

Minutes of the 894th Stated Meeting of the Presbytery of Baltimore
10:00 am, Thursday, March 10, 2022
Via Zoom Electronic Meeting Platform

STORIES AND CELEBRATIONS

Moderator Sue Lowcock Harris called the meeting of the Presbytery of Baltimore to order at 10:03 AM. She opened the meeting with prayer. A quorum was present.

She called on the Stated Clerk, Mary Gaut, who moved the adoption of the Docket including 1 item of new business from the Trustees. It was seconded and **APPROVED** by common consent.

General Presbyter, Jackie Taylor, welcomed first time ruling elders and Catherine Lynch from the Presbyterian Investment and Loan Program. She then introduced Rev. Dr. Carrie Mitchell, regional consultant for the Board of Pensions. She was **seated as a corresponding member from Coastlands Presbytery** by common consent. Dr. Taylor then introduced Rev. Ellie Johns-Kelly, Ministry Relations Officer for the Presbyterian Foundation. She was **seated as a corresponding member from Lake Erie Presbytery** by common consent.

Ruling Elder Bob Stepling was recognized to lead the Presbytery in a remembrance of the Native Peoples who once occupied the land within the bounds of our presbytery.

The Moderator called upon Catherine Lynch who gave a brief description of how the investment and loan program works including the two programs introduced in 2020 in response to needs that arose during the pandemic: The Safety and Technology Grants, and Operating Costs Lines of Credit. She reported rebate checks had been sent to Ark and Dove, First and Franklin, and St. Andrew's

Morning Prayer and Worship was led by the Dismantling Racism Team. The readings and prayers were a bold call to racial reconciliation and justice and included a prayer for the people of Ukraine suffering under the Russian invasion. The offering was designated for Ukrainian and Afghan refugees.

Rev. Dr. Carrie Mitchel was recognized to give updates about new and expanded assistance grants and programs recently introduced by the Board of Pensions as well as *Care Navigation*, a new feature to help members navigate the health care system and take full advantage of benefits.

Rev. Matthew Glasgow, chair of the Commission on Ministry, was called by the Moderator to lead the presbytery in celebrating the retirement of Susan DeWyngaert. She retired as senior pastor at Woods Memorial on January 31, 2022. A brief video of comments made at her retirement event at the church was shown. Rev. DeWyngaert expressed appreciation for her time at Woods and in the Baltimore Presbytery. Rev Glasgow offered a prayer of thanksgiving and blessing.

DISCERNMENTS AND DECISIONS

STATED CLERK'S REPORT AND CONSENT MOTION

The Moderator invited Vice-Moderator RE Cecil Phillips to moderate the meeting for the next several items on the docket. He called upon the Stated Clerk who presented the consent motion (Appendix B attached). Rev. Deborah McEachran requested that the change to section Manual Section 11.3.1 be clarified by adding "Center Steering Committee" after the words "Chair or One of the Co-chairs." The edited motion was seconded and **APPROVED** by common consent.

REPORT OF THE TRUSTEES

The Vice-Moderator called on Trustee President RE Ed Gilliss who presented the annual report of the Trustees (Appendix C attached). He explained that the audit recently completed was a consolidated two-year audit as the pandemic restrictions did not allow the completion of the audit for 2019. The combined 2019-2020 audit was received by the Trustees in December, 2021.

REPORT OF THE PERSONNEL COMMITTEE

RE Deborah Dixon, a member of the Personnel Committee, was recognized to present the report of the committee on staff compensation equity which was referred to the committee at the October 2021 stated meeting of the Presbytery. The report (Appendix D attached) found no inequities in staff compensation. The report urged those who have questions or concerns related to staff issues to contact the committee directly.

REPORT OF THE ADMINISTRATION COMMITTEE – BUDGET APPROVAL

Rev. Morton Harris, member of the Administration Committee, was recognized and moved that the 2022 Budget (Appendix E attached) as presented in the meeting papers be approved. The motion PASSED and the budget was **APPROVED**.

REPORT OF THE COMMISSION ON MINISTRY

The Vice-Moderator turned the meeting back to the Moderator who called on Rev. Jack Carlson. On behalf of the Commission on Ministry he moved that Presbytery commission RE Paul Martin to moderate the Session of Havre de Grace through December 31, 2022. He briefed the Presbytery on the preparation Mr. Martin received including completion of a polity course through Union Presbyterian Seminary and a period of mentoring and supervision by Rev. Carlson before being certified by the Commission on Preparation for Ministry. Mr. Martin was moved to the waiting room for the vote. The motion **PASSED** and he was welcomed back with enthusiastic congratulations.

REPORT OF THE GENERAL PRESBYTER

General Presbyter, Rev. Jackie Taylor, was recognized to give her report. She reported on a conference she attended for Women Mid-Council Executives in the PCUSA on the theme “From Resilience to Renewal” and how the current work in strategic planning will help move the presbytery toward renewal. Communications Manager, Frank Perrelli, is creating a new webpage to support this process.

