

ANNAPOLIS FRIENDS NEWSLETTER — October 2013

CALENDAR

- Meeting for worship: 11 a.m. on First Days
- First Day School for children: 11 a.m. (Joining meeting for worship from 11:45 a.m. to noon)
- Nursery care for our youngest: 11 a.m.
- Meetings for Worship with a Concern for Business: 1st First Day of month at 9 a.m.
- Adult religious education: As noted in calendar below
- Early meeting for worship (weather permitting outdoors) at 8 a.m. on 2nd, 4th, and 5th First Days
- Meditation study group meets at 7:30 p.m. on Wednesday evenings in the main meeting room
- NOTE: The deadline for submitting newsletter items is the 20th of the month

OCTOBER 6: 9 a.m. Meeting for Worship with Attention to Business; 11 a.m. Meeting for Worship; 12:30 p.m. [Newcomers Potluck](#) lunch

OCTOBER 13: 8 a.m. Early Meeting for Worship; 9 a.m. Committee Meetings; 11 a.m. Meeting for Worship

OCTOBER 20:; 11 a.m. Meeting for Worship

OCTOBER 27: 8 a.m. Early Meeting for Workshop; 9:15 a.m. [Meeting for Learning](#): Stewardship and Finance; 11 a.m. Meeting for Worship

CARE OF THE MEETING HOUSE: Peace and Social Concerns

QUERIES FOR TENTH MONTH: The Peace Testimony

Do you endeavor to live “in virtue of that life and power which takes away the occasion of all wars?” Do you work to make your peace testimony a reality in your life and in your world? Do you weigh your day-to-day activities for their effect on peacekeeping, conflict resolution and the elimination of violence? Are you working toward eliminating aggression at all levels, from the personal to the international? (Faith & Practice, p. 41)

GENEVA INITIATIVE PROJECT

Dear Friends,

Thank you for your support of the Geneva Initiative Project through donations from the Quaker Market and by the time and effort provided by Annapolis Friends. You are invited to participate in upcoming candlelight vigil/rally/celebration on October 1 from 5:30-8 p.m. in Lafayette Park across from the White House. Friends who want to carpool to this event will meet at 4 p.m. at the meeting house to drive to the New Carrollton Metro Station where we will catch a train into D.C. The vigil will include presentations by representatives of groups and organizations supporting peace in the Middle East and music by Peter Yarrow (Peter, Paul & Mary) and others. The lead organization for the vigil is the Middle East Peace Working Group, and you can check their website at www.middleeastpeacecampaign.org. Our own Lauren S has also developed a website for the Geneva Initiative Project that can be viewed at <http://yestoanagreement.wordpress.com>.

Peace and Light,
Phil

NEWCOMERS POTLUCK

SPECIAL INVITATION TO PEOPLE NEW TO AFM

On October 6, at our regular potluck lunch, Friends will have an opportunity to hear about what each AFM committee does, in preparation for Nominating Committee’s annual search for committee members. Outreach Committee is offering a special invitation to people who are new to AFM. New

folks are invited to attend potluck without bringing any food! Other Friends, please bring dishes to complement grilled hamburgers and hot dogs, which Outreach Committee will be providing.

GAIN PRISON MINISTRY

The Greater Annapolis Interfaith Network (GAIN) will present a forum on prison ministry on Thursday, October 10, 2013 at 7:30 p.m. in the Community Room of St. John Neumann Church, 620 N. Bestgate Road, Annapolis, MD 21401.

Come and learn what is being done by local faith groups and other organizations to work with people who are incarcerated. Speakers will include Leah Green, President of Maryland CURE; Val Hymes, Director of the Prison Ministry Task Force of the Episcopal Diocese of Maryland; the Alternatives to Violence Program of the Annapolis Friends Meeting; the Prison Ministry of the Unitarian-Universalist Church of Annapolis and a prison chaplain. A question and answer session will take place.

All are welcome to attend. It is hoped that this forum will be the beginning of looking at the urgent issue of incarceration both locally and in the nation.

Contact Liz Vanden Heuvel at 410-267-9009 or liz2vh@comcast.net for more information or directions.

DAYSRING SILENT RETREAT FOR BALTIMORE YEARLY MEETING FRIENDS

OCTOBER 11 - 14, 2013

True silence ... is to the spirit what sleep is to the body: nourishment and refreshment. (William Penn)

Is your spirit in need of nourishment and refreshment? Come to the Silent Retreat at Dayspring for Baltimore Yearly Meeting Friends. We will keep the silence from Friday evening until after worship on Monday, enjoying the beauty of God's creation in meadows and woods, walking, resting, praying, reading, finding our own rhythms, listening for the Still Small Voice.

WHERE: Dayspring Retreat Center, 11301 Neelsville Church Rd., Germantown, MD 20876 (301-916-1131).

FACILITATOR: Jean C, Member of Annapolis Friends Meeting

ARRIVAL: 3:30 -7 p.m. Friday. (Dinner at 7 p.m.) DEPARTURE: 2 p.m. Monday.

ACCOMMODATIONS: Individual room in the Inn with Bible, bed, desk, sink, bed linens, blankets, towels and washcloth. 9 vegetarian meals in the Lodge dining room. Gatherings in the Yoke Room for community worship and shared solitude by the fireplace. 200 acres for roaming.

COST: \$290.

REGISTRATION: Deadline October 4 (if not filled earlier). Minimum number is 9 participants. Maximum is 18. Friends will be enrolled in the order in which checks are received.

BRING: Toilet articles, casual clothes, walking shoes, and a flashlight. Long socks and hats are recommended to deter ticks.

