

**Yellowstone Presbytery Leadership Cabinet**  
March 10, 2026

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, March 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. Jamie Schmeling read the presbytery's vision statement.
- 2. Dwelling in the Word:** Members read and discussed Psalm 46, which reminds us to be still. That is a hard thing to do. It calls for us to give up control, empty ourselves, and surrender to God. It is a life-long learning process. How do we cease our striving? The hymn "Let God Be God" gives us a way. Prayer concerns shared were Caroline's son Brendan traveling in Asia, Jack, Melissa experiencing headaches, churches in shifts, Sessions and PNCs. Julie prayed for our concerns and closed the Dwelling in the Word discussion with prayer.
- 3. Quorum and Agenda:** A quorum was declared present. The agenda was reviewed. Discussion about extending the June presbytery meeting was added.  
\*Action: A motion was made and seconded to approve the agenda as amended. The motion passed.
- 4. Approval of minutes from February 10, 2026:**  
\*Action: A motion was made and seconded to approve the minutes of the February 10, 2026 meeting. The motion passed.
- 5. General Presbyter's Report:** Though she didn't submit a written report, Kathy did share that she has been very busy. She challenged members to discern what is distracting us from our mission and also identify miracles in the midst of any chaos we are experiencing. How do we center ourselves so we can do this? People answered go to nature, look to the sky, go to a graveyard, and sit in the balcony (from Todd Bolsinger). Kathy sent LC members the employee categories from Associated Employers (**Attachment A**) and reported attending Jum Tarr's 90<sup>th</sup> Birthday celebration.
- 6. Presbytery Meeting March 13-14 in Forsyth:** Plans are nearly complete. Melissa will bring Jack Bell's bell and read the necrology report. All workshops will be recorded. The Zoom connection is good, especially in the basement where we will spend most of the meeting.
- 7. Treasurer's Report (Attachment A):** January Statements are attached. With the year 2026 18% complete, Administrative budget income is at 37% and budget expenses are at 17%. Program budget income is at 9% and budget expenses are at 2%. Both budgets are on track. Per capita payments are significantly ahead of last year.

Salary changes for 2026 were not correctly entered until February so the Administrative Budget show underpayment marked in red for accounts 6602.1, 6602.2, and 6603.1. These have been corrected and the shortages paid.

The insurance quote for 2026 has been received and came in under budget. The total is \$3,290.85 and will be more than covered by Administrative Budget account 6802 (\$420 budget) and Program Budget account 6203 (\$4,000 budget). **(Attachment B)**. Ric signed the acceptance papers.

The offering collected at the last Presbytery meeting, the installation of Rev. Nicole Melara, totaled \$393 for Linda Hofer Education fund.

Synod per capita was paid in March when the statement arrived.

Membership in Associated Employers is up for renewal at a rate of \$700.00 per year.

**\*Action:** A motion was made and seconded to renew presbytery's membership in Associated Employers and pay the \$700 renewal fee. The motion passed.

Ric asked that we consider modifying the 2026 budget, adding \$3600.00 a year for a treasurer position plus an \$800.00 travel budget for the treasurer.

**\*Action:** A motion was made and seconded to recommend the presbytery modify the 2026 budget to include \$3600 for salary and \$800 for travel to fund a treasurer position. The motion passed.

The treasurer's job description will be revised to include the requirement that the treasurer attend presbytery meetings and Leadership Cabinet meetings.

Danny will give the financial report at the presbytery meeting.

## **8. Personnel (Attachment C & D):**

Concerning Recommendation 1: Discussions on how to move forward following Kathy's retirement on June 30 continue. One idea is for LC and PMT to work closely together in leadership for an interim time rather than hire and pay and Interim General Presbyter. Kathy was excused from the meeting while members discussed recommendation 1. There was concern and discussion about the following:

item b: LC feels that PMT will have oversight of Kathy following retirement;

item c: LC discussed the need for possibly 2 people, possibly moderators of LC and PMT, to serve as liaisons between presbytery and all committees

item d: LC is concerned about limiting the places where Kathy could worship.

Karolee and Russ will meet with Kathy to discuss the covenant agreement and bring a revised agreement to LC.

Recommendation 2:

**\*Action:** Personnel subcommittee moved that Yellowstone Presbytery gift retiring EP Kathy Goodrich with \$1,200 from the Equip and Encourage budget line item to be used for spiritual direction following her retirement. The motion passed.

**9. Camping & Youth:** The youth ski retreat held February 27-March 1 was a success. Concerning the recommendations from the Personnel subcommittee, LC concluded that camp staff are Temporary Employees and should sign a contract as such. LC believes it will be wise to have one person serve as a contact person for the payroll account, but did not select a person yet.

**\*Action:** A motion was made and seconded to have Russ Kline, Curt Kochner and Ric Tieman work with the Presbyterian Foundation and move forward with the establishment of an endowment fund for Westminster Spires Camp. The motion passed.

