

Minutes of the 889th Gathering of the Presbytery of Baltimore
10:00 am, Saturday, November 14, 2020
Via Zoom Electronic Meeting Platform

OPENING: WORSHIP, STORIES AND CELEBRATIONS

Moderator Audrey Trapp called the 889th Gathering of the Presbytery of Baltimore, meeting to order via Zoom Electronic platform, on Saturday, November 14, 2020 at 10:00 am and led in prayer. The call was in order and a quorum was present.

The Moderator called on Stated Clerk, Rev. Mary Gaut, who moved the adoption of the docket, with the addition of a report from the Stated Clerk Nominating Committee which included a modest change to the job description of the Stated Clerk in the Presbytery Manual. The report was posted with meeting papers and was scheduled under New Business. With a proper second, the motion was **approved**.

Rev. Dr. Jackie Taylor, General Presbyter, offered a welcome, and recognized the new Teaching Elders in Presbytery: Rev. Dr. Anita Hendrix and Rev. Dr. Barbara Renton, both honorably retired. She welcomed Ruling Elders attending for the first time and guests who were attending in order to hear our guest speaker, Dr. Yoo.

The Moderator then called on RE Chrystie Adams, Chair of the Commission on Reconciliation. She led the Presbytery in acknowledging our commitment to recognizing the Native Americans who occupied the lands of the Presbytery in centuries past.

She then led the Presbytery in celebrating the renewal of the Partnership with the Dakota Learning Camps through 2025. CRE Fern Cloud, General Presbyter of the Dakota Presbytery shared greetings and pre-recorded remarks. She and Moderator Audrey Trapp signed the agreement on behalf of the Presbyteries. Chrystie Adams concluded by singing the Doxology in the Dakota language.

The Presbytery then moved to Morning Prayer based on a liturgy from the Book of Common Worship.

Following worship, RE Helen Krone (First Presbyterian of Annapolis) was called upon to introduce guest speaker, Dr. William Yoo, Associate Professor of American Religious and Cultural History and Director of the Master of Divinity Program at Columbia Theological Seminary. His presentation was titled "What Kind of Christianity: A Closer Look at the History of Slavery and Anti-Black Racism in American Presbyterianism." His presentation was followed by a period of Questions and Answers moderated by General Presbyter Jackie Taylor.

Our "Stories and Celebrations" continued, and the Moderator recognized COM Chair Bill Daniel to celebrate two retirements. CRE Ed Terry has retired as pastor of Mt. Paran where he served for the past 21 years. Rev. Dr. Ron Hankins (Tres Rios Presbytery) and CRE Anita Bishop-Johnson (Mt. Paran) both spoke via pre-recorded videos. Rev. Dr. Jack Carlson's time as Stated Clerk since September 2017 was honored with remarks by former Moderator RE Guy Moody (St. John United) who spoke via pre-recorded video. Following the testimonials, each retiree was given the opportunity to speak briefly, and the Moderator closed with prayer.

The Presbytery broke for a 30 minute lunch period with a prayer by Vice-Moderator Sue Lowcock Harris.

DISCERNMENT AND DECISIONS

Following the lunch break, the Gathering was reconvened with prayer at 12:55 pm by Moderator Audrey Trapp. Rev. Deborah McEachran, Chair of the Nominating Committee, made an announcement about the need for the names of Ruling Elders who may be qualified for and interested in Presbytery work. She referenced an on-line form that is available. Rev. Kate Foster Connors and McKenna Lewellen described some of the new opportunities offered by The Center. The Presbytery then entered into a period of “Discernment and Decisions,” attending to the following:

STATED CLERK’S REPORT AND CONSENT MOTION

Stated Clerk Mary Gaut moved the following consent motion, which was **approved**:

The Stated Clerk recommends:

- 1) THE APPROVAL of the minutes of the 888th Stated Meeting of the Presbytery of Baltimore, September 10, 2020, as posted on the Presbytery website (www.baltimorepresbytery.org). You may download the minutes to an electronic device or print the minutes, if you desire a paper copy.

The Committee on Representation and Nominations recommends:

- 2) THAT the Presbytery ELECT the following: RE Rita Cairnes (Bethel) for Trustees, class of 2023; TE Jacob Snowden (Woods Memorial), Nominating Committee for Synod, class of 2023; RE Ed Terry (Mt. Paran), Synod Commissioner, class of 2023

The Commission on Ministry recommends:

- 3) THAT the Presbytery APPROVE the revised *Policy on Pastoral Compensation* (included with meeting papers).
- 4) THAT the Presbytery APPROVE amending the current Administrative Leave Policy to include the provision for Medical leave (included with meeting papers).
- 5) THAT the Validated ministries for 2020-2021 (see list in meeting papers) be approved.

The Administration Committee recommends:

- 6) THAT the Presbytery APPROVE changing Manual section 7.15.2 Property and Loan Commission to provide for a membership of “at least” seven members
- 7) THAT Presbytery APPROVE changing Manual section 2.1 Continuing Members to include Ruling Elder members of the Commissions on Ministry and Preparation for Ministry.

This is the end of the Consent Motion.

REPORT OF THE GENERAL PRESBYTER

General Presbyter, Jackie Taylor, spoke to the issues and impact on churches of the continuing Covid-19 pandemic, urging congregations to practice safe gathering guidelines issued by State and local authorities, not to pressure pastors to reopen prematurely and urged pastors to practice good self-care.

REPORT FROM THE TRUSTEES

The Moderator called on TE Morton Harris to present the report of the Trustees. He first referred to the Annual Report noting:

- Due to pandemic disruptions the 2019 and 2020 audits will be conducted simultaneously
- The Trustees completed a revision of the corporate by-laws.
- Despite the pandemic related bear market the Trustee funds investment return for the nine months ending September 30 was +1.16%. The return for the twelve months ending September 30 was +6.97%.
- The Trustee funds contribute \$570,976 to the 2020 Presbytery operating budget.

There were no questions. He then moved that the Presbytery, in answer to the favorable recommendation of both Property and Loan Commission, and the Trustees of the Presbytery of Baltimore, approve the request from the Northminster congregation to accept, if the way be clear, the Purchase Agreement from Woda Cooper Development, Inc., for the sale of a portion of the land on which the church is situated, and that the Trustees be granted authority to negotiate the final terms of the Agreement in consultation with the Property and Loan Commission, and the Northminster church.

The motion was APPROVED.

REPORT OF THE COMMISSION ON MINISTRY

The Moderator called on RE Bill Daniel, to present the report of the Commission on Ministry. He moved that the Presbytery APPROVE the position of Chaplain at the University of Maryland Medical Center as a Validated Ministry. Needing no second, the motion was APPROVED.

