

**Presbytery of Yellowstone - Stated Meeting  
November 4-5, 2022**

**Miles City 1<sup>st</sup> Presbyterian Church and via Zoom Friday.**

**November 4, 2022 22.0107. Opening of the Meeting**

The Presbytery of Yellowstone met on Friday and Saturday, November 4 & 5, 2022, beginning at 1:00 p.m. on Friday. Some attended in person, and some attended via Zoom. Vice Moderator Melissa Bell and Pastor Charley Blom of Miles City welcomed everyone. Pastor Charley Blom opened the meeting with prayer. The theme for this meeting was **"A Sure and Certain Hope."**

**22-0108. Roll Call:** Roll call was conducted by the Stated Clerk. People were asked complete a registration form if attending in person or register by email to [caroline@yellowstonepcusa.org](mailto:caroline@yellowstonepcusa.org) to note their attendance.

**Ruling Elder Commissioners, CREs, Other RE's and visitors**

Anaconda	CRE Veva Larson, RE Sean Larson, Commissioner
Billings First	RE Sandi Schoenberger, Commissioner, RE Russ Kline, LC
Billings St Andrew	RE Sandra Welch, Commissioner, Jim Tarr, GA commissioner & PMT, Carol Mick, guest
Big Hole	RE Sandy Cleary, Commissioner, RE Julie Boksich, LC
Bozeman	RE Ric Tieman, LC & Presbytery Treasurer, RE Susan Gibb, guest
Butte	RE Karolee Larson
Colstrip	RE Gail Beckham, guest, Joy Murchie, guest
Deer Lodge	A
Dillon	RE Terry Johnson, Commissioner
Ennis	A
Forsyth	A
Hysham	RE Waine Milmine, Commissioner, RE Sharon Milmine, guest
Jordan	A
Lewistown	RE Melissa Bell, Vice Moderator & LC
Manhattan	RE Stephanie Bergstrom, Commissioner, Debbie Blackburn, guest, CRE Chuck Wright
Miles City	RE Jerry Backlund, Commissioner, RE Sue Backlund, RE Caroline Fleming, Presbytery Stated Clerk, guest Bev Blom, guest, Toni Herzog, guest
Phillipsburg	A
Poplar	A
Stanford	A
Terry	RE Nancy Pehl, Commissioner, RE Andy Pehl, PMT
White Sulphur Springs	A
Wolf Point	A

### **Minister Members:**

David Andrew (absent); Jim Bell (present); Priscilla Bell (absent); Ashley Birk (present); Davis Bierschwale (excused); Charley Blom (present); Kimberly Briggs (excused); J P Carlson (present); Chuck Carlson (excused); Warren (Rusty) Craig (present); Dick Davis (excused); Mary Davis (excused); John Dyce (absent); Wenda Fry (absent); Debbie Funke (excused); George Goodrich (present); Kathy Goodrich (present); Steven A Hundley (absent); Doug Johnson (present); Lowell Johnson (excused); Teresa Kendall (present); Dan Krebill (excused); Brent Long (excused); Freeman McCall (present); Jody McDevitt (present); Sherwood McKay (absent); Marcia Muir (excused); David Murchie (present); Sally Ralston (absent); Neva Rathbun (present); Mary Grace Reynolds (present); Harlan (Lanny) Rounds (present); Jamie Schmeling (present); Deborah Schmidt (absent); Susan Thomas (excused); David Thompson (present); Daniel Triller (present); Kim Woeste (absent).

### **Commissioned Ruling Elder Members also listed with RE's above:**

CRE Veva Larson (present); CRE Margee Smith (excused); CRE Chuck Wright (present).

### **2022 RE Moderators and Leadership Cabinet Voting Members also listed with their churches above:**

RE Melissa Bell, Presbytery Vice Moderator, (present); RE Russ Kline, LC Moderator, (present)  
RE Julie Boksich (present), RE Suzanne Bratsky (present); RE Ric Tieman, Treasurer & LC (present).

**Corresponding members seated:** Rob Hagan **Staff with Voice:** RE Caroline Fleming (Stated Clerk)

**Quorum/Balance check:** Voting 16 RE's, Voting 18 MWS. A quorum was declared present.

**22-0109. Protocol:** (Attachment A) The Stated Clerk reviewed protocol for the meeting:

1. *Please keep your microphone muted and stay in the muted position until called upon or recognized to speak. This helps eliminate feedback, minimize background noise, and helps us to move through our time together more easily.*
2. *Please rename your Zoom participant identification to include "RE" or "MWS" if applicable, your first and last name, the entity you represent, your position (i.e., member, commissioner, guest) and town. For example: RE Caroline Fleming, YP Stated Clerk, Miles City. (In ZOOM, click on the 3 dots on your picture screen and you can rename yourself and include the information above.)*
3. *When you have the floor, please say your name and the entity you represent each time you speak.*
4. *When voting, if not using a voice vote of "Yes" or "No," please use the "raise hand" feature found toward the bottom of the screen if participating via Zoom and raise your hand if attending in person. We will count these votes then ask phone-only participants to unmute their phones and vote verbally.*

**22-0110. Dwelling in the Word:** Vice Moderator Melissa Bell led attendees in Dwelling in the Word based on Hebrews 11:1-2 and 11:8-12. Time was allotted for personal reflection and small

group discussion which brought evoked the following ideas:

- Confidence and assurance lead to security
- While it is easy to be confident at first, when what one feels was God's plan doesn't come to fruition, it's harder to hold on to confidence.
- Faith's surprise comes when you look back at what felt like a never-ending night, realize it was only a moment of your life, and God's blessings have come after and in spite of wavering confidence

SHORT BREAK to get to the first workshops.

### 22-0111. Workshops

People chose to attend one of two workshop offerings:

- **“Preaching Sure and Certain Hope”** presented by *Rev. George Goodrich*
- **“Caring Faithfully for the Earth”** presented by members of St. Andrew Presbyterian Church, an Earth Care Congregation

Materials from both workshops are available on the presbytery website:

[www.yellowstonepcusa.org](http://www.yellowstonepcusa.org)

BREAK 15 minutes.

### 22-0112. Stated Clerk report: (Attachment A)

**The Stated Clerk moves the following omnibus motion:**

1. That the agenda for this meeting posted on [yellowstonepcusa.org](http://yellowstonepcusa.org) be approved.
2. That the roll for this meeting be established in two ways:
  - a. By email to [caroline@yellowstonepcusa.org](mailto:caroline@yellowstonepcusa.org) if you are attending via Zoom or
  - b. By registration form provided at the meeting if you are attending in person.
3. That all requests for excused absences received by the Stated Clerk be approved.
4. That any Corresponding members present at the meeting be seated.
5. That the Presbytery grant the Moderator the authority to give privilege of the floor to persons, other than Members or Commissioners, for the purpose of reporting to this meeting.
6. That the Moderator and the Stated Clerk be empowered to suggest and adjust the agenda during the meeting, as may be necessary, to provide for efficiency in reporting.
7. That the draft minutes of the Presbytery meeting of May 6-7, 2022 be approved as published on the presbytery website.
8. That the draft minutes of the Special Presbytery meeting of July 27, 2022 be approved as published on the presbytery website.
9. That the minutes of this meeting shall report that there has been no call for a meeting of the Presbytery's PJC this year to date and that the following former members are still eligible to serve if needed; RE Gary Slagel, RE Sharla Helland, MWS Dan Krebill, RE Llyod Mandeville, HR Sally Ralston.

**Action:** The omnibus motion was seconded, and it passed.

The Stated Clerk reviewed her activities between May and November. Of particular note:

- 13 of our 14 honorably retired ministers have submitted the requested annual report and 3 of our 8 ministers-at-large have submitted the requested annual report.

- The 2021 presbytery minutes were approved by the Synod Assembly with 2 exceptions.
- Presbytery's property and liability insurance are adequate, but we are unable to obtain property insurance for the Westminster Spires Camp, and St. Timothy's Chapel is underinsured due to wildfire district classifications.

#### **22-0113. Co-Executive Presbyters' Report: (Attachments B, C, D, & E)**

- Both George and Kathy offered thanks for their sabbatical leave, that was for them time to rest, reflect and attend to family matters. Their respective reports are attachments C & D. George is leading laity training in pastoral care with Bob Hunter, author of the book Helping When it Hurts. Twenty-six people are participating.
- The Montana Association of Churches (MAC) is disbanding. A worship service will be held January 16 in Helena to remember and give thanks for the many years of MAC ministry in Montana.
- George has submitted a Letter of Retirement to Leadership Cabinet. He wishes his retirement to become effective March 31 at 11: 59 p.m. (Attachment E)
- Kathy asked for input from people as she reflects upon how she and George can best support our congregations and pastors.

#### **22-0114. Leadership Cabinet report: (Attachment F)**

1. Rev. Chuck Carlson of the personnel sub-committee spoke to the discussions with Goodrichs that led to the decision to take a sabbatical and George's decision to retire in 2023. The subcommittee continues to work with them, planning for George's retirement and for Kathy moving into the sole position of General Presbyter. The group is also working to update the presbytery's personnel policy.
2. Leadership gave a first reading to a proposed change to the Presbytery's Standing Rule S5.02 which currently requires the Leadership Cabinet Moderator to serve a three-year term. If adopted at the next stated meeting of presbytery, the Standing Rule will read as follows: **Standing Rule S5.02:** The leadership cabinet moderator shall be elected annually by the presbytery for a one (1) year term renewable for as long as the person serves on the leadership cabinet, but no longer than six (6) years consecutively.
3. **Action:** Leadership Cabinet made the following recommendation:  
To set aside Standing Rule S5.01 for one year to allow Jody McDevitt a seventh year on REP/NOM so she can moderate this committee. The motion passed unanimously.
4. **Action:** Leadership Cabinet made the following recommendation:  
Recommend presbytery adopt the proposed budget of \$203,865.00 for 2023 and set the 2023 per capita at \$58.00." (see Treasurer's Report **Attachment K**) The motion passed unanimously.
5. **Leadership Cabinet set the following dates** for 2023 meetings of Yellowstone Presbytery: **March 3-4, June 16-17, and November 3-4.** Locations will be determined at a later date.

**22-0115. Presbyterian Foundation:** Rob Hagan shared the difference between Ethical and legal wills. There is a webinar on this topic November 8 at 12 noon eastern time. He is willing to talk with

individuals concerning as they consider the distribution of their personal wealth.

**22-0116. Representation & Nomination Team report:** Jody McDevitt gave the first reading of those nominated to offices and teams for 2023 with thanks to all who have agreed to serve: **(Attachment G)**

**Moderator of Presbytery:** RE Melissa Bell  
**Vice-Moderator of Presbytery:** MWS Mary Grace Reynolds

#### **LEADERSHIP CABINET**

**2023 Moderator** RE Russ Kline (Billings 1<sup>st</sup>)  
**Class of 2023** MWS Mary Grace Reynolds  
 MWS Jamie Schmeling

*Note: The Leadership Cabinet is designed to include 7-9 members. These 2 nominations will make a total of 8 persons on the LC. Dave Thompson, currently serving in the class of 2023, will take on the role of financial interpreter for the LC, while Ric Tieman will continue serving as Presbytery Treasurer.*

#### **PASTORAL MINISTRY TEAM**

**2023 Co-Moderators** RE Chuck Wright and MWS Teresa Kendall  
**Class of 2023** MWS Teresa Kendall  
**Class of 2025** RE Gail Beckham (Colstrip)  
 RE James Tarr (Billings, St. Andrew)  
 MWS Neva Rathbun RE Chuck  
 Wright (Butte)

*Note: The pattern of having co-moderators has been successful in the past. We are grateful for this pair of willing servant-leaders.*

#### **CAMPING AND YOUTH MINISTRY TEAM**

**2023 Moderator** MWS Daniel Triller  
**Class of 2025** MWS Brent Long  
 RE Nancy Pehl (Terry)  
 RE Jeff Harada (Wolf Point)

#### **PERMANENT JUDICIAL COMMISSION (6-year terms)**

**Class of 2028** MWS Mary Davis  
 MWS James Bell

#### **SYNOD OF THE ROCKY MOUNTAINS (2-year term)**

**Class of 2024** MWS Teresa Kendall

The Representation Report is based on the slate. **(Attachment H)** The large number of retired people who are serving was noted with encouragement for congregations to lift up some younger people with gifts they might be willing to share with the presbytery.

#### **22-0117. Pastoral Ministry Team (PMT) report - Part 1**

Rev. Neva Rathbun introduced Rev. Jamie D. Schmeling who is seeking to move her ordination as

a Minister of Word and Sacrament from the Reformed Church in America (RCA), in which she has been ordained for 17 years, to the Presbyterian Church (U.S.A.). She has completed the tasks the PMT has asked her to do, including a Statement of Faith. Jaimie came forward to be examined by the presbytery. She spoke about growing up in Miles City, her faith journey, and how she came to be ordained in the RCA. After returning to Miles City, she received a call from Community Presbyterian Church in Terry MT where she has been serving for five years. Areas of questions to Jamie included what she sees as the biggest challenges and biggest opportunities today's churches face, what she means when she speaks of the Bible as a love story, how she speaks the love of God to people in the LGBTQ community, and what she wishes pastors shared more with one another.

