

Leadership Cabinet
Tuesday, October 11, 2022

Yellowstone Presbytery Leadership Cabinet met for its scheduled meeting on Tuesday, October 11, 2022, beginning at 1:00 p.m. This was a Zoom meeting.

Cabinet members present:

RE Russ Kline, Moderator
RE Melissa Bell
RE Julie Boksich
RE Suzanne Bratsky
MWS Jamie Schmeling
CRE Margee Smith
MWS Dave Thompson
RE Ric Tieman, Treasurer

Members excused:

MWS Chuck Carlson

Others present:

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

1. **Opening:** Cabinet Moderator Russ Kline called the meeting to order, and Jamie Schmeling led members in prayer.
2. **Quorum:** A quorum was declared present.
3. **Dwelling in the Word:** Russ led members in Dwelling in the Word based on II Corinthians 5: 14-21. The text reminded people that, once we are in Christ, we no longer live for ourselves; the love of Christ urges us on. Richard Rohr wrote, “The only way I know how to love as God loves is to love what God loves. We look at the world from God’s point of view and treat people and things as Jesus wants us to. As ambassadors, we represent Christ. Ambassadorship requires tact, addressing wrongs with the love of Jesus, and checking in regularly with the “home office,” which for the Christian is Jesus. Russ closed the time of reflection with prayer.
4. **Agenda:** The agenda was approved by consent.
5. **Minutes of September 13 meeting:**

Action: It was moved to approve the minutes of the September 13 meeting of Leadership Cabinet as printed. The motion was seconded, and it passed.
6. **Co-Presbyters’ reports (Attachments A & B):** George and Kathy both submitted written reports reflecting on their Sabbatical time. Their full reports are attached to these minutes. Of special note:
George’ discernment included his acknowledgement of the need to retire from the Co-Presbyter position on March 31 at 11:59 p.m. He has begun leading a Lay Pastoral Care

Training course with Bob Hunter with 23 clergy and lay people participating. He will continue with this type of ministry following retirement.

Kathy's discernment included an understanding that she is called to continue in the Presbyterian call, staying in community with the people of Yellowstone Presbytery through the time of transition following George's retirement, but at a more sustainable pace and true half-time time commitment.

- 7. Financial Report:** At the end of August, the administrative budget was ahead by \$2,000 and the program budget was behind by \$2,000. Treasurer Ric believes the program budget will on the plus side by year's end. Presbytery's total assets have increased by \$4,000 since last year.

Ric reviewed the 2023 proposed budget, (**Attachment C**).

Action: It was moved to recommend presbytery adopt the proposed budget of \$203,865.00 for 2023 and set the 2023 per capita at \$58.00. The motion was seconded, and it passed unanimously.

- 8. Personnel:** Jamie Schmeling gave the personnel report.

Action: Jamie, on behalf of the personnel sub-committee, moved that Leadership Cabinet accept George's request for Honorable Retirement status effective March 31, 2023 at 11:59 p.m. The motion was seconded, and it passed unanimously.

Action: A motion was made to go into executive session. The motion was seconded, and it passed.

The team returned from executive session.

Action: Jamie, on behalf of the personnel sub-committee, moved that Kathy become sole Executive Presbyterian following George's retirement. The motion was seconded, and it passed.

The personnel sub-committee will work with George to assure boundaries are maintained following his retirement as well as working with Kathy on her boundaries. The people of the presbytery will be advised to maintain boundaries, too, particularly in contacting George. Jamie gave thanks for the Goodrich's service and continued dedication to the faith and to the presbytery.

Personnel is considering the need for a part-time office administrator.

Action: A motion was made that presbytery purchase a new computer for Kathy on or before Thanksgiving Day. The motion was seconded, and it passed unanimously.

- 9. Presbytery meeting November 4-5, Miles City & via Zoom:** members reviewed the first draft of the docket. There are timelines that will be tweaked when we know how much time PMT, and other reporting teams might need. Members discussed what charitable group should receive the Friday evening offering.

Action: A motion was made to accept the offering for the Montana Food Bank and to ask attendees to bring and donate a nonperishable food item for the Miles City Food Bank. The motion was seconded, and it passed unanimously.

Action: A motion was made to recommend to Yellowstone Presbytery the following meeting dates for 2023 with locations to be determined at a later date: ***March 3-4, June 16-17, and November 3-4.*** The motion was seconded, and it passed unanimously.

