed having a committee with diverse ages, but would welcome new members.

Stewardship & Finance Committee

No report received - 2023

Sue Thomas Turner Quaker Education Fund

In 2023 the Sue Thomas Turner Quaker Education Fund received 14 requests from schools for a total of \$18,550. The committee carefully considered the requests and distributed \$12,000 in 11 full or partial grants for uses consistent with the purpose of the fund. The recipients were:

Friends Meeting School, MD	\$1,500	Networking with other Friends Schools; 2 teachers to ENTQ
Friends School Atlanta, GA	\$750	FCE Institute for Engaging Leadership in Friends Schools participation
Friends School Minnesota, MN	\$1,350	Two new faculty members to ENTQ (includes some travel)
Friends School Mullica Hill, NJ	\$900	Two new faculty members to ENTQ
Friends School of Portland, ME	\$1,200	Compiling & printing a testimonies booklet
Lancaster Friends School, PA	\$1,200	FCE Quaker Decision-Making Workshop, gr. 5-8; FCE Quaker Philosophy of Education for staff

Lansdowne Friends School, PA	\$1,200	Two-five new faculty members to ENTQ; Quaker books for lending library for teachers
Oakwood Friends School, NY	\$500	FCE Quakerism & Quaker Education: A Conversation for Parents
Plymouth Meeting Friends Sch, PA	\$1,500	Trainers & consultants to educate fac, staff, admin & Sch Committee in Quakerism & Pedagogy
State College Friends School, PA	\$900	Two new faculty members to ENTQ
West Chester Friends School, PA	\$1,000	Faith & Play stories; <i>Paths to Quaker Parenting: Using Quaker Beliefs, Testimonies, & Practices</i>

The committee will meet in March 2024 to consider requests. **Request deadline will be MARCH 1, 2024. Emailed requests are preferred, paper are also accepted. Please do not apply for purposes that occur before mid-May so you can be sure to receive grant funding in time.**

Rosalind Zuses, Clerk

Description of Sue Thomas Turner Quaker Education Fund

The Sue Thomas Turner Quaker Education Fund was established in Baltimore Yearly Meeting in 1996 in recognition of Sue Thomas Turner's long support of Quaker education, and Quaker values in public education. Its purpose is to:

- v support the understanding and use of Quaker faith and practice in school communities
- v support the developments of lives lived in the Spirit of Friends by members of school communities

School community members include students, staff, faculty, administration, Trustees, and parents.

The Fund is targeted for, but not limited to, Friends schools under the care of a Friends Meeting.

The purpose of Fund grants is to help pay for:

- v materials, lectures and consultants, workshops and retreats, programs and activities to be brought into a school which explain Quaker faith and practice to members of the school communities
- v individuals or groups from a school community to attend workshops, classes or retreats on Quaker faith and practice
- v the creation and distribution of materials related to Quaker faith and practice by members of a school community

The funds are limited to uses that are in addition to those already funded by a school or school committee budget, or to augment existing funds for a use that exceeds ordinary funding.

Applications from schools, committees, Friends' Meetings, Friends organizations, or individuals must be received by March 1. The Committee meets once a year and awards grants in April.

Supervisory Committee

See Interim Meeting Minutes (Spring/March 2023)

Trustees Committee

Summary: The Trustees carry out the legal responsibilities of Baltimore Yearly Meeting (BYM). Our responsibilities include overseeing BYM's financial health and resources and administering BYM's fiduciary obligation to preserve and grow BYM's assets. We invest in a portfolio of marketable securities that reflect the Spirit-led interests of the Yearly Meeting. We oversee the audit of our financial statements and monitor our insurance needs and policies. The Trustees are guided by the testimonies of the Religious Society of Friends.

The Trustees' Annual Report covers the 2023 Program Year from last year's Annual Sessions to the 2023 Annual Session. During the year, BYM has embarked on a strategic assessment of opportunities and resources. Staff has been repositioning for our camping and other programs. We believe this will continue to strengthen relationships within the BYM community.

The Trustees of BYM believe the Yearly Meeting is in good financial condition. Reduced political instability and a strengthening stock market have stabilized the value of BYM's investment portfolio. Our monthly meetings and membership continue their generous financial support for BYM's programs. The Yearly Meeting has the leadership and financial resources to undertake the

important work ahead of us. Improved reporting for the camps and other programs will simplify the audit process. BYM's repricing of fees also will allow for greater participation by and equity for attendees at BYM's events.

The Trustees have successfully completed negotiating a 40-year lease agreement with the Rolling Ridge Conservancy to move the BYM camp from the Opequon site to a new site on the Rolling Ridge property in West Virginia. The lease agreement was executed on July 28 and will go into effect on August 14, just after the end of this year's Annual Session.

Members: Two BYM officers serve ex-officio on the Trustees - Steph Bean (Presiding Clerk) and Jim Riley (Treasurer). Seven other Trustees were nominated and approved by the BYM membership - Marion Ballard (Bethesda), Dante Bucci (FMW), Tom Farquhar (Sandy Spring), Rich Liversidge (Sandy Spring), Byron Sandford (FMW), Katy Schutz (Charlottesville), and Rich Thayer (Stony Run). Rich Liversidge serves as Clerk of the Trustees and Dante Bucci is the Recording Clerk. Marion Ballard is Clerk of our Investment Committee. We still meet via Zoom, now once every other month. Our meetings are reduced from 2021 and 2022, reflecting our view that BYM is in good financial condition with good program management.

Byron Sandford and Katy Schutz are stepping down from the Trustees, and we will miss them. But this also is an opportunity for others to step forward and serve BYM in the role.

Financial Condition of BYM: A core responsibility of the Trustees is monitoring the Yearly Meeting's financial condition. BYM's financial condition is strong, as reflected in our year-end financial statements. A strong financial base means the Yearly Meeting can continue its program restructuring and building for the future. In recent years, the generosity of Camping Program supporters and grant support from Federal and County governments have helped us weather setbacks during the Covid lockdown and recovery. More recently, a restructuring of fee structures for the Camping Program and Annual Sessions has supported increased participation while covering costs.

BYM's Investment Portfolio: The Investment Committee of the Trustees oversees BYM's investments in a balanced fund of the Friends Fiduciary Corporation (FFC) (75%) and a specifically structured portfolios of mutual funds managed by Morgan Stanley Wealth Management (MSWM) (25%). The Morgan Stanley mutual funds provide a mix of large-cap, small-cap, emerging markets, and international investments. Both investment managers follow Socially Responsible Investment (SRI) and Environmental, Social and Governmental (ESG) procedures. BYM's own Investment Policy Statement was updated in 2021.

BYM’s investment portfolio has recovered from reduced market values in mid-2020 (during the Covid lockdown). Price volatility returned during the spring of 2023 with greater political instability. These are the market values of BYM’s total portfolio at recent points in time:

·	June 30, 2023 -	\$2.0 million
·	June 30, 2022 -	\$1.8 million
·	June 30, 2021 -	\$1.8 million
·	June 30, 2020 -	\$1.3 million

BYM’s Reserves: The Trustees monitor BYM’s Unrestricted Reserves to assure the availability of funds for program purposes. This helps protect the Yearly Meeting’s financial condition. We set aside an amount equal to 25% of BYM’s budgeted operating costs for various contingencies, such as drops in reductions in program revenues, investment market values, and unforeseen risks. The 2023 Reserves holdback was \$623,517. The projected 2024 holdback, based on the proposed 2024 operating budget, will be \$ 792,900.

Audit of BYM’s Financial Statements: Our auditors are expected to complete their audit of BYM’s financial statements soon. When final, the audit will be included in BYM’s Yearbook.

Insurance Coverage. The Trustees and the General Secretary periodically review the insurances carried by BYM for its assets, staff, and programs. This is addressed periodically.

Youth Safety Policy (YSP): The Youth Safety Policy Working Group is under the care of the Trustees. The Working Group continues to season broadening the scope of BYM’s youth safety policy to include any intentional emotional, physical, or sexual abuse of our youth. When ready, recommendations are brought forward to the Trustees, and then to the Yearly Meeting.

Friends Burial Grounds: Trustee Tom Farquhar has continued the work of identifying and tending burial ground properties under our care. Ownership of many reverted to BYM when meetings were laid down. Progress continues for several of these properties as the maintenance and repair needs and the clarity of ownership are addressed.

Liaison Activities: Trustees liaise with certain other committees. These include the Camp Property (Katy Schutz) and Development (Marion Ballard) Committees.

