

**THE REVEREND CORINNE O. BAKER**

**PROFESSIONAL INTERIM PASTOR**

*532 Bowline Road*

*Severna Park, Maryland 21146*

*(h) 410-544-6772*

*(c) 410-435-4330*

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**PASTORAL SERVICE**

- 1997-99 Int. Head of Staff, Faith Presbyterian Church, Baltimore, MD
- 1995-97 Int. Solo Pastor, First Presbyterian Church, Aberdeen, MD
- 1993-95 Int. Head of Staff, The Presbyterian Church, Hagerstown, MD
- 1992-93 Int. Head of Staff, First Presbyterian Church, Cumberland, MD
- 1991-92 Int. Solo Pastor, Church of Reconciliation, Chapel Hill, NC
- 1990-91 Int. Assoc. Pastor, Gurnee Community Church, Gurnee, IL
- 1986-90 Int. New Church Development, Christ Our Anchor P.C. Annapolis, MD.
- 1984-86 Interim Solo Pastor, First P.C., Grimes, IO
- 1982-84 Student Pastor UCC & Presbyterian Churches, St. Louis, MO

**SERVICE IN ECUMENICAL ORGANIZATIONS**

International Annual Conference, Interim Network, June 1999 Wheaton, IL

I have attended 11 previous Annual Conferences which provide additional training in the skills needed for professional Interim Pastors as well as providing leadership on different committees

Member of Executive Director Search Committee for Interim Network- 1999

Chair of Personnel Committee of Interim Network – present

Member of Board of Directors of Interim Network – present

**DENOMINATIONAL SERVICE**

**LOCAL**

Member of Committee On Preparation, Baltimore Presbytery – present

Member of Administrative Commission for Baltimore Presbytery – present

Co-Chair of Farewell Celebration for Presbytery Executive – present

Chair, Baltimore Presbytery Council, 1997-98

Moderator of the Presbytery of Baltimore, 1996-97

Vice Moderator of the Presbytery of Baltimore, 1995-96

Member of Committee On Ministry of Presbytery of Baltimore 1988-90; 1993-96

Member of Committee On Ministry of Chicago Presbytery, 1990-91

Commissioner - Baltimore Presbytery to 202<sup>nd</sup> General Assembly, Salt Lake '90

Co-Chair of Presbytery's Pastor's Fund Raising Committee for Vision 2,000 1994

Member of Search Committee for Associate Executive Presbyter 1993

Chair of Presbytery's Staff Evaluation Committee 1989

Leader and Facilitator for congregations in mission self study and goal setting

**NATIONAL**

General Assembly Presbyterian Church, Evangelism, Church Growth June 1998

Have attended seven previous General Assemblies, two as representative of Baltimore Presbytery. Concentration was on Church Growth and Evangelism Committee Work

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Member of Denominational Planning Committee - First Multi-Cultural Conference - present  
Charter Member (1986) Secretary (1995-97) Board Member of Council of the Association of Presbyterian Interim Ministry Specialists (APIMS) 1994-97 I held various other positions 1986 - 99

**CONTINUING EDUCATION**

- Year Long Seminar The God of Israel, Institute for Christian Jewish Studies and Union Seminary, Richmond VA 1998-99
- Multi-Cultural Conference proceeding National Evangelism Conference sponsored by five denominations, Cincinnati OH, Nov. 1998
- 2003: A CHURCH ODYSSEY A Doctor of Ministry Class on Generations: The Cultural and Historic Context for Ministry Today and Into the 21<sup>st</sup> Century, Dr. Jay Hudson Feb. 1998 McCormick Seminary
- Advanced Interim Course on Healthy Congregations A Systems Approach for Interim Ministry Dr. Peter Steinke, Seattle, WA. June 1997
- Leading Small Groups In The Church and Small Group Ministry in the Church Participated in 1997 and 1998
- Blended Worship in the Church Participated in two courses taught by Robert Webber in leading contemporary worship and blended worship experiences 1997
- Conflict In The Church Participated in courses on Conflict Management by Speed Leas 1985, 1994
- Advanced Interim Course Competition and Human Interaction in the Church Aug. 1993, Estes Park, CO Drs. Linda Rea, Kathy Feather

**EDUCATION**

- Doctor of Ministry Candidate, San Francisco Theological Seminary, San Francisco, CA 1988-93
- Master of Divinity, granted by Eden Seminary St. Louis, MO May 1984
- Graduate Work in Counseling, Washington University St. Louis, MO 1965-66
- Bachelor of Science Degree in Education, granted by University of Southern California, Los Angeles, CA 1963
- Work towards B.S. at University of Illinois School of Music, Champaign-Urbana, IL 1959-62 (Scholarship in Piano – Various Honor and Music Societies)

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**REFERENCES**

- The Rev. Dr. Herbert Valentine, Executive Presbyter of Baltimore Presbytery  
5400 Loch Raven Blvd. Baltimore, 21239 410-433-2012 (f) 410-433-2066
- The Rev. Dr. Kenneth Byerly, Associate Executive Presbyter, (same as above)  
Elder Nancy Schmeltz, elder and member of Interim Search Committee, Faith  
Church 6 Stanrock Ct. Baltimore, MD 21234 410-661-8706
- Judge David Ross, elder chair of Children and Youth Committee, Faith Church  
706 Benston Place Baltimore, MD 21210 410-435-3928
- Elder Don and Deacon Betty Bunce, served with Betty on care of  
home-bound, Oakcrest, 8810 Walther Blvd.#2108 Baltimore, MD 21234  
410-663-8494
- Elder Carol Taylor, Chair of Worship Committee Grove Church  
812 Lynn Lee Drive Aberdeen, MD 21001 410-734-4147
- Elder Lou and Deacon Mary Barnhart, Lou was Chair of Personnel and Mary  
is Chair of Matha's Meal Soup Kitchen, Grove Church  
807 Shirley Drive, Aberdeen, MD 21001 410-272-0694
- Elder Clerk of Session David Sullivan, The Presbyterian Church, Hagerstown  
1914 Monument Rd. Myersville, MD 21773 410-293-9967

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I am a puzzle worker. Puzzle working can be perplexing, confusing, difficult to resolve, agitating, bewildering, and baffling. It can bring about uncertainty of action or choice, and lead to a question or problem designed to test one's ingenuity.

Puzzle working also can be fun, challenging, a sprouting of many possibilities. It can lead to the participation of many people, bring about a sense of achievement and self-confidence, lend itself to the listening of others' ideas, call forth one's resolve to be patient, and lead to a greater understanding of the whole. Puzzle working by a community can result in many positive experiences, as in the case of Ezekiel, when the people became unified and were lead to a greater understanding of God's expectations. In the book of Judges, Samson tests his people as to their integrity and honesty by giving them a difficult puzzle, which would decide their fate. Puzzle working also can lead, as in Psalm 49, to faithfulness, trust, and steadfastness in the face of fear and anxiety. The Psalmist "inclined his ear to solving his puzzle through the calming music of the harp" as he declared that his life belonged to God, and not to those who sell their souls. He writes, "the ransom of life is costly, and can never suffice."

I am a puzzle worker. As a practitioner of the Interim Pastorate, I think God is calling the church through Jesus Christ, to work together through the many puzzles of life. No longer can we pretend that the church is the place to seek refuge from the solving of puzzles. Rather, during the in-between time of an interim period with which I am familiar, the church can be the place of possibility and hope. Similarly as in the working of a puzzle, one risks trying piece after piece until the right one matches. So also the church becomes the place to risk the planting of dreams, a place to face the truth about ourselves, a place to "match" love and reconciliation. Paul writes, "God reconciles us through Christ and God gives us the ministry of reconciliation." (2 Cor. 5:18)

Uppermost, church is a place where God's people gather to worship, receive God's presence through the sacraments, and is a place where the community becomes empowered for ministry through the presence of the Holy Spirit. As the church, in the interim time, continues to put more and more of the puzzle pieces together, it gradually builds on a growing atmosphere of trust and confidence. As the spaces in the puzzle begin to be filled, the church community can nurture one another and provide a safe place to bring fears, joys, anxieties, and celebrations. How does the church accomplish this? In the words of the first question of the Westminster Catechism, our chief aim is to "glorify God and enjoy God forever." God calls us, not to be perfect, but to be faithful in our ongoing quest for an intimate relationship with God, as we trust God's promise of resurrection and new life, through the forgiveness, grace, and presence of Jesus Christ. As we pray to discern God's continual presence through the Holy Spirit in our lives and ministry, we can be lifted up and given something like a spiritual boost that can impel us forward in our search for direction and encouragement in the working of our puzzle. We do not journey alone. For Jesus says to each of us, "remember, I am with you always, to the end of the age." (Matt. 28:20)

During the interim time, I lead through empowering and enabling. I am not the solver of the puzzle or the reliever of the mystery, but an agent of solution. Though I have been in training for almost two decades and have participated in hundreds of life's puzzles that all of us are given, I only know that no two are alike and no one answer fits all. The situation and the experience is a puzzle. I am called to join hands with the people of a congregation during the interim period for a common calling to work at the puzzle together.

Here the personal and intimate uniqueness of each one involved becomes both a solving and a complicating factor. Serving as an Interim Senior Pastor and an Interim Associate Pastor, I have come to cherish and celebrate the puzzling differences and the leading of the Holy Spirit.

Questions such as "what shall we do in this interval?" and "what direction, what goals should we adopt?" and "how shall we go about making these decisions?" are natural and healthy, but even the asking leads sometimes to uncertainty. It is this very open moment to which I have addressed my experience and skills. Every situation has been worked through in a different and sometimes unpredictable way, but the calling to be part of that struggle, to be imbedded in the puzzle with earnest seeking Christian sisters and brothers, is the privilege of my call.

I seek ways to balance my life among the many areas of family, church, and my own spiritual pilgrimage. God is a vivid presence through daily prayer as I search my own motives, actions, and openness to guidance. As I am a continual seeker, I can be part of others' lives in seeking.

