Dear fellow Presbyters,

After careful and prayerful consideration, the Personnel Committee of the Presbytery of Baltimore presents for your consideration the 2024 Salary Budget.

Some important items to note:

1. An increase for current staff of 3.5% for COLA—in line with the Presbytery recommendation
2. An increase in the hourly rate for the Accountant (Laura Mullen) to match the rate of the Communications Specialist (Frank Perelli)
3. The addition of 3 new positions (informed by the outcomes of the Strategic Planning Process)
   a. Associate for Community Engagement: to oversee/assist with:
      i. Discerning community impact
      ii. Contextual community outreach
      iii. Models for partnerships with local agencies
      iv. Evangelism models beyond transactional relationships
      v. Build relationships with congregations through church attendance
   b. Grants Administrator: to oversee/assist with:
      i. Reviewing EW grants (was supposed to be in 2020)
      ii. Streamlining criteria and clarity of staff support requirement
      iii. Ensuring consistent grant cycles for all commissions
   c. Partnership Coordinator: to oversee/assist with:
      i. Modeling for Presbytery the Principles of Reconciliation
      ii. Expand connections with churches and Presbytery as a whole
      iii. Providing administrative assistance (i.e. visas, travel arrangements, etc.)
4. Funds set aside for the possibility of a 4th position: Associate for Youth and Young Adult
   a. With assistance of Jackie Taylor we will explore the needs/desires for such a position among the ministry groups and commissions

We apologize that no members of the committee are available to attend the November Gathering, but we are grateful to Jackie for her willingness to address any questions that might arise.

Should you have any further questions please don't hesitate to reach out.

Yours in Christ,

Scott Hoffman, chair (pastor.hoffman@cmpcusa.org)

Committee members: Randy Clayton, Deborah Dixon, Keith Paige