

Minutes of the 879th Gathering of the Presbytery of Baltimore
10:00 AM Thursday, May 10, 2018
First Presbyterian Church
Westminster, Maryland

OPENING AND WORSHIP

Moderator Adrienne Knight called the Gathering to order at 10:00 AM, and led in prayer. Host Pastor Matthew Glasgow offered a welcome and necessary directions for moving about the church facilities.

The Stated Clerk then moved the adoption of the docket. With a proper second, the motion was **approved**.

New pastors and Ruling Elder Commissioners attending for the first time were introduced by Rev. Jackie Taylor, General Presbyter.

The presbytery then moved to worship, led by the Rev. Dr. Alison Halsey, Interim at First Presbyterian Church of Bel Air, and the Rev. Dr. William Hathaway, Pastor at First Presbyterian Church of Annapolis.

Following the worship service, Presbytery recognized the retirements of Revs. Halsey and Hathaway, with RE Jim Schroll speaking for Rev. Halsey and Rev. Tim Stern speaking on behalf of Rev. Hathaway.

At 11:45, the Gathering engaged in a workshop presented by Revs. Halsey and Hathaway.

At 12:30 p.m. the Gathering adjourned for lunch, with thanks to the volunteers of First Presbyterian Church, followed by Open Space discussions.

At 2:15, the presbytery reconvened, with prayer, led by Moderator Adrienne Knight.

STATED CLERK'S REPORT

Stated Clerk Jack Carlson gave his report; no items were requested to be moved from the **Consent Motion**. There was no new business presented. He then moved the following consent motion, which was **approved**:

On recommendation by the Stated Clerk:

1. THE approval of the minutes of the 878th Stated Meeting of the Presbytery of Baltimore, February 8, 2018, as posted on the Presbytery website (www.baltimorepresbytery.org). You may download the minutes to an electronic device or print the minutes, if you desire a paper copy.
2. The Presbytery approved the following transfers:
 - a. The Rev. Brandon Frick to the Presbytery of Heartland.
 - b. The Rev. Dottie LaPenta, HR, from the Presbytery of National Capital.

On Recommendation by the Nominating Committee:

3. The Rev. Janna VanderWoude was elected as Commissioner to Synod Permanent Judicial Commission (Class of 2021).

On recommendation by the Committee on Ministry, the Presbytery voted to approve:

4. That the ministry of Rev. Charles Thomas be validated, and that he be moved to the category of Member at Large.
5. That the Rev. Alison Halsey and the Rev. William Hathaway be honorably retired.
6. That the Rev. D. Craig Barton be removed from the rolls of Presbytery, per G-2.0508, having been on the Inactive Roll since February 12, 2015, at that, upon request of the Session of a local congregation, that he be granted a letter of transfer to join that congregation.
7. The approval of the terms of call listed in Appendix B of the meeting papers.
8. That the ministry of Valerie Easter Smart be validated.
9. The following change in the Presbytery Manual, adding a section 26.8.1, as follows: A Commissioned Ruling Elder whose commission allows the administration of the Sacraments at the place of the commission may also administer those sacraments when requested to serve as pulpit supply and so requested by the moderator of the session, clerk of session, or their designee.
10. That the Presbytery approve a change in the Presbytery Manual 23.4.2 regarding vacation for pastors to read: At least four full weeks, including four Sundays, vacation per year.

NOMINATING COMMITTEE

Rev. Jennifer DiFrancesco reported that the Nominating Committee recommended:

11. That the Presbytery elect Rev. Caroline Kelly (First, Cumberland) Moderator of the Presbytery for the year 2018-2019. There were no further nominations, and Rev. Kelly was **elected unanimously**.
12. That the Presbytery elect RE Guy Moody (St. John's United) Vice-Moderator of the Presbytery for the year 2018-2019. There were no further nominations, and RE Moody was **unanimously elected**.

RECOMMENDATION ON A RESPONSE TO THE DOCTRINE OF DISCOVERY

13. The Baltimore Dakota Learning Camp Steering Committee, with RE Robin Bissell reporting, recommended that the Presbytery receive the following recommendation as a **first reading**: that the Presbytery of Baltimore begin each Gathering of the Presbytery with an acknowledgement of whose land we are meeting on; that greetings to the Gathering include a welcome from those Indigenous peoples currently living on the land, and that the map of Eastern Woodlands Tribes be acknowledged and on display at all Presbytery Gatherings henceforth. (See Appendix C for further supporting documents.)

