

Leadership Cabinet
Thursday, February 16, 2023

Yellowstone Presbytery Leadership Cabinet met for its scheduled meeting on Thursday, February 16, 2023, beginning at 10:00 a.m. This was a hybrid meeting.

Cabinet members present:

RE Melissa Bell
RE Julie Boksich
RE Russ Kline, Moderator
MWS Mary Grace Reynolds
MWS Jamie Schmeling
CRE Margee Smith
MWS Dave Thompson

Members excused:

Others present:

MWS George Goodrich, Co-Exec. Presbyter, MWS Kathy Goodrich, Co-Exec. Presbyter
RE Caroline Fleming, Stated Clerk, MWS Ashley Birk, member of personnel sub-committee.

1. **Opening:** Moderator Russ Kline called the meeting to order and led the team in prayer.
2. **Quorum:** A quorum was declared present.
3. **Dwelling in the Word:** George led the team in singing “Holy Spirit, Living Breath of God,” and portions of Isaiah 43 were read that focused on God doing a new thing with us as God’s witnesses. Discussion included not being afraid to tell our stories, God is our God and will always be with us even as we go through difficult times, and if we don’t witness to God’s acting in our lives personally and throughout history, who will? A quotable quote: “If we are afraid to tell our story, we might as well check out of the game.” (Jamie Schmeling)
4. **Minutes of the previous meeting:**

***Action:** A motion was made to approve the minutes of the January 2023 meeting as written. The motion was seconded, and it passed.
5. **Co-General Presbyter’s Report: (Attachment A)** Kathy referred people to the January Co-General Presbyters’ report noting a continuation of instability and unpredictability in the world. How do we Keep ourselves anchored in Jesus, loving God and loving neighbors as chaos swirls? We seek God’s Kingdom first.
George noted the ongoing success of his training in pastoral care program. The group meets the first Thursday of the month at 6:00 p.m. and is beginning to study response to people caught in particular issues. The March topic is domestic violence, and Caroline will talk with the group concerning pastoral response to people experiencing it.
Kathy reviewed trends and noted that Presbyterian Outlook has a good article on accountability.

6. **Visioning Part I:** Visioning Part I: Team members read Yellowstone Presbytery’s vision statement and discussed what we are doing well and what the Spirit is nudging us to do.

What we are doing well:

- We have become a community rooted in the love of Christ where **trust is generally high.**
- We are committed to telling our stories and know they matter
- We are committed to equipping and encouraging people in a variety of small groups & ways over quite a few years (reviewed many mini conferences at presbytery meetings), '22-'23 zoom group for CRE’s/lay training in preaching, pastoral ministry and care

What the Spirit is nudging us to do:

- We need to broaden our equipping, but how? Prioritization of what is most important **now.**
- We must differentiate from being a “member” to being a “disciple” in the ways Jesus and the early church practiced and understood (trainings on this offered at LC & presbytery many times over the last 2 decades. Consensus is that this needed again)
- Offer a new vision of what a pastor is and does, and a session is and does.
- Remember and reroot ourselves as pastors, leaders, congregations, in our core identity not as an institution which exists to serve its members, but rather from biblical analogies of a “priesthood of all believers” (I Peter) and the body of Christ with EACH one having spiritual gifts (I Cor. 12 etc.) and educating all in what that means

Many of the other shifts in Stan Ott’s, *Twelve Dynamic Shifts for Transforming Your Church* are applicable now.

Partnership among smaller churches

Remember that, while there is a lack of pastors, there is no lack of spiritual gifts

Move away from programs to forming people/disciples, relationships and authentic community.

Be creative with the 20 minutes of “sermon time” in worship – more interactive and contextualized (Ref to Carey Nieuwhof article sent out worship Be intentional on zoom meetings and in small groups)

Growing in both numbers and in sharing the good news will require exploring and experimenting with new forms of church, New Worshipping Communities (NWC), fresh expressions, etc. Most outside the church will not go to an existing, inherited expression of church.

Remember, we cannot do it all at once, but must let our efforts build on themselves.

Jamie Schmeling closed the session with prayer and the team took a lunch break.

6. **Visioning & Prioritization Part II:** What is the Spirit leading us to be intentional about?

The team concentrated on two questions from the January Co-General Presbyter’s report (**Attachment A**):

- a. What is the Holy Spirit saying as we reflect alone and in community?
- b. What innovations may the Spirit be inviting us to?

