

# Minutes of the 909th Stated Meeting of the Presbytery of Baltimore November 20, 2025, at 10:00 am Hybrid Meeting at Knox Presbyterian

Moderator Sue Lowcock Harris 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 moved the adoption of the Docket. It was seconded and **APPROVED** by common consent.

RE Adrienne Knight welcomed the presbytery to Knox Presbyterian.

General Presbyter, Jackie Taylor, welcomed first time ruling elders and guests including RE Cindy Corell from the PCUSA Global Ecumenical Partnerships. She moved that CREs Pete Kazena and Gerald Heminger and Rev. Fern Cloud from the Dakota Presbytery, and Rev. Dr. Flo Barbee-Watkins, Charlotte Presbytery, be seated as corresponding members. The motion was seconded and **APPROVED** by common consent.

## **WORSHIP and DAKOTA PARTNERSHIP RENEWAL**

The Presbytery then moved into Morning Devotions led by members of the Dakota Partnership and Lea Gilmore (Gathering Team). RE Chrystie Adams acknowledge and names the tribes that inhabited the land within the borders of Baltimore Presbytery. Rev. Fern Cloud spoke of the importance of the Dakota partnership, especially to the children who participate in the Learning Camps. CRE and Moderator of the Dakota Presbytery brought greetings, and the partnership covenant 2025-2030 was signed by CRE Gerald Heminger Jr (Jr H to us) as Moderator of the Dakota Presbytery, Rev. Fern Cloud as the Dakota Presbytery BDLC Representative, Rev. Michele Wallen as Presbytery Associate from the Commission on Reconciliation and Chrystie Adams as the current Chair of the Baltimore Dakota Learning Camps Steering Committee). A hymn, Morning Song and Doxology in the Dakota language were sung.

## **STATED CLERK'S REPORT AND CONSENT MOTION**

Following devotions, the Moderator called upon the Stated Clerk who presented the consent motion:

- The approval of the minutes of the 908th Stated Meeting of the Presbytery of Baltimore, September 13, 2025, as posted on the website. ([www.baltimorepresbytery.org](http://www.baltimorepresbytery.org)).
- The recommendation of the Administration Committee to remove the "Plan for Ministry 2011-13 from the list of Governing Documents at the end of the Manual.
- Validation for 2026 of the Specialized Ministries listed in the APPENDIX C

The consent motion was **APPROVED** by unanimous consent.

## **REPORT OF THE GENERAL PRESBYTER**

Jackie Taylor reported on her participation in the Mid-Council meetings at the denominational headquarters in Louisville, KY the previous week and the on-going work of the restructuring of the

agencies, particularly the merger of the previous Office of the General Assembly and the Mission Agency. She said that, like a construction project in a home or office, the process can, at times, be frustrating, exhausting and discouraging and that has certainly been the case as the Interim Unified Agency works out the details of the six-year redevelopment plan. But, she said, things are coming into focus as mid-councils are urged to continue to offer prayer and practice patience.

Moderator Sue Harris handed the meeting over to vice-moderator Rob Smith to moderate the next several segments of the meeting.

### **REPORT OF THE ADMINISTRATION COMMITTEE:**

The Vice-Moderator called on TE John Schmidt, chair of the Administration Committee. He moved that the presbytery portion of the per capita apportionment for 2026 be set at \$32.24. Added to the GA and Synod per capita, this will result in a total per member of \$45 for 2026. The motion did not require a second and there was no discussion. The budget was **APPROVED**.

He then moved That Presbytery amend Section 8.7.5.2.2 in the Manual as follows:

1. Change 8.7.5.2.2 to "First reading of the operating budget and approval of the Presbytery staff compensation at the second meeting of the program year
2. Change 8.7.5.2.3 to Approval of the full operating budget at the third meeting of the program year after March 1st in odd numbered year and prior to General Assembly's overture deadline in even numbered years.
3. Remove 8.7.5.2.4 as it has been adjusted for in the above sections.

The motion did not require a second and was APPROVED unanimously. (Amending the Manual requires at least a 2/3 vote)

Rev. Schmidt directed attention to the Presbytery budget for 2026 which is presented for first reading. It will be presented for approval at the March meeting.

### **REPORT OF THE PERSONNEL COMMITTEE**

Chairperson of the committee, TE Keith Paige, was recognized. He introduced the personnel compensation budget for 2026 (Appendix D) which had been presented for a first reading at the September presbytery meeting. He moved the adoption of the compensation budget. The motion did not require a second and it was **APPROVED**.

