

Leadership Cabinet
Tuesday, July 9, 2024

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, July 9, 2024, beginning at 9:30 a.m.

Cabinet members present:

RE Melissa Bell
MWS Ashley Birk
RE Russ Kline, Moderator
MWS Karolee Larson
MWS Jamie Schmeling
MWS Dave Thompson

Members excused:

MWS Mary Grace Reynolds

Others present:

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

1. **Opening:** Moderator Russ Kline called the meeting to order at 9:30 a.m. Karolee Larson led members in prayer.
2. **Quorum:** A quorum was declared present.
3. **Dwelling in the Word & Prayer for one another:** Russ read Matthew 11:25-30 and noted that adults don't trust as easily as babies do to be cared for and how our souls often need deeper rest than our bodies do. While the passage says Jesus' burden was easy and his yoke light, truly it was neither easy nor light without God. His trust in God's continuing presence lightened his load as it can lighten ours. Our challenge is to yoke with Jesus and trust in his abiding presence in a way that lightens our load, brings joy to our lives, and fills us with God. With God, there is nothing we cannot do.

Russ led the team in prayer for members joys and concerns which included 43 children at VBS in Terry, Chuck Carlson, Julie Boksich and family, the youth group helping at Rockhaven Camp, Westminster Spires leaders and campers, all who took part in the Westminster Spires fundraiser, Sean Larson, Veva Larson, Freeman McCall, Doug Melius, George and Kathy Goodrich.

4. **Approval of Minutes:** Caroline noted a correction she made to item 9, changing the year from 2025 to 2024.
***Action:** A motion was made and seconded to approve the minutes from the LC May 14 minutes as amended. The motion passed.
5. **General Presbyter's Report: (Attachment A)** Kathy noted that few churches are using the CLC as a primary search tool when seeking a pastor, that the Board of Pension benefits information for 2025 continues to raise questions, and that the Dubuque/Synod CRE program continues though one or two from our presbytery may not be able to continue. The cohort group is scheduled to meet in September. Kathy led training for our General Assembly (GA)

commissioners before GA met and thanked Ashley and Russ for their time and guidance on boundaries and GA attendance.

6. **Higher Education Grants:** JP Carlson requests Yellowstone Presbytery stays involved in supporting campus ministries. A meeting with Kim, Dwight, JP, and LC might be helpful to clarify what we wish for the future of campus ministries and our presbytery's and local churches involvement and support of those ministries. A suggestion was made to "tighten up" the application for funds since it is long for such a small amount of money. The LC reviewed the three applications for funds requested this year from MSU Billings, MSU Bozeman and Rocky Mountain College campus ministry programs.

- ❖ **Action:** A motion was made and seconded to grant each program the funds they requested: \$1500 for United Campus Ministry at MSU Billings, \$1200 for Christian Community on Campus at Rocky Mountain College, and \$1700 for Living Christ's Mission at MSU Bozeman. The motion passed.

7. **Policy drafts: (Attachment B & Attachment C)** Members received first drafts of both an Anti-Racism Policy and an Anti-Harassment Policy. Members are asked to review them and send any suggestions for change to Russ Kline. LC will discuss them further at a future meeting and finalize them for recommendation for Presbytery's approval at the November meeting.

8. **Treasurer's Report: (Attachment D)** It was reported that spending is in line with the approved budget.

- ❖ **Action:** A motion was made and seconded to receive the Treasurer's report. The motion passed.

9. **Personnel Report:** Caroline's 3-year term as Stated Clerk has ended.

- ❖ **Action:** A motion was made and seconded to recommend Presbytery continue Caroline Fleming's employment as Stated Clerk for another three years, ending June 2027. The motion passed.

10. **Stated Clerk Report:** Caroline reported she will attend the Synod minutes review in Denver July 22. The financial books are due to be audited. It was suggested Debbie Blackburn and Dan Holland review the finances again and that LC seek at least one more person to assist and learn the process. Names suggested to help: Laura Bennert of Miles City, Roxy Carlson of Terry, and John Thompson. Caroline will contact people concerning the audit.

