

**Leadership Cabinet**  
**Tuesday, November 14, 2023**

Yellowstone Presbytery Leadership Cabinet met via Zoom for its scheduled meeting on Tuesday, November 14, 2023, beginning at 1:00 p.m.

**Cabinet members present:**

RE Melissa Bell MW S  
Ashley Birk RE Julie  
Boksich RE Russ Kline,  
Moderator CRE Karolee  
Larson MWS Mary Grace  
Reynolds MWS Jamie  
Schmeling CRE Margee  
Smith MWS Dave Thompson

**Members excused:**

**Others present:**

MWS Kathy Goodrich, General Presbyter, RE Caroline Fleming, Stated Clerk, Ric Tieman, Treasurer.

1. **Opening:** Moderator Russ Kline called the meeting to order with prayer at 1:05 p.m.
2. **Dwelling in the Word:** Members read Hebrews 10: 19-25 & 35-39. The passage calls us to see the great prize we have in Jesus. We are reminded to hold on to the hope we profess, encourage one another and be compassionate. We are living in the “in-between” times before Jesus’ return and there is impatience in the wait. Let’s remember to be gracious to ourselves and others as we attempt to lavish God’s love on one another and the people of the world. Members shared prayer concerns before Russ ended our Dwelling in the Word with prayer.
3. **Quorum:** A quorum was declared present, and the team read the presbytery’s vision statement together.
4. **Minutes of July meeting:**  
The date in the first sentence of the minutes is incorrect and should read “October 10, 2023.”  
\***Action:** A motion was made and seconded to approve the minutes of the October meeting as corrected. The motion passed.
5. **General Presbyter Report: (Attachment A)** Kathy’s complete report is attached. Please read it. Highlights from her report include:
  - the importance of gratitude and how necessary it is as we follow the ways of Christ. Jamie noted the Gratitude Project Kristin Willett developed which lifted the question of supporting the Willett’s new church development in Arizona begun 8 years ago
  - BOP benefit costs are changing. Pastors and churches will be kept informed of the changes as they happen
  - An updated position description is ready for approval
  - Please consider contributing to the General Presbyter work through the designated Administrative Support of Yellowstone Presbytery
  - A new task force is starting: Uncovering Treasure and Sharing the Light: Evangelism and planting new churches/worshipping communities/fresh expressions of church. If you or

someone you know might have interest in being part of this team, talk with Russ Kline, Julie Boksich or Kathy Goodrich.

- Interest is being raised to focus on mission beyond our local churches including what collaborations we might rekindle or start. Ideas include Africa where FPC Billings and FPC Bozeman have had a relationship with Paul and Lydia Neshangwe in Zimbabwe, the Middle East, the seminary in Egypt, the Outreach Foundation [Presbyterian] with crucial work and partnerships there.
- Dave Thompson is planning a youth mission trip to Alaska next summer. Discussion ensued about opening the trip up to youth in other churches, too.
- The CRE program is moving forward. What are ways we might support any Yellowstone presbytery people who choose to take the course? Ideas include reimbursing people upon completion of the course, financially supporting some and having them offer pulpit supply and reimbursing a portion of the fee to the presbytery.
- We have no Vice Moderator yet. Kathy continues to work with the Rep/Nom team to find the person called to the position.

1. **November meeting feedback:** It was a great weekend. Everyone enjoyed dinner at Karolee's. Tim and Beth offered wonderful workshops and an overview of the Dubuque/Synod Cre program that starts in January. We must find ways to improve the Zoom participation.
2. **Personnel Report:** (Attachment B) Ashley reviewed the proposed General Presbyter position description which will prioritize Kathy's work and set up the presbytery for the time when we will engage in a search for the next GP. Kathy left the meeting and members discussed to proposal.  
\***Action:** "The Personnel Sub-Committee recommends Yellowstone Presbytery adopt **the proposed updated** position description for Yellowstone Presbyter's General Presbyter." The motion passed unanimously.

Kathy returned to the meeting.

3. **Technology subgroup or taskforce:** Ric noted that the troubles we are having with sound is all about available bandwidth. Consulting with a regional technology group might yield a solution, but many others have the same problem. Perhaps having people gather in cluster, rather than everyone signing in individually would help. The Lutheran Synod's consultant (Colter) might be able to help. Those making reports could call in rather than talking through Zoom.
4. **Treasurer's Report: (Attachment C)** Ric has no new figures for October but will receive them soon. There was a miscalculation of \$338.00 in the GP salary on the budget adopted by presbytery at the recent meeting. In addition, Kathy requested a reallocation of cash salary and housing allowance items. The reallocation doesn't change the total.  
\***Action:** A motion was made and seconded to correct the budget with the \$338.00 adjustment and the change in GP salary and housing allowance. The motion passed.

