BYM INTERIM MEETING
November 14, 2026
AGENDA AND ADVANCE REPORT

Agenda & Advance Reports

1. Opening Worship & Welcome

2. Nurturing Gifts & Service
    a. Naming Committee Report
    b. Nominating Committee Report
    c. Search Committee Report

3. Trustees of BYM……2
Point of Information: *Feedback requested as Trustees consider a trial period of renting out the BYM office building and co-locating the BYM staff on Sandy Spring Meeting property.*

4. Proposal for a Study Group on Yearly Meeting Structure……3
Action: *Request for Approval of formation of Study Group*

5. Peace & Social Concerns Committee
    a. ***Point of Information:*** *Proposed revisions to Manual of Procedure……5*
    b. ***Action****: Continued Discernment to Adopt the AFSC's Apartheid-Free Communities Pledge……6*

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    a. ***Point of Information:*** *Report on progress of committee work*

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Trustees

October 14, 2026

Dear Friends,

BYM owns the property in Sandy Spring that currently houses our BYM office. It is no longer being used the way it was when our General Secretary lived there and our staff worked in the office full-time. The building is no longer being well maintained.

Friends House Retirement Community has expressed interest in leasing the office building with an option to buy it at a later date. BYM Trustees have agreed in principle to leasing the office building to the Friends House as long as we could then relocate the BYM office to the Sandy Spring Friends Meeting Sidell Cottage. Sandy Spring Friends Meeting Trustees are considering whether we could rent Sidell Cottage and will get back to us after they've met.

BYM Trustees would like our General Secretary to proceed with negotiation with both rentals, Friends House and Sidell Cottage, with terms favorable to BYM, with final approval of the lease to be left with BYM Trustees.

With this letter, BYM Trustees want to communicate with the Yearly Meeting as a whole to assure there is support from the community for this forthcoming decision. If you have questions or concerns, please contact trustees@bym-rsf.org as soon as possible.

In the Spirit,
Gary Gillespie & Rich Thayer, Co-Clerks, BYM Trustees

Proposal for Consultation & Study Group on BYM Structure, Draft 2
October 14, 2026

Purpose
A proposed 16-18 month study group of Baltimore Yearly Meeting 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

For additional information including a slide deck, please visit: https://www.bym-rsf.org/future.html

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.

Composition
Composition: 5-7 Members
Term of Group: November 2026 - November 2027

1. Co-Convener: Steph Bean (Adelphi), Past Presiding Clerk
2. Co-Convener: Sarah Gillooly, General Secretary
3. Susan Russell Walters (Homewood)
4. Laura McGuire (Stony Run)
5. TBD
6. TBD
7. TBD

The Working Group would seek 3 additional members. Some of the diversity currently missing includes: small/rural meetings, active in a monthly meeting but NOT yearly meeting, men, people of color, people under the age of 40. Ideas can be submitted at: https://www.bym-rsf.org/future.html

Process

November 2026 Interim Meeting	Approval and Formation
Nov 2026 - Jan 2027	General Secretary's Survey of the *Practical State of Monthly Meetings*
Jan 2027 - June 2027	Consultations with and Surveys of BYM Friends on our Yearly Meeting structures
March 2027 Interim Meeting	1st Report: ★ What **strengths** & **pain points** exist in our current structures from the perspective of Committees, staff, officers, and individuals? ★ Based on the Practical State of the Monthly Meetings, **what strengths & pain points exist for Monthly Meetings and Quarterly**

	Meetings? What structures serve the flourishing of monthly meetings? **What structures do not serve us anymore or are missing?**
June 2027 Interim Meeting	2nd Report: ★ How was BYM structured throughout **our history**? ★ How are **other yearly meetings** structured? ★ How are **other groups that have similar values and scopes of work** (religious and secular) structured? ★ How can **organizational structures advance anti-racism**?
Annual Session 2027	3rd Report & Threshing ★ 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? ★ What questions and concerns do Friends have about these options and possibilities?
November 2027 Interim Meeting	4th Report: ★ Are we ready to move forward with a Proposal for Restructuring? ★ Proposed timeline of next steps for proposal and implementation
January 2028 and/or Beyond	Adoption of Proposal & Implementation

Additional Notes

- Hearts are clear that this process must center local worshipping communities and cannot begin with a preconceived notion of the destination.
- The Study Group will endeavor to invite Friends into the work without being on the Study Group. For example, asking a Friend with a particular interest in our history to look through Howard Fullerton's report from the 1990s on Committee Structures.
- Friends who attended the October 7th online feedback session noted the importance of weaving in our spiritual practices to this process. For example, what does it mean to be obedient to the spirit in this process? How can we turn to our spiritual practices when we feel afraid of change?
- Friends who attended the October 7th online feedback session encouraged the inclusion of someone with a "totally outside of BYM perspective." The General Secretary recommends working with Robin Mohr, but would like to consult with a full Working Group before making such a decision.

Peace & Social Concerns Committee

Proposed Revisions to Manual of Procedure Description of Committee

The Peace and Social Concerns Committee consists of approximately 12 members nominated by the BYM Nominating Committee and appointed by the Yearly Meeting, for three-year terms. The Committee strives to be broadly representative of the variety of local meetings that comprise the Yearly Meeting.

The Peace and Social Concerns Committee acts as the conscience of the Yearly Meeting in living our collective Testimony in opposition to war and violence in human, national and international affairs. The Committee recognizes that an enduring peace requires social justice, and that the two are inextricably bound together.

Friends' concerns for nonviolence in local, national and international affairs and in the just alleviation of tensions in society domestically are translated into education and action programs of the Yearly Meeting. The Committee gathers and disseminates information to the Monthly Meetings. It also acts as a resource to encourage Monthly Meetings to collaborate with each other and with other organizations, both Quaker, and non-Quaker, on issues that affect the fabric of society and on which Quaker testimonies can be brought to bear.

The Committee understands matters of economic justice are social concerns often leading to harms of violence, and may bring to the attention of the Yearly Meeting international and domestic concerns that affect relationships between the economically developed and less developed countries, or the relationship between people with greatly different economic conditions means wherever they may live.

The Committee recommends to the Nominating Committee, as appropriate, one person for a three-year, once-renewable appointment by the Yearly Meeting, to serve on the Board of Directors or as other liaisons to specific organizations that share Quaker peace concerns. In recent years these have included Quaker House (Fayetteville, NC) and Interfaith Action for Human Rights (IAHR) (serving Maryland, Virginia and the District of Columbia), and Prisoner Visitation and Support.

The Committee may organize Working Groups to advance particular Quaker concerns from time to time. They serve under the care of the Peace and Social Concerns Committee, and are approved by Interim Meeting. In recent years, Working Groups have addressed immigration, militarism, and reproductive justice. The Working Group on Palestinian Israeli Peace and Justice (PIPJ), and the Working Group on U. S. Militarism and War are under the care of Peace and Social Concerns.

Quaker Voice of Maryland, which brings together Quakers in Maryland to have an effective voice in statewide policy decisions on matters of Friends' concern, is also a working group of the Peace and Social Concerns Committee.

BYM Peace and Social Concerns Committee's Proposal to Interim Meeting About Adopting the AFSC's Apartheid-Free Communities Pledge and Working with Others to Build a Nonviolent Anti-Apartheid Movement Working for Peace, Justice, and Equality for Everyone in Palestine/Israel

"We are for Justice and Mercy, and Truth and Peace, and true Freedom, that these may be exalted in our Nation."

– Early Friends Minister, Edward Burroughs, 1659

Introduction

During the 2026 Annual Sessions of Baltimore Yearly Meeting, BYM's Peace and Social Concerns Committee (PSCC) and its Palestinian Israeli Peace and Justice Working Group (PIPJ) proposed two items for approval by the Yearly Meeting related to Palestine/Israel. The first was to endorsed the joint 2025 statement signed by eight major Quaker organizations from around the world--including the American Friends Service Committee and the Friends Committee on National Legislation, entitled "Quakers Discern Genocide Is Occurring in Gaza and Urge Courageous Action." This joint Quaker statement drew on Friends historic moral witness for peace, justice, and equality for all in order to oppose all ongoing support for the Israeli genocide against the 2.2 million Palestinian civilians living in Gaza, and the State of Israel's many apartheid policies that have harmed Palestinians throughout Palestine/Israel for decades. In addition, the joint Quaker statement calls on Friends everywhere to use every nonviolent means to work for a democratic future that secures peace, justice, and equality for everyone living in Palestine/Israel. After prayerful consideration, the final business session at the 2026 Annual Sessions endorsed this joint Quaker statement.

Annual Sessions ran out of time to address the second PSCC/PIPJ proposal, which was for BYM to affiliate with the AFSC-convened Apartheid-Free Communities coalition by signing on to its membership pledge. In the interests of giving this second PSCC/PIPJ proposal careful discernment, Annual Sessions agreed to hold this proposal over for consideration at the next BYM Interim Meeting. BYM's Peace and Social Concerns Committee and its Working Group on Palestinian Israeli Peace and Justice therefore are now bringing forward, for prayerful consideration and approval, the proposal that BYM endorse the Apartheid-Free Communities coalition's membership pledge at the November 2026 Interim Meeting.

What Does the Apartheid-Free Communities Pledge Say?

WE AFFIRM our commitment to freedom, justice, and equality for the Palestinian people and all people;

WE OPPOSE all forms of racism, bigotry, discrimination, and oppression;

WE DECLARE ourselves an Apartheid-Free Community and to that end

WE PLEDGE to join others in working to end all support to Israel's Apartheid regime, settler colonialism, and military occupation.

PROPOSAL BACKGROUND AND RATIONALE

What Is Apartheid?

The term “apartheid” was first coined in South Africa, where the ruling white minority used it to name its decades-long system of extreme racial segregation and domination. Yet, apartheid can exist anywhere and take a variety of forms. The term is now used to describe any situation where an oppressive system of domination by one social group over another (whether based on race, ethnicity, or creed) is not only sought, but institutionally established, and maintained through serious human rights abuses and inhumane acts. The Jim Crow South in the United States, for example, fits this definition and is now often referred to as apartheid.

This wider definition of apartheid has also been codified into international law; first in the 1977 International Convention on the Suppression and Punishment of the Crime of Apartheid and then further elaborated in the 1998 Rome Statute to the International Criminal Court. Apartheid is now considered a crime against humanity--and global civil society, governments, and corporations have a moral and legal responsibility to refuse cooperation and complicity with any apartheid regime.

Has Israel Become an Apartheid Regime?

For decades, Palestinian human rights organizations and activists, as well as South Africans, have described the situation in Palestine/Israel as apartheid. They argued that the Israeli government’s policies towards the Palestinian people have long met the three defining characteristics of apartheid under international law:

1. An intent to maintain domination by one group over another.
2. A robust institutional system of domination by one group over another.
3. Inhumane acts and severe human rights abuses by the dominant group against another.

