

Minutes of the 901st Stated Meeting of the Presbytery of Baltimore November 9, 2023, at 10:00 am Virtual Meeting via Zoom

Moderator, Andrew Connors, called the meeting of the Presbytery of Baltimore to order at 10:04 AM. He opened the meeting with prayer. A quorum was present. He explained the raise hand function for seeking recognition on the “floor” and for voting.

He called on the Stated Clerk, Mary Gaut who moved the adoption of the Docket. It was seconded and **APPROVED** by common consent.

General Presbyter, Jackie Taylor, welcomed first time ruling elders and guests

A video presentation invited the presbytery to remember the Native Americans on whose land we reside in accord with our standing rule to begin each meeting with such a remembrance.

The Presbytery then moved into Morning Devotions planned by the Commission on Reconciliation. RE Bob Stepling led the time of devotion. In recognition of November as Indigenous Peoples Month, he read a quote from Charles Eastman, and early 20th century physician who was the first native American to be certified in western medicine. The reading emphasized the need to be open to the native American spiritual tradition. RE Stepling then led a time of prayer.

STATED CLERK’S REPORT AND CONSENT MOTION

Following devotions, the Moderator called upon the Stated Clerk who presented the consent motion. The motion included the approval of the minutes of the 900th stated meeting, approval of 2024 per capita as \$40, a waiver of term limits for the Hagerstown session, the validation of specialized ministries, the dismissal of the Administrative Commission for the closing of Covenant Presbyterian and the election of RE Karen Garret to the AC for Bridge Presbyterian. No motions were removed from the consent motion. It was seconded and **APPROVED** by common consent.

REPORT OF THE GENERAL PRESBYTER

Anchoring her report in a story about her father’s work on components for Apollo rockets, Jackie Taylor encouraged the presbytery to embrace the changing shape of the church, paying attention to those outside the walls and recognizing that every obstacle can be a strategic opportunity.

REPORT OF THE PERSONNEL COMMITTEE:

The moderator called attention to the motion from the committee to approve the 2024 staff compensations as presented in the meeting papers (and appended to these minutes). Jackie Taylor responded to a couple of questions and the compensation budget was **APPROVED**.

REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATIONS:

Rev. Deborah McEachran, chair of the committee, was recognized by the moderator. On behalf of the committee, she moved the following be elected as Baltimore Presbytery commissioners to the 226th General Assembly:

TE Harold Bennett (Grove Presbyterian)

TE Tanya Wade (Grace Presbyterian)

RE Charese Jordan Moore (Knox Presbyterian)

RE Lynn Carlson (Highland Presbyterian)

TE Michele Ward (Ashland) TE alternate

The motion did not require a second. There were no nominations from the floor and the motion was **APPROVED**.

She then moved the election of:

SLD: TE Jenn McCollough, Ark and Dove, class of 2025

Personnel Committee: RE Volanda Peace (Knox) Class of 2025

Thriving Congregations: RE Lynne Agress (Second Presbyterian) Class of 2024

The motion did not require a second. There were no nominations from the floor and the motion was **APPROVED**

REPORT OF THE COMMISSION ON MINISTRY

The moderator recognized RE and former Stated Clerk Catherine Blacka to speak on behalf of the retirements of Rev. Morton Harris and Rev. Sue Lowcock Harris. They retired as co-pastors of First Presbyterian of Howard Co., having served 18 years. In outlining their accomplishments she highlighted the way they helped heal the congregation have a time of tumultuous conflict and moved the congregation forward. The welcome area that was constructed to link the sanctuary and educational/office building and provide greater accessibility as been renamed "Harris Commons" in their honor.

After comments from Sue and Morton, the chair of COM, TE Mary Speers, offered a charge and benediction blessing.

The moderator recognized Jackie Taylor to speak to the pastoral transition at St. John United, a federated PCUSA/UMC congregation. The current pastor, Mary Ka Kanahan, has been reassigned by the UMC District Superintendent to another congregation. She spoke of Mary Ka's accomplishments at the church and involvement in the presbytery. Rev. Kanahan spoke briefly about her appreciation for the welcome and support of the presbytery through her years at St John United.