### **REPORT OF THE COMMITTEE ON REPRESENTATION AND NOMINATIONS:**

Rev. McKenna Wallen, chair of the committee moved, on behalf of the committee, the election of Rev. Melissa Lopez to the COM class of 2028. No second was required and there were no nominations from the floor. The motion was **APPROVED**.

She then presented the slate of nominees for commissioners to the 227<sup>th</sup> General Assembly meeting in Milwaukee WI in June 2026:

TE Mary Speers, HR,

TE Karen Brown, Hope.

Alternate TE Ron Hankins, Govans Presbyterian,

RE Kristofer Stinson First and Franklin,

RE William Curtis, Faith Presbyterian

There were no nominations from the floor and the slate of commissioners was **APPROVED**.

### **REPORT OF THE SYNOD COMMISSIONERS**

TE Carlos Wilton, who along with RE Bobby Hall is a commissioner to the Synod of the Mid-Atlantic, introduced Rev. Dr. Flo Barbee-Watkins, new Synod Executive/Stated Clerk, who joined via zoom and brought greetings from the Synod. She commended the Presbytery for its creation of the Reparative Justice Fund (stated meeting 908) and said the action has inspired other mid-councils across the denomination. She also spoke about the Next Generation Initiative of the Synod which focuses on cultivating leaders among Black congregations.

The vice-moderator then returned the moderator's role back to the Moderator.

### **THE COMMISSION ON PREPARATION FOR MINISTRY**

Inquirer (and RE) Kristofer Stinson was introduced by Rev. Phillips to be examined on his sense of call and advanced to Candidacy. His biography and Spiritual Autobiography were included in the meeting papers (Appendix E.) He responded to questions about how he experienced God's speaking to him, the practice of self-care, the preparation for ministry process and how he models inclusivity in his work with congregations. He was moved to a waiting room but there was no further discussion. The motion to advance RE Stinson to Candidacy was **APPROVED**. He was welcomed back with joyous applause and Rev. Mark Phillips, commission chair and Kris's pastor at First and Franklin, offered a prayer of blessing.

Rev. Phillips also reported to the presbytery that, at its meeting on Nov. 20, the CPM certified candidate Kathy Welsh Smith ready to receive a call.

### **REPORT OF THE COMMISSION ON MINISTRY**

The Moderator recognized TE Mary Speers, chair of the commission who moved, on behalf of the COM that presbytery approve the "Policy for Temporary Membership for Ministers of Other Denominations." The motion did not require a second. Rev. Speers then explained that G-2.0506 allows presbyteries to create their own policies for temporary presbytery membership for ministers of other denominations not governed by the Formula of Agreement or the Episcopalian-Presbyterian Agreement. This policy recognizes that it is sometimes helpful for a church to contract with a minister of another denomination such as Trinity Presbyterian has done in hiring Baptist minister Greg Barrett. By adopting a policy that would permit him to become a temporary member of the presbytery it would provide some accountability structures, enable the temporary member to moderate session and administer sacraments when trained and approved, and to provide the opportunity to be examined by presbytery and enjoy the benefits of the collegial relationships that exist among members of presbytery.

The Policy on Temporary Membership was **APPROVED**.

Rev. Speers led the presbytery in recognizing the retirements of Rev. Tim Stern (Ark & Dove) and Rev. Theresa Martin-Minnich (Hancock).

RE Donna Anderson spoke of Rev. Stern's 34-year ministry at Ark & Dove, leading the church from a new church development to the thriving congregation it is today. Rev. Stern reflected on his years in the presbytery, encouraging church sessions to say "yes" to more innovative ministry because, while not everything will work, a couple of those initiatives may turn out to be "home runs."

Hancock Clerk of Session Nancy Younker spoke of the strong pastoral presence that Rev. Martin-Minnich brought to Hancock since she arrived in 2013. Rev. Martin-Minnich spoke not only of the wonderful years at Hancock but also her 23 years as Associate Pastor at Roland Park Presbyterian and nine years as chaplain at the US Naval Academy.

Rev. Speers affirmed that both Revs Stern's and Martin-Minnich's ministries have embodied the values of Romans 12. She then closed with a prayer of blessing for their retirements.