More recently, several Israeli and international human rights organizations, including Yesh Din, B’tselem, as well Human Rights Watch, and Amnesty International, have all carefully researched and documented the evidence for these claims. Today, a strong consensus has emerged within the international human rights community that Israel’s treatment of Palestinians does, in fact, constitute the crime of apartheid. This, in turn, has challenged the entrenched propaganda narrative that obscures this reality and has sparked a growing international movement to withdraw cooperation and support for Israeli apartheid to help secure peace, justice, and equality for everyone who lives in Palestine/Israel.

Why Should BYM Affiliate with the Apartheid-Free Communities Coalition?

As Quakers, we are called to love our neighbors, seek justice, practice compassion, and walk humbly with our God. Taking the Apartheid-Free Pledge is an important way to answer this call on one of the great moral issues of our time. It brings our Yearly Meeting into solidarity with people suffering oppression and it is a direct response to specific calls made by Palestinian civil society and Palestinian Christian and Muslim leaders for international solidarity and concerted action for peace, justice, and equality for all in Palestine and Israel. Taking the Pledge--and acting on

it—also supports the courageous peace and justice work of a wide variety Jewish activist groups operating in Palestine/Israel and elsewhere to create a better future for all.

Remember, congregations and denominations of different faith traditions played a major role in both naming and resisting South African apartheid. We can now play a similar role in naming and transforming the oppressive apartheid reality operating in Palestine/Israel today. There are many ways Quaker groups might choose to contribute to this peace and justice movement, including educating ourselves and neighbors, policy advocacy, humanitarian assistance, nonviolent protest and civil disobedience, and economic activism, such as boycotts and divestment. Taking part in the Apartheid-Free Communities coalition, which includes the rapidly growing Apartheid-Free Communities' Quaker Affinity Group nurtured by the AFSC, can help provide affiliated Friends organizations with inspiration, speakers, workshops, resources, Zoom meetings, mutual aid, action ideas, and collaboration opportunities.

What BYM Congregations and Committees Have Already Adopted the Apartheid-Free Pledge?

- Adelphi Friends Meeting
- Annapolis Friends Meeting
- Bethesda Friends Meeting
- Floyd Friends Meeting
- Frederick Friends Meeting
- Friends Meeting of Washington
- Homewood Friends Meeting
- Langley Hill Friends Meeting
- Midlothian Friends Meeting
- Richmond Friends Meeting
- State College Friends Meeting
- Stoney Run Friends Meeting
- BYM's Peace and Social Concerns Committee
- BYM's Palestinian Israeli Peace and Justice Working Group

What Are Some Key Online Info Sources for Further Learning and Discernment?

- Apartheid-free.org
- Sign up for the Apartheid-Free Communities newsletter
- Apartheid-Free Quaker Affinity Group
- List of Apartheid-Free Quaker congregations and organizations
- Addressing common Quaker concerns on signing the Apartheid-Free pledge
- The struggle for unity on Israel/Palestine: One Quaker meeting's discernment journey to join the Apartheid-Free Communities Coalition
- Quaker resources on Israel/Palestine
- Why AFSC Is Proud to Be Part of the Apartheid-Free Communities Movement

For clarifications or other questions and concerns, please contact PIPJ member Steve Chase at stevechase338@gmail.com.

Development Committee Report to Interim Meeting (Updated Nov 2, 2026)

The committee and Nikki, our Development Director, have been busy since Annual Session! We made visits to three monthly meetings and Nottingham Quarterly Meeting. Our incoming Clerk, Ted Heck, reminded committee members to consider becoming a BYM donor or, as a sustaining Quaker, to consider an increase in your monthly gifts. We mailed a special update of projects and summer camp events to Opequon Special Campaign donors. Recently, we completed the fall mailing of approximately 1000 letters. These letters expressed gratitude for your contributions, informed you of recent events in BYM, and invited continued financial support. We are looking forward to our end of the year activities which will include social media posts for Giving Tuesday and special greetings in our holiday card mailing, as well as a few personalized emails from Sarah, Ted, and Gloria.

Baltimore Yearly Meeting is fortunate this year because we have several generous families who will match your new and increased donations to the general fund from now until December 31. If you have not included BYM in your year-end giving plan, now is a great opportunity. With a last push of gifts during this quarter, we are hopeful that we will reach our fundraising goals for the year! If you have any questions, please reach out to Nikki at nikkiholland@bym-rsf.org.

In the spirit of Thanksgiving, I am reminded that “Baltimore Yearly Meeting is a worshiping community, gathered in the presence of the Divine, affirming that of God in every person.” Your end of year financial support is so important and will enable us to …serve others in love, to share our gifts and resources, to reach out to those in need, and to witness in the world our shared faith.

Gloria Victor-Dorr
Clerk, BYM Development Committee

Treasurer's Report to Interim Meeting
Baltimore Yearly Meeting
Third Quarter, 2026
November 14, 2026

Today I am reporting on the financial condition of Baltimore Yearly Meeting at the end of the third quarter 2026. I am presenting three documents: the balance sheet (labeled Statement of Financial Position) and the Statement of Activities for the camp and non camp parts of our budget. The balance sheet reflects the totality of all BYM assets and liabilities as of September 30, 2026—all of our camp and non camp resources. Even though the camp LLC has not yet assumed operation of the camping program, the two separate Statements of Activities (which report revenue and expenses) let us see how the individual components of BYM's work produce our financial condition—and help clarify the challenges ahead as we work toward a sustainable model for the camping program.

The Statement of Financial Position as of 9/30/2026 shows our assets after we've received almost all of the revenue from camp, but before we collect the remainder of apportionment income and contribution income we budgeted. Our principal expenses for the rest of the year are the 4th quarter personnel costs. **With that background, the net assets of the Yearly Meeting as of 9/30/2026 are $5,251,787, a decrease of $110,000 from the beginning of the year.** The Meeting has no long term loans or liabilities and most of the $142,084 short term liabilities are accounts payable and wages payable..

Turning to the non-camp Statement of Activities, our programs—Annual Session, Spiritual Formation, Youth Programs, and Women's Retreat were successful—at least as represented by our earned income exceeding our budget. We've collected just under 2/3 of budgeted apportionment and contribution income, which is about we expected by the end of the 3rd quarter.

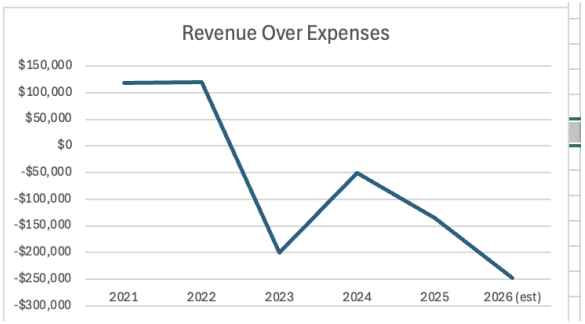
Expenses for the non camp program show two significant overages: the Women's Retreat expenses were 155% of budget, because of greater than anticipated attendance. This was more than made up for by attendance fees. Overall the Women's Retreat had a positive revenue over expense of $10,0000. This is available in the 2027 budget for financial assistance to attendees of the planned March 2027 Women's Retreat

The other major overage is noted in the "admin, infrastructure and all other programs" line where expenses were already 144% over budget by the end of the third quarter. This was mainly due to a $5000 (30%) increase in insurance, and increased expenses from the use of contractors to assist in the finance department prior to and during the onboarding of our finance director.

Overall, at the end of the third quarter expenses exceed revenue by $108,000 for the non camp portion of BYM operations. If apportionment and contribution income materialize as budgeted, this deficit should decrease to $32,000.

For the Camp Statement of Activities, the disappointing news is that camp revenue, driven mainly by camp attendance fees, has fallen short of the 2026 budget by $260,000, There is still about $80,000 in income expected in contribution income through the end of the year. In addition, despite significant savings in Camp Program Costs and Administrative Operating costs, camp expenses are exceeding budgeted amounts. As of the end of the third quarter, expenses over revenue are $118,000, and this deficit is expected to grow as year end figures are tabulated.

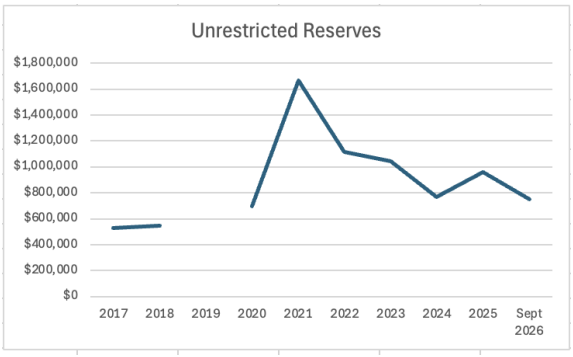
For a historical perspective, the chart below indicates the camp operating bottom line over the last five years.



This does not include the BYM non cash contribution to camps via the provision of HR, accounting and executive services, nor does it account for ongoing capital expenses. It does give something of a measure of the difficulty we are handing to our Quaker Camp LLC board.

One important measure of the health of our Yearly Meeting is the state of our unrestricted reserves. As of 9/30 our unrestricted reserves were $752,828

Historically, our reserves have fluctuated, with a big increase after receiving COVID PPP funds



Trustee have accepted the 2025 audit which had an “unqualified” opinion, meaning no material errors were found in our financial statements. The 990 tax return was also completed. Both documents will be available in the Yearbook next year.

