

Leadership Cabinet Minutes
Thursday, October 7, 2021, via Zoom

Yellowstone Presbytery Leadership Cabinet met for its regularly scheduled meeting on Thursday, October 7, 2021 beginning at 9:55 a.m.

Cabinet members present:

MWS Teresa Kendall, Moderator,
RE Russ Kline,
MWS Chuck Carlson,
RE Suzanne Bratsky,
RE Ric Tieman,
MWS Jamie Schmeling,
CRE Margee Smith,
MWS Dave Thompson,
RE Julie Boksich.

Members excused:

MWS Susan Thomas

Others present:

MWS George Goodrich, Co-Executive Presbyter,
MWS Kathy Goodrich, Co-Executive Presbyter
RE Caroline Fleming, Stated Clerk.

1. **Opening:** Cabinet Moderator Teresa Kendall called the meeting to order and Jamie Schmeling opened the meeting with prayer.
2. **Quorum:** A quorum was declared present.
3. **Dwelling in the Word:** Suzanne Bratsky led the team in Dwelling in the Word using Hebrews 10: 19-25, a passage that gives us confidence to enter the sanctuary and provoke/rouse/encourage one another to good deeds even as we do our own good deeds to which we are called. George noted that the passage is the basis of the Reformed faith: we are given the gift of complete grace; we believe and trust in that grace; we act in response to that grace.
4. **Time for Prayer:** The group was separated into breakout rooms where personal concerns were shared and prayer was raised for one another. Each group will send their prayer concerns to Teresa who will share them with the entire cabinet. We are all asked to keep one another in our prayers this month.
5. **Co-General Presbyters' report: (Attachment A):** Using Teresa of Avila's quote "the world is on fire... this is no time to entreat God for things of little importance," we are asked to choose God over the current struggles and encourage each other in faith and deeds. Members discussed ways to do this including leading with prayer, being present with one another, and develop and stay in relationship with one another. George continues monthly meetings with lay persons who are developing their preaching skills and weekly leads a lectionary study group with pastors. Kathy is very busy with PMT work.

The Co-General Presbyters' report is attached and includes wonderful information for thought and contemplation. All are encouraged to read it.

- 6. Next Presbytery meeting November 5-6, 2021:** Discussion that began with the Co-Executive Presbyters’ report continued with discussion on how we might strengthen and encourage one another in choosing God at the upcoming Presbytery meeting. One idea was we might offer a Presbytery-wide Advent study that would begin at the Presbytery meeting. Taking a lead from Stan Ott’s Fresh Expressions, small groups continue to be a strong focus and are the place where we can best listen to and understand others, love intentionally, build community, and discover people’s gifts and ways to use them for the upbuilding of the Kingdom. Cabinet members are asked to write up a short explanation about a small group they are or have been involved in that has been of significance to them. *They can send these to Russ Kline.*

The November 5-6 Presbytery meeting will be conducted via Zoom. Kathy, Russ and Julie are encouraged to seek leadership from both laity and clergy, even laity not currently involved in positions of leadership in the Presbytery. “Dinner Church” was suggested. LC members will pray for Kathy, Russ and Julie as they go forward with planning this meeting.

- 7. Appreciation for Teresa and Susan for completion of their service on the Leadership Cabinet:** Cabinet members voiced their appreciation for the unique gifts of Susan Thomas and Teresa Kendall and all that they brought to the Leadership Cabinet during their terms of service. George will compile the team’s comments and accolades about Teresa on a thank you card. Teresa will compile the team’s comments and accolades about Susan on a thank you card. Both will be sent their respective cards.
- 8. Personnel Report: (Attachment B)** It was moved that Leadership Cabinet go into executive session for part 1 of the Personnel Committee’s report. The motion was seconded and passed. Cabinet went into executive session. After a motion was made, seconded and passed to end the executive session, Leadership Cabinet resumed its regular meeting.

Personnel Committee continues to work with Associated Employers on revising the Presbytery Personnel manual.

Personnel Committee plans to conduct employee job performance reviews in November.

- 9. Treasurer Report: (Attachment C)** Treasurer Ric Tieman noted that we have had a very successful program year. Financial reports as of August 31, 2021 are attached.

Proposed 2022 Budget: Cabinet reviewed the budget worksheet submitted by the treasurer. The federal COLA figure of 5.7% was included as a possible raise for staff as was a \$.75 increase in presbytery’s portion of the per capita allotment.

Action Item: It was moved to recommend a 3% increase in staff salaries to presbytery for 2022. The motion was seconded and passed.

Action Item: It was moved to recommend a \$.75 (75 cent) increase in Yellowstone’s per capita allocation to presbytery for 2022. The motion was seconded and passed.

The per capita breakdown would be as follows:

General Assembly	\$ 8.98
Rocky Mountain Synod	\$ 3.00
Yellowstone Presbytery	<u>\$44.02</u>
TOTAL PER CAPITA	\$56.00

Action Item: It was moved to recommend Presbytery adopt the proposed budget for 2022.
(Attachment D) The motion was seconded and passed.

10. Nominee to Representation/Nomination Team:

Action Item: It was moved to nominate Teresa Kendall to the Representation & Nomination Team Class of 2024. The motion was seconded and passed.

11. Anaconda Manse:

Teresa received a letter from Anaconda church's Building and Grounds Chairperson concerning the church's plans to sell their manse. The letter has been forwarded to the Pastoral Ministry Team who will work with the church on this issue.

12. Stated Clerk Report: (Attachment E)

1. The stated clerk noted two areas of concern she will follow up on:
 - a. the need to move forward with a financial review for 2020. She will look back in minutes to identify who was assigned to this task and work with them to get it done, hopefully by year's end.
 - b. assure a Representation report be recorded in Presbytery minutes.

2. LC Minutes of September 8, 2021 (Attachment F)

Action Item: It was moved to approve the Leadership Cabinet minutes from September 8, 2021. The motion was seconded and passed.

13. Synod report: Synod Commissioner Teresa Kendall reported the following:

- a. Ruth McIntyre is the 2022 Synod moderator
- b. Synod per capita is set at \$3.00 per member.
- c. Next Synod of the Rocky Mountains meeting will be September 19, 2022.

14. 2022 Presbytery meeting dates:

Action Item: It was moved to recommend Yellowstone Presbytery meet on the following dates in 2022:

February 11 & 12 (This might be a hybrid meeting at Billings 1st Presbyterian Church)
May 6 & 7
November 4 & 5

The motion was seconded and passed.

15. Other:

- a. A question was raised concerning when we hold the next annual corporate meeting.
- b. It was suggested the team consider using the first meeting of Leadership Cabinet in 2022 (January 13, 2022) as a possible retreat/training with the Pastoral Ministry Team.
- c. We are asked to Pray for Sandy Welch and for Page as well as for one another in the coming days.

16. Next Leadership Cabinet Meeting: November 11 at 10:00 a.m.

With business concluded, Margee Smith closed the meeting with prayer at 2:10 p.m.