**9. Rep/Nom:** LC still needs to recruit and nominate a TE (or CRE?) to sit on the Rep/Nom team.

## **10. New Business:**

**\*Action:** A motion was made and seconded to recommend to Yellowstone Presbytery that the June presbytery meeting be extended to include Saturday morning to allow celebration of Kathy’s ministry as she approaches retirement. The motion passed

**\*Action:** A motion was made and seconded to recommend to Yellowstone Presbytery that Equip and Encourage funds be used to cover all the costs of Kathy’s retirement party. The motion passed.

The Rev. Stan Ott has been invited to attend the June meeting to possibly lead an equipping workshop and preach.

**11. Closing:**

**\*Action:** A motion was made to adjourn the LC meeting and move to a meeting of the corporation. The motion passed.

Respectfully Submitted,  
Caroline Fleming  
Stated Clerk

**Corporate Meeting**  
**The Presbytery of Yellowstone of the Presbyterian Church (U.S.A.)**  
March 10, 2026

A Corporate meeting of The Presbytery of Yellowstone of the Presbyterian Church (U.S.A.) was held on March 10, 2026 for the purpose of electing officers for 2026. The following nominations were received:

- President: Dave Thompson
- Vice President: Julie Boksich
- Secretary: Caroline Fleming
- Treasurer: Ric Tieman

After a call for further nominations with no response, the following motion was made:

**\*Action:** A motion was made and seconded to close nominations and elect the nominated slate. The motion passed unanimously.

A motion was made to adjourn the corporate meeting with prayer and all members agreed by consensus. Dave Thompson closed the meeting with prayer.

Respectfully Submitted,  
Caroline Fleming, Stated Clerk

Leadership Cabinet Action Items		
Responsible Person(s)	Action Item	Due Date
<b>Ongoing Action Items</b>		
Personnel committee	Update Presbytery’s Personnel Policy	Ongoing
Jamie, Dave, Caroline	Create a monthly presbytery newsletter to communicate regularly with our churches and pastors.	No date set
LC members	Seek people with a passion for earth care who would work with St. Andrew in bringing concerns/ideas to LC and presbytery	ongoing
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
<b>New Action Items</b>		
Russ, Ric, Curt	work with the Presbyterian Foundation to move forward with the establishment of an endowment fund for Westminster Spires Camp	No deadline
Danny	give the financial report at the presbytery meeting	3-13-2026

## EMPLOYEE CLASSIFICATIONS – From Associated Employers of Montana Input for Yellowstone Presbytery

Each employee of [Company Name] is classified as either exempt or non-exempt from overtime pay requirements, depending on their job duties. An employee's exempt or non-exempt classification may be changed only upon written notification by [Company Name] management.

**Non-Exempt employees** are subject to minimum wage and overtime pay requirements for hours worked over 40 in a workweek, in accordance with Federal and State Wage and Hour Laws.

**Exempt employees** are classified as such if their job duties are exempt from overtime pay and/or minimum wage requirements as determined by Federal and State Wage and Hour Law definitions.

Based on the terms of employment, employees of [Company Name] fall into the following categories: full-time, part-time, and temporary employees.

### ➤ Full-Time

A full-time employee is one who **works an average of \_\_\_** or more hours per week on a regular basis. **[NOTE: specify minimum number of hours that must be worked to be considered full-time. Suggest between 30 and 40 hours per week]**

### ➤ Part-Time

A part-time employee is one who works **an average of less than \_\_\_** hours per week on a regular basis. **[NOTE: should be the same number of hours you specified above for full-time]**

### ➤ Temporary Employees

A temporary employee is one who is employed full-time or part-time for a specific job assignment or limited duration, or during certain periods of time depending upon the demand of work as determined by [Company Name]. **[Edit the following statement to accurately reflect temporary employee eligibility per your benefits provider's policy.]** A temporary employee is not eligible for any company provided benefits.]\

Bn

## **ONLY FOR EMPLOYERS SUBJECT TO THE ACA MANDATES ADD:**

### **FOR HEALTH BENEFITS ONLY:**

- **Full-Time – A full-time employee is one who works 30 or more hours per week. \***
- **Part-Time – A part-time employee is one who works less than 30 hours per week. \***

Employees should consult each benefit's Summary Plan Description for information regarding the classifications of employees eligible under the specific benefit program.

Employees with questions about their employment classification or benefits eligibility should contact the **Human Resources Department [OR Company Designee(s)]**. If any employee is concerned that they have been misclassified as either exempt or non-exempt, they are required to report their concern about their classification to the Human Resources Department **[OR Company Designee(s)]**.