**Action:** A motion was made to arrest the examination. The motion was seconded and passed unanimously.

**Action:** Because Jamie is coming to us from another Reformed Church (RCA) and has been ordained for more than five years, PMT recommends that Jamie be granted an exception for the Bible Content, Theology, Worship & Sacraments, and Biblical Exegesis exams. He motion passed unanimously

**Action:** The Pastoral Ministry Team recommends receiving Jamie Schmeling into membership in Yellowstone Presbytery and as a Teaching Elder in the PC(USA). The motion passed unanimously.

Jamie returned to the floor and was warmly welcomed by presbyters. Neva led the group in prayer for Jamie and her ministry.  
Presbytery recessed for dinner.

#### 22.118. Evening Worship:

Presbytery reconvened for worship at 7:00 p.m. Rev. Jamie Schmeling preached a message of hope entitled "Faith." Stated Clerk Caroline Fleming celebrated churches who have contributed for 20 or more years to Presbyterian special offerings. Churches awarded certificates for their continual generosity were Deer Lodge, Dillon, Hysham, and Terry. Worshippers celebrated Holy Communion together and accepted an offering for the Montana Food Bank.

#### Saturday, November 5, 2022

22.119. Reconvene and Opening Prayer: Moderator Dave Thompson welcomed everyone back at 8:30 a.m. on Saturday, November 5 and led presbyters in opening prayer.

22.120. Dwelling in the Word: Karolee Larson, candidate for ministry, led presbyters in Dwelling in the Word based on Revelation 22:1-7. Participants had opportunity to hear the song "Fierce Hope" on the album, ***Souls & Streets Where Hope Moves*** and discuss the Bible passage.

#### 22-0121. Workshops

People chose to attend one of two workshop offerings:

- "Preaching Sure and Certain Hope" presented by **Rev. George Goodrich**
- "Reaching Youth and Families" presented by Rev. Daniel Triller of Dillon

Materials from both workshops are available on the presbytery website:

[www.yellowstonepcusa.org](http://www.yellowstonepcusa.org)

BREAK 15 minutes.

22-0121. Representation and Nomination Team Report Part 2: (Attachments G & H) Moderator Jody McDevitt read the names of nominees for the second time.

Action: A motion was made to close nominations and elect the proposed slate of officers and team members. The motion was seconded, and it passed unanimously.

Action: A motion was made to accept the representation report. The motion was seconded and passed unanimously.

22-0122. Pastoral Ministry Team (PMT) report - Part 2 (Attachment I)

1. Chuck Carlson, Interim Pastor at Butte, has accepted a call to the position of Interim Executive Presbyter for Glacier Presbytery beginning January 1, 2023. Yellowstone is sorry to say goodbye to Chuck who has been a valuable asset not only to the Butte church but to Yellowstone Presbytery, too.

Action: PMT recommends the presbytery dissolve the Interim pastoral relationship between Rev. Chuck Carlson and First Presbyterian Church, Butte effective December 31, 2022, and dismiss him to Glacier Presbytery November 9, so that he can be legally qualified to participate in some training/transition tasks for his new call as Interim Executive Presbyter of Glacier Presbytery, beginning January 1, 2022, if the way be clear. The motion passed unanimously.

Action: PMT moved the presbytery grant Rev. Chuck Carlson permission to labor in Yellowstone Presbytery, November 9 through December 31, 2022, continuing as Interim Pastor at First Presbyterian Church, Butte and continuing to meet with Yellowstone's Leadership Cabinet and its Personnel subgroup if the way be clear. George Goodrich led presbyters in prayer for Chuck and his new ministry.

2. Action: PMT moved to grant Debbie Funke and David Bierschwale the status of Honorably Retired. The motion passed unanimously.
3. Presbyters reviewed the proposed 2023 minimum salary guidelines for pastors noting there is an option for churches to petition for grace based on their situations and salaries of other professionals in their area. Congregations are encouraged to use the questions listed for congregations as they consider salary, understanding that inflation is very real as are limited resources in some churches.

Action: The PMT recommends the approval of the Minimum Salary Guidelines for 2023. The motion passed unanimously.

22-0123. Camping and Youth Ministries report (Attachment J)

1. Long-time Camp Director Curt Kochner is stepping down after 12 years of dedicated service to the camp and campers. He will be missed.

2. When flooding cancelled camps at Westminster Spires, dedicated staff and volunteers located a place where they offered a one-week, all-ages camping experience attended by 40 students.
3. Camping dates for next year are June 19-23 at Hylite youth Camp near Bozeman. Plans are also being made to offer an overnight backpacking trip to high school students June 23-24.
4. The team is considering offering a ski trip in January or February.
5. People are asked to encourage children to attend camp and to suggest names to the Camping and Youth Ministry Team of those who might serve as leaders and counselors.

22-0124. Leadership Cabinet - Part 2 (Attachment K): Ric Tieman reported on finances, noting that our reserve is dwindling. All 2022 pledges must arrive at the presbytery office before January 4, 2023 to be included in this year's accounting. The per capita for 2023 is \$58.00, as approved by presbyters in yesterday's meeting.

Action: A motion was made to approve the itemized administrative and program budgets for 2023 as printed. The motion was seconded, and it passed unanimously.

George Goodrich reminded people of the annual appeal to raise \$35,000 for our Executive's salary and encouraged churches and individuals to contribute.

22-0125. General Assembly reports (Attachment L): General Assembly Commissioners Jim Tarr and Teresa Kendall reported on the 225<sup>th</sup> General Assembly.

22-0126. Synod Commissioner's Report (Attachment M): Synod Commissioner Teresa Kendall reported on the Synod Assembly, noting per capita for Synod remains the same at \$3.00 per member.

22-0127. Presbyterian Women: Suzanne Bratsky reported the 2024 PW Gathering will be held in St. Louis MO on August 8-11. The Bible study "Celebrating Sabbath, Accepting God's Gift of Rest and Delight" is available through the PW magazine Horizons.

22-0128. Announcements and Closing:

The next meeting of Yellowstone Presbytery will be March 3 & 4, 2023. The location is yet to be decided.

**Action:** A motion was made to adjourn. The motion was seconded, and it passed. Moderator Dave Thompson closed the meeting with prayer at 12:15 p.m.

Respectfully submitted,

Caroline Fleming, Stated Clerk



**ATTACHMENT A****Stated Clerk Report for the Presbytery Meeting  
November 4-5, 2022****Protocol Review**

The Clerk anticipates that a number of people will attend this meeting via Zoom while some will attend in person at the Miles City church. While on the Zoom meeting, please adhere to the following protocol:

1. *Please keep your microphone muted and stay in the muted position until called upon or recognized to speak. This helps eliminate feedback, minimize background noise, and helps us to move through our time together more easily.*
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**Omnibus motion.****The Stated Clerk moves the following:**

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9. That the minutes of this meeting shall report that there has been no call for a meeting of the Presbytery's PJC this year to date and that the following former members are still eligible to serve if needed; RE Gary Slagel, RE Sharla Helland, MWS Dan Krebill, RE Llyod Mandeville, HR Sally Ralston.

**End of Motion.** The above motion will be made at the opening of the November 4-5, 2022 meeting and will be posted on the presbytery website for review before the meeting begins.

### **Stated Clerk Activity**

1. I have begun to update the presbytery's Administrative Manual of Operations. It is a daunting task as many items that were saved electronically were lost when Ron Hanson's computer crashed. I am storing everything on an external hard drive to try to assure this does not happen again.
2. I have kept up with and answered emails almost daily.
3. I sent information on available boundary training opportunities to the 10 ministers in the presbytery who were unable to attend the 2021 boundary training event, asking them to attend one of three possibilities and notify me and/or Kimmy Briggs of their completion of the course.
4. I composed and sent letters to all Ministers-At-large, retired Ministers and Ministers serving in a Validated Ministry asking they submit an annual report of their ministry activities by October 31, 2022 to either me or Kimmy Briggs. As of October 31, we have received 2 reports from our 8 Ministers-At-Large thus far, including a request to re-validate one ministry. (George and Kathy are not included in this count as they are staff, report regularly, and do not need to send an annual report.) From our 14 Honorably Retired Ministers we have received 12 reports to date. The original due date was intentionally set early since this is a new request made by the Pastoral Ministry Team. The team would appreciate all remaining reports be sent before the end of the year. They are intended to be a valuable way to maintain contact with those we might not be in touch with as often as we would like.
5. I received notice from the Synod that the 2021 minutes of Yellowstone Presbytery were approved by the Synod Assembly on September 19 with 2 exceptions. (Attachment A)
6. I composed a letter and forwarded information about Intermountain's Caring Friends program and their fundraising opportunity to receive \$500 for each new person or entity that signs up as a Caring Friend through November 2022.
7. I received information from Treasurer Ric Tieman that the property and liability insurance the presbytery holds with Brotherhood Mutual has been reviewed and is adequate, but we are unable to obtain property insurance on the Westminster Spires camp, and St Timothy's Chapel is underinsured due to the limited carriers that will provide coverage in Wildfire Classified districts.
8. I met twice with my Stated Clerk mentor, Susan DeGeorge of Hudson River Presbytery.
9. I continued to update the 2022 Presbytery Directory with information I when I received it and sent the 2022 Directory to the presbytery's email list prior to the November 4-5 presbytery meeting.
10. I have attended all meetings of the Leadership Cabinet and Pastoral Ministry Team and have recorded minutes as required.
11. I signed two revised buy-sell agreements concerning the sale of the McAllister church property and continue to follow up with the attorney concerning progress on the sale and receipt of funds. This has been a far longer process than we originally expected due to court

requirements.

12. I attended the following webinars:

- BOP webinar "Serve Better - Sustainable Practices"
- Fresh Expressions webinar "Why We Need a New Kind of (Rural) Church"

Caroline Fleming

Stated Clerk, Yellowstone Presbytery

ATTACHMENT 1



## Synod of the Rocky Mountains

1716 N. Main St. - Ste. A - Box 107  
Longmont, CO 80501

Lynn Smit - Stated Clerk  
[clerk@synodrm.org](mailto:clerk@synodrm.org)

September 20, 2022

The 2021 Minutes of the Presbytery of Yellowstone were approved by the Assembly of the Synod of the Rocky Mountains on September 19, 2022 with the following exceptions.

- 1) No Record of the report of all statistical and financial information reported to the Office of the General Assembly.
- 2) No record of the review of adequacy of property and liability insurance to be done annually.

Lynn Smit, Stated Clerk, Synod of the Rocky Mountains

## **ATTACHMENT B**

**Co-General Presbyters Report to Yellowstone Presbytery**  
**Kathy and George Goodrich**

**November 2022**  
 this complements and updates our Sabbatical Reports

**And The Lord God said, “Go assemble the elders of Israel and say to them, the Lord... appeared to me and said, ‘I have watched over you and seen what has been done to you in Egypt. And I have promised to bring you up from your misery in Egypt into... a land flowing with milk and honey.’” Exodus 3:16-17 and “I will be with you...” Ex. 3:12a; MT28:20**

**Transitions are disorienting, God knows.** And throughout Biblical history, when God wanted to help God’s people grow and join in God’s mission, He challenged them in new ways, i.e. the wilderness, exile, new church in Acts... until they could no longer stay as/where they were. Yet through all the disorientation in the culture, churches, in the world, and in history, God’s great promises are unchanging:

- I see you Ex. 3:1
- “I am the God who brought you out of the Land of Egypt... ”,
- God has “a future and a hope ” for God’s people, (Ex. 3:17, Jer. 29:11)
- “I will be with you...” (Ex. 3:12a; Isa. 43:1-5; MT. 28:20).

**These are days of destabilization and disorientation.** From the war in Russia and Ukraine to the intensity around ideological differences here at home; from inflation and economic insecurities to climate change; and from old, comfortable ways of doing and being church to seeking God for the new ways of faithfulness and fruitfulness. Times of-disorientation can create a letting go, new opportunities, and spiritual hunger which God wants to satisfy, usually in *new* ways, which address the spiritual dynamics and possibilities emerging in the changing conditions. **The great challenge** is to stay rooted, abiding and hoping in Christ, the true vine, connected with the disciple community seeking to embody Christ, discerning what is timeless, what is still valuable or pertinent during transition, while letting go, discovering and embracing the new invitations and life God is bringing. Transitions are never easy or comfortable, God knows. We can be very grateful that our trustworthy God does know and is with us on this journey today as much as with God’s people in the past. God is our hope.

OT scholar/prophet/professor, **Walter Brueggemann** has written (*Praying the Psalms*) that individuals and communities experience themselves in and move between one of 3 general “states” and how many of the Psalms function to speak to and/or reflect these 3 states:

**Orientation** - things are generally familiar, comfortable, predictable, stable, secure, and “make sense”

**Disorientation:** Richard Rohr’s describes this transitional season of pain or change, waiting and uncertainty, as *liminal space*: “where we are betwixt and between the familiar and the completely unknown. Our old world is

left behind, while we are not yet sure of the new existence.”

We can have *hope* because such transition times of wilderness, exile, are “where all transformation takes place, if we learn to wait and let it form us.” Richard Rohr. (Heb. 11, Jer. 29)

**Re-Orientation** - emerging transformed and wiser, re-storying how we understand, tell and live our lives, stories and identity, usually more settled, trusting and hopeful.

In this season of disorientation, social scientists are confirming how many today feel like the Jewish exiles in Jeremiah, whom God instructed to "Work to see that the city where I sent you as exiles enjoys peace and prosperity." Jeremiah 29:7. “Working for the peace and prosperity of the city is an idea that's easy to endorse. Who doesn't wish for the flourishing of their hometown? But working for the good of a place where one feels like an outsider, or even perceived as second-class or a threat? That’s a tougher sell.