He then moved that Presbytery examine Candidate Janine Zabriskie on her call to the position of Chaplain. Following a time of questions there was a move to arrest the examination which was APPROVED. Ms. Zabriskie was moved to the waiting room and Bill Daniel moved that the Presbytery sustain the examination and approve her for ordination and request that Mission Presbytery ordain her on our behalf and transfer her membership to us. Needing no second, the motion was APPROVED. Ms. Zabriskie was welcomed back to “virtual applause.”

He then moved that the Presbytery approve changing the status of Rev. Tim Hughes Williams from Temporary Supply Pastor at Light Street Presbyterian to Installed Pastor at Light Street, offering some background as to the success of the church under Rev. Hughes Williams’ leadership. The motion came from the Commission and needed no second. The Moderator reminded the Presbytery that approval would require a $\frac{3}{4}$ vote of Presbytery per G-2.0504c. The motion was APPROVED.

REPORT OF THE COMMISSION ON PREPARATION FOR MINISTRY

The Moderator called on Rev. Eric Myers and RE Leslie Owsley to present the report of the Commission on Preparation for Ministry. Rev. Myers moved THAT the Presbytery examine Candidate McKenna Lewellen on her readiness to receive a call in the Presbyterian Church USA. Leslie Owsley asked the first question followed by others. When no others were in the queue for additional questions

she moved that the examination be arrested. The motion was approved. McKenna was moved to the waiting room and Leslie Owsley moved that Presbytery sustain the examination of Candidate McKenna Lewellen and approve her as ready to receive a call. The motion did not require a second. It was APPROVED and McKenna was returned from the waiting room to enthusiastic virtual applause.

REPORT OF THE COMMISSION ON RECONCILIATION

The Moderator called on the Chair of the Commission, RE Chrystie Adams, who moved that the Presbytery APPROVE the revision of the Antiracism Policy of the Presbytery. The motion did not require a second. RE and staff person for the commission, Susan Krehbiel and TE Ken Kovacs spoke in favor of the motion describing the nature of the changes. The motion was APPROVED.

REPORT OF THE PERSONNEL COMMITTEE

RE Betsy Stewart was called upon to present the report from the Personnel Committee. She moved the staff compensations for 2021 included in the budget proposed by the Administration Committee. (The full budget will be brought to the presbytery in March 2021). The motion did not require a second and was APPROVED.

ITEMS PULLED FROM THE CONSENT MOTION: None

NEW BUSINESS

The Moderator called on RE Jim Schroll for the report of the Stated Clerk Nominating Committee. On behalf of the committee, he moved that the job description for the Stated Clerk in the Manual be amended as follows:

- Clerk to serve as ex officio member (without vote) on the Commission on Ministry. - Currently not specified.
- Clerk to provide polity and policy advice to Administration Committee as requested. - Current language makes Clerk a member of Administration Commission.
- Clerk to provide polity and policy advice to Commission on Preparation for Ministry. - Currently not specified.

The motion did not require a second and was APPROVED.

There being no further business, without objection the meeting was adjourned at 2:55 pm with prayer by the Vice-Moderator, Rev. Sue Lowcock Harris.

Respectfully Submitted,

Attest:

Mary D. Gaut
Acting Stated Clerk

Appendices:

- A. Attendance Detail
- B. Reports
- C. Dakota Baltimore Partnership Agreement
- D. Revised Policy on Pastoral Compensation
- E. Amendments to the Administrative Leave Policy
- F. Validated Ministries 2021
- G. Report of the Trustees
- H. University of Maryland Medical Center Staff Chaplain Position
- I. McKenna Lewellen Statement of Faith
- J. Revised Presbytery of Baltimore Policy on Mandatory Dismantling Racism Training
- K. Staff Salaries 2021

Appendix A: Attendance Detail

Category	Total Present	Excused	Absent	Total Voting Members Present
Teaching Elders Serving Churches	33	1	28	33
Resident Specialized Clergy and H.R.	15	0	8	15
New Worshipping Community Leaders	1			1
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	7			7
Continuing Corresponding Members	1			1
Ruling Elder Commissioners from congregations	31			31
Youth Advisory Delegates	0			
Presbytery Program Staff (w/o vote)	1			
Guests and Presbytery Staff (w/o vote)	17			
Commissioned Pastors	1		1	1
Certified Christian Educators with vote	0			
Former Ruling Elder Moderators	4			4
Former Ruling Elder Stated Clerks	1			1
Candidates and Inquirers (w/o vote)	1			
TOTAL	113			94

Teaching Elders serving churches:

Present: Dorothy Boulton; Amy Carlson; Susan DeWyngaert; Jennifer Di Francesco, Andrew Foster Connors; Matthew Glasgow; Catherine Goodrich; Mark Hanna; Morton Harris; Sue Lowcock Harris; Tim Hughes Williams; Scott Hoffman; Sungjin Kim, Ken Kovacs; Edwin Lacy; Nancy Lincoln-Reynolds; Jessie Lowry; Deborah McEachran; Elizabeth McLean; Ray Meute; Eric Myers; Jonathon Nelson; David Norse Thomas; Keith Paige; Kimberly Secrist Ashby; Kerry Slinkard, Todd Smith; Jacob Snowden; Tim Stern; Laurel Underwood; Janna VanderWoude; Tanya Wade; Michele Ward;.

Absent and Excused: Karen Brown;

Absent: Terrence Alspaugh; Thomas Blair; Rob Carter; Rebecca Crate; Carrie Finch-Burriss; Phyllis Felton; Andrew Gathman; Jeong Hoon Han; Thomas Harris; Rob Hoch; Leonard Hornick; Mark Hutton; Mary Ka Kanahan; John Kazanjian; Billy Kluttz; Mihee Kim-Kort; Andrew Kort; Melissa Lopez; Teresa Martin-Minnich; Shannon Meacham; Stephen Melton; Daniel Melton; Andrew Nagel; Lisa Rzepka; Mark Sandell; Joel Strom; James Young; Jeffrey Young

New Worshiping Community Leaders: Jose Lopez-Chapa.

Resident Specialized Clergy

Present: Jennifer Barchi; Brandon Brewer; Katherine Foster Connors; Jacqueline Taylor.