As of July 28, 2023

Unity with Nature Committee

No report received - 2022, 2023

Young Adult Friends Committee

Inactive - 2022, 2023

Youth Programs Committee

See Interim Meeting Minutes (Spring/March 2023)

Annual Reports of Working Groups

End of Life Working Group

The primary focus for the working group this year has been writing the book *A Tender Time: Quaker Voices on the End of Life*. This book is about pastoral care that speaks to the needs of aging Friends, those living with chronic illnesses or terminal diseases, caregivers, and those grieving our losses. It compiles research from Meetings and Yearly Meetings in this country and abroad. It reviews both historical and contemporary practices of Friends that support and nurture families during this tender time. It also addresses legal issues for Friends in all 5 jurisdictions within BYM. It offers many Quaker voices, personal insights, and difficult experiences when the loving ways Friends have compassionately held others in the Light. Writing this book has been a collaborative and spirit led process that has touched the hearts of all involved.

Perhaps this excerpt from the introduction will explain the book best:

“We all eventually face that tender time when we come to grips with mortality. Why do we call it tender? The end of life is a time when you are exposed and newly vulnerable—as a green shoot is tender; but given forthright, gentle handling, you can open to growth. This is a time when you can feel wounded and sensitive to touch—as a surgical site is tender; but given enough Light, your spirit heals. And this is a time that tests and confirms personal and corporate resolve to love one another tenderly, to become tenders of one another.

“Tender comes from a root that means “to stretch,” and this final stretch of life will surely stretch you. Whether mortality creeps up in slow aging or rips the rug out from under you, this time calls for steady faith and loving accompaniment.

“Let us walk with you in this time. Death is not the enemy of life, nor the end of love; it can be a culmination and fulfillment of both. We want you to have the practical tools and spiritual supports you need, to walk your path with confidence and grace. You can approach every step—emotional, practical, and legal—as an expression of Spirit.”

Our book is expected to be out by the end of 2022, and will be distributed to all BYM monthly meetings. Negotiations with Pendle Hill are underway for publication and future workshops. Last year, the Friends Foundation on Aging provided a grant of \$10,000 to make it available to all yearly meetings and all Quaker retirement communities in this country. New York Yearly Meeting wants to distribute it to all of its monthly meetings too, as a companion guide to their workbook that focuses on advanced medical directives and Quaker testimonies.

Most of our educational outreach has taken a backseat to the production of this book. At Annual Sessions 2022, we sponsored 2 workshops and have 3 planned for Annual Sessions 2023. We provided adult RE sessions at Sandy Spring and at Hopewell Centre, and participated in a seminar on green burials at Friends House. There are more activities at various meetings planned in the Fall 2023.

The working group includes Lisa Allen (Midlothian), Julie Courtwright (Alexandria), Patricia LaNoue (Stony Run), Dave Morrison (Lancaster/PYM), Patti Nesbitt (Sandy Spring), Bob Rhudy (Patapsco), Margie Riley (Hopewell Centre), John Surr (Charlottesville), and Kristin Zimet (Hopewell Centre.) We particularly want to give a shout out to Kristin Zimet whose gifts of poetic words and compassionate caregiving have helped our book come alive and speak to the heart. Special thanks also go to John Surr who suggested we revise the 2018 Langley Hill workbook on preparing for death, and has steadfastly insisted that we do it right. All of the EOLWG members have years of experience with the issues of caring for people at the end of life and remain willing to respond to individual or Meeting requests as needed.

Patti Nesbitt, clerk
End of Life Working Group

Friends Supporting Friends in Conflict Working Group

The Friends Supporting Friends in Conflict Working Group's creation was approved by BYM in early Fall 2022. Its members are Ramona Buck and Bob Rhudy, co-clerks; and Martha Baer, Jan Caughlan, Joan Liversidge, Greg Robb and Rich Thayer. Clinton Pettus has been on the Working Group for several months until recently and we appreciate his contributions to our mediation/facilitation training (below) and formation. Our mission is to provide services to meetings,

individuals, and entities within BYM seeking assistance with conflicts and other problems.

The Working Group has developed protocols for reviewing, conducting intake and accepting requests for services within and for assigning service work to qualified Working Group providers.

During February 10-February 26, Working Group members Ramona Buck, Clinton Pettus and Bob Rhudy provided a 25-hour Quaker mediation/facilitation training, attended in entirety by eight Friends with some prior such or related experiences, as well as several others who were able to attend part of the training. The Working Group provided certificates to persons who completed the training. As a result of the training, we currently have 14 persons in our service provider directory.

We are currently plan to provide periodic meetings of our directory members to review ongoing activities, services, and other matters. We will likely provide another mediation/facilitation training in the coming year. We also plan to shortly make available information throughout BYM describing our services and protocols, includes a bibliography from our training and regarding Quaker conflict resolution and facilitation and other matters. We will provide a workshop at BYM's 2023 Annual Session on our services, and other workshops around BYM in the coming year.

Persons requesting our services or further information should contact co-clerks Ramona Buck or Bob Rhudy.

Ramona Buck & Bob Rhudy, co-clerks

Intervisitation Working Group

No report received - 2022, 2023

Quaker Voices of Maryland

Quaker Voice of Maryland is a working group under the care of the Baltimore Yearly Meeting of Friends. Our purpose is to advocate for laws and policies in Maryland that are just, compassionate, equitable, and respectful of the inherent

worth of every person and the Earth upon which we live. We are nonpartisan. Each legislative term, we choose a few pieces of legislation for each of the major topics of interest to Friends. This past year the three priorities were as follows:

- Climate Change - *Supported 3 bills*
- Criminal Justice Reform - *Supported 3 bills*
- Civil Rights - *Supported 2 bills*

As always, we used a combination of education, lobbying, and respectful activism to influence the policy positions of elected and appointed officials, regardless of party affiliation. For a report on each of our priorities in 2023, please see the attachment (“Quaker Voice 2023, End of Legislative Session Update”) below.

The clerk of the working group had the privilege to provide updates on the legislative priorities to the following Friends during 2023:

- Feb. 12, 2023 - Chesapeake Quarterly Meeting
- April 15, 2023 - BYM Peace and Social Concerns Networking Day
- June 11, 2023 - Chesapeake Quarterly Meeting

If you or your Meeting would like a briefing during the next Maryland legislative session, please get in touch with the clerk or any member of the working group.

Our greatest challenge, which limits our ability to act, is recruiting active working group members. Ideally, we would have several Friends representing a variety of geographical locations across Maryland. In short, we can do more if we have the human and financial support needed to educate, lobby, and advocate. Currently we have no financial budget, but we do maintain a website that has a \$15 annual fee which is covered by donations.

Looking forward, we are actively seeking opportunities to connect with Quaker working groups, committees, etc. so we can be lifting each other’s efforts during the 2024 legislative session.

Friends who have supported the working group over the past several months are as follows:

Phil Caroom (Annapolis)	Pierce Hammond
Dona Source (Third Haven)	Barbara Bezdek
Molly Finch, Clerk	(Homewood)
Clinton Pettus (Stony Run, Third Haven)	Erinn Camp Mansour
Annette Breiling (Frederick)	Molly Mitchell
	(Homewood)

Attachment: Quaker Voice 2023, End of Legislative Session Update:
(<http://bitly.ws/P5wF>)

Prepared by working group clerk Molly Finch

Reparations Action Working Group

We began our year feeling encouraged by the support from Friends expressed during our presentation to Annual Session business meeting. At Annual Session 2022, we connected with Friends during an in-person workshop that we facilitated that focused on local Quaker history and the importance of knowing our history as a religious group. Our history of being both people who enslaved others and abolitionists who fought against slavery occurred in towns and Monthly Meetings throughout the BYM area. In our anniversary year, we affirmed that acknowledging our history and accepting its truth is crucial to our identity and faith as Friends. We then built on this idea of “truthtelling” to include both historical and modern events, a term that Harold Weaver uses to describe the practice of making sure that all information conveyed within and beyond our Meetings is accurate, both including all that should be included and stating honestly what is stated. Acknowledgement of history is a key step in the process of reparations because it makes reparative work possible.

Our working group meets each month, and we find these meetings to be Spirit filled as we seek to really comprehend complicated and painful parts of our history, and also work with genuine hopefulness to seek ways to address the harm that racist policies and actions have brought to so many people. Truth and hope are much clearer when we hold all of this in the Light of the Spirit, together. We coordinate our work with the Growing Diverse Leadership Committee, RAWG’s supporting committee, and with the Working Group on Racism. We three groups have close connections with one another and support one another’s initiatives.

In the fall, after Annual Session, RAWG meetings included listening to Global Majority Friends share their experiences while participating in the business meetings of Annual Session. We listened to Global Majority Friends talk about feeling hurt in a place meant for love and worship and friendship. We took in these words and sought ways to support relationships within BYM. In the fall we participated in the planning of and then attended the programmed meeting for worship, “Rising from the Ashes.” This four hour worship served as a way for

African American Friends to communicate to all Friends not only the pain that has been suffered, but also the hope and strength that has also always existed, which can bring change and healing. This worship was a time of truth-telling in rich, worshipful ways.

