

**Leadership Cabinet**  
**Tuesday, October 10, 2023**

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, October 10, 2023, beginning at 1:00 p.m.

**Cabinet members present:**

RE Melissa Bell  
RE Julie Boksich  
RE Russ Kline, Moderator  
CRE Karolee Larson  
MWS Jamie Schmeling  
CRE Margee Smith  
MWS Dave Thompson

**Members excused:**

MWS Ashley Birk  
MWS Mary Grace Reynolds

**Others present:**

MWS Kathy Goodrich, General Presbyter, RE Caroline Fleming, Stated Clerk, Ric Tieman, Treasurer.

1. **Opening:** Moderator Russ Kline called the meeting to order with prayer at 1:05 p.m.
2. **Quorum:** A quorum was declared present, and the team read the presbytery's vision statement together.
3. **Dwelling in the Word:** Members read II Corinthians 4: 7-9. The passage reminded people that we get life from one who is dead. There is a party in the graveyard, and we are invited. We may feel down at times, but we are not out. Though many are feeling adversity, God's gift can and will shine through. The passage reinforces the fact that the power belongs to God.
4. **Minutes of July meeting:**
  - \***Action:** A motion was made and seconded to approve the minutes of the September meeting as printed. The motion passed.
5. **General Presbyter Report: (Attachment A)** Please read her report.

Kathy, Karolee, Ric, and Jamie shared recent spirit sightings. Work is moving forward on retreat planning and Presbytery meeting planning. The retreat is planned for October 19 at the Goodrich home. Team members are asked to take the APEST test before attending and bring their results with them. Dubuque professors Beth McCaw and Tim Slemmons will attend presbytery, conduct workshops and preach at Karolee's installation. Workshop titles are "Mining the Scriptures for Hidden Treasures" (Tim) and "The Church in Flight: How to travel lighter and Sort for the Season (Beth). Tim plans to bring his CDs of his psalms music as gifts for all attending.

Kathy asked us to pray for churches working toward a call. Kathy received information that she had been elected to the Rocky Mountain College Board without receiving any contact from them. It was suggested that Doug Johnson might be willing to serve in the position. Doug would need information about the position if asked to serve.

6. **Personnel:** A prayer was raised for Ashley and her father who is undergoing heart surgery. The team continues its work with Kathy on a job description and on updating the Personnel Policy. They meet again on October 26.

**7. Treasurer: (Attachments B & C)** Ric reported we will be under budget in both the administration and the program budgets this year and will only have to draw a small amount from reserves. He presented a proposed 2024 budget that is about \$13,000 less than last year's budget. We no longer pay into MT Assoc. of Churches since it doesn't exist, and we cannot get property insurance due to high risk. Both lower our budget significantly.

**\*Action:** A motion was made and seconded to recommend a 3.7% salary increase to Presbytery for employees in 2024. The motion passed unanimously.

**\*Action:** A motion was made and seconded to approve presbytery per capita at \$ 45.20 in 2024. The motion passed unanimously.

**\*Action:** A motion was made and seconded to recommend the proposed budget to Yellowstone Presbytery. The motion passed unanimously.

Ric will send our \$1500 partnership contribution to Rocky Mountain College soon.

**8. Church Discipline Training:** 14 people attended the online training with Paige McRight. A recording will be available soon.

**9. Representation/Nomination:** (Attachment D) The Rep/Nom team is proposing a change to the presbytery in the way we select minister commissioners to General Assembly (GA). LC members thought it a good proposal.

LC nominates members to the Rep/Nom team. Harlan (Lanny) Rounds has agreed to serve. Russ will contact Sandy Welch, and Julie will contact Terry Johnson to ask if they will continue to serve. We need one more MWS and are asked to think about names and bring ideas to the retreat.

**10. Synod:** Margee reported she will chair the Synod's Geller grant. There are funds available for two presbyteries to apply for together and use for training and equipping leaders in churches. Bobbi ? from Peaks and Plains will serve as the new Synod Moderator.

Kathy reported that the 5-minute videos from the presbyteries were informative. Though Yellowstone didn't have a video, our commissioners gave a verbal description of our presbytery and its work. Commissioners spent meeting time dreaming of and voicing top needs and priorities.

**11. Stated Clerk:** (Attachments E & F) Caroline presented a written report that included a sample Family Medical Leave Policy presbyteries and churches can use as a foundation for their policy. She also shared a letter she and Jamie wrote in response to Glacier Presbytery's inquiry about beginning discussion together.

<b>12. Dates for next meetings:</b>	<b>LC and PMT Retreat</b>	<b>October 19, 10 am – 4 pm</b>
	<b>Presbytery Meetings</b>	<b>November 3 &amp; 4, Butte MT</b>
		<b>March 1 &amp; 2, Billings MT</b>
		<b>Spring mtg TBD</b>
		<b>November 1 &amp; 2</b>
	<b>LC meetings:</b>	<b>November 14</b>
		<b>December 12</b>

**13. Closing:** With no further business, Jamie closed the meeting with prayer at 3:48 p.m.

<b>Leadership Cabinet Action Items</b>		
<b>Responsible Person(s)</b>	<b>Action Item</b>	<b>Due Date</b>
<b><u>Ongoing Action Items</u></b>		
Personnel committee	Update Presbytery's Personnel Policy	Ongoing
Jamie, Dave, Caroline	Create a monthly presbytery newsletter to communicate regularly with our churches and pastors.	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 & Jamie	Contact the state 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
	Create and send information on mission pledges and where the money goes to churches	No timeline
LC members	Think about possible equipping topics including how to recognize gifts in others and help them share those gifts, doing evangelism that builds on Ron Pyle's storytelling workshop.	Ongoing
Kathy, Melissa, Mary Grace, Karolee & Caroline	Serve as planning team for the November Presbytery meeting	ASAP & before 11/3
Caroline	Write letter to Northern Plains concerning Fairview Church	ASAP
<b><u>New Action Items</u></b>		
All Members	Send Kathy stories of spirit sightings	As they arise
Caroline, Kathy, Ric, Debbie B, George & Melissa	comprise a sub-group to propose what happens to the office and items that are currently in the office	Dec. 2023

