

Minutes of the 881st Gathering of the Presbytery of Baltimore
10:00 AM Saturday, November 10, 2018
Central Presbyterian Church
Towson, Maryland

OPENING AND WORSHIP

Moderator Caroline Kelly called the Gathering to order at 10:00 AM, and led in prayer. The call was in order and a quorum was present. Host Pastor John Schmidt then offered a welcome and necessary directions for moving about the church facilities.

Stated Clerk, Rev. John Carlson, then moved the adoption of the docket including addenda which were added after the docket was first published. With a proper second, the motion was **approved**.

New pastors and Ruling Elder Commissioners attending for the first time were introduced by Rev. Jacqueline Taylor, General Presbyter. Rev. Fern Cloud, Presbytery of Dakota was seated as a corresponding member. RE Chrystie Adams introduced several other Native Americans who were present to assist with workshops.

The presbytery then moved to **worship** on the theme of “**Families in the Family of God,**” followed by the celebration of the Lord’s Supper, with the Revs. Jessie Lowry and Andy Nagel presiding at the Table. Worship featured dramatic presentations from Scripture relating to the theme.

Following worship, Rev. Stephen Melton gave a brief report on the **Kaleidoscope conference** on stewardship. The Presbytery then adjourned to the several workshops which were offered.

Lunch was served at 12:30; Vice Moderator RE Guy Moody led in thanks for the hospitality of the volunteers from Central Church who have served the Presbytery today.

After lunch, the Presbytery convened in small groups for **Open Space** discussions.

The Presbytery reconvened at 2 pm with prayer by Moderator Kelly to continue “Stories and Celebrations, first recognizing the service of Rev. **Judy Johnson**, who is retiring from her position on staff, resourcing the Wild West Ministry Group, and then **Deb Milcarek**, former Associate for Reconciliation, who has recently become General Presbyter for Hudson River Presbytery. Prayers of thanksgiving and blessing were offered.

The Presbytery then took time to recognize and honor the **retirement of Rev. Harold Cahill** (Babcock), with RE Cathy Lawson (Babcock) speaking for Rev. Cahill; Rev. Kate Foster Connors offered prayer.

The Moderator then recognized Rev. Carrie Finch-Burriss, Chair of the **Committee on Local Arrangements** for the 224th General Assembly to be held in Baltimore in 2020. A promotional video for the Assembly was shown.

The 2018 report from Ministry Groups, a video in which Conveners of the groups spoke of the programs currently under way throughout the Presbytery.

STATED CLERK'S REPORT

Stated Clerk Jack Carlson gave his report; no items were requested to be moved from the **Consent Motion**. There was no new business presented. He then moved the following consent motion, which was **approved**:

The Stated Clerk recommends:

1. THE approval of the minutes of the 880th Stated Meeting of the Presbytery of Baltimore, September 13, 2018 as posted on the Presbytery website (www.baltimorepresbytery.org). You may download the minutes to an electronic device or print the minutes, if you desire a paper copy.

The Committee on Preparation for Ministry recommends:

2. THAT Emma Warman (First of Howard) be enrolled as an Inquirer.

The Committee on Ministry recommends:

3. THAT the Rev. Dr. Harold J. Cahill be honorably retired.
4. THAT the ministries in the table of "Ministers Serving in Validated Ministries", found in Appendix G be validated or re-validated for 2019 and that the Parish Associate relationships be confirmed.
5. THAT the membership of the ministers listed in the table of "Members at Large", found in Appendix H, be continued in 2019 and that the Parish Associate relationships listed be confirmed. Any not listed will be brought to the February 2019 Gathering.

GENERAL PRESBYTER'S REPORT

General Presbyter Jacqueline Taylor made her report to the Presbytery, highlighting the recent second annual presbytery consultation, which yielded helpful discussions on ways different groups and agencies in the presbytery can interact and cooperate. She also discussed staff changes and noting the reactivation of a Staff Rationale Team. She pointed out that getting membership on committees should be helped by the trend of offering "virtual" meetings.

RECOMMENDATION ON A RESPONSE TO THE DOCTRINE OF DISCOVERY

6. The Baltimore Dakota Learning Camp Steering Committee, represented by RE Chrystie Adams, made the following motion: The Baltimore Dakota Learning Camps Steering Committee (BDSC) requests that the Presbytery of Baltimore adopt the following practices to honor our indigenous brothers and sisters, the rationale for which may be found in Appendix C:

- a. At all future official gatherings, the assembly will display an official map of the Eastern Woodlands Tribes and take a moment to acknowledge the indigenous people who once lived on the land where the Presbytery meeting is taking place.
- b. In the same spirit, the Presbytery may offer an opportunity for a representative of the local indigenous peoples to bring welcome greetings to those assembled.
- c. The Baltimore Dakota Steering Committee will have a member of the BDSC present at each Presbytery Gathering to help facilitate this new practice.

RE Adams then introduced Roz Johnson of the Virginia Cherokee Tribe who welcomed the Presbytery, expressing deep appreciation for the opportunity to practice reconciliation. After discussion, the motion was **approved**.

REPORT OF THE COMMISSION ON SPIRITUAL LEADER DEVELOPMENT

The annual report of the Commission on Spiritual Leader Development was presented by Rev. Rebecca Crate. Details of the report are found in Appendix B.

REPORT OF THE BOARD OF TRUSTEES

Reid Spearman, President of the Board of Trustees, gave the annual report of the Board, noting that the audit has been satisfactorily completed. Mr. Spearman spoke of the challenges and rewards of the work of the Board, including partnering with the Center and the establishment of the Enduring Witness Fund.

REPORT OF THE COMMITTEE ON MINISTRY

7. On behalf of the Committee on Ministry, Rev. Jeanne Gay moved approval of the proposed Administrative Leave Policy (Appendix D). Rev. Stephen Melton moved the addition "and the pastor" be added paragraphs 2 and 5. The motion was **approved**. Presbytery then voted to **approve** the policy as amended.

STEERING CABINET REPORT

RE Adrienne Knight gave the report of the Steering Cabinet, moving:

8. THAT Presbytery approve the 2019 Budget (See Addendum, separate handout). After discussion, the motion was **approved**
9. THAT Presbytery approve the proposed Interim Child Protection Policy. (See Appendix C). Stated Clerk Jack Carlson gave a brief history of the development of this policy, and the proposed Policy and Procedure for Child Care. Motion was **approved**.
10. THAT Presbytery approve the proposed Policy and Procedures for Child Care (Appendix D). Motion was **approved**.

NEW BUSINESS

There was no new business.