Statement of Financial Position

Baltimore Yearly Meeting

as of Sept 30, 2026

	9.30.26	12.31.25	Difference
Assets			
Short-term Assets			
Cash & Cash Equivalents	264,722	334,862	(70,139)
Accounts Receivable	879	45,222	(44,342)
Prepaid Expenses	1,771	96,032	(94,261)
Total Current Assets	267,372	476,116	(208,743)
Long-term Assets			
Property & Equipment	2,980,969	2,935,587	45,382
Long-term Investments	2,145,530	2,255,548	(110,018)
Total Long-term Assets	5,126,499	5,191,135	(64,636)
Total Assets	**5,393,871**	**5,667,251**	**(273,379)**
Liabilities			
Short-term Liabilities			
Accounts Payable	103,988	14,268	89,719
Deferred Revenue	-	202,278	(202,278)
Other Short-term Liabilities	38,097	82,299	(44,203)
Total Short-term Liabilities	**142,084**	**298,846**	**(156,761)**
Total Liabilities	**142,084**	**298,846**	**(156,761)**
Net Assets	**5,251,787**	**5,368,405**	**(116,618)**
Total Liabilities and Net Assets	**5,393,871**	**5,667,251**	**(273,379)**

BYM Budget vs Actual (Camps Not Included)				
2026 through 9/30				
	2025 Actual	2026 Budget	2026 YTD through 9.30	% of Budget (75% of year elapsed)
Revenue				
Contributed Revenue	$387,168	$280,000	$177,864	64%
Earned Revenue	$97,860	$122,000	$129,352	106%
Apportionment	$521,595	$564,000	$346,568	61%
Other Revenue	$1,221	$2,000	$1,139	
Total Revenue	**$1,007,844**	**$968,000**	**$654,923**	68%
Releases from Restricted Funds				
ST Turner Quaker Education Fund	$12,450	$16,000	$24,660	154%
Educational Grants Funds	$17,998	$25,000	$15,000	60%
Other	$6,247	$0	$1,500	
Total Revenue with Fund Releases	**$1,044,539**	**$1,009,000**	**$696,083**	69%
Expenses				
Personnel	$528,341	$558,418	$428,367	77%
2027 Staffing: 5 full-time; 1 half-time				
Programs				
Youth Programs	*$4,929*	*$8,950*	*$8,223*	92%
STRIDE	*$11,484*	*$13,400*	*$10,546*	79%
Development	*$20,010*	*$35,500*	*$14,671*	41%
Annual Session	*$74,803*	*$83,400*	$72,464	87%
Spiritual Formation	*$23,880*	*$25,500*	*$22,880*	90%
Women's Retreat	*$9,970*	*$20,000*	*$30,942*	155%
Contributions to Outside Orgs	*$25,275*	*$25,000*	*$0*	0%
Grantmaking	*$55,570*	*$41,000*	*$40,660*	99%
Admin, Infrastructure & All Other Programs	*$174,019*	*$109,086*	*$157,116*	144%
Total Programs	$399,940	$361,836	$357,502	99%
Committee Expenses	$22,811	$31,700	$18,580	59%
Total Expenses	**$951,092**	**$951,954**	**$804,450**	85%
Revenue Over Expenses	**$93,447**	**$57,046**	**-$108,366**	
Annual Depreciation	*$9,019*	*$8,000*	*$0*	
Investment income	*$118,225*		*$65,823*	

BYM Quaker Camps Budget vs Actual			
through 9/30/26			
	2025 Actual	**2026 Budget**	**2026 YTD**
Revenue			
Contributed Revenue	$140,940	$125,000	$43,575
Program Attendance	*$1,416,370*	*$1,559,000*	*$1,399,276*
Clothing Sales	*$842*	*$1,000*	*$1,105*
Property Rental Income	*$32,162*	*$41,000*	*$24,547*
Total Earned Revenue	$1,449,374	$1,601,000	$1,424,927
Other Revenue	$1,417	$22,500	$16,044
Revenue	**$1,591,731**	**$1,748,500**	**$1,484,547**
Releases from Restricted Funds			
Barry Morley Fund	$26,457	$25,000	$26,499
Special Campaign for OQC	$22,960	$0	$0
Total Revenue	**$1,641,148**	**$1,773,500**	**$1,511,046**
Expenses			
Personnel - year-round	$519,637	$499,181	$393,021
Personnel - seasonal	$665,924	$690,356	$694,958
Professional Services	$59,278	$6,600	$18,896
Administrative Operating Costs	$154,232	$212,731	$166,315
Utilities & Physical Plant	$97,539	$97,282	$86,621
Vehicles	$72,871	$69,500	$79,132
Program Costs	$206,758	$244,850	$189,688
Misc. Costs	$0	$0	$289
Total Expenses	**$1,776,238**	**$1,820,500**	**$1,628,920**
Revenue Over Expenses	**-$135,090**	**-$47,000**	**-$117,874**
Trustee Approved Draw from Cash Reserve		$47,000	
Annual Depreciation	*$136,734*	*$178,656*	

STRIDE Annual Report
Presented to Fall 2026 Interim Meeting Rai Carter, STRIDE Coordinator

Mission: STRIDE (Strengthening Transformative Relationships in Diverse Environments) is a program of BYM that works to break down barriers to access that youth of Color experience in attending BYM Quaker Camps and build communities of genuine diversity.

There are so many ways to visualize the success of the program as well as its opportunities for growth over the past year. In this report, I hope to share some of the ways we continue to create a consistent program for the campers and families that are currently enrolled as well as taking a deeper look into how the program might garner future support as the BYM Camping Program transitions over the next several years.

STRIDE Funding Model
In 2026, we limited the number of STRIDE scholarships available to 45 camper weeks. This is an important step to recognize the limitations of our camp budget while still fulfilling our mission to support campers with a variety of financial needs with 100% scholarships. A challenge is that we continue to need further support from Monthly Meetings to actually fulfill this mission. The pace of giving to STRIDE does not meet both the full cost of sending a camper to camp and the administrative cost of the program. There are a few Meetings and individuals that continue to give generously to this effort. However, our current grants applications and fundraising does not cover the costs. In the coming weeks, we will need to make a challenging decision around how many camper weeks can be fully funded. It feels clear that continuing with full scholarships is important in continuing the enrollment of our current campers. I invite Monthly Meetings to think about ways that they can support the full cost of a camper before next season.

Cost of Camp Tuition (2027)	Cost of STRIDE Support	Total Direct Cost Per Camper
$1,425 per week or $2,850 per session	$100 for personal items and gear $200 for Gear Library $30 for care package $20 per camper for Orientation Gathering $350 total	$3,200

Gear Lending Library
This year, we launched our gear lending library, an extraordinary feat to support first-time campers and Kindling campers who want to experience our program at a slightly lower cost. They were able to purchase small backpacks, which is one of the few items that camps do not already have in storage. We worked with Outdoor Empowered Network, an organization that can help us implement a larger library system with a long-term hope that all campers across all of our programs will be able to use items from our gear libraries instead of purchasing new items. This program is important because it reduces a key financial barrier for campers and

families, saving them hundreds of dollars each season. We will implement this program again in the upcoming season in the hopes of continuing or learning and practicing to scale the program. At this time, it is not clear to us when we'll be able to arrive at full scale, but we are excited about the prospects of this being a money generating activity while also reducing the costs for families.

Upcoming Educational Resources

This year, we learned a lot about navigating conflict at camp from supporting campers in the program. One of the outcomes is the creation of resources specifically for our white campers and families about racial harm and caring for our diverse camp community. It is clear that one of our strengths is having a diverse camp community, and that one of the reasons why families choose us is due to our diversity. However, white campers sometimes create racial harm with their words and actions. We do a lot of work at camp to create opportunities for learning at the beginning of camp. We hope to jumpstart the conversation before camp to invite campers and families to think critically about their words and actions. This step shifts some of the burden from our BIPOC community and invites white camp community members into caring.

We plan to share these additional resources on our website and invite parents to start the conversation with their campers about what it means to be in a diverse community. Racial wounding at camp most often come up due to comments about skin color and race, where people are from, personal care, and other differences. These resources and guides will support families to navigate important conversations for the care of our whole community. We believe that this an important step and look forward to sharing more details soon.

We will also be creating a library of age-appropriate resources, such as story books, for directors to use during camp when racial harm happens Identity formation is a strong part of the BYM Quaker Camps experience, and we hope to support activities that invite campers to think about their identities specifically around race, class, and gender and what types of support they might envision needing or wanting while at camp.

These are just some of the ways that we hope to advance equity and inclusion within our camping program. By specifically centering the needs of our campers who might need support we are able to think critically and clearly about our future efforts of universal design . Many of the steps taken in the past year support not only campers within the STRIDE program, but all campers of BYM Camps. We appreciate your continued support as we implement these changes.

Efforts like the creation and implementation of programs like STRIDE have been and are likely to continue to be under threat. Political, organizational, and economic change and instability are often moments when conversations about racial justice can shift. I urge all Friends - lean into the difficult and uncomfortable questions and decisions that arise. Those conversations are the work of making and preserving spaces of welcome and belonging. There will be a time when your commitment will be tested. Continue with encouragement. Each year we continue to uncover, seek clarity and hope to lessen the barriers of participating in our beloved community

and to provide stronger support to celebrate the gifts that each community member brings. Those are the moments when communities who have been left out feel true belonging, not just as participants, but as leaders and creators.

BYM Camps Annual Report, presented to Interim Meeting 11/14/2026
Zora Tucker, Program Manager, BYM Camps

Introduction

The summer of 2026 was the 104th in the Yearly Meeting's camping program. It was the first summer since the Yearly Meeting greenlit the formation of the BYM Camps LLC (BYMQC LLC), and during the summer the board was seated and began making preparations to get a handle on starting to govern BYM Camps during the coming Interim Period of Governance. This summer was a challenging one due to issues related to staff capacity, and the increasingly unavoidable and unpredictable real consequences of global climatic instability on our program, both of which took place within the context of the background hum of long-term financial duress.

Although this is the last year someone in the role of Program Manager will give a report like this to the body at large, the large structural forces impacting our program (financial security and climate change) will need to be addressed by long term planning by the new Board of of the LLC, and taken into consideration by the Yearly Meeting, of which the camps are still a vital – if now somewhat institutionally distinct – arm.

Camper and Family Analysis

Enrollment

Analyzing 2026 was a challenge. Our total number of campers rose, but our number of camper weeks declined – this was because we reopened Session 3 at Opequon (Session 3, which was cancelled in 2024 and 2025 in April of both years due to low enrollment) and shifting all Kindling Sessions to 3rd Session at Shiloh and Catoctin, which opened up MORE spaces for two week campers in the first sessions at both of these camps. We had more one-week campers and fewer 2 and 4 week campers.

The loss of campers was due almost entirely to a sizable decline in enrollment at Teen Adventure (for which the TA directors prepared, predicted and budgeted) and two-week campers at Catoctin (a surprise). This enrollment drop was largely offset in terms of number of registered campers, by substantial growth of the program at Opequon, which mainly happened due to the fact that we ran a third session, and in a new format – OATS–which gave campers a trip-optional experience. Instead of 0% enrollment during the third session, we had 65 campers come, which was just over 50% of capacity at that camp for that session. We did not expect to reach capacity; we wanted to grow our pool of new campers. So Opequon's enrollment growth accounted for all of our program's growth, which I think says something important about the work of our recruitment team, as well as the investments we have made in wonderful leadership and facility upgrades there.

It is important to note that if our enrollment numbers had stayed stable at Catoctin and TA, our program enrollment would've been 97% of total 2025 capacity, and 86% of 2026 capacity. And we would've drawn in something around an additional $60,000-$100,000.

