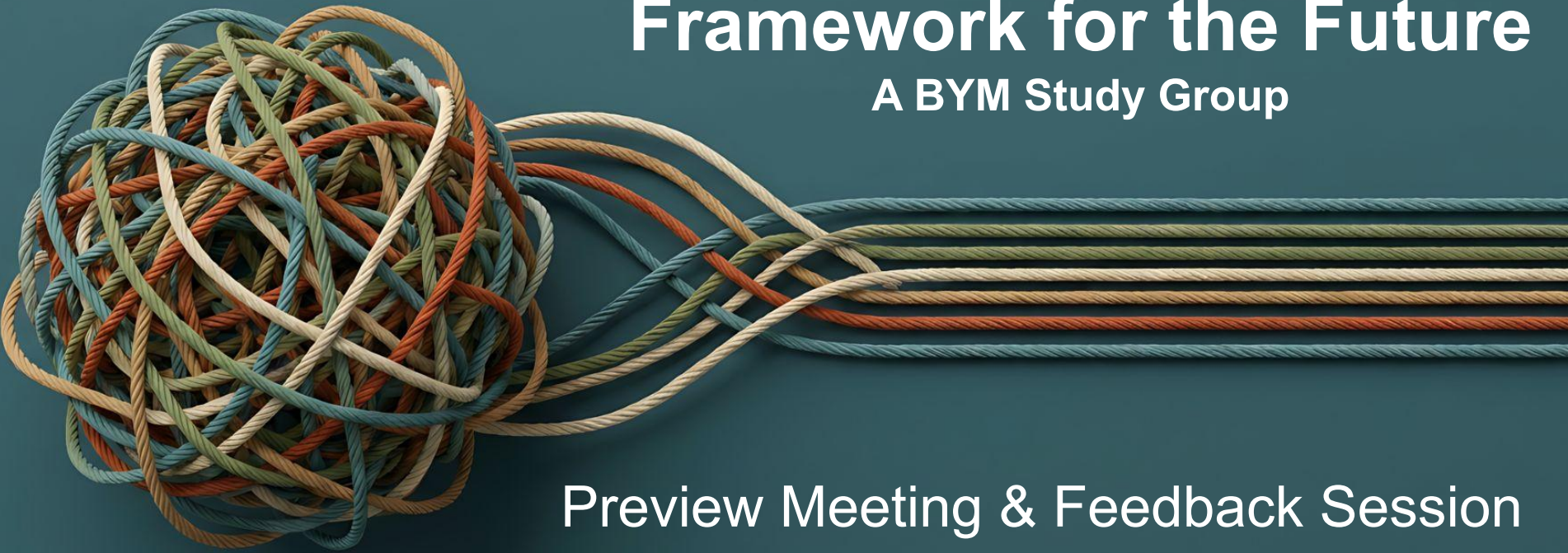




Framework for the Future

A BYM Study Group

Preview Meeting & Feedback Session
October 7, 2026

Tonight's Agenda

- **WHY.** Why study BYM's structure?
- **HOW.** 1st draft of proposal
- **WHEN.** Proposed timeline for a study group
- **WHERE** do we go from here?
- **Questions & Feedback**

WHY study BYM's structure? Why now?

Negative Pressures

181 volunteer positions
declining volunteerism
diminished support for meetings
solutions built for 1968
accumulated organizational debt
collective capacity amid poly-crises

Positive Pressures

meetings are growing
new meetings
camp is more independent
younger people returning to churches
we've grown in anti-racism
settled & experienced staff
collective need amid poly-crises

“The Yearly Meeting may organize its work through the appointment of committees necessary for the effective carrying out of its concerns. It is cautioned against becoming over-organized and thus expending, in merely maintaining a mechanical system, energies which should be conserved for the advancement of truth.”

Ohio Valley YM, Faith and Practice: Book of Discipline of the Ohio Valley Yearly Meeting, October 2017, p. 38

