

Leadership Cabinet
Thursday, March 9, 2023

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Thursday, March 9, 2023, beginning at 11:00 a.m.

Cabinet members present:

RE Melissa Bell
MWS Ashley Birk
RE Julie Boksich
RE Russ Kline, Moderator
MWS Mary Grace Reynolds
MWS Jamie Schmeling
MWS Dave Thompson

Members excused:

CRE Karolee Larson
CRE Margee Smith

Others present:

MWS George Goodrich, Co-Exec. Presbyter, MWS Kathy Goodrich, Co-Exec. Presbyter
RE Caroline Fleming, Stated Clerk.

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:** Kathy led the team in Dwelling in the Word. Team members read portions of Isaiah 43 and discussed what God is nudging us to do individually and as a presbytery. Discussion included whether God is challenging us to “walk through fire,” and why discerning the “new thing” God is doing is so hard. Though we trust God to be with us through it all and know God loves us, willingness to witness still has its challenges. The Isaiah passages remind us that God is in control and people are somewhat secondary as God’s plan will come to fruition in spite of us. Yet, as Christians, we are to model Christian living. This includes times of rest because if we don’t rest, we cannot perceive the new thing God is doing. There was talk of creating a Sabbath day for Yellowstone Presbytery. Kathy closed our reflection time with prayer.
4. **Minutes of the previous meeting:** There were some statements made at the February meeting that Kathy wanted included in the minutes of the March meeting, so action on approving those minutes was tabled until the next meeting, giving her time to get the information to the clerk.
5. **Co-General Presbyter’s Report: (Attachment A, B & C)** Kathy referred people to the Co-General Presbyters’ reports that were sent to team members, the same reports that were on the meeting site for the March 3-4 presbytery meeting.

George shared his thoughts on leadership in/for the presbytery. He stated, “Presbytery is a gathering of God’s people to discern and act on God’s plan.” The practice of Dwelling in the

Word before each presbytery and team meeting has become a valuable reminder to all that to do God's work, we have to understand what it means to be the people of God. He has tried to lead so Christ goes with him. As the baton of leadership passes to Kathy, things may look different, and we are asked to "let Kathy be Kathy" knowing she must play to her strengths. George's request to us is that we pause as needed in meetings and ask what God is doing or what God has in mind. "You can't have an effective jazz band if you don't listen to the leader and to all the members." Dave Thompson led the team in prayer, thanking God for George and his ministry with us and asking for his presence with Kathy during this transition time.

6. **Transition Team:** The transition team is meeting and will share information when plans are more concrete. They are seeking analogies from the last visioning process and remembering the importance of spiritual gifts.
7. **Presbytery meeting reflections:**
 - a. Ron Pyle did a great job. How do we continue/deepen/broaden what he started?
 - b. Can we practice telling our stories at our April retreat using what Ron taught us:
 - i. How to ask questions
 - ii. How to be a non-threatening presence in our own faith sharing
 - iii. How to help others feel safe in their faith sharing
 - c. Can we find ways to carry the practice of storytelling/faith sharing to presbytery meetings?
 - i. Have one person per meeting share.
 - ii. Model the faith sharing at presbytery meetings, possibly in teams of 2.
 - iii. Encourage local churches to have members "practice" at their own meetings.
 - iv. Practice sharing where God is at in our lives at the April retreat.
 - d. Remember, we do have Ron's presentation recorded for any who would like to watch it.
 - e. People really liked ending the meeting with worship and communion.
 - f. Themes to continue:
 - i. Keeping the "new thing" in front of us
 - ii. Perception and discernment will lead us forward on God's path and heading toward what we will become.
 - iii. Focus time on where we've been, where we are now, and where we are heading.
 - iv. Encourage a spiritual gift concept rather than a user/consumer idea of "church".
8. **April Retreat:** The planning team for the April retreat will be Kathy, Julie, Ashley and Jamie along with a couple of PMT members. Ashley will convene the group.
9. **Overture Review and Recommendations:** Caroline will recruit people to review the remaining overtures and offer recommendations to concur or not concur at the June presbytery meeting. The proposed new Rules of Discipline is the largest piece that we must

review and make a decision on. Kathy suggested we ask Paige McKnight from Florida to join us at the presbytery meeting to talk about the proposed new rules.

