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“Serving the Servants of the Church: Caring for Your Church Employees”  
Workshop

Led by the Rev. Mark T. Frey, CEBS, RPA – Church Consultant, The Board of  
Pensions (PCUSA)

November 2, 2018 – 10:30 am  
First Presbyterian Church – Bozeman

Every congregation has an opportunity to be intentional about how they care for those who serve faithfully as employees in their church, including those who may be employed for even a few hours each week. This workshop will provide an opportunity to reflect on how we think theologically and practically about caring for church employees. What beliefs and values guide us? How do we embody a wholeness-producing approach in employment practices? What are some of the ways we can demonstrate our care for employees through benefits? In what ways do our employment practices teach others about healthy care for employees in settings outside of the church? How can we get started, or take the next steps, in developing a plan for caring for our church employees? What are some of the key components of an intentional employee care program? What options are available through the Board of Pensions to assist you as you care for your valued employee or employees? How do we honor God and strengthen our church community through the care we provide for church employees?

This workshop is intended to assist the ministry and mission of your congregation by helping you to strengthen your practice of effectively caring for your faithful employees.

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# Turning the World



*When they could not find [Paul and Silas],  
they dragged Jason and some believers  
before the city authorities, shouting,  
“These people  
who have been turning the world upside down  
have come here also...” (Acts 17:6)*

## Upside Down

**Yellowstone Presbytery Workshop  
First Presbyterian Church, Bozeman MT  
November 2-3, 2018  
Friday noon (lunch provided) - Saturday noon**

Do you know:

- A small number of suspect and persecuted Christians grew from 5,000 to 5,000,000 in 250 years?
- How God used a few disciples to “turn the world upside down”?

Let’s join together to learn more about:

- Living first as citizens of God’s realm/kingdom in our polarized and divisive time.
- Being used by God to “turn the world upside down” like those first Christians were used.

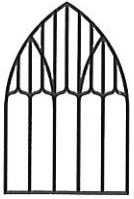
**Be inspired, challenged, and equipped** by three scholar/pastors who have studied the Christians who turned the world upside down.

**Learn to hear what God is saying and then demonstrate it** in our own lives and church communities.

**Explore practices and ways of cooperating with the Holy Spirit** to turn the world upside down in our communities today.

For more information, see Yellowstone Presbytery’s website:  
<http://www.yellowstonepcusa.org/2018.11.02Presbymeeting.htm>

(Pre-workshop with Mark Fry of the Board of Pensions from 10:30-noon on Friday)



FIRST  
PRESBYTERIAN  
CHURCH

BOZEMAN



Willson at Babcock | P. O. Box 1150, Bozeman, MT 59771 | (406) 586-9194 | [www.fpambozeman.org](http://www.fpambozeman.org)

September 14, 2018

Dear Friends,

It is with great pleasure that we anticipate hosting the upcoming meeting of the Presbytery of Yellowstone on November 2-3, 2018. All of us at First Presbyterian Church look forward to welcoming you to our church and community. We will endeavor to provide a comfortable venue for this important meeting.

A block of rooms under the name "Yellowstone Presbytery" has been reserved at the Comfort Inn, 1370 N. 7<sup>th</sup> Ave., for the nights of November 1 and 2 at the rate of \$79 + tax. Please call the hotel at 406-587-2322 **before October 15** to reserve a room. Be advised that there is an MSU Bobcats home football game on November 3 which means hotel rooms will be hard to obtain. So, call today to make your reservation. If you would prefer to stay in the home of a church member please call the church office at 406-586-9194.

We are happy to arrange child care. Please let us know your need for this by Monday, October 15 by contacting the church office or emailing [jody@fpambozeman.org](mailto:jody@fpambozeman.org).

First Presbyterian Church is located on the southeast corner of South Willson Avenue and West Babcock Street, one block south of Main Street. Coming from either the east or west, proceed toward the center of town on Main Street and turn south on Willson Avenue. You will see the church on your left. The only parking available on weekdays is on the street, and most of that is marked as 2-hour only parking. Arrangements have been made with the city parking officer to allow day-long parking if you display a parking placard, available at the church registration desk, on the curbside of your car's dashboard.

Friday evening, we will be serving dinner in the church fellowship hall. Tickets will be on sale at the registration table for \$8 per person.

If you have any questions about these or other arrangements prior to the meeting please don't hesitate to contact either of us.

Again, we eagerly anticipate your presence with us.

In Christ,

Dan P. Krebill, Co-Pastor  
[dan@fpambozeman.org](mailto:dan@fpambozeman.org)

Jody McDevitt, Co-Pastor  
[jody@fpambozeman.org](mailto:jody@fpambozeman.org)



Year: \_\_\_\_\_ EXPENSE VOUCHER  
**YELLOWSTONE PRESBYTERY**  
Attn: Treasurer, Sheryl Hallin  
PO Box 1254, Bozeman, MT 59771

More forms available on website: [www.yellowstonepcusa.org](http://www.yellowstonepcusa.org)

Please complete the voucher, including your signature and the signature of one other person (Stated Clerk, Committee, Commission, Council, or Presbytery Moderator). Two signatures are required. Attach documentation and receipts for all expenses except mileage.

**\* Must submit within 30 days of expense**

Pay to:  
NAME \_\_\_\_\_

MAILING ADDRESS \_\_\_\_\_

CITY, STATE, ZIP \_\_\_\_\_

PHONE \_\_\_\_\_

**NOTE: Presbytery mileage reimbursement is \$0.25 per mile. For car pooling, add \$0.05 per mile per additional passenger.**

Acct # \_\_\_\_\_ For \_\_\_\_\_

Meeting Location \_\_\_\_\_ Date \_\_\_\_\_ \$ \_\_\_\_\_

Acct # \_\_\_\_\_ For \_\_\_\_\_

Meeting Location \_\_\_\_\_ Date \_\_\_\_\_ \$ \_\_\_\_\_

Acct # \_\_\_\_\_ For \_\_\_\_\_

Meeting Location \_\_\_\_\_ Date \_\_\_\_\_ \$ \_\_\_\_\_

Acct # \_\_\_\_\_ For \_\_\_\_\_

Date \_\_\_\_\_ \$ \_\_\_\_\_

**TOTAL VOUCHER AMOUNT \$** \_\_\_\_\_

\_\_\_\_\_  
YOUR SIGNATURE

\_\_\_\_\_  
SIGNATURE OF OFFICER/MODERATOR

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**If you would like to make a donation to the Presbytery, please do so with a check payable to the Presbytery so that you can obtain a donation letter at year end.**

Treasurer's Use Only

Date of Check: \_\_\_\_\_ Number of Check: \_\_\_\_\_ Amount: \$ \_\_\_\_\_

Remaining Budget: \_\_\_\_\_ As of: \_\_\_\_\_

## CHART OF ACCOUNTS

Please use the following account numbers when completing the voucher on the reverse side. This list does not include all account numbers. Please contact the Treasurer at the presbytery office if you have any questions.

### PRESBYTERY OFFICE

8201.2400 Copies & Postage  
8201.4000 Misc.  
8201.7400 Supplies  
8201.7500 Telephone/Conference Calls

### PRESBYTERY

7601.3500 Task Force Meetings  
7901.3500 Presbytery Meetings  
7901.4000 Presbytery Other

### LEADERSHIP CABINET

7601.3500 Cabinet Meetings  
7601.4000 Cabinet Other

### PASTORAL MINISTRY TEAM/VOCATIONS

5.01.2840.0000 PMT/Vocation Meetings  
5.01.2853.4000 PMT/Vocations-Other

### CAMPING PROGRAM – EXPENSES

5.01.1351.2400 Copies & Postage  
5.01.1351.3200 Insurance  
5.01.1351.5700 Publicity  
5.01.1360.1400 Camp Staff  
5.01.1360.2900 Food  
5.01.1360.4000 Misc. expenses  
5.01.1360.6200 Rental Equipment  
5.01.1360.7400 Supplies  
5.01.1360.7490 Swimming  
5.01.1360.7710 Transportation-Bus  
5.01.1360.8300 Utilities Westminster Spires  
5.01.1350.6010 Triennium  
5.01.1390.4000 Events, Misc.  
5.01.1395.4000 Admin Travel & Meals

### REPRESENTATION/NOMINATIONING TEAM

5.01.3401.3500 Rep/Nom Meetings  
5.01.3401.4000 Rep/Nom Other

### ST. TIMOTHY'S

5.01.4301.3500 St. Tim's Meetings  
5.01.4301.4000 St. Tim's Other

### DELEGATES TO OTHER BODIES

5.01.5201.3500 Delegates' Meetings  
5.01.5201.4000 Delegates' Other

# THE PRESBYTERY OF YELLOWSTONE MEETING REGISTRATION

Date: \_\_\_\_\_

Name: \_\_\_\_\_

Church: \_\_\_\_\_

Address: \_\_\_\_\_

Street or Box #

Town

Zip

Phone: \_\_\_\_\_ E- Mail: \_\_\_\_\_

I am a: \_\_\_\_\_ Minister Member of Yellowstone Presbytery.

I am a: \_\_\_\_\_ CRE commissioned to pastoral service in Yellowstone Presbytery.

I am a: \_\_\_\_\_ Elder Commissioner (elected by my church)

I am a: \_\_\_\_\_ Ruling Elder but not a voting commissioner.

I am a: \_\_\_\_\_ Elder Member of YP (as defined in Standing Rules)

I am a: \_\_\_\_\_ Corresponding Member (Presbytery of \_\_\_\_\_).

I am a: \_\_\_\_\_ Visitor.





# Yellowstone Presbytery Elder Commissioner Report Form

**Thank you for serving your congregation as an Elder Commissioner to this meeting of Yellowstone Presbytery!**

One of the most important responsibilities of an Elder Commissioner, beyond active participation in the meeting, is reporting back to the session, and possibly to your congregation, on what happened at the meeting.

To assist you in making your report, the following outline may be helpful. Keep this sheet with you throughout the meeting. Make notes on it from time to time on decisions made, resources offered and times when the Holy Spirit was obviously present.

**Date and Location of the meeting:** \_\_\_\_\_

**Date and Location of the next meeting:** \_\_\_\_\_

**Presbytery Discussions and Decisions the Session should know about or act upon...**

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**Resources and Presentations offered by the presbytery:**

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**Churches / Pastors / Programs of Yellowstone Presbytery that need our prayers:**

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**I sensed God's leading / presence when... or I felt most engaged when:**

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**Upcoming Events:**

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**Our Vision**

**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 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.

\*

**Synergy: from the Greek synergos, συνεργός meaning working together.**

**PRESBYTERY OF YELLOWSTONE**

**PRESBYTERY MINI-CONFERENCE AGENDA**

Friday and Saturday, Nov 2nd and 3rd, 2018 at the First Presbyterian Church, Bozeman, MT, corner of Babcock and Wilson

**Turning the World Upside Down as Citizens of Heaven: Loved & Called - Gifted- Equipped- Sent**

*The gifts that 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, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4:11-13.*

**Friday, Nov 2, 2018**

**10:30 AM Pre meeting with Rev. Mark Fry, CEBS, RPA, Board of Pensions Rep. (Room 204)**

**Topic: “Serving the servants of the church”**

This seminar will provide important information for all employer representatives and beneficiaries of benefits administered by the Board of Pensions.

**Gathering Together**

**Noon**

**Lunch and Fellowship**

**1:00 pm**

**Opening Prayer**

**Welcome from host church**

**Roll Call, Declaration of a Quorum**

**Introductions and seating of ecumenical partners and guests.**

**Procedural Motion, Docket Approval**

**1:20 pm Mark Fry, Board of Pensions update.**

**1:30 pm Worship, Dwelling in the Word Acts 17:1-9; I Thes. 1:4-10**

**2:10 pm**

**Equipping and Encouraging, Part 1**

**Acts 17:1-9 “Turning the World Upside Down as Citizens of Heaven:**

**Resident Aliens in Acts”, Kathy Goodrich**

**Small group Discussion**

**3:20 pm**

**Announcements**

**3:25 pm**

**Break**

**3:45 pm**

**Equipping and Encouraging, Part 2. Susi Ennis**

**“Turning the World Upside Down as Citizens of Heaven & Living as Resident Aliens in Early Christianity”**

**Small group discussion**

**5:00 pm**

**Reports:**

**Pastoral Ministry Team Report**

**Vote:**

**On Salary Minimums 2019**

**Vote:**

**On Policy for Membership of Non-PCUSA pastors**

**Recognition of new and departing installed Pastors and Prayer**

**Camping and Youth Report**

**5:50 pm** Co-General Presbyters  
Nominating Report – First reading Order of the day

**5:55 pm** Announcements

**6:00 pm** Dinner

**7:00 pm** Worship and Communion  
Rev. Diane White

**Offering: Paul Neshangwe and his Presbyterian Church and Ministry,  
Zimbabwe, Africa.**

Following worship there will be a time of prayer for our leaders, our families, and our churches.

**Saturday, May 5, 2018**

**7:30 am** Fellowship hall gathering (refer to host church information packet)

**8:00 am** Worship and Dwelling in the Word - Philippians passages

**8:30 am** Part 3. Katie Emery “Turning the World Upside Down as Citizens of Heaven: Living as Resident Aliens Today”  
Small group discussions

**9:35 am** Break

**10:00 am** Good News from & prayer for Churches: Miles City, Dillon and Manhattan

**10:20 am** Reports and Other Business

**Vote:** 2nd Reading, Rep/Nom Ministry Team Report & Elections  
Recognize Moderators for 2019

**Leadership Cabinet report:**

Report and proposed changes to the Book of Order and Committees assigned

**Vote:** On action items in the Leadership Cabinet Report  
Child Protection Policy and others

**Vote:** Treasurers Report, 2019 Budget and Per-Capital 2019 approval  
Stated Clerk’s report

2019 Church Reports due dates

GA Commissioners & YAAD report

Synod Commissioners report

Any Other Reports Requiring Presbytery Action

**11:45 am** PW Report

**11:50 am** Recap of Meeting and Announcements

**12:00 noon** Closing Prayer & Adjournment

**2019 Presbytery Meetings: March 8,9, 2019, FPC Billings, Montana**

**June 8, Phone Conference call in with possible groups gathering in several cities for a retreat beforehand.**

**November 1 & 2, Lewistown, MT (currently proposed)**

## Yellowstone Presbytery Stated Meeting

May 4, 5 2018, Federated Church, Harlowton, MT

**18 – 501** – Call to Order -1:05 PM, CRE Jack Bell, Moderator, opened the meeting with prayer. Pastor Vicki Waddington Pastor of the Federated Church of Harlowton welcomed the Presbytery and offered some music as the presbytery was being assembled.

