

Minutes of the 880th Gathering of the Presbytery of Baltimore
10:00 AM Thursday, September 13, 2018
First Presbyterian Church
Cumberland, Maryland

OPENING AND WORSHIP

Moderator and Host Pastor 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. Rev. Kelly then offered a welcome and necessary directions for moving about the church facilities.

The Stated Clerk then moved the adoption of the docket including addenda which were added after the docket was first published. Original item 14 (approval of the Child Protection Policy) was withdrawn by a vote of the Presbytery Steering Cabinet. With a proper second, the motion was **approved**.

New pastors and Ruling Elder Commissioners attending for the first time were introduced by Rev. Jackie Taylor, General Presbyter. Revs. Jimmie Hawkins (New Hope) and Sam Hwang (Northumberland) were seated as a corresponding member.

The presbytery then moved to worship, with Rev. Jimmie Hawkins preaching on the program theme of "Race, Class and Poverty in Rural Maryland." He emphasized that the church is where we find common ground to address concerns and do ministry. Immediate Past Moderator Adrienne Knight presided at the Installation of Rev. Caroline Kelly as Moderator and RE Guy Moody (St. John's United) as Vice-Moderator. Rev. Hawkins and Rev. Laurel Underwood celebrated the Sacrament of the Lord's Supper.

Following the worship service, Vice Moderator Guy Moody recognized outgoing Moderator Adrienne Knight.

Presbytery recognized the retirement of Rev. Christa Burns, with Rev. Doris Cowan speaking for Rev. Burns, emphasizing Rev. Burns' faithful service as pastor and preacher, and as a leader in the community and ecumenical relations. Rev. Burns has enabled the church to become more diverse and welcoming to all. COM Moderator Rev. Deborah McEachran offered prayer.

RE Bill Daniel, Rev. Michael Moore, and YAAD Melissa Courtney, Commissioners to the 223rd General Assembly (St. Louis) made their report to Presbytery. They spoke of the pageantry of the worship, respectfulness of opinions offered, the place of young adults in the process, and the report of the Way Forward Commission in the denomination. They also planned to share more details with interested commissioners at Open Space.

Moderator Kelly lifted up the celebration of the 100th Anniversary of the Barrelville congregation. Members present were recognized. They will celebrate the anniversary on October 14.

Rev. Ken Kovacs, a member of the Committee on Local Arrangements (COLA), of the 224th General Assembly made remarks; the Assembly meets in Baltimore in 2020, and encouraged churches and commissioners to volunteer services and talents.

At 11:50 am the Gathering adjourned for lunch, with thanks to the volunteers of First Presbyterian Church offered by the Vice Moderator, followed by Open Space discussions.

At 1:45, the presbytery **reconvened**, with prayer, led by Moderator Kelly.

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**:

1. The approval of the minutes of the 879th Stated Meeting of the Presbytery of Baltimore, May 10, 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.
2. The approval of the following dates and times for Presbytery Gatherings for 2018-19:
 - a. September 13, 2018, First of Cumberland, 10 a.m.
 - b. November 10, 2018, Central, 10 a.m.
 - c. February 14, 2019, Northminster, 10 a.m.
 - d. May 9, 2019, Chestnut Grove, 4 p.m.
3. THAT the Presbytery approve the following transfers:
 - a. The Rev. Rick Hill to the Presbytery of Shenandoah.
 - b. That Rev. Dr. Lisa Rzepka be transferred from National Capital Presbytery to assume the position of Interim Pastor and Head of Staff at First Presbyterian Church of Annapolis.
4. THAT the Commission to ordain Catherine Bashore to the ministry as Nurse Chaplain at Good Samaritan Hospital be dismissed, as Rev. Bashore was duly ordained on July 22, 2018.
5. The Nominating Committee recommends:
 - a. THAT TE Jennifer Barchi (Dickey Memorial) be elected to a two-year term as chair of the Commission on Thriving Congregations and THAT TE Sue Lowcock Harris (First of Howard) be elected to the Commission on Thriving Congregations class of 2021.
 - b. THAT RE Guy Moody (St. John's United) be elected to the Commission on Spiritual Leader Development class of 2019 and THAT TE Amy Carlson (Second), TE Joel Strom (Towson) and TE Roger Rice (HR) be elected to the class of 2021
 - c. THAT RE Adrienne Knight (Knox) and RE Audrey Trapp (Faith) be elected to the Commission on Reconciliation class of 2021
 - d. THAT TE Ron Hankins (Trinity), TE Tom Blair (Second), TE David Harris (HR), RE Bill Daniel (Woods) and RE Carol Eshelman (Light Street) to the Committee on Ministry Class of 2021; THAT RE Melissa Hildebrand (Prince of Peace) be elected to the class of 2020 and THAT TE Deborah McEachran

(Hunting Ridge) be elected to a one-year term as chair of the Committee on Ministry

e. THAT TE Heather Shortlidge (First Annapolis), TE Richard Jones (AA Medical Center Chaplain) and RE George White (Lochearn) be elected to the Committee on Preparation for Ministry class of 2021 and THAT TE Heather Shortlidge be re-elected for a second year as chair of the committee.

f. THAT RE Sarah Walker (Knox) be elected to the Committee on Representation class of 2021

g. THAT TE Christa Burns (HR) be elected to the Trustees class of 2019 and THAT TE Dottie LaPenta (HR), TE Morton Harris (First of Howard Co.) and Brooke Schumm (Mt. Hebron) be elected to the Trustees class of 2021.

6. The Committee on Ministry recommends:

- a. That the Rev. Christa F. Burns be honorably retired.
- b. That the Rev. Lindley DeGarmo be honorably retired.
- c. That the Rev. Rick Hill be honorably retired.
- d. That the Rev. Christopher Leighton be honorably retired.
- e. That the ministry of Rev. Stacy Martin as President and CEO of Lutheran Family Services in Omaha NE be validated for the year 2018-19.