10. Insurance Quote: (Attachment D) The team reviewed the insurance quote from General Star Indemnity Company through Promont Specialty for \$3920.00.

***Action:** A motion was made and seconded to accept and pay the insurance quote with inclusion of the term “religious expression.” The motion passed.

11. Honorarium for Ron Pyle:

***Action:** A motion was made and seconded to give Dr. Ron Pyle a \$750.00 honorarium for his work with us at our presbytery meeting in addition to the mileage we will pay him. The motion passed. Ric will be directed to authorize a check for Ron.

12. Future Presbytery meetings:

- a. **June 16-17:** It was suggested we hold our June meeting as a Zoom-only meeting and have a shortened docket. Team members were in favor of the idea. Plans will be made for this meeting in the near future.
- b. **November 3-4:** Most likely this meeting will be held in Butte and people will be encouraged to attend in person.

13. Announcements:

- ✚ A thank you note was read from Karolee Larson thanking presbytery for the gifts she received at her commissioning.
- ✚ Next Leadership Cabinet meeting: **April 11-13 retreat with PMT**

17. Closing: George closed the meeting with prayer.

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
Ric	Write up the technical needs to host a hybrid presbytery meeting for churches	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,	Review and divide G.A. overtures between teams, groups and sub-committees	ASAP
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, 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
New Action Items		
Kathy, Julie, Ashley and Jamie	Work with PMT members to plan the April retreat	ASAP

Part II - Co-GP Report to Yellowstone Presbytery March 3, 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. 22:37-40

When they saw him, they worshipped 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 [verb=as you are going] therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, 20 and teaching them to obey everything that I have commanded you. And remember, 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 I/we should be doing or focusing on, have as our emphasis?” “What is the ‘latest’ , “new, improved” thing or program of emphasis our church should have?” “What is God’s mission for this, God’s church?” We sure have too, in a group, a church and as Exec’s.

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

As we seek to cultivate, grow in and embody

LOVING Jesus

LOVING, grow as God’s people/disciples

LOVING the world God made and loves, making disciples *as we go*

In light the 3 foundational commands, priorities, of Jesus for his followers and in light of the times, trends and contexts in which we find ourselves (see Trends for 2023 article link below), we and the Leadership Cabinet have been asking these questions and invite us all to continue to be curious and open asking questions such as:

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 pay attention, **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 helpful resources among many:

<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

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

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

1. Work with Leadership Cabinet on wide range of items including:

a. prep for Feb. in person day retreat for evaluation of last few years , listening, Visioning & discerning God's priorities for 2023

b. Established a Transition Team to consult with LC: Daniel Triller, TE, Dillon; Teresa Kendall, TE, Deer Lodge; Chuck Wright, Commissioned RE, Manhattan/Butte; and Sandy Welch, RE St. Andrew, Russ Kline, *ex officio* as LC Moderator & Personnel subgroup.

The scope and depth of its work on transition includes not only Yellowstone in this GP leadership transition, but the many transitions and shifts underway in the world, culture and church during/post covid and the post -Christian culture, here and elsewhere. Every pastor is functionally a transitional pastor! The hope is that this process and prioritization will include broad listening and interaction with the presbytery.

c. Personnel – We both met in December with Personnel for our annual reviews, noting many things the Spirit has been doing, and growing edges for us as leaders. Wide range of conversations and steps for presbytery leadership and administrative responsibilities, denominational needs related to Kathy & George's transition and George's retirement.

2. PMT– Significant time needed here with new PMT leadership, ongoing searches, church transitions and equipping, supporting and consulting with congregations with no pastors, often partnering with PMT members.

- a. conversations with pastors/CRE's for personal and professional matters
- b. Participated in Karolee Larsons's Commissioning to FPC, Butte. Gifts to Karolee from the presbytery.
- c. Churches and ministry in eastern MT - First zoom conversation for PMT in eastern and staff regarding state of churches, leadership, trends in eastern MT. Prayer, brainstorming and intentional reaching out underway to listen and learn from key leaders in various churches. In future, widening the conversation to other churches/denominations, including ELCA conversations in early May. Plans have emerged for part-time pastoring and partnership -Hysham, Forsyth and Colstrip.
- d. Conversations with various pastors, key leaders in churches
- e. CLC, major overhaul underway. Kathy attended Exec zoom info session and conversation with CLC leadership. Much was not ready to read or in form it could be shared with presbytery or congregational leaders. They propose a very aggressive implementation calendar. If this occurs, it will require a great deal of time for Co-Moderators, Caroline and Kathy, and others we ask to join so we can learn and operate in the new system.
- f. Candidates' exegesis exam and many related systemic concerns of deep concern to ALL presbytery leadership, and those working with candidates and beyond.
- g. research on some GA overtures
- h. **Lay and CRE Training/equipping for ANY interested YP Church Leadership** – George and Bob Hunter(author, PCUSA pastor) completed the 4 session *Helping When It Hurts*