2025

Program	Campers	Camper-weeks	% of Program Campers	% of total Program camper weeks
Catoctin	239	461	41%	38%
Opequon	97	186	17%	16%
Shiloh	171	339	30%	28%
Teen Adventure	71	213	12%	18%
TOTALS	578	1199	100%	100%
Total capacity	642	1308		
Enrollment as % of 2025 capacity	90%	91.6%		

2026

Program	Campers	Camper-weeks	% of Program Campers	% of total camper weeks
Catoctin	219	413	37%	35%
Opequon	144	247	24%	21%
Shiloh	170	327	28.5%	28%
Teen Adventure	63	189	10.5%	16%
TOTALS	596	1176	100%	100%
Total capacity	720	1464		
Enrollment % of 2026 capacity	82.7%	80.3%		
Enrollment % of 2025 capacity	92.8%	90%		

It has been confirmed (anecdotally, by people in the Camping Industry) that overnight camps saw an overline decline in enrollment nationwide in 2026, but I'd love hard data on this. At BYM Camps, there were 534 campers who came to our camps. To be more precise, this was 1176 camper weeks enrolled, out of a possible 1464 possible camper weeks. At Shiloh, enrollment

was 82.6% of capacity, at Catoctin it was at 85.6% of capacity, at Teen Adventure it was at 87.5% of capacity[1] and Opequon was at 60.8% of capacity.

The largest issue is low enrollment during the 3rd session at all of our camps, which happens during August. This is a trend affecting not just our camping program, but camps nationwide and it is due in large part to school starting earlier in many districts, particularly in Virginia school districts. It is utterly beyond our control but proving devastating to our enrollment. Zooming out a little more, census data shows that the rates of camp-aged children has dropped 2.4% in Maryland and 2% in Virginia, making camps more competitive, and also making the total available pool of campers smaller.

What are we doing about this for 2027?
Zora and TA Director Jesse Austell are working to do targeted advertising to folks who sent their kids to camp in 2024 and 2025 but not 2026. We will also run targeted ads to folks we think are likely to be values-aligned with our camps. This advertising strategy is running on a $10k/month google ad grant Zora applied for and got in October, and Jesse generously offering his expertise and his own advertising consultant for his business Next Day Animations to analyze our online data analytics and make adjustments as we acquire data from interactions on our own website and from ads that we place online. It is all fairly complex, but the overall strategy has to do with placing digital trackers on our registration websites, our camp website, and spending free money where we can to entice folks to return to our camps and/or to give them a try. We don't have any real money for advertising, generally, so we cannot invest substantially in recruitment until we do. I would like to have a budget to make a concerted effort to recruit 50-100 more campers in the next few years, unless we make a decision to shrink our program instead.

Recruitment and Retention Analysis
The Program Manager's biggest takeaway from recruitment efforts is that advertising our referral bonus program during the registration process really worked. In 2025 we had 4 people sign up for a referral bonus for recruiting new campers to camp. In 2026, we had 26 new families recruited via existing camp families, or staff. This was really wonderful, specifically because this form of investment requires zero financial risk for us. Every new family recruited only costs us money once we KNOW they are registered and paid. So, for 2027, we are raising this bonus and expanding this zero-risk program.

Rai Carter wrote an extensive report about the work that they did with Opequon staff members Matt Poole and Genevieve Legowski (also Youth Programs Coordinator) in Winter and Spring of 2026. LLC Board Chair Al Best also wrote an incredible Retention report that has informed some of the work that Zora and Jesse are doing to recruit campers who skipped a year of camp, in order to try to get those campers back in our program. The large conclusion of the recruitment report is that recruitment takes time, like not just one season, but years of planting and nurturing seeds. Al Best's essential conclusion is that younger new campers are more

[1] Each season, Teen Adventure looks at the numbers of graduating campers and plans for x number of trips per season. This year they planned for 6 trips, so that percent is based on assuming that max capacity would be 12 campers/trip

likely to return than older new campers, and he wonders how we can focus on getting all new campers to become returning campers. Both of these are worth taking a look at if you have further questions or interest in recruiting new campers and retaining current campers.

Sliding Scale Analysis
People ended up paying on the Sliding scale pretty much how we hoped they might, and if more campers had come, period, the Sliding Scale would've worked out fairly well.

Levels	Campers	Camper Weeks	% camper weeks
Stewardship	70	162	13.8%
Operating Cost	283	606	51.6%
Supported Level 1	57	129	11%
Supported Level 2	60	135	11.5%
Scholarship	44	102	8.7%
Staff and STRIDE	20	41	3.5%

Race at Camp
Camper Family Racial Demographics 2026

Report Summary		
American Indian or Alaska Native	3	0.48%
American Indian or Alaska Native,	1	0.16%
American Indian or Alaska Native,	4	0.64%
Asian	3	0.48%
Asian,Black or African American	1	0.16%
Asian,Native Hawaiian or Other	1	0.16%
Asian,White	31	4.98%
Black or African American	40	6.42%
Black or African American,White	12	1.93%
Middle Eastern or North African	2	0.32%
Middle Eastern or North African,White	5	0.80%
Native Hawaiian or Other Pacific	1	0.16%
Prefer Not to Say	15	2.41%
Unknown Ethnicity	75	12.04%
White	425	68.22%
Report Total:	**619**	**100%**

Our camping program remains fairly white, although the mysterious "Unknown Ethnicity" and "Prefer Not to Say" haunt us a little. Notably, the chart below doesn't include demographic information about Latinx folks, because Latinx identity remains categorized as ethnicity, not race. Our campbrain data doesn't allow us to pull this ethnicity information in a systematic way, but we need to remedy this. Catoctin Director Dyresha Harris has spent some time working on

the Retention by Race reporting in Campbrain, and we have this data for staff and campers. There has not been a notable change in any direction in terms of staff. Al Best, in his aforementioned report, was able to conclude that minoritized groups do not have a statistically different return rate to our program than white campers.

Quakerism and Religion at Camp

BYM Quakers	135	24.4%
Other Quakers	43	7.7%
Christian	66	11.9%
Buddhist	2	0.03%
Hindu	1	0.01%
Jewish	23	4.1%
Muslim	6	1.0%
Other	48	8.6%
No Religion	218	39.4%

The percentage of Quaker families at our program continues to grow – BYM families went up by 12 and Quaker families from other YM overall up by 12 from Summer 2025–one percentage point. I'm going to reprint exactly what I wrote in the 2025 report, because I have nothing new to add, but still want to lift this up:

> *This is nice news, given that camps are our principal ministry and also because the BYM community invests so much energy, money, time and love into our camps. The only real thing these data leave your Interim Program Manager with is a query: does the Sliding Scale, to which we are spiritually committed as a community, make financial sense when the vast majority of the families and campers that we serve have no demonstrable commitment to our spiritual community and its commitment to equity, transparency and truth-in-numbers? I don't have a secret answer to this question; I simply think it is my job to ask this question and for BYM to think about it together. If our camps were turning a profit and able to pay for themselves into the future, I wouldn't ask this question, but that isn't where we stand.*

Feedback from Families

Overall, families were happier with camp in 2026 than they were in 2025. They ranked the experience as a safe and welcoming one, and they were particularly pleased with: the food, the ubiquitous song, how chores make their kids more helpful, how happy and confident camp makes them, how campers learn to deal with challenges and different kinds of people. It was particularly heartening to know that the new program-wide arrival procedure (a major sore spot in past years) was very well received. Some helpful feedback that we received in 2026: families are still confused that bunks don't have mattresses, Kindling families are sometimes confused that their campers go on trips, and the weekly schedule could use some clarification or explanation in our Handbooks

Program Analysis

Staff

At our four camps this summer, we had 154 employees. Of these, 42% were new to either BYM Camps as a whole, or to the camp they worked in 2026. This "turnover rate" was highest at Catoctin (54%), and lowest at Teen Adventure (30%) and Opequon (34%), with Shiloh coming in at the middle (40%). The amount of hiring work that this takes on behalf of the Directing Teams is substantial. While helping Catoctin out within hiring in Spring 2026, I was struck by experiencing, instead of merely hearing about, how challenging, arduous and frustrating the hiring process can be for directing teams. I'm excited to implement some changes in the hiring process for Summer 2027 that will centralize a few components of hiring in order to lighten the load of directors and expedite the hiring process in general, so great candidates are offered jobs by BYM Camps before they take summer jobs elsewhere.

At Catoctin, we not only hired a new Co-Director (Basil Bergman) but shortly after they were hired, our longtime CQC Director Dyresha Harris needed to take medical leave that started in early April and continued into the start of camp. This meant that the Program Manager needed to step up and orient Basil to the job and help the Deputy Director (Alicia Robinson) help Basil get acquainted with the hiring process mid-season. We were luckily able to hire one of the applicant finalists for the co-director role – Paige Hilton – to work as a second deputy director, and her work was so valuable in 2026. I had to help Catoctin hire as the season approached. Dyresha Harris served as an ex-officio director who was on-and-off site during the Summer, and Basil was coached out of the role in the middle of the second session due to some concerning behaviors and a persistently voiced desire to leave. This led me to send myself as Program Manager and the Program Associate (Randy Mattern) to Catoctin for almost two weeks to offer additional hands-on support and programmatic authority for a greener directing team. Former Opequon Director Elaine Brigham was working as a work grant cook at Catoctin as a work granter at the time, and stepped up in a big way as a contracted employee to help Paige and Alicia run camp. This was a challenging period for Catoctin, but the amazing fact is that it did not seem to impact the camper or family experience in any discernible way, which really speaks to the power of all the folks who worked together to keep CQC running during Summer 2026. We are so grateful to all the folks who helped lift CQC up during this time.

Feedback Staff and Work granters

We didn't get a lot of staff feedback outside of Catoctin staff, so one goal I have for 2027 is making sure more staff at the other camps fill out our staff feedback form as part of their exit procedure from camp. 63% of staff are likely to return next summer, and the same percentage of staff would recommend the job to others. There was a lot of satisfaction overall with the camp experience and culture. Staff want: more time to rest, more ways to build culture as a team, and more understanding of what the position will require before the job. One notable comment for me as program manager was "as the climate grows more extreme, it would be very helpful to have communicated emergency action plans and also concrete "what to dos" for those leading trips. I am thinking specifically for heat waves"

This was the first year we asked for Work Grant feedback, and while the form was largely filled out by long-time camp enthusiasts and seasoned vets (80%) as opposed to newcomers (20%), there were some great suggestions regarding how to better prepare folks for arrival and the roles, and some valuable feedback from maintenance and medical work granters, who are a minority of the workers but whose feedback on preparation and execution of their roles is very important to us. Overall, it just felt good to elicit and receive feedback from work granters, and we are definitely going to continue soliciting this input in coming summers.

Training Changes

In 2026, I implemented changes in training requirements that require all trip-leading staff to be certified in a minimum of CPR/AED + either Lifeguarding, Canoe River Trip Leading, or Wilderness First Aid (WFA). This has led to a reduction in the number of training bonuses, and a more certified staff across the board. Staff are paid to get these required trainings during "Skills Week" which is a 2-3 day training period, or reimbursed up to the cost BYM pays for offering these paid trainings, and they receive a bonus for having more trainings that the mandatory minimum. This means more staff attend the trainings we pay for as a program, and our staff are more trained across the board.

