

Minutes of the 886th Gathering of the Presbytery of Baltimore
3:30 pm, Thursday, February 13, 2020
Catonsville Presbyterian Church
Catonsville, Maryland

OPENING: STORIES AND CELEBRATIONS

Moderator Guy Moody called the 886th Gathering of the Presbytery of Baltimore, meeting at Catonsville Presbyterian Church on Thursday, February 13, 2020, to order at 3:30 and led in prayer. The call was in order and a quorum was present. Host Pastor Rev. Dorothy Boulton then offered a welcome and necessary directions for moving about the church facilities. Volunteers from Catonsville Church were thanked with a round of applause.

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

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

RE Chrystie Adams lifted our commitment to recognizing the Native Americans who occupied the lands we were meeting on long before there was a Presbytery of Baltimore. She also lifted up the efforts currently underway to change the name of "Columbus Day" to "Indigenous Peoples' Day." There is a petition which presbyters may sign.

Catherine Lynch, from the Presbyterian Investment and Loan Program, was introduced to present rebate checks to the following churches: Ark and Dove, First and Franklin, First of Howard, and St. Andrew's (Mt. Airy).

The Moderator introduced Rev. Judy Johnson, former Staff Member of the Presbytery of Baltimore, to speak on the occasion of the retirement of Rev. Dr. Renee Mackey from the Covenant Presbyterian Church, Hagerstown. Rev. Dr. Mackey is also a former Moderator of the Presbytery. General Presbyter Rev. Jackie Taylor presented the retiree a plaque and pin in recognition of her years of service. Rev. Johnson then led in prayer.

The Presbytery then heard from the following Chairs of the Committee on Local Arrangements for the 224th General Assembly: Carrie Finch-Burriss, Committee Chair; RE Carol Mason, Transportation; Rev. Morton Harris, Finance, and RE Adrienne Knight, Volunteers.

Associate for Spiritual Leadership Development Deborah Schmidt announced that Ministry Group Grant Applications would be due March 1, 2020. Ministry Group Conveners are seeking persons or households to host members of the western part of the Presbytery overnight so they can serve as volunteers at GA.

Rev. Jennifer Barchi announced a Stewardship Workshop to be held that enables church members to be more comfortable in talking about stewardship to their congregations. The workshop will be held March 7.

DISCERNMENT AND DECISIONS

The Presbytery then entered into a period of “Discernment and Decisions,” attending to the following items of business:

STATED CLERK’S REPORT

Stated Clerk Jack Carlson gave his report, noting that no new items had been added to the Consent motion after it had first been published and that no items were requested to be removed from the **Consent Motion**. He then moved the following consent motion, which was **approved**:

From the Stated Clerk:

THE APPROVAL of the minutes of the 885th Stated Meeting of the Presbytery of Baltimore at First Presbyterian Church of Annapolis, MD, November 16, 2019, as posted on the Presbytery website (www.baltimorepresbytery.org).

From the Nominating Committee :

That Presbytery elect the following persons:

- a. Stephen Melton (TE Churchville) to the Presbytery’s Permanent Judicial Commission (class of 2025); and
- b. Stephen Melton (TE Churchville) to Synod Commissioner (class of 2022).
- c. Anita Gilmore (Cherry Hill) to serve on the Synod Jubilee Fund (class of 2023).
- d. Scott Hoffman, (TE, Christ Memorial), to the Personnel Committee class of 2022

(This is the end of the Consent Motion)

REPORT OF THE GENERAL PRESBYTER: THE STATE OF THE PRESBYTERY

Rev. Jackie Taylor gave the annual State of the Presbytery Report. She lifted up the truth that the “state of the presbytery” is up to everyone, because we are the presbytery. She pointed out that the presbytery has survived many changes since our founding in 1786. Today we provide grants for emergency property expenses, coaching and many other things through our Enduring Witness Fund. We also have taken a strong stand against racism. We are trying to use technology in helpful ways, to varying degrees of success, depending on our skills. She reports that she tries to post pictures of churches on FB and other social media. She encouraged us all to do the best we can to find persons “online.” The state of the presbytery is resilient, creative, and energetic. The General Presbyter’s full report is found under “reports.”

REPORT OF THE COMMISSION ON RECONCILIATION

RE Lisa Beacham, Chair of the Commission on Reconciliation, gave the annual report from the Commission on Reconciliation. The report is found under “reports.”

OVERTURES TO THE 224TH GENERAL ASSEMBLY

- a. RE Catherine Blacka from the Commission on Ministry was recognized, and moved that the Presbytery of Baltimore CONCUR with an overture to the 224th General Assembly from Beaver-Butler Presbytery **On establishing the authority of Presbyteries to define severance plans for installed ministers**, as follows:

The Presbytery of Beaver-Butler overtures the 224rd General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0303(c) be amended as follows: [Text to be added is shown as italic.]