### **COMMISSION ON RECONCILIATION**

TE Michele Wallen, Presbytery Associate for Missional and Community Engagement introduced Cindy Corell from the PCUSA Office of Global Ecumenical Partnerships who joined via zoom. She shared her unexpected journey from a career as a journalist to working with the Presbyterian Hunger Program and as mission co-worker in Haiti. She loves seeing disparate communities coming together in relationship and looks forward to working with Presbytery of Baltimore and its Partnerships as Global Ecumenical Liaison.

### **ADJOURNMENT**

There was no old or new business. A motion to adjourn was made and seconded and Moderator Harris closed the meeting with prayer.

Respectfully submitted,  
Mary Gaut, Stated Clerk

**APPENDIX A**  
**Attendance Detail**

<b>Category</b>	<b>Present</b>	<b>Excused</b>	<b>Absent</b>
Teaching Elders Serving Churches	36	1	10
Specialized Teaching Elders. (non-resident TEs are permanently excused)	2	1	7
New Worshiping Community Leaders	Listed with churches		
Honorably Retired Teaching Elders	8	2	-
CREs & Commissioned Pastors	1	1	5
Ruling Elder Commissioners (Including officers and Commission members)	26	0	47
Former Ruling Elder Moderators	4	1	0
Former Ruling Elder Stated Clerks	0	0	1
Certified Educators	-	-	-
<b><i>Subtotal voting members</i></b>	<b>77</b>	<b>6</b>	<b>70</b>
Corresponding Members	3	-	-
Youth Advisory Delegates (Non-voting)	-	-	-
Guests and Presbytery Staff (Non-voting)	24	-	-
Candidates and Inquirers (Non-voting)	3	-	-
<b>30</b>			
<b>TOTAL PRESENT</b>	<b>107</b>	<b>6</b>	<b>70</b>

TEACHING ELDERS SERVING CHURCHES:

**PRESENT:** Jennifer McCullough, Tim Stern (Ark & Dove), Michele Wallen (Ashland); Steve Nofel (Bethel); Sungjin Kim (Bridge); Andrew Connors (Brown), Dorothy Boulton (Catonsville); Keith Paige (Cherry Hill); Janna VanderWoude (Christ Memorial), Jessie Lowry (Christ Our Anchor); Jeff Young (Christ Our King); Catherine Goodrich (Faith); Eric Myers (Frederick), Ron Hankins (Govans), Tanya Wade (Grace), Mark Phillips (First and Franklin), Mihee Kim-Kort, (First Annapolis); Melissa Lopez (First Bel Air); Alison Peters (First Cumberland), Matthew Glasgow (First Westminster); Kim Nofel (Granite & Churchville), Harold Bennett (Grove), Teresa Martin-Minnich (Hancock), Susan Bouche (Harundale), Jennifer DiFrancesco (Havenwood and Slate); Ray Meute (Highland), Karen Brown (Hope), Kate Morrison (Light Street); McKenna Wallen (Maryland), Amy Carlson (Mt Hebron), Elizabeth McLean (Prince of Peace); Mark Hannah (Roland Park); Andy Nagel (Second); Dan Melton (St. Andrew's), Joel Strom (Towson); JC Austin (Woods)

ABSENT AND EXCUSED: ), Ken Kovacs (Catonsville),

ABSENT: Andrew Kort (First of Annapolis); Jeremy Sanderson (Central); Andy Gathman (Chestnut Grove), Jose Lopez-Chapa (Fallston), Ken Page (First of Howard Co.), Jeong Hoon Han (Korean United); Phyllis Felton (Madison Ave.), Hyiwot Teshome (St John United), 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,

Excused: Shannon Weston,

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

AT LARGE CLERGY PRESENT:

NONRESIDENT SPECIALIZED CLERGY:

PRESENT:

ABSENT AND EXCUSED: John Boulware, Tanya Denley, Rob Hoch, Stacy Martin,

HONORABLY RETIRED

PRESENT: John Carlson, Mary Gaut, (Stated Clerk); Sue Lowcock Harris (Moderator), Claire Pula, Barbara Renton, John Schmidt, Mary Speers, Carlos Wilton (Laura Hollister and Anita Hendrix Excused)

CORRESPONDING MEMBERS: Fern Cloud, Gerald Heminger, CRE (Dakota Presbytery), Floretta Barbee-Watkins (Presbytery of the James),