THE COMMISSION ON RECONCILIATION:

The chair of the commission, Rev. Karen Brown, could not be present so the moderator recognized RE Susan Krehbiel, Presbytery Social Justice Consultant, to present the commissions motion that the Presbytery of Baltimore be enrolled as a Matthew 25 Presbytery with the Presbyterian Mission Agency. The motion did not require a second. Rev. Ray Meute, a member of the Dismantling Racism Team and pastor of a Matthew 25 congregation (Highland) spoke on behalf of the motion, emphasizing the objectives of the movement as congregational vitality, dismantling structural racism, and eradicating systemic poverty.

Following discussion, the motion was **APPROVED**.

THE COMMISSION ON THRIVING CONGREGATIONS ANNUAL REPORT:

Commission chair, Rev. Melissa Lopez, reported on the work of the commission which includes the administration of Enduring Witness Grants, oversight and support of the three New Worshipping Communities: Light Street, Comunidad Presbyteriana Trinidad, and Slate, and the assistance to congregations utilizing tools for assessing congregational vitality. In 2024, which will pause the grant program as they are reevaluated, they plan to focus on the other two areas along with the development of quarterly events to connect and resource congregations in the areas of worship, Christian Education, Evangelism and Pastoral Care.

OLD BUSINESS

Moderator Connors reminded the body that at the previous meeting of the Presbytery the motion to remove The Center from the Presbytery Manual was “deferred to the 901st meeting so that the Center Steering Committee could decide on the disposition of the remaining funds.

Center Steering Committee chair, RE Susan Moody, reported:

Funds Distribution Plan

The balance of “The Center Restricted” funds as of November 3, 2023 is \$180,303.77. The plan for distributing the funds is:

- \$1000 to each of the 3 churches who participated in our new building exploration process in thanks for their work and their willingness to envision new things.
- \$4000 to each of the historically black churches in the Presbytery to immediately enable restorative work.
- The remaining funds will go to the Commission on Reconciliation for the establishment of a Fund for Reparative Actions

The Fund for Reparative Actions (The Fund):

- Distribution of funds will be administered by the Dismantling Racism Team, a special committee of the COR, for the benefit of people and communities of color within the bounds of the Presbytery of Baltimore.
- The Fund will issue grants to support BIPOC-majority congregations for the purposes of working to address areas impacted by structural racism, to include housing, health care, education, environment, and the economy/business.

Although The Fund may receive funding from other sources for the purpose of reparative actions, the funds received from The Center are to be disbursed only in accordance with the guidelines outline above.

The moderator then introduced the motion postponed from the September Meeting:

That section 11, The Center, be removed from the Presbytery Manual, along with other references to the Center, [5.3.10, 6.2.1, 7.12.1]. The motion was **APPROVED**.

There was no new business. A motion to adjourn was **APPROVED** and the meeting was closed with prayer at 11:51AM by the moderator.

Respectfully submitted,
Mary Gaut, Stated Clerk

APPENDIX A Attendance Detail

Category	Present	Excused	Absent
Teaching Elders Serving Churches	32	5	14
Specialized Teaching Elders. (non-resident TEs are permanently excused)	10	4	7
New Worshiping Community Leaders	2 in churches	0	0
Honorably Retired Teaching Elders	13	0	
CREs & Commissioned Pastors	2	0	4
Ruling Elder Commissioners (Including officers and Commission members)	26		67
Former Ruling Elder Moderators	3	0	2
Former Ruling Elder Stated Clerks	1	0	0
Certified Educators	0	0	0
Subtotal voting members	87		
Corresponding Members	0		
Youth Advisory Delegates (Non-voting)	0		
Guests and Presbytery Staff (Non-voting)	9		
Candidates and Inquirers (Non-voting)	0		
Subtotal non-voting attendees			
TOTAL PRESENT	96	9	94

