

Presbytery of Yellowstone - Stated Meeting October 3 & 4, 2025
1st Presbyterian Church of Billings and via Zoom

Friday October 3, 2025

25-038. Opening of the Meeting

The Presbytery of Yellowstone met on Friday May 30, 2025 beginning at 10:00 a.m. Some attended in person, and some attended via Zoom. Moderator Melissa Bell and host pastor Dave Thompson welcomed everyone. The theme for the meeting: *“Freed & Ignited To Live the Resurrection Life.”*

25-039. WORSHIP

25-040. Roll Call: The Stated Clerk conducted roll call. Attendees were asked to register in person or by email to caroline@yellowstonepcusa.org noting their name, church, and position (minister member, member due to position, commissioner, corresponding member or guest).

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

Anaconda	Absent
Billings First	RE Sandy Schoenberger, Commissioner, Cheryl Banks, PMT, Janet Anderson, guest, RE Russ Kline, guest, Janet Kline, guest
Billings St Andrew	Sandy Welch, Rep/Nom Moderator; RE Dave Kimball, Commissioner; Carol Mick; guest
Big Hole	RE Julie Boksich, LC member
Bozeman	RE John Sacklin, Commissioner; RE Ric Tieman, Treasurer; RE Susan Gibb, guest; RE Debbie Ernst, guest; Mary Hektner, guest; Lloyd Mandeville, guest; Charlie Mandeville, guest,
Butte	RE Kevin Shuttlesworth, Commissioner
Colstrip	Absent
Deer Lodge	Absent
Dillon	Absent
Ennis	Absent
Forsyth	RE Danny Pratt, Commissioner; Vicki Waddington, LP
Hysham	RE Wayne Milmine, Commissioner; RE Sharon Milmine, guest; RE Dana Cunningham, guest
Jordan	Absent
Lewistown	RE Melissa Bell, Moderator;
Manhattan	RE Stephanie Bergstrom, Commissioner; RE Debbie Blackburn, PMT Moderator
Miles City	RE Caroline Fleming, Stated Clerk
Phillipsburg	Absent
Poplar	Absent
Stanford	Absent
Terry	RE Nancy Pehl, Commissioner; RE Andy Pehl, guest;
White Sulphur Sp.	Absent
Wolf Point	Absent

Minister Members:

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

2025 RE Moderators, Members, and Leadership Cabinet Voting Members also listed with their churches above:

RE Melissa Bell, Moderator; RE Ric Tieman, Treasurer; RE Debbie Blackburn, PMT Co-Moderator; Sandy Welch, Rep/Nom Moderator; RE Caroline Fleming, Stated Clerk

Corresponding Members: Rev. Paul Neshangwe, Presbytery of Zimbabwe; Rev. Lydia Neshangwe, Presbytery of Zimbabwe; Rev. Nicole Melara, Presbytery of Blackhawk.

Staff with Voice: RE Caroline Fleming (Stated Clerk), RE Ric Tieman, Treasurer

Quorum/Balance check: 14 voting RE's, 15 voting MWS. **A quorum** was declared present.

25-041. Opening: Host Pastor Dave Thompson welcomed everyone to Billings, made necessary announcements, and shared that presbyters who arrived early made 175 sandwiches for the Rescue Mission. Moderator Melissa Bell led presbyters in prayer and introduced our special guests, Revs. Paul and Lydia Neshangwe from Zimbabwe.

25-041. Worship: The Revs. Neshangwe led presbyters in worship, including a celebration of Holy Communion. The message focused on Isaiah 52: 1-2 and reminded people of the seven activities we should engage in: awaken, clothes ourselves with strength, put on splendid garments, shake off our dust, rise up, sit enthroned, free yourselves from chains. In ancient times, dust was a symbol of mourning, defeat, and humiliation. Today it might serve as a symbol of stagnation but we Christians need to always remember that we are called to action and renewal.

25-042. Our Response to the Spirit's Movement: Presbyters spent time in the word, reading and discussing Isaiah 52 and the message brought by Neshangwes, followed by a time of question and answer with Paul and Lydia about their life and ministry. They posed two questions for presbyters:

1. Of the seven commands in the Isaiah passage, which speaks to you as an individual? As a church?
2. Which one is most difficult or challenging to you?

25-042. Business Meeting part 1:

- The Stated Clerk took roll call, and a quorum was declared present.
- *Stated Clerk Report & Omnibus Motion:* (Attachment A) The Stated Clerk reviewed recent activities then presented the omnibus motion.
 - ***Action:** The Stated Clerk moved the following Omnibus Motion:
 1. That the agenda for this meeting posted on www.yellowstonepcusa.org be approved.
 2. That the roll for this meeting be established in two ways:
 - a. By email to 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 at the meeting be seated and given voice.
 5. That Presbytery grant the Moderator authority to give privilege of the floor to persons, other than Members or Commissioners, for the purpose of reporting to this meeting.

6. That all written reports posted on the website www.yellowstonepcusa.org be received.
7. That the Moderator and the Stated Clerk be empowered to suggest and adjust the agenda during the meeting, as may be necessary.
8. That the minutes of the Presbytery meeting of May 30, 2025 be approved as printed on the presbytery meeting website.
9. That the minutes of the special Meeting of Yellowstone Presbytery held on August 28, 2025 be approved as printed on the presbytery meeting website.
10. That the following former members of the Permanent Judicial Commission are still eligible to serve if needed:
 - Class of 2020: RE Sharla Helland, RE Gary Slagel
 - Class of 2022: MWS Jody McDevitt and MWS Lanny Rounds
 - Class of 2024: MWS Neva Rathbun and RE John Patterson

The motion received a second and passed.

- Representation & Nomination Team Report (Attachment B): Moderator Sandy Welch put out a plea for applications for a Ruling Elder Commissioner and a Young Adult Advisory Delegate to serve the presbytery at the 227th General Assembly meeting in Milwaukee June 22 – July 2. Sandy then gave a 1st reading of the slate of nominees being elected by the team for upcoming terms:
 1. REPNOM nominates Cheryl Banks & Debbie Ernst to PMT Co-moderators for 2026.
 2. REPNOM recommends the Yellowstone Presbytery set aside the Standing Rules to allow the following: Rev. Jamie Schmeling to serve a 7th year on the Leadership Cabinet.
 3. REPNOM nominates Jamie Schmeling to a 1-year term on Leadership Cabinet.
 4. REPNOM nominates Steve Hundley as MWS Commissioner to the 227th General Assembly and Dave Thompson as Alternate for MWS positions.
- General Presbyter's Report (Attachment C): Rev. Kathy Goodrich submitted a written report. Verbally, she asked for people to pray for God to raise up people with gifts and possibility for service.
- Pastoral Ministry Team (PMT) Report (Attachment D): Co-Moderator Debbie Blackburn presented the following recommendation:
 - **Action:** The Pastoral Ministry Team recommends approval of MWS Nicole Melara as installed pastor of FPC Bozeman and as a member of Yellowstone Presbytery.