GENERAL PRESBYTER'S REPORT

General Presbyter Jacqueline Taylor postponed her report to the November Presbytery Gathering.

RECOMMENDATION ON A RESPONSE TO THE DOCTRINE OF DISCOVERY

6. The Baltimore Dakota Learning Camp Steering Committee, represented by RE Chrystie Adams, reported it has approved the following recommendation, and brings it to Presbytery as a **first reading**: 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:

- 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 spoke of the reasoning of the motion, and introduced Ellsa High who spoke of what it means to welcome others from the standpoint of Native Americans. Appendix C contains supporting documents.

REPORT OF THE COMMITTEE ON PREPARATION FOR MINISTRY

7. On behalf of the Committee on Preparation for Ministry, Chair Heather Shortlidge moved that the Presbytery examine Candidate Courtney Ducharme (Woods Memorial) on her readiness to receive a call. Her Statement of Faith is attached as Appendix D. Following a statement by the Candidate and questions and answers, Rev. Shortlidge moved that the examination be arrested; on proper second, the motion was approved, and the Candidate was excused from the floor. The motion was made and seconded to sustain the examination. Following discussion by the Presbytery, the motion was **approved**. The candidate returned to the floor to a standing ovation. Rev. Jon Nelson led the presbytery in prayer.

8. On behalf of the Committee, Rev. Shortlidge moved That Commissioned Ruling Elder John Brewington (Cherry Hill) be enrolled as an Inquirer and that Candidate McKenna Lewellen (Dickey Memorial) be transferred to the care of Baltimore Presbytery from the Presbytery of the Mid-South. Motion was **approved**.

REPORT OF THE COMMITTEE ON MINISTRY

9. On behalf of the Committee on Ministry, Chairperson Deborah McEachran moved that the Presbytery approve the COLA for 2019 as 2.25%. The motion was **approved**.

Rev. McEachran also presented for a First Reading a proposed Policy on Administrative Leave, attached as Appendix E. The policy will be presented for a vote in November.

REPORT OF THE COMMISSION ON THRIVING CONGREGATIONS

The annual report of the Commission on Thriving Congregations was presented by retiring chair Rev. John Schmidt. He briefly recounted the recent activities of the Commission, including the Commission's task to help our congregations be in touch with new resources for ministry, providing financial assistance, offering guidance on stewardship, and redevelopment. Rev. Schmidt was warmly thanked for his leadership.

REPORT FROM THE CENTER

Rev. Kate Foster Connors, Director of The Center, introduced Hands and Feet interns, ___ and ___, and reported on successful summer activities, sharing a video of the work being done.

STEERING CABINET REPORT

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

10. That the Presbytery approved the establishment of the Enduring Witness Fund (see Appendix F) . The motion was **approved**.

RE Knight then presented the Budget for 2019 as a First Reading. The budget was available for review as an addendum to the meeting papers, and is available on line.

Rev. Tom Harris moved that the Steering Cabinet reconsider the proposal to increase staff salaries less than the full 2.255 COLA. After a proper second, the motion was **unanimously approved**.

COMMISSION ON RECONCILIATION

11. On behalf of the Commission on Reconciliation, Rev. Kenneth Kovacs recommended that the Presbytery approve the proposal for the Dismantling Racism Training Program (see Appendix G).

Rev. Kovacs then moved an amendment to "Section 6: Provision for Training Evaluation and Policy Review: the Presbytery shall **designate** authorized ~~\$15,000 in the 2019~~ **funding in the Presbytery Budget in order to provide 3 (three) one day these trainings**, to be led by an outside organization or consultants." The amendment was **approved**.

Rev. Kovacs then announced the follow dates for the first two trainings: (1) A time in the fall for the first session, and (2) Martin Luther King Day in 2019. After discussion, the Policy was **approved**. A personal message from former Moderator James Parks was read and received with a standing ovation. It is included here as Appendix G.

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 3:25 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
- C. Report from BDSC on a Response to the Doctrine of Discovery
- D. Courtney Ducharme Statement of Faith
- E. Proposed Administrative Leave Policy

- F. Enduring Witness Fund
- G. Dismantling Racism Training Proposal
- H. Statement by James Parks
- I. Session Minutes Table

Appendix A: Attendance Detail

Category	Present	Excused	Absent	Total
Teaching Elders Serving Churches	34	10	23	67
Resident Specialized Clergy and H.R.	8	2	15	19
New Worshiping Community Leaders	0	0	1	1
Ruling Elder Members of Presbytery's Steering Cabinet and Commissions	3	0	7	10
Continuing Corresponding Members	0	0	0	0
Ruling Elder Commissioners	19	0	48	67
Youth Advisory Delegates	0	0	0	0
Guests and Presbytery Program Staff	22	0	0	22
Commissioned Ruling Elders	2	0	8	10
Certified Lay Employees with vote	0	1	0	1
Former Ruling Elder Moderators	1	0	12	13
Former Ruling Elder Stated Clerks	0	0	3	3
Totals	89	13	117	213

Teaching Elders serving churches:

Present: Jennifer Barchi; Thomas Blair; Amy Carlson; Tracey Davenport; Jennifer Di Francesco, Phyllis Felton; Jeanne Gay; Matthew Glasgow; Mark Hanna; Thomas Harris; Scott Hoffman; John Kazanjian; Caroline Kelly; Mary Ka Kanahan; Ken Kovacs; Jessie Lowry; Renee Mackey; Teresa Martin-Minnich; Deborah McEachran; Shannon Meacham; Daniel Melton; Ray Meute; Michael Moore; Jonathon Nelson; David Norse; John Schmidt; Heather Shortlidge; Joel Strom; Laurel Underwood; Janna VanderWoude; David Willerup.