QUESTIONS? Call Jean C at 410-544-1912 or e-mail jschristianson@gmail.com .

DIRECTIONS: From I-270 take the Damascus exit (#15-A), Route 118 to the north. Go 8/10 of a mile on Route 118 to MD Route 355. Turn left on MD Route 355 and go a VERY SHORT block. Turn right on Neelsville Church Rd. Continue 6/10 of a mile on Neelsville Church Rd. to Dayspring Retreat Center. OR From I-70 take Route 27 south at Mount Airy. It will merge into 355 (Frederick Rd.) continuing south. Turn left onto Neelsville Church Rd. (just before reaching Route 118) and follow directions above.

The emergency telephone number for Dayspring is [301-916-1131](tel:301-916-1131).

Make check for \$290 payable to **Dayspring Retreat Center** and send with registration form to Jean Christianson, 189 Edgewater Rd., Pasadena, MD 21122

Name(s) _____

Meeting _____

Address _____

Phone _____ E-mail _____

Special Needs _____

AFM FALL WORK DAY

The semi-annual AFM Fall Work Day is planned for Saturday, October 12 (rain date one week later, October 19, if necessary) from 9 a.m. until noon at which time a light lunch will be served to participants. A sign-up sheet is circulating within meeting, and will be posted online to the Announce List so everyone may have a chance to review opportunities to serve: weeding of exterior gardens areas, trail work under Phil C's supervision (if he is available), splitting and stacking of firewood, refrigerator cleaning, interior and exterior cleaning to include light fixtures and cobweb mitigation, cleaning and storage of window screens, gutter cleaning (young Friends can be really helpful here), and anything else F/friends deem useful. Please bring work gloves and wear appropriate clothes. Tools for weeding and other exterior work will be useful, too. We welcome help from everyone. See you there!

MEETING FOR LEARNING

Stewardship and Finance is sponsoring a Meeting for Learning on October 27 at 9:15 a.m. to explore how we as a meeting balance the various components of our operating budget. For example, we fund current committee activities, donate to Quaker organizations and other nonprofits, maintain our facilities and save for future facilities expansions, and provide support to individuals through various restricted funds and the new Support for Ministry line in the budget. The mix of different types of spending in the budget we approve each year reflects our corporate discernment of AFM's current priorities. Join us on October 27 to learn more about the proposed 2014 budget and share your thoughts on the current mix of giving, spending, and saving.

FGC RETREAT FOR FRIENDS OF COLOR AND THEIR FAMILIES

A Gathering for Friends of Color and their immediate family members is being sponsored by FGC's Ministry on Racism Program from Friday, November 1 at noon to Sunday, November 3 at noon at William Penn House. This is an opportunity for Friends of Color and their families on the East Coast to build a multigenerational community through mutual support and sharing, worship, exploring our Faith, sharing what brought us to Friends, and identifying ways to support each other. Go to the FGC website for more information.

RELIGIOUS EDUCATION RETREAT

On Saturday and Sunday, November 9 and 10, a Religious Education Retreat will be held at William Penn House. The BYM Religious Education Committee is hosting this opportunity for First Day School teachers, religious educators, and local meeting RE Committee members to reflect, inspire, and educate one another in a retreat setting. The theme is "Listening to Our Inward Teacher: Rest and Renewal in our Journey as Educators." It will be led by Amy Smalljohn of Gunpowder Monthly Meeting.

The cost of the weekend will be \$90.00 with overnight accommodations or \$55.00 for just the Retreat itself. Go to the BYM website to register. For more information, contact Marsha Holliday at hollidaymsd@yahoo.com.

MEETING FOR WORSHIP WITH ATTENTION TO BUSINESS MINUTES
EIGHTH DAY OF THE NINTH MONTH, 2013

Present were: Elise A (Clerk), Mary B (Acting Recording Clerk), Wes J, Pat S, Phil F, Dot W, Carol K, Joanna T, Jennifer DM, Cairn K, Sue P, Jean C, Lynada J, Carol B, Jack L, Joel R, and Stephen P.

Our Meeting began with centering worship.

Treasurer's Report - Joel R reporting. (Full report attached to minutes)

The budget is on track, but contributions are lagging. There are \$16,781 in undedicated reserves that can be tapped as needed.

The minutes were approved to this point.

Children's Religious Education Committee - Joanna T reporting (Report attached to minutes)

First Day School reconvenes today, September 8, 2013. The group is primarily elementary schools ages, and the number continues to grow. This year's theme is Sustainability and Stewardship. Participation by the full Annapolis Friends community is welcomed. Other planned activities within meeting and the larger community are detailed in the attached report. Sign up to assist with caring for the youngest children in the nursery will be coordinated through the website SignUpGenius.

A friend asked about the current practice of having children join meeting for worship for the final fifteen minutes. The value of having the children join a settled meeting was felt to be more beneficial than their being there at the start.

The minutes were approved to this point.

Ministry and Worship Committee - Tricia R/Kim F reporting the Embraced Leadings Procedures: (Document circulated prior to meeting and attached to minutes)

The draft of the AFM "Guidelines for Embracing the Leadings of Friends" was presented; the purpose of the guidelines is to encourage Friends to pursue their leadings. A second purpose is to describe the responsibilities of the individual, the clearness and oversight committee, Stewardship and Finance Committee and Annapolis Friends Meeting as a whole. While the current BYM "Guidelines for Embracing the Leadings of Friends" informed the committee's work, the AFM document also includes a mechanism to request financial support for the individual's leading.

