

Minutes of the 887th Gathering of the Presbytery of Baltimore
10:00 am, Thursday, May 14, 2020
Via Zoom Electronic Meeting Platform

OPENING: WORSHIP, STORIES AND CELEBRATIONS

Moderator Guy Moody called the 887th Gathering of the Presbytery of Baltimore, the first ever meeting of the presbytery via Zoom Electronic platform, on Thursday, May 14, 2020, to order at 3:30 and led in prayer. The call was in order and a quorum was present.

The Moderator called on Stated Clerk, Rev. John Carlson, who moved the adoption of the docket. With a proper second, the motion was **approved**.

Rev. Dr. Jackie Taylor, General Presbyter, offered a welcome, and recognized Ruling Elders attending for the first time. She also noted the presence via Zoom of a number of presbytery and synod executives and stated clerks, and moved to seat the clergy among them as corresponding members. On proper second, the motion was approved.

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.

The Presbytery then moved to worship, with the Rev. John Carlson, retiring Stated Clerk, preaching. Staff members Susan Krehbiel and Debbie Schmidt assisted in worship.

Following worship, our "Stories and Celebrations continued, and the presbytery heard from Rev. Carrie Finch-Burriss, chair of the Committee on Local Arrangements, who reported on the progress of plans to move the 224th General Assembly to an online platform. Although the Assembly will not be meeting in person in Baltimore, Baltimore Presbytery will remain the host presbytery, and the city of Baltimore will be prominently featured. One way the city will be highlighted will be through the mission effort known as Youth Rising, and Rev. Karen Brown was recognized to introduce that program.

Rev. Finch-Burriss announced the names of the commissioners of the 224th General Assembly: Guy Moody led in prayer to commission our commissioners and delegate: RE Darcel Glenn-Cooper, RE Robert Stepling, Rev. Doris Cowan, Rev. Kimberly Secrist-Ashby, and Emma Kate Lander.

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 886th Stated Meeting of the Presbytery of Baltimore at Catonsville Presbyterian Church, Catonsville, MD, February 13, 2019, as posted on the Presbytery website (www.baltimorepresbytery.org).

From the Nominating Committee :

a. THE APPROVAL OF THE CONSENT MOTION:

a. The Nominating Committee recommends the following persons be elected:

To the Commission on Thriving Congregations:

Chair: TE Jennifer Barchi, Dickey Memorial;

RE Karen Garrett (2023), Knox;

RE Jay Lee (2023), Korean United

To the Commission on Spiritual Leader Development:

Chair: _____

RE Patricia Jackson (2023), Towson;

RE Stella Ngang (2023), Hunting Ridge;

To the Commission on Reconciliation:

Chair: _____

RE Yvette McEachern (2023), Knox.

To the Commission on Ministry: Chair: RE Bill Daniel, Woods Memorial;

RE Joann Kokie (2023), Christ our King;

RE Catherine Blacka (2023), First of Howard;

TE Terry Martin Minnich (2023), Hancock;

TE Ray Meute (2023), Highland.

RE Julia Schaeffer (2023) Frederick.

To the Commission on Preparation for Ministry:

Chairs: RE Leslie Owsley and TE Eric Meyers;

RE Lauren Barchi (2023), Dickey Memorial,

TE Todd Smith (2023), Bethel;

RE Rae Jean Goodman (2023), First of Annapolis

To the Trustees: RE Denise Thompson (2023), Knox; RE Julie Hardy (2023), Lochearn

To the Permanent Judicial Commission: Chair: RE Robert Bloom;

RE Robert Bloom (2022) Madison Avenue,

RE David Hutton (2022) Catonsville,

TE Jack Hodges (2026) HR,

TE Brett Morgan (extend term until 2026) HR.

To the Nominating/Representation Committee:

Chair: TE Deborah McEachran, Hunting Ridge;

TE Mary Speers (2023) Faith,

CRE John Brewington (2023) Lochearn,

To the Personnel Committee: Chair: _____;

RE Betsy Stewart (2021), First of Annapolis;

TE Laurel Underwood (2022), First, Frostburg;

TE Keith Paige (2023), Cherry Hill
To the Gathering Team: RE Helen Krone (2022), First of Annapolis
To the Administration Committee: RE Joe Banks (2022) Hunting Ridge

- b. The Trustees request: THAT the Presbytery of Baltimore to affirm the attached “Bylaws of the Trustees of the Presbytery of Baltimore, A Maryland Corporation” which were approved by the Trustees on March 10, 2020. (Bylaws are found in Appendix C.)
- c. The Commission on Ministry recommends the approval of the terms of call of pastors in the Presbytery of Baltimore as recorded in the Terms of Call Table, Appendix B, published as a separate document with this docket. (Appendix E)
- d. The Administration Committee recommends the Presbytery receive the financial reports for April, 2020, (Appendices F and G) and file them for audit.
(This is the end of the Consent Motion)

REPORT OF THE GENERAL PRESBYTER

Rev. Jackie Taylor gave her report, focusing on the relaxing of stay at home orders in the state of Maryland. She noted that in Governor Hogan’s order, congregations are allowed to open to 50% capacity, but she noted that we need more clarity about how this will operate, and urged churches and pastors to compare the governor’s orders to local guidelines in communities and counties. She called attention to several documents on the website that assist churches in planning their reopening strategies.

ELECTION OF MODERATOR AND VICE-MODERATOR FOR 2020-21

Rev. Deborah McEachran, chair of the Nominating Committee, placed in nomination the name of Rev. Michael L. Moore, pastor of Knox Presbyterian Church, as Moderator of the Presbytery for the year 2020-21. There being no further nominations, Rev. Moore was **elected unanimously**.

Rev. McEachran then placed in nomination the name of RE Audrey Trapp (Faith) to be Vice-Moderator. There be no further nominations, RE Trapp was **unanimously elected**.

Biographical sketches of Rev. Moore and RE Trapp are found in Appendix D.

REPORT FROM THE CENTER

The Revs. Timothy Hughes-Williams and Michele Ward, co-chairs of The Center Steering Committee, reported that the Center has pivoted in the focus of their work as a result of the Covid 19 pandemic. They have been hosting community engagement conversations, and

sponsored an evangelistic workshop. They have cancelled their summer week-long camps but have instituted some distance-learning options. The Center wants to be a resource to the whole presbytery during these days.

The Center has postponed discussion and voting on funding for a relocation project. However, they are pursuing “request for information” conversations with congregations interested in becoming the host location for The Center.

They also recognized the work of the “Hands and Feet” fellows, Melva Lowry and Liv Thomas, who will be concluding their two years of work with the Center, in preparation for the 224th General Assembly.