G-3.0303 Relations with Sessions

- c. establishing minimum compensation standards *including provisions for severance payments* for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery.

The full text and rationale are found in Appendix D. The motion, coming from the Commission on Ministry, required no second. After discussion the motion to concur was **approved**.

- b. RE Lisa Beacham, Chair of the Commission on Reconciliation, moved That the Presbytery of Baltimore **concur** with an Overture from Sheppards and Lapsley Presbytery on **establishing an anti-racism policy in councils**, as follows:

The Presbytery of Sheppards and Lapsley respectfully overtures the 224th General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0106 (Administration of Mission) of the Form of Government be amended by adding the following text as shown in bold italic:

“All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy, ***and an anti-racism policy with suggested training for all members of each council.***”

Full text and rationale are found in Appendix D. The motion, coming from the Commission on Reconciliation, required no second. Rev. Tom Harris spoke in favor of the motion on behalf of the Anti-Racism Training Team. Following discussion, the motion to concur was **approved**.

REPORT OF THE ADMINISTRATION COMMITTEE

Rev. Jack Hodges, Chair of the Administration Committee, was recognized to give the committee report. He made the following motions, which required no second:

- a. That the Presbytery APPROVE amending the Manual by moving section 13.1 "Budget Process" to the section on the "Administration Committee." The section would read as follows:

Develop the Presbytery Operating Budget by submitting the budget to Presbytery as follows:

- Receive next year's Operating Budget requests by August 31;
- First reading of the Operating Budget no later than the first meeting of the program year;
- Second reading of the Operating Budget and approve the Presbytery Staff Compensation package at the second meeting of the program year;
- Third reading and approval of the full Operating Budget at the third meeting of the program year in March in even numbered years and prior to General Assembly's overture deadline in odd years.

Following discussion, the motion was **approved**.

- b. That the Presbytery APPROVE amending the Manual by removing all references to the Personnel Committee and their responsibilities from the Administration Committee's work description. No second was required; after discussion, the motion was **approved**.
- c. That Presbytery authorize the Stated ~~Clerk~~ *Clerk* and Deputy Stated Clerk to effect all editorial changes required to make the Manual consistent with these amendments to the Presbytery Manual. No second was required; after discussion, the motion was **approved**. (Strikethrough and Italics above represent corrections to the original document approved as a part of the motion.)
- d. MOTION: That the Presbytery APPROVE amending the Presbytery Manual so the "Administration Committee" section reads as follows:
Section 2 of the Presbytery Manual
2.1.1 Purpose: To provide the infrastructure to support the timely implementation of the vision and ministry of the Presbytery of Baltimore, its Commissions, Ministry Groups, and Teams. 2.1.2 Membership: At least six members, including the Chair and the following appointments:
 - Board of Trustees - one person;
 - Personnel Committee - one person;
 - At large - at least one person; • Ex officio with vote - Stated Clerk(s) and General Presbyter.
2.1.3 Officers: A Chair and any officers deemed necessary by the Committee. The Stated Clerk serves as secretary.

2.1.4 Terms of office: The chair serves a two-year term. Any at-large members serve three years terms.
2.1.5 Responsibilities of the Committee include;

2.1.5.1 Supervise the financial affairs of the Presbytery in collaboration with agencies of the Presbytery (Commissions and Committees) to insure full fiduciary responsibility and transparent reporting;

2.1.5.2 Develop the Presbytery Operating Budget by submitting the budget to Presbytery as follows:

- Receive next year's Operating Budget requests by August 31;
- First reading of the Operating Budget no later than the first meeting of the program year;
- Second reading of the Operating Budget and approve the Presbytery Staff Compensation package at the second meeting of the program year;
- Third reading and approval of the full Operating Budget at the third meeting of the program year after ~~February~~*March* in even numbered years and prior to General Assembly's overture deadline in odd years.

2.1.5.3 Make recommendations to the Cabinet on financial matters;

2.1.5.4 Receive the Audit of the Presbytery on behalf of the Presbytery and report the principal findings to the Presbytery;

2.1.5.5 Oversee the operation of the Presbytery office and prepare the Presbytery office budget;

2.1.5.6 Appoint a member of the Committee to serve on the Property & Loan Commission;

2.1.5.7 Report to Presbytery at each stated meeting.

After discussion, during which we reconciled editorial discrepancies in the text of the four amendments above, the amendment was **approved**. (Strikethrough and Italics above represent corrections to the original document approved as a part of the motion.)

PROGRESS REPORT FROM THE CENTER

Rev. Tim Hughes Williams, Chair of the Steering Committee of the Center, gave a progress report on the Center Conversations about the search for a new facility for the Center come January 2023.

There being no further business, without objection, Presbytery adjourned with prayer and a blessing of the food for the evening meal to Open Space opportunities, to be followed by supper and worship.