EXAMINATION OF CANDIDATE CATHERINE BASHORE TO BECOME NURSE CHAPLAIN

Deputy Stated Clerk and Parliamentarian Mary Gaut explained the process for examining Candidate Bashore. She has previously been approved ready to receive a call, and so the examination today with concern the specific call to become Nurse Chaplain at Good Samaritan Hospital in Baltimore. Following the Presbytery's examination of Candidate Bashore, there will be a motion to arrest the examination, and then proceed to the process of validating the ministry. Finally, Presbytery will vote to sustain the examination and to ordain Candidate Bashore. Rev. Gaut then moved to divide Item 15 as presented in the docket into two parts: a) Validation of the Ministry, and b) a vote to ordain the candidate. On proper second, the motion was **approved**.

14 On behalf of the Committee on Preparation for Ministry, Chair Heather Shortlidge moved that the Presbytery examine Candidate Catherine Bashore (Havenwood) on her call to serve in ministry as a Nurse Chaplain; no second was required and the motion was **approved**. Following a statement by the Candidate and questions and answers, Rev. Shortlidge moved that the examination be arrested; on proper second, the motion was approved, and the Candidate was excused from the floor.

15. On behalf of the Committee on Ministry, Chair James Schroll moved that the role of Nurse Chaplain be a validated ministry of the Presbytery of Baltimore. The Committee offered the following Rationale:

Cathy presents a unique set of gifts as both a practicing R.N. and a Ruling Elder who has completed a Master of Divinity degree with the intent of being ordained. The question which CPM and the Credentials Committee have wrestled with is where her gifts fit within our Presbyterian structural framework. The Credentials Committee believes the ministry of a Nurse Chaplain, which is new to the Presbytery of Baltimore but has precedent in Philadelphia, is one that meets the requirements of a validated ministry which, if approved, would allow Cathy to be ordained.

The relevant guidelines in the Book of Order are found in:

G-2.0101 - "Christ alone rules, calls, teaches, and uses the Church as he wills, exercising his authority by the ministry of women and men for the establishment and extension of God's new creation" and

G-2.0503 "A validated ministry shall:

- 1) demonstrate conformity with the mission of God's people in the world as set forth in Holy Scripture, *The Book of Confessions*, and *The Book of Order* of this church;
- 2) serve and aid others, and enable the ministry of others;
- 3) give evidence of theologically informed fidelity to God's Word;
- 4) be carried on in accountability for its character and conduct to the presbytery in addition to any organizations, agencies, and institutions served; and
- 5) include responsible participation in the deliberations, worship, and work of the presbytery and in the life of a congregation of this church or a church in correspondence with the PC(USA)."

In addition, this ministry meets the requirements of the Presbytery's policy on Validated Ministries, in particular, these items:

II. G-2.0503a(2): Service to Others. A ministry will be judged to meet this standard if one or more of the following criteria are met:

1. The ministry is generally perceived to be one of the "serving professions" dedicated to service to others (such as is suggested by G-3.0306, paragraph 3) rather than improvement of self.
2. The stated mission or goal of the ministry is to serve the community in which it is located.
3. The ministry offers administrative support or other essential aid or assistance for an institution whose mission is to provide services in accordance with one of the previous two criteria.

And

III. G-2.0503a(3): Theologically informed fidelity to God's Word. A ministry will be judged to meet this standard if one or more of the following criteria are met:

4. The ministry is such that, though an M.Div. degree and/or ordination is not a requirement for the position, the training and experience attendant to the study and training for ordination and the experience gained as a Minister of Word and Sacrament materially enhances the ability of the minister to perform the ministry.

Cathy's gifts, cultivated by God's Spirit, give her a unique opportunity to reflect the preaching, teaching and healing ministry of Jesus that is different from that of a Hospital Chaplain or Parish Nurse. With schooling and experience as a nurse, Cathy is conversant in the medical concerns of her patients in a way most Chaplains are not. With a theologically trained understanding of the Word of God alongside a truly compassionate spirit, she is conversant in spiritual needs in a way most nurses are not.

Cathy has the full support of her supervisor to serve as a nurse who is also a Teaching Elder who administers Word and Sacrament.

Through ordination into the validated ministry of a Nurse Chaplain, the presbytery recognizes:

- 1) Christ's call over her and her willingness to respond both faithfully and in good order;
- 2) that this ministry will both serve others and enable others to serve as she ministers to the needs of the patient and other hospital staff in ways that engage the whole person and not just the compartments of "patient" or "colleague";
- 3) that Cathy has fulfilled all of CPM's requirements;
- 4) that Cathy will convene a semi-annual meeting that will include, at minimum, her pastor, a member of COM, and a supervisor from MedStar to provide coaching, mentoring, and accountability; and
- 5) that Cathy will continue to pursue her own walk with Christ in worship and service, both with a local church and within the Presbytery.