10. Proposed change to Standing Rules:

Action: A motion was made that Leadership Cabinet recommend presbytery change it's S5.02 Standing Rule concerning the length of term the Leadership Cabinet Moderator serves as follows:

From the current rule which reads, "S5.02 The leadership cabinet moderator shall be elected by the presbytery for a three (3) year term with no more than 2 consecutive terms" to:
S5.02 The leadership cabinet moderator shall be elected annually by the presbytery for a one (1) year term renewable for as long as the person serves on the leadership cabinet, but no longer than six (6) years consecutively.

The motion was seconded, and it passed unanimously.

The motion will have its first reading at the November presbytery meeting and its second reading at the first meeting of 2023 when it will be voted on.

11. Representation/Nomination Team: Members discussed name of people who might serve on the Rep/Nom team and who might serve as Moderator of that team. Cabinet nominates people to this team.

Action: A motion was made to offer Nancy Pehl of Terry a position on the team and ask her to serve as that team's moderator in 2023. The motion was seconded, and it passed with one abstention.

Russ will contact Nancy and ask her to serve.

12. Insurance: A review of presbytery's insurance assures we have adequate coverage.

13. McAllister sale: The court has approved the "quiet title decree." Attorney Mark Parker is asking the other party if they need any more from us and how soon they think we can close.

14. Follow-up items: (Attachment D)

- a. Jamie shared that our sponsorship days on "Your Network of Praise," the Christian radio station, will be November 1 (All Saints' Day) and November 30 (St. Andrew's Day). Wording sent to the station is:
 1. "Today's broadcast is sponsored by Yellowstone Presbytery of the Presbyterian Church (USA) on *All Saints Day* in witness to Jesus Christ and in honor of members of the Federated Church in Harlowton Montana. We are grateful for their witness to the Gospel." (November 1)

2. "Today's broadcast is sponsored by Yellowstone Presbytery of the Presbyterian Church (USA) on *St. Andrew's Day* in witness to Jesus Christ and in honor of members of the Federated Church in Harlowton Montana. We are grateful for their witness to the Gospel, *because like Andrew they shared the good news!*" (November 30)

Action: A motion was made to approve Jamie's wording of our sponsorship day announcements. The motion was seconded, and it passed unanimously.

15. Closing: With no further business, Kathy Goodrich closed the meeting with prayer at 5:05 p.m.

*****Next Meeting: November 15 at 1:00 p.m.*****

Leadership Cabinet Action Items		
Ongoing Action Items		
Personnel committee	Update Presbytery's Personnel Policy	Ongoing
Russ, Dave, Caroline, Jamie, Kathy	Continue work with the team discussing how to encourage experimental ministry, training small group leaders, and helps for facilitating small groups in congregations and communities.	Ongoing
LC members	Consider a person well-qualified to serve on the board of Rocky Mountain College in	Ongoing
Ric	Write up the technical needs to host a hybrid presbytery meeting for churches	ASAP
Jamie, Dave, Caroline	Create a monthly presbytery newsletter to communicate regularly with our churches	No date set
Russ	Talk with John Stewart about the advisory position on the Rocky Mtn. College board to	Before next meeting
New Action Items		
Russ	Contact Nancy Pehl & ask her to serve on Rep/Nom & serve as moderator of that team	ASAP
LC members	Seek people with a passion for earth care who would work with St. Andrew in bringing concerns/ideas to LC and presbytery	ongoing
Russ	Serve as one on an LC sub-group addressing evangelism, bringing ideas for effective evangelism to LC and the presbytery	ongoing
LC members	Consider what Presbytery might need concerning administrative assistance	ongoing

October 10, 2022

ATTACHMENT A

To: The Personnel Committee and the Presbytery Leadership Cabinet

From: George Goodrich

Re: Sabbatical Report, June, 2022 – September, 2022; and Report for LC October Meeting

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

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

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

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

Major Contribution to Presbytery during sabbatical: Organizing the Lay Pastoral Care Training events for the fall, 2022 and winter, 2023. Excited here! 23 lay and clergy leaders have signed up for this month training.

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

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

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

Again, my profound thanks for the sabbatical season!