Absent and Excused: Dorothy Boulton; Harold Cahill; Rebecca Crate; Carrie Finch-Burriss; Ronnie Hankins; Sue Lowcock Harris; Edwin Lacy; Stephen Melton; Eric Myers;

Absent: Terrence Alspaugh; Kimberly Secrist Ashby; Rob Carter; Laura Crihfield; Susan DeWyngaert; Amy Duiker; Andrew Foster Connors; Andrew Gathman; Jeong Hoon Han; Morton Harris; Leonard Hornick; Rob Hoch; Tim Hughes Williams; Nancy Lincoln-Reynolds; Elizabeth McLean; Andrew Nagel; Keith Paige; Adrian Pratt; Mark Sandell; Todd Smith; Tim Stern; Joel Strom; Tanya Wade;

New Worshiping Community Leaders: Absent: Migde Lucas

Resident Specialized Clergy and Honorably Retired

Present: John Carlson; Katherine Foster Connors; Mary Gaut; Jackie Taylor.

Absent and Excused:

Absent: Catherine Bashore; Brandon Brewer; Karen Brown; Tanya Denley; Sarah Diehl; Richard Jones; Christopher Leighton; Stephen Mann; Stacy Martin; Kay Myers; John Myhill; Edward Richardson; Nate Sell; Charles E. Thomas, Sr; Jennifer Williams

Honorably Retired

Present: Christa Burns; Doris Cowan; Roger Rice; Walter Peters
Excused: Onaje Hopper; Terry Schoener

Ruling Elder Members of Presbytery's Steering Cabinet and Commissions

Present: Chrystie Adams; Adrienne Knight; Guy Moody; Susan Moody; Cindy Prevatte;

Absent: Deborah Baer; Lisa Beacham; Rob Smith; JoAnne Torrie; Audrey Trapp; Jaime Wilkins; J. Wright Witcher

Corresponding Members: Jimmie Hawkins (New Hope); Sam Hwang (Northumberland)

Ruling Elder Commissioners from Congregations:

Present: Barrelville, Patty Fleegle; Brown Memorial Park Avenue, John Walker; Catonsville, David Hutton; Christ Our King, Joanne Kokie; First, Annapolis, Betsy Stewart; First, Frostburg, Cindy Thompson, Ed Thompson; First Westminster, John Seaman; Frederick, Mary Margaret MacLeod; Good Shepherd, Cindy Prevatte; Harundale, Lewis Shell; Hunting Ridge, Queenline Bihsi; Light Street, Gregory Wright; Maryland, Carol Mason; St. John United, Susan Moody; Woods Memorial, Julie Erickson, Mark Bennett, Bill Daniel, Martha Clayton.

Congregations without Elder representation: Ark and Dove; Ashland; Babcock, Bethel, Central; Cherry Hill; Chestnut Grove, Christ Memorial; Christ Our Anchor; Covenant; Dickey Memorial; Emmitsburg; Faith; First and Franklin; First, Bel Air; First, Cumberland; First Howard County; Franklinville; Glen Burnie Korean;

Govans; Grace; Granite; Grove; Hagerstown; Hancock; Havenwood; Havre de Grace; Highland; Hope; Hughes Memorial; Kenwood; Knox; Korean United; Mount Hebron; Mount Paran; Northminster; Perry Hall; Prince of Peace; Roland Park; Second; Springfield; St. Andrew (WilliamSPORT); St. Andrew's (Mt. Airy); Taneytown; Towson; Trinity.

Commissioned Ruling Elders

Present: Jay Garvin; Ledonia Kimball;

Excused:

Absent: Joan Berry; Anita Bishop-Johnson; John Brewington; Donna Lea; Greg Seltzer; Ed Terry; Cleoda Walker

Youth Advisory Delegates Present: None

Certified Lay Employees with vote: None

Former Ruling Elder Moderators: Adrienne Knight

Former Ruling Elder Stated Clerks Present: None

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

22 guests and Presbytery program staff were also present.

APPENDIX B: Reports

Stated Clerk's Report

The Stated Clerk reports the following:

1. The Rev. David Bridges (HR) has voluntarily renounced jurisdiction and has been removed from the rolls of Presbytery as of May 31, 2019.
2. The Synod of the Mid-Atlantic has reviewed and approved with minor exceptions the minutes of the Presbytery of Baltimore for 2017.
3. The complete independent auditors' reports of Weyrich, Cronin and Sorra, Chartered, for the Presbytery of Baltimore and the Trustees of the Presbytery of Baltimore, for the years ending December 31, 2016 and 2015 (restated), have been appended to the minutes 874th Gathering of the Presbytery of Baltimore and are available upon request.
4. That the following churches have had their minutes reviewed for the year 2017: Ark and Dove, Ashland, Barrelville, Bethel, Brown Memorial, Catonsville, Central, Chestnut Grove, Christ Memorial, Christ Our King, Churchville, Dickey Memorial, Fallston, First Annapolis, First Bel Air, First Cumberland, First Frostburg, First Howard County, Good Shepherd, Grove, Hamilton, Hancock, Harundale,

Havenwood, Havre de Grace, Highland, Hope, Hughes Memorial, Kenwood, Kenwood, Light Street, Maryland, Mount Hebron, Mount Paran, Northminster, Perry Hall, Prince of Peace, Roland Park, St. Andrew (Williamsport), St. Andrews (Mt. Airy), St. John United, Second, Springfield, Taneytown, Towson, Trinity, Woods Memorial.