Christian Education is my first love and is where I am most able to use my musical training. Working with youth, teaching confirmation classes, and training teachers is an exciting and valued opportunity to lead people into deeper faith experiences. While I was a Christian educator, a denominational training video was filmed of my class and of me explaining team teaching techniques. I continue to update my skills through conferences and courses, some of which are in areas of Evangelism and Church Growth, Conflict Management, Family and Church Systems Theory, Small Group Ministry, and Planning Worship for Future Generations.

I am an active and loyal presbyter, serving on major committees. In 1996-97 I served as moderator of Baltimore Presbytery. In 1990 I was a commissioner to our General Assembly in Salt Lake. As part of my doctoral program at San Francisco Theological Seminary, I participated as an American observer at the Asian Church Women's Conference in Kwangju, Korea. I also traveled to Guatemala to work with the Mam people in a special mission project of health education at the Mam Indian Christian Center in San Juan Ostuncalco. Along with my husband, Wesley, also an intentional interim pastor, we designed a special "Reformation Tour" of Germany and Scandinavia in 1990, and led two tours to the Holy Land in 1985 and 1986.

Serving on the planning committee for the First Multicultural Conference in 2000 is a groundbreaking experience for both the denomination and me. I have held office in APIMS, (Association of Presbyterian Interim Ministry Specialists) and am currently serving a term on the Personnel Committee and the Board of Directors of the national Interim Ministry Network.

My ordained experience in the interim pastorate includes:

The Presbyterian Church of Grimes, Iowa 1984-86

Christ Our Anchor Presbyterian Church of Annapolis, MD, 1986-90

Four years, during which a new building was built for this New Church Development  
Gurnee Community Church, Gurnee Illinois (interim associate pastor) 1990-91

Church of Reconciliation, Chapel Hill NC 1991-92

First Presbyterian Church of Cumberland, MD 1992-93

The Presbyterian Church of Hagerstown, MD 1993-95

Grove Presbyterian Church, Aberdeen MD 1995-97

Faith Presbyterian Church, Baltimore MD 1997-Present

I am happy to provide references beyond those of our Presbytery Executive Herbert Valentine and the associate Executive Ken Byerly.

## APPENDIX A

**Position Title:** Pastor and Head of Staff  
**Incumbent:** The Rev.  
**Reports to:** The Session and the Ministry of Plans, Policies and Professional Personnel.

**SUMMARY OF POSITION:** The Pastor is responsible for guiding Woods Church in its whole life and mission and shall be the spiritual leader of the congregation, generating support and enthusiasm among the members, its leaders, and staff for significant direction, projects, designs, programs, and commitments. The Pastor is expected to lead both in envisioning new directions for ministry, and in organizing resources to accomplish church goals. The Head of Staff is responsible for the general management and leadership of the paid and voluntary staff.

- I. **Director of Worship:** Develops a program of worship and leads the interpretation of God's Word declaring what God has done for us in Jesus Christ and what is our appropriate response.
  - A. Ordinarily preaches Sunday morning and maintains high standards of Biblical work and artistic liturgical leadership. Develops a schedule of preaching and liturgical support for associate pastors.
  - B. Is responsible for developing a rich worship life and educating the congregation in meaningful participation and understanding.
  - C. Ordinarily administers the sacraments with support from associate pastors and elders.
  - D. Selects hymns, sung responses, and guides the effort to integrate music with the season and subject of particular worship services and with various needs of the congregation.
  - E. Is responsible for constant renewal, reflection, and scholarly research. Schedules weekly times for general reading and sermon preparation, as well as attendance at conferences and research study leave.
  - F. With the congregation, seeks to understand what God is doing in our time and to address that perspective in worship forms and content.
  - G. Serves as staff resource to the Ministry of Worship and Sacrament.
  - H. On behalf of the Session, prepares parents to bring their children for baptism.
- II. **Church Leadership:** Keeps a long range view of developing church life and shares that vision with the congregation and staff.
  - A. Takes courses during study leave to gain insight, prepare and sensitize for leadership.

- B. Serves as staff resource to long range planning, church planning, and Master Planning.
- C. Continually prepares and informs self on movements, insights, trends, styles that the church needs to understand for effective evangelism, fellowship, mission, and worship.

III. **Administrator:** Plans, organizes, delegates, implements, and directs activities of the entire staff. Shares responsibility commensurate with authority and accountability. Maintains open two-way communication among staff.

- A. Responsible for organizing staff in the most effective way with regular review of their job responsibilities and performance.
- B. Develops with each professional staff member a set of annual goals and objectives.
- C. Conducts periodic evaluation of staff, programs, and self.
- D. Presides over staff meetings, supervises staff, approves all professional absences from the church for quarterly Sabbaths, vacation, and study leave.
- E. In conjunction with the Church Coordinator administers the church office.
- F. Moderates Session and develops its agenda through the Stated Clerk.
- G. Serves as staff resource to the Church Officer Nominating Committee, any professional staff nominating committee, and the Ministry of Plans, Policies and Professional Personnel.
- H. Serves as staff resource to the Ministry of Stewardship and Finance and its committees including the annual stewardship drive.
- I. Serves as staff resource to the Ministry of Property Management.
- J. Serves as staff resource to any building projects of the church.
- K. Plans and organizes staff and session retreats.

IV. **Caregiver:** Participates in pastoral care in a few targeted ways each week by consultation with the Minister of Pastoral Care and Evangelism.

- A. Calls at home and hospital with those in need of pastoral care.
- B. Performs pre-marriage and pre-baptismal counseling.
- C. Supports the confirmation process.

- D. Is available for some crisis counseling, divorce counseling, family counseling and spiritual growth counseling.
  - E. Is on call some nights and some weekends.
- V. As member of Presbytery: Accept responsibility of membership attendance and participation in the Presbytery of Baltimore, other higher judicatories, committees and commissions as assigned.
- VI. As Member of the Larger Community:
- A. Serves as permanent member of the Woodwise Corporation.
  - B. Represents Woods Memorial Presbyterian Church in community affairs and events.
  - C. Represents Woods Memorial Presbyterian Church in ecumenical groups.

**General Terms of Employment and Benefits:**

1. General terms of employment and benefits are set forth in the Personnel Manual dated May 22, 1996.
2. Salary is established annually by the congregation through the Session and the Ministry of Plans, Policies and Professional Personnel (P4).
3. Work Time: This is a full-time position.
4. Vacation Time: Based on service as specified in the Personnel Manual.
5. Sabbath Weekends: 5 Quarterly Sabbaths per year.
6. Study Leave: As specified in call.
7. Retirement: P.C.U.S.A. Retirement and Health Care Benefits.
8. Other Terms and Benefits: None
9. The Pastor is expected to reside near the church.

1/12/96

# Pastor Compensation, \$155,000 Budget Base

	1999 Current	UCC Guidelines	Presby. Interim	Balt. Presbytery
Base Salary	29000	32600	32600	22400
1%/yr. Experience		15% 4890	4890	4800
Total	29000	37490	37490	27200
Soc. Sec. 7.65%	2402	2868	2868	
Total	31402	40358	40358	27200
Housing 30%	9421	12107	12107	25000
Total	40823	52465	52465	52200
Pension	5715	14% 7345	11% 5771	11% 5742
Health Insur	2676	7686	15.5% 8132	15.5% 8091
Life Ins + Disabil.	408	1% 525	1% 525	1% 522
Group Life	50	50		
Dental Insur	576	576	568	568
Continuing Educa.		600	1200	1200
Auto Allowance	2400	2400	2400	2400
Total	52648	71647	71061	70723
~ Presby. Med. Deduc.				600
(Budget) Parsonage Expenses	3700			
Health Insur Diff.	5010			
Soc. Sec. Church 7.65%	2402			
(Budget) Pastor of Visit.	3000			
Total	66760	71647	71061	71323

  
**BALTIMORE**  
THE PRESBYTERY OF BALTIMORE  
PRESBYTERIAN CHURCH (U S A)

Date: October 7, 1998  
To: All Pastors and Clerks of Session  
From: The Committee on Ministry  
Subject: 1999 Minimum Salary Calculation for Pastors

Recently you should have received a letter accompanied by an "Effective Salary Worksheet," informing you of the new 1999 minimum salary for your church based on your Pastor's factor. Due to a transposition error in calculation, the information is slightly overstated. The enclosed listing of Pastors and their minimum/mid-point will give you the corrected information. Please use this listing to correct the minimum and mid-point (base) salaries written in red on your "Effective Salary Worksheet."

Each point over the factor of 520 is valued at \$68.31. The figures for a factor of 520 remain at:

Minimum	Mid-point (Base)	Maximum
\$36,562	\$45,702	\$54,842

If you have any questions, call Pat Remias in the Presbytery office.

EFFECTIVE SALARY WORKSHEET FOR MINISTERS IN BALTIMORE PRESBYTERY, 1999

Pastor's Name Corinne Ostermeier Baker Church United Evangelical Factor U.E.C.

IF FACTOR HAS BEEN CHANGED, please indicate the new factor here \_\_\_\_\_, AND please call Pat Remias at the Presbytery Office, 410-433-2012, to find the correct salary range for new factor.