It is also increasingly the very place many of our neighbors claim to find themselves. Various studies

have shown that a substantial portion of Americans believe their political opponents wish them harm and pose a threat to the country. Last month, Pew Research Center [released poll results](#) indicating more than 70% of Americans believe that “on the issues that matter to them, their side in politics has been losing more often than winning.” Across the country and across the ideological spectrum, Americans are reporting feeling like strangers in their own land — and not surprisingly, also report a greater sense of loneliness, fear, and embattlement.

But instead of adding or acclimating to the sense of anxiety and hostility that characterizes so much of our public square, what would it look like to instead work for the flourishing of the cities [communities...] where we feel exiled? ” *Charie Harder, President of the Trinity Forum, email Nov. 2022 as they are offering online conversation exploring these most important matters. @ www.ttf.org*

Where might be God’s invitations and opportunities to us now as individuals and congregations?

### **Yellowstone Presbytery Navigating Transitions:**

In light of continuing changes and transitions, we have focused the majority of our time on the “*Equip and encourage disciple-making congregations and leaders for living the Gospel...*” section of YP’s Vision statement

**Churches in pastoral transitions:** For all of our ministry with you in the presbytery a least one church (usually more) has been in pastoral transition, and some are now. Some of these churches can sustain full or part-time pastors/commissioned lay pastors. Others, for a wide range of reasons, made more challenging by a worsening pastor shortage, cannot.

Therefore, what may the Spirit be saying? What may the Spirit be inviting us as disciples to?

### **Our focus therefore has been primarily four-fold,**

A. **Working with church leaders and PMT** to particular assist the churches in pastoral transition of some sort to read the signs of the times and their community, to discern gifts and God’s call and to mission, discern and experiment with how to adapt and the pastoral gifts and leadership to do so.

Pastoral Interims/Stated Supply pastors and Searches continue in Butte, Manhattan (Debbie Funke retired Oct. 31 after 30 years), First Bozeman, Miles City. Please join us in praying for these churches. Also remember Hysham, Forsyth and Colstrip, as they the first 2 are sharing Rev. Murchie, serving part-time in Colstrip.

B. **Gathering, supporting and equipping the leaders and members** in smaller churches to assume God’s ministry through their gifts and talents as the Spirit intends for the body of Christ.

While pastoral transitions will continue and it is the lay leaders who remain. Believing that lay leaders are gifted by the Holy Spirit and can bring just as much of the Holy Spirit into a ministry context as a pastor, we have been and are diligently offering training and mutual learning and encouragement.

- 1) In 2020 - 2022, George led a **preaching clinic for lay leaders and CRE's**. Now some of the participants are actively preaching in various pulpits and contexts across the presbytery... Ask George for names of these lay preachers.
- 2) Now George and Bob Hunter, PCUSA pastor & trained counselor (raised in Montana, currently in Indianapolis) have begun an initial four-month, **monthly training to equip lay leaders to minister in crisis and caring situations in the Holy Spirit**. The hope is that no church will be left without a trained pastoral care leader(s). And where there is a pastor in place, a lay caring team can further develop their gifts and calling and strengthen the pastoral care ministry. At this point 27 elders and pastors are enrolled across the presbytery representing 11 churches! If you still want to hop in on the first Tuesday of the month on zoom, please contact George.
- 3) The possibility certainly exists that if the interest is there to extend this training after January in another form, possibly a presbytery-wide Stephen Ministry training program dreamed about.

C. **Equipping, encouragement and support for pastors/lay pastors.** This remains a top priority 1 -1 and in all our interactions, priorities and prayers.

A significant insight from research amidst the great clergy burnout and resignations, was distilled by Rev. Dr. Tod Bolsinger in his online article:

“But the big difference is that those who faced those challenges *without considering stepping down* were not more resolved or committed than those who did, but they did have two other factors that worked in their favor:

1. **They felt more equipped to face the challenges and**
2. **The felt more supported as they did.**

As Barna reported, “Overall, most pastors are confronting the same pressures and stressors—but perhaps not the same levels of equipping and support. As Rev. Dr. Glenn Packiam writes in Barna's [The State of Your Church](#), ”We need sages to advise us, leaders to direct us or hold us accountable, peers to remind us that we aren't alone, healers to dress our wounds and companions who carry us when we can't carry on. ”

D. **The Pastor/Lay pastor/Preacher lectionary study community continues on Thursday afternoons** from 2:00 PM to 3:20 PM. zoom. Our great thanks to Jamie Schmeling for coordinating this ministry for the months George was on sabbatical. Newcomers welcome.

E. For all leaders and churches as well as pastors:

**Equipping, empowering, supporting, exploring & experimenting with Shalom/God's flourishing in today's context and culture**, not what may have “worked” in the past, doing ministry for a world and culture which no longer exists. We continue to read, share, dialogue, explore with various groups and leaders that we can learn from, equip and support one another.

- a. With the enormous challenges today, people are hungry for hope, for relationships and belonging, for groups who model a better, more life-giving way of life and community. **We are intended to be a Christ-like contrast community, not merely “an echo of the culture”** around us, as Carey Nieuwhof expresses it.
- b. **Living love and Shalom: Escaping Enemy Mode: How Our Brains Unite or Divide us**  
Intriguing, important insights for anyone, especially God's people called to love our enemies, from a

neuropsychologist, Wilder, and retired Brigadier General, Woolridge, in their hot of the press book,.

- c. *What may be God's Invitations and Opportunities here?* It is a priority for our Leadership Cabinet, Pastoral Ministry Team and pastoral leaders to pray, dialogue, and explore this, soon. How can we cultivate what Walter Brueggeman refers to as "shalomic imagination"?

F. **Camping and Youth Ministry Team** - Change was thrust upon Westminster Spires, June 13. All ready after a year's preparations by Curt especially, and Daniel and the Ministry Team, along with Kimmy, George, Mary Grace, Kara, and others and just 3 weeks away from starting, camp was rendered inaccessible for our camping season after the destructive historic flooding along Rock Creek damaged the bridge. It was sad and disappointing. Read their report about how God lead, they adapted and a different camp experience became possible. **June 17-23, 2023 save and share:**. See the report. And

We are deeply grateful for all of the committed people who have led, planned, served, fixed, led, prayed, cooked, prayed... over many seasons, especially **Curt Kochner whose amazing leadership, friendship and mentorship, vision, heart and spirit have been key in guiding the wonderful last 12 years of Westminster Spires ministry and mission, partnering with families and churches and presbytery staff. He has shared he will step back from this primary leadership role. We love and thank God for you and Susan, Curt.**

Thank you to the **Rep/Nom Ministry Team for their diligent, prayerful work** seeking to discern the gifts needed for leadership in various ministries and roles. George staffs this.

- A. We also want to hold up the work of the St Andrew, Billings Church answering **the call to steward and love the planet in this time of climate crisis**. Thank you for discerning the urgent call and holding up resources for all of us. Hopefully, your work will generate interest and cooperation in and with others in the presbytery.
- B. **Transitions in our Synod and beyond** include:

Adjacent **Glacier Presbytery is also in a transition season** as Rev. Chuck Carlson becomes the Interim Executive Presbyter upon the departure of the Rev. Beth McCaw the end of December. Let's support them with our prayers.

- C. **Our Synod of the Rocky Mountains**. Elder Lynn Smit, who has served so faithfully as the Stated Clerk is retiring in December. The new Synod Stated Clerk as of January 1, 2023, is Elder Candice Sweet, also Stated Clerk for Utah Presbytery.
- D. The **Board of the Montana Association of Christians** decided for many reasons at its final meeting in October that it's season was over. January 16 there will be a service at Plymouth congregational Church in Helena for anyone who wants to attend to remember and celebrate the ministry of MAC.

**BUT- the Church of Christ is always in transition.** Some have said that God's church is always one generation way from extinction. And so we encourage all of us to read the signs in the culture and the hunger those cultural shifts are creating in the larger community for relationships and connecting meaningfully, authentically with God and others... Dreaming prayerfully... Envisioning, Structuring ministry to meet the new ways of thinking, living, serving,. following Christ together out of Egypt into the wilderness and eventually, the Promised Land and into eternity with our God forever.

**Personal** - George's mother, 94 and longtime PCUSA elder, gifted leader and beloved Nana, died Aug. 16 after yet another stroke, joining the church triumphant, her prayer for years. Her Oct. 1 memorial service had to be cancelled due to the impact of the hurricane, complicating grieving, closure and needed family time. Then, starting in April we have needed to attend to the very complex affairs of Kathy's 91 year old mother, living with us since the end of May, including declining health and capacities, a challenge and gift some of you have lived as well. Prayers, wisdom and

understanding appreciated!

PS - We each wrote ***Sabbatical Reports/Reflections which*** are intended to compliment and augment this report and are posted with the documents for this meeting.

Thank you again for a restorative time of sabbatical. We are deeply grateful for and love you and look forward to what the Spirit has in store. Shalom!

## ATTACHMENT C

**October 10, 2022**

**To: The Personnel Committee and the Presbytery Leadership Cabinet From: George Goodrich  
Re: Sabbatical Report, June, 2022 - September, 2022; and Report for LC October Meeting**

**My sincere and grateful thanks for the gift of our sabbatical from May through September, 2022, allowing for the two weeks we served in July. *And my great gratitude to all who, in continuing to serve while we were gone, made it possible!***

You sent me on sabbatical to rest and recover my health; to seek spiritual refreshment; and to wrestle with my sense of call as Co-General Presbyter into the future... By these conditions, the sabbatical was very helpful.

**Rest and Physical Recovery:** I worked with my doctors to explore nutritional resources for strengthening my body. And I gave myself permission to nap when I felt like it. I tried to get some good physical exercise every day. And, although Covid caught up with us in August for the second time, I have recovered well and am generally gaining strength and running again.

**Spiritual Refreshment:** I daily pursued the spiritual disciplines of personal study and prayer; I participated in a couple on-line retreats offered by the team of people with whom I studied for spiritual direction, 2013-2015; We attended a variety of Church Worship Services in person and online. And although we had hoped to get away for a spiritual retreat of some duration, Kathy's Mom moving in with us in May, and several crises in her life and flooded home made such a retreat difficult to make, although we did get four days away by ourselves to celebrate our 45<sup>th</sup> anniversary. In addition, we were blessed by the rhythms of Sabbath, and intend to both practice and hold up the keeping of the weekly discipline for all of us.

**Major Contribution to Presbytery during sabbatical:** Organizing the Lay Pastoral Care Training events for the fall, 2022 and winter, 2023. Excited here! 27 lay and clergy leaders have signed up for this month training. In addition, I joined the team of Daniel Triller, May Grace Reynolds and Kimmy Stokesbury-Briggs to help lead our highly successful presbytery camp week at the Rotary Club Camp on Highlight Lake, as access to the Presbytery Camp at Westminster Spires was washed out by the flood of June 13.

**Clarity for my Sense of Call:** The sabbatical time away was helpful here... And I now believe that the time is coming for me to retire from my calling as Co-General Presbyter as of March



31, 2023. While I still love elements of the call, such as preaching, spiritual direction, the collegial relationships, and the people in the Yellowstone Churches, I will be 70 years old in February, 2023. So after 18 years and helping in over 40 pastoral transitions, countless session meetings and thousands of miles, I believe it is time for me to retirement. My hope would be to continue to offer my gifts to the presbytery and its churches, perhaps in pulpit supply and in equipping leaders, perhaps interim pastoring and in companioning/spiritual with interested pastors and church leaders. And as the leadership of the presbytery might request. In other words to serve as any other retired pastor might serve.

**Family and Personal Concerns:** First, my 94-year-old Mother passed on August 16. She was ready and I thought I was for her to die. But I find myself adjusting to grief and the new reality of our relationship. Second, our sabbatical was further encumbered by the on-going, in-home care of Kathy's aged mother, a serious challenge some of you have met in your own lives. Prayers and understanding appreciated!

**Since Sabbatical:** We have met with all the presbytery team leaders, some several times to receive their updates and guidance as we return to the call. We have met with Karolee Larson, FPC- Bozeman's Senior Intern and worshiped there as she preached. We launched the first of the enthusiastically received Lay Pastoral Care. Please ask me about this.

Again, my profound thanks for the sabbatical season!

George Goodrich

## **ATTACHMENT D**

### **Sabbatical Report and Reflections, Kathy Goodrich October 2022:**

Sabbath, Shalom, Surrender, Surprises

Responding to, discovering and sharing God's Invitations and Opportunities

**“More than Israel has kept Shabbat, Shabbat has kept Israel.”** *Quote in Jewish literature*

**Thank you** from the bottom of my/our hearts for this sabbatical opportunity and gift plus for all each of you gave and sacrificed as part of this presbytery body to make it possible. When it was clear in 2020-21 that the timing was not right, we realize this was not optimum either for some.

### **Sabbath**

**Sabbath and Sabbatical** are rhythms created and intended FOR how we humans are created to live, encompassing MANY more reasons and benefits than I had previously understood well or modeled as faithfully and consistently as I pray I can the rest of my life. My reflecting and re-establishing has been greatly enriched by *Embracing Rhythms of Work and Rest: From Sabbath to Sabbatical and Back Again*, as Ruth Haley Barton draws on a wide range of traditions & writing: a superb and essential for all disciples and Christian leaders in these times.

Therefore, I prioritized God's primary purposes of sabbatical, with some reflection, retooling and seeking to listen and discern God's voice and call. Not primarily study leave.