Also in the fall, Global Majority Friends asked White Friends of BYM to write statements of complicity that show that they understand their own participation in White Supremacy culture. We heard this as an important and urgent request. White members of RAWG wrote these statements and found the process very meaningful. Some of the complicity statements were shared during the “Rising from the Ashes” meeting for worship. Acknowledging one’s complicity in our racist society is a necessary step in the process of reparative justice. Complicity statements can be found at xxxx

RAWG sponsored two events this year to bring basic information about reparative justice to BYM Friends and offer ways that everyone can be involved in reparative justice work. In October, RAWG hosted a workshop on Mutual Aid, led by Rashid Darden. Rashid gave us the history of groups and organizations that focus on helping their members through a process that is not charity, which denotes inequality, but instead is mutual help among equals. Rashid told us that this kind of support was once very common, but has fallen away in more recent decades. Sharing resources with others in our community through mutual aid involves relationships of equity and respect, and is at the heart of the work of reparations because it has the power to build a more equitable world socially and economically.

In April, RAWG presented a workshop on reparations that was part of the Networking Day of the BYM Peace and Social Concerns Committee in April. The workshop focused on what reparations can mean for Friends. There are different ways we can go about this work, and different paths were discussed. We also talked about the necessity of preparing our own minds and hearts so that we can embody the logic and urgency of retrospective justice and reparative action in all that we do.

One of our goals was not reachable this year, and so we have plans for approaching this goal differently in the future. RAWG is eager to begin now to offer material support to those suffering the impact of racism so that someone now can benefit, even in small ways and we begin to make places in our social

and economic structures that are empowering to people of color. Since this cannot be done through BYM officially right now, we are planning to establish a fund for retrospective justice and reparative actions. This fund will give BYM Friends, and perhaps Friends everywhere, a place to share their financial and other resources that will in tangible, immediate ways bring support to individuals who have been harmed by racism, and support organizations who address harms of racism directly. This year we learned more about how to establish such a fund, made decisions about some of the parameters of such a fund, and clarified the purpose. In fall 2023, we plan to bring together a wider group of Friends who have given much thought to reparations and who can help us further clarify how to envision this fund. We plan to have this on its way by the end of 2023.

Another goal we only partially reached this year was supporting the relationships between Global Majority and White Friends. In informal ways we reached out and sought to foster needed conversations, but we would like to find ways to better support these kinds of conversations that promote equitable communications and mutual understanding. We believe that Friends of all backgrounds are meant to be Friends and friends together. With our many experiences, perspectives and understandings, we can together find the truth, the courage, and vision to bring repair and peace to our own faith community and to the world.

Right Relationship with Animals Working Group

BYM's Right Relationship with Animals Working Group has had an eventful year, in part because our mission--to achieve a peaceful relationship between humans and animalkind--intersects with other important concerns, including wanting to make right--

1. the grossly inequitable consumption of world resources
2. the wrongs imposed on our natural environment
3. the damage the Standard American Diet inflicts on human health.

Last August at Annual Session 2022, we presented our first *Vegannual Challenge* to BYM, making us grateful for the work of Hood College's skilled culinary team and for the participation of more than seventy-five Friends, who either ate plant-based meals for some or all of the week, or just gave them a try. We were cheered by spontaneous conversations with Friends at the Vegan Help Desk (kiosk) in Hood's dining hall, which were helped along by the cartoons about

veganism decorating the space. Also during Annual Session, our Working Group's vegan cookie ministry sweetened breaks during Meetings for Business.

As the winter holidays approached, we utilized BYM's website to issue tips for creating easy, delicious, plant-based holiday meals, with an emphasis on using animal-free ingredients to make the comfort foods that traditionally mark these occasions.

In January 2023, with the help of a few, non-yet-vegan-but-peace-oriented Friends, from Deer Creek and Menallen, who facilitated our conversations, we hosted our own version of *"Veganuary, the No-Pressure BYM Edition."* Similar to Dry January, in which participants abstain from alcohol for the first month of the year, Veganuary participants make a concerted effort to rid their diet of foods derived from animals. Approximately twenty Friends informed our weekly Zoom sessions, when we shared inspirations, easy recipes, and resources, while helping newcomers work through the challenges of resisting destructive cultural norms. Others participated from a distance by joining our mailing list and reading weekly posts.

On February 1, 2023, we joined a group of like-minded Unitarian Universalists to host a stimulating webinar by Dan Jasper titled, *"You are what you eat: how our food can help build a more peaceful, livable planet."* Jasper is currently the Policy Advisor for Project Drawdown, where he works on multidisciplinary solutions for climate change and poverty alleviation, particularly in South Asia and Sub-Saharan Africa. Prior to that, he worked for the American Friends Service Committee, advocating for peace with an emphasis on the U.S.'s relationships with North Korea and China. In his talk, a call to action, Jasper drew connections between large-scale animal agriculture and environmental devastation, world hunger, and racism, cautioning his audience that hope is not an action plan. Instead, we need to understand how power works.

Inspired by the popularity, and conversations had, during last year's Vegannual Challenge, coupled with this year's Veganuary Zoom gatherings, the Right Relationship with Animals Working Group invites Friends' voluntary participation in *Vegannual Challenge 2023*. Please join us in drawing on the testimonies of Peace, Stewardship, Simplicity, and Equality, and give plant-based foods a try in the interest of creating a better world and promising futures for all.

Submitted by Dayna Baily and Margaret Fisher, Co-Clerks

Spiritual Formation Program Working Group

No report received - 2023

Women's Retreat Working Group

On Saturday, Oct 8, over 45 women from at least 13 Meetings attended the 2022 Baltimore Yearly Meeting's Women Retreat at Adelphi Meeting. Twenty-three attended in person and at least 22 attended via Zoom. This year's working group and default planning committee composed of Inga Erickson (Herndon), Jodi Rose (Herndon), Cameron Hughes (Goose Creek) and Carol Seddon (Stony Run).

The Working group met several times over the year to determine how to move the Women's retreat forward. We still have a deposit at Pearlstone Conference center and began our discussions with determining if this was the year to go back to in person gatherings. The committee decided that a large in person gathering in the winter was still too risky given COVID. Pearlstone has stated that they are not willing to refund our deposit, but are willing to hold it indefinitely as we hope to meet again in person at some point. We also recognize that we are not a planning group for the retreat and to return to a large in-person gathering would take someone else taking up that charge. After committee discussions and a small survey of women from our own meetings and past participants, we gathered that the desire to be together is strong and finding a way to gather in person would be preferable to simply having a Zoom gathering.

This group was willing to plan a one day event and Adelphi was willing to host. We chose a day in the fall so that being outside would be an option if COVID was problematic at that time. The retreat was held and the day consisted of Singing, Meeting for Worship, Business Meeting, Worship sharing, workshops and a talent show. Thankfully, Adelphi women stepped in to take the helm to plan next year's retreat.

The working group will continue its charge as oversight for the Women's Retreat as a whole. We are grateful to BYM office support for promotion and registration of this year's event. We intend to donate \$200 to Adelphi Meeting with gratitude for providing space; we are also grateful to Adelphi women for taking up the charge to plan next year's event.

The BYM Women’s Retreat Working Group will continue with Inga Erickson, Carol Seddon, Cameron Hughes, and Stacey LaRoy (Herndon).

Respectfully submitted,

BYM Women’s Retreat Working Group

October 15, 2022

Working Group on Civil & Human Rights of

Transgender and Non-Binary People

No report received - 2022, 2023

Working Group on Firearms

No report received-2022, 2023

Working Group on Militarism & War

“The original purpose for this Working Group, formed in September 2021, was that its activities include study, action, advocacy, and collaborative work through coalitions with other faith, community, and peace groups. Group members agreed to prioritize concerns related to military spending and nuclear weapons, plus other issues as they emerge or as people feel led.

“A key goal for this Working Group is to engage more people, both in Monthly Meetings and in our communities, in the work for peace.” (from the Annual Report 2022)

Activities during the 2022-2023 year have included:

1. Presentation of a power-point slide show on nuclear weapons by Jean Athey at Sandy Spring MM.
2. A day-long planning retreat at Frederick MM.
3. Motivating the passage of the “Back from the Brink” resolution, calling for the elimination of nuclear weapons, by the Frederick (MD) City Council.
4. A reading group on “The Voyage of the Golden Rule: and Experiment with the Truth,” by Quaker Albert Bigelow.