Is this position full-time (48 hrs/wk)?  If not, how many hours are required? \_\_\_\_\_

The fiscal year for this church ends on \_\_\_\_\_

COMPENSATION INCLUDED IN EFFECTIVE SALARY

- 1. \$ 22,400 Annual cash salary (includes "Salary Supplement in Lieu of Social Security")
- 2. \$ 25,000 Housing Allowance
- 3. \$ \_\_\_\_\_ Utility and furnishing allowances
- 4. \$ 4,800 Deferred compensation
- 5. \$ \_\_\_\_\_ Bonuses, unvouchered allowances, gifts from employer
- 6. \$ \_\_\_\_\_ Other allowances (e.g., medical deductibles and individual insurance premiums)
- 7. \$ \_\_\_\_\_ Manse amount (must be at least 30% of lines 1-6)
- 8. \$ 52,200 Total Effective Salary (sum of lines 1-7)
- 9. \$ 14,355 Benefits Plan Dues (28% of line 8)  $\frac{1}{2}\% \text{ credit} = 27\frac{1}{2}\%$   
(11% for pension; 16% for medical coverage; 1% for death/disability)

(factor points) 790 Minimum Salary for your Factor \$55,006 minimum for beginning pastor  
 Midpoint Salary for your Factor \_\_\_\_\_ 790 factor \$36,562 630 Factor Points  
 Maximum Salary for your Factor \_\_\_\_\_ 270 points  
 $\frac{270 \text{ points}}{88.31} = 18,444$   
 $36,562 + 18,444 = 55,006$

If the Minimum Salary is greater than the Total Effective Salary calculated on line 8, please consult Bruce Barstow, Chair of the Committee on Ministry, at 410-692-5282.

COMPENSATION NOT INCLUDED IN EFFECTIVE SALARY

- 10. Accountable reimbursement plan (vouchered business expenses):
  - a. Continuing education reimbursements, books & conferences
  - b. Automobile expenses  
Check one: // \$ 326 per vouchered mile (IRS 1998 rate 32 1/2 ¢)  
// Church-owned car with full expenses
  - c. Business and professional expenses
- 11. \$ 1168 Group plan for medical deductible, coinsurance and dental premiums \$600 total 568
- 12. \$ \_\_\_\_\_ Other vouchered allowances total

TOTAL COST TO CHURCH \$ 71,323

Report filled out by: \_\_\_\_\_ Telephone \_\_\_\_\_  
Date \_\_\_\_\_

I request \$400 a month be deducted for federal and State tax (4,800 a year)

Take Home Pay = \$42,600 (1775.2x a month)  $(47,400 - 4,800) = 42,600$

(FYI - Faith's New Pastor's Total Package is \$55,000)

(over)

### FACTORING GUIDE FOR PASTORAL POSITIONS

Directions: The following information is for churches and institutions seeking to fill a vacancy on their staff. First, determine the Professional Skill level in Section I. Then determine the Complexity of the Position in Section II. Section III provides a chart by which the factor for the position is then determined.

#### I. PROFESSIONAL SKILLS REQUIRED BY THE POSITION

- A. The position requires a recent seminary graduate. 370 points
- B. The position requires skills such as would be expected to come from 3-5 years experience OR from a graduate degree. 435 points
- C. The position requires skills such as would be expected to come from 6-10 years experience OR from 3-5 years experience AND a graduate degree. 500 points
- D** The position requires skills such as would be expected to come from more than 10 years experience OR from 6-10 years experience AND a graduate degree. 565 points
- E. Position requires skills such as would be expected to come from more than 10 years experience AND a graduate degree. 630 points

#### II. COMPLEXITY OF THE POSITION

(Transition)

Take into account such factors as multi-racial, multi-lingual, locality, dispersed membership, high membership turnover, yoked churches, new church development, size of congregation, specialized degree required, etc.

- A** NORMAL: involves 70-75% of all congregations 40% of points above
- B ABOVE AVERAGE 50% of points above
- C VERY COMPLEX 60% of points above
- D EXTREMELY COMPLEX: involves about 3% of all congregations 70% of points above

#### III. FACTOR CHART (rounded off)

Professional Skills	A. 370	B. 435	C. 500	<b>D. 565</b>	E. 630
Complexity					
<b>A. 40%</b>	520	610	700	<b>790</b>	880
B. 50%	555	655	750	850	945
C. 60%	590	700	800	905	1010
D. 70%	630	740	850	960	1070

Note: The minimum salary for a factor of 520 represents 80% of the moderate standard of living for a family of four in our area according to the U.S. Government Bureau of Labor Statistics, including cash salary, housing, and social security adjustment.

\*36,562 Beginning Pastor Minimum factor Point is 520  
 factor Point for United Evangelical @ 790 } 270 points above minimum  
 (faith church currently is 790 also) } x 68.31 per point value  
 \$18,444

M.R. Jacob,

PC USA

I'm enclosing the form worksheet that I return to the Presbytery of Baltimore.

I'm also enclosing the factor sheet which is the Presbytery's way of figuring Compensation

The factoring system is easier than it looks

Basically  
520 points is minimum for a new, just graduated pastor and the minimum salary for that factor is \$36,562

then you go to I which is Professional Skills

I am assuming it would be D - which most churches would require for experienced pastor which is valued at 565 points

next to II, Complexity, which I am assuming is normal, which is valued at 40% of total 565 points

next to III the Factor Chart.

565 points plus 40% = 790 points

The 790 is 270 points above 520

$$\begin{aligned} \therefore 270 &= 18,444 \\ + 520 &= \underline{36,562} \\ &= \$5,006 \text{ total} \end{aligned}$$

So, at \$52,200 we are below minimum

-These figures might help in your presentation

figuring UCC way I come out at \$52,465 for effective

$$\begin{aligned} & \text{UCC} && 32,600 \\ & \times 15\% && \underline{4,890} \\ & && 37,490 \\ & + \text{SECA} && \underline{2,868} \\ & && 40,358 \\ & + \text{housing} && \underline{12,107} \\ & && 52,465 \end{aligned}$$

Salary a little better!

If you care to phone me, I'll be home Tues, evening.

$$\begin{aligned} & + \text{Dental and} && 1,167 \\ & \text{600 medical deductible} && \underline{2,400} \\ & + \text{TRAVEL} && \underline{1,200} \\ & \text{books \& cont. ed.} && \underline{57,232} \\ & + \text{Pension etc.} && \underline{14,646} \end{aligned}$$

thanks  
C Baker

\$71,878 TOTAL Cost to United.

# Pastoral Expense Worksheet

	w/ parsonage 200/entry		
Salary	30825		
Social Security Offset	2358		
Parsonage/Housing	9248		
Equity Fund	2500		
Pension	5940		
Health Insurance	5118		
Life + Disability Ins.	424		
Group Term Insurance	50		
Tenant's Insurance	300		
Annual Physical Exam.	250		
Continuing Education	1000		
Professional Expenses	200		
Auto Expense	2400		
Vacation	4 wks		
Sick Leave	salary/90d.		
Sabbatical	3 mo/5 yr		
Parsonage Telephone	360		
Parsonage Electric	1500		
Parsonage Gas + Oil	1200		
Parsonage Water + Sewer	400		
Parsonage Maintenance	800		
Equip. Replacement, Pars.	300		
Supply Pastor 6 @ 120 <sup>00</sup>	720		
Dental Insurance	312		
Total Package	66205		
Parsonage Allow.	9248		
Cash Outlay	56957		

PASTOR'S COMPENSATION PACKAGE

	<u>With parsonage</u>	<u>Without parsonage</u>
Salary	\$35,449	\$35,449
Housing allowance	0	<del>\$10,634</del> 10635
Social security offset	\$2,712	\$2,712
Equity fund	\$3,000	0
Pension	<del>\$4,963</del> 6831	<del>\$4,963</del> 6831
Health insurance	\$10,236	\$10,236
Life + disability insurance 1%	<del>\$354</del> 488	<del>\$354</del> 488
Dental insurance	\$624	\$624
Group term insurance	\$50	\$50
Tenant's insurance	\$300	0
Continuing education	\$1,000	\$1,000
Professional expenses	\$200	\$200
Auto expenses	\$2,400	\$2,400
 Total	 \$61,288 1868 63156	 \$68,622 1868 70490

- Salary is based on Central Atlantic Conference guidelines for a church with 200 members
- Housing allowance is 30% of base salary
- Social security offset is based on 7.65% of base salary
- Pension is based on 14% of base salary
- Health insurance is 2002 rates for family provided by U.C.C. office
- Life + disability insurance is based on 1% of base salary
- Dental insurance is 2002 rates for family provided by U.C.C. office
- Group term insurance is 2002 rates provided by U.C.C. office
- Tenant's insurance is estimate
- Continuing education is based on Central Atlantic Conference guidelines
- Professional expenses is estimate
- Auto expenses is based on our current allowance

With Parsonage

$$\text{Salary} + (30\% \times \text{Salary}) + (\overset{\text{SS + Med. Care}}{7.65\%} \times \text{Salary}) = \text{Base}$$

# 1999 Total Church Budget 144,595.00

	Current Pastor	Guideline CAC-UCC	Interim Pastor	Future Pastor
Base Salary	29000	28,850 <sup>00</sup>		
1%/yr Exper.	5,770 <sup>00</sup>	<del>2,485<sup>00</sup></del>		
Soc Sec Offset	2402	2648 <sup>00</sup>		
Housing 30%	9421	11,180 <sup>00</sup>		
Travel (Auto)	2400	2,400 <sup>00</sup>		
Pension	5715	6,783 <sup>00</sup>		
Health Insur				
Life Ins + Disabil.		3,720 <sup>00</sup>		
Dental				
Equity Fund		<del>600<sup>00</sup></del>		
Education + Books		<del>600<sup>00</sup></del>		
Vacation		11 weeks		
Sabbatical				
Physical Exam				
Sick Leave		ML9		
Moving Exp.		500 <sup>00</sup>		
Fuel Oil	1000			
Electric	1800			
Telephone	500			
Water + Sewer	400			
Maintenance	700			

①

6/24/99

# United Evangelical Church - Pastor Search Committee

CASS, DARLENE OLGA, BOB O.	A	Liaison with Pastor Armstrong and Pastor Joellenbeck Retirement Party Exit Interview
CLARENCE, GEORGE BILL VOELCKER HARVEY		B
BILL SINGLE	C	
STANLEY, BOB O.		D
CASS, HARVEY CLARENCE HARVEY	E	
HARVEY		F
CASS, BILLY BOB	1. Membership	
HARVEY, BOB O.	2. Finances	
BILL V, BILL SINGLE CLARENCE STAN LORI, BOB GOODLICH	3. Ministerial Salary + Benefits	
KICK NY BOB	4. Community Characteristics	
PASTOR ARMSTRONG	5. Congregational Life	
AKL	6. Relationship with Ministerial Leaders	
	7. General	

6/15/99

United Evangelical Church

Pastor Base Salary 1999	29000.00
SS + Med Care Offset	2402.00
	<u>31402.00</u>
Auto Allowance	2400.00
Pension	5715.00
Health + Life Insur *	3720.00
	<u>40837.00</u>
SS + Med Care Church	2402.00
	<u>43239.00</u>

Pastor of Visitation	
1999 Budget	3000.00
1998 Actual	2240.00
1999 Jan thru May	945.00

Guest Pastor	
1999 Budget	100.00
1999 Jan. thru May	480.00

Parsonage	1999 Budget	1998 Act.	Jan-May 1999
Fuel Oil	1000.00	769.33	549.96
Electric	1800.00	2279.12	570.45
Telephone	500.00	566.86	227.85
Water + Sewer	400.00	497.11	267.94
Maintenace	700.00	773.71	1064.37



# 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

The United Evangelical Church, United Church of Christ, in Canton, Baltimore, MD enters into covenant with The Reverend Corinne O. Baker to provide interim pastoral leadership for the period from September 1, 1999 to August 31, 2000.