See our letter at the start of our Sabbatical; particularly Eugene Peterson's clear writings.

(2)*Taking A Sabbatical*, e-booklet with chapters written by several Presbyterian and other mainline pastors including Eugene Peterson, Lynne Baab, by Building Church Leaders 2015. Also, <https://oga.pcusa.org/section/mid-council-ministries/ministers/rationale-sabbatical-leave/> among

others.

Sabbath/sabbatical is for reclaiming BEING versus DOING and CONSUMING. I have relished discovering and living into these deeper realities, reasons and blessings of Sabbath as not only for rest but as ceasing, for freedom, for letting go & unplugging, for justice and *shalom* for all humans AND created beings and God's creation, for refocusing and re-centering in our Triune God, for delighting and savoring, for restoration and re-creation, for ongoing transformation and deepening trust in our loving, good and sovereign God.

I developed more discipline and intentionality about spiritual rhythms/practices, which *root* and *reorient* us, such as:

meditation, study, scripture, service (particularly with my 91 year old mother), sabbath, celebration - little ones and our 45<sup>th</sup> anniversary!, prayer, including spiritual warfare as weekly we experience and see testing or unleashing of discord, division, distrust, discouragement, evil and violence everywhere.

I am grateful for God's patient chastening, convicting, enlightening and re-shaping on this journey I pray is ongoing and more faithful the rest of my life.

**“ The fourth commandment is the most difficult and the most urgent of the commandments in our society...because it defies the most elemental requirements of a commodity-propelled society specializing in control and entertainment, bread and circuses...along with anxiety and violence *Walter Brueggeman's Sabbath as Resistance, xiv. This whole chapter is worth price of the book!***

*What may be God's Invitations and Opportunities?* For you, for a congregation, for our presbytery? I dreamed and prayed how God might desire ALL of us in our wider body of disciples to experience and experiment with being Sabbath people, from studying and discussing it to a sabbatical policy for our pastors. How might we create the time and space to ask, dream, listen and discern more about this together? It takes a community.

**Embracing more faith-full rhythms of Sabbath/sabbatical has involved Shalom, Surrender and Surprises.**

**Shalom** - flourishing, undivided, God's intended integrated wholeness...

**Personal rest and nurturing physical health/shalom & surrender:** I am grateful for this sabbatical season's fruit and am recovering, stronger and hopefully wiser!

I worked with spiritual resources and doctors to explore more sustainable rhythms and pace. YES, I can and did slow down and surrender. I pray and intend to live and lead a bit differently from this rhythm, so essential after the crisis pace, shocks and shifts we all experienced in the last 3 disruptive years (*At Your Best: How to Get Time, Energy & Priorities Working in Your Favor, Carey Nieuwhof*). Nutritional resources for my body's increased balances and health/shalom. Some sabbatical rhythms included listening better to and honoring my body's messages and needs for rest, slowed pace, naps, no alarms at times, regular exercise again (walking, swimming, hiking local and in Glacier). While our Covid 2.0 was not intense or long for either of us, caring 24/7 for my mother for many weeks with Covid 1.0, and lingering, has been draining. She's improving.

**Equipping, empowering, supporting, exploring & experimenting with Shalom/God's flourishing in today's context and culture.**

**For our leaders and pastors/lay pastors.** A significant insight from research amidst the great clergy burnout and resignations, was distilled by Rev. Dr. Tod Bolsinger in his online article:

“But the big difference is that those who faced those challenges *without considering stepping down* were not more resolved or committed than those who did, but they did have two other factors that worked in their favor:

1. They felt more **equipped** to face the challenges and
2. They felt more **supported** as they did.

As Barna reported, **“Overall, most pastors are confronting the same pressures and stressors—but perhaps not the same levels of equipping and support. As Rev. Dr. Glenn Packiam writes in Barna's *The State of Your Church*, “We need sages to advise us, leaders to direct us or hold us accountable, peers to remind us that we aren’t alone, healers to dress our wounds and companions who carry us when we can’t carry on.”**

*What may be God’s Invitations and Opportunities here?* It is a priority for our Leadership Cabinet, Pastoral Ministry Team and pastoral leaders to pray, dialogue, and explore this, soon. How can we cultivate what Walter Brueggeman refers to as “shalomic imagination”?

***Shalom, Healing, Hope for our churches and communities*** - Our context today has many similarities with those of Jeremiah’s time. God’s instructions and promises for his exiled people in Jer. 29 are equally important and pertinent for us. Jesus commissioned and gave his disciples the power and authority “as they went out” to make disciples, being specific about proclaiming the Good News of the kingdom/God’s realm, healing, and driving out evil (Luke 9:1,2; MT 10:1; 28:18-20).

There is an evident and crying need for healing - physical, relational, social, racial... - in our communities. The ministry of healing has been a hallmark of Christians and the church throughout history, from the Roman Empire when it was the Christians who took in abandoned infants, the sick and elderly dumped into the streets and cared for them, to the building of hospitals and clinics around the globe, deaconesses, parish nurses, healing services. *A Time to Heal: Offering Hope to a Wounded World in the Name of Jesus*, by J. R Briggs, is a practical, timely empowering and hope-giving book for congregations. *How might we as God’s people and congregations seek to embody, experiment, and participate in this work of the Spirit?*

What does it look like for God’s people to seek the shalom, NOT of ourselves or our tribe or church, but of the world God loves and made, of where God has sent us, to be *Agents of Flourishing: Pursuing Shalom in Every Corner of Society*, as Amy Sherman, PhD, portrays in her most recent book from a Reformed perspective?

Contrary to the relentless consumer, materialistic, individualistic, selfish... values abroad in our society/media. What can it be like as disciples and congregations live out this calling and work of restoring shalom in 6 major spheres, the good (ethics), the true (knowledge), the beautiful (creativity), the just and well ordered (political), the prosperous (economic), and the sustainable (natural environment)?

***What may be God’s Invitations and Opportunities here?***

**Funding for Christ’s mission of seeking shalom in this time of significant shifts and economic challenges.**

My reading has included the importance of innovation and entrepreneurial ways of using gifts and doing mission. Fascinating: *We Aren’t Broke: Uncovering HIDDEN RESOURCES for MISSION and MINISTRY*, by Mark Elsdon (PCUSA pastor), Forward by Craig Dykstra.

**Surprises -**

***Future Discernment*** - Desert Father, Abba Moses, said, “no virtue can come to full term or can endure without the *grace of discernment*”.

While sabbatical has been somewhat restful, empowering and transformative, God’s call and the ministry and creative invitations and opportunities before the church and Yellowstone, have intensified on my mind and heart and in my prayers for this calling. I wondered, waited, wrestled with God, and talked with George and Personnel subgroup, among others. The polity provisions and process in our Book of Order (G-2.0504a), are that the “Co”

continues on in the position. The Personnel subgroup and Leadership Cabinet have affirmed this call as well. While I have deeply appreciated teaming with George in ministry since our early days in seminary and ministry, I support his following God's leading, and I seek to as well and have always found our God who calls provides. And yes, we have discussed boundaries.

Therefore, I sense I am called to continue in this call, in prayerful partnership and community with you all in this time of transition as a bridge-builder and fellow pilgrim and pioneer as we cultivate deeper roots and practices as a community and as we discover, dialogue and adapt to God's present and future, including *with* younger generations. As we discussed with the Leadership Cabinet, and have been admonished by the Personnel subgroup, the present and future leadership is to be with a more sustainable pace and true half-time time commitment.

### **Family**

Another surprising part of the Sabbatical has been with both of our mothers. George's mother, 94 and longtime PCUSA elder, gifted leader and beloved Nana, died after yet another stroke, joining the church triumphant, her prayer for years. Such tender blessed final Facetime conversations with her and with family amidst many decisions. Her Oct. 1 memorial service had to be cancelled due to the impact of the hurricane, complicating grieving, closure and needed family time. We may be looking at the second half of June. Then, starting in April we have needed to attend to the very complex affairs of Kathy's 91 year old mother, living with us since the end of May, including declining health and capacities, a challenge and gift some of you have had in your own lives. Prayers, wisdom and understanding appreciated!

Again, thank you for this restorative time of sabbatical you and God knew we needed. We are deeply grateful for and love you and look forward to what the Spirit has in store. Shalom!

Kathy

### **ATTACHMENT E**

October 27, 2022

To: Yellowstone Presbytery

From: George Goodrich, Co-General Presbyter

#### **'To everything there is a season...' - Ecclesiastes 3:1**

With a very grateful heart to God and everyone of you in Yellowstone Presbytery, and sadly aware of the passing of seasons for me, I have asked that the Leadership Cabinet to recommend to the Presbytery the status of Honorably Retired be accorded me from the Call of Co-General Presbyter, effective March 31, 2023.

Thousands upon thousands of miles traveled across our beautiful state... hundreds of sermons preached and shared in worship with you on many a Sunday morning. hundreds of presbytery, cabinet, Pastoral Ministry and Camp team meetings, session and clusters, conversations in person and over the miles. in which we have prayed and wrestled together for the leading and heart of God. and most of all the precious friendships we have developed as you, too, have poured out your loving service to God, your church, and the presbytery. I am so very humbled and grateful to have served you and with you as your Co-General Presbyter! ***And am glad we still have five months to go!***

Why retiring? A) I turn 70 years old in February, 2023, and after 44 years of ordained ministry, my energies are diminishing. B) After 18 years in this call, while parts of the call still hold great appeal,

other parts are demanding more creativity and emotional energy than I can muster. C) It seems to be a time to give focus to family and grandchildren. D) I long to focus ministry in areas of my gifting: preaching and worship for pulpit supply here in Montana: spiritual direction and companionship with individuals; equipping lay church leaders to preach and minister and lead in zoom and retreat settings. E) Financial reasons. With the financial sacrifice Kathy and I have made to pursue this call, we now need the "raise" we will get by my beginning to receive pension.

I am happy to report that Kathy is sensing God's leading to continue in the call as General Presbyter, and according to provisions in the Book of Order (G-2.0504a), that is the process. Therefore, as our children and grandchildren live here, we plan to remain in Montana and the presbytery. As my passion for some elements of ministry remains, I would hope to offer my gifts in retirement to the presbytery as a volunteer where appropriate. We will be discussing this with the Leadership Cabinet and its Personnel subgroup.

There are not words or colors to describe my feelings of both grief and gratitude to each of you for the changing season. Through the challenges, opportunities, and "ordinary" days, the Spirit has used you to encourage and teach me spiritual and life lessons. We have shared meaningful friendships, which I hope to continue in some new form, yet to unfold.

I thank you and God profoundly for the call to serve you as Yellowstone Presbytery Co-General Presbyter all these years, and I look forward to supporting Kathy as she continues in the call. And, hey! We still have five months to go!

Love in Christ,  
George Goodrich

## **ATTACHMENT F**

### Leadership Cabinet Report Yellowstone Presbytery November 4-5, 2022 Hybrid Zoom and In Person, FPC Miles City

Leadership Cabinet met in May, June, July, September and October. We started every meeting with Dwelling in the Word, II Cor 5: 16-21 This is to remind us that to be able to do the work of God that we first have to be the people of God and to hopefully have our minds, dreaming and planning shaped and guided by the Spirit through the scriptures, and to listen to and learn from one another as we seek to discern God's leading. The vision statement directs us to gather together for God's glory and spiritual synergy. We have kept this in mind as we plan Presbytery meetings and work toward being disciple-making, disciple-sending leaders. A major vehicle since Jesus and his followers involves creating small groups in our churches, neighborhoods, and throughout our Presbytery. We desire to equip and encourage one another for living out our whole vision as Christ's disciples in the context in which we are sent.

#### **EQUIP & ENCOURAGE**

- Celebrated Deer Lodge Church 150 years of ministry - Melissa Bell attended and presented a certificate honoring their 150 years of ministry.
- Celebrated Bozeman Church 150 years of ministry - George and Kathy Goodrich represented LC.

- Reflected on feedback from May Presbytery mini-conference.
- Received and discussed Co-Presbyters report following their sabbatical in June, August, and September.

#### OTHER BUSINESS

- Received regular reports from personnel sub-group as they continue work to rewrite the personnel handbook.
- Received requests and granted funds for higher education ministry to Rocky Mountain College, MSU Billings, and MSU (Bozeman).
- Explored options of consolidating Presbytery QuickBooks records onto the computer at 1<sup>st</sup> Presbyterian Church of Bozeman. Information is separated and password protected but would simply be housed on the church's computer.

#### Action items for Presbytery meeting:

- 1<sup>st</sup> reading for Amending our Standing Rules S5.02:
  - The leadership cabinet moderator shall be elected annually by the presbytery for a one (1) year term renewable for as long as the person serves on the leadership cabinet, but no longer than six (6) years consecutively.
- Recommend to presbytery that we to set aside Standing Rule S5.01.
  - allow Jody McDevitt a seventh year on REP/NOM so she can moderate this committee.
- Recommend 2023 Budget & presbytery per capita for 2023
  - recommend presbytery adopt the proposed budget of \$203,865.00 for 2023 and set the 2023 per capita at \$58.00." - see Treasurer's Report
- Recommend the following dates to Yellowstone Presbytery for 2023 meetings of the presbytery with locations to be determined at a later date: **March 3-4, June 16-17, and November 3-4.**

Submitted by Russell Kline, LC Moderator

### ATTACHMENT G

#### REPRESENTATION/NOMINATING MINISTRY TEAM

##### Nominating Report to Presbytery, November 4-5, 2022

The Representation/Nominating Ministry Team met five times by Zoom this fall. Our work was made easier than many years due to three factors:

- most of those whose terms were expiring were eligible for renewal of their roles,
- the moderators of ministry teams affirmed the good contributions of these servants of Christ, and
- nearly everyone said yes to renewing their service.