**17 – 502** – Roll Call – RE Jim Tarr, Stated Clerk, called the roll. Those who filled out registration sheets (in person or by email) are listed as present. Those who emailed or texted they were unable to attend are listed as excused.

### Ruling Elder Commissioners Present:

Anaconda- Cal Bayle-John P. Lambardi	Hysham – Wayne Milmine
Big Hole- Sandy Cleary	Jordan – absent
First Billings – Chris Eriksen	Lewistown- Margee Smith
St Andrew – Sandy Welch	Manhattan – (Excused)
Bozeman – John Patterson	Miles City – Verna Viall
Butte – absent	Philipsburg - absent
Colstrip - absent	Poplar – absent
Deer Lodge - absent	Stanford – Ray Soulsby
Dillon – Terry Johnson	Terry – Gary Sperline
Ennis (Madison Valley) – absent	White Sulphur Springs – absent
Forsyth -Gayle Holland	Wolf Point – absent
Harlowton – absent	

### Teaching Elder Members of Presbytery:

David Andrew (absent), Roderick Blair (absent), Susan Barnes (present) , Paul Cannon (present), James Bell (absent), JP Carlson (absent), Priscilla Bell (absent), Jed Cauffman (excused), Paul Cousins (absent) Jody McDevitt (present), Warren Craig (absent), Sherwood McKay (absent), Dick Davis (excused), Cathy McLean (excused), Mary Davis (excused), Marcia Muir (absent), John Dyce (absent), Sally Ralston (present), Katie Emery (present), Susi Ennis (present), Neva Rathbun (present), Debbie Funke (excused) Harlan L Rounds (excused), George Goodrich (present), Bill Swanson (absent), Kathy Goodrich (excused) Susan Thomas (present), Doug Johnson (absent), David Thompson (present), Jean Johnson (absent), Larry Vandecreek (absent), Lowell Johnson (absent), Vicki Waddington (present), Teresa Kendall (present), Steve Weber (present), Dan Krebill (present), Kim Woeste (absent), Paul Krebill (absent) Brent Lo(excused) Freeman McCall (absent), Diane White (present)

**Other Voting Members:**

Jack Bell (moderator) (CRE- Stanford) [present] Jim Tarr (Stated Clerk) (Synod Commissioner) [present] Ron Hanson (Moderator St Timothy's Chapel) [present] Curt Kochner (Moderator Camping) [present] Veva Larson (CRE- Anaconda) [absent], Julie Boksich (Leadership Cabinet), (present) Suzanne Bratsky (Moderator PW) [excused] Robert Shy (CLP – Colstrip) [absent] Paul Helland (RE – Leadership Cabinet) [present] Dan Holland (RE –Leadership Cabinet) [present]

**Staff and Others Present:**

Rev Jamie Schmeling(RCA), Miles City, MT(seated)[present], Rev. George Goodrich(CoGP), Kathy Goodrich(CoGP)[present], Melissa Perrault-Baumann (assistant stated clerk) [present], Don Holland RE-Forsyth, [present], Sharon Milmine, RE-Hysham[present].

**18-0503-** A Quorum was declared, Docket for meeting was approved with a few minor changes, none of which required advance notices. Timing of a report on the mission trip to Miami by Presbycats was changed. The meeting theme was “Loved & Called-Gifted-Equipped-Sent-(Part 3) with a particular focus on Ephesians 4:11-13.

➤ **The procedural motion was adopted as follows:**

1. That the roll for this meeting be established by completed Registration Sheets.
2. That written and oral requests for absences received by the Stated Clerk be approved and marked as excused.
3. That any Corresponding members present be seated.
4. That the Presbytery grant the Moderator the authority to give privilege of the floor to persons, other than Members or Commissioners, for the purpose of reporting to this meeting.
5. That the Moderator and the Stated Clerk be empowered to make adjustments to the Agenda during the meeting, as may be necessary, to provide for efficiency in reporting, and
6. That all reports received at this meeting be accepted.

**18-0504-Worship service and Dwelling in the word:** We did Word-Prayer-Share on Luke 10:1-12 led by Rev. Teresa Kendall.

**18-0505- Installation of Stated Clerk:** Newly elected stated clerk Jim Tarr was presented in an installation service using the ordination questions in the Book of Order for Ministry in the PCUSA and prayer and laying on of hands. After the installation Jim introduced Melissa Perrault – Baumann to the Presbytery as the new assistant stated clerk.

**18-0506-Equipping and Encouraging, Part 1:** Focus of this segment was on developing people eyes and contained a skit along with breakout groups working on the skill sets required such as show respect, don't interrupt, and how to listen.

**18-0507- Report on mission trip:** Rev. Dan Krebill Co Pastor at FPC Bozeman led a group called Presbycats from the University of Montana on a mission trip to Miami FL. The trip had received some financial help from Yellowstone Presbytery. Theme "Seeing the face of God in the city" and so they went to several different venues during the trip. A kosher kitchen, a LGBTQ Store, the Riverside House pre-release Center, a 1<sup>st</sup> Methodist Church of Miami homeless service facility. And Door Ministries. Posting to Facebook kept families and churches informed as the trip progressed.

**10-0508- PMT Report:** The PMT report is attached, Exhibit C. Rev Dave Thompson Moderator of the committee gave the floor to Dan Krebill to talk about the Board of Pensions presenting possible future training at a Presbytery meeting by Mark Fry possibly at our November Meeting.

Dave acknowledged Rev. Sally Ralston who is about to retire July 31, 2018 and Thanked her for her service both to her church and to the Presbytery. Sally was given the floor to speak and a prayer was offered.

- It was Moved and seconded **and voted** that Sally Ralston be moved to Honorably Retired status after July 31, 2018 and will remain in the bounds of the Yellowstone Presbytery.

**10-0509- Westminster Spires Camp:** Curt Kochner RE Moderator reported on the camp plans for this summer and provided application forms for participants to take to their home churches. Non PCUSA Church member children are eligible to apply for camp and camp scholarships. RE Sandy Welch was given floor to appeal for volunteers to work at the Westminster Spires Re-Vamp the Camp event June 1,2,3, 2018.

**10-0510- Co-General Presbyters reports:** Report of the Co-GP's is attached to these minutes, Exhibit G. The Appeals were made for Prayers for the Jordan Church PNC effort, for the Whitworth Fellows program which will work within the Presbytery again this summer with just 2 Fellows returning. Churches wishing for help in Growing Young are asked to help with some financial assistance to the fellowships as they need an additional \$800.00 to complete the work.

Whitworth College is currently waiving the \$300.00 fee for the CRE training program and we were advised of the need to get engaged in this opportunity.

Scholarships for mission trips may be available and applications are wanted. Churches are to let the Leadership Cabinet know if they need help.

July 23 to 27 are the dates for the Whitworth Conferences and one of the 1001 new worshipping communities will be presenting at the conference.

Rev. Dan Krebill was given floor to brief the Presbytery on the work to update our insurance coverage.

**10-0511- Meeting recessed** with Worship and Dinner put on by the Federated Church of Harlowton.

**10-0512- Meeting reconvened at 8:10 AM May 5th:** RE John Patterson led the fellowship in " Dwelling in the Word" 1<sup>st</sup> Samuel 16:1-13 During which the breakouts were 3 people doing word-share-prayer on this scripture.

**10-0513- Part B Christ sends us out into our communities.** Co GP Kathy Goodrich led a discussion about Dorothy and the Wizard of OZ story. "We are not in Kansas", we are in a new place and need to see the

correlation as we get placed in this new opportunity. Kathy introduced some churches with good news relating to this subject.

TE Diane White gave a talk on how she sees and does things in Lewistown, seeing people where they are and engaging them in conversations, finding out about community needs, seeing what is happening, going to sporting events, talking with other pastors, police, store owners, radio stations, and what she calls indolent curiosity. How does your church fit with the needs discovered? What are your gifts, assets, talents that can be applied? Then you “Collaborate”

Then we heard from 3 other churches including the community food bank housed in the Federated Church of Harlowton, A Suicide prevention training program funded by the Harlowton church, the struggle with this and them mentality found on the reservation community in Poplar, MT, opportunities in Bozeman where FPC Bozeman takes full responsibility for the Rockhaven Camp and all its activities and Presbycats a college to church connection they have established.

**18-0514- St Timothy Chapel Report:** RE Ron Hanson reported on the St Timothy Chapels need for changes in rules and procedures and the Leadership Cabinet proposed changes which were in the meeting Packets.

- **It was voted unanimously to adopt the change to the Standing Rules of St Timothy’s Chapel as revised in the attached document, Exhibit E.**
- **It was also voted to change the policy standards for St Timothy’s Chapel as indicated in the attached document, Exhibit F.**

**18-0515- Previous Minutes:**

- **Minutes of the Stated Presbytery Meeting March 2,3 2018 where approved. Minutes of the Special Meeting of the Presbytery April 3, 2018 were approved with one minor typographical correction made.**

**18-0516- Special election.** The Leadership Cabinet proposed that TE Teresa Kendall be placed on the Rep/Nom committee.

- **It was voted to add TE Teresa Kendall to the nominating committee class of 2018.**

**18-0517- GA commissioners:** We commissioned RE John Patterson(Present), TE Dick Davis(Excused), and YAAD Tamara Lucht (Absent) to go to the General Assembly 223 representing Yellowstone Presbytery. The commissioning involved recognition of the challenges to be faced, prayer and laying on of hands.

**18-0518-** Meeting summary was presented by Rev Susan Thomas and involved thanking the Federated Church community of Harlowton, MT for their hospitality.

**18-0519- Adjournment:** The meeting adjourned at 11:59 AM MDT.

**18-0520-** Next Meeting: Next meeting of Yellowstone Presbytery will be November 2-3, 2018 at FPC Bozeman, MT

Jim Tarr

Stated Clerk,



**Attached: exhibit A. LC Report, Exhibit B.PMT Report, Exhibit C. Camping Report, Exhibit D. PW Report, Exhibit E. St Timothy's Chapel Standing Rules with Revisions indicated, Exhibit F. St Timothy's Policy Statement with revisions indicated, Exhibit G. Co General Presbyters report.**

DRAFT



Minutes of special phone call Meeting of Yellowstone Presbytery August 3, 2018, 10:35 AM, MDT

Opening Prayer, CRE Jack Bell, Moderator

Roll Call:

St Andrew: RE Sandy Welch, MWS Susan Barnes

Bozeman 1<sup>st</sup>: MWS Dan Krebill

Hysham: RE Wayne Milmine

Miles City: RE Caroline Fleming, MWS Neva Rathbun

Poplar: RE Robert Kelsey, MWS Susi Ennis

Stanford: CRE Jack Bell

Others:

Jim Tarr Stated Clerk, George Goodrich and Kathy Goodrich Co-General Presbyters

Quorum was declared by the Stated Clerk

The Docket was approved with a modification to correct misspelled name of Sharla Helland

Motions were presented by Susi Ennis representing the PMT in Dave Thompson's absence as being on a mission trip.

It was Voted:

- 1. Yellowstone Presbytery receives Garrett Mostowski under care of this Presbytery from the Presbytery of Western Colorado.

(Clerk Note, The presbytery's vote on March 2, 2018 covered and anticipated this future action.)

- 2. To approve the following names to serve on an Ordination and Installation Administrative Commission as follows:

MWS- Susi Ennis, Poplar, Moderator

MWS- David Thompson, FPC Billings

RE, Chris Eriksen, FPC Billings

RE- Sharla Helland, FPC Miles City

RE- Jim Tarr, St Andrew, Billings

MWS- The Rev. Robert Drake and he is to be recognized as a corresponding member of Yellowstone Presbytery. **(Need to add his presbytery and congregation as agreed upon on call.)**

MWS- George Goodrich, Co-General Presbyter

MWS- Kathy Goodrich, Co-General Presbyter

MWS- Neva Rathbun, Terry/ FPC Miles City

**Key:**

**RE- Ruling Elder**

**MWS- Minister of Word and Sacrament**

**End of Motion**

- **Motion to Adjourn approved 10:58 AM.**

**Closing Prayer, CRE and Moderator Jack Bell**

**Next meeting Yellowstone Presbytery is November 2 and 3 at FPC Bozeman, MT**

**Respectfully submitted:**

**Jim Tarr**

**Stated Clerk**

**DRAFT**

**Report of the administrative commission for the ordination and installation of Garrett Mostowski into service as the installed Pastor at the 1<sup>st</sup> Presbyterian Church, Miles City, MT**

Notes for a meeting of the Garrett Mostowski's service of ordination and installation at the 1st Presbyterian Church of Miles City, MT.

The meeting began at 2:30m PM

Meeting opened with prayer by the commission moderator Susi Ennis.

All in attendance at the organization meeting were introduced.

The following members of the commission where in attendance:

MWS Susi Ennis

RE Jim Tarr

RE Chris Erickson

MWS George Goodrich

MWS Kathy Goodrich

RE Sharla Helland

MWS Neva Rathbun

MWS and Corresponding member Robert Drake

**It was voted:**

1. To give voice before and during the worship service to Rev. Jamie Schmeling, Rev. Sherwood McKay, Re Jerry Backlund, RE Denise Hartse, RE Brooke Kmetz, RE Sue Backlund, RE Sharon Sorlien, RE Betty Lou Helland, Mohan Rafferty, RE Gary Schritter, RE Karie Regan, Sherry Taylor all serving as part of the worship service.
2. To give voice to Garrett Mostowski and his parts of the service.
3. To approve the order of worship.
4. To allow Rev. Jamie Schmeling (RCA) to explain the symbols of the church.
5. To approve Jim Tarr as secretary to the commission
6. That this meeting shall conclude after worship and adjourn with Garrett Mostowski rendering the benediction.

The Meeting of the commission ended at 5:00 PM, August 11, 2018

A copy of the worship service bulletin is attached to this report for our permanent records.

Jim Tarr

Secretary of the commission.

**Prelude** Betty Lou Helland & Mohan Rafferty

**Processional** Administrative Commission & Other Robbed Clergy

**Welcome & Announcements** The Reverend Dave Thompson

**Call to Worship** The Reverend Dave Thompson (Revelation 21:1-4)

L: Sisters and brothers, let us rejoice in the vision of John: Look! There! A new heaven and a new earth. And see! The old heaven and the old earth and the sea, they have disappeared.