**General Presbyter Report to Leadership Cabinet, Yellowstone Presbytery, Oct. 10, 2023**

***II Cor 4:7-11 has been one of the passages which seems to describe what I and many others around the presbytery, our family, the country, and the globe are living.***

***Overwhelm, obstacles, opposition and unimagined upheaval and also of opportunities in which the Holy Spirit is present, providing, protecting, empowering and mightily at work! Just as promised!***

***Just as in Isa 43!***

*<sup>7</sup> But we have this treasure in clay jars, so that it may be made clear that this extraordinary power belongs to God and does not come from us. <sup>8</sup> We are afflicted in every way but not crushed, perplexed but not driven to despair, <sup>9</sup> persecuted but not forsaken, struck down but not destroyed, <sup>10</sup> always carrying around in the body the death of Jesus, so that the life of Jesus may also be made visible in our bodies. <sup>11</sup> For we who are living are always being handed over to death for Jesus's sake, so that the life of Jesus may also be made visible in our mortal flesh. <sup>12</sup> So death is at work in us but life in you. II Cor. 4:7-11*

It's ALL about the Treasure and about Jesus (the main thing) and ALL he has done and will yet do, culminating in his return and the new heaven and new earth!

***It is not by might or by power but by my Spirit (or programs, budgets, our most intelligent efforts or idea or \_\_\_), says the Lord of Hosts. Zechariah 4:6 NRSV***

*The Messenger-Angel said, "Can't you tell?" "No, sir," I said. Then he said, "This is GOD's Message to Zerubbabel: 'You can't force these things. They only come about through my Spirit,' says GOD-of-the-Angel-Armies. 'So, big mountain, who do you think you are? Next to Zerubbabel you're nothing but a molehill. He'll proceed to set the Cornerstone in place, accompanied by cheers: Yes! Yes! Do it!'" Zech. 4: 5-7 The Message*

**Question:** What are your Spirit sightings and surprises?

I have a powerful one to share and look forward to hearing!!

I have met/conferred with Russ several times on a wide range of matters in planning, as well as others of you Leadership retreat – See flyer sent out.

I have prayed, prepared, researched, and conferred with others and met with the good Planning team. It's a joy to be a team as we share our gifts and seek to discern and follow the Spirit's lead. Next meeting later today

Planning the November presbytery meeting – prayed, corresponded, conferred/met a number of times with Karolee, the Planning team and Tim Slemmons and Beth McCaw. Each time I have experienced a beautiful work of the Holy Spirit in and through the group listening well to one another and the Spirit and coming to clarity. The respect and imagination and commitment are a gift! **“New Treasures Out of Broken Vessels Revealed by the Spirit”** It will be excellent.

Budget planning for 2024 – conferred with Ric several times and he has researched and pulled together the most up to date proposal, given any factors are in flux in these times.

Conferring and conversations and research in prep for a Task force in Area of Equipping and sharing the Faith (evangelism) and Fresh Expressions/new worshipping Communities “Joining God in the new things God is doing in our communities Work on the long-term, equipping needs of our churches and the region.

There is a significant need here in our bounds and communities for this and checking with Ric. T, there are funds for this. Ongoing work.

Presbytery-wide training on New Book of Church Discipline. Very helpful and was very well received. Worked with Caroline and Paige McRight. I am assembling the most updated materials from Paige, and we will send out the rewatch link.

Personnel – a. Ongoing assessing of priorities for Caroline and myself which we do weekly and confer as the workload and needs at every level of the PCUSA and here are the greatest I have seen in many years. Your staff is seeking to attend, pray, prioritize pivot as needed and be responsive but the demands exceed what we wish or can do. Yet, much is happening and we rejoice.

Deb is doing well. I check in with her.

b. Continuing Prayerful reflection on the purposes, priorities and more specificity of my position description. With changed realities in all areas including only 1 GP, it is a work in progress. And part of this includes self-reflection on my spiritual gifts and ways I need to keep growing and adapting.

Conferring regularly with Caroline on the above on a wide range of matters that all end up under LC or PMT

**PMT** – a great deal of work related to most aspects of their overall responsibilities which could fill half a page. Several on PMT are stretched very thin. Pray for our pastors and churches and the PMT.

I have signed a letter regarding the serious problems and request regarding the CLC authored by a group of other EPs with a growing group signing on.

**Rep/Nom** – I have been meeting regularly with them since August and they are doing a great deal of work. See their request to us on the GA Commissioner adapted process request.

**Camping and Youth** – conferred with Daniel Triller several times. No written report Many things “In process”.

**Synod** – I attended synod (virtually due to not feeling well the day of travel.) Some new ideas percolating. A more creative meeting than I have ever experienced. I wrote a 5 min. overview of YP and shared its presentation with JP. Thanks to JP and Margee who attended. More to share in the report. I will be on a group reassessing who should be voting members of Synod.

Rocky Mountain College elected me to their Board, yet I did not hear from them ahead or know about it until I received the email! I wish to discuss my thoughts with you.

**Personally** – It has been a roller coaster of lovely highs and blessings, and challenges and the 3 other deaths in our family since our moms’ passing. A family wedding, a new baby arriving in the next 3 weeks, wonderful things with several of our kids, answers to prayers, and challenges or extra things needed with a great deal seeming to collide – work and national church issues, many in our presbytery are stretched so thin they are unable to serve or do what they hoped, a lot going on and will related to estate matters, and then the state of the world and nation.

Continued prayers for George’s health welcomed and mine.

I and we are deeply grateful for each of you.

