

**Presbytery of Yellowstone  
Leadership Cabinet (LC) Meeting Minutes  
October 3, 2017  
First Presbyterian Church, Bozeman, Montana**

Moderator Susi called the meeting to order at 10:14 a.m.

**Present were:**

Susi Ennis  
Dan Holland  
Suzanne Bratsky  
Steve Weber  
Paul Helland (phone)  
Teresa Kendall (phone)  
Jack Bell (phone)

**Absent:**

Jed Cauffman

**Also present:**

George Goodrich, Co-General Presbyter  
Kathy Goodrich, Co General Presbyter  
Debbie Blackburn, Stated Clerk

- 1. Opening Prayer** – The opening prayer was offered by Susi.
- 2. Christ Candle** – Susi lit the Christ candle.
- 3. Quorum** – A quorum was declared present.
- 4. Docket** – The docket was approved
- 5. Minutes of September 12, 2017**
  - √ The LC voted to approve the minutes of the September 12, 2017 meeting.
- 6. Dwelling in the Word** – Susi led the time of dwelling in Matthew 6:25-34. There was a time of reflecting on this passage to see how it was speaking to individuals and to us as LC. Susi closed this time with prayer.
- 7. Stated Clerk Search Committee** – Susi confirmed that the people asked had agreed to serve on the SC Search Committee. Debbie reported that she had reviewed the SC Job Description and reported back to Jack and Paul that it looked okay.
  - √ Motion passed to appoint the Stated Clerk Search Committee consisting of: TE Jody McDevitt (Moderator of the Committee), TE Debbie Funke, RE Don Holland, and RE Paul Helland (LC rep). TE Kathy Goodrich will serve as staff resource person for this committee.
- 8. Personnel Committee** – Suzanne had not contacted the person assigned to her to ask. However, she did make contact during the meeting and this person declined to serve. Susi has one name to contact at this time. After speaking with this person, Susi will call a phone meeting in November for further discussions.
- 9. November Presbytery Meeting** – Susi reported on the discussions of the planning team meeting from yesterday. It was decided to send out a flyer describing the three workshops that will be offered during the meeting as well as a flyer on the Rob Hagan workshop. There will be an hour of business on Friday afternoon right before the dinner break. Specific assignments for meeting preparation will be shown in the LC Action Items spreadsheet. There was some discussion about forming a sub team for Growing Young as well as a Technology Team for the Presbytery but no action was taken. Jack Bell will refer to the Commissioner Report form several times during the meeting to encourage and help commissioners fill out the form. Susi is going to prepare a

feedback form to use at Presbytery meetings. Kathy took suggestions for alternate names to replace "Presbytery Meeting".

