

George Hammerbacher

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

February 22, 1994

Dear Council Member:

Here is the second draft of a proposed policy re abuse for your review and our discussion in our next Council Meeting of March 1, 1994. In this draft we attempt to clarify some of the wording in response to reactions from our Council members to the first try. This document uses the covenant relationship as a beginning point for our Council discussions. This document sees sexual exploitation as just one form of abuse and violation of that covenant relationship in the course of a church's mission and tries to set that form of exploitation in perspective. Whatever policy we come up with should be the product of our Council's thinking. We may need a Council Committee to review this issue and take the next step in development of our Church Policy regarding all relationships in our church.

Kindest Personal Regards,


Robert M. Armstrong
Pastor

2ND DRAFT

UNITED EVANGELICAL CHURCH
3200 DILLON STREET, BALTIMORE, MD, 21224

POLICY

The Covenant Relationship

The relationships among Pastors, Council Members, Church School Teachers, Volunteer Leaders and people who have an association with our church is based upon trust. Repeatedly, scripture asserts that religious leadership is a covenantal relationship that presumes the trustworthy exercise of power by church leaders in behalf of those in their care. The role of discipleship involves shared expectations that church leaders will use their skills and authority for the wholeness and well-being of others.

Because leadership in a church is a covenantal relationship, unethical behavior is a tragic betrayal of trust and an abuse of power. All who enter relationships with church leaders trust themselves to one whom they expect will provide for their care, safety and justice. Leadership oversight is a privilege and a trust. This is especially the case for those who are vulnerable and need protection and safe-keeping. Such persons entrust religious leaders with representative and symbolic power in light of the office of ministry and the God in whose name leaders dare to speak, preach, pray, and bless.

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Fundamental Principles of Ethical Conduct at United Evangelical Church:

- A. In all matters, Pastor and Church Leaders are to maintain practices that give glory to Christ, advance the goals of the Church, and nurture, challenge, and protect the welfare of church members, parishioners, clients, and all persons associated with the church.
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- F. Leaders are to maintain competency in their work.
- G. In personal as well as professional relationships Leaders are to have honest and sincere motives, upholding the peace, unity, and purity of the Church, and sharing faith, hope, and love with all people.
- H. Leaders are to maintain covenantal faithfulness and trust in all of their relationships.
- I. Leaders are to respect and be sensitive to the vulnerability of others and avoid exploitation in all relationships.

H. JACOB
J. TALAGSEN
G. HAMMERBOCKEN

D.C. IMPACT Self Defense
701 Richmond Ave.
Silver Spring, MD 20910-5225
(301) 589-1349

January 1994

Pastor Robert Armstrong
United Evangelical Church
East Avenue & Dillon Street
Baltimore, MD 21224

Dear Pastor Armstrong:

Thank you again for your continual support of our IMPACT Self Defense program. Enclosed is the \$525 rent for 35 hours rented in November 1993. Five weekend days of seven hours a piece (from 1:00 to 8:00pm, generally). Please accept our sincerest apologies for the delay in payment. It was an accidental delay. We will be timely in our payments to you in the future. Thank you for your patience.

Also, about possibly renting space again in August. You requested that we conduct the class in the first two weeks of August because of your vacation, and because you wished to attend the graduation. Laura Goodin, the lead female instructor, is very happy and touched by your support and tells me you have already given support 100-fold. Unfortunately, however, she will not be able to conduct class in such a condensed manner. We can realistically only teach our first and second classes back-to-back, and it is impossible for our instructors to commute to Baltimore from DC in time for classes on weekdays. Therefore, would it be possible for us to rent space on the original dates I asked about - August 6, 7, 14, 21, and 28? That would be very very helpful to us. I will call you to confirm whether or not this is possible.

Thank you again, and best of health and joy to you!

In peace,


Kayla Martin
Associate Director



D. C. IMPACT
PH. 301-589-2804

PRESIDENTIAL SAVINGS ASSOCIATION
BETHESDA, MARYLAND 20814
65-7334/2550

1464

1/31/94

PAY TO THE
ORDER OF

United Evangelical Church

*****525.00

Five Hundred Twenty-Five and 00/100*****

DOLLARS

United Evangelical Church
East Avenue & Dillon St.
Baltimore, MD 21224

Nov 1993 rent

MEMO

Carol Middleton

⑆255073345⑆ ⑆015200736⑆ 1464

Copy

United Evangelical
United Church of Christ
3200 Dillon Street
Baltimore, Md. 21224

January 26, 1994

Carol and Clarence Rowell

From: George Hammerbacher

Subject: Coordination and Support of Church School

At our March meeting, the Council would like to have a report on the Church School, so we can better support the work you are doing.

We discussed at our meeting last night a possible gift of \$2,000.00 in support of the Church School but need to know how it might be used.

Let me know if we can have a representative of the Church School at our next Council meeting on March 1, 1994 at 7:30.

George Hammerbacher

United Evangelical Church
United Church Of Christ
3200 Dillon Street
Baltimore, Md. 21224

1-26-94

Dear Council Member,

At our meeting on January 25, 1994 we overlooked a request from Cindy Myers, from Super Pantry, asking to use Friendship Hall for a Super Pantry Reunion on Thursday, February 3, 12 to 2 p.m. They will not use the kitchen, she will be ordering pizzas to be brought in.

She also would like to begin Super Pantry on Friday, March 18, countinuing until Friday, May 13, 1994. The Graduation will be on Sunday, May 15, time to be determined.

If there is any objections to approval to her request, please let me know.

Thank you,

Cass Young

PRINCIPLES IN NEGOTIATION OF A UNITED MINISTRY WITH THE
BETHEL UNITED CHURCH OF CHRIST

1. The United Ministry shall be called a "consolidation" rather than a merger. Members of Bethel will be received by United by letter of transfer.

Rationale: to avoid complex legal negotiations and to avoid United being responsible for the sale of the Bethel buildings

2. Bethel will be responsible for the sale of their buildings and decide what they want to do with the proceeds.

Rationale: to eliminate any interest in these proceeds on the part of United. The united ministry should be free of any selfish motives.

3. Mission Statement - Key to United ministry.

A Mission Statement will be developed jointly by members of Bethel and United following a joint worship service in May of 1994. The statement will be developed by work groups of 20 following the service. The groups will report at a plenary session before luncheon. Luncheon will be simple sandwiches, coffee, tea, punch and cookies. A finished statement will be presented to the Council of United and Consistory of Bethel for final approval.

Rationale: an agreed upon statement of mission of the new consolidated ministry is necessary before we finalize a call to Pastor Rogers or structure the staffing.

4. Call of Pastors

*The Call to Pastor Rogers will be extended following the approval of a joint mission statement and agreement by both congregations.

*The calls of both Pastor Armstrong and Rogers will be to the role of Pastor. They shall be called to certain functions which are based on skills, training and experience.

*Members of Bethel will commit to funding one half of the salary of Pastor Rogers for two years following the consolidation.

*Pastor Armstrong is the called Pastor of United. His experience and training is in the area of administration. He is also the current called Pastor. As such he will continue to be the Pastor administratively responsible to the Council for staff coordination and administrative leadership.

*The Order of Worship has been approved by the Council and will continue. Any changes in the order will be proposed to the Council jointly by the Pastors.

*Pastor Rogers will share with Pastor Armstrong in the leadership of worship. At first they will be present and alternate preaching responsibility and when one preaches the other will lead the liturgy. Pastors will share in the administration of the sacraments.

Both Pastors will attend Council meetings and will have reporting responsibilities for their specific areas of specialty. Pastor Armstrong will coordinate the presentation of a written report for each meeting of the Council.

Generally Pastor Rogers will assume responsibility for visits to the sick and shut-in except in cases where it seems appropriate for Pastor Armstrong to make certain visits. This is up to the Pastors to coordinate to meet the needs of the parish.

Pastor Armstrong will assume responsibility for coordination of parish outreach to the community.

Pastor Rogers will assume responsibility for coordination of follow up work with new members.

Pastor Rogers will conduct special programs involving leadership of Bible study for adults and children because of his great skill in these areas. Pastor Armstrong and Pastor Rogers will share responsibility for preparing confirmands and new members.

Pastor Armstrong will assume responsibility for coordinating and strengthening the relationship between the church school and church activities.

Pastor Armstrong and Pastor Rogers shall coordinate vacations and spell each other off in the absence of the other. They will assume each other's roles when sickness or disability occurs in the life of either person.

The Pastors will develop with members of the Council a mission statement and plan of administration which will be approved by the Council.

SUNDAY ATTENDANCE - APRIL 1993

<u>8:00AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total</u>	<u>Net</u>
1992	60	72	55	38	0	0		225
1993	65	49	58	52	0	0		224
Net	+ 5	-23	+ 3	+ 14	0	0		- 1

<u>10:30AM</u>	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>Total</u>	<u>Net</u>
1992	80	226	211	157	0	0		674
1993	168	212	86	154	0	0		620
Net	+ 88	-14	-125	- 3	0	0		- 54
1992-1993	+93	-37	-122	+ 11	0	0		- 55

1992-1993 % Change April
 % Change in Sunday attendance for April = -06%

COMPARISON JANUARY TO JANUARY -1992 AND 1993

	<u>TOTALS FOR THE MONTH (SUNDAY ONLY)</u>					
<u>1992-</u>	<u>JANUARY</u>	<u>FEBRUARY</u>	<u>MARCH</u>	<u>APRIL</u>	<u>MAY</u>	<u>JUNE</u>
1993	-35	-152	-45	-55		
%	- 6%	- 21%	-10%	-06%		

<u>1992</u>	<u>JULY</u>	<u>AUGUST</u>	<u>SEPT</u>	<u>OCT</u>	<u>NOV</u>	<u>DEC</u>
1993						

<u>Ash Wednesday</u>	<u>Healing Services for Lent</u>						
	<u>1st</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>
1992	96	58	49	48	43	48	
1993	76	52	63	12*	62	57	
Net	-20	-4	+14	-36	+19	+ 9	

*Bad Weather
 Total to date 3-28-93 eliminate third service - bad weather
 1992 294
 1993 310
 Net + 16 5% increase (not considering third service in 1992 and 1993 as it was affected by weather)

	<u>Palm Sunday</u>	<u>Tableau</u>	<u>Tenebrae</u>	<u>Good Friday</u>	<u>Easter</u>
1992	300	202	62	65	266
1993	233	141	64	56	261
	-67	-61	+ 2	-9	- 5

*Major losses in Palm Sunday and Tableau

QUESTIONS AND ANSWERS CONCERNING HEALING IN THE CHRISTIAN CHURCH

WHY DO WE HEAL?

