Yellowstone Presbytery Leadership Cabinet
May 12, 2026

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, May 12, 2026, beginning at 1:00 p.m.

Cabinet members present:
RE Melissa Bell
RE Julie Boksich, Moderator
RE Russ Kline
MWS Jamie Schmeling
MWS Dave Thompson

Members excused or absent:
RE Danny Pratt
MWS Karolee Larson

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 asking people to share concerns and spirit sightings before opening with prayer. Caroline shared that the Spirit is stirring in Jordan where 7 people were baptized and 5 joined the church membership on Sunday, May 10 and people are excited by the prospect of having pastoral leadership soon. Dave's 1st grandchild will be born any day now. Julie got very good results from her recent CAT scan. Melissa is enjoying a break from her CRE classes. Ric's family grew by 9 people due to a recent marriage. Jamie's daughter Serena will graduate from 8th grade this year and Mikayla starts her softball season with a clinic this coming weekend. Jamie is working on her house as she prepares to sell it and seek her next home. Kathy asks for healing from her current illness. Vicki Waddington will have surgery soon. Our Presbytery Round of Prayer for last Sunday and the upcoming Sunday includes Mother's Day, Neva Rathbun, Terry and Fallon churches, Dillon church, and the Gideons. Julie concluded our sharing time and opened the meeting with prayer. Jamie read the presbytery's vision statement.

2. **Dwelling in the Word**: Melissa led members in reading and discussing John 17:1-11, a passage in which Jesus prays for his disciples. Questions asked and discussed were, "What does it mean to be united in harmony?" and "What does receiving eternal life really mean to you?" It was noted that we misconstrue the definitions of "unity" and "uniformity." We are called to be united in purpose and that purpose is to glorify God. Dave referred to the breakfast scene in <u>The Shack</u> which portrayed everyone doing different things but working together for the same purpose. Our lives are on display to the world. We can hold one another accountable and still love one another just as we hold our children accountable, yet still love them. Eternal life means no longer being separated from the ones we love and never being separated from God. It will be a joyful reunion with God and everlasting joy and peace. Julie closed the discussion with prayer.

3. **Quorum and Agenda:** A quorum was declared present. The agenda was reviewed.
   ***Action:** A motion was made and seconded to approve the agenda. The motion passed.

4. **Approval of minutes from April 14, 2026:**
   ***Action:** A motion was made and seconded to approve the minutes of the April 14, 2026 meeting. The motion passed.

5. **Personnel:** The sub-committee has met with Ric and Kathy and is updating the Treasurer's job description. There is a potential candidate for the treasurer's job, though Ric is irreplaceable. Personnel will try to bring a Treasurer job description to the next LC meeting on May 21.

6. **Transition Reports:**
   - **Administrative Tasks (Attachment A):** Julie shared a table she and Russ put together that shows what tasks need to be covered during our interim time and who would be responsible for each task. (Caroline re-formatted the attachment for better readability with Julie's OK)
   - **Relationships:** No report
   - **Visioning/Strategic Planning:** Dave and Caroline spent time researching hiring a company to help with visioning & planning and feel that we do not have to pay out thousands of dollars on this. We know we need an interim person who will be helpful in maintaining contacts in the presbytery. Perhaps following the pattern of a mission study will give everyone input into who we hope to be in our future.

7. **General Presbyter's Report (Attachment B):** Written report. Kathy celebrated the newly formed prayer ministry and pointed members toward Dr. Stan Ott's website, centeredandsoaring.com. Dr. Ott will be with us at our June Presbytery meeting. She has been working on a way to bring a non-presbyterian lay person into a church and educate him or her into a pastoral role through the CRE process. Neschangwes would love to work with us on a mission trip in the summer of 2027. LC needs to take a lead role in planning this. Our BOP Representative will be with us at the June presbytery meeting. LC needs to designate a person to serve as our BOP liaison during the interim.

8. **Treasurer's Report (Attachments C & D):** Concerning the lease the Bozeman church and Rockhaven Camp Board have with Montana Whitewater, Insurance coverage appears to be adequate.

   ***Action:** A motion was made and seconded to consult with an attorney about whether the Presbytery of Yellowstone should be named in an indemnity clause. The motion passed.

   Ric will ask a member of the Rockhaven board to give us an attorney's name.

   ***Action:** A motion was made and seconded to recommend that Yellowstone Presbytery approve the Support and Endowment Plan for Westminster Spires. The motion passed.

   The document will be posted on the meeting website.

9. **Partnership Funds (Attachment E):** All are asked to read the Partnership Funds document and be prepared to discuss it at the May 21 meeting.

10. **Kathy was excused** as LC discussed plans for her retirement.

11. **Rep/Nom:**

    ***Action:** Leadership Cabinet recommends Yellowstone Presbytery set aside the Standing Rules to allow Sandy Welch to serve an additional two-year term in Rep/Nom (class of 2028). The motion passed.

    LC will need to nominate a Rep/Nom Moderator for 2027 and a Ruling Elder to serve a 3-year term on Rep/Nom at the November presbytery meeting.

12. Business for the May 21 meeting:

- Discuss the payout of the funds raised for Kathy's salary
- Name people to attend, at presbytery expense, the Rocky Mountain Relationally Wise Leadership Conference in October
- Receive clarity from Ric and Kathy concerning Kathy's vacation & study leave pay out and what BOP considers her last day of work.

13. Closing: Russ closed the meeting with prayer

<u>Next LC Meeting: Thursday, May 21 at 1:00 p.m.</u>

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
Dave & Caroline	Contact Debbie Blackburn and Janet Anderson assist with visioning and strategic planning, including checking with "Holy Cow," Associated Employers, and other possible business for assistance with strategic planning and visioning	May 12
Danny & Jamie	Complete proposal on ways to conduct a thorough assessment of engagement with presbytery by churches, pastors and members.	ASAP
All LC Members	Read the Long-Term Partnership Fund document for & consider the best use of the fund.	May 12
Dave, Julie, Kathy & Caroline	Serve as planning team for June Presbytery meeting	June 12
	New Action Items	
Ric	Ask a person on the Rockhaven Camp board for the name of an attorney we can ask about the indemnity clause	May 21
Personnel sub-committee	Bring Treasurer job description to next LC meeting	May 21
Ric	Post Westminster Spires Support & Endowment document on the presbytery meeting website	ASAP

Administrative Task Report by Russ Kline and Julie Boksich

Even though these tasks are labeled administrative, they must be completed in the "Spirit of Christ's Likeness."
"Being the People of God" in our interactions with other must precede "doing the tasks."