- ✓ Motion passed to approve that the Friday night offering be given to the Yellowstone Presbytery fund designated for Whitworth Fellows.
- 10. Lunch** – Steve offered prayer for our meal and the LC took a break for lunch.
- 11. Presbytery Sunday** – Susi has sent out some material previously. George will send out in the next day or two a bulletin insert for churches to use.
- 12. Budget for 2018** – Dan Holland reviewed the 2018 budget that has been prepared based on a total per capita rate of \$52.00. The total rate consists of: General Assembly (\$7.73), Synod (\$3.50), and Presbytery (\$40.77). The total per capita rate for 2017 is \$48.00. It was pointed out that it would be helpful to have a document explaining how per capita dollars are used. A sub team will work on this document for the Presbytery meeting. This document could also be sent to churches along with their Per Capita statement. Jack Bell will encourage churches (that are able to) to pay more than what they are invoiced. George pointed out that some churches already give to Administrative Support in addition to paying per capita.
- ✓ Motion passed to recommend to Presbytery to increase the Presbytery per capita rate to \$40.77 for 2018. (This would mean a total per capita rate of \$52.00 for 2018).
- ✓ Motion passed for the LC to recommend that the Presbytery approve the 2018 budget (both Administrative and Program budgets) as presented [Attachment A].
- 13. Nominations for Rep/Nom** – Bob Culbertson has agreed to be nominated for a second three year term (class of 2020). Susi will work on contacting someone for Moderator of Rep/Nom for 2018. These two nominations will be part of the LC report for the Presbytery meeting.
- 14. Presbytery Meeting Dates for 2018** – Suzanne has talked with Vicki Waddington about the May 4-5, 2018 presbytery meeting. Vicki indicates that Harlowton would like to host but they are not certain that this would work. Vicki is to get back with Suzanne in a week. Susi will send out an email if Harlowton is not able to host in May. The host church for the November 2-3, 2018 meeting has not yet been determined.
- 15. Day of Prayer and Fasting** – The date has been set for October 16, 2017. George has prepared a document about the event. Kathy is going to add a couple of items to the document and have it sent out to the presbytery by the end of this week.
- 16. Insurance** – Jack has obtained a quote for an additional \$1,692 to increase the current limits for Sexual Misconduct Liability to \$1,000,000 per occurrence and \$3,000,000 aggregate. (The current limit is \$250,000 each claim with an aggregate of \$500,000). In order for the insurance company to approve the additional coverage, there are several requirements that must be met. The company would need to review the Sexual Misconduct Policy of the presbytery. Also there would be specific training required for various camp staff. Jack is going to ask for a breakdown of the current insurance premium (Presbytery office, Westminster Spires Camp, and St Timothy's Chapel). Also Jack will ask for information on the breakdown of the \$1,692 cost. Suzanne will work with the insurance agent (Ray Pryor) to determine what training materials are available and acceptable to the insurance company. She will work on a program for camp counselor training. We need a written list of the items that the insurance company is requiring or requesting from the presbytery. It was suggested that the Presbytery needs a compliance person to manage the requirements once they are established. No action was taken on this.
- ✓ Motion passed to add \$1,692 to the camp insurance expense in the 2018 Budget. Dan will also need to adjust the program income by this same amount.
- 17. Oswego Lots** – Paul is still working with the potential buyer but is ready to set a deadline as this person does not seem to be in a hurry to move forward. Currently the potential buyer is to get back with Paul within the next month. The amount of the closing costs is still not known. Susi will speak

with some people in the Poplar area about other options for selling these lots.

18. **Report from Co-General Presbyters** – A written report was submitted (Attachment B). Kathy and George reviewed some highlights from the report. George emphasized relationships and Kathy stressed the importance of interactive opportunities for young people.
19. **Pastor Search Updates** – George reported on the churches that are currently looking for a pastor. These churches are Jordan, Big Hole, Miles City, Lewistown (interim) and Dillon. Hysham is in the beginning stages of the search process.
20. **ELCA Program for LPA** – The first training will be Saturday, October 21<sup>st</sup> in Scobey. The topic is prayer.
21. **St Timothy's Chapel** – The team of George, Debbie, Jack, and Dan H will be meeting with some representatives from the Chapel Committee on October 10<sup>th</sup> in Butte. There are many issues to discuss and resolve.
22. **Clusters** – Refer to the Co GPs' report for updates.
23. **Higher Ed Grant Applications** – Susi is going to work on this. The objective is to have the grant application tied to the vision statement of the Presbytery.
24. **Child Protection Policy** – The status of this needs to be determined. Curt Kochner had several people who had previously agreed to work on this (after Brandon Willett left).
25. **Facebook Page Administrators** – Currently Jack and George are administrators.
26. **Next Meeting** –The next stated meeting will be Tuesday, January 9, 2018 in Billings.
27. **Adjournment** - The meeting adjourned with prayer at 3:05 p.m.