Absent and Excused:

Absent: Cathy Bashore; Sarah Diehl; Richard Jones; Stephen Mann; Edward Richardson, Sr; Keith Roberts; Charles Thomas, Sr.; David Willerup

Nonresident Specialized Clergy

Tanya Denley

Honorably Retired

Present: John Carlson; Mary Gaut; Jack Hodges; Robert Jewett; Caroline Price-Gibson; Stephen Price-Gibson; Barbara Renton; Roger Rice; Mary Speers; Gretchen van Utt; Jennifer Williams

Ruling Elder Members of Presbytery's Steering Cabinet and Commissions

Present: Chrystie Adams; Bill Daniel; Yvette McEachern; (Guy Moody); Audrey Trapp; Bob Stepling; (Betsy Stewart); Leslie Owsley;

Absent;

Excused:

Corresponding Members:

Fern Cloud

Ruling Elder Commissioners from Congregations:

Present: BETHEL, Rita Cairnes; BROWN, Gayle Barney; CHRIST OUR KING, Keith Reagan; CHURCHVILLE, Bonnie Jones; CUMBERLAND, Janet Hendershot; CHESTNUT GROVE, Carolyn Nabet; FALLSTON, Susan Fiala; FIRST OF ANNAPOLIS, Helen Krone, Betsy Stewart; FIRST OF HOWARD CO., Doria Musaga, Margot Watson; FRANKLINVILLE, Edward Stuebing; GOOD SHEPHERD, (Bill Starke); GOVANS, Karen Ceanfaglione; GRANITE, Mike Kahn;

GROVE, Carroll Fitzgerald; HAVENWOOD, Shelly Dorl; HIGHLAND, Claudia Scarborough; HOPE, Patricia Boyce; HUNTING RIDGE, Jill Harrison; KNOX, Karen Garrett; LIGHT STREET, Alma Hays; MARYLAND, Carol Mason; MT PARAN, Ed Terry; NORTHMINSTER, Bill Hahn; PRINCE OF PEACE, Mark Weadon; ROLAND PARK, Ginny Rutherford; ST. JOHN UNITED, Susan Moody; SPRINGFIELD, Sharon Pappas; WOODS, Lillian McGraw, Bill Hadley, Dave Hilder, Bud Elsaesser;

(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, Catonsville; Central, Cherry Hill; Christ Memorial; Christ Our Anchor; Covenant; Dickey Memorial; Emmitsburg; First, Bel Air; First of Westminster; Faith; First and Franklin; Frostburg, Frederick; Grace, Glen Burnie Korean; Hamilton; Harundale; Hagerstown, Hancock; Havre de Grace; Hughes Memorial; Kenwood; Korean United; Lochearn, Madison Ave.; Mt. Hebron; Perry Hall, St. Andrew, St. Andrew's; Second; Towson, Trinity.

Commissioned Pastors

Present: Anita Bishop-Johnson;

Excused:

Absent: John Brewington;

Candidates and Inquirers:

Present: McKenna Lewellyn, (Janine Zabriskie, guest)

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: None

Former Ruling Elder Moderators: Adrienne Knight; Guy Moody; Jim Schroll; William Starke

Former Ruling Elder Stated Clerks Present: Catherine Blacka

Presbytery Program Staff Present (without vote): Susan Krehbiel

17 guests and Presbytery staff were also present.

APPENDIX B: Reports

The Stated Clerk's Report

No report.

Steering Cabinet Report

The Steering Cabinet reports:

- Approval of a proposal to recruit a group of 8-12 pastors and lay leaders to participate in a pilot program of the Center for Emotional Intelligence and Human Relations Training (EQ/HR) to help them to improve their effectiveness in conflict management and leadership skills. The proposal came from an ad-hoc group comprised of the Chairs of COM, CTC, SLD and the Ministry Group

conveners' Board, that have been meeting to discuss current challenges facing pastors and leaders. The Presbytery will guarantee the cost not covered by other sources from pastors and congregations.

- Appointment of RE Jim Schroll (First and Franklin) and RE Suzanna Jewell (Hunting Ridge) as at large members of the Stated Clerk Nominating Committee to serve along with TE John Schmidt representing the Administration Committee and TE Keith Paige representing Personnel.
- Appointment of: TE Tim Stern, TE Dottie LaPenta, TE Michele Ward to the Administrative Commission for Glen Burnie Korean PC to replace resigned members TE Edwin Lacy and RE Jay Garvin.
- Approved the following revised charter for the GBKPC Commission:

GBKPC-AC Charter (Reviewed and Revised by Steering Cabinet 10/28/2020) *The Steering Cabinet further reports that: It has formed an Administrative Commission to assume original jurisdiction at Glen Burnie Korean Presbyterian Church. The Commission is charged to act as the Session:*

- *To attend to all current ecclesial and corporate matters, and those that may arise during the course of the work of the AC;*
- *To tend faithfully to the business and financial affairs of the congregation.*
- *To work with Committee on Ministry to provide for pastoral leadership, including ascertaining the wisdom of proceeding with an installation of Rev. Kim or whether this should be delayed.*
- *To work with church leadership and relevant Presbytery agencies to develop a plan for the future mission and ministry of the congregation.*
- *To keep a careful and thorough record of their meetings and other activities, and to report regularly to the Presbytery through the Committee on Ministry.*

The Commission is authorized to act as Trustees of the church in the execution of legal documents. It should name two commission members authorized to sign on behalf of the Commission and record this action in its minutes. No documents should be signed without prior authorization of the full commission and a record of the authorization recorded in the minutes of a duly called meeting.

Administration Committee

The Administration Committee reports:

- that the Budget for 2021 is presented for second reading and is available on the Presbytery website

Commission on Thriving Congregations

The Commission reports:

- That it is reviewing a proposal from The Vandersall Collective to provide a high-level assessment of select churches within our presbytery to identify those that have significant development potential.

Commission on Spiritual Leader Development

The Commission reports:

- That at the request of the Committee on Representation and Nominations it elected RE Bobbie Tilghman (Knox) to COM class of 2023 and RE Chrystie Adams (Brown) to Commission on Reconciliation class of 2021 and to the position of Chairperson.
- That the annual in-person clergy retreat has been cancelled for this year due to the pandemic restrictions on gathering.

Commission on Reconciliation

The Commission reports:

- Partnerships are “on hold” due to the Pandemic but are looking for ways to stay connected with our partners. As they work on their 2021 Budgets, clarity is needed regarding the Shared Ministry monies.
- Fern Cloud and Chrystie Adams will be speaking at the November Gathering as the BDLC Partnership agreement will be signed at the beginning of the Gathering.
- COR will be working on their 2021 budget at our October 28th meeting, but information and clarity are needed from the Cabinet regarding Shared Ministry monies.
- The Dismantling Racism report will be presented to COR at our October meeting. The report will be shared at the November Presbytery Gathering.
- While Dismantling Racism is under the umbrella of COR, the funding needs to be a Presbytery budget consideration and should not be coming out of any COR Shared Ministry funds.

Commission on Ministry

The Commission on Ministry reports:

- That the status of Honorably Retired has been granted to RE Ed Terry, pastor of Mt. Paran Presbyterian Church and his commission ended effective November 8, 2020.
- That the commission of Jay Garvin as Commissioned Pastor at Harundale has been ended at his request, effective October 1, 2020.
- That the commission approved the dissolutions of the pastoral relationships of TE Keith Roberts at Good Shepherd, effective October 18, 2020 and TE Rob Hoch at First and Franklin Street, effective October 31, 2020.
- That it received two Honorably Retired ministers into the Presbytery: TE Anita Hendrix transferring from Newton Presbytery and TE Barbara Renton, transferring from Susquehanna Valley Presbytery.