MONTHLY TASKS	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	WHO??
Confers with ministry team moderators before a meeting and as needed	X	X	X	X	X	X	X	X	X	X	X	X	Stated Clerk
Assists moderators in drafting docket before each meeting	X	X	X	X	X	X	X	X	X	X	X	X	Stated Clerk
Attends all PMT & LC meetings	X	X	X	X	X	X	X	X	X	X	X	X	Stated Clerk
Welcomes, supports, all ministry team moderators	X	X	X	X	X	X	X	X	X	X	X	X	Former PMT & LC Moderators
Equips, encourages all ministry team moderators	X	X	X	X	X	X	X	X	X	X	X	X	Stated Clerk & Former PMT Moderators & LC Moderators
Connects with or resources various PMT, LC, Camping & Youth sub-groups or PMT liaisons to churches	X	X	X	X	X	X	X	X	X	X	X	X	PMT& LC Moderators working together confidentially; will seek guidance with Presby Moderator and Stated Clerk when necessary
Prepares Presbytery Meeting Docket			X			X					X		Stated Clerk, Presbytery Moderator, LC Moderator
Serves on plannning team for Presbytery meetings & equipping workshops			X			X					X		Stated Clerk, Presbytery Moderator, LC Moderator, LC sub group
Checks in with Stated Clerk as needed	X	X	X	X	X	X	X	X	X	X	X	X	LC Moderator

Confers/checks-in with main staff team: Treasurer, Stated Clerk, Admin Support (Deb Jackson)	X	X	X	X	X	X	X	X	X	X	X	X	Personnel Team
Keep updated with Synod Staff Forum. (Kathy will provide contact information)	X	X	X	X	X	X	X	X	X	X	X	X	LC Moderator with inpur from Stated Clerk

ONGOING TASKS	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	WHO??
	Most ongoing tasks will be overseen by the LC Moderator with consultation from Stated Clerk and Pertinent Team Members												
Completion of a wide range of LC responsibilities including: Annual budget evaluation & preparation with Treasurer in concult especially with PMT, Camping & Youth													
Annual corporate meeting & report (LC members are the Corp. Trustees		X											Stated Clerk & LC Moderator (Stated Clerk files report before Apr.15
Oversight of Required Policies													
With Stated Clerk, see that ministry team leaders know and receive training if needed and required.													
Signing of various policies of the Presbytery													
Checks with BOP consultant & shares information; also coordinates when consultant visits													
General Assembly preparations													

ATTACHMENT B

General Presbyter Report to Leadership Cabinet   Rev. Kathy Goodrich   May 12, 2026

"Love, Love, Love " to quote the Beatles, as well as Jesus, Paul…

1.I Cor 13 in NT Wright's NT translation starts out with this heading:

The need for love and the character of love (= how love within a believer and body of believers looks, walks, talks, thinks, speaks)

I Cor 8: 1 *Knowledge puffs up, but love builds up!* Only love can nurture Christlikeness in individuals, relationships, sessions, congregations, communities…!

In I Cor 13, Paul starts out with *regardless of whatever one may DO or SAY, but have no love it's useless!* (according to God's definition and incarnation of it)…

So, now faith, hope and love remain, these three: and of them love is the greatest. Pursue love: and long for the spiritual gifts…" I Cor 13 – 14:1

I pray that I and all of us know our own need and frailties and experience the gentle, lowly gracious love of God that transforms, giving it to ourselves and then to one another in ALL our ways. And forgiving one another as freely as Christ has forgiven us.

2. God has focused me afresh on HIS 4 Great's – the 2 Greats, John 13:34, 35 & Mt. 28:16-20, Acts 1:8

- Loving God with ALL of our heart soul mind and strength
- Loving the body of Christ and others God give us
- Loving the world God loves and in the power of the Holy Spirit joining in his mission

I am excited that in God's providence and provision in Stan Ott being with us and equipping in June

3.Keeping our YP Vision and "the Main thing the Main thing", front and center and working for ALL to owning and living this and a culture in the presbytery that embodies this vision BOTH as individuals and congregations and all aspects of the presbytery.

It was in Philippi that Paul, Silas, Luke, Lydia, the slave girl, the Roman jailer, were transformed and gave their all for Jesus and Jesus mission, the Holy Spirit's remarkable transformation in and through their community of such unity in Christ that it defied all sociological categories and norms. There the Gospel broke out through their lives in such power that it would be said of them over in Thessaloniki that "the [people] who have turned the world upside down have come here also." (Acts 17: 6)

I was struck not only by their love and passion, but their commitment, courage and persistence in affliction. Beaten brutally, bloodied and in torturing stocks at midnight Paul and Silas were praying and singing hymns! How can we nurture our own spiritual lives and in community together with each other amidst our difference, in little groups, that God might work mightily in and through our lives in tough times?

The Holy Spirit has been stirring, pestering in my soul to ask, "Am I, Are we willing to allow the Holy Spirit to create that loving, radical, Christ-like community FIRST within us (our life is our main witness and "sermon") when circumstances or people are difficult or disappoint us, and in our churches, presbytery… Now?

Are we, disparate, different and fallible individuals, willing to be so captured by the same Gospel that, united in Christ, and within the life of the Trinity as Jesus prayed in John 17, the light, the life and the love of Jesus will radiate among and out from us?

Am I, we willing, might we be willing, to surrender to what the Holy Spirit may wish to do within and among us? So Jesus and his love and way is seen in and among us? John 13 – 17, I John?

1) Prayer ministry… The formation of a group in the presbytery whose focus will be discerning the Spirit's leading and stirring up prayer in and for our presbytery and churches was one of the top priorities emerging from the leadership Cabinet/PMT retreat in September.
2) Pursuing, cooperating with the Spirit's transforming work in our lives and relationships, as individuals and as disciple communities Spiritual formation practices training is required if we are to run the race of faith with perseverance (Heb 12). We need to continue spiritual training and growth opportunities that the presbytery will be offering and suggesting, so that we sink our roots more deeply into Christ (Paul and Ephesians 3). Practicing the Way as apprentices of Jesus means we need to be with Jesus, become like Jesus, and do as he did (John Mark Comer's Practicing the Way, Stan Otts discipleship materials).
3) Seeing with the eyes of Jesus (People Eyes video), Listening, reflecting as to how to love, serve, partner as we join Christ in his mission in our communities, state, world. (See Ott website A process)
4) Encouraging Exploring and experimenting with new ways of being Church, including, but not limited to fresh expressions and dinner church.

