

Yellowstone Presbytery Leadership Cabinet
January 13, 2026

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, January 13, 2026, beginning at 1:00 p.m.

Cabinet members present:

RE Melissa Bell
MWS Karolee Larson
RE Russ Kline
RE Danny Pratt
MWS Jamie Schmeling
MWS Dave Thompson, Moderator

Members excused:

RE Julie Boksich

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

1. Opening: Acting Moderator Dave Thompson called the meeting to order and welcomed new members Danny Pratt and Russ Kline to the team.

2. Dwelling in the Word: Karolee led members in reading and discussing Ephesians 4: 1-13. We are reminded to stay together, practice forbearance, notice our differing gifts while living in unity with one another. We each have different gifts, all of which are to be used in the upbuilding of Christ's Church. When we use our gifts for the good of the community we become "mature adults, fully developed and being of the same mind as Christ." Karolee closed the discussion with prayer.

3. Quorum and Agenda: A quorum was declared present and the agenda was approved by consensus.

4. Joys & Concerns: Dave and Vicki Thompson will become grandparents in May. Caroline and family will celebrate a 2nd Christmas with daughter Nikki and their grandson's 21st birthday this weekend. Melissa recalled and showed a picture of the 2020 leadership retreat held at the Goodrich home. Jamie requested prayers for her role as a single parent. Kathy celebrated her birthday with family and a snow coach ride in Yellowstone Park. Karolee requested prayers for her upcoming vacation (a cruise) that some parishioners are joining. She hopes for time to unwind from the job. Prayers for people fighting cancer, especially Julie who can't be with us today. Prayers for our churches, pastors and PNCs.

5. Spirit Sightings: Caroline celebrated a testimony given with no prompting at a recent Breakfast church about the Christmas story.

6. Vision Statement: Melissa read the Yellowstone Presbytery Vision Statement.

7. Leadership Cabinet's Purpose and Responsibilities (Attachment A): Kathy reviewed LC's purpose and responsibilities and reminded everyone that there are times when information shared and dealt with by LC is confidential. Ric will look into implementing a secure email for LC members and report back to Kathy about possibilities.

1. December 9 Minutes:

***Action:** A motion was made and seconded to approve the minutes of the December 9, 2025 meeting. The motion passed.

2. General Presbyter's Report (Attachment B & C): Kathy highlighted Samuel's farewell speech to Israel in which he said, "Far be it from me that I should sin against the Lord by not praying for you." We should pray for the church and one another and should facilitate an experience with the Living God. She reviewed 7 disruptive church trends (attachment C) and an overview of what the presbytery and its teams are dealing with as they work with our churches: a fierce independent streak, several PNCs and churches in the midst of searches for a pastor, explorations and experiments in regional ministry, and an increased sense of isolation and dissatisfaction with the denomination. Jamie led the team in prayer for our churches and Sessions and asked God to make straight our path so we will live in unity.

3. PMT Report (Attachment C): The PMT continues its work on education and examination questions and is working to establish a Presbytery Prayer Initiative.

4. Bozeman church information:

PILP application: The Bozeman church's application for a PILP loan was received shortly before the LC meeting. No one has had time to read it.

***Action:** A motion was made and seconded to hold a special LC meeting on Tuesday, January 20 at 1:00 p.m. to vote on LC's recommendation to Yellowstone Presbytery concerning the loan and to call a Special meeting of Yellowstone Presbytery on February 6 at 12:30 p.m. concerning the LC recommendation. The motion passed.

Rev Nicole Melara's Installation as pastor at 1st Presbyterian Church of Bozeman will be held on February 7 at 1:00 p.m. A luncheon will precede the installation service.

5. Personnel Report (Attachment D): Kathy has announced her last day of work will be June 30, 2026 and begin retirement July 1. The Personnel Committee will work with Kathy concerning details.

***Action:** A motion was made and seconded to accept June 30, 2026 as Kathy's last working day before she begins retirement on July 1 with our love, gratitude, and appreciation for her many years of service to Yellowstone Presbytery. The motion passed unanimously.

- The Transition Team recommends that Presbytery funds be spent to hire one of following:
 - a) Interim / transitional EP
 - b) an internal YP person for administrative tasks
 - c) OR some combination of these two to accomplish the administrative aspects for the day-to-day functioning of the presbytery for a period of at least one-year, to walk alongside the committees of Yellowstone Presbytery to complete the following administrative tasks: update by-laws and standing rules of Yellowstone Presbytery to bring them in-line with current practices, complete a Personnel Handbook for Yellowstone Presbytery, bring Yellowstone Presbytery up-to-date on all policies required by the Book of Order, create and/or finalize policies and procedures for all processes of the Presbytery including, but not limited to, church searches, inquiry/candidacy, and becoming a CRE. While many of these policies will ultimately need to be approved by the whole of Yellowstone Presbytery,

hiring an interim or transitional EP will ensure the timely completion of these necessary tasks.

- Appropriate boundaries may need to be spelled out as both George and Kathy will be former GPs. Personnel will talk with George and Kathy concerning boundaries. What is appropriate? What will work after Kathy retires?
- LC might also appoint a person to coordinate with the Synod during the transition.
*Action: A motion was made and seconded to accept the recommendations from the transition team and discuss what route LC will take to implement them at the LC special meeting on January 20. The motion passed.

13. Camping & Youth (Attachment E): The annual Youth Ski Retreat is February 27 – March 1 with the Bozeman church hosting. Nancy Pehl sent a letter about hiring summer camp directors. LC has never been involved in this hiring process before and discussed empowering the Camp Team to do the hiring. Questions about qualifications, lack of benefits, a short-term position and no unemployment were raised. The Personnel Committee will have to be involved at some point. Russ asked we let the Camping & Youth Team use existing documents to hire those who have applied and plan to create a good job description for next year with consultation with Personnel as needed for this year only. Jamie will attend the February 5 meeting of Camping & Youth, and we will discuss this situation further at the next stated LC meeting.