Members discussed giving Tim Slemmons and Beth McCaw, our workshop leaders, both travel expenses and an honorarium.

**\*Action:** A motion was made and seconded to give a \$500.00 honorarium to both Tim Slemmons and Beth McCaw as well as cover their travel expenses up to \$700.00. The motion passed.

**10. Stated Clerk Report:**

- There is no resolution to turning the land in Valley County over to Ken Wolff, the adjacent property owner, even for free with him paying any costs. It is possible that defaulting on the property with the County taking ownership is our best solution.

**\*Action:** A motion was made and seconded to send a letter to Valley County on presbytery letterhead that includes the property description and expresses that we want to return the property to the county as it is of no use to us. The motion passed unanimously.

Caroline will compose and send a letter to Valley County.

- Caroline reported on the site visit to The Center Pole in Garryowen, MT with two representatives from SDOP. SDOP will vote on funding for their grant application in December. This is a mission project presbytery might consider partnering with, along with partnership with SDOP if they fund the grant application.

**11. Representation & Nomination Team:**

- Rep/Nom continues to search for a Vice Moderator of Presbytery for 2024 and for two ministers willing to serve on the Pastoral Ministry Team. LC members are asked to pray for the team as they do their work.
- LC needs to nominate an MWS to the Rep/Nom team. Hopefully we will find that person early in 2024.
- It has been suggested that presbytery consider CRE's as equal to MWS when serving on presbytery committees. Members will think about it and discuss the possibility at a future meeting.

**12. Future meeting dates: Dec. 12, 1:00 p.m. Leadership Cabinet & Corporate Meeting  
Jan. 9-10 Retreat with PMT**

**13. Announcements:**

- **Thank Yous:** Both Julie Boksich and Margee Smith will rotate off LC at the end of the year. Members celebrated Julie and all her work and growth over the last years. She will continue her service on the PMT next year. Unfortunately, Margee had to leave the meeting before the team could thank her for all her good work and input to the LC these last years.
- Members discussed the possibility of holding the spring/summer meeting of presbytery as a 1-day meeting via Zoom only. LC will decide on a date at the next meeting.

**14. Closing:**

**\*Action:** A motion was made and seconded to adjourn the meeting. The motion passed. Dave Thompson closed the meeting with prayer.

Respectfully Submitted, Caroline Fleming  
Stated Clerk

<b>Leadership Cabinet Action Items</b>		
<b>Responsible Person(s)</b>	<b>Action Item</b>	<b>Due Date</b>
<b>Ongoing Action Items</b>		
Personnel committee	Update Presbytery's Personnel Policy	Ongoing
Jamie, Dave, Caroline	Create a monthly presbytery newsletter to communicate regularly with our churches and pastors.	No date set
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
Caroline	Write a letter to Valley County expressing our desire to turn the land in Valley County over to the county.	ASAP
Kathy and LC	Appoint a person to the Rocky Mtn College Board	June 2023
	Create and send information on mission pledges and where the money goes to churches	No timeline
LC members	Think about possible equipping topics including how to recognize gifts in others and help them share those gifts, doing evangelism that builds on Ron Pyle's storytelling workshop.	Ongoing
<b>New Action Items</b>		
All Members	Send Kathy stories of spirit sightings	As they arise
Caroline, Kathy, Ric, Debbie B, George & Melissa	comprise a sub-group to propose what happens to the office and items that are currently in the office	Dec. 2023

**General Presbyter Report to Yellowstone Presbytery Leadership Cabinet, November 14, 2023**

*Rejoice always,<sup>17</sup> pray without ceasing,<sup>18</sup> give thanks in all circumstances, for this is the will of God in Christ Jesus for you.<sup>19</sup> Do not quench the Spirit.<sup>20</sup> Do not despise prophecies,<sup>21</sup> but test everything; hold fast to what is good;<sup>22</sup> abstain from every form of evil. <sup>23</sup> May the God of peace himself sanctify you entirely, and may your spirit and soul and body be kept sound and blameless at the coming of our Lord Jesus Christ.<sup>24</sup> The one who calls you is faithful, and he will do this.*

I Thessalonians 5:16-24

A study at the Univ of Kentucky (2012) found those who practice gratitude are more sensitive and empathetic towards others and their impulse for revenge is significantly less! Other studies have shown the many significant benefits to mood, mindset, health, sleep, chronic pain, illness and improved immune system and MUCH more!