Like those early saints, I, too, was and am convicted, transformed, and compelled by their whole-hearted, sacrificial love for Jesus, His mission, and for all the people they interacted with, even their jailers and enemies. I don't ever want to be the same after my experiences with some of the great cloud of witnesses in places we visited including Berea, Corinth, Athens, Ephesus, Patmos, and others.

Presbytery of Yellowstone PCUSA
Administration Budget Performance
March 2026

Accrual Basis

	Mar 26	Jan - Mar 26	Annual Budget	$ Over Budget	% of Budget
Ordinary Income/Expense					
Income					
RECEIPTS					
4001 · Administrative Support	500.00	2,500.00	35,000.00	(32,500.00)	7.14%
4004 · Per Capita Income	187.00	76,948.50	80,949.00	(4,000.50)	95.06%
4005 · Interest Income	106.11	319.56	0.00	319.56	100.0%
Total RECEIPTS	793.11	79,768.06	115,949.00	(36,180.94)	68.8%
Total Income	793.11	79,768.06	115,949.00	(36,180.94)	68.8%
Expense					
LEADERSHIP CABINET					
6303 · Cabinet Meetings	0.00	0.00	500.00	(500.00)	0.0%
6304 · Accounting Fees	595.00	2,210.00	6,300.00	(4,090.00)	35.08%
6305 · Legal Fees	0.00	0.00	500.00	(500.00)	0.0%
6306 · Task Force Meetings	0.00	73.75	100.00	(26.25)	73.75%
6307 · Nom/St-Tim/Delegate Mtgs	0.00	0.00	100.00	(100.00)	0.0%
Total LEADERSHIP CABINET	595.00	2,283.75	7,500.00	(5,216.25)	30.45%
PASTORAL MINISTRY TEAM					
6506 · PMT Meeting Expense	0.00	25.34	2,500.00	(2,474.66)	1.01%
Total PASTORAL MINISTRY TEAM	0.00	25.34	2,500.00	(2,474.66)	1.01%
PERSONNEL EXPENSES					
6601 · Admin Manager					
6601.1 · Salary	263.34	706.86	4,000.00	(3,293.14)	17.67%
Total 6601 · Admin Manager	263.34	706.86	4,000.00	(3,293.14)	17.67%
6602 · General Presbyter					
6602.1 · Salary	624.24	1,872.50	7,490.00	(5,617.50)	25.0%
6602.2 · Housing	2,462.64	7,394.00	29,576.00	(22,182.00)	25.0%
6602.3 · Retirement	332.08	986.56	4,688.00	(3,701.44)	21.04%
6602.4 · Insurance	1,600.28	4,812.84	18,500.00	(13,687.16)	26.02%
6602.5 · Meals Reimb	0.00	0.00	1,200.00	(1,200.00)	0.0%
6602.6 · Travel Reimb	0.00	0.00	4,000.00	(4,000.00)	0.0%
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	5,019.24	15,065.90	68,604.00	(53,538.10)	21.96%
6603 · Stated Clerk					
6603.1 · Salary	1,926.66	5,777.50	23,110.00	(17,332.50)	25.0%
6603.4 · Travel Reimb	0.00	0.00	2,500.00	(2,500.00)	0.0%
6603.5 · Discretionary Fund	0.00	41.92	500.00	(458.08)	8.38%
6603.6 · Continuing Education	0.00	0.00	673.00	(673.00)	0.0%
Total 6603 · Stated Clerk	1,926.66	5,819.42	26,783.00	(20,963.58)	21.73%
6604 · Payroll Taxes	169.30	663.47	2,071.00	(1,407.53)	32.04%
Total PERSONNEL EXPENSES	7,378.54	22,255.65	101,458.00	(79,202.35)	21.94%

These statements have not been audited, reviewed or compiled

Administration Budget Performance

March 2026

Accrual Basis

	Mar 26	Jan - Mar 26	Annual Budget	$ Over Budget	% of Budget
PRESBYTERY EXPENSES					
6703 · Per Capita Expense	4,014.00	19,079.88	19,080.00	(0.12)	100.0%
6704 · Presbytery Meetings	0.00	0.00	5,000.00	(5,000.00)	0.0%
6705 · Presbytery Other Exp	700.00	700.00	2,400.00	(1,700.00)	29.17%
Total PRESBYTERY EXPENSES	4,714.00	19,779.88	26,480.00	(6,700.12)	74.7%
PRESBYTERY OFFICE					
6801 · Copies & Postage	0.00	265.60	300.00	(34.40)	88.53%
6802 · Insurance	420.00	420.00	420.00	0.00	100.0%
6803 · Office Supplies	0.00	192.95	100.00	92.95	192.95%
6804 · Rent	0.00	0.00	100.00	(100.00)	0.0%
6805 · Computer & Telephone Expense	375.85	926.68	600.00	326.68	154.45%
6806 · Bank Service Charges	3.02	3.02	250.00	(246.98)	1.21%
Total PRESBYTERY OFFICE	798.87	1,808.25	1,770.00	38.25	102.16%
Total Expense	13,486.41	46,152.87	139,708.00	(93,555.13)	33.04%
Net Ordinary Income	(12,693.30)	33,615.19	(23,759.00)	57,374.19	(141.48%)
Other Income/Expense					
Other Income					
OTHER RECEIPTS					
Transfers from Unrestricted	0.00	0.00	16,711.00	(16,711.00)	0.0%
Transfers from W Yellowstone	0.00	0.00	7,048.00	(7,048.00)	0.0%
Total OTHER RECEIPTS	0.00	0.00	23,759.00	(23,759.00)	0.0%
Unrealized Gain(Loss)	(3,873.26)	(3,873.26)	0.00	(3,873.26)	100.0%
Total Other Income	(3,873.26)	(3,873.26)	23,759.00	(27,632.26)	(16.3%)
Other Expense					
OTHER EXPENSES					
Ask My Accountant	(20.11)	(20.11)			
Total OTHER EXPENSES	(20.11)	(20.11)			
Total Other Expense	(20.11)	(20.11)			
Net Other Income	(3,853.15)	(3,853.15)	23,759.00	(27,612.15)	(16.22%)
Net Income	**(16,546.45)**	**29,762.04**	**0.00**	**29,762.04**	**100.0%**