This speaks well of the ministry of Yellowstone Presbytery, and the faithfulness of its people.

We place in nomination the following slate of candidates for open positions, beginning January 1, 2023.

**Moderator of Presbytery:** RE Melissa Bell  
**Vice-Moderator of Presbytery:** MWS Mary Grace Reynolds

**LEADERSHIP CABINET**

**2023 Moderator**  
**Class of 2025**

RE Russ Kline (Billings 1<sup>st</sup>)  
 MWS Mary Grace Reynolds  
 MWS Jamie Schmeling

*Note: The Leadership Cabinet is designed to include 7-9 members. These 2 nominations will make a total of 8 persons on the LC. Dave Thompson, currently serving in the class of 2023, will take on the role of financial interpreter for the LC, while Ric Tieman will continue serving as Presbytery Treasurer.*

**PASTORAL MINISTRY TEAM**

**2023 Co-Moderators**  
**Class of 2023**  
**Class of 2025**

RE Chuck Wright and MWS Teresa Kendall  
 MWS Teresa Kendall  
 RE Gail Beckham (Colstrip)  
 RE James Tarr (Billings, St. Andrew)  
 MWS Neva Rathbun RE Chuck  
 Wright (Butte)

*Note: The pattern of having co-moderators has been successful in the past. We are grateful for this pair of willing servant-leaders.*

**CAMPING AND YOUTH MINISTRY TEAM**

**2023 Moderator**  
**Class of 2025**

MWS Daniel Triller  
 MWS Brent Long  
 RE Nancy Pehl (Terry)  
 RE Jeff Harada (Wolf Point)

**PERMANENT JUDICIAL COMMISSION (6-year terms)**

**Class of 2028**

MWS Mary Davis  
 MWS James Bell

**SYNOD OF THE ROCKY MOUNTAINS (2-year term)**

**Class of 2024**

MWS Teresa Kendall

Respectfully submitted by the Rep/Nom Team,  
 Jody McDevitt (moderator), Terry Johnson, Teresa Kendall, and  
 Sandy Welch George Goodrich, staff

**ATTACHMENT H****REPRESENTATION/NOMINATING MINISTRY TEAM**

**Representation Report to Presbytery, November 4-5, 2022**

**Our analysis of those serving in elected positions in Yellowstone Presbytery follows.**

**Recommendations are highlighted in red.**

**There are 6 Moderator/Co-Moderator/Vice-Moderator roles currently filled. Of these, there are:**

3 men, 3 women

3 ruling elders, 3 ministers of Word and sacrament This balance of gender and

ecclesiastical status is ideal, so whomever the Leadership Cabinet nominates for moderator of the Rep/Nom Team will keep an acceptable balance in leadership roles.

**There are 42 elected positions filled at this time. Of these, there are:**

15 men, 27 women

24 ruling elders, 18 ministers of Word and sacrament

These balances tip towards women (as does the balance in most congregations) and toward ruling elders. The only ministry team which includes only one gender (women) is the Representation/Nominating Team. Several of the ministers of Word and sacrament in our small presbytery are serving on two ministry teams.

**We recommend that the Leadership Cabinet seek male representation on the Rep/Nom Team when there is a vacancy.**

**Geographical representation:**

8 are from the eastern region of Yellowstone Presbytery (8 churches)

18 are from the central region of Yellowstone Presbytery (7 churches)

16 are from the western region of Yellowstone Presbytery (7 churches)

The boundaries between these regions could be drawn differently, yielding a different count. The central region includes the largest congregations.

**We recommend seeking more representation from the eastern region.**

**Age representation:**

25 are 60+ years of age 11 are 40-59 years of age 6 are under 40 years of age

(Many of these ages are guesses!) This distribution is slightly less skewed towards those who are 60+ than the analysis of one year ago. We have younger minister members who are taking on more roles in the presbytery. The time demands of presbytery service are more easily met by ruling elders who are retired than those who are younger and working full-time.

**We recommend paying attention to this imbalance and encouraging young leadership, making accommodations in our time expectations as much as possible.**

**Race/ethnicity/culture**

To our knowledge, only one person serving Yellowstone Presbytery checks a "non-White" box. This is reflective of most of the membership of our congregations, but also a reminder that our congregations do not represent the growing diversity in the state of Montana.

**We recommend increased awareness and openness to the gifts of God's diverse people in our communities.**

Respectfully submitted by the Representation/Nominating Ministry Team,

Jody McDevitt (moderator), Terry Johnson, Teresa Kendall, Sandy Welch George Goodrich, staff



ATTACHMENT I

**Pastoral Ministry Team's Report  
November 2022**

**The purpose of the Pastoral Ministry Team is to come alongside of churches, sessions, pastors and CREs to provide encouragement, support, and training as we work together to share the Good News of Jesus Christ.**

**Information Items**

PMT approved the revised contract (Attachment A) between MWS Mary Davis and Church of the Big Hole for a period of three months.

PMT approved the contract (Attachment B) between MWS Chuck Carlson and the Butte Church.

PMT approved the contract (Attachment C) between CRE Chuck Wright and the Manhattan church for a period of three months.

PMT approved the contract (Attachment D) between CRE Veva Larson and the Anaconda church for a period of one year.

PMT approved the contract (Attachment E) between MWS Charley Blom and the Miles City Church.

PMT received and reviewed an annual report and request for re-validation for JP Carlson as he continues to serve as Campus Pastor at Montana State, which includes verification of his status as a Validated Minister with the Board of Pensions.

PMT reviewed and approved the Ministry Information Form (MIF) for the Manhattan church. Manhattan is now in the process of receiving and reviewing potential matches.

PMT reviewed and approved the Mission Study for the Miles City church, granting approval for the PNC to begin work on the MIF.

PMT is receiving and reviewing the annual reporting paperwork for validated ministries, members-at-large, and honorably retired clergy.

PMT provided training to its members related to serving as liaisons to the churches of Yellowstone Presbytery. If you are unsure about who your liaison is, please reach out to Kimmy Briggs, Moderator of PMT.

PMT continues to work on policies and procedures for Inquirers and Candidates coming under care of Yellowstone Presbytery during the ordination process.  
Items for Action

**Retirement of Debbie Funke and David Bierschwale**

The Pastoral Ministry Team recommends the status of Honorably Retired for Debbie Funke (effective November 1, 2022) and David Bierschwale (effective November 1, 2022)

Jamie Schmeling is seeking membership in Yellowstone Presbytery and the PC(USA). Jamie comes to us from the RCA, having been ordained for seventeen years. Based on G-2.0505a2, PMT asked Jamie to take a PC(USA) polity course and take and pass the Polity Ordination Exam, which Jamie successfully completed. Her statement of faith is attached (Attachment F).

Because Jamie is coming to us from another Reformed Church (RCA) and has been ordained for more than five years, PMT recommends that Jamie be granted an exception for the Bible Content, Theology, Worship & Sacraments, and Biblical Exegesis exams. ***This vote requires a 2/3 vote of the presbytery.***

The Pastoral Ministry Team recommends receiving Jamie Schmeling into membership in Yellowstone Presbytery and as a Teaching Elder in the PC(USA).

Minimum Salary Guidelines for 2023 (Attachment G)

The Pastoral Ministry Team recommends the approval of the Minimum Salary Guidelines for 2023.

Kimmy Briggs, Moderator  
Pastoral Ministry Team, Yellowstone Presbytery

### **Yellowstone Presbytery Proposed 2023 Minimum Salaries**

These figures represent an 8% increase in minimum salaries for 2023 and are based on full-time of a 40-hour work week, which should be pro-rated for part-time positions. See below for CRE and parttime considerations.

This is a substantial increase for 2023, which reflects the recent 8.7% COLA adjustment. Given the substantial increase, PMT invites congregations who struggle to meet these minimums to petition to PMT a reduction of minimum salaries. See below for instructions for petition to PMT.

In addition, PMT recommends at least a similar cost-of-living adjustment for all clergy currently making above minimum.

PMT also recognizes that Yellowstone Presbytery continues to remain near the bottom for compensation for pastors serving in the Presbyterian Church (USA). Given that it is important to compensate pastors enough to live without financial stress, PMT asks that every congregation engage in meaningful discussion regarding compensation at the local level. Below we have provided five guiding questions to shape those conversations.

#### **Full-Time Pastor in 0-3 years of Ordained Ministry:**

Effective Salary: \$53,061

The Board of Pensions requires that the manse amount be at least 30% of all other effective salary items (for example: Cash Salary \$37,143; Manse Value \$15,918) Board of Pension Dues (39% effective salary): \$20,694 (required for Installed Pastors)

Total for Installed Pastors w/ 0-3 years of Ordained Ministry: **\$73,755**

### **Full-Time Pastor in 4 or more years of Ordained Ministry:**

Effective Salary: \$55,509

The Board of Pensions requires that the manse amount be at least 30% of all other effective salary item (for example: \$38,856; Manse Value \$16,653)

Board of Pension Dues (39% effective salary): \$21,649 (required for Installed Pastors)

Total for Installed Pastor w/ 4 or more years of Ordained Ministry: **\$77,158**

### **Additional Benefits for All Pastors (regardless of years of experience)**

Continuing Education \$600/year (which can be accrued for up to three years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave Policy in accordance with Yellowstone Presbytery's Policy

### **Commissioned Ruling Elder (CRE)**

The CRE salary is 75% of the Full-Time Pastor salary, pro-rated for part-time.

### **Part-Time Considerations**

Part-time pastors and part-time CREs should also receive 4 weeks of vacation including 4 Sundays and 2 weeks of study leave including 2 Sundays. Part-time pastors and parttime CREs should receive \$600/year (which can be accrued for up to 3 years) for Continuing Education.

### **Petition Process**

Churches finding themselves in a scenario where they are unable to meet these minimum salaries should research and document the actual numbers for a Master's Level teacher (including years of experience) and the police chief in your community. These numbers can be provided to PMT to petition for a lower minimum salary, but the exact numbers must be provided. All these requests will be taken seriously.

### **Questions for Congregations**

*Based on Jamie Dunlop's* **Budgeting for a Healthy Church**

1. Church: What do other churches in the community pay their staff?
2. Non-Church: How much does a local school teacher with a Master's degree, school principal or police chief make?
3. Replacement Cost: If your pastor were to leave, would you need to increase the compensation package in order to attract an individual who would do the job equally well? (Dunlop, 80)
4. Personal Budget: What makes for a sustainable family budget at different stages of life in your community (including the cost of childcare)?
5. Housing: What is the median price to purchase a home in the same zip code as the church? Could your pastor afford to live in the zip code he/she is serving?

PMT is interested in knowing these numbers, so we would welcome your committees to share these numbers back to PMT, so that they can better inform our conversations for future minimum salary guidelines.

## ATTACHMENT J

### Presbytery Report for Camping and Youth

#### **November 2022**

##### Leadership Updates

Our long time Camp Director Curt Kochner has announced that he'll be stepping down from this position after 12 years of faithful service. Curt has been instrumental in creating a strong foundation for our camping ministry for our Presbytery as a whole and we are forever grateful for his service and how he has helped campers of all ages grow in their love and knowledge of Jesus Christ. We wish Curt and his family all the best as they discern the next adventures that God has for them!

##### Camp Recap from Summer 2022

Due to severe flooding in the Beartooth Mountains, camp as we know it at Westminster Spires had to be canceled. However, we made a quick pivot and held a 4 day sprint summer camp experience at Hyalite Youth Camp outside of Bozeman. All ages (Elementary, Middle, and High School) were invited and in the end 40 students and 12 adult leaders participated. Our very own Debbie Funke, Kimmy Briggs, and Mary Grace Reynolds gave the talks and we stole George Goodrich away from his sabbatical as he led worship and provided pastoral leadership. God is good!

##### Camp Dates for 2023

Unfortunately, the bridge that provides access to camp sustained more damage than we initially thought. Because it is owned by the Forest Service, we must wait and adjust to their timeline. Therefore, we have secured an alternative site and made alternative plans just in case.

We have confirmed and secured **June 19-23 (Mon-Fri)** at Hyalite Youth Camp (where we were in 2022). This will again be an all ages camp (Elementary, Middle, High School) and we will go to great lengths to create age appropriate experiences for the various ages. In addition, we'll also offer an overnight backpacking trip (**June 23-24) (Fri-Sat)** for all high school students as a trip capstone of sorts.

##### How you can help:

- Invite students to consider camp in 2023
  - o In those conversations, remind students and parents of what makes our camp great: Beautiful location, lots of adventure and great experiences, very reasonable cost, and most importantly, an emphasis on relationships, community and encouraging students to grow in their love and knowledge of Christ.
  - o If students from your church went to camp last summer, have them help get the word out to your church and wider community by telling stories, showing pictures of their experience at camp
  - o If you haven't already, be sure to make the dates above available to your churches

and families, as the new year is often when families begin planning their summer vacations and travels.

- Recommend Camp Counselors
  - o If you know of college students or young adults who could serve as camp counselors, please pass their name and contact info along.
- Consider attending camp yourself sometime! It's a lot easier (and more authentic) to invite kids to camp if you or someone from your church has seen it for themselves.