Presbytery of Yellowstone-Program						
Account		2,017	Actual	% of	2018	Notes
ID	Account Name	Budget	Through	Budget	Prelim.	
			8/31/17			
4.01.1210	General Mission pledge	21,500	17,840	83%	21,500	
4.01.1250	Prior year pledge					
4.01.1420	Summer camp fees	11,500	9,660	84%	11,500	
4.01.1430	Winter/summer/fall events	3,000	2,460	82%	3,000	
4.01.1440	Rental of camp	4,000	8,800	220%	4,000	
	Other Camp income (gifts/scholarships)	4,000	620	16%	4,000	
4.01.1810	Transfer from Designated	0	0	#DIV/0!	0	
	Transfer from Reserves	12,950	0	0%	14,900	
4.01.1500	Misc Program income	0	0	#DIV/0!	0	
	<b>Total Budgeted Income</b>	<b>56,950</b>	<b>39,380</b>	<b>69%</b>	<b>58,900</b>	
		2,017	Actual	% of	2018	Notes
	Camping & Youth	Budget	Through	Budget	Prelim.	
			8/31/17			
	Copies & postage	100	74	74%	100	
	Facilities Maintenance	0	0	#DIV/0!	0	
	Insurance	4,600	3,569	78%	4,600	
	Publicity	200	0	0%	200	
	Camp caretaker	4,000	2,667	67%	4,000	
	Camp staff	12,000	12,003	100%	12,000	
	Food	3,250	2,557	79%	3,500	
	Miscellaneous	200	417	209%	200	
	Rental equip/rafting	1,000	0	0%	1,000	
	Supplies	500	0	0%	500	
	Swimming	150	120	80%	150	
	Transportation/Bus	350	186	53%	350	
	Utilities-Westminster Spires	2,750	2,336	85%	2,750	
	PCCCA membership	0	0	#DIV/0!	0	
	Triennium	2,500	0	0%	1,500	
	Camping travel	400	105	26%	400	
	Events misc.	4,000	4,297	107%	4,000	
	<b>Total Camping &amp; Youth</b>	<b>36,000</b>	<b>28,331</b>	<b>79%</b>	<b>35,250</b>	
		2,017	Actual	% of	2018	Notes
	PMT	Budget	Through	Budget	Prelim.	
			8/31/17			
	PMT training	1,000	0	0%	1,000	
	Vocations other	1,700	119	7%	1,700	
	Emergency counseling	1,000	0	0%	1,000	
	Congregation ministry misc.	1,000	0	0%	1,000	
	<b>Total PMT</b>	<b>4,700</b>	<b>119</b>	<b>3%</b>	<b>4,700</b>	
		2,017	Actual	% of	2018	Notes
	Leadership Cabinet	Budget	Through	Budget	Prelim.	
			8/31/17			
	Western Leadership misc.	0	0	#DIV/0!	0	
	Whitworth Fellows		0		2,500	
	Intermountain Children	1,000	0		1,000	
	<b>Total LC</b>	<b>1,000</b>	<b>0</b>	<b>0%</b>	<b>3,500</b>	
		2,017	Actual	% of	2018	Notes
	MT Ass. of Churchs	Budget	Through	Budget	Prelim.	
			8/31/17			
	MAC membership	3,500	0	0%	3,500	

	MAC representation	250	0	0%	300	
	Total MAC	3,750	0	0%	3,800	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Presbytery</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Convocation	0	0	#DIV/0!	0	
	Program misc.	3,000	0	0%	3,000	
	Cluster meetings	1,000	0	0%	1,000	
	Allocated GP salary	7,500	5,000	67%	7,650	
	Total Presbytery	11,500	5,000	43%	11,650	
	<b>Total Expenses</b>	<b>56,950</b>	<b>33,450</b>	<b>59%</b>	<b>58,900</b>	
	<b>Net</b>	<b>0</b>	<b>5,930</b>		<b>0</b>	



	Per Capita GA	13,170	13,170	100%	13,110	
	Per Capita Synod	6,146	6,146	100%	5,936	
	Total Per Capita	19,316	19,316	100%	19,046	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Admin Mgr.</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Admin Mgr. Salary	24,589	16,388	67%	25,081	2% for all staff
	Admin Mgr travel	120	0	0%	120	
	Admin Mgr benefits	1,500	1,500	100%	2,000	
	Total Admin Mgr	26,209	17,888	68%	27,201	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>General Presbyter</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Housing	20,000	13,333	67%	20,000	
	GP Lodging	500	107	21%	500	
	GP meals	1,350	1,032	76%	1,350	
	GP miscellaneous	700	0	0%	700	
	Misc.-Kathy	2,000	0	0%	2,000	
	GP Pension	19,217	10,364	54%	19,217	
	Salary exp	8,914	5,943	67%	9,500	
	Study leave	700	0	0%	700	
	GP telephone/Conf calls	1,500	802	53%	1,500	
	GP travel	7,500	4,717	63%	7,500	
	Total General Presbyter	62,381	36,298	58%	62,967	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Stated Clerk</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Stated Clerk meals	50	0	0%	50	
	Stated Clerk misc.	500	0	0%	500	
	Pension exp.	3,846	2,564	67%	3,846	
	Stated Clerk salary	12,126	8,084	67%	12,370	
	Stated Clerk travel	0	0	#DIV/0!	0	
	Total Stated Clerk	16,522	10,648	64%	16,766	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Treasurer</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Treasurer Salary	7,372	4,915	67%	7,520	
	Total Treasurer	7,372	4,915	67%	7,520	
	<b>Subtotal Personnel</b>	<b>116,609</b>	<b>72,078</b>	<b>62%</b>	<b>118,579</b>	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Leadership Cabinet</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	LC meetings	2,500	1,794	72%	2,500	
	LC other	500	180	36%	500	
	Legal	1,000	0	0%	1,000	
	Task Force meetings	500	0	0%	500	
	Total LC	4,500	1,974	44%	4,500	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Presbytery</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Presbytery meetings	7,600	3,682	48%	7,600	
	Presbytery other	700	52	7%	700	
	Total Presbytery	8,300	3,734	45%	8,300	
			<b>Actual</b>			
		<b>2,017</b>	<b>Through</b>	<b>% of</b>	<b>2018</b>	<b>Notes</b>
	<b>Presbytery Office</b>	<b>Budget</b>	<b>8/31/17</b>	<b>Budget</b>	<b>Prelim.</b>	
	Copies & postage	1,200	346	29%	1,200	
	Equipment	200	0	0%	200	
	Insurance	1,500	1,296	86%	1,500	
	Miscellaneous	460	185	40%	460	
	Rent	4,200	2,415	58%	4,200	
	Supplies	1,800	956	53%	1,800	