Other notable staffing and programmatic changes:

- Teaching Artist positions resumed at OQC, with at least one Teaching artist per session at Opequon.
- Our LIT (Leader-in-Training) program at cabin camps resumed at all three locations – after a hiatus at Opequon. Shiloh experimented with having some LITs come for only one week, which meant more potential counselors got to experience a taste of being a counselor. The LIT program is the single most competitive job at our camps, and figuring out how to get more people into LIT roles is something the I plan to work with directors on developing this spring.
- Rai Carter initiated and took the lead on the pilot of our Gear Lending Library in Summer 2026, as detailed in their report. This program will continue to grow in 2027.
- In Summer 2026 we welcomed 2025 Opequon MESH Coordinator Trish Franklin as our new MESH Director, who also still serves as OQC's MESH Coordinator. Trish is an extremely accomplished practitioner with lots of clinical and camping experience who is an enormous asset to our program. On several occasions she drove from Opequon, where she had an apprentice MESH coordinator to cover her absences on site, to support campers and staff at Shiloh and Catoctin, and also conducted pre-camp in-person trainings on Neurodiversity at all of our camps. We are so lucky to have Trish!

Climate Change

This year our program was impacted by:

- Several Severe storms that caused down trees and power outages lasting more than 12 hours and causing the loss of thousands of dollars of food (Catoctin)
- Quickly developing storms on a river that led to a trip leader calling a local fire department for an emergency evacuation of a river (Catoctin)

- A massive, days-long Air Quality incident event from Canadian wildfires that significantly impacted our cabin camps, causing campers at Shiloh to take refuge at a local food bank and church, and causing many campers to wear masks and for programs to limit activity both at camp and on-trail.
- Days of extreme heat, during which campers needed to have activities limited and extra cooling provided via water and rest (all camps)
- At least one tornado warning (Catoctin)

These disruptions are the new normal. How can we as a camp respond to this new normal? In some instances, the answer is “apply money” – we are in the process of buying industrial back-up batteries for fridges and medicine during power outages. In other instances, the answer is “plan differently and plan better.” Sometimes this planning can be intentional and chosen; I went to a 3-day online Climate Summit with the American Camping Association in January of 2026, and had every intention of fleshing out a Climate Crisis plan for each camp in the Spring, and then was pulled into helping Catoctin. However, sometimes the state can force us into growing: new guidelines required by the state of Maryland mandated that we have a plan for Extreme Heat Events, and so we developed one. And this spring, Virginia is updating its requirements for camps, which may help or at least motivate us to update some procedures at Shiloh (TA is not subject to regular camp rules as a “trip camp”). Finally, sometimes our ability to plan comes out of the necessity of responding to real-time crises. In Summer 2026, during the Air Quality Incident, our program leaned into building relationships with neighboring organizations, people and institutions. This is what allowed us to keep camp going at Shiloh during these days, in large part because Director Hope Swank had planted and nurtured seeds for years, and so she was able to lean on those relationships in a time of need. All of these responses, as well as new ones, will be required as we continue to face the consequences of global warming, or as I like to call it, Global Weirding[2] – the summers are hotter, but the ramifications are much weirder than just heat.

Conclusion

Summer 2026 was challenging on many fronts, but it also taught us some important lessons on these fronts. We learned how to prepare and respond to crises, how we can build upon, lean on and cultivate the relationships we have within and beyond our program and within our Yearly Meeting in order to grow and support our program logistically and financially. In January 2027, I will become the Interim Executive Direct of the BYM Camps LLC, and help to shepherd in a new era of the Camping Program. At some point in summer/fall of 2027, there will be a nationwide search for an Executive Director of the BYMQC LLC. It continues to be an honor for me to serve in this role, and giving me the chance to give back to our Program, which has given me so much to me, my family and my extended community over the years.

[2] This term was coined by Hunter Lovins of the Rocky Mountain Insistute

Camping Property Manager's Annual Report
David Hunter

It has been an exciting year at the BYM camp properties. We have seen many exciting changes and new opportunities! Seeing the new BYM camps LLC form and begin it's work has been invigorating and filled us all with the excitement of new paths and possibilities!

The Camp Property Management Committee and the New BYM Quaker Camp Board
The Board of the BYM camps LLC has been a pleasure to work with. Watching the board create a new organizational structure has been exciting! What a rare opportunity to be able to build new things from the ground up. It is wonderful to see all of the thought and work that the new board has put into building structures that will ensure the health of our camps well into the future.

The Camp Property Management Committee (CPMC), and the board have met several times, and we have enjoyed learning about their plans and discussing possibilities.
The board has requested that the Camp Property Management Committee prepare a property inventory for each of the camps outlining what buildings, equipment, and other facilities exist at each of the properties. They have also asked that we note their condition, maintenance needs, and anticipated improvements to each of these items. Brian Kruschwitz, the caretaker at Catoctin, has designed a template for us to use in recording this information. Furthermore, Brian has almost completed the process of gathering and recording this information at Catoctin. The process has begun at Opequon and Shiloh and we hope that it will be completed by the end of the year.

The Camp Property Management Committee has met regularly throughout the year and has been a great place to talk through many of the projects that need to be done at the camps, review the budget and think about the long-term needs at the camps. They also show up time after time for workdays and other events at the camps. My job would be impossible without them.

Opequon Quaker Camp
Over the last three years I have focused most of my time and energy getting facilities at Opequon prepared for the creative, talented and enthusiastic folks that gather there each summer. This year just before camp opened, we finished the last of the 8 camper cabins and the site is really beginning to come into its own.



Work continues to secure a place for campers and staff to cool off during the Increasingly hot summers. Between the summer of 2025 and 2026, lot of energy went into designing an above ground pool for swimming that would meet the requirements of the West Virginia Health Department. Unfortunately, these efforts did not result in a design that met the Health Departments criteria.

In the meantime, we have learned of an exciting ecological technology for safe swimming facilities called natural bathing pools or natural bathing ponds. A natural bathing pool consists of a pool sized body of water and uses natural, chemical free systems to ensure safe clean swimming water. These treatment systems mimic wetlands, and the helpful bacteria that live in them to remove harmful bacteria and other contaminants from swimming water. We are currently working with the West Virginia Health Department to see if a variance which would allow us to construct such a facility can be secured. This is a new and innovative technology that has not yet been permitted in West Virginia so it is taking some time to see if it will be allowed

At the same time, we are working on plans to construct an impounded pond for swimming like the ponds we have at Catoctin and Shiloh. Plans are complicated by the fact that Opequon is located on Rolling Ridge Conservancy and easements on the property are owned by the Appalachian Trail Conservancy. Before construction begins of any of these projects we will need to ask both organizations for their approval.

In the end we will look forward to constructing one or the other of these swimming facilities. The goal is to have one or the other ready for the summer of 2028. In the meantime, campers at Opequon have found other ways to cool off. There is a lake about a 15-minute drive away where campers can swim. There is also a nice spot on the Shenandoah River that campers can take a short hike to for water activities.

This spring we are looking forward to addressing housing needs for the director's family at Opequon. We have a site that already has water, electric and septic service and we will just need to place a simple pre-built structure on the site.

Catoctin Quaker Camp

Brian Kruschwitz, Catoctin's caretaker, has been hard at work keeping catoctin looking beautiful and improving the site for offseason renters and the summer camp program.



For several years one of the staff cabins, fondly called Barr's Den, has not been useful due to leaks in the roof and mold in the walls. This year it finally came down making room for a tent that was used by the Catoctin staff and counselors. It was much appreciated this summer and provided office space as well as quiet place that was out of the way, for meetings and socializing.

Several projects have been undertaken to improve the dining hall. Siding was replaced to keep rodents out and screens on the windows were all replaced to let in more light and keep bugs out.

The infirmary now has its own washer and dryer so the health care workers don't need to carry laundry up and down the hill to the kitchen laundry or wait in line for a turn.

Shiloh Quaker Camp



All our activity at Opequon has taken away from the time and resources we have to devote to projects at Shiloh. This year we are determined to catch up! Several projects are overdue at the caretakers' residents, and we will be replacing the deck on the building this fall. We will begin rehabbing some of the spaces inside the building in 2027.

This spring we will be replacing the last two old camper cabins at Shiloh. When this work is complete, we will have replaced all of the camper cabins at all of the camps.

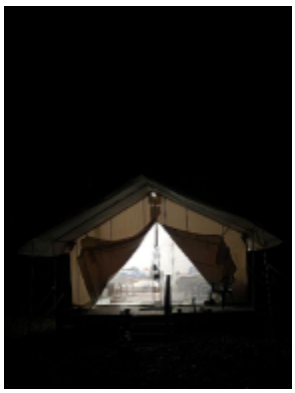
In the years to come we will need to address housing for the directors at Shiloh. Ruby's Cabin, the historic log cabin that has housed the directors in the past, needs some repairs and is no longer suitable for housing.

The invasive vine, Kudzu, remains a problem at Shiloh. It has largely choked out much of the wooded area along the Conaway River. We have obtained a sprayer to pull behind the tractor and begun treating the Kudzu but a more comprehensive management plan and grant funding to control this invasive plant is needed.

Severe Weather and Climate Change

Severe weather, caused by the changing climate, has had an increased impact at the camps in recent years. This summer a number of storms caused power outages that lasted long enough to necessitate having to dispose of food due to lack of refrigeration. We are looking into battery backup systems that can be used when severe weather impacts our power.

Extreme heat has also forced us to change some of our programming at camp. Longer breaks are needed during activities on the property and modifications to plans for hiking trips need to be made. Water activities have become more and more important during extreme heat events as well.



Off-Season Rentals

Off-season rentals at the camp properties offer Friends and camp families an opportunity to gather and help support the camps by providing needed revenue**. Catoctin and Opequon** both have facilities that can be rented for for family gatherings or small retreats when ever camp is not in session. There are also opportunities to utlize the camps for larger groups in the spring and the fall. Friends can learn more at https://bymcamps.org/our-camps/camp-rentals/

Caretakers
We are grateful for each of our caretakers and appreciate all that they do to keep the camps safe and welcoming places.

Brian Krushwitz just completed his second summer at Catoctin Quaker Camp. He is currently our only full-time caretaker and is doing a fabulous job of keeping the property beautiful, and ready to serve many people who love being there! He is developing a long-term vision for Catoctin and creating a framework for thinking about the future at all of our camp properties.

Todd Pleasant watches over the facilities at Opequon Quaker Camp. It is great to see the facilities there being rented throughout the year and we are grateful for his gift of hospitality and the broad range of skills he brings to the job.