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Presbytery of Yellowstone PCUSA

Program Budget Performance

March 2026

Accrual Basis

	Mar 26	Jan - Mar 26	YTD Budget	$ Over Budget	% of Budget	Annual Budget
Ordinary Income/Expense						
Income						
RECEIPTS						
4002 · Camp Income						
4002.1 · Summer Camp Fees	0.00	0.00	15,000.00	(15,000.00)	0.0%	15,000.00
4002.2 · Event Fees	1,383.00	1,383.00	2,000.00	(617.00)	69.15%	2,000.00
4002.3 · Rental of Camp Facilities	0.00	0.00	14,000.00	(14,000.00)	0.0%	14,000.00
4002.5 · Other Camp Income	0.00	0.00	2,000.00	(2,000.00)	0.0%	2,000.00
Total 4002 · Camp Income	1,383.00	1,383.00	33,000.00	(31,617.00)	4.19%	33,000.00
4003 · General Mission Pledge	755.29	9,259.87	18,000.00	(8,740.13)	51.44%	18,000.00
Total RECEIPTS	2,138.29	10,642.87	51,000.00	(40,357.13)	20.87%	51,000.00
Total Income	2,138.29	10,642.87	51,000.00	(40,357.13)	20.87%	51,000.00
Expense						
CAMPING & YOUTH						
6100 · Camping Expenses						
6101 · Activities	0.00	0.00	3,000.00	(3,000.00)	0.0%	3,000.00
6102 · Food	0.00	0.00	5,000.00	(5,000.00)	0.0%	5,000.00
6103 · Supplies	0.00	0.00	800.00	(800.00)	0.0%	800.00
6104 · Transportation	0.00	0.00	1,500.00	(1,500.00)	0.0%	1,500.00
6106 · Salaries & Wages	404.12	1,212.36	25,000.00	(23,787.64)	4.85%	25,000.00
6107 · Pastor Honorarium	0.00	0.00	1,500.00	(1,500.00)	0.0%	1,500.00
Total 6100 · Camping Expenses	404.12	1,212.36	36,800.00	(35,587.64)	3.29%	36,800.00
6120 · Special Events	375.00	1,142.70	100.00	1,042.70	1,142.7%	100.00
6200 · Admin Camping Expenses						
6201 · Advertising & Marketing	0.00	0.00	200.00	(200.00)	0.0%	200.00
6202 · Copies & Postage	0.00	0.00	100.00	(100.00)	0.0%	100.00
6203 · Liability Insurance	2,994.26	2,994.26	4,000.00	(1,005.74)	74.86%	4,000.00
6206 · Utilities	100.53	298.36	3,000.00	(2,701.64)	9.95%	3,000.00
Total 6200 · Admin Camping Expenses	3,094.79	3,292.62	7,300.00	(4,007.38)	45.1%	7,300.00
Total CAMPING & YOUTH	3,873.91	5,647.68	44,200.00	(38,552.32)	12.78%	44,200.00
LEADERSHIP CABINET						
6301 · Intermountain Childrens Home	0.00	0.00	1,500.00	(1,500.00)	0.0%	1,500.00
6302 · Rocky Mountain College	0.00	0.00	1,500.00	(1,500.00)	0.0%	1,500.00
Total LEADERSHIP CABINET	0.00	0.00	3,000.00	(3,000.00)	0.0%	3,000.00
PASTORAL MINISTRY TEAM						
6501 · Training	640.97	764.97	1,000.00	(235.03)	76.5%	1,000.00
6502 · Congregation Ministry	92.00	114.42	100.00	14.42	114.42%	100.00
6503 · Emergency Career Counseling	0.00	0.00	100.00	(100.00)	0.0%	100.00
6504 · Vocations Expense	0.00	0.00	100.00	(100.00)	0.0%	100.00
Total PASTORAL MINISTRY TEAM	732.97	879.39	1,300.00	(420.61)	67.65%	1,300.00

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Presbytery of Yellowstone PCUSA
Program Budget Performance
March 2026

Accrual Basis

	Mar 26	Jan - Mar 26	YTD Budget	$ Over Budget	% of Budget	Annual Budget
PERSONNEL EXPENSES						
6602 · General Presbyter						
6602.1 · Salary	818.00	2,454.00	9,816.00	(7,362.00)	25.0%	9,816.00
Total 6602 · General Presbyter	818.00	2,454.00	9,816.00	(7,362.00)	25.0%	9,816.00
6604 · Payroll Taxes	31.24	93.72	1,400.00	(1,306.28)	6.69%	1,400.00
Total PERSONNEL EXPENSES	849.24	2,547.72	11,216.00	(8,668.28)	22.72%	11,216.00
PRESBYTERY EXPENSES						
6702 · Cluster Meetings	0.00	0.00	100.00	(100.00)	0.0%	100.00
6705 · Presbytery Other Exp	0.00	0.00	1,000.00	(1,000.00)	0.0%	1,000.00
Total PRESBYTERY EXPENSES	0.00	0.00	1,100.00	(1,100.00)	0.0%	1,100.00
Total Expense	5,456.12	9,074.79	60,816.00	(51,741.21)	14.92%	60,816.00
Net Ordinary Income	(3,317.83)	1,568.08	(9,816.00)	11,384.08	(15.98%)	(9,816.00)
Other Income/Expense						
Other Income						
OTHER RECEIPTS						
Transfers from Program Fund	0.00	0.00	9,816.00	(9,816.00)	0.0%	9,816.00
Total OTHER RECEIPTS	0.00	0.00	9,816.00	(9,816.00)	0.0%	9,816.00
Total Other Income	0.00	0.00	9,816.00	(9,816.00)	0.0%	9,816.00
Net Other Income	0.00	0.00	9,816.00	(9,816.00)	0.0%	9,816.00
Net Income	**########**	**1,568.08**	**0.00**	**1,568.08**	**100.0%**	**0.00**

These statements have not been audited, reviewed or compiled

ATTACHMENT D

SUPPORT AND ENDOWMENT PLAN FOR
THE PRESBYTERY OF YELLOWSTONE
WESTMINSTER SPIRES

ARTICLE I

ESTABLISHMENT OF PLAN

Because Presbyterians are called to be Stewards of all the gifts of God, a Support and Endowment Plan for the Presbytery of Yellowstone (the "PRESBYTERY") is hereby established, effective 6/12/2026. The Plan shall operate under, and is subject to, the Constitution of the Presbyterian Church (U.S.A.) and the Bylaws and Standing Rules of the Presbytery of Yellowstone.