**Presbytery of Yellowstone PCUSA  
Administration Budget Performance  
August 2023**

ATTACHMENT B

**Accrual Basis**

	<b>Aug 23</b>	<b>Jan - Aug 23</b>	<b>Annual Budget</b>	<b>\$ Over Budget</b>	<b>% of Budget</b>
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
<b>RECEIPTS</b>					
4001 · Administrative Support	2,600.00	6,354.00	35,000.00	(28,646.00)	18.15%
4004 · Per Capita Income	0.00	81,619.89	80,794.00	825.89	101.02%
4005 · Interest Income	139.31	1,322.56	0.00	1,322.56	100.0%
4006 · Dividend Income	0.00	131.53	0.00	131.53	100.0%
4007 · Other Income	7.10	1,148.00	3,804.00	(2,656.00)	30.18%
<b>Total RECEIPTS</b>	<b>2,746.41</b>	<b>90,575.98</b>	<b>119,598.00</b>	<b>(29,022.02)</b>	<b>75.73%</b>
<b>Total Income</b>	<b>2,746.41</b>	<b>90,575.98</b>	<b>119,598.00</b>	<b>(29,022.02)</b>	<b>75.73%</b>
<b>Expense</b>					
<b>LEADERSHIP CABINET</b>					
6303 · Cabinet Meetings	0.00	0.00	2,500.00	(2,500.00)	0.0%
6304 · Accounting Fees	435.00	3,620.00	5,000.00	(1,380.00)	72.4%
6305 · Legal Fees	0.00	0.00	100.00	(100.00)	0.0%
6306 · Task Force Meetings	0.00	0.00	500.00	(500.00)	0.0%
6307 · Nom/St-Tim/Delegate Mtgs	0.00	0.00	700.00	(700.00)	0.0%
<b>Total LEADERSHIP CABINET</b>	<b>435.00</b>	<b>3,620.00</b>	<b>8,800.00</b>	<b>(5,180.00)</b>	<b>41.14%</b>
<b>PASTORAL MINISTRY TEAM</b>					
6506 · PMT Meeting Expense	0.00	0.00	5,500.00	(5,500.00)	0.0%
<b>Total PASTORAL MINISTRY TEAM</b>	<b>0.00</b>	<b>0.00</b>	<b>5,500.00</b>	<b>(5,500.00)</b>	<b>0.0%</b>
<b>PERSONNEL EXPENSES</b>					
<b>6601 · Admin Manager</b>					
6601.1 · Salary	75.60	1,612.80	10,000.00	(8,387.20)	16.13%
<b>Total 6601 · Admin Manager</b>	<b>75.60</b>	<b>1,612.80</b>	<b>10,000.00</b>	<b>(8,387.20)</b>	<b>16.13%</b>
<b>6602 · General Presbyter</b>					
6602.1 · Salary	941.92	10,185.37	11,685.00	(1,499.63)	87.17%
6602.2 · Housing	1,838.60	14,708.75	22,063.00	(7,354.25)	66.67%
6602.3 · Retirement	301.86	2,414.88	3,623.00	(1,208.12)	66.65%
6602.4 · Insurance	1,083.10	9,853.63	12,997.00	(3,143.37)	75.82%
6602.5 · Meals Reimb	0.00	0.00	1,200.00	(1,200.00)	0.0%
6602.6 · Travel Reimb	0.00	0.00	8,000.00	(8,000.00)	0.0%
6602.7 · Telephone	0.00	284.61	1,700.00	(1,415.39)	16.74%
6602.8 · Discretionary Fund	0.00	0.00	2,500.00	(2,500.00)	0.0%
6602.9 · Study Leave	0.00	0.00	700.00	(700.00)	0.0%
<b>Total 6602 · General Presbyter</b>	<b>4,165.48</b>	<b>37,447.24</b>	<b>64,468.00</b>	<b>(27,020.76)</b>	<b>58.09%</b>
<b>6603 · Stated Clerk</b>					
6603.1 · Salary	1,802.50	14,420.00	21,630.00	(7,210.00)	66.67%
6603.4 · Travel Reimb	0.00	564.61	2,500.00	(1,935.39)	22.58%
6603.5 · Discretionary Fund	0.00	108.94	500.00	(391.06)	21.79%
<b>Total 6603 · Stated Clerk</b>	<b>1,802.50</b>	<b>15,093.55</b>	<b>24,630.00</b>	<b>(9,536.45)</b>	<b>61.28%</b>
6604 · Payroll Taxes	145.18	1,239.34	2,500.00	(1,260.66)	49.57%
<b>Total PERSONNEL EXPENSES</b>	<b>6,188.76</b>	<b>55,392.93</b>	<b>101,598.00</b>	<b>(46,205.07)</b>	<b>54.52%</b>

**Presbytery of Yellowstone PCUSA  
Administration Budget Performance  
August 2023**

Accrual Basis

	<u>Aug 23</u>	<u>Jan - Aug 23</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>PRESBYTERY EXPENSES</b>					
6703 · Per Capita Expense	0.00	17,900.05	17,900.00	0.05	100.0%
6704 · Presbytery Meetings	0.00	2,813.26	1,500.00	1,313.26	187.55%
6705 · Presbytery Other Exp	0.00	690.00	800.00	(110.00)	86.25%
<b>Total PRESBYTERY EXPENSES</b>	<u>0.00</u>	<u>21,403.31</u>	<u>20,200.00</u>	<u>1,203.31</u>	<u>105.96%</u>
<b>PRESBYTERY OFFICE</b>					
6801 · Copies & Postage	0.00	248.48	600.00	(351.52)	41.41%
6802 · Insurance	0.00	388.77	1,300.00	(911.23)	29.91%
6803 · Office Supplies	0.00	0.00	3,000.00	(3,000.00)	0.0%
6804 · Rent	0.00	3,105.00	1,200.00	1,905.00	258.75%
6805 · Computer & Telephone Expense	0.00	0.00	600.00	(600.00)	0.0%
6806 · Bank Service Charges	0.00	188.69	0.00	188.69	100.0%
<b>Total PRESBYTERY OFFICE</b>	<u>0.00</u>	<u>3,930.94</u>	<u>6,700.00</u>	<u>(2,769.06)</u>	<u>58.67%</u>
<b>Total Expense</b>	<u>6,623.76</u>	<u>84,347.18</u>	<u>142,798.00</u>	<u>(58,450.82)</u>	<u>59.07%</u>
<b>Net Ordinary Income</b>	<u>(3,877.35)</u>	<u>6,228.80</u>	<u>(23,200.00)</u>	<u>29,428.80</u>	<u>(26.85%)</u>
<b>Other Income/Expense</b>					
Other Income					
<b>OTHER RECEIPTS</b>					
Transfers from Admin Fund	0.00	0.00	200.00	(200.00)	0.0%
Transfers from Admin Support	0.00	0.00	6,000.00	(6,000.00)	0.0%
Transfers from Unrestricted	0.00	0.00	15,000.00	(15,000.00)	0.0%
Transfers from W Yellowstone	0.00	0.00	2,000.00	(2,000.00)	0.0%
<b>Total OTHER RECEIPTS</b>	<u>0.00</u>	<u>0.00</u>	<u>23,200.00</u>	<u>(23,200.00)</u>	<u>0.0%</u>
Unrealized Gain(Loss)	0.00	5,802.50	0.00	5,802.50	100.0%
<b>Total Other Income</b>	<u>0.00</u>	<u>5,802.50</u>	<u>23,200.00</u>	<u>(17,397.50)</u>	<u>25.01%</u>
<b>Net Other Income</b>	<u>0.00</u>	<u>5,802.50</u>	<u>23,200.00</u>	<u>(17,397.50)</u>	<u>25.01%</u>
<b>Net Income</b>	<u><b>(3,877.35)</b></u>	<u><b>12,031.30</b></u>	<u><b>0.00</b></u>	<u><b>12,031.30</b></u>	<u><b>100.0%</b></u>