REPORT OF THE COMMISSION ON PREPARATION FOR MINISTRY

The Moderator called on Rev. Eric Meyers, co-chair of the Commission on Preparation for Ministry. He moved that the Presbytery waive the requirement of G-2.0607(b) for Candidate Hyiwot Teshome, based on the equivalency status granted by Lancaster Theological Seminary. The motion, which required $\frac{3}{4}$ of those voting to vote affirmatively was **APPROVED**.

Rev. Meyers then moved that Candidate Hyiwot Teshome be examined on his statement of faith (Appendix F attached) and be certified ready to receive a call. Following a brief period of questions Rev. Meyers moved that the examination be sustained. Mr. Teshome was moved to the waiting room. During a brief discussion several expressed the hope that Mr. Teshome would receive a call in the Presbytery of Baltimore. The motion to certify him ready to receive a call was **APPROVED**. He was brought back from the waiting room with expressions of enthusiasm.

NEW BUSINESS

Rev. Dottie LaPenta, a member of the Trustees and the Administrative Commission for the Glen Burnie Korean Presbyterian Church, was recognized by the Moderator. On behalf of the Trustees she moved that the Presbytery of Baltimore approve up to \$56,000 from the Emergency Assistance Property Fund be invested in the Presbyterian Investment and Loan Program to assist with meeting the PILP investment requirement of \$154,000 in order to secure a loan for the Glen Burnie Korean Presbyterian Church Property of which the Glen Burnie Korean Presbyterian Church and the Trustees of the Baltimore Presbytery are co-borrowers.

She explained that Presbytery approval was required as this use was beyond the terms set when the fund was established, and that the money would be returned to the fund when the property is sold and the loan repaid. Following discussion, the motion was **APPROVED**.

There were no items removed from the consent motion.

The meeting was **ADJOURNED** by the Moderator at 12:04PM and closed with prayer by the Vice-Moderator.

(Respectfully submitted

Mary Gaut, Stated Clerk

APPENDIX A
Attendance Detail

Category	Present	Excused	Absent
Teaching Elders Serving Churches	35	6	19
Specialized Teaching Elders.	6	0	7
New Worshiping Community Leaders	2	0	0
Honorably Retired Teaching Elders	11	-	-
CREs & Commissioned Pastors	2	0	4
Ruling Elder Commissioners (including officers and Commission members)	31	0	-
Former Ruling Elder Moderators	3	1	-
Former Ruling Elder Stated Clerks	0	1	-
Certified Educators	0	0	0
<i>Subtotal voting members</i>	90		
Corresponding Members	2	-	-
Youth Advisory Delegates (Non-voting)	0	-	-
Guests and Presbytery Staff (Non-voting)	13	-	-
Candidates and Inquirers (Non-voting)	1	-	-
<i>Subtotal non-voting attendees</i>	16		
TOTAL PRESENT	106		

TEACHING ELDERS SERVING CHURCHES:

Present: Tim Stern, (Ark& Dove), Jon Nelson (Ark & Dove), Glen Misick (Babcock), Andrew Connors, Michele Ward (Brown), Dorothy Boulton (Catonsville); Keith Paige (Cherry Hill); Laura Batten-Carbaugh (Covenant), Edwin Lacy (Fallston), Christian Iosso (First & Franklin), Andrew Kort, Mihee Kim-Kort (First of Annapolis); Melissa Lopez (First Bel Air); Alison Peters (First Cumberland), Sue Lowcock Harris, Morton Harris (First of Howard); Matthew Glasgow (First Westminister); Eric Myers

(Frederick), Billy Kluttz (Govans); Emma Horn (Harundale); Jennifer DiFrancesco (Havenwood); Ray Meute (Highland), Deborah McEachran (Hunting Ridge); Carrie Finch-Burriss (Kenwood); Tim Hughes Williams (Light Street); Kimberly Secrist Ashby (Mt. Hebron), Janna Vanderwoude (Northminster), Elizabeth McLean (Prince of Peace); Mark Hannah (Roland Park); Amy Carlson (Second); Randy Clayton (Second), Rebecca Crate-Price (Springfield), Dan Melton (St. Andrew's), Mary Ka Kanahan (St. John United); Joel Strom (Towson), John Carlson HR (Woods), Nancy Lincoln-Reynolds (Woods),

ABSENT AND EXCUSED: Shannon Weston (Ashland); Ken Kovacs (Catonsville), Scott Hoffman (Christ Memorial); Jessie Lowry (Christ Our Anchor); Essie Koenig-Reinke (Dickey Memorial); Karen Brown (Hope),

ABSENT: Todd Smith (Bethel), Andy Nagel (Central); Andy Gathman (Chestnut Grove), Jeff Young (Christ Our King); Catherine Goodrich (Faith); Sungjin Kim (Glen Burnie Korean), Kerry Slinkard (Good Shepherd); Thomas Harris (Govans); Tanya Wade (Grace), Teresa Martin-Minnich (Hancock), Jeong Hoon Han (Korean United); Phyllis Felton (Madison Ave.), David Norse Thomas (Maryland); Mark Sandell (St. Andrew), Rob Carter (Towson), Jacob Snowden (Woods).

