

Yellowstone Presbytery Leadership Cabinet
February 10, 2026

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, February 10, 2026, beginning at 1:00 p.m.

Cabinet members present:

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

Members excused or absent:

None

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

- 1. Opening:** Moderator Julie Boksich welcomed everyone and called the meeting to order with prayer.
- 2. Dwelling in the Word:** Members read and discussed John 6: 1-15, which reminds us that Jesus can do a lot with very little. When we focus on what we do have, rather than what we do not have, Jesus can help our gifts to grow. It takes prayer, but Jesus will provide. People followed Jesus because they heard and saw him do great things. How much could those present really see of Jesus? What they saw was the disciples finding, distributing, then collecting food. Jesus uses us, and people see Jesus in the work we do and the way we live. God perceives our riches differently than we do. Jesus says, “give me what you’ve got,” we pray, and when we do God expands our gifts to fill the presented needs. Julie closed the discussion with prayer.
- 3. Quorum and Agenda:** A quorum was declared present. The agenda was reviewed and changed to put prayer requests and Spirit sightings at the end of the meeting.
*Action: A motion was made and seconded to approve the agenda as amended. The motion passed.
- 4. Approval of minutes from January 13 & January 20:**
*Action: A motion was made and seconded to approve the minutes of the January 13, 2026 meeting and the January 20, 2026 special meeting as printed. The motion passed.
- 5. General Presbyter’s Report:** Kathy reported that these are busy, good, and complex times. She thanked everyone for working to approve submission of Bozeman’s PILP loan application. Nicole Melara’s installation as pastor at Bozeman was energizing. She stays busy with PMT, Rep/Nom and CRE program development.
- 6. Treasurer’s Report (Attachment A)** Ric Tieman submitted his resignation as the presbytery’s Treasurer effective September 30, 2026.
*Action: A motion was made a seconded that, with sadness and great gratitude, we accept Ric’s resignation as Treasurer effective September 30, 2026. The motion passed.

- 7. Personnel Report:** Russ and Julie are gathering materials. Jamie and Danny have met regarding relational components. The Personnel subcommittee needs one more TE member due to Ashley's departure. Jamie and Kathy explained the role of the subcommittee that currently includes Jamie, Russ and John Patterson of Bozeman.

***Action:** Dave nominated Karolee to serve on Personnel. The motion received a second and passed.

Team members discussed the need for boundaries following Kathy's retirement. The Transition Team, Personnel, and PMT will, along with Kathy and George, have input in creating a plan concerning this. The plan will be in place by July 1.
- 8. Camping & Youth (Attachment B):** Nancy Pehl's letter was reviewed. At the January Leadership Cabinet meeting members gave Camping & Youth the authority to move forward with managing the camp's staffing issues this year. Russ will inform the team that it is up to them to employ camp staff in 2026.
- 9. PMT (Attachments C & D):** Members received minutes from the Barriers & Building group and the Prayer group.
- 10. Presbytery Planning Team:** The theme for the March meeting will be "The Great Adventure: Stronger Together With Christ. The meeting will be in Forsyth and begin with worship and Dwelling in the Word. Three workshops will be offered: one on prayer, one on holding the "ship" together and one on how our work is multiplied by Jesus and prayer.
- 11. Treasurer Report (Attachment E):** Funds were transferred to make up a shortfall in the administrative budget. The account that funds were transferred from is designated to cover Kathy's salary. The program budget went over, but we had a surplus of over \$40,000 from previous years. St. Andrew Presbyterian has requested help to cover their per capita costs. The allocated funds for this only cover the \$1.50 increase in per capita for 2026. Leadership asks PMT to create a process for granting this type of request and to contact St. Andrew to be sure they understand that the allocated funds only cover the \$1.50 per person increase.

***Action:** A motion was made and seconded to extend the meeting docket by 10 minutes. The motion passed.
- 12. Stated Clerk Report (Attachment F):** Deer Lodge has agreed to host the presbytery meeting in November. Bozeman 1st Presbyterian Church Session meets February 23 and will discuss hosting the June 12 meeting at which presbytery will celebrate Kathy's ministry and retirement. Members reviewed the proposed changes to Yellowstone Presbytery's Standing Rules.