P: **And there! Look! The holy city, new Jerusalem, descending from God out of heaven.**

L: Listen! Listen! A great voice thundering from heaven: "And See, God is making a home with us, with mortals! God will live with us. We will be God's people.

P: **God will wipe every tear from our eyes. There will be no more death, or sorrow, or crying, or pain. All of this – gone forever!" Thanks be to God! Alleluia! Amen.**

**Prayer** Ruling Elder Brooke Kmetz

**Almighty God, we are only accepted in this world, and we are only called to your service by your grace: move us by the power of the Holy Spirit and make us worthy of our calling: through Jesus Christ our Lord. Amen.**

**Hymn** "Come, Thou Fount of Every Blessing" PH #356

**Invitation to Confession** Ruling Elder Chris Eriksen

Called to follow Christ...we are called to a life of humility...  
But what does that even mean?

Do we seek to exalt ourselves – to be lifted above others?  
Does our sense of success depend on someone else's failure?

Does our love of God entirely guide our relationships?

Do we twist service into convenience and leisure, ignoring the idea that to serve is to be a servant? ..... Let us pray.

**Prayer of Confession** Ruling Elder Chris Eriksen

**Disturb the habits of our sin, O God. Rouse us from the sleep that cradles sin's embrace. In the name of Jesus, we pray – show us your ways. Highlight what we can change, and change what we cannot.**

**Assurance of Pardon** Ruling Elder Sue Backlund

L: Good friends: God is at work in you! God is alive in us! God lives –

but sin is dead. And our sins are forgiven, through Christ, our Savior.  
P: **Alleluia! Amen.**

**Gloria Patri** Arrangement by Chuck Sawyer

**Praise to God, Creator Mighty, Praise to Christ, God's only Son.**

**Praise to God, the Holy Spirit, Praise to God, the Three in One.**

**Passing the Peace**  
*Please share the peace of Christ with those around you.*

**THE WORD**

**The Reading of Isaiah 41:17-20** Ruling Elder Sharla Helland

**The Reading of Luke 18:35-43** Ruling Elder Jim Tarr

**The Reading of Revelation 10:8-11** The Reverend Robert Drake

**Prayer for Illumination** The Reverend Robert Drake

**Sermon** The Reverend Robert Drake

**Hymn** "Lord, When I Came Into This Life" PH #522

**ORDINATION** The Reverend Sherwood McKay

**Sentences of Scripture** L: There are varieties of gifts, but it is the same Spirit who gives them.

P: **There are different ways of serving God, but it is the same Lord who is served.**

L: God works through each person in a unique way, but it is God's purpose that is accomplished.

P: **To each is given a gift of the Spirit to be used for the common good.**

L: Together we are the body of Christ, and individually members of it.

**Statement of Ordination** The Reverend George Goodrich

**Reaffirmation of the Baptismal Covenant** The Rev George Goodrich

**Profession of Faith** Elder Sharon Sorlien

I believe in God, the Almighty, maker of heaven and earth. And in Jesus Christ, the Son of God, our Lord; who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, dead, and buried, the third day he rose from the dead; he ascended into heaven, and sits at the right hand of God; from there he shall come to judge the quick and the dead. I believe in the Holy

**Spirit, the holy catholic church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.**

**Constitutional Questions**

The Reverend Susan Ennis

1. Do you trust in Jesus Christ your Savior, acknowledge him Lord of all and Head of the church, and through him believe in one God, Father, Son, and Holy Spirit?
2. Do you accept the Scriptures of the Old and New Testaments to be, by the Holy Spirit, the unique and authoritative witness to Jesus Christ in the church universal, and by God's Word to you?
3. Do you sincerely receive and adopt the essential tenets of the Reformed faith as expressed in the confessions of our church as authentic and reliable expositions of what Scripture leads us to believe and do, and will you be instructed and led by those confessions as you lead the people of God?
4. Will you fulfill your ministry in obedience to Jesus Christ, under the authority of Scripture, and be continually guided by our confessions?
5. Will you be governed by our church's polity, and will you abide by its discipline?
6. Will you be a friend among your colleagues in ministry, working with them, subject to the ordering of God's word and Spirit?
7. Will you in your own life seek to follow the Lord Jesus Christ, love your neighbor, and work for the reconciliation of the world?
8. Do you promise to further the peace, unity, and purity of the church?
9. Will you pray for and seek to serve the people with energy, intelligence, imagination and love?
10. Will you be a faithful minister, proclaiming the good news in Word and Sacrament, teaching faith, and caring for people?
11. Will you be active in government and discipline, serving in the governing bodies of the church, and in your ministry will you try to show the love and justice of Jesus Christ?

**Questions to the Congregation**

Ruling Elder Sharla Helland

L: Do we, the members of the church, accept Garrett as our pastor, chosen by God through the voice of this congregation to guide us in the way of Jesus Christ?  
P: We do.

L: Do we agree to pray for him, to encourage him, to respect his decisions, and to follow as he guides us, serving Jesus Christ, who alone is Head of the Church?  
P: We do.

L: Do we promise to pay him fairly and provide for his welfare as he works among us; to stand by him in trouble and share his joys? Will we listen to the Word he preaches, welcome his pastoral care, and honor his authority as he seeks to honor and obey Jesus Christ our Lord?  
P: We do.

**Prayer of Ordination**

The Reverend George Goodrich

**Laying on of Hands with Prayer in Unison**

**Charge to the Newly Ordained** The Reverend Kathy Goodrich

**Charge to the Congregation** The Reverend Neva Rathbun

**The Presentation of the Gifts & Symbols of Ministry**

**Hymn** "Be Thou My Vision" PH #339

**Invitation for Offering** Linda Hofer Education Fund

**Offering** Betty Lou Helland & Mohan Rafferty

**\*Doxology**

*(Traditional tune)*

**Praise God from whom all blessings flow; Praise God all creatures here below; Praise God above ye heavenly host; Praise Father, Son, and Holy Ghost. Amen.**

**Invitation for Communion** The Reverend Garrett Mostowski

**The Great Thanksgiving**

**The Lord's Prayer**

**Communion by Intinction** Ruling Elder Gary Schritter  
The Reverend Garrett Mostowski

**Post Communion Prayer**

Elder Karie Regan

God of bread and blood, we have seen with our eyes and touched with our hands the bread of life: strengthen our faith that we may grow in love for you and for each other; through Jesus Christ our Lord. Amen.

**Hymn** "Blessed Assurance, Jesus Is Mine!" PH #341

**Benediction** The Reverend Garrett Mostowski





## **Minutes of special phone call Meeting**

**of Yellowstone Presbytery September 14, 2018, 10:35 AM, MDT**

**Opening Prayer, CRE Jack Bell, Moderator**

**Churches and attendees:**

**Anaconda: RE Linda Jo Smith**

**St Andrew: MWS Susan Barnes**

**Bozeman 1<sup>st</sup>: MWS Dan Krebill, MSW Jody McDevitt, RE Suzanne Bratsky**

**Dillon: RE Graham Smith, RE Alden Cashmore, Chair of the PNC, (No Email)**

**Deer Lodge: MWS Teresa Kendall**

**Manhattan: RE Debbie Blackburn, MWS Debbi Funke**

**Poplar: MWS Susi Ennis**

**Stanford: CRE Jack Bell**

**FPC Billings: MSW Dave Thompson, RE Sandi Schoenberger**

**At Large: Doug Johnson**

**Jim Tarr Stated Clerk, Kathy Goodrich Co-General Presbyter**

**Quorum was declared by the Stated Clerk**

**The Docket was approved**

**The meeting was opened with a prayer by the moderator**

**An examination of Daniel Triller for suitability to serve as installed Pastor in FPC Dillon church was conducted at length including a review of his statement of faith and his positions on many theological issues and ministry.**

**Motions were presented by Dave Thompson, moderator of the PMT**

**It was Voted: (all votes were unanimous as cast)**

- **To arrest the examination and open the discussion (Dan Krebill made this motion).**
- **To approve Daniel to be installed in the Dillon Church.**
- **To approve the terms of call for his position.**
- **To accept the Rev Daniel Triller into the membership of Yellowstone Presbytery as a transfer from the Presbytery of Seattle.**
- **To approve the following names to serve on the Installation Administrative Commission to serve on October 14 at 4:00 PM at FPC<sub>2</sub> Dillon<sub>2</sub> as follows:**

**CRE Jack Bell, Stanford, Moderator**

**CRE Veva Larson, Anaconda**

**RE Linda Smith, Anaconda**

**RE Debbie Blackburn, Manhattan**

**MWS JP Carlson, At large**

**RE Graham Smith, Dillon**

**MWS Kathy Goodrich, Co General Presbyter**

**MWS George Goodrich, Co General Presbyter**

**MWS Steve Weber, Dillon**

**Key:**

**RE- Ruling Elder**

**MWS- Minister of Word and Sacrament**

**End of Motions**

- **Motion to Adjourn approved 11:05 AM.**

**Closing Prayer was made by CRE Jack Bell**

**Next meeting Yellowstone Presbytery is November 2 and 3 at FPC Bozeman, MT. Rooms can be reserved at the Comfort Inn in Bozeman for \$79 /night. Participants advised to get a reservation early due to a home game for MSU that weekend. The invitation flyer will be posted on the website next week.**

**Respectfully submitted:**

**Jim Tarr**

**Stated Clerk**

Leadership Cabinet Report  
Yellowstone Presbytery  
November 2-3, 2018  
First Presbyterian Church, Bozeman MT

*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, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. – Ephesians 4:11-13*

In 2018 we will continue our focus on “Equipping and sending the gifted into ministry”.

Since the May 2018 Presbytery Meeting the Leadership Cabinet has met four times. In those meetings we discussed and worked on a wide range of things based on our vision and 2018 goals. These discussions have included the following actions.

- A. Based upon the work of Curt Kochner, George Goodrich, Cynthia Kessler, and Suzanne Bratsky we worked through the creation of the Yellowstone Presbytery Child and Youth Protection Policy. Book of Order section G-3.0106 states that all councils of the church “shall establish a child and youth protection policy”. The full policy with its cover letter is included in the packet for this meeting. Please watch for a mailing which includes a form for Pastors and Sessions to complete and return to the Stated Clerk. The policy will be presented for Presbytery action under letter J below.
- B. We met with Rev. Kim Woeste, campus ministry at Rocky Mountain College; Rev. Dwight Welch from United Campus Ministries at MSU-Billings; and Rev. Dan Krebill with PresbyCats at MSU-Bozeman. After hearing their reports we awarded Higher Education Grants to these three ministries for the 2018-2019 academic year.
- C. We met with the four Whitworth Fellows who provided us insight into how they see ministry in the coming years. This discussion provided for some important questions for us as a Presbytery to consider over the coming year. Watch for more information as we receive their debrief reports later in the fall.
- D. We continue to work with our Guide One Insurance agent to ensure that the coverage we carry as a Presbytery is appropriate. Due to this evaluation we were able to ensure the appropriate coverage for the Westminster Spires Summer 2018 camping season.
- E. We reviewed the 2018 Goals we set to see how we are making progress. It was determined that due to the number of other priorities which arose during the year, Presbytery Sunday would not be promoted for 2018. We are aiming for returning to this for 2019.

- F. We discussed feedback received from the May Presbytery meeting as we prepared for this meeting. We listened to the voices that asked for more time for small group discussion and hope that was achieved for this meeting. We spent time discerning how to move forward as we put together the equipping time for this meeting.
- G. We spent time working with the 2019 budget and examining the ministries and priorities of the Presbytery in the coming years. The Budget Document is included in the packet for this meeting. Dan Holland will present it under the action item K in this report for Presbytery approval.
- H. The Personnel sub-committee of CRE Jack Bell, RE Paul Helland, MWS Diane White, and staff Rev. George Goodrich has been addressing performance reviews and job descriptions. This sub-committee reports to the Leadership Cabinet.
- I. A sub-committee has been established to look at the Presbytery Standing Rules and determine what, if any, updates or amendments might be necessary. Members of this sub-committee which reports to the Leadership Cabinet are MWS Dan Krebill, RE Dave Kimball, Stated Clerk Jim Tarr, and staff member Rev. Kathy Goodrich.
- J. We looked at the Proposed Amendments to the Constitution which came from the 223<sup>rd</sup> General Assembly and determined which group, committee, or commission from the Presbytery should look at them and make report/recommendations to the March 2019 Presbytery meeting for our vote.
- K. We agreed to join with Glacier Presbytery to apply for a Synod Grant to bring a Communications Workshop to Helena on September 27, 2018. Those who attended believe that they learned a bunch from this workshop.

#### Announcements for the Presbytery from the Leadership Cabinet

- L. The dates and locations of Presbytery meetings in 2019 have been scheduled:  
**March 8-9, 2019** we will meet at First Presbyterian Church in Billings  
**June 8, 2019** telephone meeting to address any business of the Presbytery with a one day retreat for the equipping of the Presbytery being scheduled at a date and location to be determined.  
**November 1-2, 2019** we will meet at First Presbyterian Church in Lewistown.
- M. The Yellowstone Currents is the newsletter of this Presbytery where we share what God is doing in our midst. If your congregation has something to share like mission activity or some special speaker coming up and the like; please send the article to Susan Thomas.

Requested Action of the Presbytery:

- N. The Leadership Cabinet has approved the Presbytery Child Protection Policy as required by the Book of Order to be approved and added to the Yellowstone Presbytery Manual as an official policy.
- O. The Leadership Cabinet presents both the 2019 Per Capita amount and the 2019 Administrative and Program Budget to be approved by the Presbytery.

As a reminder, here are the 2018 Goals the Leadership Cabinet has adopted for the Presbytery.

### **Yellowstone Presbytery Leadership Cabinet Goals for 2018**

*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, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ. Ephesians 4:11-13*

1. Encourage and emphasize discipleship among the people of Yellowstone Presbytery.
  - Continue to model Dwelling in the Word or Word-Share-Pray at Presbytery meetings, at all ministry team meetings, and clusters; encouraging sessions to include this in the life of their congregations.
  - Extend Stan Ott's training by planning a video visit from Stan during the March presbytery meeting and offering a study guide to his resources.
  - Provide *Growing Young* resources and training for leaders and congregations at each Presbytery meeting in 2018. This may be as short as a 5 minute announcement or as long as a 45-60 minute workshop. Sharing how *Growing Young* is impacting the Presbytery and individual congregations.
  - Provide Elder or Leadership resources and training for leaders and congregations at each Presbytery meeting in 2018. This may be as short as a 5 minute announcement or as long as a 45-60 minute workshop.
  - Equip Lay Leaders/CREs in congregations through providing specific programs including the Whitworth Leadership Training through their Office of Church Engagement. Also provide disciple mentors for leaders in congregations as needed.
2. Support the spiritual nurture of pastors and leaders across the presbytery.
  - Offer support to the PMT as they plan for a pastor's retreat to be held in 2019. This support would include the encouragement of pastors to attend the retreat through announcements and emails.
  - Encourage prayer for one another, including use of the presbytery prayer calendar.

