

Minutes of the 907th Stated Meeting of the Presbytery of Baltimore
May 22, at 10:00 am
Hybrid Meeting at Highland Presbyterian and via Zoom

Moderator, Soung Baranowski, called the meeting of the Presbytery of Baltimore to order at 10:05 AM. She opened the meeting with prayer. A quorum was present.

She called on Stated Clerk Mary Gaut who reported that item # 3 in the consent motion, approval of the celebration of the Lord's Supper at the 908th stated meeting, was approved at the March 2025 stated meeting and therefore is removed from today's docket. She then moved approval of the amended docket. The motion was seconded and **APPROVED** by common consent.

The Moderator recognized Rev. Ray Meute who welcomed the Presbytery to Highland Presbyterian giving a bit of the rich history of the church which was founded in the late nineteenth century on land donated by Drucilla Street whose name is in the rose window in the chancel.

General Presbyter, Jackie Taylor, welcomed first time ruling elders and guests. She also thanked Highland Presbyterian for hosting.

As is required by the standing rules, the presbytery was called to remember the Native Americans on whose land we reside.

The Presbytery then moved into Morning Devotions led by RE Lea Gilmore and guitarist Andy Wilson, both leaders of the worship and music team at Govans. The devotions were concluded with the singing of a rousing rendition of *Wade in the Water*.

STATED CLERK'S REPORT AND CONSENT MOTION

Following devotions, the Moderator turned the meeting over to Vice-Moderator Barbara Renton, who called upon the Stated Clerk who presented the consent motion:

THE APPROVAL of the minutes of the 906th Stated Meeting of the Presbytery of Baltimore, March 12, 2025, (including the revised attendance record) and the Minutes of the called meeting on May 8, 2025, as posted on the website. (www.baltimorepresbytery.org). The motion passed and the minutes were APPROVED by common consent.

REPORT OF THE GENERAL PRESBYTER

The Vice-Moderator recognized General Presbyter Jackie Taylor for her annual "state of the presbytery" report. She said the question "how are you doing?" is one she routinely asks when visiting churches in the presbytery. Some churches report struggling more than others but all are engaged in vibrant ministries. She gave examples of innovative ministry in congregations large and small concluding that the state of the presbytery was good. She also encouraged churches to utilize technology in order to reach their communities and to keep their websites current.

REPORT OF THE ADMINISTRATION COMMITTEE

The required financial reports of the committee are in Appendix C.

REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATIONS:

Rev. McKenna Wallen, chair of the committee, was recognized. After explaining that the slate of committee and commission members will be presented in September, she moved, on behalf of the committee, the election of Ruling Elder Rob Smith, Central Presbyterian, as Vice-Moderator of the Presbytery 2025-26 and the election of Rev. Sue Lowcock Harris, HR, as Moderator of the Presbytery 2025-26. No second was required and there were no nominations from the floor. The motion was **APPROVED**.

THE REPORT OF COMMISSIONERS TO THE SYNOD ASSEMBLY

The Vice-Moderator then turned the meeting back to Moderator Baranowski who called on Rev. Carlos Wilton who, along with RE Bobby Hall, was a commissioner to the 225th assembly of the Synod of the Mid-Atlantic.

Rev. Wilton reported that Rev. Warren Lesane was recognized and honored for his 11 years as Executive and Stated Clerk of the Synod and for his 45 years in ministry as he prepares for retirement June 30, 2025. His leadership coincided with the denomination wide conversation regarding the role of synods in our structure and Rev. Lesane was effective in advocating for their relevance. The Rev. Bill Reinhold has been appointed by the Executive Committee to become part-time interim stated clerk of the synod. There are no plans now to hire anyone to cover the other part of Warren's job description, that of the synod executive. The search committee has been elected and is in the early stages of its work, and the hope is that the search process will prove to be relatively quick -- perhaps even quick enough to have the new synod leader elected and ready to be introduced at the September 7-9 synod assembly.

REPORT OF THE MINISTRY GROUP CONVENORS – CONGREGATIONAL TRANSFORMATION GRANTS.

Rev. Ray Meute reported on the Congregational Transformation Grants administered by the convenors group. They originally had \$50,000 in grant funds but the requests totaled twice that amount. Utilizing reserve funds, they were able to fully fund all requests this year. The list of grants is detailed in APPENDIX D.

COMMISSION ON RECONCILIATION

The Moderator then turned the meeting over to the Dismantling Racism Team who presented for first reading the ***Proposal to Create a Reparative Justice Fund*** which will be voted on at the 908th Stated Meeting on September 13.

APPENDIX E is a compilation of the presentations which included an explanation of the proposed fund and how it would be administered, a history of certain documented injustices within Baltimore Presbytery, and Biblical and theological reflections on the need for reparative justice.

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No business was removed from the consent motion and there was no new business. The motion to adjourn was seconded and approved by common consent. Vice-moderator Barbara Renton closed the meeting with prayer.

Respectfully submitted,
Mary Gaut, Stated Clerk

APPENDIX A

Attendance Detail

Category	Present	Excused	Absent
Teaching Elders Serving Churches	33	3	11
Specialized Teaching Elders. (non-resident TEs are permanently excused)	4	0	7
New Worshiping Community Leaders	2 (counted)	0 with	0 Churches)
Honorably Retired Teaching Elders	13	3	-
CREs & Commissioned Pastors	0	1	5
Ruling Elder Commissioners (Including officers and Commission members)	30	0	55
Former Ruling Elder Moderators	4	-	2
Former Ruling Elder Stated Clerks	0	-	1
Certified Educators	0	-	-
Subtotal voting members	84	7	81
Corresponding Members	0	-	-
Youth Advisory Delegates (Non-voting)	0	-	-
Guests and Presbytery Staff (Non-voting)	19	-	-
Candidates and Inquirers (Non-voting)	3	-	-
Subtotal non-voting attendees	22		-
TOTAL PRESENT	106		

TEACHING ELDERS SERVING CHURCHES:

PRESENT: Jennifer McCullough, Tim Stern (Ark & Dove), Andrew Connors (Brown), Jeremy Sanderson (Central); Keith Paige (Cherry Hill); Andy Gathman (Chestnut Grove), Jessie Lowry (Christ Our Anchor); Jeff Young (Christ Our King); Catherine Goodrich (Faith); Jose Lopez-Chapa (Fallston & Kenwood), Melissa Lopez (First Bel Air); Mark Phillips (First and Franklin), Andrew Kort, Mihee Kim-Kort (First of Annapolis); Ken Page (First of Howard Co.), Matthew Glasgow (First Westminster); Kim Nofel (Granite & Churchville), Ron Hankins (Govans), Harold Bennett (Grove), Teresa Martin-Minnich (Hancock), Susan Bouche (Harundale), Jennifer DiFrancesco (Havenwood and *Slate*); Ray Meute (Highland), McKenna Wallen (Maryland), Amy Carlson (Mt Hebron), Elizabeth McLean (Prince of Peace); Mark Hannah (Roland Park); Andy Nagel (Second); Dan Melton (St. Andrew's), Steve Nofel (St John United), Joel Strom (Towson), JC Austin & Nancy Lincoln (Woods),

ABSENT AND EXCUSED: Ken Kovacs, Dorothy Boulton (Catonsville); Alison Peters (First Cumberland),

ABSENT: Todd Smith (Bethel), Sungjin Kim (Bridge), Janna VanderWoude (Christ Memorial), Eric Myers (Frederick), Tanya Wade (Grace), Karen Brown (Hope), Jeong Hoon Han (Korean United); Phyllis Felton (Madison Ave.), Rebecca Crate-Price (Springfield), Mark Sandell (St. Andrew), Rob Carter (Towson),

NEW WORSHIPING COMMUNITY LEADERS:

PRESENT: *Jennifer DiFrancesco (Slate. Listed under Havenwood),*

ABSENT: *Jose Lopez-Chapa (Comunidad. Listed under Fallston))*

RESIDENT SPECIALIZED CLERGY

PRESENT: Edwin Lacy, Jackie Taylor, Michele Wallen (also Ashland), Shannon Weston,

Excused:

Absent: Brandon Brewer, Sarah Diehl; Kate Foster, Richard Jones, Stephen Mann; Michael Moore, Jenine Zabriskie

AT LARGE CLERGY PRESENT

NONRESIDENT SPECIALIZED CLERGY:

PRESENT: Tanya Denley

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

HONORABLY RETIRED

PRESENT: Cathy Bashore, John Carlson, Mary Gaut, Gene Gordon, Morton Harris, Laura Hollister, Janet Jones, Sue Lowcock Harris, Deborah McEachran, Barbara Renton (vice moderator), Roger Rice, Mary Speers, Carlos Wilton

CORRESPONDING MEMBERS:

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

PRESENT: Chrystie Adams (Brown) Soung Baranowski (Havre de Grace), Lynn Carlson (Highland), Neil Nemser (COM)

RULING ELDER COMMISSIONERS FROM CONGREGATIONS:

CATONSVILLE, John Dittman; CENTRAL, Rob Smith;; CHURCHVILLE, Stacy Hunter,; FAITH, Bobby Hall; FALLSTON, Sharon Tyler; FIRST AND FRANKLIN, John McLucas; FIRST OF ANNAPOLIS, Helon Krone; FIRST OF HOWARD CO., Kathy Robie-Suh; FRANKLINVILLE, Ed Stuebing; GOOD SHEPHERD, Cindy Prevatt; HAMILTON, Janice Howard; HARUNDALE, Lee Wexel; HAVENWOOD, Judy Binkley; HAVRE DE GRACE, Patricia Allingham; HIGHLAND, Peter McCallum; HUNTING RIDGE, Suzanne Jewell; KNOX, Charese Jordan Moore; MARYLAND, Carol Mason; MT. HEBRON, Christine Hinds; PRINCE OF PEACE, Matthew Tibbits; SPRINGFIELD, Sharon Pappas; ST. ANDREW'S, Anne Bryant;

St. JOHN UNITED, Susan Moody; SECOND, Scott Silverwood; WOODS MEMORIAL, Jenny Henry, Ellen Oakes

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

ARK & DOVE, ASHLAND, BABCOCK. BARRELVILLE, BETHEL, BRIDGE, BROWN, CHERRY HILL, CHESTNUT GROVE, CHRIST OUR ANCHOR, CHRIST OUR KING, , CHRIST MEMORIAL, DICKEY MEMORIAL, EMMITSBURG, FIRST OF BEL AIR, FIRST OF CUMBERLAND, FREDERICK, FROSTBURG, GOVANS, GRACE, GRANITE, GROVE, HAGERSTOWN, HANCOCK, HOPE, HUGHES MEMORIAL, KENWOOD, KOREAN UNITED, LIGHT STREET, LOCHEARN, MADISON AVE, , MT. PARAN, PERRY HALL, ROLAND PARK, ST. ANDREW, TOWSON, TRINITY, WESTMINSTER

