

Annapolis Friends Monthly Meeting (AFM)
Meeting for Worship with Attention to Business (MfW wAtB)
3rd Month, 6th Day, 2022
(3/6/2022)
Meeting Minutes – Approved

Note: The MfW wAtB was conducted using Zoom and some participants were in-person at the meetinghouse.

Present online: Martha B. (clerk), Arielle J. (recording clerk), Pat S., Phil C., Mary D., Barb T., Patty R., Judy B., Beth C., Cairn K., Dot W., Minette S., Stephen P., Jack L., Marcia O., Kim F., Jeanne W., Jean C., Joan M., Larry M., Martha L., Mary B., Ria H., Sky E., Nan E., Wes J., Ted R., Kit H., Ellen M.; present in the meetinghouse: Karen C., Sylvia O., Peter M., Bill K., Jack H., Jenn D.

9:00 am Opening: The clerk welcomed all of us and invited us to settle into some silent centering worship as we considered the 3rd month Baltimore Yearly Meeting queries that were displayed on the screen:

- Are love and harmony within the Meeting community fostered by a spirit of open sharing?
- Do you endeavor to widen your circle of friendships within the Meeting, seeking to know persons of all ages and at all stages of the spiritual journey?
- Does the Meeting provide for the spiritual refreshment of all members and attenders?
- Do Friends provide spiritual and practical care for the elderly, the lonely, and others with special needs?

The agenda was displayed on the screen, followed by the AFM Anti-Racism Queries which the clerk read so that we could use the queries to assist us with our decision-making efforts.

Agenda:

- 1) Path Forward (PFC): On behalf of PFC, Karen C. offered a request for Meeting to approve updated recommendations to our existing policies.
 - a) Recommendations proposed included:
 - i) We recommend that AFM lay down the protocols we adopted when transmission rates were high, including our indoor mask requirement.
 - (1) If approved, there would be no restrictions on use of the meetinghouse, including the kitchen, by AFM.
 - (2) People would be encouraged to make individual choices, and respect others' choices, about mask wearing, physical distancing, and bringing their own food to potlucks or other events with refreshments.
 - (3) Meetinghouse and Land will provide N95 or KN95 masks upon request to those attending AFM events.
 - ii) We recommend allowing AFM-affiliated groups and BYM groups to use our meetinghouse and grounds and make their own decisions regarding masks, refreshments, etc.
 - iii) We recommend welcoming renters back in April 2020 (or later, at

Meetinghouse and Land's discretion).

- b) A Friend expressed concern about making masks optional & how that would affect certain groups. PFC affirmed that there would be no changes to our use of Zoom for Meeting for Worship or other AFM events.
- c) Additional concerns with changes to group rentals were discussed. Clarification was provided to reflect that this would be a slow process with the initial goal being to resume our regular renter usage with additional reminder that our aim is to provide (in a safe manner) a low cost space to the community. Additionally, a pandemic clause has been added to the rental agreement to allow for changes in CDC guidance.
- d) The suggestion was shared to incorporate an outdoor worship option as the weather gets warmer which was warmly received for consideration.
- e) Friends were in unity in approving the recommendations and all shared gratitude for the ongoing Zoom option having allowed the AFM community's continued growth, and appreciation for all whose efforts have kept our community together despite ever changing circumstances.

2) 2nd Month 2022 MfW wAtB Meeting Minutes Reviewed & Approved: The draft meeting minutes from the previous meeting held on February 6th, 2022 were distributed after that meeting and again, with the invitation to the March 6th MfW wAtB. The 2nd month minutes were approved with no requested changes. See the attached.