Determine how many churches are using the Prayer Calendar; in what ways do they use it? How do we encourage the use of the calendar? (Email and encourage use of it)

--Ask Pastors/Leaders how the Presbytery can nurture and encourage their spiritual journey. (How do we do it better?)

3. Foster community in the presbytery.
  - We will continue to encourage and support presbytery clusters.
  - We continue to support Presbytery Sunday on the 2<sup>nd</sup> Sunday in October (Oct. 14, 2018) by providing ideas and resources.
  - Support Leadership subcommittee efforts to share stories from around the presbytery at meetings or in the Currents. Encourage each Leadership Cabinet member to think about or find a story to share at a Presbytery meeting or in the Currents.
4. Support Presbytery staff by establishing and strengthening the Personnel ministry sub-group. Ensure that this sub-group can:
  - Provide clear job descriptions and job expectations for staff members
  - Plan for timely and consistent reviews as appropriate, i.e. 30 day, 60 day, 90 day, 6 month, or annually.
  - Ensure that the newly hired Stated Clerk is equipped as she or he begins their ministry in the Presbytery.
5. Examine staffing patterns and budget in light of the changes in synod support and determine if adjustments are needed. At the June Leadership Cabinet meeting be prepared to look at what our funding options and budget options look like and begin to formulate a plan for 2019.

2/19/18

To: Minister Members and Churches in Yellowstone Presbytery

From: The Yellowstone Presbytery Leadership Cabinet

October 12, 2018

In 2015 the General Assembly of the Presbyterian Church, USA, approved amending section G-3.0106 in the Book of Order to read: ***All councils shall adopt and implement a sexual misconduct policy and a child and youth protection policy.***

News sources repeatedly carry accounts of sexual misconduct and child molestation. It is important that we in the church take steps to establish our congregations as safe places for all. The General Assembly has wisely called for the creation of these policies at all levels of the church.

Yellowstone Presbytery adopted a sexual misconduct policy several years ago, and it is available on our website: [www.yellowstonepcusa.org](http://www.yellowstonepcusa.org). Now the Presbytery Leadership Cabinet has formed and adopted a child and youth protection policy to be approved by the Presbytery at the November meeting. Thanks to Curt Kochner (elder and chair of the Camping and Youth committee) for his leadership and to his committee which worked with him in forming this policy. The draft is attached for you to consider.

Now it is your turn. When the Book of Order indicated "All councils shall..." This means each session in every church shall craft, adopt and implement these two policies as appropriate to their church. To help you do this, we have attached the presbytery Children and Youth Protection policy to serve as a guide. We suggest you form a drafting committee for your session and set a target date for adoption sometime in 2019.

If we can be of further help, please contact us. Thanks for undertaking this effort for the sake of the vulnerable in our congregations.





## **Yellowstone Presbytery**

### **Child and Youth Protection Policy(CP)**

**Based on Safe Church Guidelines and PCUSA Child Protection Policy (revised 10/9/18)**

**Adopted: November \_\_, 2018**

#### **CP01. General Purpose Statement**

Yellowstone Presbytery seeks to provide a safe and secure environment for the children who participate in our programs and activities. By implementing the below practices, our goal is to protect the children of Yellowstone Presbytery from incidents of misconduct or inappropriate behavior while also protecting our staff and volunteers from false accusations.

#### **Policy Rationale**

*Children and youth are a gift from God and the Church has a divine mandate to provide for their safety and nurturing. In Matthew 19:14, Jesus says, "Let the little children come to me." The Church is called to be, at all levels and in all entities, a place of safety and nurture reflective of the arms of Christ. It is the call of the Church to be a life-giving entity of Christ's healing and hope for community and individuals. The Church, as the body of Christ, is to be the presence of Christ's love, in the same way taking up all children and youth into its arms and blessing them, providing for them a safe, thriving, and nurturing environment in which to grow in every way.*

*The Book of Order states, "The congregation as a whole, on behalf of the Church universal, assumes responsibility for nurturing the baptized person in the Christian life," and Presbyterians believe this baptismal commitment to be a serious one, understanding it to apply to all in the church's care, including children and youth. (Book of Order W-2.3013).*

#### **CP02. Definitions**

For purposes of this policy, the terms "child" or "children" include all persons under the age of eighteen (18) years. The term "worker" includes both paid and unpaid persons who work with children. The term "volunteer" means anyone involved in a Sunday school program, summer camp, youth retreat, Vacation Bible School, church nursery, church youth group and/or in overnight activities involving minors, in counseling of minors, or in one-on-one mentoring of minors.

#### **CP03. Selection of Workers**

All persons who desire to work with the children participating in our programs and activities will be screened. This screening includes the following:

##### **CP03.1 Six Month Rule**

No person will be considered for any volunteer position involving contact with minors until she/he has been involved with a Yellowstone Presbytery Church for a minimum of six (6) months. This time of interaction between our leadership and the applicant allows for better evaluation and suitability of the applicant for working with children. Exception: the applicant can provide documentation that they have been vetted by an internship program or previous children and youth ministry/ services setting.

##### **CP03.02 Written Application**

All persons seeking to work with children must complete and sign a written application. The application will request basic information from the applicant and will inquire into previous experience with children, previous affiliation a Yellowstone Presbytery congregation, reference and employment information, as well as disclosure of any previous criminal convictions. The application form will be maintained in confidence on file at the supervising church or other Yellowstone Presbytery entity to include Westminster Spires Camp.

##### **CP03.03 Personal Interview**

Upon completion of the application, an interview may be scheduled with the applicant to discuss his/her suitability for the position.

#### CP03.04 Reference Checks

Before an applicant is permitted to work with children, at least two of the applicants' references will be checked. These references should be of an institutional nature as opposed to personal or family references, preferably from organizations where the applicant has worked with children in the past. Documentation of the reference checks will be maintained in confidence on file at the supervising church or at the Yellowstone Presbytery office in the case of Westminster Spires Camp.

#### CP03.05 Criminal Background Check

- a. A national criminal background check is required for all employees (regardless of position) and volunteers".
- b. Before a background check is run, prospective workers will be asked to sign an authorization form allowing the church or Yellowstone Presbytery to run the check.

#### CP03.06 Disqualification

- a. A disqualifying offense that will keep an individual from working with children will be determined by the local church pastor or designee or camp director on a case-by-case basis in light of all the surrounding circumstances. Generally, convictions for an offense involving children and/or for offenses involving violence, dishonesty, illegal substances, indecency and any conduct contrary to our mission will preclude someone from being permitted to work with children. Failure to disclose a criminal conviction on the application form will also be a disqualifying event.
- b. The background check authorization form and results will be maintained in confidence on file at the supervising church or Yellowstone Presbytery office.

### CP 04. RESPONDING TO ALLEGATIONS OF CHILD ABUSE

Childcare workers may have the opportunity to become aware of abuse or neglect of the children under our care. In the event that an individual involved in the care of children at the supervising church or camp becomes aware of suspected abuse or neglect of a child under his/her care, this should be reported immediately to the head pastor in the case of church activities, and the Presbyter of Yellowstone Presbytery for purposes of this policy, "child abuse" is any action (or lack of action) that endangers or harms a child's physical, psychological or emotional health and development. Child abuse occurs in different ways and includes the following:

- CP04.01 **Physical abuse** – any physical injury to a child that is not accidental, such as beating, shaking, burns, and biting.
- CP04.02 **Emotional abuse** – emotional injury when the child is not nurtured or provided with love and security, such as an environment of constant criticism, belittling and persistent teasing.
- CP04.03 **Sexual abuse** – any sexual activity between a child and an adult or between a child and another child at least four years older than the victim, including activities such as fondling, exhibitionism, intercourse, incest, and pornography.
- CP04.04 **Neglect** – depriving a child of his or her essential needs, such as adequate food, water, shelter, and medical care.
- CP04.05 **Spires Camp**--in the case of Westminster Spires or Presbytery wide events for further action, including reporting to authorities as may be mandated by state law. (See CP 05.)

### CP 05. REPORTING

If there is suspicion that any incident of child abuse has taken place, an Incident Report should be completed and forwarded to the supervising adult of the activity or event. Incident Report forms are available on the presbytery website.

All Incident Reports are to be given to the Head Pastor of the church sponsoring the activity or events or the supervising adult of the activity if it is a Yellowstone Presbytery sponsored event such as a youth retreat or summer camp activity.

The supervising adult of the activity or event will consult with the head pastor of the church or the Yellowstone Presbytery presbyter and one other adult related to the activity or event to address the following: The pastor / General Presbyter and one adult involved in the activity form the response team.

CP 05.01 Immediately provide for the safety of the alleged victim(s) involved.

CP 05.02 If the report alleges abuse or harassment of a minor, the response team will:

- a. immediately ensure the allegation is reported to the civil authorities under state law;
- b. immediately notify the parents or guardian of the minor;
- c. notify the insurance company of the allegation and that no investigation has yet occurred.

CP 05.03 Make immediate decisions concerning the temporary removal of the individual accused from any contact with children or youth pending an investigation and/or removal of the accused from the event until a resolution of the allegations has occurred.

CP 05.04 Provide victims and their families immediate resources that may aid in the particular spiritual, psychological, or emotional needs and trauma that arise from the devastation of abuse.

CP 05.05 If the report is against a teaching elder, the response team shall send a written statement of allegation to the stated clerk Yellowstone Presbytery. This written statement of allegation shall trigger the formation of an investigating committee under the Rules of Discipline of the Book of Order: The Constitution of the Presbyterian Church (U.S.A.) Part II.

CP 05.06 If the report is against a ruling elder, the response team will notify the session of membership that an allegation of offense has been received against an elder that triggers the formation of an investigating committee under the Rules of Discipline of the Book of Order: The Constitution of the Presbyterian Church (U.S.A.), Part II.

CP 05.07 If the report is against an employee of Yellowstone Presbytery the response team will notify the person(s) or committee responsible for supervision of the employee. The response team will request a follow-up report from the supervisory body of the outcome of any subsequent investigation or discipline.

CP 05.08 If the report is against an employee of sponsoring council or entity other than Yellowstone Presbytery, the response team will notify the person(s) or committee responsible for supervision of the employee. The response team will request a follow-up report from the supervisory body of the outcome of any subsequent investigation or discipline.

CP 05.09 If the report is against a volunteer, or nonmember of Yellowstone Presbytery, the response team will request that Yellowstone Presbytery appoint an investigating committee of three persons to initiate an investigation of the allegations in order to:

- a. gather any statements of abuse from those making the report, including any information from the Response Team, and any party to the abuse;
- b. gather any information from the person who was accused of abuse;
- c. make written determinations and take actions appropriate to resolve the matter including, but not limited to, making recommendations for prevention as well as response.

CP 05.10 Provide pastoral counseling for the principal parties involved (accuser(s), possible victim(s),

accused, family members).

CP 05.11 A written summary of any proceedings in such cases will be maintained by the local church session, reported and a file maintained by to the stated clerk of Yellowstone Presbytery.

CP 05.12 Any person bringing a report of abuse or assisting in investigating will not be adversely affected in terms and conditions of employment, church membership or affiliation, or otherwise discriminated against or discharged.

## CP 06. EVENT RULES

CP 06.01 **Two-adult rule:** Whenever possible two non-related adults should always be present in groups of children and youth. It is our goal that a minimum of two unrelated adult workers will be in attendance at all times when children are being supervised during our programs and activities. Some youth classes may have only one adult teacher in attendance during the class session; in these instances, doors to the classroom should remain open.

CP 06.02 **Ratios:** The adult to child ratio for all child-related events/activities is 2:10. The adult to youth ratio for all youth-related events/activities is 2:17. When possible one adult of each gender when there are one or more minors of each gender in a group. In some situations, it is understood that the ratios and gender diversity may be compromised.

CP 06.03 **View Windows and Open Doors:** When minors and adult workers or volunteers are in a room, if the door is closed, the door must have a view window installed. If no view window is installed in the door, the door must remain open while the room is occupied.

CP 06.04 **Adult workers/caregivers** should respect the privacy of the children to whom they provide care. Responsible use of digital devices and cell phones is required in all situations (ex. Taking age appropriate photographs and movies, not taking photographs of minors who are not fully clothed. Adults and minors are required at all times to wear appropriate attire.

CP 06.05 **Age appropriate training** to children and youth should be provided regarding behavior that should be reported to caregiver or leader of the event.

CP 06.06 **Transportation:** All adult drivers at child/youth events must have proper licensure and insurance on file with the organizing council. No minor under eighty-five pounds may sit in the front seat of any vehicle. All drivers transporting minors and vulnerable adults must be over the age of twenty-five and must be informed that if their vehicle is used, their insurance would be primary if an accident occurs. If a charter bus is rented, or any outside carrier is contracted, the company hired must ensure criminal background checks on their drivers. Each vehicle must follow the ratio rules noted in point 2 in this section. Lastly, no minor may be a driver at any event or activity (this includes golf carts at events).

CP 06.07 **Forms:** The legal guardians of each minor must provide the appropriate health and food allergy information and medical insurance information for each activity/event. The information form should include all contacts for parents and/or legal guardians. Further consent forms must be signed by legal guardians for any off campus events. Any photos at the event that are used in social media or published material by the organizing council must be released by a signed consent form from a participant's legal guardian as well as the minor. All such forms must be stored at the event site, in a secure place with restricted access.

CP 06.08 **Each event/activity** must ensure that rules are gone over with participants at each event/activity. These rules shall include but are not limited to a code of conduct specific to the event/activity, as well as a list prohibited and expected behaviors for the specific event/activity. The code of conduct and prohibited and expected behaviors list should be given in written form to each participant and legal guardians, as well as discussed thoroughly at the beginning of the event/activity.