NEW WORSHIPING COMMUNITY LEADERS:

Present: (*Jennifer DiFrancesco listed with Havenwood*), Jose Lopez-Chapa

RESIDENT SPECIALIZED CLERGY

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

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

NONRESIDENT SPECIALIZED CLERGY:

Present: Tanya Denley

Absent and Excused: Tom Blair, John Boulware, Rob Hoch, Stacy Martin, Michael Moore, Easter Smart,

HONORABLY RETIRED

Present: Anita Hendrix, Don Boardman, Doris Cowan, Dottie LaPenta, Susan DeWyngaert, Mary Gaut, Loril Hawk, Barbara Renton, Roger Rice, Mary Speers, Laurel Underwood

CORRESPONDING MEMBERS: Rev. Dr. Carrie Mitchell (Coastlands Presbytery), Ellie Johns-Kelly (Presbytery of Lake Erie)

RULING ELDER OFFICERS AND MEMBERS OF PRESBYTERY'S STEERING CABINET AND COMMISSIONS

Present: Bob Stepling (COR) Audrey Trapp (Chair of Cabinet); [*Cecil Phillips, Vice-Moderator listed with Dickey Memorial*], Leslie Owsley (CPM)

RULING ELDER COMMISSIONERS FROM CONGREGATIONS:

CHESTNUT GROVE, Carolyn Nabat; CHRIST OUR KING, Joanne Kokie; CHURCHVILLE, Bonnie Jones; DICKEY MEMORIAL, Cecil Phillips; FAITH, Bobby Hall; FALLSTON, Sharon Tyler; FIRST OF ANNAPOLIS, Betsy Stewart, Deborah Dixon; FIRST OF HOWARD CO. Nan Miller; FIRST OF WESTMINSTER, Heather Russell; FRANKLINVILLE, Edward Stuebing; GOVANS, Karen Ceanfaglione; GRANITE, Michael Kahn; HAMILTON, Janice Howard; HARUNDALE, Wes Garrett; HAVRE DE GRACE Patricia Allingham; HIGHLAND, Claudia Scarborough; HUNTING RIDGE, Emmanuel Addo; KNOX, Charese Jordan Moore; MADISON AVE, Jean Owens; MARYLAND, Carol Mason; PRINCE OF PEACE, Ellen Mitchell; ROLAND PARK, Ginny Rutherford; Barbara Matheson; SPRINGFIELD, Diana Steppling; ST. JOHN UNITED, Susan Moody; WOODS MEMORIAL, Mark Bohlman, Philip Henry, Doug Irminger, 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, BROWN, CATONSVILLE, CENTRAL, CHERRY HILL, CHRIST MEMORIAL, CHRIST OUR ANCHOR, COVENANT, EMMITSBURG, FIRST OF BEL AIR, FIRST OF CUMBERLAND, FIRST AND FRANKLIN, FREDERICK, FROSTBURG, **GOOD SHEPHERD**, GLEN BURNIE KOREAN, GRACE, GROVE, HAGERSTOWN, HANCOCK, HAVENWOOD, HOPE, HUGHES MEMORIAL, KENWOOD, KOREAN UNITED, LIGHT STREET, LOCHEARN, . MT. HEBRON, **MT PARAN**, NORTHMINSTER, PERRY HALL, **SECOND**, ST. ANDREW, ST. ANDREW'S, TOWSON, TRINITY

COMMISSIONED RULING ELDERS

Present: Anita Bishop-Johnson, Paul Martin

Absent: John Brewington, Ed Terry, Donna Lea, Cleoda Walker

CANDIDATES AND INQUIRERS: Hyiwot Teshome

YOUTH ADVISORY DELEGATES: None

CERTIFIED LAY EMPLOYEES WITH VOTE: None

FORMER RULING ELDER MODERATORS (with vote): William Starke; Guy Moody,

FORMER RULING ELDER STATED CLERKS: none

OTHER PRESBYTERY STAFF (without vote): Chuck Brawner, Susan Krehbiel, Frank Perrelli, Felicia Scott, Laura Mullen

GUESTS (without vote): David Hutton, Bill & Nancy Henderson (Catonsville), Debbie Schmidt (Central), Keith Reagan, (Christ Our King); James Stickler (First of Cumberland); Annette

Snyder (Hunting Ridge); Emily Park (Second), Bob Stepling (Springfield), Mary Shippe (St. John United), Deanna Rolffs & Lon Swartzentruber (consultants from The Design Group)