Ideas that were brought forth:

- what is the new vision of a pastor, - see above
- moving away from the traditional chaplaincy (maintenance of internal functions for existing :consumers”) concept of a pastor to more of an equipper of others Eph. 4:11,12
- the lack of pastors but no lack of spiritual gifts among our people,
- lack of understanding spiritual gifts and being/doing church based on them
- moving away from “program,” See above
- how we might better use the “20-minute sermon time,” In an age when any info or a sermon can be accessed online, “in the future, preaching won’t draw a crowd nearly as much as it will anchor a crowd.” Coming for authentic community and relationships, things for their kids or themselves. (see Carey Nieuwhof’s article *Future Church: 8 Church Trends to Watch in 2023*)
- more interactive worship,
- Using social media, a powerful tool these days,
- Understanding and using spiritual disciplines is important as they are the things we can do to put ourselves in God’s hands for growth and transformation. Members are asked to think about what will move us forward and what we have to build on.
- The visioning & prioritization discussion continued with assertion that we need to be intentional about preaching and living the love of Jesus in our churches and neighborhoods with authenticity. The authoritative voice is Jesus. We are the vessels through which he speaks.

c. Things the team will emphasize in the coming year:

- How do we cultivate love?
- How do we let go of the hyper-institutionalized consumer type?
- Be love in action.
- Get outside the building
- What are models for God doing a new thing?

7. Presbytery meeting March 3-4: Melissa, Mary Grace, Russ, Julie, Kathy and Caroline have served as the planning team and chosen Isaiah 43 as our Biblical passage for the year. The meeting will offer opportunity for story telling with the hopes that it will be interactive. We are concentrating on God “doing a new thing.” We are all called to be witnesses and in this conference time we hope to equip people to know their identity, their story, so they can share them with others and bring people to Christ.

8. Personnel: All documentation with Deb Jackson is in order, who is working an hour or two a week collecting mail, doing bank deposits and is available for other activities as needed.

The personnel sub-committee needs a person to replace Chuck Carlson who has left the presbytery to serve in Glacier as their Executive.

***Action:** A motion was made to appoint Ashley Birk to the Personnel Sub-committee. The motion was seconded, and it passed.

10. Transition Team: The team has not formally met as yet but will do so soon.

11. Budget & Finance: Both the program and the administrative budgets ended in the black in 2023. Full reports will be available to the presbytery meeting.

12. Stated Clerk report: (Attachment B)

Overture Review: Caroline recommended concurrence with Proposed overtures 22-C, 22-D, 22-N, and 22-V.

***Action:** A motion was made to concur with the recommendations from the Stated Clerk and to place these four on the consent agenda at presbytery.

These four recommendations along with 10 overture recommendations from the Pastoral Ministry Team will be placed on the consent agenda and voted on at the March presbytery meeting.

The Permanent Judicial Commission will be asked to review the proposed Rules of Discipline and other overtures related to the current Rules of Discipline. Other people or teams will be asked to review the remaining overtures, and we will either vote on them at a special presbytery meeting or at our stated June meeting.

Caroline reviewed the statistics report for 2022. **(Attachment B)** One church corrected its membership numbers from last year by twelve. Because of this correction, the presbytery lost only one member in number in 2022. As of December 31, 2022, Yellowstone Presbytery has 1380 active members.

14. Presbytery land: Presbytery owns two parcels of non-contiguous land in Oswego in Valley County that is land-locked within a ranch. The state says we owe taxes on it unless we file for tax-exempt status by March 1. George recommended we deed it over to the rancher. We must find out what taxes are owed and what it will cost to deed the land to the rancher. Caroline will contact Paul Helland who worked on this issue a couple years ago. Caroline and Jamie will work with him and finish this by fall.

15. Position on Rocky Mountain College Board: The gifts needed to serve on this board with no vote include: wisdom, relational skills, hard skin, a belief in the school and its vision, and courage to speak at board meetings. They meet often and meetings include service on a committee. Technically, this is a position for the Presbytery Executive person or their appointee. The team would like to have a person appointed by June.

16. Announcements:

- ✚ Next Leadership Cabinet meeting: **March 9 from 11a.m. to 1 p.m.**
- ✚ Retreat with PMT: **April 11-13**
- ✚ Kathy will send information about the topic on the recent exegesis exam and the committee's response to concerns raised.

