

# February 2010

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## MINUTES

### MEETING FOR WORSHIP WITH A CONCERN FOR BUSINESS

#### Summary - January 10, 2010

**Opening** The Meeting opened at noon with a period of silent worship. David Etheridge and Bill Cousins were Co-Clerks, Susan Lepper, Alternate Clerk, and Merry Pearlstein, Recording Clerk. Sabrina McCarthy joined the clerks on the facing bench holding the Meeting in the Light. The clerks read Advices, Queries and Voices related to listening as proposed by Baltimore Yearly Meeting's Faith and Practice Revision Committee.

#### **Advices:**

Speak with your own, authentic voice, using the terms true to your experience. Encourage and welcome others to do the same. Hearing truth as others understand it is a way of deepening your own faith. Just as compassionate listening can be a healing experience, inattentive conversation can be unkind and hurtful. Undivided attention is a precious gift. Read between the lines. Listen between the words.

#### **Queries:**

When is it hardest for me to be ready to listen?

To what extent do I open myself to the risks of listening?

How have I been changed by deeply listening to another?

What gets in the way when I seek to translate the ideas, perceptions, thoughts, and feelings of another into familiar terms? When is this most likely to happen?

#### **Voices:**

With the gift of listening comes the gift of healing, because listening to your brothers and sisters until they have said the last words in their hearts is healing and consoling. Catherine de Hueck Doherty

When listening, Friends need to be aware that certain words carry powerful emotional weight for them personally, and that they may hear meanings which reflect their own emotions and sensitivities rather than the intentions of the speaker. Each person is encouraged to be faithful in using the language which feels authentic and appropriate to their message, and those listening are encouraged to hold the actual words as lightly as possible, while seeking to be open to the Spirit which enlivens them. *Faith and Practice Revision, Second Draft: "The Dynamics of Meeting for Worship"*

We must listen with our spiritual ear, the one inside, and this is very different from deciding in advance what is right and what is wrong and then seeking to promote our own agenda. We must literally suspend our disbelief and then listen to learn whether what we hear expands or diminishes our sense of Truth. Gene Knudsen Hoffman, *Compassionate Listening*, p254

Authentic listening is an act of love. To listen is to become vulnerable, to risk being drawn into someone's suffering, to expose our assumptions to challenge. Listening can require great courage, which is why we will often tolerate injustice or even strike out in violence rather than risk

It is a powerful discipline for the "listener" to try to listen without agenda, without the compulsion to help, abandoning the need or desire to appear knowledgeable, wise or comforting. There may be no more tellingly difficult spiritual practice than the effort to receive what is being said by someone else hospitably, without editing, without correction, without unsolicited advice. Yet it is this open listening that makes room for the Spirit of God to be present in the midst of the interaction, illuminating and guiding what is taking place.... As we listen in this way, particularly in the beginning, we often learn more about ourselves than we do about the person we are trying to hear. We learn the limitations of our hospitality, where our resistances to the reality of the other person lie, how we require others to conform to our ideological structures and ways of expression before we will receive truth as they see it, how unprepared we are to trust in the capacity of others to work out their own solutions with divine assistance. Patricia Loring, *Listening Spirituality*, p. 161

**Attendance** Approximately thirty Friends were present. There were no visitors.

**Clerks' Report** Co-Clerk David Etheridge reported that a memorial service for Peter Craig had been held in good order in the Meeting Room on Sunday afternoon, December 27, 2009. He announced that there would be a potluck luncheon in the Assembly Room at the rise of monthly meeting. He also invited any Friends willing to sit on the facing bench to hold the Meeting in the Light to do so. Finally, David reminded Friends that they were participating in a Meeting for Worship with a Concern for Business whose procedures would be as similar as possible to those of any other Meeting for Worship. Periods of silence will be observed between messages, and Friends are asked to rise and speak from the silence as they would if called to minister in other Meetings for Worship.