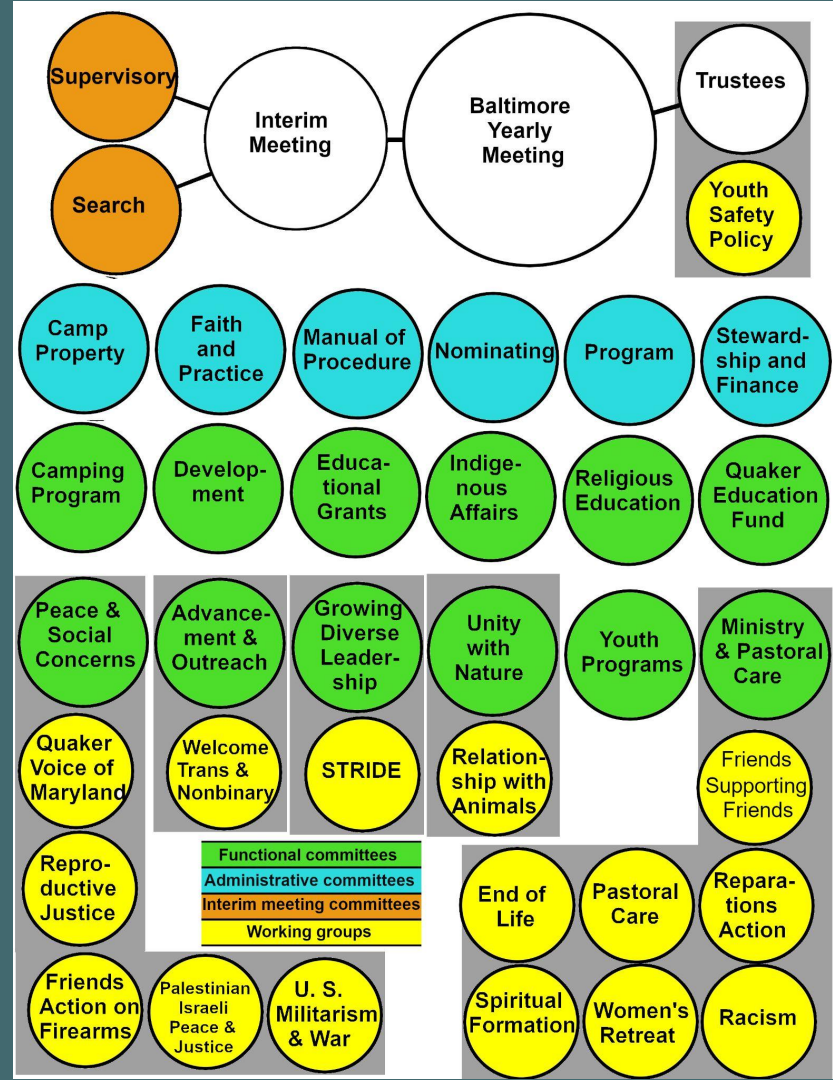
How are we effective in carrying out our concerns?

How are we over-organized?

Where do we spend our energies maintaining a mechanical system?

Where do we spend our energies in the advancement of truth?

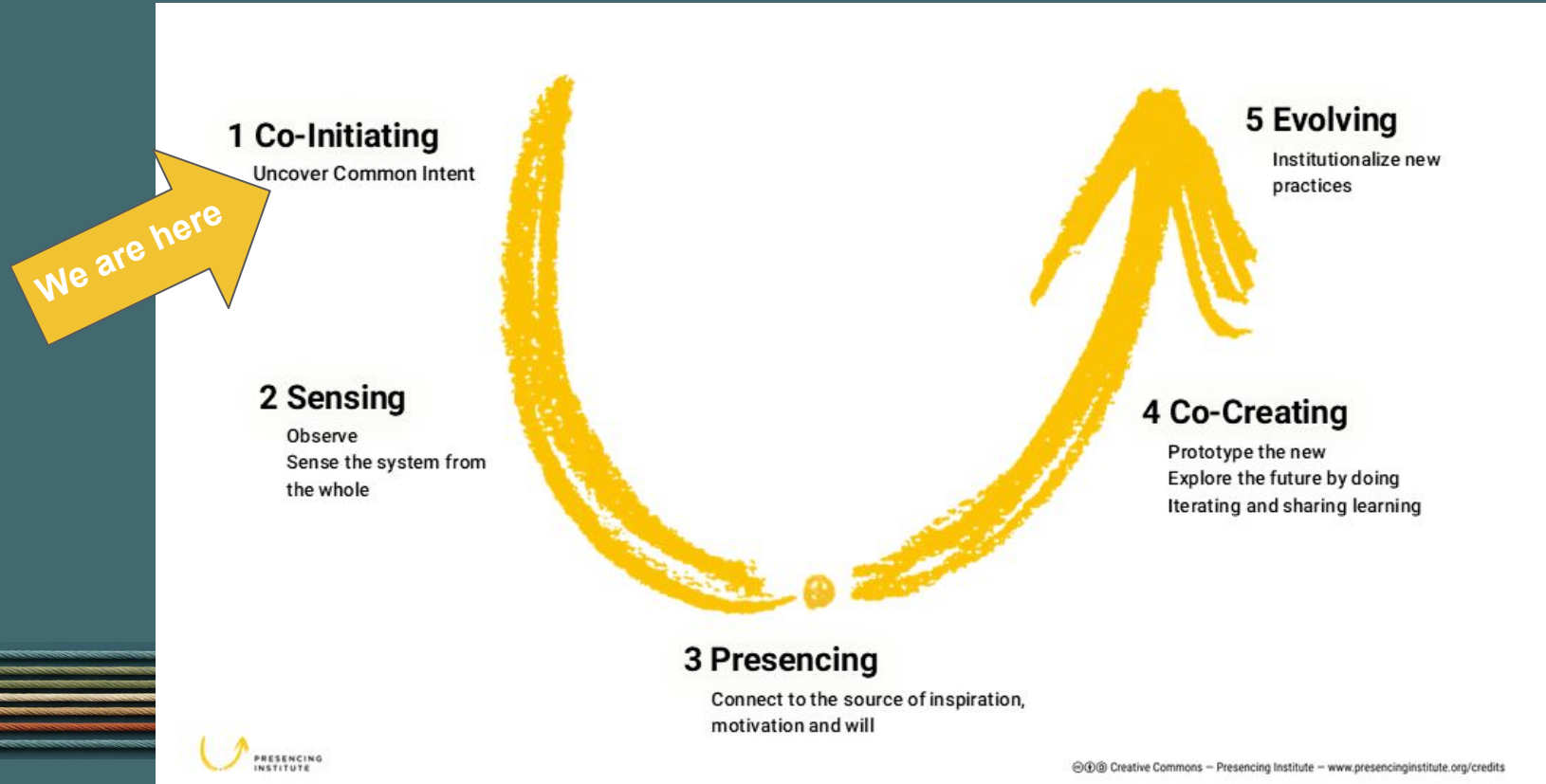
How does our structure help us - or hinder us - from faithfulness and fulfilling God's will for BYM?