COMMISSIONED RULING ELDERS

PRESENT:

EXCUSED: Stanley Howes (First Frostburg-Huntingdon Presbytery)

ABSENT: John Brewington (Lochearn), Paul Martin (Havre de Grace), Anita Bishop-Johnson & Donna Lea (Mt Paran), Cleoda Walker (Knox)

CANDIDATES AND INQUIRERS: Kathy Welsh Smith (Central), Kristofer Stinson (First & Franklin), Heather Russell von Marko (First Westminster)

YOUTH ADVISORY DELEGATES: None

CERTIFIED LAY EMPLOYEES WITH VOTE: None

FORMER RULING ELDER MODERATORS (with vote): Jim Schroll (First and Franklin) Audrey Trapp (Faith), Guy Moody (St. John United), Adrienne Knight (Knox)

FORMER RULING ELDER STATED CLERKS:

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

GUESTS (without vote): Jiyeon Bae (San Francisco Presbytery), William Curtis (Faith), Lea Gilmore (Govans), Bud Baranowski (Havre de Grace), Craig DeRan, John Durand (Highland), Yvette McEachern, Sarah Walker, Elizabeth Burrus, Brenda Alston, Doris Wilson, Steven Parrish, Carrie Hubbard (Knox), Emily Park (Second),

Note on Attendance Detail: The number of TEs with votes include 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 Reports

(including actions taken on behalf of the presbytery)

The Stated Clerk reports

Redress Of Imbalance Report 2025 (Based on 2024 Statistics)

These churches are entitled to additional elder commissioners due to the number of members on their rolls:

Church	Total Membership As of 12/31/2023	Additional Number of Elder Commissioners
Woods Memorial	1213	2
First of Annapolis	651	1
Total		3

The computations involved in determining the redress of the imbalance between Ministers and Elders, as found in the Presbytery Manual 2.3, are represented in the following tables. Counts are as of 12/31/2022.

Ministers on the Roll	148
Ministers who are Non-Resident	15
Ministers who are Honorably Retired, not attending	50
TOTAL (A - (B + C))	83

All churches	63
Additional Elders from churches with > 500 members	3
Elder Officers and Commission members	19
Certified Christian Educators	2
Commissioned Ruling Elders	7
Former RE Moderators attending	6
Former RE Stated Clerks attending	1
TOTAL	101

The number of ruling elders enrolled in the membership of presbytery in 2024 exceeds the number of enrolled ministers and therefore no additional elders from congregations are needed.

Commission on Ministry

The Commission on Ministry reports

That Rev. J.C. Austin was installed as pastor of Woods Memorial Presbyterian on April 27, 2025, at 4PM. The installation commission was comprised of TE John Carlson (chair), TE Mary Speers, TE Nancy Lincoln Reynolds, RE Ellen Ochs, RE Catherine Blacka. The commission was dismissed at the benediction at the end of the service.

At its Leadership Team meeting on April 2,

- It affirmed the policy that churches are to pay an honorarium of \$175 for moderating session meetings. Though the payment cannot be mandated it should be standard practice.
- Reviewed and affirmed the sexual misconduct policy at its provision for placing on unpaid administrative leave those who have not completed the required boundary training in timely fashion
- Approved Woods Memorial's request for permission to form an Associate Pastor Nominating Committee
- Approved the mission study of Christ Memorial Presbyterian and granted permission to form a Pastor Nominating Committee.

At its Credentials meeting on April 28, 2025, approved the transfer of Rev. Gene Gordon (HR) from Carlisle Presbytery.

At its full commission meeting on May 7, 2025,

- approved the retirement of Rev. Theresa Martin-Minnich effective January 31, 2026.
- Approved a waiver of the requirement of participation in a congregation (required of those validated ministries other than congregations) for TE Laurie Hogge through October 2026, while she gets acclimated to being a Presbyterian
- Approved a suggested honorarium of \$50 for TE's and authorized RE's officiating at Communion in a congregation with which they are unaffiliated.

APPENDIX C

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Presbytery of Baltimore
Analysis of Revenues & Expenses - Detail Admin
January to April 2025
Note: The Report Option to include Open Transactions is selected.

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Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
Revenues					
Per Capita Church Income					
01-400100-03 - SLD Per Capita Inc	\$497.55	\$2,558.88	\$2,534.49	\$9,904.00	\$7,345.12
01-400100-05 - GAS Per Capita Inc	\$5,128.27	\$26,374.28	\$20,560.64	\$102,085.00	\$75,710.72
01-400100-06 - ADM Per Capita Inc	\$3,664.79	\$18,847.73	\$16,258.62	\$72,952.00	\$54,104.27
01-400100-07 - PSC Per Capita Inc	\$10,695.89	\$55,008.11	\$45,604.57	\$212,915.00	\$157,906.89
Total Per Capita Church Income	\$19,986.50	\$102,789.00	\$84,958.32	\$397,856.00	\$295,067.00
Gathering/Stated Meetings					
01-402250-07 - Gathering/Stated M	\$0.00	\$0.00	\$315.00	\$0.00	\$0.00
Total Gathering/Stated Meetings	\$0.00	\$0.00	\$315.00	\$0.00	\$0.00
Shared Ministry Income					
02-400200-01 - THRV Shared Mini	\$220.16	\$1,796.44	\$2,122.51	\$13,892.00	\$12,095.56
02-400200-02 - MIN Shared Ministr	\$1,280.54	\$10,448.69	\$12,345.19	\$80,800.00	\$70,351.31
02-400200-03 - SLD Shared Minist	\$382.10	\$3,117.80	\$3,989.27	\$24,110.00	\$20,992.20
02-400200-04 - REC Shared Minist	\$70.53	\$575.45	\$679.91	\$4,450.00	\$3,874.55
02-400210-04 - Cuba SM Income	\$0.00	\$5,000.00	\$3,000.00	\$9,000.00	\$4,000.00
02-400220-04 - BD SM Income	\$0.00	\$5,000.00	\$3,000.00	\$9,000.00	\$4,000.00
02-400240-04 - Guatemala SM Inc	\$0.00	\$5,000.00	\$3,000.00	\$9,000.00	\$4,000.00
Total Shared Ministry Income	\$1,953.33	\$30,938.38	\$28,136.88	\$150,252.00	\$119,313.62
Trustee Budget Income					
04-400400-01 - TTG Thriving Budg	\$0.00	\$27,713.28	\$25,524.51	\$110,853.00	\$83,139.72
04-400400-03 - TTG SLD Budget	\$0.00	\$0.00	\$14,140.80	\$0.00	\$0.00
04-400400-04 - TTG Recon Budg	\$0.00	\$29,752.05	\$27,986.84	\$119,008.00	\$89,255.95
04-400400-06 - TTG Admin Budget	\$0.00	\$70,433.63	\$62,224.82	\$281,735.00	\$211,301.37
04-400401-06 - TT Non Endow. Ad	\$7,471.15	\$7,471.15	\$7,025.57	\$31,232.00	\$23,760.85
04-400412-04 - TT Abbott Budget	\$0.00	\$3,563.42	\$3,627.31	\$14,254.00	\$10,690.58
04-400413-01 - TT Urban Budget	\$0.00	\$3,250.00	\$3,250.00	\$13,000.00	\$9,750.00
04-400413-04 - TT Urban Budget	\$0.00	\$12,608.97	\$12,834.26	\$50,436.00	\$37,827.03
04-400414-03 - TT COM Ord/Inst	\$0.00	\$0.00	\$0.00	\$4,712.00	\$4,712.00
04-400415-01 - TT Bogart Budget	\$0.00	\$1,497.78	\$1,526.97	\$5,991.00	\$4,493.22
Total Trustee Budget Income	\$7,471.15	\$156,290.28	\$158,141.08	\$631,221.00	\$474,930.72
GA Mission Income					
GA Mission					
05-400570-04 - Presbytery Peace	\$0.00	\$157.91	\$228.33	\$0.00	(\$157.91)
Total GA Mission	\$0.00	\$157.91	\$228.33	\$0.00	(\$157.91)
Total GA Mission Income	\$0.00	\$157.91	\$228.33	\$0.00	(\$157.91)
Lakeland					
06-400600-01 - Lakeland Income -	\$0.00	\$520.00	\$0.00	\$5,225.00	\$4,705.00
06-400610-01 - Lakeland Income -	\$0.00	\$1,453.80	\$559.00	\$9,980.00	\$8,526.20
Total Lakeland	\$0.00	\$1,973.80	\$559.00	\$15,205.00	\$13,231.20
Presbytery Directed Support					
Cuba Partnership					
07-400700-04 - Cuba Church Conti	\$250.00	\$287.50	\$300.00	\$0.00	(\$287.50)
07-400705-04 - Cuba Individual Co	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00
Total Cuba Partnership	\$250.00	\$287.50	\$500.00	\$0.00	(\$287.50)
Dakota Partnership Donations					
07-400730-04 - BD Learning Camp	\$0.00	\$2,500.00	\$250.00	\$0.00	(\$2,500.00)
07-400740-04 - BD Pejuhutazizi Cc	\$0.00	\$250.00	\$500.00	\$0.00	(\$250.00)
07-400780-04 - BD Sisseton FLC C	\$800.00	\$1,050.00	\$0.00	\$0.00	(\$1,050.00)
Total Dakota Partnership Donations	\$800.00	\$3,800.00	\$750.00	\$0.00	(\$3,800.00)
Guatemala Partnership					
07-400800-04 - Guatemala Church	\$63.00	\$252.00	\$750.00	\$0.00	(\$252.00)
Total Guatemala Partnership	\$63.00	\$252.00	\$750.00	\$0.00	(\$252.00)
Other Directed Support					
07-401210-03 - COM Ordination/In	\$0.00	\$0.00	\$126.00	\$0.00	\$0.00
07-401215-03 - COM Interim Dir S	\$27,839.07	\$27,839.07	\$30,386.61	\$0.00	(\$27,839.07)