**Sharing concerning the spiritual state of the Meeting** Faith Williams, Clerk of the Ministry and Worship Committee, invited Friends' input into discerning the spiritual state of the Meeting by posing four questions, which are listed here along with Friends' preliminary responses.

**1. What do you consider to be the strongest spiritual asset of FMW?**

"The lives of current and past members and attenders who have walked in the Light and led by example."

"The dedication and commitment of Friends to serve on committees and bear witness to Friends' beliefs."

"Our openness; we are strengthened by our diversity."

**2. How do we stand together in love as well as in conviction?**

A Friend suggested that this question be amended to "Do we stand together in love as well as in conviction?"

"This is an opportunity for growth; we need to address rather than avoid conflicts."

**3. How does the life of the Meeting speak to you?**

"We are strengthened by our relationships with one another, and that strength carries over into other areas of our lives."

"We are enriched by the opportunities for involvement and engagement which the Meeting presents."

"We benefit from the Meeting's resources, including a couples support group and other activities."

"Members and attenders work together to meet the needs within our community."

"Being part of a community of seekers enriches our individual spiritual journeys."

#### **4. What aspect of the FMW spiritual life would you most like to see strengthened?**

"Greater outreach to visitors and young adults; a commitment to Quaker Quest."

"We tend to emphasize our weaknesses rather than our strengths."

"A need for a greater sense of community."

"We need to resolve issues surrounding our infrastructure and universal access."

"We can build community and become 'greener' by offering rides to persons who live in our neighborhoods."

One Friend observed that he might offer the same response to all four questions: Participating in Meeting for Worship and serving on difficult committees speaks to us in multiple ways and provides endless opportunities to deepen our spiritual life.

A Friend questioned whether it was appropriate that the Friendship Meeting continue as a preparatory Meeting; whether the 10:30 Meeting in the Quaker House Living Room should still specifically identify itself as offering a special welcome to gays, lesbians and bisexuals; and whether most Friends were even aware of the Meeting for Friends of Color which meets monthly in the Terrace Room. Another noted that the Meeting for Friends of Color is actually under the care of Langley Hill Monthly Meeting.

Friends are urged to consider these questions in depth and to share their responses as soon as possible with members of the Ministry and Worship Committee. The Committee is scheduled to present the first draft of the report to the Meeting in March.

**Membership Committee's Recommendations** Harry Massey, Clerk of the Membership Committee, made the second presentation of the Committee's recommendation for termination of the membership of Lacey Steen and Roger Stone, who have been out of touch with the meeting for several years. Harry described the extensive efforts undertaken by the Membership Committee, under Molly Tully's leadership, to contact Lacey and Roger over the past two and a half years, none of which was successful. The Meeting APPROVED this recommendation.

Harry also made the first presentation of the Committee's recommendation of Basil Kiwan for full membership in Friends Meeting of Washington. He introduced Basil, who has been attending the Meeting for the past year and a half and who read a statement of his reasons for wishing to join the Meeting. This request will be held over for one month, as is our custom.

Finally, Harry made the first presentation of the Committee's recommendation of Margot Greenlee for full membership in Friends Meeting of Washington. Since Margot was not present, having given birth to her second child the previous week, Harry read her application for membership. This request will also be held over for one month.

**Report from the Records and Handbook Committee** Montague Kern, Clerk of the Records and Handbook Committee, presented the attached annual report, noting particularly the upcoming publication of Seeking the Sense of the Meeting: a History of Friends Meeting of Washington, 1972-1992 and Friends Meeting of Washington: 75th Anniversary.

**Recorder's Report** Tom Cooke, our Administrative Secretary, presented the attached annual report summarizing changes in the Meeting's membership. A Friend questioned the reason for distinguishing between resident and non-resident members and attenders. Others noted that the distinction was useful in planning our infrastructure needs as well as in determining resources available for community activities.