Praises / Prayer Requests:

- o Praise that God did far more than we asked or imagined at camp this past July
- o Pray that the word gets out and that students join us this summer
- o For rounding out our staff and counselor team

Also: Annual Ski Trip. We are looking at dates in January-February and considering having it hosted at FPC Billings, with skiing in Red Lodge.

Thanks all,  
Daniel Triller  
Pastor - FPC Dillon  
Camping and Youth Moderator

Tuesday, October 25, 2022

Treasurer's Report Presbytery  
of Yellowstone Report to  
Presbytery

The September 2022 financial reports are contained herein.

1. **Balance Sheet** shows 9/30 and previous month ending balance. St Timothy Foundation fund statements for 9/30 had not yet been published.!
2. **Administrative Budget** is on track with income exceeding expenses by \$17,002 Reserve transfer will be less than budget for 2022.!
3. **Program Budget** is on track even though expenses exceed income by \$1,951. Prior year Program Budget reserves will cover any shortfall in the Program Budget. The Summer Camp at Hyalite was financially successful and we were able to fulfill our commitment to Westminster Spires camp staff.
4. **Year End Contribution** must arrive in the Presbytery PO Box by January 4th to be credited to your church in 2022. This would include the Christmas Joy Offering, other special offerings, and General Mission
5. **Day of Learning November 8th** is presented by the Presbyterian Foundation with three short seminars on church finances; Understanding Budgets; Fund Types; and Investments.

[Register Here](#)



6. **2023 Administrative Budget and Program Budget** for approval by Presbytery
7. **Per Capita for 2023:**

Per Capita	2023
<b>GA</b>	\$9.85
<b>Synod</b>	\$3.00
<b>Presbytery</b>	\$45.15
<b>Total</b>	<b>\$58.00</b>

Respectfully submitted,

Ric Tieman, Treasurer 406-595-1250 [treasurer@yellowstonepcusa.org](mailto:treasurer@yellowstonepcusa.org)

**ASSETS**

**Current Assets**

**Checking/Savings**

**1000 ■ Checking and Savings**

1005 ■ Checking 3214

83,270.50

83,619.22

(348.72)

1010 ■ Money Market 3355

140,761.36

140,752.72

8.64

1015 ■ Partnership Fund MM 3793

45,421.56

45,419.97

1.59

**Total 1000 ■ Checking and Savings**

269,453.42

269,791.91

(338.49)

1020 ■ St Timothy Checking 1961

100.00

100.00

0.00

1030 ■ St Timothy Checking 3686

100.00

100.00

0.00

1050 ■ New Covenant 5737

1051 ■ Higher Education

14,346.87

14,346.87

0.00

1052 ■ Other Designated Funds

83,233.52

87,603.66

(4,370.14)

**Total 1050 ■ New Covenant 5737**

97,580.39

101,950.53

(4,370.14)

1100 ■ St Timothy Endowment Funds

1110 ■ St Timothy Chapel #1 1085

349,606.14

349,606.14

0.00

1120 ■ St Timothy Chapel #2 6024

109,354.68

109,354.68

0.00

**Total 1100 ■ St Timothy Endowment Funds**

458,960.82

458,960.82

0.00

**Total Checking/Savings**

826,194.63

830,903.26

(4,708.63)

**Total Current Assets**

826,194.63

830,903.26

(4,708.63)

**Other Assets**

1850 ■ Beartooth Electric Co-op

1,243.95

1,243.95

0.00

1900 ■ Char Rem Trust 0931

159,233.47

159,233.47

0.00

**Total Other Assets**

160,477.42

160,477.42

0.00

**TOTAL ASSETS**

**986,672.05**

**991,380.68**

**(4,708.63)**

<1>

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

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

**Accounts Payable**

2000 ■ Accounts Payable

9.42

1,608.22

(1,598.80)

**Total Accounts Payable**

9.42

1,608.22

(1,598.80)

**Other Current Liabilities**

**2100 ■ Payroll Liabilities**

2110 ■ Federal Liabilities

316.18

316.16

0.02

2120 ■ State Liabilities

82.36

80.71

1.65

2150 ■ Retirement Payable

287.48

287.48

0.00

2160 ■ Health Insurance Payable

1,019.72

1,019.72

0.00

**Total 2100 ■ Payroll Liabilities**

1,705.74

1,704.07

1.67

**2200 ■ Other Current Liabilities**

2200.02 ■ GA Mission Pledges

237.35

0.00

237.35

2200.09 ■ GA Other Donation

550.00

0.00

550.00

**Total 2200 ■ Other Current Liabilities**

787.35

0.00

787.35

**Total Other Current Liabilities**

2,493.09

1,704.07

789.02

**Total Current Liabilities**

2,502.51

3,312.29

(809.78)

**Total Liabilities**

2,502.51

3,312.29

(809.78)

**Equity**

**3100 ■ General Funds**

3100.1 ■ Administrative

255.07

255.07

0.00

3100.2 ■ Admin Support

57,202.08

57,202.08

0.00

3100.3 ■ Program

43,749.18

43,749.18

0.00

3100.4 ■ West Yellowstone Funds

18,348.34

18,348.34

0.00

3100.9 ■ Unrestricted

23,477.92

23,477.92

0.00

**Total 3100 ■ General Funds**

143,032.59

143,032.59

0.00

**3200 ■ Designated Funds**

3200.01 ■ Camp Scholarships

4,854.63

4,854.63

0.00

3200.02 ■ Clergy Emergency Fund

1,756.99

1,756.99

0.00

3200.03 ■ Equip & Encourage

43,069.14

43,069.14

0.00

3200.04 ■ Evangelism Grant

31,250.13

31,250.13

0.00

3200.05 ■ Higher Education Grant

14,346.87

14,346.87

0.00

3200.06 ■ Linda Hofer Education

19,485.65

19,485.65

0.00

3200.07 ■ Partnership Spendable Funds

2,390.00

2,390.00

0.00

3200.08 ■ Peace Making Offering to YP

5,211.55

5,211.55

0.00

3200.09 ■ Presbyter Discretionary Fund

1,200.14

1,200.14

0.00

3200.10 ■ Presbyter Study Leave

850.00

850.00

0.00

3200.11 ■ Presbvttery Continuing Education

3,595.77

3,595.77

0.00

3200.12 ■ Revamp Camp

17,319.20

17,319.20

0.00

3200.13 ■ Rural Ministry Grant

1,070.28

1,070.28

0.00

3200.14 ■ Social Justice

6,469.45

6,469.45

0.00

3200.16 ■ St Timothy's MM #1

100.00

100.00

0.00

3200.17 ■ St Timothy's MM #2

100.00

100.00

0.00

3200.18 ■ Triennium Fund

6,793.52

6,793.52

0.00

3200.19 ■ Yell Pres Funds Await Cab Actio

17,478.27

19,878.27

(2,400.00)

**Total 3200 ■ Designated Funds**

177,341.59

179,741.59

(2,400.00)

<2>



Accrual Basis  
 Presbvtery of Yellowstone PCUSA  
 Sep 30, 22

	Aug 31, 22	\$ Change
<b>3300 ■ Restricted Funds</b>		
3300.1 ■ St Timothy Endowments	458,960.82	0.00
3300.2 ■ Char Rem Trust	159,233.47	0.00
3300.3 ■ Partnership Funds Principle Amt	45,416.88	0.00
<b>Total 3300 ■ Restricted Funds</b>	<b>663,611.17</b>	<b>0.00</b>
<b>Net Income</b>	<b>184.19</b>	<b>(1,498.85)</b>
<b>Total Equity</b>	<b>984,169.54</b>	<b>(3,898.85)</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>986,672.05</b>	<b>(4,708.63)</b>

Presbytery of Yellowstone PCUSA  
Administration Budget Performance  
September 2022

Accrual Basis

	Sep 22	Jan - Sep 22	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>RECEIPTS</b>						
4001 ■ Administrative Support	5,500.00	20,856.00	35,000.00	(14,144.00)	59.59%	35,000.00
4004 ■ Per Capita Income	280.00	75,249.00	79,912.00	(4,663.00)	94.17%	79,912.00
4005 ■ Interest Income	197.43	1,545.65	0.00	1,545.65	100.0%	0.00
<b>Total RECEIPTS</b>	<b>5,977.43</b>	<b>97,650.65</b>	<b>114,912.00</b>	<b>(17,261.35)</b>	<b>84.98%</b>	<b>114,912.00</b>
<b>Total Income</b>	<b>5,977.43</b>	<b>97,650.65</b>	<b>114,912.00</b>	<b>(17,261.35)</b>	<b>84.98%</b>	<b>114,912.00</b>
<b>Expense</b>						
<b>LEADERSHIP CABINET</b>						
6303 ■ Cabinet Meetings	0.00	0.00	1,500.00	(1,500.00)	0.0%	1,500.00
6304 ■ Accounting Fees	250.00	3,555.00	6,000.00	(2,445.00)	59.25%	6,000.00
6305 ■ Legal Fees	0.00	0.00	1,000.00	(1,000.00)	0.0%	1,000.00
6306 ■ Task Force Meetings	0.00	0.00	500.00	(500.00)	0.0%	500.00
6307 ■ Nom/St-Tim/Delegate Mtgs	0.00	258.99	700.00	(441.01)	37.0%	700.00
<b>Total LEADERSHIP CABINET</b>	<b>250.00</b>	<b>3,813.99</b>	<b>9,700.00</b>	<b>(5,886.01)</b>	<b>39.32%</b>	<b>9,700.00</b>
<b>PASTORAL MINISTRY TEAM</b>						
6502 ■ Congregation Ministry	0.00	28.00	0.00	28.00	100.0%	0.00
6506 ■ PMT Meeting Expense	0.00	0.00	5,500.00	(5,500.00)	0.0%	5,500.00
<b>Total PASTORAL MINISTRY TEAM</b>	<b>0.00</b>	<b>28.00</b>	<b>5,500.00</b>	<b>(5,472.00)</b>	<b>0.51%</b>	<b>5,500.00</b>
<b>PERSONNEL EXPENSES</b>						
6601 ■ Admin Manager						
6601.1 ■ Salary	0.00	0.00	31,709.00	(31,709.00)	0.0%	31,709.00
<b>Total 6601 ■ Admin Manager</b>	<b>0.00</b>	<b>0.00</b>	<b>31,709.00</b>	<b>(31,709.00)</b>	<b>0.0%</b>	<b>31,709.00</b>
6602 ■ General Presbyter						
6602.1 ■ Salary	897.09	8,073.81	11,129.00	(3,055.19)	72.55%	11,129.00
6602.2 ■ Housing	1,751.00	15,759.00	21,012.00	(5,253.00)	75.0%	21,012.00
6602.3 ■ Retirement	287.48	2,587.32	3,540.00	(952.68)	73.09%	3,540.00
6602.4 ■ Insurance	1,019.72	9,287.34	11,600.00	(2,312.66)	80.06%	11,600.00
6602.5 ■ Meals Reimb	0.00	0.00	1,200.00	(1,200.00)	0.0%	1,200.00
6602.6 ■ Travel Reimb	0.00	0.00	8,000.00	(8,000.00)	0.0%	8,000.00
6602.7 ■ Telephone	80.44	753.61	1,700.00	(946.39)	44.33%	1,700.00
6602.8 ■ Discretionary Fund	0.00	0.00	2,500.00	(2,500.00)	0.0%	2,500.00
6602.9 ■ Study Leave	0.00	0.00	700.00	(700.00)	0.0%	700.00
<b>Total 6602 ■ General Presbyter</b>	<b>4,035.73</b>	<b>36,461.08</b>	<b>61,381.00</b>	<b>(24,919.92)</b>	<b>59.4%</b>	<b>61,381.00</b>
6603 ■ Stated Clerk						
6603.1 ■ Salary	1,716.66	15,449.94	20,085.00	(4,635.06)	76.92%	20,085.00
6603.4 ■ Travel Reimb	0.00	986.99	2,500.00	(1,513.01)	39.48%	2,500.00
6603.5 ■ Discretionary Fund	0.00	92.90	500.00	(407.10)	18.58%	500.00
<b>Total 6603 ■ Stated Clerk</b>	<b>1,716.66</b>	<b>16,529.83</b>	<b>23,085.00</b>	<b>(6,555.17)</b>	<b>71.6%</b>	<b>23,085.00</b>
6604 ■ Payroll Taxes	132.70	1,194.28	4,400.00	(3,205.72)	27.14%	4,400.00
<b>Total PERSONNEL EXPENSES</b>	<b>5,885.09</b>	<b>54,185.19</b>	<b>120,575.00</b>	<b>(66,389.81)</b>	<b>44.94%</b>	<b>120,575.00</b>

Presbytery of Yellowstone PCUSA  
Administration Budget Performance  
September 2022