14. Treasurer Report (Attachment F): Written accounting was sent to all LC members.

15. Clerk Report (Attachment G): Written report submitted.

16. Zimbabwe Mission Trip: LC agreed to plan a presbytery trip to Zimbabwe in the summer of 2027.

17. Representation/Nomination Team: LC Members are asked to continue to think of a nominee to serve on the team.

18. Planning Team for March Presbytery meeting: The following people will serve on the planning team for the March presbytery meeting: Melissa Bell, Dave Thompson, Caroline Fleming, & Kathy Goodrich. A person from PMT might join the team.

19. Announcements:

| | |
|--|---|
| Special LC Meeting | Tuesday, January 20 at 1:00 p.m. |
| Special Presbytery Meeting | Friday, February 6, 12:30 p.m. |
| Stated Yellowstone Presbytery Meeting | March 3 & 4, Forsyth |

20. Closing: With no further business, Dave Thompson closed the meeting with prayer.

Respectfully submitted,

Caroline Fleming, Stated Clerk

| Leadership Cabinet Action Items | | |
|---------------------------------|--|-------------|
| Responsible Person(s) | Action Item | Due Date |
| Ongoing Action Items | | |
| Personnel committee | Update Presbytery's Personnel Policy | Ongoing |
| 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 |
| LC Members | Think of minister names to nominate as MWS member of Rep/Nom | ASAP |
| New Action Items | | |
| Ric | look into implementing a secure email for LC members and report back to Kathy about possibilities | No deadline |
| Personnel Committee | Work with Kathy on details of her retirement | 6-30-26 |
| Melissa, Dave, Caroline & Kathy | Serve as planning team for March Presbytery meeting | 3-13-26 |

ATTACHMENT A

Leadership Cabinet

Purpose – The primary purpose of the Leadership Cabinet (LC) is to guide the implementation of the Vision Statement and the mission of Yellowstone Presbytery. The LC also serves as the Trustees of the presbytery and oversees the presbytery's financial, personnel, and administrative processes.

Membership – The Leadership Cabinet is composed of 6-9 members. This includes a Moderator, the Immediate Past Moderator of presbytery, the Moderator and Vice-Moderator of the presbytery, a person skilled in financial practices, a person skilled in personnel practices and up to 3 At-Large Members elected by the presbytery. To the extent practical, representation shall be balanced between TE's, RE's, geography, and gender. The General Presbyter(s) and the Stated Clerk shall serve as *ex official* members without vote.

Specific Responsibilities –

- I. **Spiritual and Vision Implementation:** To serve as the unit with the responsibility for implementing the Vision Statement of the presbytery.
 1. To listen to the leadings of the Holy Spirit for and within the Presbytery.
 2. To encourage new and emerging ministries prompted by the Spirit.
 3. To develop spiritual practices for spiritual formation and equipping itself and the presbytery
 4. To develop and engage in prayer for the presbytery in all aspects.

5. To encourage partnerships and to interface with other mission and councils of the PCUSA and other denominations.
6. To annually review the '5th Strand' and make adjustments as needed

II. Organizational Responsibilities:

1. To oversee the Gathering, Equipping and Encouraging and Going Out of the Presbytery and to prepare the presbytery meeting Dockets emphasizing those elements.
2. To propose to the presbytery and oversee the budget(s) for the upcoming year that includes expenditures of Designated/Restricted Funds under the control of the Leadership Cabinet and to assist ministry teams in managing their budgets.
3. To oversee personnel, budget and finance functions of the presbytery.
4. To develop and maintain a Manual of Administrative Operations for the presbytery.
5. To serve as the Board of Trustees of the presbytery with responsibilities for an annual financial review and securing adequate insurance coverage.
6. To schedule at least one educational event/retreat for the presbytery annually.
7. To provide for a Mission Interpretation presentation at each presbytery meeting.
8. To maintain ecumenical relationships.

YP Structure Task Force report to Presbytery updated 11/19/2013

ATTACHMENT B

General Presbyter Report to Leadership Cabinet January 13,2026 Rev. Kathy Goodrich

Priority of Surrendered, cruciform lives as disciples and Christian leaders

Jeremiah 29 & II Cor 4

Samuel in his farewell speech said, *As for me, far be it from me that I should sin against the Lord by failing to pray for you. And I will teach you the way that is good and right.* I Sam 12: 23 +

Parker Palmer, wisely stated that *"A leader is a person who must take special responsibility for what's going on inside him or her self, inside his or her consciousness, lest the act of leadership create more harm than good."*

"Truly, the best thing any of us have to bring to leadership is our own transforming selves."

— Ruth Haley Barton, Strengthening the Soul of Your Leadership: Seeking God in the Crucible of Ministry

"In the end, strengthening the soul of our leadership is the best thing any of us can do to strengthen the soul of the Church—our own church and the whole Church of Christ until he comes." From article @ The Transforming Center's website, 9/2005

"...we will have bread to offer that is warm from the oven of our own intimacy with God. Our leadership will flow from values that have been forged in the crucible of our spiritual transformation. Our vision will emerge from faithful prayer and deep listening. Our relationships will be enlivened by the love that is poured out in our hearts by the spirit of God."

Prayer, listening, paying attention to God's voice, to where the Holy Spirit is at work:

Prayer, according to Eugene Peterson: *The task is not to get God to do something I think needs done, but to become aware of what God is doing so that I can participate in it.*

“But at the heart of spiritual leadership is the capacity to notice the activity of God so we can join him in it.” — **Ruth Haley Barton, Strengthening the Soul of Your Leadership**

Resources:

Opening Space: A Vision for Fresh Expression of Church and Creative Mission, by Rev. Shannon Kiser, PCUSA pastor and Director of Fresh Expressions in the US.