## GOALS FOR THE INTERIM

1. To provide for worship experiences and the practice of ministry within the church and the community.
2. To experience anew and to practice the "Good News" of love, healing and reconciliation within this caring community.
3. To develop improved channels of communication between the church council, committees and other church members.
4. To interpret clearly the self-study and search processes for the church in order to facilitate the work of the search committee.
5. To seek ways of motivating members to be active in all aspects of church life.
6. To prepare the church for the calling of a new pastor.
7. To develop a closer relationship between the church school, the church council and the congregation.
8. To explore together with the church council and committees effective methods to reach the local community and build membership.

The interim pastor and the church council, representing the church members, covenant with one another to work toward achieving the above goals.

## PASTORAL COMMITMENT

The Reverend Corinne O. Baker will provide pastoral leadership in the following ways:

1. Lead services of worship, including the celebration of Holy Communion, working closely with the spiritual, altar and music committees.
2. Call on the sick and shut-in. Develop a visitation program
3. Officiate at weddings, funerals, and baptisms.
4. Attend church council meetings.
5. Provide confirmation instruction.
6. Perform administrative duties related to office, staff, and property which are necessary in coordinating the ongoing life and ministry of the church.
7. Work with the church secretaries in preparing bulletins, newsletters and other correspondence.
8. Provide counseling as needed

9. Be available as a resource person for church groups.
10. Work with the church council and committees to assist them in carrying out their assigned tasks, having the freedom of voice and council but no vote.

### CHURCH COUNCIL COMMITMENT

The church council members will support and cooperate with the interim pastor and agree to:

1. Develop short-range goals for the interim period.
2. Commit themselves to the interim process (including the self-study and the pastoral search process).
3. Participate actively in hospital and home visitation.
4. Maintain the christian education and music ministries of the church.
5. Identify members who have become inactive over the past two years and seek ways to involve them in the church's life.
6. Explore ways to attract youth to the church.

### COMMITMENT OF CHURCH MEMBERS

Church members will support the interim pastor and church council during the interim period through fervent prayer and faithful participation in the life of the church.

### COMPENSATION

Annual compensation for pastoral services will be as follows:

Base salary	\$27,200.00
Housing allowance	25,000.00
Presbyterian pension (11% of base and housing)	5,742.00
Medical insurance (15.5% of base and housing)	8,091.00
Death/Disability insurance (1% of base and housing)	522.00
Dental insurance	568.00
Reimbursement for medical insurance deductible	600.00
Automobile expense allowance	2,400.00
Continuing education reimbursement	<u>1,200.00</u>
Total financial compensation	<u>\$71,323.00</u>

Four weeks vacation annually, prorated one week per three months of service.

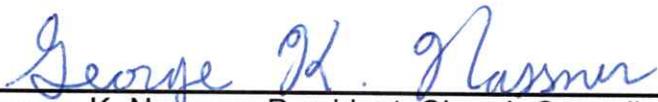
Up to two weeks leave of absence will be granted for continuing education; the nature of which will be subject to approval by the church council.

Pastor's vacation and leave will be planned in advance and coordinated through the church council president in order to allow time to obtain a supply pastor.

#### ADDITIONAL AGREEMENTS

1. The church council's pastor advisory group will provide pastor performance discussions and review quarterly during the term of this agreement.
2. This agreement may be renegotiated for limited periods of time, if necessary.
3. This agreement may be terminated with 90 days written notice by either party.
4. It is agreed that the interim pastor will not be a candidate for the permanent pastoral position.
5. The interim pastor, church council and congregation will work with the representatives of the United Church of Christ, Central Atlantic Conference, Chesapeake Association and the Presbyterian Church USA, Presbytery of Baltimore.

Agreed to and accepted by:

  
\_\_\_\_\_  
George K. Nassner, President, Church Council

\_\_\_\_\_  
The Rev. Dr. John R. Deckenback  
Conference Minister, Central Atlantic Conference

  
\_\_\_\_\_  
The Rev. Corinne O. Baker, Interim Pastor

9-1-99  
Date

Pastor Compensation, \$155,000 Budget Base

	1999 Current	UCC Guidelines	Presby. Interim	Balt. Presbytery
Base Salary	29000	32600	32600	22400
1%/yr. Experience		15% 4890	4890	4800
Total	29000	37490	37490	27200
Soc. Sec. 7.65%	2402	2868	2868	
Total	31402	40358	40358	27200
Housing 30%	9421	12107	12107	25000
Total	40823	52465	52465	52200
Pension	5715	14% 7345	11% 5771	11% 5742
Health Insur	2676	7686	15.5% 8132	15.5% 8091
Life Ins + Disabil.	408	1% 525	1% 525	1% 522
Group Life	50	50		
Dental Insur	576	576	568	568
Continuing Educa.		600	1200	1200
Auto Allowance	2400	2400	2400	2400
Total	52648	71647	71061	70723
~ Presby. Med. Deduc.				600
(Budget) Parsonage Expenses	3700			
Health Insur Diff.	5010			
Soc. Sec. Church 7.65%	2402			
(Budget) Pastor of Visit.	3000			
Total	66760	71647	71061	71323

  
**BALTIMORE**  
THE PRESBYTERY OF BALTIMORE  
PRESBYTERIAN CHURCH (U S A)

Date: October 7, 1998  
To: All Pastors and Clerks of Session  
From: The Committee on Ministry  
Subject: 1999 Minimum Salary Calculation for Pastors

Recently you should have received a letter accompanied by an "Effective Salary Worksheet," informing you of the new 1999 minimum salary for your church based on your Pastor's factor. Due to a transposition error in calculation, the information is slightly overstated. The enclosed listing of Pastors and their minimum/mid-point will give you the corrected information. Please use this listing to correct the minimum and mid-point (base) salaries written in red on your "Effective Salary Worksheet."

Each point over the factor of 520 is valued at \$68.31. The figures for a factor of 520 remain at:

Minimum	Mid-point (Base)	Maximum
\$36,562	\$45,702	\$54,842

If you have any questions, call Pat Remias in the Presbytery office.

EFFECTIVE SALARY WORKSHEET FOR MINISTERS IN BALTIMORE PRESBYTERY, 1999

Pastor's Name Corinne Ostermeier Baker Church United Evangelical U.E.C. Factor \_\_\_\_\_

IF FACTOR HAS BEEN CHANGED, please indicate the new factor here \_\_\_\_\_, AND please call Pat Remias at the Presbytery Office, 410-433-2012, to find the correct salary range for new factor.

Is this position full-time (48 hrs/wk)?  If not, how many hours are required? \_\_\_\_\_

The fiscal year for this church ends on \_\_\_\_\_

COMPENSATION INCLUDED IN EFFECTIVE SALARY

- 1. \$ 22,400 Annual cash salary (includes "Salary Supplement in Lieu of Social Security")
- 2. \$ 25,000 Housing Allowance
- 3. \$ \_\_\_\_\_ Utility and furnishing allowances
- 4. \$ 4,800 Deferred compensation
- 5. \$ \_\_\_\_\_ Bonuses, unvouchered allowances, gifts from employer
- 6. \$ \_\_\_\_\_ Other allowances (e.g., medical deductibles and individual insurance premiums)
- 7. \$ \_\_\_\_\_ Manse amount (must be at least 30% of lines 1-6)

8. \$ 52,200 Total Effective Salary (sum of lines 1-7)

9. \$ 14,355 Benefits Plan Dues (28% of line 8)  $\frac{1}{2}\% \text{ credit} = 27\frac{1}{2}\%$   
 (11% for pension; 16% for medical coverage; 1% for death/disability)

(Factor Points)  
 790 Minimum Salary for your Factor  
 Midpoint Salary for your Factor  
 Maximum Salary for your Factor

\$ 55,006 minimum for beginning pastor  
 790 Factor \$36,562  
 270 points above minimum  
 $\times 52.31 = 18,444$   
 36,562 + 18,444 = 55,006

If the Minimum Salary is greater than the Total Effective Salary calculated on line 8, please consult Bruce Barstow, Chair of the Committee on Ministry, at 410-692-5282.