Caroline Fleming, Stated Clerk

Approved November 11, 2021

<u>Leadership Cabinet Action Items</u>		
<u>Responsible Person(s)</u>	<u>Action Item</u>	<u>Due Date</u>
Stated Clerk	Sign terms of Agreement with attorney	When received
Personnel committee	Update Presbytery's Personnel Policy	Ongoing
LC Cabinet	Newsletter possibilities: Seek a person with graphic skills who might be interested in producing a Presbytery newsletter. Until that person steps forward, members are asked to consider ways of communicating widely with the Presbytery in short "snippets"	Ongoing
Kathy	Will resend the team Stan Ott's paper on being the people of God that leads us to do the work of God	No deadline
LC Cabinet	Write up a short explanation about a small group you are or have been involved and how it has been significant in your life. Send these to Russ Kline	As soon as possible and before November 5th
George & Teresa	Compile accolades voiced for Susan Thomas' and Teresa Kendall's excellent service during their terms on Leadership Cabinet and send thank you cards to them that include the team's appreciation	As soon as possible
Caroline	Find and work with people previously appointed to conduct a review of presbytery finances for 2020	Dec 31, 2021
Caroline	Assure Rep/Nom submits a separate report on representation in accordance with G 3.0103	November 5-6 Presbytery meeting

Co-General Presbyter Report to Leadership Cabinet Yellowstone Presbytery

Oct. 7, 2021

Teresa of Avila: “The world is on fire” ... “this is no time to entreat God for things of little importance.” ...

From her *The Way of Perfection*

Context: Volatility, Instability as the world was in foment. The church in Europe was rupturing with the Lutherans & Protestants!

Heb. 10:19-25 & Heb. 12:1-3

Metaphor of a marathon → ironman race proving to be even truer than we realized and captures our reality and emotions about where we find ourselves. So we are re-sharing this from our September report:

...slightly adapted in places, drawn from Carey Nieuwhof's 8-30-21 article, (<https://careynieuwhof.com/feel-like-2021-has-been-harder-than-2020-on-you-as-a-leader-youre-right-heres-why/>)

As 2020 unfolded we thought we were in a race, a 10K which turned into a half marathon, then a marathon, for which NONE of us had EVER trained!

Then in 2021, just when we thought that we were getting close to the finish line, someone handed us a bike and bathing suit! “What? This is a triathlon?! an Ironman?! God, HEEELP!”

“I have never trained for much less have the stamina, skills, experience or understand the strategies for one.”

This metaphor holds true as well in that while the bike and swim segments may technically be the “same” event, they are not what we thought we signed up for, nor what we are prepared for.

But... here we are! *This triathlon we are in the midst of requires letting go of past expectations, of “the ways and what we are used to and much of what used to work”, realizing it's most like a “start up”, learning many new things, exploring and experimenting with new and different/adapted ways as leaders in churches (and all sectors).*

[Note similarities with Andy Crouch's Strategies for Winter - <https://journal.praxislabs.org/strategies-for-winter-redemptive-leadership-in-survival-times-f15a7791035a>]

With the enormous acceleration in trends and the rate of change, Every church/organization needs to consider itself as if a start-up and empower the innovators, disruptors, entrepreneurial, apostolic, creative,

<https://journal.praxislabs.org/strategies-for-winter-redemptive-leadership-in-survival-times-f15a7791035a>

“When a crisis moves from acute to chronic, you need a whole new strategy—for your organization, but also for you.” Carey Nieuwhof End of Sept. report

With unwelcome, significant Covid increase in many places, not to mention Fires & Smoke, Droughts, troubling, intractable challenges on the national and international realms, we see and feel an unease, increased fear and distrust, reactivity in anger, frustration, alienation, and a sense of many being worn out, overwhelmed.

Interrupted church-going patterns and associated relationships and connections. Some have drifted into other patterns or dropped out completely, others are looking at other churches, in person or virtual. As the hymn Abide with me says, “Change and decay in all around I see, O Thou who changest not abide with me.”

How do you lead when you don't know exactly what is going on around you, where you are going, can't see but a step ahead???

What does it mean to be Christ's, in Christ, following Christ in HIS way, & in community in this reality?

****Focus on the main things:**

1. Spiritual disciplines – personally and together with fellow journeyers
2. Pacing
3. Make time for honest reassessing, re-prioritizing, adapting
4. Build and strengthen relationships & community

Wagon train principle – When the early pioneers traveled with a train, they could all help and look out for each other, and the many gifts of the group helped ALL circle up against danger, keep the vision and dream alive as they journeyed and around the campfire telling stories, singing, shared hopes and dreams and sorrows.
The lone explorer, traveler does not fare as well, is not as safe...

Our time the last month has included:

1. PMT – (K & G) Significant stresses, challenges and needs for both pastors/CRE's and congregations
A GREAT DEAL needed related to all just above of this report. This MUST be a major focus for the whole presbytery.
Churches without pastors, some in pivotal seasons raising important sobering questions
Several sessions and Search committees are at points requiring a great deal of training, support and Work from us and PMT which has not had sufficient help the last 3 years.
Installation for Jamie Schmeling
Candidates
Policies and many important process and procedure things to be dealt with and upcoming leadership transition
Unusual challenges
2. Equipping Lay preaching – George, Fruitful, very positive feedback, engagement and growth.
Strong tradition from Luther who trained the guild workers, artisans stone cutters to preach.
3. LC – Listening, Planning
Personnel – Complicated and time-consuming and we are deeply grateful for the time and wisdom of our good team. See report. George
Budget
4. Resourcing, preaching, pastoring
G and K preached at FPC Bozeman. Another opportunity cancelled due to Covid quarantine
5. Rep/Nom – George staffs. Has met multiple times. Kathy consults with key leaders for needs and input.
6. Communication and interaction in the presbytery. A regular newsletter and hopefully a more interactive option need to become a priority. This is a passion for Kathy as she has written previous to you all. but other gifts and time required.
6. Needed, Fund raising for our position

NEEDED as we look at the next 6 months – year ahead

For connecting, equipping, encouraging, connecting folks with God and one another in community as well as training them during the group experience to in turn initiate groups both within and without the church.

IDEA generated from churches without pastors:

The presbytery offer, Initiate some studies in small groups (which can be configured all with in a congregation or across congregations)

2 suggestions:

- a. Advent study for 4-5 weeks

b. Acts “the Book of Acts, between the lines, and see how the Disciples were with people, which may have been as much Jesus as the words they spoke of Him.” Reviewer of *Contextual Intelligence*

Personal: Prayers welcomed as our son-in-law got Covid and is recovering slowly, and they are exhausted and barely functional with baby’s tongue ties (surgery 3 days ago), pain and inability eat enough at a time and sleep even normal newborn hours. We are grateful the rest of us are C-free thus far, but it has been disruptive and difficult.

RESOURCE:

ALL churches need to understand the shifted ways of living, operating, connecting, and being church → what does total HYBRID reality entail.

This article while coming from a more instrumental market/business perspective, contains valuable insights to “get” how far we all have to go in understanding the needed shifts;

Hybrid Church Article: *Target Corp and the Flexible Church: How target Teaches us to Innovate for Relevance and increased Engagement*

However, instead of being focused on bringing hope to the world, most churches are using the digital platform, our modern-day printing press, to create and distribute digital church bulletins. We might as well use our printing presses to make paninis. We use our most powerful communication tool to promote sermons and programs, regardless of whether or not that specific topic we picked for this week matters to the person engaging with us. If the church “brand” (what people say about it) in most communities was a person, we would consider them a narcissist. The way the church thinks about itself and perceives what it does today is rooted in very traditional models, systems and approaches.....

...a [Gallup Study](#) recently showed that 2021 is the first year in American history that less than 50% of the population of America even considers themselves “religious.” This is down from 70% just 20 years ago. Another study shows that over 60% of Americans will not step inside of a church or synagogue this year, and that only 24% of Americans consider themselves “churchgoers” who attend more than on Christmas and Easter....

