

**Minutes of the 890th Gathering of the Presbytery of Baltimore
10:00 am, Thursday, March 11, 2021
Via Zoom Electronic Meeting Platform**

OPENING: STORIES AND CELEBRATIONS and WORSHIP.

Moderator Audrey Trapp called the 890th Gathering of the Presbytery of Baltimore, meeting to order via Zoom Electronic platform, on Thursday, March 11, 2021 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 a proper second, the motion was APPROVED.

Rev. Dr. Jackie Taylor, General Presbyter, offered a welcome, and recognized new Teaching Elder, Rev. Dr. Christian Iosso, Interim Pastor at First & Franklin Presbyterian. She welcomed Ruling Elders attending for the first time and also Catherine Lynch from the Presbyterian Investment and Loan Program.

The Moderator then called on RE Robert Stepling, Chair of the Baltimore Dakota Leaning Camps Steering Committee, who led the Presbytery in acknowledging our commitment to recognizing the Native Americans who occupied the lands of the Presbytery in centuries past.

The Moderator recognized COM Chair Bill Daniel to celebrate the retirement of Rev. James Young, who has been serving as the Interim Pastor of First Presbyterian Church of Cumberland. Rev. Matthew Glasgow spoke via pre-recorded video and Rev. Young responded.

Catherine Lynch, Development Specialist for the Presbyterian Investment and Loan Program, was recognized by the Moderator for the presentation of rebate checks to three congregations: Ark and Dove, First and Franklin and St. Andrew's. Rev. Tim Stern, RE Jim Schroll, and Rev. Dan Melton accepted the checks for their congregations.

The Presbytery then moved to Morning Prayer, which included the reading of the names of Ruling Elders and Ministers who died in 2021, a remembrance of all those in Maryland, the US and globally who have died from the Covid-19 virus and the Celebration of the Lord's Supper.

DISCERNMENT AND DECISIONS

Following worship, the Gathering was reconvened with prayer at 10:53 AM by Moderator Audrey Trapp. Rev. Michele Ward, Co-Chair of The Center Steering Committee, gave updates on the process of a search for a suitable space to house the center. Currently, four congregations have offered proposals for housing the Center on their campus. Consultations are underway to discern the cost of renovating or retrofitting the spaces.

Rev. Jennifer Barchi, Associate for Church and Leadership, gave information for help securing a Covid-19 vaccination appointment.

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:

- 2) THE APPROVAL of the minutes of the 889th Stated Meeting of the Presbytery of Baltimore, November 17, 2020, as posted on the Presbytery website (www.baltimorepresbytery.org).

The Steering Cabinet recommends:

- 3) The requirement for the annual review of session minutes of September 2019-September 2020 be waived due to the impediments posed by the pandemic restrictions.

The Nominating Committee recommends:

- 4) That Presbytery elect TE Jack Carlson to fill an unexpired term in the class of 2021 on the Commission on Ministry.

REPORT OF THE GENERAL PRESBYTER

General Presbyter, Jackie Taylor, reflected on the anniversary of the pandemic gathering restrictions. She celebrated the creativity shown by congregations and pastors in designing new ways to be the church while not being able to gather in person. She spoke of the “spirit-filled” worship experiences being offered every week by the churches in the presbytery as well as the ways that they have connected with their communities through missional engagement. Dr. Taylor also commended the presbytery staff for their excellent work. She expressed pride in the way Baltimore Presbytery has “made it” through the first year of the pandemic and urged continued care and restraint in gathering while waiting for most people to be vaccinated.

REPORT OF THE COMMISSION ON MINISTRY

The Moderator called on TE Jack Carlson, Chair of the Credentials Team of the COM, to present the report of the Commission on Ministry. He moved that the Presbytery APPROVE the position of Assistant Director of The Center as a Validated Ministry. Needing no second, the motion was APPROVED.

He then moved that Presbytery examine Candidate McKenna Lewellen on her call to the position just approved. Following a time of questions there was a motion to arrest the examination which was APPROVED. Ms. Lewellen was moved to the waiting room and Jack Carlson moved that the Presbytery sustain the examination and approve her for ordination. Needing no second, the motion was APPROVED. Ms. Lewellen was welcomed back to “virtual applause.”