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Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
07-401220-02 - McCabe - Habitat	\$0.00	\$2,500.00	\$1,000.00	\$0.00	(\$2,500.00)
07-401230-01 - Slate	\$0.00	\$2,332.38	\$1,741.54	\$0.00	(\$2,332.38)
07-401430-03 - Youth Triennium In	\$20,105.00	\$26,105.00	\$0.00	\$0.00	(\$26,105.00)
07-401440-03 - SMRT Healthy Bou	\$95.00	\$95.00	\$0.00	\$0.00	(\$95.00)
07-401450-03 - Pastors Training Di	\$9,250.00	\$12,700.00	\$18,000.00	\$0.00	(\$12,700.00)
07-401805-04 - Dismantling Racisr	\$405.00	\$630.00	\$210.00	\$0.00	(\$630.00)
07-401807-04 - Reparative Actions	\$1,498.07	\$1,498.07	\$110.00	\$0.00	(\$1,498.07)
07-411240-02 - BAD - Hispanic Mir	\$0.00	\$0.00	\$875.00	\$0.00	\$0.00
Total Other Directed Support	\$59,192.14	\$73,699.52	\$52,449.15	\$0.00	(\$73,699.52)
Total Presbytery Directed Support	\$60,305.14	\$78,039.02	\$54,449.15	\$0.00	(\$78,039.02)
Prior Year Income					
08-402010-07 - Prior Yr Per Capita	\$0.00	\$6,578.00	\$8,448.12	\$0.00	(\$6,578.00)
Total Prior Year Income	\$0.00	\$6,578.00	\$8,448.12	\$0.00	(\$6,578.00)
Other Income					
Misc Income					
10-411060-06 - Bank Interest	\$6,629.00	(\$3,959.87)	\$8,034.86	\$0.00	\$3,959.87
10-411070-06 - Other (Snyder/Cov	\$277.50	\$553.97	\$541.21	\$0.00	(\$553.97)
Total Misc Income	\$6,906.50	(\$3,405.90)	\$8,576.07	\$0.00	\$3,405.90
Trustee Scholarships					
10-411230-03 - JJ Smith Scholars	\$0.00	\$4,000.00	\$0.00	\$0.00	(\$4,000.00)
Total Trustee Scholarships	\$0.00	\$4,000.00	\$0.00	\$0.00	(\$4,000.00)
Enduring Witness, EAP, & Covid					
10-411320-04 - End. Witness-Recc	\$0.00	\$50,000.00	\$0.00	\$0.00	(\$50,000.00)
10-411400-07 - EAP Grant Income	\$0.00	\$5,000.00	\$0.00	\$0.00	(\$5,000.00)
Total Enduring Witness, EAP, & Covid	\$0.00	\$55,000.00	\$0.00	\$0.00	(\$55,000.00)
Total Other Income	\$6,906.50	\$55,594.10	\$8,576.07	\$0.00	(\$55,594.10)
Total Revenues	\$96,622.62	\$432,360.49	\$343,811.95	\$1,194,534.00	\$762,173.51

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Accounts	MTD Actual (This Year)	YTD Actual (This Year)	YTD Actual (Last Year)	Annual Budget (This Year)	Annual Budget Remaining (This Year)
Expenses					
Thriving Congregation Commiss					
Commission Expenses					
02-500010-01 - SM TR Commissio	\$0.00	\$0.00	\$0.00	\$100.00	\$100.00
02-500015-01 - NWC/Presby Fello	\$0.00	\$0.00	\$0.00	\$13,792.00	\$13,792.00
04-500012-01 - TT Urban NWC Fe	\$1,083.32	\$1,083.32	\$1,083.34	\$13,000.00	\$11,916.68
04-500015-01 - TT Bogart NWC Fi	\$499.26	\$499.26	\$508.92	\$5,991.00	\$5,491.74
06-500015-01 - Lakeland NWC	\$484.60	\$1,938.40	\$753.42	\$9,980.00	\$8,041.60
06-500045-01 - Lakeland Congo Di	\$0.00	\$520.00	\$2,581.39	\$5,225.00	\$4,705.00
07-500030-01 - Slate	\$777.46	\$3,109.84	\$2,313.98	\$0.00	(\$3,109.84)
Total Commission Expenses	\$2,844.64	\$7,150.82	\$7,241.05	\$48,088.00	\$40,937.18
Thriving Staff Support					
Assoc. for Church Care & Adv.					
04-500050-01 - ACCA Salary	\$4,076.42	\$16,305.68	\$17,184.00	\$53,917.00	\$37,611.32
04-500060-01 - ACCA Housing	\$2,916.66	\$11,666.64	\$10,000.00	\$30,000.00	\$18,333.36
04-500070-01 - ACCA Pension & I	\$2,917.19	\$11,668.76	\$11,788.60	\$35,007.00	\$23,338.24
04-500080-01 - ACCA FICA/SECA	\$534.98	\$2,139.92	\$2,079.60	\$6,420.00	\$4,280.08
04-500090-01 - ACCA Continuing	\$42.28	\$246.46	\$99.29	\$1,000.00	\$753.54
04-500100-01 - ACCA Travel	\$706.38	\$1,180.84	\$1,285.15	\$5,424.00	\$4,243.16
04-500110-01 - ACCA Professiona	\$309.12	\$884.00	\$1,037.32	\$4,000.00	\$3,116.00
Total Assoc. for Church Care & Adv.	\$11,503.03	\$44,092.30	\$43,473.96	\$135,768.00	\$91,675.70
Total Thriving Staff Support	\$11,503.03	\$44,092.30	\$43,473.96	\$135,768.00	\$91,675.70
Total Thriving Congregation Commiss	\$14,347.67	\$51,243.12	\$50,715.01	\$183,856.00	\$132,612.88
Ministry Groups					
02-500230-02 - Mountain Maryland	\$0.00	\$0.00	\$0.00	\$9,200.00	\$9,200.00
02-500240-02 - Mountain Maryland	\$300.00	\$1,200.00	\$1,200.00	\$3,600.00	\$2,400.00
02-500250-02 - West Side Story M	\$0.00	\$0.00	\$0.00	\$11,000.00	\$11,000.00
02-500260-02 - West Side Story M	\$150.00	\$600.00	\$600.00	\$1,800.00	\$1,200.00
02-500270-02 - Susquehanna MG	\$0.00	\$2,723.36	\$998.54	\$9,800.00	\$7,076.64
02-500280-02 - Susquehanna MG	\$250.00	\$1,000.00	\$1,000.00	\$3,000.00	\$2,000.00
02-500290-02 - North Balto. Presby	\$0.00	\$2,294.21	\$0.00	\$11,000.00	\$8,705.79
02-500300-02 - North Balto. Pres. I	\$150.00	\$600.00	\$600.00	\$1,800.00	\$1,200.00
02-500310-02 - In The Loop MG	\$400.00	\$2,450.00	\$1,319.81	\$11,000.00	\$8,550.00
02-500320-02 - In The Loop MG Cr	\$150.00	\$600.00	\$1,200.00	\$1,800.00	\$1,200.00
02-500330-02 - Bay Area Disciples	\$0.00	\$0.00	\$0.00	\$12,800.00	\$12,800.00
02-500345-02 - MG Convener Acti	\$0.00	\$0.00	\$0.00	\$400.00	\$400.00
02-500350-02 - MG Convener Cha	\$150.00	\$600.00	\$600.00	\$3,600.00	\$3,000.00
07-500350-02 - McCabe - Habitat	\$0.00	\$2,500.00	\$1,000.00	\$0.00	(\$2,500.00)
07-500370-02 - BAD - Hispanic Mir	\$0.00	\$0.00	\$875.00	\$0.00	\$0.00
Total Ministry Groups	\$1,550.00	\$14,567.57	\$9,393.35	\$80,800.00	\$66,232.43
Spiritual Leader Devel Comm					
SLD Commission Expense					
02-500400-03 - SLD Commission E	\$0.00	\$0.00	\$0.00	\$850.00	\$850.00
02-500410-03 - Team Expense	\$0.00	\$0.00	\$0.00	\$425.00	\$425.00
02-500430-03 - Youth Triennium	\$9,453.00	\$9,453.00	\$0.00	\$5,000.00	(\$4,453.00)
02-500440-03 - Resource Center M	\$0.00	\$0.00	\$0.00	\$425.00	\$425.00
02-500445-03 - SLD Scholarships i	\$0.00	\$0.00	\$0.00	\$7,450.00	\$7,450.00
02-500450-03 - Ministry of TE	\$0.00	\$0.00	\$0.00	\$2,550.00	\$2,550.00
02-500455-03 - Disciple Formation	\$0.00	\$0.00	\$0.00	\$5,200.00	\$5,200.00
02-500460-03 - Ministry of Other C	\$0.00	\$0.00	\$0.00	\$850.00	\$850.00
02-500820-03 - Ecumenical Institut	\$340.00	\$680.00	\$680.00	\$1,360.00	\$680.00
07-500430-03 - Youth Triennium E	\$4,354.59	\$4,354.59	\$0.00	\$0.00	(\$4,354.59)
07-501450-03 - Pastors Train. DPC	\$6,422.65	\$16,881.93	\$20,316.85	\$0.00	(\$16,881.93)
Total SLD Commission Expense	\$20,570.24	\$31,369.52	\$20,996.85	\$24,110.00	(\$7,259.52)
Commission on Ministry					
01-500500-03 - COM Assist Congr	\$0.00	\$0.00	\$0.00	\$1,275.00	\$1,275.00

