

Minutes of the 892nd Gathering of the Presbytery of Baltimore
10:00 am, Thursday, September 9, 2021
Via Zoom Electronic Meeting Platform

OPENING: STORIES AND CELEBRATIONS and WORSHIP.

Moderator Audrey Trapp called the 892nd Gathering of the Presbytery of Baltimore, meeting to order via Zoom Electronic platform, on Thursday, March 11, 2021 at 10:09 AM and led in prayer. The call was in order and a quorum was present. As outgoing moderator she thanked the presbytery for the opportunity to serve in this way over the past year.

The Moderator called on Stated Clerk, Rev. Mary Gaut, who moved the adoption of the docket which had been posted to the website. With a proper second, the motion was APPROVED.

Rev. Dr. Jackie Taylor, General Presbyter offered a welcome to ruling elders attending Presbytery meeting for the first time and recognized new Teaching Elder, Rev. Christian Iosso, Interim at First and Franklin, and returning Teaching Elder Randy Clayton, Interim at Second. She also welcomed Rev. Stephen Scott, Moderator of the Synod of the Mid-Atlantic and a member of Salem Presbytery and Rev. Carrie Mitchell, member of Genesee Valley Presbytery and the new regional representative for the Board of Pensions. It was moved, seconded and APPROVED by common consent that they be seated as corresponding members.

A video presentation led the Presbytery in acknowledging our commitment to recognizing the Native Americans who occupied the lands of the Presbytery in centuries past.

The Presbytery then moved to **Worship and the Installation of Officers**. Rev. Dorothy Boulton preached on Philippians 1:3-6, 9-1, challenging the Presbytery to take the time needed to discern what we have learned through the pandemic, that we may achieve "...knowledge and full insight to help... to determine what is best" as we go forward

Those installed and commissioned:

- *Teaching Elder Sue Lowcock Harris as Moderator;*
- *Ruling Elder Cecil Philips as Vice-Moderator;*
- *Teaching Elder Mary Gaut as Stated Clerk;*
- *Teaching Elder Jackie Taylor as General Presbyter.*

Those commissioned:

- *Teaching Elder Karen Brown to chair the Commission on Reconciliation;*
- *Teaching Elder Rebecca Crate to chair the Commission on Spiritual Leader Development;*
- *Teaching Elder Matt Glasgow to chair the Commission on Ministry;*
- *Teaching Elder Scott Hoffman to chair the Personnel Committee;*
- *Teaching Elder Deborah McEachran to chair the Nominating Committee;*
- *Teaching Elder Eric Myers and Ruling Elder Leslie Owsley to co-chair the Commission on Preparation for Ministry;*
- *Teaching Elder John Schmidt to chair the Committee on Administration;*
- *Ruling Elder Claudia Scarborough to chair Property and Loan Commission;*
- *Ruling Elder Rob Smith to chair the Commission on Thriving Congregations;*
- *Ruling Elder Ed Gillis to chair the Trustees;*

- *Teaching Elder Renee Mackey to coordinate the Ministry Group Conveners]*
- *Ruling Elder Audrey Trapp, as chair of the Steering Cabinet*

Following worship, Rev. Stephen Scott brought greetings from the Synod. He reminded the presbytery that the Synod of the Mid-Atlantic voted to become a Matthew 25 Synod, focusing on congregational vitality, dismantling racism and the elimination of systemic poverty. All presbyteries in the synod are encouraged to pursue these goals. He also thanked us for our support and per capita commitment.

The Presbytery celebrated the retirement of Rev. Laurel Underwood, pastor of First Presbyterian Church of Frostburg. The retirements of Teaching Elders Len Hornick (Hughes Memorial) and Ed Richardson (chaplain at Springfield Hospital Center). The Moderator offer prayers for all three retirees.

Rev. Michele Ward gave an update on the Center's activities and program. (Appendix I)

DISCERNMENT AND DECISIONS

STATED CLERK'S REPORT AND CONSENT MOTION

Stated Clerk Mary Gaut moved the following consent motion:

The Stated Clerk recommends:

- 2) THE APPROVAL of the minutes of the 891st Stated Meeting of the Presbytery of Baltimore May 13, 2021, as posted on the Presbytery website (www.baltimorepresbytery.org).