		Telephone & Conf calls	2,500	990	40%	2,500
		Total Presby Office	11,860	6,188	52%	11,860
		<b>Total Expenses</b>	168,735	105,935	63%	170,935
		<b>Net</b>	1,100	9,403		0

**Administrative Reserve Funds:**

<u>Fund</u>	<u>Balance @ 8/31/2017</u>	<u>Anticipated 2017 transfers</u>	<u>Balance available for 2018</u>
General Admin. Reserve	23,256.16		23,256.16
Restricted Admin. Reserve	45,587.77	10,000.00	35,587.77
Springhill Fund	13,140.24	10,000.00	3,140.24
West Yellowstone Fund	<u>54,000.00</u>	<u>8,000.00</u>	<u>46,000.00</u>
Total Admin.	135,984.17	28,000.00	107,984.17

**Program Reserve Funds:**

<u>Fund</u>	<u>Balance @ 8/31/2017</u>	<u>Anticipated 2017 transfers</u>	<u>Balance available for 2018</u>
General Program Reserve	<u>37,136.97</u>	<u>12,950.00</u>	<u>24,186.97</u>
Total Program	37,136.97	12,950.00	24,186.97

## Attachment B

Co-GP Report to Yellowstone Presbytery Leadership Cabinet

October 3, 2017

**Presbytery Theme for 2017** – Ephesians 4:11-12: The gifts he gave were that some would be apostles, some prophets, some evangelists, some pastors and teachers, to equip the saints for the work of ministry, for building up the body of Christ,...

**We organize our report around the Action Goals established by the Leadership Cabinet for 2017...**

1. ***Emphasize disciple-making and disciple-sending among the congregations of our presbytery and at the presbytery level. This includes equipping people of all ages to know that they are Loved & Called, Gifted, Equipped, and Sent.\*\****
  - a. In every venue, we try to emphasize disciple-making principles and practices, particularly at the presbytery meetings: Dwelling in the Word; equipping and resourcing, such as Stan Ott in February and the provision of his sessions by video to every church.
  - b. At the presbytery meeting in November in Bozeman, the theme will focus on this Goal including ... Hearing from how this is being implemented through a year of CALL at FPC, Bozeman; George's workshop will focus on the "Pastor and Elder as Disciple-makers."
  - c. Integrating this into our conversations and times with pastors and churches - Asking and working with pastors, elders and sessions as to how they can integrate this theme and resources into their training and equipping of folks.
  - d. Pastor Clusters focus on mutual and collegial discipleship with spiritual practices
  - e. This is the foundation of our way of being, discipling the Whitworth summer Fellows
  - f. We have both had conversations with young people re prayerfully considering God's call to become pastors or CRE's.
  - g. The Camping and Youth focuses almost exclusively on disciple-making:
    - a. September 29- October 1 – Camp Staff reunion retreat at our home did this
    - b. Fall Junior / Senior High retreat with collegians in support will take place on October 19-21 at Rockhaven Camp. George is coordinating this event in Curt Kochner's absence and speaking. Brochures have been mailed, but for info, speak with George. The theme: "Living the Christ-Life in a unsettled world."
  - h. **Sent** - Several of our churches did mission projects or trips or VBS's this summer, come in their own communities or elsewhere: i.e.
    1. FPC Billings teamed up with the Whitworth Fellows in Lewistown and led VBS, partnering with FPC in Stanford for second year in a row – wonderful fruit;
    2. FPC Butte – Some adults did a service project at Intermountain while the youth pastor and youth teamed with the Bozeman Whitworth Fellows and led VBS for Intermountain resident children; touching stories
    3. FPC Bozeman adults had a mission team who went on a third trip to partner with some Dakota Presbyterian churches to serve, learn and build bonds of friendship and understanding. They were hosted by the Chelsea church, Dakota, and FPC Poplar, Yellowstone.
    4. Manhattan Presbyterian Church had a youth mission team come to join them in a large VBS for their community. Rich fruit, a baptism in September.
    4. Others? Please send us the info so we can continue to compile this list, praying for God to raise up some folks whose gift and calling this is!

