Leadership Cabinet Report
Yellowstone Presbytery Meeting
November 6 & 7, 2026
First Presbyterian Church Deer Lodge

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 these needs are lifted in prayer.

Following the June 2026 Presbytery Meeting, the Leadership Cabinet:

- Received reports from the following ministry teams: Camping/Youth, Rep/Nom, Personnel Subgroup, and PMT with feedback given when necessary.
- Received reports from the Moderators' Forum Team, tasked with relationship building among Yellowstone Presbytery churches
- Met with Sandy Welch, Rep/Nom moderator, for discussion and clarification of gifts and skills needed for those serving on Leadership Cabinet.
- Presbytery planning team met several times to plan and prepare for the November 6 & 7 Conference and Presbytery meeting in Deer Lodge.

Business

- Elected Curt Kochner, Melissa Bell, Ric Tieman, Nancy Pehl, and Russ Kline to serve on the Westminster Spiers Endowment Fund Board of Directors and charged the Directors to choose their officers and determine classes, working toward inclusive representation in the future.
- Elected to authorize Russ Kline, Debbie Ernst and Ric Tieman to set up Westminster Endowment accounts with the PCUSA Foundation New Covenant fund and be signers on the account.
- Elected to send the offering for the November Presbytery meeting to the Westminster Spires Endowment Fund in honor of Ric Tieman.

- Elected to change the Associated Employers key contact person from Kathy Goodrich to Karolee Larson, Personnel Committee Chair
- Approved grant request from FPC Miles City for $2500 from the Equip and Encourage Fund to help update their audio system.
- Approved by consensus that Ric Tieman, Debbie Blackburn, and Julie Boksich serve on the "Tech Team" which will create a document that clarifies requirements for the presbytery Technology Grant applications. The completed document will be posted on the Presbytery website.
- Elected to appoint Caroline Fleming to participate in monthly conversations with the Rocky Mountain Synod Executives until a new General Presbyter is hired.
- Elected to use Equip and Courage funds to purchase a gift certificate for Ric Tieman to Ted's Restaurant in Bozeman.
- LC is seeking a person to serve on the Intermountain Board of Directors. Our presbytery have a long-standing relationship with that program, including a presence on the Board that we would like to see continue.
- When notified that RE Jim Tar was unable to attend the Synod Meeting in September, LC in consultation with Rep/Nom, appointed RE Sandi Schoenberger to serve as presbytery's commissioner.

Recommendations to Presbytery

- LC recommends Yellowstone Presbytery approve the transfer of $4,940.45 from the Peacemaking Fund line item to the Westminster Spires Camp self-insurance fund.
- LC recommends that Yellowstone Presbytery elect Sandy Welch as moderator of the Representation/Nomination Team.
- LC recommends that Yellowstone Presbytery approve the following dates be set for Yellowstone Presbytery's 2027 meetings: March 12-13, June 12 as a Zoom only meeting, and November 12-13.
- LC recommends Yellowstone Presbytery renew its covenant with Rocky Mountain College as outlined in the RMC Covenant of Understanding. (Attachment A)
- LC recommends Yellowstone Presbytery set the per capita at $65.00 for 2027.
- LC recommends Yellowstone Presbytery approve an administration budget of $96,649.00 for 2027 that includes salary for a General Presbyter for one-third of the year. (Attachment B)
- LC recommends Yellowstone Presbytery approve a program budget of $61,250.00 for 2027. (Attachment C)
- LC recommends Yellowstone Presbytery cover any budget deficit incurred in 2027 up to $13,254.00 using funds from the Equipment and Courage Fund.

Covenant of Understanding
Between
Rocky Mountain College
And
The Presbytery of Yellowstone - Presbyterian Church (U.S.A.)

Historical Perspective

Rocky Mountain College and the Presbytery of Yellowstone have a shared 148-year history.

“The story of Rocky Mountain College is a story of three colleges-the Montana Collegiate Institute (1878), Montana Wesleyan (1888), and Billings Polytechnic Institute (1908).

Founded as a nonsectarian school in Deer Lodge in 1878, the Montana Collegiate Institute was established 11 years before Montana became the 41st state of the union.
The early years posed enormous challenges, and in 1882 the Presbyterian Board of Education assumed leadership of the school. They renamed the new school the College of Montana. That school, which was Montana's first college, merged with Montana Wesleyan College in 1923, beginning a series of mergers that would ultimately culminate in the creation of Rocky Mountain College.

Founded under Methodist affiliation in 1888, Montana Wesleyan College offered degrees in both liberal and fine arts. Intermountain Union College (IUC) was the product of the 1923 merger between the College of Montana, formerly of Deer Lodge, and Helena’s Montana Wesleyan University. The school held dual Methodist and Presbyterian sponsorship. The former Wesleyan campus became the home of IUC, situated near the Montana capitol building in Helena. The campus closed after it was damaged by the Helena earthquake of 1935. Merging with the Billings Polytechnic Institute (BPI) shortly thereafter, the two became officially affiliated in 1941.

