

Leadership Cabinet Report

Yellowstone Presbytery Meeting June 12 & 13

First Presbyterian Church Bozeman

The primary purpose of the Leadership Cabinet (LC) is to guide the implementation of the Vision Statement and the Mission of Yellowstone Presbytery. The team reads the Vision statement at the beginning of every meeting. The LC also serves as the Trustees of the Presbytery and oversees the presbytery's financial, personnel, and administrative processes.

Every meeting begins with "Dwelling in the Word" to remind us that we must be the "People of God" to do the "Work of God." Centering ourselves in God's Word provides a Holy Spirit-guided discerning process as we listen to and learn from each other in endeavoring to make decisions based on not our own will, but that God's will be done.

Vision Statement Implementation

At each meeting, we share "Holy Spirit Sightings" where we have seen the Spirit working in our personal lives, our churches, and our communities and take time to pray for one another, our leaders, our churches, and our world. We also share personal needs and concerns as well as needs for others, our churches, the Presbytery, and our communities, our nation, and our world. All of these needs are lifted in prayer.

The Leadership Cabinet has been extremely busy holding 5 meetings between April 1 and June 9:

- continued to work on tasks recommended by the Transition Team (see report)
- at each meeting, reports from the following ministry teams are received: Camping/Youth, Rep/Nom, Personnel Subgroup, and PMT updates. Feedback is given as necessary.
- presbytery planning team met together often and with Stan Ott on several occasions in preparation for the June 12 and 13 Conference and Presbytery meeting in Bozeman.
- discussed offering partial scholarships from Equipping and Encouraging funds to several people interested in attending the Rocky Mountain West Relationally Wise Leaders Conference in Bozeman on October 5-8. Please contact Caroline Fleming for more information.
- approved Stated Clerk, Caroline Fleming, use her continuing education funds to cover her attending the Rocky Mountain West Relationally Wise Leaders Conference in Bozeman on October 5-8.
- continued to explore plans with the Hope's Promise organization for a 2027 mission trip to Zimbabwe as invited by Paul and Lydia Neschwangwe. Russ Kline will serve as the contact person for this trip.

Business

- Approved the updated Treasurer Job Description which will be placed in the Presbytery's Manual of Operations.
- Approved a posting on the website a 1-page version of the Long-Term Partnership Fund more pertinent to information for churches interested in applying. (*see document*)
- On recommendation from the Personnel Sub-committee, approved hiring Debbie Ernst as the Presbytery's Treasurer with a start date of July 1.
- Elected to send the offering for the June Presbytery meeting to Kathy Goodrich's charity of choice. Kathy chose the Intermountain Children's Home and Services in Helena, MT.

Transition Report

The decisions made by the Leadership Cabinet after many discussions relating to both administrative tasks and relationships within Yellowstone Presbytery during the transition between Kathy's retirement and filling the position of the General Presbyter with either an interim/transitional or permanent position:

1. Administrative tasks of General Presbyter relating to the work of the Leadership Cabinet were assigned.
2. General Presbyter Responsibility/Tasks relating to the Pastoral Ministry Team and relationships within the Presbytery would be charged to moderators (past & present) of both the Leadership Cabinet and the Pastoral Ministry Team:
 - PMT Administrative Tasks:
 - A PMT subgroup, with input from stated clerk and LC moderator, will meet with Kathy to talk about her PMT related responsibilities/tasks with the subgroup ultimately assigning these tasks.
 - Presbytery Relationships
 - Moderators (past and present) of both the Leadership Cabinet and the Pastoral Ministry Team, along with the stated clerk, will take the lead in determining the Presbytery's root needs. This above group will meet regularly to pray, discern, and explore options for a participatory process and building relationships which include opportunities all churches/leaders/pastors/lay pastors and leaders to meet for prayer, input, reflection, conversation, exploration, dreaming...discerning together what the Holy Spirit is inviting us to.
3. Regular reports of the above actions in Item #2 will be given to the Leadership Cabinet, the Pastoral Ministry team, future Presbytery meetings and sent out in-between meetings as needed.