Debbie Ernst reported on the PNC process of 1st Presbyterian Church of Bozeman in which they reviewed over 80 PIFs. At a congregational meeting held September 28th, the congregation voted 90 to 0 to call Nicole Melara as their next pastor. Nicole addressed the presbytery and thanked all who helped her and the Bozeman church reach this point. The floor was opened for questions from presbyters who asked about what traditional interim ministry mindsets might help Nicole as she assumes the role of installed pastor, what Nicole finds important about Reformed theology, how she holds in tension both the holiness and friendliness of God and Jesus personally and professionally. Other questions included where she finds the accountability of theology in the community, what “missional” looks like, how do we move from missional to a relationship with Christ, what she does for fun and self-care and what spiritual disciplines she practices.

 - **Action:** A motion was made and seconded to arrest the exam. The motion passed with one abstention.

Nicole left the room and PMT Co-Moderator Debbie Blackburn repeated PMT’s recommendation:

- **Action:** The Pastoral Ministry Team recommends approval of MWS Nicole Melara as installed pastor of FPC Bozeman and as a member of Yellowstone Presbytery

A presbyter shared that her Internet connection cut out and she was not able to ask a question of Nicole concerning the heavy humanitarian perspective of the Moravian Church since Nicole attended a Moravian Seminary.

- **Action:** A motion was made and seconded to table the PMT motion on the floor and re-open the exam. The motion passed with 17 voting in favor, 4 opposed and one abstention.

Nicole returned to the floor to answer questions about Reformed theology and clarify her belief in Jesus' ability to save all people through his death and resurrection.

- **Action:** A motion was made and seconded to arrest the exam. The motion passed.

PMT Co-Moderator Debbie Blackburn repeated PMT's recommendation:

- **Action:** The Pastoral Ministry Team recommends approval of MWS Nicole Melara as installed pastor of FPC Bozeman and as a member of Yellowstone Presbytery. The motion passed with 2 abstentions.
- Co-Moderator Debbie Blackburn presented the following recommendation:
 - **Action:** The Pastoral Ministry Team recommends approval of the terms of call for MWS Nicole Melara. The motion passed.

25-043. Recess: Presbytery recessed with prayer for dinner and recreation and will reconvene at 8:30 a.m., Saturday October 4.

Saturday October 4, 2025

25-044. Reconvene: The meeting of Yellowstone Presbytery reconvened with opening prayer, scripture, Word-Share-Prayer time and singing led by Paul and Lydia Neschwange.

Presbyters separated into small groups referring to Acts 2: 14-18 as they discussed if the prophecy is being fulfilled today and what some dreams are presbyters would like to see fulfilled in the life of the church.

Neschangwes invited Yellowstone Presbytery to visit them in Zimbabwe and "fish" with them. The presbytery will look into plans for a mission trip in the near future.

The offering from this meeting totaled nearly \$1,000 and will be sent to Hope's Promise, the adoption and orphan care program Neschangwes support.

25-045: Joy shared: Rev. Jody McDevitt shared the joy that Doug Johnson and his partner Nick were married a week ago.

25-046. Business Meeting part 2:

Representation & Nomination Team Report (Attachment B): Second reading of nominees for upcoming terms was presented by Moderator Sandy Welch:

1. REPNOM nominates Cheryl Banks & Debbie Ernst to PMT Co-moderators for 2026.
2. REPNOM recommends the Yellowstone Presbytery set aside the Standing Rules to allow the following: Rev. Jamie Schmeling to serve a 7th year on the Leadership Cabinet.
3. REPNOM nominates Jamie Schmeling to a 1-year term on Leadership Cabinet.
4. REPNOM nominates Steve Hundley as MWS Commissioner to the 227th General Assembly and Dave Thompson as Alternate for MWS positions.

Moderator Melissa Bell asked for nominations from the floor. With no further nominations from the floor, the slate was elected unanimously.

Leadership Cabinet Report (Attachments E, F, and G):

LC elected the following slate to serve on the General Presbyter Transition Team:

LC Moderator	MWS Dave Thompson (1stBllgs)
Personnel Representative	MWS Jamie Schmeling (Miles City)
PMT Representative	RE Debbie Blackburn (Manhattan)

MWS General Population	MWS Kimmy Briggs (Lewistown)
RE General Population	RE Danny Pratt (Forsyth)
General Population	Janet Anderson (1 st Billings)
MWS Ashley Birk	to serve ex-officio as convenor

- **Action:** The Leadership Cabinet recommends the following dates be set for Yellowstone Presbytery's 2026 meetings: March 13-14, June 12 as a Zoom only meeting, & November 6-7. The recommendation passed unanimously.

Treasurer Ric Tieman presented the proposed 2026 budget. (Attachment G)

- **Action:** Leadership Cabinet recommends Yellowstone Presbytery approve the proposed Administrative and Program budgets, including the raise in per capita to \$60.50. The motion passed unanimously.

Pastoral Ministry Team (PMT) Report part 2 (Attachment D):

- **Action:** The Pastoral Ministry Team recommends approval of a 3% increase in salary minimums for 2026. And a clarification that full vacation and study leave requirements apply to all Pastors/CREs working at least 20 hours per week. The motion passed unanimously.

Rev. Kimmy Briggs has accepted the position as Assistant Director for missions with the Outreach Foundation. She will focus on issues in the Middle East. We wish her the very best as she moves to Maddison to take on her new ministry. Her last Sunday in Lewistown will be January 4, 2026.

Presbytery prayed for her and her ministry.

Camping & Youth Ministry Team (Attachment H): 55 Campers and 23 staff participated in camp at Westminster Spires in 2025. The team encouraged churches to ask their campers to share their experiences in worship or other appropriate venue. The team hopes to offer a youth ski retreat in 2026. Sandy Welch reported on Revamp-the-Camp efforts. Fifteen students from the presbytery attended the 2025 Youth Triennium. Several youth reported about their great experience.

25-047. Announcements and Closing:

- A \$500 gift will be sent to St Columba's Benevolence Fund in the name of 1st Presbyterian Church of Bozeman which sent the highest number of people to this presbytery meeting.
- A \$500 gift will be sent to the Called to Care Skills Training Program in the name of St. Andrew Presbyterian Church which sent the highest percentage of its members to this presbytery meeting.
- All presbyters were asked to remember to register with the Stated Clerk via email or by filling out an attendance sheet and to submit travel vouchers for reimbursement.
- Presbytery hopes to form a group that focuses on international partnerships. If you are interested, contact the clerk, general presbyter, or leadership cabinet member.
- Efforts are in the works to form a prayer group. Stay tuned for more information.
- The next stated meeting of Yellowstone Presbytery will be **March 13-14, 2026.**
- **Action:** A motion was made and seconded to adjourn the meeting with prayer. The motion passed unanimously.

LC Moderator and meeting host Rev. Dave Thompson closed the meeting with prayer.

Respectfully submitted,

Caroline Fleming, Stated Clerk

Stated Clerk Report to Yellowstone Presbytery

October 3, 2025

Protocol Review for all attending the Presbytery meeting by Zoom or in person:

1. **All attendees:** *Please say your name and the entity you represent when you speak.*
2. **All attendees:** *If not responding to a voice vote of “Yes” or “No,” please use either the “raise hand” feature on your Zoom screen or raise your hand.*
3. **Zoom attendees:** *Please keep your computer microphone muted until called upon or recognized to speak. This helps eliminate feedback and minimize background noise.*
4. **Zoom Attendees:** *Please label your Zoom participant name 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.*

Omnibus motion.