WORSHIP, THE LORD'S SUPPER, AND THE COMMUNION OF SAINTS

Following supper, the Presbytery re-convened in the sanctuary for worship, a very creative celebration of Black History Month entitled "This is Our Song." Testimony, music, and prayer from pastors and representatives of our African American congregations lifted up the theme of how black history is everyone's history. The Necrology of Ministers and Ruling Elders for 2019 was also read.

Following the benediction, the Presbytery was adjourned.

Respectfully Submitted,

Attest:

John V. Carlson
Stated Clerk

Mary D. Gaut
Deputy Stated Clerk

Appendices:

- A. Attendance Detail
- B. Reports
- C. Necrology, 2019
- D. Overtures to the 224th General Assembly, presented for Concurrence

Appendix A: Attendance Detail

Category	Present	Excused	Absent	Total
Teaching Elders Serving Churches	34	11	21	66
Resident Specialized Clergy and H.R.	8	2	6	16
New Worshiping Community Leaders	1	0	0	1
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	4	0	10	14
Continuing Corresponding Members	0	0	0	0
Ruling Elder Commissioners	28 (5)	0	37	65
Youth Advisory Delegates	0	0	0	0
Presbytery Program Staff (w/o vote)	1	1	0	2
Guests and Presbytery Staff	19	0	0	19
Commissioned Pastors	5	0	1	6
Certified Christian Educators with vote	0	0	1	1
Former Ruling Elder Moderators	2	0	2	4
Former Ruling Elder Stated Clerks	1	0	0	1
Candidates and Inquirers	1	0	0	1
Totals	104	14	72	196

Teaching Elders serving churches:

Present: Jennifer Barchi; Dorothy Boulton; Amy Carlson; Jennifer Di Francesco, Carrie Finch-Burriss; Phyllis Felton; Andrew Foster Connors; Matthew Glasgow; Mark Hanna; Morton Harris; Sue Lowcock Harris; Thomas Harris; Tim Hughes Williams; Jack Hodges; Scott Hoffman; Melissa Lopez; Jessie Lowry; Deborah McEachran; Shannon

Meacham; Stephen Melton; Daniel Melton; Michael Moore; Eric Myers; David Norse Thomas; Keith Paige; Adrian Pratt; John Schmidt; Jacob Snowden; Mary Speers; Tim Stern; Janna VanderWoude; Tanya Wade; James Young; Jeffrey Young.

Absent and Excused: Terrence Alspaugh; Kimberly Secrist Ashby; Thomas Blair; Rob Carter; Rob Hoch; Mary Ka Kanahan; Ken Kovacs; Ray Meute; Elizabeth McLean; Jonathon Nelson; Michele Ward;

Absent: David Bleivik; Rob Carter; Rebecca Crate; Susan DeWyngaert; Andrew Gathman; Jeong Hoon Han; Leonard Hornick; John Kazanjian; Sungjin Kim; Edwin Lacy; Nancy Lincoln-Reynolds; Teresa Martin-Minnich; Andrew Nagel; Keith Roberts; Lisa Rzepka; Mark Sandell; Kerry Slinkard; Todd Smith. Joel Strom; Laurel Underwood; David Willerup;

New Worshiping Community Leaders: Jose Lopez.

Resident Specialized Clergy

Present: Karen Brown; Katherine Foster Connors; Jacqueline Taylor.

Absent and Excused: S Kay Myers

Absent: Sarah Diehl; Stephen Mann; Edward Richardson, Sr;

Honorably Retired

Present: John Carlson; Doris Cowan; Mary Gaut; Renee Mackey; Roger Rice;

Excused: Jim Riddell

Ruling Elder Members of Presbytery's Steering Cabinet and Commissions

Present: Chrystie Adams; Guy Moody; (Susan Moody); (Cindy Prevatte); Audrey Trapp; (Bob Stepling) (Betsy Stewart)

Absent; Deborah Baer; Lisa Beacham; Yvette McEachern; Rob Smith; JoAnne Torrie;

Excused: Bill Daniel

Corresponding Members:

None

Ruling Elder Commissioners from Congregations:

Present:, John Walker, Brown Memorial Park Avenue; Keith Glennan, Catonsville; (Cleo Walker), Cherry Hill; Christ Our King, Joanne Kokie; Churchville, Bonnie Jones; Faith, Audrey Trapp; J. Perry, Fallston; First and Franklin, Paula Crews; First Howard County, (Catherine Blacka); Frederick, Antoinette Pigeoj; Good Shepherd, (Bill Starke); Govans, (Lisa Beacham); Carroll Fitzgerald, Grove; Janice Howard, Hamilton; Highland, Claudia Scarborough; Hunting Ridge, Queenline Bihsi; Kenwood, Ann Carlson; Knox (Adrienne Knight); Light Street, Alma Hayes; Madison Avenue, Judy Owens; Maryland, Carol Mason; Mt. Hebron, Judy Sheldon; Mount Paran, Anita Bishop-Johnson; Prince of Peace, Beth Ross; Ginny Rutherford, Roland Park; Springfield, Sharon Pappas; St. John United, Susan Moody; Woods Memorial, Jim Newman, Phil Henry, Bob Royer, Julia Erickson, Bill Hadley.

