

Leadership Cabinet Report
Yellowstone Presbytery
November 2-3, 2018
First Presbyterian Church, Bozeman MT

The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. – Ephesians 4:11-13

In 2018 we will continue our focus on “Equipping and sending the gifted into ministry”.

Since the May 2018 Presbytery Meeting the Leadership Cabinet has met four times. In those meetings we discussed and worked on a wide range of things based on our vision and 2018 goals. These discussions have included the following actions.

- A. Based upon the work of Curt Kochner, George Goodrich, Cynthia Kessler, and Suzanne Bratsky we worked through the creation of the Yellowstone Presbytery Child and Youth Protection Policy. Book of Order section G-3.0106 states that all councils of the church “shall establish a child and youth protection policy”. The full policy with its cover letter is included in the packet for this meeting. Please watch for a mailing which includes a form for Pastors and Sessions to complete and return to the Stated Clerk. The policy will be presented for Presbytery action under letter J below.
- B. We met with Rev. Kim Woeste, campus ministry at Rocky Mountain College; Rev. Dwight Welch from United Campus Ministries at MSU-Billings; and Rev. Dan Krebill with PresbyCats at MSU-Bozeman. After hearing their reports we awarded Higher Education Grants to these three ministries for the 2018-2019 academic year.
- C. We met with the four Whitworth Fellows who provided us insight into how they see ministry in the coming years. This discussion provided for some important questions for us as a Presbytery to consider over the coming year. Watch for more information as we receive their debrief reports later in the fall.
- D. We continue to work with our Guide One Insurance agent to ensure that the coverage we carry as a Presbytery is appropriate. Due to this evaluation we were able to ensure the appropriate coverage for the Westminster Spires Summer 2018 camping season.
- E. We reviewed the 2018 Goals we set to see how we are making progress. It was determined that due to the number of other priorities which arose during the year, Presbytery Sunday would not be promoted for 2018. We are aiming for returning to this for 2019.

- F. We discussed feedback received from the May Presbytery meeting as we prepared for this meeting. We listened to the voices that asked for more time for small group discussion and hope that was achieved for this meeting. We spent time discerning how to move forward as we put together the equipping time for this meeting.
- G. We spent time working with the 2019 budget and examining the ministries and priorities of the Presbytery in the coming years. The Budget Document is included in the packet for this meeting. Dan Holland will present it under the action item K in this report for Presbytery approval.
- H. The Personnel sub-committee of CRE Jack Bell, RE Paul Helland, MWS Diane White, and staff Rev. George Goodrich has been addressing performance reviews and job descriptions. This sub-committee reports to the Leadership Cabinet.
- I. A sub-committee has been established to look at the Presbytery Standing Rules and determine what, if any, updates or amendments might be necessary. Members of this sub-committee which reports to the Leadership Cabinet are MWS Dan Krebill, RE Dave Kimball, Stated Clerk Jim Tarr, and staff member Rev. Kathy Goodrich.
- J. We looked at the Proposed Amendments to the Constitution which came from the 223rd General Assembly and determined which group, committee, or commission from the Presbytery should look at them and make report/recommendations to the March 2019 Presbytery meeting for our vote.
- K. We agreed to join with Glacier Presbytery to apply for a Synod Grant to bring a Communications Workshop to Helena on September 27, 2018. Those who attended believe that they learned a bunch from this workshop.

Announcements for the Presbytery from the Leadership Cabinet

- L. The dates and locations of Presbytery meetings in 2019 have been scheduled:
March 8-9, 2019 we will meet at First Presbyterian Church in Billings
June 8, 2019 telephone meeting to address any business of the Presbytery with a one day retreat for the equipping of the Presbytery being scheduled at a date and location to be determined.
November 1-2, 2019 we will meet at First Presbyterian Church in Lewistown.
- M. The Yellowstone Currents is the newsletter of this Presbytery where we share what God is doing in our midst. If your congregation has something to share like mission activity or some special speaker coming up and the like; please send the article to Susan Thomas.

Requested Action of the Presbytery:

- N. The Leadership Cabinet has approved the Presbytery Child Protection Policy as required by the Book of Order to be approved and added to the Yellowstone Presbytery Manual as an official policy.
- O. The Leadership Cabinet presents both the 2019 Per Capita amount and the 2019 Administrative and Program Budget to be approved by the Presbytery.

As a reminder, here are the 2018 Goals the Leadership Cabinet has adopted for the Presbytery.

Yellowstone Presbytery Leadership Cabinet Goals for 2018

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- 1. Encourage and emphasize discipleship among the people of Yellowstone Presbytery.
 - Continue to model Dwelling in the Word or Word-Share-Pray at Presbytery meetings, at all ministry team meetings, and clusters; encouraging sessions to include this in the life of their congregations.
 - Extend Stan Ott's training by planning a video visit from Stan during the March presbytery meeting and offering a study guide to his resources.
 - Provide *Growing Young* resources and training for leaders and congregations at each Presbytery meeting in 2018. This may be as short as a 5 minute announcement or as long as a 45-60 minute workshop. Sharing how *Growing Young* is impacting the Presbytery and individual congregations.
 - Provide Elder or Leadership resources and training for leaders and congregations at each Presbytery meeting in 2018. This may be as short as a 5 minute announcement or as long as a 45-60 minute workshop.
 - Equip Lay Leaders/CREs in congregations through providing specific programs including the Whitworth Leadership Training through their Office of Church Engagement. Also provide disciple mentors for leaders in congregations as needed.
- 2. Support the spiritual nurture of pastors and leaders across the presbytery.
 - Offer support to the PMT as they plan for a pastor's retreat to be held in 2019. This support would include the encouragement of pastors to attend the retreat through announcements and emails.
 - Encourage prayer for one another, including use of the presbytery prayer calendar.

Determine how many churches are using the Prayer Calendar; in what ways do they use it? How do we encourage the use of the calendar? (Email and encourage use of it)

--Ask Pastors/Leaders how the Presbytery can nurture and encourage their spiritual journey. (How do we do it better?)

3. Foster community in the presbytery.
 - We will continue to encourage and support presbytery clusters.
 - We continue to support Presbytery Sunday on the 2nd Sunday in October (Oct. 14, 2018) by providing ideas and resources.
 - Support Leadership subcommittee efforts to share stories from around the presbytery at meetings or in the Currents. Encourage each Leadership Cabinet member to think about or find a story to share at a Presbytery meeting or in the Currents.
4. Support Presbytery staff by establishing and strengthening the Personnel ministry sub-group. Ensure that this sub-group can:
 - Provide clear job descriptions and job expectations for staff members
 - Plan for timely and consistent reviews as appropriate, i.e. 30 day, 60 day, 90 day, 6 month, or annually.
 - Ensure that the newly hired Stated Clerk is equipped as she or he begins their ministry in the Presbytery.
5. Examine staffing patterns and budget in light of the changes in synod support and determine if adjustments are needed. At the June Leadership Cabinet meeting be prepared to look at what our funding options and budget options look like and begin to formulate a plan for 2019.

2/19/18