REPORT OF THE ADMINISTRATION COMMITTEE

GP Jackie Taylor presented the 2021 Presbytery Budget as recommended by the Committee. (The Staff compensation portion was approved separately at the November 2020 Gathering.) The motion did not require a second. Following brief discussion, the budget was APPROVED.

OLD BUSINESS: REPORT OF THE STATED CLERK NOMINATING COMMITTEE

Acting Stated Clerk, Mary Gaut, was placed in the waiting room and former Stated Clerk, Catherine Blacka, assumed the role of secretary of the meeting for this agenda item. The Moderator called on RE Jim Schroll for the report of the Stated Clerk Nominating Committee. On behalf of the committee, he moved Motion #8 that Section 7.15.2 of the Manual (Property & Loan Commission) be revised to state that the General Presbytery is a member ex-officio with vote and the Stated Clerk is a member, ex-officio without vote. The motion did not require a second and was APPROVED.

On behalf of the committee, he then moved Motion #9, placing in nomination the name of Rev. Mary Gaut to serve a three-year term as Stated Clerk beginning April 1, 2021. The motion needed no second and was APPROVED without dissent.

A motion that the Stated Clerk Nominating Committee be dismissed with our thanks was also seconded and APPROVED without dissent.

ITEMS PULLED FROM THE CONSENT MOTION: None

There being no further business, without objection, the meeting was adjourned at 11:55 am 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. Necrology
- D. Job Description: Assistant Director of the Center

Appendix A: Attendance Detail

Category	Total Present	Excused	Absent	Total Voting Members Present
Teaching Elders Serving Churches	41	2	17	41
Resident Specialized Clergy	3	0	11	3
Honorably Retired Clergy	13			13
New Worshiping Community Leaders	1			1
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	4			4
Ruling Elder Commissioners from congregations	34			34
Commissioned Pastors	1		1	1
Former Ruling Elder Moderators	4			4
Former Ruling Elder Stated Clerks	1			1
Corresponding Members	1			
Presbytery Staff and Guest (w/o vote)	7			
Candidates and Inquirers (w/o vote)	2			
TOTAL	112			102

Teaching Elders serving churches:

Present: Jon Nelson, Tim Stern (Ark& Dove); Shannon Weston (Ashland); Andrew Connors, Michele Ward (Brown); Ken Kovacs, Dorothy Boulton (Catonsville); Andy Nagel (Central); Keith Paige (Cherry Hill); Andy Gathman (Chestnut Grove); Jessie Lowry (Christ Our Anchor); Jeff Young (Christ Our King); Stephen Melton (Churchville); Catherine Goodrich (Faith); Melissa Lopez (First Bel Air); Christian Iosso (First & Franklin); Sue Lowcock Harris, Morton Harris (First of Howard); Andrew Kort, Mihee Kim-Kort (First of Annapolis); James Young (First Cumberland); Laurel Underwood (Frostburg); Sungjin Kim (Glen Burnie)

Korean); Billy Kluttz (Govans); Edwin Lacy (Harundale); Jenn DiFrancesco (Havenwood); Ray Meute (Highland); Deborah McEachran (Hunting Ridge); Carrie Finch-Burriss (Kenwood); Tim Hughes Williams (Light Street); David Norse Thomas (Maryland); Elizabeth McLean (Prince of Peace); Mark Hannah (Roland Park); Amy Carlson (Second); Mary Ka Kanahan (St. John United); Mark Sandell (St. Andrew); Dan Melton (St. Andrew's); Joel Strom (Towson); Matthew Glasgow (Westminister); Nancy Lincoln-Reynolds, Jacob Snowden (Woods).

Absent and Excused: Janna Vanderwoude (Northminster), Laura Batten Hart (Covenant)

Absent: Terrence Alspaugh; Kimberly Secrist Ashby, Karen Brown, Rob Carter; Rebecca Crate; Susan DeWyngaert, Phyllis Felton; Jeong Hoon Han; Thomas Harris; Scott Hoffman; Leonard Hornick; Mark Hutton; Teresa Martin-Minnich; Eric Myers; Kerry Slinkard; Todd Smith, Tanya Wade,

New Worshiping Community Leaders: Jose Lopez-Chapa.