- ❖ **Action:** A motion was made and seconded to ask Debbie Blackburn and Dan Holland to move forward with an audit in 2024. The motion passed.

Mary Grace, Presbytery Moderator, cannot be at the November Presbytery meeting. In keeping with the Standing Rules, Melissa Bell will be asked to moderate.

The LC/PMT retreat cannot be held in August. September 12 was suggested with Big Timber as a possible place for people to meet for a day. PMT will be consulted about the date.

1. Special Presbytery meeting: We need to hold a special meeting of Yellowstone Presbytery to act on recommendations from LC and from PMT.

- ❖ **Action:** A motion was made and seconded to hold a special meeting of Yellowstone Presbytery on July 25 at 12:00 noon. The motion passed.

2. Spirit Sightings:

- Jamie reported 3 Baptisms held and 6 new members joining the Terry church in June. Two new members joined earlier. One of the new male members started a men's Bible study. 43 children show up on the first day of VBS.
- Russ reported on the way to GA he and Janet saw the Blue Angels flying in formation. Unfortunately, they also encountered a 3-car accident. Fortunately, Russ and Janet were safe.
- Dave reported VBS in Denton was a great success as was the Alaska mission trip for church youth. Daughter Erin said it was the best trip she had been on.
- Caroline reported the joy of a trip to see family and celebrate the life of her aunt while enjoying a fun time with siblings and cousins.

3. Announcements & Concerns:

All are asked to pray for the following:

- a) Campers and leaders at Rockhaven Camp as campers return one year after the death of Scott Thrasher,
- b) Campers and leaders at Westminster Spires Camp as they return for the 1st time in 3 years,
- c) Nicole Bodalski as she continues to mourn the death of her husband while serving as a camp leader.

Please contact Kathy if you know a person or persons willing to serve as camp cook(s) at Westminster Spires Elementary and Junior High Camps.

4. Adjournment:

- ❖ **Action:** A motion was made and seconded to adjourn the meeting. The motion passed.

At Russ' request, Dave Thompson closed the meeting with prayer.

Respectfully Submitted.

Caroline Fleming, Stated Clerk

ATTACHMENT A

General Presbyter Report to Leadership Cabinet Yellowstone Presbytery

July 9, 2024 Rev. Kathy Goodrich

An apology that after keeping up with the intense GA schedule of committees and then plenary, with the many PMT needs interspersed in that, I came down with a vicious virus with higher fevers and more and only today am I functioning a bit better. My mind could not work. George is now in the midst of it, requiring a lot of rearranging or postponing for us both.

I have been thinking, praying, reading, listening in these contexts in which we find ourselves as Christ's church and leading in the midst of the fast changes and the intense and explosive cultural, social, political realities here and around the world.

A few thoughts and observations for

1. Keep making time to both "get up on the balcony" above the fray to sink our roots deep into Jesus recenter in Christ (Eph 3) and gain God's BIG picture, and LONG view.

2. Our Life, HOPE and trust is in our Triune God, who created everything and is Ruler of it all, and who has given us eternal life and already triumphed over evil, even as we live in the already and not yet, not in political leaders or parties!

I can't reiterate enough how seminal this is to read and reflect on .New Wright's *The Heart of Romans*, Romans 8. I wrote and spoke on this in March and other gatherings.

Ps 146: [NRSVE but the Message also has fresh turns of phrase.]

³ Do not put your trust in princes,
in mortals, in whom there is no help.

⁴ When their breath departs, they return to the earth;
on that very day their plans perish.

⁵ Happy are those whose help is the God of Jacob,
whose hope is in the LORD their God,

⁶ who made heaven and earth,
the sea, and all that is in them;

who keeps faith forever;

⁷ who executes justice for the oppressed;
who gives food to the hungry.