CLOSE OF BUSINESS

There being no further business, a motion to adjourn was entertained. Following a second and an **affirmative** vote, prayer was offered by Vice-Moderator Guy Moody and the presbytery was **adjourned** at 3:20 pm.

Respectfully Submitted,

Attest:

John V. Carlson
Stated Clerk

Mary D. Gaut
Deputy Stated Clerk

Appendices:

- A. Attendance Detail
- B. Reports – Stated Clerk, Steering Cabinet, Committee on Ministry, Trustees
- C. Report from BDSC on a Response to the Doctrine of Discovery
- D. Proposed Administrative Leave Policy
- E. Interim Child Care Policy
- F. Policy and Procedures on Child Care
- G. Validated Ministries
- H. Members at Large
- I. Committee on Representation Report

Appendix A: Attendance Detail

Category	Present	Excused	Absent	Total
Teaching Elders Serving Churches	29	11	26	66
Resident Specialized Clergy and H.R.	8	1	10	19
New Worshipping Community Leaders	0	0	1	1
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	5	0	8	13
Continuing Corresponding Members	0	0	0	0
Ruling Elder Commissioners	31	0	42	67

Youth Advisory Delegates	0	0	0	0
Presbytery Program Staff (w/o vote)	3	0	0	3
Guests and Presbytery Staff	22	0	0	22
Commissioned Ruling Elders	5	0	4	9
Certified Lay Employees with vote	0	1	0	1
Former Ruling Elder Moderators	2	0	11	13
Former Ruling Elder Stated Clerks	0	0	3	3
Candidates and Inquirers	1	0	0	1
Totals	106	13	105	218

Teaching Elders serving churches:

Present: Kimberly Secrist Ashby; Jennifer Barchi; Dorothy Boulton; Harold Cahill; Rebecca Crate; Laura Crihfield; Susan DeWyngaert; Jennifer Di Francesco, Amy Duiker; Phyllis Felton; Carrie Finch-Burriss; Andrew Foster Connors; Andrew Gathman; Jeanne Gay; Ronnie Hankins; Thomas Harris; Rob Hoch; Tim Hughes Williams Caroline Kelly; Jessie Lowry; ; Elizabeth McLean; Stephen Melton; Daniel Melton; Ray Meute; Michael Moore; Andrew Nagel; David Norse; Keith Paige; John Schmidt; Janna VanderWoude.

Absent and Excused: Terrence Alspaugh; Thomas Blair; Amy Carlson; Edwin Lacy; Teresa Martin-Minnich; Deborah McEachran; Heather Shortlidge; Todd Smith; Laurel Underwood;

Absent: David Bleivik; Rob Carter; Tracey Davenport; Matthew Glasgow; Jeong Hoon Han; Mark Hanna; Morton Harris; Sue Lowcock Harris; Scott Hoffman; Leonard Hornick; Mary Ka Kanahan; John Kazanjian; Ken Kovacs; Nancy Lincoln-Reynolds; Renee Mackey; Shannon Meacham; Eric Myers; Jonathon Nelson; Adrian Pratt; Lisa Rzepka; Mark Sandell; Tim Stern; Joel Strom; Tanya Wade; David Willerup.

New Worshipping Community Leaders: Absent: Migde Lucas

Resident Specialized Clergy and Honorably Retired

Present: Catherine Bashore; Brandon Brewer; John Carlson; Katherine Foster Connors; Mary Gaut; Jack Hodges; Jacqueline Taylor; Jennifer Williams
 Absent and Excused: Walt Peters

Absent: Karen Brown; Tanya Denley; Sarah Diehl; Richard Jones; Stephen Mann; Stacy Martin; Kay Myers; John Myhill; Edward Richardson; Charles E. Thomas, Sr;

Honorably Retired

Present:

Excused:

Ruling Elder Members of Presbytery's Steering Cabinet and Commissions

Present: Chrystie Adams; Deborah Baer; Guy Moody; Susan Moody; Cindy Prevatte; Rob Smith; Reid Spearman

Absent:; Lisa Beacham; Judy Hardy; Yvette McEachern; JoAnne Torrie; Audrey Trapp; Jaime Wilkins; J. Wright Witcher

Corresponding Members: Fern Cloud, Dakota

Ruling Elder Commissioners from Congregations:

Present: Brown Memorial Park Avenue, Gayle Barney; Catonsville, Greg Mayes; Central, Debbie Dininno, Luci Davis; Chestnut Grove, Caroly Nabet; Christ Our King, Joanne Kokie; Churchville, Joann Kokie; Fallston, Alan Jefferson; First, Annapolis, Betsy Stewart; First, Cumberland, Robin Bissell; First Howard County; Nan Miller, Kathy Robie Smith; Mary Margaret MacLeod; Good Shepherd, Cindy Prevatte; Hamilton, Janice Howard; Harundale, Lewis Shell; Havenwood, Judy Binkley; Havre de Grace, Pat Allingham; Highland, Claudia Scarborough; Hope, Mary Simons; Hunting Ridge, Illegible; Kenwood, David Sanders; Maryland; Carol Mason; Prince of Peace, Cindy Collins; Second, Scott Silverwood; Springfield, Diana Stappling; St. John United, Susan Moody; Woods Memorial, Ellen Oakes, Linda Cramblett, Gale Goillespie, Steve Yake, Mark Bohlman.

Congregations without Elder representation: Ark and Dove; Ashland; Babcock, Barrelville, Bethel, Cherry Hill; Christ Memorial; Christ Our Anchor; Covenant; Dickey Memorial; Emmitsburg; Faith; First and Franklin; First, Bel Air; First, Frostburg, First of Westminster; Franklinville; Frederick, Glen Burnie Korean; Govans; Grace; Granite; Grove; Hagerstown; Hancock; Hughes Memorial; Knox; Korean United; Light Street, Lochearn; Madison Avenue; Mt. Hebron, Mount Paran; Northminster; Perry Hall; Roland Park; Taneytown; Towson; Trinity.

Commissioned Ruling Elders

Present: Jay Garvin; Ledonia Kimball; Donna Lea; Greg Seltzer; Ed Terry;

Excused:

Absent: Joan Berry; Anita Bishop-Johnson; John Brewington; Cleoda Walker

Candidates and Inquirers:

Present: McKenna Lewellen

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: None

Former Ruling Elder Moderators: Adrienne Knight; Jim Schroll

Former Ruling Elder Stated Clerks Present: None

Presbytery Program Staff Present (without vote): Debbie Schmidt; Susan Krehbiel; Judy Johnson.

22 guests and Presbytery staff were also present.