The Commission on Ministry recommends:

- 3) That the Franklinville Church be granted a waiver of term limits for the session (G-2.0404) as the church has only nine members
- 4) That RE Ed Terry be commissioned to moderate the Session of Hamilton Presbyterian for a period of three years (to be reviewed annually)

The Nominating Committee recommends:

- 5) That Presbytery elect the following persons:
 - a) RE Marty Clayton to COR class of 2024 as Cuba Partnership representative and TE Billy Klutz (Govans) for Thriving Congregations class of 2024

The Administration Committee recommends:

- 6) That Presbytery APPROVE a change to Manual section 7.13.2 [Property and Loan Commission to include " *in the event that the General Presbyter cannot attend a meeting, the Stated Clerk may be invited by the Commission or the General Presbyter to participate in that meeting with full voting privileges.*"
- 7) That Presbytery APPROVE removing from the list of governing documents in Manual Appendix A the *UPC(USA) 1976 Compensation Plan*.
- 8) That Presbytery APPROVE a \$2.07 increase in the presbytery portion of the per capita.

Upon proper second items 2-8 were APPROVED by common consent.

REPORT OF THE GENERAL PRESBYTER

In her report, Rev. Jackie Taylor pointed out that churches faced many “can’t’s” during the pandemic year and continuing during the emergence of the Delta variant. But she said that “energy, intelligence, imagination and love” are not limited by the virus and challenged all to focus on what they can do. During the presentation numerous attendees used the chat function to share some of the innovative things their congregations were doing.

REPORT OF THE COMMISSION ON MINISTRY

The Moderator recognized the chair of the Commission on Ministry, Rev. Matthew Glasgow. On behalf of the commission he moved that Presbytery approve the following addition to Part II of the Ministerial Ethics Guidelines:

H. Preaching the Word. *A member shall make her or himself available to preach the Word when her or his duties permit.*

Ministers are to exercise diligence and discernment in the study of Scripture, listen for the voice of God through the discipline of daily prayer, theological reflection on the message of the gospel, exhibit sensitivity to the context of the congregation, be attentive to what the Spirit is saying to the church, demonstrating awareness of events in the world, and practicing consistent and personal obedience to Jesus Christ.

The presentation of the proclamation of others as one’s own is both plagiarism and a denial of the indwelling of the Holy Spirit and is unacceptable in continuing members of this presbytery. Continuing members are expected to proclaim the Word given to them, rather than using sermons created by others, except under the most extraordinary circumstances. When using substantial portions of the language of others, credit must be given. This requirement extends to ruling elders and anyone occupying a pulpit of the Presbytery of Baltimore. Plagiarism may be considered reason to terminate a contract, dissolve a call, or remove an individual from our Pulpit Supply List.

There was no discussion, and the motion was APPROVED by unanimous consent.

He then moved that Essie Koenig-Reinke, a candidate certified to receive a call by Heartlands Presbytery, be examined for ordination to the position of Temporary Supply at Dickey Memorial Presbyterian. There was no objection and Rev. Glasgow asked her to speak on why she felt called to this position. Her excitement was evident in her comments about the innovation and creative ministries the church has engaged. (Biographical statement in Appendix H)

She was moved to the waiting room. There being no further discussion Rev. Glasgow moved that the examination be sustained and that she be approved for ordination. The motion was APPROVED. She returned from the waiting room to silent applause and celebratory emojis on the screen.

No items were pulled from the consent motion.

There being no further business, without objection, the meeting was closed with prayer by the Vice-Moderator, RE Cecil Phillips and adjourned by the Moderator.

Respectfully Submitted,

Attest:

Mary D. Gaut
Stated Clerk

Appendices:

- A. Attendance Detail
- B. Reports
- C. Attestation of Synod Records Review
- D. Representation Report to Synod
- E. Position Description: Transformational Interim Minister
- F. Enduring Witness Community Engagement Grants for 2019-2021
- G. Proposed presbytery staff compensations
- H. Biographical Statement for Essie Koenig-Reinke
- I. Report from the Center

Appendix A: Attendance Detail

Category	Total Present	Excused	Absent	Total Voting Members Present
Teaching Elders Serving Churches	43	3	12	43
Specialized Clergy	7		9	7
Honorably Retired Clergy	12			12
New Worshipping Community Leaders	2			2
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	3			3
Ruling Elder Commissioners from congregations	29			29
Commissioned Pastors	3			3

Former Ruling Elder Moderators	4			4
Former Ruling Elder Stated Clerks	1			1
Corresponding Members	2			
Presbytery Staff and Guest (w/o vote)	21			
Candidates and Inquirers (w/o vote)	2			
TOTAL	129	3	21	104

Teaching Elders serving churches:

Present: Jon Nelson, (Ark& Dove); Tim Stern (Ark & Dove), Shannon Weston (Ashland); Glen Misik (Babcock), Todd Smith (Bethel), 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); Scott Hoffman (Christ Memorial);; Laura Batten Hart (Covenant), Catherine Goodrich (Faith); Jack Hodges (Fallston), Melissa Lopez (First Bel Air); Sue Lowcock Harris, Morton Harris (First of Howard); Andrew Kort, Mihee Kim-Kort (First of Annapolis); Christian Iosso (First & Franklin), Kerry Slinkard (Good Shepherd); Thomas Harris (Govans); Billy Klutz (Govans); Teresa Martin-Minnich (Hancock), Edwin Lacy (Harundale); Ray Meute (Highland), Deborah McEachran (Hunting Ridge); Carrie Finch-Burriss (Kenwood); Tim Hughes Williams (Light Street); David Norse Thomas (Maryland); Kimberly Secrist Ashby (Mt. Hebron), Janna Vanderwoude (Northminster), Mark Hannah (Roland Park); Dan Melton (St. Andrew's), Amy Carlson (Second); Randy Clayton (Second), Mary Ka Kanahan (St. John United); Matthew Glasgow (Westminster); Susan DeWyngaert (Woods), Nancy Lincoln-Reynolds (Woods), .

Absent and Excused: Rebecca Crate (Springfield), Eric Myers (Frederick), Jacob Snowden (Woods)

Absent: Andrew Connors (Brown), Mark Hutton (Central); Sungjin Kim (Glen Burnie Korean), Tanya Wade (Grace), Terrence Alspaugh (Granite), Karen Brown (Hope), Phyllis Felton (Madison Ave.), Rob Carter (Towson), Joel Strom (Towson), Jeong Hoon Han (Korean United); Elizabeth McLean (Prince of Peace); Mark Sandell (St. Andrew),

New Worshipping Community Leaders: Jose Lopez-Chapa. Jennifer DiFrancesco

Resident Specialized Clergy

Present: Jennifer Barchi; Cathy Bashore, Katherine Foster; McKenna Lewellen, Jackie Taylor, Janine Zabriskie

Absent: Tom Blair; Brandon Brewer, Sarah Diehl; Richard Jones; Stephen Mann; Stephen Melton, Keith Roberts; Charles Thomas, Sr.; David Willerup

Nonresident Specialized Clergy: Tanya Denley

Honorably Retired

Present: John Carlson; Doris Cowan, Mary Gaut; David Harris, Anita Hendrix; Walt Peters; Roger Rice; Jim Riddell, John Schmidt; Mary Speers; Laurel Underwood, Jennifer Williams

Corresponding Member: Stephen Scott (Salem Presbytery), Carrie Mitchell (

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

Present: Audrey Trapp (Chair of Cabinet); Cecil Phillips (Vice-Moderator), Debbie Schmidt

Ruling Elder Commissioners from Congregations:

BROWN, Bill Sheridan; CATONSVILLE, Cheryl Thurber; CHESTNUT GROVE, Carolyn Nabet, CHRIST OUR KING, Joanne Kokie; CHURCHVILLE, Bonnie Jones; DICKEY MEMORIAL, Melanie Savage FAITH, Neil Nemser; FALLSTON, Sharon Tyler; FIRST OF ANNAPOLIS, Betsy Stewart, Deborah Dixon; FIRST OF CUMBERLAND, James Stickler; FIRST OF HOWARD CO., Sibyl Louisa Leslie, Nan Miller;, GOVANS, Karen Ceanfaglione; GRANITE, Michael Kahn; HAMILTON, Janice Howard; HARUNDALE, Linwood Means; HAVRE DE GRACE, Patricia Allingham; HIGHLAND, Rachel Ayres; MADISON AVE, Jean Owens; MARYLAND, Carol Mason; PRINCE OF PEACE, Beth Ross; SECOND, Barbara Matheson; SPRINGFIELD, Diana Steppling; ST. JOHN UNITED, Susan Moody; WOODS, Geoffrey Casey, Lillian McGraw, Mary Jo Greenley, Doug Nauman.

Congregations without Elder representation **Churches listed in ORANGE had elders present but listed in a different voting category::**

Ark and Dove, Ashland; Babcock, Barrelville, Bethel,; Central, Cherry Hill; Christ Memorial; Christ Our Anchor; Covenant; ; Emmitsburg,; First of Bel Air; First of Westminster; **First and Franklin**; Franklinville, Frederick; Frostburg, **Good Shepherd**, Grace, , Grove, Glen Burnie Korean; Hagerstown, Hancock; HAVENWOOD Hope; Hughes Memorial; HUNTING RIDGE, Kenwood; **KNOX**, Korean United; Light Street, Lochearn,. Mt. Hebron, **Mt Paran**, Northminster; Perry Hall, Roland Park, St. Andrew; St. Andrew's; **Springfield**, Towson; Trinity; **Westminster**

Commissioned Ruling Elders

Present: Anita Bishop-Johnson. Paul Martin
Absent: John Brewington.