The Stated Clerk moves the following:

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End of Motion.

Activities since our last stated presbytery meeting:

1. Attended all meetings of the Leadership Cabinet, the Pastoral Ministry Team and Yellowstone Presbytery and recorded meeting proceedings.
2. Mailed requests for annual reports to all our retired ministers and ministers-at-large.
3. Assisted Rep/Nom with qualifications for ministers to serve as the presbytery’s commissioner to General Assembly in 2026.
4. Conducted an e-vote for LC concerning Manhattan church’s application to Synod for a Zimmerscheid grant.
5. Conducted an e-vote for LC concerning the program recipient of the presbytery meeting’s October offering.
6. Worked with CLC to correct my role on the CLC site.
7. Sought information on a church joining the presbytery from a Korean
8. Updated presbytery directory when information was received.
9. Served on the team to plan the October Presbytery meeting.

10. Trying to get information for a Quit Claim deed to be filed with Valley County.
11. Answered or found answers to any questions asked of me by pastors, team moderators or pastors.
12. Attended Rocky Mountain Synod/Dubuque Seminary Reformed Worship class

ATTACHMENT B

Representation/Nomination Team Report: October 2025

Members: Sandy Welch (Moderator), Lanny Rounds, JP Carlson, Terry Johnson and GP Kathy Goodrich

REPNUM has met monthly to discuss the vacancies in several ministry teams. We have met weekly in September.

1. **REPNUM nominates Cheryl Banks & Debbie Ernst to PMT Co-moderators for 2026.**
2. **REPNUM recommends the Yellowstone Presbytery set aside the Standing Rules to allow the following: Rev. Jamie Schmeling to serve a 7th year on the Leadership Cabinet.**
3. **REPNUM nominates Jamie Schmeling to a 1-year term on Leadership Cabinet.**
4. **REPNUM nominates Steve Hundley as MWS Commissioner to the 227th General Assembly and Dave Thompson as Alternate for MWS positions.**
 5. REPNUM has sent 2 emails to the churches and 1 email to the PMT and Leadership Team members for commissioner's names for YAAD and RE.
 6. Charles Brown has resigned from his position in Leadership Cabinet.
 7. The Presbytery needs to select Commissioners and advisory delegates to the 227th General Assembly (2026).

Dates and Location for 227th General Assembly in 2026

The 227th General Assembly (2026) docket will begin with committee meetings conducted online, followed by in-person plenary sessions held in Milwaukee, Wisconsin. The format will be similar to that of the 226th General Assembly (2024), with a few tweaks:

- June 22–24: Assembly committee meetings, conducted online using Zoom and MyGA. *Most commissioners and advisory delegates will participate remotely from their home, office, or another location with reliable internet service.*
- June 25 & 26: Travel days for most commissioners and advisory delegates.
- June 27: **ALL NEW!** Community Day, to include opportunities for worship and engagement with an issue of concern to Milwaukee-area Presbyterians; luncheons for assembly committee members; an opportunity to connect with PC(USA) agencies and organizations and access resources; and a welcome reception.
- June 28, morning: Worship and lunch with Milwaukee area congregations.
- June 28 – July 2: Plenary business meetings, **held in person** at the Baird Center in downtown Milwaukee. ***Commissioners and advisory delegates must be present in person in the plenary hall to participate. There will not be an option to join the deliberations or vote remotely.***

Standing Rule 3.A.3.a. specifies that "Commissioners and advisory delegates must plan to be in attendance for the duration of the General Assembly." This includes participation in their assigned assembly committee via Zoom and MyGA for all three days of its discernment, as well as the in-person meetings in Milwaukee. *Please make sure that all those who are interested in serving are aware of the full schedule and can commit to participating online in all meetings of their assigned*

committee, traveling to Milwaukee, and staying for the duration of the plenary sessions. This includes all advisory delegates as well as commissioners.

In the coming months we will provide much more detail about the docket and the expectations of those serving as commissioners and advisory delegates.

Recruiting and Electing Commissioners and Advisory Delegates

The 226th General Assembly (2024) adopted new [Standing Rules](#) for the General Assembly, and you are encouraged to review the full document. Here we will focus on some of the significant changes directly affecting the assembly-related responsibilities of presbyteries. These include the formula for determining the number of commissioners that presbyteries are eligible to elect, and the process by which theological student advisory delegates are selected.

Commissioners

The number of commissioners a presbytery may elect to attend the 2026 General Assembly is based on the number of its active members, including resident clergy, for 2024 (as reported in 2025).

ATTACHMENT C

General Presbyter Report to Yellowstone Presbytery, October 3-4, 2025 Rev. Kathy Goodrich

C.S. Lewis, in 1951, wrote : "Put first things first and we get second things thrown in: put second things first & we lose both first and second things...." From his letter to Dom Bede Griffith.

Luke 2: ⁴³ When the festival was ended and they [Mary & Joseph] started to return, the boy Jesus stayed behind in Jerusalem, but his parents were unaware of this. ⁴⁴ Assuming that he was in the group of travelers, they went a day's journey. Then they started to look for him among their relatives and friends. ⁴⁵ When they did not find him, they returned to Jerusalem to search for him... ⁴⁹ He said to them, "Why were you searching for me? Did you not know that I must be in my Father's house?" ⁵⁰ But they did not understand what he said to them...

Mary and Joseph were God-chosen, good, faith-full people. What happened?

Assumptions, living by the patterns and ways that had worked for them, the way they had always done things. They didn't pause and ask THE most important question, "Is Jesus WITH US?" "Are we on the same journey, together?" QUESTION

Our Triune God often acts, works in ways, in timing, that may be unexpected, counter intuitive, even in ways that are not 'reasonable' to us humans!

As Jesus was later to say to his disciples in John 4:34 "My food is to do the will of him who sent me and to complete his work."

QUESTION: Are you and I, our congregations, our presbytery, open to, seeking to pause and ASK, ARE we WITH JESUS? Are we wanting, are we willing, To discern, to let to and only go and join Jesus where HE leads, in what HE is doing, in the WAYS of Jesus? As we pray in the line near the end of the prayer of confession
"that we may delight in YOUR will and walk in YOUR ways".

QUESTION: Are we "Freed and Ignited to Live the Resurrection Life our theme for this conference/meeting?

Take these questions home and ponder, personally, with leaders and groups in your congregation.

** It's important not to miss the deeper priority and call these questions point us to which CS Lewis summarized in his inimitable way:

C.S. Lewis, in 1951, wrote: "Put first things first and we get second things thrown in: put second things first & we lose both first and second things..." From his letter to Dom Bede Griffith.

And it's this FIRST thing, this MAIN thing, which, is a prophetic call from God we see repeated in Revelation 2 & 3 in the letters to John's 7 churches.

These were churches who were being and doing a lot of things right. God recognizes what they HAVE done, all they have suffered, endured and persevered through and affirms most of them for a variety of things.