Resident Specialized Clergy

Present: Jennifer Barchi; Katherine Foster; Jacqueline Taylor.

Absent: Cathy Bashore; Tom Blair; Brandon Brewer, Sarah Diehl; Richard Jones; Stephen Mann; Edward Richardson; Keith Roberts; Lisa Rzepka; Charles Thomas, Sr.; David Willerup

Nonresident Specialized Clergy

Tanya Denley

Honorably Retired

Present: John Carlson; Doris Cowan; Mary Gaut; Alison Halsey, William Hathaway; Anita Hendrix; Jack Hodges;; Janet Jones; Walt Peters; Roger Rice; John Schmidt; Mary Speers; Gretchen van Utt;

Corresponding Member: Janine Zabriskie (Mission Presbytery)

Ruling Elder Officers and Members of Presbytery's Steering Cabinet and Commissions

Present: Bill Daniel (COM); Audrey Trapp (Moderator); Robert Stepling (COR); Joanne Kokie (COM)

Ruling Elder Commissioners from Congregations:

Present, ARK AND DOVE, Julia Kirby; BROWN, Bill Sheridan; CHRIST OUR KING, Keith Reagan; CHURCHVILLE, Bonnie Jones; CHESTNUT GROVE, Carolyn Nabet; FALLSTON, Sharon Tyler; FIRST OF ANNAPOLIS, Betsy Stewart, Deborah Dixon; FIRST OF HOWARD CO., Jackie Crispell, Kathy Robie-Suh; FRANKLINVILLE, Edward Stuebing; FROSTBURG, Edward Thompson; GOVANS, Karen Ceanfaglione; GRANITE, Mike Kahn; GROVE, Carroll Fitzgerald; HARUNDALE, Sarah Clifford; HAVENWOOD, Judy Binkley; HIGHLAND, Claudia Scarborough; HUNTING RIDGE, Annette Synder; KENWOOD, Linda Holloway; KNOX, Charese Jordan Moore; LIGHT STREET, Alma Hays; LOCHEARN, George White; MADISON AVE, Jean Owens; MT. HEBRON, Judy Shelton; MT. PARAN, Ed Terry; PRINCE OF PEACE, Beth Ross; ST. JOHN UNITED, Susan Moody; SPRINGFIELD, Sharon Pappas; WOODS, Lillian McGraw, Bill Hadley, Gale Gillespie, Doug Nauman.

Congregations without Elder representation:

Ashland; Babcock, Barrelville, Bethel, Catonsville; Central, Cherry Hill; Christ Memorial; Christ Our Anchor; Covenant; Cumberland; Dickey Memorial; Emmitsburg; First of Bel Air; First of Westminster; Faith; First and Franklin; Frederick; Good Shepherd, Grace, Glen Burnie Korean; Hamilton; Hagerstown, Hancock; Havre de Grace; Hope, Hughes Memorial; Korean United; Maryland; Northminster; Perry Hall, Roland Park; St. Andrew; St. Andrew's; Second; Towson; Trinity.

Churches listed in ORANGE had elders present but listed in a different voting category.

Commissioned Pastors

Present: Anita Bishop-Johnson.

Excused:

Absent: John Brewington.

Candidates and Inquirers:

Present: McKenna Lewellyn, Heather Russell

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: None

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

Former Ruling Elder Stated Clerks Present: Catherine Blacka

Other Presbytery Staff and Guests (without vote): Suzanne Jewell (Hunting Ridge); Catherine Lynch (PILP: Chuck Brawner (Staff); Susan Krehbiel (Staff); Frank Perrelli (Staff); Felicia Scott (Staff); Debbie Schmidt (retired staff);

APPENDIX B: Reports

Stated Clerk's Report

- The Stated Clerk reports the resignation of RE Soung Hee Baranowski from the Administrative Commission for Glen Burnie Korean Presbyterian Church, RE Anita Gilmore's resignation from the Synod's Jubilee Fund Committee, RE Helen Krone's resignation from the Gathering Team and TE Tom Blair's resignation from the Commission on Ministry,
- That a written statement of an alleged offense was received and referred to an Investigating Committee appointed by the Steering Cabinet on January 4, 2021.
- That 100% of the 65 Baltimore Presbytery churches completed the statistical report on membership. Collectively we lost 683 members in 2020 and our membership now stands at 11,942.