Candidates and Inquirers:

Present: Heather Russell, Essie Koenig-Reinke (Heartlands Presbytery)

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: None

Former Ruling Elder Moderators (with vote): Adrienne Knight; Jim Schroll, William Starke; Guy Moody

Former Ruling Elder Stated Clerks (with vote) Catherine Blacka

Other Presbytery Staff (without vote): Chuck Brawner, Susan Krehbiel, Laura Mullen, Frank Perrelli, Felicia Scott,

Guests (without vote): Ellen Makar (Ark and Dove); Keith Reagan, Kevin Williamson (Christ Our King); Rev. Alison Peters (Pastor elect at Cumberland); Lyn Bernhardt, Gerald Martin, Ingrid Wooding (Dickey Memorial), Lea Gilmore, musician/vocalist for worship, (Govans); Claudia Scarborough (Highland); Sarah Walker (Knox) Virginia Callegary, Caroline Smith, Carol Roberts & Sara Watson, (First of Howard Co.), Alison Wiley (Havenwood), Emily Park (Second),

Appendix B: Reports

Stated Clerk's Report

The Stated Clerk reports

- The Synod review of Presbytery minutes from 2020 was completed and the minutes were approved with minor exceptions (Appendix C)
- The annual report to Synod on Representation was completed and is included in the meeting papers (Appendix D)
- In response to allegations of misconduct, an Investigating Committee was appointed by the Steering Cabinet on June 30, 2021. Those appointed were TE Bill Hathaway (HR), TE Catherine Goodrich (Faith), RE Doyle Nichols (First of Howard), Second Presbyterian Trustee Beth Felder. On Aug. 9, 2021, the committee reported to the Stated Clerk that they found insufficient evidence to bring charges. The committee was dismissed with thanks.

Steering Cabinet Report

The Steering Cabinet reports

- That at its July meeting it approved the recommendation of the Personnel Committee to create a presbytery staff position "Transformational Interim Minister" (Appendix E)

Commission on Reconciliation

The Commission on Reconciliation reports

- The Enduring Witness Community Engagement Grants for 2019-2021 (Appendix F)

Commission on Spiritual Leader Development

The Commission reports

- that, on behalf of the presbytery, it elected Debbie Schmidt (Central) and TE Mark Hannah (Roland Park) to the Gathering Team class of 2024

The Property and Loan Commission

The Commission reports

- That at a meeting on June 3, 2021, it approved a loan for Ashland Presbyterian from Presbyterian Investment and Loan Program in an amount up to \$75,000 for needed building repairs and upgrades

Commission on Ministry

The Commission on Ministry reports

- Approved an interim contract between Second Presbyterian and Rev. Dr. Randall Clayton and his transfer from New Castle Presbytery
- Approved a 3-month temporary supply contract between Fallston Presbyterian and Jack Hodges
- Approved contract extensions between Mark Hutton and Central Presbyterian and between Jennifer DiFrancesco and Havenwood Presbyterian
- Approved the terms of call for Alison Paden Peters as Pastor of Cumberland Presbyterian and her transfer from Highlands Presbytery

- Approved the Temporary Supply Contract between Dickey Memorial and Candidate Essie Koenig-Reinke
- Approved the retirements of Terrence Alspaugh (Oct. 31), Len Hornick (8/31), Laurel Underwood (8/31) and Ed Richardson (9/1)
- Recommends the COLA increase, according to the formula in the Policy on Pastoral Compensation, as 4% for 2022 terms of call.

Commission on Preparation for Ministry

The Commission reports

- That it voted to accept the transfer of Elizabeth Baril, an Inquirer in Presbytery of the James, to Baltimore Presbytery, and to bring her under care. She is a member at Woods Memorial (and is also their Director of Youth Ministry).
- That it voted to extend the terms of ordination exam readers Mark Hatton, Brandon Brewer, Rae Jean Goodman, Leslie Owsley, and Keith Paige (alternate) for the Spring 2022 reading period.

The Committee on Administration

The Committee reports

- That it is presenting to the presbytery for first reading the proposed presbytery staff compensations to be voted on at the October meeting (Appendix G)

The Gathering Team

The Gathering Team reports

- that the next stated meeting of the presbytery will be October 21, 2021 at 10 AM via Zoom. The Sacrament of the Lord's Supper will be celebrated. November 6 is designated as a Learning Day with a presentation by GA Co-Moderator, Elona Street-Stewart, Q&A and workshops. This event will begin at 10 AM and will also be on Zoom.