Accrual Basis

	Sep 22	Jan - Sep 22	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
<b>PRESBYTERY EXPENSES</b>						
6703 ■ Per Capita Expense	0.00	17,095.46	17,095.00	0.46	100.0%	17,095.00
6704 ■ Presbytery Meetings	0.00	726.18	1,500.00	(773.82)	48.41%	1,500.00
6705 ■ Presbytery Other Exp	51.99	924.51	800.00	124.51	115.56%	800.00
<b>Total PRESBYTERY EXPENSES</b>	<b>51.99</b>	<b>18,746.15</b>	<b>19,395.00</b>	<b>(648.85)</b>	<b>96.66%</b>	<b>19,395.00</b>
<b>PRESBYTERY OFFICE</b>						
6801 ■ Copies & Postage	0.00	220.70	600.00	(379.30)	36.78%	600.00
6802 ■ Insurance	0.00	294.00	1,300.00	(1,006.00)	22.62%	1,300.00
6803 ■ Office Supplies	42.99	(40.90)	4,500.00	(4,540.90)	(0.91%)	4,500.00
6804 ■ Rent	0.00	3,105.00	4,140.00	(1,035.00)	75.0%	4,140.00
6805 ■ Computer & Telephone Expense	180.00	285.00	1,500.00	(1,215.00)	19.0%	1,500.00
6806 ■ Bank Service Charges	0.00	11.49	0.00	11.49	100.0%	0.00
<b>Total PRESBYTERY OFFICE</b>	<b>222.99</b>	<b>3,875.29</b>	<b>12,040.00</b>	<b>(8,164.71)</b>	<b>32.19%</b>	<b>12,040.00</b>
<b>Total Expense</b>	<b>6,410.07</b>	<b>80,648.62</b>	<b>167,210.00</b>	<b>(86,561.38)</b>	<b>48.23%</b>	<b>167,210.00</b>
<b>Net Ordinary Income</b>	<b>(432.64)</b>	<b>17,002.03</b>	<b>(52,298.00)</b>	<b>69,300.03</b>	<b>(32.51%)</b>	<b>(52,298.00)</b>
<b>Other Income/Expense</b>						
<b>Other Income</b>						
<b>OTHER RECEIPTS</b>						
Transfers from Admin Fund	0.00	0.00	8,000.00	(8,000.00)	0.0%	8,000.00
Transfers from Unrestricted	0.00	0.00	14,298.00	(14,298.00)	0.0%	14,298.00
Transfers from W Yellowstone	0.00	0.00	30,000.00	(30,000.00)	0.0%	30,000.00
<b>Total OTHER RECEIPTS</b>	<b>0.00</b>	<b>0.00</b>	<b>52,298.00</b>	<b>(52,298.00)</b>	<b>0.0%</b>	<b>52,298.00</b>
Unrealized Gain(Loss)	(4,557.34)	(14,866.57)	0.00	(14,866.57)	100.0%	0.00
<b>Total Other Income</b>	<b>(4,557.34)</b>	<b>(14,866.57)</b>	<b>52,298.00</b>	<b>(67,164.57)</b>	<b>(28.43%)</b>	<b>52,298.00</b>
<b>Net Other Income</b>	<b>(4,557.34)</b>	<b>(14,866.57)</b>	<b>52,298.00</b>	<b>(67,164.57)</b>	<b>(28.43%)</b>	<b>52,298.00</b>
<b>Net Income</b>	<b>(4,989.98)</b>	<b>2,135.46</b>	<b>0.00</b>	<b>2,135.46</b>	<b>100.0%</b>	<b>0.00</b>

Presbytery of Yellowstone PCUSA  
Administration Budget Performance  
September 2022

Accrual Basis

	Sep 22	Jan - Sep 22	YTD Budget	\$ Over Budget	% of Budget	Annual Budget
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>RECEIPTS</b>						
4001 ■ Administrative Support	5,500.00	20,856.00	35,000.00	(14,144.00)	59.59%	35,000.00
4004 ■ Per Capita Income	280.00	75,249.00	79,912.00	(4,663.00)	94.17%	79,912.00
4005 ■ Interest Income	197.43	1,545.65	0.00	1,545.65	100.0%	0.00
<b>Total RECEIPTS</b>	<b>5,977.43</b>	<b>97,650.65</b>	<b>114,912.00</b>	<b>(17,261.35)</b>	<b>84.98%</b>	<b>114,912.00</b>
<b>Total Income</b>	<b>5,977.43</b>	<b>97,650.65</b>	<b>114,912.00</b>	<b>(17,261.35)</b>	<b>84.98%</b>	<b>114,912.00</b>
<b>Expense</b>						
<b>LEADERSHIP CABINET</b>						
6303 ■ Cabinet Meetings	0.00	0.00	1,500.00	(1,500.00)	0.0%	1,500.00
6304 ■ Accounting Fees	250.00	3,555.00	6,000.00	(2,445.00)	59.25%	6,000.00
6305 ■ Legal Fees	0.00	0.00	1,000.00	(1,000.00)	0.0%	1,000.00
6306 ■ Task Force Meetings	0.00	0.00	500.00	(500.00)	0.0%	500.00
6307 ■ Nom/St-Tim/Delegate Mtgs	0.00	258.99	700.00	(441.01)	37.0%	700.00
<b>Total LEADERSHIP CABINET</b>	<b>250.00</b>	<b>3,813.99</b>	<b>9,700.00</b>	<b>(5,886.01)</b>	<b>39.32%</b>	<b>9,700.00</b>
<b>PASTORAL MINISTRY TEAM</b>						
6502 ■ Congregation Ministry	0.00	28.00	0.00	28.00	100.0%	0.00
6506 ■ PMT Meeting Expense	0.00	0.00	5,500.00	(5,500.00)	0.0%	5,500.00
<b>Total PASTORAL MINISTRY TEAM</b>	<b>0.00</b>	<b>28.00</b>	<b>5,500.00</b>	<b>(5,472.00)</b>	<b>0.51%</b>	<b>5,500.00</b>
<b>PERSONNEL EXPENSES</b>						
6601 ■ Admin Manager						
6601.1 ■ Salary	0.00	0.00	31,709.00	(31,709.00)	0.0%	31,709.00
<b>Total 6601 ■ Admin Manager</b>	<b>0.00</b>	<b>0.00</b>	<b>31,709.00</b>	<b>(31,709.00)</b>	<b>0.0%</b>	<b>31,709.00</b>
6602 ■ General Presbyter						
6602.1 ■ Salary	897.09	8,073.81	11,129.00	(3,055.19)	72.55%	11,129.00
6602.2 ■ Housing	1,751.00	15,759.00	21,012.00	(5,253.00)	75.0%	21,012.00
6602.3 ■ Retirement	287.48	2,587.32	3,540.00	(952.68)	73.09%	3,540.00
6602.4 ■ Insurance	1,019.72	9,287.34	11,600.00	(2,312.66)	80.06%	11,600.00
6602.5 ■ Meals Reimb	0.00	0.00	1,200.00	(1,200.00)	0.0%	1,200.00
6602.6 ■ Travel Reimb	0.00	0.00	8,000.00	(8,000.00)	0.0%	8,000.00
6602.7 ■ Telephone	80.44	753.61	1,700.00	(946.39)	44.33%	1,700.00
6602.8 ■ Discretionary Fund	0.00	0.00	2,500.00	(2,500.00)	0.0%	2,500.00
6602.9 ■ Study Leave	0.00	0.00	700.00	(700.00)	0.0%	700.00
<b>Total 6602 ■ General Presbyter</b>	<b>4,035.73</b>	<b>36,461.08</b>	<b>61,381.00</b>	<b>(24,919.92)</b>	<b>59.4%</b>	<b>61,381.00</b>
6603 ■ Stated Clerk						
6603.1 ■ Salary	1,716.66	15,449.94	20,085.00	(4,635.06)	76.92%	20,085.00
6603.4 ■ Travel Reimb	0.00	986.99	2,500.00	(1,513.01)	39.48%	2,500.00
6603.5 ■ Discretionary Fund	0.00	92.90	500.00	(407.10)	18.58%	500.00
<b>Total 6603 ■ Stated Clerk</b>	<b>1,716.66</b>	<b>16,529.83</b>	<b>23,085.00</b>	<b>(6,555.17)</b>	<b>71.6%</b>	<b>23,085.00</b>
6604 ■ Payroll Taxes	132.70	1,194.28	4,400.00	(3,205.72)	27.14%	4,400.00
<b>Total PERSONNEL EXPENSES</b>	<b>5,885.09</b>	<b>54,185.19</b>	<b>120,575.00</b>	<b>(66,389.81)</b>	<b>44.94%</b>	<b>120,575.00</b>

	Presbytery of Yellowstone	LC Recommendation	10/27/22
	<b>2023 Budget Worksheet</b>		
Account #	New Account Name	2022	2023
	<b>ADMINISTRATIVE BUDGET</b>		
4001	Administrative Support	35,000	35,000
4004	Per Capita	79,912	80,794
3100.4	Transfer-W. Yellowstone	30,000	2,000
3100.1	Transfer-Gen.Admin Fund	8,000	200
3100.2	Transfer-Restricted Admin Fund	0	6,000
3100.9	Transfer-U nrestricted	14,298	15,000
<b>NEW</b>	<b>Blue Sky Grant Needed</b>		<b>3,263</b>
	<b>Total Administrative Income</b>	<b>167,210</b>	<b>142,257</b>
6302	Cabinet Expenses		
6303	Council Meetings	1,500	2,500
6304	Accounting	6,000	5,000
6305	Legal	1,000	100
6306	Task Force Meetings	500	500
6307	Nom/St-Tim/Delegate Mtgs	700	700
6506	PMT Meeting Expense	5,500	5,500
6601.1	Admin Mgr Salary	31,709	10,000
6602.1	GP Salary	11,129	11,685
6602.2	Housing	21,012	22,063
6602.3	Pension	3,540	3,623
6602.4	Insurance	11,600	12,997
6602.5	Meals	1,200	1,200
6602.6	Travel & Lodging	8,000	8,000
6602.7	Telephone & Conference Calls	1,700	1,700
6602.8	Discretionary Fund	2,500	2,500
6602.9	Study Leave	700	700
6603.1	Stated Clerk Salary	20,085	21,089
6603.2	Stated Clerk Pension	0	0
6603.4	Stated Clerk Travel	2,500	2,500
6603.5	Stated Clerk Expenses	500	500
6604	Payroll Taxes	4,400	2,500
6703	Per Capita Expense	17,095	17,900
6704	Presbytery Meetings	1,500	1,500
6705	Presbytery Other	800	800
6801	Office Copies & Postage	600	600
6802	Insurance Exp.	1,300	1,300
6803	Office Supplies	4,500	3,000
6804	Rental -Office	4,140	1,200
6805	Office Telephone & Conference Calls	1,500	600
	<b>Total Administrative Expense</b>	<b>167,210</b>	<b>142,257</b>
		0	0

	Presbytery of Yellowstone	LC Recommendation	10/27/22
	<b>2023 Budget Worksheet</b>		
Account #	New Account Name	2022	2023
	<b>PROGRAM BUDGET</b>		
4003	General Mission Pledge	30,000	24,000
4002.1	Summer Camp Fees	10,000	10,000
4002.2	Winter, Summer, Fall Events	2,000	2,000
4002.3	Rental of Camp Facilities	12,000	12,000
4002.5	Other Camp Income (Gifts)	2,000	2,000
3100.3	Transfer Program Reserves	644	10,816
	<b>Total Program Income</b>	<b>56,644</b>	<b>60,816</b>
6101	Activities	1,150	1,150
6102	Food	3,500	3,500
6103	Supplies	800	800
6104	Transportation-Bus	900	900
6106	Camp Salaries	16,000	20,000
6120	Events Miscellaneous	3,500	3,500
6201	Publicity	200	200
6203	Insurance	5,500	3,000
6206	Utilities: Westminster Spires	3,000	3,000
6300	Triennium	1,500	1,500
6301	Intermountain Childrens Home	750	1,500
6401	MAC Membership	3,000	3,000
6402	MAC Representation	300	300
6501	Committee on Ministry-Training	1,000	1,000
6502	Congregation Ministry Misc	1,000	1,000
6302	RMC		1,500
6503	Emergency Career Counseling Exp.	1,000	1,000
6504	Vocations-Other	1,700	1,700
6602.1	Allocated GP Salary	8,444	8,866
6604	Payroll Taxes	1,200	1,200
6702	Cluster Meetings	100	100
6705	Presbytery Program Other	2,000	2,000
6801	Copies & Postage Exp.	100	100
	<b>Total Program Expense</b>	<b>56,644</b>	<b>60,816</b>
		0	0

	<b>Presbytery of Yellowstone</b>	<b>LC Recommendation</b>	<b>10/27/22</b>
	<b>2023 Budget Worksheet</b>		
<b>Account #</b>	<b>New Account Name</b>	<b>2022</b>	<b>2023</b>
		Increase:	2.00
	<b>Per Capita</b>	<b>2022</b>	<b>2023</b>
	<b>GA</b>	8.98	9.85
	<b>Synod</b>	3.00	3.00
	<b>Presbytery</b>	44.02	45.15
		<b>56.00</b>	<b>58.00</b>
	<b>Total Budgets</b>	<b>223,854</b>	<b>203,074</b>

**ATTACHMENT L****General Assembly Commissioners Report: Jim Tarr**

This report is made to Yellowstone Presbytery from one of your commissioners to GA 225 which met in Louisville, KY June 17 to July 9, 2022.

My report is in 3 sections. The meeting as it affected me a lifelong Presbyterian, the affect the decisions made will have on us as Presbyterians, and the decisions we will be asked to make as a presbytery.

**How the GA 224 affected me:**

I was happy to return to in-person meetings where I could mingle with other commissioners at mealtime and find out what was going on at their Presbyteries. We differ a lot in size, but one thing was consistent the role of being a church pastor has changed a lot due to the pandemic. Everything about being church required some rethinking and nothing had taught them in seminary about how to deal with this form of crisis. Being together in this place as a fellowship was very joyful for them and for me. While this was my 2<sup>nd</sup> time as a commissioner and 3<sup>rd</sup> time attending a GA, I still felt I was in a different church than mine in Montana.