BUT, and this is a pivotal BUT, several of them have serious deficits, omissions, "things they have left undone that they out to have done".

And, it wasn't just anything they messed up on & missed. It was the FIRST thing, the MAIN thing. Which is..?

Revelation letter to church @ Ephesus 2:1-5 "I know your works, your toil and your endurance. I know that you cannot tolerate evildoers; you have tested those who claim to be apostles but are not and have found them to be false. ³I also know that you are enduring and bearing up for the sake of my name and that you have not grown weary. ⁴ But I have this against you, that you have abandoned the love you had at first. ⁵ Remember, then, from where you have fallen; repent and do the works you did at first. If not, I will come to you and remove your lampstand from its place, unless you repent..."

Abandoned the FIRST, the MAIN thing, LOVE for God. They are no longer on fire for Christ, out of which everything else flows. Remember Paul's prayer for the Ephesians in 3: 14-21 rooted and grounded in this love for God out of which flows the love for others and oneself.

As Jesus distilled everything in the 2 Great commandments ³⁰you shall love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.³¹ The second is this, You shall love your neighbor as yourself. ' Mark 12:30, 31.

Letter to church @ Laodicea 3:15, 16,20 Note there is NOTHING God commends them for - ouch!

"I know your works; you are neither cold nor hot. I wish that you were either cold or hot. ¹⁶ So, because you are lukewarm and neither cold nor hot, I am about to spit you out of my mouth... ¹⁹ I reprove and discipline those whom I love. Be earnest, therefore, and repent. ²⁰ Listen! I am standing at the door, knocking; if you hear my voice and open the door, I will come in and eat with you, and you with me. ..."

What dilutes, Divides, distracts our body, mind, soul and spirits, resulting in our being lukewarm, halfhearted, distracted from the FIRST thing, the MAIN thing of loving God with our whole being?

Christ wants to give more of Himself to us, to be more for us, and live more in union with us and through us. A longing and love. There is SO much more of ME to know, experience and love, DON'T settle for distractions and mediocrity. And this is HOW we are So like Christ, so overflowing with Christ, one with him that we, that Christ in and through us can touch and transform the world.

ONLY then, will we, in this world where disdain, even hate or rage, revenge, and unforgiveness have become common and idolized, will be people and the body of Christ which embodies the love of Christ, loving those we agree with and those we don't, known for loving any we might deem other or even enemy.

If someone walked into a group at your church, into our presbytery meeting and listened to what we say, HOW we say it, how speak of and treat one another, would they our experience love for God? Our Love for one another including in how we differ?

As Jesus gave his new command in John 13:34, 35. *They will know you are my disciples by the love you have for one another.*

This love is how BOTH loves initially are visible to the watching, lost world.

George and I spoke on this scripture at our first presbytery meeting in 2004 to a divided, sometimes unloving and a divided presbytery. We have seen the Spirit refocus us on the FIRST thing, and as we have sought to keep the Main thing the Main thing, loving God has usually overflowed in love and grace for and with one another.

"But seek first the kingdom of God and his righteousness, and all these things will be added to you." - Matthew 6:33

"Keeping the Main thing the main thing" and it's Jesus

LC - See their report. It has been a very active time for the LC since May with a wide range of work. Thank you to each of you who are so committed to us all in this role. My Work included camp, many administrative tasks. LC has just elected a Transition Team. See LC report I continue to glean info from other presbyteries and processes compiling input to pass along to resource the presbytery, particularly the LC and Transition Team.

PMT - See their report. Many aspects of matters related to our churches and pastoral leadership and sessions require a large amount of my and other EP's time and energy these days. Pastoral transitions and PNC's active. We welcome Laura Wood and Nicole Melara. Dillon MDP is now active. Pray for Jordan, Big Hole, Pray for our congregations, pastors and CRE's, CRE's

CRE program - our cohort is in their 7th of 8 classes! I gave input to the subgroup of Execs working on a draft CRE process for all of our presbyteries to consider, edit, adapt so there is some similarity. PMT is working on this We stay in conversation. I am getting input from what other presbyteries are adapting to maximize the gifts and possibilities of CRE's.

RepNom - They have been meeting regularly since spring, frequently of late and working hard (amidst challenges in many of their lives and families), seeking input and to discern gifts, calling and leadership opportunities. and I have been meeting with them.

Camping and Youth Ministry Team - see their report. I met with leaders in May and June and at the Ministry Team meeting in September as well, visited during camp and Limitless. God did many wonderful things this summer. Enjoy the stories to be shared at our meeting.

Board of Pensions: I have worked with Christine Long and some of our leaders in BOP on an error that occurred that took some time and energy.

Churches and pastors/CRE's - Make sure there is at least 1 person (an elder and treasurer) in your church who received BOP mailings, stays informed about new developments, offerings and seeks to coordinate with the pastor/CRE and session on these matters.

Funding Presbyteries - Many presbyteries are in financial need and exploring new funding models and options. There is a national TF on this. I have been trying to keep up with these developments.

Global Church - In light of the significant shifts in the strategy, personnel and partnerships at the national level many in our congregations are confused, frustrated, wondering, not knowing how to stay informed or partner. I have been contacted by 2 different groups seeking to build connections, partnerships.

We need to create a TF connect a few people in our churches who are interested in this.

We are part of our Christ's church, local, regional and global. How might we equip, embody and encourage ALL these dimensions, being Christ's "global" church?

We, through a letter I received just before presbytery, from Washington Presbytery, received an invitation to explore a partnership with one of the fastest growing regions of Presbyterians in the world, in Ethiopia, a new synod being formed. Seeking a presbytery partner. We are one of the few presbyteries without a global partner. I hope the presbytery and congregations will explore all the Outreach Foundation offers. Rev. Kimmy Briggs becomes their Associate Director in January.

We are delighted that Paul and Lydia Neshangwe from Zimbabwe are joining us for this presbytery meeting.

Synod - I attended several Synod Staff Forum meetings as well as the Synod meeting September 29 in Denver. Thanks you to our commissioners, Jim and Ashley. All agreed CRE's can work across presbyteries. MANY pastoral and ministry challenges in colleagues' lives and presbyteries. This is not a time in Mid council leadership for the faint of heart or faint of faith.

I received A request from the Korean Church of Bozeman inquiring how to affiliate with the PCUSA. Pastor is member of the Korean Presbyterian Church in his home country. Caroline and I have discussed and she is researching this further before a face to face meeting.

Personal - Prayers welcomed for prioritizing as the work load at this point is far more than even 2 of us could do. And for some health challenges. Gillian and Peter and Ben have moved to Holland, MI where he is pursuing his MDiv at Western Theological Seminary.