(Names in parentheses are Ruling Elders who are also signed in under another category, such as former Moderator or Stated Clerk or Commission member.)

Congregations without Elder representation:

Ark and Dove; Ashland; Babcock, Barrelville, Bethel, Central, Chestnut Grove, Christ Memorial; Christ Our Anchor; Covenant; Dickey Memorial; Emmitsburg; First, Annapolis; First, Bel Air; First of Westminster; First Cumberland; First, Frostburg, Franklinville, Glen Burnie Korean; Grace, Granite, Hagerstown, Hancock; Harundale; Havenwood; Havre de Grace, Hope; Hughes Memorial; Korean United; Lochearn, Northminster, Perry Hall, Second; St. Andrew, St. Andrew's, Towson, Trinity.

Commissioned Pastors

Present: Anita Bishop-Johnson; John Brewington; Donna Lea; Ed Terry, Cleoda Walker.

Excused:

Absent: Jay Garvin;

Candidates and Inquirers:

Present: McKenna Lewellyn

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: None

Former Ruling Elder Moderators: Adrienne Knight; William Starke

Former Ruling Elder Stated Clerks Present: Catherine Blacka

Presbytery Program Staff Present (without vote): Debbie Schmidt. Excused: Susan Krehbiel.

19 guests and Presbytery staff were also present.

APPENDIX B: Reports

Stated Clerk's Report

The Stated Clerk reports the following schedule for Presbytery Gatherings in 2020:

Thursday, February 13, 2020

Catonsville Presbyterian Church – 3:30 PM

Thursday, March 19, 2020 (Special Called Meeting)

Place (First of Howard County) – Time 10:00 AM

Thursday, May 14, 2020

Christ Memorial Presbyterian Church – Time 10 AM

Thursday, September 10, 2020

Knox Presbyterian Church – 10 AM

Saturday, November 14, 2020

Korean United Presbyterian Church – 10 AM

General Presbyter's Report

State of the Baltimore Presbytery 2020

Jackie Taylor, General Presbyter

Oh, the good ol' days when you went to hell for a ringing cell phone. Times are a changing – in fact, so much so, that the cell phone in church can be the difference between an opportunity to thrive or perhaps fading away? I'll explain that one in a minute.

Sunday, I heard a sermon from Eric Myers, pastor at our Frederick church. He reminded us that in John 8: 12, Jesus says he is the light of the world. But in Matthew 5: 14, we are the light of the world. On this occasion of the State of the Presbytery, I have some bad news and good news at the same time. The state of the Presbytery is up to you! That's right! You are the Presbytery.

You are the presbytery whose ancestors through tithe and property, along with the stock market, created our reasonably healthy financial assets. You are the presbytery whose congregations spread out across the state of Maryland, in nine counties. You are the Presbytery that since 1786 has survived denominational splits, theological interpretations and reinterpretations, old wine, new wine, no wine, closings, mergers, gain and decline and guess what? You are still here.

Today you are the Presbytery of the Enduring Witness fund that provides grants to congregations engaging in transformational ministries. You are the Presbytery that provides grants for coaches and youth and clergy in crisis and emergency property expenses. You are the presbytery that trains leaders to teach, lead and preach! You are the presbytery that stares racial injustice and poverty in the face and commits to a better way. What else? Kickball, school lunches, on-line ministry through Slate, community organizing, community gardens, rotating shelters. You are the presbytery whose congregations are, through the Center, doing ministry outside the box! (That's awesome) You are the presbytery that is hosting the 224th General Assembly. Nothing is perfect! But we are pretty darn good.

You are also the Presbytery in this modern age of technology. Some of you know this. When I visit one of our congregations on Sunday, I always take a photo and post it on my Facebook page! Why? Because I want everyone to know what's happening at one of our churches! Though I imagine the church newsletter and flyers advertise the events of your church, nothing flies faster than a social media post! That's right! Pull out that cell phone and tell all of your Facebook friends and instagrammers that you are in church, the sermon is great, the Bible study inspiring and the fellowship, the best ever! The young people and young families we covet, they are on-line!! I wouldn't tell you to do this if I didn't believe this....the state of this presbytery is faithful! Now how do we let others know this amazing fact.