5. Supporting the conscientious objector workshop, led by Phil Caroom, during March and April.
6. Continuing participation in the “Roses to Embassies” project in Washington, DC, thanking countries which have signed the Treaty for the Prohibition of Nuclear Weapons.
7. Participation in the BYM Networking day in April at Friends Meeting of Washington. Jean Athey and representatives of the Golden Rule reported on the sailing tour to abolish nuclear weapons.
8. Throughout the past year individual members of the Working Group participated in various actions to promote global peace.

Special thanks to Jean Athey for her leadership over the past two years. Jean has decided to step down, but the Working Group plans to continue as Stan Becker and Richard Capron have assumed the role of co-clerks. If you would like to participate in the Working Group, please contact Stan Becker (sbecker2@jhu.edu) or Richard Capron (capronphd@hotmail.com)

Submitted by Stan Becker

Working Group on Racism

Major activities

Two years ago, the Working Group on Racism recommended that the Yearly Meeting hire a consultant to conduct an antiracism audit of BYM. A group of Friends in BYM leadership positions asked the Interim Meeting in March 2022 to approve requesting proposals from potential consultants to do that audit. The Interim Meeting decided to lay over that request while Friends explored whether the work could be done without hiring a consultant. That exploration led to the development of an “antiracism roadmap,” which was presented to Interim Meeting in March 2023. The group that developed that roadmap is now working on an effort to listen to the thoughts of BYM Friends about using the roadmap to guide their antiracism work in lieu of an audit by consultants.

Throughout 2022 the WGR sponsored the One Book Project encouraging BYM Friends to read and discuss *Caste: The Origins of our Discontents* by Isabel Wilkerson. WGR Friends Kris Loken, Barbara Bezdek, Peirce Hammond, and Ellen Cronin organized the *Caste* Online Reading Group. Fifty-eight Friends from around the Yearly Meeting registered for the sessions that were held on a mostly biweekly basis from September to December 2022.

Several WGR Friends helped design, organize, and contribute to an online programmed Meeting for Worship with a Concern for the Impact of Slavery in March 2022. About 70 Friends attended on Zoom.

During Annual Session several Friends of Color over several days gave clear messages about White Friends' lack of movement to dismantle the racism within BYM causing them harm. The BYM Presiding Clerk called a Programmed Interim Meeting entitled "Rising from the Ashes" on December 3, 2022, at Stony Run Friends Meeting. During that Meeting several Friends of Color gave powerfully moving vocal ministry. Another component of that event was the posting and reading of testimonies of complicity in racism from White Friends, including several WGR members. About 50 Friends attended the Meeting for Worship in the Stony Run Meetinghouse while around 100 Friends attended online. WGR members Barbara Bezdek and Marcy Seitel are conducting a follow-up program to help more Friends write their own testimonies.

Powell House of New York Yearly Meeting asked BYM Friends to contribute one thousand dollars so that it would not have to charge people who attended BYM STRIDE Coordinator Khalila Lomax's presentation on "Equality." The Growing Diverse Leadership Committee (GDL) and the WGR successfully raised the funds to make that presentation free for everyone.

The Working Group developed a statement entitled, **"Why Should White BYM Friends Do the Hard Work of Overcoming Their Racism?"** That statement is posted on the BYM website.

The Working Group regrets the loss of its sole member of color and is reflecting on that loss.

The Yearly Meeting allocated \$20,000 in its 2023 budget to the WGR for antiracism training and racial trauma healing. Of that amount the WGR has allocated \$10,000 for racial trauma healing work and the other \$10,000 for antiracism training. The BYM Global Majority Caucus is designing racial trauma healing work, which will begin with a workshop in late July 2023. Individual Global Majority Friends will then be supported financially in participating in racial trauma healing work that meets their individual needs. Five organizations responded to the WGR request for proposals for antiracism training. The Working Group selected Crossroads Antiracism Organizing and Training to do that work. Crossroads is scheduled to have sessions for BYM on September 16 and October 14, 2023.

The 2022 BYM Annual Session Workshops

The Working Group sponsored three workshops for the 2022 Annual Session. One workshop facilitated by Peirce Hammond and David Etheridge was a “Connecting Local Meetings” session on efforts to lower racial barriers in local Meetings. Another workshop facilitated by Sabrina McCarthy and David Etheridge was entitled “Quaker Response to Enslavement in BYM Territory.” The third workshop, facilitated by several members of the Working Group, invited Friends who have read or are reading *Caste* to share their experiences and ways they may feel stuck.

Change Groups and Related Activities

Much of the Working Group’s focus has been on encouraging and supporting racial justice Change Groups within local Meetings. Some Meetings have established or are working on establishing formal Change Groups. That process itself has occasioned a focus on racial dynamics within those local Meetings. Other Meetings have done racial justice work without forming a Change Group. The WGR serves as a clearinghouse, soliciting updates on local Change Group activities shared three times a year to facilitate exchange of information and inspiration as to what may be possible.

Workshops for 2023 BYM Annual Session

The Working Group has agreed to do three workshops for the 2023 Annual Session. David Etheridge and Peirce Hammond continue to facilitate a “Connecting Local Meetings” session on efforts to lower racial barriers in local Meetings. Sabrina McCarthy and Ellen Cronin will facilitate a Mini-Spiritual Formation Retreat – Anti-Racism as a Core Spiritual Practice. A workshop on Quaker Faith and Political Action will be led by Carol Marujo and Tad Jose.

Within the Working Group on Racism

Before doing other business, the Working Group makes time at its monthly meetings for Friends to share their recent experiences with respect to race. Friends share books, articles, films, and presentations on the topic of race that have come to their attention as well as personal experiences. Friends feel it is an invaluable component of their meetings. Each month the Working Group also takes time to consider and discuss a different aspect of how “white supremacy

culture” affects its work and that of the Yearly Meeting as well as what can be done about it.

Communications within BYM

The Working Group is under the care of the BYM Ministry and Pastoral Care Committee. The clerk of the WGR keeps that committee updated on Working Group activities and concerns and consults with the committee on WGR work. Several Working Group members participate actively on GDL and the Reparations Action Working Group (RAWG). The WGR Clerk is a member of the GDL Committee. The GDL Clerk and a RAWG Co-clerk are members of the WGR.

The Working Group maintains a list of Monthly Meeting liaisons who receive a monthly item for their newsletters or other means of dissemination. It also maintains a Google group for distributing information about WGR work and resources related to racial justice to about 175 interested Friends.

Working Group on Refugees, Immigration, & Sanctuary

No report received - 2022, 2023

Working Group on Reproductive Rights

Under the care of BYM Peace and Social Justice Committee

Submitted By Sharon Stout

Activities from Fall 2022 through Summer 2023

Introduction:

The RJWG was formed in response to the Dobbs Versus Jackson Women’s Health Clinic Supreme Court decision handed down June

2022, <https://constitutioncenter.org/the-constitution/supreme-court-case-library/dobbs-v-jackson-womens-health-organization>. The Court's decision overruled both Roe v. Wade (1973) and Planned Parenthood v. Casey (1992), returning to individual states the power to regulate any aspect of abortion not protected by federal law.

The Working group has met regularly and made efforts to stay informed concerning the changing state laws that directly affect the availability of abortion and other aspects of women's reproductive health care in the United States. At this writing, laws adversely affecting the availability of abortion continue to be proposed and enacted in state legislatures, and many cases are making their way through state and federal courts. See <https://reproductiverights.org/maps/abortion-laws-by-state/>

The Working group recognizes that confusion and chaos associated with rapidly changing laws are having negative impacts on patients and providers. Laws that restrict abortion access disproportionately affect persons of the Global Majority.

We believe that restrictions on abortion access directly relate to the Religious Society of Friends' Testimony on Equality, and to the Yearly Meetings statements on working to become an anti-racist society.

Mission Statement: Given this information the working Group united with this mission statement:

The BYM P & SC Reproductive Working Group advocates, and organizes for rights and access to contraception, abortion, bodily autonomy, and Reproductive Justice. We advocate for people who want to have children or not to have children and the right to choose.

Efforts in 2023:

The RJWG

- responded to the Friends Committee on National Legislation's request for input from Friends to guide discernment of its policy around issues of reproductive health care, including abortion. Our response in full is attached at the end of this report.
- Reviewed the minutes that Baltimore Yearly Meeting approved in the past on Reproductive Justice and Abortion. These minutes remain the statement of the yearly meeting on these issues. These are included in the text of the working group's response to FCNL, included in its entirety below.
- Encouraged members of the working group to help their monthly meetings to consider the topic of reproductive justice and a response to the Dobbs Decision.