Consider inviting some of these folks to come and fill the pulpit and share with other congregations.

**To consider – might we ask our churches there be some NEW and some younger faces who are involved with their own congregations' being sent who could partner and join folks to share what**

many congregations are doing and explore way they might discern and join to partner together in Christ's mission?

**2. Focus on spiritual nurture of pastors, leaders and potential leaders across the presbytery by identifying, understanding and using spiritual gifts.**

- a. Yellowstone Presbytery continues to emphasize Whitworth Institute for Ministry (WIM) and the Preaching Cohort through the rest of the year. Seven YP pastors and leaders attended in July. Kathy taught a seminar at WIM.
- b. Day of fasting and prayer for country, state, churches, Monday, October 16<sup>th</sup>. George is pulling together a liturgy that may be followed in groups or individually.
- c. We are emphasizing now, especially with churches in transition, the need for lay leaders to use Stan's videos and materials and to work on identifying their gifts and those of other church members. Especially as some churches can no longer afford full-time, or even part-time gifted pastors.
- d. Prayer: George and Kathy pray through the week for the Yellowstone pastors and Congregations.
- e. Needed – Focused questions, ideas, resources for churches to do this with sessions, or an interested group (start an experiment on the margin and see what happens) and offer this in their congregations in ways that suit each congregation. Younger folks usually very intrigued and open.

**3. Foster community in the presbytery, encouraging congregations and clusters to share stories of God's work in their midst as we build and grow relationships and communication, sharing in the fellowship and work of ministry and joint mission.**

- a. **Presbytery Sunday, October 9** encouraging and to offer guidance for pastors and leaders on how to share the vision of the presbytery. This week watch for the bulletin insert and some brief suggestions to guide this observance. George is doing with Teresa's help.
- b. **Clergy Clusters** all are operational, but need encouragement. We both meet with the clusters when practicable.
  - i. **Miles City Cluster** meets Wednesday, October 4 at FPC Miles City. Neva Rathbun coordinates: msrev@middrivers.com.
  - ii. **White Sulphur Springs Cluster** met Sept. 13 and meets on Monday, October 16 by phone. Debbie Funke coordinates: funkepastor@yahoo.com.
  - iii. **The Butte Cluster** meets at 10:00 AM at FPC-Butte on Monday, October 16. Teresa Kendall coordinates: Teresakendall@mac.com.
  - iv. **The Billings Cluster** meets at 10:00 AM on Tuesday, October 17 at FPC-Billings. Dave Thompson coordinates: pastordaver@fpcbillings.org.
- c. **Yellowstone Currents** is the presbytery's communication tool, Susan Thomas, who is walking the Camino with husband Curt, is our contact person, [ckochner@mcn.net](mailto:ckochner@mcn.net).
- d. **We seek to share the stories we hear** of what God is up to and connect folks and want to see this sharing/interacting aspect of the presbytery meeting increased, and to better use various virtual means as well, including pictures and video clips. Jack, let's reignite this and pray for and seek out new and younger folks to join in.
- e. **See summer mission and VBS above 1.h.**
- f. **Prayer Concerns** expressed for leaders, some in general prayer e-mails:
  1. Jim Kidd is in a coma in A Denver Hospital.
  2. Leon Rathbun is awaiting results of a liver biopsy.