5. Also: Babcock, Covenant, Emmitsburg, Frederick and Knox.
6. That the following churches have not yet had their Session minutes reviewed.:
Cherry Hill, Christ Our Anchor, Faith, First and Franklin, First of Westminster, Franklinville, Glen Burnie Korean, Govans, Grace, Granite, Hagerstown, Korean United, Lochearn, Madison Avenue,

The table of churches with minutes reviewed is attached as Appendix

Steering Cabinet

The Steering Cabinet reports that:

1. The Cabinet has reviewed an advisory paper by the Stated Clerk's office on the subject of mandatory reporting; the report will be available to the SMRT for training purposes; pastors or elders may request a copy.
2. The Appointments Committee of the Steering Cabinet has named Kit Clark (Govans), Anita Bishop-Johnson (Mt. Paran), and Rev. Elizabeth McLean to be members of the Property and Loan Commission.
3. Approved a Personnel Committee request to the hours of the Stated Clerk and the Deputy Stated Clerk by three hours each and that their salaries reflect that increase.
4. It has approved the budget for 2019 and presents it to the Presbytery as a First Reading (see addendum available at registration). It will be brought for approval by the Presbytery in November.
5. It has approved the Charter for the Administrative Commission for Taneytown Presbyterian Church, as follows:

The Congregation of the Taneytown Presbyterian Church having voted on July 24, 2018 to dissolve the congregation, the Presbytery of Baltimore, acting through its Steering Cabinet, hereby establish an Administrative Commission to attend to any and all matters related to the closing of the Taneytown Presbyterian Church. The authorities and responsibilities of the Administrative Commission are:

1. Authority to dissolve the congregation.
2. Responsibility to work with the Session to attend to all ecclesiastical, legal and secular matters which may arise, including but not limited to:
 - a. Providing worship and pastoral care until the dissolution is final;
 - b. Providing the Stated Clerk of the Presbytery with a roster of members, along with any preference they may have for uniting with another congregation;
 - c. Closing out financial affairs, including an audit of the books and payment of all bills;
 - d. Providing a plan either for sale of the Taneytown property or transfer to safekeeping by the Presbytery until a final decision is made as to its future.
3. Report to Presbytery on a regular basis and keep thorough and accurate minutes of all meetings to be delivered to the Stated Clerk, concluding with a written report to be included in Presbytery minutes.

Members of the Commission are: Rev. Renee Mackey, Rev. Walt Peters, and RE Ruth Ferrence.

The Commission is to remain in place until all issues arising from the dissolution are concluded satisfactorily.

6. It has reviewed The Relocation Predevelopment Plan from The Center, occasioned by the Center's need to relocate, and has approved the following actions:
 - Approve The Center's request to initiate a site selection process so that it can plan the relocation of its operations;
 - Approve the predevelopment plan for moving The Center's expansion and relocation project forward;
 - Approve The Center's selection of its real estate brokerage team and ask the Trustees to sign the services agreement at its September meeting;
 - Approve The Center to conduct a capital campaign or other fund-raising effort, if needed, and direct that that Trustees provide a five year interest free loan of \$87,820 to the Center, re-payable at the earlier of funding of the ultimate project or maturity. Seconded by Jim Schroll. Discussion focused on several issues, including the question of who may approve the expenses, Cabinet or Presbytery.

A complete report will be made to the Presbytery in November.

Committee on Ministry

The Committee on Ministry reports that it:

1. has accepted the resignation of CRE LeJerne Cornish due to moving out of the area.
2. has voted to recommission CRE Greg Seltzer (Hamilton) and CRE John Brewington (Lochearn).
3. has voted to authorize Cathy Bashore to serve communion at Good Samaritan Hospital as part of her duties as Nurse Chaplain there.
4. Has sent to Presbytery the proposed Administrative Leave Policy (See Appendix E). This will be brought to the floor of Presbytery for approval in November.
5. That it has approved the call of Brown Memorial Park Ave. Presbyterian to Rev. Michele Ward as Associate Pastor and her transfer from the Presbytery of Philadelphia with the following terms of call:

Cash Salary	\$46,069
Housing Allowance	22,250
Professional Development	1,200 (vouchered)
Social Security Offset	5,226.40
Professional Expenses	300 (vouchered)
Automobile Mileage	1,200 (vouchered at IRS rate)
Moving Expenses up to:	5,000

One month's vacation and two weeks' study leave annually.
Beginning date of September 16, 2018

PROPERTY AND LOAN COMMISSION

At a meeting on September 5, 2018, the commission approved the request of Granite Presbyterian Church to sell a parcel of land which is not being used for ministry.

COMMISSION ON THRIVING CONGREGATION

September 2018

The commission divides its work among 4 teams. A summary of their actions and activities follows:

New Worshipping Communities – The CTC is continuing its work with Comunidad and The Slate project, and we are also now including Light Street as they discern their way forward.

Comunidad – Comunidad has officially started worshipping at both Harundale and First of Annapolis, and Rev. Lucas has begun a farming ministry that is serving 10-12 families and growing. One of the challenges, however, is that attendance drops during the summer and early fall as many of Comunidad's congregants are seasonal workers. Rev. Lucas applied for and received funding through 1001, and he will receive 1001 coaching as a part of that grant. Looking ahead, we anticipate a need to find new sources of funding for Comunidad starting in 2020.

The Slate Project – The Slate Project continues to offer opportunities for individuals to come together in Christian community both in person (e.g. through Breaking Bread, a dinner church) and online (e.g. online worship through Twitter). Rev. DiFrancesco is also exploring other creative ways that Slate might grow, including through the acquisition of a laundromat. Rev. DiFrancesco has been encouraged to apply for a 1001 grant to secure additional funding. She will also be providing a semi-regular report to the CTC. Acknowledging that she has to do the same for the other denominational adjudicatory bodies of which Slate is a part, we are working to ensure that she doesn't need to write multiple similar but separate reports.