Recommendations to Presbytery:

1. **Leadership Cabinet recommends Yellowstone Presbytery approve the Pastoral Covenant Agreement between Rev Kathy Goodrich and Yellowstone Presbytery proposed by the Leadership Cabinet through its Personnel subcommittee. (See Attachment B)**
2. **Leadership Cabinet recommends that Presbytery elect Rev. Jamie Schmeling to serve on the Rep/Nom team in the class of 2028.**
3. **Leadership Cabinet recommends Yellowstone Presbytery set aside the Standing Rules to allow Sandy Welch to serve an additional two-year term on Rep/Nom (class of 2028).**
4. **Leadership Cabinet recommends that Presbytery approve the Support and Endowment Plan for Westminster Spires. (*document posted on website*)**
5. **Leadership Cabinet recommends that Yellowstone Presbytery approve the proposed changes to the Standing Rules found as Attachment A below:**

ATTACHMENT A

Proposed Changes to Standing rules of Yellowstone Presbytery *(Second Reading)*

S4.02 The moderator shall be elected by the presbytery at the last stated meeting of the year and shall assume office January 1 of the new year. Installation will be done at the first meeting of the new year and shall serve in that office until January 1 **the following year**. The moderator shall possess the authority and carry out the responsibilities of that office set forth in the Book of Order of the Presbyterian Church (U.S.A.).

S4.03 The vice moderator shall be elected by the presbytery at the last stated meeting of the year, and shall assume office January 1 of the new year. Installation will be done at the first meeting of the new year, and shall serve in that office until January 1 **the following year**. The vice moderator shall carry out such duties as may be assigned by the moderator. In the event of the inability of the moderator to carry out required moderatorial responsibilities, the vice moderator shall act for the moderator until the presbytery is able to elect a person to exercise the duties and privileges of that office.

S6.02.02 Ministry Team Moderators, except for the Moderator of the Representation/ Nomination Team shall be nominated by the Representation/Nominating Ministry Team each year for a term of one year. The Moderator of the Representation/ Nomination Team shall be nominated by the Leadership Cabinet each year for a term of one year.

ATTACHMENT B

Proposed Pastoral Covenant Agreement

The Personnel Committee, in communication with Leadership Cabinet and Executive Presbyter Rev. Kathy Goodrich, recommends the following pastoral covenantal agreement to the Presbytery of Yellowstone, to be put in place upon her retirement, effective July 1, 2026.

The Personnel Committee recognizes that the Pastoral Ministry Team (PMT) will oversee this agreement, along with all other relationships between Rev. Kathy Goodrich and the churches of Yellowstone Presbytery as befits their role and function within this presbytery.

The Personnel Committee recommends that a two-year boundary be made to help free Rev. Kathy Goodrich from serving on any committee of the presbytery, unless an urgent need arises, at which point PMT shall bring that need to the Leadership Cabinet, who may authorize the Personnel Committee to review whether or not this boundary needs to be adjusted.

The Personnel Committee recommends that Leadership Cabinet appoint the moderators of Leadership Cabinet and PMT to serve as the only liaisons during this two-year period between the Presbytery of Yellowstone and the Rev. Kathy Goodrich in all matters relating to presbytery business until a person is hired to fill the role of presbyter, at which time the new acting presbyter will serve as the only liaison for the remainder of the two-year period.

The Personnel Committee recognizes the unique challenges that a retired Presbyterian may have in finding a church home and therefore urges the churches within the Presbytery of Yellowstone to be gracious and welcoming as the Goodrich family considers where to worship.

The Personnel Committee recognizes the gifts and talents of the Rev. Kathy Goodrich and therefore encourages her to utilize those gifts in the churches of Yellowstone Presbytery through all the duties set apart by the Book of Order for the office of Minister of Word and Sacrament.

The Personnel Committee celebrates the freedom of a retired presbyter to attend presbytery meetings and, as a retired Minister of Word and Sacrament, to have a voice and vote at those meetings as a full member of presbytery. The Personnel committee, therefore, affirms the decision of Rev. Kathy Goodrich to not attend the November 2026 Presbytery meeting as a sign of her freedom as a retired Executive Presbyterian.