Property and Loan Commission

The Property and Loan Commission reports:

- That it approved the Creation Care Loan application of Northminister Presbyterian to PILP for \$25,000
- That it approved Hamilton Presbyterians request to begin the process of subdividing the property so that the manse can be sold to current long-term renters

- That it approved Hamilton's request that Presbytery cover the costs of the subdivision
- That it recommended approval of the Purchase Agreement with Woda Cooper and the Agreement for the Proceeds of the Sale of Property (Motion 10 in Docket)

APPENDIX C:

Agreement between the Dakota Presbytery (Synod of Lakes and Prairies; **and the Presbytery of Baltimore** (Synod of Mid-Atlantic ☺)

The Presbytery of Baltimore and the Dakota Presbytery hereby enter into a partnership based on the document "Presbyterians Do Mission in Partnership" from the 2003 General Assembly Policy Statement – PCUSA.

Since 1997, churches within the Presbytery of Baltimore have shared in mutual-learning partnerships with Dakota-Presbytery churches. In particular, since 2003 Baltimore Dakota Learning Camps an educational outreach program of the Presbytery of Baltimore, has partnered with Dakota-Presbytery churches to conduct summer learning camps. The foundation of this relationship is rooted in the scriptures; specifically: Ephesians 4:4-6, "There is one body and one Spirit, as there is one hope held out in God's call to you; One Lord, one faith, one baptism, one God and father of all who is overall, through all, and in all."

The parties desire to continue the partnership relationship for the fulfillment of our mutual vision for educational pursuits and initiatives.

The parties seek, through this partnership, to continue mutual discussion about and mutual activity towards educational initiatives and pursuits that will foster an understanding of the reality of both of our cultures so that reciprocal learning, awareness, and respect take place. All educational initiatives and pursuits requiring joint participation will be determined by the mutual consent of the respective Presbyteries acting through that person or those persons authorized and/or commissioned to act on behalf of his or her Presbytery. It is very important that all activities that are sanctioned through this partnership have full authorization of the Dakota and Baltimore Presbyteries.

In order to renew this commitment to begin in 2020, continuing for five (5) years through 2025, the parties refer to the policy statement set by the Presbyterian Church, U.S.A., Presbyterians Do Mission in Partnership, attached hereto as Appendix C.

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1. So that this relationship might continue to flourish, the parties agree:

- A. To identify specific programs or projects in which co-operative involvement of youth and adults can be accomplished; See Letter of Intent, Appendix A.
- B. To facilitate congregational exchange of people and ideas between the two Presbyteries under their joint guidance.

C That the contact person between the presbyteries will be the Stated Clerk of Dakota Presbytery and the Baltimore Dakota Steering Committee Chair

2. Both Presbyteries offer to bring to the relationship with each other:

- A. The skills and talents of respective faith communities, both clergy and lay persons;

B. The opportunity for Baltimore and Dakota Presbytery adults and youth to work, study, dialog, and share faith stories based upon our spiritual foundations.

C. A sharing of cultural traditions with each other.

3. Both parties understand that there will be an annual evaluation/business meeting of the progress of the partnership which will be held during the non-business times of the Fall Stated meeting of the Dakota Presbytery. Members of the BDSC will travel to the site of the Dakota Presbytery meeting. The BDSC members and the DP partners from each camp will be the persons who will attend this meeting.

Presbytery of Baltimore

By _____

Presbytery Moderator

Date _____

Dakota Presbytery

By _____

Stated Clerk

Date _____

Presbytery of Baltimore

By _____

Commission on Reconciliation Chair

Date _____

APPENDIX D:

Revised Policy on Pastoral Compensation

TERMS OF CALL

All pastoral calls approved by the Presbytery must **be consistent with the values and requirements of the Pension Plan of the PCUSA and conform** to the *Presbytery's Factoring Guide for Professional Positions* (attached as an addendum) for determining minimum compensation. Each of these separately and together insure adequate and just compensation and the benefits necessary for the well-being of the pastor and pastor's family.

The Compensation Plan, and *Factoring Guide* apply to all installed and temporary pastoral positions and to Certified and Associate Certified Educators.

For purposes of calculating salary ranges the Presbytery will use a minimum salary [BO G-2.1103b, G-2.0804] for a fully qualified professional (factor of 520) representing an effective salary that is at least 80% of the moderate standard of living for a family of four in our areaⁱ. Salary adjustments will be based on the average of the Consumer Price Index for all urban consumers and all wage earners for the region defined by the U. S. Bureau of Labor Statistics to include Baltimore and surrounding areas for the latest of the months of May, June or July of the prior yearⁱⁱ.

Because ministers must pay the full amount of Social Security taxes, a church shall provide a reimbursement for SECA. Such an amount would equal the amount that would have been paid if the church were required to pay the employer's share. The amount will be separately itemized and be included in the Terms of Call. However, it will neither be included in effective salary as defined by the Board of Pensions nor be used to meet the minimum salary requirements of the Presbytery of

Baltimore. *The SECA reimbursement is taxable income for the minister and included as salary on the W-2 Tax form each year.*

If a pastor has opted not to be covered by Social Security, the church may provide for an amount that would be equal to the amount of FICA taxes that would have been paid if the church were required to pay the employer's share. Such pay will be deposited in a retirement account by the church. The amount will be separately itemized and be included in the Terms of Call. However, it will neither be included in effective salary as defined by the Board of Pensions nor be used to meet the minimum salary requirements of the Presbytery of Baltimore. Neither the Church nor the Presbytery will be held liable should the minister later seek redress because he or she feels that his or her retirement or disability benefits are inadequate due to his or her non-participation in Social Security.

Clergy Couples. A clergy couple sharing the equivalent of one full-time pastoral position may be called as co-pastors and compensated at the sole pastor minimum. The couple will be splitting both the compensation and benefits package based on one position.

Part-time and Tentmaking Pastorates. The position of pastor is to be considered full-time unless otherwise approved by the session and the Presbytery. The Presbytery will determine if the compensation package offered by the church meets the minimum requirements according to the percentage of time worked. Pastors wishing to supplement their income by working outside the church must have approval of the session.

Exceptional Cases. If a church is unable to compensate its pastor at the required levels, or if the required level is greater than 50% of the income of the church, the church should consult with the COM, which may recommend an exception to the compensation requirements, which must be approved by the Presbytery.

BENEFITS

Pension Plan All pastoral calls approved by the Presbytery, must provide for participation in the Pension Plan of the PCUSA. Full participation in the *Pastor's Participation Plan* is normative. Participation in an alternative form of enrollment in the Pension Plan (Such as *Pathways to Renewal*) will be considered on a case-by-case basis and must be approved by the Board of Pensions and the Commission on Ministry. Professional educators and other professionals should either be enrolled in the Pension Plan or receive comparable benefits under an alternative plan.