**Report from the Nominating Committee** Marcia Reecer, interim Clerk of the Nominating Committee, reported the nominations of Martha Willcox and John Meyer to the Ministry and Worship Committee; Jonathan Ottke to the Religious Education Committee; Marsha Holliday to the Child

Safety Committee; Elizabeth Goodman to serve as liaison to the Friends Committee on National Legislation; and Karen Grisez to serve as liaison to Right Sharing of World Resources.

Friends APPROVED these nominations. Marcia also expressed appreciation for the service of former committee members and clerks whose terms have expired. A Friend noted that the draft committee slate did not include the Healing and Reconciliation Committee and observed that there was some ambiguity regarding its mission and the nomination of its members. The Meeting's Clerks will address this issue.

**Report from FMW's Liaison with American Friends Service Committee** Beverly Reader presented the attached report detailing the American Friends Service Committee's efforts with respect to the Human Rights Education Project. The report also describes the effect of the economy on AFSC staff and programs.

**Report from FMW's Liaison with Friends Committee on National Legislation** Elizabeth Goodman presented the attached annual report summarizing the activities of the Friends Committee on National Legislation. Responding to a Friend's question, Elizabeth said she had not attended FCNL's annual meeting in November, to which she had been invited not as our liaison but as a contributor. Friends noted that the Peace and Social Concerns Committee used to send representatives to the annual meeting and that FCNL needs input from individual meetings. Another Friend noted that FCNL also needs to recognize the District of Columbia, which is often overlooked because it has no voting representatives in Congress.

**Update from the Planning Committee** Susan Lepper reported that there would be an open session of the Planning Committee on Wednesday, January 13, at 7:00 p.m. in the Meeting House to provide an opportunity for interested Friends who missed earlier presentations to review the initial illustrative renovation plans. The Committee hopes to be ready to present the final floor plan and Henry Freeman's report on financing the building renovations at a called meeting targeted for February.

**Minutes** The Minutes were read and APPROVED.

Adjournment With approximately twenty Friends present, the meeting adjourned at 2:05 p.m., to reconvene as way opens on Sunday, February 14, 2010 at 11:45 a.m. in the Meeting Room.

**Attachments:**

Records and Handbook Committee Annual Report, 2009

Recorder's Report

Report from AFSC Liaison

Report from FCNL Liaison

**Records and Handbook Annual Report**

In January 2009, Montague Kern, who had joined the Records and Handbook Committee six months earlier, became Clerk. Michael Cronin also joined the Committee. We were also fortunate to have four continuing members:

Marjorie ("Marney") Akins, Michael Jack,  
Bill Palmer and Tara Tappert.

All of the members of the Committee worked hard during the year to complete two major history projects, Seeking the Sense of the Meeting: A History of Friends Meeting of Washington 1972-1992 and Friends Meeting of Washington: 75th Anniversary.

Bill Palmer reported at our January Meeting that all of the lectures to be included in the Friends

Meeting of Washington: 75th Anniversary booklet had been transcribed. Editing continued during the spring. The Committee expressed appreciation to Bill, who dedicated his own resources and considerable editorial skills to this project. The booklet will be published in 2010, along with the Friends Meeting of Washington History. The Committee also decided that a portion of a Friends Meeting of Washington "Chronology" and list of clerks prepared by Meeting Historian Marney Akins, should be included in the 75th Anniversary booklet, while the full version of these documents would be included in the Meeting History.

The Committee added a July 27, 2009 meeting to devote to work on the content editing of the manuscript. At the July Meeting the Clerk also described the previous week's visit by several Committee members to long-time editor Michael Jack's home as "inspiring." The Minutes further note that "all agreed that the visit had reinvigorated the Committee to conclude the process of editing the History document."