**Presbytery of Yellowstone PCUSA**  
**Administration Budget Performance**  
**January 2026**

ATTACHMENT B

**Accrual Basis**

	<b>Jan 26</b>	<b>Annual Budget</b>	<b>\$ Over Budget</b>	<b>% of Budget</b>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>RECEIPTS</b>				
4001 · Administrative Support	2,000.00	35,000.00	(33,000.00)	5.71%
4004 · Per Capita Income	40,395.50	80,949.00	(40,553.50)	49.9%
4005 · Interest Income	114.47	0.00	114.47	100.0%
<b>Total RECEIPTS</b>	<u>42,509.97</u>	<u>115,949.00</u>	<u>(73,439.03)</u>	<u>36.66%</u>
<b>Total Income</b>	42,509.97	115,949.00	(73,439.03)	36.66%
<b>Expense</b>				
<b>LEADERSHIP CABINET</b>				
6303 · Cabinet Meetings	0.00	500.00	(500.00)	0.0%
6304 · Accounting Fees	1,275.00	6,300.00	(5,025.00)	20.24%
6305 · Legal Fees	0.00	500.00	(500.00)	0.0%
6306 · Task Force Meetings	0.00	100.00	(100.00)	0.0%
6307 · Nom/St-Tim/Delegate Mtgs	0.00	100.00	(100.00)	0.0%
<b>Total LEADERSHIP CABINET</b>	<u>1,275.00</u>	<u>7,500.00</u>	<u>(6,225.00)</u>	<u>17.0%</u>
<b>PASTORAL MINISTRY TEAM</b>				
6506 · PMT Meeting Expense	0.00	2,500.00	(2,500.00)	0.0%
<b>Total PASTORAL MINISTRY TEAM</b>	<u>0.00</u>	<u>2,500.00</u>	<u>(2,500.00)</u>	<u>0.0%</u>
<b>PERSONNEL EXPENSES</b>				
6601 · Admin Manager				
6601.1 · Salary	188.37	4,000.00	(3,811.63)	4.71%
<b>Total 6601 · Admin Manager</b>	<u>188.37</u>	<u>4,000.00</u>	<u>(3,811.63)</u>	<u>4.71%</u>
6602 · General Presbyter				
6602.1 · Salary	582.12	7,490.00	(6,907.88)	7.77%
6602.2 · Housing	2,392.96	29,576.00	(27,183.04)	8.09%
6602.3 · Retirement	322.40	4,688.00	(4,365.60)	6.88%
6602.4 · Insurance	1,611.12	18,500.00	(16,888.88)	8.71%
6602.5 · Meals Reimb	0.00	1,200.00	(1,200.00)	0.0%
6602.6 · Travel Reimb	0.00	4,000.00	(4,000.00)	0.0%
6602.7 · Telephone	0.00	1,200.00	(1,200.00)	0.0%
6602.8 · Discretionary Fund	0.00	1,250.00	(1,250.00)	0.0%
6602.9 · Study Leave	0.00	700.00	(700.00)	0.0%
<b>Total 6602 · General Presbyter</b>	<u>4,908.60</u>	<u>68,604.00</u>	<u>(63,695.40)</u>	<u>7.16%</u>
6603 · Stated Clerk				
6603.1 · Salary	1,869.20	23,110.00	(21,240.80)	8.09%
6603.4 · Travel Reimb	0.00	2,500.00	(2,500.00)	0.0%
6603.5 · Discretionary Fund	41.92	500.00	(458.08)	8.38%
6603.6 · Continuing Education	0.00	673.00	(673.00)	0.0%
<b>Total 6603 · Stated Clerk</b>	<u>1,911.12</u>	<u>26,783.00</u>	<u>(24,871.88)</u>	<u>7.14%</u>
6604 · Payroll Taxes	321.27	2,071.00	(1,749.73)	15.51%
<b>Total PERSONNEL EXPENSES</b>	<u>7,329.36</u>	<u>101,458.00</u>	<u>(94,128.64)</u>	<u>7.22%</u>