APPENDIX B

Consent Motion

The Stated Clerk recommends:

1. THE APPROVAL of the minutes of the 893rd Stated Meeting of the Presbytery of Baltimore, October 21, 2021, and the Called meeting on February 10, 2022, as posted on the Presbytery website. <https://baltimorepresbytery.org/events/894th-gathering/>

The Commission on Ministry recommends:

2. That the Commission to Ordain Courtney Koenig Reinke be dismissed, having reported that the ordination took place on November 14, 2021, at Dickey Memorial Presbyterian Church
3. That the Commission to Install Alison Paden Peters be dismissed, having reported that the installation took place on December 5, 2021 at First Presbyterian Church of Cumberland
4. That presbytery ratify the 12/1/2021 action of COM to validate the ministry of TE Tom Blair as pastor of St. John UCC church in Boalsburg, PA
5. That presbytery ratify the 11/3/2021 action of COM to commission RE Ed Terry to officiate the sacraments at Granite Presbyterian from 11/1/2021 – 1/2/2022.

The Administration Committee recommends APPROVAL of the following Manual Changes (changes in ***bold italics***):

7. Add new sections to Commission on Ministry:
 - 7.9.5.1.10. ***When, in the judgment of the COM the validation of a ministry is necessary before the next stated meeting of the presbytery, the COM or its Leadership Team may grant provisional validation provided the ministry meets the criteria of sections I.1., II.1., III.1 and IV.1 in the Validation of Ministries Policy of the Presbytery. The validation will be taken to the next stated meeting of the Presbytery for ratification.***

7.9.5.2.7 approve ***parish associate relationships***

8. Amend section 7.9.5.4.4. Approve re-commissioning a Commissioned Pastor to a new term in the same commission and ***approve commissioning a previously commissioned ruling elder to limited service in a church for a period not to exceed six months. Commissioning for that same service beyond six months requires the approval of the presbytery***
9. Amend section 9.5.9. Submit annually to the Presbytery, ***at the first meeting following completion of the audit,*** the financial statement for the previous calendar year audited by a certified public accountant.
10. Amend 6.2.1. Voting members: The members of the Presbytery Steering Cabinet are the Cabinet Chair (Former Moderator), Moderator of Presbytery, Vice Moderator of Presbytery, the chairs of the Commission on Thriving Congregations, the Commission on Spiritual Leader Development, and the Commission on Reconciliation, the chair of the Administration Committee, ~~the Executive Director of The Center~~ ***The chair or one co-chair of the Center Steering Committee,*** the Stated Clerk, the General Presbyter, and one representative to be elected by and

from each of the following: the ministry group conveners, the Commission on Ministry, and the Trustees. (These elected members shall serve for one year and may be re-elected annually by these groups to serve up to three years consecutively.)

Amend 11.3.1. The ~~Executive Director~~ **Chair or one of the Co-chairs** of the Center Steering Committee sits on the Steering Cabinet ex-officio with vote.

APPENDIX C

TRUSTEES REPORT

Report to the 894th Gathering of the Presbytery
of Baltimore March 10, 2022

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, 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 make this 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 was conducted in 2021 by the independent accounting firm Weyrich, Cronin and Sorra in Hunt Valley, Maryland. The results were presented to the Trustees at our December 2021 meeting.

Per the auditor's recommendation, the audit was 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. as of the end of calendar year 2021.

Investments

Morgan Stanley is the Trustees' investment advisor. It reports that, even amid volatile conditions, they were able to carry out the investment mission in a methodical manner, and that the overall decisions benefited the Presbytery. Calendar year 2021 closed with the Trustees overseeing \$17,197,917 of assets.

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.

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).

The Trustees have also provided some smaller loans directly to congregations at the request of the Presbytery's Property and Loan Commission.

For over 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.

-- Edward J. Gilliss,
President

MS Investment Fund/Trustee Fund Reconciliation December 2021

MS Cash/Inv Balance-PIF	
Santa Barbara	16,579,394.26
Blackstone REEF	11,431.28
Blackstone REIT	607,092.19
ICM	0.19
Total MS-Pooled Income Fund	17,197,917.92
Total MS-PIF@ 12/31/2019	14,732,401.08
Total MS-PIF @ 03/31/2020	12,254,634.24
Total MS-PIF @ 06/30/2020	13,654,299.76
Total MS-PIF@ 09/30/2020	14,430,571.96
Total MS-PIF@ 12/31/2020	15,954,568.92
Total MS-PIF @ 03/31/2021	16,308,384.98
Total MS-PIF@ 06/30/2021	17,033,058.88
Total MS-PIF @ 09/30/2021	16,755,529.39

MS Cash/Inv Balance Other	
Enduring Witness 66%	432,490.67
Emer Asst Property Fund 17%	169,991.70
Lakeland	176,033.18
R&R Ferguson Sch	88,047.23
Total MS Other	866,562.78