TEACHING ELDERS SERVING CHURCHES:

PRESENT: Jennifer McCullough (Ark and Dove), Michele Ward (Ashland); Andrew Connors (Brown), Dorothy Boulton and Ken Kovacs (Catonsville); Andy Nagel (Central); Jessie Lowry (Christ Our Anchor); Jeff Young (Christ Our King); Steve Nofel (Churchville & Granite), Jose Lopez-Chapa (Fallston), Catherine Goodrich (Faith); Mihee Kim-Kort (First of Annapolis); Melissa Lopez (First Bel Air); Alison Peters (First Cumberland), Matthew Glasgow (First Westminister); Eric Myers (Frederick), Tanya Wade (Grace), Harold Bennett (Grove), Teresa Martin-Minnich (Hancock), Susan Boucher (Harundale) Jennifer DiFrancesco (Havenwood and *Slate*); Ray Meute (Highland), Deborah McEachran (Hunting Ridge); Tim Hughes Williams (Light Street); Phyllis Felton (Madison Ave.), McKenna Lewellen (Maryland,) Mark Hannah (Roland Park); Dan Melton (St. Andrew's), Mark Sandell (St. Andrew), Mary Ka Kanahan (St. John United), Rebecca Crate-Price (Springfield), Joel Strom (Towson),

ABSENT AND EXCUSED: Scott Hoffman (Christ Memorial), Kim Nofel (Granite) Amy Carlson (Mt Hebron), Randy Clayton (Second), Rob Carter (Towson)

ABSENT: Tim Stern, (Ark& Dove), Todd Smith (Bethel), Keith Paige (Cherry Hill); Andy Gathman (Chestnut Grove), Andrew Kort. (First Annapolis), Sungjin Kim (Glen Burnie Korean),; Kerry Slinkard (Good Shepherd), Thomas Harris, (Govans); Karen Brown (Hope), Carrie Finch-Burriss (Kenwood), Jeong Hoon Han (Korean United); Elizabeth McLean (Prince of Peace); Randy Bush, Nancy Lincoln-Reynolds (Woods),

NEW WORSHIPING COMMUNITY LEADERS:

PRESENT: Jennifer DiFrancesco (*Slate. Listed under Havenwood*), Jose Lopez-Chapa (*Comunidad listed under Fallston*)

ABSENT:

RESIDENT SPECIALIZED CLERGY

PRESENT: Jennifer Barchi; Cathy Bashore, Michael Cuppett, Kate Foster, Laura Hollister, Edwin Lacy, Jackie Taylor, Janna VanderWoude, Janine Zabriskie

Excused:

Absent: Brandon Brewer, Sarah Diehl; Richard Jones, Stephen Mann; Michael Moore, Nicole Reibe, David Willerup,

NONRESIDENT SPECIALIZED CLERGY:

PRESENT: Tanya Denley

ABSENT AND EXCUSED: Tom Blair, John Boulware, Rob Hoch, Stacy Martin,

HONORABLY RETIRED

PRESENT: Don Boardman, John Carlson, Doris Cowan, Morton Harris, Sue Lowcock Harris, Mary Gaut, Janet Jones, Walt Peters, Claire Pula, Roger Rice, John Schmidt, Mary Speers, Carlos Wilton

EXCUSED:

CORRESPONDING MEMBERS: None

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

PRESENT: Betsy Stewart (First Annapolis), Bob Stepling (Springfield),

RULING ELDER COMMISSIONERS FROM CONGREGATIONS:

CATONSVILLE, Cheryl Thurber; CHRIST OUR KING, Joanne Kokie; Debbie Schmidt (Chestnut Grove), CHURCHVILLE, Bonnie Jones; FAITH, Bobbie Hall; FIRST OF ANNAPOLIS, Helen Krone; FIRST OF HOWARD CO., Nan Miller and Debbie Richmond; FRANKLINVILLE, Ed Stuebing; GRACE, Anthony Wade, GRANITE Michael Kahn, GROVE, Carroll Fitzgerald; HAMILTON, Janice Howard; HARUNDALE, Sarah Clifford; HAVENWOOD, Stephen Plano, HAVRE DE GRACE, Patricia Allingham; HIGHLAND, Claudia Scarborough; KNOX, Charese Jordan Moore; MT. HEBRON, Kyle Emhoff; PRINCE OF PEACE, Lillian Van Rompay;