**Presbytery of Yellowstone PCUSA**  
**Administration Budget Performance**  
**January 2026**

**Accrual Basis**

	<u>Jan 26</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>PRESBYTERY EXPENSES</b>				
<b>6703 · Per Capita Expense</b>	15,065.88	19,080.00	(4,014.12)	78.96%
<b>6704 · Presbytery Meetings</b>	0.00	5,000.00	(5,000.00)	0.0%
<b>6705 · Presbytery Other Exp</b>	0.00	2,400.00	(2,400.00)	0.0%
<b>Total PRESBYTERY EXPENSES</b>	<u>15,065.88</u>	<u>26,480.00</u>	<u>(11,414.12)</u>	<u>56.9%</u>
<b>PRESBYTERY OFFICE</b>				
<b>6801 · Copies &amp; Postage</b>	0.00	300.00	(300.00)	0.0%
<b>6802 · Insurance</b>	0.00	420.00	(420.00)	0.0%
<b>6803 · Office Supplies</b>	0.00	100.00	(100.00)	0.0%
<b>6804 · Rent</b>	0.00	100.00	(100.00)	0.0%
<b>6805 · Computer &amp; Telephone Expense</b>	0.00	600.00	(600.00)	0.0%
<b>6806 · Bank Service Charges</b>	0.00	250.00	(250.00)	0.0%
<b>Total PRESBYTERY OFFICE</b>	<u>0.00</u>	<u>1,770.00</u>	<u>(1,770.00)</u>	<u>0.0%</u>
<b>Total Expense</b>	<u>23,670.24</u>	<u>139,708.00</u>	<u>(116,037.76)</u>	<u>16.94%</u>
<b>Net Ordinary Income</b>	18,839.73	(23,759.00)	42,598.73	(79.3%)
<b>Other Income/Expense</b>				
<b>Other Income</b>				
<b>OTHER RECEIPTS</b>				
<b>Transfers from Unrestricted</b>	0.00	16,711.00	(16,711.00)	0.0%
<b>Transfers from W Yellowstone</b>	0.00	7,048.00	(7,048.00)	0.0%
<b>Total OTHER RECEIPTS</b>	<u>0.00</u>	<u>23,759.00</u>	<u>(23,759.00)</u>	<u>0.0%</u>
<b>Total Other Income</b>	<u>0.00</u>	<u>23,759.00</u>	<u>(23,759.00)</u>	<u>0.0%</u>
<b>Net Other Income</b>	<u>0.00</u>	<u>23,759.00</u>	<u>(23,759.00)</u>	<u>0.0%</u>
<b>Net Income</b>	<u><b>18,839.73</b></u>	<u><b>0.00</b></u>	<u><b>18,839.73</b></u>	<u><b>100.0%</b></u>

**Presbytery of Yellowstone PCUSA  
Program Budget Performance  
January 2026**

**Accrual Basis**

	<b>Jan 26</b>	<b>Annual Budget</b>	<b>\$ Over Budget</b>	<b>% of Budget</b>
<b>Ordinary Income/Expense</b>				
<b>Income</b>				
<b>RECEIPTS</b>				
<b>4002 · Camp Income</b>				
<b>4002.1 · Summer Camp Fees</b>	0.00	15,000.00	(15,000.00)	0.0%
<b>4002.2 · Event Fees</b>	0.00	2,000.00	(2,000.00)	0.0%
<b>4002.3 · Rental of Camp Facilities</b>	0.00	14,000.00	(14,000.00)	0.0%
<b>4002.5 · Other Camp Income</b>	0.00	2,000.00	(2,000.00)	0.0%
<b>Total 4002 · Camp Income</b>	0.00	33,000.00	(33,000.00)	0.0%
<b>4003 · General Mission Pledge</b>	4,389.29	18,000.00	(13,610.71)	24.39%
<b>Total RECEIPTS</b>	4,389.29	51,000.00	(46,610.71)	8.61%
<b>Total Income</b>	4,389.29	51,000.00	(46,610.71)	8.61%
<b>Expense</b>				
<b>CAMPING &amp; YOUTH</b>				
<b>6100 · Camping Expenses</b>				
<b>6101 · Activities</b>	0.00	3,000.00	(3,000.00)	0.0%
<b>6102 · Food</b>	0.00	5,000.00	(5,000.00)	0.0%
<b>6103 · Supplies</b>	0.00	800.00	(800.00)	0.0%
<b>6104 · Transportation</b>	0.00	1,500.00	(1,500.00)	0.0%
<b>6106 · Salaries &amp; Wages</b>	392.35	25,000.00	(24,607.65)	1.57%
<b>6107 · Pastor Honorarium</b>	0.00	1,500.00	(1,500.00)	0.0%
<b>Total 6100 · Camping Expenses</b>	392.35	36,800.00	(36,407.65)	1.07%
<b>6120 · Special Events</b>	0.00	100.00	(100.00)	0.0%
<b>6200 · Admin Camping Expenses</b>				
<b>6201 · Advertising &amp; Marketing</b>	0.00	200.00	(200.00)	0.0%
<b>6202 · Copies &amp; Postage</b>	0.00	100.00	(100.00)	0.0%
<b>6203 · Liability Insurance</b>	0.00	4,000.00	(4,000.00)	0.0%
<b>6206 · Utilities</b>	99.94	3,000.00	(2,900.06)	3.33%
<b>Total 6200 · Admin Camping Expenses</b>	99.94	7,300.00	(7,200.06)	1.37%
<b>Total CAMPING &amp; YOUTH</b>	492.29	44,200.00	(43,707.71)	1.11%
<b>LEADERSHIP CABINET</b>				
<b>6301 · Intermountain Childrens Home</b>	0.00	1,500.00	(1,500.00)	0.0%
<b>6302 · Rocky Mountain College</b>	0.00	1,500.00	(1,500.00)	0.0%
<b>Total LEADERSHIP CABINET</b>	0.00	3,000.00	(3,000.00)	0.0%
<b>PASTORAL MINISTRY TEAM</b>				
<b>6501 · Training</b>	0.00	1,000.00	(1,000.00)	0.0%
<b>6502 · Congregation Ministry</b>	0.00	100.00	(100.00)	0.0%
<b>6503 · Emergency Career Counseling</b>	0.00	100.00	(100.00)	0.0%
<b>6504 · Vocations Expense</b>	0.00	100.00	(100.00)	0.0%
<b>Total PASTORAL MINISTRY TEAM</b>	0.00	1,300.00	(1,300.00)	0.0%