George Goodrich

Sabbatical Reflections Kathy Goodrich October 2022 - Sabbath, Shalom, surrender, surprises

Responding to and sharing God's Invitations and Opportunities

"More than Israel has kept Shabbat, Shabbat has kept Israel." quote in Jewish literature

THANK YOU from the bottom of my and our hearts for this opportunity and gift and for all each of you gave and sacrificed as part of this body to make it possible.

Sabbath

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

Sabbath and sabbatical is for reclaiming BEING versus DOING and CONSUMING. I have relished discovering and living into that deeper realities, reasons and blessings of Sabbath as not only for rest but as ceasing, freedom, letting go & unplugging, for justice and *shalom* for all humans, created being and God's creation, for refocusing and recentering in our Triune God ,delighting and savoring, for restoration and re-creation, for ongoing transformation and deepening trust in our loving, good and sovereign God. With more discipline and intentionality about spiritual rhythms/practices which root and reorient us, such as:

meditation, study, scripture, celebration, service (particularly with my 91 year old mother), sabbath, prayer, including spiritual warfare as weekly we experience and see the testing or unleashing of discord, division, distrust, discouragement and evil and violence everywhere.

And, I dreamed and prayed how God might desire ALL in our wider body of disciples to experience and experiment with this from study to a sabbatical policy for our pastors. Might we create the time and space to ask, dream and discern more about this together?

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

Embracing more faith-full rhythms of Sabbath/sabbatical has involved shalom, surrender and surprises.

Walter Brueggeman

"The fourth commandment is the most difficult and the most urgent of the commandments in our society...because it defies the most elemental requirements of a commodity-propelled society specializing in control and entertainment, bread and circuses...along with anxiety and violence." from his *Sabbath as Resistance*, xiv.

Therefore, I prioritized the primary purposes of sabbatical, with some reflection, retooling and seeking to listen and discern God's voice and call.

See our letter at the start of our Sabbatical, particularly Eugene Peterson's writings

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

Shalom – for flourishing and God's intended integrated wholeness

Rest and Nurturing physical health/shalom: I am grateful for this sabbatical season's fruit and am recovering, stronger and hopefully wiser!

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

Equipping, empowering and support, & exploring & experimenting with God's flourishing in TODAY'S CONTEXT and CULTURE.

Insight from research amidst the great clergy burnout and resignations, from Tod Bolsinger's article:

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

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

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

Which underscores, support, equipping and Shalom for any pastors – several resources referenced here.

Healing, hope and shalom – Our context today has many similarities with those of Jeremiah's time and God's instructions for his people in Jer. 29 are so crucial.

**** A Time to Heal: Offering Hope to a Wounded World in the Name of Jesus**, by J. R Briggs, an important, practical, empowering and hope giving book. I also attended webinars with JR

Funding for Christ's mission in this time of significant shifts and economic challenges. My reading has included the importance of innovation and entrepreneurial ways of using gifts and doing mission. Fascinating : *We Aren't Broke: Uncovering HIDDEN RESOURCES for MISSION and MINISTRY*, by Mark Elsdon (PCUSA), Forward by Craig Dykstra

Future Discernment – Desert Father, Abba Moses, said "no virtue can come to full term or can endure without the grace of discernment"

While sabbatical has been empowering and transformative, God's call and the ministry and creative invitations and opportunities before the church and Yellowstone, have remained, even intensified on my mind and heart.

Therefore, I believe I am called to continue to continue in this call, in community with you all in this time of transition as a bridge -builder and fellow pioneer as we both cultivate roots and discover and faithfully adapt to God's present and future, including with younger generations. And, With a more sustainable pace and true half-time time commitment.

Please refer to George's reflections and report for an update on many happenings in our personal and family lives since May. Shalom

ATTACHMENT C

	Presbytery of Yellowstone		Draft 10/04/2022			Current Balance		Available in 2023
	2023 Budget Worksheet							
	Draft 10/04/2022							
Account #	New Account Name	2022	2023					
	ADMINISTRATIVE BUDGET					Non-Program Fund Balances		
						2022	use in 2022	2023
4001	Administrative Support	35,000	35,000					
4004	Per Capita	79,912	62,894	Proposed				
3100.4	Transfer-W. Yellowstone	30,000	2,000			18,348	16,348	2,000
3100.1	Transfer-Gen.Admin Fund	8,000	200			255		255
3100.2	Transfer-Restricted Admin Fund	0	6,000	Proposed		57,202		57,202
3100.9	Transfer-Unrestricted	14,298	15,000			23,478	6,000	17,478
NEW	Blue Sky Grant Needed		21,954	Unknown				
	Total Administrative Income	167,210	143,048			99,283	22,348	76,935
6302	Cabinet Expenses							
6303	Council Meetings	1,500	2,500					
6304	Accounting	6,000	5,000	9 month avg \$395				