The Personnel Committee recognizes the difficulty of transition and therefore recommends that the Presbytery of Yellowstone provide funds from the Equip and Encourage Fund in the amount of \$1200 to be used for Spiritual Direction with a licensed and out of state provider of her choice.

The Personnel Committee recognizes that Rev. Kathy Goodrich has made long and lasting friendships with people in this presbytery and therefore, as a sign of love and faithfulness, encourages the members of the Presbytery of Yellowstone to continue those friendships within the bounds of this agreement for its duration of two years.



ROCKY MOUNTAIN WEST

Relationally Wise Leader's Conference



Most leaders don't need another conference full of ideas. They need tools.

Conference Goal

We long for relational health and wholeness, but all too often, conflict damages relationships and weakens our witness. This conference equips Christian leaders with Relational Wisdom and Biblical Peacemaking tools so you can keep your church or organization healthy and on mission.



October 5 - 8



**Redeemer Church
Bozeman, MT**



www.rw360.org

What You Will Take Home



A Biblical Approach to Conflict

Learn a Scripture-rooted framework for confession, forgiveness, and reconciliation—and why conflicts escalate in the first place.



Greater Relational Awareness

Grow in your ability to read emotions, motives, and team dynamics so you can lead people—not just situations.



Confidence in Leadership

Return home ready to lead challenging conversations without fear or avoidance. Address tension early, confront graciously, and guide others toward restoration with wisdom and clarity.



Be a peacemaker
Transform your relationships

More Info

rw360.org/rw-events/



Register

Community Building Grants For Christian Churches in Montana Through the



Grants are available now to bring Relational Wisdom 360 training to your church and community.

Purpose of the Grant

The Gianforte Family Foundation has set up a special program with RW360 that is designed to provide Montana churches and Christian schools with grants of up to \$2600 that may be used to pay for training and resources that enable them to serve their communities by providing biblically grounded training that improves relational and conflict resolution skills, strengthens marriages and parenting, reduces conflict and divorce, improves job performance and business productivity, and, most importantly, enhances their Christian witness.

Expectations

Churches and schools are expected to actively promote training to their communities, not just their own congregations or schools. Less than \$2600 may be requested if the full amount for RW360-related materials and expenses will not be used.

What This Means

There is funding to enable you to bring the Relational Wisdom 360 training home to your church and community.

Uses For the Grant

- ✓ **Sunday School & Small Group Materials**
- ✓ **Seminars Open to Your Community**
- ✓ **Advertising or Childcare Stipend**
To host training for your church, school or community
- ✓ **PACE Instructor Training**
- ✓ **Peace Sower Team Training**
Available for 2 to 6 individuals from your church or school

Contact the Foundation



More Information

gianfortefoundation.org/contact-us/

gianfortefoundation.org/church-outreach



ROCKY MOUNTAIN WEST
Relationally Wise Leader's Conference

EVENT SCHEDULE

5th
October

- 6:30 PM – 7:00 PM · Registration
- 7:00 PM – 7:30 PM · RW Kickoff Interaction
- 7:30 PM – 8:00 PM · Dessert
- 8:00 PM – 9:00 PM · 360° Moments Exercise

**6th
&
7th**
October

- 8:00 AM – 8:30 AM · Devotional & Music
- 8:30 AM – 9:00 AM · Q & A
- 9:00 AM – 12:00 PM · Relational Wisdom (Tues)
Relational Peacemaking (Wed)
- 12:00 PM – 2:00 PM · Lunch / Network
- 2:00 PM – 5:00 PM · Relational Wisdom (Tues)
Relational Peacemaking (Wed)
- 7:00 PM – 9:00 PM · Individual Consultation with
RW Leadership
(Optional & By Appointment)

8th
October

- 8:00 AM – 9:00 AM · Q & A with Ken Sande
(Founder & President of Relational Wisdom 360)
- 9:00 AM – 12:00 PM · Practical RW Leadership Tools
For Immediate Implementaion
- 12:00 PM – 1:00 PM · Working Lunch
- 1:00 PM – 2:00 PM · Taking RW Home