APPENDIX C: Attestation of Records Review



Jacqueline E. Taylor
PRESBYTER

Mary D. Gaur
CLERK

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August 16, 2021

Tami Scott
Administrator
Synod of the Mid-Atlantic
3601 Seminary Ave.
Richmond, VA 23227

Dear Tami,

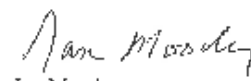
The Stated Clerks from Baltimore (Mary Gaur), New Castle (Cindy Kohlmann) and National Capital (Jan Moody) met today in the Baltimore Presbytery offices to conduct the annual records review.

The 2020 minutes of all three presbyteries were approved with minor exceptions. The checklist for each set of minutes is attached. We are grateful to be able to conduct the review in person this year and looking forward to working together and with other mid-council leaders in the year ahead.

Blessings.


Mary D. Gaur


Cindy Kohlmann


Jan Moody

APPENDIX D: Representation report to Synod

**PRESBYTERY REPORT TO SYNOD ON REPRESENTATION
2021 Form for Year 2020**

Page 1 of 2

Presbytery _____ Baltimore _____

I. a. If you have a COR:

how often does it meet? _____

does it meet with the Presbytery Nominating Committee? _____

how does it report to Presbytery? _____

b. If you do not have a COR, please state how you handle oversight of appropriate representation?

Our nominating committee is responsible for making sure that we place a diverse set of nominees for each committee/commission—we look at the make up of each committee/commission and seek a balance of age, gender, race, sexual orientation and geographical location in the Presbytery to the best of our ability.

II. What is the size of your presbytery? Churches: 65 Members: 10,451

What percentage of members are minorities? 14%

III. Of the leadership positions within your presbytery (leadership includes all Presbytery level committee members):

How many are filled by women? 58 How many are filled by men? 35

IV. In the past 5 years, have you had a non-majority Moderator?

Yes 1 No _____

V. What actions or initiatives has your COR taken to try and improve your record of representation on committees?

We intentionally seek names for potential committee/commission members from our African American and Korean congregations. We ask commissioners at Presbytery meetings to suggest names of elders who may be willing to serve. We take great care to look at the balance of membership on any given committee/commission to ensure racial, gender and geographic representation.

APPENDIX E: Position Description: Transformational Interim Minister

Interim Minister (Presbytery Staff)

The Presbytery of Baltimore is seeking a Minister of Word and Sacrament to serve on the presbytery staff as an Interim for our congregations. This individual will be available to serve one full time interim or two part time interims. This position description is as follows:

Congregations:

- Preach, teach and lead worship
- Perform Pastoral care and visitation
- Identify relevant issues in church and community
- Lead congregation to strengthen the church's mission, and values
- Prepare the congregation for its next pastor
- Lead the Interim/Transitional Ministers' Support Group of the Presbytery.

When not serving a congregation full time, the staff interim will

- Work with the Commission on Ministry (COM) and the Commission on Thriving (CTC) Congregations in developing strategies to address the long-range health of Presbytery congregations.
- Evaluating assessment tools and follow-up processes for congregational development and transformation.

Qualifications

- Ordained PCUSA Teaching Elder with a minimum of 5 years' experience. Certificate of Completion of Interim Training.
- Demonstrated skills and expertise in successfully working with congregations in transformation.
- Strong organizational development, group process and leadership development skills. Strong written, verbal, social media and technological skills preferred.
- Ability to work collegially.
- Commitment to the mission of the Presbytery of Baltimore and the PCUSA .

Relationships

The Interim is employed by the Presbytery through the Personnel Committee in consultation with the General Presbyter. The Staff Interim reports directly to the General Presbyter and retains regular and active communication with the COM and CTC.

Evaluation

An annual review of the performance of the Staff Interim will be conducted by the Personnel Committee in consultation with the General Presbyter.

APPENDIX F: Enduring Witness Grants

ENDURING WITNESS COMMUNITY ENGAGEMENT GRANT SUMMARIES BY YEAR

2019 AWARD SUMMARY

Church	Amt. Awarded	Amt. Requested	Description
Knox	\$6,400	\$7,500	To start "You Speak" teen coping and anti-bullying program with the Dawson Safe Haven Teen Center
St. John United	\$6,000	\$7,500	Bryant Woods Elementary School Partnerhesip – 2 new soccer teams, appreciation events, parenting workshops
Dickey Memorial	\$2,500	\$5,000	Community engagement and discernment for future with Dickey Hill Elementary and surrounding neighborhoods
Faith	\$6,000	\$7,000	Walter P. Carter Elementary School partnership, family engagement nights
Maryland	\$1,600	\$7,500	Community organizing and training for outreach to area children and families
First of Annapolis	\$2,500	\$7,500	Listening sessions and pilot tutoring program
Lochearn	0	\$7,500	Not funded – Didn't sufficiently meet criteria
Churchville	0	\$2,400	Not funded - Didn't sufficiently meet criteria
Trinity	0	\$7,225	Not funded – Late Applicant
Total	\$25,000	\$59, 125	