REPORT OF THE ADMINISTRATION COMMITTEE

Rev. Jack Hodges, Chair of the Administration Committee, was recognized to give the committee report. He reported: budget will be developed during the fall months; staff salaries will be presented and voted on in November; funding for current programming is somewhat up in the air due to Covid; all of this will be wrapped up in February of next year, and we will with some confidence predict finances for the next year; at the March meeting of Presbytery the operating budget will be presented and approved. He highlighted that there is currently a disparity of \$131,000 between income and expenses. He then moved that that the financial reports be received and filed for audit. Without objection, the motion was **approved**.

There being no further business, the Presbytery was reminded that they could access “Open Space” discussions at 12:30, and without objection the meeting was adjourned with prayer by the Moderator Elect, Rev. Michael Moore.

Respectfully Submitted,

Attest:

John V. Carlson
Stated Clerk

Mary D. Gaut
Deputy Stated Clerk

Appendices:

- A. Attendance Detail
- B. Reports
- C. Proposed Trustee By-laws
- D. Biographical Sketches Moderator & Vice-Moderator Candidates

Appendix A: Attendance Detail

| Category | Present | Excused | Absent | Total |
|---|---------|---------|--------|-------|
| Teaching Elders Serving Churches | 53 | | 12 | |
| Resident Specialized Clergy and H.R. | 17 | | | |
| New Worshiping Community Leaders | 1 (1) | | | |
| Ruling Elder Members of Presbytery's Steering Cabinet and Commissions | 8 | | 6 | |
| Continuing Corresponding Members | 4 | | | |
| Ruling Elder Commissioners | 32 | | | |
| Youth Advisory Delegates | 0 | | | |
| Presbytery Program Staff (w/o vote) | 2 | | | |
| Guests and Presbytery Staff | 36 | | 44 | |
| Commissioned Pastors | 2 | | 4 | |
| Certified Christian Educators with vote | 0 | | | |
| Former Ruling Elder Moderators | 3 | | 1 | |
| Former Ruling Elder Stated Clerks | 1 | | | |
| Candidates and Inquirers | 4 | | | |
| Totals | 163 | | 67 | |

Teaching Elders serving churches:

Present: Terrence Alspaugh; Kimberly Secrist Ashby; Jennifer Barchi; Thomas Blair; Dorothy Boulton; Amy Carlson; Rob Carter; 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; Ken Kovacs; Nancy Lincoln-Reynolds; Melissa Lopez; Jessie Lowry; Deborah McEachran; Shannon Meacham; Stephen Melton; Daniel Melton; Ray Meute; Michael Moore; Eric Myers; Andrew Nagel; Mark Sandell; David Norse Thomas; Adrian Pratt; Keith Roberts; Lisa Rzepka; John Schmidt; Todd Smith. Laurel Underwood; Joel Jacob Snowden; Mary Speers; Tim Stern; Strom; Janna VanderWoude; Tanya Wade; Michele Ward; James Young; Jeffrey Young.

Absent and Excused: Rob Hoch; Mary Ka Kanahan; Elizabeth McLean; Jonathon Nelson;

Absent: David Bleivik; Jeong Hoon Han; Leonard Hornick; John Kazanjian; Sungjin Kim; Edwin Lacy; Teresa Martin-Minnich; Keith Paige; Kerry Slinkard; David Willerup;

New Worshiping Community Leaders: Jose Lopez, (Jennifer DiFrancesco)

Resident Specialized Clergy

Present: Catherine Bashore, 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; Alison Halsey, David Harris, William Hathaway, Dottie LaPenta, Renee Mackey; Walter Peters, Roger Rice; James Riddell,

Excused: Jim Riddell, Gretchen van Utt, Jennifer Williams, Isaac Isaiah

Ruling Elder Members of Presbytery's Steering Cabinet and Commissions

Present: Chrystie Adams; Bill Daniel; Patricia Jackson, Guy Moody; Susan Moody;

(Cindy Prevatte); Rob Smith; Audrey Trapp; (Bob Stepling) Betsy Stewart

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

Excused:

Corresponding Members:

Brint Keys, Presbytery of the James; Cam Murchison, Presbytery of Western North Carolina, Jerrod Lowry, Coastal Carolina, Tracey Keenan, New Castle

Ruling Elder Commissioners from Congregations:

Present:, Rita Cairnes, Bethel; David Hutton, Catonsville; Christ Our King, Keith Reagan, Joanne Kokie; Covenant, Anne Bearese; Faith, Audrey Trapp; LouAnn Rau, Fallston; Helen Krone, First, Annapolis; First of Howard County, Chuck Yarborough and Nan Miller; Franklinville, Ed Stuebing; Good Shepherd, (Bill Starke); Govans, Karen Ceanfaglione; Granite, Michael Kahn; Judy Binkley, Havenwood; Highland, Marilyn Sams; Hunting Ridge, Jill Harrison; Kenwood, Ann Carlson; Knox, Charese Joran Moore; Light Street, Alma Hayes; Madison Avenue, Jean Owens; Maryland, Carol Mason; Mt. Hebron, Judy Sheldon; Mount Paran, Anita Bishop-Johnson; Prince of Peace, William McWhirter; Ginny Rutherford, Roland Park; Scott Silverwood, Second; Sharon Pappas; St. John United, Mary Lou Shipp; Towson, Lenore Chapman; Woods Memorial, Doug Irminger, Gale Gillespie, Penny Moor, Gayle Page

(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, Brown Memorial Park Avenue; Central, Cherry Hill; Chestnut Grove, Christ Memorial; Christ Our Anchor; Churchville, Dickey Memorial; Emmitsburg; First and Franklin; First, Bel Air; First of Westminster; First Cumberland; First, Frederick, Frostburg, Glen Burnie Korean; Grace, Grove; Hagerstown, Hamilton; Hancock; Harundale; Havre de Grace, Hope; Hughes Memorial; Korean United; Lochearn, Northminster, Perry Hall, Springfield, St. Andrew, St. Andrew's, , Trinity.

Commissioned Pastors

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

Candidates and Inquirers:

Present: McKenna Lewellyn, Teshome Hyiwot, Jeremiah Seepersad, Heather Russell

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, Susan Krehbiel.

36 guests and Presbytery staff were also present.

APPENDIX B: Reports

The Stated Clerk's Report

The Stated Clerk reports that he will conclude his service as Stated Clerk at the conclusion of his term in September, 2020, and will not seek a second term, and thanks the Presbytery for the opportunity to serve the Church in this capacity for the past three years.

