

Yellowstone Presbytery Leadership Cabinet

May 21, 2026

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, May 21, 2026, beginning at 1:00 p.m.

Cabinet members present:

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

Members absent:

RE Danny Pratt

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. Jamie shared several things: that Elders and Deacons in Miles City met together recently to review and envision the church's life, that the VBS collaboration with the Methodist Church has many saying "yes" to helping, that Serena's will graduate from 8th grade, and that her shy bunny is becoming a bit less skittish. Julie reported that her granddaughter is on a spiritual journey, and she will be married this summer in Julie's backyard. She also celebrated that 24 people attended worship in Wisdom last Sunday to hear Gary Helming preach. Kathy was blessed with seeing a sonogram of her unborn grandson and celebrated that son-in-law Peter is working at the Eugene Peterson Center. She is also grateful for God's provision of a General Presbyter for Western Colorado. Everyone celebrated the birth of Luke Herbert Lind, Dave's 1st grandchild, last Friday. We lifted Jim Tarr and Kelly Bokma of Denton for healing prayer and prayers for the Dillon Church and St. Timothy's Chapel from our Round of Prayer.

2. Dwelling in the Word & Prayer: Members read Colossians 3:1-17 from both the NSRV and The Message and discussed how we are to set our minds on "things above." The fact that we are to dress in the wardrobe God picks for us helped many note that we spend far too much time in our closets worrying about what to wear when we should concentrate on wearing love always. If we are really serious about living the resurrection life, we will walk as Jesus walked. Julie closed the discussion with prayer.

3. Vision Statement, Declaration of a Quorum & Approval of Agenda: Russ read the presbytery's vision statement. A quorum was declared present. Members reviewed the agenda.

***Action:** A motion was made and seconded to approve the agenda. The motion passed.

4. Approval of minutes from May 12, 2026: Caroline reported correcting 2 typographical errors Melissa found. Karolee noted that there is a duplicated item in the table of actions. One of them needs to be deleted.

***Action:** A motion was made and seconded to approve the minutes of the May 12, 2026 meeting as corrected. The motion passed.

5. Personnel (Attachment A): Members reviewed the updated Treasurer's job description.

***Action:** A motion was made and seconded to approve the updated Treasurer Job Description. The motion passed and the description will be placed in the presbytery's Manual of Operations

The process of hiring was discussed. It was suggested that the Personnel sub-committee receive and review all applications. Applicants will be asked to send a resume and a cover letter that includes information about their church membership, why they are interested in the position, and 3 references. Caroline can send the position description along with a letter to all our Yellowstone Presbytery churches explaining requirements for applying.

***Action:** A motion was made and seconded to approve the process that people applying would submit a cover letter and current resume to Karolee Larson for review by the Personnel Sub-committee for review and reference checks. The sub-committee will choose a candidate to recommend LC hire. The motion passed.

Ric will post the new Treasurer's Position Description on the website in the Repository under "Policy." When the cover letter is written, he will post it and the position description on the website under "Calls & Jobs."

6. Transition Reports:

- **Administrative Tasks (Attachment B):** The table reviewed last month was changed to an Excel spreadsheet.
- **Relationships (Attachment C):** Julie expressed that she was sorry Danny was not present at the meeting because she would like to tell him that while she appreciated his hard work and time spent on this document, she did not feel it reflected anything relative to Christ's church and the Presbytery. Other members agreed and thought it a good document for a corporation or government but not one that reflects Christ-centeredness, what we believe in, or church polity. Some thought churches would not react well to the document since they, themselves, were confused by it. With the goal of building and maintaining relationships around the presbytery, many felt a different type of document is needed.

***Action:** A motion was made and seconded to table discussion on the RFP proposal for more discussion and possible vote at the June 2 meeting. The motion passed.

- **Visioning/Strategic Planning:** reported last month

- 7. General Presbyter's Report (Attachment D):** Kathy encouraged us to wait on the Spirit for guidance. The Synod staff forum offered many resources including the new GP of Western Colorado, Rev. Heather Mikelson. Kathy reviewed some overtures that will come before the 227th General Assembly.
- 8. Treasurer's Report:** We still need to discuss what is to be done with the "Church Partnership Fund" monies on our books (*See Attachment E on May 12 minutes*). The Rockhaven lease with Montana Whitewater Lease, Inc. is signed. Yellowstone Presbytery is included in language about indemnity and as an additionally insured.
- 9. Camping & Youth:** Revamp The Camp is set for May 28 – June 1; all are welcome to help. Program speakers are needed for camps.
- 10. Yellowstone Presbytery Meeting June 12-13:** The docket will be completed within a week. All are reminded that reservations are due to Deb at 1st Presbyterian Church, Bozeman on or before May 29. Caroline suggested the presbytery meeting offering be sent a charity of Kathy's choosing.