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01-500520-03 - COM Retired Minis	\$0.00	\$0.00	\$0.00	\$425.00	\$425.00
01-500530-03 - COM Training	\$0.00	\$0.00	\$0.00	\$850.00	\$850.00
01-500540-03 - COM SMRT	\$4.50	\$4.50	\$310.00	\$425.00	\$420.50
01-500550-03 - COM TE Backgrou	\$0.00	\$0.00	\$30.66	\$638.00	\$638.00
01-500560-03 - COM Committee E	\$0.00	\$0.00	\$0.00	\$850.00	\$850.00
01-500570-03 - COM Ord/Inst Eme	\$0.00	\$0.00	\$0.00	\$5,279.00	\$5,279.00
01-500580-03 - COM CREST	\$0.00	\$0.00	\$0.00	\$850.00	\$850.00
04-500570-03 - TT COM Ord/Inst E	\$0.00	\$0.00	\$0.00	\$4,712.00	\$4,712.00
07-501300-03 - COM Ordination/In	\$0.00	\$0.00	\$126.00	\$0.00	\$0.00
Total Commission on Ministry	\$4.50	\$4.50	\$466.66	\$15,304.00	\$15,299.50
Commission - Prep for Ministry					
01-500620-03 - CPM Ordination Ex	\$0.00	\$300.00	\$0.00	\$120.00	(\$180.00)
01-500650-03 - CPM Committee E:	\$0.00	\$0.00	\$38.00	\$1,000.00	\$1,000.00
10-500660-03 - JJ Smith Scholars	\$0.00	\$4,000.00	\$0.00	\$0.00	(\$4,000.00)
Total Commission - Prep for Ministry	\$0.00	\$4,300.00	\$38.00	\$1,120.00	(\$3,180.00)
SLD Staff Support					
Strategic Plan Assoc. for SLD					
04-500700-03 - Strat Assoc SLD S	\$0.00	\$0.00	\$1,347.00	\$0.00	\$0.00
04-500705-03 - Strat Assoc SLD H	\$0.00	\$0.00	\$3,750.00	\$0.00	\$0.00
04-500708-03 - Strat Assoc SLD P	\$0.00	\$0.00	\$8,281.24	\$0.00	\$0.00
04-500710-03 - Strat Assoc SLD F	\$0.00	\$0.00	\$389.91	\$0.00	\$0.00
04-500720-03 - Strat Assoc SLD C	\$0.00	\$0.00	\$150.00	\$0.00	\$0.00
Total Strategic Plan Assoc. for SLD	\$0.00	\$0.00	\$13,918.15	\$0.00	\$0.00
COM Interim Minister					
07-501215-03 - COM Interim Dir St	\$5,383.34	\$21,533.36	\$22,644.64	\$0.00	(\$21,533.36)
07-501216-03 - COM Interim Dir St	\$2,500.00	\$10,000.00	\$8,000.00	\$0.00	(\$10,000.00)
07-501217-03 - COM Interim Dir St	\$603.08	\$2,412.32	\$2,344.32	\$0.00	(\$2,412.32)
07-501218-03 - COM Interim Dir St	\$788.33	\$3,153.32	\$3,064.48	\$0.00	(\$3,153.32)
07-501219-03 - COM Interim Dir St	\$2,217.88	\$8,871.52	\$4,462.04	\$0.00	(\$8,871.52)
Total COM Interim Minister	\$11,492.63	\$45,970.52	\$40,515.48	\$0.00	(\$45,970.52)
Total SLD Staff Support	\$11,492.63	\$45,970.52	\$54,433.63	\$0.00	(\$45,970.52)
Total Spiritual Leader Devel Comm	\$32,067.37	\$81,644.54	\$75,935.14	\$40,534.00	(\$41,110.54)
Reconciliation Commission					
Commission Expense					
02-500800-04 - REC Commission E	\$0.00	\$0.00	\$0.00	\$2,250.00	\$2,250.00
07-501805-04 - Dismantling Racisr	\$1,523.30	\$1,539.74	\$257.30	\$0.00	(\$1,539.74)
07-501807-04 - Reparative Actions	\$6.07	\$6.07	\$0.00	\$0.00	(\$6.07)
Total Commission Expense	\$1,529.37	\$1,545.81	\$257.30	\$2,250.00	\$704.19
Ecumenical Relations					
02-500810-04 - Central MD Ecume	\$200.00	\$400.00	\$400.00	\$800.00	\$400.00
10-500845-04 - Enduring Witness C	\$0.00	\$50,000.00	\$0.00	\$0.00	(\$50,000.00)
Total Ecumenical Relations	\$200.00	\$50,400.00	\$400.00	\$800.00	(\$49,600.00)
Mission Partnership Funds					
EI Centro-Cuba Partnership					
02-500900-04 - Cuba SM Expense	\$0.00	\$5,000.00	\$3,000.00	\$9,000.00	\$4,000.00
07-500900-04 - Cuba DS Church E	\$250.00	\$287.50	\$300.00	\$0.00	(\$287.50)
07-500902-04 - Cuba DS Individua	\$0.00	\$0.00	\$200.00	\$0.00	\$0.00
Total EI Centro-Cuba Partnership	\$250.00	\$5,287.50	\$3,500.00	\$9,000.00	\$3,712.50
Baltimore Dakota Partnership					
02-500910-04 - SM BD Expense	\$0.00	\$5,000.00	\$3,000.00	\$9,000.00	\$4,000.00
07-500910-04 - DS BDLC Expense	\$0.00	\$2,500.00	\$250.00	\$0.00	(\$2,500.00)
07-500950-04 - DS BD Sisseton FL	\$800.00	\$1,050.00	\$0.00	\$0.00	(\$1,050.00)
07-500980-04 - DS BD Pejuhutaziz	\$0.00	\$250.00	\$500.00	\$0.00	(\$250.00)
Total Baltimore Dakota Partnership	\$800.00	\$8,800.00	\$3,750.00	\$9,000.00	\$200.00
Guatemala Partnership					
02-501200-04 - Guatemala SM Exp	\$0.00	\$5,000.00	\$3,000.00	\$9,000.00	\$4,000.00

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07-501205-04 - Guatemala Church	\$63.00	\$252.00	\$750.00	\$0.00	(\$252.00)
Total Guatemala Partnership	\$63.00	\$5,252.00	\$3,750.00	\$9,000.00	\$3,748.00
Total Mission Partnership Funds	\$1,113.00	\$19,339.50	\$11,000.00	\$27,000.00	\$7,660.50
Shared Witness					
02-501220-04 - Memshp Fees/Part	\$0.00	\$0.00	\$0.00	\$1,400.00	\$1,400.00
05-501280-04 - Presbytery Peacen	\$0.00	\$157.91	\$228.33	\$0.00	(\$157.91)
Total Shared Witness	\$0.00	\$157.91	\$228.33	\$1,400.00	\$1,242.09
Reconciliation Staff Support					
Assoc Mission & Comm. Engage.					
04-501310-04 - TTG ACE - Salary	\$6,796.00	\$27,184.00	\$0.00	\$81,552.00	\$54,368.00
04-501320-04 - TTG ACE Pension	\$0.00	\$0.00	\$0.00	\$21,248.00	\$21,248.00
04-501330-04 - TTG ACE FICA/SE	\$519.90	\$2,079.60	\$0.00	\$6,239.00	\$4,159.40
04-501340-04 - TTG ACE Continu	\$593.44	\$795.42	\$0.00	\$1,000.00	\$204.58
04-501350-04 - TTG ACE Travel	\$1,417.29	\$3,538.29	\$0.00	\$4,425.00	\$886.71
04-501360-04 - TTG ACE Profess	\$519.08	\$1,009.05	\$0.00	\$4,000.00	\$2,990.95
04-501370-04 - TTG ACE Insuran	\$2,897.48	\$11,589.92	\$0.00	\$0.00	(\$11,589.92)
Total Assoc Mission & Comm. Eng.	\$12,743.19	\$46,196.28	\$0.00	\$118,464.00	\$72,267.72
Social Justice Consultant					
04-501400-04 - TTG SJC Salary	\$1,861.08	\$7,444.32	\$7,234.64	\$22,333.00	\$14,888.68
04-501410-04 - TTG SJC FICA	\$142.37	\$569.49	\$553.45	\$1,709.00	\$1,139.51
04-501420-04 - TTG SJC Travel	\$0.00	\$38.36	\$0.00	\$1,750.00	\$1,711.64
04-501430-04 - TTG SJC Professic	\$0.00	\$69.87	\$263.24	\$1,000.00	\$930.13
04-501450-04 - TTG SJC Continuir	\$0.00	\$0.00	\$0.00	\$500.00	\$500.00
Total Social Justice Consultant	\$2,003.45	\$8,122.04	\$8,051.33	\$27,292.00	\$19,169.96
Total Reconciliation Staff Support	\$14,746.64	\$54,318.32	\$8,051.33	\$145,756.00	\$91,437.68
Total Reconciliation Commission	\$17,589.01	\$125,761.54	\$19,936.96	\$177,206.00	\$51,444.46
GA & Synod Giving					
Per Capita					
01-501500-05 - GA Per Capita	\$9,094.76	\$36,379.04	\$33,741.40	\$109,137.00	\$72,757.96
01-501510-05 - Synod Per Capita	\$964.85	\$3,859.40	\$3,959.44	\$11,578.00	\$7,718.60
Total Per Capita	\$10,059.61	\$40,238.44	\$37,700.84	\$120,715.00	\$80,476.56
Total GA & Synod Giving	\$10,059.61	\$40,238.44	\$37,700.84	\$120,715.00	\$80,476.56
Administration Committee					
Rent					
01-501700-06 - PC Rent - Faith PC	\$3,641.67	\$14,566.68	\$17,510.00	\$43,700.00	\$29,133.32
Total Rent	\$3,641.67	\$14,566.68	\$17,510.00	\$43,700.00	\$29,133.32
Office Expenses					
01-501710-06 - Equip Lease	\$0.00	\$64.86	\$583.79	\$880.00	\$815.14
01-501711-06 - Copier Lease Depr	\$218.22	\$872.88	\$872.88	\$2,620.00	\$1,747.12
01-501720-06 - Equip Maint/Tech.	\$600.00	\$3,527.50	\$2,400.00	\$8,000.00	\$4,472.50
01-501730-06 - Equip Purchase	\$0.00	\$0.00	\$1,093.08	\$3,000.00	\$3,000.00
01-501740-06 - Software	\$629.57	\$2,792.73	\$2,560.79	\$8,320.00	\$5,527.27
01-501750-06 - Office Expense	\$274.70	\$1,055.35	\$980.51	\$6,400.00	\$5,344.65
01-501760-06 - Postage	\$219.99	\$59.97	\$259.97	\$850.00	\$790.03
01-501770-06 - Telephone/Internet	\$482.56	\$1,795.32	\$3,158.08	\$6,000.00	\$4,204.68
01-501810-06 - Staff Development	\$0.00	\$0.00	\$0.00	\$700.00	\$700.00
01-501840-06 - Admin/Personnel	\$0.00	\$0.00	\$315.00	\$300.00	\$300.00
01-501845-06 - Depreciation Exper	\$0.00	\$0.00	\$0.00	\$2,496.00	\$2,496.00
04-501780-06 - Insurance	\$1,405.50	\$4,165.00	\$3,639.18	\$7,600.00	\$3,435.00
04-501790-06 - TTG Payroll Servic	\$303.74	\$1,504.66	\$1,336.15	\$3,200.00	\$1,695.34
04-501800-06 - TTG Audit Expens	\$0.00	\$0.00	\$0.00	\$12,102.00	\$12,102.00
04-501805-06 - TTG Legal Expens	\$0.00	\$0.00	\$0.00	\$18,000.00	\$18,000.00
Total Office Expenses	\$4,134.28	\$15,838.27	\$17,199.43	\$80,468.00	\$64,629.73
Communications					
01-501850-06 - Print Communicat	\$0.00	\$0.00	\$0.00	\$1,000.00	\$1,000.00
01-501870-06 - Web Develop/Supp	\$84.20	\$233.60	\$243.00	\$2,000.00	\$1,766.40