The Stated Clerk reports the redress imbalance between Teaching and Ruling Elders as follows:

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

| Church | Total Membership As of 12/31/2019 | Number of Elder Commissioners |
|-------------------------------|--------------------------------------|----------------------------------|
| Woods Memorial | 1994 | 4 |
| First of Annapolis | 559 | 2 |
| Central | 530 | 2 |
| First of Howard County | 570 | 2 |
| Towson | 524 | 2 |
| Total | | 12 |

2. **The computations involved in determining the redress of the imbalance between Ministers and Elders, as found in the Presbytery Manual 2.3, are represented in the following tables. Counts are as of 12/31/2020.**

| | |
|-----------------------|-----|
| Ministers on the Roll | 154 |
|-----------------------|-----|

| | |
|--|----|
| Ministers who are Non-Resident | 18 |
| Ministers who are Honorably Retired, not attending | 44 |
| TOTAL (A - (B + C) | 92 |

| | |
|--|----|
| All churches | 65 |
| Additional Elders from churches with > 500 members | 7 |
| Elder Officers and Commission members | 9 |
| Certified Christian Educators | 1 |
| Commissioned Ruling Elders | 6 |
| Former Moderators attending | 3 |
| Former Stated Clerks attending | 1 |
| TOTAL | 92 |

92=92, therefore **no additional elders are needed.**

Steering Cabinet Report

The Steering Cabinet reports that:

- The Cabinet held extensive discussions with the Personnel Committee over several months and made the following decisions:
 - Approved a motion to approve staffing rationale as amended, as follows:

| | |
|---|-------------|
| ▪ General Presbyter | FT |
| ▪ Stated Clerk | PT (13) |
| ▪ Deputy Stated Clerk | PT (13) |
| ▪ Assoc. for Church and Leadership | FT (40) |
| ▪ Assoc. for Reconciliation | PT (30) |
| ▪ Social Justice Coordinator | PT (10) |
| ▪ Social Media Marketing Specialist | PT contract |
| ▪ Director of Administrative Operations | FT |
| ▪ Financial Administrator | PT (30) |
| ▪ Accountant | PT (19) |
| ▪ Executive Director of the Center | FT (40) |
 - Approved a Motion to approve two job descriptions, postponed from last meeting.
 - The motion to approve two new staff positions, Associate for Church and
 - Approved two positions, Associate for Church and Leadership (FT, 40 hours) and Associate for Reconciliation (PT, 30 hours)
 - made a determination to seek someone to fill the newly approved Associate for Church and Leadership staff position (details of the position are on the website) but to defer filling the Associate for Reconciliation.
- The Cabinet made a decision to concur with a request from the Center Work Group to put discussion and a vote on funding for a relocation of the Center until after the Coronavirus crisis subsides.

- The Cabinet approved the adoption of the budget for 2020.
- Cabinet approved the establishment of a \$200,000 emergency fund
- Cabinet voted to hold the May 14 Presbytery Gathering electronically, on the Zoom online platform.

Trustees

Concerning the affirmation of the Trustee Bylaws by the Presbytery (see Consent Motion, item 3B): The corporate charter gives power to the Trustees to "... pass such rules, regulations or by-laws as shall not be repugnant to any provision of the Constitution or Laws of this State or of the United States." Previously adopted bylaws grant the Presbytery the power to amend the Bylaws by majority vote, i.e., "Article VII: Amendments. The Presbytery of Baltimore may, by affirmative vote of a majority of the votes entitled to be cast thereon amend these Bylaws at any regular or special meeting of the Presbytery." Presumably, the Trustees could approve (by charter) the Bylaws without going to the Presbytery; but at the same time, the Presbytery could amend (by previous Bylaws) the current Bylaws without the approval of the Trustees. This motion "to affirm" seeks to bring these potentially conflicting powers together, at least at the start.

Commission on Reconciliation

The Commission on Reconciliation reports:

COR has received 7 applications requesting a total of \$33,075 (for total of \$25,000 available grant money). COR members are reviewing applications next week with final decisions expected by end of May.

Next Meeting Dates:

May 20th, 6:30-8:00pm (additional meeting to review applications, if needed)

May 27th, 6:30-8:00pm (regular monthly meeting)

Partnership Updates

- Baltimore Dakota Learning Camp after consultation with and concurrence with Dakota Presbytery representatives, all 2020 summer camps have been cancelled. Fern Cloud requested and Jack Carlson is preparing a letter from Presbytery of Baltimore to Dakota Presbytery formalizing this decision.
- Cuba Partnership: future trips pending
- Guatemala Partnership future trips pending

Commission on Spiritual Leader Development

The Commission on Spiritual Leader Development reports that the "Connections" clergy retreat, has been cancelled; still hoping to do something for clergy respite. SLDC is providing group coaching sessions, some for clergy and some for elders. SLDC and CTC are planning to meet together soon.

Commission on Thriving Congregations

The Commission on Thriving congregation reports that:

- After the GP's report to our commission, we discussed ways that Thriving might think proactively about COVID-19 - especially looking ahead to summer and beyond. Some potential issues and ideas that we raised:
 - Trauma and anxiety about gathering in person
 - Continuing some form of online presence for worship and formation
 - Coaching leaders through peer listening
 - Collecting stories of what has been working (or not)
 - Book study on "Disaster Spiritual Care" for anyone providing care
 - Continuing to provide financial information and resources
- We discussed new workshops:
 - 5/9 - Reimagining church (Zoom) - this includes thinking about how we use the spaces/property that we have. Please encourage congregations/leaders to sign up!
 - TBD - Stewardship with the James Group part II
- We spent considerable time thinking about the Lily Grant on Church Vitality and how we can partner with the Center as they write the application
- We discussed overlap with SLDC and will have a joint meeting with them in the near future.

Commission on Ministry

The Commission on Ministry reports that it has received the Revs. Catherine Dodson Goodrich (Sheppards and Lapsley Presbytery) and the Rev. Billy Klutts (National Capital Presbytery) as members of the Presbytery of Baltimore. Rev. Goodrich has been called to serve as Pastor of Faith Presbyterian Church, and Rev. Klutts has been called as Associate Pastor (half time) at Govans Presbyterian Church.

Commission on Preparation for Ministry

No report.

Administration Committee

See Appendices D and E, separate attachments.

Appendix C:

PRESBYTERY OF BALTIMORE
Presbyterian Church (U.S.A.)
BYLAWS of
THE TRUSTEES OF THE PRESBYTERY OF BALTIMORE,
A Maryland Corporation

Approved by the Trustees, March 10, 2020.

Pending affirmation by the Presbytery, May 14, 2020.

PREAMBLE

The General Assembly of Maryland enacted in 1890 the formation of a corporation by the name "The Trustees of the Presbytery of Baltimore," (the "Corporation") Chapter 84 of the Laws of the

State of Maryland, as amended, Annotated Code of Maryland, Corporations and Associations, Article Sections 5-329 through 5-332, (the “Act”).

Articles of Amendment and Restatement of Charter for the Corporation were received and approved on November 12, 1971 by the Maryland State Department of Assessments and Taxation, (the “1971 Articles”).

The 1971 Articles state that “WHEREAS, the Presbytery of Baltimore in connection with the General Assembly of the United Presbyterian Church in the United States of America, has devised means for the raising of funds for educational and other religious purposes, and for the purpose of authorizing and empowering the said Presbytery of Baltimore to receive, invest and dispose of said funds and for other corporate purposes.”