Resources and News you may be able to use:

New Barna Data: Young Adults Lead a Resurgence in Church Attendance*

This resurgence has been spreading in the US as well as in the UK and other places. Two primary findings surfacing in the research surfacing lately has been they are experiencing

1. spiritual hunger and curiosity. Andrew Root expresses how transcendence has [almost?] vanished from our western cultures and now this longing in how humans are created is resurfacing.
2. What I like to refer to as *longing for belonging*, for authentic relationships and community, to be connected, seen,

- https://www.barna.com/research/young-adults-lead-resurgence-in-church-attendance/?utm_campaign=14299753-Weekly%20Highlight&utm_medium=email&hsenc=p2ANqtz--7Sg-1L4YJA1yqCl6u9i0ne6FNuuFvnv7uvaSKZEUk5QLZdfgtzFPgafzCzrGJscu50baGo5XEKc5FYMQXn-RcZcLcw&hsmi=379590695&utm_content=379590695&utm_source=hs_email

Other research includes these as well as discovering one's purpose, making a difference.

So... how can we as leaders be preparing, becoming, adapting that we can be the people and church communities which can welcome, truly SEE, listen to the lives, longings, needs and be open in community, groups of all kinds where people are seen & loved, mentoring/discipling relationships?

As one PNC leader in another church & presbytery said to me, "Our younger members and attenders are so hungry to experience and learn about Jesus and have genuine community including intergenerational community...They want to be seen, unity not us focusing on our differences." Utilizing our buildings and grounds space for mission and partnership - seeking the shalom of our **communities**

Exploring flexible, Spirit-led mindsets and processes which can spark innovative possibilities for stewarding our buildings and grounds for our vision and mission and seeking the flourishing of our communities and their needs.

[https://www.ministry-solutions.com/insights/church-growth-strategies-5-ways-to-start-activating-space?utm_campaign=16757870-](https://www.ministry-solutions.com/insights/church-growth-strategies-5-ways-to-start-activating-space?utm_campaign=16757870-Activated%20Spaces&utm_medium=email&hsenc=p2ANqtz-8csi8s59HPELm30zkkOchZuvtrQcSbi9sv7ABlkPk-7Wg4vAQbcZ2ZrE1RJVt3plARAK0tuIN9b3DLUuszE-rmFdX8EQ&hsmi=379595120&utm_content=379594641&utm_source=hs_email)

[Activated%20Spaces&utm_medium=email&hsenc=p2ANqtz-8csi8s59HPELm30zkkOchZuvtrQcSbi9sv7ABlkPk-7Wg4vAQbcZ2ZrE1RJVt3plARAK0tuIN9b3DLUuszE-rmFdX8EQ&hsmi=379595120&utm_content=379594641&utm_source=hs_email](https://www.ministry-solutions.com/insights/church-growth-strategies-5-ways-to-start-activating-space?utm_campaign=16757870-Activated%20Spaces&utm_medium=email&hsenc=p2ANqtz-8csi8s59HPELm30zkkOchZuvtrQcSbi9sv7ABlkPk-7Wg4vAQbcZ2ZrE1RJVt3plARAK0tuIN9b3DLUuszE-rmFdX8EQ&hsmi=379595120&utm_content=379594641&utm_source=hs_email)

<https://cyclicalfullcircle.com/blog/>

In addition to church planting and revitalization, Cyclical also has an aspect of their work focused on building, more on selling one's building .

Childcare: Serving & connecting with young parents & kids. This group helps a church discern and will work with a church for administration and training

https://www.ministry-solutions.com/insights/using-childcare-to-build-trust-with-the-next-generation-of-families?utm_campaign=16757870-Activated%20Spaces&utm_medium=email&hsenc=p2ANqtz-9sMGX75LQSFjVQKct3qU5opYSUxi0VS98NmhHD7thwLcNO_cmTpyG_gWGr1IF-nARQQWjZqO8eYZXj2aeYDEdG4iSIVA&hsmi=379595120&utm_content=379594641&utm_source=hs_email

Learning Our Way Forward, Brief 10 minute podcast with PCUSA pastors Rev. Dr. Tod Bolsinger, & Markus Watson

<https://www.youtube.com/watch?v=wq7zILRk8Pc>

Learn how small, daring experiments from the edges can spark meaningful change in your church— without sending everyone into panic mode. "We recommend that people consider additional, and smaller experiments from the edges that are likely to move the congregation in the direction that it needs to go without being too disruptive." They discuss this quote from Raymond Chang in this podcast's previous Ep. 164, Building a Future-Focused Church.

THIS EPISODE'S HIGHLIGHTS INCLUDE:

Leaders move congregations forward by initiating small experiments rather than launching large, disruptive initiatives.

Congregations learn and adapt best when leaders guide them through a series of modest, incremental changes. Leaders invite trust and participation when they approach change as co-learners rather than as experts.

Experimenting at the margins allows churches to discover real community needs [as opposed to what church members may assume] before making significant shifts. Genuine Spirit led experiments help congregations clarify their direction by focusing on questions and learning rather than predetermined outcomes.

ATTACHMENT D

Pastoral Ministry Team Report Yellowstone Presbytery Meeting October 3-4, 2025

The purpose of the Pastoral Ministry Team (PMT) is to come alongside churches, sessions, Pastors and CREs to provide encouragement, support, and training as we work together to share the Good News of Jesus Christ. The PMT has had monthly meetings plus several special called meetings since the Presbytery meeting in May. The following actions were approved:

Motion passed to allow Kathy Goodrich to talk with Synods who have their own search programs and ask them to allow Yellowstone Presbytery to search their network for possible candidates to serve here.

Approved the covenant between Anaconda 1st Presbyterian Church and CRE Veva Larson. (see attached).

Approved the Ministry Discernment Profile (MDP) from the Dillon Pastor Nominating Committee,

Approved giving MWS Freeman McCall permission to labor outside presbytery bounds preaching in Cody, WY

Approved revised guidelines for Yellowstone Presbytery Sabbatical Guidelines (see attached).
Items for action from the Pastoral Ministry Team:

Recommendations to Yellowstone Presbytery:

- The Pastoral Ministry Team recommends approval of MWS Nicole Melara as installed pastor of FPC Bozeman and as a member of Yellowstone Presbytery (see attached statement of faith and short Bio).
- The Pastoral Ministry Team recommends approval of the terms of call for MWS Nicole Melara (see attached).
- The Pastoral Ministry Team recommends approval of a 3% increase in salary minimums for 2026. And a clarification that full vacation and study leave requirements apply to all Pastors/CREs working at least 20 hours per week (see attached).

Debbie Blackburn, Co-Moderator of PMT Neva
Rathbun, Co-Moderator of PMT

Yellowstone Presbytery Sabbatical Guidelines

Policy Statement

The Presbytery of Yellowstone and its Pastoral Ministry Team (PMT) respectfully recommends to the Sessions of its Churches that Ministers of the Word and Sacrament be granted a compensated sabbatical of at least three months following not less than seven continuous years of service to that respective church.

Rationale

Sabbatical leave has its beginning in the Biblical concept of the Sabbath day and the Sabbath year. Biblical leaders such as Moses, Elijah, Paul, John the Baptist, etc., spent significant time in rest and reflection in preparation and continuation of their service to God. Jesus, Himself, sought time away for his own spiritual renewal and preparation during His earthly ministry.

Old Testament passages such those found in Exodus and Leviticus speak of Sabbath days and the Sabbath year. Every seven years the land itself was granted a Sabbath when the ground was untilled so that it could replenish itself.