Feb. zoom gathering - Dwelling in Word on Mark 1 – healing the leper, sharing & praying for one another, listed topics desired for future trainings.

March 7 – Theme: Domestic Violence, Caroline Fleming is special guest

- 4. **Our Synod** has half new leaders and the input, and the perspective and history from us as the longest serving execs in the Synod has taken on a much larger role. We meet monthly on zoom and 3x a year in person as able. Always energizing and provides ideas and partnership options. Will keep you posted.
- 5. **Camping and Youth** – Westminster Spires bridge not safe and not fixed, sadly, so only a one-week camp at Hyalite Camp June George met with Team planning our Plan B one-week camp June, and other camp related calls and work. A time of transition and adapting and God is doing new things in new places, with new people...
- 6. **Very part-time Financial/office person.** Thanks to Ric for this connection. Kathy has met in person with Deb Jackson several times. She is more than we could ever have hoped for in competence and spirit and people skills. All going smoothly, & takes only an hour a week. She is happy to help us with other things as needed. Kathy thinks this will be needed as Co-GP position moves to true halftime. Deb has time and can do a few more things in the time we agreed for her. She is eager to meet us at presbytery attend our equipping times and promote them.
- 7. **George attended MAC closing worship service** along with all the other judicatory heads in Helena in January. Worthwhile to be there. (Only a handful of others in attendance.)
- 8. **George is mentoring new Glacier Exec, Chuck Carlson!!** at request of National office!

9. Training churches for both the equipment and ways of better hybrid/online functioning & worship and understanding and adjusting to the reality that a hybrid way of operating IS the new reality and how to do it well. High Tech and High touch/relationship and connecting are here to stay. Kathy spoke with ELCA's Colter McCarty who is willing to provide training. A group needed of at least 2 who can

Personal

In this season of multiple losses, grief and transitions, we would appreciate prayer for healing of every kind, faith, faith-fullness, and protection with multiple challenges on every side at the moment. Thank you for your kindnesses and understanding as you all are living in and have journeyed through so much yourselves. We just returned from Virginia for the burial of Nancy Goodrich and time with George's brothers, their wives, and a few nieces and husbands.

We are seeking :

-to practice the discipline of daily gratitude, including for the "small" things such as beauty, a card received smiles and times with little people, kind friends,

-To steward and honor our limits and bodies in this time of layered grief and traumas and illness.

-to make prayer the foundation of all we do for unless the Spirit moves, works, transforms, opens doors, 'we labor in vain'!

We just celebrate George's 70th this month!

ATTACHMENT B

George's Leadership Thoughts for the Presbytery

3.8.2023

Important Foci:

- a. I believe that when the presbytery and its ministry teams/ groups/committees meet, we are more than we appear. We are the Body of Christ gathered under our One Head, namely Jesus Christ, and in the presence of the Trinity.
- b. I believe that as the Body of Christ gathered, we are to be open to and expect Christ to speak, lead and equip His Church for His ministry and mission in the world.
- c. I believe that as Eugene Peterson said, "God is at work fulltime," that God is speaking and leading God's people when we gather for God's purposes.
- d. Therefore – It is very important that the Presbytery, and especially its leaders develop gifts of spiritual discernment as Paul explains in **Colossians 1:9-14** (NRSV):

⁹"For this reason, since the day we heard it, we have not ceased praying for you and asking that you may be filled with the knowledge of God's^[a] will in all spiritual wisdom and understanding, ¹⁰so that you may lead lives worthy of the Lord, fully pleasing to him, as you bear fruit in every good work and as you grow in the knowledge of God. ¹¹May you be made strong with all the strength that comes from his glorious power, and may you be prepared to endure

everything with patience, while joyfully ¹² giving thanks to the Father, who has enabled^[u] you^[d] to share in the inheritance of the saints in the light. ¹³ He has rescued us from the power of darkness and transferred us into the kingdom of his beloved Son, ¹⁴ in whom we have redemption, the forgiveness of sins.”