ANS: BECAUSE JESUS SAID SO AND THE APOSTLES HEALED (SEE ATTACHED)

"THEN JESUS WENT ABOUT ALL THE CITIES AND VILLAGES, TEACHING IN THEIR SYNAGOGUES, AND PROCLAIMING THE GOOD NEWS OF THE KINGDOM, AND CURING EVERY DISEASE AND EVERY SICKNESS....THEN HE SAID TO HIS DISCIPLES THE HARVEST IS PLENTIFUL BUT THE LABORERS ARE FEW; THEREFORE ASK THE LORD OF THE HARVEST TO SEND OUT LABORERS INTO HIS HARVEST. (MATT 10:1-15)

"THEN JESUS SUMMONED HIS DISCIPLES AND GAVE THEM AUTHORITY OVER UNCLEAN SPIRITS TO CAST THEM OUT, AND TO CURE EVERY DISEASE AND SICKNESS.....THESE TWELVE JESUS SENT OUT WITH THE FOLLOWING INSTRUCTIONS:GO TO THE LOST SHEEP OF THE HOUSE OF ISRAEL. AS YOU GO, PROCLAIM THE GOOD NEWS THE KINGDOM OF HEAVEN IS AT HAND. CURE THE SICK, RAISE THE DEAD, CLEANSE THE LEPERS, CAST OUT DEMONS. YOU RECEIVED WITHOUT PAYMENT; GIVE WITHOUT PAYMENT...IF ANYONE WILL NOT WELCOME YOU OR LISTEN TO YOUR WORDS, SHAKE OFF THE DUST FROM YOUR FEET AS YOU LEAVE THAT HOUSE OR TOWN. TRULY I TELL YOU, IT WILL BE MORE TOLERABLE FOR THE LAND OF SODOM AND GOMORRAH ON THE DAY OF JUDGEMENT THAN FOR THAT TOWN." (MATT 10:1-15)

DO WE HAVE THE AUTHORITY TO HEAL?

ANS: JESUS TELLS US WE HAVE THE ABILITY AND PAUL TELLS US WE ALL HAVE THE GIFT.

"VERY TRULY, I TELL YOU, THE ONE WHO BELIEVES IN ME WILL ALSO DO THE WORKS THAT I DO AND IN FACT WILL DO GREATER WORKS THAN THESE, BECAUSE I AM GOING TO THE FATHER." (JOHN 14:12)

"NOW THERE ARE VARIETIES OF GIFTS BUT THE SAME SPIRIT; AND THERE ARE VARIETIES OF SERVICES BUT THE SAME LORD;.....BUT IT IS THE SAME GOD WHO ACTIVATES ALL OF THEM IN EVERYONE." I COR 12:1-31

DO YOU HAVE TO BE TRAINED TO HEAL?

ANS: HEALING, AS PAUL SAYS, IS A GIFT WHICH EVERYONE HAS. IT IS ONE OF THE MANY GIFTS PEOPLE RECEIVE WHO HAVE BEEN BAPTIZED IN THE HOLY SPIRIT. (I COR 12:1-31)

WHY DO WE PRAY?

ANS: BECAUSE JESUS TAUGHT US TO PRAY. HE GAVE US THE LORD'S PRAYER AS THE MODEL FOR ALL CHRISTIAN PRAYER. (MATT 6:9-15)

WHAT ARE OUR EXPECTANCIES IN PRAYER?

ANS: JESUS ASSURES US THAT IF WE ASK FOR ANYTHING IN HIS NAME, HE WILL DO IT.

"I WILL DO WHATEVER YOU ASK IN MY NAME, SO THAT THE FATHER MAY BE GLORIFIED IN THE SON. IF IN MY NAME YOU ASK ME FOR ANYTHING, I WILL DO IT." (JOHN 14: 13-14)

"SO I SAY TO YOU ASK AND IT WILL BE GIVEN TO YOU; SEARCH AND YOU WILL FIND; KNOCK AND THE DOOR WILL BE OPEN FOR YOU. FOR EVERYONE WHO ASKS RECEIVES AND EVERYONE WHO SEARCHES FINDS, AND FOR EVERYONE WHO KNOCKS THE DOOR WILL BE OPENED." (LUKE 11: 9-10)

WHY DO WE LAY HANDS ON PEOPLE FOR HEALING?

ANS: JESUS TAUGHT US TO BY EXAMPLE (SEE ANALYSIS). TOUCH WAS BASIC TO THE CHRISTIAN TRADITION OF HEALING AS ILLUSTRATED IN THE LETTER OF JAMES AND THE ACTS OF THE APOSTLES. EVEN PAUL WAS HEALED BY THE LAYING ON OF HANDS BY ANANIAS.

"ARE ANY AMONG YOU SUFFERING? THEY SHOULD PRAY. ARE ANY AMONG YOU CHEERFUL THEY SHOULD SING SONGS OF PRAISE. ARE ANY AMONG YOU SICK? THEY SHOULD CALL FOR THE ELDERS OF THE CHURCH AND HAVE THEM PRAY OVER THEM, ANOINTING THEM WITH OIL IN THE NAME OF THE LORD. THE PRAYER OF FAITH WILL SAVE THE SICK AND THE LORD WILL RAISE THEM UP; AND ANYONE WHO HAS COMMITTED SINS WILL BE FORGIVEN." (JAMES 5:13-16)

"AND BY THE HANDS OF THE APOSTLES WERE MANY SIGNS AND WONDERS WROUGHT AMONG THE PEOPLE." (KJV ACTS 5:12) "THERE CAME A MULTITUDE OUT OF THE CITIESBRINGING SICK FOLKS AND THEM WHICH WERE VEXED WITH UNCLEAN SPIRITS AND THEY WERE HEALED EVERYONE." (KJV ACTS 5:16)

THE LORD SAID TO ANANIAS "GET UP AND GO TO THE STREET CALLED STRAIGHT AND.....LOOK FOR A MAN....NAMED SAUL (PAUL). AT THIS MOMENT HE IS PRAYING, AND HE HAS SEEN IN A VISION A MAN NAMED ANANIAS COME IN AND LAY HIS HANDS ON HIM SO THAT HE MIGHT REGAIN HIS SIGHT.AND THE LORD SAID TO HIM "GO FOR HE (PAUL) IS AN INSTRUMENT WHOM I HAVE CHOSEN."(ACTS 9:10-15)

PAUL VISITED HIM (PUBLIUS' FATHER WHO HAD DYSENTERY) AND CURED HIM "BY PRAYING AND PUTTING HIS HANDS ON HIM." (ACTS 28:8)

IS LAYING ON OF HANDS THE ONLY WAY TO HEAL?

ANS: CERTAINLY NOT. JESUS HEALED BY THE WORD, EXORCISM, PRAYER, PEOPLE'S FAITH ETC. (SEE ATTACHED) DOCTORS, NURSES, PSYCHOLOGISTS, AND OTHER HEALTH PROFESSIONALS ALSO HEAL.

JESUS REMINDS US THAT HIS WILL FOR US IS HEALTH, WHOLENESS AND THE ABUNDANT LIFE. JESUS SAID "I CAME THAT THEY MAY HAVE

LIFE AND HAVE IT ABUNDANTLY" (JOHN 10:10b) SO THAT GOD WANTS US WELL. OTHERWISE, JESUS WOULD NOT HAVE CURED ANYONE. ALL MEMBERS OF THE HEALING PROFESSIONS SERVE GOD'S PURPOSE. GOD IS THE LORD OF LIFE, AND THESE HEALERS DO SO WHETHER THEY ARE OR ARE NOT CHRISTIANS.

ARE WE SAYING PEOPLE SHOULD NOT NOT AVAIL THEMSELVES OF STANDARD MEDICAL PROCEDURES?

ANS: CERTAINLY NOT. WE RECOGNIZE THAT GOD IS THE LORD OF LIFE AND GOD WANTS US WELL. WE DO NOT TELL GOD HOW TO HEAL OR WHAT METHOD TO USE. WE PRAY AND LAY ON HANDS AND LEAVE THE RESULTS TO GOD.

SHOULD WE PRAY FOR HEALING FOR A TERMINALLY ILL PERSON?

ANS: CERTAINLY.

SINCE GOD'S WILL FOR US IS HEALING AND ABUNDANT LIFE, WE KNOW THAT HE FULFILLS HIS PROMISES IN THE ETERNAL LIFE BY RESTORING TO US THE GIFT OF WHOLENESS. AS RECORDED IN THE NEW TESTAMENT, JESUS CLEARLY DEMONSTRATES THIS TRUTH. IN HIS RESURRECTION HE APPEARED TO PETER, AND TO THE TWELVE, TO JAMES (HIS BROTHER), TO PAUL, AND TO OVER 500 CHRISTIANS. (I COR 15:3-8) MOST OF OUR LIFE IS LIVED IN THE ETERNAL LIFE AND NOT HERE ON EARTH. WE MAKE THE JOURNEY OF LIVING FROM DEATH IN THIS WORLD TO THE ETERNAL LIFE. THEREFORE PRAYER FOR THE HEALING OF A DYING PERSON IS QUITE APPROPRIATE.

DRAFT

PROPOSAL FOR PASTORAL SERVICES IN THE MERGER OF BETHEL UNITED CHURCH OF CHRIST AND THE UNITED EVANGELICAL CHURCH

2-2-94

THE UNITED EVANGELICAL CHURCH AND BETHEL UNITED CHURCH OF CHRIST AND THEIR PASTORS HAVE DECIDED TO CREATE A MERGED MISSION TO ENABLE BOTH CONGREGATIONS AND PASTORS TO BE MORE EFFECTIVE IN THE MINISTRY TO THE EASTSIDE OF BALTIMORE. CONVERSATIONS HAVE BEEN UNDERWAY IN THIS REGARD SINCE AUGUST OF 1993.

PASTOR GLEN ROGERS OF BETHEL BRINGS TO THIS MINISTRY SOME TWENTY YEARS OF EXPERIENCE IN MINISTRY TO THIS COMMUNITY. HE HAS AN ESTABLISHED RELATIONSHIP WITH THE FAMILIES IN HIS CHURCH BUT ALSO NUMEROUS CONTACTS WITH INDIVIDUALS, GROUPS, AND INSTITUTIONS IN THIS COMMUNITY.

PASTOR ARMSTRONG HAS BEEN THE PASTOR OF THE UNITED EVANGELICAL CHURCH FOR ALMOST FOUR YEARS AND IN ADDITION TO HIS RELATIONSHIP WITH THE FAMILIES IN HIS CHURCH IS CURRENTLY CHAIR PERSON OF AN ECUMENICAL THINK THANK FOR PASTORS AND CHURCHES IN THE CANTON HIGHLANDTOWN AREA.

EACH OF THESE PASTORS BRINGS SPECIALIZED SKILLS AND EXPERIENCE WHICH CAN AUGMENT THEIR JOINT MINISTRIES. PASTOR ROGERS HAS BEEN A CHAPLAIN IN THE UNITED STATES AIR FORCE FOR TWENTY TWO YEARS AND BRINGS A WEALTH OF KNOWLEDGE AND TRAINING TO THE ROLE OF MINISTRY TO SICK AND DISABLED PERSONS ABOVE AND BEYOND THAT DEMONSTRATED IN HIS CHURCH. HE HAS BEEN FILLING IN FOR THE PAST FOUR YEARS FOR PASTOR ARMSTRONG WHEN PASTOR ARMSTRONG HAS BEEN SICK, AWAY, OR ON VACATION. PASTOR ARMSTRONG HAS RECIPROCATED FOR PASTOR ROGERS IN HIS ABSENCE FROM THE PARISH.