***Action:** A motion was made and seconded to send the June Presbytery meeting offering to Kathy's charity of choice. The motion passed.

11. Old Business for Consideration at LC's June 4 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.

12. Closing: Melissa closed the meeting with prayer

Next LC Meeting: Tuesday, June 2 at 1:00 p.m.

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
Dave, Julie, Kathy & Caroline	Serve as planning team for June Presbytery meeting	June 12
Ric	Post Westminster Spires Support & Endowment document on the presbytery meeting website	ASAP
New Action Items		
Ric	Post the new Treasurer's Position Description on the website in the Repository under "Policy."	ASAP
Ric	Post the Treasurer position description and letter about how to apply for the position on the website under "Calls & Jobs."	when letter is written
Caroline	Send the Treasurer position description along with a letter to all our Yellowstone Presbytery churches explaining requirements for applying for the position when the letter is written	when letter is written
All LC Members	Read the Long-Term Partnership Fund document & consider the best use of the fund.	June 2

**TREASURER
PRESBYTERY OF YELLOWSTONE
POSITION DESCRIPTION**

ACCOUNTABILITY: The Treasurer is accountable to the Presbytery through the Head of Staff to the Leadership Cabinet and its Personnel Subgroup. In the absence of a General Presbyter, the Corporate President will serve as Head of Staff.

PURPOSE: The Treasurer is to provide all normal “treasurer” services in support of the Presbytery of Yellowstone and its mission. The Treasurer is the interface to an outside accounting firm that processes payroll and provides monthly financial statements. A stipend is paid monthly.

HOURS: This is a part-time position with flexible hours; some months may require more time than others.

PAY: This position receives a monthly stipend. The annual budgeted amount for this position, as of 2026, is a yearly salary of \$3600 with an additional \$800 for approved job specific travel.

PRINCIPAL RESPONSIBILITIES:

1. To keep careful records of the funds received and disbursed by the Presbytery.
2. To audit and pay such vouchers and bills as are properly presented.
3. To keep accurate records of gifts, pledges, and stock conversions.
4. To report financial activities to the Leadership Cabinet monthly and to the Presbytery on a quarterly basis.
5. To invest Presbytery funds as authorized by the Leadership Cabinet
6. To notify Leadership Cabinet of delinquent per capita payments and receipts of those funds.
7. To serve as an *ex officio* member of Leadership Cabinet and attend monthly meetings.
8. To work closely with the Head of Staff and the Leadership Cabinet and serve as a resource for managing and establishing budget recommendations.
9. To assist in the development of and participate in an annual review of the Presbytery fiscal policy.
10. To make an annual report of financial operations of the Presbytery which shall be reviewed by the Financial Review Task Force appointed by the Leadership Cabinet.
11. To attend Stated Presbytery meetings as a staff resource.
12. To serve as the Corporate Treasurer of the Presbytery.

EVALUATION: The Personnel Committee of the Leadership Cabinet will conduct a six-month probationary review, and at least annual reviews thereafter, and evaluation of the incumbent. The focus of these reviews/evaluations will be on the accomplishment of the position’s principal responsibilities and the quality of the incumbent’s performance.

REQUIREMENTS:

1. The person shall be a member of and regularly active in one of the churches of the Presbytery of Yellowstone. A ruling elder is preferred.
2. The person shall be guided by and supportive of the vision of the Presbytery of Yellowstone.

3. The person shall be willing to learn how a presbytery operates, the administration, operations, and programs. Preference will be given to an active participant of the Presbytery. Knowledge of the mission, connectional nature and relational culture is preferred.
4. The person shall have previous experience of treasurer duties, though these could be 'transferrable' skills from another financial position. This includes interpretation of financial statements, attention to detail, clerical / numerical abilities, and budget preparation.
5. This position requires basic computer skills, such as email, report writing, and pdf documentation, and the ability to learn new software.
6. This position requires access to the internet, and ability to work remotely.
7. This position requires confidentiality and interpersonal skills to work with diverse persons and committees.