The 1971 Articles also state that “The number of Trustees of the corporation shall be ten (10) or as many as may be provided by the By-Laws of the Corporation, but in no event shall there be less than four (4). Tenure, method of election and qualifications of Trustees shall be determined by the By-laws of the Corporation as amended from time to time.”

The Articles of Agreement Between the Presbyterian Church in the United States and the United Presbyterian Church in the United States of America provides, in Article 2.1, that “Each and every trustee and corporate structure of the congregations, judicatories, boards, agencies and institutions of the Presbyterian Church in the United States and of The United Presbyterian Church in the United States of America, together with all property, real and personal, held by them shall be the trustees and corporate structures of the congregations, governing bodies, boards, agencies and institutions of the Presbyterian Church (U.S.A.).”

The Book of Order of the Presbyterian Church (U.S.A), Section G-4.0203, states: “All property held by or for a congregation, a presbytery, a synod, the General Assembly, or the Presbyterian Church (U.S.A.), whether legal title is lodged in a corporation, a trustee or trustees, or an unincorporated association, and whether the property is used in programs of a congregation or of a higher council or retained for the production of income, is held in trust nevertheless for the use and benefit of the Presbyterian Church (U.S.A.)”

BYLAWS

ARTICLE I: MISSION

The Trustees of the Presbytery of Baltimore are the corporate entity of the Presbytery of Baltimore, of the Presbyterian Church (U.S.A.). The assets are held in trust and used to further the religious and educational purposes of the Presbytery and for other corporate purposes.

ARTICLE II: DUTIES

In the exercise of its powers, the Trustees shall:

1. Receive legacies, bequests, gifts and the tangible property of separating congregations and administer these assets in accord with any restrictions imposed by the donor(s) or established by negotiated agreements.

2. Invest and manage these assets on a continuing basis as prudence and fiduciary duty dictate.
3. In the case of donated assets which the donor wishes to restrict to a specified purpose, determine the suitability of said purpose and agree or refuse to accept the donor restricted gift.
4. Hold real property, including that belonging to the Presbytery of Baltimore.
5. Be guided by investment recommendations concerning the social impact of particular investments and strategies established by agencies of the Presbyterian Church (U.S.A.). Any such recommendation shall not be binding upon the Trustees unless incorporated into a Standing Rule of the Presbytery of Baltimore.
6. Provide operating funds to the Presbytery of Baltimore as requested, if prudent and as feasible.
7. Provide loans and guarantees of loans made by third parties to constituent congregations, entities and ministries of the Presbytery of Baltimore and to Presbytery-approved programs, as prudent and feasible.
8. Monitor all loans made by the Corporation or by Presbytery of Baltimore and oversee the repayment of those loans.
9. Submit annually to the Presbytery, no later than November, the financial statement for the previous calendar year audited by a certified public accountant.
10. Present annually to a general meeting of the Presbytery, no later than November, an oral report on the content of the audited financial statement for the previous calendar year.

ARTICLE III: SELECTION OF TRUSTEES

Section A. Number. There shall be ten Trustees, one of whom shall be the Moderator of the Presbytery, four ministers and five lay persons (at least one of whom shall be an elder). The number of Trustees may be increased and/or decreased from time to time, to a number not exceeding ten nor less than four, by the affirmative vote of the votes entitled to be cast thereon at any properly constituted meeting of the Presbytery of Baltimore.

Section B. Election. Trustees shall be elected by the Presbytery of Baltimore at its June meeting, or any adjourned meeting thereof, for a term of three years or until their successors shall have been elected and qualified.

Section C. Classes. The nine elected Trustees shall be divided into three classes. The number of Trustees in each class shall be increased and/or decreased proportionately from time to time as the number of Trustees is increased or decreased.

Section D. Term. The term of service shall begin on September 1, unless filling a vacancy, in which case the term of service shall begin upon election. No Trustee shall serve for more than two consecutive terms, either full or partial, aggregating more than six years. A Trustee having been elected for consecutive terms aggregating six years shall be ineligible to serve for a further term until at least one year has elapsed from the expiration of the last term for which that trustee was elected.

Section E. Vacancies. Any vacancy occurring in the Trustees by reason of death or resignation, other than the death or resignation of the Moderator, shall be filled by the Presbytery, upon nomination by the Nominating Committee of the Presbytery. Vacancies in the Trustees occurring by reason of an increase in its number shall be filled by a majority vote of the votes entitled to be cast thereon at any properly constituted meeting of the Presbytery of Baltimore.

Section F. Removal. The Presbytery of Baltimore may, by the affirmative vote of a majority of the votes entitled to be cast thereon at any properly constituted meeting, remove any Trustee or Trustees from office and may elect a successor or successors to fill any resulting vacancies for the unexpired terms of the removed Trustee(s).

ARTICLE IV: MEETINGS

Section A. Regular Meetings. The annual meeting of the Trustees shall be held in September prior to the September meeting of the Presbytery of Baltimore. In addition, the Trustees shall meet at least quarterly to transact the business of the Corporation. The Trustees may provide, by resolution, the time and place for all such meetings without other notice than such resolution.

Section B. Special Meetings. Special meetings of the Trustees may be called at any time by the President or by a majority of the Trustees.

Section C. Notice of Special Meetings. Written notice stating the time and place of special meetings and general notice of the business proposed to be transacted shall be given to each Trustee by electronic mail at least three days before such meeting. An alternate means of notification to an individual Trustee may be specified by that Trustee, if that Trustee makes a written request which is received in advance by the Secretary of the Corporation.

Section D. Quorum. One-half of all of the Trustees shall constitute a quorum for the transaction of business. If a quorum shall not be present at any meeting of Trustees, the Trustees present may, by a majority vote, adjourn the meeting from time to time, without notice other than announcement at the meeting, until a quorum shall be present.

Section E. Meetings, Ballots and Participation by Electronic Means.

1. Electronic Meetings. The Trustees may agree from time to time to hold Special Electronic Meetings as need may dictate. The President shall determine the digital platform of the meeting (e.g., Skype, Zoom, GoToMeeting or other electronic medium). Trustees participating in the meeting will be deemed "in attendance," counted toward the quorum, and entitled to vote. In the judgment of the President or moderator, if a member attempting to participate cannot adequately hear nor be heard by others for technical reasons, they shall be deemed "not in attendance," not counted toward the quorum, and not entitled to vote. Actions taken in a Special Electronic Meeting shall have the same force and effect as actions taken in a meeting where all are physically present.