6305	Legal	1,000	100	place holder				
6306	Task Force Meetings	500	500					
6307	Nom/St-Tim/Delegate Mtgs	700	700					
6506	PMT Meeting Expense	5,500	5,500	spent 0 as of 7/30				
6601.1	Admin Mgr Salary	31,709	10,000	scaled down 8 hrs x \$24 X 52	Volunteer ?			
6602.1	GP Salary	11,129	11,685		5%			
6602.2	Housing	21,012	22,063		5%			
6602.3	Pension	3,540	3,795	2023 est w/10%	re-run			
6602.4	Insurance	11,600	13,616	2023 est w/10%	re-run			
6602.5	Meals	1,200	1,200					
6602.6	Travel & Lodging	8,000	8,000					
6602.7	Telephone & Conference Calls	1,700	1,700					
6602.8	Discretionary Fund	2,500	2,500					
6602.9	Study Leave	700	700					
6603.1	Stated Clerk Salary	20,085	21,089		5%			
6603.2	Stated Clerk Pension	0	0					
6603.4	Stated Clerk Travel	2,500	2,500					
6603.5	Stated Clerk Expenses	500	500					
6604	Payroll Taxes	4,400	2,500	8 months is at 24%				
6703	Per Capita Expense	17,095	17,900					
6704	Presbytery Meetings	1,500	1,500	no change				
6705	Presbytery Other	800	800					

6801	Office Copies & Postage	600	600					
6802	Insurance Exp.	1,300	1,300					
6803	Office Supplies	4,500	3,000					
6804	Rental -Office	4,140	1,200	Computer & phone use & closet				
6805	Office Telephone & Conference Calls	1,500	600					
	Total Administrative Expense	167,210	143,048					
		0	0					
	PROGRAM BUDGET					Program Fund Balances		
						2022	use in 2022	2023
4003	General Mission Pledge	30,000	24,000	GMP \$6,000 less				
4002.1	Summer Camp Fees	10,000	10,000					
4002.2	Winter, Summer, Fall Events	2,000	2,000					
4002.3	Rental of Camp Facilities	12,000	12,000					
4002.5	Other Camp Income (Gifts)	2,000	2,000					
3100.3	Transfer Program Reserves	644	10,816	fund camp director & GMP reduction		43,749	9,000	34,749
	Total Program Income	56,644	60,816					
6101	Activities	1,150	1,150					
6102	Food	3,500	3,500					
6103	Supplies	800	800					

6104	Transportation-Bus	900	900					
6106	Camp Salaries	16,000	20,000	add director? Or volunteer				
6120	Events Miscellaneous	3,500	3,500					
6201	Publicity	200	200					
6203	Insurance	5,500	3,000	Liability ONLY				
6206	Utilities: Westminister Spires	3,000	3,000					
6300	Triennium	1,500	1,500					
6301	Intermountain Childrens Home	750	1,500	Proposed				
6401	MAC Membership	3,000	3,000					
6402	MAC Representation	300	300					
6501	Committee on Ministry-Training	1,000	1,000					
6502	Congregation Ministry Misc	1,000	1,000					
6302	RMC		1,500	Proposed				
6503	Emergency Career Counseling Exp.	1,000	1,000					
6504	Vocations-Other	1,700	1,700					
6602.1	Allocated GP Salary	8,444	8,866					
6604	Payroll Taxes	1,200	1,200					
6702	Cluster Meetings	100	100					
6705	Presbytery Program Other	2,000	2,000					
6801	Copies & Postage Exp.	100	100					
	Total Program Expense	56,644	60,816					

		0	0				
		Increase:	2.00	PER CAPITA			
				2021 members			
Per Capita	2022	2023		1393			
GA	8.98	9.85		13,721			
Synod	3.00	3.00		4,179			
Presbytery	44.02	45.15		62,893.95			
	56.00	58.00		80,794.00			
Total Budgets	223,854	203,865					

Attachment D

Jamie Report on radio