APPENDIX B: Reports

Stated Clerk's Report

The Stated Clerk reports the following:

1. The Presbytery's Report on Representation to the Synod has been submitted (Appendix I).

Steering Cabinet

The Steering Cabinet reports that:

1. The Cabinet has approved charging Ministry Group Conveners with the responsibility of disbursing grants from the Ministry Group Reserve Fund.
2. The Cabinet has approved Celebration of the Lord's Supper for visiting groups who are with the Center for week long mission experiences.
3. The Cabinet has approved Susan Krehbiel to serve in the interim as staff person for Commission on Reconciliation at 19 hours per week, and an increase of hours for Debbie Schmidt to 19 hour per week, as she takes on addition responsibilities for Ministry Groups.

4. After reviewing the item referred to it at the September Gathering, the Cabinet approved an increase for all staff salaries of 2.25%, consistent with the COLA adopted by the Presbytery for pastors.

11.

Committee on Ministry

The Committee on Ministry reports that it:

1. It has received Rev. Mary Barrett Spears from Long Island Presbytery to serve as Interim Pastor at Faith Presbyterian Church
2. It has received Rev. David Bleivik from the Presbytery of Detroit to serve as Interim Pastor at Grove Presbyterian Church.
3. It has voted to transfer the Rev. Nate Sell to the Presbytery of Salem.

BALTIMORE PRESBYTERY
SPIRITUAL LEADERSHIP DEVELOPMENT COMMISSION
UPDATE – NOVEMBER 2019

Grace and Peace to you, in the name of our Lord, Jesus Christ!

The Spiritual Leadership Development Commission (SLDC) has been an active group that meets monthly to look at a myriad of topics. Our fundamental goal, found within the Presbytery manual is found in 9.5.1. where our purpose is to equip, encourage, and support Christian leaders, especially Teaching Elders, Ruling Elders, and Deacons, to develop a deeper sense of the divine and understanding of their faith; to enhance their skills in nurturing and sustaining thriving and reconciling congregations; and to foster a culture of spiritual renewal, ongoing learning, and vibrant growth in ministry. Our group is composed of both teaching and ruling elders and staff-led by Debbie Schmidt.

In the past year, we have looked and acted upon at several topics pertinent to our commission:

1. We have provided scholarships to many people to acquire spiritual education in different formats: Guatemala Partnership, Baltimore-Dakota Learning Camps, Cuba Partnership, CRE assistance with St. Mary's Seminary, and other spiritual development events/activities.
2. We organize and lead the clergy retreat at Bon Secours in May. We've arranged for a workshop by Maryann McKibben Dana based on her book God, Improv, and the Art of Living. The retreat will be a time to rest, reflect, and recreate with colleagues while talking about how to carry that time for rest and play into ministry.
3. We are taking a close look at clergy coaching. We applied for a grant through the Lilly Endowment in the Spring, but unfortunately, we did not receive the

- grant. Now, through working with other commissions, we are renewing and reforming our sense of what kind of coaching we need within the Presbytery.
4. We are energized to work towards an event called Soul Shop which helps church leaders learn more about suicide and how the church can respond to suicide in a healthy way.
 5. We just offered a Clergy Financial Seminar at the end of October and soon will be offering an Emotional Intelligence Workshop.
 6. As a commission, we take a general view at how we can help leaders, from Christian Educators to Commissioned Ruling Elders. We are in a continual state of considering how we can best serve these leaders.
 7. We participated in the most recent Presbytery Consultation and looked carefully at our structure and will be in the process of developing clearer communication lines between commissions and committees.
 8. At the Presbytery Gathering level, we have a group that looks at the worship and crafts a creative and beautiful liturgy, inspired by the theme of each gathering.
 9. As a commission, we also help to support the initiatives of the Triennium Team.

For further inquiries, please see Debbie Schmidt or Rev. Becca Crate.

Board of Trustees

November 10, 2018

M E M O T O : 881st Gathering of the Presbytery of Baltimore

FROM : Reid Spearman, President of the Board of Trustees

RE : Annual audit for calendar year 2018

As required by the Bylaws of the Trustees approved by the Presbytery, I come before you today to report that an audit of the Trustees records for the calendar year 2018 was conducted by an independent firm. The audit report was just received and will be reviewed at the next regular quarterly meeting of the Board. The report will be available upon request from the Presbytery office. The auditors issued what is known as an unqualified or clear opinion, which means that no exceptions to best practice and no financial problems were noted. As always, the mission of the Board of Trustees is to be steward of the assets of the Presbytery of Baltimore. We hold these assets in trust for the benefit of the Presbytery so that its mission may be sustained, promulgated and financially supported in perpetuity.

We've had some challenges this year in the disposition of some Presbytery property, and we're all faced with the problems caused by aging church infrastructure, which can be a significant drain on financial resources. Despite these challenges, there are many encouraging things happening. I'm very pleased to let you know that the Session of Living Hope Presbyterian Church, a congregation of the Presbyterian Church in America (PCA), has voted to purchase the old Deer Creek Harmony Church in Havre De Grace when their lease runs out next month. The Trustees are supporting an exciting new phase in the ministry of The Center as they look for a new location. A new Presbyterian Investment and Loan Program (PILP) loan was guaranteed for Christ Memorial

Presbyterian Church. We're also looking forward to providing funding for the new Enduring Witness Fund. In my opinion, the working relationship between the Board and the Presbytery is excellent. We look forward to a new year full of potential for service to our member churches and the community at large.

Thank you.

Appendix C: BDSC Recommendation on a Response to Doctrine of Discovery Report

BDSC Recommendation on a Response to Doctrine of Discovery Report

The Baltimore Dakota Learning Camps Steering Committee (BDSC) requests that the Presbytery of Baltimore adopt the following practices to honor our indigenous brothers and sisters:

2. At all future official gatherings, the assembly will display an official map of the Eastern Woodlands Tribes and take a moment to acknowledge the indigenous people who once lived on the land where the Presbytery meeting is taking place.
3. In the same spirit, the Presbytery may offer an opportunity for a representative of the local indigenous peoples to bring welcome greetings to those assembled.

The Baltimore Dakota Steering Committee will have a member of the BDSC present at each Presbytery Gathering to help facilitate this new practice.

Rationale

As one of the partnerships of our Presbytery of Baltimore, members of the Baltimore Dakota Steering Committee (BDSC) feel that our understanding of the Doctrine of Discovery and the many centuries of disregard and inhumane treatment of the Indigenous peoples who lived here in what we now call the United States demands our acknowledgement in the above manner. It is our hope that the Presbytery of Baltimore will join us in future efforts to educate our members about the Doctrine of Discovery and the centuries of deplorable treatment and practices that came about as a result of this document. The BDSC is willing to work with the Presbytery to create educational opportunities.