2026 Trends to be aware of **7 Disruptive Church Trends That Will Rule 2026, Rev. Carey Nieuwhof, JD** See attached summary & excerpts

https://careynieuwhof.com/church-trends-2026/?utm_source=convertkit&utm_medium=email&utm_campaign=One+of+the+biggest+challenges+for+the+Church+this+year+-+202305049&sh_kit=0b9f7f47189bd74a3fd081eb0313584bf967adae13b43e278a805dab17e1e7bb

Updates:

Since our last meeting there has been an unusual amount going on for LC, PMT, Camping and Youth, and RepNom, too much to list comprehensively.

I worked on a wide range of financial things, and many areas from our last 2 meetings – PILP, followed up finalicaon Zimbabwe trip with Colleen and collaborated with Jamie on this. See Colleens letter and materials.

Applied to synod for a **\$1,000 leader training grant**, explaining the equipping time with the Neshangwe’s. Check was received early in January. Interacted with Ric what line item it is placed in. We put it to replenish the line used for payments to the Neshangwe’s, Peacemaking. Comments or questions to Ric.

Pray for PMT. God is at work in churches with beautiful work of the Spirit and challenges with pastor changes and departures, sessions leading, 4 CRE’s graduated, Melissa is close. CRE’s moving on to Psych evaluations improving mentoring, meeting with them in our process even as we update it. Debbie B and I are learning from Pueblo Presbytery.

Please join staff and PMT and praying for :

1. The fierce independent streak of our congregations and sessions and a deep lack of understanding or regard for Presbyterian connections, community and polity which PMT has and will be discussing, and always welcoming of your ideas and input, continues.

2. PNC’s and searches

3. Explorations, conversations, Experiments in regional ministry – starting in the East soon, we anticipate.

4. Increase not only in isolation disconnections, but dissatisfactions with the PCUSA for a host of reasons. YP’s Vision and “keeping the Main thing the Main thing” and that’s Jesus as our center and focus along with Equipping and encouraging disciple making congregation, relationally based leadership, culture and ways of operating, and having issues and positions on issues done by individuals and congregations has kept the unity here, mostly, for 2 decades.

RepNom – I am meeting with them as they continue to seek, meet and pray and discern together.

When the Holy Spirit leads, they need another member, nominated by LC. Preference for clergy but qualifications, follow through, wisdom and discernment need

Synods New Clerk – Janet Ballantyne from Pueblo Presbytery

Celebrations and Congratulations! Today is Ric Tieman’s birthday. Kathy’s was last week. Dave and Vicki Thompson’s daughter Sarah and her husband are expecting a baby!

7 Disruptive Church Trends That Will Rule 2026 by Rev. Carey Nieuwhof, J.D.

The Meta-Trend: America is Still Becoming Less Christian

1. Gen Z Is Leading the Surge in Church Attendance

The recent rise in church attendance is being fueled by young adults.

[Gen Z is now the most frequent church attenders of any demographic](#), attending 1.9 times a month, which is marginally higher than Millennials and meaningfully higher than their Gen X or Boomer parents and grandparents. ...

As [Jon Tyson points out](#), you cannot *create* a revival, but you can *position* yourself spiritually for renewal and revival.

2. Young Men Are Coming To Church... And Women Are Leaving

But embracing a Gospel consistent with the church at its best over the last 2000 years means reaching all people, regardless of gender, age, income, or how they vote.

If you're attracting only a particular demographic (wealthy people, white people, just males, etc), it's time to audit your ministry and ask why. The Gospel reaches into the hearts of all people.

3. Evangelism is Getting Bolder and More Direct

I'm just noting that the local congregation is not the *vehicle* for sharing the Gospel in this case. It's moved from the seats to the streets.

Pastors tend to share sermon clips. Next-generation evangelists share the Gospel directly with

people, online, and one-on-one.

4. Preaching is Starting to Shift From Presentation[information] to Encounter[facilitating Christian Community, Connections, Relationships]

A few decades ago, content was scarce. If you wanted to hear a sermon, you needed to be present in person or subscribe to the cassette ministry. What was plentiful were community and connection. Fast forward to today, and content is plentiful. People are swimming (drowning?) in it. Meanwhile, in an exact reversal of three decades ago, community and connection have become scarce. ...

Instead, they're seeing Sundays as facilitating an experience or encounter between people and God. You could argue that charismatic churches have done this for years, but now it's spreading further. If something truly special or transformative happens, or at least *can* happen when the Body of Christ gathers, then we should approach Sundays with that in mind. That sets Sunday morning in-person services apart from any streamed experience.

What's At Stake

If pastors keep approaching Sunday morning as a way to disseminate information among randomly assembled individuals, rather than an opportunity to facilitate an encounter with God, it will likely lead to a decrease in attendance.

If you study what's happening with Gen Z, they're not showing up to church to go through the motions. It's a passionate, full-on embrace of a new faith that is both emotional and intellectual. And when they gather, it becomes more of an experience than simply a gathering.

The internet disseminates information. The church should facilitate an experience with the living God.

What To Do

So what does this actually mean?

Well, as basic as this sounds, it means approaching worship more prayerfully, with anticipation that God might do something in people's hearts and minds that is bigger than what we do or intend to do. It means intentionally inviting the Holy Spirit to be at work in us and in our services.

There are scores of books and treatises on how to invite God's presence and Spirit into your life and into your church. I won't repeat that here. But perhaps the shift is made more clear by what it is *not*.

- It means that you *perform less* and *listen more* to what the Holy Spirit might be saying and doing.
- It means making Sundays *less about how we did* and *more about what God did*.
- It means valuing *what people bring to worship*, not just *what they get from it*.

And perhaps it means *praying just a little more* for God to be active in what we're doing.

5. Discipleship is Now Largely Controlled By Algorithm (And Pastors Are Paying a Huge Price)

By the time your congregation arrives at church ready to be discipled, they've already spent 49 hours of screen time that week being formed by algorithms, each click reinforcing whatever caught their attention. A 30-minute message and two hours of small group hardly stand a chance.

All of this means that by the time this disparate group walks into church on Sunday, they're already primed to hear what you say through a filter someone else created for them.

Except they don't even realize it's happening...

When you become indistinguishable from the culture, there is nothing left to convert to.