A sabbatical will enable the minister to be renewed through the vital pursuit of continuing education, extended time spent in spiritual formation and fresh mentoring by respected teachers. A sabbatical enables a minister to return to the responsibilities of the parish with renewed energy, dedication, spiritual vision, health, and effectiveness.

Through preparation and prayer, a Sabbatical leave can also provide the congregation growth opportunities, as well as the potential for new life as leaders and volunteers assume greater responsibility for the life and wellbeing of the Church.

(Biblical References: Exodus 23:10-11; Lev. 25:1-7; Deut. 15:1-11; Matt. 11:28-30; & Mark 6:31)

Pastoral Ministry Team Responsibilities

- I. Review the sabbatical timetable and usage plan as submitted by the minister
- II. Serve as mediator in any concerns of Session or Minister relative to the sabbatical.
- III. Determine who will Moderate the Session in the minister's absence.
- IV. Provide guidance to the respective church in working through this process.

Minister Responsibilities

- I. Prepare and bring the sabbatical proposal before the Session (at least in outline form) a minimum of six months before the proposed commencement of the sabbatical.
- II. Secure the approval of the Session for the sabbatical, as proposed, and work out the necessary coverage of the pastoral and pulpit responsibilities.

III. Assure the Session of continued services to the church for at least one year from the conclusion of the sabbatical.

IV Bring current all pending responsibilities as determined in consultation with the Session before departing on the sabbatical.

V. Submit to the PMT the formal, finalized plans and timetable for the sabbatical.

VI. Maintain a journal of the sabbatical experiences and upon return present an oral and written overview of the sabbatical to the Session, congregation and to PMT.

Session Responsibilities

I. Receive for approval the minister's proposal for a sabbatical at least six months prior to the intended commencement of the sabbatical.

II. Communicate to the congregation the importance of a sabbatical and its values to the church, and secure their concurrence as well as input.

III. Request a written and oral overview of the sabbatical from the minister upon his/her return. IV Discuss thoroughly with the Pastoral Ministry Team how the church leadership is prepared to meet the challenges presented by the exigencies of a sabbatical leave.

** A compensated sabbatical implies that the church would maintain the minister's contracted compensation package intact through the sabbatical period. It does not imply that the church would be obligated for the costs of the sabbatical itself or any of the ancillary expenses associated with the sabbatical. However, accumulated Study Leave or Study Leave dollars could be incorporated into the sabbatical funding process.

Suggestion: Several private institutions as well as the General Assembly offer grants for sabbatical purposes. Before the minister makes such a request or formulates such a plan, PMT recommends that those funding sources for sabbatical assistance be explored.

The Pastoral Ministry Team of Yellowstone Presbytery, on review of all of the above requirements to its satisfaction, approves the sabbatical plans and outline for the Reverend/s _____ serving the _____ church.

Yellowstone Presbytery
2026 Proposed
Minimum Salaries

PMT 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. On the next page we have provided five guiding questions to shape those conversations.

These figures represent a 3% increase in minimum effective salaries for 2026 and are based on fulltime of a 40-hour work week, which should be pro-rated for part-time positions. Please read below about CRE and part-time considerations, for optional ways you can financially assist your pastor without increasing BOP dues, and for the process to petition PMT for relief.

PMT again invites congregations who struggle to meet these minimums to petition to PMT for a reduction in the minimum effective salary you can pay a pastor. See next page 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.

Full-Time Pastor with 3 years or less (up to 36 months) of Ordained Ministry:

Effective Salary: \$58,095

The Board of Pensions requires that the manse amount be at least 30% of all other effective salary.

Board of Pension dues will vary from pastor to pastor based on need. Full medical benefits are required for a pastor and his/her dependents based on their needs. Please contact Christine Long, Board of Pensions Church Consultant for help in establishing the correct BOP amount for your pastor at ***CLong@pensions.org*** or (215) 587-7260.

Full-Time Pastor with more than 3 years (37 months or more) of Ordained Ministry:

Effective Salary: \$60,775

The Board of Pensions requires that the manse amount be at least 30% of all other effective salary item.

Board of Pension dues will vary from pastor to pastor based on need. Full medical benefits are required for a pastor and his/her dependents based on their needs. Please contact Christine Long, Board of Pensions Church Consultant for help in establishing the correct BOP amount for your pastor at ***CLong@pensions.org*** or (215) 587-7260.

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 part-time CREs should receive \$600/year (which can be accrued for up to 3 years) for Continuing Education. The full vacation and study leave requirements apply for all Pastors/CREs who are working at least 20 hours per week.

Optional ways you can financially assist your pastor without increasing BOP dues:

1. A church can reimburse a pastor up to A of their FICA (Social Security and Medicare) directly to the minister who does not have to report the reimbursement to BOP (called the SECA effect). It does, however, get reported to the I.R.S. as taxable income.
2. If a minister contributes to a BOP 409(3)(b) pension, the church can match the pastor's contribution, and the church match is not included in the effective salary.
3. A church can reimburse a pastor for out-of-pocket expenses with no effect on effective salary.
4. Create an FSA (Flexible Spending Account) and/or DCAP (Dependent Care) through Hello Further for your pastor.

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 schoolteacher 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.

Meet Reverend Nicole Melara

C(USA) Minister of Word & Sacrament,
Interim Pastor, Ridgefield-Crystal Lake Presbyterian Church, Crystal Lake, IL

Pastor Nicole is a native of eastern Pennsylvania and has been serving in ordained ministry for 18 years. She is a graduate of Moravian Theological Seminary in Bethlehem, PA, and reached the level of PhD Candidate in Religious Studies (Global Ethic specialty) at Temple University. She is an adjunct professor of Philosophy at Northampton Community College, where she teaches Death & Dying, Intro to Philosophy and Ethics and Moral Problems to online students. After finishing her doctoral coursework, she relocated to Milwaukee to continue her life's education. She has served a number of churches as a transitional leader. She has also served as the Moderator of Milwaukee Presbytery's Commission for Congregational Vitality and Blackhawk Presbytery's Vision and Assembly Planning Committee. Also, in Blackhawk Presbytery, she served on the Commission on Ministry (Transitions subcommittee), the Land and Name Acknowledgement Team and the Matthew 25 Committee, among other leadership roles.

Nicole is a lover of art and cultural studies, hiking, camping and reading. She enjoys playing hymns on French Horn and Trumpet. She is the mother of a young-adult woman and the ma'amaw of two dogs. Nicole is passionate about spiritual growth and understanding, service toward faith formation, the study and practice of ethics and the translation of belief into a lived faith. She is a devoted disciple and follower of Christ Jesus, who loves her. She is grateful for his call and for the constant adventure it brings.

A Statement of Faith

by Rev. Nicole Melara, PC(USA)

I believe in the Triune God, who created all things and is creating all things new, who was known to all creation and known especially to the creation made in God's own image - humankind. All things were created and called Good by our Creator. When humankind disobeyed God, Creation was broken. From that moment, God has been working to reconcile creation unto Godself.