COMPENSATION NOT INCLUDED IN EFFECTIVE SALARY

10. Accountable reimbursement plan (vouchered business expenses):

- \$ 1200.- a. Continuing education reimbursements, books & conferences
- \$ 2400.- b. Automobile expenses  
 Check one: // \$ 32 1/2 per vouchered mile (IRS 1998 rate 32 1/2 ¢)  
 // Church-owned car with full expenses
- \$ \_\_\_\_\_ c. Business and professional expenses

11. \$ 1168 Group plan for medical deductible, coinsurance and dental premiums  
 \$ 600 total 568.-

12. \$ \_\_\_\_\_ Other vouchered allowances total

TOTAL COST TO CHURCH  
\$71,323

Report filled out by: \_\_\_\_\_ Telephone \_\_\_\_\_

Date \_\_\_\_\_

I request \$400 a month be deducted for federal and state tax (4,800 a year)

Take Home Pay = \$42,600 (1775.2x a month) (47,400 - 4,800) (= 42,600)

(FYI - Faith's New Pastor's Total Package is \$52,000)

(over)

### FACTORING GUIDE FOR PASTORAL POSITIONS

Directions: The following information is for churches and institutions seeking to fill a vacancy on their staff. First, determine the Professional Skill level in Section I. Then determine the Complexity of the Position in Section II. Section III provides a chart by which the factor for the position is then determined.

#### I. PROFESSIONAL SKILLS REQUIRED BY THE POSITION

- A. The position requires a recent seminary graduate. 370 points
- B. The position requires skills such as would be expected to come from 3-5 years experience OR from a graduate degree. 435 points
- C. The position requires skills such as would be expected to come from 6-10 years experience OR from 3-5 years experience AND a graduate degree. 500 points
- D** The position requires skills such as would be expected to come from more than 10 years experience OR from 6-10 years experience AND a graduate degree. 565 points
- E. Position requires skills such as would be expected to come from more than 10 years experience AND a graduate degree. 630 points

#### II. COMPLEXITY OF THE POSITION

(Transition)

Take into account such factors as multi-racial, multi-lingual, locality, dispersed membership, high membership turnover, yoked churches, new church development, size of congregation, specialized degree required, etc.

- A** NORMAL: involves 70-75% of all congregations 40% of points above
- B ABOVE AVERAGE 50% of points above
- C VERY COMPLEX 60% of points above
- D. EXTREMELY COMPLEX: involves about 3% of all congregations 70% of points above

#### III. FACTOR CHART (rounded off)

Professional Skills	A. 370	B. 435	C. 500	<b>D. 565</b>	E. 630
Complexity					
<b>A. 40%</b>	520	610	700	<b>790</b>	880
B. 50%	555	655	750	850	945
C. 60%	590	700	800	905	1010
D. 70%	630	740	850	960	1070

Note: The minimum salary for a factor of 520 represents 80% of the moderate standard of living for a family of four in our area according to the U.S. Government Bureau of Labor Statistics, including cash salary, housing, and social security adjustment.

\*36,562 Beginning Pastor Minimum factor Point is 520  
 factor Point for United Evangelical @ 790? } 270 points above minimum  
 (faith church currently is 790 also) } x 68.31 per point value  
 \$18,444

M.R. Jacob,

PC USA

I'm enclosing the form worksheet that I return to the Presbytery of Baltimore.

I'm also enclosing the factor sheet which is the Presbytery's way of figuring Compensation

The factoring system is easier than it looks

Basically 520 points is minimum for a new, just graduated pastor and the minimum salary for that factor is \$36,562

then you go to I which is Professional Skills

I am assuming it would be D - which most churches would require for experienced pastor which is valued at 565 points

next to II, Complexity, which I am assuming is normal, which is valued at 40% of total 565 points

next to III the Factor Chart.

565 points plus 40% = 790 points

The 790 is 270 points above 520

$$\therefore 270 = \$18,444$$

$$+ 520 = \underline{36,562}$$

\$55,006 total

So, at \$52,200 we are below minimum

-these figures might help in your presentation

figuring UCC way I come out at \$52,465 for Effective Salary

UCC	32,600
x 15%	4,890
	<u>37,490</u>
+ SECA	2,868
	<u>40,358</u>
+ housing	12,107
	<u>52,465</u>

a little better!

If you care to phone me, I'll be home Tues, evening.

+ Dental and	1,167
60% medical deductible	2,400
+ TRAVEL	1,200
books & cont. ed.	<u>5,767</u>
+ Pension etc.	14,846
	<u>71,878</u>

thanks  
C. Baker

\$71,878 TOTAL Cost TO Unified.

**THE REVEREND CORINNE O. BAKER**

532 Bowline Road  
Severna Park, Md. 21146

(h) 410-544-6772  
(c) 410-435-4330

---

I am a puzzle worker. Puzzle working can be perplexing, confusing, difficult to resolve, agitating, bewildering, and baffling. It can bring about uncertainty of action or choice, and lead to a question or problem designed to test one's ingenuity.

Puzzle working also can be fun, challenging, a sprouting of many possibilities. It can lead to the participation of many people, bring about a sense of achievement and self-confidence, lend itself to the listening of others' ideas, call forth one's resolve to be patient, and lead to a greater understanding of the whole. Puzzle working by a community can result in many positive experiences, as in the case of Ezekiel, when the people became unified and were lead to a greater understanding of God's expectations. In the book of Judges, Samson tests his people as to their integrity and honesty by giving them a difficult puzzle, which would decide their fate. Puzzle working also can lead, as in Psalm 49, to faithfulness, trust, and steadfastness in the face of fear and anxiety. The Psalmist "inclined his ear to solving his puzzle through the calming music of the harp" as he declared that his life belonged to God, and not to those who sell their souls. He writes, "the ransom of life is costly, and can never suffice."

I am a puzzle worker. As a practitioner of the Interim Pastorate, I think God is calling the church through Jesus Christ, to work together through the many puzzles of life. No longer can we pretend that the church is the place to seek refuge from the solving of puzzles. Rather, during the in-between time of an interim period with which I am familiar, the church can be the place of possibility and hope. Similarly as in the working of a puzzle, one risks trying piece after piece until the right one matches. So also the church becomes the place to risk the planting of dreams, a place to face the truth about ourselves, a place to "match" love and reconciliation. Paul writes, "God reconciles us through Christ and God gives us the ministry of reconciliation." (2 Cor. 5:18)

Uppermost, church is a place where God's people gather to worship, receive God's presence through the sacraments, and is a place where the community becomes empowered for ministry through the presence of the Holy Spirit. As the church, in the interim time, continues to put more and more of the puzzle pieces together, it gradually builds on a growing atmosphere of trust and confidence. As the spaces in the puzzle begin to be filled, the church community can nurture one another and provide a safe place to bring fears, joys, anxieties, and celebrations. How does the church accomplish this? In the words of the first question of the Westminster Catechism, our chief aim is to "glorify God and enjoy God forever." God calls us, not to be perfect, but to be faithful in our ongoing quest for an intimate relationship with God, as we trust God's promise of resurrection and new life, through the forgiveness, grace, and presence of Jesus Christ. As we pray to discern God's continual presence through the Holy Spirit in our lives and ministry, we can be lifted up and given something like a spiritual boost that can impel us forward in our search for direction and encouragement in the working of our puzzle. We do not journey alone. For Jesus says to each of us, "remember, I am with you always, to the end of the age." (Matt. 28:20)

During the interim time, I lead through empowering and enabling. I am not the solver of the puzzle or the reliever of the mystery, but an agent of solution. Though I have been in training for almost two decades and have participated in hundreds of life's puzzles that all of us are given, I only know that no two are alike and no one answer fits all. The situation and the experience is a puzzle. I am called to join hands with the people of a congregation during the interim period for a common calling to work at the puzzle together.

Here the personal and intimate uniqueness of each one involved becomes both a solving and a complicating factor. Serving as an Interim Senior Pastor and an Interim Associate Pastor, I have come to cherish and celebrate the puzzling differences and the leading of the Holy Spirit. Questions such as "what shall we do in this interval?" and "what direction, what goals should we adopt?" and "how shall we go about making these decisions?" are natural and healthy, but even the asking leads sometimes to uncertainty. It is this very open moment to which I have addressed my experience and skills. Every situation has been worked through in a different and sometimes unpredictable way, but the calling to be part of that struggle, to be imbedded in the puzzle with earnest seeking Christian sisters and brothers, is the privilege of my call.

I seek ways to balance my life among the many areas of family, church, and my own spiritual pilgrimage. God is a vivid presence through daily prayer as I search my own motives, actions, and openness to guidance. As I am a continual seeker, I can be part of others' lives in seeking.

Christian Education is my first love and is where I am most able to use my musical training. Working with youth, teaching confirmation classes, and training teachers is an exciting and valued opportunity to lead people into deeper faith experiences. While I was a Christian educator, a denominational training video was filmed of my class and of me explaining team teaching techniques. I continue to update my skills through conferences and courses, some of which are in areas of Evangelism and Church Growth, Conflict Management, Family and Church Systems Theory, Small Group Ministry, and Planning Worship for Future Generations.

I am an active and loyal presbyter, serving on major committees. In 1996-97 I served as moderator of Baltimore Presbytery. In 1990 I was a commissioner to our General Assembly in Salt Lake. As part of my doctoral program at San Francisco Theological Seminary, I participated as an American observer at the Asian Church Women's Conference in Kwangju, Korea. I also traveled to Guatemala to work with the Mam people in a special mission project of health education at the Mam Indian Christian Center in San Juan Ostuncalco. Along with my husband, Wesley, also an intentional interim pastor, we designed a special "Reformation Tour" of Germany and Scandinavia in 1990, and led two tours to the Holy Land in 1985 and 1986.

Serving on the planning committee for the First Multicultural Conference in 2000 is a groundbreaking experience for both the denomination and me. I have held office in APIMS, (Association of Presbyterian Interim Ministry Specialists) and am currently serving a term on the Personnel Committee and the Board of Directors of the national Interim Ministry Network.