Supplementary Benefits. All pastoral calls approved by the Presbytery, including all changes in call, must--and other professional calls should--additionally provide:

Automobile mileage vouchered and at the current IRS rate.

At least four full weeks, including four Sundays, **vacation** per year.

Reasonable **moving expenses** to the field. *This amount is taxable for the pastor.*

Continuing Education. All pastoral calls approved by the Presbytery, including all changes in call, must--and professional calls should--additionally provide for at least two weeks study leave. The COM will provide and publish *Guidelines for Continuing Education* as part of its manual.

Sabbatical Leaves. Sessions are encouraged to grant sabbatical leaves when appropriate. *The COM maintains a policy on sabbatical guidelines.*

Sick Leave is ordinarily not included in terms of call. We encourage sessions to develop a sick leave policy for their staff members, including pastors.

Childbearing/Childrearing Policy. All pastoral calls approved by the Presbytery of Baltimore must -- and professional calls should -- adhere to this Childbearing/Childrearing policy: The addition of children to a family is a gift and blessing of God. The church recognizes and agrees to accommodate to the special needs of pastors and professionals who are parents. While under a physician's care for

childbirth without serious complications, pastoral/professional compensation and all terms of call continue. The following specific guidelines will apply:

Minimum leave will be: Maternity Leave: 8 weeks; Paternity Leave: 8 weeks; Adoptive Parent Leave: 8 weeks.

The need for longer leaves will be upon the recommendation of the physician and will be subject to the same procedures as apply to extended sick leave.

Sessions will make adequate provisions for the continuation of pastoral/professional functions during the leave period.

Pastors/professionals will inform their sessions and the COM as early as possible regarding the need for leave.

Childbirth brings risks of complications, unexpected needs, and other uncertainties. It is the duty of the pastor/professional and the session to deal with these issues in an open and caring relationship.

LOANS

Loans to pastors by congregations. All loans to pastors by congregations shall be considered a term of call. The congregation and the COM on behalf of the presbytery must approve each such individual loan. Loans made to assist the pastor in obtaining or maintaining a home shall be recorded as a second mortgage or as a shared equity arrangement between the pastor and the congregation and so recorded in the mortgage. The COM strongly recommends consultation with a lawyer and/or accountant, for tax and legal implications, before finalizing such loans.

AMENDING THIS POLICY

The Compensation Plan, by its adoption here, becomes a policy of this Presbytery, and may be amended by majority vote of those present and voting at a Presbytery meeting. This Plan will incorporate recommendations for the compensation of all professionals in the Presbytery and its particular churches.

ⁱ The initial salary was set using information from the U.S. Government Bureau of Labor Statistics. The BLS no longer provides this data. We have been adjusting the basic salary using the Consumer Price Index every year.

ⁱⁱ The factoring system was initially the United Presbyterian Compensation Plan, approved by the 188th General Assembly of the United Presbyterian-Church (USA) (1976), and amended by this Presbytery, including the salary adjustment figures based on the average of the Consumer Price Index for all urban consumers and for all wage earners, both for the Washington-Baltimore region. We used the CPI for July of the prior year until 2018, when the Bureau of Labor Statistics changed the areas and the months. They now do the CPI for Washington-Arlington-Alexandria for the odd numbered months and for Baltimore-Columbia-Towson for the even numbered months. In 2018 COM chose to use Baltimore-Columbia-Towson and to change from July to June. For 2019 we did an 11-month comparison (June 2018 to July 2017).

APPENDIX E:

AMENDMENT TO THE ADMINISTRATIVE LEAVE POLICY

Medical Leave

Medical leave constitutes a special category of Administrative Leave, in that certain illnesses or injuries may require a more extended absence from the church than would be expected in routine absences due to sickness. Examples might include, but not be limited to, serious injuries, operations or surgery, and certain conditions related to mental health. In some of these situations, the pastor may not be able to fulfill her/his work duties, but it may not be necessary to enforce rules concerning staying out of church facilities or refusing to have contact with church members, especially if there is no indication of malfeasance or ethical violations or serious conflict in the church. In fact, where the mutual support of

pastor and congregation expected in the pastoral covenant are concerned, it might even be cruel not to allow any contact at all.

If Administrative Leave is employed for medical reasons, Session and COM should evaluate the special circumstances. Ordinarily, most of the foregoing expectations and responsibilities will apply, including the care required in determining if Administrative Leave is called for, matters related the length of leave and compensation, and support for both pastor and congregation during the proposed leave. However, the Session and the COM should consider whether some adjustments to expectations regarding interaction between pastor and church are called for. Any variations to the expectations in the policy should be include in the formal agreement.

APPENDIX F:

Validated Ministries 2021

MINISTERS SERVING IN VALIDATED MINISTRIES			
NAME	Validated Ministry	Parish Associate	Report Status
Barchi, Jennifer	Associate for Congregational Vitality and Leadership	Not Required	N/A ²
Bashore, Catherine	Nurse Chaplain, Medstar Good Samaritan Hospital	Havenwood	Received
Boulware, John M.	Staff Chaplain, University of Kansas Health System	Not Required ³	Received
Brewer, Brandon	Dir of Patient Experience & Hospice Chaplain at Seasons Hospice & Palliative Care of Maryland	Waived	Received
Brown, Karen	Resources Developer, Intersection of Change, Baltimore	Not Required ⁴	Received
Diehl, Sarah T.	Psychotherapist, Private Practice	Brown Memorial	Received
DiFrancesco, Jennifer	Evangelist, The Slate Project	Not Required	Received
Foster Connors, Katherine	Director, The Center	Not Required	Received
Jones, Richard G.	Chaplain, Anne Arundel Medical Center	First of Annapolis ¹	Received
Lopez-Chapa, Jose	Evangelist, Comunidad Presbiteriana La Trinidad Consultant on Partnerships for Commission on Reconciliation	Not Required	Received
Mann, Stephen L.	Trauma Specialist	Not Required ³	Received
Martin, Stacy	VP, Lutheran Immigration & Refugee Services	Christ Lutheran	Received
Moore, Michael L.	African American Intercultural Associate, Presbyterian Mission Agency	Not Required	N/A ²
Richardson, C. Edward	Chaplain, Springfield Hospital Center	Brown Memorial	Received
Smart, Valerie Easter	Pastor, Currie Kirk, Currie, Scotland	Not Required	Received

Taylor, Jacqueline	General Presbyter	Not Required	Received
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Members at Large 2021

MEMBERS AT LARGE				
NAME	Basis for Status	Parish Associate	Status Since	Report Status
Crihfield, Laura	Seeking a Call	Not required ³	2019	Received
Denley, Tanya	Graduate Study	Not Required ³	2016	Received
Hoch, Robert	Seeking a Call	Not Required	2020	N/A ²
Roberts, Keith	Illness or Disability	Not Required	2020	N/A ²
Thomas Sr., Charles E.	Illness or Disability	Madison Avenue	2018	Received
Willerup, David	Illness or Disability	Not Required	2020	N/A ²

Inactive 2021

NAME	Status Since	Remove from Roll	Report Status
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Notes:

1. Pending approval by new pastors
2. Entered status in 2020
3. Lives and works outside the bounds of Baltimore Presbytery
4. Serving a church in a part-time position

APPENDIX G:

Trustees of the Presbytery of Baltimore

Report to the 889th Gathering of the Presbytery of Baltimore

November 14, 2020

The Trustees of the Presbytery of Baltimore, Inc. is a not-for-profit Maryland Corporation created by the Presbytery in 1890 to hold and manage assets for the Presbytery's purposes.