3) Peace & Social Concerns (P&SC): On behalf of P&SC, Phil C. shared the following announcements and requests:

- a) Maryland Peace Action petition: AFM has been invited to join the "Move the Money" campaign aimed at reducing the U.S. Defense spending on war and instead using these funds for peaceful priorities including climate change and racial justice, among others. P&SC requested approval for AFM to sign on to the petition and identify a designated representative. (see the attached)
 - i) Friends were in unity to approve this request.
 - (1) Friends additionally considered the current crisis in Ukraine, sharing struggles with maintaining a peaceful approach. A dedicated deep listening session was requested along with the suggestion to use the day's potluck to continue discussion or find a future time.
- b) FCNL Priorities: FCNL has requested assistance with priorities setting from both individual Friends and local meetings. Priorities are due to FCNL by April 12. P&SC invites Friends to meet together on March 27th, 9:15-10:45 am via Zoom, for discernment on FCNL priorities. FCNL has additionally sent a [document](#) available for review to help guide this process. See the attached.
 - i) Friends are also welcome to fill out the form individually to submit priorities in the attachment.
- c) Restorative & Retrospective Justice as to Harms of Racism updates:
 - i) Upon review of the AFM Statement of Discernment, the BYM Indigenous Affairs Committee noted a clerical error in the background section of the statement and P&SC requested approval to make the proposed correction to the approved Statement.
 - (1) Friends were in unity to approve the correction. The updated final

statement is attached.

- (2) Phil C. also noted the possibility for an additional amendment to the statement to reflect a potential update regarding the possibility of individual Friends' historical involvement in racist practices.
 - ii) P&SC has begun to discuss a reparations fund as noted as a recommended action in the Statement of Discernment for the purpose of supporting the needs of people impacted in our community.
 - (1) The committee identified \$10k designated for "friendly testimony" in the existing Founder's Fund and suggested using that money to go to anti-racist efforts, however no immediate action was requested. Instead, Phil C. noted that P&SC will be opening discussions and invited Friends to join their meeting on March 13th.
 - (a) Friends agreed that we should include the voices of those impacted and who we are intending to support in these discussions to ensure the proposed funds are used in a way that is most needed.
- 4) Meetinghouse and Land (MH&L): On behalf of MH&L, Kim F. shared announcements about the upcoming Spring workday and Meetinghouse flooring. (see the attached)
- a) The Spring cleanup & workday is scheduled for March 19th from 9am-12pm (rain date on March 26th). The committee shared that the focus will be on outdoor projects including basic gardening, window washing, porch and screens cleaning, fence repairing, playground assessment, and trail maintenance assessment, among others. Morning refreshments and a vegetarian lunch will be provided.
 - i) A Friend noted a possible BYM conflict on March 19th due to Interim Meeting. MH&L will take this into consideration in terms of finalizing the date.
 - b) The committee shared that they are additionally looking for a voluntary group of gardeners to meet regularly to work on small projects, with the first project being a redesign of the planting beds on the eastern side of the building.
 - c) MH&L has begun to evaluate and plan for replacement of the Multi-purpose room flooring, incorporating recent considerations of not overtaxing the heat pump system in cold weather.
 - d) Friends discussed options and timeline and all agreed it is a high priority action.
 - e) Discussion of the dog policy was deferred to April MfW wAtB.

Closing:

The MfW wAtB closed with a moment of silence, reflection and gratitude.

The recording clerk will send the draft meeting minutes to the AFM-Announce email list, so that Friends can review the draft minutes and provide feedback. The minutes will be brought forth for approval at the beginning of the next MfW wAtB on March 3, 2022.

Respectfully submitted,

Arielle J., Recording Clerk
recording-clerk@gmail.com

ATTACHMENTS:

- [Meeting Minutes \(approved\) from the 2nd Month MfW wAtB](#)
- [FCNL Priorities document and form](#)
- [Meetinghouse & Land Report](#)
- [Updated AFM Restorative & Retrospective Justice Statement](#)

FCNL Priorities for the 118th Congress (2023-2024)

Where are Friends called to focus their congressional advocacy work in 2023 and 2024?

Please enter the results discerned by your group for FCNL's legislative priorities for the 118th Congress (2023-2024)! Please limit your submitted priorities to 30 words each. For each of your submitted priorities, please include a reference to a specific section of [The World We Seek: Statement of Legislative Policy](#) using the drop-down menu below each priorities textbox. We are not asking you to rank your submitted priorities. The order in which you list your priorities does not reflect their comparative importance.