(From Kathy: Reread #4 – making disciples who encounter and are engaged through facilitating Christian community, connections and relationships.)

6. Senior Pastors Are Aging Out, and Few Are Replacing Them

...Bi-vocational ministry will continue to grow as church leaders need to get inventive to serve in the local church and feed their families....

Mostly, that will involve developing leaders from within and hiring them to fill pastoral vacancies. Theological training can be tricky when you're training leaders who perhaps already hold non-ministry degrees and are beyond their college years, but it can be done...

...church leaders can start challenging middle school and high school students to pray about a call to ministry and identify pastoral and even apostolic gifting in the next generation. That won't solve a crisis in two years, but it will help address it in five or ten years, and it's a great direction to pursue. Wise church leaders will address culture and pay gap issues at the same time.

7. The Church Has Yet To Brace for the Coming AI Revolution

The full article is @ https://careynieuwhof.com/church-trends-2026/?utm_source=convertkit&utm_medium=email&utm_campaign=One+of+the+biggest+challenges+facing+the+Church+this+year+-+20305049&sh_kit=0b9f7f47189bd74a3fd081eb0313584bf967adae13b43e278a805dab17e1e7bb

Transition Team Report

Leadership Cabinet of Yellowstone Presbytery

January 10, 2026

After several meetings, and numerous conversations with members of Yellowstone Presbytery, the Transition Team has identified three primary needs for the interim period immediately following the retirement of Kathy Goodrich.

1. Relationships within Yellowstone Presbytery
2. Administrative tasks necessary to an interim period
3. Visioning and Strategic Planning for the future of the Presbytery

According to the approved budget for 2026, the amount available for this work is \$43,000.

Based on these needs, the Transition Team presents the following three recommendations to the Leadership Cabinet for consideration.

For the task of relationship-building

The Transition Team recommends that the Presbytery hire a part-time paid position, from within Yellowstone Presbytery, whose sole purpose is to facilitate relationships and connections within Yellowstone Presbytery. The Transition Team does not have a definitive plan for what this should look like but would suggest considering a regional model of support within the Presbytery. The details, including compensation, for this position will be determined by Leadership Cabinet.

For the administrative tasks

The Transition Team recommends that Presbytery funds be spent to hire one of following:

- a) Interim / transitional EP
- b) an internal YP person for administrative tasks
- c) **OR** some combination of these two to accomplish the administrative aspects for the day-to-day functioning of the presbytery for a period of at least one-year, to walk alongside the committees of Yellowstone Presbytery to complete the following administrative tasks:
 - Update by-laws and standing rules of Yellowstone Presbytery to bring them in-line with current practices
 - Complete a Personnel Handbook for Yellowstone Presbytery
 - Bring Yellowstone Presbytery up-to-date on all policies required by the Book of Order
 - Create and/or finalize policies and procedures for all processes of the Presbytery including, but not limited to, church searches, inquiry/candidacy, and becoming a CRE.

While many of these policies will ultimately need to be approved by the whole of Yellowstone Presbytery, hiring an interim or transitional EP will ensure the timely completion of these necessary tasks. The completion of these tasks will strengthen the

foundation of Yellowstone Presbytery, setting up a future Presbyter to focus on ministry and relationships upon arrival in the Presbytery.

For the forward movement & strategic planning of the YP

The transition team recommends hiring a transitional / interim EP and / or a consulting group like “Holy Cow” (or other similar entity) to assist in strategic planning, including staffing strategies to address the changing landscape of ministry across Montana and within the denomination. The purpose is to look and work forward as Yellowstone Presbytery.

Other considerations for the Leadership Cabinet

- Identify and ensure both parties (presbytery and retired presbyters) adhere to the published guidelines relative to leaving a church as set out in our Book of Order and our Presbytery policies. These appropriate boundaries following the retirement of the Executive Presbyter will apply to both George and Kathy upon her retirement and indicate our mutual love, support, and respect for one another going forward. Current guidelines indicate a pastor / presbyter leave his / her church for a minimum of one year **after a new leadership person is in position.** This means that until whatever is in place next a year after that would be the boundary.
- Ensure Yellowstone Presbytery utilizes its full representation in the Synod, including appointing a “stand-in” representative for the Executive Presbyter from the Leadership Cabinet.
- Work to build a community of trust that allows the ongoing work of committees such as PMT and Camping/Youth to continue their work

Respectfully Submitted,

The Transition Team

Janet Anderson (FPC – Billings)
Rev. Kimmy Briggs (FPC – Lewistown)
RE Debbie Blackburn (Manhattan)
RE Danny Pratt (Forsyth)
Rev. Dave Thompson (FPC – Billings)
Rev. Jamie Schmeling (FPC – Miles City)

ATTACHMENT E

January 9, 2026
Leadership Cabinet
Yellowstone Presbytery
Julie Boksich, Moderator

Greetings Julie and Other Cabinet Members,
The Presbytery's Camping and Youth Committee met yesterday, January 8th. Curt Kochner, Russ Kline, Sarah Tunall, Hunter Skov, George Goodrich and myself in attendance.

Following the majority of business Hunter Skov was excused and we discussed his and Nichole Bodalski's letter of interest to be the co-camp directors for the 2026 camping season at Westminster Spires. Many good points and concerns were brought forth.

The Camping and Youth Committee would like to recommend that the Leadership Cabinet approve hiring Hunter and Nichole as co-camp directors. They have the list of responsibilities which our committee approved for the 2025 camping season. As co-camp directors they would take on both the Camp Director and Camp Program Director jobs. For our February 5, 2026 meeting they will have these responsibilities designated as to who will be responsible for each one.

For the entire 2026 year Curt Kochner (with the help of Saint Andrew's Presbyterian Church) will continue to serve as Camp Coordinator.

Please feel free to contact me or other committee members if you have questions.