The Committee met again in September and October to review plans for formatting and illustrations. Quaker independent publisher Jim Rose, who helps Baltimore Yearly Meeting with computer-based printing issues, joined us in October. He explained the process of publication through Amazon.com which was used for the most recent draft of Faith and Practice of Baltimore Yearly Meeting of the Religious Society of Friends. Given our serious financial limitations, and desire that the publications be broadly available, we adopted this approach. There are minimal pre-publication costs, which make it possible for individual members of the Meeting to order copies of our books online at a nominal price. We expressed our gratitude to Jim Rose who has agreed to donate his time to handling the final publication details.

At the October Meeting, Tara Tappert provided information regarding a call for papers for the June, 2010 annual conference of the Friends Historians and Archivists Association, to be held at Wilmington College in Ohio. The Committee decided to develop a proposal that focused on the question of whether there is value when a Friends Meeting writes its history based on its own archival sources and interviews with participants; and further, works with its own historian to hold, and subsequently publish anniversary lectures. The proposal was accepted in December, 2009, and is attached to this report. The Association, based at Swarthmore College, publishes Quaker History, a leading journal in the field.

Marney Akins resigned from the Committee after our October meeting due to problems of commuting to FMW from Mitchellville, Maryland. In October the Committee also agreed to accomplish one of its primary tasks: to forward FMW Trustees Committee minutes to the Friends Archive at Swarthmore for permanent storage.

The Committee did not meet in November or December, due to illness and the holidays. Montague Kern and Tara Tappert continued to work on the editing and formatting of the History. Additionally, Tara was our liaison with two Washington area Quakers - one a member of our Meeting, the other a young Quaker who taught last year in our First Day School - who dedicated their considerable professional expertise to this effort. We are particularly grateful for the work of photographer Jennifer Moss Morris and of illustrator Meagan Healy. In gratitude, we attach a few copies of Meagan Healy's illustrations, which will appear on the opening page of each chapter. In at least ten cases, she worked from photographs taken by Jennifer Moss Morris, who, with Tara Tappert, compiled a remarkable set of photographs of the Meeting House, of Quaker House, and of the gardens. Two of her photographs will grace the front and back covers of Seeking the Sense of the Meeting: A History of Friends Meeting of Washington 1972-1992.

From a research perspective, the process of creating illustrations took us in unlikely directions. Tara did a Google search and located the original cartoon ad for the Quaker Oats company "Popeye the

Quaker Man" (who served as a catalyst to activist efforts by First Day School students in 1986); Montague located the Washington Star newspaper article that vividly described the 1973 Nixon-era break-in at Friends Meeting of Washington and the Washington Peace Center, and Jackie Decarlo loaned photos from the 1992 Decarlo-Roberts Quaker ceremony of commitment. All of these materials have offered fodder for artistic sensibility.

During the editorial content phase, the Committee benefitted from full readings of the book by members particularly active during the period: Meeting Historian Barbara Nnoka, recently deceased; Grant Thompson, a former FMW Clerk; Hayden Wetzel, who will serve as the next Meeting Historian, and Susan Lepper who has served as Clerk of the Records and Handbook Committee. In addition, we benefitted from chapter readings by former Meeting Clerk Carlotta Joyner, Religious Education Committee Clerk Marsha Holiday, and J.E. McNeil who has served in many Meeting capacities.

This year of learning and growing has reminded us of an inspiring quote:

"Live as if you were to die tomorrow. Learn as if you were to live forever"  
— Mahatma Gandhi  
Montague Kern, Clerk

### **Recorder's Report 2009**

The figures: By year to year count methods these are the figures for the Meeting's membership as of December 31, 2009:

There are a total of 355 full members, and 77 associate members, for a total of 432 members. The total is divided into 284 resident members (including members for whom we have no address) and 147 non-resident members.

Changes: In 2009 the Meeting's member count increased by two new members, and two new members by transfer. There were no new associate members in 2009. This is a gain of four new members.

Losses: one death of a non-resident member was reported; two resident members died. Two members transferred to other Meetings and four members resigned. No associate members resigned. (9 total).

Sojourners: There are two official sojourners on record at FMW. There is one FMW member who is an official sojourner at another meeting.