Mike Reed has been the caretaker at Shiloh for more years than I can count and his steadfast diligence and dedication in caring for the property is second to none. He brings a broad range of skills and fearless ingenuity to his work, and we are fortunate to have him watching over the property.

Workdays
We host workdays at each of the camps in the spring and fall. These are critical times for maintaining our camp properties and we are grateful to everyone who comes out. Participants enjoy the opportunity to give back to the places that mean so much to them, but we also enjoy our time together in these beautiful places immensely.



Volunteers are finding that the many demands placed on our time have made it harder and harder to make the time to attend workdays and each year our numbers seem to decrease a bit. We will need to find ways to spread the word about workdays further and increase the number of volunteers in attendance. We may also need to find other ways to accomplish some of the tasks that have been accomplished during workdays.

In Conclusion
I began my service as Camp Property Manager in July of 2003, and it has been a pleasure to work with you for the last 23 plus years. Spending time on the properties, working with the camping programs and protecting and enriching the special resources these places hold has been profound gift for me. I will be stepping away from my role as Camp Property Manager in a few months, and when I do so it will be with an abiding love for the camps and the Yearly Meeting and a deep sense of gratitude for the opportunities the Camps and the Yearly Meeting has given me.

General Secretary's Report to November 2026 Interim Meeting

Friends –

Greetings from the desk of the General Secretary. I look forward to gathering with you, in body and in Spirit, at our November 2026 Interim Meeting. 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. Friends can schedule a 30-minute meeting on my calendar anytime using this link: https://scheduler.zoom.us/sarah-gillooly/hello-i-am-an-event-card

Managing Resources

With a new Accounting Director flourishing in his role, we have upgraded our bookkeeping software to the most current version of the product - more than 6 months ahead of schedule. In addition, we are actively evaluating new bookkeeping software options for implementation in 2027. Whether or not we change software, we must separate the bookkeeping of BYM from the bookkeeping of BYM Quaker Camps. Our goal is to be in a position to do so on January 1, 2028.

On January 1, 2027, BYM will shift is employee health, vision, and dental insurance benefit to Friends Mutual Health Group (FMHG). FMHG is a group purchasing healthcare group comprised of various Quaker organizations including: FGG; FUM; New England, New York, and Philadelphia Yearly Meetings; and Friends House Retirement Community. This change has to benefits for BYM. First, it will result in an immediate cost savings in the operating budgets of $15,000 in 2027 and cut our annual health care premium increase in half from market rate (~9%-11%/year) to less than 5%/year. Second, rather than our organizational and individual healthcare dollars going to corporate oligarchs, they will be reinvested in the mutual aid of Quakers. The downside for staff will be a change in provider network from BlueCross to United.

Looking ahead to 2027, two resource projects are on the horizon. In the first half of the year, a cross-team collaboration between Development, Admin, and Camp will be working to clean up our non-donor database. The Yearly Meeting has over 30,000 individual records. Only about 1,000 of those records are current or recent donors. The remaining 29,000 are membership records and camp alumni records. However, since BYM began keeping a database in the 1990s - we have never separated the donor data from the general membership/alumni/people data. As the staff team began working on the strategic camp priority to develop and activate the camp alumni network, it has become clear we must separate those two types of data in order to be able to access and use the non-donor data in the variety of ways BYM needs. We will be splitting the data into two databases that "talk" to each other. A wonderful donor has stepped forward to help fund the data transition and clean-up work. In the second half of 2027, we will undertake the website redesign. We want this project to be informed by the yearly meeting structure study group, so this work will take place Q3 2027 - Q2 2028.

Working collaboratively, the BYM staff re-submitted a large, multi-year grant proposal to the American Camping Association in October, our second attempt at securing funding to celebrate the character-building that happens at BYM Camps. If awarded, this grant would provide

funding to increase recruitment and marketing for BYM Camps. Grant decisions will be made before the end of the year.

A year ago I let you know that working with the Trustees, we are assessing the BYM Office building's future. The BYM staff and volunteers no longer use the office the way we once did, and, as I have been alerting Trustees for the last several years, both the committee and staff role responsible for tending to the building no longer exist. I am making only "must do for health and safety" repairs, as needed. There is an opportunity for BYM to co-locate our office in a vacant property of Sandy Spring Friends Meeting, and the Friends House Retirement Community has expressed interest in renting the BYM Office. The Trustees are proposing this for a trial period of 2 years. The BYM staff are very excited about this possibility. We have toured the space and it is sufficient for our needs. Larger meetings and retreats could still take place in the Sandy Spring classroom building. Relocating to the Sandy Spring Meeting campus allows us to stay within the central Sandy Spring area while having more foot traffic/visitors and being able to walk to nearby amenities. Undertaking this change as a 2-year trial period gives all three organizations an opportunity to "try on" this solution before any permanent decisions are made.

A year ago I also told you that the Yearly Meeting needs to take seriously the health of the Stewardship & Finance Committee - which is currently lacking a Clerk. We are also still lacking a nomination for Assistant Treasurer. As I said to you one year ago, these vacancies are critical, and the Yearly Meeting needs to address them immediately - including releasing Friends from other Committees in order to fulfill these absolutely essential roles. We cannot move forward with our full plate of programs and activities if our financial house is not in order. What are the consequences of the community's inability to address this problem?

Responsibilities for the Staff

Since Annual Session, the following staff have celebrated employment anniversaries: Genevieve Legowski, 1 Year as Youth Programs Manager. Geneveie has been doing a wonderful job of revitalizing our Young Friends and Junior Young Friends programming and thinking about new ways to engage more Friendly Adult Mentors, who are a critical but extremely scare resource to our Youth Programs at this time. Notably, the Youth Programs Committee is among those Committees currently struggling to understand and execute on its core responsibilities, so Geneveive's work continues under my supervision without much committee involvement.

In October, Andrei Israel completed his first six months and is flourishing - bringing new expertise and renewed vigor and organization to our accounting department. A year ago it was taking us 3+ months to complete the monthly financial close. We are now completing the monthly close within 3-4 weeks of month end.

Cost of Living Adjustments (COLA) were withheld from the General Secretary, Camping Program Manager, and Camping Property Manager on January 1, 2026 in order to better manage our cash while seeing how the 2026 camping season turned out. While the 2026 camping season had a deficit, Supervisory Committee and the Board of BYM Quaker Camps have asked Stewardship & Finance to grant those COLAs as a year-end bonus as soon as cash flow allows.

In October, I received a report of concerning behavior related to staff at one of our summer camps. In accordance with the BYM Youth Safety Policy, the Presiding Clerk, Co-Clerk of Supervisory, and Co-Clerks of Trustees have joined me in responding and investigating. The Presiding Clerk will decide, as outlined in the Youth Safety Policy, what, if any, public information needs to be shared in coming months about that investigation and any resulting actions. However, the community is reminded that BYM is an employer, and in many circumstances personnel/HR matters may not be shareable with the wider community. Questions about personnel matters should be directed to Betsy Tobin, Co-Clerk of Supervisory Committee.

Staff Annual Reviews will take place in December and January. Committee Clerks will be given an opportunity to provide feedback about the performance of any staff under their care. Other community members can direct feedback about staff performance to GenSec@bym-rsf.org by December 31, 2026. This year, the Supervisory Committee is undertaking a multi-year, 360-review of my performance as General Secretary. All staff and those Committee Clerks and Officers who work directly with the General Secretary will be contacted to provide survey feedback.

The staff will gather on December 7th from 10am - 4pm at the Sandy Spring Friends Meeting lyceum for a Christmast party and mini-retreat.

Working with the Components of BYM

The 2026 Yearbook copy is complete. Next week, the Yearbook will go to print with the draft 2027 camp budget. Yearbooks will arrive to Meetings by end of year. Friends who need the Directory or other sections of the 2026 Yearbook more urgently can request them directly from admin@bym-rsf.org.

I am currently spending a significant amount of my time - approximately 50% - supporting camp. From setting up the logistics of the LLC and helping the new LLC Board learn about camp operations to assisting in the development of a multi-year business plan and coaching staff through a tremendous amount of change, camp is requiring a disproportionate amount of my time. I anticipate an increased level of support will be required through mid-2028, the point at which a new Executive Director will be onboarded, initial operations of the LLC will be settled, and a capital campaign will be launched.

The Youth Safety Policy Working Group will host its annual meeting on Tuesday, December 8th at 7:00pm. The Youth Safety Policy Working Group is a sub-committee of the BYM Trustees. The Group is charged with the following duties: (1) Applying existing BYM policies ad procedures related to youth safety and risk management issues, (2) Monitoring all BYM youth programs for ondoing compliance with safety policies, and (3) Meeting at least once per year to review any youth safety concerns that may have arisen and the Policy, and (4) Making recommendations to the BYM Trustees regarding safety issues. **Anyone with questions or concerns about child safety in any of BYM's programs is invited to attend the beginning of this meeting. Details, including the Zoom Link, can be found on the BYM events calendar.** The Working Group will move into Executive Session after time to hear from community members.

My fall visits to Monthly Meetings are as follows: Friends Meeting of Washington (Sept 13), Homewood (Oct 18), and State College (Nov 22), The winter is prime travel season - please invite me!

I will be taking a sabbatical this time next year in Fall of 2027. During that sabbatical, I will continue to work one day per week in support of the staff and operations of BYM. I'll be working with the Supervisory Committee over the coming months to plan for that time away. In addition, I currently anticipate serving in my role through Annual Session or Fall of 2029. It is my recommendation that BYM organize a search process in January of 2028.

Personal Reflections

As noted to you this time last year, in my travels and in my in-box, I hear about the many ways the Yearly Meeting could be better serving Monthly Meeting: communications materials, fiscal-sponsorship for grants, regular trainings for new Clerks and new Trustees, accompaniment for Meetings that are growing and Meetings that might soon be laying themselves down, advises and care of Meetings in which more and more young people are asking to have a ministry recorded. These are things we often do not have time for while maintaining a complex structure from yesteryear. In addition, we have several existing committees with important charges that are barely functioning or entirely non-functional. My existential anxiety about our Yearly Meeting right now is that the activities of the Yearly Meeting Structure Study Group (Framework for the Future) are absolutely necessary… AND, I do not have time to lead or shepherd them given the volume of responsibilities on my plate, which have increased even since Annual Session. If this is a community priority, and I believe it may be in order for the organization to not collapse under its own weight on thinning bones, the community will need to find a way to lead and shepherd the process.

Yours in service,

Sarah G.

BYM Quaker Camps LLC, Board Update

Summary

In under five months, the Board has gone from a first round of introductions to a legally established LLC. We organized ourselves, formed committees, finalized the Articles of Organization and the Operating Agreement with the Trustees, and held our first in-person Board Meeting. The largest decisions are still ahead: the 2027 budget and staffing structure, the interim governance arrangement with BYM, and a strategic plan for the camps.