***Action:** A motion was made and seconded to share a first reading and recommend adopting the proposed changes to Yellowstone Presbytery's Standing Rules at the March presbytery meeting. The motion passed.
- 13.** The submission of a PILP loan by Bozeman 1st Presbyterian Church was approved by the presbytery at the February 6 special meeting.

14. Rep/Nom: Leadership needs to nominate a Teaching Elder to serve as a Synod Commissioner, replacing Ashley Birk. TE Karolee Larson agreed to be nominated.

15. Prayer Requests: Joy that Karolee’s 4th grandchild will be born tomorrow and that Jillian (Goodrich) is pregnant; prayers for Kathy’s back issues, for Gail Beckham whose brother died, for Laura’s husband Conwey, for Julie whose aunt died Saturday and uncle who died at Christmas time.

16. Next meeting: March 10 at 1:00 p.m.

***Action:** a motion was made and seconded to adjourn the meeting with prayer. Kathy 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
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
New Action Items		
Russ	Inform Camping & Youth that they have authority to fill Westminster Spires summer program staff positions this year	ASAP

RICHARD TIEMAN

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January 31, 2026

To the Leadership Cabinet of the Presbytery of Yellowstone,

After much reflection, I am writing to formally resign from my position as Treasurer of the Presbytery of Yellowstone, a role I have served in for over six years, effective September 30, 2026.

Having served since January 1, 2020, it has been both a privilege and a deeply meaningful experience to support the stewardship and mission of the Presbytery. I have greatly appreciated the opportunity to work alongside dedicated colleagues and volunteers whose commitment and faith have continually inspired me.

I am confident that, over the next several months, we can ensure a smooth transition of responsibilities and maintain continuity in financial oversight and reporting. I will do everything possible to assist in that process and support whoever assumes this role next.

Thank you for the trust and collaboration extended to me throughout my tenure. It has been an honor to serve and to contribute to the vibrant work of Christ's ministry in this Presbytery.

With gratitude and best wishes,

A handwritten signature in blue ink that reads "Richard Tieman". The signature is written in a cursive, flowing style.

Ric Tieman
Treasurer, Presbytery of Yellowstone

ATTACHMENT B

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

ATTACHMENT C

Barriers & Building Minutes

February 5, 2026 10:00 A.M. to 11:40 via Zoom

Attendance: Cheryl Banks, Gail Beckham, Julie Boksich, Andy Pehl, Neva Rathbun, George Goodrich, Resource Person

Absent: Jim Tarr

Neva opened the meeting with prayer. James 1:2-8 MSG was used as the Dwelling in the Word. Under pressure your faith-life is forced into the open and shows its true colors. . . . Pray to the Father and believe your prayer will be answered.

Minutes of January 28, 2026, were approved.

Together we continued discussing barriers that keep Pastors/Elders from being involved in Presbytery and families from attending church.

I don't need to go to church - extension of this to we don't need other churches or to be involved with a greater organization/we're ok on our own

I worship but don't need others.

Some cultural reasons.

Some congregations don't have families with children.

Families with children usually worship where there are children and more activities.

Conflict of worship time especially for shift workers.

Discretionary time to give to Presbytery

Conception of Presbytery as authoritarian vs Churches need structure and process.

Lack of relationships between churches

Some people are turned off concerning denominations.

We continued the discussion of building relationships with each other within our congregations, churches with churches, and churches with Presbytery.

In local church bulletins in addition to including Presbytery round of prayer, also include good news from churches.

Churches coming together for a common good, (ex: outreach to the community such as starting a food pantry)

Churches helping other churches: What can be done for a church that they can't do by themselves?

Concerns lifted up included:

The goal of each one of us is to encourage people to come to Christ.

God is light in the community and our mission is the Great Commission, Matthew 28:16-20.

Outreach to the community that might encourage people.

Concept of Presbytery was likened to "Fiddler on the Roof"(included in prayer for the Czar:

Keep the Czar Far, Far away from us; Relationships Re-established – Pulpit exchanges.

Three encouragements taken from Mother Teresa St Teresa of Avila? in the following:

1. Spend one hour in prayer daily.
2. Don't do things you know are wrong.
3. Don't leave a place easily – live your life where you are planted.

How do we provide a vehicle that will bring people?