The Bylaws of the Corporation require the Trustees, by November of each year, to submit to the Presbytery the audited financial statements of the previous year, and to make an oral report to the Presbytery meeting on the contents of that audit.

To facilitate reporting in this pandemic year of online meetings, we are making this more complete written report, as well.

Audit

Because of the upheaval created by the 2020 coronavirus pandemic, in which office work-schedules and many ordinary routines were reinvented, the Trustees and the Presbytery determined to conduct the audit for 2019 and 2020 simultaneously.

The audit for 2019 and the audit for 2020 will be conducted in the early part of 2021 by the independent accounting firm Weyrich, Cronin and Sorra in Hunt Valley, Maryland. The results will be presented to the Presbytery upon completion.

Per the auditor’s recommendation, the audit will again be a consolidated audit of the Presbytery itself (an unincorporated association) combined with the Trustees of the Presbytery of Baltimore, Inc. (the Presbytery’s consolidated affiliate).

Financial Statements

Attached are unaudited summary financial statements for the Trustees of the Presbytery of Baltimore, Inc. for the full year 2019, and for a partial year, through September 30, 2020 for the current year.

Corporate Bylaws

In 2020, the Trustees completed a revision of its corporate bylaws, updating them to reflect current practices, to clarify and modernize the language, and to fill in missing topics such as adding an expanded historical section, adding provision for electronic meetings and votes, and adding an indemnification clause.

Investments

In the past 12 months, because of the pandemic, the U.S. stock market entered and exited its first bear market in over a decade. The 35% decline and recovery was among the fastest bear markets in history. Prior to that sudden decline, in the first months of 2020 the Trustees, through its Investment Advisory Committee, had conducted a competitive review of its portfolio advisers. As a result of that review, the Trustees had again selected Morgan Stanley as adviser, and approved a major realignment of the portfolio, giving Morgan Stanley greater discretion to choose managers and to move funds in order to attain restated allocation targets. The execution of this realignment was taking place when the coronavirus bear market suddenly began.

Morgan Stanley reports that, even amid volatile conditions, they were able to carry out the realignment process in a methodical manner, and that the overall decisions benefited the Presbytery. The return for the nine months ending September 30 was +1.16%. The return for the twelve months ending September 30 was +6.97%. Ten of the fourteen active fund managers in which we are invested exceeded their relevant comparison benchmarks, providing downside protection even in the bear market.

At September 30, 2020, the asset allocation for the amounts invested with Morgan Stanley was as follows:

Current Allocation	Target Allocation
Equity \$ 9,928,756	68% 65%
Fixed Income and Cash 4,014,382	29% 30%
Alternative Investments 487,433	3% 5%

Support of the Presbytery’s Mission

The assets held by the Trustees are held in trust for the Presbytery of Baltimore and for the Presbyterian Church (USA). These assets are used to support the mission, ministry and work of the Presbytery in a variety of ways.

Each year, a significant amount of the Presbytery’s annual budget is funded by a transfer from the Trustees. This amount is calculated as a percentage of the average assets held over a specified period of time, using a

formula determined by long-standing policy. In 2020, Presbytery's budget includes \$ 570,976 from this source.

The Trustees also hold and manage assets which are owned by various congregations in the Presbytery, paying out quarterly to those congregations from the generated earnings. This is beneficial to the Presbytery and also to the congregations, in that we are able to secure better investment service by virtue of the larger, pooled invested amounts. There are six congregations invested in the Pooled Investment Fund.

The Trustees hold some tracts of land and buildings which were acquired for new church development, or which returned to the Presbytery when a congregation closed.

Some funds managed by the Trustees provide monies for the Enduring Witness Fund, the Emergency Assistance Property Repair Fund, and several Scholarships.

The Trustees provide loan guarantees for congregations which have borrowed money from the Presbyterian Investment and Loan Program (PILP). As of September 30, 2020, the Trustees guarantee 9 loans totaling \$5,867,156.15 to enable congregations to proceed with their projects.

The Trustees also have provided some smaller loans directly to congregations at the request of the Presbytery's Property and Loan Commission. As of September 30, there were five such loans, totaling \$456,949.50.

For 130 years, the Trustees have held the duty to acquire and hold money or real or personal property of every kind and description; to manage and invest the same; and to sell, grant, or dispose of the same in an expedient manner as they deem proper for its corporate purposes in service to the Presbytery.

(paraphrased from the 1971 Restatement of Charter, Section 3). We look forward to continuing this service to the Presbytery in 2021, our 131st year.

-- O. Morton Harris, Jr., President

Trustees of The Presbytery of Baltimore Balance Sheet

ASSETS

	Sept 2020 UNAUDITED	2019 UNAUDITED	2018 AUDITED
ASSETS:			
Cash and cash equivalents	\$ 488,652.00	\$ 611,747.00	\$ 1,283,185.00
Investments	\$ 14,928,091.00	\$ 15,208,369.00	\$ 12,809,359.00
Presbyterian Church investment	\$ 92,266.00	\$ 91,276.00	\$ 94,951.00
Local Church and Church construction loans receivable	\$ 456,950.00	\$ 466,676.00	\$ 482,113.00
Church Property and other fixed assets, net	\$ 1,108,488.00	\$ 1,108,489.00	\$ 1,319,221.00
TOTAL ASSETS	<u>\$ 17,074,447.00</u>	<u>\$ 17,486,557.00</u>	<u>\$ 15,988,829.00</u>

LIABILITIES AND NET ASSETS

LIABILITIES:			
Accounts Payable	\$ -	\$ -	\$ 125,698.00
Notes Payable, PCUSA	\$ -	\$ -	\$ 28,099.00
Total Liabilities	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 153,797.00</u>
NET ASSETS:			
Without Donor Restrictions: Undesignated	\$ 11,635,010.00	\$ 11,887,554.00	\$ 10,779,357.00
Without Donor Restrictions: Trustee Designated	\$ 2,494,148.00	\$ 2,612,354.00	\$ 3,013,253.00
With Donor Restrictions	\$ 2,945,289.00	\$ 2,986,649.00	\$ 2,042,422.00
Total Net Assets	<u>\$ 17,074,447.00</u>	<u>\$ 17,486,557.00</u>	<u>\$ 15,835,032.00</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 17,074,447.00</u>	<u>\$ 17,486,557.00</u>	<u>\$ 15,988,829.00</u>