My ordained experience in the interim pastorate includes:

The Presbyterian Church of Grimes, Iowa 1984-86

Christ Our Anchor Presbyterian Church of Annapolis, MD, 1986-90

Four years, during which a new building was built for this New Church Development  
Gurnee Community Church, Gurnee Illinois (interim associate pastor) 1990-91

Church of Reconciliation, Chapel Hill NC 1991-92

First Presbyterian Church of Cumberland, MD 1992-93

The Presbyterian Church of Hagerstown, MD 1993-95

Grove Presbyterian Church, Aberdeen MD 1995-97

Faith Presbyterian Church, Baltimore MD 1997-Present

I am happy to provide references beyond those of our Presbytery Executive Herbert Valentine and the associate Executive Ken Byerly.

433 - 2012

Pat Remias

Balt Pres

Financial

**UNITED EVANGELICAL UNITED CHURCH OF CHRIST  
CHURCH COUNCIL MEETING  
August 4, 1999**

**Those present:** Stan Huber; Baptist Hoffmann; Harvey Jacob; George Nassner; Darlene Waters; Kass Young; Cal Gundlach; John Price; Clarence Rowell; Olga deBloom; and Anita Williar.

Meeting was opened with a prayer.

**FINANCIAL REPORT:**

Minutes were read and approved as read. \$14,600 in hole. Paid \$11,000 this month for repairs and lawyers fee of \$665.

**COMMITTEE REPORTS:**

**Property:**

John Price reported that we received the invoice for repairs - \$14,437.50 for all three buildings. \$20,000 will be transferred from Hopkins Savings account to the checking account.

Insurance Company approved \$2,600 for repairs for damages done to the parsonage. We had to pay two deductibles (\$250) because of two types of damages.

George Nassner suggested we use the envelopes for special funds to recover money spent for repairs.

Air conditioning will be started soon on the parsonage.

**Membership:**

No comments.

**Alter:**

O.K.

**Fellowship:**

Olga deBloom stated that a caterer would not work for the Sour Beef dinner. We should ask the congregation if someone is willing to take charge. George Nassner will make the announcement in Church.

**Spiritual:**

O.K. Wedding scheduled for August 6, 1999. Pastor Joellenbeck will do the ceremony.

**Music:**

O.K.

**Calendar:**

August 17, 1999 – Blood Drive

**Ushering:**

O.K.

**Christian Education:**

No comments.

**Pastoral Search:**

New sub-title to be used.

**OLD BUSINESS:**

No old business to report.

**NEW BUSINESS:**

Interim pastor – three Pastors have been interviewed. Rev. Anderson from Catonsville – turned down the position; Rev. Taylor from New Jersey – would need to transit back and forth; and Rev. C. Baker – Loch Raven Blvd. – was liked by Committee members.

Search committee recommended we go with Pastor Baker. Pastor Armstrong kept money received from funerals, weddings, etc.; Pastor Baker feels that the Church should associate with Church members only.

John Price felt \$71,000 was too much to pay for an Interim Pastor.

Suggested that we keep Pastor Baker for 1 year – then 6-month intervals thereafter.

Suggested that we put in the contract – can not join in any other responsibilities outside of the Church.

Stan Huber motioned; Baptist Hoffmann seconded to ask Pastor Baker to join our Church as interim Pastor. See attached for salary breakdown. Pastor Baker will be preaching on September 5, 1999.

Services held on August 29, 1999 the Church would do something special for Pastor Armstrong. Presentations will be made at this service.

Clarence Rowell mentioned gift of \$1,000 for Pastor Armstrong along with plaque or something else. Motioned made and approved.

Pastor Joellenbeck will receive \$500 as a gift certificate. All in favor.

There will be a reception at Pastor Armstrong's residence from 1:00 – 3:00 p.m. for cake and ice tea.

Robert Gundlach will set up a speakerphone for Pastor Armstrong the last Sunday.

Calvin Gundlach suggested the Church donate \$200 to the Choir of Chesapeake for their wonderful performance.

Meeting closed with the saying of the Lord's Prayer.

Meeting adjourned at 9:15 p.m.

**PASTOR COMPENSATION, \$155,000 BUDGET BASE**

<b>BASE SALARY</b>	<b>\$ 22,400</b>	
<b>EXPERIENCE</b>	<b><u>\$ 4,800</u></b>	
<b>TOTAL</b>	<b>\$ 27,200</b>	
<b>SOCIAL SECURITY 7.65%</b>	<b>-</b>	
<b>TOTAL</b>	<b>\$ 27,200</b>	
<b>HOUSING 30%</b>	<b><u>\$ 25,000</u></b>	
<b>TOTAL</b>	<b>\$ 52,200</b>	
<b>PENSION</b>	<b>\$ 5,742</b>	<b>(11%)</b>
<b>HEALTH INSURANCE</b>	<b>\$ 8,091</b>	<b>(15.5%)</b>
<b>LIFE INS. &amp; DISABILITY</b>	<b>\$ 522</b>	<b>( 1%)</b>
<b>GROUP LIFE</b>	<b>-</b>	
<b>DENTAL INSURANCE</b>	<b>\$ 568</b>	
<b>CONTINUING EDUCATION</b>	<b>\$ 1,200</b>	
<b>AUTO ALLOWANCE</b>	<b><u>\$ 2,400</u></b>	
<b>TOTAL</b>	<b>\$ 70,723</b>	
<b>Presby. Med. Deduction</b>	<b>\$ 600</b>	
Budget Parsonage Expenses		
Health Insurance Diff.		
Soc. Sec. Church 7.65%		
Budget Pastor of Visit.		
<b>TOTAL</b>	<b>\$ 71,323</b>	



# 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

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3. Participate actively in hospital and home visitation.
4. Maintain the christian education and music ministries of the church.
5. Identify members who have become inactive over the past two years and seek ways to involve them in the church's life.
6. Explore ways to attract youth to the church.

#### COMMITMENT OF CHURCH MEMBERS

Church members will support the interim pastor and church council during the interim period through fervent prayer and faithful participation in the life of the church.

#### ADDITIONAL AGREEMENTS

1. The church council's pastor advisory group will provide pastor performance discussions and review quarterly during the term of this agreement.
2. This agreement may be renegotiated for limited periods of time, if necessary.
3. This agreement may be terminated with 90 days written notice by either party.
4. It is agreed that the interim pastor will not be a candidate for the permanent pastoral position.
5. The interim pastor, church council and congregation will work with the representatives of the United Church of Christ, Central Atlantic Conference, Chesapeake Association and the Presbyterian Church USA, Presbytery of Baltimore.

Agreed to and accepted by:

---

George K. Nassner, President, Church Council

---

The Rev. Dr. John R. Deckenback  
Conference Minister, Central Atlantic Conference

---

The Rev. Corinne O. Baker, Interim Pastor

---

Date

7/8/99

Interim Pastor

Rev. Corinne Baker, Presbyterian  
Office 410-435-4330 (Faith Presbyterian)  
Home 410-544-6772 (Severna Park, MD.)  
FAX 410-433-2066

Currently at:

Faith Presbyterian Church

5400 Loch Raven Blvd.

until 8/8/99

Services: 10 AM

1. Husband also interim pastor (now retiring)
2. She was recommended by Rev. Dr. Anderson
3. Went to Eden Theological Seminary

7/15/99 7 PM

Interim Pastor  
The Rev.  
John Calvin Knox Jackson

Roland Park Presbyterian Church  
410 889 4861

Interim Pastor until mid August  
per Richard Flint

Base Pay  $\frac{27200^{00} - (4800^{00})}{22400^{00}} \div 24 = 933.33$

Housing  $25000^{00} \div 24 = 1041.67$

Pay 933.33

$$\begin{array}{r} 1975^{00} \\ 200^{00} \\ \hline 1775^{00} \end{array}$$

Fed WH  $99.00 + 41.62 = 140.62$   
 MD WH  $59.38$

$$\begin{array}{r} 59.38 \\ \hline 200^{00} \end{array}$$

Salary Base	TDA 4036	Housing	Fed WH	Add. Fed WH	MD WH	Net
1133.33	(200 <sup>00</sup> )	1041.67	99 <sup>00</sup>	41.62	59.38	1775 <sup>00</sup>

# SALARY REDUCTION AGREEMENT

## EMPLOYER AND EMPLOYEE FURTHER AGREE THAT:

1. Only one Salary Reduction Agreement may be executed during a calendar year and the amount of the salary reduction may be changed only by executing a new Salary Reduction Agreement in the next calendar year.
2. This agreement shall continue in force and effect until terminated by one of the following methods:
  - a) Retirement of the Employee.
  - b) Termination from employment with the Employer.
  - c) Death of the Employee.
  - d) Written notice of cancellation of the agreement to the Retirement Savings Plan by Employer or Employee specifying a termination date at least thirty days from the date of the notice.

Note: Salary deferral contributions may be CANCELLED only once every 12 months. Salary deferral contributions may be REACTIVATED only after a suspension period of:

- 12 months after a Hardship Withdrawal, or
- 6 months after a cancellation of contributions.

3. Upon approval of this agreement by the Board of Pensions, the Employer will receive an invoice each month from Delaware Charter. All contributions shall be forwarded by the Employer to:

Delaware Charter Guarantee & Trust Co.  
P.O. Box 8487  
Philadelphia, PA 19101-8487

Upon receipt by Delaware Charter, such contributions will be credited to the account of the Employee in accordance with the terms of the Retirement Savings Plan.

4. Both the Employer and Employee acknowledge that they have read and understood the terms of the Retirement Savings Plan. Both Employer and Employee agree to be bound by the terms and conditions of the Plan as to all contributions received by the Board of Pensions pursuant to this agreement.
5. Both Employer and Employee understand that contributions to the Plan are subject to certain annual contribution requirements relating to contribution limitations and income tax exclusions. They further understand and agree that it is the sole responsibility of the Employer and Employee to determine and comply with the Internal Revenue Code requirements.