The person who fills out this form should be the designated contact person for purposes of this priorities process. Please share this [Priorities Process Guestbook](#) with those who participated in your group's discernment.

First name *

Last name *

Email address *

ZIP Code *

Street address

Phone

Do you identify as a Quaker?

Monthly Meeting or Church

Yearly Meeting

Send me updates from FCNL.

Group information

Please provide some information about your group that participated in the priorities process.

On whose behalf are you filling out this form?

Please specify which Quaker community, organization, or Other option on whose behalf you are filling out this form.

Please let us know how the group was organized.

If you chose Other in the last question, please specify how the group was organized.

How many people participated?

Approximate ages of those who participated

Please enter the number of participants in each age range. Guesses are OK.

Number of participants 20 and under

Number of participants 21-40

Number of participants 41-60

Number of participants 61 and over

Priorities Submission: What are your group's top priorities?

We ask for a limit of seven priorities expressed in no more than 30 words each. Please use the fields below to clearly and concisely tell us your group's concerns. These will guide our work together, during the next Congressional session, starting in 2023. Please direct committee members to specific sections of the World We Seek (2019) supporting your priority by selecting a citation such as "II.3 Communities Free of Violence" from the drop down menu below each priority textbox.

Priority 1

Please express your submitted priorities in no more than 30 words each.

Priority 1: Section Reference

Priority 2

Please express your submitted priorities in no more than 30 words each.

Priority 2: Section Reference

Priority 3

Please express your submitted priorities in no more than 30 words each.

Priority 3: Section Reference

Priority 4

Please express your submitted priorities in no more than 30 words each.

Priority 4: Section Reference

Priority 5

Please express your submitted priorities in no more than 30 words each.

Priority 5: Section Reference

Priority 6

Please express your submitted priorities in no more than 30 words each.

Priority 6: Section Reference

Priority 7

Please express your submitted priorities in no more than 30 words each.

Priority 7: Section Reference

Additional comments

We are only looking for up to 7 priorities from each group that responds. We understand that this is difficult and therefore we leave this space for additional comments.

Comments

Please let us know if you have any comments about this method of gathering your ideas.

Submit



Friends Committee on National Legislation



The Friends Committee on National Legislation, [FCNL Education Fund](#), and [Friends Place on Capitol Hill](#) are national nonprofit, nonpartisan Quaker organizations working collectively to advance peace, justice, and environmental stewardship.

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AFM Meetinghouse and Lands Committee Report
Meeting for Worship with Attention to Business March 6, 2022

Spring Work Day: Saturday, March 19, 2022 from 9am to 1pm (Rain day: March 26, 2022)

Save the date! MHL is planning our work day one day before the start of Spring (March 20th) this year because we are so excited about getting the building and grounds ready for community use. We will focus on the outdoor chores and projects, but access to the building will be available. We are also pleased to say that that morning refreshments and a simple vegetarian lunch will be provided, or you can bring your own snacks. The stated time is 9:00 – 12:00 but people are welcome to stop by at times that are convenient for them, with no set expectation for the time you have to stay. Community members who cannot participate are still welcome to stop by to join for coffee anytime or lunch at 12:00.

The tasks we will be doing are: tree trimming, basic gardening tasks, window washing, putting up screens clearing off the back porch (for power washing), cleaning off the front porch, upkeep in the memorial garden, repairing of fences, assessment of our playground structures for repair or removal, a walk on our trail (to the UUAA) to assess maintenance needs, transplanting, and working on a plan for replacement planting on the southeast end of the building. There are tasks for every skills level. If you have a suggestion for a task you see that needs to be done, please let us know and we will put it on the list. For additional information contact: Kim Finch or Jeannie Ward, at meetinghouse@annapolisfriends.org.