*66% of proceeds from closed churches to be transferred to Enduring Witness Fund

*17% of proceeds from closed churches to be transferred to Emer Asst Property Fund

*17% of proceeds from closed churches to be transferred to Undesignated Fund

Trustee Funds	
NET ASSETS WITHOUT DONOR RESTRICTIONS	
UNDESIGNATED	11,927,415.04
POB DESIGNATED	
MISSION	355,101.35
URBAN (1981)	1,574,594.67
PRESBYTERY OF BALTIMORE	92,734.91
COM ORDINATION/INSTALLATION	112,283.52
POB DESIGNATED TOTAL	2,134,714.45
NET ASSETS WITH DONOR RESTRICTIONS	
RESTRICTED	
J. J. SMITH CANDIDATES (CPM)	480,426.07
ROBERT TURNER MEMORIAL FUND	136,901.49
PETER NORD SCHOLARSHIP	17,608.28
RESTRICTED TOTAL	634,935.84
ENDOWMENT	
BURROUGHS (HdG)	15,160.56
SILVER (HdG)	403,916.56
HELEN SMITH (1/3) (HdG)	70,193.95
GEBLEIN	7,883.69
FRANCE	531,078.09
BOGERT PRESBYTERY	132,410.79
BOGERT NCD - PRESBYTERY	149,496.54
HAINES (Hope)	92,139.61
HARVEY (Northminster)	16,259.55
HELEN SMITH (2/3) (PCUSA)	140,386.70
SMITH CHESTNUT GROVE	329,137.00
VALENTINE	132,136.07
R&M FERGUSON	28,768.45
KOREAN UNITED PC of BALTIMORE	451,885.03
ENDOWMENT TOTAL	2,500,852.59
TOTAL NET ASSETS	17,197,917.92

APPENDIX D

Report of the Presbytery of Baltimore Personnel Committee Regarding Staff Compensation Equity

*Requested at the 893rd Gathering (October 2021)

The Personnel Committee has reviewed the compensation for each presbytery staff member, held multiple conversations with staff and presbytery members, has discussed the information thoroughly, and reports the following:

Noting that there is certainly a high level of complexity when it comes to the determination of presbytery staff compensation (contractor status, full-time status, benefits offered, eligibility for housing allowance, etc.), the committee has not found evidence of inequity in compensation for current presbytery staff.

The committee has taken into account the various roles and employment statuses of presbytery employees as well as hiring and compensation practices of the past.

Where applicable time served, relevant degrees held, ordination status, job performance, and other factors have been considered.

Thus, the personnel committee does not recommend any compensation changes for any presbytery employees or contractors at this time.

The committee would also like to take this opportunity to strongly encourage all presbytery members to bring any personnel-related questions or concerns to the committee before (or in lieu of) bringing said matters to the floor of Presbytery Gatherings in the future. The committee wishes for the entire presbytery to know that the questions and subsequent discussions that took place around the matter of staff compensation at the October Gathering caused significant stress and anxiety amongst the presbytery staff. This could have been avoided or at least significantly reduced if these questions/concerns had been brought to the committee before the Gathering.

APPENDIX E

A	B	C	D	E	F	G	H	I	J	K	L	N	O	P
	01 Per Capita	02 Shared Ministry	04 General Trustees	11 Mission Abbott	12 Urban Arlington	13 COM Ord/Instal	14 NCD Borgert	15 Lakeland	05 GA-Synod Mission	07 Dir. Sup. Interim Pastor	09 Reserves	2022 Budget	2021 Budget	2021 Actual
ing Income														
onment	455,348											455,348	453,418	418,194
stment for Non-payment	(35,000)											(35,000)	(35,000)	-
Income	164,802	164,802										164,802	100,000	176,201
	420,348	164,802										585,150	518,418	594,395
et Support			481,028	13,508	59,898	4,056	5,684	58,274				564,174	538,757	534,936
et Support Lakeland								58,274				58,274	47,999	39,127
ow Support of Finance Staff			23,937									23,937	24,777	23,379
port			504,965	13,508	59,898	4,056	5,684	58,274				646,385	611,553	597,442
ision Support														
oldback)														
od Mission Support														
gram									80,000			115,000		
Year														
ic-Prior Year														
se/Shortfall													31,139	(41,985)
reserve												51,847	59,590	9,729
es	51,847											17,725	6,825	(16,829)
ep. Reserves			17,725										37,094	(16,715)
Reserves											10,000	10,000	10,000	
ome	51,847		17,725								10,000	79,572	144,648	(65,800)
me														23
ne														325
ne														65
ne														413
	472,195	164,802	522,690	13,508	59,898	4,056	5,684	58,274		80,000	45,000	1,426,107	1,274,599	1,126,450
urning Congregations														