ARTICLE II

OBJECTIVE OF PLAN

The objective of the Plan is to encourage devises, bequests, and gifts to the Presbytery of Yellowstone for the support of Westminster Spires Camp and to provide a mechanism for the use of such gifts to further the mission of the Presbytery at Westminster Spires. and the work of Jesus Christ at Westminster Spires. The Funds are for extra-budgetary support and are not intended to replace the regular Program Budget.

ARTICLE III
CREATION OF FUNDS

The Presbytery hereby creates four separate Funds, as described below. Principal and income from these Funds shall be used by the Leadership Cabinet for needs beyond the normal operating budget of the Presbytery and shall be held separate from all other Presbytery funds.

3.1 Endowment Fund. The principal of the Endowment Fund shall be invested in perpetuity. Ten percent (10%) of the annual income from interest and dividends shall be retained and added to principal. The balance of ninety percent (90%) of the annual income will be distributed as follows: seventy-five percent (75%) to the Westminster Spires Fund; ten percent (10%) to the Westminster Spires Scholarship Fund; and five percent (5%) to the Westminster Spires Self Insurance Fund unless otherwise directed by the Presbytery.

3.2 Westminster Spires Fund. The principal and income from the Westminster Spires Fund is spendable and shall be used for special projects and support of the Presbytery beyond the normal operating budget and other budgeted programs, including, but not limited to such uses as construction, repairs and refurbishing of buildings, landscaping projects, acquisition of furniture fixtures and equipment. Capital expenditures shall be proposed by the Camping and Youth Ministry Team in consultation with the Board and shall be subject to approval by the Leadership Cabinet.

3.3 Westminster Spires Scholarship Fund. The principal and income from the Westminster Spires Scholarship Fund is spendable and shall be used to or for the benefit of campers at Westminster Spires or other Presbytery youth and camping events, as determined by the Camping and Youth Ministry Team in consultation with the Board and approved by the Leadership Cabinet.

3.4 Westminster Spires Self Insurance Fund. The principal and income from Westminster Spires Self Insurance Fund is spendable and shall be used for the repair and rebuilding of property at Westminster Spires camp owned by the Presbytery following losses not covered by commercial insurance policies in force at the time of loss.

3.5 Additional Funds. The Board shall have the power to establish additional funds which may include endowment and/or spendable funds as defined by the donor agreement, if requested by a donor, or if in the judgment of the Board such a fund would serve a mission of the Presbytery, subject to approval of the Leadership Cabinet.

3.6 Presbytery Deposits. The Leadership Cabinet reserves the right to deposit funds into any of the separate Funds from other sources, including gifts, incomes, donations on bequests received by the Presbytery.

3.7 Temporary/Restricted Fund. The Presbytery reserves the right to deposit monies or properties into a temporary restricted fund to be managed by the Board. The Board shall invest such sums with the Presbyterian Foundation in accordance with Article VII, below.

ARTICLE IV

SUPPORT AND ENDOWMENT MANAGEMENT BOARD OF TRUSTEES

4.1 Trustee Responsibilities. The Support and Endowment Management Board of Trustees ("Board") shall be formed as a permanent committee of Leadership Cabinet and have the following responsibilities:

4.1.1 to encourage Presbytery members to have a valid will and estate plan.

4.1.2 to inform Presbytery members of the opportunity and importance of making gifts and bequests to support the ongoing mission of the Presbytery.

4.1.3 to present an Annual Financial Report to the Leadership Cabinet (as specified in Article VI.1)

4.1.4 to administer the Funds for the purposes and uses permitted herein and approved by the Leadership Cabinet.

4.1.5 to assume such other responsibilities related to the Funds as may be assigned to the Board by the Leadership Cabinet.

4.1.6 Recommending disbursements from the Funds to the Leadership Cabinet.

4.2 Composition. The Board shall consist of five active members from a congregation of the Presbytery of Yellowstone, at least two of whom shall be members of the Camping and Youth Ministry Team at the time of their election, at least two of them shall be members of the Leadership Cabinet, and one of whom shall be the chair of the Board. The General Presbyter shall be an ex-officio member of the Board without a vote. Trustees shall be elected by the Leadership Cabinet at the meeting at which the Annual Financial Report is presented. The Board shall nominate a slate of replacement Trustees, but the Leadership Cabinet may elect others. Each election shall be for the total number of vacancies existing at the time of election.

4.3 Term of Office. The initial Board shall be elected by the Leadership Cabinet upon adoption of the Plan. One person shall be elected to a full three-year term, two persons elected to two-year terms, and two persons elected to one-year terms on the initial Board. Any person elected to the initial Board for a term of less than three years shall be eligible for election to a full three-year term upon completion of a partial term. Thereafter, the Board shall be elected for terms of three years, unless elected to fill unexpired terms. Any member of the Board shall be eligible to be elected for two consecutive three-year terms, and such individual shall thereafter not be eligible for re-election to the Board until at least one year has elapsed.

4.4 Quorum. At least three members of the Board, one of whom is a member of the Leadership Cabinet, must be present to transact business. Meetings may be conducted online.

4.5 Secretary. A secretary shall be elected from within the Board to keep full and accurate records of the actions of the Board and restrictions on gifts and to conduct necessary communications as requested.

4.6 Treasurer. The Board shall use the Presbytery Treasurer as a person outside of its own membership, who shall be an ex-officio member of the Board without vote. The Treasurer shall maintain full and accurate records of all financial activities of the Fund in accordance with generally accepted accounting principles. Annual reconciliation with the Presbyterian Foundation statements is required.

4.7 Advisory Council. The Board may create an Advisory Council of persons who have expertise in investment, legal, tax, and financial matters. The Advisory Council members will have no voting rights and will perform in an advisory capacity to the Board and to potential donors as required. Members of the Advisory Council are encouraged, but not required, to attend meetings of the Board. Members of the Advisory Council will have no definite terms of office and will be appointed or released at the discretion of the Board.