Nancy Pehl, Moderator
Camping and Youth Committee
nancyp1954@gmail.com
1-406-853-2666

**Presbytery of Yellowstone PCUSA
Administration Budget Performance
November 2025**

ATTACHMENT F

Accrual Basis

| | <u>Nov 25</u> | <u>Jan - Nov 25</u> | <u>Annual Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|---------------------------------------|-----------------|---------------------|----------------------|-----------------------|--------------------|
| Ordinary Income/Expense | | | | | |
| Income | | | | | |
| RECEIPTS | | | | | |
| 4001 · Administrative Support | 500.00 | 3,700.00 | 35,000.00 | (31,300.00) | 10.57% |
| 4004 · Per Capita Income | 0.00 | 79,098.82 | 81,066.00 | (1,967.18) | 97.57% |
| 4005 · Interest Income | 98.82 | 1,180.74 | 0.00 | 1,180.74 | 100.0% |
| 4006 · Dividend Income | 0.00 | 1,346.43 | 0.00 | 1,346.43 | 100.0% |
| Total RECEIPTS | <u>598.82</u> | <u>85,325.99</u> | <u>116,066.00</u> | <u>(30,740.01)</u> | <u>73.52%</u> |
| Total Income | 598.82 | 85,325.99 | 116,066.00 | (30,740.01) | 73.52% |
| Expense | | | | | |
| LEADERSHIP CABINET | | | | | |
| 6303 · Cabinet Meetings | 0.00 | 0.00 | 1,500.00 | (1,500.00) | 0.0% |
| 6304 · Accounting Fees | 530.00 | 6,300.00 | 6,300.00 | 0.00 | 100.0% |
| 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 | 100.00 | (100.00) | 0.0% |
| Total LEADERSHIP CABINET | <u>530.00</u> | <u>6,300.00</u> | <u>8,500.00</u> | <u>(2,200.00)</u> | <u>74.12%</u> |
| PASTORAL MINISTRY TEAM | | | | | |
| 6506 · PMT Meeting Expense | 123.99 | 123.99 | 2,500.00 | (2,376.01) | 4.96% |
| Total PASTORAL MINISTRY TEAM | <u>123.99</u> | <u>123.99</u> | <u>2,500.00</u> | <u>(2,376.01)</u> | <u>4.96%</u> |
| PERSONNEL EXPENSES | | | | | |
| 6601 · Admin Manager | | | | | |
| 6601.1 · Salary | 161.47 | 3,194.19 | 2,575.00 | 619.19 | 124.05% |
| Total 6601 · Admin Manager | <u>161.47</u> | <u>3,194.19</u> | <u>2,575.00</u> | <u>619.19</u> | <u>124.05%</u> |
| 6602 · General Presbyter | | | | | |
| 6602.1 · Salary | 606.12 | 6,667.24 | 7,272.00 | (604.76) | 91.68% |
| 6602.2 · Housing | 2,392.96 | 26,322.56 | 28,715.00 | (2,392.44) | 91.67% |
| 6602.3 · Retirement | 322.40 | 3,527.65 | 3,870.00 | (342.35) | 91.15% |
| 6602.4 · Insurance | 1,308.65 | 14,608.62 | 18,964.00 | (4,355.38) | 77.03% |
| 6602.5 · Meals Reimb | 0.00 | 6.37 | 1,200.00 | (1,193.63) | 0.53% |
| 6602.6 · Travel Reimb | 0.00 | 87.00 | 4,000.00 | (3,913.00) | 2.18% |
| 6602.7 · Telephone | 0.00 | 0.00 | 1,200.00 | (1,200.00) | 0.0% |
| 6602.8 · Discretionary Fund | 0.00 | 0.00 | 1,250.00 | (1,250.00) | 0.0% |
| 6602.9 · Study Leave | 0.00 | 0.00 | 700.00 | (700.00) | 0.0% |
| Total 6602 · General Presbyter | <u>4,630.13</u> | <u>51,219.44</u> | <u>67,171.00</u> | <u>(15,951.56)</u> | <u>76.25%</u> |
| 6603 · Stated Clerk | | | | | |
| 6603.1 · Salary | 1,869.20 | 20,561.16 | 22,437.00 | (1,875.84) | 91.64% |
| 6603.4 · Travel Reimb | 0.00 | 1,064.67 | 2,500.00 | (1,435.33) | 42.59% |
| 6603.5 · Discretionary Fund | 100.39 | 100.39 | 500.00 | (399.61) | 20.08% |
| 6603.6 · Continuing Education | 0.00 | 0.00 | 673.00 | (673.00) | 0.0% |
| Total 6603 · Stated Clerk | <u>1,969.59</u> | <u>21,726.22</u> | <u>26,110.00</u> | <u>(4,383.78)</u> | <u>83.21%</u> |
| 6604 · Payroll Taxes | 156.99 | 2,181.10 | 2,060.00 | 121.10 | 105.88% |
| Total PERSONNEL EXPENSES | <u>6,918.18</u> | <u>78,320.95</u> | <u>97,916.00</u> | <u>(19,595.05)</u> | <u>79.99%</u> |

