

SYNOPSIS OF POLICY CHANGES RECOMMENDED FOR APPROVAL
908TH STATED MEETING
SEPTEMBER 13, 2025

SEXUAL MISCONDUCT POLICY

The major changes recommended to this policy are a revision of the definitions of sexual misconduct and sexual abuse to conform to language in the Book of Order and MD law; reordering of categories so that sexual misconduct is the broader category which includes abuse; clarifying the categories of people who must complete mandated boundary training; clarifying the role of the Sexual Misconduct Response Team (SMRT) and the topics of required training.

For comparison, the current policy can be found at <https://baltimorepresbytery.org/wp-content/uploads/SexualMisconductPolicy.pdf>

POLICY ON PASTORAL COMPENSATION

The recommended revision makes permanent the changes approved last year which reflect the changes in the Board of Pensions dues structure. It also changes “In cases where benefits are purchased through alternative means the pastor’s effective salary MUST be increased to accommodate the additional cost. to “SHOULD be increased,” and to consult the COM with concerns about such costs.

For comparison, the current policy can be found at https://baltimorepresbytery.org/wp-content/uploads/Policy_on_Pastoral_Compensation.pdf

ANTI-HARASSMENT POLICY

This is a new policy mandated by Book of Order G-3.0106. (*Reminder: all sessions are also required to have such a policy.*)

CHILD, YOUTH, AND VULNERABLE ADULT PROTECTION POLICY AND PROCEDURES

This extensive rewrite was initiated by new training requirements of our insurer (The Insurance Board.) It updates language and definitions, clarifies training and accountability procedures, removes ambiguous and unnecessary language about pastoral responses, and better conforms to the requirements of denominational policies and Maryland law.

For comparison the current version can be found at <https://baltimorepresbytery.org/wp-content/uploads/ChildCarePolicy.pdf> (The old policy was written more specifically for child care at presbytery meetings. The new one is broader in scope)

The proposed version has been approved by the Insurance Board and the presbytery attorneys.