**Presbytery of Yellowstone PCUSA  
Program Budget Performance  
August 2023**

**Accrual Basis**

	<b>Aug 23</b>	<b>Jan - Aug 23</b>	<b>Annual Budget</b>	<b>\$ Over Budget</b>	<b>% of Budget</b>
<b>Ordinary Income/Expense</b>					
<b>Income</b>					
<b>RECEIPTS</b>					
<b>4002 · Camp Income</b>					
<b>4002.1 · Summer Camp Fees</b>	0.00	13,450.00	10,000.00	3,450.00	134.5%
<b>4002.2 · Event Fees</b>	0.00	0.00	2,000.00	(2,000.00)	0.0%
<b>4002.3 · Rental of Camp Facilities</b>	0.00	0.00	12,000.00	(12,000.00)	0.0%
<b>4002.4 · Gift Income</b>	0.00	0.00	2,000.00	(2,000.00)	0.0%
<b>Total 4002 · Camp Income</b>	0.00	13,450.00	26,000.00	(12,550.00)	51.73%
<b>4003 · General Mission Pledge</b>	1,089.29	15,604.64	24,000.00	(8,395.36)	65.02%
<b>Total RECEIPTS</b>	1,089.29	29,054.64	50,000.00	(20,945.36)	58.11%
<b>Total Income</b>	1,089.29	29,054.64	50,000.00	(20,945.36)	58.11%
<b>Expense</b>					
<b>CAMPING &amp; YOUTH</b>					
<b>6100 · Camping Expenses</b>					
<b>6101 · Activities</b>	0.00	0.00	1,150.00	(1,150.00)	0.0%
<b>6102 · Food</b>	0.00	2,647.13	3,500.00	(852.87)	75.63%
<b>6103 · Supplies</b>	0.00	798.24	800.00	(1.76)	99.78%
<b>6104 · Transportation</b>	0.00	751.15	900.00	(148.85)	83.46%
<b>6106 · Salaries &amp; Wages</b>	367.33	8,038.65	20,000.00	(11,961.35)	40.19%
<b>Total 6100 · Camping Expenses</b>	367.33	12,235.17	26,350.00	(14,114.83)	46.43%
<b>6110 · Triennium</b>	0.00	0.00	1,500.00	(1,500.00)	0.0%
<b>6120 · Special Events</b>	0.00	2,050.00	3,500.00	(1,450.00)	58.57%
<b>6200 · Admin Camping Expenses</b>					
<b>6201 · Advertising &amp; Marketing</b>	0.00	140.00	200.00	(60.00)	70.0%
<b>6202 · Copies &amp; Postage</b>	0.00	0.00	100.00	(100.00)	0.0%
<b>6203 · Liability Insurance</b>	0.00	3,452.19	3,000.00	452.19	115.07%
<b>6206 · Utilities</b>	509.84	1,288.18	3,000.00	(1,711.82)	42.94%
<b>Total 6200 · Admin Camping Expenses</b>	509.84	4,880.37	6,300.00	(1,419.63)	77.47%
<b>Total CAMPING &amp; YOUTH</b>	877.17	19,165.54	37,650.00	(18,484.46)	50.9%
<b>LEADERSHIP CABINET</b>					
<b>6301 · Intermountain Childrens Home</b>	1,500.00	1,500.00	1,500.00	0.00	100.0%
<b>6302 · Cabinet Expenses</b>	0.00	0.00	1,500.00	(1,500.00)	0.0%
<b>Total LEADERSHIP CABINET</b>	1,500.00	1,500.00	3,000.00	(1,500.00)	50.0%
<b>PASTORAL MINISTRY TEAM</b>					
<b>6501 · Training</b>	0.00	0.00	1,000.00	(1,000.00)	0.0%
<b>6502 · Congregation Ministry</b>	0.00	72.00	1,000.00	(928.00)	7.2%
<b>6503 · Emergency Career Counseling</b>	0.00	0.00	1,000.00	(1,000.00)	0.0%
<b>6504 · Vocations Expense</b>	130.00	130.00	1,700.00	(1,570.00)	7.65%
<b>Total PASTORAL MINISTRY TEAM</b>	130.00	202.00	4,700.00	(4,498.00)	4.3%