Steering Cabinet Report

The Steering Cabinet reports the following:

- It approved \$40,000 of the current Covid-19 grant fund to be designated for technology grants to be administered by the Commission on Thriving Congregations and the remaining \$72,000 be retained for emergency grants to be administered jointly by the General Presbyter and the chairpersons of the Commissions on Ministry and Thriving Congregations.
- Approved the following motion regarding The Center:
 - To continue the work begun at the joint Cabinet/Center retreat, we appoint an ad hoc team comprised of Cabinet Reps: Audrey Trapp, Bill Daniel, Kimberly Secrist Ashby. Center Steering Committee Reps: JT Paulk, Shayla Redfearn, Derrick Weston.
 - The team will meet as necessary to:
 - a) Consider how The Center, through its ministries, will best serve the POB in growing the vision of the POB to encourage, challenge, and equip congregations to thrive spiritually and be apostles for reconciliation.
 - b) Consider various financial models for The Center going forward to include, but not be limited to:
 - continuing in its current form as a ministry of the POB with the director as a paid member of POB staff,
 - becoming a separate 501(c)(3) organization.
 - c) Consider how these models will impact the ability of The Center to live into its own vision and how they will impact The Center's ability to focus on the overarching vision of the POB.
 - d) Consider the financial and equity impact on Presbytery of the different models.
 - e) Report back to Steering Cabinet regularly over the next six months.

Commission on Reconciliation

At the December 2nd COR meeting Guy Moody, Steering Cabinet Chair, approached the COR to see if we would be willing to get involved in a project to ensure that we have a diversity of opinions in all decisions being made by the Presbytery. COR voted to embark on this conversation with Guy and conversations continued at the January and February COR meetings. An Equity Task Force was created to continue this discussion. Members of the group are Guy Moody, Chrystie Adams, Jose Lopez, Susan Khrebiel, Jennifer Barchi, Audrey Trapp, Yvette McEachern, and Karen Brown.

The Equity Task Force has met and discussed the issue of equity in decisions made by the Steering Cabinet. The original intent seemed to be that COR would come up with an instrument/statement that the Cabinet would be voting to accept and follow in future decisions. However, after much discussion, the Equity Task Force has decided that the conversation of equity and clarity around this issue needs to be brought back to the Steering Cabinet for a deep and meaningful conversation. A report from the Equity Task Force will be given at the COR meeting on March 17th and the recommendation to return the issue back to Cabinet will be shared.

In other COR news, the Youth Initiative Task Force is in the process of being organized by the capable hands of Karen Brown and Susan Khrebiel. COR partnerships – Baltimore Dakota, Cuba and Gautama - continue to seek ways to strengthen connections with their partners during the pandemic. The Dismantling Racism Team has been in conversation and a separate report has been provided by that group. Also at our March COR meeting we will be reviewing and making plans for the 2021 Community Engagement Grants.

The Presbytery of Baltimore (POB) Dismantling Racism Team (DRT) will continue to organize and host trainings and dialogues for the continued education and engagement of members of the POB and other POB leaders. Given pandemic-related complications, the next Foundational training for leaders in need of it will be offered in the Fall.

Those who have already completed the one-day foundational training will have a range of options in order to complete their training requirement in subsequent years. The DRT recognizes that learning and work to dismantle racism can happen in many ways. In addition to opportunities offered by the POB, the DRT is working on a process for individuals to report educational events and experiential learning to meet this requirement. Like Continuing Education Units in other professions, the amount of “credit” would depend upon the time and investment of the individual.

The DRT will continue to host one-day training events as well as opportunities for continued dialogue and small group series. Some other examples of activities that might qualify to meet the continuing education requirement could include leading book studies, small group series, or Bible study; participating in an educational series on dismantling racism and related topics offered by others within the Presbytery, by PCUSA national offices and other nationally recognized organizations.