**Presbytery of Yellowstone PCUSA  
Program Budget Performance  
January 2026**

**Accrual Basis**

	<u>Jan 26</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>PERSONNEL EXPENSES</b>				
<b>6602 · General Presbyter</b>				
<b>6602.1 · Salary</b>	818.00	9,816.00	(8,998.00)	8.33%
<b>Total 6602 · General Presbyter</b>	818.00	9,816.00	(8,998.00)	8.33%
<b>6604 · Payroll Taxes</b>	30.33	1,400.00	(1,369.67)	2.17%
<b>Total PERSONNEL EXPENSES</b>	848.33	11,216.00	(10,367.67)	7.56%
<b>PRESBYTERY EXPENSES</b>				
<b>6702 · Cluster Meetings</b>	0.00	100.00	(100.00)	0.0%
<b>6705 · Presbytery Other Exp</b>	0.00	1,000.00	(1,000.00)	0.0%
<b>Total PRESBYTERY EXPENSES</b>	0.00	1,100.00	(1,100.00)	0.0%
<b>Total Expense</b>	1,340.62	60,816.00	(59,475.38)	2.2%
<b>Net Ordinary Income</b>	3,048.67	(9,816.00)	12,864.67	(31.06%)
<b>Other Income/Expense</b>				
<b>Other Income</b>				
<b>OTHER RECEIPTS</b>				
<b>Transfers from Program Fund</b>	0.00	9,816.00	(9,816.00)	0.0%
<b>Total OTHER RECEIPTS</b>	0.00	9,816.00	(9,816.00)	0.0%
<b>Total Other Income</b>	0.00	9,816.00	(9,816.00)	0.0%
<b>Net Other Income</b>	0.00	9,816.00	(9,816.00)	0.0%
<b>Net Income</b>	<b>3,048.67</b>	<b>0.00</b>	<b>3,048.67</b>	<b>100.0%</b>

**Presbytery of Yellowstone PCUSA**  
**Statement of Financial Position**  
**As of January 31, 2026**

**Accrual Basis**

	<u>Jan 31, 26</u>	<u>Dec 31, 25</u>	<u>\$ Change</u>
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
<b>1000 · Checking and Savings</b>			
1005 · Checking 3214	37,386.33	37,738.95	(352.62)
1010 · Money Market 3355	144,417.55	144,322.65	94.90
1015 · Partnership Fund MM 3793	46,049.95	46,031.79	18.16
<b>Total 1000 · Checking and Savings</b>	<u>227,853.83</u>	<u>228,093.39</u>	<u>(239.56)</u>
1020 · St Timothy Checking 1961	100.00	100.00	0.00
1030 · St Timothy Checking 3686	100.00	4.96	95.04
1050 · New Covenant 5737			
1052 · Other Designated Funds	143,655.63	143,655.63	0.00
<b>Total 1050 · New Covenant 5737</b>	<u>143,655.63</u>	<u>143,655.63</u>	<u>0.00</u>
<b>1100 · St Timothy Endowment Funds</b>			
1110 · St Timothy Chapel #1 1085	442,241.87	446,025.73	(3,783.86)
1120 · St Timothy Chapel #2 6024	130,744.46	129,738.85	1,005.61
<b>Total 1100 · St Timothy Endowment Funds</b>	<u>572,986.33</u>	<u>575,764.58</u>	<u>(2,778.25)</u>
<b>Total Checking/Savings</b>	<u>944,695.79</u>	<u>947,618.56</u>	<u>(2,922.77)</u>
<b>Other Current Assets</b>			
1499 · Undeposited Funds	963.11	0.00	963.11
<b>Total Other Current Assets</b>	<u>963.11</u>	<u>0.00</u>	<u>963.11</u>
<b>Total Current Assets</b>	<u>945,658.90</u>	<u>947,618.56</u>	<u>(1,959.66)</u>
<b>Other Assets</b>			
1850 · Beartooth Electric Co-op	961.65	961.65	0.00
1900 · Char Rem Trust 0931	155,521.87	155,521.87	0.00
<b>Total Other Assets</b>	<u>156,483.52</u>	<u>156,483.52</u>	<u>0.00</u>
<b>TOTAL ASSETS</b>	<u><u>1,102,142.42</u></u>	<u><u>1,104,102.08</u></u>	<u><u>(1,959.66)</u></u>