17. Closing: George closed the meeting with prayer at 3:25 p.m.

Respectfully Submitted,

Caroline Fleming, Stated Clerk

Leadership Cabinet Action Items		
Responsible Person(s)	Action Item	Due Date
Ongoing Action Items		
Personnel committee	Update Presbytery's Personnel Policy	Ongoing
Russ, Dave, Caroline, Jamie, Kathy	Continue work with the team discussing how to encourage experimental ministry, training small group leaders, and helps for facilitating small groups in congregations and communities.	Ongoing
LC members	Consider a person well-qualified to serve on the board of Rocky Mountain	Ongoing
Ric	Write up the technical needs to host a hybrid presbytery meeting for	ASAP
Jamie, Dave, Caroline	Create a monthly presbytery newsletter to communicate regularly with our	No date set
LC members	Seek people with a passion for earth care who would work with St. Andrew in bringing concerns/ideas to LC and presbytery	ongoing
Russ	Serve as one on an LC sub-group addressing evangelism, bringing ideas for effective evangelism to LC and the presbytery	ongoing
Caroline, Kathy, Margee and Julie	Review and divide G.A. overtures between teams, groups and sub-committees	ASAP
New Action Items		
Caroline & Jamie	Contact the state and Paul Helland for information about the land in Valley County and complete deeding it to the rancher within whose land it lies	Sept. 2023
Kathy and LC	Appoint a person to the Rocky Mtn College Board	June 2023
Kathy	Send information about the topic on the recent exegesis exam and the committee's response to concerns raised to LC members	ASAP
Kathy, Caroline, Jim Tarr, Mary Grace and possibly Ashley	Work on a response to the exegesis exam and committee's response to concerns raised that the presbytery could send to the PCC	No timeline set, but soon

Co-GP Report to Leadership Cabinet January 10, 2023 Kathy & George Goodrich

Jesus' Three *GREATS* = Keeping the MAIN thing the main thing

Jesus replied: 'Love the Lord your God with all your heart and with all your soul and with all your mind. ' This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself. ' All the Law and the Prophets hang on these two commandments. Mt. 22

When they saw him, they worshiped him; but some doubted. 18 And Jesus came and said to them, "All authority in heaven and on earth has been given to me. 19 Go [as you are going] therefore and make disciples of all nations, baptizing them in the name of the Father and of the S on and of the Holy Spirit, 20 and teaching them to obey everything that I have commanded you. And reme mber, I am with you always, to the end of the age. Mt 28:17-20

Have you also been asked, or asked yourself and the Holy Spirit, "What is the most important thing we should be doing or focusing on, have as our emphasis?" "What is the 'latest' thing or program of emphasis our church should have?" We sure have too, in the pastorate and as Exec's.

Jesus' Three *GREATS* = Keeping the MAIN thing the main thing! As we seek to cultivate
LOVE Jesus
LOVE and grow as God's people/disciples
LOVE and make disciples in the world God made and loves

In light the 3 foundational commands, priorities, of Jesus for his followers and tin light of the times, trends and contexts in which we find ourselves (reference to Trends for 2023 article),

1. **What can we likely anticipate** as realities, trends and contexts, needs? How can we listen well to those within and without our churches.
2. What is the Holy Spirit saying as we **reflect** alone and in community?

What should be our priorities – in BEING the people of God as well as DOING the work of the people of God?

3. What **innovations** may the Spirit be inviting us to?

A few resources :

<https://careynieuwhof.com/future-church-trends/> For 2023 – previously sent

9 Min podcast - Leadership for the Long Haul-

(and in times of complex, adaptive challenges & change), Tod Bolsinger and Markus Watson, PCUSA pastors. discuss this quote from [*Leadership Without Easy Answers*](#), by

Ronald Heifetz:

"In a crisis we tend to look for the wrong kind of leadership...in short, someone who can make hard problems simple. But problems like (we have been facing) are not simple.... Making progress on these problems demands not just someone who provides answers from on high but changes in our attitudes, behavior, and values. To meet challenges such as these, we need a different idea of leadership...."

<https://www.markuswatson.com/2023/01/10/leadership-for-the-long-haul-a-quick-conversation-with-tod-bolsinger-146/>

Six-stage process moving people from isolation to community (with God & others). Luke Edwards

Listening - Loving People - Building Community - Exploring Discipleship - Church Taking Shape - Doing It Again

Underpinned by prayer & continuing connection to the wider church, usually a congregation

Summary article: @ <https://freshexpressions.com/2022/10/10/fresh-expressions-journey-six-steps-that-can-move-people-from-isolation-to-christian-community>

While this is primarily focused on new fresh expression of church started by a few, connected to a congregation(s) it also applies to the existing churches and the presbytery.