During the discussion, a friend asked that the document add that we are all recognized as ministers of God. It was recommended that the support and oversight functions be separated and clarified. Several addition points to be clarified: more explicit discussion of AFM approval of the embrace of a friend; whether there will be a limit to the duration of financial support; and the use of address and email announce lists for fundraising.

The minutes were approved to this point.

Friends' concerns -

Several friends made announcements.

Meeting closed with silent worship.

Respectfully Submitted,

Elise A, Clerk, and Mary B, Acting Recording Clerk

MfB Attachment
Treasurer's Report

September 8, 2013

Operating Budget			Fund Balances	
	2013 to date	2013 Budget		2013 to date
Income			Restricted Funds	
Contributions	29,744	44,122	Adult Scholarship	1,000
Interest/Dividends/Distribution	1,579	3,000	Building Fund	131,660
Rentals	15,493	19,000	Capital Improvement	7,865
Other Income	127	0	Capital Replacement	22,846
Total Income	46,943	66,122	Committee Contingency	6,137
			Emergent Social Concerns	1,362
Expenses			Founders Fund	10,068
Committee activities			Growing & Greening	0
CREC	1,250	2,450	Memorial Garden	1,572
Library	578	400	Peace & Justice Center	2,338
Meetinghouse and Lands	17,124	23,610	Suffering Fund	5,150
Ministry and Worship	1,897	2,550	YF Opportunity Fund	3,000
Outreach	292	710	Total	192,998
Pastoral Care	531	450		
Peace and Social Concerns	300	1,450	Other off-budget activities	
Stewardship and Finance	152	360	CREC school projects	366
Restricted Funds	18,482	18,482	CREC camping fund	2,150
Quaker Causes	0	3,530	Solar project	17,043
Apportionment	9,096	12,130	Total	19,559
Total Expenses	49,702	66,122		
Net	-2,759	0		
Account Balances			Account balances	226,579
BB&T Checking	29,623		minus restricted funds	192,998
Friends Fiduciary Corporation	61,941		minus other off-budget activities	19,559
Capital One/ING	124,936		minus year-to-date net	-2,759
Sandy Springs Savings Bank				
CD	10,079		Undedicated Reserves	16,781
Total	226,579			
Friends Fiduciary Corporation	Cost Value	Current Value		
	62,000	61,941	-59	

MfB Attachment
Update from Children's Religious Education Committee

First Day School will reconvene for the 2013/2014 school year on Sunday, September 8, after the summer hiatus. This year, we look forward to continuing with a group consisting primarily of

elementary-aged children. Several of our children are beginning to reach early middle school age, but we do not have regular attendees who are of high school age. The number of children attending continues to grow, and at times during the last year we had as many as 13 children in a class at First Day School. This attests to the growth and strength of our Meeting community, but it can also test the limits of our space.

Our theme for the programs during the coming year is Sustainability and Stewardship. The committee thought this would be particularly appropriate in a year when Annapolis Friends looks forward to installing solar panels, and continuing other efforts towards greater sustainability. We have also been in discussion with Meeting House and Lands concerning the possibility of having the children plant native plants or berry bushes or provide other additions to the landscaping. In addition to some of these more practical activities, we also welcome all members of the AFM community to spend time with the children and offer any books, aspects of Quaker history, or Bible stories that they would like to share. And though CREC does have a theme for each year, it is not meant to be exclusive. If there are any other ideas that Friends have for work with the children, we welcome them all.

The children will continue to participate in the Christmas market and the Spring market by having a table where they can sell their own crafts and baked goods. The market committee generously allocates \$100 of the market proceeds to the children as they have done now for the last several years. This affords the children the chance to discuss and reach consensus on how they would like to distribute their proceeds, providing a wonderful learning opportunity as well as a sense of accomplishment

AFM sponsored two children at BYM camp this summer. Kallan B attended Catoctin Camp and Diana T attended Opequon Camp, each for two weeks. It was Kallan's first year at Catoctin and Diana's third year at Opequon.

AFM will also be hosting a BYM Junior Young Friends Conference during the weekend of October 4-6. We look forward to welcoming these young people to our Meeting House.

A special addition to the children's activities this year will be the International Day of Peace celebration hosted at AFM on Saturday, September 21st. Up to 3 AFM children of upper elementary school age and 3 of middle school age will be able to participate.

Other events the children will be participating in during the coming year include:

- Stone Soup celebration the First Day before Thanksgiving
- Christmas Program
- Earth, Water, and Faith Festival April 27, 2013.

We look forward to another wonderful year with a terrific group of children who are a joy to work with. We thank the larger AFM community for their love and support of the children, and hope all know how important it is to the children that they are so welcomed into the community of adults at the Meeting. The interaction between all generations of the Meeting continues to build a richer community for all of us.

Submitted by Joanna T and Kimberly B, Co-Clerks of CREC

MfB Attachment
GUIDELINES FOR
EMBRACING THE LEADINGS OF FRIENDS
ANNAPOLIS FRIENDS MEETING
MINISTRY AND WORSHIP COMMITTEE

Background and Acknowledgments

The Ministry and Worship Committee acknowledges the work of the Committee for the Nurture and Recognition of Ministry and the Ministry and Counsel Committee, Baltimore Yearly Meeting (BYM) for their thoughtful consideration of this topic. For the most part, we have followed their guidelines for embracing the ministry of Friends in the anticipation that the embracing of local leadings may lead to

a request for embrace by the Yearly Meeting. The additions or revisions proposed in this document are meant to adapt the BYM guidelines for use by Annapolis Friends Meeting and provide specific guidance on the criteria for granting financial support at the Monthly Meeting.