PASTOR ARMSTRONG BRINGS SKILLS AS A PROFESSIONAL SOCIAL WORKER, ADMINISTRATOR, HOUSING CONSULTANT, PROGRAM BUILDER, AND BUILDER OF HOMES FOR THE AGING AND NURSING HOMES, INTERIM PASTOR, AND PASTOR FOR OVER FORTY YEARS.

THESE PASTORS HAVE WORKED TOGETHER AND BELIEVE THE CHEMISTRY IS RIGHT TO BUILD A JOINT MISSION TOGETHER. THEREFORE THEY PROPOSE THE FOLLOWING DESCRIPTION OF A JOINT MINISTRY FOR REVIEW AND APPROVAL.

TO: Glen Rogers

FROM: Bob Armstrong

DATE: 2-2-94

SUBJECT: Proposal for Your Review

Here is the draft of a proposal for your review along with a copy of the Ash Wednesday Service. Note we are not doing the healing on February 16th because we believe it will make the service too long to combine it with distribution of the ashes. The healing services will begin the following week. Priscilla will deliver the sermon on Ash Wednesday. Let me hear from you ASAP so we can prepare this material for our meeting of the Committee. February 22nd seems to be the best time for our people. Kindest personal regards.

PASTOR ARMSTRONG
RESPONSIBILITIES

ADMINISTRATION

OUTREACH

CHURCH SCHOOL

NEW GROUPS &
PROGRAMS

JOINT AREAS OF MINISTRY

PREACHING

MINISTRY TO SICK

ADMINISTRATION
OF SACRAMENTS

COUNCIL AND CTES

PASTOR ROGERS
RESPONSIBILITIES

COUNSELLING

FOLLOW UP
VISITS

MINISTRY TO
SHUT-INS

WOMEN'S GROUPS

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

February 22, 1994

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Kindest Personal Regards,

Robert M. Armstrong
Pastor

2ND DRAFT

UNITED EVANGELICAL CHURCH
3200 DILLON STREET, BALTIMORE, MD, 21224

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TO; Glen Rogers

FROM: Bob Armstrong *MA*

DATE: 2-25-94

SUBJECT: Draft of Minutes of the Meeting of 2-23-94

Glen. Here is a a draft of the minutes of our last meeting for your review. Let me know of any changes which you feel should be made before we distribute them. Lets get together soon to plan next steps.

UNITED EVANGELICAL - BETHEL PLANNING COMMITTEE
2-22-94 AT 7:30PM

PRESENT:

United Evangelical; George Hammerbacher, President, Harvey Jacob, Financial Secretary, Clarence Rowell, Vice President, Bill Voelker, Treasurer, Robert M. Armstrong, Pastor

Bethel; Cheryl Jordan, Ph.d, Treasurer, Clarence L. Pitz, Vice President, Glen Rogers, Pastor

ABSENT: Samuel F. Poole, President

Following a tour of the United Evangelical facility, Pastor Armstrong opened the meeting with prayer. He said that there had been a request to move our discussions forward and toward dealing with the specifics of bringing these churches together. In the materials which have been submitted as a part of the historical record of our discussions, we included a review of the concept of how the ministers saw their working relationship shaping up. He also said that there had been a request from Bethel as well as United for the laypersons to meet without the Pastors. The Pastors then withdrew.

When the meeting reassembled, Bill Voelker said that the Committee had been talking about a new concept. Rather than thinking about a merger with all its legal ramifications, the group began to discuss the concept of consolidation. In this way the Bethel Church could establish its own committee to sell the present property and make a decisions as to what to do with the proceeds and members of Bethel could simply join United in a consolidated church by a letter of transfer and a formal reception.

Discussion of this concept followed. The Committee expressed its concern for the pain of the Bethel people in seeing their church closed and the possibilities of easing the pain of this process. What kinds of symbols would be helpful for Bethel members to take with them in the new consolidation? Would there be a need for inclusion of the name Bethel in the newly formed church? Would we need an official name change? The suggestion was made that the name Bethel be included on the mast head of the Church bulletins.

Bill Voelker talked about identifying the names of Bethel people in the computer list of church members so that they could be easily identified. He also said that United was computerizing membership lists and church records from 1873. Pastor Rogers said that Bethel's records went back to the early 1900's. These records could be incorporated into the new computer data base at United so that they would be accessible to those needing information.

The Committee then discussed the role of the Pastors. Pastor Rogers said he envisioned a cathedral type ministry of two Pastors each using his gifts to serve the mission. Pastor Armstrong pointed out that we had defined the areas of ministry in the document which had been distributed to the Committee members. Pastor Rogers said that he did not want to be an Assistant Pastor but wanted to share a role as Pastor in the new church. In response to the questions of Bill Voelker, Pastor Armstrong and Pastor Rogers shared some of their ideas on the way in which the joint ministry might work out. Pastor Armstrong made the point that in our discussions we needed to firm up the nature of the call to this new ministry. That is a piece of unfinished business. In the discussion Pastor Armstrong made the point that the Order of Worship was important to him and especially because it affirms the past history of worship and because of the repetitions included which affirm certain basic teaching points in the worship of the church which were there when he came and have been reaffirmed during his ministry. It was clear that while there needed to be a plan for ministry, that that plan needed to be flexible. Both ministers are work oriented people and need room to use their talents to forward the ministry.

The Committee then talked about next steps. The first step is for the Bethel Committee to think about the concept of consolidation as an option to a legal merger and share their thinking with the total Committee. The Pastors need to clarify how they would see the nature of the call and how it would work. This must follow a clarification of the mission of the new United church. We talked about keeping in touch with each other in this next period of time should any questions arise and so we can deal with them directly. Bethel will try to have a proposal to present to their church one way or the other at a meeting shortly after Easter so that we can keep our talks moving and resulting in clarification and decision making. We agreed to have a follow up meeting soon to take the next steps.

Respectfully submitted,

Robert M. Armstrong, Pastor

H. JACOBS
G. HAMMERSTÄCKER



LIFE LINE MINISTRIES, INC.

March 3, 1994

11426 York Road
Hunt Valley, Maryland
21030
(410) 527-3457
Fax (410) 527-3459

Pastor, Robert Armstrong
United Evangelical Church
3200 Dillion Street
Baltimore, Md 21224

Dear Pastor Armstrong:

Please find enclosed promotional materials on Pat Kelly and Life Line Ministries, in preparation for Pat's speaking engagement at United Evangelical Church on March 20, 1994. Pat is very much looking forward to speaking at United Evangelical Church and we trust the services will be a blessed time for all.

Our policy at Life Line is that Pat never puts a price on God's work. He has never set a price for any of his speaking engagements, and has never asked any church or organization for more than they were willing or able to give. Life Line is a faith ministry, totally dependent upon churches and God's people for support. With all this in mind and with consideration given to travel time and distance, I pray that your organization will allow the Holy Spirit to lead you in giving generously so that Pat can continue to reach out to many with the gospel message. All honorariums or love offerings should be made payable to Life Line Ministries, and should be separate and in addition to any travel expenses incurred.

Should you have any questions or need additional information, please contact Pat or myself at (410) 527-3457. Until then, may God continue to bless you and the saints at United Evangelical Church all that you do for Him.

Because of Calvary,

Sherry W. Butler
Administrative Assistant



United Evangelical Church
United Church of Christ
3200 Dillon Street
Baltimore, Md. 21224

Dear Council Member,

Attached you will find a copy of a proposed policy for your
review for our Council Meeting March 1, 1994.

Thank you,

Cass Young
Church Council Secretary

cy

cc: Mr. Bill Single
Pastor Glen E. Rodgers

UNITED EVANGELICAL CHURCH
3200 Dillon Street, Baltimore, Md. 21224

POLICY

The Covenant Relationship

The relationship between Pastors, Council Members, Church School Teachers, Volunteer Leaders and people is based upon trust. Repeatedly, Scripture asserts that religious leadership is a covenantal relationship that presumes the trustworthy exercise of power in behalf of those in their care. The role of ministry involves shared expectations that will use their skills and authority for the wholeness and well-being of others.

Because leadership in a church is a covenantal relationship, unethical behavior is a tragic betrayal of trust and an abuse of power. All who enter professional relationships with church leaders trust themselves to one whom they expect will provide for their care, safety and justice. Leadership oversight is a privilege and a trust. This is especially the case for those who are vulnerable and need protection and safe-keeping. Such persons entrust religious leaders with representative and symbolic power in light of the office of ministry and the God in whose name leaders dare to speak, preach, pray, and bless.

Power in church relationships is inevitably unbalanced because of the power associated with the office of leader as well as the actual power that leaders have in relationships and especially in contexts in which persons trust that their vulnerability will be honored. Persons in religious leadership, like all others in helping professions who have access to people in their most vulnerable moments, are always responsible for keeping appropriate boundaries and assuring the safety of those in their trust.

While Scripture often links the appropriate exercise of power and ministry, we live in a culture that is uncomfortable with acknowledging the reality of power. The Council hopes this policy will help those in religious leadership to acknowledge the responsibility accompanying the exercise of power with which they are entrusted. Church Leaders far more likely to abuse such power when they fail to acknowledge it.

Fundamental Principles of Ethical Conduct at United Evangelical Church:

- A. In all matters, Pastor and Church Leaders are to maintain practices that give glory to Christ, advance the goals of the Church, and nurture, challenge, and protect the welfare of church members, parishioners, clients, and the public.
- B. Leaders are to act in a manner that upholds the honor, integrity, morality, and dignity of the Faith.

- C. Leaders are to limit their ministry to those positions and responsibilities for which they are qualified.
- D. Leaders are to conduct themselves in a manner that assures security and confidentiality and avoids conflicts of interest.
- E. Leaders are to demonstrate respect, honesty, and fairness when interacting with colleagues and persons in related work or professions. At all times they stand for the values of the church.
- F. Leaders are to maintain competency in their work.
- G. In personal as well as professional relationships Leaders are to have honest and sincere motives, upholding the peace, unity, and purity of the Church, and sharing faith, hope, and love with all people.
- H. Leaders are to maintain covenantal faithfulness and trust in their sexual relationships.
- I. Leaders are to respect and be sensitive to the vulnerability of others and avoid all exploitation.

2/2/94

TO: H. JACOB, G. HAMMERBACKER, C. ROWELL, W. VOELKER

FROM: PASTOR *RMA*

DATE: 3-4-94

SUBJECT: RE BETHEL CONSOLIDATION

On March 2nd I had lunch with Paul Peters of the United Church of Christ Board of Homeland Mission and John Deckenback, Conference Minister of the Central Atlantic Conference. In addition to a tour of our facilities, they wanted to talk about the ministry of the church to the city and specifically our plans with Bethel. The United Church has lost many churches in the inner-city of Philadelphia and does not want the same thing to happen in Baltimore. We have 20 similar churches in this city. In the course of the conversation they indicated the interest of the Central Atlantic Conference in keeping the current churches in city locations like that of Bethel. My impression was that they saw Bethel as a site for a ministry to the black or hispanic community. There has been some indication recently in another Baltimore city church that this has proved do-able. John said the Conference had access to a million dollar trust fund and perhaps some other funds through the Board of Homeland Mission for such a venture. John suggested that I talk with Glen about this opportunity and that we could talk together about this later. John said that perhaps we could work out an "in-house" price which would be favorable to Bethel and at the same time move this new mission project forward. I left the discussion with the promise that I would talk with Glen and that we would get back to John soon.