Bartram's Buddies: MHL is also hoping to help set up a group of (F)riendly voluntary gardeners to meet regularly (bi-weekly? two hours or less?) throughout the growing season to join in community for coffee/lunch/conversation and to take on small projects in the gardens around the meetinghouse, the memorial garden, in the parking lot, and along the trails with the direction and support of the Meetinghouse and Lands Committee. Spring Work Day will provide an opportunity to organize some of those who are interested, and we will set aside a table over lunch to discuss. The first project we are looking to in a redesign for the planting beds at the eastern end of the meetinghouse building. We welcome your interest and ideas about how this can be organized, and will set aside a table for discussion over lunch on work day, or please let us know by e-mail at meetinhouse@annapolisfriends.com.

MPR Flooring Update: Over the past years MHL has been considering the replacement of the floor in the MPR, as the cork flooring seemed to be completing its full lifespan, and repairs were needed. About two years ago, after the start of the pandemic, Bob Bruninga, with his energy to reuse and repurpose, had carefully repaired the floor using cork pieces, and replacement was deferred while the MH was closed and Capital Replacement Funds were retained for expenses that might come up, and other more immediate projects (technology upgrades, new equipment, systems repairs).

MHL is circling back on replacement of the MPR floor with two additional years of feedback on various types of flooring, both anecdotal and professional, in considering the most cost effective and “green” solutions.

In response to a recent utility bill and other feedback, we are investigating adding another element to the floor replacement. In January we received a monthly electric bill of \$511.00 – our usual bill (when

the solar array is fully operational, is \$14.25. We followed up on this, and determined that this was because the HVAC system had probably gone into “emergency mode.” Heat pumps are not good at dealing with very cold temperatures, which is what we were experiencing. At the same time, we have found that the MH and the MPR are very slow to warm up to comfortable temperatures under the heating cycle we have applied.

In the past, we have used space heaters to warm specific spaces, but they can pose other difficulties with cords, limited spaces they heat, especially if we are dealing with social or physical distancing requirements, which may arise again.

MHL is now exploring the addition of a radiant electric floor in the MPR as an underlay to any proposed floor replacement to provide comfortable temperatures for people and events in the MPR without overtaxing the heat pump system, or pushing us into “emergency heating” mode. The choice of flooring which is compatible with a radiant floor system placed over a concrete slab is also an important consideration. As we gradually move back into more extensive use of the building, MHL is continuing research to make the most balanced recommendation for a flooring system that is durable, attractive, cost effective and environmentally appropriate – the one we have now has lasted for almost 30 years.

AFM Draft Dog on Premises Policy: MHL has discussed a policy for dogs on the premises over the years, and dealt with issues related to service dogs, dogs in the meetinghouse, and dogs on the ground over the years, but had never formalized a policy through MfB. More recently Path Forward asked MHL to propose a written policy to be included in our evolving “Manual of Procedures.”

A draft is presented today for discussion and comments.

Dogs on AFM Premises Policy (Draft 1: 3/1/2022)

Only service dogs shall be allowed in the Meeting House. A service dog is defined as: a dog that has been individually trained to do work or perform tasks for an individual with a disability. The task(s) performed by the dog must be directly related to the person’s disability.

Well behaved, leashed dogs shall be allowed outside the Meeting House except during a meeting for worship. The owner must keep the dog under control at all times.

Well behaved dogs with their owners may roam the grounds unleashed if they are alone or accompanied by others in agreement with the situation.

Comfort animals may be allowed into the Meeting House under certain conditions:

- 1) Ministry and Worship Committee has met with the owner and approved the animal and its owner’s reason for the request,
- 2) the animal is well behaved and does not disrupt the activity occurring at the time; and
- 3) there are no objections from others in the Meeting House at the time.

Respectfully submitted,

Kim Finch and Jeanne Ward, Co-clerks
Meetinghouse and Lands Committee

*He has shown you, O mortal, what is good.
And what does the LORD require of you?
To act justly and to love mercy
and to walk humbly with your God.*
NIV, Micah 6:8

My command is this: Love each other as I have loved you.
NIV, John 15:12

Annapolis Friends Meeting (AFM) Minute as to Restorative & Retrospective Justice for Repair of the Harms of Racism, Statement of Ongoing Discernment, and Recommended Actions for Friends

(Minute approved, MfB 12/5/21, final edits accepted MfB 1/1/22, fact correction accepted MfB 3/6/22)

MINUTE:

Annapolis Friends here reach unity that we are led to seek and speak truth as to injustice for the many past and present wrongs committed against African Americans, Indigenous Peoples, and others harmed by racial discrimination wherever we find it, in ourselves, our community, and our nation.