INTRODUCTION

This document offers guidance to Friends who ask to have a leading or leadings "embraced" by Annapolis Friends Meeting (AFM). An outline of the sequence of steps to be followed by an individual Friend is found as an appendix. Reference is also made to "Guidelines Embracing the Ministry of Friends" prepared for Baltimore Yearly Meeting (BYM), from which additional appendices including a helpful glossary of terms and a list of references used in the preparation of that document, and may be useful in the consideration of these guidelines.

In "Guidelines Embracing the Ministry of Friends" prepared for BYM, the term "embrace" is defined as "to hold close, encircle, accept," and refers to assistance in the financial release of Friends through Yearly Meeting. The term "embrace" was chosen for its positive meanings by the Committee on Nurture and Recognition of Ministry (CNRM) at the March 1999 Representative Meeting and was reaffirmed in a retreat for members of CNRM and the BYM Ministry and Counsel Committee, who met on May 20, 2000. The term presents a positive description of a Friend's ministry as supported and carried out with others, which is a condition of being adopted as a program of BYM. It was also thought that a new term was also less likely to be misinterpreted, as terms (such as "affirmed", "recorded", "recognized", etc.) that have a history of use by Friends in other contexts might be. Beyond the immediate condition of being embraced for the purpose of carrying out a specific ministry for a specific period, the term as applied by BYM confers no special or lasting status.

The Ministry and Worship Committee recommends adoption of this term as most appropriate in describing the spirit and intention of AFM. Embracing of the leadings of Friends by AFM is for the purpose of carrying out a specific leading or ministry for a specific period, and confers no special or lasting status within AFM beyond that approved by the Meeting.

Friends may seek to have their ministry embraced by the Monthly Meeting when a Friend wishes oversight, institutional support, working support and/or financial support for a ministry. Being embraced by AFM means that the Monthly Meeting:

- Has prayerfully studied and considered the ministry;
- Unites with the ministry and feels it is led by the Spirit;
- Identifies an Working Support and Oversight Committee for the embraced ministry. This can be an existing Monthly Meeting Committee or a specially appointed committee, as determined most appropriate based on the leading;
- Issues and reviews travel minutes, if needed;
- Approves, accepts and disburses funds designated to support the embraced ministry;
- Reviews the work of the appointed Working Support and Oversight Committee, and consults with the Stewardship and Finance Committee to ensure that the ministry is carried out in good order if funding has been granted from the Support for Leadings Fund; and
- Instructs the Ministry and Worship Committee to periodically review the applicable guidelines and procedures with embraced Friends to see if modifications are needed.

Friend's ministry embraced by the Monthly Meeting may be granted financial support from budgeted funds of the Monthly Meeting placed in a Support for Leadings Fund or budgeted separately during the annual budget process.

Grants are approved for a specific ministry and for a specified period of time. Grants from budgeted funds are offered initially for a one year period, and can be renewed or extended for up to two years, based on the successful progress of the program. Funding of leadings over a longer term or in excess of funding amounts in the Support for Leadings Fund will require a separate budget request from the Ministry and Worship Committee in the annual budget, and approval of the Meeting through the annual budget process.

Grant requests from the budgeted Support for Leadings Fund for less than \$500.00 may be approved by the Ministry and Worship Committee based on the recommendation of the Working Support and Oversight Committee, if clearness has been found or affirmed.

Clearness can be affirmed and a Friend can also be embraced based on a significant pattern of activity and involvement by the Friend with the activities associated with the project. In these cases, the Ministry and Worship Committee may act as the Working Support and Oversight Committee,, in order to not overburden the meeting. Friends should be mindful that assisting with a leading is a opportunity for personal spiritual growth Examples of leadings which could be overseen by the Ministry and Worship Committee are:

A Friend has been providing services as a Friends chaplin in an official capacity to an organization . The Friend requests funding to travel to an annual gathering to perform this role as an extension of his local role within the organization, with a specific concern for a topic which is directly related to the Friends equality testimony.

A Friend has a known leading which has been demonstrated by published writings, involvement in organizations addressing the concern, and a pattern of leadership in activities on this topic within the Monthly Meeting .

Grant requests for more than \$500.00 from the budgeted fund must be approved by Meeting for business based on a recommendation from an oversight committee. Ministry and Worship will act as the oversight committee for grant requests without another identified oversight committee.

The Working Support and Oversight Committee may assist the Friend in locating other resources and additional funds if needed to support the ministry. Friends are mindful that ministry calls for an "economics of abundance" rather than "an economics of scarcity." A well-ordered, Spirit-led ministry may multiply resources rather than divide existing resources. The financial support envisioned in these guidelines derives primarily from access for embraced Friends to the Support for Leadings Fund, and whatever resources may follow as Friends feel called to support the ministry.

NATURE OF MINISTRY TO BE EMBRACED

The term "ministry" is defined as being called or led, and moved by the Spirit of God to serve. Whether or not a ministry may be embraced by AFM cannot be resolved by looking to the nature of the gift of the Spirit directing the ministry. BYM does not distinguish between gifts of speaking, teaching, and discerning God's word and gifts of healing, peace-making, and other forms of service. All these callings, if rightly led and ordered, have as their wellspring God's Gift and Spirit. The true tests are whether the ministry is rightly led and ordered, and whether Friends can unite with it. AFM agrees with this guidance.

The Religious Society of Friends has a long history of discerning and supporting individual Friends ministries, including such examples as John Woolman and Samuel Bownas. These guidelines speak to a covenant made with God, and discerned through individual and corporate discernment. The covenant, an agreement between God and the people, reflects Friend's unique understanding of this relationship. At the heart of the covenant is being called forth to perform God's service and responding to this call with faith, fidelity, love, and truth. Prayerful consideration, including individual and corporate discernment, is required to test whether an individual is rightly led.