<1>

**These statements have not been audited, reviewed or compiled**

**Presbytery of Yellowstone PCUSA**  
**Statement of Financial Position**  
**As of January 31, 2026**

**Accrual Basis**

	Jan 31, 26	Dec 31, 25	\$ Change
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
2000 · Accounts Payable	2,207.26	482.26	1,725.00
<b>Total Accounts Payable</b>	2,207.26	482.26	1,725.00
<b>Credit Cards</b>			
2050 · Ramp Credit Card	41.92	0.00	41.92
<b>Total Credit Cards</b>	41.92	0.00	41.92
<b>Other Current Liabilities</b>			
<b>2100 · Payroll Liabilities</b>			
2110 · Federal Liabilities	524.84	(333.29)	858.13
2120 · State Liabilities	35.35	4.39	30.96
2100 · Payroll Liabilities - Other	0.00	13,627.78	(13,627.78)
<b>Total 2100 · Payroll Liabilities</b>	560.19	13,298.88	(12,738.69)
<b>2200 · Other Current Liabilities</b>			
2200.01 · GA Pentecost Offering PC999999	0.00	539.00	(539.00)
2200.02 · GA Mission Pledges	1,187.35	1,794.10	(606.75)
2200.03 · GA Peacemaking PM999999	0.00	428.33	(428.33)
2200.04 · GA One Great Hour OG999999	0.00	4,000.00	(4,000.00)
2200.05 · GA Christmas Joy CJ999999	534.00	1,770.00	(1,236.00)
2200.06 · GA Theological EducationTE99...	0.00	600.00	(600.00)
<b>Total 2200 · Other Current Liabilities</b>	1,721.35	9,131.43	(7,410.08)
<b>2300 · Advance Payment</b>	0.00	2,783.00	(2,783.00)
<b>Total Other Current Liabilities</b>	2,281.54	25,213.31	(22,931.77)
<b>Total Current Liabilities</b>	4,530.72	25,695.57	(21,164.85)
<b>Total Liabilities</b>	4,530.72	25,695.57	(21,164.85)
<b>Equity</b>			
<b>3100 · General Funds</b>			
3100.1 · Administrative	6,679.08	255.07	6,424.01
3100.2 · Admin Support	22,879.49	11,079.49	11,800.00
3100.3 · Program	41,643.12	41,135.79	507.33
3100.4 · West Yellowstone Funds	18,348.34	18,348.34	0.00
3100.9 · Unrestricted	31,784.80	(34,636.19)	66,420.99
<b>Total 3100 · General Funds</b>	121,334.83	36,182.50	85,152.33
<b>3200 · Designated Funds</b>			
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	52,298.81	52,298.81	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	4,854.51	4,854.51	0.00
3200.09 · Presbyter Discretionary Fund	2,934.21	2,934.21	0.00
3200.11 · Presbytery Continuing Education	3,595.77	3,595.77	0.00
3200.12 · Revamp Camp	16,302.08	16,302.08	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

<2>

**These statements have not been audited, reviewed or compiled**

**Presbytery of Yellowstone PCUSA**  
**Statement of Financial Position**  
**As of January 31, 2026**

**Accrual Basis**

	<b>Jan 31, 26</b>	<b>Dec 31, 25</b>	<b>\$ Change</b>
<b>3200.16 · St Timothy's MM #1</b>	100.00	100.00	0.00
<b>3200.17 · St Timothy's MM #2</b>	4.96	4.96	0.00
<b>3200.18 · Triennium Fund</b>	2,530.74	2,530.74	0.00
<b>3200.19 · Yell Pres Funds Await Cab Actio</b>	17,478.27	17,478.27	0.00
<b>3200.20 · Dubuque-Synod Of RM CRE cohort</b>	3,771.00	3,771.00	0.00
<b>3200.21 · Stated Clerk Discretionary Fund</b>	399.61	399.61	0.00
<b>3200.22 · Stated Clerk Cont Education</b>	673.00	673.00	0.00
<b>Total 3200 · Designated Funds</b>	179,805.62	179,805.62	0.00
<b>3300 · Restricted Funds</b>			
<b>3300.1 · St Timothy Endowments</b>	575,764.58	575,764.58	0.00
<b>3300.2 · Char Rem Trust</b>	155,521.87	155,521.87	0.00
<b>3300.3 · Partnership Funds Principle Amt</b>	45,979.61	45,979.61	0.00
<b>Total 3300 · Restricted Funds</b>	777,266.06	777,266.06	0.00
<b>Net Income</b>	19,205.19	85,152.33	(65,947.14)
<b>Total Equity</b>	1,097,611.70	1,078,406.51	19,205.19
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>1,102,142.42</b>	<b>1,104,102.08</b>	<b>(1,959.66)</b>