The BDSC has gifted the Presbytery of Baltimore with a map of the Eastern Woodlands Tribes and presented it to the Commission on Reconciliation on April 25, 2018. The BDSC recommends that this map be acknowledged and on display at all Presbytery Gatherings.

The BDSC is interested in renewing its relationship with local indigenous groups, Baltimore American Indian Center and Indigenous Council. The BDSC hopes that such efforts will open up opportunities for future exchange, including the ability to invite a leader to bring greetings on behalf of their Native American tribe to the assembled body.

The Presbyterian Mission Agency report to the 223rd General Assembly presents 18 recommendations, cited below, including several directed to congregations and Mid-Councils (in bold below).

The Presbyterian Mission Agency Board, on behalf of the Doctrine of Discovery team, recommends that the 223rd General Assembly (2018) approve the Doctrine of Discovery report and recommendations as followsⁱ

- 1. Urge the session of each congregation, as well as each mid council, seminary, Presbyterian Women's groups, and other organizations to confess their complicity and repudiate the Doctrine of Discovery.**
2. Direct the Presbyterian Mission Agency to create resources for education on racism that address the themes in this report involving Native American Presbyterians and congregations.
3. Encourage PC(USA) schools and seminaries to prepare students to articulate Native American theologies to give voice to these theologies and disrupt historic oppression and racism in Native American communities.
4. Encourage the commissioners of the 223rd General Assembly (2018) to review the 212th General Assembly (2000) report, "Comprehensive Strategy for Ministries with Native Americans" (Minutes, 2000, Part I, pp. 206ff), including its supplemental recommendations regarding all aspects of Native American ministry, and to lift up Native American ministries in the PC(USA).
5. Direct the Presbyterian Mission Agency to create a speaker's bureau on Indigenous issues and publicize the list to the church.
6. Direct the Office of the General Assembly to amend the Standing Rules of the General Assembly so that each meeting of the assembly begins with an acknowledgement of whose land the assembly is meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.
7. Direct the agencies of the Presbyterian Church (U.S.A.) to begin each meeting with an acknowledgement of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.
- 8. Encourage mid councils to begin their meetings with an acknowledgment of whose land they are meeting on and that greetings to the assembly include a welcome from those Indigenous peoples currently living on the land.**
9. Encourage the Presbyterian Publishing Corporation to create resources that address the realities faced by Indigenous peoples in the United States and worldwide.

10. Encourage the Presbyterian Mission Agency to provide education on the human rights of Indigenous peoples as part of preparation for all mission co-workers.
 11. Direct the Presbyterian Historical Society to identify and highlight resources related to Presbyterian Church (U.S.A.) and its relationships with Indigenous peoples.
 12. Direct the Presbyterian Mission Agency to initiate a survey in order to create a listing of courses taught in Presbyterian-related seminaries and schools that focus on the histories of Indigenous peoples and current issues facing Indigenous peoples, identifying specific instructors, courses, texts, and syllabi when possible.
 13. Direct the Presbyterian Mission Agency to identify in the Book of Confessions how our confessions may support the Doctrine of Discovery, how our confessions may challenge the Doctrine of Discovery, how our confessions provide evidence for ways the church can change, and to report its findings to the 224th General Assembly (2020).
 14. Direct the Presbyterian Mission Agency to include the Doctrine of Discovery and the histories of Indigenous peoples and current issues facing Indigenous peoples in its antiracism and training efforts.
 - 15. Encourage mid councils to request that when they contract outside antiracism trainers that the trainers address Indigenous issues and include Indigenous trainers, adjusting the content to be appropriate to the context in which the training takes place.**
 16. Direct the Presbyterian Mission Agency, in consultation with the Native American Consulting Committee (NACC), to devote an issue of *Unbound* to the Doctrine of Discovery, including histories of Indigenous peoples and issues facing Indigenous peoples.
 - 17. Urge the session of each congregation—as well as each mid council, seminary, Presbyterian Women’s groups, and national church agency—to review the existing study resources on the Doctrine of Discovery (posted on the Facing Racism website: <https://facing-racism.pcusa.org/item/41901/>), and to lift up histories of Indigenous peoples and current issues facing Indigenous peoples.**
 18. Direct the Presbyterian Ministries at the United Nations to monitor Indigenous issues in the United Nations and to share this information in its reporting.
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Appendix D: Proposed Administrative Leave Policy

POLICY ON THE COMMITTEE ON MINISTRY'S AUTHORITY TO PLACE A PASTOR ON ADMINISTRATIVE LEAVE

Preamble

As the Book of Order makes clear (G-2.0502), a pastor has membership in his or her presbytery by action of the presbytery itself, which alone can establish, change or dissolve pastoral relationships. In the performance of his or her ministry, a Minister of Word and Sacrament is accountable to his or her presbytery.

It also relates (G-3.0301c) that a presbytery is responsible for nurturing the covenant community of disciples of Christ. In exercising this responsibility, a presbytery is empowered to ordain, receive, dismiss, install, remove and discipline its members who are pastors. It also is empowered to promote the peace and harmony of congregations and to enquire into the sources of congregational discord.

Among the presbytery's responsibilities lodged within its Committee on Ministry is that of *facilitating relations between the presbytery and its congregations, ministers of Word and Sacrament, ruling elders commissioned to pastoral service... and settling difficulties on behalf of the presbytery where possible and expedient.* (BO G-3.0307 alt.) In certain circumstances, when the difficulties that have arisen warrant it – in order to promote the welfare of a congregation, or its pastor, or of both parties – providing a way for a pastor to have, for a time, distance from his or her congregation and relief from all pastoral leadership responsibilities can create the very opportunity the Committee on Ministry needs to engage effectively in a restorative ministry.

The Book of Order specifically gives presbyteries the authority to place pastors on paid administrative leave for situations when allegations of sexual abuse have been communicated to their Stated Clerks (Book of Order D-10.0106). A presbytery's duty to see to the health and welfare of its pastors and congregations (G03.0303) includes the responsibility to consider establishing policies and procedures to address other difficulties in a manner which is both effective and sensitive to the needs of the parties involved. These difficulties might be about leader burnout, unaddressed conflicts, factions, loss of health, mental health issues, competing visions, differing expectations, anger management challenges, violations of the presbytery's Ministerial Ethics Guidelines, or any number of other things that, although they are entirely unrelated to sexual abuse, can generate significant turmoil and relational difficulties sufficient to warrant Committee on Ministry engagement. Sometimes, as the Committee on Ministry seeks to address such turmoil, it realizes that if the church's pastor could step out of his or her responsibilities for a time – if the pastor could have a period of administrative leave

– it would be immediately helpful. A period of administrative leave can provide a pastor, a session, a congregation and a presbytery time, space and opportunity for listening and learning, prayer and discernment, for planning and practice of new ways of behavior by those involved – presbyteries, pastors, congregations, ruling elders – so that difficulties can be resolved. This being so, the Presbytery of Baltimore establishes the following Policy on Placing a Pastor on Administrative Leave to make it possible for its Committee on Ministry to use this tool to relieve pastors, when it's warranted and appropriate, for defined periods of time from their responsibilities to and involvement with their congregations. This policy applies to all calls and temporary pastoral positions that take place after this policy is approved by the Presbytery and to those calls from congregations with established pastoral relationships that vote to abide by this policy.