The Mayo Clinic has a whole program for expressing gratitude, along with it's twin, KINDNESS!

<https://www.mayoclinichealthsystem.org/hometown-health/speaking-of-health/can-expressing-gratitude-improve-health#:~:text=Expressing%20gratitude%20is%20associated%20with,everyone%20would%20be%20taking%20it.>

As God's loved and forgiven people may we be people of grace, gratitude and the Spirit's joy, in the midst of the difficulties, disappointments, uncertainty, evils and chaos, losses and needed lament.

**Leadership Cabinet -**

**Nov. Presbytery** - Thanks again to the Planning Team and all the time, work and prayer put in. Karolee, congratulations! It was an honor and joy to share in this holy, happy time.

I and others of you shared a wide range of feedback on ways both workshops, Tim and Beth's presence and preaching and what presbytery is providing were encouraging, helpful in a variety of ways. Different things resonated with a range of folks. MUCH acclimation for having an ordination/installation at the close of a presbytery meeting. Some attended their first of such a service and commented on how holy, moving, powerful it was.

Everyone to a person commented on how lovely it was to have a leisurely dinner together Friday evening. Karolee and family THANK you for hosting us at your lovely home. Being in a home improved many aspects!

**Post presbytery** - there are always many things to wrap up, check on, implement and reflect on for the life of the LC and whole presbytery following a meeting. I am making steady progress on my list with some still to go.

I have done work for and met with the Personnel subgroup, focusing primarily on an updated GP position description draft they have been investing time in. The draft you received contains input from the subgroup, their consultations and myself. They have given time to this amidst many other demands for each of them.

**Funding grant for presbytery training YP has offered in 2023.** I have been in touch with Synod Treasurer and Synod about the up to \$1,000 which has been available annually to each presbytery for such efforts.

**Budget and Finance & Administrative Support** - I and we would appreciate your prayerful consideration of the opportunity to support the General Presbyter work through the designated Administrative Support. Your and the Spirit's generosity has made all the difference. As we have always requested, these gifts are only to be given after giving to your local congregation, the front line of ministry and mission. I have heard of several more gifts which should bring the total to close to \$20,000. This is one of many areas, where having only one GP, creates hardship with less time and opportunities to interact with folks across the presbytery.

**New Task Force starting: Uncovering Treasure and Sharing the Light: Evangelism and planting new churches/worshipping communities/fresh expressions of church.**

I have spoken with several people who are glad to hear about this, commenting on how needed it is for their church and community. This Task Force has met once and meets again Thursday.

For several years, I, along with others from LC, PMT's present and past, and former moderator, Jack Bell, among others, have been seeking to fulfill our vision statement in these respects, responding to the Spirit's leading, the needs and opportunities in our areas, and faithful using of folk's spiritual gifts and calling. Our presbytery has made a commitment to plant at least one new worshipping community. There has been prayer, listening, conferring, conversations, and research in prep for a focused effort joining in the new things the Spirit is already preparing and doing in our communities. The presbytery recently received funds directed for this evangelism work from the Admin. Commission which handled the sale of the McAlister church. There are funds for this ministry whose time is now.

If you someone with gifts or interests, or may be sensing the Spirit prompting you, please talk with Russ Kline, Julie Boksich or Kathy Goodrich.

**Another Task Force or Ministry Team? It seems clear that for many across the presbytery, there is a need for some vision and shared opportunities for mission, both local and global - GLOCAL.** Too few and carrying too much in most of our smaller churches and we need to gather those with this interest/passion/work underway. And, the impact of partnership in holistic mission is used by the Spirit in countless ways for ALL.

**SENT/SCATTERED** - We are loved and called, gifted, equipped and empowered, **To Go Out and join Christ in Christ's mission, in our communities, Montana and the world. The church is GLOCAL.** I believe it is overdue to prayerfully draw together those with a passion for Christ's mission - local and global, and to discern what ties, collaborations we might rekindle or start. Such as

Africa, Paul and Lydia Neshangwe in Zimbabwe - FPC Billings, FPC Bozeman have had relationship

In the Middle East, The seminary in Egypt, The Outreach Foundation [Presbyterian] with crucial work and partnerships there. Kimmy Briggs. Others?

**Pastoral Ministry Team** - There has been a great deal going on in this regard. Much of this work is confidential and can only be referred to in a general manner. As I do in each report, I will keep you updated on major things I can and share about pastoral transitions and searches when appropriate.