Light Street – Light Street has undertaken an ambitious redevelopment of their sanctuary, removing pews and carpet in order to make their sanctuary a more flexible, usable space. They have received some funding through the CTC but are also selling "shares" of the project and the pews themselves to raise additional monies. The congregation is energized around this work and is also starting a new evening worship service. Together we are discerning the possibilities around 1001 funding for such a new service.

Stewardship – The CTC's stewardship team continues to seek new ways to equip Presbytery churches for the work of stewardship. We continue to provide funding for members of churches to attend the Stewardship Kaleidoscope Conference. Further, we are working to put together a directory of contacts within churches with whom we can discuss needs, gifts, and tools related to

stewardship (e.g. stewardship committees, treasurers, pastors). Finally, knowing that churches are going to need to diversify their income streams, we are working to collect tools for alternative forms of funding (e.g. fundraising and grant writing).

Disciple Formation Team – This team co-hosted a Symposium at First of Howard County last year. 43 attended from five Ministry Groups. The team connected interested people with the Texas Pilgrimage, and hosted a youth event.

Congregational Redevelopment – The CTC's focus with existing congregations has centered on replacing *New Beginnings* with an assessment tool that is more affordable, and of more use to churches at any stage of congregational life and mission. Among formal assessment tools, CTC recommends the *Congregation Assessment Tool*. The Congregation Assessment Tool (CAT) is benchmarked instrument designed to provide an in-depth look at the experiences, perceptions and aspirations of a church's congregation. It is useful for any church in leadership transition or undertaking strategic planning. (More details can be found on the Presbytery website.)

The commission hosted an all-day CATEye Training to acquaint Presbytery leaders on the use and value of the CAT congregational assessment in our churches. Six churches have completed the CAT assessment and interpretation, and 3-4 other churches are in line to do so. We have 3 trained interpreters for the CAT in the Presbytery, and have 3 more people in line to be trained, in the late fall or early winter.

CTC has also focused on offering practical help to churches who do mission assessments and need practical help with implementing plans for new ministry. Eight churches have had follow-up visits or received small ministry grants to build on insights from *New Beginnings* or the *Congregation Assessment Tool*. CTC is working with the Presbytery to design a grant process to expand the impact of these ministry-directed aids to churches in the Presbytery.

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: STATEMENT OF FAITH, COURTNEY DUCHARME

Courtney Ducharme Statement of Faith July 2018

I believe the triune God, holy and sovereign, reveals God's self in the Bible and the incarnation, acts in love and freedom both within the Godhead and towards God's creation; and as the child of God by virtue of the gifts of salvation and faith of Jesus Christ, I have the pleasure and responsibility to respond to God's gifts in concert with the Body of Christ.

My faith is rooted in the God of the Bible, the Holy One who called Abraham, Isaac and Jacob, choosing Israel to be specially blessed and, in turn, be a unique blessing to the nations. I believe God created both the heavens and the earth, conducting each activity as a triune Godhead: Father, Son and Holy Spirit. God is complete within the trinity and holy, set apart from all creation. From all eternity, the great I AM chose to become incarnate in the God-Man, Jesus Christ, and maintains fellowship with God's people through the Holy Spirit. Moreover, I believe God enjoys fellowship among Father, Son and Holy Spirit as a full and intimate expression of God's love and sovereign freedom. Such love is made manifest by God's freely creating the heavens and earth for the purpose of sharing trinitarian love with creation. God's crowning acts of creation are the holiness and sanctity of the Sabbath for rest and worship and the joy with which God freely and lovingly enters into special covenant with humanity, providentially ordaining all that comes to pass towards the Lord's good purpose.

I believe the Triune God revealed God's self through written scripture and through the incarnation, the Word made Flesh. God's revelations disclose the nature of humanity and our incapacity to remain faithful to or loving toward the One Holy Triune God. God demonstrates self-sacrificing love by acting as the reconciler of sinful humans. God's crowning act of redemption is that Jesus Christ in his obedience to the Father, endured once and for all the punishment for human sin and reconciled us to holy God. Jesus Christ is thus the source, means and object of our faith. It is the loving and freely sovereign power of God which transforms our souls and calls us to be brothers and sisters of Jesus Christ, and therefore the children of God the Father. This is fully the gift of God, and by no human capability.

God never abandons us. God gives us "another advocate," the Holy Spirit, to quicken our spirit, illumine God's word, and strengthen us to carry out our mission as God's people. The Spirit abides in us, brings Christ and the Father to abide in us, showers us with spiritual gifts, and cultivates our joy. The gift of the Holy Spirit to the Church community is companionship and strength to be a visible blessing of the Kingdom of God to the world.

I am intended to know, love and enjoy God and respond to this gift of faith. Yet, I know my weakness! I neglect and forget the God who saved me and called me. God encourages us by the gifts of worship and the sacraments. I believe the sacraments demonstrate in both word and deed the great love, abounding promises and important commands God gives to us. In baptism we are marked as the Lord's own, fully participating in Christ's death and resurrection and reminded to proclaim the gospel. In the Lord's Supper we remember and proclaim, "Christ crucified!" until He comes again. We are strengthened through sacraments to remember who we are, to whom we belong, and who we serve.

God commanded me to worship no other God and to love God with my whole mind, heart and essence! The Lord is the source of all my hope, gives me a new song to sing and blesses me by allowing me to inherit God's promises to be in God's presence forever! We are blessed for a purpose. In our fellowship as the Body of Christ, we are the eyes, heart, hands, and feet reflecting God's Kingdom to all people. We join in Christ's reconciling work by loving each other, seeking justice, extending mercy, walking humbly with the Lord. I root my hope in the scriptural promise that upon Christ's return, God will be our all in all. The mystery of our future resurrection into spiritual bodies joined forever with our Triune God, is one that fills me with great hope!