## Promont Specialty Insurance Quotation

**Date:** 2/12/2026  
**Insured:** The Presbytery of Yellowstone  
**Mailing Address:** PO Box 1254  
 Bozeman, MT 59771  
**Home State:** MT  
**Insurer:** General Star Indemnity Company  
**Commission:** 12.5%

### PREMIUM BREAKDOWN

Base Premium:	\$3,100.00
Policy Fee:	\$100.00
Stamping Fee:	\$5.60
Surplus Line Tax:	\$85.25
TRIA (optional):	\$210.85
<b>TOTAL (not including optional):</b>	<b>\$3,290.85</b>

### SURPLUS LINES BROKER

DOXA E&S Solutions, LLC  
 Gregory R. Morris  
 SL License #: 3000341462  
 101 E. Washington Bl., 10th Floor  
 Fort Wayne, IN 46802

### AGENT

Lucas San Giacomo  
 Brotherhood Works Insurance Services  
 6400 Brotherhood Way  
 Ft. Wayne, IN 46825

This proposal is based on the underwriting and rating information in your application or provided by you. The coverage and terms being offered may not be the same or as broad as requested in your application. Please review carefully and advise us immediately if you have any questions. Coverage is not effected by this quotation and may be rendered only by an authorized representative of the insurer.

**Surplus Lines License Holder and Number: Gregory R. Morris 3000341462**

**NOTICE: This coverage is issued by an unauthorized insurer that is an eligible surplus lines insurer. If this insurer becomes insolvent, there is no coverage by the Montana Insurance Guaranty Association under the Montana Insurance Guaranty Association Act.**



**Savannah Brooks, Jr. Underwriter**  
 Chicago, IL  
 Phone: (312) 262-3300  
 Fax: (312) 262-3301

**INSURANCE COMPANY INFORMATION**

*THIS IS A PROPOSAL AND NOT A BINDER*

**Insurance Company:** General Star Indemnity Company  
**A.M. Best Rating:** A++  
**Financial Size Category:** XV

**COMMERCIAL LIABILITY PROPOSAL**

**Date:** 2/12/2026  
**To:** Lucas San Giacomo **From:** Savannah Brooks  
 Brotherhood Works Insurance Services  
**Reference:** The Presbytery of Yellowstone  
 Renewal of IJA406750  
**Proposed Effective Date:** 3/13/2026

On behalf of GENERAL STAR INDEMNITY COMPANY, a Non-Admitted Company, we propose the following Coverage(s) at the premium level below:

**LOCATIONS**

Location	Building	Address
1	1	26 W Babcock St, Suite 101, Bozeman, MT 59715

**General Liability Limits of Insurance**

General Aggregate Limit	\$2,000,000
Products-Completed Operations Aggregate Limit	\$1,000,000
Personal or Advertising Injury Limit	\$1,000,000
Each Occurrence Limit	\$1,000,000
Fire Damage Legal Liability Each Claim Limit	\$100,000
Fire Damage Legal Liability Aggregate Limit	\$100,000
Medical Expense Payments Limit	\$5,000
Deductible	\$0
Form	Occurrence Basis
Claims Expense	Outside the Limit

**Directors and Officers Liability Limits of Insurance**

Aggregate Limit of Liability	\$1,000,000
Per Claim Limit of Liability	\$1,000,000
Deductible	\$2,500
Form	Claims-made Basis
Retroactive Date	03/13/2024

## Sexual Misconduct Liability Limits of Insurance

Aggregate Limit	\$300,000
Each Claim Limit	\$100,000
Deductible	\$0
Form	Claims-made Basis
Retroactive Date	03/13/2024
Claim Expense	Inside the Limit

## Counselors' Liability Limits of Insurance

Counseling Incident Aggregate Limit	\$1,000,000
Counseling Incident Each Claim Limit	\$1,000,000
Deductible	\$0
Form	Occurrence Basis
Claim Expense	Outside the Limit

## Hired and Non-Owned Auto Excess Liability Limits of Insurance

Aggregate Limit of Liability	\$1,000,000
Per Claim Limit of Liability	\$1,000,000
Form	Occurrence Basis
Claim Expense	Inside the Limit

## Religious Expression Liability Limits of Insurance

Religious Expression Aggregate Limit	\$1,000,000
Religious Expression Each Claim Limit	\$1,000,000
Religious Expression Legal Expenses Reimbursement – Aggregate Limit	\$300,000
Religious Expression Legal Expenses Reimbursement – Each Incident Limit	\$150,000
Religious Expression Legal Expenses Reimbursement – Hourly Limit	\$250

## PREMIUM

Base Commercial Liability Premium	\$3,100
<b>TOTAL</b>	<b>\$3,100</b>

- Premium 25% Earned if Insured Cancels Within 90 Days.