Milestones from our 14 Board Meetings

When	What happened
May	First meetings: introductions, communication norms, officers and staggered terms confirmed, four standing committees formed, consent agenda adopted.
June	Reviewed the Youth Safety Policy, received the Personnel Policy; Clerk; drafted a Manual of Procedure; met with BYM General Secretary and Finance Director; committee meeting schedules set; first annual report drafted.
July	Board confirmed the Trustee-approved draft Articles of Organization; first Annual Report conveyed to the Yearly Meeting. Received research report on “Who comes back to camp?” Annual Session: Board report, in-person Board meeting and listening session at Hood College, supper with camp directors and staff.
August	Articles of Organization filed with Maryland; the LLC is active and in good standing. Received research report on “What comparable summer camps cost”. Executive Director job description and interim role discussed; Finance Committee charter drafted; Operating Agreement approved by the Board.
September	The Camping Program Manager reviewed 2026 summer operations; Trustees approved the Operating Agreement (September 14); CPC met to discuss laying itself down (September 23); 2027 budget calendar set. First draft of the 2027 budget received from BYM staff (confidential).
October	Accepted proposed 2027 dates and rates for camp, updated budget calendar, received interim governance MOU, retreat planning.

November	Board retreat, Sandy Spring area: budget approval, initiate the BYM Camps strategic plan and establish priorities.

Work Accomplished

Organized the Board

- Officers and members: Al Best (Clerk), Laura Miyoshi (Assistant Clerk), Betsy Roush (Mentoring Clerk), Matt Shinkman (Treasurer), Dan Gillespie (Assistant Treasurer), Josh Riley and Rebecca Gibian (Recording Clerks). Catherine Nnoka and Lauren Brownlee complete the nine members. Terms are staggered at one, two and three years, beginning in September.
- Working norms: A consent agenda, agreed communication channels, “members” rather than “Directors,” anonymous language in discernment passages with names kept for action items, and an expectation that every member makes a financial gift.
- Four standing committees: Finance (Matt Shinkman, clerk), Property and Facilities (Dan Gillespie), Operations (Josh Riley) and Development (Rebecca Gibian). Each member serves on up to two, each committee has a shared-network folder, and each drafts its own section of the Manual of Procedure.
- Records keeping: All board minutes and reports are retained in a shared-network drive.

Established the LLC and our relationship with the Trustees

- Articles of Organization: Approved by the Trustees and confirmed by the Board; on file with Maryland by August 12.
- Operating Agreement: Reviewed by our liaison team (Lau ra Miyoshi, Catherine Nnoka, Lauren Brownlee) with Trustee liaisons Victor Thuronyi and Molly Mitchell and BYM's lawyers. Governance recommended approval; the Board approved it August 27 and the Trustees September 14, with amendments expected as we learn.
- Trustees: The Clerk met with the Trustees on September 14, and their agendas now come to the Clerk so camp items reach the Board; The co-clerks of Trustees have access to board minutes. The Trustees' co-clerks and our Governance Committee are working out a formal liaison. Separate church and camp accounts are planned for January 2028, when the camps become fully operational.
- Interim governance MOU: The General Secretary’s September 28 draft memorandum on interim camp governance went to the full Board on October 8 for referral to committee.

Worked with BYM staff and the camp community

- Staff: We met Sarah Gillooly and Andre Israel on June 11 about the LLC's legal requirements and insurance, and Zora Tucker joined September 10 for a first look at the summer.
- Annual Session: A short LLC report on Tuesday, our in-person Board meeting, listening session and supper with directors and staff on Wednesday July 29, and CPC and CPMC reports on Thursday.
- Family Camp at Opequon (September 25 to 27) had 68 people from 21 families signed up by September 9 and was expected to exceed 100.

- Community workdays are set for October 17 (Shiloh), 24 (Opequon) and 31 (Catoctin).
- Predecessor committees: CPC met on September 23 to discuss laying itself down and handing its work to others, and Property and Facilities met jointly with the CPMC to continue to work together.

Built committee foundations

- Finance: Charter drafted; BYM Treasurer Terence McCormally is an ad-hoc member. Reviewed the budgeting process with staff, the sliding-scale history, a memo on 2026 revenue against budget, comparable camp costs, and personnel cost bands.
- Property and Facilities: Working with the CPMC volunteers and Camp Property Manager, with the capital budget as the key link to Finance.
- Operations: Executive Director job description draft, an ACA accreditation overview, and the "Who Comes Back to Camp?" analysis.
- Development: Working from "The Case for an Alumni Association," with Linda Garrettson leading early alumni-board work.

Looking Ahead

- Retreat: Second in-person Board Meeting on November 21 to review and develop Strategic Plan for BYM Camps
- 2027 Budget: Work with BYM Administration, BYM Stewardship and Finance, BYM Trustees and review and finalize budget for submission to BYM for approval (January Interim Meeting).
- 2027 Camps Operations: In concert with Camp Administration, BYM Trustees and related committees, support planning and preparation for 2027 camp season.
- Executive Director: Hiring and staffing decisions in 2027.

Respectfully submitted,
BYMQC LLC Board of Directors
November 14, 2026

Update on racial justice Change Group work
for BYM Fall 2026 Interim Meeting

Note: This and all previous Change Group updates are available at this link.

Adelphi
Since last spring, Adelphi Meeting's Change Group has definitely not acted alone. Partnerships - planned or unplanned - began in May, when the Continuing Quaker Education Committee explored whether the "Elders at Balby" were offering a piece of "anti-racist" advice, when they wrote the often-quoted postscript to their 1656 Epistle: "fulfill these things in the Spirit, not in the letter."

Also in May, the Change Group enjoyed a joint consultation with the Peace and Social Concerns Committee, the Climate Action Working group, and the Seeds for Peace, where we all kept rediscovering the many connections in our work.

In June, Adelphi's Ministry and Worship committee led two second hour discussions on how we consider our business together, and whether and how the meeting's commitment to become an anti-racist community should be reflected in how our meetings are clerked and how the business is organized.

To commemorate Juneteenth, the P&SC committee encouraged Friends (via our weekly announcements) to consult a collection of views about this holiday, written by leaders of the National Museum of African American History and Culture, and then to reflect on a couple of questions:

- What does it mean to really celebrate our freedom?
- What does it mean to be free in moments *where freedom is conditional*, and freedom is always a challenge?"

In July, Change Group began promoting and sharing copies of the Pendle Hill Pamphlet *Patterns of Racial Wounding and Racial Justice in Quaker Communities,* by Lauren Brownlee and Zenaida Peterson, in preparation for two planned workshops in the fall, and a preparatory session in September.

In September, the Change Group led a second hour called "Questioning the Queries." We invited Friends to think about why we use queries at all, and then to consider why we read BYM anti-racism queries at the start of every Meeting for Business. What do the queries mean to us, and how are we using them?

In the discussion, Friends considered how to make the queries more relevant to the actions we take in each business meeting, and also how we might develop the skills and practices to *notice* how the queries apply, and where we have some challenges to work through.

On October 18, we offered the first of two workshops on the Pendle Hill Pamphlet, Patterns of Racial Wounding and Racial Justice in Quaker Communities by Lauren Brownlee and Zenaida

Peterson. This first session focused on two sections of the pamphlet -- "Guardians of the Status Quo" and "Denying that Oppression Exists within Quakerism." These two sections address habits and practices that get in the way of changing toward the kind of community we probably want to be -- a community that integrates our values into the way we do things.

On November 22, we will lead a second session to address some "Interventions Toward Racial Justice," with attention to conflict avoidance, performativity, and inattention to a right relationship with time.

We are grateful to the authors of this pamphlet for their deep searching, their generosity in sharing their insights in their writing, presentations, and the materials they provide for groups like ours that want to explore these critical elements of living with integrity.

Second Friday Film Discussions

Change Group has continued to recommend films and lead discussions on the second Friday of each month – on topics that will open (or deepen) understanding of people with a wide range of life experiences. Almost all of these films are available for free through the Kanopy system, which is linked to local public libraries. In the last five months, we've shared:

June: *Little Richard: I Am Everything*. This CNN Documentary was selected in celebration of *Capitol Pride*which was coming up on the June weekend that followed. Fredara Hadley, an ethnomusicologist at the Julliard School, posed the question that lives at the core of this film: **"***What would it do to the American mythology of rock music*," Hadley says, "t*o say that its pioneers were Black queer people?"*

July: *The Librarians.* The documentary follows the stories of several dedicated librarians in Texas, Louisiana, Florida and other states, as they united to combat book banning by Moms for Liberty and other groups in the United States.

August: *Dogs of Democracy*. The maker of this film, Mary Zournazi, explores life on the streets of Athens through the eyes and experiences of the dogs and people and the people who live on those streets.

September: *Harold and Maude,* a dark comedy about Harold, a wealthy, death-obsessed, 19-year-old who stages fake suicides, and Maude, a bohemian, life-loving 79-year-old. Maude teaches Harold to embrace life fully.

October: *Smoke Signals* is a story about a journey - by bus -, from the Coeur d'Alene reservation in Idaho to a trailer home in southern Arizona. The travelers are two young Indigenous men who wrestle psychologically (and sometimes physically) with each other and with the demons that have shaped their own and their parents' lives, as they travel to recover the ashes of the estranged father of one of them.

We haven't "taken stock" of our work toward anti-racism lately in Adelphi Meeting. That will probably occur next season. But our sense in the Change Group, reflecting what we see and

hear among many Friends, is that we are changing, and opening up to possibilities of deeper change.

Bethesda
In June, the Meeting approved the carryover of the Millennial Fund from the 2026 budget into the 2027 fiscal year to establish a pilot reparations project. This phased approach is designed to focus our initial efforts, allowing the community to test and evaluate the framework within the life of the Meeting throughout 2026 and 2027. The insights, feedback, and outcomes gathered from this pilot will provide guidance to both the reparations committee and the wider Meeting, ensuring we are well-prepared to discern the path toward a more comprehensive, larger-scale effort in subsequent years.

Deer Creek
Bob Rhudy on April 26,2026 led a lesson on the Faith and Practice Committee seeking to revise BYM's provisions regarding prejudice and discrimination. As requested by the BYM Faith and Practice Committee, sometime this Fall or Winter, Deer Creek Meeting will hold a listening session to develop a report to the BYM committee on proposed prejudice and discrimination revisions.

Dunnings Creek
This past summer Friends attended events in and around our county involving Juneteenth with a service at Mt Pisgah AME Zion Church. We also attended an Augusteenth event where local Black families told stories about their families here of which several go back to the late 1700's/early 1800's. There were musical gifts as well.

Some of us participated in a Peace Walk sponsored by the Holidays Church of the Brethren.

Our Still Listening speaker series is on hold now. One of our members who was doing extensive research on slave holders of Bedford County had a stroke so that event has been put on hold - if it happens at all.