Networking by ALL of us is crucial in these times. As is praying for the Spirit to move in our churches and us be discerning whom the Spirit may be calling to use their gifts in leadership and as pastors.

Debbie and Neva continue hard work as co-moderators. I have emailed and spoken with them several times since presbytery on a wide range of matters. PMT continues to have a great deal of work related to most aspects of their overall responsibilities. Several on PMT are stretched very thin with a great deal happening in the churches or an individual they working with. Pray for our pastors and churches and the PMT.

There is a wide range of pastoral and/or "work" interactions with presbytery leaders, pastors/CRE's, sessions, PNC's. Please pray for all our churches as well as Important transitions, searches in several churches require a great deal of time and prayer from me, PMT, as well as their church. Continue to pray for those who lead, minister in our churches especially those who have no pastor at this time. A variety of strategic thinking and praying continues exploring what the Spirit may have in store.

**CRE Grant** - I have corresponded with and met with Tim and several times with Beth. We are awaiting input from the others in the Synod at present to finalize several aspects of this. I have spoken more with several of our elders, CRE's who are feeling called to be a part of this.

Any Input for PMT on the CRE grant and funding from those taking the classes and whether the presbytery should share in this. For many decades, the cost has been born by only the student (several reasons for this). This grant partnership is unique and VASTLY lower in cost as it is anticipated the Synod will contribute.

Please continue to pray as to whom the Spirit is calling, please advertise and invite.

**Rep/Nom** - I will meet with them at their post presbytery meeting Thursday as they continue to seek and discern.

See sheet with notes on expectations, responsibilities, experience for Moderator & Vice Moderator.

**GENERAL PRESBYTER  
PRESBYTERY OF  
YELLOWSTONE *working*  
POSITION DESCRIPTION**

***Yellowstone Presbytery's Vision Statement***

*Yellowstone Presbytery - guided and sustained by Scripture, the Holy Spirit, and prayer - is a community rooted in the love of Jesus Christ. We will.*

*Gather Together for God's glory and spiritual synergy.*

*Equip and Encourage disciple-making congregations and leaders for living the Gospel...intentionally becoming more like Christ; ably sharing our faith; impacting our communities; worshiping in loving response to God; and mutually supporting and training leaders.*

*Go Out to join Christ in Christ's mission in our communities, Montana, and the world...embodying and sharing Christ's Good News; loving and serving, as we are commanded, in our words, actions, and relationships.*

**POSITION DESCRIPTION**

The position of General Presbyter is a half-time, called and installed position in the Presbytery of Yellowstone. The General Presbyter serves as head of staff for the Presbytery staff and takes the lead in resourcing and guiding the Presbytery. The General Presbyter helps shape and build the missional efforts of the Presbytery. As part of a team, working with the staff and the Presbytery at large, the General Presbyter is responsible for exercising pastoral concern for clergy and congregations in order that the mission of the Presbytery can be accomplished.

**PURPOSE**

The General Presbyter, in collaboration with Presbytery leadership, casts and communicates a compelling and inspiring vision for a preferred future. The General Presbyter will guide, nurture, encourage, coach, train, resource and facilitate the Presbytery to act on this vision and to determine how to partner, nurture, resource, serve, and support congregations. The General Presbyter will also facilitate connections across denominations and explore other partnerships to accomplish this vision as contexts allow.

**ACCOUNTABILITY & EVALUATIONS**

The General Presbyter is called and employed by the Presbytery and is accountable to the Leadership Cabinet through its Personnel Committee. The Personnel Committee, on behalf of the Leadership Cabinet, will be responsible for conducting an initial six-month evaluation and thereafter an annual performance review. The reviews shall be in accordance with the current mission goals and policies of the Presbytery and the Presbytery's personnel policies.

**PERSONAL CHARACTERISTICS**

- Strong faith in Jesus Christ and commitment to the Presbyterian Church (U.S.A.) as an expression of Christ's mission in the world
- Relates well to church members and ordained leaders, and is able to empathize with their situations in order to give advice and counsel

- o Strong interpersonal skills and the ability to work collaboratively and respectfully with others
- o Approachable, compassionate leader with integrity who keeps professional boundaries, manages these boundaries within the time constraints of the position, and delegates responsibility as appropriate
- o Generates and applies new and creative ideas for problem solving and strategic transformation
- o Seeks and models the practice of regular spiritual disciplines (i.e. prayer, solitude, scripture reading, sabbath keeping)
  