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	<u>Aug 23</u>	<u>Jan - Aug 23</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>PERSONNEL EXPENSES</b>					
<b>6602 · General Presbyter</b>					
<b>6602.1 · Salary</b>	770.66	6,165.28	8,866.00	(2,700.72)	69.54%
<b>Total 6602 · General Presbyter</b>	<u>770.66</u>	<u>6,165.28</u>	<u>8,866.00</u>	<u>(2,700.72)</u>	<u>69.54%</u>
<b>6604 · Payroll Taxes</b>	28.40	227.16	1,200.00	(972.84)	18.93%
<b>Total PERSONNEL EXPENSES</b>	<u>799.06</u>	<u>6,392.44</u>	<u>10,066.00</u>	<u>(3,673.56)</u>	<u>63.51%</u>
<b>PRESBYTERY EXPENSES</b>					
<b>6702 · Cluster Meetings</b>	0.00	0.00	100.00	(100.00)	0.0%
<b>6705 · Presbytery Other Exp</b>	0.00	750.00	2,000.00	(1,250.00)	37.5%
<b>Total PRESBYTERY EXPENSES</b>	<u>0.00</u>	<u>750.00</u>	<u>2,100.00</u>	<u>(1,350.00)</u>	<u>35.71%</u>
<b>Total Expense</b>	<u>3,306.23</u>	<u>28,009.98</u>	<u>57,516.00</u>	<u>(29,506.02)</u>	<u>48.7%</u>
<b>Net Ordinary Income</b>	<u>(2,216.94)</u>	<u>1,044.66</u>	<u>(7,516.00)</u>	<u>8,560.66</u>	<u>(13.9%)</u>
<b>Other Income/Expense</b>					
<b>Other Income</b>					
<b>OTHER RECEIPTS</b>					
<b>Transfers from Program Fund</b>	0.00	0.00	7,516.00	(7,516.00)	0.0%
<b>Total OTHER RECEIPTS</b>	<u>0.00</u>	<u>0.00</u>	<u>7,516.00</u>	<u>(7,516.00)</u>	<u>0.0%</u>
<b>Total Other Income</b>	<u>0.00</u>	<u>0.00</u>	<u>7,516.00</u>	<u>(7,516.00)</u>	<u>0.0%</u>
<b>Net Other Income</b>	<u>0.00</u>	<u>0.00</u>	<u>7,516.00</u>	<u>(7,516.00)</u>	<u>0.0%</u>
<b>Net Income</b>	<u><b>(2,216.94)</b></u>	<u><b>1,044.66</b></u>	<u><b>0.00</b></u>	<u><b>1,044.66</b></u>	<u><b>100.0%</b></u>

**Presbytery of Yellowstone PCUSA**  
**Statement of Financial Position**  
**As of August 31, 2023**

**Accrual Basis**

	Aug 31, 23	Jul 31, 23	\$ Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
1000 · Checking and Savings			
1005 · Checking 3214	102,168.63	111,356.55	(9,187.92)
1010 · Money Market 3355	141,392.21	141,272.23	119.98
1015 · Partnership Fund MM 3793	45,523.44	45,504.11	19.33
<b>Total 1000 · Checking and Savings</b>	289,084.28	298,132.89	(9,048.61)
1020 · St Timothy Checking 1961	100.00	100.00	0.00
1030 · St Timothy Checking 3686	100.00	100.00	0.00
1050 · New Covenant 5737			
1051 · Higher Education	14,346.87	14,346.87	0.00
1052 · Other Designated Funds	91,260.55	91,260.55	0.00
<b>Total 1050 · New Covenant 5737</b>	105,607.42	105,607.42	0.00
1100 · St Timothy Endowment Funds			
1110 · St Timothy Chapel #1 1085	360,209.35	360,209.35	0.00
1120 · St Timothy Chapel #2 6024	109,760.00	109,760.00	0.00
<b>Total 1100 · St Timothy Endowment Funds</b>	469,969.35	469,969.35	0.00
<b>Total Checking/Savings</b>	864,861.05	873,909.66	(9,048.61)
<b>Total Current Assets</b>	864,861.05	873,909.66	(9,048.61)
<b>Other Assets</b>			
1850 · Beartooth Electric Co-op	1,061.34	1,061.34	0.00
1900 · Char Rem Trust 0931	159,233.47	159,233.47	0.00
<b>Total Other Assets</b>	160,294.81	160,294.81	0.00
<b>TOTAL ASSETS</b>	<b>1,025,155.86</b>	<b>1,034,204.47</b>	<b>(9,048.61)</b>