Question: what passages and resources are you appreciating to do this?

I have a list of several across a wide range of approaches and perspectives ,but calling us to think first as citizens of heaven versus worshipping the party of the donkey or elephant or...

3. The levels of fear, anxiety, distrust and frustration [fanned by our media and all 'sides' these days] and a wide range of ways folks choose to deal with that continue to impact

3A. Rooting ourselves and congregations in growing deeper as disciples in Christ and the WAY and WAAYS of Christ) Sermon on the Mount, While being informed about and addressing very important issues

PMT – Pastoral Ministry Team – These are extraordinarily busy times for this Team, many

members, and Caroline and I giving generously of their time, energies, wisdom, discernment, care and prayer.

Time and ongoing conversations and support in this area is crucial for many reasons. A search process is a journey and helping the growth and development of leaders and a body spiritually, corporately, process, self-awareness, dreaming... is by definition up close and happens over time with presence, prayer, love, discipling, equipping... .

Thus far, the more viable candidates surfacing are through networking and other means not the CLC
Please keep praying!

The BOP's process as well as the changes have become a lightning rod for some pastors. PMT has had their hands fuller than in quite a while. Again, prayers needed.

CRE program – First “semester” completed, and classes restart August 13.

A retreat in MT the end of September which I will be attending. I have been in touch with Beth McCaw.

PMT continues to follow this and prayers welcomed as it is short-handed.

Visit to Dubuque – Beth McCaw invited me to be a part of her installation service as Dean of the Seminary August 5. I will be going with Bob Leivers and connecting with both faculty and students as we realize that cultivation of these networks and relationships and visibility for Yellowstone in places where more pastors for small and rural churches come from is essential for our future, among many other things

General Assembly –

As I have since we arrived, I met several times with our GA commissioners/delegates as a group and individually for training, resourcing, answering questions about a wide range of things and to build community. I also provided needed snacks for LONG days of plenary.

See Presbyterian Outlook, GA news and our commissioners, and of course, ever present social media! While less business than used to be under “normal “ conditions, a wide range of polity, issues, new leadership,

New Co-Moderators are passionate about the local church and Jesus, and the main things, and their leadership was a gift amidst changes.

Our new Stated Clerk is Korean and bright, gifted faith-filled pastor.

New funding ideas formulating for the PCUSA:

Among the actions of the 225th (2022) General Assembly was the forming of a Funding Model Development Team. Realizing that funding patterns across the church are shifting, and that per capita and shared/unified giving in particular are facing challenges as congregational life changes, this team was charged with exploring alternative models of meeting our shared funding needs.

YELLOWSTONE PRESBYTERY POLICY AGAINST HARASSMENT

The Presbytery of Yellowstone is committed to maintaining a workplace free from harassment in the workplace or at meetings of the presbytery or any of its committee meetings. Therefore, Yellowstone Presbytery will not tolerate any form of harassment or discrimination based on any of the following characteristics: race, color, gender, gender identity, national origin, age, sexual orientation, sex (including pregnancy), religion, national origin, disability, veteran status, or other characteristic protected by law. Such behavior can be a form of employment discrimination that violates Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, or the Americans with Disabilities Act of 1990. Anti-discrimination laws also prohibit harassment against individuals in retaliation for filing a discrimination charge, for testifying, or participating in any way in an investigation proceeding or lawsuit under these laws, or against individuals who oppose employment practices that they reasonably believe discriminate against individuals, in violation of these laws. The presbytery will not tolerate intimidation, humiliation, physical or mental abuse in our workplace. Those found to engage in this behavior will be disciplined, up to and including termination.

DEFINITION

For purposes of this policy, harassment is defined as any unwelcome or offensive conduct that targets one or more of the characteristics listed above and has the purpose or effect of creating an intimidating, hostile, or offensive work environment or that interferes with an individual's work performance. It becomes unlawful when enduring the offensive conduct becomes a condition of continued employment, and/or the conduct is severe or pervasive enough to create a work environment that a reasonable person would consider intimidating, hostile, or abusive.