Administrative Leave Policy^{1, 2, 3}

Committee on Ministry Responsibilities

A decision to relieve a pastor, for a defined period of time, from his or her pastoral responsibilities and involvements, may be made by the Leadership Team⁴ of the presbytery's Committee on Ministry upon the recommendation of its Chair, the General Presbyter, the Stated Clerk or, preferably, all of these persons together. [Note - Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Book of Order and the Presbytery's Sexual Misconduct Policy.]

1. The recommendation must be grounded in a conviction that the welfare of the congregation, the pastor, or both warrants and calls for such a step.
2. There must be compelling evidence of the need for the Committee on Ministry to act in order to prevent or mitigate harm to the pastor, the church, or the presbytery, and to provide time and space for the Committee on Ministry to aid in settling difficulties. The evidence might include expressions of concern by the pastor, by colleagues in ministry, by members of the congregation or community; letters or calls of complaint, with allegations clearly articulated; and direct observation of relational conflict by Committee on Ministry members.
3. Before the Leadership Team votes on a recommendation to relieve a pastor from his or her responsibilities for a time, two Committee on Ministry representatives must have consulted with the pastor and the church's session about the potential use of this tool.
4. A unanimous consensus of at least a quorum (four) of the Leadership Team shall be required for the decision, and a report of any such action by the Leadership Team shall be made to the entire Committee on Ministry as soon as possible.

5. The Leadership Team shall establish the initial period of leave, which may be up to three months in length.
6. Having made a decision to relieve a pastor temporarily of his or her pastoral responsibilities and congregational involvement, the Leadership Team shall appoint a Reconciliation Team, ordinarily members of COM, to work with the church's leadership/session.
7. COM and the Reconciliation Team should be clear about the expectations for the leave as well as any methodology to be employed for assessment, counseling, and discernment purposes (including mental health inventories).
8. The COM will pay for pulpit supply for the initial period of leave. The session should consult with the Reconciliation Team concerning appropriate persons to serve as pulpit supply.
9. Once the appointed Reconciliation Team has been briefed about its responsibilities, the Chair of the Committee on Ministry will communicate with the pastor and the church's session, introduce the appointed Reconciliation Team to the session and pastor, and initiate the administrative leave.
10. The Chair of the Committee on Ministry, in consultation with the Reconciliation Team, will appoint a Moderator for the session for the period of administrative leave.
11. The Chair of the Committee on Ministry shall also appoint a pastor, not associated with the COM or Reconciliation Team, to act as an advocate and companion to the pastor on administrative leave, seeing to his or her spiritual well-being and facilitating conversation with the Reconciliation Team and/or COM as necessary.
12. As appropriate, the Committee on Ministry will inform the Presbytery of the actions it has taken. The language used will be sensitive to the need for confidentiality, particularly for a personal health crisis, as well as the need for transparency.

Reconciliation Team Responsibilities

The Reconciliation Team shall be responsible for:

1. Meeting with the church's session and pastor to discuss the purpose of the leave and provisions for managing it and the congregation's ministry;
2. Establishing terms for the pastor's compensation and behavior during the time the pastor is on leave (ordinarily, during the initial period of a pastor's leave, a congregation will be expected to honor the terms of compensation

it has agreed upon for its pastor). Any change to the terms of call, in particular any change in compensation, must be approved by the congregation.

3. Working with the session to provide preaching, pastoral care and administrative support. The presbytery will pay for pulpit supply during the first three months.
4. Assisting the session in listening and learning, prayer and discernment, for the planning and practice of new ways of behavior by those involved so that difficulties can be resolved.
5. Determining, with the approval of the COM, if extensions to the initial period are warranted. If it believes they are, it will work with the church's leadership to determine the best and most appropriate way to provide for the pastor's compensation. The overall duration of the pastor's leave will depend on the time required for resolution of the difficulties that led to it. The effort will be carried out with all deliberate speed and with awareness of the financial obligations of the congregation and the Presbytery. Any change to the terms of call, in particular any change in compensation, must be approved by the congregation.

Church/Session Responsibilities

When the Committee on Ministry acts to relieve a pastor of his or her responsibilities and appoints a group to work with the congregation and its leaders, the members of the session and congregation will be expected to:

1. Continue compensation for the pastor in accordance with the approved Terms of Call through the initial period of administrative leave;
2. Cooperate with the Reconciliation Team to work with them and comply with its directives and behavioral expectations;
3. Have no contact with the pastor except as the Committee on Ministry's Reconciliation Team specifically permits.

A session's or congregation's violation of the behavioral expectations established by the Committee on Ministry's Reconciliation Team will be reported to the presbytery's Stated Clerk and the Committee on Ministry, and the violation may be considered grounds for the establishment of an Administrative Commission.

Pastor's Responsibilities

When the Committee on Ministry acts to relieve a pastor of his or her responsibilities and appoints a group to work with the congregation and its leaders, the pastor will be expected to:

1. Cooperate with the Reconciliation Team and comply with its directives and behavioral expectations;
2. Remain out of all church facilities and off of the church's grounds, except for the manse, if applicable;
3. Refuse to initiate or have contact with any member of the church or its staff, except for a person designated specifically by the Committee on Ministry's Reconciliation Team to deliver mail or messages;
4. Refuse to conduct corporate worship or to engage in any form of pastoral activity (exceptions for extraordinary cases can be arranged with the Chair of the Committee on Ministry, in consultation with the Reconciliation Team);
5. Not attend or participate in any meetings or activities of the church.

A pastor's violation of the behavioral expectations established by the Committee on Ministry's Reconciliation Team will be reported to the presbytery's Stated Clerk, and the violation may be considered grounds for initiation of a formal disciplinary process, in accordance with The Rules of Discipline in the Book of Order.