2. Electronic Ballots. When time is of the essence and the President determines that an electronic ballot is necessary for the matter at hand, the President may request and conduct a vote by email, subject to the following:

- a. Notice of the vote to be held must be sent by email to all Trustees.
- b. The motion to be considered must be included in the body of the notice of the meeting exactly as it is to be voted upon.
- c. No amendments, revisions or discussions are permitted in the email ballot thread. If wisdom dictates a minor change in the wording, a new ballot must be sent and the voting process restarted.
- d. Voting members must use "reply all" so that other participants will be able to see and verify the votes.
- e. Votes must be "Yes," "No," or "Abstain."
- f. The majority vote of those constituting a quorum shall control.
- g. When the Electronic Ballot is sent, a time limit for voting will be announced, which shall not be less than twenty-four hours, after which voting will cease.
- h. At the end of the time period for voting, or when it is clear that the motion has succeeded or failed, the President shall announce the result.
- i. At the next Regular Meeting, the Secretary of the Corporation shall include the motion and the vote in the Minutes of the Corporation.

3. Electronic Participation by Individuals. In the case that a Trustee is absent from a physical meeting of the Trustees due to illness or travel, the member may prearrange for voice participation by electronic means. Members participating in a meeting in this way will be deemed "in attendance," counted toward the quorum, and entitled to vote. However, in the judgment of the President or moderator, if a member attempting to participate cannot adequately hear nor be heard by others for technical reasons, they shall be deemed "not in attendance," not counted toward the quorum, and not entitled to vote. Text-based chat or video participation without voice is not permitted.

ARTICLE V: OFFICERS

Section A. Number and duties. The officers of the Corporation shall be a President, a Vice President, a Secretary and a Treasurer. In addition, the Trustees may, but shall not be required to, authorize one or more additional Vice Presidents, one or more Assistant Secretaries and one or more Assistant Treasurers. Subject to the laws of the State of Maryland, one person may hold more than one office. Except as from time to time modified by the Trustees, these officers shall have powers and duties usually incident to their respective offices. The Moderator of the Presbytery shall not be eligible to hold any office.

Section B. Election and Vacancies. The officers of the Corporation shall be elected annually by the Trustees from those who are Trustees. Election shall take place at the annual meeting of the Board in September, or any adjournment thereof. Vacancies may be filled or new offices created and filled at any meeting of the Trustees. Each officer shall hold office until that officer's successor shall have been duly elected and shall have qualified, or until death, or until that trustee shall resign or shall have been removed in the manner hereinafter provided. Non-Trustees may serve as Assistants to those offices.

Section C. Removal. Any officer or agent elected or appointed by the Trustees may be removed by the Trustees whenever, in its judgment, the best interest of the Corporation would be served by doing so.

Section D. Checks. All checks or demands for money and notes of the Corporation shall be signed by such officer or officers as the Trustees may from time to time designate. Checks written for ten-thousand dollars or more (\$10,000) must be signed by two authorized persons. The General Presbyter of the Presbytery of Baltimore may be authorized annually by the Trustees to sign checks for amounts less than ten-thousand dollars (\$10,000).

ARTICLE VI: FISCAL YEAR

The fiscal year of the Corporation shall be the calendar year.

ARTICLE VII: AMENDMENTS

The Presbytery of Baltimore may, by affirmative vote of a majority of the votes entitled to be cast thereon amend these Bylaws at any regular or special meeting of the Presbytery.

ARTICLE VIII: INDEMNIFICATION

The Corporation shall advance to any trustee or officer of the Corporation those expenses reasonably incurred in connection with any action, suit, or proceeding to which the trustee or officer may be made a party by reason of being or having been a trustee or officer of the Corporation (whether or not he or she continues to be a trustee or officer at the time of incurring such expenses), and so indemnify such trustee or officer, except in relation to matters as to which he or she shall finally be adjudged in such action, suit, or proceeding to be personally liable because of malice or ill-will, in which case such advance on behalf of such officer or trustee shall be repaid by that trustee or officer. The foregoing right of indemnification shall not be exclusive of other rights to which any trustee or officer may be entitled as a matter of law.

Appendix D:

Biographical sketches

About Teaching Elder Michael L. Moore

Michael is a native of West Baltimore Sandtown district which was ground zero for the Baltimore Uprising bringing national attention to the plight of many oppressed urban cities in our nation. He is a graduate alumnus of Morgan State University where he earned a B.A. Degree in Marketing/Advertising & Graphics. He holds a Master of Divinity Degree from Pittsburgh Theological Seminary with a concentration in Urban Ministry.

He has pastored four churches in his career, Fifth Avenue Presbyterian Church in Roanoke Va., Cedar Park Presbyterian Church in Philadelphia PA, Yeadon Presbyterian Church in Yeadon PA, and is the current pastor of Knox Presbyterian Church in Baltimore MD which is home church.

Michael is also a certified chaplain who has served Christiana Care Hospital in Newark, Delaware and has worked as an organ donation chaplain at Johns Hopkins Hospital working in emergency room trauma providing exceptional trauma pastoral care. He is passionate about racial equality, injustice and poverty.

Michael has served as convener of “The in the Loop” Ministry group, Presbytery gathering team, dismantling racism team and is the current Vice Moderator.

Michael is Christ centered and loves to see every individual develop their gifts and purpose in life to the glory of God. Michael is an artist and oil painter in his spare time and enjoys the process of creating from a blank piece of canvas. Michael has three children Michael Hamid, Monique Shree, Ashley Renee and two Grandsons, Michael Shawn and Matthew Moore.

About RE Audrey Trapp

Audrey is known to say that she has been a Presbyterian since before she was born! Her parents met at a post-high school group at Sherwood United Presbyterian Church in West Philadelphia and married there during WWII. She was raised in the near suburbs of Philadelphia, attended Maryville College and graduated from Temple University with a BA in Sociology and Religion. Her parents’ values inspired and supported her in civil rights activism in the 60’s and her continued involvement in social justice issues. She earned a MS in Counseling at the University of Wisconsin-Milwaukee and completed additional course work in clinical counseling at Hopkins. As a career counselor working with adults in higher education and consulting settings, she was involved with career and employment coaching, management development, workplace communication and conflict resolution, and diversity training.

After college, she married and lived in Wisconsin, then moved to Baltimore in 1978. She joined Faith Presbyterian Church in 1983 and has been an active member ever since. A Ruling Elder since 1985, she has chaired and been a member of various committees. She currently heads Faith’s Cuba Partnership team and is a member of the Social and Environmental Justice Committee. Her service to Baltimore Presbytery includes current membership on the Presbytery Cuba Partnership team, the Commission on Reconciliation and the Committee on Local Arrangements for the 2020 General Assembly. She is also a member of the Steering Committee of the national Cuba Partners Network.

Audrey is the parent of an adult son and daughter and five grandchildren, all of whom live in Baltimore. She is married to John Trapp, parent of three adult children and five grandchildren - making a grand total of ten grandchildren, ages 2 - 21! She enjoys yoga, book clubs, cooking, theatre, travel, jazz and classical music, and time with family and friends.

APPENDIX E

Financial Reports

Date : 05/06/2020
Time : 10:43:57 AM

Presbytery of Baltimore
Analysis of Revenues & Expenses - Detail Admin
Area 1: Administration Committee, COLA GA224, Commission -
Reconciliation, Commission - Thriving, Commission - Spiritual Leader Develop, GA &
Synod Giving, Ministry Groups, Presby & Steering Cabinet
January to April 2020
Note: The Report Option to include Open Transactions is selected.