2020 AWARD SUMMARY

Church	Amt. Awarded	Amt. Requested	Description
Faith	\$4,000 (Have an additional \$3000 from 2019)	\$4,000	Family Engagement Nights with Walter P. Carter Elementary

Fallston	\$2,000 (Have an additional \$3000 from 2019)	\$2,000	Expansion of Kids SOAR (Serving Others All aRound) after school program New program - The Blessing Bus which will support local ministry organizations
*Hunting Ridge	\$6,000	\$6,000	Rosemont Community Interfaith Coalition Summer Camp – Note below
Knox	\$4500 (Have and additional \$2,000 from 2019)	\$4500	To start, You Speak, an anti-bullying and arts program in partnership with a local elementary school, the Dawson Safe Haven Center, and various arts programs.
Maryland	\$7,500	\$7,500	Emergency Food Pantry – shelving, moving
**St. John United	\$1,000 (Have an additional \$6000 from 2019)	\$1,500	Bryant Woods Elementary partnership for development of a soccer program – Note below
Total	\$25,000	\$25,500***	

All churches who had funds left over from 2019 were as a result of the Covid-19 pandemic and programs that could not be completed. The Commission discussed this at length and agreed funds could stay with the grantee to either hold for the same program at a later date or to propose an alternative use during the pandemic.

***Hunting Ridge Summer Camp** was not held due to the pandemic and the funds were not sent to the church. COR agreed to award the funds for the 2021 camp and requested an updated budget and program description.

**** St. John United** – Initial request to use 2019 funds for purchase of school equipment was denied. Reallocation of \$3,000 requested in December 2020 was approved by COR. The money was used to purchase student study desks (for home use) which church and school partners built and distributed.

***** Brown Memorial** requested \$1,575 for Soaring Eagles Learning Camp. The camp was not held due to the pandemic so the request was withdrawn.

2021 AWARD SUMMARY

Church	Amt. Awarded	Amt. Requested	Description
Brown Memorial Application #1	\$ 3,000	\$ 7,500	Green Team Projects working with other congregations
Brown Memorial Application #2	\$ 0	\$ 5,000	Not funded – Grant application did not specify where the EW/CE funds would be used and applicant had listed several other sources of funds to support their program
Faith	\$ 2,000	\$ 4,500	Family Engagement Nights with Walter P Carter Elementary/Middle School.
Hunting Ridge (HRPC)	\$ 6,000	\$ 6,000	Rosemont Community Interfaith Coalition Summer Camp - 5 week program. Funds will pay for Artist in Residence and support other enrichment activities.
Cherry Hill	\$ 5,000	\$ 7,500	Cherry Hill Distribution Ministry – food and toiletries
Maryland	\$ 2,000	\$ 7,500	Becoming a teaching congregation with Food and Faith Inc.
Comunidad Presbiteriana La Trinidad	\$ 2,000	\$ 2,000	Micro Loan Program
Hope	\$ 5,000	\$ 7,500	Reengaging the community - with outreach programs
Total	\$ 25,000	\$ 47,500	
		\$ 47,500	

1) Commission On Reconciliation Observations and Realizations during the first three years of the grant program:

- The Presbytery’s criteria for Enduring Witness Fund grants administered by COR reads in its entirety: *“This grant protocol will involve grants for community outreach, more specifically for community organizing and community engagement. These funds shall be distributed by the Commission on Reconciliation. This amount will be budgeted at \$25,000 per year.”*
- It is important to note that COR created this grant program from scratch using the above criteria statement. COR members thoughtfully and prayerfully began by defining “community outreach”, “community organizing” and “community engagement” based on

years of experience and lessons learned from our Partnerships and Self Development of People grants.