Recommend at Presbytery: What is God doing & show casing in your church? Invite one or two churches to share; Encourage all churches to bring posters to illustrate, display them to peruse during breaks

Mini workshops at Presbytery:

- Dwelling In the Word (our regular Dwelling in the Word but explaining why it is important to start meetings in scripture)
 - Prayer
 - Leadership training
 - Why & How to vision
-
- Offer cluster meetings in between Presbytery meetings to expand on these workshops and offer more training and support to churches sharing ideas that will spark a fire and inspire others.

If we were going to create a worshipping community totally from scratch with real discipleship, etc., would it look like a church of the Presbytery? What would it look like?

Respectfully submitted,
Neva Rathbun

ATTACHMENT D

February 5 Yellowstone Prayer Team Meeting Notes

Present: George Goodrich, Cheryl Banks, Gail Beckham, Debbie Blackburn, Julie Boksich

George opened the meeting with prayers.

Team members reflected on the question: What is it, that we as a time, are seeking from the Lord for us and for our Presbytery:

- This group and eventually others who join will meet once a month to pray
- Work on ways to help disciple those in churches to pray together by exploring different prayer techniques and models of prayer
- Dwelling the Word or Word-Share-Prayer----choose scripture on prayer in the Bible.
In dire situations, follow the Spirit's leading in praying
- Remind ourselves of God's presence when we meet---allow God's relationship with each of us help to lead us in prayer
- Rotating prayer leaders at each meeting choosing different kinds of prayer
Peter Grieg Books: How to Pray: A simple Guide for Normal People
How to Hear God: A Simple Guide for Normal People
- Presentation at Presbytery on our Prayer Team and have a sign-up sheet for people who are interested in joining us.
- Develop Prayer partners throughout the Presbytery
- Develop more connections with churches---possible cluster groups of prayer
- Possibility of a Spiritual Retreat on Prayer

**Presbytery of Yellowstone PCUSA
Total All Classes
January through December 2025**

Accrual Basis

	<u>Jan - Dec 25</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense				
Income				
RECEIPTS				
4001 · Administrative Support	11,800	35,000	(23,200)	34%
4002 · Camp Income	40,701	26,000	14,701	157%
4003 · General Mission Pledge	19,201	24,000	(4,799)	80%
4004 · Per Capita Income	82,374	81,066	1,308	102%
4005 · Interest Income	1,291	0	1,291	100%
4006 · Dividend Income	4,168	0	4,168	100%
Total RECEIPTS	<u>159,535</u>	<u>166,066</u>	<u>(6,531)</u>	<u>96%</u>
Total Income	<u>159,535</u>	<u>166,066</u>	<u>(6,531)</u>	<u>96%</u>
Expense				
CAMPING & YOUTH	53,641	42,300	11,341	127%
LEADERSHIP CABINET	9,898	11,500	(1,602)	86%
PASTORAL MINISTRY TEAM	2,117	7,000	(4,883)	30%
PERSONNEL EXPENSES	103,883	108,846	(4,963)	95%
PRESBYTERY EXPENSES	22,119	28,516	(6,397)	78%
PRESBYTERY OFFICE	2,386	1,770	616	135%
Total Expense	<u>194,044</u>	<u>199,932</u>	<u>(5,888)</u>	<u>97%</u>
Net Ordinary Income	<u>(34,509)</u>	<u>(33,866)</u>	<u>(643)</u>	<u>102%</u>
Other Income/Expense				
Other Income				
OTHER RECEIPTS				
Transfers from Admin Support	23,200	0	23,200	100%
Transfers from Program Fund	10,000	11,830	(1,830)	85%
Transfers from Unrestricted	0	3,688	(3,688)	0%
Transfers from W Yellowstone	0	18,348	(18,348)	0%
7100 · Other Income	1,713	0	1,713	100%
7200 · Cash Rewards	64	0	64	100%
Total OTHER RECEIPTS	<u>34,977</u>	<u>33,866</u>	<u>1,111</u>	<u>103%</u>
Realized Gain(Loss)	78	0	78	100%
Unrealized Gain(Loss)	18,185	0	18,185	100%
Total Other Income	<u>53,240</u>	<u>33,866</u>	<u>19,374</u>	<u>157%</u>
Net Other Income	<u>53,240</u>	<u>33,866</u>	<u>19,374</u>	<u>157%</u>
Net Income	<u><u>18,731</u></u>	<u><u>0</u></u>	<u><u>18,731</u></u>	<u><u>100%</u></u>