**Presbytery of Yellowstone PCUSA
Administration Budget Performance
November 2025**

Accrual Basis

| | Nov 25 | Jan - Nov 25 | Annual Budget | \$ Over Budget | % of Budget |
|-------------------------------------|-------------------|---------------------|----------------------|-----------------------|--------------------|
| PRESBYTERY EXPENSES | | | | | |
| 6703 · Per Capita Expense | 0.00 | 18,908.16 | 19,016.00 | (107.84) | 99.43% |
| 6704 · Presbytery Meetings | 0.00 | 1,391.30 | 6,000.00 | (4,608.70) | 23.19% |
| 6705 · Presbytery Other Exp | 0.00 | 853.91 | 2,400.00 | (1,546.09) | 35.58% |
| Total PRESBYTERY EXPENSES | 0.00 | 21,153.37 | 27,416.00 | (6,262.63) | 77.16% |
| PRESBYTERY OFFICE | | | | | |
| 6801 · Copies & Postage | 0.00 | 253.49 | 300.00 | (46.51) | 84.5% |
| 6802 · Insurance | 0.00 | 399.90 | 420.00 | (20.10) | 95.21% |
| 6803 · Office Supplies | 0.00 | 251.71 | 100.00 | 151.71 | 251.71% |
| 6804 · Rent | 0.00 | 0.00 | 100.00 | (100.00) | 0.0% |
| 6805 · Computer & Telephone Expense | 0.00 | 446.82 | 600.00 | (153.18) | 74.47% |
| 6806 · Bank Service Charges | 10.00 | 196.69 | 250.00 | (53.31) | 78.68% |
| Total PRESBYTERY OFFICE | 10.00 | 1,548.61 | 1,770.00 | (221.39) | 87.49% |
| Total Expense | 7,582.17 | 107,446.92 | 138,102.00 | (30,655.08) | 77.8% |
| Net Ordinary Income | (6,983.35) | (22,120.93) | (22,036.00) | (84.93) | 100.39% |
| Other Income/Expense | | | | | |
| Other Income | | | | | |
| OTHER RECEIPTS | | | | | |
| Transfers from Unrestricted | 0.00 | 0.00 | 3,687.66 | (3,687.66) | 0.0% |
| Transfers from W Yellowstone | 0.00 | 0.00 | 18,348.34 | (18,348.34) | 0.0% |
| Total OTHER RECEIPTS | 0.00 | 0.00 | 22,036.00 | (22,036.00) | 0.0% |
| Realized Gain(Loss) | 0.00 | 78.33 | 0.00 | 78.33 | 100.0% |
| Unrealized Gain(Loss) | 0.00 | 18,185.04 | 0.00 | 18,185.04 | 100.0% |
| Total Other Income | 0.00 | 18,263.37 | 22,036.00 | (3,772.63) | 82.88% |
| Net Other Income | 0.00 | 18,263.37 | 22,036.00 | (3,772.63) | 82.88% |
| Net Income | (6,983.35) | (3,857.56) | 0.00 | (3,857.56) | 100.0% |

**Presbytery of Yellowstone PCUSA
Program Budget Performance
November 2025**

Accrual Basis

| | Nov 25 | Jan - Nov 25 | Annual Budget | \$ Over Budget | % of Budget |
|--|---------------|---------------------|----------------------|-----------------------|--------------------|
| Ordinary Income/Expense | | | | | |
| Income | | | | | |
| RECEIPTS | | | | | |
| 4002 · Camp Income | | | | | |
| 4002.1 · Summer Camp Fees | 0.00 | 19,112.50 | 10,000.00 | 9,112.50 | 191.13% |
| 4002.2 · Event Fees | 0.00 | 1,550.00 | 2,000.00 | (450.00) | 77.5% |
| 4002.3 · Rental of Camp Facilities | 0.00 | 13,650.00 | 12,000.00 | 1,650.00 | 113.75% |
| 4002.5 · Other Camp Income | 35.00 | 6,128.17 | 2,000.00 | 4,128.17 | 306.41% |
| Total 4002 · Camp Income | 35.00 | 40,440.67 | 26,000.00 | 14,440.67 | 155.54% |
| 4003 · General Mission Pledge | 589.29 | 16,801.51 | 24,000.00 | (7,198.49) | 70.01% |
| Total RECEIPTS | 624.29 | 57,242.18 | 50,000.00 | 7,242.18 | 114.48% |
| Total Income | 624.29 | 57,242.18 | 50,000.00 | 7,242.18 | 114.48% |
| Expense | | | | | |
| CAMPING & YOUTH | | | | | |
| 6100 · Camping Expenses | | | | | |
| 6101 · Activities | 0.00 | 4,162.68 | 1,200.00 | 2,962.68 | 346.89% |
| 6102 · Food | 0.00 | 6,624.69 | 3,500.00 | 3,124.69 | 189.28% |
| 6103 · Supplies | 0.00 | 2,886.25 | 800.00 | 2,086.25 | 360.78% |
| 6104 · Transportation | 0.00 | 549.67 | 1,500.00 | (950.33) | 36.65% |
| 6106 · Salaries & Wages | 392.35 | 26,065.84 | 23,000.00 | 3,065.84 | 113.33% |
| 6107 · Pastor Honorarium | 0.00 | 250.00 | 1,500.00 | (1,250.00) | 16.67% |
| Total 6100 · Camping Expenses | 392.35 | 40,539.13 | 31,500.00 | 9,039.13 | 128.7% |
| 6120 · Special Events | 0.00 | 0.00 | 3,500.00 | (3,500.00) | 0.0% |
| 6200 · Admin Camping Expenses | | | | | |
| 6201 · Advertising & Marketing | 0.00 | 0.00 | 200.00 | (200.00) | 0.0% |
| 6202 · Copies & Postage | 0.00 | 313.60 | 100.00 | 213.60 | 313.6% |
| 6203 · Liability Insurance | 0.00 | 3,142.23 | 4,000.00 | (857.77) | 78.56% |
| 6206 · Utilities | 108.90 | 3,457.59 | 3,000.00 | 457.59 | 115.25% |
| Total 6200 · Admin Camping Expenses | 108.90 | 6,913.42 | 7,300.00 | (386.58) | 94.7% |
| Total CAMPING & YOUTH | 501.25 | 47,452.55 | 42,300.00 | 5,152.55 | 112.18% |
| LEADERSHIP CABINET | | | | | |
| 6301 · Intermountain Childrens Home | 0.00 | 1,500.00 | 1,500.00 | 0.00 | 100.0% |
| 6302 · Rocky Mountain College | 0.00 | 1,500.00 | 1,500.00 | 0.00 | 100.0% |
| Total LEADERSHIP CABINET | 0.00 | 3,000.00 | 3,000.00 | 0.00 | 100.0% |
| PASTORAL MINISTRY TEAM | | | | | |
| 6501 · Training | 0.00 | 640.00 | 1,000.00 | (360.00) | 64.0% |
| 6502 · Congregation Ministry | 0.00 | 0.00 | 1,000.00 | (1,000.00) | 0.0% |
| 6503 · Emergency Career Counseling | 0.00 | 0.00 | 1,000.00 | (1,000.00) | 0.0% |
| 6504 · Vocations Expense | 0.00 | 0.00 | 1,000.00 | (1,000.00) | 0.0% |
| 6507 · Dubuque-Synod of RM CRE cohort | 0.00 | 0.00 | 500.00 | (500.00) | 0.0% |
| Total PASTORAL MINISTRY TEAM | 0.00 | 640.00 | 4,500.00 | (3,860.00) | 14.22% |