The Billings Polytechnic Institute was founded in 1908 by Lewis and Ernest Eaton, John Losekamp, and Christian Yegen, among others, as a “practical Christian school.” In 1909 the institute was endorsed by the Montana Congregational Conference as a Christian school, in “accordance with Congregational principles and policies.” On January 31, 1910, BPI moved from rented space in downtown Billings to its permanent campus which is home to Rocky Mountain College today.

In 1947, the students petitioned to rename BPI-IUC as Rocky Mountain College. They also took it upon themselves to accelerate the expansion of the College, and they even constructed the new buildings as a way of paying for their tuition. The sandstone used to build the first buildings on campus was quarried by students from the Rimrocks north of campus. Six of the original buildings remain in use today.

A Rocky Mountain College education continues to reflect this rich history by marrying liberal arts with professional programs that assist students in developing skills in leadership, communication, critical thinking, creative expression, and professional excellence." (Rocky Mountain Campus Master Plan)

Affirmation of Covenants

To underscore the continuing relationship between Rocky Mountain College and the Presbytery of Yellowstone, to honor the ties that have nurtured the College since its beginning, and to build upon this heritage of support, trust, confidence, and achievements, Rocky Mountain College and the Presbytery of Yellowstone mutually affirm the following covenants:

The College shall:

1. Publicly celebrate its heritage and affirmation with the Presbyterian Church (U.S.A.) and the Presbytery of Yellowstone.

2. Offer opportunities to engage in programs and activities of the College for the Presbytery and its churches and individual members.

3. Encourage the involvement of its students, faculty, staff and trustees in the programs and activities of the Presbytery and its member churches.

4. Offer educational opportunities for current and future leaders of the Church.

5. Offer opportunities for use of College facilities by the Presbytery and its institutional and individual members.

6. Offer opportunities for the Presbytery and its member churches to participate in the life, service and ministry of the College.

7. Maintain a concern for and provide ministry to the spiritual needs of the campus community.

The Presbytery shall:

1. Publicly celebrate its heritage and affiliation with Rocky Mountain College.

2. Confirm and encourage its members as they are called to be Trustees of the College.

3. Endeavor to provide financial support to the College on an annual and predictable basis.

4. Offer opportunities for the College to encourage attendance by prospective students within the Presbytery.

5. Offer opportunities for presentation and discussion of the interests of the College at Presbytery and church meetings.

6. Offer opportunities and encouragement for students, faculty, staff and trustees to be involved in the life, service and ministry of the Presbytery and its member churches.

7. Recognize and support the College's ministry to the spiritual needs of the College community. (This will include membership in the Presbytery for the Chaplain, if eligible).

This Covenant of Understanding
shall be presented to the **Trustees of the College** and the **Leadership Cabinet of the Presbytery** for their review and approval by those bodies, **at least every third year** in accordance with their by-laws and other rules.

By the grace of God, in recognition and appreciation of God's gifts, and in order to provide glory and honor to God, Rocky Mountain College and the Presbytery of Yellowstone hereby pledge to uphold the covenants contained therein and to be faithful stewards of their mutual interests.

In witness whereof,
the duly authorized officer or agent of each has executed this **Covenant of Understanding.**

Rocky Mountain College

By: _____ Date: _____

Presbytery of Yellowstone

By: _____ Date: _____

ATTACHMENT B

Presbytery of Yellowstone PCUSA		
10/27/2025		
Administrative Budget	**2026 Approved Budget**	**2027 DRAFT Budget**
Income		
4001 · Administrative Support	35,000	-
4004 · Per Capita Income	80,949	83,395
4005 · Interest Income	-	
4006 · Dividend Income	-	
4007 · Other Income	-	
Total RECEIPTS	**115,949**	**83,395**
Expense		
LEADERSHIP CABINET		
6303 · Cabinet Meetings	500	100
6304 · Accounting Fees	6,300	6,300
6305 · Legal Fees	500	100
6306 · Task Force Meetings	100	150
6307 · Nom/St-Tim/Delegate Mtgs	100	100
Total LEADERSHIP CABINET	**7,500**	**6,750**
PASTORAL MINISTRY TEAM		
6506 · PMT Meeting Expense	2,500	-
Total PASTORAL MINISTRY TEAM	**2,500**	**-**
PERSONNEL EXPENSES		
6601 · Admin Manager		
6601.1 · Salary Per Hour	4,000	3,468
Total 6601 · Admin Manager	**4,000**	**3,468**
6602 · General Presbyter		
6602.1 · Salary	7,490	2,497
6602.2 · Housing	29,576	9,859
6602.3 · Retirement	4,688	1,563
6602.4 · Insurance	18,500	6,167
6602.5 · Meals Reimb	1,200	400
6602.6 · Travel Reimb	4,000	1,333
6602.7 · Telephone	1,200	400
6602.8 · Discretionary Fund	1,250	417
6602.9 · Study Leave	700	233
Total 6602 · General Presbyter	**68,604**	**22,868**
6603 · Stated Clerk		
6603.1 · Salary	23,110	23,803
6603.4 · Travel Reimb	2,500	2,000
6603.5 · Discretionary Fund	500	500
6603.6 · Continuing Education Fund	673	250
Total 6603 · Stated Clerk	**26,783**	**26,553**
6604 · Payroll Taxes	2,071	2,430