CP 06.09 **All volunteers and employees** at any Yellowstone Presbytery sponsored events must also abide by a code of conduct that emphasizes the following prohibited behaviors. Some of these prohibited behaviors include but are not restricted to:

- a. Display of sexual affection toward a child.
- b. Use of profanity or off-color jokes.
- c. Discussion of sexual encounters with or around children or in any way involving children in personal problems or issues.
- d. Dating or becoming “romantically” involved with children (under the age of eighteen).
- e. Using or being under the influence of alcohol or illegal drugs in the presence of children.
- f. Possessing sexually oriented materials—including printed or online pornography—on church property or property being utilized for a church event.
- g. Having secrets with youth/children.
- h. Staring at or commenting on children’s bodies.
- i. Engaging in inappropriate or unapproved electronic communication with children.
- j. Working one-on-one with children in a private setting.
- k. Abusing youth/children in anyway, including (but not limited to) the following:
  - Physical abuse: hit, spank, shake, slap, unnecessarily restraint.
  - Verbal abuse: degrade, threaten, or curse.
  - Sexual abuse: inappropriately touch, expose oneself, or engage in sexually oriented conversations.
  - Mental abuse: shame, humiliate, act cruelly.
  - Neglect: withhold food, water, shelter.
  - Permit children or youth to engage in the following: hazing, bullying, derogatory name calling, ridicule, humiliation, or sexual activity.

#### CP 07. **Teenage Workers**

We recognize that there may be times when it is necessary or desirable for babysitters (paid or volunteer) who are under age 18 to assist in caring for children during programs or activities. The following guidelines apply to teenage workers:

- a. *Are preferably* at least age 14.
- b. Must be screened as specified above.
- c. Must be under the supervision of an adult and must never be left alone with children.

#### CP 08. **Check-in/Check-out Procedure**

For Large Churches: For children below third grade, a security check-in/check-out procedure will be followed. The child will be signed in by a parent or guardian, who will receive a “child check” for the child similar to a claim check. The parent or guardian must present the “child check” in order to sign out the child from our care. In the event that a parent or guardian is unable to present the “child check,” the supervising adult (VBS director, Sunday school teach, camp director, etc.) will be contacted. For all churches: the supervising adult will be responsible for releasing the child to the care of a parent or guardian as appropriate to the surrounding circumstance.

### **CP 09. Sick Child Policy**

It is our desire to provide a healthy and safe environment for all of the children participating in all Yellowstone Presbytery church sponsored events. Parents are encouraged to be considerate of other children when deciding whether to place a child under our care. In general, children with the following symptoms should NOT be dropped off:

- a. Fever, diarrhea, or vomiting within the last 48 hours.
- b. Green or yellow runny nose and/or productive cough with same.
- c. Eye infection, especially pink eye as it is very contagious, or skin infections or rash
- d. Other symptoms of communicable or infectious disease.

Children who are observed by our workers to be ill will be separated from other children and the parent or guardian will be contacted to request that the child be picked up for the day.

### **CP 10. Medications Policy**

It is the policy of Yellowstone Presbytery to not administer either prescription or non-prescription medications to the children under our care. Medications should be administered by a parent at home. Parents are reminded of our sick child policy. In the case of young people attending camp or overnight youth retreat events, a supervising adult may be provided written guidelines and approval for securing and administering medications.

### **CP 11. Discipline Policy**

It is the policy of Yellowstone Presbytery and member churches to not to administer corporal punishment. There should be no spanking, grabbing, hitting, or other physical discipline of children. Workers should consult with the supervising adult of the activity or event if assistance is needed with disciplinary issues.

### **CP 12. Restroom Guidelines**

Children five years of age and younger should use a classroom bathroom if one is available. If a classroom bathroom is not available, workers should escort a group of children to the hallway bathroom. They should always go in a group, never taking a child to the bathroom alone. The workers should check the bathroom first to make sure that it is empty, and then allow the children inside. The workers should then remain outside the bathroom door and escort the children back to the classroom. If a child is taking longer than seems necessary, the worker should open the bathroom door and call the child's name. If a child requires assistance, the workers should prop open the bathroom door, and leave the stall door open as they assist the child.

For the protection of all, workers should *never* be alone with a child in a bathroom with the door closed and never be in a closed bathroom stall with a child. Parents are strongly encouraged to have their children visit the bathroom prior to each class.

### **CP 13. Accidental Injuries to Children**

In the event that a child or youth is injured while under our care, the following steps should be followed:

- a. For minor injuries, scrapes, and bruises, workers will provide First Aid (Band-Aids, etc.) as appropriate and will notify the child's parent or guardian of the injury at the time the child is picked up from our care.
- b. For injuries requiring medical treatment beyond simple First Aid, the parent and/or guardian will immediately be notified in addition to the worker's supervisor. If warranted by circumstances, an ambulance will be called.
- c. Once the child has received appropriate medical attention, an incident report will be completed in the case of injuries requiring treatment by a medical professional.

### **CP 14. Social Media—Electronic Communications**

e.

CP 14.01 **General Social Media Policy**—No minister, employee, contractor, or volunteer of *Yellowstone Presbytery* and its entities shall create or use a media site (Web, Facebook, YouTube, or similar) in the name of or purporting to represent *Yellowstone Presbytery* without the explicit written permission of *Yellowstone Presbytery*, or event leadership. When clergy or staff, acting in their capacity as a representative of *Yellowstone Presbytery* or its entities, lead or coordinate a group activity using social media, each may use only official *Yellowstone Presbytery* entity sites/channels when they have been made available by the entity of *Yellowstone Presbytery*. These may include Web pages, Facebook, e-mail, and similar means.

#### CP 14.02 **Social Networking Code of Conduct**

Each person who leads using the resources of social media shall apply this Social Networking Code of Conduct:

- a. Prohibits comments that are, or could be construed by any observer, to be harsh, coercive, threatening, intimidating, shaming, derogatory, demeaning, or humiliating.
- b. *Prohibits use of profanity or off-color jokes.*
- c. *Prohibit conversations that could be construed as flirtatious or romantic.*
- d. Prohibits sexually bit oriented conversations or discussions about sexual activities.
- e. Prohibits inappropriate private messages between employees and volunteers and children or youth.
- f. Prohibits posting inappropriate pictures (for example, sexually suggestive, exploitive, or voyeuristic) or inappropriate comments on pictures.
- g. Provides children, youth, and their parents with this Social Networking Code of Conduct.
- h. Encourages parents to play a role in monitoring their children's and youth interactions with employees and volunteers.
- i. Continuously reminds children and youth how to interact appropriately through social networking sites.
- j. Denies participation by individuals who repeatedly violate the code of conduct.
- k. At the institution of the use of social media, the authorized minister shall present this Social Networking Code of Conduct to children or youth and parents/guardians.

#### CP 15. **Training**

The sponsoring church or *Yellowstone Presbytery* sponsored event director will provide training on this child protection policy to all new childcare workers and will strive to provide opportunities for additional training classes or events on an annual basis. All workers are strongly encouraged to attend these training events.

#### CP 16. **Supporting Documents:**

*Yellowstone Presbytery* Application for Staff Working With Youth

*Yellowstone Presbytery* Incident Report (To report injury or possible abuse incident)

*Yellowstone Presbytery* Authorization for Request for Criminal Records Check

Westminster Spires Camp Staff Application (Separate document)

#### CP 17. **Amended:**

DRAFT



## **Yellowstone Presbytery Policy on Non-PC(USA) pastors:(NP)**

**Draft of the Yellowstone Presbytery Policy for membership in the Presbytery for Persons serving as Pastors in other denominations.** This policy shall not replace or be considered primary to the provisions of the Book of Order of the PCUSA. In event of any conflict the interpretation of the Book of Order will govern all decisions made by this council. For this reason, some of the existing provisions of the Book of Order 2017-2019 are quoted herein and any future changes in the provisions noted here will also govern if or when adopted.

**Adopted by Yellowstone Presbytery \_\_\_\_\_, 2018**

### **NP 1.0. Part 1.**

We will be guided by the Book of Order (PCUSA) provision on unity: F1.0302a (quoted herein)

a. Unity is God's gift to the Church in Jesus Christ. Just as God is one God and Jesus Christ is our one Savior, so the Church is one because it belongs to its one Lord, Jesus Christ. The Church seeks to include all people and is never content to enjoy the benefits of Christian community for itself alone. There is one Church, for there is one Spirit, one hope, "one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all" (Eph. 4:5-6).

Because in Christ the Church is one, it strives to be one. To be one with Christ is to be joined with all those whom Christ calls into relationship with him. To be thus joined with one another is to become priests for one another, praying for the world and for one another and sharing the various gifts God has given to each Christian for the benefit of the whole community. Division into different denominations obscures but does not destroy unity in Christ. The Presbyterian Church (U.S.A.), affirming its historical continuity with the whole Church of Jesus Christ, is committed to the reduction of that obscurity, and is willing to seek and to deepen communion with all other churches within the one holy catholic and apostolic Church.

In seeking the unity of the Church of Jesus Christ (G-5.0101), the General Assembly may authorize and direct that covenants, agreements, and statements of purpose and intent be developed with other Christian bodies. Such actions, when authorized and approved by the General Assembly, may address, but are not limited to, the mutual recognition of baptism and the orderly exchange of ministers. All councils of this church are encouraged to engage in opportunities to minister together in mutual affirmation and admonition with other Christian bodies.

### **NP 2.0. Part 2.**

**G-2.0505b, Transfers of ministers of other denominations** (review this provision which is not quoted here)

In addition to these required standards of the BoO, this Presbytery shall require any transferred ordained person of another denomination outside those churches in full communion to become ordained and take the vows of ordination of the PCUSA.

The persons to be admitted shall also clearly state they have no current desire to seek fellowship in any other denomination at the time of their examination.

The whole presbytery will examine and vote on the admission of the transferred minister to the presbytery.

**G-2.0506 Temporary membership for a period of service** (review these provisions which are not quoted here)

In Addition to the requirement of the BoO on these transfers or temporary assignments a candidate for a validated ministry will be required to become familiar with the general polity of the PCUSA and shall accept the guidance of the Presbytery on all matters that they perform with or for the members of their fellowships who are members of the PCUSA. This will particularly require acceptance of the PCUSA understanding of the sacrament of Baptism and the administration of the sacrament of Holy Communion. An unwillingness to accept and administer these sacraments according to PCUSA understanding shall be grounds for refusing a transfer.

**NP 3.0. Authority:** The Presbytery has granted its authority to provide temporary membership in this presbytery for validated ministry assignments to the PMT for approval and the reviews as required of the BoO.

Temporary memberships can be for a specific term of office or if indeterminate shall be renewed annually by a vote of the PMT.

G-5.0202, Full Communion (Quoted here for clarity)

The General Assembly of the Presbyterian Church (U.S.A.) is in full communion with those churches so recognized by the General Assembly. Full communion shall include the mutual recognition of baptism and the orderly exchange of ministers, as defined by ecumenical agreement. Councils of this church are encouraged to engage in opportunities to minister together in mutual affirmation and admonition with churches with which the Presbyterian Church (U.S.A.) is in full communion

*We are already in communion with and accept transfers to and from:*

*The "Ecumenical Lutheran Church in America", ELCA*

*The "Reformed Church in America", RCA*

*The "United Church of Christ", UCC*

*The "Korean Presbyterian Church in America", KPCA*

*The Presbytery can accept into its membership any ordained pastor, preacher, teaching elder, ministers of word and sacraments into any Teaching Elder position in this Presbytery upon verification of credentials supplied and examination for membership according to the same standards all Teaching Elders are examined. If a merger or congregational relationship with one of these denominations churches is involved additional requirements may be established by each churches governing bodies.*

**NP 4.0. Part 3.**

*For all other trained Pastors this presbytery can and shall require more information on the candidate for Teaching elder. Such additional criteria may include competing training in PCUSA Polity, a background check, college transcripts and other credentials that will validate sufficient education and skills needed for the ministry contemplated.*

In all cases membership in this Presbytery as a teaching elder will conform to G 2.0607.

#### G-2.0607 Final Assessment and Negotiation for Service

A candidate may not enter into negotiation for his or her service as a teaching elder without approval of the presbytery of care. The presbytery shall record when it has certified a candidate ready for examination by a presbytery for ordination, pending a call.

Evidence of readiness to begin ordered ministry as a teaching elder shall include:

- a. a candidate's wisdom and maturity of faith, leadership skills, compassionate spirit, honest repute, and sound judgment;
- b. a transcript showing graduation, with satisfactory grades, at a regionally accredited college or university;
- c. a transcript from a theological institution accredited by the Association of Theological Schools acceptable to the presbytery, showing a course of study including Hebrew and Greek, exegesis of the Old and New Testaments using Hebrew and Greek, satisfactory grades in all areas of study, and graduation or proximity to graduation; and
- d. examination materials, together with evaluations that declare those materials satisfactory in the areas covered by any standard ordination examination approved by the General Assembly. Such examinations shall be prepared and administered by a body created by the presbyteries.

#### G-3.0306–G-3.0401

Every teaching elder shall ordinarily be a member of the presbytery where his or her work is situated or of the presbytery where she or he resides (Unless approval is received from a Presbytery of origin and gives Yellowstone Presbytery notice of approval for the Minister to serve **out of bounds** of the jurisdiction of his or her presbytery.

#### G-2.0610 Accommodations to Particular Circumstances

When a presbytery concludes there are good and sufficient reasons for accommodations to the particular circumstances of an individual seeking ordination, it may, by a three-fourths vote, waive any of the requirements for ordination in G-2.06, except for those of G-2.0607d. If a presbytery judges that there are good and sufficient reasons why a candidate should not be required to satisfy the requirements of G-2.0607d, it shall approve by three-fourths vote some alternate means by which to ascertain the readiness of the candidate for ministry in the areas covered by the standard ordination

examinations. A full account of the reasons for any waiver or alternate means to ascertain readiness shall be included in the minutes of the presbytery and communicated to the presbytery to which an inquirer or candidate may be transferred.

#### G-2.07 ORDINATION

##### G-2.0701 Ordination

Ordination to the ordered ministry of teaching elder is an act of the whole church carried out by the presbytery, setting apart a person to ordered ministry. Such a person shall have fulfilled the ordination requirements of the presbytery of care and received the call of God to service to a congregation or other work in the mission of the church that is acceptable to the candidate and to the presbytery of call.

#### **NP 5.0. Part 4. Revisions and review policy**

This policy will be subject to review at a minimum of every 2 years and recommendations for changes will be submitted for review by the Pastoral Ministry Team of the Yellowstone Presbytery and subject to adoption by a simple majority vote of the presbytery until such time as it may become permanent policy.