Keys – Flexibility and relevance (Contextual Intelligence)

The purpose of this article is to better understand how our modern day Printing Press, the digital platform, can be used to reach people all over the world with the Gospel, but also how it can be used to create a holistic experience for people gathering both in-person and online....

At the core of every human in this world is the desire for significance. It’s the reason we desire relationships. We want to exist for something, to be meaningful to people who are meaningful to us. However, not all of us are equipped to evangelize, mentor, disciple or lead. This audience of people who want to be more significant for the Gospel in their own communities need the church as their equipping mechanism more than they need it to be a sermon machine. Now that buildings are not a requirement for facilitating programs, we’re seeing more and more people want their church to exist to make them more significant in their own communities, not so much to make their church significant to their communities....

Through this interview with Admiral Stockdale [Stockdale Paradox], Jim Collins found that the two main characteristics of people and organizations who not only survive, but thrive during times of adverse change are those who are willing to do the two following things:

1. Never lose faith
2. Confront the brutal facts

The optimists will tell the Church that things will be fine and everyone will just come back eventually. Sears, JCPenney, and others kept the same “faith” that markets would return, but refused to confront the brutal facts and are now out of business. Target, however, did keep the faith: not in the markets, but in its own leadership and mission. Because of that faith, they had the courage to face the brutal facts: “retail will never be the same and there’s nothing we can do about it. We can either adapt towards relevance or die in comfortability, blaming the market for not understanding just how great we are.” (words my own)

In the words of C.S. Lewis: “yes, we are called to the faith of a child, but also to the brain of an adult.”

... It’s a question about our process. Is our former model of Sunday morning church the best we can do to bring His message of hope to a world ever increasing in hopelessness?...

I maintain the position that this is the greatest evangelistic opportunity of our lifetime. ...I mean the very simple idea of bringing the best message ever to people who desperately need to hear God’s eternal truth about themselves and their future. We also have the most powerful platform in history to reach them. These people probably won’t come to our buildings ... at first. They probably don’t think that our message is relevant ... yet.

What we can learn from Target and others who have successfully implemented a digital platform is that it will inevitably create a desire for deeper connection. The more we can focus on relevance, the more successful we will be in creating a holistic, flexible experience where our digital and in-person models work together for greater impact.

[Note; relevance similar to the Contextual Intelligence Michael Beck and Leonard Sweet talk about]

Like Target, let’s look at the tools that are available to us to pivot towards the people we are trying to reach. Our platforms are built to reach different audiences, which means we need to differentiate our content and our delivery platforms. That being said, what if we took the same dynamic approach to ministry development that Target implemented for retail:

Digital:

Let’s tailor our content and our offerings to new markets, providing them exactly what is relevant to them at the time they need it most.

Doorstep:

Let’s focus on resourcing and equipping our existing people for Gospel significance in their own homes with what they need to reach their own communities.

In-Person:

Let’s focus on offering experiences people can’t get digitally, with a focus on connecting everyone with each other and with God.

Report of the Presbytery Personnel Committee to the Leadership Cabinet – October 7, 2021

The Personnel Committee is actively addressing three priorities:

First: Personnel Committee is working with staff on a personnel issue. Prayers appreciated.

Second: We are undertaking a revision of the whole personnel manual with the help of Associated Employers, a Billings-based consulting firm. While we have received their review and suggestions for revision, we have not had time to incorporate them yet, believing that the settlement of the above grievance is the first priority. When we do, we will bring them to the LC for review and approval.

Third: We are looking to conduct personnel reviews of all staff in November, 2021. It has been some years since the Co-General Presbyters and stated clerk have been reviewed. The Administrative Assistant was reviewed within the last year.

Respectfully Submitted,

Chuck Carlson, Moderator of the Personnel Committee

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Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of August 31, 2021

Accrual Basis

	<u>Aug 31, 21</u>	<u>Jul 31, 21</u>	<u>\$ Change</u>
ASSETS			
Current Assets			
Checking/Savings			
1000 · Checking 3214	82,939.61	95,978.38	(13,038.77)
1010 · Money Market 3355	140,654.23	140,646.14	8.09
1015 · Partnership Fund MM 3793	45,401.80	45,400.31	1.49
1020 · St Timothy Checking 1961	2,500.00	2,500.00	0.00
1030 · St Timothy Checking 3686	2,500.00	2,500.00	0.00
1050 · New Covenant 4537			
1051 · Higher Education	16,446.87	16,446.87	0.00
1052 · Other Designated Funds	95,725.76	95,725.76	0.00
Total 1050 · New Covenant 4537	<u>112,172.63</u>	<u>112,172.63</u>	<u>0.00</u>
1100 · St Timothy Endowment Funds			
1110 · St Timothy Chapel #1 1085	349,365.00	349,365.00	0.00
1120 · St Timothy Chapel #2 6024	119,804.63	119,804.63	0.00
Total 1100 · St Timothy Endowment Funds	<u>469,169.63</u>	<u>469,169.63</u>	<u>0.00</u>
Total Checking/Savings	<u>855,337.90</u>	<u>868,367.09</u>	<u>(13,029.19)</u>
Total Current Assets	855,337.90	868,367.09	(13,029.19)
Other Assets			
1850 · Beartooth Electric Co-op	1,337.70	1,337.70	0.00
1900 · Char Rem Trust-Deferred	90,911.14	90,911.14	0.00
Total Other Assets	<u>92,248.84</u>	<u>92,248.84</u>	<u>0.00</u>
TOTAL ASSETS	<u>947,586.74</u>	<u>960,615.93</u>	<u>(13,029.19)</u>

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of August 31, 2021

Accrual Basis

	Aug 31, 21	Jul 31, 21	\$ Change
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	7,408.66	13,849.22	(6,440.56)
Total Accounts Payable	7,408.66	13,849.22	(6,440.56)
Other Current Liabilities			
2100 · Payroll Liabilities			
2110 · Federal Liabilities	769.94	1,726.26	(956.32)
2120 · State Liabilities	176.80	192.76	(15.96)
2140 · Flex Plan Payable	(100.00)	(125.00)	25.00
2150 · Retirement Payable	279.10	279.10	0.00
2160 · Health Insurance Payable	1,018.24	1,018.24	0.00
Total 2100 · Payroll Liabilities	2,144.08	3,091.36	(947.28)
Total Other Current Liabilities	2,144.08	3,091.36	(947.28)
Total Current Liabilities	9,552.74	16,940.58	(7,387.84)
Total Liabilities	9,552.74	16,940.58	(7,387.84)
Equity			
3100 · General Funds			
3100.1 · Administrative	8,255.07	8,255.07	0.00
3100.2 · Admin Support	51,477.07	51,477.07	0.00
3100.3 · Program	43,824.18	43,824.18	0.00
3100.4 · West Yellowstone Funds	41,311.90	41,311.90	0.00
3100.9 · Unrestricted	18,647.66	18,647.66	0.00
Total 3100 · General Funds	163,515.88	163,515.88	0.00
3200 · Designated Funds			
3200.01 · Camp Scholarships	1,189.63	2,107.13	(917.50)
3200.02 · Clergy Emergency Fund	1,756.99	1,756.99	0.00
3200.03 · Equip & Encourage	45,069.14	45,069.14	0.00
3200.04 · Evangelism Grant	1,250.13	1,250.13	0.00
3200.05 · Higher Education Grant	17,946.87	17,946.87	0.00
3200.06 · Linda Hofer Education	18,906.65	18,906.65	0.00
3200.07 · Partnership Spendable Funds	1,390.00	1,390.00	0.00
3200.08 · Peace Making Offering to YP	4,797.55	4,797.55	0.00
3200.09 · Presbyter Discretionary Fund	1,200.14	1,200.14	0.00
3200.10 · Presbyter Study Leave	150.00	150.00	0.00
3200.11 · Presbytery Continuing Education	3,716.92	3,716.92	0.00
3200.12 · Revamp Camp	10,990.69	11,240.69	(250.00)
3200.13 · Rural Ministry Grant	1,070.28	1,070.28	0.00
3200.14 · Social Justice	6,469.45	6,469.45	0.00
3200.16 · St Timothy's MM #1	2,500.00	2,500.00	0.00
3200.17 · St Timothy's MM #2	2,500.00	2,500.00	0.00
3200.18 · Triennium Fund	5,293.52	5,293.52	0.00
3200.19 · Yell Pres Funds Await Cab Actio	51,583.99	51,583.99	0.00
Total 3200 · Designated Funds	177,781.95	178,949.45	(1,167.50)