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one way to understand & navigate organizational change



HOW: Proposal 1st Draft

www.bym-rsf.org/future.html

BYM General Secretary's DRAFT Proposal for Consultation & Study Group on BYM Structure 30 July 2026	
Purpose To address the structural challenges in our Yearly Meeting and better align our structures to: • Support the flourishing of Monthly Meetings, • Engage in larger undertakings together within our current capacity.	
Outcome The anticipated outcome of this Study Group is a proposal for restructuring BYM - presented to, threshed, seasoned, and adopted - as Spirit leads, by the Yearly Meeting in the Summer and Fall of 2027.	
Process Composition: 4-6 Members + GenSec Term of Group: November 2026 - November 2027	
November 2026 Interim Meeting	Approval and Formation
Nov 2026 - Jan 2027	General Secretary's Survey of the <i>Practical State of Monthly Meetings</i>
Jan 2027 - June 2027	Consultations with and Surveys of BYM Friends on our Yearly Meeting structures
March 2027 Interim Meeting	1st Report: - What pain points exist in our current structures from the perspective of Committees, staff, and officers? - Based on the <i>Practical State of the Monthly Meetings</i>, what pain points exist for Monthly Meetings? What structures serve the flourishing of monthly meetings? What

"A proposed 16–18 month study group of Baltimore Yearly Meeting to address the structural challenges in our Yearly Meeting and to better align our structures within our current capacity to (1) support the flourishing of Monthly Meetings and to (2) engage in larger undertakings together.

The anticipated outcome of this Study Group is a proposal for restructuring BYM – presented to, threshed, seasoned, and adopted as Spirit leads by the Yearly Meeting in the Fall of 2027."

BYM Framework for the Future Study Group

Survey of Monthly Meetings

“Practical State of the Monthly Meetings” as suggested by York Friends

Small Group Consultations

Committees
Working Groups
Affinity Groups



Individual Surveys

Research & Outside Consultations

BYM History
Other Yearly Meetings
Other Organizations
Anti-Racist Structures

4 Written Reports

1. Mar 2027: What We've Heard So Far
2. Jun 2027: What We've Learned So Far
3. Jul 2027: Initial Ideas & Threshing
4. Sep 2027: Proposal