Our PSCC is meeting to plan an alternative event. We hope to gather leaders from different faiths (Islam, Evangelical Christian, Quaker and possibly Jewish) to speak about our common threads regarding social justice. Please hold us in the Light. It is in the very beginning stages, so it will be an interesting journey.

Goose Creek
In September we hosted a documentary film screening and discussion with Saving the Circle, an Indigenous nonprofit in Ashburn, VA. We are preparing to hold a second hour discussion of Whiskey Tender, a memoir by Indigenous author Deborah Jackson Taffa, on November 15. We are working with our Unity with Nature committee on plans to host Dr. J. Drew Lanham, ornithologist and author of The Home Place: Memoirs of a Colored Man's Love Affair with Nature, in April 2027.

Herndon
We have scheduled our Listening Session with BYM in regard to Faith and Practice language. This was scheduled for Oct. 29 at 7pm. It is set to be brought to Meeting for Business.

We have discussed Faith 250 which is a nationwide organization of mixed faiths. Several members of the Anti-Racist Working Group meeting are planning to attend.

We are reading Pendle Hill Pamphlet “Hypocrisy, Racism, and Self-Interest on the Path to Reparations.” We plan to discuss the pamphlet in our next meeting (November) and what reparations may mean for our meeting.

One Friend attended “Saving the Circle” movie at Good Creek meeting and shared his experience with the group.

Our sign for the front that describes the history of the meeting house as once a “white only” library is still in process of being installed. We have postponed any planning for an event surrounding that.

Mattaponi
Ours continues to be a very small meeting of nine active members and participants from five rural counties, two states, and three countries (most via Zoom), therefore, it is difficult to participate as a group in any one effort. With that in mind, the continuing efforts by individuals include:

- Three members continue to be active members in the local NAACP Branches of two different counties
- One member has recently joined The Virginia Working Group of Quakers under the care of BYM Indigenous Affairs Committee as it seeks to collaborate in building meaningful, on-going relationships with Tribal leaders and elders across the Commonwealth.
- Two are active in the local West Point Ministers’ Association which supports interracial and interfaith dialogue.
- One member is a family physician serving rural Virginia for over 30 years, providing care to all members of the community.
- One couple regularly contributes ecologically sustainably grown produce to their local rural food bank and so has a part in providing equal access to nutritious and chemical free food that normally is only available in restaurants and high-end grocery stores.
- One member continues to support the ongoing efforts by Colonial Williamsburg to give voice to the role of free and enslaved Blacks in the building of colonial America through her editorial work for their publications.
- Through roles as political committee chairs, election workers and observers, and canvassers along with efforts in voter registration and participation in national rallies, individuals in our meeting continue to support full voter participation and fair elections as

well as local, state, and national candidates whose platforms address the needs and concerns of minority communities.
- One member belongs to her local League of Women Voters which is nonpartisan and advocates voting rights as one of their main goals.

Richmond
After rescheduling due to an ice storm, the Race and Racial Justice Team sponsored a two-day workshop on March 7 and 14 entitled "(Learning to Have) Courageous Conversations in Multi-Racial Settings." The sessions drew maximum attendance of two-and-a-half dozen members and attenders. The work was facilitated by two leaders (one Black, one White) from Coming Together Virginia, a multi-racial organization focused on deepening cross-racial relationships and communication. The facilitators were assisted by ambassadors (all Black) who met with smaller groups within the workshop.

The response to the workshop was overwhelmingly positive, although there were also several "ouch" moments that participants thought could have been better handled. In part because of those concerns, we sponsored a follow-up zoom session for participants to share more deeply about what they experienced.

Later, reflecting continuing deep interest in the initial topic, the team sponsored two additional sessions: The first focused on: What is a Courageous Conversation that you've been avoiding? Why? How might that be addressed? The second was: Describe a Courageous Conversation that you've had. What went well? What went poorly? What lessons might be learned?

Participants shared deeply during these sessions. We also instigated a procedure for stopping and immediately confronting "ouch" moments, should any occur.

As an offshoot of the Race & Racial Justice team, member Plum Cluverius proposed and gained RFM approval for an informal working group focused on solidarity with our immigrant neighbors. Participation was voluntary. The group first prepared a detailed list of like-minded organizations and groups working to support immigrants within the larger Richmond community. Supports were divided into mutual aid (drivers, tutors, shoppers, etc.), street-level actions such as showing up during ICE raids, and long-term thinking. The list was made broadly available to the community.

Second, the group focused on identifying a major immigrant-related action that RFM could take as a community. A proposal that Meeting raise $15,000 to support legal staff at the Sacred Heart Center, a community organization primarily serving the Latino community, was carried over in September to the October Meeting for Worship with Attention to Business.

The Peace and Social Concerns Committee also supported the Sacred Heart Center with a July 12 fundraising luncheon at which center director Lyons SanchezConcha was the featured guest speaker.

Aware that racial concerns extend beyond Black and White communities, the Racial Justice Team is sponsoring in November a Meeting-wide event entitled Four Asian Quakers Share Their

Stories. Additionally, an Indigenous People's Working Group is continuing to build connection with Virginia's indigenous tribes. A recommendation for a major reparation payment is expected soon.

Ongoing support for the Virginia Interfaith Center on Public Policy (particularly race-related matters, including voting), the Micah Initiative (mentoring) at Redd Elementary School, and Coming Together Virginia continues.

Roanoke

Roanoke Friends Meeting continues our involvement in local activities related to anti-racism as well as more broadly in community activities that bring us all together.

For the fourth year, we are leading an Anti-Racism Book Group with participants from various churches. The group is reading Heather McGhee's *The Sum of Us: What Racism Costs Everyone and How We Can Prosper Together*. The group's numbers are growing – eighteen attended in September. Our Meeting is supporting the Roanoke Asylum Seekers Support Network which is working hard to support families and individuals in this extremely difficult time. Our Meeting is a member of the Roanoke Justice Ministries (RJM) which is working with the Direct Action and Research Training Center (DART). RJM is in the process of choosing its Nehemiah action for the year, which, while not directly about racism, will certainly address the far-reaching harm of racism. On January 16 as part of the Martin Luther King, Jr., events, our Meeting will co-host with three other churches a workshop called "Racism and Repair," to be held at St. John's Episcopal Church.

Individual Friends remain committed to working with local initiatives. We continue our involvement with the Roanoke Branch NAACP and the Roanoke Reparations Group (recently renamed Building Beloved Community). We make our voices heard through various local protests. Each Monday, Friends take part in a protest outside of Congressman Ben Cline's office in Roanoke, against his unfair and unjust policies. On third Saturdays, Friends take part in Plowshare Peace Center's monthly silent peace vigil in downtown Roanoke.

We helped support important speakers coming to Roanoke. For an event in April called "Resurrecting or Building Beloved Community," the keynote speaker was Michael Battle who was U.S. Ambassador to the African Union (under President Obama); dean and chaplain of the University Chapel at Hampton University; and president of the Interdenominational Theological Center in Atlanta. We helped support a talk in May by Dr. Emily Smith, Associate Professor at Duke University specializing in children's global surgery, health economics, and global health policy. She is author of *The Science of the Good Samaritan: Thinking Bigger about Loving our Neighbors*.

Our works over the past year, while sometimes seeming like too small an effort in these rough times, do draw us together and offer us some comfort as we strive to make a difference in both in our Quaker community and in broader Roanoke.

Sandy Spring
In our October Meeting for Business, Sandy Spring Meeting had second readings and approved

1. Our Background, Acknowledgment and Apology for our Meeting's past and present Relationship with Indigenous Peoples, and
2. A restricted Reparations Fund (FfR).

Initial funding will likely go to Pawnee Language Restoration Project and Heavenly Mandate, Earthly Justice (see below). SEE sandyspring.org/reparations for documents of 1, and 2.

In depth support of the Acknowledgment and Apology, and also on this webpage, is A 28-page "Historical and Present Right Relationship: Sandy Spring Monthly Meeting with Indigenous Peoples" by Pat Powers (with many helpful footnotes).

Going through the process of talking with members of Adelphi, Annapolis and PYM's Green Street Meeting about their Monthly Meetings' experience and working on the Acknowledgments, we have come to understand a bit better why each representative of the three Meetings called the process "messy": Despite humanitarian intentions and actions, as humans we are continually making mistakes and sometimes doing huge harm.

When RWG approached Sharp Street United Methodist Church to again have a Reparations Fund to celebrate Juneteenth 2026, we were asked to support its initiative, Heavenly Mandate, Earthly Justice. RWG will fund the initiative beyond the grant amount that Sharp Street UMC has already received. Members of RWG, led by Mariana Garrettson, are working with the Church Administrator and members of Sharp Street UMC on planning and inviting faith communities in Olney and Sandy Spring to come together for three sessions in the first half of 2027:

1. Watching the documentary "Juneteenth: Faith and Freedom" to spark deep Conversation on how modern systemic injustices mirror historical bondage
2. Restorative Circles and Community Healing- resident-led circles to address and heal harm
3. The Red Meal and Juneteenth celebration at Sharp Street UMC, June 19, 2027.

RWG is arranging van transportation for the Sandy Spring community to the POWWOW at Maryland State Fairgrounds, Timonium, on Saturday November 21. The POWWOW will celebrate 50 years of the **Baltimore American Indian Center (BAIC).**

Indian Society of America DC's chapter will have its Holiday Bazaar at Sandy Spring Dec 12, 1O-4, with a potluck supper following (RSVP for the supper to sandyspring.org/AISDC or on Facebook). RWG is hosting AISDC. Kris Loken has stepped up to help get Friends House residents there by FH van. Meeting Coordinator Jim Webner is helping AISDC with a flyer, and RWG is paying for advertising on Facebook.

Stony Run
"In 2026 Stony Run has engaged in numerous anti-racism sessions, both under the facilitation

of Daquanna Harrison of Elevation Education and Adelphi Friends Meeting, and among members of our community. These include small-group meetings, background sharing, First Day forums, and Meeting-wide sessions. We are also always mindful of our anti-racism queries and share them for reflection and messages at our monthly Meetings for Worship with a Concern for Business. We expect this work to continue and be further tailored for Stony Run's particular issues and needs.

Washington
The FMW Antiracism Spiritual Friendship Group is beginning a series of relatively short (about an hour) exploration in a worship sharing format of how the culture Friends have inherited in which white people and people of color experience the world differently because they have been treated differently results in painful interactions. Understanding how those different experiences affect Friends can help them reduce racial barriers. These explorations are offered to help FMW get closer to being the antiracist faith community it has committed to becoming.

Williamsburg
This spring we watched a documentary about Howard Thurman in two parts on second Sundays, and one of our attenders is facilitating a second hour on Bayard Rustin and Dolly Parton.