4.8 Insurance. The Presbytery shall provide errors and omissions insurance and bonding for the Board and Treasurer as part of the Presbytery insurance coverage.

ARTICLE V

ASSIGNMENT OF GIFTS RECEIVED

Two types of gifts will be received by the Presbytery: restricted and unrestricted. A donor may provide reasonable restrictions for the use of his or her gift. However, the Presbytery encourages the giving of unrestricted gifts.

5.1 Unrestricted Gifts. Unrestricted gifts shall ordinarily be allocated to the Endowment Fund, unless the Board, with the approval of the Leadership Cabinet, designates them to another Fund. In making their designation, the Board may consider the adequacy of restricted gifts to meet a particular need, current needs to be addressed by each Fund, and such other prudent concerns as may be known to the Board from time to time.

5.2 Restricted Gifts. A donor may designate the Fund into which such donor's devise, bequest or gift shall be placed and may also restrict the uses to which the principal, income, or both will be applied. The Presbytery will make every reasonable attempt to comply with the donor's restrictions, subject to the Presbytery' s existing policies and its commitment to further the work of Jesus Christ. The Board may counsel with any donor who has indicated an intention to make a restricted gift if the restrictions, conditions, form, or uses of such a gift would not, in the opinion of the Board be consistent with the Presbytery' s existing policies or missions. The Board, with the proper approval of the Leadership Cabinet, has the power to decline to accept a gift if the restrictions, conditions, form or uses are unacceptable.

5.3 Obsolete or Over-fulfilled Needs If a donor has designated a gift for a particular purpose, and if that purpose is or becomes contrary to the policies or missions of the Presbytery, or if the amount of the gift is substantially greater than the need of the Presbytery for the particular purpose, the Presbytery shall attempt to use the gift, or so much of it as exceeds the need of the Presbytery, for the purpose as close as possible to that designated by the donor. If no such use can in good faith be found, the balance of the principal and income from the gift shall be placed in the Endowment Fund.

5.4 Disposition of Gifts Other Than Cash. Unless the donor has specifically designated otherwise, real estate, corporate stocks and bonds, or other property may be held or may be sold and the proceeds reinvested, as the Board, as set forth below, determines in its sole discretion. Presbyterian Foundation advice should be requested before accepting complex assets (real property, closely held stock), in line with PC(USA) best practices.

5.5 Requirements of PC (U.S.A.). The Board shall comply with the Constitution of the Presbyterian Church (U.S.A.) (as set forth in the Book of Confessions and the Book of Order) if the Constitution imposes additional requirements on the acceptance of a gift or of the disposition of donated property.

ARTICLE VI

FINANCIAL REPORTS

6.1 Annual Financial Report. The Board shall present an Annual Financial Report to the Leadership Cabinet (and through it to the Presbytery) each year no later than the first of June and may present supplemental reports to the Leadership Cabinet from time to time. Each Annual Financial Report shall provide a complete accounting of the resources of the Funds, the amount accrued from the Endowment Fund to the other three Funds, and the balances of the three Funds available for use. The Annual Financial Report of each Fund shall present in summary form:

6.1.1 a Statement of Assets as of December 31, including the basis and market value of each asset.

6.1.2 a Reconciliation of each Fund for the year ending December 31, setting forth: (a) the market value of the assets at the beginning of the fiscal year; (b) the market value of gifts received during the fiscal year; (c) the realized investment income (dividends and interest) earned during the year; (d) the realized and unrealized market value gains (or losses) during the year; (e) less disbursements from the Fund for its purposes ; (f) less disbursements for administrative expenses, excluding Presbytery Staff time; and (g) the market value of assets at the end of the year, December 31 (the sum of 6 .1.2 (a) through 6 .1.2 (f) above) .

6.1.3 a summary narrative (not just numbers) describing how distributions have furthered the mission of the Presbytery and camp; this supports donor communication and future fundraising. The Annual Report is to be shared with the Presbytery as a whole and posted on the Presbytery website.

ARTICLE VII

INVESTMENT 0F THE FUNDS

The Board shall invest all the principal of the funds with the Presbyterian Foundation, hereinafter referred to as “Foundation”. The Board shall establish a long-term investment objective for each Fund created by this Plan and request the Foundation to consider these objectives in its investment.

7.1 Fiscal year. The fiscal year of each Fund shall end December 31.

7.2 Commingling of principal. The Foundation may, but need not, commingle the principal of the Westminster Spires Fund, or the principal of the Westminster Spires Scholarship Fund, or the Westminster Spires Self Insurance Fund, or all, with the principal of the Endowment Fund for the purpose of securing a higher rate of return.

7.3 Accrual of Income. The income from the Endowment Fund accruing to each of the other three Funds may be permitted to accumulate and be added to the principal of the other three funds, and the income of any or all the other Funds may be permitted to accumulate and be added to the principal of that Fund. However, the Board shall see to it that accurate records are kept by the Foundation of the amounts of principal and accrued interest of each of the Funds and that the donors' restrictions as to use of gifts are respected.

ARTICLE VIII

AMENDMENTS

The provisions of this Plan may be amended only at stated Presbytery meetings at which a quorum is present and only by an affirmative vote of two-thirds of those present. Amendments shall be effected by such vote only after two readings of the proposed amendments. The first reading shall be presented to the Presbytery at a stated and regularly called meeting of the Presbytery. The second reading and, upon motion duly made and seconded, the vote upon such proposed amendment shall be conducted at the next stated meeting, following the first stated meeting, provided the quorum indicated above is present. Notwithstanding any amendment, all gifts, devises and bequests to the Funds shall be administered for the purpose in effect at the time such donation was made.

ARTICLE IX

PRESBYTERY CONSOLIDATION —MERGER OR DISSOLUTION

If at any time the Presbytery of Yellowstone is lawfully merged or consolidated with any other Presbytery, all of the provisions hereof in respect to the Presbytery shall be deemed to have been made for and on behalf of such merged or consolidated Presbytery, and such merged or consolidated Presbytery shall be vested with title to the

Funds, shall be entitled to receive all of the benefits of said Funds, and shall be obligated to administer said Funds in all respects, in accordance with the terms hereof. In the event of the dissolution of the Presbytery, the Presbytery of jurisdiction shall be vested with title to the Funds, shall be entitled to receive all the benefits of said Funds, and shall be obligated to administer the Funds in all respects in accordance with the terms hereof, for purposes consistent with the mission of Westminster Spires Camp or its functional equivalent and in accordance with the provisions of the Constitution of the Presbyterian Church (U.S.A.) regarding dissolution or merger of presbyteries.