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of August 31, 2021

Accrual Basis

	<u>Aug 31, 21</u>	<u>Jul 31, 21</u>	<u>\$ Change</u>
3300 · Restricted Funds			
3300.1 · St Timothy Endowments	456,106.77	456,106.77	0.00
3300.2 · Char Rem Trust	90,911.14	90,911.14	0.00
3300.3 · Partnership Funds Principle Amt	43,999.71	43,999.71	0.00
Total 3300 · Restricted Funds	591,017.62	591,017.62	0.00
Net Income	5,718.55	10,192.40	(4,473.85)
Total Equity	938,034.00	943,675.35	(5,641.35)
TOTAL LIABILITIES & EQUITY	<u>947,586.74</u>	<u>960,615.93</u>	<u>(13,029.19)</u>

**Presbytery of Yellowstone PCUSA
Program Budget Performance
August 2021**

Accrual Basis

	<u>Aug 21</u>	<u>Jan - Aug 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense					
Income					
RECEIPTS					
4002 · Camp Income					
4002.1 · Summer Camp Fees	2,517.50	13,195.00	6,000.00	7,195.00	219.92%
4002.2 · Event Fees	0.00	0.00	2,000.00	(2,000.00)	0.0%
4002.3 · Rental of Camp Facilities	250.00	4,350.00	12,000.00	(7,650.00)	36.25%
4002.4 · Gift Income	0.00	0.00	1,000.00	(1,000.00)	0.0%
4002.5 · Other Camp Income	1,232.50	9,339.53	0.00	9,339.53	100.0%
Total 4002 · Camp Income	<u>4,000.00</u>	<u>26,884.53</u>	<u>21,000.00</u>	<u>5,884.53</u>	<u>128.02%</u>
4003 · General Mission Pledge	1,449.40	20,015.20	28,840.00	(8,824.80)	69.4%
Total RECEIPTS	<u>5,449.40</u>	<u>46,899.73</u>	<u>49,840.00</u>	<u>(2,940.27)</u>	<u>94.1%</u>
Total Income	5,449.40	46,899.73	49,840.00	(2,940.27)	94.1%
Expense					
CAMPING & YOUTH					
6100 · Camping Expenses					
6101 · Activities	0.00	1,602.48	1,150.00	452.48	139.35%
6102 · Food	0.00	2,958.96	3,500.00	(541.04)	84.54%
6103 · Supplies	0.00	914.59	800.00	114.59	114.32%
6104 · Transportation	0.00	275.52	900.00	(624.48)	30.61%
6106 · Salaries & Wages	339.66	8,967.28	16,080.00	(7,112.72)	55.77%
Total 6100 · Camping Expenses	<u>339.66</u>	<u>14,718.83</u>	<u>22,430.00</u>	<u>(7,711.17)</u>	<u>65.62%</u>
6110 · Triennium	0.00	0.00	1,500.00	(1,500.00)	0.0%
6120 · Special Events	0.00	1,000.00	3,500.00	(2,500.00)	28.57%
6200 · Admin Camping Expenses					
6201 · Advertising & Marketing	158.24	169.24	200.00	(30.76)	84.62%
6202 · Copies & Postage	64.00	140.68	0.00	140.68	100.0%
6203 · Liability Insurance	0.00	5,026.00	5,500.00	(474.00)	91.38%
6204 · Meals	136.96	136.96	0.00	136.96	100.0%
6206 · Utilities	673.89	1,898.67	3,000.00	(1,101.33)	63.29%
Total 6200 · Admin Camping Expenses	<u>1,033.09</u>	<u>7,371.55</u>	<u>8,700.00</u>	<u>(1,328.45)</u>	<u>84.73%</u>
Total CAMPING & YOUTH	<u>1,372.75</u>	<u>23,090.38</u>	<u>36,130.00</u>	<u>(13,039.62)</u>	<u>63.91%</u>
LEADERSHIP CABINET					
6301 · Intermountain Childrens Home	0.00	0.00	750.00	(750.00)	0.0%
Total LEADERSHIP CABINET	<u>0.00</u>	<u>0.00</u>	<u>750.00</u>	<u>(750.00)</u>	<u>0.0%</u>
MT ASSOCIATION OF CHURCHES					
6401 · MAC Membership	0.00	3,000.00	3,000.00	0.00	100.0%
6402 · MAC Representation	0.00	0.00	300.00	(300.00)	0.0%
Total MT ASSOCIATION OF CHURCHES	<u>0.00</u>	<u>3,000.00</u>	<u>3,300.00</u>	<u>(300.00)</u>	<u>90.91%</u>

**Presbytery of Yellowstone PCUSA
Program Budget Performance
August 2021**

Accrual Basis

	<u>Aug 21</u>	<u>Jan - Aug 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
PASTORAL MINISTRY TEAM					
6501 · Training	0.00	250.00	1,000.00	(750.00)	25.0%
6502 · Congregation Ministry	0.00	0.00	1,000.00	(1,000.00)	0.0%
6503 · Emergency Career Counseling	0.00	0.00	1,000.00	(1,000.00)	0.0%
6504 · Other PMT Program Expense	0.00	0.00	1,700.00	(1,700.00)	0.0%
Total PASTORAL MINISTRY TEAM	<u>0.00</u>	<u>250.00</u>	<u>4,700.00</u>	<u>(4,450.00)</u>	<u>5.32%</u>
PERSONNEL EXPENSES					
6602 · General Presbyter					
6602.1 · Salary	715.88	5,727.04	8,198.00	(2,470.96)	69.86%
Total 6602 · General Presbyter	<u>715.88</u>	<u>5,727.04</u>	<u>8,198.00</u>	<u>(2,470.96)</u>	<u>69.86%</u>
6604 · Payroll Taxes	26.25	693.18	0.00	693.18	100.0%
Total PERSONNEL EXPENSES	<u>742.13</u>	<u>6,420.22</u>	<u>8,198.00</u>	<u>(1,777.78)</u>	<u>78.31%</u>
PRESBYTERY EXPENSES					
6702 · Cluster Meetings	0.00	0.00	100.00	(100.00)	0.0%
6705 · Presbytery Other Exp	0.00	0.00	2,000.00	(2,000.00)	0.0%
Total PRESBYTERY EXPENSES	<u>0.00</u>	<u>0.00</u>	<u>2,100.00</u>	<u>(2,100.00)</u>	<u>0.0%</u>
PRESBYTERY OFFICE					
6801 · Copies & Postage	0.00	0.00	100.00	(100.00)	0.0%
6806 · Bank Service Charges	0.00	1.54	0.00	1.54	100.0%
Total PRESBYTERY OFFICE	<u>0.00</u>	<u>1.54</u>	<u>100.00</u>	<u>(98.46)</u>	<u>1.54%</u>
Total Expense	<u>2,114.88</u>	<u>32,762.14</u>	<u>55,278.00</u>	<u>(22,515.86)</u>	<u>59.27%</u>
Net Ordinary Income	<u>3,334.52</u>	<u>14,137.59</u>	<u>(5,438.00)</u>	<u>19,575.59</u>	<u>(259.98%)</u>
Other Income/Expense					
Other Income					
OTHER RECEIPTS					
Transfers from Program Fund	0.00	0.00	5,438.00	(5,438.00)	0.0%
Total OTHER RECEIPTS	<u>0.00</u>	<u>0.00</u>	<u>5,438.00</u>	<u>(5,438.00)</u>	<u>0.0%</u>
Total Other Income	<u>0.00</u>	<u>0.00</u>	<u>5,438.00</u>	<u>(5,438.00)</u>	<u>0.0%</u>
Net Other Income	<u>0.00</u>	<u>0.00</u>	<u>5,438.00</u>	<u>(5,438.00)</u>	<u>0.0%</u>
Net Income	<u>3,334.52</u>	<u>14,137.59</u>	<u>0.00</u>	<u>14,137.59</u>	<u>100.0%</u>