We are led to give full meaning to the promise that all are created equal, to repair systems that bring ongoing racial discrimination, and to heal harms of past oppression that persist among our neighbors, their families, ourselves, and our communities.

We will network in this cause with other Friends, neighbors -- especially those harmed -- and leaders for whom the way opens. We commit ourselves to revisiting this minute as our understanding evolves.

APPROVED by Annapolis Friends Meeting - Meeting for Worship with Attention to Business - 12/5/21

STATEMENT OF ONGOING DISCERNMENT:

AFM Friends will continue our discernment as to the historic and current context for this minute with revisions and additions as the way opens.

BACKGROUND:

We are a community of faith. We are called to hear and to follow the callings of the Spirit individually and communally, as we are given the grace to understand that calling. In these times, we are called to examine our roles as members of the Religious Society of Friends, as a monthly meeting, within a yearly meeting, and as individuals, with respect to historical and ongoing oppression and exploitation of Indigenous people, enslaved Africans, and their descendants. We are called to examine our roles, at all these levels, in the ongoing, systemic oppression of people of color. As we do so, we may recognize among ourselves, individually and institutionally, patterns of both faithfulness and oppression with respect to the call to be one people, rooted in justice and community.

We recognize that The Religious Society of Friends encompasses persons of many identities in many, many countries. We recognize AFM and BYM are only a small part of that greater whole. We recognize our responsibility to the many different types of greater communities of which we are part. We recognize that AFM, BYM, and other Quaker institutions in our region of the world are at risk of seeing ourselves as and operating as institutions predominately representative of white culture and European heritage. We recognize that by doing so, we have failed the call of Spirit and our non-European brothers and sisters. We recognize that, sometimes with positive intentions, we have contributed to both historical and contemporary harm. We recognize that we have a responsibility to actively contribute to the repair of both the historical and contemporary harms to which our meeting, and we individually, may be both heir and party. We recognize that at all levels, our Beloved Communities include both those who have harmed and those who have been harmed. We seek to heal and grow together.

While a work-in-progress, the following historic summary suggests these recognitions:

Early History of Quakers in North America

When European Quakers arrived in North America in 1655, they found a continent already populated by indigenous people and operating on an economy built on the labor of enslaved people.

Quakers and Indigenous People.

Predominantly European colonists displaced indigenous people from the land where they had resided for many centuries, disrupted their lives, and brought deadly diseases.

- <https://americanindian.si.edu/sites/1/files/pdf/education/chesapeake.pdf>
- [Click here to read more about myths and truths as to Indigenous Peoples in the Chesapeake region, European settlers, and the Papal “Doctrine of Discovery](#)

NOTE: In Pennsylvania, William Penn and some other Quakers met with Indigenous People and made agreements to purchase land. But Penn and his family also kept enslaved people for generations.

In 1795, Quakers in the northern Shenandoah Valley, following the model established by William Penn in Pennsylvania, set up a fund under the care of Baltimore Yearly Meeting to pay local Indigenous Peoples for lands Quakers had settled. Unable to locate survivors of the Native people who used those lands, the BYM Indian Affairs Committee distributes the remainder of this fund to organizations which assist and advocate for Indigenous Peoples.

https://www.bym-rsf.org/what_we_do/committees/indian/home.html

In the 1860s, indigenous children were subjected to cultural assimilation in federal government schools, at least 25 of which were operated by Quakers.

- https://swarthmorevoices.com/content-1/2019/11/20/the-quaker-indian-boarding-schools-facing-our-history-and-ourselves_

Annapolis Friends in recent years have taken no actions in relation to indigenous peoples of North America.