Glen contacted John on March 3rd and confirmed the possibility of moving ahead with this new proposal re the building. Glen will bring this matter to the attention of his Consistory on Sunday, March 6th and get back to me early next week. In my conversation with Glen re the consolidation concept, he thought it might be a hard sell but believed it may be workable.

If this sale of the building is possible and acceptable to Bethel, I believe, assuming Bethel approves our new concept, that it will help move our proposal forward.

Peace

RFD Cross instruct

ENDEVER

TO: H. Jacob, W. Voelker, C. Rowell, G. Hammerbacher

FROM: Pastor

DATE: 3-15-94

SUBJECT: Principles in Negotiation with Bethel

Attached you will find a statement of principles which our Council President and I developed in preparation for our negotiation with the Bethel Committee. These are sent to you for your information and review prior to our next Council meeting. Let George know if you have any questions regarding this document.

PRINCIPLES IN NEGOTIATION OF A UNITED MINISTRY WITH THE
BETHEL UNITED CHURCH OF CHRIST

1. The United Ministry shall be called a "consolidation" rather than a merger. Members of Bethel will be received by United by letter of transfer.

Rationale: to avoid complex legal negotiations and to avoid United being responsible for the sale of the Bethel buildings

2. Bethel will be responsible for the sale of their buildings and decide what they want to do with the proceeds.

Rationale: to eliminate any interest in these proceeds on the part of United. The united ministry should be free of any selfish motives.

3. Mission Statement - Key to United ministry.

A Mission Statement will be developed jointly by members of Bethel and United following a joint worship service in May of 1994. The statement will be developed by work groups of 20 following the service. The groups will report at a plenary session before luncheon. Luncheon will be simple sandwiches, coffee, tea, punch and cookies. A finished statement will be presented to the Council of United and Consistory of Bethel for final approval.

Rationale: an agreed upon statement of mission of the new consolidated ministry is necessary before we finalize a call to Pastor Rogers or structure the staffing.

4. Call of Pastors

*The Call to Pastor Rogers will be extended following the approval of a joint mission statement and agreement by both congregations.

*The calls of both Pastor Armstrong and Rogers will be to the role of Pastor. They shall be called to certain functions which are based on skills, training and experience.

*Members of Bethel will commit to funding one half of the salary of Pastor Rogers for two years following the consolidation.

*Pastor Armstrong is the called Pastor of United. His experience and training is in the area of administration. He is also the current called Pastor. As such he will continue to be the Pastor administratively responsible to the Council for staff coordination and administrative leadership.

*The Order of Worship has been approved by the Council and will continue. Any changes in the order will be proposed to the Council jointly by the Pastors.

*Pastor Rogers will share with Pastor Armstrong in the leadership of worship. At first they will be present and alternate preaching responsibility and when one preaches the other will lead the liturgy. Pastors will share in the administration of the sacraments.

*Both Pastors will attend Council meetings and will have reporting responsibilities for their specific areas of specialty. Pastor Armstrong will coordinate the presentation of a written report for each meeting of the Council.

*Generally Pastor Rogers will assume responsibility for visits to the sick and shut-in except in cases where it seems appropriate for Pastor Armstrong to make certain visits. This is up to the Pastors to coordinate to meet the needs of the parish.

*Pastor Armstrong will assume responsibility for coordination of parish outreach to the community.

*Pastor Rogers will assume responsibility for coordination of follow up work with new members.

*Pastor Rogers will conduct special programs involving leadership of Bible study for adults and children because of his great skill in these areas. Pastor Armstrong and Pastor Rogers will share responsibility for preparing confirmands and new members.

*Pastor Armstrong will assume responsibility for coordinating and strengthening the relationship between the church school and church activities.

*Pastor Armstrong and Pastor Rogers shall coordinate vacations and spell each other off in the absence of the other. They will assume each other's roles when sickness or disability occurs in the life of either person.

*The Pastors will develop with members of the Council a mission statement and plan of administration which will be approved by the Council.

*Salary for Pastor Rogers will be commensurate with his current salary at Bethel.

Rev. Robert M. Armstrong
UNITED EVANGELICAL UNITED CHURCH OF CHRIST
945 S. East Avenue,
Baltimore, Maryland 21204
(410) 276-0621

March 7, 1994

Councilman John Cain,
First District
Baltimore City Council,
Baltimore, MD.

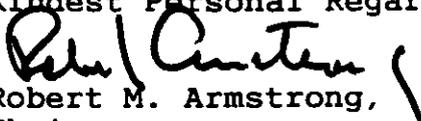
Dear Councilman Cain:

The members of the THINK TANK - a ministerium made up of the Pastors and Priests of Canton-Highlandtown representing its church community, extend to you our admiration and appreciation for your work in seeing to it that the contract with Mr. Hackerman regarding the Pulaski Incinerator has been invalidated and discontinued as of February 1994. This has resulted in saving our city millions of dollars in tax payer expense. We understand also that you were instrumental in the moratorium bill approved by the Council which assures that no incinerators will be built in the city for five years and substantially improves the health and safety of all Baltimore residents but especially those in Canton-Highlandtown. As you know we have a high percentage of deaths in this area from cancer.

We also appreciate your efforts in support of recycling trash as a part of your work in leading our city to new and more imaginative methods for handling waste.

You have served your constituents well in dealing with these most important and crucial issues which effect their health and welfare and Baltimore's prudent use of taxes. For your work in seeing to it that these community issues have been addressed, we are thankful.

Kindest Personal Regards,


Robert M. Armstrong,
Chairman

Cain, continued

THINK TANK MEMBERS

Jonathan Spencer Canton Baptist Church

Cynthia S. Luce Canton United Methodist Church

Rev. Lewis H. Piapma Highland Assembly of God

David D. Danagan⁺ Holy Evangelists Church

W. R. Harris Messiah Lutheran Church

William C. George Batterson Park Baptist Church

Rev Joseph Gzybowski St. Casimir's Church

Rev. Dennis Foley Sacred Heart of Jesus Church

Rev Joseph G. Bochenek St. Brigid's Church

Paul Antun United Evangelical Church

Bethel United Church of Christ
3033 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21224

Pastor, The Rev. Glen E. Rodgers
6865 Parsons Avenue
Baltimore, Maryland 21207

7 March 1994

Phones:
Office: 675-0905
Residence: 484-0431

The Reverend Robert M. Armstrong
United Evangelical Church
945 S. East Avenue
Baltimore, MD 21224

Dear Bob:

I am sure we'll be talking before this letter arrives at your desk. However, I wanted to send this for the record bringing you up to date on the Consistory of Bethel Church in its scheduled meeting yesterday following Morning Worship. All except one member were present and heard the report of the Joint Committee by Mr. Clarence Pitz and Cheryl L. Jordan as well as myself. We spent almost two hours in this meeting with considerable discussion. We, also, brought up the proposal the Conference and Rev. Paul Peters offered to Bethel.

The conclusion of the Consistory was that President Samuel F. Poole would contact before Tuesday Mr. George Hammerbacker, President of United's Council and request that a "Call" be issued to Pastor Rodgers for his consideration. It was felt by the Consistory that no further discussion about the coming together of Bethel and United be undertaken until a "Call" was acted upon by Pastor Rodgers. There seemed to prevail among the Consistory that nothing that has been brought up by the separate committees and the Joint Committee appears to be insurmountable. Clarence Pitz as well as others expressed their desire to come to United to work and to be a part of the continuing witness for Christ in East Baltimore.

This letter is accompanied by sincere prayer and strong feelings about a coming together of United and Bethel Congregations and Pastors. It is hoped that you along with Priscilla and perhaps Cass will be in attendance at this Wednesday's Noon Lenten Meditation and Bring Your Own Lunch. We will certainly welcome all of you. I will not be going to the Think Tank Meeting following at 1 P.M. The Meeting will be over at 1.

Again, Bethel Consistory, Committee, and I thank you for your consideration, prayers and thoughts concerning this continuing witness for Christ in East Baltimore.

Sincerely In Christ



Pastor and Clerk of Consistory

Copy

TO: Ben Long and Lester Wolf

FROM: Pastor *MA*

DATE: 3-14-94

SUBJECT: Church Relationships including Sexual Abuse

Attached you will find for your review our statement on church relationships. Following approval by our Council at its next meeting, it must be reviewed and signed by all Church leaders, Council members, and Church Staff. All adult scout leaders will be asked to initial or sign this following an explanation so that we are sure each person has read the policy and understands its content. This policy should be reviewed with the scout office. Let me know if you have any suggestions or objections.

cc: G. Hammerbacher



Maryland Food Committee

2521 N. Charles St., Baltimore, Maryland 21218 / 410-366-0600

Baby Boost Overview

The primary goals of the Baby Boost project are to reduce the incidence of low birth-weight babies and infant mortality by improving the nutrition and health status of pregnant women, infants and young children. A number of programs are available that help address these issues by providing infant nutrition and health education services, but often do not reach the people they are targeted to serve. The Baby Boost information fairs are designed to link these programs with expectant mothers and parents with infants or young children who use the food pantries or who otherwise may not have access to such services.

Representatives from a variety of agencies will attend the Baby Boost information fairs. Among them will be WIC (The Special Supplemental Food Program for Women Infants and Children), University of Maryland Cooperative Extension Expanded Food and Nutrition Education Program (EFNEP), La Leche League, C-4 Baby Closet, Child Abuse Prevention Center, The Family Place (family support services), House of Ruth (domestic violence), Baltimore Reads (adult literacy) and others.

At the Baby Boost information fairs staff from the various agencies will provide immediate answers to parents' questions, describe their services and explain how parents can participate in their programs. Parents will be offered written materials, recipes, displays and samples of healthy foods for infants and small children. The information fairs will be informal, social and are designed to encourage relaxed, one-to-one interaction with program representatives as well as conversation with other parents. Nutritious snacks will be served during the workshop. Attendance will be limited to 25 - 35 parents for optimal opportunity for interaction.

Breastfeeding will be encouraged as the healthiest, most nutritious way to feed babies. Hand-held baby food grinders will be demonstrated for home production of baby foods will be distributed free to parents with infants who are ready for solid foods. The use of cloth diapers will be promoted as a healthy, less expensive, environmentally-kind alternative to disposable diapers.

Special baby foods and supplies will be distributed to participating parents, including: baby cereals, jars of baby food, formula samples for those families using formula, clothing, toys, soap shampoo and other supplies. A door prize and other larger items such as strollers, crib blankets, or layette sets will be given away, if available.

On site childcare will be provided, allowing parents to fully devote their attention to the information being presented. Information packets with brochures on numerous topics will be distributed, and when available, packets of brochures in other languages will be distributed to parents who do not speak English.

The Baby Boost model was adapted from the Seattle Food Committee, a coalition of Seattle food banks and hot meal programs.

