

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2019 Form for Year 2018

Presbytery Baltimore

I. a. If you have a COR: *We have a nominal COR which has not met for a year.*

how often does it meet? _____

does it meet with the Presbytery Nominating Committee? _____

how does it report to Presbytery? _____

b. If you do not have a COR, please state how you handle oversight of appropriate representation?

The nominating committee takes seriously the mandate to support diversity and inclusion in its nominations. In addition to considering age and ethnicity it strives to nominate leaders from all geographical areas of the presbytery. On the chart section "other self-identified" I have noted those who are part of the LGBTQ community.

II. What is the size of your presbytery? Churches 65 Members 13,275

What percentage of members are minorities? approximately 8%

III. Of the leadership positions with in your presbytery:

How many are filled by women? 32 How many are filled by men? 34

IV. In the past 5 years, have you had a non-majority Moderator?

Yes X No _____

V. What actions or initiatives has your COR taken to try and improve your record of representation on committees? *Our COR is unenthusiastic about the work because they believe Baltimore Presbytery has a good record of diversity and inclusion. Although only about 8% of the Presbytery represents a minority ethnic group about 16% of our elected leadership is from a minority group. Our greatest struggle is finding good lay leaders, especially those under the age of 60. The pace of life makes day and night meetings difficult to attend, especially those still in the workforce. Many, clergy and laity alike are spread thin. We have had extensive conversations about how effective the volunteer model is at enabling us to do our work. Increasingly, Baltimore Presbytery has become dependent on staff.*

VI. What might the Synod COR do to assist your efforts to be more effective in your work? *We do not know of any particular ways the Synod could help address the issues of participation, especially among younger generations. The issues are cultural and economic more than having to do with the way the Presbytery of Baltimore recruits leaders.*

Report submitted by Mary Gaut, Deputy Stated Clerk

Signature Mary P. Gaut

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This document was/will be part of COR's report to Presbytery on September 12, 2019

Stated Clerk Mary Gaut

Signature Mary P. Gaut

Date 8/27/2019

Please return this form on or before (**August 30, 2019**): via email to tscott@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

Updated 7/18/19