- Presented a workshop on Reproductive Justice on April 15 at the BYM Peace and Social Concerns Networking Day held at Friends Meeting of Washington.
- Began the process of tracking and collecting monthly meetings' responses to concerns about reproductive justice.

Date: May 1, 2023, TO: FCNL

RESPONSE TO FCNL REQUEST FOR DISCERNMENT REGARDING REPRODUCTION AND ABORTION

FROM: Baltimore Yearly Meeting PEACE AND SOCIAL CONCERNS REPRODUCTIVE JUSTICE WORKING GROUP

Co-Clerks of the Working Group:

Sharon Stout Adelphi Friends Meeting Katherine Cole Herndon Friends Meeting

What world do we seek?

A world where all people can fulfill their potential, which requires equitable distribution of resources and opportunities. We are reminded of the words of Benjamin Lay: may the world be “a paradise again, to all people, as it is to some.”

What would reproduction look like in that world?

Every child in every family wanted, nourished, nurtured, supported and educated; every adult empowered to choose how and when they reproduce, and whether or not they parent.

What does reproductive health care look like in the world that you and your community seek?

All people are respected, and all parties are given the information and resources they need to reach their potential – as progenitors, parents, patients, and caregivers.

We equitably distribute choice and responsibility between potentially pregnant people and potential impregnators, to respect the agency and bodily autonomy of all parties.

We correct as best we can for individual and societal failures to equitably distribute choice and agency – the opportunities to have children, not have

children, and raise the children we have in safe and sustainable communities. In the United States, this means that obstetric care, contraception, and abortion care are accessible to everyone, no matter their economic or financial circumstances or where they live in the country.

To us, this means:

The law does not prohibit access to medical standard of care protocols for obstetric emergencies, contraception, or abortion, for anyone; Obstetric care, contraception, and abortion care are covered by private and public health care plans.

There is no criminalization of persons obtaining or helping women, or providing medical standard of care abortions.

This goes beyond abortion care, as well:

- Reproductive justice means that the law treats same sex couples and heterosexual couples equally regarding all legal rights, including those about having or adopting children.
- Reproductive justice includes generous paid parental leave, affordable daycare, public preschool, livable wages, and high quality education for all.

As Friends, we seek this world proactively via education, advocacy, and support for those seeking health care, including reproductive health care.

What testimonies do we rely on?

Equality. As documented by the New England Journal of Medicine, abortion access is a racial justice issue:

“As restrictions on abortion increase, racial injustice in health will persist and worsen. The adverse health effects of the Dobbs decision will fall hardest on patients, clinicians, clinics, health care systems, and communities in states with the highest maternal mortality and the biggest racial inequities in maternal and reproductive health. For example... in Mississippi, a Black person is 118 times more likely to die from carrying a pregnancy to term than from having a legal abortion. Indeed, Black and Indigenous people face disproportionate health risks when they become pregnant, and the places where these risks are highest are also those where it’s nearly impossible to receive or provide the health care patients may need to protect their life, their safety, or their family.”

Justice

In dissent in *Gonzales v. Carhart*, Ruth Bader Ginsburg wrote: “[L]egal challenges to undue restrictions on abortion procedures...center on a woman’s autonomy to determine her life’s course, and thus to enjoy equal citizenship stature.”

Constraining only pregnant people by restricting abortion access, as though nature ordained it (despite advances in medicine and technology), is unjust.

Simplicity. We trust patients to make healthcare decisions together with their physicians, rooted in medical best practices and the nuances of individual health circumstances (including mental health).

Should the FCNL Policy Statement be revised on the issues of abortion and reproductive health and abortion? If so, what should the Policy Statement say?

FCNL’s Policy Statement reads: “III.2.6: Health Care. Universal access to affordable, effective, comprehensive health care is a right and is necessary to allow all people to fulfill their potential...”

“III.2.7. NOTE: Members of the Society of Friends are not in unity on abortion issues. Therefore, FCNL takes no position and does not act either for or against abortion legislation. On occasion, FCNL may appeal to lawmakers not to use the abortion debate to paralyze action on other legislation.”

FCNL is to be commended for efforts to test whether and where Friends have unity (remembering unity is not consensus).

We ask the FCNL Policy Committee to note the potential contradictions between the above policy statements:

- There is no “universal access to affordable, effective, comprehensive health care” without universal access to obstetric care, abortion care, and contraception.
- There is no “universal access to affordable, effective, comprehensive health care” in a world where doctors fear legal repercussions for providing patients with medical standard of care procedures.
- There is no “universal access to affordable, effective, comprehensive health care” where people seeking reproductive health care cannot obtain due to the many societal obstacles put in their way—including transportation, childcare, leave from work, lack of information about where care can be obtained.

FCNL's policy statement should be updated to read, "Universal access to affordable, effective, comprehensive health care, including reproductive health care and abortion access, is a right and is necessary to allow all people to fulfill their potential," explicitly recognizing that the exclusion of reproductive health care from the statement would be a failure of justice.

As lobbyists, FCNL should be alert for provisions with implications for Reproductive Justice that may come up in the current Congress, including.

- 1) Federal budget
- 2) Debt limit
- 3) National Defense Authorization Act
- 4) Authorization for the Use of Military Force
- 5) Railroads; and
- 6) Court nominations.

and be prepared to make statements and organize Friends to lobby against any provisions limiting access to reproductive health care—including abortion care.

RELEVANT MINUTES ALREADY APPROVED BY BYM – FROM AUGUST 1979 ANNUAL SESSIONS:

The Baltimore Yearly Meeting of the Religious Society of Friends opposes any U.S. Constitutional Amendment which would outlaw abortion.

Baltimore Yearly Meeting of the Religious Society of Friends is advised that in recent months steps toward dialogue have been taken by persons with differing positions on the abortion issue. We urge concerned Friends and Meetings to take part in and nurture this process.

Baltimore Yearly Meeting of the Religious Society of Friends recognizes and reaffirms the basic commitment of Friends to the sacredness of life as well as the quality of life. We do not advocate or encourage abortion as a desirable method of birth control. Nevertheless, we acknowledge that in some extremely unfortunate circumstances a woman might find abortion the least undesirable of several tragic options. The responsibility for making such a decision ultimately rests with the pregnant woman herself. We affirm every pregnant woman's right to safe and effective medical care throughout her pregnancy and the birth. When abortions are performed, safe

and professional medical procedures should be assured.

IN PREVIOUS MINUTES WHAT DID BALTIMORE YEARLY MEETING GET RIGHT AND WHAT DID WE FAIL TO ANTICIPATE?

What did BYM Friends get right in 1979 and what do we stand by?

Friends support efforts to prevent unwanted pregnancies, including education, comprehensive sex education, freely available contraception, and abortion. While some Friends find abortion troubling, BYM Friends support pregnant people who choose abortion as the best of the options available to them. BYM Friends support religious freedom, the separation of church and state. We oppose efforts to criminalize abortion.

What did BYM Friends not anticipate in 1979?

BYM Friends under-estimated the power of economic class, racism, and misogyny in society at large in our thinking. Friends missed how buffered we were by privilege -- that rights to healthcare did not equate to access. An emerging awareness of a Justice Testimony among Friends and increased exposure to BIPOC Friends, the Black Lives Matter movement, and video evidence (the deaths of Philando Castile, George Floyd and others) have increased our awareness that we need to work on Reproductive Justice for all, necessitating social and economic programs to assist pregnant people and their families; economic circumstances should not compel women to seek abortion.

[SisterSong defines Reproductive Justice as the human right to maintain personal bodily autonomy, have children, not have children, and parent the children].

BYM Friends failed to anticipate and address legislative efforts to restrict access to abortion. We failed to anticipate that Roe v. Wade would be overturned by the Dobbs decision, and that old laws still on the books and “trigger laws” would come into effect, creating a patchwork of differing laws in states regarding healthcare -- making healthcare decisions complex for patients and providers, and creating new challenges for long-standing Constitutional rights.

BYM Friends did not anticipate scientific and technical changes in reproductive technology, and in contraception. Nor did they anticipate that a single judge would try to decide FDA policy.

BYM did not know that politicians would start talking about life – and human personhood or fetal personhood -- beginning at conception. Such arguments rely on faulty science and faulty logic. Stigmatizing abortion threatens life-saving care for pregnant people.

Working Group on Welcoming Transgender & Non-binary Friends

See Advancement & Outreach Committee Annual Report

Affiliated Organizations & Reports

Listing of Affiliated Organizations

American Friends Service Committee Corporation
Friends Committee on National Legislation
Friends General Conference
Friends House Retirement Community
Friends Meeting School
Friends Peace Teams
Friends United Meeting
Friends Wilderness Center
Friends World Committee for Consultation
Interfaith Action for Human Rights
Miles White Beneficial Society of Baltimore City
Prisoner Visitation and Support
Quaker Earthcare Witness
Quaker House
Quaker Religious Education Coalition
Right Sharing of World Resources

Reports Received from Affiliated Organizations

Annual Reports from Affiliated Organizations can be found on the websites of each organization. If you have any difficulty accessing annual reports from organizations affiliated by Baltimore Yearly Meeting, please contact the General Secretary.