Steering Cabinet Report

The Steering Cabinet reports that:

- It has called a Special Meeting of the Presbytery for Thursday, March 19, 2020, from 10 a.m. to noon at First Presbyterian Church of Howard County, for the purpose of hearing the report from the Steering Cabinet regarding recommendations for the future location of the Center. A motion will be presented for information; questions for clarification, comments and suggestions from the floor will be entertained, but the motion will not be

moved and amendments may not be offered until the May Gathering. Plans are being made to stream the meeting via Facebook and viewers will also have the opportunity to submit questions and comments.

- On January 22, at its regular meeting, Cabinet approved setting aside up to 15 minutes to include consideration of a balanced 2020 Operating Budget, with the stipulation that no more than 15 minutes be allotted, and an order of the day for 10:15 to consider concerns about The Center.
- It has approved that the following persons be approved to serve as members of The Center Steering Committee (three year terms):
 - -Pat Curran, Ruling Elder at FPC Howard County (requested to renew for a second term)
 - Rev. Jose Lopez, Pastor of Comunidad Presbiteriana la Trinidad
 - Shayla Redfearn, DCE at Roland Park Presbyterian
 - Rev. Michele Ward, Associate Pastor of Brown Memorial Park Ave.
 - Derrick Weston, member of Ashland Presbyterian

Commission on Reconciliation Annual Report

DISMANTLING RACISM TRAINING

It is 2020, this is the year for you to complete your Dismantling Racism Training.

As a reminder, ALL active Teaching Elders, all Presbytery staff, all members of the Commissions on Ministry and all members of the Commission on Preparation for Ministry are required to complete this initial training by the end of this year.

We are offering two trainings this year.

March 12TH (Thursday) at Knox Presbyterian Church

– almost at capacity, register now

And October 14, 2020 (Wednesday)

Any questions, need more info, want to talk about what's next after this initial training,

Join the Dismantling Racism Team at OPEN SPACE

ADVOCACY FOR INDIGENOUS PEOPLE'S DAY

The Baltimore Dakota Steering Committee is requesting your support for a statewide action to bring Indigenous People's Day to the State of Maryland. The first part of this action is focused on the City of Baltimore. You have an opportunity today to sign a petition that will be sent along with a letter from the Baltimore Dakota Steering Committee requesting the Baltimore City Council to consider and pass a resolution that will change the name of Columbus Day to Indigenous People's Day. The second part of this action will be to approach the Maryland State legislature later this year. The hope is that Baltimore City and State of Maryland will join the 57 cities and 12 states that already celebrate Indigenous People's Day.

You can learn more about this effort and ask questions during OPEN SPACE

COMMUNITY ENGAGEMENT GRANTS

APPLICATIONS DUE APRIL 1ST – NO FOOLING – APRIL 1ST

Everything can be found on the Presbytery Website under GRANTS/COMMUNITY ENGAGEMENT GRANTS <https://baltimorepresbytery.org/community-engagement-grants/>

You will find everything you need:

Full description of purpose of the grant
Guidelines and Evaluation Criteria
Application Forms in Word and pdf form

Continue scrolling to bottom to find

A PLACE TO REGISTER FOR THE GRANT APPLICATION Q&A CALL

Join us and get your questions answered on the

GRANT APPLICATION Q&A CALL

MONDAY, MARCH 9TH at 5:00pm

Register for Q&A Call at

<https://baltimorepresbytery.org/community-engagement-grants/>

SHIFTING CONVERSATION

The Commission uses 5 EVALUATION CRITERIA, when reviewing applications.

I'm going to speak to ONE of these five in part because this seemed to be one some people struggled with – and understandably so.

One of the criteria we look at is HOW the proposed project, program or initiative:

INTENTIONALLY BUILDS RELATIONSHIPS BETWEEN

MEMBERS OF THE CONGREGATION AND

MEMBERS OF THE LOCAL BROADER COMMUNITY OUTSIDE OF THE CONGREGATION

So what does that mean?

Important to know that two projects could look almost identical but one has an element of relationship building and one does not.

One way to look at this is:

The WHAT is not as important as the HOW

It's not that the what is irrelevant, it is relevant but the HOW is at least as important.

You need to look beyond the doing and explain in the application not only

WHAT you are doing but HOW you are doing it.

I'm going to try very quickly to give an example to try and demonstrate how this could look.

Let's say that there are people from your congregation that drive through the community to your church, walk into the church and sit down and have a meeting inside the walls of your church.

They are looking for a way for the church to become more engaged in the local community.

As they sit in the meeting they start talking about the local school and think that there are children in that school that need school supplies.

They decide to provide backpacks and supplies at the beginning of the school year.

They have the minister call the principal of the school and tell them what they want to do and the principal agrees that the kids could use backpacks and school supplies.

Members collect backpacks, fill them with school supplies and the pastor and maybe one or two other members for the church deliver the backpacks to the school.

Beautiful! Nothing wrong. A need in the community was fulfilled.

NOW AT ANOTHER CHURCH ...

Members drive through community to the church, walk into the church and sit down and have a meeting inside the walls of your church.