- COR has learned more from each round of funding. In making grant decisions, COR considered both the alignment of the ministry/project with the grant criteria and the applicant's need for Presbytery funds (access to other funding sources). As our understanding of the grant deepened, the grant application has been refined each year with an overall goal to encourage and equip our congregations to better engage with their communities.
- Applications have been received from 15 different congregations, with new churches applying each year. Our congregations have exhibited great creativity and diversity in the ways in which they seek to engage with their communities. COR has intentionally continued to structure and word the grant application in such a way as to allow for creativity and broad engagement from as many congregations as possible, while also encouraging new ministries.
- COR is implementing the following revisions to our application and award process for 2022 to bring greater clarity for applicants and improve grant management by COR:
 - Explicitly stating that COR will accept only one (1) CE grant application per church and revising the language regarding Session approval and signature of the Clerk of Session to reflect this requirement.
 - Adding an interim reporting requirement and revising the final reporting requirements including a more detailed budget reporting form and a final program evaluation form.
 - Adding clear language regarding the maximum number of years that a church may apply for the EW/CE grant for the same project. We have decided on 3 years and will encourage and support as much as possible congregations to identify additional sources of funding to sustain their initiatives. We will also adjust the grant application language to indicate that we are looking for ways that the project is being expanded.
- Due to the Covid-19 pandemic, the 2019 and 2020 funding has been more difficult to clearly and concisely report. COR understands that funds not used are to be returned to the Presbytery. Several of the recipients requested that the funds be carried over to the next year due to COVID-related implementation delays and were granted that permission after review by COR. This carry-forward practice is an exception for extraordinary times and not intended as an ongoing policy.
- COR is very hopeful that the Enduring Witness Community Engagement grant program will continue and even expand with additional funding in the coming grant cycle. It is our desire to support even more of our congregations as they embrace the work of reconciliation through efforts to dismantle racism, alleviate suffering, and bear public witness to the reconciling love of Christ.

APPENDIX G: Proposed 2022 Staff Compensation

Proposed 2022 Salary Budget												
Position	FY 2021 Budget Base Salary	Cost of Living 4%	2022 Budget 2021 Base Salary w/ COL	Pension 8.5% Min 1.1% Lay	D&D, Temp Dis. 1.5% Min. 1.6% Lay	Health-Bond of Penitents	SECA/ FICA	Cont. Ed	Travel Expense	Profess. Expense	2022 Budget Salaries	2021 Budget Salaries
General Presbyter - 2022	\$ 104,880	\$ 4,195	\$ 109,075	9,271	1,636	14,099	8,344	2,000	6,000	11,500	161,926	\$ 159,773
2021 Budget	\$ 104,880		\$ 104,880	8,915	1,573	16,882	8,023	2,000	6,000	11,500		
2021 Actuals @7/31/21	\$ 61,160		\$ 61,160	6,730	238	8,398	4,680	2,000	469	3,874		
Assoc. for Church & Leadership - 2022	\$ 72,500	\$ 2,900	\$ 75,400	6,409	1,131	14,099	5,768	1,000	4,425	4,000	112,232	\$ 111,603
2021 Budget	\$ 72,500		\$ 72,500	6,163	1,088	16,882	5,446	1,000	4,425	4,000		
2021 Actuals @7/31/21	\$ 42,292		\$ 42,292	4,652	634	19,077	3,235	300		837		
Assoc. Mission. & Comm. Engage - 2022	\$ 52,390	\$ 2,096	\$ 54,486					1,000	4,425	4,000	63,911	\$ 61,815
2021 Budget	\$ 52,390		\$ 52,390					1,000	4,425	4,000		
2021 Actuals @7/31/21	\$ 30,493		\$ 30,493									
Director of The Center - 2022	\$ 66,963	\$ 2,679	\$ 69,642	5,920	1,045	9,088	5,328	1,000	439		92,461	\$ 91,103
2021 Budget	\$ 66,963		\$ 66,963	5,692	1,004	10,882	5,173	1,000	439			
2021 Actuals @7/31/21	\$ 39,062		\$ 39,062	3,404		5,850	2,488	1,000				
Social Justice Consultant (SJC) - 2022	\$ 19,296	\$ 772	\$ 20,067						1,750	1,000	24,853	\$ 24,022
2021 Budget	\$ 19,296		\$ 19,296						1,750	1,000		
2021 Actuals @7/31/21	\$ 11,256		\$ 11,256									
Financial Administrator - 2022	\$ 60,450	\$ 2,438	\$ 62,888	5,915	1,006	9,333	4,809				84,932	\$ 80,421
2021 Budget	\$ 60,450		\$ 60,450	5,138	967	9,241	4,624					
2021 Actuals @7/31/21	\$ 35,825		\$ 35,825	3,325		5,950	2,065					
Accountant - 2022	\$ 31,615	\$ 1,265	\$ 32,880								35,395	\$ 34,034
2021 Budget	\$ 31,615		\$ 31,615									
2021 Actuals @7/31/21	\$ 16,978		\$ 16,978				1,004					
Stated Clerk - 2022	\$ 34,625	\$ 1,385	\$ 36,010	3,061			2,755		3,520		45,346	\$ 40,991
2021 Budget	\$ 34,625		\$ 34,625	2,740			2,666		880			
2021 Actuals @7/31/21	\$ 25,920		\$ 25,920	2,203	389	8,162	1,883		2,640			
2021 Actuals @7/31/21	\$ 20,312		\$ 20,312	1,490			1,954		266			
Director of Admin. Orits - 2022	\$ 55,413	\$ 2,217	\$ 57,629	6,339	922	9,333	4,409				78,632	\$ 74,450
2021 Budget	\$ 55,413		\$ 55,413	4,710	887	9,241	4,239					
2021 Actuals @7/31/21	\$ 32,324		\$ 32,324	3,048		5,908	2,384					
Social Media Comm. Specialist - 2022	\$ 50,294	\$ 2,012	\$ 52,306								57,306	\$ 50,294
2021 Budget	\$ 50,294		\$ 50,294									
2021 Actuals @7/31/21	\$ 29,563		\$ 29,563									
WWIV Liaison - 2022	\$ 5,000		\$ 5,000								5,000	\$ 5,000
2021 Budget	\$ 5,000		\$ 5,000									
2021 Actuals @7/31/21	\$ -		\$ -									
Total 2022	\$ 553,426	\$ 21,937	\$ 575,363	\$ 37,915	\$ 5,740	\$ 55,952	\$ 35,463	\$ 5,500	\$ 20,559	\$ 20,500	\$ 756,993	\$ 744,843
OTHER:												
New Interim - 2022	\$ -		\$ 75,000								102,750	\$ 102,750
Total 2022 Budget with Interim Pastor	\$ 553,426	\$ 21,937	\$ 650,363	\$ 60,665	\$ 5,740	\$ 55,952	\$ 35,463	\$ 5,500	\$ 20,559	\$ 20,500	\$ 859,743	\$ 859,743