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of December 31, 2025

Accrual Basis

	Dec 31, 25	Dec 31, 24	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Checking and Savings	228,093	279,652	(51,559)
1020 · St Timothy Checking 1961	100	100	0
1030 · St Timothy Checking 3686	5	100	(95)
1050 · New Covenant 5737			
1051 · Higher Education	0	6,247	(6,247)
1052 · Other Designated Funds	143,656	121,403	22,253
Total 1050 · New Covenant 5737	143,656	127,649	16,006
1100 · St Timothy Endowment Funds	575,765	509,249	66,515
Total Checking/Savings	947,618	916,750	30,868
Total Current Assets	947,618	916,750	30,868
Other Assets			
1850 · Beartooth Electric Co-op	962	949	12
1900 · Char Rem Trust 0931	155,522	155,522	0
Total Other Assets	156,484	156,471	12
TOTAL ASSETS	1,104,102	1,073,222	30,880

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of December 31, 2025

Accrual Basis

	Dec 31, 25	Dec 31, 24	\$ Change
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities	25,696	24,773	923
Total Liabilities	25,696	24,773	923
Equity			
3100 · General Funds			
3100.1 · Administrative	255	255	0
3100.2 · Admin Support	11,079	34,279	(23,200)
3100.3 · Program	41,136	45,709	(4,573)
3100.4 · West Yellowstone Funds	18,348	18,348	0
3100.9 · Unrestricted	(34,636)	16,628	(51,264)
Total 3100 · General Funds	36,183	115,220	(79,038)
3200 · Designated Funds			
3200.01 · Camp Scholarships	8,527	6,687	1,840
3200.02 · Clergy Emergency Fund	1,757	1,757	0
3200.03 · Equip & Encourage	35,096	39,746	(4,650)
3200.04 · Evangelism Grant	52,299	52,369	(70)
3200.05 · Higher Education Grant	0	6,247	(6,247)
3200.06 · Linda Hofer Education	19,553	19,564	(11)
3200.07 · Partnership Spendable Funds	2,390	2,390	0
3200.08 · Peace Making Offering to YP	4,855	6,787	(1,932)
3200.09 · Presbyter Discretionary Fund	2,934	2,526	408
3200.11 · Presbytery Continuing Education	3,596	3,596	0
3200.12 · Revamp Camp	16,302	18,066	(1,764)
3200.13 · Rural Ministry Grant	1,070	1,070	0
3200.14 · Social Justice	6,469	6,469	0
3200.16 · St Timothy's MM #1	100	100	0
3200.17 · St Timothy's MM #2	5	100	(95)
3200.18 · Triennium Fund	2,531	6,794	(4,263)
3200.19 · Yell Pres Funds Await Cab Actio	17,478	17,478	0
3200.20 · Dubuque-Synod Of RM CRE coh...	3,771	3,703	69
3200.21 · Stated Clerk Discretionary Fund	400	0	400
3200.22 · Stated Clerk Cont Education	673	0	673
Total 3200 · Designated Funds	179,806	195,448	(15,642)
3300 · Restricted Funds			
3300.1 · St Timothy Endowments	575,765	509,249	66,515
3300.2 · Char Rem Trust	155,522	155,522	0
3300.3 · Partnership Funds Principle Amt	45,980	45,825	154
Total 3300 · Restricted Funds	777,266	710,596	66,670
Net Income	85,152	27,185	57,968
Total Equity	1,078,406	1,048,449	29,958
TOTAL LIABILITIES & EQUITY	1,104,102	1,073,222	30,880

quorum for a particular committee, commission, or entity.

- S3.05 The first stated meeting of the year shall be the Annual Meeting.
- S3.06 All regular elections to the offices of the presbytery, its ministry teams and commissions shall take place at the last stated meeting of the year, except as otherwise provided in the standing rules. The officers of presbytery shall be installed and assume office at the annual meeting.
- S3.07 Elections for commissioners to General Assembly and synod for the next term shall take place at the last stated meeting of the year.