1st Report

2nd Report

3rd Report

4th Report

-
- | | | | |
|---|---|--|--|
| ★ What pain points exist in our current structures from the perspective of Committees, staff, and officers? | ★ How was BYM structured throughout our history ? | ★ What models/options is the study group coalescing around? What's rising up as the main possibilities? What early draft proposal can we respond to? | ★ Proposal for Restructuring |
| ★ Based on the <i>Practical State of the Monthly Meetings</i> , what pain points exist for Monthly Meetings ? | ★ How are other yearly meetings structured? | ★ What clarity, unity, questions, and concerns do Friends have about these options and possibilities? What's missing? What haven't we thought about yet? | ★ Implementation recommendations (timeline, next steps, etc) |
| ★ What structures serve the flourishing of monthly meetings ? What structures do not serve us anymore or are missing? | ★ How are other groups that have similar values and scopes of work (religious and secular) structured? | | ★ Final feedback sessions |
| | ★ How can organizational structures advance anti-racism ? | | ★ Approval Nov 2027 or Jan 2028 |
| | | | ★ Study Group LAID DOWN |
-

WHO

Proposed Study Group



Steph Bean
Co-Convener
Adelphi



Sarah Gillooly
Co-Convener
General Secretary



Susan
Russell-Walters
Homewood

2-3 more people. Some diversity currently missing:

- smaller meetings and rural meetings
- male
- bipoc
- under age 40
- active in monthly but not yearly meeting



Laura McGuire
Stony Run



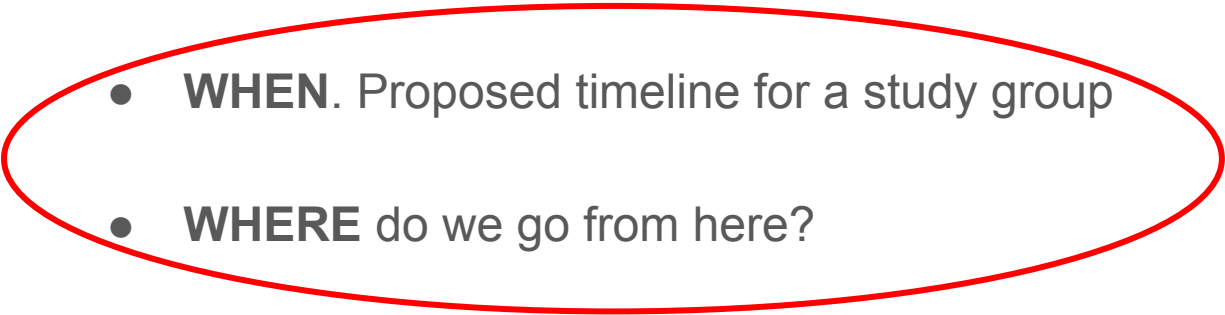
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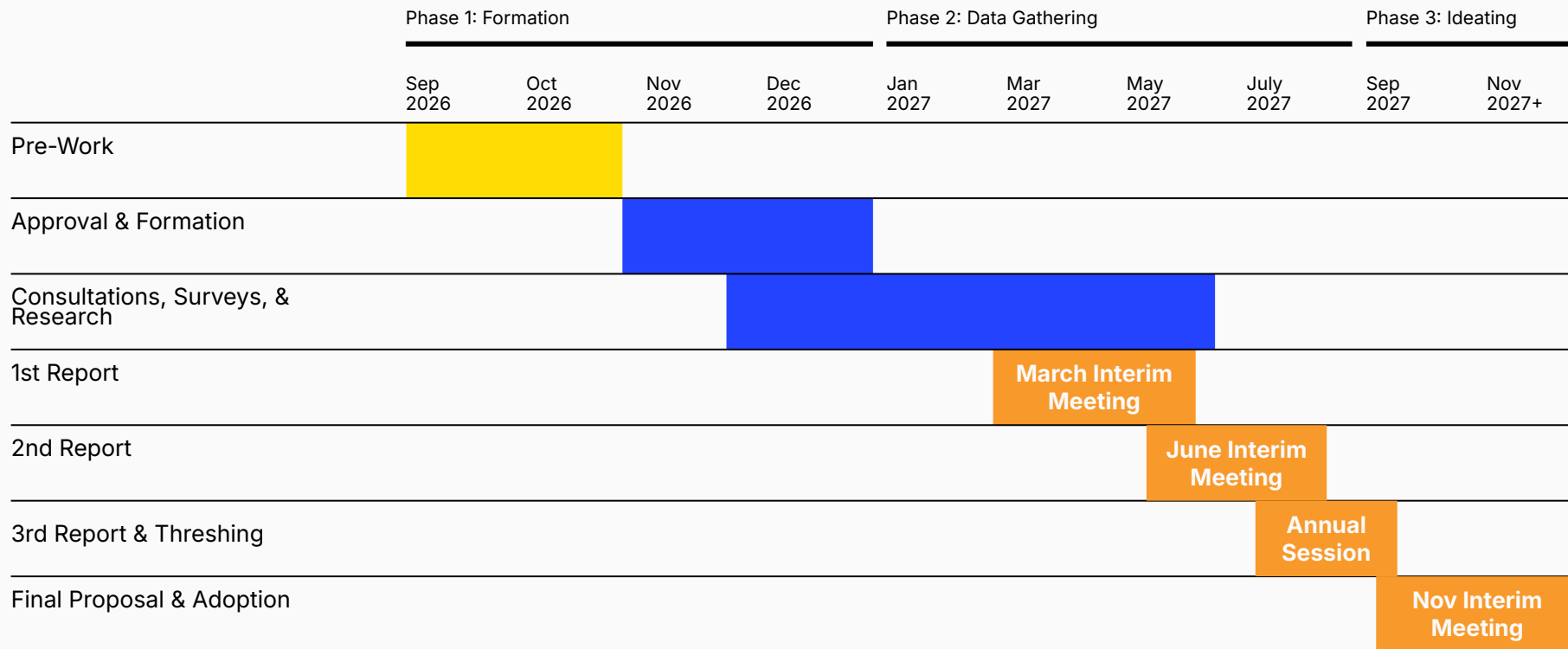
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Suggestions? Drop them in the feedback form at www.bym-rsf.org/future.html