APPENDIX H: Biographical Statement for Essie Koenig-Reinke

Essie Koenig-Reinke grew up in Kansas and Oklahoma and has a deep love for red clay dirt and flint hills sunsets. She has spent the last decade learning what life is like outside of America's heartland. She has served as a PCUSA Young Adult Volunteer (YAV) in Belfast Northern Ireland, attended Seminary at Union Presbyterian Seminary in Richmond, Virginia. Before moving to Baltimore, explored the Great Lakes State of Michigan as she served as the Interim Director of Youth Ministry at First Presbyterian Church of Ann Arbor. Essie is passionate about the church, cultivating community, and creativity in worship. She also loves all things related to lavender, coffee, and mystery books. Essie is married to Rev. Eric Koenig-Reinke, who currently serves as the associate for intergenerational ministries at Red Clay Creek Presbyterian Church in Wilmington, Delaware. Their dog, Bentley, loves playing tag, running around, and exploring the world around him. Essie and Eric currently live in Northeast, Maryland, and love soaking up all the beauty and seafood the bay has to offer.

APPENDIX I: Report from The Center

1. Building process update: Over the course of May 2020-September 2021, The Center has reviewed applications from interested churches for their relocation to their property. The original pool of choices has been narrowed down to the top two candidates. The Center, with the endorsement of Steering Cabinet, intends to bring a full update with the final candidate to the presbytery gathering in the first quarter of 2022: February 10, 2022.

2. Dormitory Space Reopening: The Center Baltimore's Reopening Team has created a reopening plan in compliance with CDC, State, and Baltimore City COVID19 health and safety guidelines. With this in mind, The Center Baltimore will begin hosting groups at 50% capacity in their dormitory space at First & Franklin on October 1, 2021. HEPA filtration systems will keep the air as efficiently clean as possible. The Center looks forward to hosting overnight groups again very soon this fall.

3. Summer 2021 Update

Visiting Groups: FPC Annapolis, Frederick Pres, Second Pres, Ark and Dove Pres, Towson Pres, members from the Susquehanna Ministry Group, and 4 UCC churches from DC

Community Org Training: youth from Ashland, Brown Memorial, and Westminster

Partners:

Knox Presbyterian distributed thousands of pounds of food and got to know more neighbors through their bimonthly food giveaway.

Rev. Michele Ward welcomed our groups into the **Greenmount West** neighborhood for community dumpster days, and weekly food distribution. And Derrick Weston of **Ashland** Pres and McKay Jenkins from **Brown Memorial** led our groups as they braved weeds and tended sweet potato plants at Rockrose City Farm.

Maryland Pres moved their food pantry operation into their Lutheran partner's space on North Ave to serve more people as the pandemic continues.

CPT welcomed their sister church FPC Annapolis for a night of farming and dinner fellowship.

The Glenwood Life Garden is flourishing, and **North Baltimore Presbyterian's** kickball games are back on.

Other partners: Red Shed Village, Stillmeadow Community Fellowship, Amazing Grace Lutheran Church, and 4MyCity

Staff and interns preached/spoke at: Knox, Springfield, FPC Howard Co, Dickey, Hunting Ridge, Light Street, Maryland, Havenwood, Hope, Highland, First and Franklin, and Faith Pres.