They are also looking for a way for the church to become more engaged in the local community.

As they sit in the meeting they start talking about the local school as one place and group of people they could engage with.

The pastor or other member calls the principal of the school and explains that the members of the church would like to be supportive of and partner with the school in some way.

They ask the principal if they and some of the staff could meet with some members of the church.

They meet, they talk, they listen – they throw around some ideas.

And the folks from the school say that the kids do need backpacks and supplies

AND they have been trying to create ways that the school can engage with and be supportive of the parents. They've had this idea to hold monthly parent meetings but never taken off – between staff time for evening meetings and money to provide refreshments and supplies .

Together – the folks from the school and the folks from the church – come up with a plan for holding a parent meeting a few weeks before school starts where they will also give away the backpacks.

And having monthly meetings for the parents – coffee and dessert or snacks – a theme or topic for each month that would include a short presentation and materials the parents could take home with them.

It's a school sponsored function, but the members of the congregation are coming alongside and helping with set-up, food, leaders for some of the monthly presentations – other leaders come from the school or others in the community. Church members attend the monthly meetings and sit with the parents - talk over coffee, engage in the discussions around the monthly topic.

PROBABLY PRETTY OBVIOUS BUT TO HIGHLIGHT THE DIFFERENCES:

- Deciding what we could offer them vs. listening, collaborating and planning with
- One and done vs. ongoing opportunities to engage with people
- Staff to staff vs. members to members
- Creating ongoing opportunities to talk with, work alongside of and learn together

Submitted by Lisa Beacham, Chair

The Commission on Reconciliation further reports that:
Concerning Partnership Trips

- Guatemala team members made a trip to meet with our partner organization CEDEPCA for planning ways to engage in the future and the renewal of partnership agreement. A group mission trip was also taken during which migration and refugee issues were discussed. Our partners at CEDEPCA stated “when you join with us you become our partners in mission.”
- The Cuba Partnership Annual Business Meeting was held in Cuba with representatives of Baltimore, Central Florida and Southern Kansas Presbyteries in attendance. Several trips by Baltimore Presbytery churches to visit their Cuban partners’ are scheduled in the next few months.
- Baltimore Dakota Learning Camp reports were distributed at the October COR meeting. Fern Cloud attended the November Gathering.

Partnership Renewals

- All three Partnership teams have begun conversations with their partners about the partnership renewals scheduled for 2020.
- COR will be discussing when and how to bring the Partnership renewals to Presbytery Gathering next Fall and will coordinate with the Gathering Team.

An initial discussion was had about the Presbytery’s participation in Self Development of People through re-establishing a local committee. Additional information will be gathered with regard to questions members had and COR will continue this discussion at our January meeting.

Commission on Spiritual Leader Development

The Commission reports the following elections on behalf of Presbytery:
 Jack Hodges (TE, retired) for Administration Committee class of 2021
 Sarah Walker (RE, Knox) for Nominating Committee class of 2021
 Mary Speers (TE, Faith) for Nominating Committee class of 2020 (willing to re-up, possibly)

SLD SCHOLARSHIP DISTRIBUTION, 2019, is as follows:

SLD SCHOLARSHIPS: \$5000	
Triennium Scholarships	\$3100
Triennium Workcamp Attendees	950
Coaching Training, Jennifer Barchi	900
	<hr/>
	\$4950
CATAWBA SCHOLARSHIP: 1566.68	
Dickey Memorial Camp	\$500
Woodberry Crossing	500
	<hr/>
	\$1000

SLD COMMISSION EXPENSES: \$1000	
APA Scholarship for church administrator	\$300
Big Tent scholarship for candidate Jeremiah Seepersad	\$300
	<hr/>
	\$600
ENDURING WITNESS GRANT: \$1500	
Clergy Coaching Cohort	\$700
Coaching for J. VanderWoude	\$100
Coaching for M. Ward	\$600
Coaching for R. Hoch	\$100
	<hr/>
	\$1500
DISCIPLESHIP FORMATION: \$8000	
Clergy Coaching Cohort	\$1060
JONGEWAARD SCHOLARSHIP	
Tuition for CLP candidates	\$1230
TURNER SCHOLARSHIP	
Jamaica trip and Dakota partnership \$4210	
ROBERT & ROSA FERGUSON SCHOLARSHIP	\$5000
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TOTAL	\$19550

Commission on Thriving Congregations

No report.

Commission on Ministry

No report

Commission on Preparation for Ministry

No report.

Administration Committee

Report of the Administration Committee to Baltimore Presbytery February 13, 2020

1. Your Administration Committee's responsibility is to develop a balanced Operating Budget for Presbytery's consideration. Financials from the previous year provide the necessary information to build such a budget. Because the previous year is not closed and ready for audit until near the end of February, this recommendation will establish a budget building calendar that adjusts for final budget approval at a presbytery meeting after prior year financials have been completed.