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	01 Per Capita	02 Shared Ministry	04 General Trustees	11 Mission Abbott	12 Urban Arlington	13 COM Ord/Intial	14 NCD Burgert	15 Laeland	05 GA-Synod Mission	07 Dir. Sup. Interim Pastor	09 Reserves	2022 Budget	2021 Budget	2021 Actual	
Expenses	850											850	850	-	
tery Fellowship Support	12,792	13,000	40,400	11,524	5,684							43,000	43,000	36,550	
Support Team	-	-	35,000									-	3,825	-	
ial Redevelopment Team			21,639	46,750								46,750	36,475	30,990	
ission	13,642	13,000	5,768	58,274	5,684							90,600	84,150	67,540	
			40,400									40,400	52,500	32,500	
			35,000									35,000	20,000	40,000	
Pension Benefits			21,639									21,639	24,133	24,132	
ECA			5,768									5,768	5,546	5,546	
ing Education			1,000									1,000	1,000	1,000	
ional			4,425									4,425	4,425	2,557	
onal			4,000									4,000	4,000	4,589	
for Church & Leadership			112,232									112,232	111,604	110,324	
roup Staff															
MG Staff															
upport			112,232									112,232	116,604	110,324	
g Congregations		13,642	112,232		13,000		5,684	58,274				202,832	200,754	177,864	
yzs															
est Min Grp		13,200										13,200	8,781	6,000	
est Min Grp Conv		1,800										1,800	1,800	1,800	
ony-Ministry Grp		13,200										13,200	8,781	7,999	
inistryGrpConvener		1,800										1,800	1,800	1,800	
Parish-Ministry Grp		12,500										12,500	8,081	8,041	
Ministry Grp Convener		2,500										2,500	2,500	2,083	
orians-Ministry Grp		13,200										13,200	8,781	8,779	
orians-Ministry Grp Convener		1,800										1,800	1,800	1,800	
Ministry Grp		11,400										11,400	6,981	2,351	
istry Grp Convener		3,600										3,600	3,600	3,450	
icpl-Ministry Grp		13,200										13,200	18,781	18,800	
re-Min Grp Convener		1,800										1,800	1,800	1,050	
er Activities/Emerg. Needs		300										300	16,172	-	
er Chair		1,800										1,800	1,800	1,800	
ry Groups		92,100										92,100	91,458	64,853	
on Spiritual Leadership Development															
ssion Expenses		850										850	850	-	
se		425										425	425	50	
num		5,000										5,000	5,000	5,241	
nter Materials		425										425	425	-	
Institute		1,360										1,360	1,360	1,360	
Teaching Elders		2,550										2,550	2,550	1,300	

	A	B	C	D	E	F	G	H	I	J	K	L	N	O	P
		01	02	04	11	12	13	14	15	05	07	09	2022	2021	2021
		Per	Shared	General	Mission	Urban	COM	NCD	Lakeland	GA-Synod	Dtr. Sup.	Reserves	Budget	Budget	Actual
		Capita	Ministry	Trustees	Abbott	Arlington	Ord/Instal	Budget		Mission	Interim				
4	Ministry of Other Congo Leaders		850										850	850	
98	Scholarship Expense		5,950										5,950	5,950	5,920
99	Disciple Formation		5,200										5,200	5,200	1,000
100	Total Commission Expenses		22,610										22,610	22,610	14,871
101															
102															
103															
104															
105	<i>Commission on Ministry</i>														
106	COM Assistance to Congregations	1,275											1,275	1,275	-
107	COM Assistance to Ministers	5,802					4,056						9,858	9,622	3,500
108	COM Retired Minister Events	425											425	425	41
109	COM Training	850											850	850	-
110	COM Sexual Misconduct Rspns Team	425											425	425	-
111	COM TE Background Checks	638											638	638	441
112	COM Committee Expenses	850											850	850	-
113	COM CREST	850											850	850	-
114	Money Market Emerg. Funding														-
115	WWV Liaison		5,000										5,000		-
116	Interim Pastor Program Congr & Trustees										80,000	35,000	115,000		-
117	Total COM	11,115	5,000				4,056				80,000	35,000	135,171	14,935	3,982
118															
119	<i>Commission on Preparation for Ministry</i>														
120	CPM Candidate Assessment	2,000											2,000	1,700	1,107
121	CPM Candidate Scholarships	1,500											1,500	1,275	-
122	CPM Ordination Exams	360											360	575	120
123	CPM CRE Assessment	500											500	750	-
124	CPM CRE Scholarships													200	-
125	CPM Committee Expense	1,050											1,050	850	1,163
126	Total CPM	5,410											5,410	5,350	2,390
127															
128	Total Assoc SLD														
129															
130	Total Commission SLD	16,525	27,610				4,056					35,000	163,191	42,895	21,243
131															
132															
133	<i>Commission on Reconciliation</i>														
134	Commission Expenses		2,250										2,250	2,250	-
135	Dismantling Racism Training*											10,000	10,000	10,000	-
136	Central MD Ecumenical Council		800										800	800	800
137	Total Ecumenical Relations		3,050									10,000	13,050	13,050	800
138	* 3 year initiative														
139	<i>Mission Partnership Funds</i>														
140	El Centro-Cuba Partnership		9,000										9,000	9,000	9,000
141	Baltimore Dakota Partnership		9,000										9,000	9,000	9,000
142	Guatemala Partnership		9,000										9,000	9,000	9,000
143	Total Mission Partnership Funds		27,000										27,000	27,000	27,000