MODE OF HIRING AND TERMS: This position is hired by the Leadership Cabinet. The Personnel Subcommittee will be responsible for reviewing applications, conducting interviews, and making a recommendation to the LC.

The Treasurer is a non-elected position of the Presbytery of Yellowstone; therefore, no term limits apply. The probationary period is one year. The requested notification of termination for this position is three months, not the traditional two weeks.

Revised May 21, 2026

<i>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."</i>													
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 planning 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 input from Stated Clerk
ONGOING TASKS	Jan	Feb	Mar	Apr	May	June	July	Aug	Sept	Oct	Nov	Dec	WHO??
	<i>Most ongoing tasks will be overseen by the LC Moderator with consultation from Stated Clerk and Pertinent Team Members</i>												
Completion of a wide range of LC responsibilities including: Annual budget evaluation & preparation with Treasurer in consult 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													

Request for Proposals: Presbytery Engagement Assessment and Action Plan Yellowstone Presbytery

Issued by: Yellowstone Presbytery

Project Title: Rural Church Engagement Assessment and Presbytery Satisfaction Action Plan

Proposal Due Date: [Insert Date]

Anticipated Project Period: October 1, 2026 – September 30, 2027

Contact for Questions and Submissions: Jamie Schmeling, jamieschmeling@gmail.com, (406) 852-0339

1. Introduction

Yellowstone Presbytery is seeking proposals from qualified consultants, organizations, or firms to provide community engagement services for a network of 22 rural churches located across south west, south central, south eastern and north eastern Montana. The purpose of this project is to assess the current level of engagement among member churches, identify strengths and barriers within the Presbytery's relationship with its congregations, and develop a practical action plan to increase engagement, trust, participation, and overall satisfaction among member churches.

Yellowstone Presbytery serves congregations in rural and small-town settings where distance, volunteer capacity, leadership transitions, communication challenges, and changing community needs may affect participation and connection. The Presbytery desires a thoughtful, relational, and practical process that honors the unique character of rural churches while helping the organization better support its member congregations.

2. Project Goals

The selected contractor will work with Yellowstone Presbytery to accomplish the following goals:

1. **Assess the current engagement level** of 22 rural churches within the Presbytery.
2. **Evaluate member church satisfaction** with Presbytery communication, support, leadership, resources, events, and overall connection.
3. **Identify barriers and opportunities** affecting participation, trust, collaboration, and shared ministry.
4. **Gather input from pastors, elders, lay leaders, and church members** using accessible and appropriate engagement methods.
5. **Develop a clear action plan** to strengthen engagement and increase community satisfaction across the Presbytery.
6. **Recommend measurable next steps** the Presbytery can implement over the next 12–36 months.

3. Scope of Work

The contractor will be expected to provide services that include, but are not limited to, the following:

A. Project Planning and Coordination

The contractor shall meet with designated Yellowstone Presbytery representatives to clarify project objectives, timeline, key stakeholders, communication expectations, and available background materials. The contractor should propose an engagement process that is realistic for rural churches and sensitive to travel distances, technology limitations, and volunteer schedules.

B. Engagement Assessment

The contractor shall assess the engagement level of each of the 22 rural churches. The assessment should consider areas such as:

- Participation in Presbytery meetings, events, committees, training, and shared ministries.
- Satisfaction with Presbytery communication, responsiveness, and support.
- Perceived value of Presbytery membership and connection.
- Barriers to participation, including distance, time, technology, staffing, trust, relevance, or cost.
- Congregational awareness of Presbytery resources, mission, and leadership.
- Opportunities for stronger relationships, collaboration, and mutual support.

The contractor may use interviews, surveys, listening sessions, focus groups, site visits, document review, or other appropriate methods. Proposals should describe the recommended methodology and explain how the contractor will encourage honest, useful input from a broad range of participants.

C. Stakeholder Engagement

The contractor shall engage key stakeholders from the 22 churches, which may include pastors, commissioned ruling elders, session members, ministry leaders, volunteers, and selected congregation members. The Presbytery is especially interested in hearing from churches with varying levels of participation, including highly engaged churches, minimally engaged churches, and churches that may feel disconnected from Presbytery life.

The engagement process should be respectful, accessible, and designed to build trust rather than simply collect data.

D. Analysis and Findings

The contractor shall analyze the information collected and identify common themes, engagement patterns, satisfaction levels, areas of strength, and areas needing improvement. The analysis should help Yellowstone Presbytery understand both organization-wide trends and differences among individual rural churches or regions.