Please note:

1. Paul prays for this spiritual wisdom and understanding for the Colossians, and presumably for himself.
2. That the discerning of God’s will and wisdom and then praying for the strength to act upon these gifts when they come is the secret to pleasing God.
3. Giving thanks completes the cycle with God.
4. We are not a people unto ourselves, but “Saints in the Kingdom of Light...” So let’s have this high view of who we are and the work God leads us to do.

So Leaders....

1. ... Pray to know God’s wisdom and will and learn to discern them together (as Christ’s Body).
2. Discern by asking together...
 - a. As we Dwell in the Word together...
 - b. As we Worship together...
 - c. As we pause, mid-meeting, providing a couple moments for silent, prayerful reflection, to ask such questions as:
 - i. “Where is God in this?”
 - ii. “What does God seem to be saying to us?”
 - iii. “What is the Holy Spirit prompting / saying in our gut / bringing to mind?”
 - iv. “Are there scriptures that God is bringing to mind which may apply here?”
 - d. As we listen for the voice / leading of the Holy Spirit, especially in the words of those with whom we normally disagree, or those who we do not normally look to for such.
 - e. The command of God is to love one another (John 13:34-35) , there is nothing more important than that – no matter what we are voting on.

How I Have Tried to Lead:

- a. To prepare and go to visit the churches and pastors so that Christ goes with me and to leave in such a way that He stays (Henri Nouwen in *Living Reminder*).
**“Christ has no body now but yours;
No hands, no feet on earth, but yours.
Yours are the eyes through which He looks
Compassion on this world...”** John Michel Talbot lyrics quoting Teresa of Avila

- b. To be Christ's servant-leader among the people. Jesus "appointed 12 that they might *be with him* and that he might send them out to preach..." (Mk 3:16). Almost 19 years of being out among the people meant that I built relationships that were in place to lead and love even in the midst of Covid-19, when we could not often go in person.

*****Please build relationships.**

- c. To attempt to listen to the person with respect and desire to understand and to learn, while at the same time trying to listen to the Spirit of Christ.
- d. By example/modeling and encouragement- "Let's do this together... Come with me..."
- e. By trying not to take more responsibility onto myself that only God and the people are to share.
- f. To build networks and clusters among the pastors and leaders for equipping, encouragement, accountability, bonds of Christ's love.
- g. To pray "without ceasing" for the presbytery – and I wish I had been more faithful here.
- h. Ask for help, particularly prayer help, when needed or desired...
- i. By trying to keep a restful Sabbath, but this is nearly impossible unless the whole presbytery takes one specific day off a week... Might be worth a shot?!
 - a. Keeping Sabbath says...
 - i. I trust God to handle the world while I obey Him by taking a rest.
 - ii. Sabbath is God's gift to His beloved. I am beloved.
 - iii. God wants to be with me, even more than I want to be with God.
- j. By trying to remember: The work is Christ's work; the Church (presbytery) is His Church; the power is God's power; the way is humility; the command is to love; the Glory is His Glory.

Keeping the daily disciplines of personal Bible Study, personal hymn and worship song-singing; journaling, prayer and service to others in love, etc. keep me pretty God focused most of the time.

How have I prayed for the presbytery and the people? Whew! Ask me to do a presbytery workshop on the types and ways to pray some time.... Not trying to side-step, but that is a big question...

How do I prioritize competing crises / opportunities for ministry?

1. Not something I do very well, as I tried at times to do it all and please everyone...
2. But recently, when I asked God in my weariness about this, I heard, "Seek first my kingdom and my righteousness, and..." Matthew 6:33. In other words of the Lord's Prayer:
 - Does this choice hallow His Name?
 - Does it further His Kingdom?
 - Does it seem to be God's will?
 - What does my gut say (Holy Spirit) seem to be saying about this choice? Others who are more Left Brain will answer differently.