AN OVERVIEW OF DISCERNING AND EMBRACING A MINISTRY

The process of discerning, seasoning and embracing a ministry may be considered as a sequence of distinct steps. (See the outline of steps to be followed by the individual Friend, also attached.) As described below, the process includes:

- Individual discernment and clarity, or demonstrated record of involvement and activity supporting the leading; (clearness)
- Corporate discernment and embrace (beginning with monthly meeting, and expanding)
- Working support and oversight,;
- Carrying out the program in accord with Friends' testimonies and practices; and
- Laying down the program.

AFM, with the assistance of BYM, can help Friends to identify resources to nurture gifts of ministry and test leadings for Ministry. The Ministry and Worship Committee will identify members for Clearness Committees when requested, and formulate a Working Support and Oversight Committees when appropriate. AFM may identify Friends from other Monthly Meetings, who have relevant experience in nurturing gifts and/or discerning leadings to serve on roles in these committees.

INDIVIDUAL DISCERNMENT

A Friend's Ministry begins with a leading. Friends are urged to study examples of leadings and how they were tested, both from the writings of Friends such as John Woolman, Samuel Bownas, and others. (See references.) It is noteworthy that Woolman's leadings began with a "motion of love." A Friend must seek the still, quiet center and see what the Spirit teaches, and then assess how these actions accord with Scripture and the testimonies of Friends.

If the sense of being led to a ministry persists, a Friend may further test the leading through corporate discernment.

CORPORATE DISCERNMENT: THE CLEARNESS PROCESS

A Friend will seek clarification of the leading or ministry in the clearness process through the Monthly Meeting or demonstrate clarity by a pattern of engagement in activities consistent with the leading, such as taking on significant roles in activities related to the leading, or published writings on the topic of the leading. The status of affiliation and length and depth of involvement with Annapolis Friends Meeting will also be considered.

While a clearness committee focuses on the person's gift and ministry, the working support and oversight committee focuses on the task, concentrating on whether and how to go forward with the ministry, discerning what God wishes this ministry to accomplish, and when it is complete.

The overriding questions addressed by the Clearness Committee are whether the individual and the Friends supporting him or her are right in believing that the action or service required by the ministry has been laid upon them by God, and whether AFM unites with the ministry.

The Clearness Committee will labor with the Friend and with other entities to be involved in the Ministry. Questions shall be directed toward:

- The nature of the Friend's gift;
- The Friend's understanding of what he or she is called to do;
- Resources available to the Friend;
- Resources needed to carry out the Leading; and
- The understanding of other organizations, host communities, and/or individuals to be engaged in the Ministry of the work to be undertaken, Friends' testimonies and practices, and these Guidelines.

Haste is not recommended. The Committee may suggest the individuals and/or organizations to be involved do further preparatory work, or may consider that the time is not yet ripe.

The task of the Clearness Committee is to reach clarity, not to give support. However, if the Committee reaches clarity that the ministry should go forward and requires financial and other forms of support, that clarity includes their understanding that ongoing support is needed and the identification of other Friends qualified and willing to help carry the ministry forward as a program of the Monthly Meeting.

Corporate discernment thus includes:

- Identifying a oversight committee, if appropriate, or obtaining a commitment from a standing committee of AFM to oversee the program carrying out the embrace ministry; and
- Working with other organizations, host communities, or individuals to be involved in the Ministry to identify their understanding and expectations about the scope of the Ministry, the financial and other support for the Ministry, and Friends' testimonies and practices.

It may also happen that the individual may be led in this ministry—but in the absence of unity with AFM, the ministry may need to be laid over. As noted, one test is whether "Way Opens" and others come forward to serve on a Working Support and Oversight Committee. Members considering being

part of the working support and oversight committee may need to consider whether they can embrace supporting this ministry as their own.

Service on a Clearness, or Working Support and Oversight Committee may be viewed as opportunities for experiential learning of how to discern, support, and oversee gifts, concerns, and ministries. Such experience is to be prized.

WORKING SUPPORT AND OVERSIGHT COMMITTEE

Friends with relevant experience and spiritual depth who wish to help the Friend carry out the ministry are sought to serve on the committee, as appropriate for the program scope. Members of the committee will:

- Help the Friend with continuing discernment of his or her leading, skills, and judgment;
- Assist the Friend in exercising those skills;
- Work to develop the resources consistent with Friends' testimonies and practices;
- Help the Friend in handling adversity;
- Identify others who are called to carry out the Friend's ministry; and
- Work with the Friend to oversee the specific Ministry;
- Ascertain that the resources engaged in the Ministry are well-used and accounted for;
- Help discern where changes in the Ministry may be required, including consulting with other organizations, host communities, and/or individuals involved;
- Consider the Ministry in the light of its relationship to Annapolis Monthly Meeting;
- Assist the Friend in reporting to the Meeting
- Discern when the ministry has changed its course sufficiently to require a form other than continued embrace of the Friend and status as a AFM program; and
- Lay down the embrace and the Ministry.

Members of this committee generally will be sought first among the members and attenders of the Friend's Monthly Meeting, though for some ministries, they may be drawn from other Monthly Meetings, or a BYM Committee doing related work.

The members of a working support and oversight committee will serve until the ministry is laid down by the Monthly Meeting. The committee works on behalf of AFM to ensure that the Ministry is carried out in good order. The committee will meet with the Friend quarterly or as appropriate and will consider reports provided by the Friend on no less than an annual basis. The reports shall address program progress and financial resources, and will be forwarded to Monthly Meeting. The report will also be forwarded to the Stewardship and Finance Committee, if AFM financial support was granted, for fiscal good order.