#### **NP 6.0. Part 5. Amended:**

**Proposed Policy Statement, April 19, 2018.**

## **Stated Clerk Report, May-Oct 2018**

May 4, 5, 2018 attended Presbytery meeting in Harlowton MT, and was commissioned to serve as stated clerk and introduced Melissa as Assistant to the Stated Clerk. Meeting was well attended and a good balance of Ministers of the Word and Sacraments and ruling elders were there. The Harlowton Federated church did a great job hosting this event and deserves everyone's thanks for doing such a good job of making all feel welcomed and comfortable during the meeting.

May 8, 2018 the Leadership cabinet met in Billings where we approved dispersing \$6,000.00 to assist 3 programs including Presbycats (\$3,000.00), Rock Mountain College mission trip to Guatemala (\$1,500.00), and MSU Billings for bible study, coffees, and help for international students (\$1,500.00). The Child Protective Policy(CPP) was reviewed and sent back to the committee for minor alterations as approved for an email vote of the Presbytery. Any negative vote would generate a need for a special meeting of the Presbytery.

On May 10, 2018 the PMT Met in Bozeman and myself and Bonnie Soulsby had to resign from the committee leaving 2 vacancies to be filled by the Rec/Nom committee. They were released with appreciation expressed for time served. A draft policy on membership for non PCUSA ordained pastors was approved for a vote of the presbytery at its next regular meeting. The PMT will be making a recommendation to the LC on some changes to the Standing Rules so some of the minor functions of the presbytery can be handled by the PMT. A review of the book of order provisions regarding at large members was discussed and the Stated Clerk was instructed to make those in that status of what will be required of them when the PMT conducts an annual review of their status. Veva's contract with the Anaconda church was approved for another year. As a testament to her good work the church has not formed a PNC to look for an installed pastor.

CoGP Kathy Goodrich reminded all that the Spiritual Cohort Track will be on July 23 to 27 at Whitworth College Institute of Ministry. Pastors are to contact them for information registration and consideration of their continuing education. The Goodrich's were off on vacation and sabbatical respite the rest of the month of May and until June 11<sup>th</sup>.

From May 13 to May 16 the Stated Clerk was in Louisville, KY at the office of the General Assembly to receive training for Stated Clerks of the Presbyteries. All new clerks are invited at a cost to the GA to attend this training. There was a new GP and a couple of assistant clerks there at their own expense to get the training along about 6 other new Stated Clerks. This was a small class which was good because we could ask questions and hold discussions on how each of the presbyteries were functioning and adjusting to all the changes taking place. There is no question we who are a part of the Yellowstone Presbytery are different in many ways from how other presbyteries are doing things. For example, many had active PJC caseloads and active PJC investigative committees due to poor policies on gracious separation not being in effect or for violating such policies. Many Presbyteries are engaged in developing and or putting together rational statements to present to the GA on pending overtures and it has been awhile since Yellowstone Presbytery has done this. All employees of the church need to sign an anti-harassment policy and have appropriate back ground checks made and kept on file. Time commitments, reporting deadlines and general duties all should be a part of the job descriptions. Some volunteer workers also need to be informed of duties to be performed including session clerks and church treasurers and financial secretaries.

During training many of the GA Assistant stated clerks gave briefings on their areas of assistance to the councils of the church. Our trainer was a lawyer so a lot of the discussions were on issues of liabilities we are exposed to as staff people doing interpretive and reporting work.

A trip was made May 26 to the Bozeman office of the presbytery so I could complete a mailing to all at large members of the presbytery and to review mail box input and work with the secretary on misc. administrative issues. We are blessed to have such competent help in the office of the presbytery. Thank you Susan for all you do.

June 12, 2018 meeting of the Leadership cabinet was held at George and Kathy's home in Bozeman. We were able to hold informing conversations with out Whitworth Fellows and enjoy some social time with some outstanding barbecue. The important result of this meeting was the provisional approval of our new child and youth protection policy. This new policy was the result of many hours of research and review of other policies by a hard working subcommittee headed up by Curt Kochner.

We have begun a process to review and inform the at large members of the presbytery what is required of them to maintain that status.

June 28<sup>th</sup> I attended a teleconference task group meeting of the PMT to interview with Daniel Triller a prospect being considered by the PNC of the Dillon church.

July 12 attended meeting of PMT in Billings. Recorded notes of the meeting and met with Mellissa for consultation and prayer afterwards.

The way for ordaining Garrett Mostowski was not clear yet and so I spent some time after the PMT meeting getting his presbytery of care to send us documents needed to verify his readiness to be ordained.

July 20, Provided advise to the Rec/Nom committee on positions that will need to be filled and voted on at our November meeting.

Participated in the ordination and installation commission for the service of ordination and installation of Garrett Mostowski at the Miles City church on August 11,2018. Report of that meeting and event was prepared as secretary to the commission.

August. Attended by phone meetings of the nominating committee and provided clarifications when requested.

Have reviewed and attested several PIF's of Pastors who have a form on file with the CLC. All current searches are up to date. The clerk has reviewed many opportunities for events and programs being presented by the GA and note that this presbytery is unable to participate due to a lack of financial support and or resources being available. Some training such as the generosity seminars seem like they might be helpful to the fellowship but we lack capacity to benefit. Most of the events have scholarship money to help pay for about half the cost but we can't even support or help with the other half. We face a crisis of being able to maintain staffing and support of the Presbytery by the team that works hard to do all the functions we see needed and because of time limits cannot be done as we see should be done.

Please keep in mind our Co General Presbyters need to find from outside the presbytery a large portion of their salaries so they can help us do the work. When we overload them with working for us overtime each month this distracts them from getting the word out to their benefactors and getting the funding they need to continue the work. Please be considerate enough to avoid abusing their time commitments to us.

The clerk attended meeting of The Leadership Cabinet on September 11 at FPC Billings and recorded minutes of the meeting. Minutes of LC meeting are posted on the Website as approved and in the LC meeting packet when pending approval.

The clerk attended the PMT meeting on September 13<sup>th</sup> at FPC Billings and took notes of the meeting and took some follow-up actions as directed by the committee. Sub committees were set up to do some special tasks. Minutes of PMT meetings are kept confidential to protect privacy of all who are affected by potential recommendations from the committee.

Participated as stated clerk in the special meeting of the presbytery on September 14<sup>th</sup> and in the examination of Daniel Triller to become an installed Pastor in the Dillon Church. A commission was established to perform the installation service on October 14, 2018 at 4:00PM. Minutes of this meeting were prepared.

Attended the Synod Assembly of the Synod of the Rocky Mountains in Denver September 23 to 25, 2018. The budget for Synod operations was approved and per capita set at \$3.50. The per capita for 2019 remained the same as the 2018 amount. A report of assembly matters is a separate document. It needs to be noted the Synod no longer provides funding for the Presbyteries and only a small number of funds remain available for special project funding. As a reduced function Synod it will only meet once per year in order to keep costs within the number of available funds.

A staff meeting was held on September 26<sup>th</sup> at the presbytery office and was attended by The Assistant Stated Clerk Melissa Perrault-Baumann, our Co General Presbyters George and Kathy Goodrich, Debbie Blackburn (Past Stated Clerk) and Susan Seibert (office administrator). The Stated Clerk attended via Skype. Each member of the staff brought forth issues which needed to be addressed and it was a productive meeting. Some matters will be reviewed with the personnel committee. When committee meetings are held in Bozeman the Clerks staff will meet in the office the day after the meeting to check mail and coordinate tasks which will be pending. After meeting the clerks task list was reviewed.

Prepared a statement of decisions of the Stated Clerk regarding at large members of the presbytery based on findings from the clerk's letter sent to at large members in May. As of the end of September, 3 at large members of the Presbytery were working out of the bounds of Yellowstone Presbytery in various positions. Responded to a phone interview on September 28<sup>th</sup> to render opinions requested from the special sub task committee of the PMT dealing with at large members.

Completed the updated filing for employers on the Board of Pensions Benefits connect website so that presbytery beneficiaries will be able to enroll on the plans benefits for 2019. Advised the treasurers. The clerk thanks Debbie Blackburn for her advice in performing this task. The finance representative was advised of the projected 2019 cost to the presbytery of the employee plans.

Reviewed the proposed votes required of presbyteries from GA 223. Sent documents to LC for suggesting committees to review each proposed change.

Attended the Leadership Cabinet meeting in Bozeman on October 9<sup>th</sup>, Minutes of the meeting were drafted. After the meeting the Clerk met with the Personnel committee and a 6months review was completed. The job description for the assistant clerk was reviewed by the committee as directed by the cabinet.

As staff meeting was held October 10 in the Presbytery office with Mellissa attending by phone call, Kathy, Susan, myself and Debbie Blackburn in attendance. These meetings have proven helpful to the office and to the Stated Clerk as by being face to face we can coordinate our tasks and make sure work that needs to get done is tracked and initiated. Our former Stated Clerk has been very helpful in keeping this Clerk on track and we owe her many thanks for her continued service to this church.

On October 14<sup>th</sup> Daniel Triller was installed as Pastor in the Dillon Church. Steve Weber will be headed back to Driggs, Idaho and for a while we might find him on the slopes of Grand Targee Ski Resort. During the period of this report new pastors have been installed in Phillipsburg, Miles City, Dillon and White Sulphur Springs. We should look forward to meeting these new pastors at the Meeting in November. While many new people are joining us in ministry some will also be leaving. Paul Cannon has moved to Southwest Virginia to a small church there. Susan Barnes will be leaving St Andrew on November 4<sup>th</sup> and moving to Louisville KY where Mike Ferguson her Husband has accepted the job as editor of the Presbyterian News Service under the Board of Missions. Robert Shy is retiring and leaving the supply of Colstrip up to the PCUSA to fill this next pastoral call. Katie Emery has resigned from the church in in Terry and the responsibility to place a pastor there will be up to the PCUSA. The directory is a fluid document and requires constant updating. Many thanks to Susan for keeping all the changes up to date and posted on the website.

The work of preparation for the November Presbytery Meeting required more preparation than expected. Vacations and needed travel of staff and moderators required close attention to time lines and gathering reports to be posted by the October 24<sup>th</sup> deadline.

Notification to all installed Pastors and Session Clerks: **the reports of the churches** will be due soon and the Stated Clerk will appreciate attention be paid to all the report deadlines.

The GA has sent to the presbyteries several proposed **changes to the Book of Order** and committees need to review these changes and recommend a vote of the presbytery before the March meeting. Committees have been assigned by the Leadership Cabinet to do these reviews. If you are interested in input on the votes, please make your comments known to the assigned committee moderator. These votes are important and an update on progress of the voting will be posted on the website from time to time as information becomes available.

This report ended October 24<sup>th</sup>.

Jim Tarr

Stated Clerk



**God's people are *Loved & Called, Gifted & Equipped & Sent to join in Christ's mission!***

*The gifts that 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, until all of us come to the unity of the faith and of the knowledge of the Son of God, to maturity, to the measure of the full stature of Christ.*

*Ephesians 4:11-13*

**Living as salty disciple-making, disciple sending churches and discovering God's opportunities in the current and growing clergy shortage:** We are likely to see an increase in the shortage of full-time pastors in rural congregations across America and in Yellowstone Presbytery. Why? ... And, since God's call to equip disciples and to mission do not change, what might God be saying and doing?

Why? Some reasons include:

- a. Many changes in both churches and the culture in North America and the West.
- b. The baby-boom generation clergy are retiring.
- c. Seminary enrollments and those entering pastoral ministry have been declining.
- d. The rising costs of a full-time pastor in our nation (salary, housing, medical and pension benefits and ministry expenses) mean that a full-time pastor may be increasingly out of reach of a local church.
- e. Generally, clergy are coming from and gravitating to urban and suburban churches over small-town and rural congregations.

**And, since God's call to equip disciples and to mission do not change, what might God be saying? Doing?**

**Times of change are God's opportunity to wonder, pay attention, ask questions, learn, let go and adapt.**

\*Do our current priorities, practices and ways reflect those of citizens of heaven who model Christ?

\*Have we neglected God's spiritual gifts, calling and mission to EACH of us (Eph. 4, Mt 28...), over-relying on a pastor?

\*What can we learn from the practices and life of the early church in Acts and the first centuries?

Here in Yellowstone Presbytery, we have had a record number of congregations seeking pastors in a short period. In 2017 -2018, we have seen eight churches seeking pastors, with six securing some form of pastoral leadership. So far in 2018-2019 we have five congregations currently seeking pastors, for a total of 11 of our 23 Yellowstone congregations involved in pastoral searches. More changes will occur in the next 3 years.

We and the PMT have been asking what God might be saying and exploring a variety of options. The Community Church of Jordan had two Whitworth fellow student pastors and is developing an exciting and unique approach to their search. *While* they continue to seek a pastor, we are helping them train teams of lay people to identify their gifts and callings, make pastoral calls, preach and lead worship, offer spiritual care and leadership to live out Eph. 4:11-13, whether or not they may find a full-time or part-time pastor.

Further, the presbytery is exploring a variety of models for pastoral ministry, which "*equip the saints [disciples of ALL ages] for the work of ministry*" and may include: bi-vocational pastors; churches sharing a pastor; or regional pastors who preach occasionally, moderate session, perform complicated pastoral care, while encouraging and training the gifted lay leaders in the congregation to be God's leaders in the church, day-to-day; or churches which may be completely lay-run with Commissioned Ruling Elders. Clearly, in rural America God's Spirit is at work, stirring and moving in new ways, may we listen to and follow the Spirit's leading us into God's future together.

So we ask you to be open to what the Holy Spirit seems to be doing among us. Please dream with us and offer your ideas, so that together we may grow more like Christ, joining the Spirit in 'turning the world upside down' as Christ's present and future Church.

**The following report is framed on the 2018 Leadership Cabinet Goals:**

**1. Encourage and emphasize discipleship among the people of Yellowstone Presbytery.**

**Camping and Youth** held a highly successful camping summer ministry season. Highlights: About 40 campers; a very mature counseling staff, including 4 Whitworth Fellows; the program direction Kara Kochner Todd; the craft hall again directed by Elder Cynthia Kessler; George and Katie Emery (Terry) and husband Will Johnson (ELCA pastor in Glendive) providing the spiritual input; Curt Kochner serving as overall director. A **Camp Staff Reunion** as held at the Goodriches, **Sept 29.**

\* **Rep/Nom reports 3 new, young nominees accepted terms on the Camping/youth Ministry Team.**

\* **Winter Ski Retreat will be February 22-24, 2019** at the invitation of the **Butte Church.**

\* **Curt Kochner chairs the Camping /youth Ministry Team.** (See his report) He and their family are deeply grateful for the kindness and prayers during his bout with pneumonia.