Offensive conduct may include, but is not limited to, offensive jokes, slurs, epithets or name calling, physical assaults or threats, intimidation, ridicule or mockery, insults or put-downs, offensive objects or pictures, and interference with work performance. Harassment can occur in a variety of circumstances, such as:

- The harasser can be the victim's supervisor, a supervisor in another area, a co-worker, or a non-employee.
- The victim does not have to be the person directly being harassed, but can be anyone affected by the offensive conduct, also known as third-party harassment.

TYPES OF HARRASSMENT

- Physical or threatening behavior toward a person or property. In its extreme, such behavior can be considered assault.
- Personal/Psychological harassment can include bullying, where the victim is subjected to unwanted remarks, insults, offensive and derogatory statements.
- Discrimination is directed at someone's race, age, sex, or other form of protected class (as listed above), who is subjected to offensive remarks.
- Cyberbullying is threatening or offensive conduct on social media. It spreads quickly and can easily get out of hand.
- Sexual harassment includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature including display of sexually explicit images or texts on the part of supervisors, employees, and nonemployees. (See separate policy against sexual harassment in

Yellowstone Presbytery's Administrative Manual.)

- Third-party harassment is when a person witnesses harassment in the workplace and is adversely affected by it.

PROCEDURE

At the time of hire, all new employees will receive a copy of the most current presbytery Policy Against Harassment. Employees have an obligation to report any behavior that they reasonably believe violates the presbytery's anti-harassment policy. Employees who believe they have been subjected to or have witnessed harassment or discrimination are strongly encouraged to inform the harasser that the conduct is unwelcome and must stop and report their experience to the Executive Presbyter, the Moderator of the Leadership Cabinet, the Moderator of the Personnel Committee, or any member of the Personnel Committee. The Personnel Committee must be advised of all allegations of unlawful harassment.

If personal safety for a staff person or others is determined to exist, the offender can be removed from premises. The incident must be reported to the Executive Presbyter and may be followed by an investigation and possible termination.

If serious harassment is observed or reported, such as assault, verbal or written threats, steps should be taken to separate the parties, with or without the aid of police. The incident must be reported to the Executive Presbyter and the Moderator of the Personnel Committee who may take immediate steps as deemed appropriate. If the harassment continues and the staff person wishes to formally document the harassment, a formal letter of complaint must be sent to the Stated Clerk who then initiates an investigation committee according to the Presbytery's policies.

The investigating committee will conduct a fair and thorough investigation into the allegations of harassment while respecting the privacy of the complaining employee and the alleged harasser to the fullest possible extent.

Yellowstone Presbytery will not tolerate any form of retaliation or retribution against an employee who, in good faith, reports acts of harassment and/or discrimination or who participates in an investigation of allegations of harassment.

Intentional sexual harassment is a major violation of PGA policy and will be dealt with accordingly by corrective action, such as counseling, suspension, or termination, depending upon the severity of the violation.

It is the intent of Yellowstone Presbytery to provide a work environment free from verbal, physical, and visual forms [e.g., signs, posters, or documents] of harassment and an environment free of harassment, intimidation, or coercion in any form. Displaying sexually explicit images or text on presbytery property or at meetings of Yellowstone Presbytery or its committees is a violation of presbytery policy. Employees are not allowed to download, archive, edit, or manipulate sexually explicit material from the Internet while using presbytery resources. Any sexually explicit material sent by a fellow employee or received from outside sources should be given to the Executive Presbyter.

All employees are expected to be sensitive to the individual rights of their co-workers. Every employee is expected to attend awareness-raising classes concerning harassment within one year of employment.