DATED this ____ day of _________, 2026.

____

Caroline Fleming, Stated Clerk

Long-term Church Partnership Fund for the Presbytery of Yellowstone established May 22, 2001

The Long-term Church Partnership Fund (LCPF) is established based on a proposal developed collaboratively by the Ministry Unit Presbytery Council and the General Presbyter. The LCPF is a two-pronged approach supporting the development of the Church Partnership project in a way that does not simply provide subsidies for churches but instead seeks to strengthen the long-term financial situation of small congregations. In doing so:

1) the presbytery will model financial commitment and creativity in establishing a long-term funding source for the project and
2) the criteria for church partnerships will educate and challenge congregations in the areas of stewardship, long-term financial planning, and church revitalization.

1) Sources of initial funds for the Long-term Church Partnership Fund may include:

a) Ministry Unit approved Y2001 budget for project
b) Interim Ministry grant
c) Church Development Fund of Yellowstone Presbytery.
d) John Bowman bequest earnings designated for St Timothy's Chapel and corporate purposes of Yellowstone Presbytery'.

a) The rationale for using the Church Partnership Y2001 budget line with the long-term fund is self-evident.

b) The Interim Ministry grant was received from a restricted fund that was originally for the work of the Board of Home Missions. The Board of Home Missions is no longer in existence, but the restricted fund continues to produce revenue. While the grant request spoke of an At-Large Interim Pastor, the content of the work of such a person was focused on the revitalization and redevelopment of congregations. The grant request also said the presbytery would match the $15,000 grant Since it is unlikely the presbytery would ever have sufficient funds to employ an At-Large Interim Pastor, the focus should shift to the intent of the grant: providing specialist skills for revitalization and redevelopment. Thus, the intent can be accomplished by using resource teams or contracted specialists for specific tasks. If the $15,000 grant is put into the Church Partnership Fund, the matching stipulation will be met while the Church Partnership program itself will work on the needs of the presbytery identified in the grant request. Since the only donor restriction is: *The work of the Board of Home Missions*, using funds for revitalization of churches established by the Board of Home Missions is not only acceptable, but desirable.

c) In Y2000, money of Yellowstone Presbytery that had been invested with the Presbyterian Investment and Loan Program was transferred to a presbytery savings account with the intent of making the funds available to churches for building improvement loans through a Church Development Fund. Since that time, the Synod of the Rocky Mountains has increased its maximum loan amount from $15,000 to $50,000. Because the presbytery loan fund (current balance: $26,697) is not large enough to take on significant projects and, because the synod and General Assembly offer loan programs, the presbytery may now use the $26,697 for ministry and mission instead of bricks and mortar.

d) The rationale for using earnings of the John Bowman bequest is based on the history of John Bowman's support for ministry in the Big Hole and Philipsburg. The Bowman family provided thousands of dollars in the late 1950's and early 1960's to support ministry in Southwest Montana. In fact, the Wisdom church building was rededicated in 1959 in memory of Timothy Bowman by request of John Bowman, six years before St. Timothy's Chapel was built. The John Bowman $100,000 bequest to Yellowstone Presbytery made in 1993 states that income from the fund is intended for the program and maintenance of St. Timothy's Chapel, and in particular, for compensation of ordained Presbyterian ministers for the worship program. Most importantly, the bequest states, “If *however, said St. Timothy's Memorial Chapel no longer is in existence, or, if the income available is more than sufficient to provide for the purposes* *set forth above, such income or excess may be used for the corporate purposes of said Presbytery of Yellowstone."*

Therefore, Presbytery of Yellowstone can consider the earnings of the Bowman bequest as a source of revenue for the corporate purposes of the presbytery. Such use of the money is consistent with the giving patterns of John Bowman when he was alive. Currently, the bequest provides approximately $8,000.00 a year in earnings.

Initial funding sources and scenarios

- Interim Ministry Grant $15,000.00
- Church Development Fund: $26.697.00

Potential opening balance of Church Partnership Fund (restricted assets): $41,697.00

The Church Partnership Fund is structured into two categories of money: *restricted assets* and *unrestricted assets.* Restricted assets are those which are used initially to establish the fund. Unrestricted assets are earnings from the restricted assets. Within a given year, unrestricted assets are available for use in the Church Partnership project. Unspent unrestricted assets in a given year are rolled over as restricted assets for the next year. This way the principal of the fund cannot shrink, and in all likelihood will grow. *As* the principal grows, the amount of unrestricted assets generated also grows.

During the first years of the fund, the presbytery can budget money for the restricted assets category to help the principal grow faster. Special gifts from some of our more financially healthy congregations may also be solicited as a way to build up the principal.

What follows is a *possible scenario* of how the fund might function.

Beginning balance; $41,597.00
Estimated income for Church Partnership Fund Y2001 (unrestricted):
Money budgeted by Ministry Unit Y2001 - $6,000.00
Fund interest earnings - seven months @ 5% -$1,214.00
Available unrestricted money for Church Partnership project Y2001: $7,214.00

Scenario for Y2002
Y2001 expenditures for Church Partnership project $6,500.00
Unspent unrestricted assets from Y2001; $714.00
Restricted assets balance for beginning Y2002: $42,411.00
Money budgeted by presbytery for fund Y2002: $4,000.00
Restricted assets balance for fund after budget outlay: $46,411.00
Estimated income for Church Partnership fund Y2002 (unrestricted):
Money budgeted by Ministry Unit Y2002 - $6,000.00
Fund interest earnings (5%) - $2,320.00
Available unrestricted money for Church Partnership project Y2002: $8,320.00

Scenario for Y2003
Y2002 expenditures for Church Partnership project $7,500.00 Unspent unrestricted assets from Y2002: $820.00 Restricted assets balance for beginning Y2003: $47,231.00 Money budgeted by presbytery for fund Y2003: $4,000.00 Restricted assets balance for fund after budget outlay: $51,231.00 Estimated income for Church Partnership fund Y2003 (unrestricted):
Money budgeted by Ministry Unit - $6,000.00
Fund interest earnings (5%) - $2,561.00
Available unrestricted' money for Church Partnership project Y2003: $8,561.00

Scenario for Y2004
Y2003 expenditures for Church Partnership project $8,000.00
Unspent unrestricted assets from Y2003: $561.00

Restricted assets balance for beginning Y2004: $51,792.00
Money budgeted by presbytery for fund Y2004: $4,000.00
Restricted assets balance for fund after budget outlay: $55,792.00
Estimated income for Church Partnership fund Y2004 (unrestricted)
Money budgeted by Ministry Unit - $6,000.00
Fund interest earnings (5%) $2,789.00
Available unrestricted money for Church Partnership project Y2004: $8,789.00

2) Criteria for church partnerships that educate and challenge congregations in the areas of stewardship, long-term financial planning, and church revitalization.