Resources for Working Together

Committee and Working Group Membership

As Approved at Annual Session, August 2023

ADVANCEMENT AND OUTREACH COMMITTEE

AandO@bym-rfs.org

Magge DeTar-Lavallee (W'burg)	2021-2024
Steve Morse (Langley Hill)	2021-2024
Laura Goren (Richmond)	2019-2025
Jim Citro (Patapsco)	2022-2025
Damaris Kifude (Stony Run)	2020-2026
Mara Walters (Deer Creek)	2023-2026

CAMP PROPERTY MANAGEMENT COMMITTEE

CPMC@bym-rsf.org

Gary Gillespie (Homewood)	2018-2024
Kate Meaker (Sandy Spring)	2018-2024
Chris DeWilde (Catoclin)	2019-2025
Anne Honn (Sandy Spring)	2019-2025
Rick Honn (Sandy Spring)	2019-2025
Lamar Matthew (York)	2019-2025
Chris Greeley (Stony Run)	2022-2025
Rick Post (Langley Hill)	2020-2026
Greg Tobin (Frederick)	2020-2026
Kevin O'Reilly (BYM Camps)	2023-2026
Nathan Shroyer (Annapolis)	2023-2026

CAMPING PROGRAM COMMITTEE

CPC@bym-rfs.org

Linda Garretson (Sandy Spring)	2021-2024
Kary Haun (Hopewell Centre)	2021-2024
Betsy Krome (Williamsburg)	2018-2024
Betsy Roush (Sandy Spring)	2018-2024
Jennifer Collins-Foley (Annap.)	2019-2025

Anna Best (Richmond)	2019-2025
Joe Coates (Eastland)	2022-2025
Jamie DeMarco (Homewood)	2022-2025
Don Crawford (BYM Camps)	2020-2026
Karen Daniel (Frederick)	2020-2026
Nikki Richard (YAF)	2020-2026
Sara Acuff (BYM Camps)	2023-2026
Betsy Boynton (Alexandria)	2023-2026
Carley Richard (YAF)	2023-2026
Amanda Wessel (BYM Camps)	2023-2026
Al Best (Richmond)	2023-2026

DEVELOPMENT COMMITTEE

Develop@bym-rsf.org

Frannie Taylor (Goose Creek)	2018-2024
Arthur Boyd (Stony Run)	2022-2025
Barb Platt (Sandy Spring)	2022-2025
Gretchen Hall (Alexandria)	2020-2026
Dave French	2023-2026

EDUCATIONAL GRANTS COMMITTEE

EdGrants@bym-rsf.org

Tanza Aliberti (Stony Run)	2021-2024
Katie Caughlan (Sandy Spring)	2019-2025
Lauren Brownlee (Bethesda)	2022-2025
Anita Drever (Takoma Park)	2022-2025
Sujata Massey (Stony Run)	2022-2025
Travis Reyes (Alexandria)	2022-2025

FAITH AND PRACTICE COMMITTEE

FandP@bym-rfs.org

Davis Balderston (Alexandria)	2018-2024
Diane Bowden (Richmond)	2018-2024
Sara Bur (Homewood)	2018-2024
Arthur David Olson (Tk Park)	2018-2024
Jim Fussell (Langley Hill)	2019-2025
Ann Riggs (Annapolis)	2019-2025

Linda Goldstein (Charlottesville)	2022-2025
Dave Fitz (York)	2022-2025
Ann Marie Moriarty (Adelphi)	2020-2026
Heidi Koring (Lynchburg)	2023-2026
Katherine Pettus (Stony Run)	2023-2026

GROWING DIVERSE LEADERSHIP COMMITTEE

GDL@bym-rsf.org

David Etheridge (FMW)	2019-2024
St.Clair Allmond (Richmond)	2019-2025
Chester McCoy (Adelphi)	2022-2025
Michael Wallace (Bethesda)	2022-2025
Katie Bliss (Frederick)	2023-2025

INDIGENOUS AFFAIRS COMMITTEE

IndianAffairs@bym-rsf.org

Kimberly Benson (Annapolis)	2021-2024
Dan Cole (Frederick)	2018-2024
Dellie James (Stony Run)	2018-2024
Sue Marcus (Alexandria)	2018-2024
Jana McIntyre (Sandy Spring)	2013-2024
Abbey Compton (Herndon)	2019-2025
Mac Broussard (Roanoke)	2022-2025
Sharon Stout (Adelphi)	2020-2026
Bill Mims (Langley Hill)	2023-2026
Susannah Rose (Patapsco)	2023-2026
Steve Tatum (Blacksburg)	2023-2026

MANUAL OF PROCEDURE COMMITTEE

MoP@bym-rsf.org

Daquanna Harrison (Adelphi)	2021-2024
Gloria Victor Door (Sandy Spr)	2021-2024
Keith Robinson (Williamsburg)	2023-2026

MINISTRY AND PASTORAL CARE COMMITTEE

MandPC@bym-rsf.org

Paul Isayi (Stony Run)	2021-2024
Greg Robb (FMW)	2018-2024

Gary Sandman (Roanoke)	2019-2025
Elise Hansard (Roanoke)	2022-2025
Susan Russell Walter (H'wood)	2022-2025
Barbara Thomas (Annapolis)	2022-2025
Martin Melville (State College)	2020-2026
Eileen Stanzione (Patapsco)	2020-2026
Jerry Coates (Eastland)	2023-2026
Peirce Hammond (Bethesda)	2023-2026

NOMINATING COMMITTEE

nominating@bym-rsf.org

Alex Arbor (Adelphi)	2021-2024
Kevin Caughlan (Sandy Spring)	2018-2024
Jose Woss (FMW)	2021-2024
Karie Firoozmand (Stony Run)	2019-2025
Becca Gardner (Deer Creek)	2022-2025
Diane McHale (Sandy Spring)	2022-2025
Debbie Sudduth (Goose Creek)	2020-2026
Ramona Buck (Patapsco)	2023-2026
Donna Williams (Langley Hill)	2023-2026
Donna Kolaetis (Menallen)	2023-2026
Breyette Covington (C'Ville)	2023-2026

NUTS AND BOLTS COMMITTEE OF YOUNG FRIENDS

NBC@bym-rsf.org

TBD

PEACE AND SOCIAL CONCERNS COMMITTEE

PandSC@bym-rsf.org

Jean Athey (Homewood)	2018-2024
Annette Breiling (Frederick)	2021-2024
Richard Capron (Maury River)	2021-2024
Tamina Chowdhury (FMW)	2021-2024
Suzanne O'Hatnick (Stony Run)	2021-2024
Beth Tauser (Warrington)	2021-2024
Bob Rhudy (Patapsco)	2019-2025
Barbara Bezdek (Homewood)	2020-2026
Phil Caroom (Annapolis)	2020-2026

ANNUAL SESSION PROGRAM COMMITTEE

Program@bym-rsf.org

Linda Coates (Eastland)	2019-2025
Cy Devries (State College)	2022-2025
Peg Hansen (State College)	2022-2025
Ellen Arginteanu (Richmond)	2023-2026
Janet Eaby (Nottingham)	2023-2026
Sabrina McCarthy (FMW)	2023-2026
Bill Parker (FMW)	2023-2026

RELIGIOUS EDUCATION

Erik Hanson (Sandy Spring)	2022-2025
Nancy Moore (Stony Run)	2022-2025
Alison Prudner (Floyd)	2022-2025
Anne Delorey (Langley Hill)	2023-2026
Meghan Goldman (Goose Creek)	2023-2026

RELIGIOUS EDUCATION COMMITTEE

REcommittee@bym-rsf.org

SEARCH COMMITTEE

search@bym-rsf.org

TBD

STEWARDSHIP AND FINANCE COMMITTEE

SandF@bym-rsf.org

Linda Pardoe (Patapsco)	2019-2025
Andrei Israel (Adelphi)	2022-2025
Aaron Johnson (FMW)	2022-2025
Karen Hasen-Kuhn (Alexandria)	2022-2025
Xan Whitt (Roanoke)	2022-2025
Catherine Tall (Monongalia)	2020-2026
Melanie Gifford (Adelphi)	2020-2026
Tim Yeane (Langley Hill)	2020-2026
Anne Bacon (Hopewell Centre)	2023-2026
Jim Bell (FMW)	2023-2026
Catherine Nnoka (FMW)	2023-2026
Jim Webner (Stony Run)	2023-2026