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Total Communications	\$84.20	\$233.60	\$243.00	\$3,000.00	\$2,766.40
Other Expenses					
10-501060-06 - Bank Fees	\$108.77	\$421.84	\$381.63	\$0.00	(\$421.84)
Total Other Expenses	\$108.77	\$421.84	\$381.63	\$0.00	(\$421.84)
Administration Staff Support					
Director of Communication					
04-502006-06 - Communications S	\$4,304.66	\$13,905.30	\$16,038.41	\$58,214.00	\$44,308.70
04-502007-06 - Grants Coordinator	\$93.28	\$2,166.14	\$3,535.74	\$14,552.00	\$12,385.86
Total Director of Communication	\$4,397.94	\$16,071.44	\$19,574.15	\$72,766.00	\$56,694.56
Director of Administrative Ops					
04-502050-06 - TTG Dir. Adm. Ops	\$5,344.84	\$21,379.36	\$20,776.64	\$64,138.00	\$42,758.64
04-502060-06 - TTG Dir. Adm. Ops	\$587.93	\$1,763.79	\$1,714.08	\$0.00	(\$1,763.79)
04-502070-06 - TTG Dir. Adm. Ops	\$386.95	\$1,547.84	\$1,495.25	\$4,907.00	\$3,359.16
04-502080-06 - TTG Dir. Adm. Ops	\$2,106.33	\$8,425.32	\$3,973.60	\$32,310.00	\$23,884.68
Total Director of Administrative Ops	\$8,426.05	\$33,116.31	\$27,959.57	\$101,355.00	\$68,238.69
Financial Administrator					
04-502100-06 - FA Compensation	\$1,457.66	\$18,949.64	\$18,415.61	\$52,476.00	\$33,526.36
04-502110-06 - FA Pension	\$641.37	\$1,924.11	\$1,869.90	\$0.00	(\$1,924.11)
04-502120-06 - FA FICA	\$104.57	\$1,359.53	\$1,367.16	\$4,015.00	\$2,655.47
04-502130-06 - FA Insurance	\$1,088.24	\$4,352.96	\$3,999.80	\$20,734.00	\$16,381.04
04-502200-06 - TTY Non-Endow. F	\$4,686.74	\$4,686.74	\$4,565.25	\$18,830.00	\$14,143.26
Total Financial Administrator	\$7,978.58	\$31,272.98	\$30,217.72	\$96,055.00	\$64,782.02
Other Support Staff					
04-502135-06 - TTG Accountant	\$293.46	\$10,639.68	\$9,372.21	\$34,564.00	\$23,924.32
04-502140-06 - TTG Accountant FI	\$22.46	\$813.86	\$717.01	\$2,644.00	\$1,830.14
04-502210-06 - TTY Non-Endowm	\$2,784.41	\$2,784.41	\$2,460.32	\$12,402.00	\$9,617.59
Total Other Support Staff	\$3,100.33	\$14,237.95	\$12,549.54	\$49,610.00	\$35,372.05
Contract & Temporary Staff					
04-502152-06 - TTG Contract Part	\$0.00	\$0.00	\$0.00	\$15,600.00	\$15,600.00
Total Contract & Temporary Staff	\$0.00	\$0.00	\$0.00	\$15,600.00	\$15,600.00
Total Administration Staff Support	\$23,902.90	\$94,698.68	\$90,300.98	\$335,386.00	\$240,687.32
Total Administration Committee	\$31,871.82	\$125,759.07	\$125,635.04	\$462,554.00	\$336,794.93
Presbytery & Steering Cabinet					
Steering Cabinet Activities					
01-502200-07 - Steering Cabinet E	\$0.00	\$0.00	\$71.19	\$1,700.00	\$1,700.00
01-502210-07 - Steering Cabinet C	\$0.00	\$0.00	\$0.00	\$850.00	\$850.00
01-502220-07 - Moderators Expens	\$0.00	\$0.00	\$93.80	\$1,700.00	\$1,700.00
01-502230-07 - Admin Commissior	\$0.00	\$0.00	\$0.00	\$1,700.00	\$1,700.00
10-511400-07 - EAP Grant Expens	\$0.00	\$5,000.00	\$8,000.00	\$0.00	(\$5,000.00)
Total Steering Cabinet Activities	\$0.00	\$5,000.00	\$8,164.99	\$5,950.00	\$950.00
Gathering/Stated Meetings					
01-502250-07 - Gathering/Stated M	\$50.00	\$50.00	\$717.44	\$3,400.00	\$3,350.00
Total Gathering/Stated Meetings	\$50.00	\$50.00	\$717.44	\$3,400.00	\$3,350.00
Pres & Steering Staff Support					
General Presbyter					
01-502300-07 - Per Capita GP Sal	\$5,699.42	\$22,797.68	\$22,657.36	\$68,393.00	\$45,595.32
01-502310-07 - Per Capita GP SEC	\$773.88	\$3,095.52	\$3,008.32	\$9,287.00	\$6,191.48
01-502320-07 - Per Capita GP Hou	\$4,416.66	\$17,666.64	\$16,666.64	\$53,000.00	\$35,333.36
01-502330-07 - Per Capita GP Pen	\$2,704.17	\$10,816.68	\$10,854.48	\$32,450.00	\$21,633.32
01-502340-07 - Per Capita GP Cor	\$0.00	\$0.00	\$0.00	\$2,000.00	\$2,000.00
01-502350-07 - Per Capita GP Tra	\$496.54	\$507.54	\$1,160.77	\$6,000.00	\$5,492.46
01-502360-07 - Per Capita GP Proi	\$70.13	\$757.26	\$460.61	\$11,500.00	\$10,742.74
Total General Presbyter	\$14,160.80	\$55,641.32	\$54,808.18	\$182,630.00	\$126,988.68
Stated Clerk					
01-502400-07 - Stated Clerk Salary	\$3,659.26	\$14,637.04	\$14,224.32	\$43,911.00	\$29,273.96

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01-502410-07 - Stated Clerk FICA	\$258.90	\$1,035.59	\$1,021.87	\$3,359.00	\$2,323.41
01-502411-07 - Stated Clerk Pensi	\$750.15	\$2,689.56	\$2,613.73	\$9,002.00	\$6,312.44
01-502420-07 - Stated Clerk Trave	\$227.08	\$538.18	\$563.36	\$3,520.00	\$2,981.82
Total Stated Clerk	<u>\$4,895.39</u>	<u>\$18,900.37</u>	<u>\$18,423.28</u>	<u>\$59,792.00</u>	<u>\$40,891.63</u>
Total Pres & Steering Staff Support	<u>\$19,056.19</u>	<u>\$74,541.69</u>	<u>\$73,231.46</u>	<u>\$242,422.00</u>	<u>\$167,880.31</u>
Total Presbytery & Steering Cabinet	<u>\$19,106.19</u>	<u>\$79,591.69</u>	<u>\$82,113.89</u>	<u>\$251,772.00</u>	<u>\$172,180.31</u>
Year End Reserve Adjustments					
01-590010-00 - Per Capita Adjustr	\$0.00	\$0.00	\$0.00	(\$72,609.00)	(\$72,609.00)
04-590040-00 - Trustee Adjustmen	\$0.00	\$0.00	\$0.00	(\$50,294.00)	(\$50,294.00)
Total Year End Reserve Adjustments	<u>\$0.00</u>	<u>\$0.00</u>	<u>\$0.00</u>	<u>(\$122,903.00)</u>	<u>(\$122,903.00)</u>
Total Expenses	<u>\$126,591.67</u>	<u>\$518,805.97</u>	<u>\$401,430.23</u>	<u>\$1,194,534.00</u>	<u>\$675,728.03</u>
Net Total	(\$29,969.05)	(\$86,445.48)	(\$57,618.28)	\$0.00	\$86,445.48

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Presbytery of Baltimore
Balance Sheet
April 2025

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Accounts

Assets		
Cash Accounts		
00-100000-00 - Truist Checking	\$243,093.39	
00-100100-06 - MSSB Presbytery MM	\$36,574.64	
00-100250-06 - Truist Savings Acct	\$132,745.43	
00-100260-06 - Truist CD Acct	\$525,253.27	
00-100400-00 - Petty Cash - POB	\$300.00	
Checking Accounts		
00-100300-00 - General Checking	(\$1,917,665.19)	
01-100301-00 - Per Capita Checking	(\$317,547.16)	
02-100302-00 - Shared Ministry Checking	\$907,237.13	
03-100303-00 - GA Grants Checking	\$60,600.00	
04-100304-00 - Trustees Checking	\$420,841.60	
05-100305-00 - GA Mission Checking	\$72,678.28	
06-100306-00 - NCD Checking	\$109,756.43	
07-100307-00 - Directed Support Checking	\$1,066,015.71	
08-100308-00 - Prior Year Checking	\$183,168.93	
09-100309-00 - Reserves Checking	(\$329,050.35)	
10-100310-00 - Other Income Checking	(\$60,650.98)	
20-100320-00 - Unbudgeted Checking	(\$47,842.54)	
Total Checking Accounts	\$147,541.86	
Total Cash Accounts		\$1,085,508.59
Receivables		
00-100500-00 - Accounts Receivable	\$15,633.33	
00-100510-00 - Trustee Operating Receivables	\$1,799.00	
00-100550-03 - Background Checks	\$268.00	
Total Receivables		\$17,700.33
Prepaid Expenses		
00-100600-00 - Attorney Retainer	\$12,000.35	
Total Prepaid Expenses		\$12,000.35
Fixed Assets		
00-107000-00 - Furniture & Fixtures	\$112,492.69	
00-107001-00 - Copier Lease	\$13,093.20	
00-107010-00 - Accumulated Depreciation F&F	(\$112,492.69)	
00-107011-00 - Accumulated Depr.- Copier	(\$10,038.12)	
00-107200-00 - Leasehold Improvements	\$18,578.20	
00-107220-00 - Accumulated Depreciation L.I.	(\$6,723.91)	
Total Fixed Assets		\$14,909.37
Total Assets		\$1,130,118.64
Liabilities, Fund Principal, & Restricted Funds		
Liabilities		
Payables		
00-200010-00 - Presbyterian Men	\$527.00	
00-200015-00 - Small Church Ministry Enhancements	\$1,353.73	
00-200170-00 - Planning Calendars	(\$115.60)	
00-200180-00 - Books of Order	\$151.87	
Total Payables		\$1,917.00
Long Term Liabilities		
00-201010-00 - Note Payable - Copier	\$3,055.08	
Total Long Term Liabilities		\$3,055.08
Deferred Payments		
00-200250-01 - ACC&Adv. Continuing ED Escrow	\$694.32	
00-200300-07 - GP Continuing Ed Escrow	\$900.00	
00-200360-03 - Interim Cont. Ed Escrow	\$250.00	
Total Deferred Payments		\$1,844.32