The final assessment should include practical findings rather than overly technical or generic recommendations.

E. Action Plan Development

The contractor shall develop a written action plan to help Yellowstone Presbytery increase engagement and satisfaction among member churches. The action plan should include:

- Recommended priorities.
- Specific strategies for improving communication, participation, support, and relationship-building.
- Short-term, mid-term, and long-term action steps.
- Suggested roles and responsibilities for Presbytery leadership, committees, pastors, and member churches.
- Measurable indicators of progress.
- Recommendations for ongoing feedback and evaluation.
- Strategies suitable for rural churches with limited staff, volunteers, and financial resources.

4. Deliverables

The selected contractor shall provide the following deliverables:

1. **Project Work Plan**
A brief written plan outlining the final methodology, timeline, engagement tools, and communication process.
2. **Engagement Assessment Tools**
Copies of surveys, interview questions, listening session prompts, or other tools used to gather input.
3. **Summary of Findings Report**
A written report summarizing the current engagement level of the 22 churches, major themes, satisfaction concerns, barriers, opportunities, and notable patterns.
4. **Community Engagement and Satisfaction Action Plan**
A practical plan with recommended strategies, timelines, responsible parties, and measurable goals.
5. **Final Presentation**
A presentation of findings and recommendations to designated Yellowstone Presbytery leadership, either in person or virtually.

5. Proposal Requirements

Interested applicants should submit a proposal that includes the following:

- Name, address, and contact information of the consultant, organization, or firm.
- Brief description of relevant experience, especially with rural communities, faith-based organizations, nonprofit engagement, organizational assessment, strategic planning, or community satisfaction work.
- Proposed project approach and methodology.
- Proposed timeline.
- Description of anticipated Presbytery staff or volunteer involvement.
- Proposed fee structure and total project cost, including travel or reimbursable expenses.
- Names and qualifications of individuals who will work on the project.
- At least two references from similar projects.
- Sample work product, if available.

Proposals should be concise but detailed enough to demonstrate the applicant's understanding of the project and capacity to complete the work successfully.

6. Desired Qualifications

Yellowstone Presbytery is seeking a contractor with demonstrated ability in one or more of the following areas:

- Community engagement and stakeholder facilitation.
- Rural community outreach.
- Faith-based or nonprofit organizational development.
- Survey design, interviews, listening sessions, and qualitative analysis.
- Strategic planning and action plan development.
- Working with diverse congregations or geographically dispersed organizations.
- Clear written communication and practical recommendations.

Experience with Presbyterian churches or similar denominational structures is preferred but not required.

7. Evaluation Criteria

Proposals will be reviewed based on the following criteria:

- Understanding of the project goals and rural church context.
- Strength and practicality of the proposed methodology.
- Relevant experience and qualifications.
- Ability to engage stakeholders with care, neutrality, and professionalism.
- Quality and usefulness of proposed deliverables.
- Reasonableness of cost and timeline.
- References and demonstrated past performance.

Yellowstone Presbytery reserves the right to request interviews, ask for clarification, negotiate scope or cost, reject any or all proposals, or select the proposal deemed to be in the best interest of the Presbytery.

8. Project Timeline

The anticipated timeline is as follows:

- RFP issued: [Insert Date]
- Questions due: [Insert Date]
- Proposals due: [Insert Date]
- Contractor selected: [Insert Date]
- Project begins: [Insert Date]
- Draft findings and recommendations due: [Insert Date]
- Final report and presentation due: [Insert Date]

Applicants may propose an alternative timeline if they believe it will better serve the project goals.

9. Submission Instructions

Proposals should be submitted electronically to:

[Insert Contact Name]
[Insert Title]
Yellowstone Presbytery
Email: [Insert Email]
Phone: [Insert Phone]

Please use the subject line: **Proposal – Community Engagement Assessment and Action Plan**

All proposals must be received by [Insert Deadline]. Late proposals may not be considered.

10. Reservation of Rights

Yellowstone Presbytery reserves the right to amend or cancel this RFP, waive minor irregularities, request additional information, negotiate with one or more applicants, or decline to award a contract. Submission of a proposal does not guarantee selection or payment for proposal preparation costs.

Yellowstone Presbytery looks forward to partnering with a qualified contractor who can help strengthen connection, communication, and shared ministry among its rural churches.