**Presbytery of Yellowstone PCUSA**

**Statement of Financial Position**

**As of August 31, 2023**

**Accrual Basis**

	<b>Aug 31, 23</b>	<b>Jul 31, 23</b>	<b>\$ Change</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
2000 · Accounts Payable	889.64	2,167.20	(1,277.56)
<b>Total Accounts Payable</b>	<b>889.64</b>	<b>2,167.20</b>	<b>(1,277.56)</b>
<b>Other Current Liabilities</b>			
<b>2100 · Payroll Liabilities</b>			
2110 · Federal Liabilities	443.56	464.74	(21.18)
2120 · State Liabilities	77.71	76.91	0.80
<b>Total 2100 · Payroll Liabilities</b>	<b>521.27</b>	<b>541.65</b>	<b>(20.38)</b>
<b>2200 · Other Current Liabilities</b>			
2200.01 · GA Pentacost Offering PC999999	474.00	0.00	474.00
2200.02 · GA Mission Pledges	474.70	237.35	237.35
2200.04 · GA One Great Hour OG999999	1,076.32	1,076.32	0.00
2200.09 · GA Other Donation	550.00	550.00	0.00
2200.10 · Designated Gifts	230.00	230.00	0.00
<b>Total 2200 · Other Current Liabilities</b>	<b>2,805.02</b>	<b>2,093.67</b>	<b>711.35</b>
<b>Total Other Current Liabilities</b>	<b>3,326.29</b>	<b>2,635.32</b>	<b>690.97</b>
<b>Total Current Liabilities</b>	<b>4,215.93</b>	<b>4,802.52</b>	<b>(586.59)</b>
<b>Total Liabilities</b>	<b>4,215.93</b>	<b>4,802.52</b>	<b>(586.59)</b>
<b>Equity</b>			
<b>3100 · General Funds</b>			
3100.1 · Administrative	255.07	255.07	0.00
3100.2 · Admin Support	56,630.99	56,630.99	0.00
3100.3 · Program	44,607.11	44,607.11	0.00
3100.4 · West Yellowstone Funds	18,348.34	18,348.34	0.00
3100.9 · Unrestricted	16,248.94	16,248.94	0.00
<b>Total 3100 · General Funds</b>	<b>136,090.45</b>	<b>136,090.45</b>	<b>0.00</b>
<b>3200 · Designated Funds</b>			
3200.01 · Camp Scholarships	5,800.63	5,484.63	316.00
3200.02 · Clergy Emergency Fund	1,756.99	1,756.99	0.00
3200.03 · Equip & Encourage	43,000.16	43,000.16	0.00
3200.04 · Evangelism Grant	53,311.23	53,311.23	0.00
3200.05 · Higher Education Grant	10,646.87	14,346.87	(3,700.00)
3200.06 · Linda Hofer Education	19,485.65	19,485.65	0.00
3200.07 · Partnership Spendable Funds	2,390.00	2,390.00	0.00
3200.08 · Peace Making Offering to YP	5,616.20	5,616.20	0.00
3200.09 · Presbyter Discretionary Fund	1,200.14	1,200.14	0.00
3200.10 · Presbyter Study Leave	850.00	850.00	0.00
3200.11 · Presbytery Continuing Education	3,595.77	3,595.77	0.00
3200.12 · Revamp Camp	17,006.90	15,990.63	1,016.27
3200.13 · Rural Ministry Grant	1,070.28	1,070.28	0.00
3200.14 · Social Justice	6,469.45	6,469.45	0.00
3200.16 · St Timothy's MM #1	100.00	100.00	0.00
3200.17 · St Timothy's MM #2	100.00	100.00	0.00
3200.18 · Triennium Fund	6,793.52	6,793.52	0.00
3200.19 · Yell Pres Funds Await Cab Actio	17,478.27	17,478.27	0.00
<b>Total 3200 · Designated Funds</b>	<b>196,672.06</b>	<b>199,039.79</b>	<b>(2,367.73)</b>

<2>

These statements have not been audited, reviewed or compiled

**Presbytery of Yellowstone PCUSA**  
**Statement of Financial Position**  
**As of August 31, 2023**

**Accrual Basis**

	<u>Aug 31, 23</u>	<u>Jul 31, 23</u>	<u>\$ Change</u>
<b>3300 · Restricted Funds</b>			
<b>3300.1 · St Timothy Endowments</b>	462,754.77	462,754.77	0.00
<b>3300.2 · Char Rem Trust</b>	159,233.47	159,233.47	0.00
<b>3300.3 · Partnership Funds Principle Amt</b>	45,486.05	45,486.05	0.00
<b>Total 3300 · Restricted Funds</b>	667,474.29	667,474.29	0.00
<b>Net Income</b>	20,703.13	26,797.42	(6,094.29)
<b>Total Equity</b>	1,020,939.93	1,029,401.95	(8,462.02)
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b><u>1,025,155.86</u></b>	<b><u>1,034,204.47</u></b>	<b><u>(9,048.61)</u></b>

	Presbytery of Yellowstone		cpi 3.7%				
	2023 Budget Worksheet						
Account #	New Account Name	2023	2024	2024 notes			
	<b>ADMINISTRATIVE BUDGET</b>				<b>Non-Program Fund Balances</b>		
					<b>Balance</b>	<b>Need in 2023?</b>	<b>2024</b>
4001	Administrative Support	35,000	35,000				
4004	Per Capita	80,794	80,040				
3100.4	Transfer-W. Yellowstone	2,000	6,000		18,348		18,348
3100.1	Transfer-Gen.Admin Fund	200			255		255
3100.2	Transfer-Restricted Admin Fund	6,000			56,631	25,000	31,631
3100.9	Transfer-Unrestricted	15,000	7,737		16,249		16,249
<b>NEW</b>	<b>Blue Sky Grant Needed</b>	<b>3,804</b>					
	<b>Total Administrative Income</b>	<b>142,798</b>	<b>128,777</b>		<b>91,483</b>	<b>25,000</b>	<b>66,483</b>
6302	Cabinet Expenses	0	0				
6303	Council Meetings	2,500	1,500				
6304	Accounting	5,000	5,200				
6305	Legal	100	100				
6306	Task Force Meetings	500	500				
6307	Nom/St-Tim/Delegate Mtgs	700	500				
6506	PMT Meeting Expense	5,500	2,500				
6601.1	Admin Mgr Salary	10,000	2,500	3.7%			
6602.1	GP Salary	11,685	11,722	3.7%		11,722	Admin Salary
6602.2	Housing	22,063	22,879	3.7%		22,879	Housing
6602.3	Pension	3,623	3,757	3.7%	est	9,252	Program Salary
6602.4	Insurance	12,997	13,478	3.7%	est	43,853	TES
6602.5	Meals	1,200	1,200				
6602.6	Travel & Lodging	8,000	4,000				
6602.7	Telephone & Conference Calls	1,700	1,200				
6602.8	Discretionary Fund	2,500	1,250				
6602.9	Study Leave	700	700				
6603.1	Stated Clerk Salary	21,630	22,437	3.7%			
6603.2	Stated Clerk Pension	0	0				
6603.4	Stated Clerk Travel	2,500	2,500				
6603.5	Stated Clerk Expenses	500	500				
6604	Payroll Taxes	2,500	2,000				
6703	Per Capita Expense	17,900	17,664				
6704	Presbytery Meetings	1,500	6,000				
6705	Presbytery Other	800	800				
6801	Office Copies & Postage	600	300				
6802	Insurance Exp.	1,300	400				
6803	Office Supplies	3,000	100				
6804	Rental -Office	1,200	4,140				
6805	Computer & Zoom	600	700				
6806	Bank Service Charges (CC)		250				
	<b>Total Administrative Expense</b>	<b>142,798</b>	<b>130,777</b>				
		0	2,000				