In the fullness of time, the law and the prophets were fulfilled in Jesus Christ, God's only son, our savior and our Lord, fully human and fully divine. In his love for us and for Creation, God Incarnate, was born and was obedient, even to death on the cross. But, before his death, Jesus lived. He demonstrated life in the kingdom of God. He showed us how to live in reconciling grace, in love for God and in love for our neighbor as ourselves. He called us to his ministry, proclaiming the Good News of forgiveness and healing, caring for the disenfranchised, the hurting and those in need. He commanded us to love one another and commissioned us to make disciples of all nations, baptizing in the name of the Father, Son and Holy Spirit. Jesus is the light of the world, and the darkness of death did not overcome him. For on the third day, after his death, he rose again and proved that God's love is stronger than all the sin Christ Jesus took to the grave on our behalf. He will come again at the end of the age as a bridegroom comes to claim his bride. The church and Creation will be made new.

Until then, Christ's people receive the sacraments of baptism and communion, marking the forgiveness of sins and the ingrafting of all in the Spirit. We celebrate communion by remembering our Lord and being lifted to commune with him in the Spirit. The Holy Spirit is the third person of the Triune God. It was delivered to us in the fiery wind of Pentecost and present to us today, inspiring and sustaining all believers. The Spirit binds us as a family of faith, intercedes and advocates for us and our holy wellbeing, blesses us with gifts for ministry, guides us in prayer and illuminates scripture for searching hearts.

In gratitude, I respond to Christ's call through trust and obedience. I ask the Spirit to inspire my gifts and inform my leadership. I understand my faith best through the tenets of the Reformed tradition, and I hold fast to the heritage present in the Book of Confessions, Part 1, of the Constitution of the Presbyterian Church (USA). My pastoral ministry is defined by Part 2 of the PC(USA)'s Constitution, The Book of Order. In response to Christ's call on my life, I seek to live out my ordination vows, to serve the church and her people with energy, intelligence, imagination and love.

Christ Jesus is my good shepherd. He brings abundant life. In him, I rejoice! In life, in death, in life beyond death, he is with me. I am not alone. In the Spirit, I give thanks to God in whom I live and move and have my being. I am alive today by God's good grace. Thanks be to God! Amen.

Pastoral Terms of Call

The First Presbyterian Church of Bozeman MT belonging to Yellowstone Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you, Reverend Nicole Melara to undertake the office of Pastor of this congregation, beginning November 24, 2025 promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord. That you may be free to devote full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses:

Effective salary \$92,000 broken out between Cash and housing allowance.

BOP Pension and Health Includes family medical total \$32,870 Reimbursable expenses:

Automobile expense \$1,000 (current Federal mileage rate)

Professional expenses (Discretionary) \$1,000 SECA Allowance
\$7,038 Continuing Education \$2,000 Total \$135,908

One Time Moving Costs up to \$8,000.

Shared Equity Agreement for purchase of Home will also be agreed to in a separate document.

Paid Vacation 4 Weeks including 4 Sundays

Paid continuing Education 3 Weeks including 3 Sundays

Family Leave Policy as adopted by Yellowstone Presbytery

After each 5 years of service, the congregation will provide for a three consecutive month Clergy Renewal Leave (sabbatical), continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence.

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

In testimony whereof we have subscribed our names this 28th day of *September, 2025*. Having moderated the congregational meeting which extended this call for ministerial services,

I do certify that the call has been made in all respect according to the presbytery policy and the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Vote of the congregation at the meeting was 3 in favor of the candidate and 0 opposed.

(signed)



moderator of the meeting

Leadership Cabinet Report #1
Yellowstone Presbytery Meeting
October 3, 2025

The Leadership Cabinet (LC) of the Yellowstone Presbytery's primary purpose is to guide the implementation of the Vision Statement and the mission of Yellowstone Presbytery, our "Why." The LC also serves as the Trustees of the presbytery and meets monthly in these roles which include to oversee, plan, and implements many facets of ministry pertaining to our Presbytery. It provides oversight to the Presbytery regarding its meetings, finances, staff, training, direction, long range planning and mission.

LC elected the slate it had authorized the Personnel Subcommittee to nominate during the summer to serve on the General Presbyter Transition Team at our September 9 meeting:

- LC Moderator MWS Dave Thompson (1stBllgs)
- Personnel Representative MWS Jamie Schmeling (Miles City)
- PMT Representative RE Debbie Blackburn (Manhattan)
- MWS General Population MWS Kimmy Briggs (Lewistown)
- RE General Population RE Danny Pratt (Forsyth)
- General Population Janet Anderson (1st Billings)
- MWS Ashley Birk (Bozeman) to serve ex-officio as convenor

Leadership Cabinet authorized Ric Tieman, Yellowstone Presbytery Treasurer, to establish a credit card system to automate accounts payable. This system is being implemented and has made life easier for several people in our Presbytery.

LC approved the submission of a Synod Zimmerschied Grant* request from the Rev. Sarah Tunall and the Manhattan church in the amount of \$500 and submitted it to our Synod of the Rocky Mountains. It was approved by the Synod in the amount of \$1,000. The Leadership Cabinet approved matching funds in the amount of \$1,000 from the Presbytery's Equip and Encourage Fund. Funds from both the Synod and Presbytery have been received.

Motion for Presbytery action: The Leadership Cabinet recommends the following dates be set for Yellowstone Presbytery's 2026 meetings: March 13-14, June 12 as a Zoom only meeting, & November 6-7.

LC accepted Sarah Tunall's resignation as Director of summer camp at Westminster Spires.

LC moved \$100.00 from line item 3100.3 into the Campus Ministry fund to zero it out to correct an accidental overpayment of \$100.00 from the campus ministry fund.

I appreciate those who serve on the Leadership Cabinet and the work we carry out on behalf of the Presbytery.

With Appreciation,

Dave Thompson, Moderator of Leadership Cabinet

*Synod's Zimmerschied Grant- The Assembly of the Synod of the Rocky Mountains seeks to support New Worshipping Communities established within the eight presbyteries of the Synod with funds from the Zimmerschied Fund, given by Thomas and Helen Zimmerschied and Lucien Robinson, Jr. Grant monies can be expended on a wide variety of New Worshipping Communities' needs.

ATTACHMENT F

Leadership Cabinet Report #2
Yellowstone Presbytery Meeting
October 3, 2025
First Presbyterian Church in Billings, Montana

The Leadership Cabinet met for a special meeting on October 1 at 2:00 p.m. to discuss and decide upon several timely items.

1. Leadership Cabinet voted to give an honorarium to Paul and Lydia Neshwange with grateful thanks for their time spent in preparation and for their time spent with us at the presbytery meeting.
2. Leadership elected to give two \$500 gifts to the following two ministries of Neshangwe's church in honor of two Yellowstone churches, one that sends the highest number of people to this presbytery meeting and one that sends the highest percentage of their membership to this presbytery meeting:
 - a. St Columba's Benevolence Fund - in our economically difficult environment, we are overwhelmed by multiple legitimate needs and requests that need support from the benevolence fund.
 - b. Called to Care Skills Training Program - giving much needed skills for vulnerable and poor women to be able to run their own income-generating projects.
3. Leadership Cabinet reviewed and discussed proposed budgets for 2026, including a 3% raise for staff in keeping with the 3% minimum salary increase proposed for pastors by the PMT and the proposed per capita assessment of \$60.50. Of the per capita increase, \$.42 is for General Assembly and \$1.08 is for the presbytery.