Page : 1

| Accounts | MTD Actual (This Year) | YTD Actual (This Year) | YTD Actual (Last Year) | Annual Budget (This Year) | YTD Budget Remaining (This Year) |
|---|---------------------------|---------------------------|---------------------------|------------------------------|--|
| Revenues | | | | | |
| Per Capita Church Income | | | | | |
| 01-400100-03 - SLD Per Capita | \$769.70 | \$5,009.05 | \$5,724.06 | \$19,874.00 | \$1,615.63 |
| 01-400100-05 - GAS Per Capita | \$4,987.41 | \$32,457.01 | \$37,468.84 | \$128,777.00 | \$10,468.67 |
| 01-400100-06 - ADM Per Capita | \$4,329.75 | \$28,177.11 | \$32,566.68 | \$111,796.00 | \$9,088.21 |
| 01-400100-07 - PSC Per Capita | \$8,282.93 | \$53,903.63 | \$61,003.71 | \$213,869.00 | \$17,386.05 |
| Total Per Capita Church Income | \$18,369.79 | \$119,546.80 | \$136,763.29 | \$474,316.00 | \$38,558.56 |
| Shared Ministry Income | | | | | |
| 02-400200-01 - THRV Shared Mini | \$723.94 | \$3,770.75 | \$5,215.48 | \$21,700.00 | \$3,462.57 |
| 02-400200-02 - MIN Shared Ministr | \$3,738.46 | \$19,472.38 | \$15,397.97 | \$112,080.00 | \$17,880.94 |
| 02-400200-03 - SLD Shared Ministr | \$924.11 | \$4,813.36 | \$2,511.60 | \$27,700.00 | \$4,418.96 |
| 02-400200-04 - REO Shared Ministr | \$1,285.74 | \$6,867.00 | \$999.03 | \$38,540.00 | \$6,149.68 |
| 02-400210-04 - Cuba SM Income | \$0.00 | \$0.00 | \$7,500.00 | \$0.00 | \$0.00 |
| 02-400220-04 - BD SM Income | \$0.00 | \$0.00 | \$7,500.00 | \$0.00 | \$0.00 |
| 02-400240-04 - Guatemala SM Inx | \$0.00 | \$0.00 | \$7,500.00 | \$0.00 | \$0.00 |
| Total Shared Ministry Income | \$6,672.25 | \$34,753.49 | \$46,624.08 | \$200,000.00 | \$31,913.15 |
| Trustee Budget Income | | | | | |
| 04-400400-01 - TTG Thriving Budg | \$0.00 | \$16,287.23 | \$19,082.04 | \$65,140.00 | \$5,429.09 |
| 04-400400-03 - TTG SLD Budget S | \$0.00 | \$5,617.74 | \$11,131.52 | \$22,471.00 | \$1,872.58 |
| 04-400400-04 - TTG Recon Budget | \$0.00 | \$28,622.47 | \$19,813.29 | \$114,490.00 | \$9,540.85 |
| 04-400400-06 - TTG Admin Budget | \$0.00 | \$58,344.19 | \$56,467.35 | \$233,377.00 | \$19,448.13 |
| 04-400400-07 - TTG COLA Budget | \$0.00 | \$0.00 | \$2,500.00 | \$0.00 | \$0.00 |
| 04-400401-06 - TT Non Endow. Ad | \$6,300.76 | \$6,300.76 | \$4,197.29 | \$28,898.00 | \$3,331.92 |
| 04-400412-04 - TT Abbott Budget | \$0.00 | \$3,073.12 | \$3,056.90 | \$12,292.00 | \$1,024.20 |
| 04-400413-01 - TT Urban Budget S | \$0.00 | \$3,250.00 | \$3,250.00 | \$13,000.00 | \$1,083.32 |
| 04-400413-04 - TT Urban Budget S | \$0.00 | \$10,376.74 | \$10,300.29 | \$41,507.00 | \$3,458.94 |
| 04-400414-03 - TT COM Ord/Instal | \$0.00 | \$0.00 | \$0.00 | \$3,530.00 | \$1,176.68 |
| 04-400415-01 - TT Bogart Budget | \$0.00 | \$1,290.04 | \$1,263.73 | \$5,160.00 | \$429.96 |
| Total Trustee Budget Income | \$6,300.76 | \$133,162.29 | \$131,061.41 | \$539,874.00 | \$46,795.67 |
| GA Mission Income | | | | | |
| GA Mission | | | | | |
| 05-400500-04 - GA Hold Back - Re | \$3,968.00 | \$9,843.00 | \$17,090.50 | \$10,000.00 | (\$6,509.68) |
| 05-400500-07 - GA- Hold Back - Cl | \$0.00 | \$0.00 | \$0.00 | \$50,000.00 | \$16,666.68 |
| 05-400570-04 - Presbytery Peace | \$42.50 | \$676.94 | \$460.25 | \$0.00 | (\$676.94) |
| Total GA Mission | \$4,010.50 | \$10,519.94 | \$17,550.75 | \$60,000.00 | \$9,480.06 |
| Total GA Mission Income | \$4,010.50 | \$10,519.94 | \$17,550.75 | \$60,000.00 | \$9,480.06 |
| Lakeland | | | | | |
| 06-400600-01 - Lakeland Income - | \$0.00 | \$0.00 | \$0.00 | \$50,500.00 | \$16,833.32 |
| 06-400610-01 - Lakeland Income - | \$0.00 | \$0.00 | \$0.00 | \$9,500.00 | \$3,166.68 |
| Total Lakeland | \$0.00 | \$0.00 | \$0.00 | \$60,000.00 | \$20,000.00 |
| Presbytery Directed Support | | | | | |
| Cuba Partnership | | | | | |
| 07-400700-04 - Cuba Church Cont | \$12.50 | \$37.50 | \$2,837.50 | \$0.00 | (\$37.50) |
| Total Cuba Partnership | \$12.50 | \$37.50 | \$2,837.50 | \$0.00 | (\$37.50) |
| Dakota Partnership Donations | | | | | |
| 07-400730-04 - BD Learning Camp | \$50.00 | \$401.00 | \$315.00 | \$0.00 | (\$401.00) |
| 07-400780-04 - BD Sisseton FLC C | \$0.00 | \$0.00 | \$650.00 | \$0.00 | \$0.00 |
| 07-400790-04 - BD Porcupine Cont | \$0.00 | \$0.00 | \$1,000.00 | \$0.00 | \$0.00 |
| Total Dakota Partnership Donations | \$50.00 | \$401.00 | \$1,865.00 | \$0.00 | (\$401.00) |
| Guatemala Partnership | | | | | |
| 07-400800-04 - Guatemala Church | \$0.00 | \$125.00 | \$275.00 | \$0.00 | (\$125.00) |
| Total Guatemala Partnership | \$0.00 | \$125.00 | \$275.00 | \$0.00 | (\$125.00) |
| The Center | | | | | |