Eastern Shore Office

237 Florida Avenue, Salisbury, MD 21801
410-860-9770

Southern MD/DC Metro Office

1 Maryland Avenue, Suite 3, Gaithersburg, MD 20877
301-670-9344

Western Maryland Office

P.O. Box 188, New Windsor, MD 21776
410-635-8746

SUPERPANTRY SCHEDULE SPRING 1994

MARCH 18, 1994 FIRST DAY

9:30-9:45 Clients arrive, Children go to child care area.
9:45-10:45 Orientation/ Group discussion
10:45-11:00 Break
11:00-11:30 Nutrition lesson by Susan Duffy
11:30-12:30 Prepare lunch, eat lunch and clean-up
12:30-1:30 Group discussion
1:30-2:30 Distribute food, evaluate, dismissal.

MARCH 25, 1994

9:30-9:45 Clients arrive. Children to childcare area.
9:45-10:45 Guest Speaker: Catherine Averett "Self Esteem"
10:45-11:00 Break
11:00-12:30 Nutrition lesson, prepare food, eat lunch and clean-up.
12:30-1:30 Group time
1:30-2:00 Clean Boy Scout Area/distribute food and evaluate day's work, dismissal.

APRIL 1, 1994 GOOD FRIDAY NO CLASS!!

APRIL 8, 1994 GO TO EAST AVE. ENTRANCE. CLASS MEETS IN LIBRARY

9:30-9:45 Go to library, children go to Boy Scout room.
9:45-10:45 Group time
10:45-11:00 Break
11:00-12:30 Nutrition lesson, prepare food and eat lunch, cleanup.
12:30-1:30 Guest Speaker: Diana Bullock "Job Readiness"
1:30-2:00 Evaluate, Distribute food, dismissal.

APRIL 15, 1994

9:30-9:45 clients arrive, go back to original places.
9:45-10:45 Group time.
10:45-11:00 Break
11:00-11:30 Nutrition lesson
11:30-12:30 Guest chef Tom Sanders
12:30-1:30 Guest speaker: Seth Williams "Food For Learning"
1:30-2:00 Dismissal and food distribution.

APRIL 22, 1994 BE HERE EARLY!!

9:30-10:45 Guest Speaker: Helen Williams "Budgeting"
10:45-11:00 Break
11:00-12:30 Nutrition lesson, lunch prep and eating together, clean-up.
12:30-1:30 Group time
1:30-2:00 Evaluate, distribute food bags, dismissal.

APRIL 29, 1994

9:30-9:45 Clients arrive, children to day care.
9:45-10:45 Group time
10:45-11:00 Break
11:00- 12:30 Nutrition lesson. lunch
12:30-1:30 Guest Speaker: House of Ruth
1:30-2:00 Dismissal, Distribute food

SUPERPANTRY SCHEDULE PAGE 2

MAY 6, 1994 BE HERE EARLY!!

9:30-11:30 Travel to East Point Mall for J.C. Penny Makeovers

11:30-12:30 Guest chef Tom Sanders

12:30-1:30 Guest Speaker Planned Parenthood Women's Health Issues

1:30-2:00 Evaluate, Dismissal

MAY 13, 1994

9:30-9:45 Clients arrive, children to day care.

9:45-10:45 Group time

10:45-11:00 Break

11:00-12:30 Last Lunch of the program, .

12:30-1:30 Guest speaker: Philathea Calhoun : Personal Power

1:30-2:00 Dismissal Food list for Graduation.

MAY 15, 1994 GRADUATION DAY TELL FAMILY AND FRIENDS TIME TO BE ANNOUNCED.

ers

APRIL 1, 1994 GOOD FRIDAY NO CLASS

APRIL 8, 1994

G. HAMMERSBACHER, H. JACOB, W. UDELICKEN
C. ROWELL

Bethel United Church of Christ

3033 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21224

Pastor, The Rev. Glen E. Rodgers
6865 Parsons Avenue
Baltimore, Maryland 21207

9 April 1994

Phones:
Office: 675-0905
Residence: 484-0431

The Reverend Robert M. Armstrong
3200 Dillon Street
Baltimore, Maryland 21224

Dear Bob:

Thank you for your telephone call of the 7th regarding United's Council Meeting to be held on April 20th at which time the "Call" to the Pastor of Bethel will be discussed as well as other specific questions pertaining to the Merger.

Last nite I called and left a message regarding a proposed Joint Committee Meeting. Both the 25th and 27th were out as far as Mr. Poole, President, was concerned. All of the Bethel Committee can meet on the 29th, Friday, if that is agreeable with your people. Bethel's extension of the Annual Meeting of October will be held as a Special Meeting on Sunday, 1 May. Therefore, it seems imperative that we meet if we are to arrange any kind of time-table both for United and for Bethel Churches. Hopefully the evening of the 29th will be OK? The alternative would be Sunday nite the 24th which probably isn't the best for us as Pastors after the Sunday's Activities but our people would be able to attend that nite as well as the 29th though latter would be better for all concerned.

This is to confirm the dates of my 'coverage' for you while you are away: 13-17 May and 3-8 June. I will be away 18-21 of April on a short trip to Conn. but close enough to return if any emergency. I am very glad to have the opportunity to 'cover' for you on those two periods.

There is a great deal to discuss at the Joint Meeting and am sorry there has been this break since 22 February. Hopefully all of the Joint Committee will be able to be present as this is the most critical of all our meetings. Certainly the people, Consistory and I pray for the Lord's will to be done for both churches and their pastors. Thank you, again, for your call.

In Christ,

Glen
GLEN E. RODGERS,
Pastor

2. It is still my strong belief that the Merger of United and Bethel Congregations could have worked resulting in an increasingly expanded United Ministry in East Baltimore. It is indeed unfortunate that this could not be accomplished as I continue to feel that Pastor Armstrong and I could have made a terrific team for the continued proclamation and witness of the Gospel of Jesus Christ. I thank each member of the Council, the Joint Committee and Pastor Armstrong for the "exploration of a Merger." I shall continue to be available to Pastor Armstrong for "coverage" and any emergency that could exist in the future.

Very Sincerely in the Name of Christ,



GLEN E. RODGERS
Pastor

GER/ger

PRINCIPLES FOR CREATING A UNITED MINISTRY BETWEEN UNITED
EVANGELICAL AND BETHEL UNITED CHURCH OF CHRIST
4-14-94

1. The United Ministry shall be called a "consolidation". The purpose of the the consolidation is to strengthen the ministry of the United Church of Christ to Canton and Highlandtown and the East Side of Baltimore as well as to members of the church wherever they may reside. Members of Bethel will be received by United by letter of transfer.

2. Bethel will be responsible for the sale of their buildings and decide what they want to do with the proceeds.

3. Mission Statement - Key to United ministry.
A Mission Statement will be agreed upon by both churches. A proposed draft follows.

"The object of this United ministry shall be to provide its members with the preaching of the Gospel, the administration of the sacraments, the facilities for public worship, the education of the young leading into confirmation, and the exercise of Christian discipline; also to agree to the spirit and doctrine of the United Church of Christ, and as such contribute to the general interests of Christ's Kingdom."

A finished statement will be presented to the Council of United and Consistory of Bethel for final approval and will be developed by our joint committee.

4. Call of Pastors

*The Call to Pastor Rodgers will be from the United Evangelical Church following the approval of the governing bodies of United Evangelical Church.

*The call of Pastor Rodgers will be to the role of Pastor.

*Members of Bethel will commit to funding one half of the salary of Pastor Rodgers until such time as the consolidation is complete and the Bethel building is sold.

*Pastor Armstrong is the called Pastor of United. His experience and training is in the area of administration. As such he will continue to be the Pastor administratively responsible to the Council for staff coordination and administrative leadership.

*The Order of Worship has been approved by the Council and will continue. Any changes in the order will be proposed to the Council jointly by the Pastors.

*Pastor Rodgers will share with Pastor Armstrong in the preparation of a plan for ministry to be approved each year

by the Council.

*The Pastors will share the responsibility of preaching and leadership of worship. At first except for vacations they will be present at each worship service. They will share a schedule of preaching responsibility by mutual agreement. When one preaches the other will lead the liturgy. Pastors will share in the administration of and celebration of the sacraments.

*Both Pastors will attend Council meetings and will have reporting responsibilities for their specific areas of specialty. Pastor Armstrong will coordinate the presentation and see that a written report is prepared for each meeting of the Council reviewing the work of the Pastors.

*The Pastors will develop a flexible plan for ministry covering the following; approach to the outreach ministries, support of the Church School, Counselling, ministry to shut-ins, support of Women's Groups, outreach service to new groups and programs, Bible study, preparation of confirmands, follow up with new members, etc. as per the approved plan for ministry.

*The Pastors are responsible for the spiritual leadership of the church and the Council for administration of the buildings, employment of personnel, approval of church programs, and setting policy. Pastors have voice but no vote in the Council.

*Pastor Armstrong and Pastor Rodgers shall coordinate vacations and spell each other off in the absence of the other. They will assume each other's roles when sickness or disability occurs in the life of either person and will alternate emergency coverage of the parish.

*Salary for Pastor Rodgers will be commensurate with his current salary at Bethel.

PASTOR RODGERS:

Salary:	\$ 9,000.00
Soc. Sec.	309.00
BG&E:	554.47
C&P Tele.	212.30
AT&T Phone Lease	<u>57.68</u>

\$10,133.45

Worker's Comp.	206.06
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Bethel United Church of Christ
3033 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21224

Pastor, The Rev. Glen E. Rodgers
6865 Parsons Avenue
Baltimore, Maryland 21207

Phones:
Office: 675-0905
Residence: 484-0431

TO THE COUNCIL AND PASTOR OF UNITED EVANGELICAL UNITED CHURCH OF CHRIST

Dear Friends in Christ,

Greetings.

This letter is in answer to the "call" extended to me April 14, 1994 by the Council of United and read by me on April 17 after Morning Worship at Bethel.

The "Call of Pastors" outlined in the "Principles for Creating a United Ministry Between United Evangelical and Bethel UCC" has been reviewed with countless hours of prayer before and after its receipt. The sections pertaining to "The Call to Pastor Rodgers" left many questions unanswered. Please allow me to suggest only a few in the order of presentation:

1. "The Call to Pastor Rodgers will be the role of Pastor." This is totally rejected as I had been led to believe from the beginning of the consultation on Merger that I was to be considered a "Co-Pastor" with equal rights, privileges and standing before the Council and Congregation of United-Bethel in the to-be-formed Merger.
 - A. It appears that "Co-Pastor" is not to become a fact of the United Ministry set forth in the April 14 "Principles." It is only as "Co-Pastor" that I even considered such a professional and personal move from Bethel to United with my people.
 - B. "Pastor" suggests that I would be an add-on to the Ministry at United and not a co-equal. It, also, suggests that I would be accountable to Rev. Armstrong in everything I intended to do in this lesser role of "Pastor" rather than "Co-Pastor". An example of the lesser role is that statement that "Pastor Armstrong is the called Pastor of United. His experience and training is in the area of administration. As such, he will continue to be the Pastor administratively responsible to the Council for Staff coordination and administration leadership." To me, this suggests that I would have input but not be co-equal in any real sense.