PRESBYTERY OF YELLOWSTONE ANTI-RACISM POLICY

The Presbytery of Yellowstone acknowledges the sin of racism and believes that racism, marginalization, and discrimination are sins against God and humanity and inconsistent with our Christian values. As our PC(USA) denomination states, "[R]acism is the opposite of what God intends for humanity... [It] is a lie about our fellow human beings, for it says that some are less than others." Therefore, racism in any form is unacceptable within the Presbytery of Yellowstone.

We define racism as the combination of social power and racial prejudice to create systems that treat people differently, based on their defined racial group. Privileges are provided for some while dehumanizing, excluding or oppressing others.

Christ breaks down all the divisions we create. As Christians, it is counter to the faith we proclaim to bolster divisions between God's children, including those based on race and other social inequities. Therefore we, the people, congregations, and body of the Presbytery of Yellowstone stand strongly against racism in any form. We pledge to uncover our unconscious biases that lead to marginalization and oppression and to work toward transformation, not just within our Presbytery, but also within the communities in which our congregations reside.

We acknowledge that anti-racism work is and will be difficult, uncomfortable, and ongoing. However, as our denomination affirms: "Because of our biblical understanding of who God is and what God intends for humanity, [we] must stand against, speak against, and work against racism. Anti-racist efforts are not optional for Christians. They are an essential aspect of Christian discipleship, without which we fail to proclaim the Good News of Jesus Christ."

As we strive to become an anti-racist Body of Christ, we call ourselves to action, in ways that include, but are not limited to the following efforts:

- To continually examine our practices (written, spoken, formal and informal) for influences of racism and acknowledge and remedy those practices when found.
- To continually educate ourselves about racism, through the Presbytery's leadership, congregational studies, and children's & youth programs.
- To use prayer, mindfulness, and the Spirit's guidance, to transform our hearts and souls from the inside out.
- To continue to repent of the role that we individually and collectively have played and continue to play in establishing and maintaining systemic racism.
- To work toward racial equity in recruiting, installing/hiring, training, and retaining employees and leaders.
- To encourage the management of presbytery investments and finances in ways that acknowledge the presence of racial injustice through financial systems, including support of minority-owned or minority-led businesses.
- To engage in acts of restoration and reparation, as a response to disparities of wealth established and maintained by white supremacy.
- To support peacemaking movements that address racism within a spectrum of other intersectional identities.
- To cultivate postures of curiosity, humility, shared humanity, and delight in interactions with all people who have been marginalized.
- To actively listen to, rather than speak at, those of us who are Black, Indigenous, and People of Color.

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of May 31, 2024

Accrual Basis

	May 31, 24	Apr 30, 24	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Checking and Savings			
1005 · Checking 3214	115,664.13	123,416.60	(7,752.47)
1010 · Money Market 3355	142,463.33	142,334.99	128.34
1015 · Partnership Fund MM 3793	45,695.58	45,674.99	20.59
1060 · Vanco Clearing Account	3,922.00	1,609.50	2,312.50
Total 1000 · Checking and Savings	307,745.04	313,036.08	(5,291.04)
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	10,646.87	10,646.87	0.00
1052 · Other Designated Funds	107,567.53	107,567.53	0.00
Total 1050 · New Covenant 5737	118,214.40	118,214.40	0.00
1100 · St Timothy Endowment Funds			
1110 · St Timothy Chapel #1 1085	379,011.21	379,011.21	0.00
1120 · St Timothy Chapel #2 6024	112,221.74	112,221.74	0.00
Total 1100 · St Timothy Endowment Funds	491,232.95	491,232.95	0.00
Total Checking/Savings	917,392.39	922,683.43	(5,291.04)
Total Current Assets	917,392.39	922,683.43	(5,291.04)
Other Assets			
1850 · Beartooth Electric Co-op	1,018.18	1,018.18	0.00
1900 · Char Rem Trust 0931	143,391.00	143,391.00	0.00
Total Other Assets	144,409.18	144,409.18	0.00
TOTAL ASSETS	1,061,801.57	1,067,092.61	(5,291.04)