	Presbytery of Yellowstone		cpi 3.7%				
	2023 Budget Worksheet						
Account #	New Account Name	2023	2024	2024 notes			
	<b>PROGRAM BUDGET</b>				<b>Program Fund Balances</b>		Available
					<b>Balance</b>	use in 2023?	<b>2024</b>
4003	General Mission Pledge	24,000	24,000				
4002.1	Summer Camp Fees	10,000	10,000				
4002.2	Winter, Summer, Fall Events	2,000	2,000				
4002.3	Rental of Camp Facilities	12,000	12,000				
4002.5	Other Camp Income (Gifts)	2,000	2,000				
3100.3	Transfer Program Reserves	7,516	6,928		44,607	1,965	42,642
	<b>Total Program Income</b>	<b>57,516</b>	<b>56,928</b>				
6101	Activities	1,150	1,200				
6102	Food	3,500	3,500				
6103	Supplies	800	800				
6104	Transportation-Bus	900	1,000				
6106	Camp Salaries	20,000	20,740	3.7%			
6120	Special Events (new name)	3,500	3,500				
6201	Publicity	200	200				
6203	Insurance	3,000	3,500				
6206	Utilities: Westminster Spires	3,000	3,000				
6300	Triennium	1,500	1,500				
6301	Intermountain Childrens Home	1,500	1,500				
6401	MAC Membership	0		delete account			
6402	MAC Representation	0		delete account			
6501	Committee on Ministry-Training	1,000	1,000				
6502	Congregation Ministry Misc	1,000	1,000				
6302	RMC	1,500	1,500	not yet pd in 2023			
6503	Emergency Career Counseling Exp.	1,000	1,000				
6504	Vocations-Other	1,700	1,200				
6602.1	Allocated GP Salary	8,866	9,252	3.7%			
6604	Payroll Taxes	1,200	336				
6702	Cluster Meetings	100	100				
6705	Presbytery Program Other	2,000	1,000				
6801	Copies & Postage Exp.	100	100				
	<b>Total Program Expense</b>	<b>57,516</b>	<b>56,928</b>				
		0	0				
		2.00	0.00	<b>PER CAPITA</b>			
				2022 members			
	<b>Per Capita</b>	<b>2023</b>	<b>2024</b>	<b>1380</b>			
	<b>GA</b>	9.85	9.80	<b>13,524</b>			
	<b>Synod</b>	3.00	3.00	<b>4,140</b>			
	<b>Presbytery</b>	45.15	45.20	62,376.00			
		<b>58.00</b>	<b>58.00</b>	<b>80,040.00</b>			
	<b>Total Budgets</b>	<b>200,314</b>	<b>187,705</b>				

## Presbytery of Yellowstone

### Selection Process for Minister Commissioner to General Assembly

#### BACKGROUND TO PROPOSAL

Current official process:

- NOT ELIGIBLE: At-large members, Out-of-Bounds members, non-PCUSA members, temporary and interim pastors, Honorably Retired members
- Points are earned for:
  1. Each year since ordination
  2. Each year since joining Yellowstone Presbytery
  3. Years since service as GA Commissioner
- Points are subtracted for:
  1. Unexcused absences from presbytery meetings in current year

Recent practice and observations about that practice:

- Presbytery staff have not been asked to serve in this role (or have declined), due to concerns expressed by some over potential conflicts of interest
- Rep/Nom has weighed more heavily the active role of ministers in the presbytery.
- Interest in being Commissioner has decreased
- With fewer pastors serving churches, we have a smaller pool to choose from

In 2019, Rep/Nom asked the Leadership Cabinet to revise the system. The LC asked Rep/Nom for a proposal. Then came 2020. . . . and here we are, 3 years later.

#### PROPOSAL (Highlighted portions are revisions)

The Stated Clerk will keep a record of the following for each member of the presbytery:

- Status (Engaged in a Validated Ministry, Member at-large, or Retired)
- Ordination date
- Date of joining Yellowstone Presbytery
- Excused absences from presbytery meetings for the previous 2 years
- Unexcused absences from presbytery meetings for the previous 2 years
- Receipt of annual reports for the previous 2 years from retired ministers, ministers-at-large and those serving in validated ministries but not as installed pastors in Presbyterian churches.
- Year when member last served as GA Commissioner

To be eligible for consideration, a Minister of Word and Sacrament must be engaged in a validated ministry, a member at-large, or retired. Temporary Members from another Christian church will be ineligible.

The Representation/Nominating Team will consider the above factors, as well as the following factors, to prayerfully nominate a Minister Commissioner and Alternate.

- Engagement in the work of the presbytery
- Diversity (across the years of GA) of gender, age, and ethnicity
- Leadership potential for the future of the presbytery and larger church

Stated Clerk report to LC October 10, 2023

## Activities since our September meeting:

- Transcribed minutes of the last meeting
- Helped plan and attended Paige McRight's workshop for the Presbytery concerning the new Church Discipline section of the Book of Order.
- Reminded all retired and at-large ministers, including those serving in validated ministries, to return their annual reports by October 31. Have received 9 back so far, all from retired ministers
- Set up and attended Zoom meetings to plan both the November Presbytery meeting and the upcoming retreat.
- Continue work with the Community Church of Roy to get the small plot of cemetery property turned over to them.
- Visited with Paul Helland about the property in Valley County. Ken Wolff is a neighboring property owner who is apparently using both properties. Paul found him very uncooperative. He wants ownership for free. His phone is 1 406-942-0859. His place and the area can be seen on Google Earth.
- Contacted the CLC staff with issues concerning the site as I worked with the Miles City PNC on their MDP.
- Watched Fresh Expressions session on Disciple-Centric Churches
- Reached out to Synod Stated Clerk Candice Sweet concerning the question of how one could take the 12-week family medical leave. **See below for a sample Paid Family Medical Leave policy for Mid Councils and Congregations with less than 50 employees.**
- Check email and phone messages daily

**Leadership Cabinet needs to nominate to Rep/Nom at Nov. meeting**

**Jody – not eligible**  
**Terry Johnson- eligible**  
**Sandy Welch - eligible**



**SAMPLE PAID FAMILY AND MEDICAL LEAVE POLICY FOR MID COUNCILS AND CONGREGATIONS WITH LESS THAN 50 EMPLOYEES WITHIN A 75 MILE RANGE**

***Employers with over 50 employees within a 75 mile range may be required to comply with Federal Family and Medical Leave laws.***

***Many states and local jurisdictions have implemented paid leave laws/regulations.***

***It is recommended that any policy you create be reviewed by an employment lawyer familiar with the laws in your location.***

## **Paid Family and Medical Leave**

### **Introduction**

This Family and Medical Leave Policy, when combined with other leave options such as *<add any leave benefits particular to your mid council or congregation such as Bereavement, Emergency, available Sick Time or benefits available to those who participate in the Board of Pensions>* is intended to provide a comprehensive leave program. Together, this leave program provides paid leave for life circumstances such as the birth, foster placement, or adoption of a child, care for a family member with a serious health condition, care for your serious health condition, or healing following a loss or tragic event.