Ordination would do more than affirm her sense of call and the process she's completed in pursuit of it. Ordination would set her apart among her colleagues and patients to minister in ways that attend to the whole person. It would create an expectation that she is present to minister to body and soul. It would afford her the opportunity to respond

pastorally in the administration of the sacraments, both to meet immediate need and to foster a worshipping community within the hospital, Lord willing. The exciting thing is that we really don't know exactly how ordination will affect her ministry, and she's fine with that. She's open to whatever it is God has in store for her.

Following discussion by the Presbytery, the motion was **approved**. Rev. Shortlidge then moved that the Presbytery ordain Candidate Bashore to the position of Nurse Chaplain at Good Samaritan Hospital. On proper second, the motion was **approved**, and the Candidate was welcomed back to the floor of Presbytery. Her Pastor, the Rev. David Willerup, led the assembly in prayer.

REPORT OF THE GENERAL PRESBYTER

The Rev. Jacqueline Taylor, General Presbyter, offered her report, sharing her observations that each person and each congregation has something that someone else or some other congregation needs and can make use of. She encouraged conversation between congregations, noting that congregations have much in common despite great geographic distance which sometimes separates us.

STEERING CABINET REPORT

RE James Parks gave the report of the Steering Cabinet, as follows, the Cabinet recommending:

16. The following changes in the Presbytery Manual:

- a. Amend 7.2 on Membership in the Steering Cabinet to include representatives from Committee on Ministry and Trustees: The section would read (Changes in *Italics*):

7.2.1. Voting members: The members of the Presbytery Steering Cabinet are the Cabinet Chair (Former Moderator), Moderator of Presbytery, Vice Moderator of Presbytery, the chairs of the Commission on Thriving Congregations, the Commission on Spiritual Leader Development, and the Commission on Reconciliation, the chair of the Administration Committee, the Stated Clerk, the General Presbyter, and one representative to be elected by and from *each of the following*: the *Ministry Group conveners, the Committee on Ministry, and the Board of Trustees*. (This member shall serve for one year and may be re-elected annually *by the se groups* to serve up to three years consecutively.)

- b. Amend 8.4.3 by dropping paragraph 8.4.3.1.2, so that the manual will no longer include: In all cases the [personnel] review will include an evaluation of how individuals have communicated, encouraged, and worked toward fulfilling the Presbytery's Vision, including the various goals and objectives adopted by Presbytery and encouraged by the Cabinet. (This change was recommended to the Steering Cabinet by the Personnel Committee.)

The motion was **approved**.

17. That the Presbytery receive the proposal for the Enduring Witness Fund (see Appendix D) as a **first reading**. The proposal was received.

COMMISSION ON RECONCILIATION

18. On behalf of the Commission on Reconciliation, Rev. Ray Meute recommended that the Presbytery received the proposal for the Dismantling Racism Training Program (see Appendix E) as a **first reading**. The policy was received.

NEW BUSINESS

There was no new business.

CLOSE OF BUSINESS

There being no further business, a motion to adjourn was entertained. Following a second and an **affirmative** vote, prayers were offered by RE George White and Vice-Moderator Caroline Kelly, and the presbytery was **adjourned** at 3:30 pm.

Respectfully Submitted,

Attest:

John V. Carlson
Stated Clerk

Mary D. Gaut
Deputy Stated Clerk

Appendices:

- A. Attendance Detail
- B. Reports – Stated Clerk, Steering Cabinet, Committee on Ministry, Personnel
- C. Report from BDSC on a Response to the Doctrine of Discovery
- D. Enduring Witness Fund
- E. Dismantling Racism Training Proposal

Appendix A: Attendance Detail

Category	Present	Excused	Absent	Total
Teaching Elders Serving Churches	36	5	24	65
Resident Specialized Clergy and H.R.	9	3	15	27
New Worshiping Community Leaders	1	0	0	1
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	3	0	7	10
Continuing Corresponding Members	0	0	0	0
Ruling Elder Commissioners	27	0	42	69
Youth Advisory Delegates	0	0	0	0
Guests and Presbytery Program Staff	4	0	0	4
Commissioned Ruling Elders	3	0	7	10
Certified Lay Employees with vote	1	0	0	1
Former Ruling Elder Moderators	3	0	9	12
Former Ruling Elder Stated Clerks	1	0	2	3
Totals	88	8	106	202

Teaching Elders serving churches:

Present: Kimberly Secrist Ashby; Thomas Blair; Dorothy Boulton; Amy Carlson; Jennifer Di Francesco, Phyllis Felton; Andrew Gathman; Jeanne Gay; Matthew Glasgow; Alison Halsey; Jeong Hoon Han; Mark Hanna; Morton Harris; Thomas Harris; Bill Hathaway; John Kazanjian; Caroline Kelly; Edwin Lacy; Jessie Lowry; Renee Mackey; Deborah McEachran; Shannon Meacham; Elizabeth McLean; Daniel Melton; Ray Meute; Eric Myers; Andrew Nagel; Jonathon Nelson; David Norse; Keith Paige; John Schmidt; Heather Shortlidge; Tim Stern; Joel Strom; Laurel Underwood; Janna VanderWoude; David Willerup.