Date : 05/06/2020
Time : 10:42:57 AM

Presbytery of Baltimore
Balance Sheet
April 2020

Page : 1

Accounts

| Assets | | |
|--|---------------------|-----------------------|
| Cash Accounts | | |
| 00-100000-00 - BB&T Checking | \$243,093.39 | |
| 00-100100-00 - MSSB Presbytery MM | \$54,265.09 | |
| 00-100200-04 - MSSB Guatemala MM | \$27,616.25 | |
| 00-100250-06 - BB&T Savings Acct | \$200,669.70 | |
| 00-100400-00 - Petty Cash - POB | \$300.00 | |
| 00-100500-04 - Petty Cash - Center | \$400.00 | |
| 50-100500-50 - BB&T Checking COLA GA224 | \$117,142.95 | |
| Checking Accounts | | |
| 00-100300-00 - General Checking | (\$379,658.81) | |
| 01-100301-00 - Per Capita Checking | (\$158,147.13) | |
| 02-100302-00 - Shared Ministry Checking | \$472,811.80 | |
| 03-100303-00 - GA Grants Checking | \$60,600.00 | |
| 04-100304-00 - Trustees Checking | \$145,812.57 | |
| 05-100305-00 - GA Mission Checking | \$28,480.55 | |
| 06-100306-00 - NCD Checking | \$65,257.57 | |
| 07-100307-00 - Directed Support Checking | \$500,544.95 | |
| 08-100308-00 - Prior Year Checking | \$125,120.61 | |
| 09-100309-00 - Reserves Checking | (\$204,553.57) | |
| 10-100310-00 - Other Income Checking | (\$43,328.67) | |
| Total Checking Accounts | \$612,939.87 | |
| Total Cash Accounts | | \$1,256,427.25 |
| Receivables | | |
| 00-100500-00 - Accounts Receivable | \$65.39 | |
| 00-100550-03 - Background Checks | \$169.00 | |
| Total Receivables | | \$234.39 |
| Fixed Assets | | |
| 00-107000-00 - Furniture & Fixtures | \$112,492.69 | |
| 00-107010-00 - Accumulated Depreciation F&F | (\$112,492.69) | |
| 00-107200-00 - Leasehold Improvements | \$6,100.00 | |
| 00-107220-00 - Accumulated Depreciation L.I. | (\$2,745.00) | |
| Total Fixed Assets | | \$3,355.00 |
| Total Assets | | \$1,260,016.64 |
| Liabilities, Fund Principal, & Restricted Funds | | |
| Liabilities | | |
| Payables | | |
| 00-200000-00 - Accounts Payable | \$148.00 | |
| 00-200010-00 - Presbyterian Men | \$527.00 | |
| 00-200050-04 - Guatemala MM Liability | \$27,616.25 | |
| 00-200170-00 - Planning Calendars | (\$279.69) | |
| 00-200180-00 - Books of Order | \$142.37 | |
| Total Payables | | \$28,153.93 |
| Loans Payable | | |
| 00-201000-00 - The Center Capital Loan | \$87,820.00 | |
| Total Loans Payable | | \$87,820.00 |
| Deferred Payments | | |
| 00-200350-03 - Assoc SLD Continuing Ed Escrow | (\$436.85) | |
| Total Deferred Payments | | (\$436.85) |
| Payroll Related | | |
| 00-200400-00 - Health/FSA/Benefits Escrow | \$2,596.61 | |
| 00-200450-00 - Flexible Health Spending | (\$1,136.65) | |
| 00-200500-00 - Dental Insurance Withholding | \$0.16 | |
| 00-200525-00 - Vision Insurance Withholding | \$0.16 | |
| 00-200600-00 - Tax Sheltered Annuities | \$1,600.00 | |

Appendix F

Presbytery of Baltimore

Terms of Call for 2020

| CHURCH | Status | Factor | PASTOR | Effective Salary | SECA offset | Board of Pensions | Reimbursable Expenses | Total Compensation | Percent Time |
|---------------------|--------------|--------|------------------------|------------------|-------------|-------------------|-----------------------|--------------------|--------------|
| ARK AND DOVE | Pastor | 684 | Timothy S. Stern | 91193 | 6,976 | 33,741 | 8900 | 140811 | 100% |
| ARK AND DOVE | Assoc Pastor | 520 | Jonathan Nelson | 73240 | 5,603 | 27,099 | 6500 | 112442 | 100% |
| ASHLAND | Pastor | 655 | Shannon Meacham | 81110 | 6,205 | 30,011 | 11700 | 129026 | 100% |
| BETHEL | Pastor | 655 | Todd Smith | 82700 | 5,926 | 30,599 | 7000 | 126225 | 100% |
| BROWN PARK AVENUE | Pastor | 905 | Andrew F. Connors | 132043 | 10,101 | 48,856 | 4600 | 195600 | 100% |
| BROWN PARK AVENUE | Assoc Pastor | 655 | Michele Ward | 74747 | 5,718 | 27,656 | 3500 | 111622 | 100% |
| CATONSVILLE | Pastor | 750 | Kenneth E. Kovacs | 98418 | 7,419 | 36,415 | 2000 | 144251 | 100% |
| CATONSVILLE | Assoc Pastor | 520 | Dorothy L. Boulton | 64085 | 4,778 | 23,711 | 2200 | 94774 | 87.5% |
| CENTRAL | Pastor | 900 | John E. Schmidt | 115442 | 8,715 | 42,713 | 4500 | 171371 | 100% |
| CENTRAL | Assoc Pastor | 655 | Andrew Nagel | 84249 | 6,258 | 31,172 | 4000 | 125680 | 100% |
| CHERRY HILL | Pastor | 583 | Keith O. Paige | 50016 | 3,826 | 18,506 | 750 | 73099 | 75% |
| CHESTNUT GROVE | Pastor | 610 | Andrew Gathman | 85082 | 6,408 | 31,480 | 2500 | 125470 | 100% |
| CHRIST MEMORIAL | Pastor | 820 | Scott W. Hoffman | 108092 | 8,141 | 39,994 | 5450 | 161677 | 100% |
| CHRIST OUR ANCHOR | Pastor | 520 | Jessica Lowry | 69005 | 4,987 | 25,532 | 3746 | 103269 | 100% |
| CHRIST OUR KING | Pastor | 709 | Jeffrey Young | 75000 | 5,738 | 27,750 | 2500 | 110988 | 100% |
| CHURCHVILLE | Pastor | 610 | Stephen Melton | 74560 | 5,474 | 27,587 | 5500 | 113122 | 100% |
| DICKEY MEMORIAL | Pastor | 520 | Jennifer Barchi | 58102 | 4,422 | 21,498 | 2500 | 86522 | 75% |
| FALLSTON | Pastor | 520 | Kimberly Secrist Ashby | 70824 | 5,329 | 26,205 | 2500 | 104857 | 100% |
| FIRST & FRANKLIN | Pastor | 730 | Robert P. Hoch | 88703 | 6,786 | 32,820 | 5490 | 133799 | 100% |
| FIRST OF BEL AIR | Pastor | 610 | Melissa López | 73900 | 5,653 | 27,343 | 5000 | 111896 | 100% |
| FIRST OF HOWARD CO. | Co-Pastor | 730 | Morton Harris | 79118 | 6,053 | 29,274 | 7000 | 121444 | 100% |
| FIRST OF HOWARD CO. | Co-Pastor | 730 | Sue Lowcock Harris | 79118 | 6,053 | 29,274 | 7000 | 121444 | 100% |