SUE THOMAS TURNER QUAKER EDUCATION FUND

STTQEF@bym-rsf.org

Howard Zuses (Sandy Spring)

Rosalind Zuses (Sandy Spring)

Steve Morse (A&O Representative)

Erik Hanson (RE Representative)

SUPERVISORY COMMITTEE

supervisory@bym-rsf.org

Betsy Tobin (Frederick) TBD

Susan Griffin (FMW) TBD

Joan Liversidge (Sandy Spring) 2022-2024

Becka H. Rosenberg (Alexandria) 2022-2024

Chip Tucker (Charlottesville) 2023-2025

Alan Da Silva (Sandy Spring) 2023-2025

TRUSTEES

Trustees@bym-rsf.org

Marion Ballard (Bethesda) 2021-2024

Dante Bucci (FMW) 2021-2024

Rich Liversidge (Sandy Spring) 2018-2024

Tom Farquhar (Sandy Spring) 2019-2025

Rich Thayer (Stony Run) 2022-2025

Victor Thuronyi (Adelphi) 2023-2026

UNITY WITH NATURE COMMITTEE

UnityWithNature@bym-rsf.org

Len McGinnis (Frds Mtg School) 2022-2025

Ann Payne (Frederick) 2022-2025

Andy Spawn (Stony Run) 2022-2025

Carl Benson (Annapolis) 2020-2026

Jean Pfefferkorn (Patapsco) 2020-2026

Deborah Haines (Alexandria) 2023-2026

YOUNG ADULT FRIENDS COMMITTEE

Inactive in 2022 and 2023

YOUTH PROGRAMS COMMITTEE

YPC@bym-rsf.org

Carol Seddon (Stony Run)	2021-2024
Annalee Flower Horne (Tk Park)	2022-2025
Ted Heck (Richmond)	2022-2025
Darcy Lane (Sandy Spring)	2022-2025
Robin Appleberry (FMW)	2023-2026
Rudi Galloway (Sandy Spring)	2023-2026
Dylan Phillips (Stony Run)	2023-2026
Kathy Rogers (Stony Run)	2023-2026

Representatives to Affiliated Organizations

As Approved at Annual Session, August 2023

AMERICAN FRIENDS SERVICE COMMITTEE CORPORATION

Bethanne Socolar (Annapolis)	2019-2024
Sean Beeny (Langley Hill)	2019-2025
Lauren Brownlee (Bethesda)	2022-2025
David Robinson (Alexandria)	2017-2026

FRIENDS COMMITTEE ON NATIONAL LEGISLATION REPRESENTATIVES

Kallan Benson (Annapolis)	2021-2024
Luke Mayehw (Homewood)	2021-2024
Walter Brown (Langley Hill)	2019-2025
Doug Vaughn (Stony Run)	2022-2025
Jesse Greer (Adelphi)	2020-2026
Matthew D’Agostino (Sty Run)	2023-2026

FRIENDS GENERAL CONFERENCE CENTRAL COMMITTEE

Sharon Custer-Bogges (Floyd)	2021-2024
Clay Daetwyler (Takoma Park)	2021-2024
Kat Darnell (Frederick)	2018-2024
Bob Goren (Stony Run)	2018-2024
Donna Kolaetis (Menallen)	2018-2024
Nancy Moore (Stony Run)	2018-2024
Clinton Pettus (Stony Run)	2021-2024
John Smallwood (Herndon)	2021-2025
Patsy Martin (Roanoke)	2019-2025
Rebecca H. Rosenberg (Alex.)	2022-2025
Martin Melville (State College)	2022-2025
Jimi Ayodele (Patapsco)	2020-2026
Phil Henning (Valley)	2023-2026
Anne Riggs (Annapolis)	2023-2026

FRIENDS HOUSE RETIREMENT COMMUNITY

Bill Foscett (FMW)	2018-2024
Bim Schauffler (Sandy Spring)	2022-2025

Liz Wilson (Herndon) 2020-2026

FRIENDS MEETING SCHOOL (1-2)

Linda Sepe (Sandy Spring) 2019-2025

FRIENDS PEACE TEAMS

Rep: Rich Thayer (Stony Run) 2019-2025

Alt: Marc Oliver (Stony Run) 2023-2025

FRIENDS UNITED MEETING

General Board

Damaris Kifude (Stony Run) 2021-2024

Alice Bedi (Stony Run) 2023-2026

Jim Fussell (FMW) 2023-2026

Alt: Georgia Fuller (Langley Hill) 2023-2026

FRIENDS WORLD COMMITTEE FOR CONSULTATION

Section of the Americas

Martha Willcox (FMW) 2021-2024

Jason Eaby (Nottingham) 2022-2025

Jacki LaBua (Stony Run) 2022-2025

Jade Eaton (Adelphi) 2022-2025

FRIENDS WILDERNESS CENTER (1)

Debbi Sudduth (Goose Creek) 2019-2024

INTERFAITH ACTION FOR HUMAN RIGHTS

Barbara Bezdek (Homewood) 2023-2026

MILES WHITE BENEFICIAL SOCIETY OF BALTIMORE

Guli Fager (Stony Run) 2019-2024

Phil Fratesi (Stony Run) 2015-2024

Beth Harlan (Little Falls) 2015-2024

Deepti Scharf (Stony Run) 2018-2024

Amy Schmaljohn (Gunpowder) 2016-2025

Maddy Doll (Homewood) 2022-2025

Clinton Pettus (Stony Run) 2022-2025

Alex Bell (Bethesda) 2020-2026

Alison Duncan (Adelphi) 2020-2026

PRISONER VISITATION AND SUPPORT

Erika Janifer (Alexandria) 2022-2024

QUAKER EARTHCARE WITNESS

Barbara Adams (Richmond) 2018-2024

QUAKER HOUSE (Fayetteville, NC)

Donna Kolaetis (Menallen) 2021-2024

ROLLING RIDGE CONSERVANCY BOARD

Rich Liversidge (Sandy Spring) 2023-2024

David Hunter (BYM Staff) 2023-2025

Jackie Kosbob (Goose Creek) 2023-2026

SANDY SPRING FRIENDS SCHOOL

Barbara Gibian (Sandy Spring) 2021-2024

Nikki Richard (YAF) 2022-2025

Sally Eller (Sandy Spring) 2022-2025

Lauren Brownlee (Bethesda) 2023-2026

Budget & Financials

As Approved at Annual Session, August 2023

BYM Full Budget Summary

	2021 Actual	2022 Actual	2023 Budget	2024 Budget
Revenue				
Total Contributed Revenue	\$587,848	\$533,702	\$302,060	\$350,000
Total Earned Revenue	\$1,076,569	\$1,667,246	\$1,624,000	\$1,886,585
Total Apportionment	\$510,053	\$514,572	\$518,400	\$562,352
Total Released Funds	\$188,115	\$322,181	\$211,000	\$161,000
Total Other Revenue	\$234,074	(\$353,898)	\$24,600	\$50,100
Total Revenue	\$2,596,659	\$2,683,803	\$2,680,060	\$3,010,037
Expenses				
Total Personnel	\$1,204,595	\$1,472,853	\$1,586,362	\$1,732,447
Total Professional Services	\$72,103	\$142,917	\$63,800	\$122,550
Total Administrative Operating Costs	\$209,157	\$301,786	\$246,735	\$311,282
Total Utilities & Physical Plant	\$109,786	\$173,852	\$95,608	\$157,580
Total Vehicles	\$58,747	\$67,540	\$76,250	\$92,900
Total Program Costs	\$192,687	\$322,229	\$403,229	\$389,575
Total Misc. Costs	\$10,858	\$11,568	\$50,436	\$12,950
Total Depreciation	\$118,724	\$125,119	\$155,226	\$158,403
Total Expenses	\$1,976,657	\$2,617,863	\$2,677,646	\$2,977,687
Revenue Over Expenses	\$601,619	\$65,940	\$2,414	\$32,350