STEWARDSHIP AND FINANCE

The Stewardship and Finance Committee will:

- Review each program under these guidelines to consider the proposed program's financial and other implications for AFM;
- Receive reports at least annually forwarded from any Embraced Friend which has received program funding from the Support for Leadings Fund;
- Approve any blanket appeals to the AFM membership using the AFM distribution lists associated with an embraced ministry;

BENEFITS OF AN EMBRACED LEADING

A ministry "embraced" through AFM will be supported by:

- Giving Friends the ability to make appeals to Friends, through use of the AFM distribution lists;
- Using discernment to test whether Friends within Annapolis Monthly Meeting feel called to support the ministry by directly providing resources, such as time, money, and energy; and
- Providing a working support and oversight committee, if AFM Friends are so led, committed under these guidelines to help the Friend access additional resources as needed
- Requesting funds from the AFM Support for Leadings Fund for a one year period, which can be renewed to two times for the continuation or extension of a program;
- Discerning in conjunction with an working support and oversight committee whether the ministry may need to be restructured or laid down.

Whenever travel is required outside the Monthly Meeting, AFM may grant the Friend a travel minute to be endorsed and returned by the Meetings and organizations visited. There are well-established procedures for such instances. (See The Manual of Procedure of Baltimore Yearly Meeting, p. 3 and p. 31.) To the extent possible, a member of the working support and oversight committee may be asked to travel with the Friend, or a seasoned Friend may be designated, to both support and guide the Friend in such travels, and to report back as appropriate.

CONCLUSION

The "embrace" of Friends requires discernment of God's will. All of these guidelines are subject to Friends' discernment. These guidelines themselves may be adopted, practiced, and amended, as the Spirit and experience require.

APPENDIX TO THE GUIDELINES

Outline of steps to be followed by the Individual Friend

- Pray for clarity regarding the leading or concern
- Read and prayerfully consider the resources available to you
- Share your leading or concern with those around you (including members of your Monthly Meeting)

• Learn about seeking discernment through the clearness process both by reading and consulting

Friends as above

- Ask for assistance from AFM, as needed
- Seek to identify (with assistance from the Monthly Meeting) experienced persons who can serve on a clearness committee
- Meet with the clearness committee and address the questions regarding the nature of the leading or concern, the resources required, the resources available, and the roles and needs (if applicable) of any other organizations, host communities, and/or individuals involved who are not part of AFM.
- Depending on the outcome of the clearness process, seek greater clarity if indicated, or move forward

Planning to implement the Ministry

- Work with the Monthly Meeting, especially members of the Clearness Committee, to identify a working support and oversight committee, as appropriate.
- Work with other organizations, host communities, and/or individuals involved (not part of AFM) to clarify their understanding of their roles, needs, and the Ministry, as well as Friends testimonies and practices.
 - Develop as detailed a plan as possible to carry out the concern, identifying what it is that will be done, how it will be done, who will do what, what resources are required, and the time frame (and interim steps within that timeframe and their expected dates of achievement), with the help of a working support and oversight committee, if indicated,
 - With the help of the working support and oversight committee, if indicated, assess realistically the resources needed to carry out the concern, the resources available, and plan how to identify and access additional resources as needed.
 - If clarity is not found, or Way does not open, lay over the concern and prayerfully consider whether, when, and how to proceed.
 - If additional resources are necessary, apply to be embraced by AFM, recognized as a program of AFM, and receive funds from the Support for Leadings Fund.

Implementing the Ministry

- If necessary, apply to AFM for a travel minute (well in advance of your intended travel)
- With the assistance of your committee, gather other Friends and participants as appropriate to join you in your service. Be particularly mindful of those you are led to serve.
 - With the support of your committee, carry out your ministry.
 - Meet frequently with your committee, and at least annually prepare a report for review by the Monthly Meeting and SFC.

- Continue your spiritual practices and prayerful discernment throughout your ministry.

Laying Down the Ministry

- As God directs, plan for the laying down and/or transformation of embrace into a new phase of development. Share the fruits of your experience and your ministry with other Friends (including suggestions, if any, for changes in these guidelines, service to other Friends seeking embrace, or whatever other avenues may appear as Way Opens).

GLOSSARY: DEFINITIONS AND ILLUSTRATIONS

Clarity/Clear In accord with God's will

Clearness (as in clearness process, clearness committee)

Seeking to discern the will of God in a given situation through a process of discernment

Covenant The acknowledgement, claim, and carrying out of the gifts of the Spirit by a gathered community, including ongoing discernment of what God would have them do.

"The faith community's act of acknowledging a spiritual gift, and then decisively claiming the spiritual gift as theirs to steward and exercise are only the first steps in a much longer process of right stewardship. They are the beginning of a COVENANT: a relationship initiated by God, to which the people respond in faith. This covenant relationship will continue as long as the individual being acknowledged shows evidence of the gift being acknowledged and the faith community desires to receive the ministry the gift makes possible. . . . The real work of that covenant [includes] . . . careful attention to the Divine Guide and its messages for oneself and the faith community, regular worship and fellowship with others who have accepted responsibility for the stewardship of similar gifts, a close individual and group examination of one's performance, and the establishment of a relationship with the meeting elders. . . . Lloyd Lee Wilson, *Essays on Quaker Vision of Gospel Order*, p. 104.