Presbytery of Yellowstone PCUSA
Administration Budget Performance
August 2021

Accrual Basis

	<u>Aug 21</u>	<u>Jan - Aug 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense					
Income					
RECEIPTS					
4001 · Administrative Support	1,050.00	6,455.00	35,000.00	(28,545.00)	18.44%
4004 · Per Capita Income	359.13	75,307.91	82,458.00	(7,150.09)	91.33%
4005 · Interest Income	9.58	757.57	0.00	757.57	100.0%
Total RECEIPTS	<u>1,418.71</u>	<u>82,520.48</u>	<u>117,458.00</u>	<u>(34,937.52)</u>	<u>70.26%</u>
Total Income	1,418.71	82,520.48	117,458.00	(34,937.52)	70.26%
Expense					
CAMPING & YOUTH					
6200 · Admin Camping Expenses					
6202 · Copies & Postage	0.00	188.00	0.00	188.00	100.0%
Total 6200 · Admin Camping Expenses	<u>0.00</u>	<u>188.00</u>	<u>0.00</u>	<u>188.00</u>	<u>100.0%</u>
Total CAMPING & YOUTH	0.00	188.00	0.00	188.00	100.0%
LEADERSHIP CABINET					
6303 · Cabinet Meetings	0.00	0.00	3,000.00	(3,000.00)	0.0%
6304 · Accounting Fees	350.00	3,205.00	6,000.00	(2,795.00)	53.42%
6305 · Legal Fees	0.00	0.00	1,000.00	(1,000.00)	0.0%
6306 · Task Force Meetings	0.00	0.00	500.00	(500.00)	0.0%
6307 · Nom/St-Tim/Delegate Mtgs	0.00	0.00	700.00	(700.00)	0.0%
Total LEADERSHIP CABINET	<u>350.00</u>	<u>3,205.00</u>	<u>11,200.00</u>	<u>(7,995.00)</u>	<u>28.62%</u>
PASTORAL MINISTRY TEAM					
6506 · PMT Meeting Expense	0.00	0.00	5,500.00	(5,500.00)	0.0%
Total PASTORAL MINISTRY TEAM	<u>0.00</u>	<u>0.00</u>	<u>5,500.00</u>	<u>(5,500.00)</u>	<u>0.0%</u>
PERSONNEL EXPENSES					
6601 · Admin Manager					
6601.1 · Salary	2,282.26	21,758.08	30,887.00	(9,128.92)	70.44%
6601.4 · Travel Reimb	0.00	294.00	500.00	(206.00)	58.8%
Total 6601 · Admin Manager	<u>2,282.26</u>	<u>22,052.08</u>	<u>31,387.00</u>	<u>(9,334.92)</u>	<u>70.26%</u>
6602 · General Presbyter					
6602.1 · Salary	867.70	6,941.60	10,805.00	(3,863.40)	64.24%
6602.2 · Housing	1,700.00	13,600.00	20,400.00	(6,800.00)	66.67%
6602.3 · Retirement	279.10	2,232.80	9,432.00	(7,199.20)	23.67%
6602.4 · Insurance	1,018.25	8,088.04	12,000.00	(3,911.96)	67.4%
6602.5 · Meals Reimb	62.22	110.15	1,350.00	(1,239.85)	8.16%
6602.6 · Travel Reimb	842.80	1,667.68	8,000.00	(6,332.32)	20.85%
6602.7 · Telephone	80.57	907.38	1,500.00	(592.62)	60.49%
6602.8 · Discretionary Fund	0.00	0.00	2,700.00	(2,700.00)	0.0%
6602.9 · Study Leave	0.00	0.00	700.00	(700.00)	0.0%
Total 6602 · General Presbyter	<u>4,850.64</u>	<u>33,547.65</u>	<u>66,887.00</u>	<u>(33,339.35)</u>	<u>50.16%</u>

**Presbytery of Yellowstone PCUSA
Administration Budget Performance
August 2021**

Accrual Basis

	Aug 21	Jan - Aug 21	Annual Budget	\$ Over Budget	% of Budget
6603 · Stated Clerk					
6603.1 · Salary	1,625.00	10,398.40	13,256.00	(2,857.60)	78.44%
6603.2 · Retirement	0.00	1,650.00	3,960.00	(2,310.00)	41.67%
6603.4 · Travel Reimb	0.00	546.60	0.00	546.60	100.0%
6603.5 · Discretionary Fund	0.00	0.00	500.00	(500.00)	0.0%
Total 6603 · Stated Clerk	<u>1,625.00</u>	<u>12,595.00</u>	<u>17,716.00</u>	<u>(5,121.00)</u>	<u>71.09%</u>
6604 · Payroll Taxes	300.12	2,360.40	4,423.00	(2,062.60)	53.37%
Total PERSONNEL EXPENSES	<u>9,058.02</u>	<u>70,555.13</u>	<u>120,413.00</u>	<u>(49,857.87)</u>	<u>58.59%</u>
PRESBYTERY EXPENSES					
6703 · Per Capita Expense	0.00	18,281.48	17,916.00	365.48	102.04%
6704 · Presbytery Meetings	0.00	550.00	3,000.00	(2,450.00)	18.33%
6705 · Presbytery Other Exp	0.00	595.00	500.00	95.00	119.0%
Total PRESBYTERY EXPENSES	<u>0.00</u>	<u>19,426.48</u>	<u>21,416.00</u>	<u>(1,989.52)</u>	<u>90.71%</u>
PRESBYTERY OFFICE					
6801 · Copies & Postage	0.00	0.00	600.00	(600.00)	0.0%
6802 · Insurance	0.00	1,229.00	700.00	529.00	175.57%
6803 · Office Supplies	2,527.63	2,684.66	2,000.00	684.66	134.23%
6804 · Rent	0.00	3,105.00	4,140.00	(1,035.00)	75.0%
6805 · Computer & Telephone Expense	15.00	726.09	2,250.00	(1,523.91)	32.27%
6806 · Bank Service Charges	0.00	2.00	0.00	2.00	100.0%
Total PRESBYTERY OFFICE	<u>2,542.63</u>	<u>7,746.75</u>	<u>9,690.00</u>	<u>(1,943.25)</u>	<u>79.95%</u>
Total Expense	<u>11,950.65</u>	<u>101,121.36</u>	<u>168,219.00</u>	<u>(67,097.64)</u>	<u>60.11%</u>
Net Ordinary Income	<u>(10,531.94)</u>	<u>(18,600.88)</u>	<u>(50,761.00)</u>	<u>32,160.12</u>	<u>36.64%</u>
Other Income/Expense					
Other Income					
OTHER RECEIPTS					
Transfers from Admin Fund	0.00	0.00	4,761.00	(4,761.00)	0.0%
Transfers from Admin Support	0.00	0.00	26,000.00	(26,000.00)	0.0%
Transfers from W Yellowstone	0.00	0.00	20,000.00	(20,000.00)	0.0%
Total OTHER RECEIPTS	<u>0.00</u>	<u>0.00</u>	<u>50,761.00</u>	<u>(50,761.00)</u>	<u>0.0%</u>
Unrealized Gain(Loss)	0.00	(1,175.30)	0.00	(1,175.30)	100.0%
Total Other Income	<u>0.00</u>	<u>(1,175.30)</u>	<u>50,761.00</u>	<u>(51,936.30)</u>	<u>(2.32%)</u>
Net Other Income	<u>0.00</u>	<u>(1,175.30)</u>	<u>50,761.00</u>	<u>(51,936.30)</u>	<u>(2.32%)</u>
Net Income	<u>(10,531.94)</u>	<u>(19,776.18)</u>	<u>0.00</u>	<u>(19,776.18)</u>	<u>100.0%</u>