ATTACHMENT D

General Presbytery Report to Leadership Cabinet May 21, 2026

Rev. Kathy Goodrich

Acts 1:4-8, 2:1-21

This week we celebrate Pentecost, the birthday of the church and outpouring of the Holy Spirit on the church, filling not only individual believers but the disciple community, moving wherever it wills, in power ushering in the “church age” until Jesus returns.

"The Holy Spirit is what animates — literally, gives life to — the Church. While a dove is a standard symbol for the Spirit, ancient Christians in the British Isles preferred the image of a wild goose. Geese are untamable, vigilant, and rambunctious. As one writer put it, the image fits because the Holy Spirit is always “wresting us from our sedentary ways, disturbing the status quo, injecting the fire of God’s love.” We can’t control or predict the Spirit’s movement, but we can be alert to what’s being birthed, rearranged, and renewed. We can keep watching to see where the power, passion, and fire of God settles in our midst. As we watch, we can invite the Spirit to shift whatever it is in us and in our little outposts of the kingdom that needs resetting."

From weekly Renovare newsletter <https://renovare.org/weekly/2026-18>

Questions for us as presbytery and churches/sessions, as we seek to follow the Spirit:

How can we be alert to what’s being birthed, rearranged and renewed in our midst?

How can we keep watching to see where the power, passion and first of God settles in our midst?

How will we make time, occasions to keep watching to see where the power, passion, and fire of God is settles in our midst? In our communities?

As we watch, are we inviting the Spirit, in a yielded spirit, to shift whatever it is in us and in our little outposts of the kingdom that may need resetting?

Overview and updates:

It's been 9 days since we last met and what I have continued on in the wide range of work I shared with you last week.

An overview of the General Presbyter role and responsibilities here since we came have focused on the following:

Visioning - embodying, sharing the vision, helping all ministry teams to be aligned with and evaluating and dreaming how we are and might be better fulfilling our vision, and to explore and initiate some experiments that the Spirit seems to be leading a few to do or needs to be fulfilled,

Presbytery Pastor – primarily to pastors/lay pastors, those on ministry teams, leaders in churches with no pastors which are under the direct authority/oversight of a presbytery, usually through it's PMT/COM according to the BOO.

Staff and work with COM/PMT on the whole range of their work with pastors, CRE's, candidates, congregations, for a range of needs, opportunities, with especial attention during transitions and pastor searches.

Relational & Programmatic Ministries including building connections at presbytery meetings between those in YP across our diverse body of Christ.

Equipping/resourcing – working with LC and PMT

Working with the staff and ministry teams and subgroups (which has continued to shrink)

Relationships with other PCUSA judicatories/councils and our ecumenical relationships, sometimes attending GA

And other areas added later such as:

fundraising for the GP position,

-Kathy's role when called and 'co' with George also included: to explore grant opportunities for the presbytery and it's vision –quite a few were submitted and received over the years by YP or YP partnering with other presbyteries, or institutions such as Whitworth University,

-Kathy, as 'co', worked to increase reflection and evaluation for various aspects of presbytery ministries and leaders and their efforts, and to encourage and equip churches to better, to evaluate and ask questions of themselves as in community they sought to discern the voice and leading of the Holy Spirit in light of their gifts and context where God called them

-seeking to ensure praying, exploration and equipping towards the starting of at least one new church (or fresh expression) in the presbytery,

NOTE: Much of the administrative work was to be fulfilled by, in collaboration with or delegated to the Admin. Assistant, other admin work by a moderator or member of a ministry team, the St. Clerk, and only some by the Gen. Presbyter. Without that staff person, the GP has had large amounts of that work often expected of George and myself and then with only 1 GP, with reduced time and gifts. This has impaired my ability to fulfill at the needed level, what only a GP was intended to do.

A new item on PMT's already full plate is the session in Colstrip, a PCUSA/UCC church, voted to leave both denominations and says they want to go independent. For several years It has had internal

challenges preferring to operate solely as a UCC and has not participated in either body except for Gail, now moderator of that session. The retiring pastor has told them they should leave and go independent and he will help them find a pastor, with certain conditions.

I met with and led our **Synod Staff Forum** retreat/meeting in Salt Lake. We welcomed Rev. Heather Mikelson, Western Colorado's new Transitional/revitalization General Presbyter, who has been in Scotland, working with a presbytery there and Fresh Expressions in similar work. Sharing of challenges, opportunities and resources was extremely helpful as well as looking over some of the business before GA and ways we might share, collaborate.