We also recognize that some of our best learning comes by doing. Therefore, after completing the foundational training, the DRT is working to define other activities that can be counted toward this requirement such as: partnering between two congregations predominantly made up of different races; serving on the DRT or other POB antiracism initiative; or working with your congregation on racial equity or racial justice initiative in the community.

The DRT has developed a draft reporting form to be used for this purpose. POB staff, under the direction of the Stated Clerk, maintains a roster of those who have completed their training requirement and due dates for additional training. More information will be provided at the May Gathering. For questions, please contact Susan Krehbiel (skrehbiel@baltimorepresbytery.org).

Commission on Spiritual Leader Development

The Commission reports:

It is creating a new “Elder Academy,” which will offer Ruling Elders opportunities to deepen their spiritual practice, their learning about theology and polity, and their skills for preaching and leading organizational change. It will equip those Elders who are called and interested to participate more fully in the weekly leadership of the congregation. Topics may include, but are not limited to leading communion, preaching, pastoral care, understanding our Confessions, polity, mission, finances 101,

spiritual practices, prayer, reformed theology, committee leadership, understanding the larger church (Presbytery, Synod, and GA), systems theory, conflict transformation, and change leadership. If you have other topics that you're interested in exploring, please contact Rev. Becca Crate (springfieldpastor@gmail.com) or Rev. Jennifer Barchi (jbarchi@baltimorepresbytery.org).

The Commission is excited to announce that it has a new mission statement: Spiritual Leader Development's mission is to incubate ideas, connections, and relationships at all levels that help leaders thrive spiritually. If this is a mission you're interested in joining, please contact Becca or Jennifer.

Commission on Thriving Congregations

The Commission reports that the following Enduring Witness grants were awarded:

- Maryland was awarded \$18,471 to fund salary and benefits for the Minister of LGBTQ+ Belonging and Community Organizing.
- Northminster was awarded \$12,000 to fund consulting around use of their property, financial planning, use of technology resources and congregational coaching/retreat opportunities.
- Hope was awarded \$11,000 to support a project to re-engage with church membership, practice intentional evangelism, relieve overwork of church members, and increase community engagement. through church playground events. Hope was also encouraged to connect with The Center for coaching around community engagement.
- Westminster was awarded \$1,1000 for a capital grant request.

Commission on Ministry

The Commission on Ministry reports

- The installations of TE Jacob Snowden to Assoc. pastor of Woods Memorial, Andrew Kort and Mihee Kim-Kort to co-pastors of First Presbyterian Annapolis, and Tim Hughes-Williams to pastor of Light Street Presbyterian.
- The approval of an Interim pastoral relationship between TE Kimberley Secrist-Ashby and Mt. Hebron Presbyterian Church effective February 1, 2021.
- Approval of RE Anita Bishop-Johnson at Commissioned Pastor of Mt. Paran Presbyterian effective January 1, 2021.
- The transfer of TE Christian Iosso from Hudson River Presbytery to assume the position of Interim Pastor at First and Franklin Street Presbyterian on March 14, 2021.
- The transfer of TE Glen Missick from New York City Presbytery to assume the position of Temporary Supply pastor at Babcock Presbyterian on April 1, 2021.
- The Dissolution of the pastoral relationship of TE Kimberley Secrist-Ashby and Fallston Presbyterian effective January 31, 2021.
- The Dissolution of the pastoral relationship of TE Tom Blair and Second Presbyterian Church effective February 28, 2021

Commission on Preparation for Ministry

The Commission reports: that it elected Mark Hutton (TE), Brendan Brewer (TE), Leslie Owsley (RE), Rae Jean Goodman (RE), and Keith Page (TE) alternate as readers for the May ordination exams.