SPRINGFIELD, Sharon Pappas; ST. ANDREW'S, Anne Bryant; St. JOHN UNITED, Susan Moody; WOODS MEMORIAL, Doug Nauman.

CONGREGATIONS WITHOUT ELDER REPRESENTATION Churches listed in ORANGE had elders present but listed in a different voting category:

ASHLAND, BABCOCK, BARRELVILLE, BETHEL, BROWN, CENTRAL, CHERRY HILL, CHRIST MEMORIAL, CHRIST OUR ANCHOR, DICKEY MEMORIAL, FIRST OF CUMBERLAND, EMMITSBURG, FALLSTON, FIRST OF BEL AIR, FIRST OF WESTMINSTER, FIRST AND FRANKLIN, FREDERICK, FROSTBURG, GOOD SHEPHERD, GOVANS, GLEN BURNIE KOREAN, GRANITE, HAGERSTOWN, HANCOCK, HOPE, HUNTING RIDGE, HUGHES MEMORIAL, KENWOOD, KOREAN UNITED, LIGHT STREET, MARYLAND, LOCHEARN, MADISON AVE, MT PARAN, PERRY HALL, ROLAND PARK, SECOND, ST. ANDREW, TOWSON, TRINITY

COMMISSIONED RULING ELDERS

PRESENT: Anita Bishop-Johnson (MT Paran), Ed Terry (Hamilton),

EXCUSED:

ABSENT: Paul Martin (Havre de Grace), John Brewington (Lochearn), Stanley Howes (First Frostburg-Huntingdon Presbytery), Donna Lea (Mt Paran), Cleoda Walker (Knox)

CANDIDATES AND INQUIRERS: None

YOUTH ADVISORY DELEGATES: None

CERTIFIED LAY EMPLOYEES WITH VOTE: None

FORMER RULING ELDER MODERATORS (with vote):

Audrey Trapp (Faith), Guy Moody (St John United), James Schroll (First and Franklin),

FORMER RULING ELDER STATED CLERKS: Catherine Blacka (First of Howard)

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

GUESTS (without vote): Robn Nemser (Faith), Judy Binkley (Havenwood), Jiyeon Bae (Candidate from San Francisco), Yvette McEachern & Volanda Peace (Knox)

Note on Attendance Detail: The number of TEs with vote includes all active pastors and resident specialized ministers plus retired ministers who attended a presbytery meeting at least once in the past year. The number of REs with vote includes elder commissioners from churches, former and current RE moderators and clerks, and RE members of COM, CPM, Thriving, SLD, Reconciliation, Steering Cabinet, Administration & Personnel. (See Manual section 2). Each year a calculation is run to be sure there is a balance of ruling and teaching elders on the roll. The number of absent RE commissioners is calculated by subtracting ALL eligible voting elder commissions from the number present.

APPENDIX B
2024 staff budget

Proposed 2024 Salary Budget

(No Youth Assoc, PT Comm, Biopgr, Split Cost & Person.)