Appendix E: 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.

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);
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.

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 F: ENDURING WITNESS FUND

Proposal for the “Enduring Witness Fund” For Congregational Vitality, Pastoral Assistance and Community Engagement

The Presbytery of Baltimore is privileged to receive funds from congregations whose ministries have come to a close either through the sale of church property or where the Presbytery of Baltimore receives assets. The legacy of the faithful members of these congregations can continue through the life and ministry of remaining congregations in the Presbytery. This generous legacy can be used for two primary purposes: support of transforming congregations and support for Teaching Elders in crisis.

Many churches in our presbytery are seeking to transform themselves through the development of viable and vibrant ministries, yet some lack the current leadership or membership capacity to fully realize their goals. The Committee on Ministry and The Commission on Thriving Congregations are aware of the growing number of congregations where assessment, planning and grant assistance may make the difference between continued ministry and closing.

In addition, Teaching Elders are experiencing more burnout and high levels of stress for various reasons necessitating: coaching, counseling and leaves of absence. This situation often puts a severe burden on both pastors and congregations to cover the cost of needed support and healing. The Presbytery also has member Teaching Elders not enrolled in the Board of Pensions and therefore ineligible for emergency assistance from the Board.

The current policy of the Presbytery Baltimore states the assets received from congregations are deposited in the Presbytery’s Endowment. On behalf of the Commission on Thriving Congregations (CTC) and the Committee on Ministry (COM), we submit the following proposal to the Board of Trustees:

The Trustees provide 66% of aforementioned funds toward a grant program administered by the Commission on Thriving Congregations and the Committee on Ministry and the Commission on Reconciliation respectively. The following are the criteria for these grants.

1. CTC Vitality Grants

Grants shall be available for congregations embarking on the following:

- Continued support for new worshipping communities
- Congregations embarking on intentional evangelism based on congregational Assessment outcomes. Grant would cover:
 1. BOP dues for $\frac{1}{2}$ - $\frac{3}{4}$ pastoral leadership for up to 3 years
 2. Three-year programmatic expenses on a descending basis related to congregational transformation initiatives
 3. Match for one-time capital expenses directly related to program
 4. In conjunction with Spiritual Leadership Development, funds may be available for coaching/mentorship of clergy

A maximum of \$100,000 shall be available to CTC. An individual grant shall not exceed \$35,000 in one year. Grants would be administered through CTC.

2. COM Crises and Assistance Grants

Grants would be available for Teaching Elders and CRE's experiencing a need for emergency financial assistance due to:

- Loss of employment
- Medical crisis not immediately covered by insurance
- Administrative leave due to mental health issues including assisting congregations with pulpit supply when pastor is on leave
- Coaching/counseling support for pastors and interim pastors where a leave of absence is necessary.
- Other emergencies as deemed appropriate by the Chair of COM, the Stated Clerk and/or the General Presbyter.

The balance of this fund should be maintained at \$15,000 per year. Grants for coaching/counseling may be awarded up to \$2000. Grants for emergency assistance shall not exceed \$2000.

An amount, not to exceed \$2000 would be available to congregations whose pastors are on leave but still receiving salary and benefits.

3. Community Engagement

This grant protocol will involve grants directed for community outreach, more specifically for community organizing and community engagement. These funds shall be disturbed by the Commission on Reconciliation. This amount will be budgeted at \$25,000 per year.

If this proposal is approved, it would be subject to an evaluation after three years.

Appendix G: Dismantling Racism Training Policy

Presbytery of Baltimore Policy on Mandatory Dismantling Racism Training

Submitted on May 3, 2018

Be it resolved that the Presbytery of Baltimore adopts the following policies and procedures to be added to the Manual of the Presbytery of Baltimore as the “Presbytery of Baltimore Dismantling Racism Policy”:

1. The Presbytery makes a commitment to offer, provide resources for, and to publicize educational opportunities that focus on dismantling racism within our church institutions (Presbytery and congregations) and the communities we serve. The Presbytery intends to provide a training that is both didactic and experiential to incorporate the following elements and concepts:
 - A theological grounding in our call to a Beloved Community
 - Our local Maryland and Baltimore history, including Presbyterian church history
 - Core concepts of institutionalized racism and its manifestation at the individual level
 - A new awareness of the impact of church policies and decisions on people of color
 - Tools and strategies to develop anti-racist behavior and culture within our church life

2. The Dismantling Racism training shall be required at least once every three years for:
 - All Teaching Elders are required to attend Baltimore Presbytery’s educational program on Dismantling Racism, within one year after their arrival. A follow-up report from the training should be submitted to the Commission on Reconciliation within 6 months of the training. Failure to fulfill this requirement within the specified time will result in unpaid administrative leave until it is completed. This requirement will be included in the terms of call. Notation of their participation will be made in their permanent file. The Presbytery of Baltimore will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement.

 - Commissioned Ruling Elders (CREs) and Ruling Elders elected to serve on the Committee on Ministry (COM) and the Committee on Preparation for Ministry (CPM) are required to participate in a training within one year of being commissioned (CRE) or elected to COM or CPM.

- All Candidates for Ministry are required to attend a Dismantling Racism training or similar training (approved by the Presbytery). In the event that the timing or location of a training is not feasible, the candidate may work with CPM to determine an alternative means to meet this requirement.
 - All Presbytery staff is required to attend within one year of hire/election.
3. The Presbytery strongly encourages honorably retired teaching elders, ruling elders serving in leadership roles in the Presbytery, session members and other congregational leaders to participate in such trainings.