Continued

| | | | | | | | | | |
|----------------------------|--------|-----|----------------------|--------|-------|--------|-------|--------|------|
| FIRST OF WESTMINSTER | Pastor | 750 | Matthew Glasgow | 95125 | 7,048 | 35,196 | 5000 | 142369 | 100% |
| FREDERICK | Pastor | 791 | Eric T. Myers | 119946 | 6,795 | 44,380 | 5400 | 176521 | 100% |
| GOOD SHEPHERD | Pastor | 550 | Keith Roberts | 69540 | 5,205 | 25,730 | 4000 | 104475 | 100% |
| GOVANS | Pastor | 700 | Thomas C. Harris | 87242 | 6,674 | 32,280 | 3500 | 129696 | 100% |
| GRACE | Pastor | 520 | Tanya Wade | 58592 | 4,482 | 21,679 | 4500 | 89253 | 100% |
| GRANITE | Pastor | 520 | E. Terrence Alsbaugh | 61282 | 4,595 | 22,674 | 2000 | 90551 | 100% |
| HANCOCK | Pastor | 520 | Terry Martin-Minnich | 58593 | 4,482 | 21,679 | 4000 | 88754 | 100% |
| HAVENWOOD | Pastor | 610 | David Willerup | 75931 | 5,720 | 28,094 | 2000 | 111745 | 100% |
| HIGHLAND | Pastor | 520 | Raymond Meute | 72580 | 5,399 | 26,855 | 10000 | 114834 | 100% |
| HUNTING RIDGE | Pastor | 520 | Deborah A. McEachran | 59163 | 3,667 | 21,890 | 1900 | 86620 | 100% |
| KENWOOD | Pastor | 520 | Carrie Finch-Burris | 67073 | 4,710 | 24,817 | 3050 | 99650 | 100% |
| KNOX | Pastor | 520 | Michael Moore | 58592 | 4,482 | 21,679 | 3800 | 88553 | 100% |
| KOREAN UNITED ² | Pastor | 520 | Jeong Hoon Han | 58200 | 0 | 21,534 | 1000 | 80734 | 100% |
| MARYLAND | Pastor | 520 | David Norse | 60000 | 4,510 | 22,200 | 3000 | 89710 | 100% |
| MOUNT HEBRON | Pastor | 583 | Adrian Pratt | 92870 | 6,482 | 34,362 | 1950 | 135664 | 100% |
| NORTHMINISTER | Pastor | 520 | Janna VanderWoude | 58592 | 2,646 | 21,679 | 3200 | 86117 | 75% |
| PRINCE OF PEACE | Pastor | 610 | ELIZABETH Mclean | 84912 | 6,496 | 31,417 | 3000 | 125825 | 100% |
| ROLAND PARK | Pastor | 848 | Mark Hanna | 103549 | 7,501 | 38,313 | 2000 | 151363 | 100% |
| SAINT ANDREW | Pastor | 652 | Mark A. Sandell | 84371 | 5,817 | 31,217 | 6614 | 128020 | 100% |
| SAINT ANDREW'S | Pastor | 750 | Daniel E. Melton | 98441 | 7,382 | 36,423 | 8250 | 150496 | 100% |
| SECOND | Pastor | 900 | Thomas Blair | 118095 | 8,945 | 43,695 | 10000 | 180736 | 100% |
| SECOND | Assoc | | Jennifer | | | | | | |
| SECOND | Pastor | 655 | DiFrancesco | 44009 | 3,242 | 16,283 | 3850 | 67384 | 50% |
| SECOND | Assoc | | | | | | | | |
| SECOND | Pastor | 520 | Amy Carlson | 64402 | 4,893 | 23,829 | 4800 | 97924 | 100% |
| SPRINGFIELD | Pastor | 520 | Rebecca Crate | 62624 | 4,718 | 23,171 | 3600 | 94112 | 100% |
| TOWSON | Pastor | 850 | Robert B. Carter | 109365 | 8,290 | 40,095 | 3250 | 161000 | 100% |

continued

| | | | | | | | | | |
|----------------|------------------------------|------|----------------------------|--------|--------|--------|------|--------|------|
| TOWSON | Assoc Pastor | 550 | Joel Strom | 76524 | 5,854 | 28,314 | 3000 | 113692 | 100% |
| WOODS MEMORIAL | Assoc Pastor ¹ | 610 | Jacob Snowden Susan F. | 70000 | 5,569 | 25,900 | 7500 | 108969 | 100% |
| WOODS MEMORIAL | Pastor ¹ | 1070 | DeWyngaert | 134875 | 10,318 | 49,904 | 9900 | 204997 | 100% |
| WOODS MEMORIAL | Assoc Pastor ¹ | 800 | Nancy Lincoln- Reynolds | 93365 | 7,004 | 34,545 | 7500 | 142414 | 100% |

Notes:

1. For those congregations not on a calendar year schedule, such as Woods Memorial, these are terms of call currently in effect.
2. COM has not yet received Korean United's terms of call.

The following churches have interim pastors, temporary supply pastors, commissioned pastors or are vacant, and thus have contracts, where applicable, rather than terms of call:

| Church | Status |
|---------------------|-------------------------|
| BABCOCK | Interim pastor |
| BARRELVILLE | Sunday supply |
| CENTRAL | Associate Pastor Vacant |
| COVENANT | Sunday supply |
| EMMITSBURG | Temporary supply |
| FAITH | Interim pastor |
| FIRST OF ANNAPOLIS | Interim pastor |
| FIRST OF ANNAPOLIS | Associate Pastor Vacant |
| FIRST OF CUMBERLAND | Interim pastor |
| FIRST OF FROSTBURG | Temporary supply |
| FRANKLINVILLE | Sunday supply |
| GLEN BURNIE KOREAN | Temporary supply |
| GROVE | Sunday supply |
| HAGERSTOWN | Sunday supply |
| HAMILTON | Sunday supply |
| HARUNDALE | Interim pastor |
| HARUNDALE | Associate Pastor Vacant |
| HAVRE DE GRACE | Temporary supply |
| HOPE | Sunday supply |
| HUGHES MEMORIAL | Stated supply |