Quakers and Enslaved People

European Quakers arrived in North America more than 30 years after the first enslaved Africans were imported to the Virginia colony. Colonists found that enslaved laborers made their plantations of tobacco, cotton and

other business very profitable. Colonies and, later, the new U.S. and state governments passed a series of laws to reduce enslaved African-American individuals' legal status from that of indentured servants to that of chattel -- the equivalent of property or livestock.

Between the mid-1600s and the early 1800s, Quaker families, including Penn, Hopkins, and many others, participated in and benefited from the system of enslaving people. Importantly, Germantown, Pennsylvania Friends in 1688 began North American Quakers' long process of discernment with their minute urging that our testimony to "doe to all men like as we will be done ourselves" and calling for enslaved people to be "set free."

See <https://www.loc.gov/resource/rbpe.14000200/?st=text>

Local Quaker History in Relation to Abolition and the Civil War

Individual Quakers emancipated some enslaved people in the 1700s. Baltimore Yearly Meeting (then known as "West River Yearly Meeting" and holding Annual Sessions in southern Anne Arundel County) concluded in 1777 that any members holding slaves should be disowned. By 1790, nearly all Quaker slave-holders emancipated their slaves, although some Meetings made exceptions. For example, Johns Hopkins' father did not free his enslaved people until 1807. Many left Quakerism rather than free their enslaved people.

Life in slave states became more difficult for those who had freed their slaves. For this and other reasons, many Quakers from Maryland migrated north and west. West River Yearly Meeting, once centered on tobacco-rich Anne Arundel County, moved north to Baltimore and changed its name. With declining membership, by 1812 as journaled by traveling Friend Joseph Hoag, one abandoned Meeting House was converted to use as a tobacco barn, and the original Meeting House where the Yearly Meeting had gathered became

a desolate spot, the Meeting House almost rotted down—the graveyard lying common and briars and bushes growing over the bones of the dead and many of the graves rooted down with swine - so that mournful were my feelings and heavy was my heart.

Annapolis and Anne Arundel County History in Relation to African Americans from the End of the Civil War to the Present

In Annapolis and Anne Arundel County, over the years after the Civil War, separation and segregation of African American and white communities became entrenched. For example, there are five (5) documented cases of lynching of Black men in Anne Arundel County between 1877 and 1950. There are additional records of the legalized execution of several Black men charged with crimes they may well not have committed. At least one of these men has been posthumously pardoned.

- <https://eji.org/news/eji-dedicates-historical-marker-anne-arundel-county-maryland/>
- <https://www.capitalgazette.com/opinion/ac-ce-column-snowden-20180227-story.html>

Inferior public services were common in African American neighborhoods. In Galesville, sewers were installed on the white side of the street, but not on the African American side. African American schools' teachers and staff were paid less and used second-hand books and equipment. Eventually, the prosperous, predominantly African American Fourth Ward in the City of Annapolis was condemned for "urban renewal" with demolition of churches, hotels, a theatre, doctors' and lawyers' offices, a grocery store and more to make way for a parking garage, a new County jail, and low-income public housing.

- <https://oltannapolis.com/our-legacy-home-school/f/leading-ladies---sarah-v-jones-school-superintendent>
- <https://upstart-annapolis.com/ago-4th-ward-bound-brotherhood/>

Modern History of Annapolis Friends Meeting in Relation to African American Members, Attenders, and the Broader Community

No Quaker monthly meetings were gathered in Anne Arundel County for more than 100 years until the establishment of Annapolis Friends Meeting (AFM) in about 1963. While AFM makes the practice of welcoming people of color who attend, it continues to have a large majority of white members and attenders.