Absent and Excused: Randall Clayton, Rebecca Crate; Tracey Davenport; Ronnie Hankins; Sue Lowcock Harris; Ken Kovacs; Nancy Lincoln-Reynolds; Michael Moore; Joel Strom

Absent: Terrence Alspaugh; Jennifer Barchi; Christa Burns; Harold Cahill; Rob Carter; Laura Carihfield; Susan DeWyngaert; Amy Duiker; Carrie Finch-Burriss; Andrew Foster Connors; Richard Hill; Scott Hoffman; Leonard Hornick; Rob Hoch; Tim Hughes Williams; Mary Ka Kanahan; Teresa Martin-Minnich; Stephen Melton; Adrian Pratt; Mark Sandell; Todd Smith; Tanya Wade;

New Worshiping Community Leaders: Migde Lucas

Resident Specialized Clergy and Honorably Retired

Present: John Carlson; Katherine Foster Connors; Lindley DeGarmo; Mary Gaut; Jackie Taylor.

Absent and Excused:

Absent: Brandon Brewer; Karen Brown; Sarah Diehl; Richard Jones; Christopher Leighton; Stephen Mann; Stacy Martin; Kay Myers; John Myhill; Edward Richardson; Caroline Sell; Nate Sell; Charles E. Thomas, Sr; Jennifer Williams

Honorably Retired

Present: Doris Cowan; Dottie LaPenta; Roger Rice; Walter Peters
Excused: Corrine Baker; Onaje Hopper; Terry Schoener

Ruling Elder Members of Presbytery's Steering Cabinet and Commissions

Present: Adrienne Knight; Guy Moody; Susan Moody

Absent: Chrystie Adams; Deborah Baer; Lisa Beacham; Alice Haskins; Rob Smith; Rob Smith; JoAnne Torrie; Jaime Wilkins-Parker

Corresponding Members: None

Ruling Elder Commissioners from Congregations:

Present: Brown Memorial Park Avenue, John Walker; Gaye Barney; Chestnut Grove, Carolyn Nabet; Christ Memorial, Bill Gretschi; Christ Our Anchor, Alice Robeson; Christ Our King, Linda Smigelski; Churchville, Dana Cross; Fallston, illegible and David Barker; First, Annapolis, Betsy Stewart, Helen Krone; First, Bel Air, Liz Scott; First Cumberland, James Stickler; First of Howard County, Doris Rocha; First Westminster, John W---; Frederick, Terrie Oakley; Good Shepherd, Cindy Prevatte; Hamilton, William Andersen; Havre de Grace, Ron Stein; Highland, Claudia Scarborough; Hunting Ridge, Roseline Petro-Siewl; Lochearn, George White; Madison Avenue, Jean Owens; Carol Mason; Mt. Hebron, Debbie Arczynski; Northminster, Brian Cumer; Prince of Peace, Bill McWhirter; Roland Park, Ginny Rutherford; Springfield, Robert Stepling; St. John United, Susan Moody.

Congregations without Elder representation: Ark and Dove; Babcock, Barrelville, Bethel, Catonsville; Central; Cherry Hill;; Covenant; Dickey Memorial; Faith; Emmitsburg; First and Franklin; First, Frostburg; Franklinville; Glen Burnie Korean; Govans; Grace; Granite; Grove; Hagerstown; Hancock; Harundale; Havenwood; Hope; Hughes Memorial; Kenwood; Knox; Korean United; Light Street; Maryland; Mount Paran; Perry Hall; Second; St. Andrew (Williamsport); St. Andrew's (Mt. Airy);Taneytown; Towson; Trinity ; Woods Memorial.

Commissioned Ruling Elders

Present: Jay Garvin; Ledonia Kimball; Greg Seltzer

Excused:

Absent: Joan Berry; Anita Bishop-Johnson; John Brewington; LaJerne Cornish; Donna Lea; Ed Terry; Cleoda Walker

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: Susan Thompson

Former Ruling Elder Moderators: James Schroll; James Parks; William Starke

Former Ruling Elder Stated Clerks Present: Catherine Blacka

Presbytery Program Staff Present (without vote): Debbie Schmidt; Susan Krehbiel; Judy Johnson. Deb Milcarek

17 guests and Presbytery program staff were also present.