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

PRESENT: Chrystie Adams (COR, Brown), Robert Smith (vice-moderator, Central), Luann Rau (COM, Fallston), Charese Jordan-Moore (COR, Knox),

RULING ELDER COMMISSIONERS FROM CONGREGATIONS:

ARK & DOVE, Lori Kronser; CHESTNUT GROVE, Debbie Schmidt; CHRIST OUR ANCHOR, Thomas Decker, FAITH, Bobby Hall; FIRST AND FRANKLIN, Emanuel Nixon, FIRST OF ANNAPOLIS, Deborah Dixon, FIRST OF HOWARD CO., Kathy Robie-Suh, Laura Burris; FRANKLINVILLE, Ed Stuebing; GRACE, Anthony Wade; GRANITE, Cheryl Spezzanp; HANCOCK, Nancy Younker; , HAVENWOOD, Stephen Plano; HIGHLAND, Claudia Scarborough; HUNTING RIDGE, Suzanne Jewell; MT. HEBRON, John Kendrick; PRINCE OF PEACE, Jennifer McLean; St. JOHN UNITED, Susan Moody; ST.

ANDREW'S, Anne Bryant; SECOND, Karen Rubbert; SPRINGFIELD, Bob Stepling;  
WOODS MEMORIAL, Ellen Oakes

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

ASHLAND, BABCOCK, BARRELVILLE, BETHEL, BRIDGE, BROWN, CATONSVILLE,  
CENTRAL, CHERRY HILL, CHRIST MEMORIAL, CHRIST OUR KING, CHURCHVILLE,  
DICKY MEMORIAL, EMMITSBURG, FALLSTON, FIRST OF BEL AIR, FREDERICK,  
FIRST OF CUMBERLAND, GOOD SHEPHERD, HAMILTON; FROSTBURG, GOVANS,  
GROVE, HAGERSTOWN, HARUNDALE, HAVRE DE GRACE, HOPE, HUGHES  
MEMORIAL, KENWOOD, KOREAN UNITED, KNOX; LIGHT STREET, LOCHEARN,  
MADISON AVE, MARYLAND, MT. PARAN, PERRY HALL, ROLAND PARK, ST.  
ANDREW, TOWSON, TRINITY, WESTMINSTER

COMMISSIONED RULING ELDERS

PRESENT: Ed Terry (Hamilton),

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): Audrey Trapp (Faith), William Starke (Good  
Shepherd), Adrienne Knight (Knox), Guy Moody (St. John United) (*Jim Schroll excused*)

FORMER RULING ELDER STATED CLERKS:

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

GUESTS: Michelle Schoonmaker, Donna Anderson, Joshua Ederyemel, Kelly Stern, Linda Lewis (Ark  
and Dover), Juliette Hanks (Brown) Gerald Amos, Pete Kazena (Dakota Presbytery), William Curtis  
(Faith), John McLucas (First & Franklin), Lynn Carlson (Highland), Cindy Corell (PCUSA Global  
Ecumenical Partnerships), Lea Gilmore (Govans), Ron Martin-Minnich (Carlisle Presbytery), Robin  
Bissell, James Stickler (First of Cumberland) Judy Binkley, Wesley Garrett (Havenwood), Yvette  
McEachern (Knox), Keith Thompson (UKirk Maryland).

***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 Reports

(including actions taken on behalf of the presbytery)

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### Stated Clerk's Report

The Stated Clerk reports:

**The following churches completed the required administrative review of records:**

Ashland, Babcock, Bethel, Catonsville, Central, Christ Memorial, Christ Our Anchor, Christ our King (granted waiver) Churchville, Dickey Memorial, Faith, Fallston, First and Franklin, First Annapolis, First Bel Air, First Cumberland, First Frostburg, First Howard Co. First Westminster, Franklinville, Frederick, Good Shepherd, Grove, Hamilton, Harundale, Havenwood, Havre de Grace, Highland, Hunting Ridge, Kenwood, Knox, Light Street, Maryland, Mt. Hebron, Mt. Paran, Prince of Peace, Roland Park, St. Andrew, St. Andrew's, St. John United, Second, Springfield, Towson, Trinity, Woods.