MOTION: That the Presbytery APPROVE amending the Manual by moving section 13.1 "Budget Process" to the section on the "Administration Committee." The section would read as follows:

Develop the Presbytery Operating Budget by submitting the budget to Presbytery as follows:

- Receive next year's Operating Budget requests by August 31;
- First reading of the Operating Budget no later than the first meeting of the program year;
- Second reading of the Operating Budget and approve the Presbytery Staff Compensation package at the second meeting of the program year;
- Third reading and approval of the full Operating Budget at the third meeting of the program year in March in even numbered years and prior to General Assembly's overture deadline in odd years.

2. Currently the Presbytery Manual defines the Personal committee as a subcommittee of Administration. The effect of this recommendation will make the Personnel Committee direct access to the floor of Presbytery as a standing committee.

MOTION:

A. That the Presbytery APPROVE amending the Manual by removing all references to the Personnel Committee and their responsibilities from the Administration Committee's work description.

B. That Presbytery authorize the Stated Clerk and Deputy Stated Clerk to effect all editorial changes required to make the Manual consistent with these amendments to the Presbytery Manual.

3. The effect of these two motions is to create a revised Administration Committee section of the Presbytery Manual. For clarity we have "cleaned up" the language and invite approval for the entire section.

MOTION: That the Presbytery APPROVE amending the Presbytery Manual so the "Administration Committee" section reads as follows:

Section 2 of the Presbytery Manual

2.1.1 Purpose: To provide the infrastructure to support the timely implementation of the vision and ministry of the Presbytery of Baltimore, its Commissions, Ministry Groups, and Teams.

2.1.2 Membership: At least six members, including the Chair and the following appointments:

- Board of Trustees - one person;
- Personnel Committee - one person;

- At large - at least one person;
- Ex officio with vote - Stated Clerk(s) and General Presbyter.

2.1.3 Officers: A Chair and any officers deemed necessary by the Committee. The Stated Clerk serves as secretary.

2.1.4 Terms of office: The chair serves a two-year term. Any at-large members serve three years terms.

2.1.5 Responsibilities of the Committee include;

2.1.5.1 Supervise the financial affairs of the Presbytery in collaboration with agencies of the Presbytery (Commissions and Committees) to insure full fiduciary responsibility and transparent reporting;

2.1.5.2 Develop the Presbytery Operating Budget by submitting the budget to Presbytery as follows:

- Receive next year's Operating Budget requests by August 31;
- First reading of the Operating Budget no later than the first meeting of the program year;
- Second reading of the Operating Budget and approve the Presbytery Staff Compensation package at the second meeting of the program year;
- Third reading and approval of the full Operating Budget at the third meeting of the program year after February in even numbered years and prior to General Assembly's overture deadline in odd years.

2.1.5.3 Make recommendations to the Cabinet on financial matters;

2.1.5.4 Receive the Audit of the Presbytery on behalf of the Presbytery and report the principal findings to the Presbytery;

2.1.5.5 Oversee the operation of the Presbytery office and prepare the Presbytery office budget;

2.1.5.6 Appoint a member of the Committee to serve on the Property & Loan Commission;

2.1.5.7 Report to Presbytery at each stated meeting.

APPENDIX C: Necrology of Ministers and Ruling Elders, 2019

	Ministers of Word and Sacrament
	Rev. Sandra Rushing, HR, 2017
Church	Ruling Elder
Ark and Dove	Jay Olson 3/4/19
Central Pres	David Hungerford 3/2/19

Christ our Anchor	Steve Minhart 6/23/19
Christ our King	Criag Matheny 1/22/19 – Don Roeseken 5/31/19
Covenant	Lucinda "Cindy" Walser 8/29/19
Dickey Memorial	Barbara Hopkins, Florence Henderson
Fallston	Elder Carol Clark
First Pres of Annapolis	Sally Sherrill, James Botluk
First Pres of Bel Air	Van Reiner 6/5/19
First Pres Church of Cumberland	Dr. Amado Torres 1/4/19 - Robert Salathe 9/30/19 - Joyce Macy 11/10/19
First Pres Church of Howard County	Kenneth Jerome "Jerry Hinkel 1/17/19 - Joan Channel 6/22/18 (just learned about her death in 2019)
First Pres Church of Westminster	Glenn Baer
Frostburg	Shirley Heft
Havenwood Pres Church	William Wiley 11/12/19
Kenwood	Mary Enlow, Charles Griffin, Deidre Maglosky
Madison Ave.	Stewart Beckham
Maryland Pres Church	Branch Warfield
Perry Hall	Henry "Whitey" Shimko, Eunice Shanks
Prince of Peace Pres Church	Larry Melby 5/15/19 - Laticia Smith 8/14/19
Saint John United	Catherine Gira, Robert Birdsong, Grace Dixon
Second Pres Church	Eugene Haupt 4/9/19
St. Andrew Pres Church	Donal Newbraugh, Eugene McCauley, Evelyn Potter
St. Andrew's Pres Church	Ed Pollock 10/5/19 (One of the founding members of the church)