\* **Camp rentals by outside groups was up this summer.**

**Equipping in Partnership with other presbyteries or groups –**

**Communication training workshop for congregations by PCUSA Communications staff** offered in partnership with Glacier in Helena Sept 27, thanks to a generous grant from our Synod. Valuable education, examples, steps & processes, and resources for pastors church leaders to share God's Good News and the Spirit at work in and through our disciple communities, important in this visual media age. Some of the workshop was recorded & we received valuable handouts. \_\_\_\_\_

**Rev. Ameer Isaak, pastor in Tyre, Lebanon,** spoke 10/8 in YP, hosted by St. Andrew Presbyterian. Thank you. We are grateful and blessed to have had this opportunity thanks to Wyoming Presbytery and their formal partnership. Read Mike Ferguson's article about the courageous, compassionate faith and tangible ministry of this tiny church in the midst of the enormous refugee crisis. Wyoming Presbytery plans to post some video clips Thank you to the hospitality and work of Rev. Susan Barnes and St. Andrew. Thank you to Susi standing in for Kathy at the last minute.

**The PMT offered two superb and timely Boundary Training seminars** in September by Mark Bassingthwaight, Esq., required for all CRE's and pastors every three years. It is important to offer training in this area to leaders and all who work with youth in your church. Kudos to Dave Thompson and thanks to First, Billings and First, Bozeman for hosting these important events.

**Preaching/Teaching, Spiritual Formation Cohort, 2018-19:** In partnership with Whitworth's Office of Church Engagement, and under the leadership of Susi Ennis, Jack Bell and Debbie Funke, the presbytery is offering monthly meetings for Growth in preaching/teaching the Bible and spiritual formation. The cohort met for the first time on Sept 14, at FPC-Billings. Seven pastors and one lay leader attended. **The next preaching cohort meeting is scheduled for Thursday, November 1, the evening before presbytery, at the Bozeman Comfort Inn's Board Room, starting with 6 p.m.**

**dinner.** Please RSVP to: [pastor.susi.ennis@gmail.com](mailto:pastor.susi.ennis@gmail.com). Pastors, CRE's, any interested in developing in these areas are welcome.

**George has begun to offer monthly lay pastoral leadership training for interested leaders in the Jordan congregation.** He preaches once a month in this unsettled season for that church and has led a workshop he and Kathy wrote on how to make a pastoral visit and in October taught the first of several workshops on preaching. Homework required. Links to Whitworth lay Institute offered. This could be presented in other churches in the future.

**The Whitworth Fellows, 2018.** This was the fourth summer in which the presbytery has hosted and greatly benefitted by the ministry of Whitworth Fellows. Two Fellows, Joel Schroeder (second year) and David Hendricks, who are exploring God's call to pastoral ministry, were placed as student pastors in the Jordan Church. Joel, who graduated this past May, remains for the next three months in Jordan to student pastor. George will travel to Jordan once a month for supervision. Kathy, via phone and when he is in Bozeman.

- The Other Two Fellows, Luke Ekstrom (second year) and Daniel Roberts, traveled extensively through the presbytery, providing input and observations to the LC in June, helping churches explore how to better attract and serve young people, helping run VBS's, building relationships and discipling, preaching, as counselors at Camp, learning about the Presbyterian ministry and processes and all 4 attended Garrett's ordination/installation.
- A small amount is included in the 2019 budget hoping for 4 fellows in 2019.

**St Timothy's Chapel** on Georgetown Lake reports another successful summer season. The Board met on Saturday, September 8. George can forward to you the summer-end report of Board Moderator Ron Hanson to those interested.

2. **Support the spiritual nurture of pastors and leaders across the presbytery.** (See above also)
  - a. **1-1 pastoral interactions, conversations, prayer... with pastors/leaders** in a wide range of circumstances/challenges have been numerous.  
**2 pastoral recently announced changes.** We have been in conversation with them – **Katie Emery, Terry & Fallon**, is moving to Denver as an associate pastor at an ELCA church in Longmont, CO. A PCUSA pastor is next in their rotation.  
- **Susan Barnes, St. Andrew, is moving to Louisville** as her husband, Mike Ferguson, has just accepted the position as Editor of the PCUSA New Service.
  - b. **Equipping, supporting the PMT and its role here** continues to be very active. We have 5 churches with no pastor.
  - c. **Clusters began for the fall.** George attended the Miles City Cluster which is seeing some rejuvenation with the addition of Garrett Mostowski and his wife, Sarah Logemann, (approved Oct 2 to seek a call); the Butte Cluster will welcome Daniel Triller (new pastor in Dillon) and Debby Schmidt (new UMC pastor in Philipsburg) when it meets in Oct. Kathy attended an uplifting White Sulphur /Harlowton Cluster retreat Oct. 5. Wenda Fry (ELCA in White Sulphur) invited to join that cluster.

The Butte Cluster has, for some years offered a hymn/worship song sing in September, held this year on Sunday, Sept 23 at the Melrose Church.

- d. **Lay Leader training:** George now offers a monthly training session on Sunday for the Jordan church. First topic: equipping for lay pastoral care. Additional training events will feature prepared on-line courses in lay training from Whitworth. We both offered this training in the Lewistown Church in October 2017, and now they have a very active lay visitation ministry. George also presented the material in Colstrip in July.
- e. **Spiritual Direction/Companioning for pastors and lay leaders.** God seems to be opening a ministry of spiritual direction through George now. He is now companioning four to six pastors, who have started/asked to explore spiritual direction with him. Ask him about this, and your input is appreciated.

3. **Foster community in the presbytery.**

- a. **See Cluster developments above.**
- b. **Updating clusters, leaders, whole presbytery and Susan Thomas for Currents.**
- c. **Please welcome New pastors Garrett Mostowski (Miles City, installed on August 11) with his wife, the newly approved candidate “ready to receive a call,” Sarah Logemann. AND In Dillon, Daniel Triller, with wife Callie, expecting a child! Daniel’s installation as pastor was a wonderful celebration Sunday, October 14.**
  - i. **To offer welcome: [garrett.mostowski@gmail.com](mailto:garrett.mostowski@gmail.com)**
  - ii. **[djtriller@gmail.com](mailto:djtriller@gmail.com)**
- d. **Presbytery Meetings** The resourcing, worship and life together we are experiencing as a presbytery are being favorably received. Kudos to the planning teams this year and note our debrief at our June LC meeting. A wide range of pastors, long-time elder commissioners, and ones there for their first or second time said how they were helped, challenged, equipped, better connected from the May meeting. That’s the goal. Presbytery meetings: Resource-full, relevant, vision-giving, nurturing and equipping, collegial, inspirational, connecting with God and others.

4. **Support Presbytery staff by establishing and strengthening the Personnel sub-group.**

- a. **The Personnel Sub-Group had a** productive first meeting. – we, and all the staff, are very grateful for this provision of the LC and this sub group. We provided them with documents and a brief history as there has not been a Personnel group for 5 years. They have been meeting to talk with all professional staff first.

5. **Examine staffing patterns and budget in light of the changes in synod support and determine if adjustments are needed.** *At the June Leadership Cabinet meeting we began to look at what our funding options and budget options look like and begin to formulate a plan for 2019.*

- a. **This is only partly underway** with so many on the LC and staff having very full lives and with unexpected health & family emergencies, camp, new pastors entering and also, perhaps because the presbytery financial condition continues to surprise. God provides - who’d have thunk it? Oh us of little faith!
- b. **The Administrative Fund, monies raised by George and Kathy towards their salary, benefits and expenses is low for this time of year as our time has needed to go to so many needs and**

transitions. We have also sought to keep expenditures and expenses lower. As of October 24, we have received \$10,904 towards a budget of \$35,000. We received an encouraging inquiry from a substantial donor. Please ask if your congregation can be supportive from its mission budget, when the appeal circulates in November. And please pray for this effort and the time needed for it.

6. **Other Matters:**

- a. **Insurance:** The supplemental insurance suggested by our agent to be up to date and requested by the LC has been obtained. George, aided by Debbie Blackburn, submitted all the forms. The requests were approved and the additional, pro-rated premium for 2018 has been paid. The total annual insurance premium (camp, staff,...) will be \$10,059.
- b. **Budget, 2019.** George worked with Budget point-person Dan Holland. Dan and the LC worked on the proposed budget factoring in no income from Synod and a few less members in some churches.
- c. **Pastoral Ministry Team (PMT):** We continue to heavily resource this ministry and are excited for the new pastors and spouses God is bringing into presbytery churches! A year ago we all were anxious about seven congregations searching at once for pastors. Of those seven five now have called or interim pastors. Currently: Those churches actively seeking pastors: Jordan, and Hysham will be combining with Colstrip to search for a new pastor. And, we are saying good byes as well, as Steve Weber has just completed a fruitful, healing interim in Dillon and Susan Barnes and Katie Emery they will be leaving the St Andrew and Terry churches, respectively, in November.
- d. **Board of Trustees, Rocky Mountain College.** George has been the Representative from the Synod and Presbytery for about nine years.
- e. **Synod of the Rocky Mountains:** Kathy continues, with Jim Tarr, as a Synod commissioner from the presbytery. Kathy is chairing their Personnel Committee for a second year. The Synod met September 23-25 in Denver. See report. Kathy & George meet with the Executive Presbyters' Staff Forum of the Synod 2-3 times a year, next, November 11 -13 in Denver.
- f. **Partner Presbytery with Whitworth University's Office of Church Engagement continues to provide Fellows and quality, regionally relevant, opportunities at reduced prices to our pastors, leaders, congregation and presbytery via video, and in person.** Both of us continue to help with the planning and leadership of the Whitworth Institute for Ministry in June in Spokane. George was one of the presenters this year on the topic of *"Seasons of the soul and life in ministry, how pastors and leaders may help in the spiritual growth and formation of people in the church and what that looks like over the many seasons of life before heaven."*

**NOTE NEW 2019 dates: June 24 – 28 [www.whitworth.edu/wim/](http://www.whitworth.edu/wim/)**

**Personal** – We are deeply grateful for ongoing brain healing for George's brother, Tom, and that our mothers are doing pretty well right now. We are grateful for them and their wisdom, prayers and steadfast faith in Christ in this season. Regular visits to see them are important.

**Our Holy Land Trip** - Hardly a week goes by where we are not enriched and integrating insights, growth, and material from our amazing trip to the Holy Land. We would like to continue to explore ways this can enrich and equip you all across our presbytery and its congregations. What would you like to hear about, explore or see pictures of to enrich and equip you as disciples.



## Camping and Youth Report November 2018

### Westminster Spires Camps 2018

#### Staff

The 2018 staff included seven returning counselors and one first-time counselor.

Jon Dupuis	Cynthia Kessler
Megan Dupuis	Kristin Kochner
Nichole Ferestad	Scott Sherman
Becca Jones	Stephanie Brewster (First time)

Kara Todd returned as Program Director.

Bill Scott returned as Cook.

George Goodrich provided leadership for Staff Training, Elementary Camp and Junior High Camp.

Katie Emery and Will Johnson led Senior High Camp.

The four Whitworth Fellows that were with us in the Presbytery for the summer participated in Staff Training and some of the camps:

Luke Ekstrom	Staff Training/Elementary/Junior High/Senior High
Daniel Roberts	Staff Training/Elementary/Junior High/Senior High
David Hendricks	Staff Training/Senior High
Joel Schroeder	Staff Training/Senior High

The 2018 Westminster Spires season included eight Elementary campers, nineteen Junior High campers and twelve Senior High campers. Campers came from Anaconda, Billings, Butte, Decker, Dillon, Hysham, Manhattan and Terry, Montana along with campers from Alexandria, Virginia and Lynnwood, Washington.

Bill Scott completed his 10<sup>th</sup> year as Camp Cook, and with regrets he has let us know that he will not return next summer. Bill will be missed by all the staff and campers. Our deepest "THANKS!" to Bill for taking such good care of everyone through his tenure as cook. He provided excellent meals and snacks, and always met the special nutritional needs of campers and staff. So- we will be looking for someone to fill this position for the 2019 camp season.

We have not had Counselors-in-Training for several years due to a large number of returning veteran counselors. One goal for next season will be to recruit a number of CITs as we prepare for the future staffing needs of camp.

#### Westminster Spires Schedule for 2019 (As of 10/5/18)

Revamp the Camp	May 31-June 2
On3PSki	June 14-16
Bridger Ski Foundation	June 17-22
Family Reunion	July 1-5
Staff Training	July 10-13
Elementary Camp	July 14-18
Junior High Camp	July 21-26
Senior High Camp	July 28-August 2

#### Promotion

-Individual and group photos from the 2018 season were sent to all campers, staff and guests to provide memories of camp.

-A slide show of the 2018 camp season is available for viewing by any church or youth group. Contact Curt Kochner at 406-672-4547 if you would like a copy of the slide show or if you could like to arrange a presentation on the camping program at Westminster Spires. We would love to share information with parents and young people about this ministry.

-Information about all Camping and Youth events is available on the Yellowstone Presbytery website.

### Westminster Spires Facilities

- During Revamp the Camp 2018, the Bath House and the Craft Cabin were painted.
- A new thermostat was installed on our antique refrigerator and it is working great.
- The extra roofing supplies that were left over from the roofing project were sold.
- We had the septic system and one of the outhouses emptied by Cotter's Septic of Laurel.
- The Ips Beetle has arrived in the valley and we have a number of trees showing symptoms of being infected. We will be working with the Forest Service to identify trees that need to be removed. Our caretaker, Simon Hill will be contracted to remove those trees that do not require special equipment.
- Reminder: Westminster Spires operates under a Special Use Permit with the Forest Service. Our current permit is valid through December 31, 2036.

### 2019 Youth Ski Retreat

Junior and Senior High youth will gather at First Presbyterian Church in Butte for the 2019 Ski Retreat. Many thanks to the folks in Butte for your wonderful hospitality!

Date: February 22-24, 2019  
Location: First Presbyterian Church Butte  
Arrive: Friday, February 22 after 6:00 p.m.  
Ski: Saturday at Discovery Ski Area  
Depart: Sunday, February 24 after worship

Brochures and registration forms for the 2019 Youth Ski Retreat will be available in January.

### 2019 Presbyterian Youth Triennium at Purdue University in Indiana

Pastor Dave Thompson from Billings First Presbyterian will once again provide leadership for the Triennium trip.