### **American Friends Service Committee Middle Atlantic Region Annual Report**

This year, AFSC-DC aimed to meet the goals set by the Middle Atlantic Region for peace building and economic justice through education of DC youth in the areas of conflict resolution, increasing economic self sufficiency in the community, and implementing programs to facilitate understanding and practice of the Universal Declaration of Human Rights in DC youths.

The DC Peace and Economic Justice Program led the first city wide initiative in the United States to expand human rights education in DC public schools. In December of 2008, DC was proclaimed a Human Rights City; marking the 60th anniversary of the United Nations adoption of the Universal Declaration of Human Rights (UDHR). Washington D.C. has now joined a successful worldwide movement that includes more than 17 cities in 6 countries. As a Human Rights City, DC has joined these other cities around the world whose residents and local authorities believe that human rights learning empowers community social and economic transformation.

The D.C. Human Rights program is led by area director, Jean-Louis Peta Ikambana who implements seminars, workshops and advocacy projects with a public speaking component, in order to empower the youths to learn about human rights. In 2009, more than 75 students, in three D.C. public schools, participated in the program. This number has been expanded for 2010, to include service to 50 students each semester.

Thursday, December 10, 2008, AFSC-DC celebrated its one year anniversary of the proclamation of Washington D.C. as a Human Rights City with a fund raising benefit at the National Press Club. This event featured keynote speaker Johnny Barnes, executive director of the American Civil Liberties Union (ACLU) of the National Capital Area and many other distinguished guests active in the Human Rights movement.

In addition to this educational movement, the D.C. city-wide steering committee has focused this past year on the Human Right to Housing. Currently, 50 organizations are working with the steering committee on the right to housing campaign, assuring that an adequate emergency shelter net while the city moves towards ending homelessness.

In the area of economic justice, AFSC-DC continues to advocate for city council approval of a worker center. Through the Worker's Right project, workers had a big victory in October 2009, by recovering \$10,000 in legally promised wages for eight day laborers.

AFSC-MAR/DC was affected by the economic crisis that included cut backs on funding affecting both staff at AFSC-DC as well as programs. The D.C. office lost one staff: Zainabu Dance and the Youth in the Know project which focused on conflict resolution in the arts for area youth. Also, Jean-Louis's status was reduced to part-time. As we move forward into 2010, it is our hope that the important programs sponsored by AFSC continue to grow and are supported by our Friends, and community.  
— Beverly Reader

## **2009 Annual Report of FCNL Representative to FMW**

I was appointed in the Spring of 2009 to replace a representative who departed mid-year. At the time of my appointment, I met with the then FCNL staff person to discuss ways FMW could support FCNL. That staff person apparently left FCNL during the summer. I engaged in multiple outreach efforts to FCNL upon discovering by an automatically generated return email that the original contact had left. There is now a new staff person at FCNL - Lizzie Biddle, who is in email contact with various meeting representatives to FCNL.

The change made during the year, in consultation with others at FMW, was to stop the practice of one Sunday per month printing out FCNL form letters and then mailing requests to meetings in Ohio and Indiana asking them to do their own letter writing campaigns based on the materials provided. Paper mailing was replaced with forwarding by email to the FMW and FMW Young Adult Friends list serves either FCNL letter writing materials when provided or selecting from among various FCNL online campaigns and asked for FMW participation when there was no direct communication from FCNL.

I received several positive responses to the switch. I received one complaint by email that the list serve should not be used political issues. That participant on the list serve also suggested that being asked to sign petitions at the meeting house also would be inappropriate. I received one request not to send large-sized files from FCNL as they could not be opened by someone using dial-up internet service. I have forwarded that comment to the new FCNL representative, suggesting that FCNL supply materials in "Word" or other "small" files rather than using large "pdf" files, so that all could access the files.