**Presbytery of Yellowstone PCUSA
Program Budget Performance
November 2025**

Accrual Basis

| | <u>Nov 25</u> | <u>Jan - Nov 25</u> | <u>Annual Budget</u> | <u>\$ Over Budget</u> | <u>% of Budget</u> |
|---------------------------------------|-----------------|---------------------|----------------------|-----------------------|--------------------|
| PERSONNEL EXPENSES | | | | | |
| 6602 · General Presbyter | | | | | |
| 6602.1 · Salary | 794.00 | 8,734.00 | 9,530.00 | (796.00) | 91.65% |
| Total 6602 · General Presbyter | 794.00 | 8,734.00 | 9,530.00 | (796.00) | 91.65% |
| 6604 · Payroll Taxes | 30.32 | 1,995.54 | 1,400.00 | 595.54 | 142.54% |
| Total PERSONNEL EXPENSES | 824.32 | 10,729.54 | 10,930.00 | (200.46) | 98.17% |
| PRESBYTERY EXPENSES | | | | | |
| 6702 · Cluster Meetings | 0.00 | 0.00 | 100.00 | (100.00) | 0.0% |
| 6705 · Presbytery Other Exp | 0.00 | 26.24 | 1,000.00 | (973.76) | 2.62% |
| Total PRESBYTERY EXPENSES | 0.00 | 26.24 | 1,100.00 | (1,073.76) | 2.39% |
| Total Expense | 1,325.57 | 61,848.33 | 61,830.00 | 18.33 | 100.03% |
| Net Ordinary Income | (701.28) | (4,606.15) | (11,830.00) | 7,223.85 | 38.94% |
| Other Income/Expense | | | | | |
| Other Income | | | | | |
| OTHER RECEIPTS | | | | | |
| Transfers from Program Fund | 0.00 | 0.00 | 11,830.00 | (11,830.00) | 0.0% |
| Total OTHER RECEIPTS | 0.00 | 0.00 | 11,830.00 | (11,830.00) | 0.0% |
| Total Other Income | 0.00 | 0.00 | 11,830.00 | (11,830.00) | 0.0% |
| Net Other Income | 0.00 | 0.00 | 11,830.00 | (11,830.00) | 0.0% |
| Net Income | (701.28) | (4,606.15) | 0.00 | (4,606.15) | 100.0% |

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of November 30, 2025

Accrual Basis

| | Nov 30, 25 | Oct 31, 25 | \$ Change |
|--|---------------------|---------------------|-------------------|
| ASSETS | | | |
| Current Assets | | | |
| Checking/Savings | | | |
| 1000 · Checking and Savings | | | |
| 1005 · Checking 3214 | 22,894.56 | 31,035.25 | (8,140.69) |
| 1010 · Money Market 3355 | 144,230.78 | 144,147.84 | 82.94 |
| 1015 · Partnership Fund MM 3793 | 46,014.20 | 45,998.32 | 15.88 |
| 1060 · Vanco Clearing Account | 490.00 | 0.00 | 490.00 |
| Total 1000 · Checking and Savings | 213,629.54 | 221,181.41 | (7,551.87) |
| 1020 · St Timothy Checking 1961 | 100.00 | 100.00 | 0.00 |
| 1030 · St Timothy Checking 3686 | 4.96 | 4.96 | 0.00 |
| 1050 · New Covenant 5737 | | | |
| 1052 · Other Designated Funds | 140,834.05 | 140,834.05 | 0.00 |
| Total 1050 · New Covenant 5737 | 140,834.05 | 140,834.05 | 0.00 |
| 1100 · St Timothy Endowment Funds | | | |
| 1110 · St Timothy Chapel #1 1085 | 441,265.99 | 441,265.99 | 0.00 |
| 1120 · St Timothy Chapel #2 6024 | 128,354.35 | 128,354.35 | 0.00 |
| Total 1100 · St Timothy Endowment Funds | 569,620.34 | 569,620.34 | 0.00 |
| Total Checking/Savings | 924,188.89 | 931,740.76 | (7,551.87) |
| Total Current Assets | 924,188.89 | 931,740.76 | (7,551.87) |
| Other Assets | | | |
| 1850 · Beartooth Electric Co-op | 1,027.73 | 1,027.73 | 0.00 |
| 1900 · Char Rem Trust 0931 | 155,521.87 | 155,521.87 | 0.00 |
| Total Other Assets | 156,549.60 | 156,549.60 | 0.00 |
| TOTAL ASSETS | 1,080,738.49 | 1,088,290.36 | (7,551.87) |