Endnotes

1. All references to "pastor" in this policy should be understood to include Ministers of Word and Sacrament ~~and Commissioned Ruling Elders~~.
2. Administrative Leave in response to accusations of sexual misconduct shall be administered in accordance with the Rules of Discipline in the Book of Order and this presbytery's Sexual Misconduct Policy
3. This policy is not intended as a disciplinary policy and is not a substitute for disciplinary actions as prescribed by the Book of Order or the Manual of the Presbytery of Baltimore.
4. The Committee on Ministry Leadership Team is composed of the COM Chair; the COM Vice Chair; the COM Secretary; the chairs of the Credentials, Transitions, and Pastor Parish Relations teams of the committee; and the General Presbyter.

Appendix E: Interim Child Protection Policy

PRESBYTERY OF BALTIMORE INTERIM CHILD PROTECTION POLICY

Jesus said, “Let the little children come to me, and do not hinder them, for the kingdom of heaven belongs to such as these.” (Matthew 19:14) Jesus welcomed children and charged those who care for them to remove stumbling blocks from their paths. (Matthew 18: 5-6)

The Presbytery of Baltimore believes that it is called by God to help its congregations, pastors, and related organizations to provide a safe, nurturing environment for all children, to prevent the abuse of children while in their care, and to ensure prompt reporting of suspected abuse or neglect.

Although Baltimore Presbytery rarely has children within its direct care, it is dedicated to ensuring compliance with applicable laws and provisions of the Book of Order, and to providing information, examples, guidelines, resources, and referrals to its congregations, pastors, and related organizations. Toward that end, Baltimore Presbytery will:

- Provide guidelines for and make available models of child protection policies for use by congregations and related organizations in drafting their own policies;
- Support congregations, pastors, and related organizations by sharing information about available resources and training opportunities;
- Require that any organization that uses Presbytery facilities and expects to have children in attendance have and follow its own appropriate general child protection policy or a child protection plan for the specific event;
- Require that any agency of the Presbytery (“a subdivision that reports directly to the presbytery,” Manual of POB, 1.5.1) and works with children or includes them in any program have an appropriate child protection policy, approved by the Presbytery Cabinet;
- Require that all teaching elder members who work with or are in regular contact with children, whether paid or as volunteers, take Healthy Boundaries or comparable training approved by the Sexual Misconduct Response Team every three years;
- Require that all teaching elder members comply with the mandatory reporting requirements of their local civil law jurisdiction and the Book of Order. Failure to comply may form the basis for discipline of the teaching elder under the Rules of Discipline set forth in the Book of Order.

- Adhere to the provisions of the Policy and Procedures for Child Care in Baltimore Presbytery adopted November 10, 2018.
- The values and procedures of current Child Protection Policy of the Presbytery of Baltimore are rooted in the tenets set forth in the **Presbyterian Church (U.S.A.) Child/Youth/Vulnerable Adult Protection Policy and its Procedures**. That policy statement may serve as a guide for further interpretation of the present document and should be consulted if questions or situations arise not specifically covered by the present statement.

Appendix F: Policy and Procedures for Child Care

POLICY AND PROCEDURES FOR CHILD CARE THE PRESBYTERY OF BALTIMORE ADOPTED NOVEMBER 10, 2018

General Purpose Statement

THE PRESBYTERY OF BALTIMORE seeks to provide a safe and secure environment for the children who participate in our programs and activities. As noted in the PCUSA Child/Youth/Vulnerable Adult Protection Policy, “Children, [and] youth...are a gift from God and the Church has a divine mandate to provide for their safety and nurturing. The Church is called to be a place that reflects the open arms of Jesus.” By implementing the below practices, our goal is to protect children who are under the direct care by the Presbytery of Baltimore from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers (workers) from false accusations.

Exceptions

This policy applies specifically to programs or meetings of the Presbytery, including presbytery sponsored childcare at Presbytery Gatherings. For purposes of this policy, the programs and ministries of the following agencies of the Presbyteries are exempted from the provisions of this policy, because they are required to have their own approved Child Protection Policies: Individual congregations, The Center; the Baltimore Dakota, Cuba, and Guatemala Partnerships; the Commissions for Spiritual Leader Development, Thriving Congregations, and Reconciliation. All ministry groups individually or in partnership with each other

Definitions

For purposes of this policy, the terms “child” or “children” include all persons under the age of eighteen (18) years. The term “worker” includes both paid and unpaid persons who work with children. The term “volunteer” means anyone involved in a day care or school, in overnight activities involving minors, in counseling of minors, or in one-on-one

mentoring of minors. "In addition to this policy, all clergy are subject to the Presbytery of Baltimore Sexual Misconduct Policy."

Selection of Workers

All persons who desire to work with children participating in our programs and activities will be screened. This screening includes the following:

a) Six Month Rule

No person will be considered for any volunteer position involving contact with minors until she/he has been involved with a member church of the Presbytery of Baltimore for a minimum of six (6) months, or unless she/he has been known by a minister member of the Presbytery of Baltimore for a minimum of six months In the case of teenagers applying to serve. This requirement can be waived if the applicant can satisfactorily demonstrate involvement with children in another institution that requires successful completion of criminal background checks for anyone working with children This time of interaction between our leadership and the applicant allows for better evaluation and suitability of the applicant for working with children.

b) Written Application

All persons seeking or recruited to work with children must complete and sign a written application in a form to be supplied by us. The application will request basic information from the applicant and will inquire into previous experience with children, previous affiliation with the Presbytery of Baltimore, reference and employment information, as well as disclosure of any previous criminal convictions. The application form will be maintained in confidence on file in the office of the Presbytery of Baltimore.

c) Personal Interview

Upon completion of the application, a face-to-face interview may be scheduled with the applicant to discuss his/her suitability for the position. This interview may include but is not limited to personal history and background, education, gifts and skills, and current use of illegal substances.

d) Reference Checks

Before an applicant is permitted to work with children, at least two of the applicants' references will be checked. These references should be of an institutional nature as opposed to personal or family references, preferably from organizations which the applicant has worked with children in the past. Documentation of the reference checks will be maintained in confidence on file at the office of the Presbytery of Baltimore.

e) Criminal Background Check

A national criminal background check is required for all employees (regardless of position) and "volunteers" as defined above.

Before a background check is run, prospective workers will be asked to sign an authorization form allowing the Presbytery to run the check. If an individual declines to sign the authorization form, s/he will be unable to work with children.

A disqualifying offense that will keep an individual from working with children will be determined by the General Presbyter or the Stated Clerk of the Presbytery, or by the team responsible for the event for which the individual has applied on a case-by-case basis in light of all the surrounding circumstances. Generally, convictions for an

offense involving children and/or for offenses involving violence, fraud, indecency and any conduct contrary to our mission will preclude someone from being permitted to work with children. Failure to disclose a criminal conviction on the application form will also be a disqualifying event.