APPENDIX B: Reports

Stated Clerk's Report

The Stated Clerk reports the following resignations:

1. Jim Kutcher (Second) from the Board of Trustees.
2. Alison Halsey from the Property and Loan Commission.
3. Alice Robeson from Nominating Committee.

Redress of imbalance of Ministers and Elders:

1. These churches are entitled to additional elder commissioners due to the number of members on their rolls:

Church	Total Membership As of 12/31/2017	Number of Elder Commissioners
Woods Memorial	2168	5
First of Annapolis	675	2
Central	572	2

First of Howard County	585	2
Towson	507	2
Total		13

2. The computations involved in determining the redress of the imbalance between Ministers and Elders, as found in the Presbytery Manual 2.5, are represented in the following tables. Counts are as of 12/31/2017.

Ministers on the Roll	160
Ministers who are Non-Resident	20
Ministers who are Honorably Retired, not attending	42
TOTAL (A - (B + C))	98

All churches	66
Additional Elders from churches with > 500 members	8
Elder Officers and Commission members	11
Certified Christian Educators	1
Commissioned Ruling Elders	9
Former Moderators attending	4
Former Stated Clerks attending	3
TOTAL	102

98 – 102 is less than zero, therefore **no additional elders are needed.**

Dates and Places for Presbytery Gatherings 2018-2019 Program Year:

1. Thursday, September 13, 2018 – First of Cumberland
2. Saturday, November 10, 2018 – Central
3. Thursday, February 14, 2019 – Northminster
4. Thursday, May 9, 2019 – Chestnut Grove

Steering Cabinet

The Steering Cabinet reports that:

1. The Cabinet has amended the 2018 Budget by lowering Shared Ministry income from \$225,000 to \$ 200,000 in 2018 and by cutting the 2018 budgets of associated expense categories by a 12.5%.
2. The Cabinet has awarded Special Grants for 2018 as follows:
 - a. To Bay Area Disciples: Name of Project: Comunidad Presbiteriana La Trinidad; Amount of Request: \$4,000
 - b. To Baltimore Dakota Learning Camps: Name of Project: Porcupine Bible Camp Backpacks; Amount of Request: \$1,800
 - c. From Wild, Wild West Ministry Group: Ihanktonwon Learning Camp; Amount of Request: \$3,875
 - d. From Uptown Metro Ministry Group: Name of Project: Chesapeake Bay Trust Conservation Corp Intern; Amount of Request: \$2,300

Total funding available: \$16,000

3. The Cabinet has hired Rev. Edwin Lacy as a part-time temporary employee at \$50 per hour to assist with ministry assessments in churches in transition. He will

also be invited to attend COM transition meetings and perhaps CTC meetings. He will serve in this capacity until the Associate for Congregational Vitality is hired.

4. The Cabinet has voted the following changes for the position occupied by Susan Krehbiel. Her new title is Social Justice Consultant, reflecting more accurately the work she is doing. Her new hours will move from 19 hours a week to 15 hours, effective in September, 2018. It is expected that the position will end in July of 2020.
5. The General Assembly has agreed to fund two interns for the "Hands and Feet" initiative for General Assembly in 2020 in Baltimore. They will work under the supervision of the Center.

Committee on Ministry

The Committee on Ministry reports that it:

3. Approved the transfer of Brandon Frick to Heartlands Presbytery.
4. Approved the request from First and Franklin to name Jack Hodges as Parish Associate.
5. Recommended to Presbytery validating the ministry of Catherine Bashore as Nurse Chaplain and approved recommending to the Presbytery that she be ordained to that ministry.
6. Approved the terms of call as presented, with the exception of the amount designated for reimbursable expenses by Cherry Hill, as the \$1000 requirement for Professional Development cannot be pro-rated. The smaller amount listed by Fallston is offset by expenses for a sabbatical for their pastor, and those expenses are not included.
7. Approved a factor of 550 for Good Shepherd and 700 for the pastor/head of staff for Towson.
8. Approved an Emergency Assistance Fund policy for pastors. This policy will be posted in the COM section of the Presbytery website/

Personnel Committee

The Personnel Committee reports that they are in the process of receiving resumes and PIFs for the Associate for Congregational Vitality position, with a deadline of May 18. The Committee hopes to begin interviewing in early June. If you have questions, please contact Jeanne Gay or Jackie Taylor.