APPENDIX C: 2020 Necrology

Ruling Elders who died in 2020 by Ministry Group:

Bay Area Disciples

First Presbyterian of Annapolis, John Burroughs
Harundale Presbyterian Church, Ruby Harding
Woods Memorial Presbyterian Church, Nancy Saarlus

In The Loop

Dickey Memorial Presbyterian Church, Helen Stough Bartlett
Cherry Hill Community Presbyterian Church, Fay Hines,
Knox Presbyterian Church, Pearlie Lawrence
First and Franklin Presbyterian Church, James F. Schneider
Trinity Presbyterian Church, Leodonia Kimball

North Baltimore Presbyterians

Govans Presbyterian Church, Drew Andersen, George Van Buskirk, John Carpenter, Sally-Lyn Duff, Marilyn Forbes
Maryland Presbyterian Church, Sybille Ehrlich, Tom Koch, Ann Matthews
Havenwood Presbyterian Church, Jane Dooley, Corinne Fitch, Connie McKibbin
Faith Presbyterian Church, Carol Paige Preston Boardman (wife of The Rev. Don Boardman)
Hamilton Presbyterian Church, Ronald Helmick

Susquehanna

Highland Presbyterian Church, Charles Harry DeRan, Margaret Helen Hankins
Grove Presbyterian Church, Deborah Adams, Ann Kelly, Sara Jordan

West Side Story

St. Andrew's Mt. Airy, Danielle Penland Raymond
Mt. Hebron Presbyterian Church, Ruth Lloyd
Catonsville Presbyterian Church, Patricia Collins, Shirley Ebersole, Avonne "Pat" Schwartz,
Nelson Tharp, Ellen Tharp
First Presbyterian Church of Howard County, Dr. James (Jim) Leslie

Wild Wild West

None Reported

Minister/Teaching Elders who died in 2020:

Bruce A. Barstow, David Lee Bleivik, J. Calvin Knox Jackson, John E. Myhill, Ira Marshall

APPENDIX D: Center Assistant Director Job Description

Position: Assistant Director, The Center: Mission Outside the Box
Presbytery of Baltimore
(Full-Time 40 hours)

Purpose: To manage mission experience operations, and assist the director in teaching, consulting, worship and curriculum formation, and partner development.

Responsibilities:

1. Registration and Logistics

- Group recruitment and fielding calls/emails from potential groups
- With Administrator, manage registration of school year and summer mission groups, and answer questions from group leaders and parents.
- Create schedules for visiting groups; review with staff assigned to the group, partner, and visiting group.

2. Visiting Groups

- Check in on site during weeklong trips.
- With staff, meet groups for arrival.
- Occasionally serve as staff person on site for the visiting group.
- Field questions/concerns/conflict of the visiting group participants during and after their stay.
- Gather evaluations from visiting groups.
- Lead partner planning meetings, and summer follow-up meetings.

3. Local Churches/Presbytery

- Teach in local congregations.
- With staff, prep and lead open spaces/discussions and reports on the floor of presbytery.
- With staff, develop new partners who can host mission groups.
- Attend presbytery meetings (Reconciliation, Presbytery, Presbytery staff, COLA)

4. Education and Formation

- With ED, develop/pull curriculum for weekend and weeklong groups, and for local church teaching.
- With staff, write devotions and debriefs.
- With staff, create worship and evening prayer for mission groups.
- Develop a theology of mission for The Center.

5. Communication/Marketing

- Manage website content.
- Manage social media accounts (incl. group and staff recruitment, fundraising/ Giving Tuesday, mission group updates and partner highlights).
- Keep data on visiting groups/partners for communications materials/ grants/presentations.
- With staff, take photographs and manage in Google Photos.
- With staff, generate marketing materials.
- With staff, represent The Center by teaching, speaking, and in the exhibit halls at conferences/events.
- With ED, write and/or edit grant applications.
- Write fundraising letters/thank you letters.
- Various admin and building responsibilities, as needed.

6. Personnel

- Serve as Acting Director in Executive Director's absence.
- With ED, recruiting and interviewing summer interns.

Relationships: The Assistant Director of The Center is employed by the Steering Committee of The Center, in consultation with the Executive Director and the Personnel Committee of the Presbytery. The Assistant Director reports to the Executive Director.

Evaluation: An annual review of the Program Coordinator's performance will be conducted by the Executive Director in consultation with a member of the Steering Committee.