3. But generally, I tried to focus on the small and pastorless churches with God's encouragement and love.
4. I tried to focus on areas of my giftedness, believing that God gave me those gifts for a reason and did not give me others, so that others could serve:
 - a. Pastoring Pastors and leading youth camps
 - b. Preaching and worship
 - c. Breaking Bread among the people where they live...
 - d. Peacemaking – in all three pastoral ministries where I have served, God has used me to bring people together and heal fractures in His Body – churches and presbyteries...
 - e. Spiritual Direction: Helping people see the work of God in their lives and to grow in the knowledge and love of God.
 - f. *BUT – there was a lot that needed to be done that was not in my gift mix. Who has the gifts and the inclination to pick up some of those tasks?*
5. But also to be "interruptible" as Jesus was when Bartimaeus and others called to Him by the side of the road... To see Christ in them. We do the best we can and trust the grace and mercy of God for the rest.

ATTACHMENT C

Part I Co-GP Report Some Accomplishments and the Spirit at work in Yellowstone Presbytery

George and Kathy Goodrich, Co-General Presbyters, 2004 - 2023

"We are called to find new ways to be faithful in difficult times." -- J. Herbert Nelson, Stated Clerk GA.

1. The transformation of Presbytery Culture: An organization's *culture* is created by the unique mixture of the underlying assumptions & beliefs, values and ways of behaving/interacting with one another and others which create the environment of an organization.
 As Adam Grant wrote, *"It's not enough for leaders...to break harmful cycles from the past. Their responsibility is to help us build healthy patterns for future."* Instagram 2023

 By focusing on the ways of Christ, Christ-likeness and keeping "the main thing, the main thing – Namely Christ," the presbytery has grown in faith, authenticity, trust, respect, seeking to BE the Body of Christ, finding our Oneness *in Christ*, not issues or "those like me", in addition to required organizational functions.
 - a. Presbytery Meetings are gatherings of disciples praying for the Spirit's *Synergy* for equipping, mutual learning, community, worship, discernment and decision-making.
 - b. Bringing spiritual practice of Dwelling in the Word/Word-Share-Prayer to all presbytery, Leadership Cabinet, Pastoral Ministry Team and other meetings and now in some sessions. (Roots & connects us with Christ, the Word written and one another interactively in community)
2. From 2008 - 2012 we resourced the Vision Team and process as Debbie Blackburn and Ric Tieman co-chaired the presbytery re-visioning process, along with consultant, Rev. Marianne Rhebergen (2 years) -> vision statement, practices, streamlined structure and ministry teams,

increased collaboration, relationships & partnerships. See: Bowtie process document (adapted at least 5 times!) & 4 Strands

3. We have pastored the presbytery, its leaders and pastors, and churches.
 - a. Weddings, baptisms, funerals and general care for pastors and families.
 - b. George offered Spiritual Direction to pastors and leaders & various pastors and groups
4. Helped in over 40 pastoral transitions; worked with five Stated Clerks. Trained BY Ted Williams and then helped train 4...
5. Launched and led Clergy/CRE mutual enriching, support, and community ministries:
 - a. Regional Clusters for Clergy /CRE's and general equipping. Faded with pastor changes, then COVID.
 - b. Thursday Clergy /CRE Discernment George started during Covid isolation at request of MAC judicatory leaders. Built on-line community.
6. Researched, wrote, or were a part of a team from other presbyteries who wrote and were awarded or participated in numerous grants from various sources to provide opportunities to resource the presbytery, including, (but not complete list):
 - a. Center for Parish Development – congregational transformation, trained 6-7 consultants
 - b. GA Office of Theology and Worship approached us to one of 2 presbyteries to pilot the denominations ENGAGE evangelism materials with Revs. Ray Jones & Dave Loleng. G & K led a 2-day workshop based on the ENGAGE resource booklet #1 for Plains and Peaks Presbytery.
 - c. Several grants to partially underwrite DREAM initiatives including college fellows from Whitworth's summer fellowships program for 5 summers. Grant funds from DREAM funds The Developmental, Risky, Experimental, Adaptive Mission (DREAM) offered by the Presbyterian Mission Agency in order to encourage dreamers, risk-takers, pioneers and trailblazers. Plus some funds from Whitworth Office Of Church Engagement – K wrote.
 - d. *Vital Pastors, Vital Congregations* - grant from Board of Pensions for pastors in Glacier, Yellowstone, Inland NW and Central Washington presbyteries. K wrote, with some collaboration.
 - e. PCUSA Grant for retreats for first call pastors in synod from national church – K collaborated in writing with other Rocky Mountain Synod Execs, K and G spoke at the retreats.
 - f. Partnered with WY presbytery for grant for equipping conference "Won't you be my neighbor" in Jackson, WY. We both offered workshops.
 - g. Partnered with Glacier Presbytery for grant to offer workshop on communications and media, PCUSA staff taught.
 - h. Rev. Stan Ott, Vital Churches.
 - i. Vera White, Director of New Worshipping Communities, GA Staff
 - j. Rev. Shannon Kaiser, PCUSA church planting pastor, NWC staff, now Fresh Expressions Staff
 - k. Whitworth Resourcing, Ron Pyle, Professor of Communications
 - l. Linda Valentine, Former Exec. Director, Presbyterian Mission Agency
 - m. Among MANY others.
7. Equipping for lay people for ministry – in a wide range of areas, preaching, lay care, discipleship,
 - a. At Presbytery meetings