Appendix C: BDSC Recommendation on a Response to Doctrine of Discovery Report

To: Presbytery of Baltimore

From: Baltimore Dakota Learning Camps Steering Committee (BDSC)

Re: Recommendations from the Doctrine of Discovery Final Report to 223rd General Assembly

The BDSC requests that the 879th Gathering of the Presbytery of Baltimore take into serious and prayerful consideration a recommendation that comes out of the Final Report regarding the Doctrine of Discovery to the 223rd General Assembly. The entire report may be accessed at

<https://mail.google.com/mail/u/2/#inbox/16317d39a9e929da?projector=1&messagePartId=0.1>. Specifically the BDSC supports the practice of acknowledging the Indigenous peoples whose land our Presbytery now occupies. The recommendation from the Doctrine of Discovery report reads as follows:

Encourage mid councils to begin their meetings with an acknowledgment of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.

As one of the partnerships of our Presbytery of Baltimore, the BDSC has gifted the Presbytery of Baltimore with a map of the Eastern Woodlands Tribes and presented it to the Commission on Reconciliation on April 25, 2018. The BDSC recommends that this map be acknowledged and on display at all Presbytery Gatherings henceforth. The BDSC will do its part by contacting a representative of current Indigenous peoples to bring greetings to the assembled body. The BDSC will also have a member of the BDSC present at the Presbytery Gathering to help facilitate this new practice.

We feel that our understanding of the Doctrine of Discovery and the many centuries of disregard and inhumane treatment of the Indigenous peoples who lived here in what we now call the United States demands our acknowledgement in the above manner. It is our hope that the Presbytery of Baltimore will join us in future efforts to educate our members about the Doctrine of Discovery and the centuries of deplorable treatment and practices that came about as a result of this document.

Chrystie Adams

BDLC Steering Committee Chair

How PC(USA) congregations can support Native Americans in their ongoing efforts for sovereignty and fundamental human rights:

1. Create denominational resources for education on racism which addresses the themes in this report, involving Native American Presbyterians and congregations.
2. Encourage the articulation of Native American theologies within the PCUSA and in PCUSA schools and seminaries, in contravention to historic actions to silence these contributions to the denomination.
3. Review the 2000 G.A. Task Force Report, including its supplemental recommendations, regarding all aspects of Native American ministry.
4. Direct the Presbyterian Mission Agency to create a speaker's bureau on Indigenous issues and publicize the list to the church
5. Direct the Office of the General Assembly to amend the Standing Rules of the General Assembly so that each meeting of the assembly begins with an acknowledgement of whose land the assembly is meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.
6. Direct the programs, committees and agencies of the Presbyterian Church (U.S.A.) to begin each meeting with an acknowledgement of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.
7. Encourage mid councils to begin their meetings with an acknowledgment of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.
8. Encourage the Presbyterian Publishing Corporation to create resources that address the realities faced by Indigenous peoples in the United States and worldwide.
9. Encourage education on the human rights of Indigenous peoples as part of preparation for all mission workers.
10. Direct the Presbyterian Historical Society to identify and highlight resources related to Presbyterian Church (U.S.A.) and its relationships with Indigenous peoples.
11. Direct the Theology, Formation and Evangelism ministry to do a survey of courses taught in Presbyterian related seminaries and schools that focus on the histories of Indigenous peoples and current issues facing Indigenous peoples, identifying specific instructors, courses, texts and syllabi when possible.
12. Direct the Theology, Formation and Evangelism ministry to study the Book of Confessions, identify how our confessions may support the Doctrine of Discovery, how our confessions may challenge the Doctrine of Discovery, how our confessions provide evidence for ways the church can change, and the generational nature of our confessions, and report to the 225th General Assembly (2020).

Appendix D: Enduring Witness Fund

Proposal for the “Enduring Witness Fund” For Congregational Vitality, Pastoral Assistance and Community Engagement

The Presbytery of Baltimore is privileged to receive funds from congregations whose ministries have come to a close either through the sale of church property or where the Presbytery of Baltimore receives assets. The legacy of the faithful members of these congregations can continue through the life and ministry of remaining congregations in the Presbytery. This generous legacy can be used for two primary purposes: support of transforming congregations and support for Teaching Elders in crisis.

Many churches in our presbytery are seeking to transform themselves through the development of viable and vibrant ministries, yet some lack the current leadership or membership capacity to fully realize their goals. The Committee on Ministry and The Commission on Thriving Congregations are aware of the growing number of congregations where assessment, planning and grant assistance may make the difference between continued ministry and closing.

In addition, Teaching Elders are experiencing more burnout and high levels of stress for various reasons necessitating: coaching, counseling and leaves of absence. This situation often puts a severe burden on both pastors and congregations to cover the cost of needed support and healing. The Presbytery also has member Teaching Elders not enrolled in the Board of Pensions and therefore ineligible for emergency assistance from the Board.