The Synod recently voted to send \$2,500 to each presbytery out of their surplus. This gift will be set into a fund to which small churches that feel they cannot pay the \$1.50 raise in the per capita can apply for relief. In order to be granted the relief, the applying church would have to work with their liaison, the PMT, and LC through the application process. Dave will write a thank you note to Synod thanking them for the \$2,500 gift.

Action Item: Leadership Cabinet recommends Yellowstone Presbytery approve the proposed Administrative and Program budgets, including the raise in per capita to \$60.50.

With Appreciation,
Dave Thompson, Moderator of Leadership Cabinet

Presbytery of Yellowstone PCUSA

9/30/25

Administrative Budget	2025 approved Budget	2025 Forecast	2026 Proposed Budget	
Income				
4001 · Administrative Support	35,000	20,000	35,000	
4004 · Per Capita Income	81,066	79,000	80,949	(117) decrease
4005 · Interest Income	-	1,000	-	
4006 · Dividend Income	-	1,000	-	
4007 · Other Income	-	-	-	
Total RECEIPTS	116,066	101,000	115,949	
Expense				
LEADERSHIP CABINET				
6303 · Cabinet Meetings	1,500	-	500	place holder
6304 · Accounting Fees	6,300	6,600	6,300	
6305 · Legal Fees	100	-	500	place holder
6306 · Task Force Meetings	500	-	100	place holder
6307 · Nom/St-Tim/Delegate Mtgs	100	-	100	place holder
Total LEADERSHIP CABINET	8,500	6,600	7,500	
PASTORAL MINISTRY TEAM				
6506 · PMT Meeting Expense	2,500	700	2,500	
Total PASTORAL MINISTRY TEAM	2,500	700	2,500	
PERSONNEL EXPENSES				
6601 · Admin Manager				
6601.1 · Salary	2,575	4,000	4,000	
Total 6601 · Admin Manager	2,575	4,000	4,000	
6602 · General Presbyter				
6602.1 · Salary	7,272	7,272	7,490	3% 9,816 Program
6602.2 · Housing	28,715	28,715	29,576	3% 37,067 Admin
6602.3 · Retirement	3,870	3,870	4,688	10% of TES 46,883 TES
6602.4 · Insurance	18,964	18,964	18,500	37%
6602.5 · Meals Reimb	1,200	1,200	1,200	(Minimum is \$18,500)
6602.6 · Travel Reimb	4,000	4,000	4,000	
6602.7 · Telephone	1,200	1,200	1,200	
6602.8 · Discretionary Fund	1,250	1,250	1,250	
6602.9 · Study Leave	700	700	700	
Total 6602 · General Presbyter	67,171	67,171	68,605	
6603 · Stated Clerk				
6603.1 · Salary	22,437	22,437	23,110	3%
6603.4 · Travel Reimb	2,500	1,500	2,500	
6603.5 · Discretionary Fund	500	500	500	
6603.6 · Continuing Education Fund	673	673	673	
Total 6603 · Stated Clerk	26,110	25,110	26,783	
6604 · Payroll Taxes	2,060	360	371	3%
Total PERSONNEL EXPENSES	97,916	96,641	99,759	
PRESBYTERY EXPENSES				
6703 · Per Capita Expense	19,016	18,908	19,080	
6704 · Presbytery Meetings	6,000	1,500	5,000	
6705 · Presbytery Other Exp	2,400	1,000	2,400	
Total PRESBYTERY EXPENSES	27,416	21,408	26,480	
PRESBYTERY OFFICE				
6801 · Copies & Postage	300	400	300	
6802 · Insurance	420	420	420	
6803 · Office Supplies	100	150	100	place holder
6804 · Rent	100	100	100	place holder

Presbytery of Yellowstone PCUSA

Program Budget	2025 approved Budget	2025 Forecast	2026 Proposed Budget
Income			
4002 · Camp Income			
4002.1 · Summer Camp Fees	10,000	18,910	15,000
4002.2 · Event Fees	2,000	1,550	2,000 includes Ski retreat
4002.3 · Rental of Camp Facilities	12,000	13,250	14,000
4002.5 · Other Camp Income	2,000	4,003	2,000
Total 4002 · Camp Income	26,000	37,713	33,000
4003 · General Mission Pledge	24,000	16,800	18,000
Total RECEIPTS	50,000	54,513	51,000
Expense			
CAMPING & YOUTH			
6100 · Camping Expenses			
6101 · Activities	1,200	4,163	3,000
6102 · Food	3,500	6,625	5,000
6103 · Supplies	800	2,886	800
6104 · Transportation	1,500	550	1,500
6106 · Salaries & Wages	23,000	24,889	25,000 Hill 3% Raise?
6107 Pastor Honorarium	1,500	250	1,500
Total 6100 · Camping Expenses	31,500	39,363	36,800
6110 · Triennium	-	-	- Reserves adequate for two years
6120 · Special Events	3,500	-	100 place holder; 6102 was used this year
6200 · Admin Camping Expenses			
6201 · Advertising & Marketing	200	-	200
6202 · Copies & Postage	100	313	100 place holder
6203 · Liability Insurance	4,000	3,142	4,000
6206 · Utilities	3,000	3,300	3,000
Total 6200 · Admin & Camping Expenses	10,800	6,755	7,400
Total CAMPING & YOUTH	42,300	46,118	44,200
LEADERSHIP CABINET			
6301 · Intermountain Childrens Home	1,500	-	1,500
6302 · Rocky Mountain College	1,500	-	1,500
Total LEADERSHIP CABINET	3,000	-	3,000
PASTORAL MINISTRY TEAM			
6501 · Training	1,000	640	1,000
6502 · Congregation Ministry	1,000	-	100 place holder
6503 · Emergency Career Counseling	1,000	-	100 place holder
6504 · Vocations Expense	1,000	-	100 place holder
6507 · Dubuque-Synod of RM CRE cohort	500	-	- funded from Reserve
Total PASTORAL MINISTRY TEAM	4,500	640	1,300

PERSONNEL EXPENSES				
6602 · General Presbyter Allocate 45%				
6602.1 · Salary	9,530	9,530	9,816	3%
Total 6602 · General Presbyter	9,530	9,530	9,816	
6604 · Payroll Taxes	1,400	1,700	1,400	
Total PERSONNEL EXPENSES	10,930	11,230	11,216	
PRESBYTERY EXPENSES				
6702 · Cluster Meetings	100	-	100	
6705 · Presbytery Other Exp	1,000	-	1,000	
Total PRESBYTERY EXPENSES	1,100	-	1,100	
Total Expense	61,830	57,988	60,816	
Net Ordinary Income	(11,830)	(3,475)	(9,816)	
OTHER RECEIPTS				
Transfers from Program Fund	11,830	3,475	9,816	Fund balance is 51,236
Total OTHER RECEIPTS	11,830	3,475	9,816	
Net Income	-	-	0	