Presbytery of Yellowstone PCUSA

Statement of Financial Position

As of May 31, 2024

Accrual Basis

	May 31, 24	Apr 30, 24	\$ Change
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	506.98	717.50	(210.52)
Total Accounts Payable	506.98	717.50	(210.52)
Other Current Liabilities			
2100 · Payroll Liabilities			
2110 · Federal Liabilities	526.28	528.24	(1.96)
2120 · State Liabilities	33.94	31.98	1.96
2150 · Retirement Payable	313.02	313.02	0.00
2160 · Health Insurance Payable	1,205.14	1,205.14	0.00
Total 2100 · Payroll Liabilities	2,078.38	2,078.38	0.00
2200 · Other Current Liabilities			
2200.02 · GA Mission Pledges	237.35	474.70	(237.35)
2200.04 · GA One Great Hour OG999999	2,213.00	3,762.88	(1,549.88)
2200.05 · GA Christmas Joy CJ999999	0.00	630.00	(630.00)
2200.09 · GA Other Donation	525.00	525.00	0.00
Total 2200 · Other Current Liabilities	2,975.35	5,392.58	(2,417.23)
Total Other Current Liabilities	5,053.73	7,470.96	(2,417.23)
Total Current Liabilities	5,560.71	8,188.46	(2,627.75)
Total Liabilities	5,560.71	8,188.46	(2,627.75)
Equity			
3100 · General Funds			
3100.1 · Administrative	255.07	255.07	0.00
3100.2 · Admin Support	46,690.99	46,690.99	0.00
3100.3 · Program	45,709.22	45,709.22	0.00
3100.4 · West Yellowstone Funds	18,348.34	18,348.34	0.00
3100.9 · Unrestricted	28,984.34	28,984.34	0.00
Total 3100 · General Funds	139,987.96	139,987.96	0.00
3200 · Designated Funds			
3200.01 · Camp Scholarships	7,235.63	7,235.63	0.00
3200.02 · Clergy Emergency Fund	1,756.99	1,756.99	0.00
3200.03 · Equip & Encourage	39,746.16	39,746.16	0.00
3200.04 · Evangelism Grant	52,369.21	52,369.21	0.00
3200.05 · Higher Education Grant	10,646.87	10,646.87	0.00
3200.06 · Linda Hofer Education	19,495.65	19,495.65	0.00
3200.07 · Partnership Spendable Funds	2,390.00	2,390.00	0.00
3200.08 · Peace Making Offering to YP	6,436.70	6,436.70	0.00
3200.09 · Presbyter Discretionary Fund	3,331.54	3,331.54	0.00
3200.10 · Presbyter Study Leave	1,229.01	1,229.01	0.00
3200.11 · Presbytery Continuing Education	3,595.77	3,595.77	0.00
3200.12 · Revamp Camp	16,834.92	16,906.90	(71.98)
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
3200.20 · Dubuque-Synod Of RM CRE cohort	2,303.00	2,153.00	150.00
Total 3200 · Designated Funds	199,382.97	199,304.95	78.02

<2>

These statements have not been audited, reviewed or compiled

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of May 31, 2024

Accrual Basis

	<u>May 31, 24</u>	<u>Apr 30, 24</u>	<u>\$ Change</u>
3300 · Restricted Funds			
3300.1 · St Timothy Endowments	485,012.49	485,012.49	0.00
3300.2 · Char Rem Trust	143,391.00	143,391.00	0.00
3300.3 · Partnership Funds Principle Amt	45,599.57	45,599.57	0.00
Total 3300 · Restricted Funds	674,003.06	674,003.06	0.00
Net Income	42,866.87	45,608.18	(2,741.31)
Total Equity	1,056,240.86	1,058,904.15	(2,663.29)
TOTAL LIABILITIES & EQUITY	<u>1,061,801.57</u>	<u>1,067,092.61</u>	<u>(5,291.04)</u>