**4. Explore partnership and collaboration with presbyteries and other organizations as we grow in disciple-making and disciple-sending. And this the presbytery is doing well...**

- a. **The Whitworth / YP preaching Cohort** will begin its second year shortly. Seven are committed to participate.
- b. **The PMT / AC and George are working with Glacier Presbytery** to re-ignite the Geyser Church, which the presbytery closed at its June meeting.
- c. **The Whitworth / YP Fellows Program** successfully finished its third summer. This is a period of evaluation and projection towards advancing the partnership in 2018.
- d. **The ELCA Montana Synod and YP for the training of lay leaders in Eastern Montana.** The Lutherans will lead the program and we will join in as potential lay pastors show interest. Katie Emery is integral to this work. The first training session is on Saturday, October 21 in Shelby. Topic: Prayer.
- e. **The UCC and UMC and YP board members of Rocky Mountain College** exploring with chaplain Kim Woeste the training and placing of Fellows in Churches, on a similar plan as the Whitworth partnership. Details still sketchy.

**5. Equipping leaders and congregations in Growing Young, per the research**

A. **Whitworth Fellows** were very well received and we continue to hear ways the Holy Spirit has used them. They had our Goal 5 as their primary ministry this summer. We resourced, supervised, coached, prayed, supported, encouraged them watching the Holy Spirit work in a wide range of people and ways.

Britt & Joel met with the Lewistown session and Growing Young Team and staff weekly, with youth and young adults in the church and some interested in the church, and shared ideas and observations with a wide range of leaders and members, preached (Kathy was able to attend and hear Joel) and did special things according to their gifts.

Luke and Kristen, based in Bozeman with us, traveled and stayed and served, spoke, preached, and focused on Growing Young in a wide range of ways.

See separate report for more details and their feedback.

**B. We have sought to keep training and some experience about this part of each Presbytery meeting** - Kathy presented in Dillon in May.

November mtg - Joel, Whitworth Fellow, preaches, several speak and share about findings, ideas from the summer & conversation with presbyters.

C. Kathy, Debbie Blackburn and Teresa attended the Webinar on Leading Change in churches with a focus on Growing Young and the many uses for the new assessment tool congregations can use.

D. Kathy has shared this research with some of the Westminster Spires Staff and Presbycats to begin to explore ways they can understand and perhaps be used by the Spirit in further ways in their home churches, with other churches and for the presbytery.

**6. However, much of what has occurred in the last 12-18 months in the presbytery from pastor departures, pastor family or health crises, drought and devastating fires, administrative matters, has meant that some of what we are doing is more broadly under the presbytery's Vision and our job descriptions and not as neatly under one of these Leadership Cabinet's Goals:**

- a. St. Timothy's Chapel has new leadership and they are not necessarily aware of the facts or the history and legal aspect and are raising new issues. George and Debbie, and Susan Seibert and Sheryl Hallin somewhat, have put in large amounts of time in the summer and fall this fall on many aspects, including financial, communication and establishing facts and the nature of the presbyteries legal responsibilities and liabilities for St. Tim's which is part of the Presbytery and also has our EIN. George and Debbie are working with Jack Bell and Dan to re-establish communication and a supportive relationship.
- b. We are, with others on PMT, needing to work on the many aspects of educating, meeting with, supporting, encouraging, helping sessions and PNC's of our churches in pastoral transition:

Dillon, Big Hole, Lewistown, Jordan, Hysham, Miles City, and now Jim Kidd is gravely ill, White Sulphur Springs. Several other churches will have pastoral transitions in the next 2-4 years.

- c. Stated Clerk transition and all needed for the re-evaluation and this process.
- d. George serves as staff resource to the Rep Nom Ministry team, which meets Tuesday night.
- e. We both, along with Debbie Blackburn, resource the LC and PMT.

**Personal –**

We celebrated our 40<sup>th</sup> Anniversary in August and are deeply grateful for God's gifts of love, grace, and the love and support of family, friends, churches and colleagues across the decades, including you all.

We are pondering God's leading to offer a marriage enrichment event in the next year at very reduced cost, as gift and thank offering.

George's mom celebrates her 90<sup>th</sup> in November and all who are able are gathering to celebrate. She is downsizing again and moving to a smaller apartment. Kathy's mom has a few new health challenges.

Prayers for them and our kids and grandkids always appreciated.

\*\* Continuing to explore New Worshipping Communities across our presbytery. And Equipping and sending the gifted into ministry.