Presbytery of Yellowstone PCUSA

Statement of Financial Position

As of November 30, 2025

Accrual Basis

| | Nov 30, 25 | Oct 31, 25 | \$ Change |
|---|-------------------|-------------------|------------------|
| LIABILITIES & EQUITY | | | |
| Liabilities | | | |
| Current Liabilities | | | |
| Accounts Payable | | | |
| 2000 · Accounts Payable | 492.26 | 977.75 | (485.49) |
| Total Accounts Payable | 492.26 | 977.75 | (485.49) |
| Credit Cards | | | |
| 2050 · Ramp Credit Card | 0.00 | 75.13 | (75.13) |
| Total Credit Cards | 0.00 | 75.13 | (75.13) |
| Other Current Liabilities | | | |
| 2100 · Payroll Liabilities | | | |
| 2110 · Federal Liabilities | (440.37) | (438.33) | (2.04) |
| 2120 · State Liabilities | (28.11) | (60.05) | 31.94 |
| 2150 · Retirement Payable | 322.40 | 322.40 | 0.00 |
| 2160 · Health Insurance Payable | 1,390.58 | 1,390.58 | 0.00 |
| Total 2100 · Payroll Liabilities | 1,244.50 | 1,214.60 | 29.90 |
| 2200 · Other Current Liabilities | | | |
| 2200.01 · GA Pentecost Offering PC999999 | 380.00 | 380.00 | 0.00 |
| 2200.02 · GA Mission Pledges | 1,186.75 | 949.40 | 237.35 |
| 2200.03 · GA Peacemaking PM999999 | 135.83 | 0.00 | 135.83 |
| 2200.04 · GA One Great Hour OG999999 | 425.00 | 325.00 | 100.00 |
| Total 2200 · Other Current Liabilities | 2,127.58 | 1,654.40 | 473.18 |
| Total Other Current Liabilities | 3,372.08 | 2,869.00 | 503.08 |
| Total Current Liabilities | 3,864.34 | 3,921.88 | (57.54) |
| Total Liabilities | 3,864.34 | 3,921.88 | (57.54) |
| Equity | | | |
| 3100 · General Funds | | | |
| 3100.1 · Administrative | 255.07 | 255.07 | 0.00 |
| 3100.2 · Admin Support | 34,279.49 | 34,279.49 | 0.00 |
| 3100.3 · Program | 51,135.79 | 51,135.79 | 0.00 |
| 3100.4 · West Yellowstone Funds | 18,348.34 | 18,348.34 | 0.00 |
| 3100.9 · Unrestricted | (8,910.19) | (8,910.19) | 0.00 |
| Total 3100 · General Funds | 95,108.50 | 95,108.50 | 0.00 |
| 3200 · Designated Funds | | | |
| 3200.01 · Camp Scholarships | 8,526.63 | 8,526.63 | 0.00 |
| 3200.02 · Clergy Emergency Fund | 1,756.99 | 1,756.99 | 0.00 |
| 3200.03 · Equip & Encourage | 35,096.16 | 35,096.16 | 0.00 |
| 3200.04 · Evangelism Grant | 52,369.21 | 52,369.21 | 0.00 |
| 3200.06 · Linda Hofer Education | 19,553.15 | 19,553.15 | 0.00 |
| 3200.07 · Partnership Spendable Funds | 2,390.00 | 2,390.00 | 0.00 |
| 3200.08 · Peace Making Offering to YP | 3,854.51 | 3,786.59 | 67.92 |
| 3200.09 · Presbyter Discretionary Fund | 2,525.94 | 2,525.94 | 0.00 |
| 3200.11 · Presbytery Continuing Education | 3,595.77 | 3,595.77 | 0.00 |
| 3200.12 · Revamp Camp | 17,283.08 | 17,283.08 | 0.00 |
| 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 | 2,530.74 | 2,530.74 | 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 | 3,621.00 | 3,621.00 | 0.00 |
| Total 3200 · Designated Funds | 178,321.18 | 178,253.26 | 67.92 |

Presbytery of Yellowstone PCUSA

Statement of Financial Position

As of November 30, 2025

Accrual Basis

| | Nov 30, 25 | Oct 31, 25 | \$ Change |
|--|---------------------|---------------------|-------------------|
| 3300 · Restricted Funds | | | |
| 3300.1 · St Timothy Endowments | 549,995.65 | 549,995.65 | 0.00 |
| 3300.2 · Char Rem Trust | 155,521.87 | 155,521.87 | 0.00 |
| 3300.3 · Partnership Funds Principle Amt | 45,927.50 | 45,927.50 | 0.00 |
| Total 3300 · Restricted Funds | 751,445.02 | 751,445.02 | 0.00 |
| Net Income | 51,999.45 | 59,561.70 | (7,562.25) |
| Total Equity | 1,076,874.15 | 1,084,368.48 | (7,494.33) |
| TOTAL LIABILITIES & EQUITY | 1,080,738.49 | 1,088,290.36 | (7,551.87) |

I have been working with clerks and churches on their annual statistical reports and necrology reports. I have received a few and expect more in the next two weeks. All statistical reports are to be submitted through the denominational portal by February 14, the date the portal closes to churches. This report must be approved by the local Session, so I push people to work on it early and submit it to their January Session meeting for approval.

I have asked that all mission pledges, necrology reports and pastor wage reports be submitted by January 31. I always have to chase a few down, but people are generally very good about reporting.

LC reviewed a few proposed changes to the presbytery's Standing Rules at the December meeting. I have included that document in ones sent to LC members this month for any further discussion or action LC wishes to take at the January meeting. I am also in contact with our retired and at-large pastors who have not yet sent in a 2025 report. While this falls under PMT, I thought LC would be interested to know that 8 of our 20 retired ministers and 3 of our 5 at-large minister members have not responded to requests for reports.

The annual Corporate Report to the Secretary of State's office that lists corporate officers is due before April 15. They have once again waived the \$20.00 filing fee. Yeah! In previous years, the Presbytery Moderator, LC Moderator, Stated Clerk and Treasurer have been listed as "Directors" and also as the following officers: Presbytery Moderator as President, LC Moderator as Vice Pres., Stated Clerk as Secretary, and Treasurer as Treasurer. Is this how we want to continue?

After a great deal of trouble getting information sent via email to those with gmail addresses, I have devised a way to send one email to all who don't use gmail, then send small batches of 9 or less emails to those with gmail accounts. It worked once and hopefully will continue to work.

The 2026 Presbytery Directory was sent early in 2026. After receiving several corrections, I am sending it to LC members in the email announcement about this meeting. If you can, please save it as a document and refer to it as needed. Let me know if there are further corrections to be made. Of course, I have no problem sending people contact information as they ask for it, but if you have a copy of the directory, you can look information up yourself.