

**Leadership Cabinet**  
August 12, 2025

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, August 12, 2025, beginning at 1:00 p.m.

**Cabinet members present:**

RE Melissa Bell  
MWS Ashley Birk  
RE Julie Boksich  
MWS Karolee Larson  
MWS Jamie Schmeling  
MWS Dave Thompson, Moderator

**Members absent:**

None

**Others present:** General Presbyter Kathy Goodrich, Treasurer Ric Tieman, Stated Clerk Caroline Fleming

**1. Opening:**

**Dwelling in the Word:** Dave opened the meeting reading Mark 6: 6b-11 in which Jesus gives instructions to disciples about what to take with them as they travel the countryside. His message reminds us that we are to travel light, not burden ourselves with too much “stuff.” We are reminded that if we are burdened, it is harder to be alert to the Spirit’s movement. Carrying a staff, as Jesus instructed, can give us balance. Traveling in pairs is encouraged so we don’t get discouraged on the journey. A partner, a staff, a pair of sandals and 1 piece of clothing, that’s it. Everything else we need will be provided. Since hospitality was the norm, it was expected. The community supports people by feeding and housing them. Dave ended the discussion with prayer.

**2. Joys and Concerns:** Julie has received positive results in her recent testing. Karolee, and others are concerned by the letter they received that states their doctors aren’t in the insurance network any longer. Ric raised concern with the high traffic in the Bozeman area. Jamie gave thanks for God’s provision and asked for prayers for her and her daughters. Kathy gave thanks for good times with family despite Jillian and her family’s move last week. She asked for prayers for George’s health. Melisa is blessed with healing in her neck and general improvement in her health. Dave lifted prayer for all needs and all for which we are grateful.

**3. Vision Statement:** Karolee read the presbytery vision statement.

**4. Minutes of June meeting:**

**\*Action:** A motion was made and seconded to approve the minutes of the June 10 meeting. The motion passed.

**5. General Presbyter’s report (Attachment A):** Kathy stressed Julian of Norwich’s quote, “You shall not be overcome...” and suggested we take more time to celebrate people’s milestones such as the anniversary of Jamie’s 20 years as an ordained pastor. Rev. Laura Woods start date at Deer Lodge may be moved to October. All are asked to consider the role

of the General Presbyter, including what changes in the role may be needed. When asked what in the vision statement we should be focusing on, people suggested the following:

- How do we encourage “going out”
- How do we lay the groundwork for “going out”
- How do we “redeem our routine” with everyone so busy

Please read the entire report and pray for our Pastoral Ministry Team and our churches without pastors.

6. **October Presbytery Meeting:** Paul and Lydia Neshangwe plan to be with us virtually. The team needs to meet and plan the meeting.
7. **Personnel report:** The formation of a transition team as presbytery prepares for Kathy's retirement was approved in June. Ashley Birk will serve as the convener. Others on the team will be Dave Thompson, one representative from both PMT and from the personnel team, and one MWS and one Elder from the general population. In forming the team, a balance of geography, male/female, and minister/elder is sought.
8. **Treasurer report:** Ric is pleased with where the presbytery finances are in comparison to last years July report. Due to rising costs, presbytery will likely have to raise the Triennium budget for the next event. Ric recommends we begin using a card system that will eliminate the need for paper vouchers. (Attachment B)

**\*Action:** A motion was made and seconded that the Leadership Cabinet authorize the Treasurer to establish credit card system to automate accounts payable. The motion passed.

The Zimmerschied grant request submitted to the Rocky Mountain Synod by Sarah Tunall and the Manhattan church was granted for \$1,000. The check has been received.

**\*Action:** A motion was made and seconded to match the grant with \$1,000 from the presbytery's Equip and Encourage fund. The motion passed.

Jamie will call Sarah and inform her of the grant and of LC's decision to match the amount. Ric will send a check to Manhattan Presbyterian Church.

9. **Representation/Nomination report:** The team is seeking people to serve as General Assembly commissioners and to serve on the LC and PMT.

#### **10. Camping and Youth report (Attachment C):**

- Twelve young people and three leaders attended Triennium in Louisville KY in July. They also engaged in a mission project with a local food bank and visited Noah's Ark and Churchill Downs. Dave will ask the youth to put a video together about their trip to show at the October presbytery meeting. He will ask them to speak about their experience as well.
- Sixty-five campers and 23 staff participated in camp at Westminster Spires this summer. Campers enjoyed the group games, rafting, hiking, seeing wildlife, and “girls’ night.” Parents felt this year’s age groups worked well.

**11. Stated Clerk report:** Caroline stated concern that Charley Brown hasn't responded to a request for a resignation. Dave stated he received an email and will forward it to Caroline. Charley will be removed from the LC membership list.