4. Proposed Training Schedule & Locations

If the way be clear, the inaugural training will be carried out in 2018. This pilot training will be targeted toward the Dismantling Racism Team members, Presbytery Staff and other interested Presbytery leadership (commission and committee members).

The Presbytery will offer multiple training opportunities during the next two years to ensure adequate time to meet this new requirement. Those required to participate in a Dismantling Racism training will be expected to complete their first training by the end of 2020. The trainings will be offered in different locations, to be determined in consultation with the Commission on Reconciliation.

The Presbytery will offer at least one Dismantling Racism training per year beginning in 2021, based on demand.

5. Training Administration & Oversight

This policy will be administered by the Commission on Reconciliation who shall provide oversight of the Dismantling Racism Training Team and authorize the hiring of training consultants. The Commission is responsible for reviewing follow-up reports from training participants and evaluating the effectiveness and impact of the trainings.

A Dismantling Racism Training Team shall be established as a Special Committee of the Commission on Reconciliation in order to develop the training curriculum, identify potential trainers and coordinate the training events. The Commission shall appoint the members of the Team who shall make regular reports to the Commission on their activities.

The office of the Stated Clerk is responsible for ensuring notation of TE and CRE participation is made in their permanent files and notifying them of compliance deadlines. The Presbytery of Baltimore will communicate to Pastoral Nominating Committees and presbyteries who are requesting references on the status of candidates with respect to this requirement.

The Social Justice Consultant will serve as staff support to the Team.

6. Provision for Training Evaluation & Policy Review

The Commission shall also undertake an initial review of this policy by the end of 2020 and bring recommendations for any changes to the policy or training requirements to the Presbytery Gathering in 2021.

Funding

The Presbytery shall authorize \$15,000 in the 2019 Presbytery Budget in order to provide 3 (three) one-day trainings to be led by an outside organization or consultants. Each training is expected to accommodate 30 to 40 participants.

RATIONALE

In the aftermath of the 2015 uprising, the Presbytery of Baltimore embarked on an effort to address racial injustices in our congregations and communities. As people of faith, we knew that we had to act if we were going to fulfill Jesus' command to care for the least of His children. In that seminal moment, we took the revolutionary step to make race, class and poverty the focus of our Gatherings.

While there has been some progress in increasing awareness of individual racial bias in the past three years among some congregations, we have become more comfortable in talking about race, but we have yet to take meaningful action to dismantle racism in our churches and Presbytery.

This awareness of individual bias or prejudice by itself is not racism. When prejudice is combined with power it becomes racism and supports white privilege and supremacy... In "Facing Racism: A Vision of the Beloved Community" the 211th General Assembly (1999) said:

Those who control power have the capacity to transform prejudice into racism by establishing and maintaining institutions and structures that embody group biases... We must be clear and truthful about the centrality of power in perpetuating and sustaining systemic racism. If we are to build a future with justice for all, and it can be done, both personal intervention and institutional transformation are essential for the mission of the church.

Such institutional transformation begins with the leadership of the church. Following the white nationalist rallies in Charlottesville, Va., the leaders of our PC (USA) issued this statement:

...we acknowledge the church's complicity in the creation of white supremacy and racism. We confess the church's failure in challenging and disrupting white supremacy and racism. Too often we have accepted the status quo. Too often we have stood silent in the face of injustice and oppression.

By God's grace may we remember the events in Charlottesville; repent of our acquiescence and failures; and renew our commitment to proclaim and live the good news of Jesus Christ. May that commitment lead us to stand against, speak against and work against racism and white supremacy, this day and every day.

As part of that commitment, the PC (USA) national staff and members of the Presbyterian Mission Agency Board already receive mandated anti-racism training on a regular basis. But if we are to heed the admonition of the Apostle Paul in Ephesians 6: 10-20 to stand against the powers that control our world and resist them with the armor of God, we must begin to train leaders in our presbyteries as well. Our teaching elders, presbytery officers and staff and members of the Committees on Ministry and Preparation for Ministry are the key persons to whom our congregations look for spiritual guidance and leadership.

As the late theologian James Cone once said:

We need some signs of transcending (racial bonding and move toward human bonding). Where will they come from if not from the church? And how will these signs be expressed, except by preachers and priests and rabbis? (Interview, America Magazine, November 20, 2006)

We are locked in a very divisive national battle to determine who we are and what we stand for as a country. Our church has a responsibility to take a prophetic stance in that battle and declare the power of God prevails over the power of money, war and racism. With the 2020 General Assembly coming to Baltimore, we have an once-in-a-lifetime opportunity to set an example for the entire church that will fulfill the spirit of Galatians 3: 28: "There is neither Jew or Gentile, neither slave nor free, nor is there male and female for you are all one in Christ Jesus."

The church at large has become comfortable talking about race, but not really doing anything to change the racial dynamic. Through a well-planned and administered program of anti-racism training focused on dismantling institutional racism the Baltimore Presbytery could create a critical mass of persons who are prepared to be prophetic witnesses for God's beloved community. This could set the course for our church for years to come.

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

Appendix H: STATEMENT BY RE JAMES PARKS

Remarks to Baltimore Presbytery Gathering September 13, 2018

Madame Moderator

In the wake of the uprising in Baltimore City three and a half years ago which occurred within a stone's throw of two of our churches, I, as vice moderator, called a meeting of pastors and interested individuals in the presbytery to discuss what we could do to address the issues behind the uprising. That meeting spawned our ongoing focus on race, class and poverty.

Today's vote to mandate training to dismantle racism in this presbytery is a big step forward, one that we can be proud of. It shows how far we have come in three years. I recall addressing the presbytery gathering almost three years ago to the day where I answered critics who said race, class and poverty had everything to do with Baltimore City and nothing to do with the rest of the presbytery. Today, we declared that it affects the breadth of this presbytery.