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	Presbytery of Yellowstone		10/5/2022	
	2022 Budget Worksheet			
	Approved by LC 10/7/2021			
Account #	New Account Name	2021	2022	
	ADMINISTRATIVE BUDGET			
4001	Administrative Support	35,000	35,000	
4004	Per Capita	82,458	79,912	
3100.4	Transfer-W. Yellowstone	20,000	30,000	
3100.1	Transfer-Gen.Admin Fund	4,261	8,000	
3100.2	Transfer-Restricted Admin Fund	26,000		
3100.9	Transfer-Unrestricted		14,298	to balance budget
	Total Administrative Income	167,719	167,210	
6302	Cabinet Expenses			
6303	Council Meetings	3,000	1,500	
6304	Accounting	6,000	6,000	
6305	Legal	1,000	1,000	
6306	Task Force Meetings	500	500	
6307	Nom/St-Tim/Delegate Mtgs	700	700	
6504	Vocation Expenses	5,500	5,500	
6601.1	Admin Manager Salary	30,887		
6601.1	Admin Mgr.Benefits		3,500	
6601.1	Admin Mgr Salary		28,209	3.0%
6602.1	GP Salary	10,805	11,129	3.0%
6602.2	Housing	20,400	21,012	3.0%
6602.3	Pension	9,432	3,540	
6602.4	Insurance	12,000	11,600	
6602.5	Meals	1,350	1,200	
6602.6	Travel & Lodging	8,000	8,000	
6602.7	Telephone & Conference Calls	1,500	1,700	
6602.8	Discretionary Fund	2,700	2,500	
6602.9	Study Leave	700	700	
6603.1	Stated Clerk Salary	13,256	20,085	3.0%
6603.2	Stated Clerk Pension	3,960	0	
6603.4	Stated Clerk Travel		2,500	
6603.5	Stated Clerk Expenses	500	500	
6604	Payroll Taxes	4,423	4,400	
6703	Per Capita Expense	17,916	17,095	
6704	Presbytery Meetings	3,000	1,500	
6705	Presbytery Other	500	800	
6801	Office Copies & Postage	600	600	
6802	Insurance Exp.	700	1,300	
6803	Office Supplies	2,000	4,500	2 computers
6804	Rental -Office	4,140	4,140	
6805	Office Telephone & Conference Calls	2,250	1,500	
	Admin Mgr Travel			
	Total Administrative	167,719	167,210	
		0	0	

	Presbytery of Yellowstone		10/5/2022	
	2022 Budget Worksheet			
	Approved by LC 10/7/2021			
Account #	New Account Name	2021	2022	
	PROGRAM BUDGET			
4003	General Mission Pledge	28,840	30,000	
4002.1	Summer Camp Fees	6,000	10,000	
4002.2	Winter, Summer, Fall Events	2,000	2,000	
4002.3	Rental of Camp Facilities	12,000	12,000	
4002.5	Other Camp Income (Gifts)	1,000	2,000	
3100.3	Transfer Program Reserves	5,438	644	to balance budget
	Total Program Income	55,278	56,644	
6101	Activities	1,150	1,150	
6102	Food	3,500	3,500	
6103	Supplies	800	800	
6104	Transportation-Bus	900	900	
6106	Camp Salaries	16,080	16,000	
6120	Events Miscellaneous	3,500	3,500	
6201	Publicity	200	200	
6203	Insurance		5,500	Fixed title in books
6206	Utilities: Westminster Spires	3,000	3,000	
6300	Triennium	1,500	1,500	
6301	Intermountain Childrens Home	750	750	
6401	MAC Membership	3,000	3,000	
6402	MAC Representation	300	300	
6501	Committee on Ministry-Training	1,000	1,000	
6502	Congregation Ministry Misc	1,000	1,000	
6503	Emergency Career Counseling Exp.	1,000	1,000	
6504	Vocations-Other	1,700	1,700	
6602.1	Allocated GP Salary	8,198	8,444	3.0%
6604	Payroll Taxes		1,200	
6702	Cluster Meetings	100	100	
6705	Presbytery Program Other	2,000	2,000	
6801	Copies & Postage Exp.	100	100	
6802	Insurance	5,500		see 6203
	Total Program Expense	55,278	56,644	
		0	0	

	Presbytery of Yellowstone		10/5/2022	
	2022 Budget Worksheet			
	Approved by LC 10/7/2021			
Account #	New Account Name	2021	2022	
		0.75	increase	PER CAPITA
				2020 membership
	Per Capita	2021	2022	1427
	GA	8.98	8.98	12,814
	Synod	3.00	3.00	4,281
	Presbytery	43.27	44.02	62,816.54
		55.25	56.00	79,912.00
	Early Pay discount by 2/15/2021	-1.25		
		54.00		
	Total Budgets	222,997	223,854	

Inflation Calculator

If in (enter year)

I purchased an item for \$

then in (enter year)

that same item would cost: **\$1.06**

Cumulative rate of inflation: **5.7%**

CALCULATE

Learn how this calculator works. The US Inflation Calculator uses the latest US government CPI data published on September 14, 2021 to adjust for inflation and calculate the cumulative inflation rate through August 2021. The U.S. Labor Department's Bureau of Labor Statistics will release the Consumer Price Index (CPI) with inflation data for September on October 13, 2021. (See a chart of recent [inflation rates.](#))

**Stated Clerk's Report to Leadership Cabinet
October 7, 2021**

Stated Clerk activities since the last Leadership Council meeting include the following:

1. Attended a meeting of the Yellowstone Pastoral Ministry Team (PMT);
2. Conducted, monitored and reported an email vote to set the date for and elect an Administrative Commission to install Jamie Schmeling as Pastor at the Terry/Fallon yoked parish. Thirty-seven out of 65 people voted in the affirmative. Motion passed;
3. Prepared for and attended the Mid-Council Leadership Orientation (MCLO) September 21-24. Sessions covered included:
 - a. Theology of Polity
 - b. Mission, Values and Generative Leadership
 - c. Intercultural Development Inventory
 - d. Intercultural Competency
 - e. Leading in Turbulent Times
4. Followed up on the MCLO with a personal meeting for an IDI debriefing;
5. Worked with a sub-group from PMT on a sensitive issue concerning a former member of our Presbytery;
6. Joined George and Kathy via conference call in a meeting with the Session at one of our churches that is working to discern its future.
7. Assisted JP Carlson and the Lutheran Synod in getting paperwork completed and sent to the Board of Pensions about his position with the Bozeman Lutheran Campus Ministry;
8. Worked with Jamie Schmeling on her installation invitation and to assure Zoom availability for any who wish to attend her installation service via Zoom;
9. Participated in a webinar entitled "Constitutional Responsibilities of the Stated Clerk";
10. Met once via Zoom with my mentor Susan DeGeorge;
11. Generally kept up with and responded to emails and phone calls.
12. Received 2 communications from Lynn Smit, Synod Stated Clerk (Attachments A and B)

Things the Stated Clerk needs to follow up on:

1. Assuring a separate report from the Committee on Representation function of the Rep/Nom Committee be given and recorded in Presbytery minutes. (G 3.0103).
2. Check on the status of the financial records audit task group that was established by the LC and assure that a report of the findings of the audit task group be reported to the Presbytery. (A report from the Audit task Group needs to be made the Presbytery each year.)

I continue to study and grow into the position of Stated Clerk for Yellowstone Presbytery. It is both a challenge and a joy. I look forward to participating in Jamie Schmeling's installation on October 16 and in my continuing interaction with the people of Yellowstone Presbytery.

Respectfully submitted,
Caroline Fleming, Stated Clerk
Stated Clerk



Synod of the Rocky Mountains

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

Lynn Smit – Stated Clerk
clerk@synodrm.org

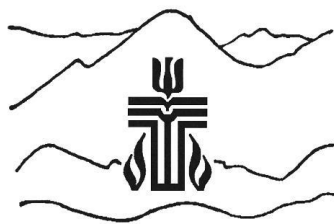
September 21, 2020

The 2019 Minutes of the Presbytery of Yellowstone were approved by the Assembly of the Synod of the Rocky Mountains on September 20, 2021 with the following exceptions and comments.

- 1) No record of a annual Financial Review
- 2) No Committee on Representation Report

Lynn Smit

Lynn Smit, Stated Clerk, Synod of the Rocky Mountains



Synod of the Rocky Mountains

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

Lynn Smit – Stated Clerk
clerk@synodrm.org

Memorandum

Date: September 21, 2021
To: Presbytery Stated Clerks
From: Lynn Smit, Synod Stated Clerk
Re: Synod Per Capita 2022

This is to inform you of the Per Capita Apportionment of the Synod of the Rocky Mountains. (Membership taken from Part II of GA Minutes) Please send your Synod Per Capita to the Synod Office no later than February 28, 2022. Please let me know if you will be paying by installment and if that will be monthly or quarterly.

The Synod voted to offer of a rebate for paid Per Capita at \$.25 per member on Per Capita received by December 1, 2022.

Presbyteries are responsible for remitting the full per capita apportionment to the Synod.

Synod Per Capita for 2022 - \$3.00

Presbytery of Denver -	8124	x\$3.00=	\$24,372.00
Presbytery of Glacier -	1518	x\$3.00=	\$4,554.00
Presbytery of Plains & Peaks -	4124	x\$3.00=	\$12,372.00
Presbytery of Pueblo -	1668	x\$3.00=	\$5,004.00
Presbytery of Utah -	2272	x\$3.00=	\$6,816.00
Presbytery of Western Colorado -	1522	x\$3.00=	\$4,566.00
Presbytery of Wyoming -	2613	x\$3.00=	\$7,839.00
Presbytery of Yellowstone -	1427	x\$3.00=	\$4,281.00

Please send your check to: Synod of the Rocky Mountains – 1716 N. Main St. – Ste. A – Box 107 – Longmont, CO 80501.

Leadership Cabinet Minutes
Thursday, September 8, 2021 via Zoom

Yellowstone Presbytery Leadership Cabinet met for its regularly scheduled meeting on Wednesday, September 8, 2021 beginning at 9:30 a.m.

Cabinet members present:	Members absent:
MWS Teresa Kendall, Moderator,	None
MWS Susan Thomas	
RE Russ Kline,	
MWS Chuck Carlson,	
RE Suzanne Bratsky,	
RE Ric Tieman,	
MWS Jamie Schmeling,	
CRE Margee Smith,	
MWS Dave Thompson,	
RE Julie Boksich.	

Others present:
MWS George Goodrich, Co-Executive Presbyter,
MWS Kathy Goodrich, Co-Executive Presbyter
RE Caroline Fleming, Stated Clerk.

- 17. Opening:** Cabinet Moderator Teresa Kendall called the meeting to order at 9:30 a.m. and Presbytery Moderator Julie Boksich opened the meeting with prayer.
- 18. Quorum:** With all members of the Leadership Cabinet in attendance, a quorum was declared present.
- 19. Dwelling in the Word:** Dave Thompson led the group in Dwelling in the Word, using Hebrews 12: 1-3. Dave noted that Hebrews was written to a church that was tired and on the verge of giving up. The passage reminds us that we are surrounded by a great cloud of witnesses in whom we can find strength to continue the work God has called us to do. We persevere and endure, living our faith in ways others will see and feel invited to come to the faith.
- 20. Time for Prayer:** The group was separated into breakout rooms where personal concerns were shared and prayer was raised for one another. Each group posted prayer requests that were raised, and we are all asked to keep one another in our prayers during this season.
- 21. Co-General Presbyters' report: (Attachment A)** Kathy and George Goodrich submitted a written report. Kathy noted that the race we are running seems much longer than the one for which we trained, and there is some concern about whether our race even has a direction. She reminded the team that God doesn't always take us by the most direct route (remember Exodus?). Despite this, there are many good things happening. George's activities include: George and JP Carlson's CRE training in preaching (#2 on the report), a very successful and uplifting camping season at Westminster Spires (#4), and George and Vilmarie Cintron-Olivieri again leading their seminar to train presbytery moderators at the G.A. Moderator's Conference in November (#7). Kathy's activities include: continual work with PMT on matters concerning pastors, CREs and churches, participation in Kimmy Briggs installation in Lewistown, participation in Mary Grace Reynolds' ordination and installation in Ennis, and participation in Dan Krebill's and Jody McDevitt's retirement in Bozeman (A, B and C). Please read the full report to discover the good and often difficult

work the Goodrich's do on our behalf. Teresa led the group in prayer for George and Kathy, their family and their work.

- 22. Personnel Subcommittee Report:** Chuck Carlson reported the Personnel sub-committee is in process of negotiating with Susan Seibert concerning her request for funds she feels she should have received for her retirement. It was noted that the issue is difficult because the Presbytery doesn't manage its own retirement plan; that is done by the Board of Pensions. The subcommittee has visited with an attorney who specializes in issues concerning retirement plans and asked Leadership Cabinet for approval to continue working with Attorney Kristy Buckley.

Action: It was moved and seconded to affirm the choice of Attorney, Kristy Buckley of Bozeman to work with the sub-committee pro bono and the stated clerk be directed to sign terms of engagement with Ms. Buckley. The motion passed.

The subcommittee is working with Associated Employers to review and update the Personnel Policy of Yellowstone Presbytery.