**The following churches did not complete the required review:**

Ark and Dove, Barrelville, Bridge, Brown Memorial, Cherry Hill, Chestnut Grove, Emmitsburg, Govans, Grace, Granite, Hagerstown, Hancock, Hope, Hughes Memorial, Korean United, Lochearn, Madison Avenue, Perry Hall

### Steering Cabinet

The Steering Cabinet reports that

At its meeting on September 24, 2025, at the request of the Commission on Ministry it approved an

*ADMINISTRATIVE COMMISSION FOR LOCHEARN PRESBYTERIAN [G-3.0109b(5)] to assume original jurisdiction. The commission will*

- *Meet with church leadership to ascertain what their hopes are for the future of Lochearn*
- *Conduct a special administrative review of the church records per G-3.0108a-b.*
- *Conduct a full financial review per G-3.0113 and arrange for payment of any debt that impacts on the church's worship and program*
- *Make preliminary reports to the Commission on Ministry at its November and March meetings*
- *Make a final report to the COM no later than May 1, 2026, including a realistic assessment of the congregation's viability and recommendations for the future.*

*To accomplish these goals, the administrative commission has original jurisdiction [G-3.0303e] in all financial and corporate matters, including access to church rolls, session minutes, financial records, bank accounts and corporate filings. If the work requires specific expertise not available through volunteers within or outside the presbytery, the services of real estate, legal and/or financial professionals can be made available to the commission with the approval of the General Presbyter and the Stated Clerk*

### MEMBERSHIP

*RE Cecil Phillips (Dickey Memorial) TE Mark Hannah (Roland Park) RE Mary Jo Zimbardo (Maryland)  
TE Brandon Brewer (VAL)*

### Commission on Reconciliation

The Commission on Reconciliation directs the presbytery to its written report on the progress being made toward establishing the infrastructure for administering the Reparative Justice Fund approved at the 908<sup>th</sup> Stated Meeting of the presbytery.

### Commission on Ministry

The Commission on Ministry reports that

At its meeting on October 1, 2025, it

- Approved the retirement of Rev. Tim Stern effective December 31, 2025

At its meeting on November 5, 2025, it

- Approved the retirement of Rev. Nancy Lincoln Reynolds effective Feb. 8, 2026
- Appointed Rev. Mark Phillips as moderator of session at Perry Hall
- Approved a co-pastor model of pastoral leadership at Babcock between Rev. Jack Hodges (HR) and Commissioned Lay Pastor RE Jennifer Pearson

### Commission on Preparation for Ministry

At its meeting on November 19, 2025, it certified Candidate Kathy Welsh Smith as ready to receive a call.

## APPENDIX C Specialized ministries

<b>2026 MINISTERS SERVING IN SPECIALIZED MINISTRIES</b>			
<b>NAME</b>	<b>Validated Ministry</b>	<b>Congregation involvement</b>	<b>Report Status</b>
Brewer, Brandon	Dir of Patient Experience & Hospice Chaplain at Seasons Hospice & Palliative Care of Maryland	Not Required	RECEIVED
Denley, Tanya	Staff Attorney, Philadelphia Court System	Not Required	RECEIVED
Diehl, Sarah	Psychotherapist, Private Practice	Brown	RECEIVED
Foster, Katherine	Mid-Atlantic Director, Rails to Trails Conservancy	Faith	RECEIVED
Hoch, Robert	Dir of Theological Exploration, Urban Theology Union, Sheffield,	Not Required	RECEIVED

	England			
Hogge, Laurie	Chaplain, Hospice of the Chesapeake	Waiver for 1 year	Not required this year	
Jones, Richard G.	Chaplain, Anne Arundel Medical Center	First of Annapolis	RECEIVED	
Lacy, Edwin	Associate for Congregational Care and Advocacy	Not Required	RECEIVED	
Mann, Stephen L.	Trauma Specialist	Not Required		
Nofel, Steve	Presbytery Staff Interim	Not Required	RECEIVED	
Taylor, Jacqueline	General Presbyter	Not Required	RECEIVED	
Wallen, Michele	Associate for Community Engagement Presbytery	Not Required	RECEIVED	
Weston, Shannon	Coach and Consultant, Unburdened Inc. and DGI		RECEIVED	
Zabriskie, Janine	Chaplain, Univ. of Maryland Medical System	Brown Memorial	RECEIVED	
<b>MEMBERS AT LARGE</b>				
<b>NAME</b>	<b>Basis for Status</b>	<b>Congregational Involvement</b>	<b>Status Since</b>	<b>Report Status</b>
Barchi, Jennifer	Illness or Disability	Not required	2024	RECEIVED
Boulware, John	Family responsibilities	Not Required	2023	RECEIVED
Martin, Stacy	INACTIVE MEMBER OF PRESBYTERY	Not Required	2022	
Moore, Michael	Seeking a Call	Not Required	2023	
Willerup, David	Illness or Disability	Not Required	2020	