APPENDIX E: 2021 Budget

	1	2	3	4	5	6	7
	2020 Operating Budget	2020 Actuals at 7/31/20	Comments	2021 Estimated Budget	15% Reduction to Budget	25% Reduction to Budget	35% Reduction to Budget
Presbytery Operating Income							
Per Capita Income	474,316	204,302	12,574 members (2019) x \$36.06	453,418	453,418		
Anticipated non-payment at 6%	(28,459)		<i>Not all congregations pay full Per Capita</i>	(35,000)	(35,000)		
Shared Ministry Income	200,000	68,749	From congregations	100,000	100,000		
Anticipated non-payment at 15%	(30,000)		<i>Not all congreg. Contr. to Shared Ministry</i>				
Trustee Revenue Stream	599,874	266,075	4.5% on a 3 year rolling average	567,655	567,655		
GA & Synod Mission Support	60,000	21,378	From congregations	-	-		
Other Directed Support	0	92,590	Incl Presbytery Peace	-	-		
Prior Year income received in 2020	0	3,953		-	-		
<i>Total Directed Support</i>	1,275,731	657,047	Revenue (Shortfall) to Budget @ 7/31/20	1,086,073	1,086,073		
Other Income Sources and Reserves							
Per Capita Reserve (901820)	4,836		\$20,247 remains in this account	20,247	20,247		
Staff Reserve (901830)	1,220		\$292,472 remains in this account	162,643	136,733		
Shared Ministry Reserve (901840)	27,155		\$80,622 remains in this account	80,622	51,900		
Ministry Groups			\$128,690 remains in this account	-	-		
Other Reserve Income				-	-		
<i>Total Other Income</i>	33,211			263,512	208,880		
Other Miscellaneous Income	0	76,603	Bank Int, Snyder, Scholarships & End. Witness	-			
2019 Closing Balance (plus/minus)	0	0		-			
Total Annual Income	1,275,731	733,650		1,349,585	1,294,953	0	0
EXPENSE -- Program Expense			<i>Expenses that open to adjustment</i>				
Thriving Congregations							
Program	99,000	33,221	Include Lakeland & Trustee Funds transferred to Ministry Groups	99,000	84,150	74,250	64,350
Wild Wild West Group							
Ministry Groups	107,598	28,813		107,598	92,458	80,699	69,939
Spiritual Leadership Development	26,600	8,712		26,600	22,610	19,950	17,290
Commission on Ministry	17,280	7,664		17,280	14,688	12,960	11,232
Commission on Preparation for Ministry	6,300	1,712		6,300	5,350	4,725	4,095
Commission on Reconciliation	14,500	3,624	Include Dismantling Racism, CMEC	14,500	12,325	10,875	9,425
Mission Partnership Funds	30,000	0	Have not received any funds to date	30,000	25,500	22,500	19,500
Shared Witness	2,500	0	Member Fees/Partner Support	2,500	2,125	1,875	1,625
General Assembly & Synod Giving	134,078	78,212	Per Capita payments to Synod and GA	127,375	127,375	127,375	127,375
Rent	53,225	31,273		52,717	52,717	52,717	52,717
Office Expense	72,420	23,939		71,920	67,860	64,820	61,780
Communications	9,500	1,041		9,500	8,750	8,250	7,750
Steering Cabinet	7,000	51		26,000	22,100	19,500	16,900
Covid 19 Grants		93,418	Covid Grants				
Presbytery Gatherings	9,000	710		9,000	7,650	6,750	5,850
Committee on Local Arrangements - COLA	0	0		-	-	-	-
Directed Support	10,000	93,495	Incl. GBK and Havenwood support				
Other Expenses		76,208	End. Witness, EAP, Scholarships				
<i>Sub Total Program</i>	599,001	\$482,093		\$600,290	\$545,658	\$507,246	\$469,828
EXPENSE -- Presbytery Staff Expense			<i>Approved Compensation Expense - new BOP rates will bring adjustments</i>				
Includes compensation & benefits							
General Presbyter	159,305	85,913		158,854	158,854	158,854	158,854
Stated Clerk (M. Gaut)	16,609	11,880					
Stated Clerk	26,053	10,120	25 hr/wk @ \$25.69 w/20% benefits	53,455	53,455	53,455	53,455
Assoc. - Church & Leadership	37,150	0		111,603	111,603	111,603	111,603
Assoc. - Missional & Community Engage	25,180	0	30 hr/wk effect. Jan.1	80,336	80,336	80,336	80,336
Assoc. - Spiritual Leader Development	22,417	19,779		-	-	-	-
Consultant - Social Justice	38,348	25,069	10 hr/week	11,934	11,934	11,934	11,934
Director of The Center	90,795	50,641		90,517	90,517	90,517	90,517
Office:							
Finance Administrator	81,811	46,358		79,891	79,891	79,891	79,891
Accountant	33,781	19,760		33,781	33,781	33,781	33,781
Administrative Operations Director	75,764	42,337		74,004	74,004	74,004	74,004
Communications Specialist	49,920	24,425		49,920	49,920	49,920	49,920
WWW MG Liaison	2,500	0		5,000	5,000	5,000	5,000
<i>Sub Total Staff</i>	659,633	\$336,282	(funding represents staff realignment)	749,295	749,295	749,295	749,295
Transfer to Reserve Accounts			Contingency/Reserve Adjustments				
from Operating to Reserve Accounts	-			-			
Total 2020 Projected Expenses	\$1,258,634	\$818,375		\$1,349,585	\$1,294,953	\$1,256,541	\$1,219,123
RECAP							
Total Income	1,275,731	733,650	includes Reserve Account transfers	1,349,585	1,294,953	0	0
Subtract Total Expense	1,258,634	818,375		1,349,585	1,294,953	1,256,541	1,219,123
	\$17,097	(84,725)		0	0	(1,256,541)	(1,219,123)