The advantages to the switch are two-fold: (1) Timeliness: Using electronic media enables passing on and responding to the information simultaneously with FCNL's current actions. (2) Benefit to the

Environment: Using electronic media, as opposed to paper, cuts down on the environmental impact. Although historically in the early days of email, paper mailings were assumed to get more attention from Congressional staff, it is my experience from civil service and working on regulatory matters that that is no longer the case.

FCNL made periodic requests for assistance in finding volunteers. Using the list serve to send out requests for volunteers, it was reported to me by FCNL that they received a good response and were able to find FMW members/attenders to serve as volunteers.

Upcoming: Lizzie Biddle advised in December 2009 that FCNL will be contacting clerks of various meetings and asking them to provide recommendations for FCNL's two year legislative agenda. The anticipated time frame is a letter in January to the clerk of the meeting with a requested response by April 2010.

— Elizabeth Goodman, FMW FCNL representative

## **WINTER EVENTS**

### **Inquirers Class**

You are invited to a weekly Inquirers Class for Meeting newcomers and not-so-newcomers who are interested in learning more about Quakers and the Religious Society of Friends. The second session is scheduled for Monday, February 1 at

7:30 p.m. in the Decatur Place Room. Attendance at all five sessions is not necessary. This series will conclude on February 22. For more information, contact either the FMW Office at 202-483-3310 or contact Michael at [mcronin943@aol.com](mailto:mcronin943@aol.com).

### **Adult Religious Education**

The Adult Religious Education group will meet on Sunday, February 7 at 9:15 a.m. in the Assembly Room and on Sunday, February 21 at 9:15 a.m. in the Terrace Room. The topic will be the continued consideration of Rufus Jones writings. For further information contact John Scales at [Johnkscales@aol.com](mailto:Johnkscales@aol.com).

### **William Penn House Potluck**

The William Penn House, a Quaker Center on Capitol hill, hosts monthly potluck dinners with a discussion afterwards. William Penn House also provides Friends with many programs and seminars. On Sunday, February 7 a potluck dinner is scheduled. However, the program is still to be determined. William Penn House is located at 515 East Capitol St. SE, Washington, DC 20003. For information on programs or potluck dinners contact [info@WilliamPennHouse.org](mailto:info@WilliamPennHouse.org) or 202-543-5560.

### **FMW's Senior Center in February**

Programs of slides or talks are held on the second and fourth Wednesdays of each month. The program for the month is:

Feb. 10 Carol Coffee Costa Rica

Feb. 24 Clem Swisher Israel

### **Clerking Workshop**



Baltimore Yearly Meeting is sponsoring a one day clerking workshop on Saturday, February 20. Arthur Larrabee, General Secretary of Philadelphia Yearly Meeting will lead the workshop. This is an excellent opportunity to learn effective “clerking skills” in committees and in the monthly meeting. The workshop will held at Sidwell Friends Lower School and the cost (\$40) covers materials, refreshments and lunch. Space is limited to 40 participants, so early registration is encouraged. Further information, and a registration form are the last page of the newsletter, and is attached for easy “tear off,” fill out and send. Financial assistance may be available from FMW scholarship funds. If assistance is needed please contact Mary Campbell at [mcampscomp@aol.com](mailto:mcampscomp@aol.com) or 301-589-2050 or Merry Pearlstein at 202-589-8777 or [merry.pearlstein@towerswatson.com](mailto:merry.pearlstein@towerswatson.com).

## **Work Day**

The Property Committee is holding a work day on Sunday, February 28 after the rise of Meeting. Join the Committee while it works and then eats a late lunch. The Property Committee needs volunteers of all skill levels to help “spruce up” the FMW property. This includes: painting, cleaning, weatherizing, repairing and much more. If you have special skills, such as carpentry or electrical, please let us know and bring your tools. This is a great opportunity to meet FMW members and attenders as well as provide service to the community. All are welcome. Childcare will be provided. To reserve child care space, to RSVP, or for questions, contact Steve Brooks at [sbrooks@uab.edu](mailto:sbrooks@uab.edu), 240-328-5439.