# APPENDIX D

## Proposed 2026 Salary Budget

Position	Budget Base Salary	Cost of Living @ 2.5%	2026 Budget: 2025 Base Salary w/COL	Pension 8.5% Min 11% Lay Retiree 12%	D&D, Temp Dis. 1.5% Min. 1.6% Lay	Health-Board of Pensions	SECA/ FICA	Cont. Ed	Travel Expense	Profess. Expense	2026 Budget Salaries	2025 Budget Salaries	
General Presbyter - 2026 Budget	121,883	3,036	124,428	10,576	1,866	21,975	9,519	2,000	6,000	11,500	187,884		Jackie Taylor & dependent
2025 Budget			121,883	10,318	1,821	20,311	9,287	2,000	6,000	11,500		182,830	
Assoc for Church Care & Adv - 2026	83,817	2,088	86,016	7,311	1,290	28,795	6,580	1,000	5,424	4,000	140,418		Edwin Lacy & spouse
2025 Budget			83,817	7,133	1,259	26,515	6,420	1,000	5,424	4,000		136,787	
Assoc for Missio. & Comm. Engage - 2026	81,662	2,038	83,691	7,105	1,254	28,795	6,395	1,000	5,424	4,000	137,684		Michele Wallen & spouse
2025 Budget			81,662	6,932	1,223	13,093	6,239	1,000	4,425	4,000		118,484	
Social Justice Consult. (SJC) 2026	22,333	668	22,891				1,751	500	1,750	1,000	27,883		Susan Kreibiel 10 hr per week
2025 Budget			22,333				1,708	500	1,750	1,000		27,291	
Financial Administrator - 2026	88,888	1,748	91,177	7,889	1,147	12,873	5,486				98,113		Chuck Browner 32 hours/week
2025 Budget			88,888	7,696	1,119	11,919	5,353					96,068	
Accountant - 2026	48,086	1,161	49,238				3,614				60,860		Laura Mullen up to 19 hr/week - no benefits
2025 Budget			48,086				3,526					48,811	Same rate as Comm. Spec. \$47.81/hr.
Stated Clerk - 2026	43,911	1,086	45,008	9,227			3,443		3,520		81,199		Mary Gaut 25 Hrs/Week +
2025 Budget			43,911	9,002			3,359		3,520			68,782	
Director of Admin. Ops - 2026	84,138	1,803	86,741	7,232	1,052	26,168	5,029				106,222		Felicia Scott & spouse
2025 Budget			84,138	7,055	1,026	24,229	4,907					101,366	
Comm. Spec. & Grant Coord. - 2026	72,788	1,818	74,686								74,686		Frank Perrelli \$47.81/ hr. Up to 24 hrs Comm. and 6 hrs. Grants Coordinator
2025 Budget			72,788									72,788	
Partnership Administrator - 2026	0	0	0								0		Not being filled in 2026
2025 Budget			16,800									16,800	1099 Contract Position
<b>Total 2026</b>	<b>606,063</b>	<b>15,150</b>	<b>621,213</b>	<b>49,340</b>	<b>6,610</b>	<b>118,606</b>	<b>41,817</b>	<b>4,500</b>	<b>22,118</b>	<b>20,500</b>	<b>884,704</b>		
<b>Total 2025</b>	<b>621,663</b>		<b>621,663</b>	<b>48,137</b>	<b>6,449</b>	<b>96,167</b>	<b>40,797</b>	<b>4,500</b>	<b>21,119</b>	<b>20,500</b>		<b>859,332</b>	
<b>Inc(Dec) 2025 to 2026</b>	<b>-15,600</b>		<b>-450</b>	<b>1,203</b>	<b>161</b>	<b>22,439</b>	<b>1,020</b>	<b>0</b>	<b>999</b>	<b>0</b>	<b>25,373</b>		
<b>Does NOT affect Op. Bud, except for TT Reserve</b>													
Interim- 2026	84,800	2,386	86,886	8,242	1,464	28,786	7,418	600	2,246	1,000	148,819		S. Noel & Spouse \$32.5K from Trustees, if need
2025 Budget			84,800	8,041	1,419	28,420	7,237	600	2,246	1,000		143,482	