- o Seeks to grow in self-awareness and awareness of others

## RESPONSIBILITIES

The General Presbyter shall perform the following duties. Recognizing that the General Presbyter is a half-time position, greater priority shall be placed on the first two categories of responsibility:

### **1. Provide vision, leadership, and resourcing for Presbytery leadership, including Presbytery staff.**

- o Serve as primary staff support and resource to the Leadership Cabinet, working closely alongside the Leadership Cabinet moderator
  - Work with the Leadership Cabinet to discern, assess and communicate the spiritual, missional, organizational, and financial needs particular to Yellowstone Presbytery. Research, explore, and propose current and future possibilities for meeting those needs, in conversation / consultation with all relevant parties.
- o Provide appropriate and necessary support to the Pastoral Ministry Team
  - Equip and encourage the moderator and team members to support and encourage churches in transition - delegating on-the-ground work to the team.
  - Participate directly in the late stages of the pastoral call process or when expressly asked by the moderator.
  - Provide direct support for churches in conflict.
  - Consult as needed with sessions and congregations in coordination with the Pastoral Ministry Team.
- o Provide support to all other Presbytery ministry teams committees, commissions, task forces and other entities of the Presbytery when necessary and as time allows
- o Serve as head of staff for Presbytery staff and manage the staff resourcing to presbytery entities. In consultation with the Personnel Committee, develop job descriptions for staff members, and participate in annual reviews of Presbytery staff.
- o Assist the Stated Clerk and the Presbytery planning team (including the Leadership Cabinet Moderator / Vice-Moderator) in preparing the Presbytery docket and work in collaboration with the Clerk to assure that all Presbytery entities are functioning in compliance with the Book of Order and the bylaws of the Presbytery
- o Provide regular reports to the Presbytery regarding the performance of duties, progress in meeting the missional goals of the Presbytery, and other matters as may be needed, both at Presbytery meetings and through the Presbytery newsletter and/or social media.

### **2. Provide vision, leadership, and resourcing for the Presbytery to become a more missionally focused Presbytery that is spiritually rooted in Christ, cultivating a warm, supportive, relational culture.**

- o Assist in nurturing and strengthening the congregations of the Presbytery as they seek a common mission for the Presbytery
- o Be present as requested and needed to congregations, providing various forms of support, communication, and occasional pulpit supply, 1-2 Sundays per month
- o Promote and encourage the equipping/training of lay leaders in congregations without pastoral leadership
- o Contribute to improved relations and communication between and among sessions and the Presbytery
- o Network, collaborate, and partner with other denominational and ecumenical entities as appropriate for resourcing and educational purposes

**3. Provide pastoral care and coaching to Ministers of Word and Sacrament ministers and Commissioned Ruling Elders**

- o Maintain regular contact, both formal and informal, with Ministers of Word and Sacrament and Commissioned Ruling Elders, serving as pastoral support
- o Encourage and promote community among Ministers of Word and Sacrament and Commissioned Ruling Elders in the Presbytery
- o Be available to coach and to assist Ministers of Word and Sacrament and Commissioned Ruling Elders on an individual basis in working through problems and identifying helping strategies, making referrals when needed and appropriate
- o Model and practice self-care, including engaging at least annually in continuing education for personal growth and professional development

**4. Serve as a liaison between the Presbytery and Synod, General Assembly, partner presbyteries, ecumenical agencies, and interfaith communities:**

- o Liaise with appropriate individuals and agencies of the Synod and General Assembly for the enhancement of congregational life and ministry
- o Represent the Presbytery and enhance its involvement in ecumenical relations and community affairs within the region and across the denomination, in consultation with Leadership Cabinet and as time allows
- o Participate and serve on Synod Executive Staff Forum and General Assembly entities as requested as time allows and in consultation with Leadership Cabinet through the Personnel Committee
- o Inform, connect, interpret, and facilitate conversation regarding the work of the General Assembly and Synod to the Presbytery and its congregations, as needed / when appropriate

**PROFESSIONAL CRITERIA**

- o Is ordained as a Minister of the Word and Sacrament or Ruling Elder in the Presbyterian Church (U.S.A.)
- o Possesses proficiency in the knowledge and implementation of the Constitution of the Presbyterian Church (U.S.A.)
- o Has experience leading transformational change in a religious organization, non-profit, or other professional setting managing personnel and programs
- o Has excellent verbal and written communication capabilities and proficiency in the use of computer and other electronic

communication technologies o Has cultural proficiency to engage respectfully with diverse communities o Has demonstrated commitment to and experience in building intercultural community o Is proficient in leading worship and in the preparation and delivery of sermons o Exhibits professional demeanor, discretion, good judgment, integrity, and a sense of humor o Ability to delegate responsibilities and exercise adaptive leadership