### **Paid Family and Medical Leave Policy**

Under this policy, you are eligible for up to 12 weeks of paid leave in a calendar year *<or other definition of "year" you may use>*. You are eligible for multiple leaves during a calendar year provided you do not exceed a total of 12 weeks annually.

You may use Paid Family and Medical Leave for:

- a. The birth of a child and in order to care for that child.
- b. The adoption or placement of a child for foster care with you and to care for the child.  
*[NOTE: Leave for birth, adoption or foster care of a child must be taken within one (1) year of the birth or placement of the child.]*
- c. To care for an immediate family member\* with a serious health condition.
- d. Your own serious health condition that makes you unable to perform the functions of your position.
- e. Your own healing following a loss or tragic event when under medical care.

### ***Serious Health Condition Definition***

A serious health condition is:

- a condition that requires inpatient care at a hospital, hospice, or residential medical care facility, including any period of incapacity or any subsequent treatment in connection with inpatient care;
- a condition that requires continuing care by a licensed health care provider (ex. surgery, physical therapy after surgery);
- illnesses of a serious and long-term nature, resulting in recurring or lengthy absences (ex. migraines, restorative surgeries); or

- a chronic or long-term health condition which, if left untreated, would result in a period of incapacity of more than three (3) days (for example: cold or flu that incapacitates you for more than 3 days and you are under care of a physician).

You must provide <your manager, personnel committee, etc.> with a note from a medical provider explaining the need for leave and length of leave.

#### *Benefits During Leave*

<name of mid council or congregation> will continue your health benefits during the leave period at the same level and under the same conditions as if you did not take leave. If you choose not to return to work for reasons other than a continued serious health condition of your own or your family member or a circumstance beyond your control, <name of mid council or congregation> may require you to reimburse <name of mid council or congregation> the amount it paid for your health insurance premium during the leave period. For any optional benefits you may receive such as dental, flexible spending account, etc., deductions will continue to be taken from your pay during any paid leave or for unpaid leave. <name of mid council or congregation> will advance your portion of the cost for these benefits. On return to work, <name of mid council or congregation> will agree with you on repayment of these advanced costs, in full, through payroll deduction.

#### *Use of Paid Time Off During Leave*

Before using Family and Medical Leave, you must use any paid sick time you have available, although you may hold back XX (xx) sick days. If you use all your sick time and you are still on Family and Medical Leave, you will continue to receive your full pay up to 12 weeks annually. <Optional statement you may include: You are not required to use any of your vacation or emergency time during your leave.>

#### *Status After Leave*

If you take leave under this policy, you will be able to return to the same position you were in when your leave started.

When you return from Family and Medical Leave under this policy, you must provide a return-to-work note from a medical provider.

*\*“Immediate family” generally refers to your spouse, partner, children, parent, stepparent, parent-in-law, sibling (including step and half), grandparent, grandchild, father-in-law, mother-in-law, sister-in-law, brother-in-law, son-in-law, and daughter-in-law. Your spouse is an individual to whom you are legally married in a marriage that conforms to the definition in the Book of Order of the Presbyterian Church (U.S.A.). This includes individuals in a common law marriage, a state-licensed civil union or state-licensed domestic partnership, as well as individuals in marriages validly entered into outside of the United States that conform to the Book of Order definition. Your children include biological, adopted, or foster children and legal wards and children and stepchildren for whom you provide care and financial support on a daily basis.*

*This list is descriptive, not exhaustive. <name of mid council or congregation> realizes that there are many non-traditional relationships that are equally important to our employees; therefore, the definition may also apply to any individual related by blood or affinity whose close association with the employee is the equivalent of a family relationship.*

# Presbytery of Yellowstone

Kathleen A. Goodrich  
General Presbyter

Caroline Fleming  
Stated Clerk

Ric Tieman  
Treasurer

PO Box 1254  
Bozeman, MT 59771  
406.586.7706

YellPres@yellowstonepcusa.org  
www.yellowstonepcusa.org

October 10, 2023

Presbytery of Glacier  
P.O. Box 2908  
Great Falls, MT 59403

Brothers and Sisters in Christ,

Please forgive the late response to your letter of June 20 concerning potential conversation together about the present realities and futures of our presbyteries. The Leadership Cabinet of the Presbytery considered your proposal at our September meeting. I was charged with responding the outcome of their decision.

At present in Yellowstone Presbytery, we are in the midst of conversations concerning our own future, direction, as we seek to clarify our own thinking about who we are and where we need to go. In light of our current conversations, the Cabinet members feel we are not currently in a position to consider any specific future with Glacier Presbytery at this time.

That said, we remain committed to mutual opportunities of support, encouragement, and equipping our people and churches, for example workshops, events, and or resources. We remain committed to prayer for one another, especially as each presbytery explores needs, culture, and vision. We remain committed to our mutual journey in Christ.

Love in Christ,

Caroline Fleming, Stated Clerk  
Yellowstone Presbytery Leadership Cabinet

Leadership Cabinet members:

Russ Kline, Moderator

Melissa Bell

Ashley Birk

Julie Boksich

Karolee Larson

Mary Grace Reynolds

Jamie Schmeling

Margee Smith

Dave Thompson