2. "Members of Bethel will commit to funding half of salary of Pastor Rodgers until such time as the consolidation is complete and Bethel building sold."
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 - B. In a Merger/Consolidation it was the intention that Bethel people would continue in their support at United-Bethel in what was described and accepted in statements prior to Feb. 22 in what was called a "New entity."
3. "The Order of Worship" had been discussed at great length over a period of months with Pastor Armstrong. Each of us have our own style and this should be reflected in those services that each would conduct. There are many similarities in the "Order" of United and Bethel. However, Pastor Rodgers' style is much more basic and simple and would, after consideration with the Council, suggest that the Order used presently by United not be changed but reflect the style that Pastor Rodgers was comfortable with. It is recognized that any changes would have been proposed to the Council for their consideration. I thought this was a professional trust that I would be free to conduct my own service with the advice and consent of the Council. I could do nothing less.
4. Exception to "Principles" regarding presence of both Pastors at each Worship Service. Present on each Sunday and present at each Service is very different. This would totally shut out any presence in the Church School, (perhaps as a teacher), any mixing or worshipping with the congregation. It is recognized that having both Pastors present on Sunday as a symbolic example is valid, but not necessarily involved in each worship service. This would completely tie me down into a forced appearance when perhaps I could be more useful in a more effective role within the Church School, at the door greeting people I had visited before and welcoming them to the service, or meeting people that I had been counselling.
5. "Both Pastors will attend Council meetings. Pastor Armstrong will coordinate the presentation and see that a written report is prepared."
 - A. It, therefore, seems to be recognized that Pastor Armstrong is the "Called Pastor of United" and Pastor Rodgers is not co-equal and "Co-Pastor", or "Called" to full-time ministry.

6. Salary and Benefits for Pastor Rodgers:

- A. It never was a matter of money. Pastor Rodgers is not looking for a job but was seeking a role as "Co-Pastor" in a larger fellowship which supposedly was to unite United and Bethel in a Merger/Consolidation.
- B. The "salary" of \$9,000 was an arrangement offered to Pastor Rodgers in 1979 after 4 years of Supply at \$25 per Sunday. It was in particular circumstances in the life of Bethel and does not reflect the time, involvement, and energy that would have been expected in the full-time role of "Co-Pastor" at United. It seems totally unprofessional to pay a full-time "Co-Pastor" less than either the Custodian or Secretaries.
 - (1) It would have been my intention to be present every day to work at United except for a day off each week. This would have included evenings as circumstances required. Nothing in the "Call to Pastor Rodgers" indicated that his role would be less than full-time. I am not looking for part-time employment.

In conclusion, I thank the Council and Pastor Armstrong for entertaining the concept of a Merger/Consolidation between United Evangelical and Bethel. Please let me offer the following observations in regard to "The Call of Pastor Rodgers":

- 1. "The Call" should have been issued only after consultation with me. Many of the above facts or conclusions would have or could have been answered. I think it was imperative that both Mrs. Rodgers and I should have been interviewed together and/or separately at the request of the Council.
 - (A) The "Salary" and Benefits are secondary to the role of "Co-Pastor" and should have been discussed in depth with me and then have the Council come to its own conclusions. It is my feeling that "The Call to Pastor Rodgers" is between the Council/United's Congregation and him. It is not a contract between the two Pastors.
 - (B) There is no way that Pastor Rodgers has undertaken any of the pastorates after leaving the U.S. Air Force the first time to return to civilian status (3 UCC Churches for 4 years in Maine and 1 UCC Church in Havre de Grace for 4 years); or reentering the U.S. Air Force as a Chaplain and moving 26 times in 22 years; or retiring from the U.S. Air Force and coming to Bethel as a Supply for 4 years and as Pastor for 16 additional years; or the contemplated Merger with United - without the prayers and unfailing support and love of Mrs. Rodgers. We have been a ministerial team for 40 years and have always placed our lives in God's Hands and asked and received His guidance. We continue to praise His Name for His presence in our lives.



UNITED EVANGELICAL CHURCH

(UNITED CHURCH OF CHRIST)

CHURCH OFFICE
3200 DILLON STREET
BALTIMORE, MARYLAND 21224
PHONE: 276-0393

ROBERT M. ARMSTRONG, PASTOR
PARSONAGE: 945 S. EAST AVENUE
BALTIMORE, MARYLAND 21224
PHONE: 276-0621

April 12, 1994

To: George Hammerbacher - William Voelker -
Clarence Rowell and Harvey Jacob

From: Pastor Robert M. Armstrong

Subject: Joint Congregation
United Evangelical and Bethel U.C.C.

There will be a meeting of the Negotiating Committee of United here on Wednesday, April 20th at 7:30 p.m. to plan for a meeting with Bethel.

There will be a meeting here on Monday, April 25th at 7:30 p.m. with the Negotiating Committee of Bethel to finalize our plans for a joint congregation.

Best regards,

mss

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

April 11, 1994

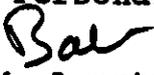
Deacon Max Hoffman
4221 Haycake Road.,
Baltimore, MD, 21236
(Tel No. 256-3722)

Dear Max:

This is to confirm your dates for preaching on Sunday, May 15th and June 5th. Please get your sermon title and scripture to our office the week before your dates.

Max, our people always look forward to having you as our guest preacher. Let me know if you have any questions about these dates.

Kindest Personal Regards,


Robert M. Armstrong
Pastor

cc: G. Hammerbacher
M. Slechta
C. Young

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

April 11, 1994

Mr. George Hammerbacher, President
Council

Dear George:

The Rev. Glen Rogers has agreed to cover during my absense on the vacation days on and around Sunday, May 15th and June 5th. He can be reached at Tel. No. 484-0431 should you need him.

Kindest Personal Regards,

Bob

Robert M. Armstrong
Pastor

cc: M. Slechta
C. Young

PASTOR RODGERS:

Salary:	\$ 9,000.00
Soc. Sec.	309.00
BG&E:	554.47
C&P Tele.	212.30
AT&T Phone Lease	<u>57.68</u>

\$10,133.45

Worker's Comp. 206.06

Mission Statement:

The object of this joint Congregation shall be to provide its members with the preaching of the Gospel, the administration of the Sacraments, the facilities for public worship, the education of the young leading into confirmation and the exercise of Christian discipline; also to agree to the spirit and doctrine of the United Church of Christ, and as such contribute to the general interests of Christ's Kingdom.

BV:mss

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

April 14, 1994

Rev. Roy Joellenbeck
610 Murdock Road,
Baltimore, 21212

Dear Roy:

Thanks for your letter of March 31, 1994. Sorry I have not been able to get back to you till now. The "Make a Difference Campaign" was discussed in our Council meeting of April 5th. The members of the Council felt that we could not participate in this campaign at this time. As you know, we must raise \$140,000 this year to keep the church going and they believe that if we ask people to contribute to the campaign that they will simply reduce the dollars given to the church. This month alone we have three fund raising programs on the agenda to support the mission of the church. One of them is the Sour Beef Dinner and Luncheon which took four days preparation. We served over 700 meals on April 13th. We are having the 50th Anniversary of the Women's Guild on April 24. This requires giving extra. And then there are the special offerings.

One of our women said "when you are on a fixed income you have just so many dollars to spend".

Our church is currently sponsoring on April 21st a "Baby Boost" for people in the area to help the young mothers who are single parent heads of households and who need to learn to use agencies to help them raise their children and to use programs such as WIC. We are also sponsoring in April the SUPERPANTRY to help 12 mothers to get off welfare. This involves teaching people how to buy food which will be most nutritious and at the least cost in addition to helping them deal with abusive husbands and alcoholic male friends. We will also be helping them to develop a life plan and to explore employment. And then, as you know, we are ministering to many sick and disabled persons on social security and fixed incomes.

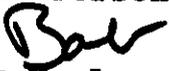
Our church is the urban mission. We have been able by the grace of God to raise money for the mission commitments we have made to the Central Atlantic Conference as well as some other missions of our church but we do this without pledging or any such formal stewardship programs. Our people do not know when they will be working and many are retired or are now in jobs where they get no benefits so they do not feel

good about making commitments in advance when there are question about future employment.

I have reviewed this matter with Clarence and Carol and they believe that without the support of the Council they would not be comfortable about taking on the leadership of the Campaign. They feel it would not be successful without Council support.

As you know, I have much appreciation for your leadership in this Campaign and support what you are doing for the church. I wish you well.

Kindest Personal Regards,


Robert M. Armstrong
Pastor

cc: C. Rowell
G. Hammerbacher
H. Jacob
W. Voelker

UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

DRAFT LETTER

May 3, 1994

Samuel F. Poole
President,
Bethel United Church of Christ
3033 East Baltimore Street,
Baltimore, Maryland 21224

Dear Sam:

Our Council received your letter of May 1, 1994 and respects the decision of your church not to merge or consolidate with United Evangelical Church. We know that you entered into these discussions prayerfully and noted with sorrow the decision to terminate your operation not later than 31 December 1994.

Our Council saw the consolidation as a move of great promise in strengthening the United Church of Christ and its ministry on the East side of Baltimore. But such was obviously not God's will.

Pastor Armstrong and the members of our church stand ready to be of assistance to you or your members during this period of closure. Pastor Armstrong will be available to cover Bethel in the event of the absence of Pastor Rodgers. All of us at United Evangelical offer a welcoming hand to members of Bethel as they seek to find a new church.

As President of our Council I would like the opportunity to review our discussions with you so that each of us might learn from this experience and strengthen our churchmanship. I will be away for a short vacation of two weeks beginning Thursday of this week. If you are open to such a review, give me a call after May 15th so we can plan to get together when I return.

Sincerely,

George Hammerbacher,
President

cc: G. Rodgers, C. Jordan, C. Pitz

Bethel United Church of Christ

3033 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21224

Pastor, The Rev. Glen E. Rodgers
6865 Parsons Avenue
Baltimore, Maryland 21207

1 May 1994

Phones:
Office: 675-0905
Residence: 484-0431

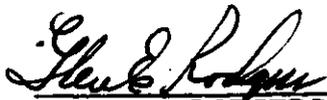
Pastor and Council of United Evangelical United Church of Christ
3200 Dillon Street
Baltimore, Maryland 21224

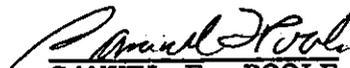
Dear Pastor and Council;

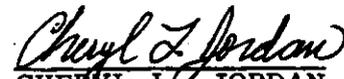
Greetings.

A Special Meeting of Bethel United Church of Christ, with twenty two members present, was held on 1 May 1994 following a Meeting of the entire Consistory and Morning Worship. The following was the recommendation of Bethel Church in answer to a Merger with United Evangelical Church:

"It is recommended that Bethel United Church of Christ not merge with United Evangelical United Church of Christ. It is further recommended that Bethel Church terminate its operation not later than 31 December 1994."