1. PMT – Significant time needed here with totally new PMT leadership, ongoing searches, church transitions and equipping and supporting and consulting with congregations with no pastors

2. Transition Team – Kathy & Chuck Carlson met by phone covering:

A. the make-up of the Team – Personnel asked and received an affirmative from: Daniel Triller, TE, Dillon; Teresa Kendall, TE, Deer Lodge; Chuck Wright, Commissioned RE, Manhattan/Butte; and Sandy Welch, RE St. Andrew. To ensure the input, wisdom and continuity with the important work of the LC & Personnel subgroup LC Moderator, Russ Kline, will be ex officio and he has agreed to this.

B. the scope and depth of it's work – transition = not only for Yellowstone in this GP leadership transition, but the transition in the culture and church during/post covid and the post -Christian culture, and churches here and elsewhere.

This process and prioritization will include broad listening and input from the presbytery

3. Personnel – We both met with Personnel for our annual reviews, noting many th9ings the Spirit has been doing, and growing edges for us as leaders.

4. Our Synod has half new leaders and the input, perspective and history from us as the longest serving execs here or anywhere has taken on a much larger role. We met on zoom last week. Kathy had several ongoing interactions.

Prayers for our ongoing healing in body, mind soul, spirit and family are very welcomed.

Stated Clerk Report

1. **McAllister property:** No news since our last meeting. We are waiting for the title company to issue a “quiet title”
2. **Overture work** is slow. 10 recommendations from PMT and a few from me for you to OK or not today.
Concerning Rules of Discipline: If we vote on the proposed *new rules* and and concur with the change, I suggest we don’t respond to the overtures concerning amendments to the current rules.

MY SUGGESTIONS on 4 Overtures.

*****PLEASE NOTE: throughout these amendments:**

All deleted text is in ~~strikethrough~~. All added text is in *italics*.

GA Amendment 22-C — G-1.0501 MEETINGS OF THE CONGREGATION

MEETINGS OF THE CONGREGATION G-1.0501 MEETINGS

Shall a new G-1.0501 be inserted into the Form of Government and the current G-1.0501 and subsequent sections be renumbered accordingly, as follows?

“G-1.0501 *Meetings*

“Meetings shall be opened and closed with prayer. Unless the congregation shall designate another parliamentary authority in its bylaws, meetings shall be conducted in accordance with the most recent edition of Robert’s Rules of Order Newly Revised, except when it is in contradiction to this constitution.

“In accordance with the requirement of Robert’s Rules of Order Newly Revised, congregations and their committees may meet electronically at the discretion of their sessions, provided that the technology employed allows for all members present to hear and be heard simultaneously. This includes joining one or more persons electronically to an otherwise in person meeting. Congregations should adopt special rules of order and standing rules to govern such meetings.

“G-1.0502 Annual and Special Meetings

The congregation shall hold an annual meeting ...”

Recommend concurrence with 22-C

Our form of government leads us to make decisions in councils following opportunity for discussion. The past few years have proven that electronic means of meeting for discussion and vote are necessary and give opportunity for full discussion by all members. Absence of language allowing for electronic meetings has proven problematic in some places. It is not the intent of these additions to require electronic meetings or to mandate any specific processes or procedures. Congregations and councils may make those determinations themselves.

22-D — G-1.0503 MEETINGS OF THE CONGREGATION

G-1.0503 BUSINESS PROPER TO CONGREGATIONAL MEETINGS (ROD-06 1)

Shall G-1.0503 in the Form of Government be amended as follows?

“G-1.0503 Business Proper to Congregational Meetings

Business to be transacted at meetings of the congregation shall be limited to matters related to the following: ...

... f. approving a plan for the creation of a joint congregational witness, or amending or dissolving the joint congregational witness (G- 5.05).;

g. receiving a disciplinary decision against a member of the congregation as required by D-9.0102.”