S4.0 OFFICERS

- S4.01 The officers of the presbytery shall be a moderator, a vice moderator, and a stated clerk.
- S4.02 The moderator shall be elected by the presbytery at the last stated meeting of the year, and shall assume office January 1 of the new year. Installation will be done at the first meeting of the new year, and shall serve in that office until January 1 **the following year**. The moderator shall possess the authority and carry out the responsibilities of that office set forth in the Book of Order of the Presbyterian Church (U.S.A.).
- S4.03 The vice moderator shall be elected by the presbytery at the last stated meeting of the year, and shall assume office January 1 of the new year. Installation will be done at the first meeting of the new year, and shall serve in that office until January 1 **the following year**. The vice moderator shall carry out such duties as may be assigned by the moderator. In the event of the inability of the moderator to carry out required moderatorial responsibilities, the vice moderator shall act for the moderator until the presbytery is able to elect a person to exercise the duties and privileges of that office.
- S4.04 In the event of the inability of the moderator and should the vice moderator also be unable to carry out the moderatorial responsibilities, the most recent moderator available shall act for the moderator until the presbytery is able to elect a person to exercise the duties and privileges of that office.
- S4.05 The stated clerk shall be elected by the presbytery at the last stated meeting at which the term of the incumbent expires and shall assume office upon installation at the close of said meeting. The term of office shall be three years; the stated clerk shall not serve for consecutive terms, full or partial, for more than six years. The stated clerk shall possess the authority and carry out the responsibilities of that office set forth in the Book of Order of the Presbyterian Church (U.S.A.). The presbytery may provide an assistant to the stated clerk, to be appointed by the stated clerk.

S5.0 LEADERSHIP CABINET

- S5.01 The leadership cabinet is composed of 6-9 members. This includes a moderator, the

- S5.04.07 To nominate to the presbytery for election, a moderator and members of representation/nominating ministry team, said nominations being distributed with the call and docket for the final stated meeting of the year; and to organize itself in a manner to fulfill its responsibilities.
- S5.04.08 To exercise responsibility for the oversight of persons employed by the presbytery, including its officers, through the development of appropriate personnel policies, position descriptions, criteria for satisfactory performance, regular review and evaluation of performance, and recommendation to the presbytery requisite salary and allowances.
- S5.04.09 To develop and regularly to review an administrative manual for the presbytery, which shall include the presbytery's standing rules, policies, position descriptions, procedures and guidelines for leadership cabinet, ministry teams and commissions, and all related documents. The administrative manual shall be adopted by the presbytery by majority vote, and shall be subject to amendment at any stated meeting of the presbytery, upon recommendation of the leadership cabinet.
- S5.05 The leadership cabinet shall constitute the board of trustees of the corporation of the presbytery, as provided in the Book of Order of the Presbyterian Church (U.S.A.), and shall perform the duties and functions established for the board of trustees in the articles of incorporation, according to the laws of the state of Montana. The leadership cabinet shall make recommendation to the presbytery concerning the disposition, sale, or lease of all property held by the presbytery and its particular churches, according to the requirements of the Book of Order of the Presbyterian Church (U.S.A.).

S6.0 MINISTRY TEAMS

- S6.01 The presbytery will delegate particular aspects of their task to cabinets, commissions, and ministry teams as is needed for the mission and ministry of the presbytery and as may be required by the Book of Order.
- S6.02 The Representation/Nominating Ministry Team elected by the presbytery shall be broadly representative of the member churches of the presbytery, with a membership of four members including two teaching elders and two ruling elders as equally divided by gender, and geographically representative as possible. This ministry team shall consist of three classes, each serving for a three-year term except where initial classes of one- and two-year terms are necessary to establish regular rotation. Nominations to this ministry team are made to the presbytery by the leadership cabinet at the last presbytery meeting of the calendar year.
 - S6.02.01 No person may serve as an elected or appointed member of a particular cabinet, ministry team, commission, task force or related governing body for consecutive terms, full or partial for more than six years.
 - S6.02.02 **Ministry Team Moderators, except for the Moderator of the Representation/ Nomination Team shall be nominated by the Representation/Nominating Ministry Team each year for a term of one year. The Moderator of the Representation/ Nomination Team shall be nominated by the Leadership Cabinet each year for a term of one year.**