The background check authorization form and results will be maintained in confidence on file at the Presbytery of Baltimore office.

Two Adult Rule

It is our goal that a minimum of two unrelated adult workers will be in attendance at all times when children are being supervised during our programs and activities. Some youth events may have only one adult leader in attendance during a particular session; in these instances, doors to the event room should remain open and there should be no fewer than three students with the adult leader. We do not allow minors to be alone with one adult on our premises or in any sponsored activity unless in a counseling situation with an accredited counselor.

Responding to Allegations of Child Abuse

For purposes of this policy, "child abuse" is any action (or lack of action) that endangers or harms a child's physical, psychological or emotional health and development. Child abuse occurs in different ways and includes the following:

- **Physical abuse** – any physical injury to a child that is not accidental, such as beating, shaking, burns, and biting.
- **Emotional abuse** – emotional injury when the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling and persistent teasing.
- **Sexual abuse** – any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography.
- **Neglect** – depriving a child of his or her essential needs, such as adequate food, water, shelter, and medical care.

Childcare workers may have the opportunity to become aware of abuse or neglect of the children under our care. In the event that an individual involved in the care of children at any event sponsored by the Presbytery of Baltimore becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to the General Presbyter or the Stated Clerk of the Presbytery, or to the team responsible for the event for further action, including reporting to authorities as may be mandated by state law.

In the event that an incident of abuse or neglect is alleged to have occurred at an event or activity sponsored by the Presbytery of Baltimore, the following procedure shall be followed:

1. The parent or guardian of the child will be notified.
2. The worker or program participant alleged to be the perpetrator of the abuse or misconduct will immediately be placed on leave pending an investigation and instructed to remain away from Presbytery activities during the investigation. He or she should be instructed to have no contact with the victim or with witnesses.

3. All allegations of abuse should be reported to the civil authorities, and the Presbytery will comply with the state's requirements regarding mandatory reporting of abuse as the law then exists. The Presbytery will fully cooperate with the investigation of the incident by civil authorities.
4. The insurance company will be notified, and the Presbytery will complete an incident report. Any documents received relating to the incident and/or allegations will immediately be forwarded to the insurance company.
5. The Presbytery will designate a spokesperson to the media concerning incidents of abuse or neglect. The advice of legal counsel will be sought before responding to media inquiries or releasing information about the situation to the congregation. All other representatives of the organization should refrain from speaking to the media.
6. A pastoral visit will be arranged for those who desire it. This should be for the purpose of providing pastoral support during the time of crisis and not for the purpose of investigating the incident or influencing the investigation.
7. Any person who is not found innocent of the alleged abuse or misconduct will be removed from their position working with children or youth and prohibited from working with children at Presbytery sponsored events and programs in the future. The person's name will be communicated to the congregations and presbytery agencies of the presbytery with instruction not to permit the person to work with children.

Open Door Policy

Doors to rooms where events are held should remain open unless there is a window in the door or a side window beside it. Doors should never be locked while persons are inside the room.

Teenage Workers

We recognize that there may be times when it is necessary or desirable for babysitters (paid or volunteer) who are themselves under age 18 to assist in caring for children during programs or activities. The following guidelines apply to teenage workers:

- Must be at least age 14.
- Must be screened as specified above.
- Must be under the supervision of an adult and must never be left alone with children.

Check-in/Check-out Procedure

For children below third grade, a security check-in/check-out procedure will be followed at Presbytery sponsored events. The child will be signed in by a parent or guardian, who will receive a "child check" for the child similar to a claim check. The parent or guardian must present the "child check" in order to sign out the child from our care. In the event that a parent or guardian is unable to present the "child check," the Stated Clerk or the General Presbyter will be contacted, and will be responsible for releasing the child to the care of a parent or guardian after discussing the surrounding circumstances with the parent or guardian.

Sick Child Policy

It is our desire to provide a healthy and safe environment for all of the children attending programs and activities of the Presbytery of Baltimore. Parents are encouraged to be considerate of other children when deciding whether to place a child under our care. In general, children with the following symptoms should NOT be dropped off:

- Fever, diarrhea, or vomiting within the last 48 hours;
- Green or yellow runny nose;
- Eye or skin infections; and/or
- Other symptoms of communicable or infectious disease.

Children who are observed by our workers to be ill will be separated from other children and the parent or guardian will be contacted and asked to pick up their child. .

Medications Policy

It is the policy of the Presbytery of Baltimore not to administer either prescription or non-prescription medications to the children under our care. Medications should be administered by a parent at home. Parents are reminded of our sick child policy.

Exceptions to the medications policy may be granted to parents of children with potentially life-threatening conditions (such as asthma or severe allergic reactions). Parents of such children should address their situation with the child care worker to develop a plan of action.

Discipline Policy

It is the policy of the Presbytery of Baltimore not to administer corporal punishment, even if parents have suggested or given permission for it. There should be no spanking, grabbing, hitting, or other physical discipline of children.

Restroom Guidelines

Children five years of age and younger should use a classroom bathroom if one is available. If a classroom bathroom is not available, workers should escort a group of children to the closest bathroom. They should always go in a group, never taking a child to the bathroom alone. The workers should check the bathroom first to make sure that it is empty, and then allow the children inside. If a child requires assistance, the workers should prop open the bathroom door, and leave the stall door open as they assist the child.

For children over the age of five, at least one adult male should take boys to the restroom and at least one adult female should take girls. The worker should check the bathroom first to make sure that the bathroom is empty, and then allow the children inside. The worker should then remain outside the bathroom door and escort the children back to the classroom.

For the protection of all, workers should *never* be alone with a child in a bathroom with the door closed and never be in a closed bathroom stall with a child.

Accidental Injuries to Children

In the event that a child or youth is injured while under our care, the following steps should be followed:

1. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
2. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be summoned in addition to the worker's supervisor. If warranted by circumstances, an ambulance will be called.
3. Once the child has received appropriate medical attention, an incident report will be completed in the case of injuries requiring treatment by a medical professional.

Training

The Presbytery of Baltimore and/or one of its agencies (see POB Manual 6.3) will provide training on this child protection policy to all new childcare workers and will strive to provide opportunities for additional training on an annual basis. All workers are required to provide evidence of training. This training will cover all aspects of child care and protection covered by this policy.

PCUSA Protection Policy

The values and procedures of this policy are rooted in the tenets set forth in the **Presbyterian Church (U.S.A.) Child/Youth/Vulnerable Adult Protection Policy and its Procedures**. That policy statement may serve as a guide for further interpretation of the present document and should be consulted if questions or situations arise not specifically covered by the present statement.