The current policy of the Presbytery Baltimore states the assets received from congregations are deposited in the Presbytery’s Endowment. On behalf of the Commission on Thriving Congregations (CTC) and the Committee on Ministry (COM), we submit the following proposal to the Board of Trustees:

The Trustees provide 66% of aforementioned funds toward a grant program administered by the Commission on Thriving Congregations and the Committee on Ministry and the Commission on Reconciliation respectively. The following are the criteria for these grants.

1. CTC Vitality Grants

Grants shall be available for congregations embarking on the following:

- **Continued support for new worshipping communities**

- **Congregations embarking on intentional evangelism based on congregational Assessment outcomes. Grant would cover:**
 1. **BOP dues for $\frac{1}{2}$ - $\frac{3}{4}$ pastoral leadership for up to 3 years**
 2. **Three-year programmatic expenses on a descending basis related to congregational transformation initiatives**
 3. **Match for one-time capital expenses directly related to program**
 4. **In conjunction with Spiritual Leadership Development, funds may be available for coaching/mentorship of clergy**

A maximum of \$100,000 shall be available to CTC. An individual grant shall not exceed \$35,000 in one year. Grants would be administered through CTC.

2. COM Crises and Assistance Grants

Grants would be available for Teaching Elders and CRE's experiencing a need for emergency financial assistance due to:

- **Loss of employment**
- **Medical crisis not immediately covered by insurance**
- **Administrative leave due to mental health issues including assisting congregations with pulpit supply when pastor is on leave**
- **Coaching/counseling support for pastors and interim pastors where a leave of absence is necessary.**
- **Other emergencies as deemed appropriate by the Chair of COM, the Stated Clerk and/or the General Presbyter.**

The balance of this fund should be maintained at \$15,000 per year. Grants for coaching/counseling may be awarded up to \$2000. Grants for emergency assistance shall not exceed \$2000.

An amount, not to exceed \$2000 would be available to congregations whose pastors are on leave but still receiving salary and benefits.

3. Community Engagement

This grant protocol will involve grants directed for community outreach, more specifically for community organizing and community engagement. These funds shall be disturbed by the Commission on Reconciliation. This amount will be budgeted at \$25,000 per year.

If this proposal is approved, it would be subject to an evaluation after three years.

Appendix E: Dismantling Racism Training Policy

Presbytery of Baltimore Policy on Mandatory Dismantling Racism Training

Submitted on May 3, 2018

Be it resolved that the Presbytery of Baltimore adopts the following policies and procedures to be added to the Manual of the Presbytery of Baltimore as the “Presbytery of Baltimore Dismantling Racism Policy”:

1. The Presbytery makes a commitment to offer, provide resources for, and to publicize educational opportunities that focus on dismantling racism within our church institutions (Presbytery and congregations) and the communities we serve. The Presbytery intends to provide a training that is both didactic and experiential to incorporate the following elements and concepts:
 - A theological grounding in our call to a Beloved Community
 - Our local Maryland and Baltimore history, including Presbyterian church history
 - Core concepts of institutionalized racism and its manifestation at the individual level
 - A new awareness of the impact of church policies and decisions on people of color
 - Tools and strategies to develop anti-racist behavior and culture within our church life

2. The Dismantling Racism training shall be required at least once every three years for:
 - All Teaching Elders are required to attend Baltimore Presbytery’s educational program on Dismantling Racism, within one year after their arrival. A follow-up report from the training should be submitted to the Commission on Reconciliation within 6 months of the training. Failure to fulfill this requirement within the specified time will result in unpaid administrative leave until it is completed. This requirement will be included in the terms of call. Notation of their participation will be made in their permanent file. The Presbytery of Baltimore will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement.

 - Commissioned Ruling Elders (CREs) and Ruling Elders elected to serve on the Committee on Ministry (COM) and the Committee on Preparation for Ministry (CPM) are required to participate in a training within one year of being commissioned (CRE) or elected to COM or CPM.

- All Candidates for Ministry are required to attend a Dismantling Racism training or similar training (approved by the Presbytery). In the event that the timing or location of a training is not feasible, the candidate may work with CPM to determine an alternative means to meet this requirement.
 - All Presbytery staff is required to attend within one year of hire/election.
3. The Presbytery strongly encourages honorably retired teaching elders, ruling elders serving in leadership roles in the Presbytery, session members and other congregational leaders to participate in such trainings.

4. Proposed Training Schedule & Locations

If the way be clear, the inaugural training will be carried out in 2018. This pilot training will be targeted toward the Dismantling Racism Team members, Presbytery Staff and other interested Presbytery leadership (commission and committee members).