"Know the NEW covenant made manifest in your hearts, the Law of God there written and the anointing within you to teach you. . ."
George Fox, *The Power of the Lord is Over All, The Pastoral Letters*, (edited by T. Canby Jones), p. 185:

"Friends, you that are believers in the Light, which is the Life in Christ, and are grafted into him . . . all children in the NEW COVENANT do gather together in the Name of Christ Jesus. . . All these children in the Kingdom...who have their Bread from heaven. . . in the New Covenant do keep their feast with unleavened Bread . . . the Children of God in the New Covenant . . . washed, cleansed and sanctified and . . . [having] the Righteousness of Christ . . . God writes his Law in the hearts and minds of his people.

So in the New Testament they have the Law written in the heart and mind . . . In the New they have the testament and testimony, the Spirit of Christ in their hearts. . . So, the New covenant and Testament is not according to the Old. . . . (Same, pp. 374-6)

"But this is the covenant which I will make with the house of Israel after those days," declares the Lord, "I will put my Law within them, and on their heart I will write it, and I will be their God, and they shall be my people. And they shall not teach again, each man his neighbor and each man his brother, saying 'Know the Lord' for they shall all know me from the least of them to the greatest of them," declares the Lord, "For I will forgive their iniquity and remember their sin no more." Jeremiah 31: 31-34.

"I am the Lord, I have called you in righteousness, I will also hold you by the hand and watch over you, and I will appoint you as a covenant to the people, as a light to the nations, to open blind eyes, to bring out prisoners from the dungeon, and those who dwell in darkness from the prison." Isaiah 42:6

"This is the covenant with them which I myself have made, says the Lord: My Spirit which is upon you, and my words which I have put in your mouth, shall not depart from your mouth, nor from the

mouth of your offspring, nor from the mouth of your offspring=s offspring," says the Lord, "from now and forever." Isaiah 59:21.

Such is the confidence that we have through Christ toward God. Not that we are adequate in ourselves to consider anything as coming from ourselves, but our adequacy is from God, who also made us servants of a new covenant, not of the letter but of the Spirit; for the letter kills, but the Spirit gives life. II Corinthians 3:4-6, NASV.

Discernment Discerning or discriminating between the true and the base, between God=s will and human agency

Embrace To hold close, encircle, accept.

"Embrace" is the term chosen by CNRM at the March 1999 representative meeting to refer to the financial release of Friends through the assistance of Baltimore Yearly Meeting. The term was deliberately chosen for its positive meanings (above) and because it has no history of use by Friends in other contexts (as do terms such as 'affirmed', 'recorded' 'recognized', etc.).

As noted in these guidelines, the term confers no lasting status, and does not add anything to or subtract anything from other offices or conditions (e.g., having a travel minute) to which Friends may be subject.

Gathered Unified, under a new Life and Power

"gathered into the life and raised to a good measure", "inwardly gathered to the word and gift of grace, from which he [or she] who ministers may receive strength to bring forth what he [or she] ministers." (Barclay's Apology, p.253, p.258).

"In the gathered meeting the sense is present that a new Life and Power has entered our midst.. We are in communication with one another because we are being communicated to, and through, the Divine Presence When one rises to speak in such a meeting one has a sense of being used, or being played upon, of being spoken through." (Thomas Kelly, The Eternal Promise, pp. 75-77.)

Gospel Order God's orderly [right, good] relationships of all part of creation to one another and to the Creator.

"You may see how the Apostle, after he had convinced people, brought them into the Order of the Gospel... So, as I was moved of the Lord God, to go up and down the nation, to preach the Gospel, then after the Lord moved me to go up and down to exhort and unite, that all people might come into the possession of the Gospel, and the order of it, which is the Power of God... by which all things are upheld and ordered to the Glory of God... It is said in Psalm 37:23, 'The steps of a good man are ordered by the Lord, that is, by his Power and Spirit'." (George Fox, quoted in Lloyd Lee Wilson, Essays, p. 5)

"Establish my footsteps in Thy word, And do not let any iniquity have dominion over me." (Psalm 119: 133)

Hireling Traditional concerns about a hireling ministry@ referred to ministers following a profession, rather than being called to minister. As noted, here Friends' support is not intended to provide a livelihood for individuals, but to provide the wherewithal to enable them to carry out specific ministries of limited duration.

"God has shown us the corruptness and unchristian character of this ministry and called us from it. He has gathered us into his own power and life to be a people apart. We dare not join with or hear these anti-Christian hirelingsY Oh, what malice, envy, and fury this has raised in their hearts against us. Although we get none of their wares, in fact, refuse to buy them, knowing they are worthless, they force us to give them money. Because we cannot do it for the sake of conscience, our sufferings have been unutterable." (Barclay's Apology, p. 229)

Leading Prompting from God to act, which requires discernment to identify and discriminate from one's own desires, miscellaneous mischief, etc.

"Christ has promised that the Comforter, the Holy Spirit, the Spirit of Truth, shall abide with his children forever; shall dwell with them, shall be with them; shall lead them into all truth, shall teach them all things, and bring them all remembrance." Barclay's Apology, p. 36

"You will cease being forward and acting and speaking from your own natural will and understanding, and will wait to feel this inward seed of life. As it moves, you will move with it, and be actuated by its power..." (Barclay's Apology, p. 240)

Ministers "Those who act, move, and labor in the work of ministry as they are moved, supported, assisted, and influenced by the Spirit of God. Their ministry does not spring from their own strength and ability but according to the gift that they have received." (Barclay's Apology, p. 233)

"They give preference to others and to serving one another in love. They have received freely and give freely." (Barclay's, Apology p. 235)

Ministry Being called and moved by the Spirit of God to minister to others; being qualified to dispense God's covenant. "Such qualification as we have comes from God who has qualified us to dispense his new covenant—a covenant expressed not in a written document, but in a spiritual bond." (Barclay's Apology, p. 176, citing 2 Corinthians 3:6)

"We are for a holy, spiritual, pure, and living ministry actuated and influenced by the Spirit of God in every step." (Barclay's Apology, p. 238)

"Types of ministry" refers to different types of gifts, including speaking but also giving service (feeding, healing, sheltering, etc.)