Date: \_\_\_\_\_

Employer Signature

Date: September 1, 1999

Rev. Corinne O. Baker  
Employee Signature

Please return completed form to:

Retirement Savings Department  
The Board of Pensions  
1027 Arch St.  
Philadelphia, PA 19107

**If you have questions, please call 1-800-773-7752**

For office use only

Received by: \_\_\_\_\_

Date: \_\_\_\_\_

Effective Date: \_\_\_\_\_

**C. Service/Salary Information**

Church/Organization Name United Evangelical United Church of Christ PIN NA 330  
Address 3200 Dillon St. Phone 410-276-0393  
City, State, Zip Baltimore, MD 21224-5028  
Presbytery NA Synod NA

Please check one:  Exempt Lay Member  Non-exempt Lay Member  Clergy Member Ordination Date 9/84  
If new service, effective date Sept. 1, 1999 If new salary, effective date \_\_\_\_\_  
Position Title Interim Pastor #1 Hours/week Full time

Salary information: (Please enter zero if not applicable.)

1. Annual cash salary	\$ <u>22,400</u>
2. Housing Allowance	\$ <u>25,000</u>
3. Deferred compensation	\$ <u>4,800</u>
4. Bonuses, unvouchered allowances, gifts from employer	\$ _____
5. Other allowances (e.g. utilities, furnishings, medical deductible, SECA in excess of 50%)	\$ _____
6. Fair rental value of the manse (must be at least 30% of lines 1-5) for clergy members only	\$ _____
7. Adjustments to prior year's medical reimbursements (per Pages 3 & 4 of Understanding Effective Salary (1998))	\$ _____
<b>Total Annual Effective Salary*</b>	\$ <u>52,200</u>

\*See either the Benefits Administrative Handbook or Understanding Effective Salary booklet for more information on the components of Effective Salary.

Pension = 14,395.-

New multiple services/salaries? Then please list other PINs \_\_\_\_\_

**D. Benefits Plan Participation**

Please check one box:

**Full Participation:**

Full Participation includes Medical Benefits, Pension, and Death and Disability coverages.

**Partial Participation:**

- Medical, and Death and Disability. Available for **lay employees** only. After three years of partial participation, lay employees must be enrolled for full participation.
- Medical only. Available to unemployed Members and Members in certain specialized ministries.
- Pension, and Death and Disability only. Available to unemployed members and members in certain specialized ministries.

**Optional Coverage Participants Changing Service:**

Optional dental and optional death benefits participation will be continued at your new service only if there is no break in payment between services. Report all service changes within 30 days to ensure continuous participation in these optional benefits. To discontinue optional dental or death benefits participation, Members should call 800-773-7752 to request the appropriate forms. Once discontinued, optional dental benefits can only be resumed if the Board is notified within 31 days of a life-change event or during an occasional open enrollment; optional death benefits can only be selected during the annual open enrollment. **Retirement Savings Plan** participants **must** complete a new Salary Reduction Agreement when changing service if they wish to continue participation at their new service. Please call 800-773-7752 Ext. 7414 for a Salary Reduction Agreement.

**Optional Coverage - New Elections:** If you are changing service and want to elect optional coverage, please call 800-773-7752 for forms and information about eligibility.

Pension	5742.00
Med Insur	8091.00
Death/Disabil Insur	522.00
<hr/>	
	14355.00

**E. Authorization**

I confirm the accuracy of the information in this form.

Member Signature Corinne O. Baker Date 9/1/99  
 Authorized Representative for Sections C & D PINS (please print) Harvey C. Jacob HARVEY C JACOB  
 Official Capacity Financial Manager, Church Council Daytime Phone \_\_\_\_\_  
 Authorized Representative's Signature Harvey C. Jacob Date 9/1/99

(over)

### FACTORING GUIDE FOR PASTORAL POSITIONS

Directions: The following information is for churches and institutions seeking to fill a vacancy on their staff. First, determine the Professional Skill level in Section I. Then determine the Complexity of the Position in Section II. Section III provides a chart by which the factor for the position is then determined.

#### I. PROFESSIONAL SKILLS REQUIRED BY THE POSITION

- A. The position requires a recent seminary graduate. 370 points
- B. The position requires skills such as would be expected to come from 3-5 years experience OR from a graduate degree. 435 points
- C. The position requires skills such as would be expected to come from 6-10 years experience OR from 3-5 years experience AND a graduate degree. 500 points
- D. The position requires skills such as would be expected to come from more than 10 years experience OR from 6-10 years experience AND a graduate degree. 565 points
- E. Position requires skills such as would be expected to come from more than 10 years experience AND a graduate degree. 630 points

#### II. COMPLEXITY OF THE POSITION

(Transition)

Take into account such factors as multi-racial, multi-lingual, locality, dispersed membership, high membership turnover, yoked churches, new church development, size of congregation, specialized degree required, etc.

- A. NORMAL: involves 70-75% of all congregations 40% of points above
- B ABOVE AVERAGE 50% of points above
- C. VERY COMPLEX 60% of points above
- D. EXTREMELY COMPLEX: involves about 3% of all congregations 70% of points above

#### III. FACTOR CHART (rounded off)

Professional Skills	A. 370	B. 435	C. 500	<u>D. 565</u>	E. 630
Complexity					
<u>A. 40%</u>	520	610	700	<u>790</u>	880
B. 50%	555	655	750	850	945
C. 60%	590	700	800	905	1010
D. 70%	630	740	850	960	1070

Note: The minimum salary for a factor of 520 represents 80% of the moderate standard of living for a family of four in our area according to the U.S. Government Bureau of Labor Statistics, including cash salary, housing, and social security adjustment.

\* 36,562 Beginning pastor Minimum factor Point is 520  
 factor Point for United Evangelical @ 790? } 270 points above minimum  
 (faith church currently is 790 also) } x 68.31 per point value  
\$18,444

MR. Jacob,

PC USA

I'm enclosing the Form Worksheet That I Return to  
The Presbytery of Baltimore.

I'm also enclosing the factor sheet which is the  
Presbytery's way of figuring Compensation

the factoring system is easier than it looks

Basically  
520 points is minimum for a new, just graduated pastor  
and the minimum salary for that factor is \$36,562

then you go to I which is Professional Skills

I am assuming it would be D - which most  
churches would require for experienced pastor  
which is valued at 565 points

next to II, Complexity, which I am assuming  
is normal, which is valued at 40%  
of total 565 points

next to III the Factor Chart.

565 points plus 40% = 790 points

The 190 is 270 points above 520

$$\therefore 270 = 18,444$$

$$+ 520 = 36,562$$

$$= \$55,006 \text{ total}$$

So, at \$52,200 we are below minimum

- These figures might help in your presentation

figuring UCC way I come out at \$52,465 for effective

UCC

	32,600
x 15%	4,890
	<hr/> 37,490
+ SECA	2,868
	<hr/> 40,358
+ housing	12,107
	<hr/> 52,465

Salary  
a little better!

If you care  
to phone me,  
I'll be home  
Tues, evening.

+ Dental and	1,167
cos. medical deductible	2,400
+ TRAVEL	1,200
books & cont. ed.	<hr/> 57,232
+ Pension etc.	14,646

thanks  
C Baker

\$71,878 TOTAL Cost to United.

  
**BALTIMORE**  
THE PRESBYTERY OF BALTIMORE  
PRESBYTERIAN CHURCH (U S A)

Date: October 7, 1998  
To: All Pastors and Clerks of Session  
From: The Committee on Ministry  
Subject: 1999 Minimum Salary Calculation for Pastors

Recently you should have received a letter accompanied by an "Effective Salary Worksheet," informing you of the new 1999 minimum salary for your church based on your Pastor's factor. Due to a transposition error in calculation, the information is slightly overstated. The enclosed listing of Pastors and their minimum/mid-point will give you the corrected information. Please use this listing to correct the minimum and mid-point (base) salaries written in red on your "Effective Salary Worksheet."

Each point over the factor of 520 is valued at \$68.31. The figures for a factor of 520 remain at:

Minimum	Mid-point (Base)	Maximum
\$36,562	\$45,702	\$54,842

If you have any questions, call Pat Remias in the Presbytery office.

EFFECTIVE SALARY WORKSHEET FOR MINISTERS IN BALTIMORE PRESBYTERY, 1999

Pastor's Name Corinne Ostermeier Baker Church United Evangelical Factor U.E.C.

IF FACTOR HAS BEEN CHANGED, please indicate the new factor here \_\_\_\_\_, AND please call Pat Remias at the Presbytery Office, 410-433-2012, to find the correct salary range for new factor.

Is this position full-time (48 hrs/wk)?  If not, how many hours are required? \_\_\_\_\_

The fiscal year for this church ends on \_\_\_\_\_

COMPENSATION INCLUDED IN EFFECTIVE SALARY

- 1. \$ 22,400 Annual cash salary (includes "Salary Supplement in Lieu of Social Security")
- 2. \$ 35,000 Housing Allowance
- 3. \$ \_\_\_\_\_ Utility and furnishing allowances
- 4. \$ 4,800 Deferred compensation
- 5. \$ \_\_\_\_\_ Bonuses, unvouchered allowances, gifts from employer
- 6. \$ \_\_\_\_\_ Other allowances (e.g., medical deductibles and individual insurance premiums)
- 7. \$ \_\_\_\_\_ Manse amount (must be at least 30% of lines 1-6)

8. \$ 52,200 Total Effective Salary (sum of lines 1-7)

9. \$ 14,355 Benefits Plan Dues (28% of line 8)  $\frac{1}{2}\% \text{ credit} = 27\frac{1}{2}\%$   
 (11% for pension; 16% for medical coverage; 1% for death/disability)

(factor points) 790 Minimum Salary for your Factor \$55,006 minimum for beginning pastor  
 Midpoint Salary for your Factor \_\_\_\_\_ 790 factor \$36,562 530 factor  
 Maximum Salary for your Factor \_\_\_\_\_ 270 points above minimum \$18,444 points

If the Minimum Salary is greater than the Total Effective Salary calculated on line 8, please consult Bruce Barstow, Chair of the Committee on Ministry, at 410-692-5282.