Two e-votes were conducted since the last meeting:

1. To approve the formation of a Transition Team consisting of five to seven members of the Presbytery. The motion passed on June 26 with six members voting "yes" and none voting against the motion.
2. To endorse the Zimmerschied grant application from Manhattan Presbyterian Church for the church's Mission: Manhattan project and that, if the Synod gives this grant, that the Presbytery match the \$500 out of our "Equip & Encourage" budget line item. The motion passed on June 29 with 4 members voting "yes" and none voting against the motion.

**12. LCM:** Bozeman's campus ministry has changed its name to Table and Grace.

**13. Future meeting dates:**

- **Next LC meeting: September 9**
- **2026 Presbytery meeting dates:** Suggested dates for 2026 presbytery meeting will be decided at the September LC meeting. Suggested dates to think about are March 13/14 in person, June 12 virtually, and October 23/24.

**14. Closing:**

**\*Action:** A motion was made and seconded to adjourn. The motion passed.  
Dave closed the meeting with prayer.

Respectfully submitted,

Caroline Fleming, Stated Clerk

Approved 9-9-2025

Leadership Cabinet Action Items		
Responsible Person(s)	Action Item	Due Date
Ongoing Action Items		
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
Caroline	Create and send information on mission pledges and where the money goes to churches	No timeline
Ric	Work with Caroline Fleming, teaching them to post items on the website.	ASAP
New Action Items		
Ashley	Bring proposed slate of Transition Team to the next LC meeting	Sept. 9
Dave	Ask those who attended youth Triennium to speak at Oct. presbytery meeting and/or to create a video about their trip that can be shown at the meeting.	ASAP
Jamie	Inform Sarah Tunall of the LC decision to match the \$1,000 Zimmerschied grant	ASAP

## ATTACHMENT A

**General Presbyter Report to Leadership Cabinet      Rev. Kathy Goodrich      August 12, 2025**

**Ps 46:10:** *Be still/cease striving and know that I am God.*      **QUESTION:** *Have you had opportunities to practice this during the summer, learn more about the practices which protect and cultivate this stillness, resting in and delighting in God? Or perhaps see how much this needs to be further worked into your life, pace as well as church practices?*

**Julian of Norwich**, in her *Showings*, [Classics of Western Spirituality Series]

**And these words:** *You will not be overcome, were said very insistently and strongly, for certainty and strength against every tribulation which may come. [God] did not say, You shall not be assailed, you shall not be belaboured, you shall not be disquieted, but God said, 'You shall not be overcome.' God wants us to pay attention to his words, and always to be strong in our certainty, in well-being and in woe, for [God] loves us and delights in us.*

**John 16:33** *"I have told you these things, so that in me you may have peace. In this world you will have trouble. But take heart! I have overcome the world."*

**Rom 8:37-39** *"... in all these things we are more than victorious through him who loved us. <sup>38</sup> For I am convinced that neither death, nor life, nor angels, nor rulers, nor things present, nor things to come, nor powers, <sup>39</sup> nor height, nor depth, nor anything else in all creation will be able to separate us from the love of God in Christ Jesus our Lord."*

### **Experimenting and learning our way forward** – resources to explore and share

As change, transition and disruption continue at a rate around us in general, in the PUCSA and in Yellowstone Presbytery and our congregations, vitality in leaders and congregations is even more dependent than ever (unless one has chosen status quo and comfort which results in decline and death) on attitudes, and practices which cultivate:

spiritual formation/growth - Love for God and Christ-likeness

healthy Christ-like community and relationships across differences, generations...,

attentiveness to the Holy Spirit with an open, curious spirit,

practices of observation and prayerful reflection

Holy Spirit dreaming

adaptability experimenting/Learning one's way forward (usually innovative)

Many in churches find it wise to start with low hanging fruit and small experiments at the edges at the outset. A key priority and practice in vital churches is equipping pastors/CRE's and sessions/leaders to shift the understanding of the role of pastors/leaders from a maintenance, primarily chaplaincy model to that of Eph. 4:11+ that the leadership gifts are for equipping the saints for the ministry. Making disciples/apprentices who grow more like Christ and do and he did!

This includes learning contextual intelligence (*Contextual Intelligence* by Leonard Sweet and Michael Beck) Such experiments are ideal to involve not only "semi active" folks connected with a congregation but also others in the community. Various missional experiments and fresh expressions of church can become energizing for congregations to explore on this journey of discovery. Unless there is a significant move of the Holy Spirit, attraction is vastly less

Listen/read:

<https://www.markuswatson.com/2025/08/12/learning-our-way-forward-a-quick-conversation-with-tod-bolsinger-and-markus-watson-281/> Episode 281 Includes excellent questions and links to 10 minute podcast and YouTube video.