A	B	C	D	E	F	G	H	I	J	K	L	N	O	P
	01 Per Capita	02 Shared Ministry	04 General Trustees	11 Mission Account	12 Urban Arlington	13 COM Ord/Instal	14 NCD Borgart	15 Lakeland	05 GA-Synod Mission	07 Dtr. Sup Instnm Pastor	09 Reserves	2022 Budget	2021 Budget	2021 Actual
Partnership Spnt		1,400										1,400	1,400	-
Interest		7,400										7,400	7,400	-
Factor			63,911									63,911	61,815	51,169
Missional & Community Engage.			63,911									63,911	61,815	51,169
by					42,642							42,642	51,963	44,463
osing			9,236	13,508	4,256							27,000	15,000	22,500
sion			6,965									6,965	6,696	5,775
alh			9,088									9,088	10,882	11,803
-A Offset			5,328									5,328	5,123	5,123
it Ed			1,000									1,000	1,000	1,000
vel			439									439	439	439
Center			32,056	13,508	46,898							92,462	91,163	91,163
			20,067									20,067	19,296	19,296
			1,535									1,535	1,476	1,476
id			500									500	500	500
st.			2,750									2,750	2,750	75
for Consultant			24,852									24,852	24,032	21,347
ort			120,819	13,508	46,898							181,225	176,940	163,619
on or Reconciliation		31,450	120,819	13,508	46,898						10,000	222,675	218,390	191,419
ng														
Per Capita	107,239											107,239	112,915	112,914
Appointments	13,733											13,733	14,460	14,460
of Giving	120,972											120,972	122,375	122,374
aintenance														
erican Church	53,771											53,771	52,717	52,717
es	53,771											53,771	52,717	52,717
on Expense	880											880	7,760	357
erence/Tech Support	2,620											2,620	-	2,182
asses	8,600											8,600	7,500	9,416
	5,775											5,775	2,550	4,850
	7,055											7,055	7,055	6,729
	8,500											8,500	8,500	6,025
Personnel	500											500	500	112

	01 Per Capita	02 Shared Ministry	04 General Trustees	11 Mission Abbott	12 Urban Arlington	13 COM Ord/Instal	14 NCD Borgert	15 Lakeland	05 GA-Synod Mission	09 Reserves	2022 Budget	2021 Budget	2021 Actual
net Access	1,785		3,000								1,785	1,785	1,343
	7,600		6,000								3,000	2,500	2,734
			11,375								7,600	6,500	6,733
			18,000								6,000	4,500	4,500
ment	950										11,375	11,000	18,000
	1,220										18,000		114
											950	4,550	
											1,220	1,220	1,220
	1,500												
ance Fees	46,985		36,375								1,500	1,500	1,279
ense											85,360	67,360	65,594
	1,000												
	1,000										1,000	3,500	
	6,750										1,000	1,000	
nt/Support & Commun.	8,750										6,750	4,250	2,369
ications											8,750	8,750	2,369
dia Consultant			52,306								52,306	50,294	40,401
mmunications			52,306								52,306	50,294	40,401
ps Salary			57,629								57,629	55,413	55,413
ps Benefits			16,594								16,594	14,838	16,226
ps FICA			4,409								4,409	4,239	4,087
ti. Ops.			78,632								78,632	74,490	75,726
Salary			47,151								47,151	45,338	45,337
Salary TTY Non-Endowment			15,717								15,717	16,269	16,239
Benefits			17,254								17,254	15,346	16,850
FICA			4,809								4,809	3,468	3,379
Admin.			84,931								84,931	80,421	81,805
Salary			24,660								24,660	23,711	19,899
Salary TTY Non-Endowment			8,220								8,220	8,509	7,140
FICA			2,515								2,515	1,814	1,521
stant			35,395								35,395	34,034	28,560
iff Support			251,264								251,264	239,239	226,492
ation Committee	109,506		289,639								399,145	368,066	347,172
is Steering Cabinet											1,700	1,700	
Expenses											850	850	
Consultants											1,700	1,700	95
nses											1,700	1,700	
Commissions													25,000