- To avoid cancellation, the total premium is due within 30 days of the effective date of coverage.

## EXCLUSIONS

Other exclusions may also apply. Read your policy carefully.

Fungi & Spores; Terrorist Acts

## CONDITIONS

### Items required at binding:

- TRIA Form
- Diligent Effort Form

### Items required within 30 days of the policy inception date for coverage to remain in effect:

- **Promont Supplemental Application:** Signed and Dated

**PERSONNEL COMMITTEE REPORT TO LC****PRIVATE & CONFIDENTIAL**

March 3, 2026

The personnel committee met on Tuesday March 3, 2026 via zoom. Present were Karolee Larson, John Patterson, and Jamie Schmeling. Russ Kline was excused.

Our meeting was opened with prayer. We reported back on other presbytery practices for when a presbyter retires. We received information from a conversation with EP Kathy concerning her desires. We have compiled a recommended covenant for these boundaries. We discussed how camp has been staffed and make a recommendation for implementing good practices with employee records for camp.

**RECOMMENDATION 1**

The personnel subcommittee of LC recommends the Yellowstone Presbytery enter into a covenant agreement with Rev. Kathy Goodrich, soon to be retired, that would be effective on July 1, 2026. This covenant includes:

- a. A two-year boundary agreement be set between the Presbytery of Yellowstone and the soon to be Honorably Retired Kathy Goodrich from serving on committees of the presbytery. With the opportunity for an exception to be made if an urgent need arises and Kathy's gifts be the ones needed to address that urgent need.
- b. **The Personnel Committee be given the authority to guard the covenantal agreement and boundaries in place. PC also be given the authority to review and adjust these boundaries, especially if an urgent need arises.**
- c. LC appoint only **one person to serve as liaison between the Presbytery of Yellowstone** (& all its committees & employees) with the retiring EP Kathy Goodrich. This liaison will be the only person able to ask Kathy to consider filling an urgent need. Kathy has the right to say yes or no as the Spirit leads her concerning that ask, as always.
  - i. The liaison would also have permission from LC to ask the retired EP Kathy questions for information concerning all of Kathy's institutional knowledge, insights to the EP position, and connections throughout the denomination.
- d. **The retiring EP be allowed to find a 'home' church within the Presbytery's churches – only one – for worship, connection, and community.**
- e. The retiring EP be allowed to function like other retired pastors in the Presbytery with permission to fulfill pulpit supply requests, etc. and all the duties set apart by the Book of Order for the office of minister of word and sacrament. All this work would be under the purview of the Pastoral Ministries Team – just like any other pastor.
- f. We affirm Kathy's decision to not attend the November presbytery meeting as a sign of her stepping down from her position as EP.

**RECOMMENDATION 2**

The personnel subcommittee of LC recommends the Yellowstone Presbytery gift retiring EP Kathy Goodrich with funds from the Equip and Encourage Budget Line Item, in the amount of \$1200(?), to be used for Spiritual Direction following her retirement. This gift is a love gift to Kathy for her service and recognition of the change in season.

### RECOMMENDATION 3

The personnel subcommittee of LC recommends the Yellowstone Presbytery that specific parameters and expectations for personnel paperwork – especially related to Westminster Spires Camp – be as follows:

A member of the camping & youth committee be designated by the CYC to ensure appropriate collection of employee paperwork (indicated below) and that this paperwork be submitted to the Stated Clerk for the confidential and secure storage.

1. Contracts for all positions are signed & dated by the contract employee and an “overseer” from the committee. Contracts should include start & end dates; job descriptions, stipends, etc.
2. Each contract employee has read & signed a document agreeing to uphold each of the following presbytery policies *at minimum*:
  1. Personnel Policy
  2. Child, Youth & Vulnerable Adult Protection
  3. Anti-harassment
  4. Anti-racism
  5. Westminster Spires Staff Handbook
3. A background check is completed for each contract employee, prior to commencing any work on behalf of the Presbytery and this document be kept on file.
4. A similar vetted for all Volunteers...agreements to abide by presbytery policies and background check. The background check is not necessary for volunteers helping with revamp the camp – only those who will be present with children & youth during the official camp season.
5. Documentation be kept on the groundskeeper also. Simon?
6. We recommend all camp contract employees and volunteers watch a boundary training video prior to service or at the beginning during training.

Our next scheduled meeting is on **Thursday April 9 @ 10:30am on Zoom**. Part of our agenda for that day is to begin work with Ric for the position of Treasurer; arrange check ins with other employees: Stated Clerk & Office Administrator, and any other task assigned by LC.

We adjourned with prayer.

Respectfully Submitted,

Rev. Jamie Schmeling on behalf of the entire Personnel Committee