Oversight Overseeing the work of others

"We affirm that their work is to instruct, exhort, admonish, oversee, and watch over their brethren more frequently and more particularly than the others... 'Obey your leaders and defer to them; for they are tireless in their concern as [those] who must render an account. Let it be a happy task for them, and not pain and grief, for that would bring you no advantage.'" (Barclay's Apology, p. 215)

Release Release from the need to earn a living, or from obligations of service to the monthly or yearly meeting, to enable a Friend to carry out a ministry

"It is by the light or gift of God that all true knowledge of things spiritual is received and revealed. It is also by the strength and power of these, as they are made manifest and received in the heart, that every true minister of the gospel is ordained, prepared, and equipped for the work of the ministry... Those who have received this holy and unspotted gift have received it without cost and should give it without charge (Matthew 10:8). They should certainly not use it as a trade to earn money. But if God has called any of them from their regular employment, or the trade by which they earn their living, they should receive such worldly necessities as food and clothing. It is lawful for them to accept these as far as they feel allowed by the Lord, and as far as they are freely and cordially given by those with whom they have shared spiritual matters As in a physical body there are many members, all contributing to the preservation and composition of the whole, there are also many members in this spiritual and mystical body possessing different gifts of grace and of the spirit." (Robert Barclay, Barclay's Apology in Modern English, edited by Dean Freiday, The Barclay Press, 1991, p. 171)

Support To assist or help a Friend carrying a concern

"Friends sometimes undertake, or are asked to undertake, tasks which they find challenging Under these circumstances, they may value the support of a small group of Friends. This could be offered by the body requesting the service or it may be requested by the Friend concerned The group may need to remind itself that its job is not so much to judge the task as to support the Friend carrying it out." (Quaker Faith and Practice, Britain Yearly Meeting, 12.27)

Travel Minute A letter from BYM introducing a Friend travelling in the Ministry under a concern. The letter is endorsed [commented upon by the Friends visiting] and copies are made available to the Working Support, Oversight, and CNRM.

Travel minutes are renewed annually.

See Faith and Practice, Baltimore Yearly Meeting and the Manual of Procedure of Baltimore Yearly Meeting.

Zero-based

Budget Item A line item reserved as a placeholder in a budget, allowing for tracking of funds to be raised but not actually allocated any budgeted funds to the line item.

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NOTES

1 Traditional concerns about "hireling ministry" (see glossary) are not in opposition to this usage, as Friends' support is not intended to provide a livelihood for individuals, but to provide the wherewithal to enable them to carry out specific ministries of limited duration. In the agrarian past, such support often took the form of tending Friends' farms while they were traveling in the ministry. This process seeks to update that practice to the present. In this context, it is noteworthy that Britain Yearly Meeting Quaker Faith and Practice encourages Friends to apply to the Monthly Meeting funds for Sufferings for support in service (13.16).

2 SFC has drafted guidelines regarding the use of the mailing list for programs to carry out the ministry of embraced Friends. Such a program would have access to the mailing list each year at specified times. The timing of appeals for funds would be coordinated by SFC so that individual Friends would not be inundated with appeals from BYM. However, such programs would be free to create mailing lists identifying supporters who had donated money or other resources in the past, and could continue to send these supporters multiple mailings within the year. SFC would not coordinate these mailings.

QUAKER QUOTES FOR OCTOBER

Let your lives and conversation preach, that with a measure of the spirit of God you may reach to that of God in all. (George Fox, 1675)

If each of us, individually, simply decided not to fight, not to let anger take over our hearts, to act always out of love and not out of fear or hate, then the world would be at peace. Isn't this all Jesus asked? This is my prayer. (John Andrew Gallery, Reflections From A Prayer Vigil For Peace, p. 22)

We utterly deny all outward wars and strife and fightings with outward weapons, for any end or under any pretense whatsoever. And this is our testimony to the whole world. ... The spirit of Christ, by which we are guided is not changeable, so as to once command us from a thing as evil and again to move unto it; and we do certainly know and so testify to the world, that the spirit of Christ which leads us into all Truth will never move us to fight and war against any man with outward weapons, neither for the kingdom of Christ, nor for any kingdoms of this world. (From the November 21, 1660, declaration made to Charles II by George Fox and other Friends)

And all friends everywhere this I charge you... live in peace... and therein seek the peace of all men and no man's hurt.... And so... it is love that overcomes and not hatred with hatred, nor strife with strife. Therefore live in the peaceable life, doing good to all men, and seeking the good and welfare of men. (George Fox, 1659)

A good end cannot sanctify evil means, nor must we ever do evil that good may come of it. Let us try what love will do. (William Penn)

HOW TO SUBMIT NEWSLETTER ITEMS AND ANNOUNCEMENTS

- Please submit items for the calendar and brief descriptions of events by the 20th of the month.
- Beth M is the editor of the Annapolis Friends Newsletter. Please send any items for inclusion in the newsletter to annapolisfriendsmeeting@gmail.com.
- Friends also are asked to watch your email for announcements of meetings and to listen for announcements at the rise of meeting.
- Event and activity organizers, please also post your announcements on the bulletin board for those who do not use electronic mail!
- Announce List: announce@annapolis.quaker.org; Discuss List: discuss@annapolis.quaker.org

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