Bolsinger's *Don't Waste a Crisis* circular process and user friendly little guidebook.

Episode 280: Empowering Leaders for Creative Mission, with Rev. Shannon Kiser (PCUSA), author of *Opening Space*

**LC** –Wide range of administrative tasks, including camp considerations with legal implications and retaining legal counsel. I am grateful for the leadership and wisdom of Dave Thompson and some on Camp Ministry Team.Subgroup on considerations for children and youth events, factoring in existing facilities, existing policies/practices, MT state laws defining gender, ... Updating our handbook, policies. Legal counsel retainer.

A lot of research for our transition regarding models, options, staffing, future needs, what is emerging asneeded in this type of position or a team of folks

**PMT** – Exceptionally busy this summer with pastors, church needs, PNC's PMT delicate word and discernment.. Rev. Laura STellmon Wood has been hired by Deer Lodge as Temporary Pastor, starting in October

Jamie, we celebrating 20<sup>th</sup> anniversary of your ordination!

**Camping and Youth** – see report

**Mission and global partnerships** – We are a part of a very rich, diverse body of Christ around the world and cultivating global relationships and partnerships founded on mutuality is an important aspect of being church.

Presbytery and church Partnerships and networks are the present and future way for the PCUSA in the foreseeable future. I met with a person who is networking and seeking to facilitate and communicate with many parties on this huge need.

Invitation from Washington Presbytery

October Presbytery meeting

**Board of Pensions:** Consults needed with me and some pastors here. Time needed to work with Christine and communicate with pastors . BOP informed some of our pastors they were no longer covered by their available providers and hospitals. Christine Long is researching this.



## Achieve mission-driven finances with Ramp

Managing the financial operations of churches and faith-based organizations is no easy task. Navigating fluctuation in attendance, maintaining transparency with members, and balancing cash flow all pose challenges for today's religious institutions.

With Ramp, churches and faith-based organizations run smoothly, keeping costs down and membership high by better serving the community.



### Enforce policies without hassle

Ensure your pastors, church staff and volunteers are compliant with built-in controls that prevent spending on unapproved categories. Manage spending down to the vendor, automate reminders, and request repayments, all while getting cashback.



### Streamline expenses for church staff

Ramp automatically prompts, collects, and matches receipts via SMS, mobile app, and integrations with your email. This means more accurate reporting and more timely receipt submission for staff, allowing them to focus more on their mission.



### Automate accounts payable

Eliminate data entry by letting Ramp extract your invoice details, streamline approvals with easily configurable workflows, and set up recurring payments, from church expenses to supplier bills to volunteer purchases.



### Integrate with your existing tools

Make month-end easier by syncing your data in real time and reliably connecting with your accounting solution. Plus, you can create custom mapping and rules, eliminating the need for manual data entry and ensuring accurate expense tracking and reconciliation.

## Savings

 Average savings  
**5%**

 Deploy in less than  
**15 min.**

## As seen on



FAST COMPANY | #1 Most Innovative North American Company

LinkedIn | #1 Startup in America

 | #1 Spend Management Software

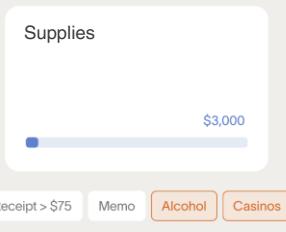
# How Ramp improves expense management

**1**

**Control spend before it happens**

Give workers cards with guardrails built-in, so you can prevent unapproved spend before it happens.

Admin sets controls and distributes cards

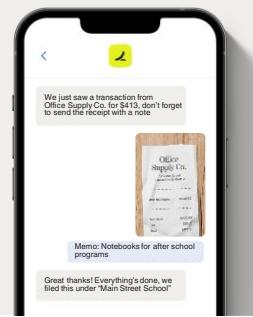


**2**

**Eliminate expense reports**

Let workers do their job without expenses getting in their way with integrations, a mobile app, and SMS functionality.

Workers sends receipt, memo, and code via SMS

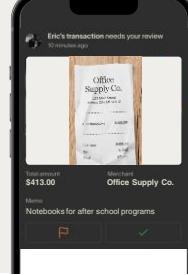


**3**

**Let Ramp review and reconcile**

Scale your team by automating routine work and get time back to focus on strategic work.