APPENDIX F: Report of the Stated Clerk Nominating Committee

FINAL REPORT TO STEERING CABINET AND PRESBYTERY

The Stated Clerk Nominating Committee began its work in late September and has met almost weekly since then. Our first task was to review the current position description as contained in Section 4.6 of the Presbytery's Manual. We met with current and past Clerks, the General Presbyter, and the Chair of the Personnel Committee to discuss the role of the Stated Clerk within the Presbytery of Baltimore. The result of those discussions and our deliberations was a consensus that the Stated Clerk, as the person explaining and interpreting Presbytery policies, should not be voting on the creation of those policies. The Nominating Committee recommended several changes to the Manual to clarify that role. Some of those recommendations were approved by the Presbytery at its November Gathering. One other change, to make the Stated Clerk a non-voting ex-officio member of the Property and Loan Commission, remains to be acted upon. It is our hope that this will be done at the March Gathering before the election of the Stated Clerk.

The Committee then prepared a job announcement and posted it on the web sites of the Baltimore, National Capital, New Castle, and Donegal Presbyteries. We received three inquiries which resulted in two applications for the position.

The Committee held Zoom interviews with the two candidates on February 2nd and followed that with reference checks for both. This was followed by several discussions and a sharing of written reactions to the interviews. The final recommendation was arrived at only after considerable thought, discussion, and prayer, and it was unanimous.

The Stated Clerk Nominating Committee is pleased to nominate The Reverend Mary Gaut to serve as Stated Clerk of the Presbytery of Baltimore for a term of three years. We make this recommendation based on her understanding of the position and its requirements, her experience, and her demonstrated ability to perform the work of the position.

Motions for the March Gathering (to be made in this order):

- That Section 7.15.2 be revised as follows (additions shown in bold):

7.15.2. Membership: The Commission consists of at least seven members, in three categories of members: Trustees, Presbytery representatives, and the Presbytery staff. The Executive Committee of the Trustees appoints two Trustees. The Committee on Administration appoints one. The Chair of the Steering Cabinet, with the concurrence of the Steering Cabinet, appoints two Presbytery representatives, with one these representatives serving as a member of the Committee. The General Presbyter (**Ex-officio with vote**) and the Stated Clerk (**Ex-officio without vote**) represent the Presbytery staff. A quorum of the Commission will be at least one person from each of the categories of members. The Presbytery elects the chair for a one- year term. The Stated Clerk serves as the Secretary.

- That The Reverend Mary Gaut be elected Stated Clerk of the Presbytery of Baltimore for a three year term commencing on April 1, 2021.

Suzanne Jewell, RE Rev. Keith Paige Rev. John Schmidt James Schroll, RE