Towson Pres Church	Lois Leuba, Robert Willams, Betsy Griffin, George Good, John Dillon, Sarah Galloway Larrabee (she was the wife of the former pastor of the church, Robert Galloway)

APPENDIX D: Overtures to 224th GA for Concurrence

Overture on establishing the authority of Presbyteries to define severance plans for installed ministers

The Presbytery of Beaver-Butler overtures the 224rd General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0303(c) be amended as follows: [Text to be added is shown as italic.]

G-3.0303 Relations with Sessions

- c. establishing minimum compensation standards *including provisions for severance payments* for pastoral calls and Certified Christian Educators and Certified Associate Christian Educators within the presbytery.

Rationale for Overture from Beaver/Butler Presbytery 8/27/19

In 1993 the General Assembly Permanent Judicial Commission ruled in the case Saurbaugh v. the Presbytery of Great Rivers that “The *Book of Order* does not give the presbyteries power to require congregations to pay compensation upon dissolution of pastoral relationships.” (Remedial Case 206-13,11.094 attached)

In subsequent years the church has maintained that while a presbytery can have guidelines and policies concerning severance for ministers at the dissolution of a pastorate, the presbytery has no authority to enforce those policies.

This overture seeks to remedy that omission in the *Book of Order* by making explicit the authority of presbyteries to create and enforce severance policies by linking that authority to the power to set minimum wages and approve calls.

The overture does not attempt to set a national severance policy, but to clarify the presbytery’s relationship to both the session and the minister during times of transition.

Overture on Anti-Racism Policy from Presbytery of Sheppards and Lapsley:

The Presbytery of Sheppards and Lapsley respectfully overtures the 224th General Assembly (2020) to direct the Stated Clerk to send the following proposed amendment to the presbyteries for their affirmative or negative votes:

Shall G-3.0106 (Administration of Mission) of the Form of Government be amended by adding the following text as shown in bold italic:

“All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy, **and an anti-racism policy with suggested training for all members of each council.**”

Support for concurrence of OV-1 Dismantling Racism Team

Like the Presbytery of Shepphards and Lapsley, the Presbytery of Baltimore and its Dismantling Racism team know all too well “the pain of our racist history and the difficulty of changing behavior.”

Members of Baltimore Presbytery recognized the need to deal openly and honestly with the pain of racism and its persistence in our churches, denomination and society. In 2018, a Dismantling Racism Team was formed, and the presbytery approved that training in dismantling racism be mandated for our presbytery’s staff, council, and pastors. We have recognized that training is a necessary step toward the difficult task of changing hearts and lives and behavior. Providing safe space and encouraging open and difficult conversations is a first step toward having systemic racism become as recognizable and as objectionable as sexual harassment.

Training in the reality and dynamics of systemic racism fosters knowledge. Knowledge creates consciousness of individual and collective racism. Consciousness opens eyes to see racist attitudes, beliefs, and practices embedded in self and in systems, including the church, while providing freedom to choose to act in non-racist or anti-racist ways. We understand these universal trainings as an important foundation to enable us to believe and act in ways that seek racial justice, actively work against personal, institutional, and structural racism, pave the way toward dismantling racism, and lead us toward becoming the beloved community in which there is no longer Jew or Greek, slave or free, male or female, for we have recognized that truly all of us are one in Christ. (Galatians 3:28)

Many people fail to recognize the ways in which racism persists in our culture and institutions and are unaware of the harm that can be wrought by white privilege. Training that focuses on the issue of racism and brings together whites and people of color can increase understanding. It can provide a space in which people can push beyond unproductive feelings of white guilt and move toward fostering empowered advocacy, bringing together all the children of God in a joint effort to deracialize every part of the church and community.

True, racism will finally and fully be dismantled only by the grace, love, and power of our triune God. But even if it is never completely destroyed on this earth, we are called to do everything in our power to bring the kingdom of heaven into our life here and now. God created us all in God’s own image. Christ has already made us one in him. The Spirit continues the work of breaking down dividing walls. We have been commanded to love one another as Jesus loved us. By that love, the world will know that we are his disciples.

In a broken and fearful world the Spirit gives us courage to pray without ceasing, to witness among all peoples to Christ as Lord and Savior, to unmask idolatries in church and culture, to hear the voices of peoples long silenced, and to work with others for justice, freedom, and

peace. In gratitude to God, empowered by the Spirit, we strive to serve Christ in our daily tasks and to live holy and joyful lives, even as we watch for God's new heaven and new earth, praying, "Come, Lord Jesus!" A Brief Statement of Faith