36,562  
+ 18,444  
\$55,006

COMPENSATION NOT INCLUDED IN EFFECTIVE SALARY

- 10. Accountable reimbursement plan (vouchered business expenses):
  - \$ 1200. a. Continuing education reimbursements, books & conferences
  - \$ 2400. b. Automobile expenses  
 Check one: // \$ 328 per vouchered mile (IRS 1998 rate 32 1/2 ¢)  
 // Church-owned car with full expenses
  - \$ \_\_\_\_\_ c. Business and professional expenses
- 11. \$ 1168 Group plan for medical deductible, coinsurance, and dental premiums
- 12. \$ \_\_\_\_\_ Other vouchered allowances \$600. total 568.-

TOTAL COST TO CHURCH \$71,323

Report filled out by: \_\_\_\_\_ Telephone \_\_\_\_\_  
 Date \_\_\_\_\_

i:\agencies\ministry\compensa.frm (rev. 9/98)

I request \$400. a month, be deducted for federal and State tax (4,800 a year)

Take Home Pay = \$42,600. (1775. 2x a month) (47,400 - 4800) (= 42,600)

(FYI - Faith's New Pastor's Total Package is \$55,000)



THE SHARING OF DUES IS A COLLECTIVE EXPRESSION  
OF THE CHURCH'S CONCERN FOR ITS SERVANTS

DATE	PIN	NAME	STATEMENT	PAGE
01/01/00	98922	UNITED CHURCH OF CHRIST	9806669945	2

COVERAGE DATES		BENEFIT	RATE	EFFECTIVE SALARY	CHARGES
FROM	TO				
Total Current Charges .....					3,743.46
Total Invoice Adjustments .....					4,974.24
Invoice Total .....					8,717.70

-----  
354-32-7053 BAKER, CORINNE DYROFF  
-----

CURRENT

01/01/00	03/31/00	Medical Coverage	15.5%	\$ 52,200.00	2,022.75
01/01/00	03/31/00	Pension Benefits	11%	\$ 52,200.00	1,435.50
01/01/00	03/31/00	Death/Disability Benefits	1%	\$ 52,200.00	130.50
01/01/00	03/31/00	Dental Member/Spouse			154.71
TOTAL CURRENT CHARGES					3,743.46

ADJUSTMENTS

09/01/99	12/31/99	Medical Coverage	15.5%	\$ 52,200.00	2,697.00
09/01/99	12/31/99	Pension Benefits	11%	\$ 52,200.00	1,914.00
09/01/99	12/31/99	Death/Disability Benefits	1%	\$ 52,200.00	174.00
09/01/99	12/31/99	Dental Member/Spouse			189.24
TOTAL ADJUSTMENTS					4,974.24

MEMBER TOTAL 8,717.70

*pd.*  
3,743.46  
1/31/00  
ch 9225

*Pension 1435.50*  
*Health 2307.96*  
*-----*  
*3743.46*

1999

The Rev. Corinne O. Baker - Compensation  
Paid Semi-Monthly (24 per Yr) 15<sup>th</sup> + 30<sup>th</sup>

Base Pay	27200. <sup>00</sup>	$\div 24 =$	1133.33	
4036 Tax Defered	4800. <sup>00</sup>	$\div 24 =$	200. <sup>00</sup>	Paid/mo. Separately
	22400. <sup>00</sup>	$\div 24 =$	933.33	
Housing	25000. <sup>00</sup>	$\div 24 =$	1041.67	
			1975. <sup>00</sup>	gross per pay
*200. <sup>00</sup> per pay w/held on *933.33 (no 55)				

Salary Base	Housing	Total	TOA4036	Fed WH	Additional Fed WH	MD WH	Net
113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
Sept. 113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
Oct. 113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
Nov. 113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
Dec. 113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>
113333	1041.67	2175. <sup>00</sup>	200. <sup>00</sup>	99. <sup>00</sup>	41.62	59.38	1775. <sup>00</sup>

**THE REVEREND CORINNE O. BAKER**

**PROFESSIONAL INTERIM PASTOR**

532 Bowline Road  
Severna Park, Maryland 21146

(h) 410-544-6772

(c) 410-435-4330

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**PASTORAL SERVICE**

- 1997-99 Int. Head of Staff, Faith Presbyterian Church, Baltimore, MD
- 1995-97 Int. Solo Pastor, First Presbyterian Church, Aberdeen, MD
- 1993-95 Int. Head of Staff, The Presbyterian Church, Hagerstown, MD
- 1992-93 Int. Head of Staff, First Presbyterian Church, Cumberland, MD
- 1991-92 Int. Solo Pastor, Church of Reconciliation, Chapel Hill, NC
- 1990-91 Int. Assoc. Pastor, Gurnee Community Church, Gurnee, IL
- 1986-90 Int. New Church Development, Christ Our Anchor P.C. Annapolis, MD.
- 1984-86 Interim Solo Pastor, First P.C., Grimes, IO
- 1982-84 Student Pastor UCC & Presbyterian Churches, St. Louis, MO

**SERVICE IN ECUMENICAL ORGANIZATIONS**

International Annual Conference, Interim Network, June 1999 Wheaton, IL

I have attended 11 previous Annual Conferences which provide additional training in the skills needed for professional Interim Pastors as well as providing leadership on different committees

Member of Executive Director Search Committee for Interim Network- 1999

Chair of Personnel Committee of Interim Network – present

Member of Board of Directors of Interim Network – present

**DENOMINATIONAL SERVICE**

**LOCAL**

Member of Committee On Preparation, Baltimore Presbytery – present

Member of Administrative Commission for Baltimore Presbytery – present

Co-Chair of Farewell Celebration for Presbytery Executive – present

Chair, Baltimore Presbytery Council, 1997-98

Moderator of the Presbytery of Baltimore, 1996-97

Vice Moderator of the Presbytery of Baltimore, 1995-96

Member of Committee On Ministry of Presbytery of Baltimore 1988-90; 1993-96

Member of Committee On Ministry of Chicago Presbytery, 1990-91

Commissioner - Baltimore Presbytery to 202<sup>nd</sup> General Assembly, Salt Lake '90

Co-Chair of Presbytery's Pastor's Fund Raising Committee for Vision 2,000 1994

Member of Search Committee for Associate Executive Presbyter 1993

Chair of Presbytery's Staff Evaluation Committee 1989

Leader and Facilitator for congregations in mission self study and goal setting

**NATIONAL**

General Assembly Presbyterian Church, Evangelism, Church Growth June 1998

Have attended seven previous General Assemblies, two as representative of Baltimore Presbytery. Concentration was on Church Growth and Evangelism Committee Work

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Member of Denominational Planning Committee - First Multi-Cultural Conference - present

Charter Member (1986) Secretary (1995-97) Board Member of Council of the Association of Presbyterian Interim Ministry Specialists (APIMS) 1994-97 I held various other positions 1986 - 99

#### **CONTINUING EDUCATION**

- Year Long Seminar The God of Israel, Institute for Christian Jewish Studies and Union Seminary, Richmond VA 1998-99
- Multi-Cultural Conference proceeding National Evangelism Conference sponsored by five denominations, Cincinnati OH, Nov. 1998
- 2003:A CHURCH ODYSSEY A Doctor of Ministry Class on Generations: The Cultural and Historic Context for Ministry Today and Into the 21<sup>st</sup> Century, Dr. Jay Hudson Feb. 1998 McCormick Seminary
- Advanced Interim Course on Healthy Congregations A Systems Approach for Interim Ministry Dr. Peter Steinke, Seattle, WA. June 1997
- Leading Small Groups In The Church and Small Group Ministry in the Church Participated in 1997 and 1998
- Blended Worship in the Church Participated in two courses taught by Robert Webber in leading contemporary worship and blended worship experiences 1997
- Conflict In The Church Participated in courses on Conflict Management by Speed Leas 1985, 1994
- Advanced Interim Course Competition and Human Interaction in the Church Aug. 1993, Estes Park, CO Drs. Linda Rea, Kathy Feather

#### **EDUCATION**

- Doctor of Ministry Candidate, San Francisco Theological Seminary, San Francisco, CA 1988-93
- Master of Divinity, granted by Eden Seminary St. Louis, MO May 1984
- Graduate Work in Counseling, Washington University St. Louis, MO 1965-66
- Bachelor of Science Degree in Education, granted by University of Southern California, Los Angeles, CA 1963
- Work towards B.S. at University of Illinois School of Music, Champaign-Urbana, IL 1959-62 (Scholarship in Piano – Various Honor and Music Societies)

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REFERENCES

- The Rev. Dr. Herbert Valentine, Executive Presbyter of Baltimore Presbytery  
5400 Loch Raven Blvd. Baltimore, 21239 410-433-2012 (f) 410-433-2066
- The Rev. Dr. Kenneth Byerly, Associate Executive Presbyter, (same as above)  
Elder Nancy Schmeltz, elder and member of Interim Search Committee, Faith  
Church 6 Stanrock Ct. Baltimore, MD 21234 410-661-8706
- Judge David Ross, elder chair of Children and Youth Committee, Faith Church  
706 Benston Place Baltimore, MD 21210 410-435-3928
- Elder Don and Deacon Betty Bunce, served with Betty on care of  
home-bound, Oakcrest, 8810 Walther Blvd.#2108 Baltimore, MD 21234  
410-663-8494
- Elder Carol Taylor, Chair of Worship Committee Grove Church  
812 Lynn Lee Drive Aberdeen, MD 21001 410-734-4147
- Elder Lou and Deacon Mary Barnhart, Lou was Chair of Personnel and Mary  
is Chair of Matha's Meal Soup Kitchen, Grove Church  
807 Shirley Drive, Aberdeen, MD 21001 410-272-0694
- Elder Clerk of Session David Sullivan, The Presbyterian Church, Hagerstown  
1914 Monument Rd. Myersville, MD 21773 410-293-9967