Trustees of The Presbytery of Baltimore

Statement of Activities and Changes in Net Assets

	Sept 2020 UNAUDITED	2019 UNAUDITED	2018 AUDITED
SUPPORT AND REVENUE:			
Investment income (loss) - net	\$ 112,511.00	\$ 2,292,439.00	\$ (650,632.00)
Trustee acquisition	\$ -	\$ -	\$ 205,000.00
Other Income	\$ 3,963.00	\$ 7,336.00	\$ 7,690.00
	<u>\$ 116,474.00</u>	<u>\$ 2,299,775.00</u>	<u>\$ (437,942.00)</u>
EXPENSES:			
Program Services:			
Presbytery administrative support and benevolence	\$ 474,461.00	\$ 599,928.00	\$ 732,204.00
General and administrative:			
Interest expense	\$ 1,930.00	\$ 2,698.00	\$ 4,008.00
Depreciation	\$ 5,732.00	\$ 5,732.00	\$ 5,732.00
Professional fees	\$ 4,020.00	\$ 15,525.00	\$ 12,000.00
Salaries and benefits	\$ 12,352.00	\$ 19,329.00	\$ 13,583.00
Other	\$ 30,089.00	\$ 5,038.00	\$ 5,247.00
	<u>\$ 528,584.00</u>	<u>\$ 648,250.00</u>	<u>\$ 772,774.00</u>
CHANGE IN NET ASSETS	<u>\$ (412,110.00)</u>	<u>\$ 1,651,525.00</u>	<u>\$ (1,210,716.00)</u>
NET ASSETS AT BEGINNING OF YEAR	<u>\$ 17,486,557.00</u>	<u>\$ 15,835,032.00</u>	<u>\$ 17,045,748.00</u>
NET ASSETS AT END OF YEAR	<u><u>\$ 17,074,447.00</u></u>	<u><u>\$ 17,486,557.00</u></u>	<u><u>\$ 15,835,032.00</u></u>

APPENDIX H:

UNIVERSITY OF MARYLAND MEDICAL CENTER STAFF CHAPLAIN JOB DESCRIPTION

I. General Summary

Under general supervision serves the spiritual, religious and emotional needs of patients, families and employees. Provides proactive pastoral care and leadership to assigned areas within the Medical Center. Serves as resource to the professional schools associated with the Medical System on the Baltimore Campus of the University of Maryland.

II. Principal Responsibilities and Tasks

The following statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all job duties performed by personnel so classified.

1. Provides pastoral care to patients, families, and employees of the Medical System and University staff in accordance with departmental procedures and accepted pastoral practices.

A. Proactively provides pastoral care to patients, families/friends and staff. Responds to referrals for pastoral care to patients, families and/or staff by pagers, EMR consults, phone, and verbal referrals.

-
- B. Actively participates in responsibility for shared duties: i.e. 24/7 staffing for assigned shift (day or night), providing pastoral care for EMR consults on unassigned units, ensuring HOLY, ARREST and TRU pagers are covered.
 - C. Documents pastoral interventions according to established departmental and medical center policies and procedures.
 - D. Follows established procedures for hand-off communication at shift change. Takes responsibility for appropriate dissemination of information.
 - E. Provides proactive pastoral care on assigned units, service lines and areas as well as for individual faith tradition.
 - F. Attends multi-disciplinary rounds whenever possible. Participates in patient/family conferences as appropriate.
 - 2. Worship or Special Event Services Leader: Provides worship services and administers the Sacraments regularly and on special occasions.
 - 3. Leads therapeutic and other health-related groups as needed.
 - 4. Serves as an advisor on religious affairs to the University Hospital/Medical System administration.
 - A. Serves on staffs, boards, and committees in the UMMC as assigned by the Director Chaplaincy Services.
 - B. Participates in the programs of professional organizations and clinical conferences.
 - C. Provides biomedical ethical decision-making/consultation.
 - D. May serve as advisor on appropriate religious matters of concern to one's specific faith group.
 - 5. Consults with professional staff members on patient needs and problems including recommending referrals to outside resources for follow-up care in accordance with departmental procedures.
 - 6. Provides leadership/training opportunities consistent within the area of specialty or training and experience as assigned by the Director Chaplaincy Services.
 - A. Serves as a resource for the University of Maryland at Baltimore consistent with individual training and experience and in consultation with the Director Chaplaincy Services.
 - B. Serves as a resource to community clergy and seminary students.
 - C. Serves as a resource to per diem and supplemental staff.
 - D. Serves as a resource to the Medical Center staff providing in-service training specific to service area.
 - 7. Actively participates in regular supervisory sessions with the Pastoral Services Director.
 - 8. Observes established Medical System policies, procedures, objectives, safety, environmental and infection control standards.

III. Education and Experience

- 1. master's degree in divinity or a related theological field, from an ATS accredited college, university or seminary is required.
- 2. Ordination, rostering or licensing as a religious leader in his/her faith tradition or equivalent designation is required. Letter of good standing from his/her faith tradition is required.
- 3. Certification as a Board Certified Chaplain is preferred. Certification as a Board Certified Chaplain is required within 5 years of date of hire.
- 4. Three years relevant, pastoral experience or equivalent is required.
- 5. Minimum of four units (Level I & II) of Clinical Pastoral Education from an accredited ACPE (Association for Clinical Pastoral Education) or accredited CPSP (College of Pastoral Supervision & Psychotherapy) center is required with preference given to ACPE accredited units

IV. Knowledge, Skills and Abilities

- 1. Knowledge of theology, scripture, counseling skills, comparative religions, canonical law, and church practices. General knowledge of psychology and the health care field.
- 2. Ability to handle confidential issues with the utmost integrity and discretion.
- 3. Effective verbal and written communication skills and basic computer skills are necessary to work with various Hospital departments, employees, patients and families.
- 4. Ability to demonstrate knowledge and skills necessary to provide care appropriate to the patient population(s) served. Ability to demonstrate knowledge of the principles of growth and development over the life span and ability to assess data reflective of the patient's requirements relative to his or her population-specific and age specific need.

V. Working Conditions

1. Weekend, holiday, on-call, and overtime are regular requirements of the position.

VI. Patient Safety

Ensures patient safety in the performance of job functions and through participation in hospital, department or unit patient safety initiatives

1. Takes action to correct observed risks to patient safety.
2. Reports adverse events and near misses to appropriate management authority.
3. Identifies possible risks in processes, procedures, devices and communicates the same to those in charge.