GLEN E. RODGERS
Pastor, Clerk
Member of Comm


SAMUEL F. POOLE
President
Member of Comm


CHERYL L. JORDAN
Treasurer
Member of Comm


CLARENCE FITZ
Vice President
Member of Comm

Bethel United Church of Christ

3033 EAST BALTIMORE STREET
BALTIMORE, MARYLAND 21224

Pastor, The Rev. Glen E. Rodgers
6865 Parsons Avenue
Baltimore, Maryland 21207

Phones:
Office: 675-0905
Residence: 484-0431

TO THE COUNCIL AND PASTOR OF UNITED EVANGELICAL UNITED CHURCH OF CHRIST

Dear Friends in Christ,

Greetings.

This letter is in answer to the "call" extended to me April 14, 1994 by the Council of United and read by me on April 17 after Morning Worship at Bethel.

The "Call of Pastors" outlined in the "Principles for Creating a United Ministry Between United Evangelical and Bethel UCC" has been reviewed with countless hours of prayer before and after its receipt. The sections pertaining to "The Call to Pastor Rodgers" left many questions unanswered. Please allow me to suggest only a few in the order of presentation:

1. "The Call to Pastor Rodgers will be the role of Pastor." This is totally rejected as I had been led to believe from the beginning of the consultation on Merger that I was to be considered a "Co-Pastor" with equal rights, privileges and standing before the Council and Congregation of United-Bethel in the to-be-formed Merger.
 - A. It appears that "Co-Pastor" is not to become a fact of the United Ministry set forth in the April 14 "Principles." It is only as "Co-Pastor" that I even considered such a professional and personal move from Bethel to United with my people.
 - B. "Pastor" suggests that I would be an add-on to the Ministry at United and not a co-equal. It, also, suggests that I would be accountable to Rev. Armstrong in everything I intended to do in this lesser role of "Pastor" rather than "Co-Pastor". An example of the lesser role is that statement that "Pastor Armstrong is the called Pastor of United. His experience and training is in the area of administration. As such, he will continue to be the Pastor administratively responsible to the Council for Staff coordination and administration leadership." To me, this suggests that I would have input but not be co-equal in any real sense.

2. "Members of Bethel will commit to funding half of salary of Pastor Rodgers until such time as the consolidation is complete and Bethel building sold."
 - A. This was never an issue. Bethel intended to pay Pastor Rodgers' full salary until Merger/Consolidation was in effect. That has been the obligation of Bethel since 1974.
 - B. In a Merger/Consolidation it was the intention that Bethel people would continue in their support at United-Bethel in what was described and accepted in statements prior to Feb. 22 in what was called a "New entity."
3. "The Order of Worship" had been discussed at great length over a period of months with Pastor Armstrong. Each of us have our own style and this should be reflected in those services that each would conduct. There are many similarities in the "Order" of United and Bethel. However, Pastor Rodgers' style is much more basic and simple and would, after consideration with the Council, suggest that the Order used presently by United not be changed but reflect the style that Pastor Rodgers was comfortable with. It is recognized that any changes would have been proposed to the Council for their consideration. I thought this was a professional trust that I would be free to conduct my own service with the advice and consent of the Council. I could do nothing less.
4. Exception to "Principles" regarding presence of both Pastors at each Worship Service. Present on each Sunday and present at each Service is very different. This would totally shut out any presence in the Church School, (perhaps as a teacher), any mixing or worshipping with the congregation. It is recognized that having both Pastors present on Sunday as a symbolic example is valid, but not necessarily involved in each worship service. This would completely tie me down into a forced appearance when perhaps I could be more useful in a more effective role within the Church School, at the door greeting people I had visited before and welcoming them to the service, or meeting people that I had been counselling.
5. "Both Pastors will attend Council meetings. Pastor Armstrong will coordinate the presentation and see that a written report is prepared."
 - A. It, therefore, seems to be recognized that Pastor Armstrong is the "Called Pastor of United" and Pastor Rodgers is not co-equal and "Co-Pastor", or "Called" to full-time ministry.

6. Salary and Benefits for Pastor Rodgers:

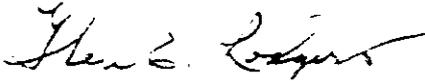
- A. It never was a matter of money. Pastor Rodgers is not looking for a job but was seeking a role as "Co-Pastor" in a larger fellowship which supposedly was to unite United and Bethel in a Merger/Consolidation.
- B. The "salary" of \$9,000 was an arrangement offered to Pastor Rodgers in 1979 after 4 years of Supply at \$25 per Sunday. It was in particular circumstances in the life of Bethel and does not reflect the time, involvement, and energy that would have been expected in the full-time role of "Co-Pastor" at United. It seems totally unprofessional to pay a full-time "Co-Pastor" less than either the Custodian or Secretaries.
 - (1) It would have been my intention to be present every day to work at United except for a day off each week. This would have included evenings as circumstances required. Nothing in the "Call to Pastor Rodgers" indicated that his role would be less than full-time. I am not looking for part-time employment.

In conclusion, I thank the Council and Pastor Armstrong for entertaining the concept of a Merger/Consolidation between United Evangelical and Bethel. Please let me offer the following observations in regard to "The Call of Pastor Rodgers":

- 1. "The Call" should have been issued only after consultation with me. Many of the above facts or conclusions would have or could have been answered. I think it was imperative that both Mrs. Rodgers and I should have been interviewed together and/or separately at the request of the Council.
 - (A) The "Salary" and Benefits are secondary to the role of "Co-Pastor" and should have been discussed in depth with me and then have the Council come to its own conclusions. It is my feeling that "The Call to Pastor Rodgers" is between the Council/United's Congregation and him. It is not a contract between the two Pastors.
 - (B) There is no way that Pastor Rodgers has undertaken any of the pastorates after leaving the U.S. Air Force the first time to return to civilian status (3 UCC Churches for 4 years in Maine and 1 UCC Church in Havre de Grace for 4 years); or reentering the U.S. Air Force as a Chaplain and moving 26 times in 22 years; or retiring from the U.S. Air Force and coming to Bethel as a Supply for 4 years and as Pastor for 16 additional years; or the contemplated Merger with United - without the prayers and unfailing support and love of Mrs. Rodgers. We have been a ministerial team for 40 years and have always placed our lives in God's Hands and asked and received His guidance. We continue to praise His Name for His presence in our lives.

- 4
2. It is still my strong belief that the Merger of United and Bethel Congregations could have worked resulting in an increasingly expanded United Ministry in East Baltimore. It is indeed unfortunate that this could not be accomplished as I continue to feel that Pastor Armstrong and I could have made a terrific team for the continued proclamation and witness of the Gospel of Jesus Christ. I thank each member of the Council, the Joint Committee and Pastor Armstrong for the "exploration of a Merger." I shall continue to be available to Pastor Armstrong for "coverage" and any emergency that could exist in the future.

Very Sincerely in the Name of Christ,



GLEN E. RODGERS
Pastor

GER/ger

UNITED EVANGELICAL CHURCH
3200 DILLON STREET,
BALTIMORE, MD, 21224
(Tel No. 410-276-0393)

REPORT TO THE COUNCIL ON THE PARENT CHILD INVOLVEMENT PROJECT
June 16, 1994

BACKGROUND:

The exploration of this project was approved by our Council at its meeting of June 5, 1994. The program is facilitated by Concetta Clark (995-0118) of 5317 Night Shade Court, Columbia, MD 21045. She has been leading parent-child involvement programs in our community for 27 years. The program has been held at Fortview Recreation Center adjacent to Public School #230 for the last nine years. It currently serves children from 2 to 4 years of age. Concetta holds three classes with no more than 15 children in each class. Classes serve (12) two year olds, (15) three year olds and (15) four year olds and their parents for a total maximum capacity of 42 children. Parent participation is mandatory. The classes operate during the school year on Monday, Tuesday, and Thursday. The key to this program is that mothers and fathers volunteer to help work with the children so Concetta needs space to work with these parents. While the program has a Director and an Assistant, it is basically a parent support group with children's programming.

MISSION OF THE CHURCH:

Our Church needs to attract Young Adults between the ages of 20 and 45. We recognize that the new people coming into our neighborhood are young adults with young children and many of them are single parents. Many of these adults lack training in parenting. Most mothers have to work. Like many parents today, they need help and support in raising their children. They also need a safe place to help prepare their children for the demanding pace of the modern school. This project attracts parents who are willing to work in the program and to help finance the school. This project is a self supporting self-help program and fits into our mission objectives of helping parents and children to grow in character reflective of the caring values of a church. Concetta Clark is an experienced parent educator and child care expert. She has an excellent reputation in our community. We believe our objectives and those of the Director and participating neighborhood parents are similar.

SUMMARY:

On Thursday, June 16, 1994, Clarence Rowell Vice President, Bill Voelker Treasurer, Harvey Jacob Financial Secretary, Cass Young, Secretary, and Bob Armstrong, Pastor (Council Members) met with representatives of the Parent Child Involvement Program to review the project and look at the second floor as a potential place to service this program.

Due to a previous engagement, George Hammerbacher, our President was unable to be with us. Jim Talagsen, Property Manager, was on vacation and so unable to be present at this meeting. John Strong was present to help us get into any rooms in the building which might be necessary to exploring this site.

Concetta Clark, facilitator of the Program was present along with parents Tomothy P. O'Meally of the Gartland & Co. Insurance, 803 Sharp St., P.O. Box 88 Baltimore, MD, 21203 Tel No. 837-0574, Donna Pate (member of United), and Janice Jackson (member of United)

ITEMS NECESSARY TO DEVELOP THIS PROGRAM:

1. Council felt that the program should take place on the second floor to make it accessible to the children. The Scouts would then move to the 4th floor. The large area used by Scouts would have to be redesigned and painted for the children with some nice bright colors similar to that of the Child Care Room developed by Carol Borkman. The kitchen would also be an asset if it were painted and cleaned up. This floor also has a toilet in the Library. Concetta believes that we may be asked to put an additional toilet in this space and possibly move the sink to make it accessible to the children. The parents have equipment for operating the Program which would be brought to the site. Under consideration is the possible use of the gym on the first floor for large muscle activities. This equipment would be put away after each session.

2. We may need a panic bar on the door to the Gym or Fellowship Hall. That will enable us to keep that door locked at all times.

3. We need an electric lock on the East Ave Entrance and a speaker system so that the Program can identify when parents come to serve. It will also give the school control over admissions to the building. At night the Scouts need to control the front door and admit members of the troop.

4. We need the tiles replaced on the 4th Floor so the Scouts can more comfortably use the room. The old tiles and trash need to be removed from the 4th floor to make the room usable.

5. The Scout Storage room needs to be cleaned out but the equipment can remain there for now since that space is not necessary for the Parent Child Involvement Program.

6. Harvey Jacob has explored the question of insurance and will have a report to make later in our discussions. He will review these questions with the United Church Insurance Advisory Board and with Timothy O'Meally who is familiar with

insurance questions involving schools. One key is to focus on the definition of this program as being a self financed parent child involvement program.