- b. On-line formats
- 8. Helped in Church denominational transitions:
 - a. Spring Hill, West Yellowstone, Roy leave in amicable transitions, serving with discernment teams.
 - b. Two church plants whose processes and other aspects for launching failed.
- 9. Raised about \$750,000 to be in this position beyond per capita and our income.
- 10. Helped in planning and leading of 50 presbytery meetings and well over 100 Cabinet and PMT meetings, staffing those Teams and their predecessor equivalents.
- 11. Traveled uncountable Montana Miles for Churches, supporting churches with crises, no pastor or pastor away, moderating session/congregational meetings... Baptizing... Confirming... Hundreds of sermons..
- 12. Early on organized and planned pastor and spouse retreats at Chico Hot Springs.
- 13. Camping & Youth. George has helped run Westminster Spires Camp and mentor staff for 12 years. Both G and K helped lead or speak on many presbytery-wide youth retreats.
- 14. Launched a summer college-student intern program for Whitworth Students to serve in our presbytery's rural churches (2014-2018) See also under grants.
- 15. Helped plan and or support mission co-workers, and partners from other nations ministry, speaking and partnership in YP. Worked to extend YP 's active role in the Zimbabwe partnership which Denver began. K testified at GA in support of action supporting justice in Zimbabwe by the USA before the GA.
- 16. Participated in Synod Staff Forum from 2004 to present; - gatherings 2-3x a year & zoom; mutual equipping and support and collaboration; resourcing other presbytery leaders and presbyteries informally and formally, Kathy led a visioning process retreat for Western Colorado presbytery; George lead spiritual retreats for the ELCA Synod in Montana.
- 17. Staffed Yellowstone - Glacier Presbytery annual Convocation planning team for Yellowstone, attended, led workshops.
- 18. Partnered with Dan Krebill with Presbycats hosting end of semester events, ongoing rel's with some.
- 19. Western National Leadership Training conference by our Synod, from the 80's – a few years ago, in Jackson, WY. Sometimes on planning team meetings. Attended, lead a workshop,
- 20. Served 2 terms as Synod Commissioner. Kathy chaired or was on Synod Personnel Committee for 4 years. We attended Synod Assemblies as staff.
- 21. Served on College/University Boards of Trustees: Kathy for nine years for Whitworth University; George for 12 years for Rocky Mountain College.
- 22. George- Board of Directors of Intermountain Children's Services, Helena, MT (2004-2016), Kathy on their President's Council for several years.
- 23. George – Training presbytery moderators for the 2019-20-21 GA Moderators Conference, leading a national seminar with former GA moderator Vilmarie Oliveri on "The Moderator as Spiritual Leader."
- 24. Helped the presbytery and leaders explore, be informed and be better informed, equipped and supported regarding trends and to experiment and navigate many shifts resulting during and from the Covid-19 experience which accelerated many trends, including technology and virtual attendance.

25. General Assembly, - help to train our commissioners/YAD, attend if funds and prioritization and time allows.
26. Kathy served as YP overture advocate when we concurred with an overture to GA (regarding nFOG).
27. Montana Association of Churches/Christians, met with and partnered with MAC at various times before it was dissolved.
- 28. *We have and will continue to carry you and all the churches in our hearts for prayer and intercession... And we are Profoundly grateful for all who have served the Lord, their churches and communities and the Presbytery faithfully with us!!***