6605 - Treasurer		
6605.1 - Salary	1,800	4,000
6605.2 - Travel Reimb	400	400
Total 6605 - Treasurer	**2,200**	**4,400**
Total PERSONNEL EXPENSES	**103,658**	**59,719**
PRESBYTERY EXPENSES		
6703 · Per Capita Expense	19,080	20,579
6704 · Presbytery Meetings	5,000	5,000
6705 · Presbytery Other Exp	2,400	2,400
Total PRESBYTERY EXPENSES	**26,480**	**27,979**
PRESBYTERY OFFICE		
6801 · Copies & Postage	300	500
6802 · Insurance	420	500
6803 · Office Supplies	100	250
6804 · Rent	100	-
6805 · Computer & Telephone Expense	600	700
6806 · Bank Service Charges	250	250
Total PRESBYTERY OFFICE	**1,770**	**2,200**
Total Expense	**141,908**	**96,649**
Net Ordinary Income	**(25,959)**	**(13,254)**
OTHER RECEIPTS		
Transfer from Admin Support	-	
Transfers from Unrestricted	18,911	
Transfers from Equip & Encourage Fund	7,048	13,254
7200 = Cash Rewards (RAMP)		
Total OTHER RECEIPTS	**25,959**	**13,254**
Net Income Excluding Gains & Loss from Investments	**-**	**0**
Per Capita		
Year	**2026**	**2027**
GA	11.26	13.04
Synod	3.00	3.00
Presbytery	46.24	48.96
Total	**60.50**	**65.00**
Members (two years ago)	1,338	1,283
GA & Synod Per-Capita	19,080	20,579
Total Per Capita	80,949	83,395
GA Per-Capita	15,066	16,730
Synod Per-Capita	4,014	3,849
GA + Synod Per Capita	19,080	20,579

ATTACHMENT C

Presbytery of Yellowstone PCUSA		
Draft 10-22-26		
Program Budget	**2026 Approved Budget**	**2027 DRAFT Budget**
Income		
4002 · Camp Income		
4002.1 · Summer Camp Fees	15,000	20,000
4002.2 · Event Fees	2,000	2,200
4002.3 · Rental of Camp Facilities	14,000	8,000
4002.5 · Other Camp Income	2,000	2,000
Total 4002 · Camp Income	**33,000**	**32,200**
4003 · General Mission Pledge	18,000	18,000
Total RECEIPTS	**51,000**	**50,200**
Expense		
CAMPING & YOUTH		
6100 · Camping Expenses		
6101 · Activities	3,000	3,000
6102 · Food	5,000	6,000
6103 · Supplies	800	1,500
6104 · Transportation	1,500	1,500
6106 · Salaries & Wages	25,000	30,000
6107 Pastor Honorarium	1,500	1,500
Total 6100 · Camping Expenses	**36,800**	**43,500**
6110 · Triennium	-	-
6120 · Special Events	100	500
6200 · Admin Camping Expenses		
6201 · Advertising & Marketing	200	200
6202 · Copies & Postage	100	200
6203 · Liability Insurance	4,000	3,000
6204 - Meals		300
6206 · Utilities	3,000	5,000
Total 6200 · Admin & Camping Expens	**7,400**	**9,200**

Total CAMPING & YOUTH	**44,200**	**52,700**
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	1,000
6502 · Congregation Ministry	100	1,500
6503 · Emergency Career Counseling	100	750
6504 · Vocations Expense	100	-
6507 · Dubuque-Synod of RM CRE coho	-	-
Total PASTORAL MINISTRY TEAM	**1,300**	**3,250**
PERSONNEL EXPENSES		
6602 · General Presbyter Allocate 45%		
6602.1 · Salary	9,816	-
Total 6602 · General Presbyter	9,816	-
6604 · Payroll Taxes	1,400	2,200
Total PERSONNEL EXPENSES	**11,216**	**2,200**
PRESBYTERY EXPENSES		
6702 · Cluster Meetings	100	100
6705 · Presbytery Other Exp	1,000	-
Total PRESBYTERY EXPENSES	**1,100**	**100**
Total Expense	**60,816**	**61,250**
Net Ordinary Income	**(9,816)**	**(11,050)**
OTHER RECEIPTS		
Transfers from Program Fund	9,816	11,050
Total OTHER RECEIPTS	**9,816**	**11,050**
Net Income	**0**	**0**