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- 

WHEN: Timeline



WHERE do we go from here?

Your Feedback



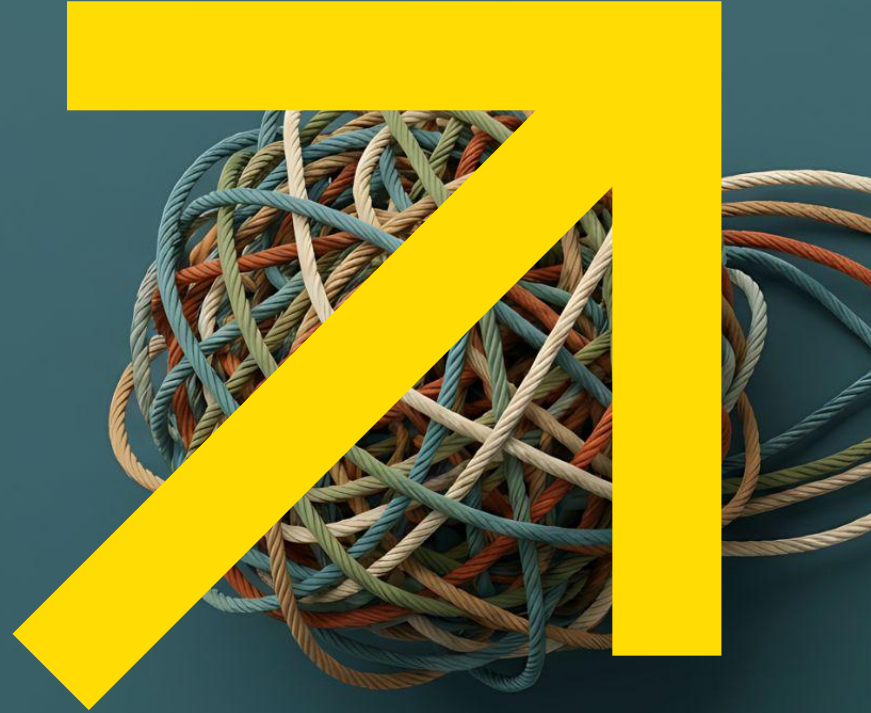
Refine Draft Proposal



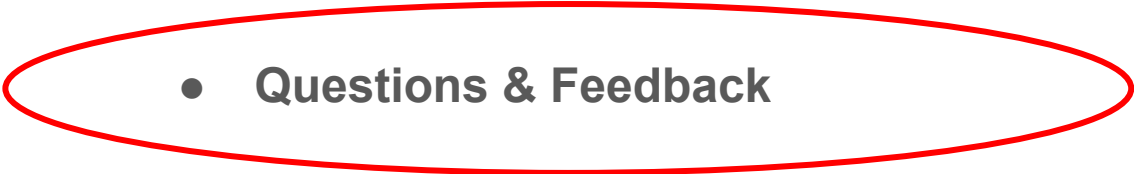
Interim Meeting Advance Reports
Go Out Oct 16



Nov 14th Interim Meeting



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 - **Questions & Feedback**
- 

“What do you think?

What questions do you have?

What excites you? What worries you?

*What needs further refinement before
November Interim Meeting?”*



Feedback Form: www.bym-rsf.org/future.html