The difference was reflected in the diversity of people I saw and worked with. Diverse races, cultures, and backgrounds. I saw a church with a rainbow of colorful people who had a deep spiritual love for Jesus and wanted the world to know how much this church wants to share the gifts of that spirit with everyone one regardless of their race, sexual identity, cultural background, or religious beliefs. A come on in we want you to feel welcome type of fellowship and a shared role of come join us as fellow sinners. The theme of "Lament & Hope" was very appropriate for these times.

So, what did we do that will define us a Presbyterian in the future?

**What decisions did we make that will affect us as a body?**

Let me start by saying this church going forward will not in any way be the church you grew up with or think you belong to now. The work Jesus had cut out for us to do is one of thinking outside the walls of our buildings and finding ways to engage in making real changes in our communities'. Matthew 25 churches are doing this now and that movement will be one of the many ways changes will occur. Another is the Cash Bail program initiated by this same movement. In our past membership was how we became a body with dues and privileges. The membership model is being replaced with participation as the key part of relationships regardless of church affiliation. We will become a church where there is a heart for service to people who feel the pain of being judged over their identity or race. How this will take place will involve a review and writing of new additions to the "Book of Confessions". Documents and confessions will be reviewed, and a lot of research done so that this document reflects the new Presbyterian Church's beliefs regarding all who have been marginalized by the church in the past.



We will put aside the term Representative as a term used in governance elsewhere and have delegates and commissioners capable to make decisions for each body of the church, whether they are ordained or not. This means the church will recognize the importance of fellow human beings as made by God in His image and everyone needs to be included in making decisions in this fellowship.

The really hard part will be for the Presbyterian Church will be the impact of losing many in our fellowships who cannot abide by the changes that are coming from within and not able to see how the Holy Spirit is at work in those changes being made. We will "Lament & Hope" with them even as they seek a church home elsewhere.

### **What are the decisions the Presbytery of Yellowstone may be called upon to make?**

In the past because our Presbytery name is near the end of the alphabet by beginning with a "Y" we have not been able to have our voice heard when the voting of the Presbytery's is being recorded. This was not discussed or changed so be prepared for this to happen again as the role of votes is taken.

Some of the Presbytery votes will be taken on the following BoO provisions:

G 2.1001 adding Commissioned Ruling Elder.

G 3.401 Synod participation.

G 3.301 (administrative)

G 3.0106 Big Debate and became part of another action. Issue for us will be adding another policy protecting people with disabilities.

G 2.0305 adding term "Immigrant Pastor"

G 2.2503 Deletes "Honorably Retired" and new wording will be "Retired".

The biggest vote will be on a complete rewrite of section "D" or the "Rules of Discipline" of the Book of Order. The entire section was redone, and this will need careful review of the JC for advice to the Presbytery before we vote, I assume. A later vote to reconsider this action was defeated so the action to rewrite stood.

The next thing decided was for the Presbytery to vote on adding a family leave policy to G 2.0804, the terms of call, with a mandatory 12-week leave being required. This 12-week policy was reviewed and not a part of a committee recommendation and added by amendment in the Plenary. A motion to reduce the required amount of time to 6 weeks failed to pass. This vote was one highly supported in committee when there was no specific time frame in the overture. I can assume this will be a tough decision for this Presbytery now that 12 weeks may be required of a vote in favor of Stated Meeting of Yellowstone Presbytery Nov. 4-5, 2022 the overture. The vote I recorded on this 12-week provision was 346 in favor to 33 opposed, so it had strong support at GA.

In general, the GA has added clarification to the role of CRE and you will see more possible uses for CRE's besides the current commissioning to Pastor in a single church. They also will

be required to attend Boundary Training which all RE's will be encouraged to take who are in any paid position in the church.

The Merger of the PMA and A Corp was voted to proceed and a commission with all the powers needed to make the change will be formed. This meant the budget for OGA and all the supported activity on Per Capita funding changed which resulted in a net reduction in the projected per-capita amounts for 2023 and 2024. Per-capita for 2023 will be \$9.85 and for 2024 it will be \$9.80 per member. For 2022 it was \$8.98. So it is still an increase

The next GA will be in Salt Lake City and about as close as one can get. The next one will have in-person Plenary sessions before July 4<sup>th</sup> holiday and committees meeting in a staggered schedule a lot earlier than this year's meetings and all those will be via ZOOM.

I recommend more than just electing and commissioning delegates to General Assembly, that they receive training from the Presbytery on how to approach this important work and service. I spoke with many 1<sup>st</sup> time commissioners, and they were overwhelmed by the way work was being done and how hard it was to keep up because they were not prepared for what would be taking place. Very important decisions were being made and they felt they were making ill informed decisions. I do not mean to imply we need experienced commissioners only anyone elected to do this work needs a lot of help and commitment before going. The term of office of the commissioner runs until they are replaced so the sooner the selection takes place the better.

The presbytery was supposed to rewrite the selection policy for commissioners to GA. This remains to be done so applicants can know what they need to do to get elected to this important work.

James Tarr

GA Commissioner GA 225 tarrjim@msn.com

## **225th General Assembly Report to Yellowstone Presbytery from TE Commissioner Teresa Kendall**

Two years ago, General Assembly met six months into the pandemic. It was decided to do only the very basic of tasks, as we had only a rudimentary knowledge of the technology needed. Every Assembly means intense, long days and by 2022 the tech crew had learned a lot, so we tackled four years of decisions about being church and being church in these times - taking some bold steps (not just words) toward responding to the climate emergency, gun violence, immigration, reproductive justice, international relationships, and racial justice. Many found our time together overwhelming - both because of the tech and the issues. Many also found it hopeful in the midst of lament as "Lament to Hope" was the theme chosen by the 2020 General Assembly Co-Moderators.

The seven "Rs" of moving from Lament to Hope (shared by the 224th GA Co-Moderators) shaped our worship and many of the overtures brought to the 225th General Assembly this year.

REMEMBRANCE: of the truth, particularly of genocide and slavery

(the 2020 Co-Moderators were of African and Indigenous descent)

REMORSE: saying “I’m sorry”

REPENT: turning around

REPAIR: doing something to repair the situation

RECONCILIATION: repairing relationships

RESURRECTION: watching what God will do!

REJOICE: in what God has done!

I would say this 225th General Assembly had a bold, active feel to it, some of which was a response to so little action taken at the General Assembly in 2020, and some of it responding to the issues facing our society. We elected co-moderators Rev Ruth Santana-Grace and Rev Shavon Starling-Louis. Their theme for 2022-2024 is “Unbounded We Thrive.” We also re-elected Rev Dr Diane Moffett as president and executive director of Presbyterian Mission Agency. We heard a “state of the union” address from our Stated Clerk Rev Dr J Herbert Nelson, II on themes of innovation, resurrection, daring to go into the places no one else wants to go, and being faithful to Jesus Christ.

If you buy “The Montana Standard” newspaper (Butte) on Sunday, you may have read the July 17, 2022 article on pre-natal care on the Reservations - or rather, the lack thereof. Black women in particular also experience challenges getting pre-and post-natal health care. The Presbyterian church, at this General Assembly said, “this must change” with Reproductive Justice education, resources, and advocacy. Reproductive Justice addresses the issues and causes of the higher rate of infant mortality and disrespect in the medical care of women of color.

Assistance is needed for immigrants, especially those seeking to become citizens of the US. The term used at this General Assembly is “Accompaniment.” We, as a whole church, will walk with folks as they try to navigate services available to them and through our court system as they try to apply for a driver’s license. Many immigrants need legal services - so Presbyterian lawyers, especially retired ones, are encouraged to learn immigration law and offer their knowledge and expertise.

This Assembly believes that it has walked the fine line between confirming the existence of the state of Israel and the declaration that the Israeli government is fulfilling the definition of apartheid, especially towards Palestinian people. For those of you with relationships with Jews, it’s important to note that this criticism is not toward Jewish people (which is anti-semitism) or the right of Israel to exist.

This Assembly supported our Mission Agency in offering various helpful resources to churches. A few are as follows: supporting the Guns to Gardens project which receives guns from those who no longer wish to have them and turns them into garden tools; creating the Center of Repair of Historical Harm as a way to respond to our individual church’s history of slavery and genocide; and offering an apology (appropriate for worship) “for the sin of slavery and its legacy.”

For the first time, at this General Assembly, we had two committee moderators whose first language was not English and GA co-moderators who could speak fluently in a second language. Since 2018, our church has made available Global Language Resources to the whole church. This group provided translation services at General Assembly Committee meetings and the main Assembly meetings in Spanish, Korean, and English.

General Assembly requires a lot of time for commissioners - this one especially so - to participate in both on-line and in-person meetings. There were the long days of plenary meetings; on-line training on how to use the on-line overture and voting system, and how to be the best commissioner you can be; there were lots of overtures to read; and travel details to arrange for the in-person committee meetings.

The General Assembly, made up of at least one Ruling Elder and one Minister from each of the 166 Presbyteries in the United States and Puerto Rico, did some significant work that affects the Church. GA changed the age requirements for Young Adult Advisory Delegates to 18-23 years of age.

One of the four biggest decisions was to propose a complete overhaul of our Rules of Discipline, to be called Church Discipline. One of the marks of the true church in the Reformed Tradition is “Church discipline uprightly ministered” so this isn’t “fluff” work - it’s important. With changes in technology and the desire to continue to lift up reconciliation and justice over punishment, this committee worked for a number of years in giving us this new section of the Presbyterian Church (USA) Book of Order. Each Presbytery will vote on whether to accept this new piece of work and it will need only a majority to pass.

A second big decision was to create a commission (with power to make change happen) to unify the Presbyterian Mission Agency and the Office of the General Assembly. It has been confusing for many, not just myself, how these two agencies at the top level of our denomination are funded and their separate responsibilities. This is scary and important work as it will have implications for the Church’s vision and purpose, and will impact a number of people’s jobs.

Presbyteries have been very challenged lately regarding their Per Capita payments. We voted for a team to take the information gathered from visits with Presbytery leadership and develop experiments in how to fund the work and relationships we have across the PC(USA). In the meantime, we have a significant raise in General Assembly Per Capita for 2023 and then a small reduction in 2024.

A third big decision was to create a commission to write a new Confession for our Book of Confessions. This can be a decades-long process. I personally would not have put my money and time on this, but it is important for many others that we do this, “for a time such as this.”

A fourth big decision was to form a task force regarding Ruling Elders. Ruling Elders are equal to ministers when votes are taken, but they have different gifts and training. Many churches, including a number of churches in Yellowstone Presbytery, can’t afford an installed pastor, but are open to the leadership of a Commissioned Ruling Elder. This task force will prepare a response to the question: What is the role of Ruling Elders in the Church, especially in teaching, preaching, administering the sacraments, and pastoral care in the church? Our own experiments, including the recent commissioning of Ruling Elder Chuck Wright, will inform the work of this task force.

General Assembly, as usual, referred a number of things to Presbyteries for their votes that will affect individual churches. (A side note on Presbyterian government. Decisions to General Assembly come from church sessions through Presbyteries, and also standing committees of the larger church. Decisions made AT General Assembly that change the Book of Order - effecting individual churches - must be affirmed by a majority of the 166 Presbyteries before they are enacted.) One thing up for Presbytery vote is requiring each church to include twelve weeks of family leave in their Terms of Calls for installed pastors. Yellowstone Presbytery is already including this in our Terms of Call with new pastors to our presbytery, so we’re a little ahead of the game on this one.

As we each think about the mission of our congregations - what we do and how we partner with our community - the church has been given two important questions to consider, “Who have we NOT heard from as we make plans?” and “Who will this decision impact?”

A highlight for me was the Guiding Statement for the PC(USA) from the Moving Forward Committee. It was something I could easily grasp, inform my preaching and goal setting, and would be helpful at session meetings with the question, “How are we doing?”

We are the PC(USA):

We are Prayerful We  
are Courageous We  
are United We are  
Serving We are Alive

Thank you for your confidence in electing me as the Teaching Elder Commissioner from Yellowstone

Presbytery to the 225th General Assembly (2022). It was an honor to do this work with so many dedicated, caring people who love this church and desire to be faithful to our calling to serve Jesus Christ in the world.

Rev Teresa Kendall First Presbyterian Church Deer Lodge, Montana

## **ATTACHMENT M**

### **Synod of the Rockies Annual Report to Yellowstone Presbytery November 2022**

***New Stated Clerk*** as of January 1, 2023 - Candice Sweet, RE from Ogden, Utah

***Moderator for 2023*** - Jean Demmler, RE from Denver, Colorado

#### **Financial Well-Being - *All is well.***

Reserves will cover any deficit in 2023.

Moved to virtual office to save \$6,000 (Some documents moved to United Presbyterian Church in Fort Morgan, Colorado for storage).

Increase in travel expenses to train new Stated Clerk.

***PerCapita for 2023*** - \$3.00/member with \$.25/member rebate if paid in full before December 1, 2023.

***2021 Presbytery Record Review Report*** - September 19, 2022 Presbytery of Yellowstone - 1) No Record of the report of all of the statistical and financial information reported to the Office of the General Assembly 2) No Record of the review of adequacy of property and liability insurance to be done annually

***Roles:*** Margee Smith - RE delegate from Yellowstone Presbytery

Teresa Kendall - MWS delegate from Yellowstone Presbytery. Member of Synod Nominating Committee (Class of 2023), PJC (Class of 2026), and Geller Center Funds committee.

***Next meeting:*** Monday, September 18, 2023