A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P
	01 Per Capita	02 Shared Ministry	04 General Trustees	11 Mission Abbot	12 Urban Arlington	13 COM Cubisoul	14 NCD Biogert	15 Lakeland	05 GA-Synod Mission	07 Div. Sup Interim Pastor	09 Reserves	2022 Budget	2021 Budget	2021 Actual	
inet Activities	5,950	-	-	-	-	-	-	-	-	-	-	5,950	5,950	25,095	
ing Expense	3,400											3,400	3,400	610	
	4,250											4,250	4,250	-	
	7,650											7,650	7,650	610	
Salary	65,445											65,445	62,928	62,946	
Rearing	43,630											43,630	41,952	41,934	
enefits	25,006											25,006	27,370	27,370	
ECA Offret	8,344											8,344	8,023	8,023	
on Educ	2,000											2,000	2,000	2,000	
Professional Travel	17,500											17,500	17,500	11,877	
Year	161,925											161,925	159,773	154,150	
	36,010											36,010	34,625	34,820	
	2,755											2,755	2,649	2,664	
in, health, Post Retire	7,382											7,382	11,494	2,960	
	3,520											3,520	3,520	812	
	49,067											49,667	52,288	41,256	
	211,592											211,592	212,061	195,406	
	225,192											225,192	225,661	221,111	
of its Steering Cabinet															
	472,195	164,802	522,690	13,508	59,898	4,056	5,684	58,274		80,000	45,000	1,426,107	1,274,599	1,151,036	
	472,195	164,802	522,690	13,508	59,898	4,056	5,684	58,274		80,000	45,000	1,426,107	1,274,599	1,126,450	
ses	472,195	164,802	522,690	13,508	59,898	4,056	5,684	58,274		80,000	45,000	1,426,107	1,274,599	1,151,036	
Adj.	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Net Income/(Loss)	0	-	-	-	-	-	-	-	-	-	-	0	-	(24,586)	

APPENDIX F

Hyiwot Teshome Statement of Faith

I believe in the one good, loving, and triune God - God the Creator, Jesus the Redeemer, and Holy Spirit the Mediator, which all share in the power, goodness, and eternal love of God. God the Creator is the great ruler of heaven and the creator of all things. God the Son is the Word made flesh in the person of Jesus Christ. The Holy Spirit, the living presence of God amongst us, was also present in the beginning and continues to work in the hearts of people, to speak through the scriptures, equip humans and intercede on their behalf.

Christ is the Word of God that was before the beginning. God created the world with the word and God communicated with us through Jesus, the Word.

God created and made humans special by creating us in the image of God. Being made in the image of God, we have an imprint of God in all of us, making us invaluable in the eyes of God and God's creation. God also gave us dominion over Creation and that gives us great authority and responsibility to tend and nurture all God's creation. We are sinful and continue to sin both individually when we don't love our brothers and sisters as we love ourselves. We sin corporately as participants and even collaborators in systems that oppress, exploit, and are unjust and unfair. Even then, through the grace and everlasting love of God, we continue to be favored as the bearers of the image of God.

I believe Scripture to be the inspired, written Word of God and the authoritative and indispensable rule of faith and life. Scripture teaches us about God's unfailing faithfulness and relentless love. Scripture also teaches us the redeeming and reconciling work of God manifested in the life, ministry, death, and resurrection of Jesus Christ.

I believe that salvation comes from God through Christ. In Jesus, God came to humanity. Jesus' life invites us to a new kind of life with God. Jesus' teachings and ministry provide a renewed and expanded promise of God's covenant with creation. Jesus revealed in his life and teachings an inclusive, expansive, and more complete understanding of the love of God available to all of creation. Jesus connects our lives with life in God and calls on us to live and act in accordance with God's commands. Jesus' death at the cross defeats and transforms human death and the distance created by our sinfulness is removed as we are reunited with God. Jesus' resurrection proves the triumphant power of God over death and evil and God's redeeming work in this world.

The reconnection with God and the invitation to live in the life of God according to the teachings of Jesus calls all humans into the ministry of reconciliation, justice, and love. Thus the Church is instituted, with Jesus as its head, as the instrument of God in this world. I believe this Church welcomes everyone, just as Christ welcomed everyone, and declares to all the good news of his salvation. The church gathers into membership all that are baptized in the name of the Father, the Son, and Holy Spirit, and that confess Jesus as Lord and Savior. The Church is empowered to proclaim the powerful story of the living God, to worship God, and continually pray and study to better know God. God is fully present and the Holy Spirit moves within us and guides us as the Word is read and proclaimed. God is also present in the Sacraments of Baptism and the Lord's Supper. In the waters of baptism, God claims us as members of

Jesus' church and as children of the covenant. In the Lord's Supper Jesus is present along with the bread and the wine as we celebrate the transforming life and saving death of Jesus the Christ.

I believe in the resurrection of the individual and the renewal of all things and I believe that God is sovereign over all that. Jesus' death and resurrection and God's love assure us of the sure and certain hope of the resurrection to eternal life and that our future rests in God's loving hands. In the meantime, we are to strive to bring that Kingdom of God to this world as we await the return of Jesus Christ and the final reunion with God.