If what we did today begins to bear fruit, we could be presenting ourselves as a model for the entire church at the 2020 General Assembly. As momentous as this is, let us not forget that this is just a step along a much longer journey.

That journey, I pray, will take us into issues we have rarely explored:

- Institutional racism and white privilege: Racism is so ingrained in our culture, our traditions, our national mindset that we most times don't recognize it.
- Rural poverty—rural areas in Maryland have higher unemployment rates, lower high-school graduation rates and higher poverty rates than urban areas.
- Hidden poverty and class bias in suburbia. The problems that once were thought to be isolated in the city are becoming epidemic in towns like Annapolis, Hagerstown and Columbia.

Tonight, a mother will grieve over the death of her child whether he dies in East Baltimore or Frostburg. A child with no food is just as hungry in Cumberland as she is in West Baltimore. A father in Columbia is just as distraught over his child's opioid addiction as a father in South Baltimore.

This presbytery has a unique God-given opportunity to explore even more deeply and intensely the issues of race, class and poverty and to act as a witness for Christ in our churches, communities and state. We have the leadership to go there. When has the presbytery had such a diversity of geographic leadership—Steering Cabinet chair from a city church, Moderator from the far West, Vice Moderator from the suburbs, a stated clerk from Hartford County and one of the few African American women General Presbyters in the country? Adrienne, Caroline, Guy, Jack and Jackie—you, in concert with the Apostles/In the Loop and the Dismantling Racism Committee, have the ability individually and collectively to help this presbytery bridge years of mistrust and move towards true reconciliation. I hope you will do so.

As I said in 2015, God is at work in this presbytery and I thank God for giving us the opportunity to serve in such a special cause.

Appendix I: Log of Churches with Session Minutes Reviewed

LOG OF CHURCHES WITH SESSION MINUTES REVIEWED 2018

Review is indicated by the “1” in the columns that refer to the years

Church	2018	2017	2016	2015	2014	2013	2012	2011
1. Ark and Dove	1	1	1	1	1	1	1	
2. Ashland	1				1	1	1	1
3. Babcock		1	1	1	1	1	1	
4. Barrelville	1	1	1	1	1	1	1	1
5. Bethel	1	1	1	1	1	1	1	1
6. Brown Park Avenue	1	1	1	1	1	1	1	1
7. Catonsville	1	1	1	1	1	1	1	1
8. Central	1	1	1	1	1	1	1	1
9. Cherry Hill			1	2			1	1
10. Chestnut Grove	1		1	1	1	1	1	

11. Christ Memorial	1	1	1	1	1	1	1	1
12. Christ Our Anchor		1	1				1	1
13. Christ Our King	1	1	1	1	1	1	1	1
14. Churchville	1	1	1	1		1	1	1
15. Covenant	9/13	1	1	1	1	1		1
16. Dickey Memorial	1	1	1	1	1	1	1	1
17. Emmitsburg			1	1		1	1	1
18. Faith		1	1	1	1			
19. Fallston	1	1	1	1		1	1	1
20. First and Franklin			1	1				1
21. First, Annapolis	1	1	1	1	1	1	1	1
22. First, Bel Air	1	1	1	1	1	1	1	1
23. First, Cumberland	1	1	1	1	1	1	1	1
24. First, Frostburg	1	1	1	1	1	1		1
25. First, Howard County	1	1	1	1	1	1	1	1
26. First, Westminster		1	1		1	1	1	1
27. Franklinville							1	1
28. Frederick	9/11	0	1	1		1	1	
29. Glen Burnie Korean								1
30. Good Shepherd	1	1	1	1	1	1	1	1
31. Govans		1		1	1	1	1	1
32. Grace			1	0				1
33. Granite		1	1	1	1	1		1
34. Grove	1	1	1	1		1		1
35. Hagerstown		1	1	1		1		1
36. Hamilton	1	1	1	1	1	1	1	1
37. Hancock	1	1	1	1				1
38. Harundale	1	1	1	1	1	1	1	1
39. Havenwood	1	1	1	1		1	1	1
40. Havre de Grace	1	1		1	1		1	1
41. Highland	1	1	1	1	1	1	1	1
42. Hope	1	1	1				1	1
43. Hughes Memorial	2					1		1
44. Hunting Ridge		1	1	1	1	1	1	1
45. Kenwood	1	1	1	1	1	1	1	1
46. Knox		1	1	0				
47. Korean United								1
48. Light Street	1	1	1	1	1	1		1
49. Lochearn				1				1
50. Madison Avenue		1	1	1	1	1		1
51. Maryland	1	1	1	1	1	1	1	1

52. Mount Hebron	1	1	1	1	1	1	1	1
53. Mount Paran	1	1	1	1	1	1	1	1
54. Northminster	1	1	1	1	1	1	1	1
55. Perry Hall	1	1	1	1	1	1	1	1
56. Prince of Peace	1	1	1	1	1	1	1	1
57. Roland Park	1	1	1	1	1	1	1	1
58. Saint Andrew (Williamsport)	1	1	1	1	1	1		1
59. Saint Andrew's (Mt. Airy)	1	1	1	1		1		1
60. Saint John United	1	1	1	1	1	1	1	1
61. Second	1	1	1	1	1	1	1	1
62. Springfield	1	1	1	1	1	1	1	1
63. Taneytown	1	1	1	1	1	1		1
64. Towson	1		1	1		1	1	1
65. Trinity	1	2		1	1	1	1	1
66. Woods Memorial	1	0	1			1	1	1

0 – have asked to bring minutes either to the office or to the next Presbytery Gathering for review

1 – minutes reviewed

2 – minutes reviewed, but with significant problem