ⁱ The entire report may be accessed at <https://www.pc-biz.org/#/search/3000375>

Appendix G: Validated Ministries 2018

MINISTERS SERVING IN VALIDATED MINISTRIES			
NAME	Validated Ministry	Parish Associate	Report Status
Bashore, Catherine	Nurse/Chaplain Good Samaritan Hospital	Havenwood	Waived
Boulware, John M.	Chaplain, University of Kansas Health Systems	Not Required	Received
Brewer, Brandon	Chaplain, Seasons Hospice and Palliative Care Glen Burnie	Waived	Received
Brown, Karen V.	Resource Developer, Intersection for Change	Grace	Received
Diehl, Sarah T.	Psychotherapist	Brown Memorial Park Avenue	Received
Foster Connors, Katherine	Director, The Center	BMPK	Received
Jones, Richard G.	Chaplain, Anne Arundel Medical Center	First of Annapolis	Received
Martin, Stacy	President & CEO, Lutheran Family Services	Not Required	Received
Myers, Kay	Dir. Pastoral Care, Frederick Hospital	Frederick	Received
Myhill, John E.	Pastoral Counselor	Woods Memorial	Received
Richardson, C. Edward	Chaplain, Springfield Hospital Center	BMPK	Received
Smart, Valerie Easter	Pastor, Currie Kirk, Edinburgh, Scotland	Not Required	Received
Taylor, Jacqueline	General Presbyter	Not Required	Received

Appendix H: Members at Large 2018

MEMBERS AT LARGE				
NAME	Basis for Status	Parish Associate	Status Since	Report Status
Arnold, Darrell	Seeking a Call	Not Required	2018	Received
Denley, Tanya	Graduate Study	Not Required	2016	Received
Mann, Stephen L.	Graduate Study		2018	
Nepstad, Linda	Health Reasons	Not Required	2017	

Thomas Sr., Charles		Madison Avenue	2018	
Williams, Jennifer	Seeking a Call		2018	Received

APPENDIX I: Presbytery Report to Synod on Representation

PRESBYTERY REPORT TO SYNOD ON REPRESENTATION

Page 1 of

2

2018 Form for Year 2017

Presbytery Baltimore

I a If you have a COR:

how often does it meet? once or twice a year

does it meet with the Presbytery Nominating Committee?

no

how does it report to Presbytery? It hasn't for the past few years. This year we will use this report.

b If you do not have a COR, please state how you handle oversight of appropriate representation?

The COR met once this year but canceled its second meeting because of scheduling conflicts and hasn't rescheduled. The Nominating Committee is very intentional about seeking diversity in our leadership and committees. The stated clerk's office monitors representation based on the statistics.

II What is the size of your

presbytery? Churches 66 Members 13,487

What percentage of members are minorities? 12% What % ages 12-30? *_this is not possible to know because the OGA statistics breaks ages down by 25 and under and 26-45. We have no idea how many in the second category are 30 and under.*

What % are women? 53% What % are men?
47%

Beyond race, gender, and age, are there other groups – people who work ‘for profit’, live in rural areas, attend large congregations, have children at home, etc - who may be under-represented or of concern? Please identify and state what could be done on their behalf.

Increasingly we are finding it difficult to engage non-retired ruling elders and other lay people in the work of presbytery. We have tried different meeting times for presbytery and committees but there is not a great deal of interest. The sentiment seems to be that they will volunteer in their local congregation but are hesitant to commit to presbytery involvement. We have no idea how to address this.

Our rural congregations in Western MD found the distance to the urban center, where most meetings happen, difficult. We have installed video conferencing equipment to permit remote attendance and that seems to be working well.

III Generally, what successes and/or frustrations have you experienced this past year? *We have been pleased at the involvement of our younger clergy. We are frustrated that there is little involvement from “new” lay members. We tend to recycle our laity through different committees but cannot identify new people and our clergy are not all that helpful in recommending people. A significant number of congregations do not send an elder commissioner to presbytery meetings.*

IV What might the Synod COR do to assist your efforts to be more effective in your work? *We don’t have any specific requests.*

V To the best of your ability, share with us the state of representation in your presbytery. *The Synod chart (attached) does not fully reflect our representation as there are other committees and commissions which are also diverse and inclusive. In general, we feel we have excellent representation from our African American congregations. Of the positions listed*

on the attached chart 22% are filled by those who self-identify as Black/African/ African American who comprise 9.5% of the presbytery membership. But some individuals fill more than 1 position. Our Asian leaders have been involved and helpful in administrative commissions but many of their members are hampered by language barriers. Although we have good involvement from our younger clergy we have very little involvement from lay members of their age cohort. And, as stated above, lay participation is increasingly problematic.

Given the issues that we (and most presbyteries?) face in recruiting active participants for presbytery's work, Baltimore Presbytery feels that we have achieved very good representation.

VI. Membership break-down- please see the attached page.

Report submitted by Rev. Mary D. Gaut Signature _____

Phone # 410-404-2161 e-mail mgaut@baltimorepresbytery.org

This document was/will be part of COR's report to Presbytery on November 10,
2018 _____

Stated Clerk

Signature _____
Date _____

Please return this form on or before **(In office Deadline Date of July 6, 2017)**: via email to tscott@synatlantic.org or to Synod of the Mid-Atlantic, 3601 Seminary Avenue, Richmond, VA 23227.

	Committee	Total	Male Clergy	Male Laity	Female Clergy	Female Laity	Asian Amer.	African Amer.	Hispanic Latino	Native American	Multi-Cultural	Middle Eastern	White	Other Self Ident	Person With Disability	Youth 25/ Under	Young Adult 26-35	Adul 36-64	Senior Adult 65+
1	Budget & Finance	8	2	2	2	2		1					7					6	2
2	Church Development	6	2	1	2	1							6				1	5	
3	Committee on Ministry	17	7	2	3	5		2					15	1				12	5
4	Presbytery Officers	5	1	1	2	1		1					4					3	2
5	Presbytery Council	11	2	2	5	2		2					9				2	8	1
6	Nominating Committee	5		2	1	3		4					1					4	1
7	Commissioner to 222 GA/ 239-240 SOMA Assembly	5	1	2	1	1		2					3				1	3	1
1	Committee on Preparation	11	6	1	2	2		3					8				1	9	1
9																			
10																			
11																			
12																			
13																			
14																			
	TOTAL	70	22	14	18	17		15					53	1			5	51	14

Totals include Synod commissioners not listed on this chart: 2 total One African American Male Clergy and One white male CRE
[Type text]