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Presbytery of Baltimore
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Accounts

Payroll Related		
00-200400-00 - Health/FSA/Benefits Escrow	\$2,285.27	
00-200450-00 - Flexible Health Spending	(\$7,071.76)	
00-200500-00 - Dental Insurance Withholding	\$44.24	
00-200525-00 - Vision Insurance Withholding	\$0.16	
00-200535-00 - Supplemental Death Withholding	\$2.25	
00-200600-00 - Tax Sheltered Annuities	\$3,639.40	
Total Payroll Related		(\$1,100.44)
Mission Payable		
00-202000-00 - GA Shared Mission	\$1,174.00	
00-202020-00 - OGHS	\$1,700.00	
00-202030-00 - Christmas Joy	\$2,953.00	
00-202065-00 - Disaster Relief	\$5,095.00	
Total Mission Payable		\$10,922.00
Due to/Due From		
00-260000-00 - Due to/from General	(\$1,957,180.90)	
01-260001-00 - Due to/from Per Capita	(\$263,401.01)	
02-260002-00 - Due to/from Shared Ministry	\$515,411.36	
03-260003-00 - Due to/from GA Grants	\$53,100.00	
04-260004-00 - Due to/from Trustees	\$755,271.43	
05-260005-00 - Due to/from GA-Synod Mission	\$71,235.20	
06-260006-00 - Due to/from NCD	\$111,547.62	
07-260007-00 - Due to/from Directed Support	\$1,078,515.71	
08-260008-00 - Due to/from Prior Year	\$177,970.23	
09-260009-00 - Due to/from Reserves	(\$909,040.15)	
10-260010-00 - Due to/from Other Income	(\$62,809.54)	
11-260011-00 - Due to/from System	\$245,340.59	
20-260020-00 - Due to/from Unbudgeted	(\$47,842.54)	
50-260500-50 - Due to/from Account - 050	(\$809.00)	
Total Due to/Due From		(\$232,691.00)
Total Liabilities		(\$216,053.04)
Fund Principal		
00-290000-00 - General Net Assets	\$131,817.18	
01-290001-00 - Per Capita Net Assets	\$329.88	
02-290002-00 - Shared Ministry Net Assets	\$398,487.96	
04-290004-00 - Trustees Net Assets	(\$293,944.00)	
06-290006-00 - NCD Net Assets	(\$1,306.59)	
07-290007-00 - Directed Support Net Assets	(\$24,234.83)	
09-290009-00 - Reserves Net Assets	\$3,662.82	
10-290010-00 - Other Income Net Assets	\$5,976.63	
Excess Cash Received	(\$86,445.48)	
Total Fund Principal and Excess Cash Received		\$134,343.57
Restricted Funds		
Total Temporary Restricted	\$1,211,828.11	
Total Restricted Funds		\$1,211,828.11
Total Liabilities, Fund Principal, & Restricted Funds		\$1,130,118.64

APPENDIX D

Congregational Transformation Grants Awarded

2025

These grants are now awarded by the Conveners of Ministry Groups. After considering all the creative and inspiring applications they are excited to announce this year's awardees!

First Presbyterian Church of Frostburg--\$5000

"Bathroom Remodel"—the congregation is refurbishing a total of four restrooms and making improvements to the fellowship hall and kitchen as well totaling close to \$50,000.

Highland Presbyterian Church--\$10,000

"Highland Grove Concert Series." Once per month family-friendly concert series in the beautiful outdoor Grove May through October. Highland will fund a second year on its own.

First and Franklin Presbyterian Church--\$10,000

"Empowering our Ministry Through Technology." They will amplify their commitment to the community through an advanced digital presence and enhanced media services.

The Presbyterian Church of Havre de Grace--\$4,000

"Entering the 21st Century—Technology and Resources." They will establish a viable website to communicate activities and programs of the church to support the community.

Dickey Memorial Presbyterian Church--\$10,000

Taize-style weekly "contemplative gatherings for all." This new service will be launched paired with a gathering afterward for conversation over local craft beers on a weekend night.

Knox Presbyterian Church--\$6,355

"Generations East of Eden." They will use the funds to purchase a new computer to increase Facebook presence/connection, to communicate church plans and activities to the community.

Faith Presbyterian Church--\$10,000

"Hospitality in Mission." They will use the funds to purchase a new dishwasher for their well-equipped kitchen to conduct a cooking program for teen boys who live at a residential treatment facility across the street, among the many other uses of their kitchen.

Springfield Presbyterian Church--\$8,636

“Springing into Life: Renewing Worship, Deepening Discipleship, and Equipping the Flock.” They will launch a new interactive and experiential worship gathering, purchase study bibles for the congregation, and strengthen their communication ministry with new tools.

Madison Avenue Presbyterian Church--\$8,000

“Le ACADAMIE.” The intent is to create a Cultural Arts and Fine Arts Academy. They hope to birth an environment in which gifts and talents are nurtured to engage, train, and empower new servant leaders waiting in the wings to advance the Beloved Community.

Chestnut Grove Presbyterian Church--\$8,000

“Be the Bridge” Campaign. “Be the Bridge” will aim to energize their members and provide them with tools and training to reach out with open arms to the broader community through intentional conversation and invitation.

Towson Presbyterian Church--\$4,700

“Intergenerational Ministries -- LOGOS and P5 Mom’s Group.” Funds will be used to supplement the cost of meals and supplies for the four components of LOGOS and to supplement the cost of meals and spiritual formation materials for the P5 Moms Group.

Ark and Dove Presbyterian Church--\$6,339

“Technology Investment for Inclusive Ministry.” They are planning to outfit a large classroom with capabilities to run Zoom meetings, hybrid meetings, air or record podcasts, and other outreach efforts yet to be identified.

Hope Presbyterian Church--\$10,000

“Hope Spiritual Renewal and Vitality Coordinator.” Someone will be hired to expand and increase the current Hope trend of church growth, leadership development, evangelism, and congregational vitality to include five major projects.

APPENDIX E

Presentation of the Reparative Justice Fund Proposal for Discussion Compiled 907th Presbytery Meeting - May 22, 2025

Introduction – RE Guy Moody

Good morning! I'm Ruling Elder Guy Moody past Moderator of the Presbytery and current co-chair of the Presbytery's Dismantling Racism Team.

Today, we're bringing a proposal from the Dismantling Racism Team, unanimously endorsed by the Commission on Reconciliation. We will not be asking for a vote today. Rather, we ask you to listen to our presentation today with open minds and contrite hearts. We ask that you carefully read the proposal we have put before you in our meeting papers—many times if necessary—in preparation for a vote at the September Gathering. We will afford you time to ask questions today and in the months ahead. However, because this is not a day for voting we will not be entertaining amendments today.

For those of you who are not familiar with our team, our other co-chair is my sister in faith, Ruling Elder Charese Jordan Moore. We are blessed to work with the dedicated ruling and teaching elders you see on the screen.

In January of 2022, the Presbytery of Baltimore (POB) concurred with an overture entitled "An Apology to African Americans for the Sin of Slavery and Its Legacy." Before the vote, I pointed out on the Gathering Floor that we weren't just signing on to a piece of paper. Rather, we declared as a Presbytery that the next steps in our journey would be to actively live into the requirements of that overture. An apology is just the start. We would need to honestly look at our collective and individual church histories and take meaningful restorative action.

Living into this call, the Presbytery's Dismantling Racism Team established the Reparative Justice Working Group in August 2022. The Working Group, chaired by Pastors Cat Goodrich and Jessie Lowry was asked to recommend actions that the POB might take to address harm perpetrated, both directly and indirectly, against African Americans and other people of color within the boundaries of the Presbytery.

The team's work over nearly 3 years has been unsettling, even painful at times, as we uncovered difficult truths about our distant and even recent past. And it has led us to this moment, one that will prove historic and, we hope, lead us on a pathway to healing for our African American siblings of faith, our community at large, and pave the way for healing for other people harmed by a white dominant culture.

I'm now going to turn it over to Cat, to tell you a bit more.

The Proposal – TE Cat Goodrich

Thank you, Ms. Moderator, friends, and colleagues:

You'll remember that in March, fellow members of the Dismantling Racism team and I shared an overview of reparative justice. Over and over in scripture, we hear God calling us to repentance, which enables healing, and reconciliation. But as William Yoo and Jennifer Harvey remind us: reconciliation and healing are not possible without our shared work for repair. So today, we want to share with you our proposal to facilitate the work of repair of harm caused by the sin of racism and white supremacy in and by our Presbytery.

For three years, our task force has looked back, researching Presbytery and congregational history. And history is complex: we often only want to remember the positive parts of our past, glossing over or whitewashing the more difficult pieces. But we do so at our peril: keeping wounds caused by past harm in the dark allows them to fester, causing further damage to our relationships, churches, and communities – and preventing us from living into the beloved community Christ calls us to be.

So following the Presbytery's concurrence to the overture apologizing to African Americans for the sin of slavery, we dove into research. We dug through filing cabinets and read old session minutes. We visited ancient crypts – really- and even called and made trips to the Presbyterian Historical Society in Philadelphia (thanks to TJ Denley!). What we found is troubling, but not surprising. Our discoveries left us convicted that the resources held in trust by the Presbytery are, in part, ill-gotten gains earned from the injustice of chattel slavery, and allocated in ways that further disenfranchised Black congregations and church leaders. We believe it is time – past time – to divest ourselves of these resources, and make them available instead to the affected communities to do the work of repair.

Our proposal includes a series of case studies that are not meant to be exhaustive – rather, they are examples demonstrating racist patterns of behavior that have prevailed in our presbytery over the past two centuries.

Accordingly, we expect that in telling these stories, other stories of harm will also emerge. As will stories of leaders and congregations attempting to acknowledge the painful parts of their history, mitigate harm, and work for repair.