Recommend concurrence

The proposed revision of the Rules of Discipline, which will likely become Church Discipline, includes a requirement for decisions with a finding of guilt in disciplinary processes against church members to be reported to the congregation of membership. This is to ensure that such findings are known to the body of membership as part of the overall goal of the restoration of trust in the community. It parallels the requirement that disciplinary decisions against ministers of the Word and Sacrament be read to the entire presbytery of membership. The amendment is necessary because business at congregational meetings is limited only to matters currently listed in G-1.0503.

22-N — G-3.0105

MEETINGS

GENERAL PRINCIPLES OF COUNCILS G-3.0105 MEETINGS (ROD-06 3)

Shall G-3.0105 in the Form of Government be amended as follows?

“G-3.0105 Meetings

“Meetings of councils shall be opened and closed with prayer. Meetings shall be conducted in accordance with the most recent edition of Robert’s Rules of Order Newly Revised, except when it is in contradiction to this Constitution. Councils may also make use of processes of discernment in their deliberations prior to a vote as agreed upon by the body.

“In accordance with the requirement of Robert’s Rules of Order Newly Revised, councils and their commissions and committees may meet electronically, provided that the technology employed allows for all members present to hear and be heard simultaneously. This includes joining one or more persons electronically to an otherwise in-person meeting. Councils should adopt special rules of order and standing rules to govern such meetings.”

Recommend concurrence

Our form of government leads us to make decisions in councils following opportunity for discussion. The past few years have proven that electronic means of meeting for discussion and vote are necessary and give opportunity for full discussion by all members. Absence of language allowing for electronic meetings has proven problematic in some places. It is not the intent of these additions to require electronic meetings or to mandate any specific processes or procedures. Congregations and councils may make those determinations themselves.

22-V — W-3.0414

SACRAMENT

W-3.0414 COMMUNION (TWE-05 4)

Shall the second paragraph of W-3.0414 in the Directory of Worship be amended as follows?

“W-3.0414 Communion ...

“...When all have received the bread and cup, the remaining elements are placed on the table. ~~The minister of Word and Sacrament then leads the people in prayer.~~ *A prayer follows*, thanking God for the gift of the Sacrament and asking for grace to live and serve faithfully until the coming of Christ’s realm in fullness.”

Recommend Concurrence

This amendment eliminates the requirement that the prayer after communion be led only by a minister of the Word and Sacrament or ruling elder authorized by the presbytery to administer communion, thus allowing for more flexibility in the prayer after communion, including the use of a unison congregational prayer.

- 3. **Annual Reports from churches:** All 22 churches have submitted their Statistics reports through to the denomination. 3 haven’t submitted minister reports yet. Mission pledges are \$241.00 less than last year:

Church	Necrology	Mission Pledge	Minister report	Online Stats	
Anaconda	1	0.00	NA	1	1
Billings 1st	1	5000.00	1	1	1
Billings St Andrew	1	2500.00	NA	1	1
Bozeman	1	11000.00	NA	1	1
Butte	1	6000.00	NA	1	1
Colstrip	1	0.00	NA	1	1
Deer Lodge	1	0.00	1	1	1
Dillon	1	2000.00		1	
Ennis	1			1	
Forsyth	1	500.00	NA	1	1
Hysham	1	0.00	NA	1	1
Jordan	1	600.00	1	1	1
Lewistown	1			1	
Manhattan	1		NA	1	
Miles City	1	2000.00	NA	1	1
Philipsburg	1	0.00	NA	1	1
Poplar	1	0.00	NA	1	1
Stanford	1	0.00	NA	1	1
Terry	1	600.00	1	1	1
While Sulpher Sp.	1	0.00	NA	1	1
Wise River	1	400.00	NA	1	1
Wolf Point	1	0.00	NA	1	1
	22	30600.00	4	22	18

4. **Presbytery meeting planning:**

Theme: “I Am Doing A New Thing:” Witnessing to God’s Presence

Agenda Possibility:

- 1:00 p.m. Open/Welcome/ Roll Call
- 1:20 p.m. Dwelling in the Word
- 1:50 p.m. Installation of new officers
Business meeting part I
- 3:00 p.m. Break
- 3:15 p.m. Equipping workshop: Power and Honesty in our Stories
- 5:30 Dinner
- 7:15 p.m. Continuation of equipping workshop
Recess for evening
- 8:30 a.m. Reconvene with Dwelling in the Word
- 9:00 a.m. Business Part II
- 9:45 a.m. Worship to include Communion, necrology and installation of officers
- 11:15 a.m. Celebration of George G. with lunch