APPENDIX I:

McKenna Lewellen Statement of Faith

APPENDIX J:

Presbytery of Baltimore Policy on Mandatory Dismantling Racism Training

DRAFT Revised Policy for Commission on Reconciliation October 2020

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

1. The Presbytery makes a commitment to offer, provide resources for, and to publicize educational opportunities that focus on dismantling racism within ourselves, our church institutions (Presbytery and congregations) and the communities we serve. The Presbytery intends to provide a training that is both didactic and experiential to incorporate the following elements and concepts:
 - A theological grounding for this work
 - Our local Maryland and Baltimore history, including Presbyterian church history
 - Core concepts of institutionalized racism and its manifestation at the individual level
 - An awareness of the impact of church policies and decisions on people of color
 - Tools and strategies to develop anti-racist behavior and culture within our church life
2. Dismantling Racism is an on-going commitment in which members of the Presbytery and other designated individuals outlined below agree to complete at least one day of training (or its equivalent) every three years. The Dismantling Racism Team is responsible for providing a foundational anti-racism training at least annually for those who are new to the Presbytery. In subsequent years, participants may choose from several options approved by the Dismantling Racism Team to meet this requirement, including both educational events and experiential learning through community engagement. This requirement applies to the following groups and individuals:
 - All Active Teaching Elders are required to attend Baltimore Presbytery’s educational program on Dismantling Racism, within one year after their arrival. For Teaching Elders serving

churches, failure to fulfill this requirement within the specified time will result in unpaid administrative leave until it is completed. This requirement will be included in the terms of call. Notation of their participation will be made in their permanent file. The Presbytery of Baltimore will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement. Teaching Elders serving outside the bounds of the Presbytery may be exempted by the Commission on Ministry.

- Commissioned Lay Pastors must meet the same educational requirements as Teaching Elders beginning within in one year of their commission.
 - Ruling Elders elected to serve on the Commission on Ministry (COM) and the Commission on Preparation for Ministry (CPM) are required to participate in a training within one year of being elected to COM or CPM and additional training at least once for every three-year term served.
 - All Candidates for Ministry are required to attend a Dismantling Racism training or similar training (approved by the Presbytery). In the event that the timing or location of a training is not feasible, the candidate may work with CPM to determine an alternative means to meet this requirement.
 - All Presbytery staff is required to attend within one year of hire/election.
3. The Presbytery strongly encourages honorably retired teaching elders, ruling elders serving in leadership roles in the Presbytery, session members and other congregational leaders to participate in such trainings. Likewise, the Moderator-elect of the Presbytery is strongly urged to attend a training within one year of election.

4. Proposed Training Schedule

The Presbytery will offer at least one foundational Dismantling Racism training every year based on demand and will provide additional opportunities to meet the continuing education requirement. The Dismantling Racism Team will present an annual plan to the Commission on Reconciliation for their approval.

5. Training Administration & Oversight

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

The Dismantling Racism Training Team is considered a Special Committee of the Commission on Reconciliation and is responsible for developing the training curriculum, identifying trainers and coordinating the training events. The Commission shall appoint the members of the Team who shall make regular reports to the Commission on their activities.

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

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

6. Provision for Training Evaluation & Policy Review

The Dismantling Racism Team will conduct evaluations with past participants and present findings to the Commission Reconciliation at least once a year.

This revised policy is based on the evaluation of the Commission on Reconciliation and report of the Dismantling Racism Team as required in the original policy adopted on September 13, 2018. Future revisions may be presented to the Commission on Reconciliation who is responsible for bringing them to the full Presbytery for action.

7. Funding

The Presbytery shall designate funding in the Presbytery Budget in order to ensure that required participants can attend at minimal expense to the individual or congregation. Participants who cancel the day of the training or fail to complete the workshop may be asked to reimburse the Presbytery for the cost of the training or pay the full cost for future registrations.

The Presbytery will offer a sliding scale registration fee to help offset the cost to the Presbytery and allow for greater participation among other leaders in the Presbytery and its congregations.

APPENDIX K:

Proposed Staff Salaries 2021

Position changes	2020 Remain Appr. Budget Salary	FY 2021 Budget Base Salary	COL .75%	FY 2021 Budget Base Salary w/COL	Pension 8.5%	D&D, Temp Dis. 1.5%- 1.6%	Health- Board of Pensions	SECA/ FICA	Cont. Ed	Travel Expense	Profess. Expense	2021 Budget Salaries
General Presbyterian	\$ 159,305	\$ 104,099	\$ 781	\$ 104,880	8,915	1,573	16,882	8,023	2,000	6,000	11,500	\$ 159,773
Assoc. for Church & Leadership	\$ 37,150	\$ 72,500		\$ 72,500	6,163	1,088	16,882	5,546	1,000	4,425	4,000	\$ 111,603
Assoc. for Reconciliation	\$ 25,180	\$ 52,000	\$ 390	\$ 52,390	-	-	-	-	1,000	4,425	4,000	\$ 61,815
Director of The Center	\$ 90,795	\$ 66,465	\$ 498	\$ 66,963	5,692	1,004	10,882	5,123	1,000	439		\$ 91,104
Associate for SLD	\$ 22,417	\$ -		\$ -				-				\$ -
Social Justice Consultant (SJC)	\$ 26,414	\$ -			-	-		-				\$ -
Social Justice Consultant (SJC)	\$ 11,934	\$ 19,152	\$ 144	\$ 19,296	-	-		1,447	500	1,750	1,000	\$ 23,993
Financial Administrator	\$ 81,811	\$ 60,000	\$ 450	\$ 60,450	5,138	967	9,241	4,624				\$ 80,421
Accountant	\$ 33,781	\$ 31,380	\$ 235	\$ 31,615				2,419				\$ 34,034
Stated/Deputy Clerk	\$ 28,994	\$ -						-				\$ -
Acting Stated Clerk	\$ 13,668	\$ 8,640	\$ 65	\$ 8,705	740			666		880		\$ 10,991
Stated Clerk		\$ 25,920		\$ 25,920	2,203	389	8,162	1,983		2,640		\$ 41,296
Director of Admin. Ops	\$ 75,764	\$ 55,000	\$ 413	\$ 55,413	4,710	887	9,241	4,239				\$ 74,489
Social Media.Comm. Specialist	\$ 49,920	\$ 49,920	\$ 374	\$ 50,294								\$ 50,294
WWW Liaison	\$ 2,500	\$ 5,000		\$ 5,000								\$ 5,000
Total	\$ 659,633	\$ 550,076	\$ 3,350	\$ 553,426	\$ 33,561	\$ 5,908	\$ 71,290	\$ 34,070	\$ 5,500	\$ 20,559	\$ 20,500	\$ 744,813