This history is difficult to hear. It may be more triggering and painful for some of us to hear than for others. Take a breath in, and let it out. To summarize what we uncovered in our research: we found both direct and indirect gains stemming from the enslavement of African Americans, racism, and white supremacy.

We learned that churches and the Presbytery profited from the support of families and institutions which enslaved African Americans.

We uncovered indirect benefits through routine underinvestment in and neglect of black leaders, congregations, and communities. One case study demonstrates the Presbytery's failure to support scholarships for freed black men at the same rate as other Presbyteries, underinvestment amounting to \$1 million in 2025 dollars, that's just in that one case alone.

We found indirect benefits to some of our churches from racist urban development policies and gentrification. Light Street Presbyterian Church, tells the story of how their congregation was saved and able to thrive when the proposed Highway to Nowhere was re-routed, away from their neighborhood and through instead the historic black neighborhood of Sharp-Leadenhall, dividing, decimating and displacing the residents.

We found examples of the Presbytery facilitating white flight, helping majority white congregations to flee the city for the suburbs, abandoning redlined neighborhoods.

And related, we found the Presbytery brokered unequal and unjust property transfers, putting black congregations into aging buildings in need of repair. We see this in the story of my congregation, Faith's journey from Johnston Square to our current home on Loch Raven Boulevard, and the sale of our original building to Knox Presbyterian, which Charese will share in more detail shortly.

We uncovered the misallocation of funds intended to support black churches and communities, in the story of the Arlington Street Church and the Urban Ministry fund.

And, we heard powerful testimonies that spoke to broken trust between the Presbytery and black leaders, and congregations, evident in the painful story of the New Imani Worshipping Community and the death of its founding pastor, and echoed by the voices of our Black women clergy here in the presbytery.

Take a breath Let it out. This history is difficult. But it is ours. We may not have perpetrated these harms, but it is up to us to decide how we will respond to them now. I invite Charese to share more of the story of our two churches, Knox and Faith.

The Story about Knox & Faith Presbyterian Churches – RE Charese Jordan Moore

Good Morning, Today I stand before you as a Ruling Elder at Knox Presbyterian Church and I'd like to share just one of the stories that our research uncovered. It is an example of how decisions by the Presbytery, the National Board of Missions and Faith Presbyterian Church in regard to Property Transfers harmed my church - Knox in the 1940s and 50s. I was not a member of Knox then – not born yet - but a few of our older members remember the story. And details can be found in the Session minutes of Knox & Faith, the minutes of POB and records on file at the Presbyterian Historical Society. Thanks to those who shared their recollections and those who pored over the historical - sometimes hand written - records, we can tell this story.

When the current members of Knox's Session heard the details of this story, they were aghast. They wanted the congregation to hear it immediately. The reaction was the same. It is painful for many of us to hear and relive our history. Sometimes, even we Black people are tempted to look away – and sometimes we're gaslighted by those who would encourage us to forget or question our experience, so that they might be more comfortable. But we must all face our collective history if we are to be reconciled, truth is a necessary step.

At its core, this is a story of sins of the past that were definitely counter to the values of Diversity, Equity or Inclusion – still under attack today.

Let's take a quick walk through our history.

Founded in 1876 as a mission Sunday School for First Presbyterian, Faith Presbyterian Church was established in 1886 and, in 1895, took possession of the Glendy Burial Ground and the adjacent lot from the Presbytery of Baltimore on which to build a new building. In June 1926, Rev. H. Octavius Graham was invited by the Presbytery to start a church in East Baltimore, which would be the third Black Presbyterian Church in Baltimore. With forty members, Knox Presbyterian Church was admitted to the Presbytery as an organized church on May 20, 1930. Knox quickly grew to 300 members (meeting in a repurposed saloon) but struggled through the depression, losing a modest building fund due to a bank failure. In 1944, the congregation organized a second building campaign to purchase and renovate a new church at the corner of Ashland and Washington Streets. The congregation was not incorporated, so the property they purchased (with their own money) was owned by the Presbytery.

In 1944, the Presbytery's Church Extension Committee wanted to form a congregation in the Loch Raven area and suggested that Faith Presbyterian would be the logical choice. Reviewing racial distributions, population trends, and the residential distribution of its membership in the spring of 1945, Faith found that many of its members lived in the suburbs and that the Black population in its neighborhood was steadily increasing. In 1946, they decided to move to the present location at 5400 Loch Raven Blvd., where the church would find itself in a middle-class community, "much as the area around Faith was a generation ago." Demonstrating their bias, Faith created a fund to continue ministry with children in the neighborhood after the move,

specifying that fund was for “white children” only. Make no mistake that this was a story of WHITE FLIGHT. It’s documented in the written record.

Let’s take a breath as we let that settle in.

How Would the Move Be Financed - Faith needed \$90,000 to purchase the property on Loch Raven, but the Presbytery and the National Board of Missions were able to offer grants and loans for only \$65,000. Faith was unwilling to settle and threatened to sell its original property commercially. This would have been difficult, since property use was restricted to a house of worship because of the Glendy Burial Ground. After months of negotiation, Dr. Long of the National Board of Missions suggested the idea of selling the Knox church, giving the proceeds to Faith, and moving the Knox congregation into Faith’s old building, with the hope of creating there “the largest work for colored people in the country.” It is important to note that no one from Knox was present at this meeting when three white institutions decided what should happen to Knox’s property and resources. NO INCLUSION THERE The National Board of Mission’s plan prevailed: The Presbytery and National Board facilitated Faith’s move through combined grants of \$65,000, plus the proceeds of the sale of Knox’s property. Faith got the \$90,000 they’d hoped to earn from the property sale, and Knox moved into the vacated building. Contemporary minutes of the Presbytery note that “Then upon motion, the Stated Clerk was advised to defer publicity on the Faith-Knox matter until later.” Why, I wonder, couldn’t they talk about it. Could it be that they knew what they were doing disadvantaged Knox – and they didn’t want to shine a bright light on their actions. Hmm...

I don’t know, but I can tell you that Moving Forward the Pattern of Inequity continued. In October 1950, the Presbytery allowed Faith to borrow up to \$5,000; however, in November 1950, Faith still needed an additional \$15,000 for its new building. The Presbytery responded by mortgaging Knox’s former property at Ashland and Aisquith Street -- \$26,500 went to Faith. If you read our report, you’ll see the details of how the Presbytery bent over backwards to help Faith at the expense of Knox.

In contrast, when Knox requested \$3,000 from the Presbytery for “imperative need for heating,” it appears that the request was denied; Records show that, in September 1952, Knox instead received a commercial loan of \$3,500 for the heating.

When Knox took possession of the property, they found it to be in serious disrepair. Upkeep of the enormous albatross of a building – that Faith with membership of 800 could not maintain, proved to be a continual drain for Knox – a congregation of less than half the size. The balcony had to be closed due to safety concerns, and the congregation faced many other maintenance issues. When Knox asked for meetings with the General Presbyter, it is noted in our minutes that response was slow – if meetings were granted at all.

Then further issues related to the upkeep of the cemetery grounds cropped up. When the property was sold, Faith deeded the Glendy Burial Ground to the Trustees of the Presbytery of Baltimore for \$5 and established a small fund for its continued maintenance, money which was

not made available to Knox for cemetery upkeep and is still held by the Presbytery trustees today as “the Glendy Fund.” Though resources were available specifically for cemetery upkeep, in the mid-1970’s a request for \$4,000 for repairs to the exterior cemetery wall was given only as a loan. Teenagers were sent out to do their best at cleaning the cemetery, finding remains among the debris. Those were probably members of Second Presbyterian who buried their members there before Faith. A Baltimore Sun article took Knox to task for the condition of the burial ground that was abandoned by two other Presbyterian churches and the Presbytery itself. The Presbytery declined to comment leaving Knox to take the blame in the media.

Ultimately, Knox relocated again, in 1979, to our present location at Preston and Eden. I'm proud to say that Knox is celebrating it's 95th anniversary this year. We will have been a part of the POB since May 30, 1930. We have survived because we are a resilient people used to fighting against the odds, or as they used to say back in the day -- making a dollar out of 15 cents. But what might our ministry look like today, if we had a seat at the table or a fair share of resources. It's hard to imagine or quantify. Our proposal for a reparative justice fund is a good faith effort to address the harms of the past that continue to leave a stain on our lives to this day. Together, as people of faith, we can begin to address this debt. Please accept my invitation to celebrate our anniversary at Knox on July 20th.

A Reflection on Ezra 6 :1-12 – TE Hal Bennett

There is a story told of a coin that has three sides. On one side is a scripture used to validate or support a person’s belief. On the other side of the coin is a scripture that vilifies someone’s belief. However, on the edge of the coin is the truth, as spoken by our Lord and Savior Jesus Christ, when asked “what is the greatest commandment: “To love God with all one's heart, soul, and mind and love our neighbor” (Matthew 22:37). It is the greatest commandment because it demands total devotion to God that encompasses all aspects of caring for others.

Scripture says that God loves us, and the cross proves it. Sadly, though, this is only an intellectual truth for some believers rather than an existential one. The problem is not with the Lord but with our capacity to sense His care for us and our care for others.

In the United States, legislatures and courts have entertained reparations claims from Slave holders for loss of property, Japanese Americans, interned during World War II; Indigenous Hawaiians, seeking compensation for lost land and sovereignty; Native Americans, seeking the return of ancestral land and sacred relics; Korean “comfort women”; American veterans subjected to severe abuse in Japanese prisoner-of-war camps, during World War II; descendants of victims of the Armenian genocide, pursuing unpaid insurance claims from American corporations; Jews and non-Jews compelled to work as slave laborers by the Nazis; families of Holocaust victims seeking the return of artwork, bank deposits, and other assets stolen during World War II; Farmers and fisherman, and the families of people killed in the 9/11 terror attacks, finally Alaskans. However, Black folks were in enslaved 264 years (1492-1776).

It seems as if, everyone in America has been compensated **but** Black Americans. But the claims that have generated the most controversy — the claims that most Americans immediately think of when they hear the word “reparations” — are those advanced by African Americans seeking redress for the injuries of slavery. Everyone but Black Americans have been restored.

That’s a long list. But it's still a fraction of the many people and groups who receive compensation, either from or through our government, for the harm they have suffered. Every day, someone - somewhere in America is being compensated under the concept of what is known as restorative justice, a type of justice that instead of meting out punishment to a wrongdoer, seeks to make the victims or their families whole—or at least repair them as much as possible. Restorative justice is also known as reparative justice, or, in the context of the experience of Black Americans from the first slave ships in the 1600s through to today, simply reparations.