Position	Budget Base Salary	Cost of Living @ 3.5%	2024 Budget: Base Salary WCOL	2023 Budget: Base Salary WCOL	Position 4.0% Min 1.5% Lay 1.2%	D.M.D. Temp Dir. 1.6% Min. 1.8% Lay	Health Board of Pensions	SECAW FICA	Conf. Ed	Travel Expense	Profess. Expense	2024 Budget Salaries	2023 Budget Salaries
Gen. Presbyter - 2024 Budget	113,883	3,983	117,867	102,028	1,778	20,706	9,225	2,000	6,000	11,500	0	179,091	169,461
2023 Budget	113,883		113,883	9,899	1,716	19,799	9,710	2,600	6,000	11,500	0	169,461	
Stev. Assoc. SLD - 2024 Budget	29,397	1,378	46,776	3,466	61.2	20,706	3,119	600	2,212	2,000	0	79,461	64,863
2023 Budget	29,397		34,977	3,368	59.1	19,799	3,074	600	2,212	2,000	0	64,863	
Stev. Assoc. Thrift & W/G - 2024	79,794	2,788	81,582	6,922	1,223	27,211	6,298	1,000	4,484	4,000	0	122,961	122,961
2023 Budget	79,794		79,794	6,922	99.1	0	3,074	500	2,212	2,000	0	122,961	122,961
Spec. Assoc. Comm. Engage - 2024	79,460	0	81,532	6,932	1,223	13,866	6,298	1,000	4,485	4,000	0	116,787	108,216
2023 Budget	79,460		79,460	6,409	1,311	10,165	6,792	1,000	4,425	4,000	0	108,216	108,216
Stev. Assoc. Youth - 2024	0	0	0	0	0	0	0	0	0	0	0	0	0
2023 Budget	69,442		69,442	5,920	1,245	10,165	5,223	1,000	429	0	0	93,299	93,299
Social Justice Council (SJC) 2024	20,670	734	21,704	2,174	1,001	10,220	2,879	500	1,750	1,000	0	28,814	26,824
2023 Budget	20,670		20,670	2,174	1,001	10,220	2,879	500	1,750	1,000	0	26,824	26,824
Parishal Administrator - 2024	66,697	2,399	67,996	7,460	1,068	10,220	5,202					82,761	80,221
2023 Budget	66,697		66,697	7,237	1,001	10,220	6,293					80,221	80,221
Accountant - 2024	34,939	0	44,786	3,425								48,212	38,888
2023 Budget	34,939		34,939	3,425								38,888	38,888
Student Clerk - 2024	41,200	1,443	42,673	6,746			3,264		3,650			50,298	47,749
2023 Budget Student Clerk	37,600		37,600	7,714			2,879		3,220			47,749	47,749
Director of Adm. In. Ops - 2024	66,222	2,198	62,200	6,656	99.7	10,220	4,796					84,987	84,987
2023 Budget	66,222		66,222	6,604	99.4	10,220	4,807					82,887	82,887
Comm. Spec. & Grant Coord. - 2024	64,660	1,813	70,716									70,716	64,660
2023 Budget	64,660		64,660									64,660	64,660
Partnership Administrator	15,800	0	15,800									15,800	0
2023 Budget												0	0
Total 2023		0	811,256	90,201	7,083	71,404	42,468	5,800	20,558	20,500	0	930,276	930,276
Total 2024		18,623	647,657	60,441	6,913	103,959	42,943	6,000	22,331	22,500	0	919,794	919,794
Difference 2023 vs 2024			26,289	518	-170	31,681	354	-800	1,773	2,000	0	71,508	71,508

2023 BUDGET: \$ 491,778 \$ 1,498 \$ 612 \$ 71,345 \$ 3,519 \$ 990 \$ 2,812 \$ 2,000 \$ 62,012

2024 BUDGET: \$ 491,778 \$ 1,498 \$ 612 \$ 71,345 \$ 3,519 \$ 990 \$ 2,812 \$ 2,000 \$ 62,012

DIFFERENCE: \$ 26,289 \$ 518 \$ -170 \$ 31,681 \$ 354 \$ -800 \$ 1,773 \$ 2,000 \$ 71,508

Does NOT affect Op Bud. except for TT Reserve

Interest: 2024 64,900 2,978 87,878 7,718 1,320 13,386 6,739 600 2,246 1,000 126,834

2023 Budget 64,900 2,978 83,008 7,238 1,278 20,702 6,795 600 2,246 1,000 134,742

823K from Thrifts etc. if needed

Assessments: \$1000 for 1000 members

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