## **Poetry by the Fire**

Come join Friends Wilderness Poet

Ron Weber plus other area poets and poetry lovers for a winter day of reading and discussing poetry around the wood stove at the Niles Cabin on Saturday, February 27. The general theme will be nature poetry and the human spirit new signs of life, changing seasons, or any other topic! Bring your own or other poetry to read, if you like.

We will gather by 10:00 a.m. in the Niles Cabin at the Friends Wilderness Center. Poetry listeners are valued as much as poetry readers and writers! Call Sheila Bach at 304-728-4820 to RSVP and get directions. Come early for a self-guided hike in the woods, and bring a bag lunch, if you wish.

A suggested donation of \$10 would help continue the programs of Friends Wilderness Center.

## **Thinking About Race**

At the December meeting of the Baltimore Yearly Meeting’s Working Group on Racism, guest Eda Uca-Dorn was present from Hosanna People’s Seminary (HPS) in Washington, DC. She told us that HPS is holding a learning/teaching circle on white privilege and the North American church. This series will include sharing among anti-racism activists, faith leaders, and all participants’ experiences with race and the church as well as reflections on suggested readings from What Color is Your God? by Columbus Salley and Ronald Behm. (All materials will be offered free of charge from HPS.)

The meetings will be on four Tuesdays, 7-9 pm: February 9, 16, 23, and March 2 at four faith communities in DC: Plymouth Congregational Church, Friends Meeting of Washington (hosted by the FMW Peace and Social Concerns Committee), Saint Stephen and the Incarnation Episcopal Church, and All Souls Unitarian Church. This is a FREE course. However a suggested donation of \$5-15 per

session to help host congregations defer the costs of lights/heat/security would be warmly accepted. Contact [eda.uca.dorn@gmail.com](mailto:eda.uca.dorn@gmail.com) for further information and a resource list.

## **American Friends Service Committee Mid-Atlantic Region 2009 Highlights**

On December 5, 2009, AFSC's Mid- Atlantic Region (MAR) staff and Executive Committee members held a one-day retreat at the Stoney Run Meeting in Baltimore, Maryland. Approximately 30 persons were in attendance. The purpose of the retreat was to review the year's activities, receive a report from AFSC's central office, and to conduct a program visioning exercise for the coming year and beyond.

2009 was very difficult for AFSC Executive Committee Members and staff and for the MAR programs as a number of staff was laid off, other staff hours were cut, and programs were closed due to budget restrictions. Those present were able to express their concerns about the staff layoffs and program closures in a positive and frank manner.

Program Quarterly Reports were given by staff representing the following programs: the Appalachian Center for Equality; Baltimore Urban Peace; DC Peace and Economic Justice; Maryland Peace and Justice; Pennsylvania State Program; West Virginia Economic Justice; Youth Empowerment through Conflict Resolution; and the Development Office.

In the afternoon's session, Clinton Pettus, Deputy General Secretary for Programs, reported on the national office's work in developing more effective monitoring and evaluation systems for programs. Clinton also introduced Nina Laboy as the new MAR Interim Regional Director to replace Mary Stover who resigned to be able to pursue graduate studies.

A visioning exercise was the last item on the agenda whereby those present were able to present their ideas for MAR program activities for the coming year and beyond. The retreat closed with worship.

Should Friends wish further information on AFSC's Mid-Atlantic Region program activities, please contact Jim Bell at [kellybell21@comcast.net](mailto:kellybell21@comcast.net) or 301-263-9894. Jim serves on the AFSC MAR Executive Committee.

## **Electronic Newsletter Reminder**

The FMW staff and volunteers have been working hard on making the newsletter and web page electronically available and current. The newsletter will be available electronically in March, and will be available in our new web page. The web page is under construction. The address will be: [www.quakersdc.org](http://www.quakersdc.org). Look for more information on the FMW listserv and in the weekly announcements.