NEXT STEPS:

1. Have Concetta submit a proposal to the licensing agency for their review and then set a date for our review of the site with the representative of the licensing/approving agency. Jim Talagsen, as Property Manager, should be involved.
2. Get information regarding insurance options for presentation to the Council in its meeting of July 5th. Harvey Jacob, Financial Secretary, will follow up on this.
3. Get a list of costs necessary to properly discuss this option at our next Council meeting on July 5th and so that a decision can be made regarding this program at this time. If we are to sponsor this program, time is of the essence since the program must be promoted for a September date.
4. Present a proposal for review by the Council at its next meeting on July 5th. Concetta Clark will prepare this.

cc: Council, C. Clark

PRE-SCHOOL CARE PROJECT

June 14, 1994

The exploration of this project was approved by our Council at its meeting of June 5, 1994. The program is run by Concetta Clark (995-0118) who has been leading Pre-School programs in our community for 27 years. The program has been held at Public School #230 for the last twelve years. Concetta holds two sessions, one in the morning and one in the afternoon, and operates during the school year. Mothers volunteer to help work with the children so Concetta needs space to work with the mothers.

MISSION OF THE CHURCH

Our Church needs to attract Young Adults between the ages of 20 and 45. We recognize that new people in our neighborhood are young adults with young children. Many of these adults have to work and need a safe place to place their children. This project fits our mission objective.

ITEMS NECESSARY TO DEVELOP THIS PROGRAM:

1. Council has felt that the program should take place on the second floor. The Scouts would then move to the 4th floor. The idea is to begin to make more effective use of our building and to try to meet a need for pre-school child care for working mothers. The large area used by Scouts would have to be redesigned and painted with some nice bright colors similar to that of the Child Care Room developed by Carol Borkman. The kitchen would also be an asset if it were painted and cleaned up. This floor also has a toilet in the Library. Concetta has equipment for operating the school which she would bring with her.
2. We may need a panic bar on the door to the Gym or Fellowship Hall. That will enable us to keep that door locked at all times.
3. We need an electric lock on the East Ave Entrance and a speaker system so that the Pre-School can identify when mothers come to serve and control admissions to the building. At night the Scouts need to control the front door and admit members of the troop.
4. We need the tiles replaced on the 4th Floor so the Scouts can more comfortably use the room. The old tiles and trash need to be removed from the 4th floor to make the room usable.
5. The Scout Storage room needs to be cleaned out but the equipment can remain there for now since that space is not necessary for the Pre-School project.
6. Harvey has explored the insurance question and will have a report to make later in our negotiations.

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

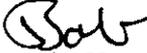
June 14, 1994

TO: G. Hammerbacher, President, C. Rowell, Vice President,
H. Jacob, Financial Secretary, W. Voelker, Treasurer,
J. Talagsen Property Manager, and C. Young Secretary

Our meeting with Concetta Clark to consider the Pre-School Project will take place on June 16, 1994 at 4:00PM. I have talked with Ben Long about moving the Boy Scouts. This is a major item of consideration since our church has sponsored Scouts for about 50 years. Ben understands that Council is trying to make better use of our building. In these days when young boys need the guidance of the church in forming their character, we must support this troop with care.

Attached you will find some items which need to be looked into as we consider this project. There may be some others after we talk to Mrs. Clark. Most of these are our problems and do not need to concern Mrs. Clark at this time. John Strong will be here to let us into the various rooms including the Scout storage room.

Kindest Personal Regards,


Robert M. Armstrong
Pastor

cc: John Strong

PARENTS AND CHILDREN TOGETHER

Under the direction of Ms. Concetta Clark, United will start up a program in September called PACT (Parents and Children Together).

Program for Two Year Olds: - These children will attend with a parent who remains on site. Their session meets on Tuesday morning for 1½ hours. There will be no more than 12 children enrolled in this group. The parent's discussion/support group meets in a room adjacent to the children's room. Two rotating parents and a paid adult will stay in the room with the children and conduct the program.

Program for Three Year Olds: On Monday morning these children will come with their parents who also participate in a discussion/support group on site. This session is 2 hours long. There will be no more than 15 children enrolled in this group. Two rotating parents and a paid adult will stay with the children and conduct the program.

On Thursday morning these children will return for another 2 hours. Two paid adults and one rotating parent will help with the children's program.

Program for Four Year Olds: The 4 year olds will meet on Monday, Tuesday and Thursday afternoon for 2 hours each day. There will be no more than 15 children enrolled in this program.

On Monday the children will attend with their parents who stay on site for their support/discussion group. Two rotating parents and one paid adult will stay with the children and conduct the program.

On Tuesday & Thursday afternoons the children return for additional sessions. On these days two paid adults and one rotating parent will stay with the children.

The children will meet on the second floor of the Church School Building. They will also have use of the gym.

If you are interested in this program for your child or children, contact Cass Young in the Church Office.

CHURCH COUNCIL AGREED TO THIS PROGRAM AT THEIR JULY 5, 1994 MEETING.

The Rev. Robert M. Armstrong
UNITED EVANGELICAL CHURCH
945 S. East Avenue,
Baltimore, MD 21224
(410) 276-0621

June 20, 1994

Lillian Augustus
Childcare Administration
2701 N. Charles St., 3rd Floor
Baltimore, MD, 21218

Dear Ms. Augustus:

On Friday, June 17, 1994, Concetta Clark telephoned asking for direction in getting our parent child involvement program operational by September of this year. As requested a plan for that program was submitted to me and we forward it to you for your information and review so that we can determine what we need to do to come into compliance with your regulations.

Program for Two Year Olds:

These children attend with a parent who remains on site. Their session meets on Tuesday morning for one and a half hours. There will be no more than twelve children enrolled in this group. The parent's discussion/support group meets in a room adjacent to the children's room. Two rotating parents and a paid adult will stay in the room with the children and conduct the program.

Program for Three Year Olds:

On Monday morning these children will come with their parents who also participate in a discussion/support group on site. This session is two hours long. There will be no more than fifteen children enrolled in this group. Two rotating parents and a paid adult will stay with the children and conduct the program.

On Thursday morning these children will return for another two hours. Two paid adults and one rotating parent will help with the children's program.

Program for Four Year Olds:

The four year olds will meet on Monday, Tuesday, and Thursday afternoon for two hours each day. There will be no more than fifteen children enrolled in this program.

On Monday the children will attend with their parents who stay on site for their support/discussion group. Two rotating parents and one paid adult will stay with the children and conduct the program.

On Tuesday and Thursday afternoons the children return for

additional sessions. On these days two paid adults and one rotating parent will stay with the children.

Facility Description:

The facility includes a large room for the children, a kitchenette, and a large indoor play area which will be furnished with gym equipment, and a separate room equipped with visual aides and a blackboard for the parent\support discussions.

Because we want to prepare for opening this service in September, time is of the essence. Because of the large group of young adults who are moving into Canton with young children and also those who are starting new families, we are anxious to hear from you soon so we can make any changes necessary to meet your regulations and plan our promotion of this opportunity for the people in our neighborhood. We look to hear from you soon.

kindest Personal Regards,


Robert M. Armstrong
Pastor

TO: CLARENCE ROWELL, PRESIDENT AND COUNCIL MEMBERS

FROM: PASTOR *TMA*

DATE: 7-30-93

SUBJECT: CORRESPONDENCE TO DATE RE ISSUE OF SEXUAL ABUSE

PLEASE NOTE THE ATTACHED INFORMATION. MOST OF IT CONCERNS THE INSURANCE COVERAGE. THE SCOUTS ALSO INDICATE THAT THEY HAVE A POLICY RE THE INVESTIGATION OF LEADERS FOR A RECORD OF CONVICTIONS REGARDING CRIMINAL MATTERS. THEY ALSO HAVE TRAINING FILMS WHICH WOULD BE AVAILABLE TO US FOR OUR CHURCH SCHOOL LEADERS, CHURCH STAFF, AND OTHERS WHO PARTICIPATE IN LEADERSHIP IN THE CHURCH. ONE OF MY QUESTIONS IS WHETHER WE HAVE A RECORD THAT ALL SCOUT LEADERS HAVE SEEN THIS MATERIAL? ARE WE TAKING THAT FOR GRANTED? SHOULD WE HAVE A POLICY REQUIRING EDUCATION AND TRAINING IN THIS MATTER OF ALL LEADERS IN OUR CHURCH? SHOULD WE REQUIRE SUCH A PROGRAM INCLUDING BACKGROUND CHECKS OF CONVICTIONS FOR ALL LEADERS OF OUTSIDE GROUPS USING OUR BUILDING? (D.C. IMPACT, SUPER PANTRY, WIC, DANCE CLASS) THIS INFORMATION IS SENT TO YOU FOR YOUR INFORMATION AND REVIEW PRIOR TO OUR COUNCIL DISCUSSION OF THIS MATTER. I STILL HAVE NOT HEARD FROM TOM HAMILTON REGARDING OUR CHURCH'S POSITION IN THIS MATTER BUT AM SENDING HIM THIS INFORMATION FOR HIS FILES.

CC: T. HAMILTON
E. MEYERS
B. LONG
COUNCIL

INSURANCE COMPANY OF NORTH AMERICA
PHILADELPHIA, PENNSYLVANIA

CERTIFICATE OF INSURANCE

THIS IS TO CERTIFY TO:

UNITED EVANGELICAL CHURCH
3200 DILLON ST.
BALTIMORE, MD. 21224

POLICY NUMBER: HDO G1 549727-0
POLICY PERIOD: 3/1/93-3/1/94

Named Insured: Boy Scouts of America, National Council & Local Council Named Herein.

LOCAL COUNCIL: BALTIMORE AREA COUNCIL

COUNCIL NO. 220

ADDRESS: 701 WYMAN PARK DRIVE, BALTIMORE, MD 21211

THE INSURANCE PROVIDES THE FOLLOWING COVERAGES AND LIMITS OF LIABILITY, SUBJECT TO ALL THE TERMS, CONDITIONS, AND EXCLUSIONS OF THE POLICY, FOR ALL OFFICIAL SCOUTING ACTIVITIES OF THE LOCAL COUNCIL

TYPE OF INSURANCE

COMPREHENSIVE GENERAL AND
NON-OWNED AUTOMOBILE LIABILITY

COVERAGE INCLUDED FOR:

LIMITS OF LIABILITY

BODILY INJURY AND
PROPERTY DAMAGE

\$ 500,000 PER
OCCURRENCE COMBINED
SINGLE LIMIT

Operations/Products, Blanket Contractual, Personal Injury,
Broad Form Property Damage, Malpractice for Legal,
Engineers and Medical, Watercraft Liability, Non-Owned
Automobile Liability

ADDITIONAL INSURED: All Scout Officials, Volunteers, Chartered Organizations and Others Engaged in Official Scouting Activities

DESCRIPTION OF OPERATIONS/LOCATIONS/EVENTS: The certificate holder is included as an insured for loss arising out of Scouting activities in their capacity as a chartered organization of BSA. Such coverage shall apply as primary insurance to any other insurance of the certificate holder except it is excess on automobiles owned by the certificate holder.

TROOP + PACK 19

This Insurance covers Scouting Activities only.

This Certificate of Insurance does not amend, extend or alter the coverage, limits, terms or conditions of the policy. It is the intention of the company, if policy is cancelled, that 30 days written notice will be given to certificate-holder.

Number: 204

Date Issued: 7/12/93

Gary Hare

MARSH & McLENNAN, INC.

cc: RISK MANAGEMENT SERVICE, NATIONAL OFFICE, S402