The Presbytery will offer multiple training opportunities during the next two years to ensure adequate time to meet this new requirement. Those required to participate in a Dismantling Racism training will be expected to complete their first training by the end of 2020. The trainings will be offered in different locations, to be determined in consultation with the Commission on Reconciliation.

The Presbytery will offer at least one Dismantling Racism training per year beginning in 2021, based on demand.

5. Training Administration & Oversight

This policy will be administered by the Commission on Reconciliation who shall provide oversight of the Dismantling Racism Training Team and authorize the hiring of training consultants. The Commission is responsible for reviewing follow-up reports from training participants and evaluating the effectiveness and impact of the trainings.

A Dismantling Racism Training Team shall be established as a Special Committee of the Commission on Reconciliation in order to develop the training curriculum, identify potential trainers and coordinate the training events. The Commission shall appoint the members of the Team who shall make regular reports to the Commission on their activities.

The office of the Stated Clerk is responsible for ensuring notation of TE and CRE participation is made in their permanent files and notifying them of compliance deadlines. The Presbytery of Baltimore will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement.

The Social Justice Consultant will serve as staff support to the Team.

6. Provision for Training Evaluation & Policy Review

The Commission shall also undertake an initial review of this policy by the end of 2020 and bring recommendations for any changes to the policy or training requirements to the Presbytery Gathering in 2021.

Funding

The Presbytery shall authorize \$15,000 in the 2019 Presbytery Budget in order to provide 3 (three) one-day trainings to be led by an outside organization or consultants. Each training is expected to accommodate 30 to 40 participants.

RATIONALE

In the aftermath of the 2015 uprising, the Presbytery of Baltimore embarked on an effort to address racial injustices in our congregations and communities. As people of faith, we knew that we had to act if we were going to fulfill Jesus' command to care for the least of His children. In that seminal moment, we took the revolutionary step to make race, class and poverty the focus of our Gatherings.

While there has been some progress in increasing awareness of individual racial bias in the past three years among some congregations, we have become more comfortable in talking about race, but we have yet to take meaningful action to dismantle racism in our churches and Presbytery.

This awareness of individual bias or prejudice by itself is not racism. When prejudice is combined with power it becomes racism and supports white privilege and supremacy... In "Facing Racism: A Vision of the Beloved Community" the 211th General Assembly (1999) said:

Those who control power have the capacity to transform prejudice into racism by establishing and maintaining institutions and structures that embody group biases... We must be clear and truthful about the centrality of power in perpetuating and sustaining systemic racism. If we are to build a future with justice for all, and it can be done, both personal intervention and institutional transformation are essential for the mission of the church.

Such institutional transformation begins with the leadership of the church. Following the white nationalist rallies in Charlottesville, Va., the leaders of our PC (USA) issued this statement:

...we acknowledge the church's complicity in the creation of white supremacy and racism. We confess the church's failure in challenging and disrupting white supremacy and racism. Too often we have accepted the status quo. Too often we have stood silent in the face of injustice and oppression.

By God's grace may we remember the events in Charlottesville; repent of our acquiescence and failures; and renew our commitment to proclaim and live the good news of Jesus Christ. May that commitment lead us to stand against, speak against and work against racism and white supremacy, this day and every day.

As part of that commitment, the PC (USA) national staff and members of the Presbyterian Mission Agency Board already receive mandated anti-racism training on a regular basis. But if we are to heed the admonition of the Apostle Paul in Ephesians 6: 10-20 to stand against the powers that control our world and resist them with the armor of God, we must begin to train leaders in our presbyteries as well. Our teaching elders, presbytery officers and staff and members of the Committees on Ministry and Preparation for Ministry are the key persons to whom our congregations look for spiritual guidance and leadership.

As the late theologian James Cone once said:

We need some signs of transcending (racial bonding and move toward human bonding). Where will they come from if not from the church? And how will these signs be expressed, except by preachers and priests and rabbis? (Interview, America Magazine, November 20, 2006)

We are locked in a very divisive national battle to determine who we are and what we stand for as a country. Our church has a responsibility to take a prophetic stance in that battle and declare the power of God prevails over the power of money, war and racism. With the 2020 General Assembly coming to Baltimore, we have an once-in-a-lifetime opportunity to set an example for the entire church that will fulfill the spirit of Galatians 3: 28: "There is neither Jew or Gentile, neither slave nor free, nor is there male and female for you are all one in Christ Jesus."

The church at large has become comfortable talking about race, but not really doing anything to change the racial dynamic. Through a well-planned and administered program of anti-racism training focused on dismantling institutional racism the Baltimore Presbytery could create a critical mass of persons who are prepared to be prophetic witnesses for God's beloved community. This could set the course for our church for years to come.