Manager approves; admin reviews + syncs to ERP

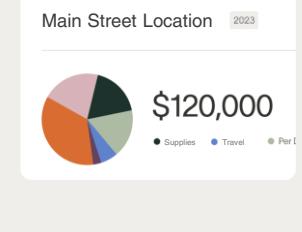


**4**

**Make strategic decisions with real-time data**

Instantly access spend data and insight to help your business spend responsibly.

Admins can review realtime data



“Setting policies and enforcing them automatically for expense documentation has been game changer. We get receipts in a timely way and it has reduced frustration on our users who typically would hold receipts until the CC bill was distributed and then have to reconcile all of those receipts. The ability to oversee spending in real time has been helpful on an administrative level. Issuing Virtual Cards and one time cards for specific instances has been a nice and unexpected benefit.”



**Kenny Stanteen**

Executive Pastor, First Baptist Church

 **40,000+**  
companies spending less

 **27.5M+ hrs**  
of work saved

 **\$2.5B**  
out of policy  
spend prevented

 **\$1B+**  
saved

**Get started today**

ATTACHMENT C

**Westminster Spires 2025**

**Report for Camping & Youth Committee & Leadership Cabinet**

Submitted by Sarah Tunall

August 4, 2025

**Highlights:**

*\*\* 65 campers total!*

33 Adventure Campers (7<sup>th</sup> – 10<sup>th</sup> graders)

23 Explorer Campers (3<sup>rd</sup> – 6<sup>th</sup> graders)

9 Limitless Campers (16 & older – not staff/support team)

*\*\* PLUS – 23 Staff!*

3 Directors (2 Program, 1 Camp)

9 Counselors (ages 17 – 20)

12 Amazing Support Team Members (3 paid, 9 volunteer)

*\*\* Campers loved group games, “girls night”, seeing moose & bear, hiking, rafting, and the size of camp.*

*\*\* Adventure Camp Staff commented that Wednesday night surrendering sin-rocks into the creek was extremely formational.*

*\*\* Transformation from the Holy Spirit spotted in some of the campers & Leaders-in-training – including the kids who were able to memorize the scripture passages for the week.*

*\*\* Staff enjoyed meal times, support team meeting and small group, praying while campers were at holy ground, the flexibility of the schedule and the liveliness of worship.*

*\*\* Most parents who filled out the survey said that the new age groups worked great for their campers.*

**Feedback:**

*\*\* The Camp Director (Sarah) was not a personality that was received well and this caused massive tension with a few of the support team.*

*\*\* Meals needed more vegetables but the food was delicious!*

*\*\* Better communication needed when things change.*

*\*\* Swim time was too long.*

*\*\* Camp names were confusing.*

*\*\* Counselors and support staff need to eat with campers.*

*\*\* What if every camper were directly prayed for one day of camp?*

*\*\* Staff meeting all together instead of “counselor meeting” and “support team meeting”*

*\*\* Go back to 3 camps – 3<sup>rd</sup>-6<sup>th</sup>/7<sup>th</sup>-9<sup>th</sup>/10<sup>th</sup>-12<sup>th</sup> + Limitless*

**Camp Director/Chair of C&Y Committee Comments:**

God did some absolutely amazing work in the lives of a few campers and counselors!

We saw ...

- a young man experience the grace of Jesus through breaking chains of addiction and confessing his need for healing.
- A younger camper open up and create relationship with other campers, after wanting to go home the first night.
- Counselors grow in their relationship with Jesus and desire to serve Him in new ways.
- Relationships form across intergenerational lines.

Having Kara & Sam Todd at camp for the entirety of the three weeks was a blessing. They provided support, encouragement, redirection and wisdom in a beautiful, kind, helpful, constructive way. They came alongside all three Directors and picked up the places that needed a little help.

There were some really cool things that happened!

On the other side of the coin, it was an extremely difficult three weeks and I will not be returning as the Director of Westminster Spires. From being screamed at the night before Staff Training because I requested background checks for any adult who we knew was coming up to camp, to Support Team members refusing to communicate with me and causing dissension within our Director Team, there was aggression and frustration focused on my personality and leadership style. This aggression and frustration was passive-aggressive and/or triangulated rather than respectfully communicated and able to be worked through.

I know I am not perfect, there were moments that I need to apologize for and ask for forgiveness. And yet, I also believe I am worthy of grace and kindness, neither of which were given to me as a person or leader by many of the support team members.

***For the future...***

If LC/C&Y are going to ask a pastor or Presbytery member not connected to Westminster Spires “traditionally” to lead camp, that person needs to be allowed to build their own team completely. Or... it needs to be explained that this is not a leadership position, rather a “pastor” who goes with the flow and established patterns and traditions.

Blessings,  
Sarah Tunall  
Pastor, Manhattan Presbyterian  
Chair, Camping & Youth Team