Expense Detail by Program/Committee

	2021 Actuals	2022 Actuals	2023 Budget	2024 Budget	
Program Expenses					
Youth Programs	\$54,051	\$71,076	\$73,611	\$81,706	
STRIDE	\$76,004	\$94,935	\$81,983	\$87,076	
Development	\$155,575	\$164,547	\$185,663	\$138,732	
Annual Session	\$10,964	\$66,443	\$99,450	\$71,300	
Spiritual Formation	\$628	\$16,213	\$20,000	\$22,200	
Women's Retreat	\$3	\$219	\$42,778	\$0	1
BYM Camps	\$1,209,746	\$1,673,005	\$1,617,889	\$2,002,195	
<i>See BYM Camps Detail</i>					
General YM Program & Admin	\$466,645	\$509,585	\$514,927	\$541,478	2
<i>Personnel</i>	\$303,206	\$262,209	\$291,302	\$317,028	3
<i>Professional Services</i>	\$40,568	\$61,068	\$35,500	\$29,000	
<i>Administrative Operating Costs</i>	\$64,469	\$95,902	\$69,100	\$76,450	
<i>Utilities & Physical Plant</i>	\$15,081	\$17,821	\$22,500	\$24,000	
<i>Vehicles</i>	\$114	\$288	\$0	\$0	
<i>Program Costs</i>	\$29,777	\$58,031	\$80,025	\$76,750	
<i>Misc. Costs</i>	\$5,318	\$6,441	\$6,500	\$6,750	
<i>Depreciation</i>	\$8,112	\$7,825	\$10,000	\$11,500	
Total Program Expenses	\$1,973,616	\$2,596,024	\$2,636,301	\$2,944,687	
Committee Expenses					
Growing Diverse Ladership	\$200	\$0	\$500	\$1,000	
Faith & Practice	\$11	\$0	\$0	\$0	
Indian Affairs Committee	\$0	\$800	\$795	\$5,000	
Ministry & Pastoral Care	\$0	\$629	\$7,500	\$0	
Religious Ed	\$0		\$100	\$0	
Trustees	\$1,655	\$3,274	\$5,000	\$0	
Young Adult Friends	-\$90	\$0	\$1,700	\$0	
Intervisitation Working Group	-\$257	\$9,356	\$2,000	\$1,000	
Reparation Action Working Group	\$926	\$3,021	\$2,750	\$6,000	
Working Group on Racism	\$200	\$500	\$20,000	\$20,000	
Committee Overage Contingency	\$0	\$1,000	\$2,500	\$0	
Interim Meeting	\$504	\$1,258	\$1,000	\$0	
Other Program & Committee Exp	-\$110	\$2,000	-\$2,500	\$0	
Total Committee Expenses	\$3,040	\$21,839	\$41,345	\$33,000	
Total Expenses	\$1,976,656	\$2,617,863	\$2,677,646	\$2,977,687	

BYM Camps Detail

	2021 Actual	2022 Actual	2023 Budget	2024 Budget
Revenue				
Total Contributed Revenue	\$119,446	\$ 82,785	\$75,000	\$75,000
Total Earned Revenue	\$1,042,856	\$1,584,841	\$1,447,380	\$1,793,505
Total Released Funds	\$127,679	\$287,253	\$170,707	\$120,000
Total Other Revenue	\$5,170	\$4,600	\$4,600	\$100
Total Revenue	\$1,295,150	\$1,959,479	\$1,697,687	\$1,988,605
Expenses				
Total Personnel	\$666,781	\$950,804	\$1,044,253	\$1,173,970
Total Professional Services	\$21,137	\$66,082	\$19,800	\$84,150
Total Administrative Operating Costs	\$98,930	\$155,894	\$99,041	\$182,892
Total Utilities & Physical Plant	\$93,293	\$98,482	\$72,928	\$81,330
Total Vehicles	\$58,484	\$66,283	\$76,150	\$91,800
Total Program Costs	\$154,904	\$213,040	\$157,500	\$234,950
Total Misc. Costs	\$5,605	\$5,126	\$2,990	\$6,200
Total Depreciation	\$110,612	\$117,294	\$145,226	\$146,903
Total Expenses	\$1,209,746	\$1,673,005	\$1,617,889	\$2,002,195

Budget Notes

- 1 Future costs for Women's Retreat were not clear when putting the budget together. However, the program generally covers its costs through participant fees, so it can be added at a future date.
- 2 General YM Program/Admin includes the following: **administrative tasks** (accounting, bookkeeping, compliance/reporting, general inquiries); **core Yearly Meeting functions** (record keeping, archive maintenance, 3 Interim Meetings, inquiries from Monthly Meetings, Committee infrastructure & support); **communications & publications** (website, Yearbook, Faith & Practice, Weekly Announcements, Zoom accounts, Meeting Directory etc); **physical plant of the Yearly Meeting** office and durable equipment; **budgets for Educational Grants and Sue Turner Thomas Quaker Education Fund; special programming; technology, equipment, and staff time** required to execute on BYM events, programs, and committee projects; and **Contributions to Outside Organizations**
- 3 Admin Personnel costs include: General Secretary, Finance Manager, Administrative Associate, and 30% of the Business Associate
- 4 The BYM Camps Personnel line include: Year-Round Positions (Camp Program Manager, Camp Property Manager, Catoctin Camp Director, Catoctin Caretaker, Shiloh Cartaker, Rolling Ridge Project Manager) and all Seasonal Camp Staff

	A	D	F	J	K
1	BYM 2024 Capital Budget				
2	Approved at 2023 Annual Session				
3	Description	2021 Actuals	2022 Actuals	2023 Budget	2024 Budget
4	Camp Property Restricted Fund				
5	Opening funds	\$138,500	\$202,000	\$66,000	\$0
6	Restricted Contributions	\$162,500	\$53,000	\$50,000	\$50,000
7	Special Contributions	\$0	\$0	\$75,000	\$175,000
8	Camp Capital Expenditures	(\$99,000)	(\$189,000)	(\$191,000)	(\$225,000)
9	Ending Balance	\$202,000	\$66,000	\$0	\$0
10					
11	Office Property Capital Expenses				
12	Expenditure*	\$0	\$0	(\$40,000)	0
14					
15	PPRRSM Designated Fund				
16	Transfer from Operating Budget	\$0	\$0	\$0	0
17	Expenditures	\$0	\$0	\$0	0
18	Ending Balance	\$0	\$0	\$0	0
19					
20	<i>*2023 Office Property Expenditure for new HVAC and air quality improvements at 17100 Quaker Lane.</i>				

Apportionment

2023 BYM Budget Year Plan of Apportionment--Based on Reported 2021 Income

					Proposed
	2019	2020	2021	2022	2023
Adelphi / Takoma Park+A4:	33136	34484	32470	37205	32421
Alexandria	11114	8149	7950	7055	11971
Annapolis ⁽¹⁾	14576	14889	14400	12625	12625
Baltimore - Stony Run	69565	75815	70350	66160	64632
Bethesda	34519	29967	37400	33750	35296
Blacksburg ⁽²⁾	9268	2900	2900	2900	2900
Buckcannon ⁽²⁾			175	55	300
Carlisle	5499	5553	5500	5500	9301
Charlottesville	16493	17227	17000	15525	16835
Deer Creek	5279	5374	5400	5810	5813
Dunnings Creek	2267	3140	1495	1965	1380
Floyd	1442	1091	1350	1350	1125
Frederick	7011	7791	7800	6475	8192
FMW	66685	67000	67000	67000	67000
Gettysburg	579	700	450	395	369
Goose Creek ⁽¹⁾	15194	13869	16850	16555	16555
Gunpowder	14471	15117	15300	19585	20459
Herndon	14586	12671	15000	17660	16785
Homewood	19499	22654	22000	21060	22455
Hopewell Centre	5959	6472	6850	4380	6246
Langley Hill	32504	33207	32400	28960	29032
Little Britain	520	300	375	535	502
Little Falls	4823	3376	5800	6525	5867
Mattaponi ⁽²⁾	495	500	500	605	888
Maury River	4069	3929	4000	3610	3677
Menallen ⁽²⁾	2412	2436	1825	750	1800
Midlothian	4135	1680	1680	1680	1680

Monongalia ⁽¹⁾	1734	1504	1640	2155	1988
Nottingham ⁽¹⁾	3121	3106	3400	3400	3400
Patapsco	3804	5033	5500	5145	5244
Patuxent	5004	4842	5400	6025	6741
Pipe Creek ⁽¹⁾	1202	1214	1350	1325	1325
Richmond ⁽¹⁾	19084	18700	19500	23660	23660
Roanoke / Lynchburg	6861	6927	6660	7395	8989
Sandy Spring	51684	51700	54000	52500	55962
Shepherdstown	3139	2743	3250	2570	2787
State College	4941	2239	2250	4000	2286
Valley and Augusta	4448	4491	4460	4460	5514
Warrington	1634	1493	1260	985	985
West Branch	4722	1000	1000	0	0
Williamsburg / Norfolk ⁽²⁾	2389	1035	1050	1500	1000
York	4489	5611	3950	3165	4558
TOTALS	514356	501929	508890	503960	520543

1. Numbers in green represent estimates based on previous year for Meetings not yet having submitted questi
2. Meetings requesting adjustment in apportionment amount