Board of Pension rates for medical not known until August 28, 2025

## APPENDIX E

### Spiritual Autobiography of Kristofer Stinson

In considering my call to ministry, I used to feel like Jonah: my first reaction was to run from what I have come to learn is outrunable. It is thanks both to the longsuffering grace of God and the patient persistence of those around me that I can reflect on my calling. Since my undergraduate program, I have felt a stirring, an invitation, to join in God's work in the world that has stemmed from the Love that I have come to know. It was in undergrad that the faith of my family of origin went from being my culture to my choice. After taking Intro to Theology, "I felt my heart strangely warmed," as John Wesley would put it, in the sense that I became convinced that God loved me, and so loved the world, in a way that I had yet to believe. My scholarship, education, and lay ministry have all been rooted in that love extended to me from God and the Church. Indeed, it has only been in the last few years that I have come to see how even my scholarly journey has been in tandem with the church – forming my scholarship in response to congregational needs and questions, hoping the stories I uncover will be means of tearing down and uprooting, building and planting.

Unexpected change, extraordinary calls, and New Creation have defined my spiritual journey. This has played out as I have grown from the Pentecostal/nondenominational roots of my origin, through the Church of the Nazarene, to the Presbyterian Church (USA) where I now serve and am seeking ordination. While I still grieve the loss of the communities I was raised in, I also continue to carry many gifts from those traditions. From the nondenominational churches I was raised in I am thankful to have been steeped in biblical stories as avenues to meaning in my own life and that of my community. In the Church of the Nazarene, I was introduced to a spiritual community that emphasized the sovereignty of God's love over brokenness and death. This community had a lasting impact on my spirituality and imagination and was the moment that I laid down the mindset from my earlier churches that saw God's sovereignty as power and wrath. It was the Church of the Nazarene that also provided me with role models that held together academic knowledge and heart-felt spirituality and were not afraid to enter into the dark places of peoples' lives. It is this model of ministry that continues to inspire me today. It was also those pastors who first told me they believed I was called into ministry. Although I was not ready to engage that call in undergrad in a non-affirming denomination, they planted a seed that continued to grow throughout my years in graduate school.

The call followed me even as I was forced to leave the Church of the Nazarene that saw my sexuality and call to ministry as antithetical. After stepping away from the church that so shaped me, I was led to a local Presbyterian Church in 2021 that was affirming. My time in this church did much to reshape my imagination that held together my sexuality

and spirituality and opened me to the possibility that I could bring my whole self to ministry. This church welcomed me into its life, entrusting me with leadership in ways I no longer believed were possible. The grace of that moment was that this church (and the Reformed tradition) gave me a home when I most needed one – and for that I will be forever grateful. It is the openness and depth of this homecoming that I hope to partner with the church to ever extend anew. Much of this hope has not only blossomed from my own journey but from the relationships I have had with people who have been hurt and turned aside from the church. I witnessed this at a young age when my grandparents, previously ordained ministers, left the church and converted to Judaism. I have witnessed this in the testimonies of LGBTQ Christians who have been shamed and sidelined to such an extent that the church ceases to be a living testament to New Creation. In my pursuit of being Reformed and ever reforming, I desire to help cultivate a faith communion that people do not have to heal from.

As before, my call to ministry was something that others recognized in me before I recognized it in myself. From that first prompting in undergrad to graduating with my PhD, that call never went away. The ways others recognized my call to ministry became increasingly invitational and affirming as the various ends to the stories I was living out became disenchanting. This supportive community helped me to understand my gifts and desires and assisted me in the needed work of re-imagining what a call looks like. In one conversation from undergrad that, unbeknownst to me, led me here, my pastor at the time, Diane LeClerc, asked me “How does God speak to you?” When I responded that God usually speaks through others, she asked pointedly “And what do those around you keep asking you?” The question of why I am not going into ministry has grown increasingly louder since that day. In another conversation with one of my current pastors, Dottie LaPenta, I asked if it was okay to be nervous about a call to ministry, to feel as though I am not worthy. “Oh Kris,” she responded, “that probably means you are called.” With her assurance that fear was not antithetical to a response, I was gifted the peace to respond to that call, which has, by grace, led me before the Presbytery of Baltimore today.