- 23. Next Presbytery meeting November 5 & 6:** Items to include on the docket for the next Presbytery meeting include celebration of Dan Krebill and Jody McDevitt's retirement, equipping workshop, hearing the report of the Representation/ Nomination Team report and electing officers, team members and commissioners, adoption of a budget, adoption of PMT recommendation of Presbytery minimum salary guidelines, and a possible examination of a candidate for Interim Pastor at Bozeman.

George Goodrich suggested that, due to the current rise in COVID cases in the state and people's concerns around that, we hold the November meeting via Zoom.

Action: It was moved and seconded to hold the November 5-6 stated meeting of Yellowstone Presbytery via zoom. The motion passed.

The team will discuss whether to hold an in-person or a hybrid March Presbytery meeting later. Dave Thompson offered Billings First Presbyterian Church for the March meeting stating that the church is well-equipped to offer people the option to meet in person or via a zoom connection.

For the equipping workshop, team members agreed to continue building on the foundation laid by Stan Ott and Shannon Kaiser. The question is how to best move among the people and encourage them to participate in the great learning experiences offered at Presbytery meetings. Kathy Goodrich suggested skits can be a good way to generate enthusiasm.

Julie Boksich and Russ Kline are very motivated to carry the information and enthusiasm generated in those workshops to churches in the Presbytery, traveling to places like Poplar, Wolf Point, Jordan, Forsyth, and more. It is time to share and have the concept of "making disciples/ becoming disciples" accepted by people in our churches, not just by people in Presbytery leadership positions. Covering the cost of their travel was discussed with no conclusions reached.

- 24. Proceeds from Harlowton and Geyser property sales:** Presbytery currently has \$51,583.99 from the sale of the Geyser and Harlowton properties in account 3200.19 "Yellowstone Presbytery Funds Awaiting Cabinet Action."

Action: It was moved and seconded to move \$51,583.99 from account 3200.19 to account 3100.9, "Unrestricted Funds." Motion passed.

Cabinet members discussed effective ways Presbytery might use these funds, aligning known needs with available funds, time and costs involved. Jamie Schmeling suggested using about \$1,200 of the Harlowton proceeds to sponsor a day on the Christian radio station, Your Network of Praise, in honor of the saints from the now-closed church in Harlowton. Others suggested placing ads on the radio station sponsored by each one of the churches in Yellowstone Presbytery. Your Network of Praise has wide coverage in the state and each ad could emphasize one church. Caroline Fleming offered to assist Jamie in finding out costs of sponsoring a day of radio and of advertising spots and reporting back to Cabinet members.

- 25. 2022 Presbytery meeting dates:** Possible meeting dates for 2022 Presbytery meetings were discussed. Members concluded that the following dates should work: February 11 & 12 (possible hybrid meeting at Billings 1st), May 6 & 7, November 4 & 5. All are asked to check their calendars for possible conflicts. The team will decide on dates to propose to Presbytery at its October meeting.
- 26. College Funds available:** Teresa Kendall sent letters concerning funds available for college ministry programs to Butte, Miles City and Dillon pastors. Follow up with those pastors is needed. Caroline Fleming offered to follow up with Charley Blom in Miles City, and Teresa will follow up with Chuck Carlson in Butte and Dan Triller in Dillon.
- 27. Nominee to Synod Nominating Committee:** Yellowstone Presbytery needs to nominate an MWS to Synod's Nominating Committee this year. Teresa Kendall, Commissioner to Synod, is willing to serve in this capacity.

Action: It was moved and seconded that Teresa Kendall be nominated to serve on the Synod Nomination Committee. Motion passed.

- 28. Ordination exam readers:** The need to elect ordination exam readers was raised. Readers are nominated by the Pastoral Ministry team and elected by the Presbytery.
- 13. Treasurer's report:** Ric Tieman sent members 5 reports concerning Presbytery finances as of July 31: Statement of Financial Position, Statement of Financial Income and Expense, Statement of Financial income and Expense by Class, Administrative Budget Performance, and Program Budget Performance (Attachment D).

As he works on the 2022 budget, Ric asked for input from the Personnel subcommittee concerning any raises to personnel salaries that might be proposed for the coming year. After discussion it was decided to keep rental costs of the Presbytery office in the 2022 budget. A desire to give George and Kathy Goodrich a salary increase was voiced. Currently they raise \$35,000 toward their salary each year. People and churches are encouraged to consider giving to that fund in thankfulness and celebration of the good work George and Kathy do for our Presbytery.

Ric reported the annual insurance cost for St. Timothy's Chapel is now over \$5000.00, while Presbytery has been keeping only \$1500.00 in each of two checking accounts to cover insurance costs. Yellowstone Presbytery is now keeping \$2,500 from the annual endowment income in each account to cover the chapel's insurance costs. The remaining income from the St. Timothy endowment is placed in the chapel's checking account for operating expenses.

- 14. Recommendations to Representation/Nomination Team:** The Representation/Nomination (Rep/Nom) team is beginning to seek qualified people to serve in various positions. Leadership Cabinet was asked to let that team know who on the Cabinet is eligible and qualified for election to another 3-year term. Chuck Carlson, Susan Thomas and Russ Kline are all eligible to serve again and members agreed that they are valuable members of the Cabinet and would like to have these three continue their service on the team. Caroline Fleming will notify Jody McDevitt, Moderator of Rep/Nom, of the results of LC's conclusions.

15. Camp Report: (Attachment B) Leadership Cabinets celebrates all the leaders and campers who made the camping season so successful. We rejoice that the number of campers was up from previous years and that so many leaders were willing to offer their variety of gifts to our Presbytery's young people.

16. Stated Clerk report: (Attachment C) Minutes of the May 11, June 8 and September 8 Leadership Cabinet meetings were submitted for approval.

Action: It was moved and seconded to approve the three sets of minutes as printed. The motion passed.

17. Technology Grant: A request was received from the Madison Valley Presbyterian Church (Ennis) asking if they could apply for a second technology grant that will allow them to increase their online presence and answer to ministry needs of that church. The one previous grant was used to purchase a computer and software.

Action: It was moved and seconded to grant \$2,000 from the equipping fund to Ennis for equipment needed to further their ministry. Motion passed.

Suzanne Bratsky will send Pastor Mary Grace Reynolds a letter stating the request is approved and get information needed concerning where to send the check.

18. Next Meeting: October 7, 2021, 9:30 a.m.

Action: A motion was made and seconded to adjourn the meeting. Motion passed.

19. Closing: Russ Kline closed the meeting with prayer.

Caroline Fleming, Stated Clerk

Approved October 7, 2021

<u>Leadership Cabinet Action Items</u>		
<u>Responsible Person(s)</u>	<u>Action Item</u>	<u>Due Date</u>
Stated Clerk	Sign terms of Agreement with attorney	When received
Personnel committee	Update Presbytery's Personnel Policy	Ongoing
Caroline & Teresa	Follow up with Miles City, Butte and Dillon pastors concerning funds available for college ministry	Before October meeting
Caroline	Notify Jody McDevitt, Rep/Nom Moderator, of LCs hopes that current members will continue on the cabinet	9/12/21
Teresa	Contact Chuck, who had to leave the LC meeting early, about members desire that he remain on LC for another term	As soon as possible
Suzanne	Send Mary Grace a letter stating approval of the grant request for \$2000 and asking where the check should be sent	As soon as possible
All LC Members	Check calendars concerning proposed dates for 2022 Presbytery meetings	By next meeting, October 7