One of the foundational texts of the Bible is the story of the Hebrews, being liberated from slavery. When the Hebrews are liberated from their bondage under Pharaoh, they receive gold and silver from their former oppressors, as reparation (**Exodus 12:35b-36**). Likewise, later in the biblical narrative, Jerusalem receives reparations, when the people return from exile: King Darius uses the royal treasury to fulfill the reparations even though he was not the king who forced them to abandon their homeland (**Ezra 6:1-12**). It was not King Darius’ personal wrongdoing that caused him to offer reparations. Rather, it was his recognition that his nation had committed a sin against the people of Israel.

Zacchaeus, a tax collector, stood before Jesus and said, "I will give half my wealth to the poor, and if I have cheated people on their taxes, I will give them back four times as much." (**Luke 19:8**). Repeatedly, in scripture, reparations establish equality and enable new futures (**Deuteronomy 15:12-15; Ezekiel 33:15; Proverbs 6:30-31; Luke 19:1-9**).

Myth #1 - I never owned slaves, so I shouldn’t be held accountable for slavery. Rather than thinking about racism as a personal sin, tied to slavery, it’s better to think about racism as a systemic sin undergirding our entire society. Racism is a sin that is woven and hidden in plain view in our society. The Christian tradition argues this injustice emanates from the doctrine of original sin.

In the United States, a household headed by a Black college graduate has about 33 percent less wealth than a household headed by a white high school dropout. Understanding that systemic racism is linked to original sin, allows us to see the ways in which Black people continue to be exploited and harmed through systemic structures. I opine, that America has refused to repent for that exploitation of black people and reparations are required.

In closing, I leave you with the words of Rev, Edwin Lacy, Associate for Church Care and Advocacy who spoke of the edge of the coin (real truth): “So as we search our hearts to determine how best to live into our Lord’s command to love our neighbor, let whatever words we speak and actions we take spring forth from the foundational love of Jesus from which all

true love originates.” We wish now for Baltimore Presbytery to put their faith into action, with reparative action for our Black brothers and sisters in Christ.

A Reflection on Galatians 3:27,28 – TE Ray Meute, Jr.

“As many of you as were baptized into Christ have clothed yourselves with Christ. There is no longer slave or free; there is no longer male or female, for all of you are one in Christ Jesus” – Galatians 3: 27, 28.

I was about 24 or 25 years old, and newly ordained as a Minister of Word and Sacrament, serving a church in Pittsburgh, PA as an Associate Pastor. The Senior Pastor asked me to preach a sermon on racism.

This came as a difficult assignment for me at that time because as I thought about it, I remember thinking, “Haven’t we pretty much dealt with that already? Didn’t the efforts of the Civil Rights movement in the 1960s for the most part take care of the problem of racism in the United States of America?”

I struggled, not knowing what to preach.

In Pittsburgh Presbytery at the time there was a Black Caucus. At every meeting of the Presbytery, a report would be given by the Black Caucus, and someone almost always said these words in the report: *“The African American male is an endangered species in the United States of America.”* I now know in part, he was referring to the prison industrial complex which took over when chattel slavery was ended.

Throughout my years, since that time I was asked to preach, I have learned a whole lot.

I was so ignorant because we were not taught the true history of our nation in our classrooms. And I grew up in one of the chestnut school districts in Pennsylvania. We were taught a rose-colored history of our country. And it continues today. In fact, currently it is dangerous to teach the truth of our history toward African Americans and Native American Indians. In the past 15 to 20 years, I have learned so much and continue to study and learn that white supremacy is so all encompassing in our land and so deeply rooted within our structures and systems, that we don’t even know it.

As fish do not know they are swimming in water, we swim in white supremacy in the United States.

But in Christ there is neither slave or free, male or female, Jew or Greek...all are one in Christ. As those transformed by the Gospel of Jesus Christ, we cannot continue to live with status quo. Our identity in Jesus Christ demands that we work to repair the damage done and continuing to be done.

We who follow Jesus, who are baptized into Christ Jesus, are in solidarity with all others who follow Jesus, and that includes every single child of God from every land and every tribe and every nation.

The way to do this is by making repair. Reparative justice is required for the kin-dom of God to be realized.

Thanks be to God that we are all life-long learners!!!

Let us continue to sow multiple seeds of repair so that the justice of the kin-dom will roll down like the waters (Amos 5:24)!

Specifics about the Reparative Justice Fund – TE Cat Goodrich

...Thank you Charese, Hal, and Ray for your testimonies. On behalf of the Dismantling Racism Team and the Commission on Reconciliation, we urge the Presbytery of Baltimore to relinquish 15% of its unrestricted, unencumbered wealth and 10% of future real estate sales to the work of repair through a Reparative Justice Fund. These resources would be added to the legacy of the Center, approximately \$153,000, currently held as the *Reparative Actions Fund Reserve*.

You might be wondering... why 15%? As we studied our history and learned from other organizations who are farther along the road to repair and reconciliation than we are, we realized it is impossible to quantify the impact of these harms over the past two centuries. Instead, we looked to national statistics that reveal how racism impacts economic realities for white and black households: the racial wealth gap. You heard Hal reference a great disparity. We know that over a century of racist housing, planning, and banking policies have led to the unjust accumulation of generational wealth in white households and neighborhoods. Accordingly, there is a 15% gap in accumulated wealth between white and black households, and that gap is growing. We see that gap also in our churches, in the unequal compensation of pastoral leadership, and in the reality that only two of our five majority Black congregations have full-time, installed clergy.

So, that 15% wealth gap is a standard that guided and informed our recommendation, shaped by the work of the Synod of Lakes and Prairies, which has established similar funds.

You might also be wondering: how would relinquishing that much wealth impact the Presbytery's budget? When we met with the Cabinet, they asked this question as well. Each year, the Presbytery determines what percentage of earnings from our reserves will be contributed to the annual budget. Historically, that has been 4.5% of a 3-year rolling average. If we had taken out \$500,000 from our reserves at the beginning of 2025, you can see it might have reduced the money available for the presbytery's budget by about \$20,000.

But, the market fluctuates all the time! It's why we determine the input to our budget based on a three-year average, to be able to accommodate increases or decreases in our investment accounts year over year. And remember: we are Presbyterian, which means we are in charge! We get to decide how we respond to the leading of the Spirit, if we indeed decide to relinquish these resources for the work of repair. We can direct the trustees to adjust the percentage, to help mitigate the impact on our annual budget. Or we can decide to make more resources available from our reserves for those churches with coinvested funds. We fully expect that part of our conversation and shared discernment between now and when we vote in September will be how we can boldly respond to this call to relinquish resource for the work of repair, while absorbing the potential impact to our Presbytery's budget.

I'll ask Guy to share more details about the facilitating motions and the proposed structure of the fund.

Oversight and Next Steps for the Reparative Justice Fund – RE Guy Moody

The Board

Once created the Reparative Justice Fund will be managed by a Board of Directors composed of leaders from within the impacted communities.

The incorporating Board would consist of 9 members, 3 of whom are from within the Presbytery of Baltimore and 6 from the wider community within the geographical bounds of the Presbytery.

Members of the new Board would be from the Black community and will comply with all the legal requirements established by the State of Maryland for a nonprofit corporation.

We did not arrive at this decision without considerable thought and exploration of how others have proceeded with surrendering wealth to the community harmed.

Because ties to our predominantly Black churches and their revitalization are important, we believe with 1/3 of the Board coming from within the Presbytery, these ties will remain strong without overshadowing the group.

Having the other 2/3 come from the community will better ensure a robust use of funds for the well-being of the Black community as well as our churches in that community.

It is important to stress again that because this is not a grant but a surrendering of wealth to a community systematically denied that wealth, the Presbytery will not get to dictate how the money is used.

Rather, our action will go a long way to creating a trust between our Black congregants and the Presbytery—a trust, I would contend, that has never existed, in large part because our Black congregants and their leaders have too often had decisions made for them by a white-dominant power structure.

And remember, the Board will comply with all the legal requirements established for a nonprofit, so we can trust the Board will act honorably and diligently.

Additional Motion Rules

The motion will direct the DRT in conjunction with the Commission on Reconciliation to draft the articles of incorporation guidelines, and Board composition once we are given the green light with what we pray will be a resounding “yes” vote.

We will consult with attorneys and others with relevant experience. Then, we will bring the Articles of Incorporation before this body for final approval.

The motion will also direct the DRT to reach out to churches and individuals, continuing our education and outreach efforts, encouraging them to contribute to the Reparative Justice Fund, and supporting their efforts toward racial justice. We believe the work to repair historic harms is iterative and ongoing. Therefore, we will call on individual congregations and the Presbytery of Baltimore to continue this difficult but vital work to study their history, repent of wrongdoing, repair harm done, and seek reconciliation. And we will ask congregations and individuals to contribute a portion of their wealth toward this important work of repair.

The Ask

So, what next?

Again, we ask that you prayerfully consider our document, which we will put forth as a motion for formal vote in September.

If you have ideas on how we might improve our motion before September, we will gladly take your thoughts under advisement.

I will now turn the microphone over to another former moderator, my colleague and friend, Rev. Ray Meute who will field questions and comments.

But before I do, let me add: If we run out of time and you wish to talk, come sit with a member of our team over lunch. We will space ourselves at different tables and welcome your thoughts. If you have questions not addressed today, we will hold at least one more Question and Answer session prior to the September Gathering, which we will advertise in *Tidings*.

Or just reach out for a chat. I grew up in New Orleans, so I, for one, will gladly meet anytime over coffee or a good meal! The members of the team most directly involved with the proposal are Charese, our staff support, Ruling Elder, Susan Krehbiel, Rev. Cat Goodrich, Rev. Jessie Lowry, Rev. Ray Meute, Rev. TJ Denley, and myself, but any member of the DRT will be happy to talk with you.

May God continue to bless each and every one of you here. And now, I'll turn it over to Ray.

Members of the Dismantling Racism Team:

Rev. Harold (Hal) J. Bennett (Grove)
Rev. TJ Denley (Validated Ministry)
RE Lea Gilmore (Govans)
Rev. Cat Goodrich (Faith)
RE Bobby Hall (Faith)
RE Charese Jordan Moore (Knox), co-chair
Rev. Jose Lopez Chapa (Fallston)
Rev. Jessie Lowry (Christ Our Anchor)
Rev. Ray Meute, Jr. (Highland)
RE Guy Moody (St. John United), co-chair
RE Susan Krehbiel (Presbytery Staff)

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Lea Gilmore, Govans
Cat Goodrich, Faith
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