For many years, numerous small churches in the presbytery received subsidies to help support the presence of ordained clergy. In the early 1990's, this support was discontinued because it was felt the subsidies were creating congregations overly dependent on outside aid. While some congregations have been able to function without the subsidies, others have been forced to cut back on staff time or programs. Most often, the resulting difference in how congregations functioned after subsidies were discontinued was determined by demographics. The demographic reality in some areas is a declining population and a shrinking economic base. In other areas, there has been both population and economic growth.

Lacking from the presbytery decision to end subsidies was an alternative program of intentional stewardship training and financial planning. Further, while the Resource and Support Unit was supposed to make resources available for pilot programs and ministry expansion, there was no clear understanding within the presbytery of what resources were available and how they could be accessed. The result was that many churches felt abandoned. There was little sense of connectionalism and communal responsibility.

The Ministry Units decision to create a Church Partnership project was predicated on the perceived lack of connectionalism within the presbytery. The response to the financial crunch in the Church of the Big Hole modeled a partnership approach by offering a matching funds grant. Thus, the approach used throughout this project as it develops is to be one of partnership, not bailout. The project is not outside assistance, but the family working together to strengthen the entire household. And within a household, there are certain expectations for all of the members. Thus, it is appropriate to establish clear criteria for what is expected of congregations participating in the Church Partnership project.

Criteria for congregations and church clusters who participate in the Church Partnership project:

1) Per Capita apportionment paid in full.
2) Participation in the Basic Mission Giving of the denomination. The percent of the local budget dedicated to Basic Mission Giving is determined jointly with the Ministry Unit. (This is built on the premise that if a church is going to receive mission dollars, they should also know how to give them.)
3) Participation in at least two of the four special offerings of the denomination. (One Great Hour of Sharing, Pentecost Peacemaking, Christmas Joy.)
4) Willingness to work with a resource team from the presbytery and/or synod and/or G.A. on stewardship programs, Wills emphasis, funds development, and long-term financial planning. (If the partnership is in financial development)
5) Willingness to work with a resource team from the presbytery and/or synod and/or G.A. on evangelism and church growth strategies. (If the partnership is in church growth.)
6) Establishment of clear and realistic goals tied directly to the use of the Church Partnership funds.
7) All Church Partnership funds are matching on either a 1 to 1 ratio or a 2 (presbytery) to 1 (church) ratio. The match ratio will be determined jointly between the Ministry Unit and the Session. Matching funds from a church must be above and beyond the current level of giving within the congregation.

Potential areas of partnership:

1) Staff salary support to maintain or expand the level of pastoral time in a church. The partnership project may provide funds to help with compensation. Such support may be connected to specific tasks or objectives within the job description of the staff person.
2) Funds development. Seed money for permanent endowments may be encouraged by matching grants. Strategies for developing the funds, and a mission focus for using the funds, are formulated in partnership with the presbytery.
3) Spiritual development. Partnership funds may be used to provide external leadership for spiritual renewal programs within a church. Such programs will have clear goals related to leadership development, community building, and faith walk.
4) Evangelism/outreach. Contextually sensitive programs of evangelism that help congregations move from survival to revival may be supported by partnership funds.

Related presbytery resources that may be utilized within the Church Partnership project:

- Yellowstone Proverbs 23:8 Mission Fund: Small grants (up to $1,000) are available for faith related organizations within the bounds of the presbytery. Top priority is for projects that engage congregations in justice ministries. The fund is administered by the Resource and Support Unit. Approximately $3,000 to $5,000 will be available each year.
- Curriculum support: Funds to help congregations purchase Christian education materials are available through the Resource and Support Unit. Depending on the need of a church, the grant may be for part or all of the expense. Materials purchased must be generally accepted as appropriate for Reformed churches. $2,500 is budgeted for Y2001. There is a little over $4,000 in a designated fund that comes from leftover monies in previous years.
- Peacemaking fund: The presbytery receives a portion of the Peacemaking Offering taken by churches in the presbytery. Monies are available through the Resource and Support Unit for congregations to sponsor conflict resolution training workshops or send representatives to training events. Currently, the fund contains approximately $4,000. Annual income to the fund from the offering runs between $500 and $1,000. The Resource and Support Unit is actively seeking a Peacemaking Advocate for the presbytery to help interpret and promote the offering.
- Rural Church Revitalization: Grants are available to rural congregations for equipment purchase, help in continuing education, and sponsoring workshops that focus on rural revitalization. The fund is administered by the Resource and Support Unit. $3,000 is budgeted for Y2001.
- Distance Learning: Scholarships are available for on-line courses through the University of Dubuque Theological Seminary. Scholarships are also available for on-line continuing education for clergy and laity through the joint Rural Ministry Program of Dubuque and Wartburg (ELCA) seminaries. These courses are designed for small and rural churches. $5,000 is budgeted for Y2001.
- Linda Hofer Fund: A little over $9,000 is available for assisting the theological education of pastors and commissioned lay pastors. This fund is administered by the Ministry Unit.

Conclusion:

There are enough available resources for the presbytery to establish and implement a Church Partnership project that offers real hope for ending the downward spiral in many of our small and rural churches. By helping churches break free from the chains of financial fear, by helping churches reconnect themselves to the context of their ministry, by helping churches *revitalize* their corporate spirituality, the presbytery can ensure that our churches will survive and thrive for future generations. And equally important, a strong, carefully devised Church Partnership project can dissolve the perception of the presbytery as a bureaucracy and in its place instill a vision of churches working together to build up the corporate body of Christ.