Presbytery of Yellowstone - General Presbyter Job Description - working document - 09 Nov 2023

	<b>Presbytery of Yellowstone</b>		
	<b>2024 Budget Worksheet</b>		
<b>Account #</b>	<b>New Account Name</b>	<b>2024</b>	
	<b>ADMINISTRATIVE BUDGET</b>		
4001	Administrative Support	35,000	
4004	Per Capita	80,040	
3100.4	Transfer-W. Yellowstone	6,000	
3100.1	Transfer-Gen.Admin Fund		
3100.2	Transfer-Restricted Admin Fund		
3100.9	Transfer-Unrestricted	10,075	was 7,737
<b>NEW</b>	<b>Blue Sky Grant Needed</b>		
	<b>Total Administrative Income</b>	<b>131,115</b>	
6302	Cabinet Expenses	0	
6303	Council Meetings	1,500	
6304	Accounting	5,200	
6305	Legal	100	
6306	Task Force Meetings	500	
6307	Nom/St-Tim/Delegate Mtgs	500	
6506	PMT Meeting Expense	2,500	
6601.1	Admin Mgr Salary	2,500	
6602.1	GP Salary	7,060	was 11,722
6602.2	Housing	27,879	was 22,879
6602.3	Pension	3,757	
6602.4	Insurance	13,478	
6602.5	Meals	1,200	
6602.6	Travel & Lodging	4,000	
6602.7	Telephone & Conference Calls	1,200	
6602.8	Discretionary Fund	1,250	
6602.9	Study Leave	700	
6603.1	Stated Clerk Salary	22,437	
6603.2	Stated Clerk Pension	0	
6603.4	Stated Clerk Travel	2,500	
6603.5	Stated Clerk Expenses	500	
6604	Payroll Taxes	2,000	
6703	Per Capita Expense	17,664	
6704	Presbytery Meetings	6,000	
6705	Presbytery Other	800	
6801	Office Copies & Postage	300	
6802	Insurance Exp.	400	
6803	Office Supplies	100	
6804	Rental -Office	4,140	
6805	Computer & Zoom	700	
6806	Bank Service Charges (CC)	250	
	<b>Total Administrative Expense</b>	<b>131,115</b>	
		0	was 2,000

	<b>Presbytery of Yellowstone</b>		
	<b>2024 Budget Worksheet</b>		
<b>Account #</b>	<b>New Account Name</b>	<b>2024</b>	
	<b>PROGRAM BUDGET</b>		
4003	General Mission Pledge	24,000	
4002.1	Summer Camp Fees	10,000	
4002.2	Winter, Summer, Fall Events	2,000	
4002.3	Rental of Camp Facilities	12,000	
4002.5	Other Camp Income (Gifts)	2,000	
3100.3	Transfer Program Reserves	6,928	
	<b>Total Program Income</b>	<b>56,928</b>	
6101	Activities	1,200	
6102	Food	3,500	
6103	Supplies	800	
6104	Transportation-Bus	1,000	
6106	Camp Salaries	20,740	
6120	Special Events (new name)	3,500	
6201	Publicity	200	
6203	Insurance	3,500	
6206	Utilities: Westminster Spires	3,000	
6300	Triennium	1,500	
6301	Intermountain Childrens Home	1,500	
6401	MAC Membership		delete account
6402	MAC Representation		delete account
6501	Committee on Ministry-Training	1,000	
6502	Congregation Ministry Misc	1,000	
6302	RMC	1,500	
6503	Emergency Career Counseling	1,000	
6504	Vocations-Other	1,200	
6602.1	Allocated GP Salary	9,252	
6604	Payroll Taxes	336	
6702	Cluster Meetings	100	
6705	Presbytery Program Other	1,000	
6801	Copies & Postage Exp.	100	
	<b>Total Program Expense</b>	<b>56,928</b>	
		0	
		<b>2024</b>	<b>PER CAPITA</b>
			based upon 2022
			1380
	<b>Per Capita</b>		
	<b>GA</b>	9.80	13,524
	<b>Synod</b>	3.00	4,140
	<b>Presbytery</b>	45.20	62,376
		<b>58.00</b>	<b>80,040</b>
	<b>Total Budgets</b>	<b>188,043</b>	<b>was 187,705</b>