AFM Friends, over the years, have sought to recognize and repair the racial divides in our communities:

- AFM founder Caroline Martin joined protests in the early 1960s to integrate Annapolis restaurants being sprayed with hoses (and arrested.) Others later would join Rev. Martin Luther King's "March on Washington" and protests against local actions of the Ku Klux Klan.
- Other Friends played active roles in the founding of the Lighthouse shelter and job-training program to remedy and prevent local problems of homelessness and unemployment among both African American and white community members, as well as the Anne Arundel Conflict Resolution Center to provide mediation and other services in Anne Arundel County which encourage peaceful communication and conflict resolution.
- AFM Friends set the goal of establishing a "Peace and Justice Center (PJC)" to advocate for Quaker causes in the Maryland General Assembly.
- Property for a new Meeting House was acquired on Dubois Road in Annapolis. AFM Friends do not now know the specific history of how the land upon which the Meeting House is built was taken from indigenous people here; we do know that it was part of a tract occupied by European colonists who held enslaved people.
- A Deconstructing Racism working group was formed to assist AFM Friends in self-examination in the late 1990s. Throughout the early 2000s, Friends also increased their understanding of racism by viewing occasional videos shown after worship.
- A joint book club was formed in 2013 between AFM and St.Philips Episcopal (with a primarily African-American congregation) to read [The New Jim Crow: Mass Incarceration in an Age of colorblindness](#), by Michele Alexander. In 2014, this group agreed to propose legislation to shrink Md. prisons and use savings for treatment programs, etc. That proposal, although initially unsuccessful, led to formation of Maryland Alliance for Justice Reform (MAJR - www.ma4jr.org) in 2015 with assistance from AFM's PJC. MAJR has grown into an all-volunteer, bipartisan, diverse statewide advocacy group which has initiated Maryland's milestone "Justice Reinvestment Act" and many other pieces of legislation that have begun reductions in the state's incarcerated population and have focused on reducing systemic racism in the criminal justice system.
- In 2019, AFM formed a "Change Group" with the purpose of welcoming and supporting people of color and youth in our meeting and in our community.
- In 2020, AFM adopted its [Anti-Racist Declaration](#) "on an ongoing basis to hold ourselves accountable, individually and collectively, in our decisions and practices, our actions and inaction" as to defacto systems of racism.
- In 2021 amidst the COVID-19 pandemic and nationwide protests related to our growing awareness of racist and violent police practices, AFM began a series of monthly Zoom workshops for discernment as to possible actions that Friends might pursue as reparations. This minute, in part, is a product of our discernment.

RECOMMENDED ACTIONS:

Annapolis Friends will continue our discernment by faithfully considering the following—and other— possible steps, individually & collectively, as way opens for support of restorative and retrospective justice among ourselves and with our African American, Indigenous, and other neighbors harmed by racial discrimination. We also will review and update these considerations as needed:

AFM Next Steps

Annapolis Friends may create and maintain a reparations webpage including resources for Friends, attenders, and website visitors. These resources will include this Restorative and Retrospective Justice Minute; a link to the Anne Arundel County NAACP's Green Book of Black-owned Businesses, service providers, and organizations; and other educational resources such as links to books, webpages, and videos. Personal queries also might be included.

Annapolis Friends should seek to further understand the needs and perspectives of persons who have been harmed, both within our fellowship and in the broader community. We commit to listening to and to productively engaging with persons of color within AFM and BYM, and we may seek to participate with listening (or "truth and reconciliation") sessions hosted by other local organizations.

Part of this seeking may include support for elevating, promoting, and, as appropriate, helping document non-Eurocentric histories of Anne Arundel County.

Annapolis Friends also will seek possibilities for new and continuing efforts for reform of systemic racism in our laws, customs, and other institutions.

AFM Material Resources for Restorative Justice

Annapolis Friends, recognizing that material resources may be needed for retrospective and restorative justice, will pursue worshipful discernment of the path forward for such actions:

- In the near term, we might create an AFM fund to support the needs of impacted people in the community -- perhaps with seed money from an existing fund ("Founders Fund") and/or designated contributions from individual Friends. We will seek to work with those who have been harmed in discerning where and how such material resources should be allocated.
- Our meeting house is one of our greatest material resources. We will consider the possibility of new ways to share of our Meeting House and our other material assets more actively for reparative and restorative purposes.

Commitment to Continuous Re-evaluation

Annapolis Friends recognize that further discernment may be needed to pursue this testimony, so we intend to revisit and re-evaluate this Minute at least annually, anticipating that both we and the situation will change as a result of our commitment to restorative and retrospective justice to address racism.