Depart Billings: Sunday, July 14  
Triennium: July 16-20  
Return to Billings: Tuesday, July 23

Contact: Pastor Dave Thompson  
First Presbyterian Billings  
Email: [pastordave@fpcbillings.org](mailto:pastordave@fpcbillings.org)  
Phone: 406-696-4913

### 2018 Budget Information

Camper Fees Collected	\$6,785
Presbytery Camp Scholarships	2,560
Rental Income from guests	6,450
Donations	4,524

Current Balances Camping and Youth Related Accounts: (Revenue Source)

Camp Scholarships	\$ 993	(Presbytery offering and donations)
Revamp the Camp	1,646	(Donations)
Westminster Spires Upgrades	583	(Donations)
Presbyterian Youth Triennium	8,232	(Annual Budget- \$1,500 per year)



Pastoral Ministry Team  
Presbytery Report  
November 2-3, 2018

The purpose of the Pastoral Ministry Team is to come alongside of churches, sessions, and pastors to provide encouragement, support, and training as we work together to share the Good News of Jesus Christ.

A. Wishing our Best to the Rev. Susan Barnes

The Rev. Susan Barnes, pastor of St. Andrew Presbyterian Church in Billings, will be moving to Louisville, Kentucky, where her husband Mike has received a job as editor of the Presbyterian News Service. Pastor Susan's last Sunday at St. Andrew will be on Sunday, November 4. We pray for blessings for Pastor Susan and Mike as they transition to Louisville and appreciate their work at St. Andrew and our Presbytery over the past five years. Time to express our appreciation to Pastor Susan will be given at this meeting.

B. Wishing our Best to the Rev. Katie Emery

The Rev. Katie Emery, pastor of the Community Presbyterian Church in Terry and Hope American Lutheran Church in Fallon, has accepted a call to serve First Evangelical Lutheran Church in Longmont, Colorado. We wish Katie and her husband (Will) the best as they transition to their new community. Pastor Katie's last Sunday in Terry will be on October 28. We hope that Pastor Katie will be able to join us at this Presbytery meeting so we can offer our appreciation to her for her years of ministry to our Presbytery and those in eastern Montana.

C. Transferring Membership of the Rev. Stephen Weber

The Rev. Steve Weber has requested that his Yellowstone Presbytery membership be transferred to Kendall Presbytery in Eastern Idaho. Pastor Steve has served as the Interim Pastor at the First Presbyterian Church in Dillon. We appreciate Pastor Steve's work in Dillon during a time of transition for the congregation.

D. Welcoming the Rev. Daniel Triller

The Rev. Daniel Triller was approved by Presbytery via conference call on September 14, 2018 to serve as the new pastor in Dillon. We welcome Pastor Daniel and his wife Callie to their new community and church family.

E. Welcoming the Rev. Deborah Schmidt

The Rev. Deborah Schmidt, a pastor in the United Methodist Conference, is now serving St. Paul's Presbyterian Church in Phillipsburg. She is also serving the Methodist churches in Hall and Drummond. Due to the ecumenical relationship we have with the United Methodist Church we recognize her as a temporary member of our Presbytery.

F. Welcoming the Rev. Wenda Fry

The Rev. Wenda Fry, a pastor in the Evangelical Lutheran Church in America (ELCA), was installed as the new pastor of the Yoked Parish in White Sulphur Springs on Sunday, October 21.

Pastor Wenda also serves Trinity Lutheran Church in Lennep. Due to the ecumenical relationship we have with ELCA we recognize her as a temporary member of our Presbytery.

#### G. Welcoming Margee Smith as a CRE Seeker

Margee Smith, a ruling elder from Lewistown, has begun the Commission Ruling Elder (CRE) process as a seeker. She is a retired kindergarten teacher and has been very active at First Presbyterian Church in Lewistown. Margee was interviewed by PMT in September and has begun the process toward commissioning. She has begun taking classes through Whitworth University in Spokane.

#### H. Presbytery Minimum Salary Guidelines for 2019 needs approval:

Here are the Pastoral Ministry Team's recommendations for 2019 Minimum Salaries. These figures represent a 2% increase in minimum salaries for 2019 and are based on full time of a 40 hour work week. We acknowledge that Yellowstone Presbytery remains near the bottom for compensation for pastors serving in the Presbyterian Church (USA). The PMT recognizes concerns about the minimum standards since these figures do not compensate a pastor enough to live without financial stress.

#### Full-Time Pastor in 0-3 years of Ordained Ministry:

Cash \$35,290

Housing \$10,587 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$45,877

Board of Pension dues (Medical/Retirement/Death/Disability) \$16,975

Continuing Education \$600 (cumulative to 3 years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

#### Full-Time Pastor in 4 or more years of Ordained Ministry:

Cash \$36,875

Housing \$11,060 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$47,945

Board of Pension dues (Medical/Retirement/Death/Disability) \$17,740

Continuing Education \$600.00 (cumulative to 3 years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

#### Commissioned Ruling Elder (CRE)

The CRE salary is 75% of the Full-Time Pastor salary, pro-rated for part-time.

I. Approve the Yellowstone Presbytery Policy on Non-PC(USA) Pastors

This policy was approved by our PMT on May 10, 2018 and we present it for Presbytery's approval.

**Yellowstone Presbytery Policy on Non-PC(USA) pastors:**

This is the Yellowstone Presbytery Policy for membership in the Presbytery for Persons serving as Pastors in other denominations. This policy shall not replace or be considered primary to the provisions of the Book of Order of the PC(USA). In event of any conflict the interpretation of the Book of Order will govern all decisions made by this council. For this reason, some of the existing provisions of the Book of Order 2017-2019 are quoted herein and any future changes in the provisions noted here will also govern if or when adopted.

**Part 1.**

We will be guided by the Book of Order PC(USA) provision on unity: F1.0302a

Unity is God's gift to the Church in Jesus Christ. Just as God is one God and Jesus Christ is our one Savior, so the Church is one because it belongs to its one Lord, Jesus Christ. The Church seeks to include all people and is never content to enjoy the benefits of Christian community for itself alone. There is one Church, for there is one Spirit, one hope, "one Lord, one faith, one baptism, one God and Father of all, who is above all and through all and in all" (Eph. 4:5-6).

Because in Christ the Church is one, it strives to be one. To be one with Christ is to be joined with all those whom Christ calls into relationship with him. To be thus joined with one another is to become priests for one another, praying for the world and for one another and sharing the various gifts God has given to each Christian for the benefit of the whole community. Division into different denominations obscures but does not destroy unity in Christ.

The Presbyterian Church (U.S.A.), affirming its historical continuity with the whole Church of Jesus Christ, is committed to the reduction of that obscurity, and is willing to seek and to deepen communion with all other churches within the one holy catholic and apostolic Church.

In seeking the unity of the Church of Jesus Christ (G-5.0101), the General Assembly may authorize and direct that covenants, agreements, and statements of purpose and intent be developed with other Christian bodies. Such actions, when authorized and approved by the General Assembly, may address, but are not limited to, the mutual recognition of baptism and the orderly exchange of ministers. All councils of this church are encouraged to engage in

opportunities to minister together in mutual affirmation and admonition with other Christian bodies.

## **Part 2.**

### **G-2.0505b Transfers of ministers of other denominations**

In addition to these required standards of the Book of Order, this Presbytery shall require any transferred ordained person of another denomination outside those churches in full communion to become ordained and take the vows of ordination of the PC(USA). The persons to be admitted shall also clearly state they have no current desire to seek fellowship in any other denomination at the time of their examination. The whole presbytery will examine and vote on the admission of the transferred minister to the presbytery.

### **G-2.0506 Temporary membership for a period of service**

In addition to the requirement of the Book of Order on these transfers or temporary assignments a candidate for a validated ministry will be required to become familiar with the general polity of the PC(USA) and shall accept the guidance of the Presbytery on all matters that they perform with or for the members of their fellowships who are members of the PCUSA. This will particularly require acceptance of the PC(USA) understanding of the sacrament of Baptism and the administration of the sacrament of Holy Communion. An unwillingness to accept and administer these sacraments according to PC(USA) understanding shall be grounds for refusing a transfer.

The Presbytery has granted its authority to provide temporary membership in this presbytery for validated ministry assignments to the PMT for approval and the reviews as required of the Book of Order. Temporary memberships can be for a specific term of office or if indeterminate shall be renewed annually by a vote of the Pastoral Ministry Team.

### **G-5.0202 Full Communion**

The General Assembly of the Presbyterian Church (U.S.A.) is in full communion with those churches so recognized by the General Assembly. Full communion shall include the mutual recognition of baptism and the orderly exchange of ministers, as defined by ecumenical agreement. Councils of this church are encouraged to engage in opportunities to minister together in mutual affirmation and admonition with churches with which the Presbyterian Church (U.S.A.) is in full communion.

*We are already in communion with and accept transfers to and from:*

*The "Ecumenical Lutheran Church in America" (ELCA)*

*The "Reformed Church in America" (RCA)*

*The "United Church of Christ" (UCC)*

*The "Korean Presbyterian Church in America" (KPCA)*

The Presbytery can accept into its membership any ordained pastor, preacher, teaching elder, ministers of word and sacraments into any Minister of Word and Sacrament position in this Presbytery upon verification of credentials supplied and examination for membership according to the same standards all Minister of Word and Sacrament are examined. If a merger or congregational relationship with one of these denominations churches is involved additional requirements may be established by each church's governing bodies.

### **Part 3.**

For all other trained Pastors this presbytery can and shall require more information on the candidate for Teaching Elder. Such additional criteria may include competing training in PC(USA) Polity, a background check, college transcripts and other credentials that will validate sufficient education and skills needed for the ministry contemplated. In all cases membership in this Presbytery as a teaching elder will conform to G 2.0607.

#### **G-2.0607 Final Assessment and Negotiation for Service**

A candidate may not enter into negotiation for his or her service as a teaching elder without approval of the presbytery of care. The presbytery shall record when it has certified a candidate ready for examination by a presbytery for ordination, pending a call. Evidence of readiness to begin ordered ministry as a teaching elder shall include:

- a. a candidate's wisdom and maturity of faith, leadership skills, compassionate spirit, honest repute, and sound judgment;
- b. a transcript showing graduation, with satisfactory grades, at a regionally accredited college or university;
- c. a transcript from a theological institution accredited by the Association of Theological Schools acceptable to the presbytery, showing a course of study including Hebrew and Greek, exegesis of the Old and New Testaments using Hebrew and Greek, satisfactory grades in all areas of study, and graduation or proximity to graduation; and
- d. examination materials, together with evaluations that declare those materials satisfactory in the areas covered by any standard ordination examination approved by the General Assembly. Such examinations shall be prepared and administered by a body created by the presbyteries.

#### **G-3.0306–G-3.0401**

Every teaching elder shall ordinarily be a member of the presbytery where his or her work is situated or of the presbytery where she or he resides unless approval is received from a

Presbytery of origin and gives Yellowstone Presbytery notice of approval for the Minister to serve out of bounds of the jurisdiction of his or her presbytery.

#### G-2.0610 Accommodations to Particular Circumstances

When a presbytery concludes there are good and sufficient reasons for accommodations to the particular circumstances of an individual seeking ordination, it may, by a three-fourths vote, waive any of the requirements for ordination in G-2.06, except for those of G-2.0607d. If a presbytery judges that there are good and sufficient reasons why a candidate should not be required to satisfy the requirements of G-2.0607d, it shall approve by three-fourths vote some alternate means by which to ascertain the readiness of the candidate for ministry in the areas covered by the standard ordination examinations. A full account of the reasons for any waiver or alternate means to ascertain readiness shall be included in the minutes of the presbytery and communicated to the presbytery to which an inquirer or candidate may be transferred.

#### G-2.0701 Ordination

Ordination to the ordered ministry of teaching elder is an act of the whole church carried out by the presbytery, setting apart a person to ordered ministry. Such a person shall have fulfilled the ordination requirements of the presbytery of care and received the call of God to service to a congregation or other work in the mission of the church that is acceptable to the candidate and to the presbytery of call.

#### **Part 4. Revisions and review policy**

This policy will be subject to review at a minimum of every two years and recommendations for changes will be submitted for review by the Pastoral Ministry Team of the Yellowstone Presbytery and subject to adoption by a simple majority vote of the presbytery until such time as it may become permanent policy.

**This proposed policy was approved by the Pastoral Ministry Team on May 10, 2018**

I am grateful for a dedicated group who serve as members of the Pastoral Ministry Team:

RE Charlie Brown

TE JP Carlson

TE Susi Ennis

RE Chris Eriksen

RE Gayle Holland

TE Doug Johnson

TE Dan Krebill

RE Veva Larsen

RE Linda Smith

TE Dave Thompson

Respectfully Submitted,

The Rev. Dave Thompson, Chair

## Pastoral Ministry Team's recommendation for 2019 Minimum Salaries

These figures represent a 2% increase in minimum salaries for 2019 and are based on full time of a 40 hour work week. We acknowledge that Yellowstone Presbytery remains near the bottom for compensation for pastors serving in the Presbyterian Church (USA). The PMT recognizes concerns about the minimum standards since these figures do not compensate a pastor enough to live without financial stress.

### Full-Time Pastor in 0-3 years of Ordained Ministry:

Cash \$35,290

Housing \$10,587 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$45,877

Board of Pension dues (Medical/Retirement/Death/Disability) \$16,975

Continuing Education \$600 (cumulative to 3 years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

### Full-Time Pastor in 4 or more years of Ordained Ministry:

Cash \$36,875

Housing \$11,060 (The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.)

Effective Salary \$47,945

Board of Pension dues (Medical/Retirement/Death/Disability) \$17,740

Continuing Education \$600.00 (cumulative to 3 years)

Travel - Vouchered at the current federal rate

Study Leave - 2 weeks (cumulative to 6 weeks) including 2 Sundays

Vacation - 4 weeks including 4 Sundays

Family Leave - Each church shall develop a Family Leave Policy

### Commissioned Ruling Elder (CRE)

The CRE salary is 75% of the Full-Time Pastor salary, pro-rated for part-time.





**REPRESENTATION/NOMINATION TEAM REPORT TO YELLOWSTONE PRESBYTERY  
NOVEMBER 2018**

The Representation/Nomination Team worked faithfully and prayerfully to fulfill the work entrusted to us as we sought people who were qualified and felt called to serve on Yellowstone Presbytery teams for the terms. Team members did an outstanding job in seeking qualified people to say “yes” to God’s call for service. I am very grateful for team members Jody McDevitt, Robert Culbertson, Teresa Kendall and George Goodrich, our faithful staff person, for the good job they have done.

With the recent announcements from Susan Barnes and Katie Emery concerning their departure from the Presbytery, the Team will have two positions on the Camping and Youth Ministry Team to fill. We will continue our work into the coming year and plan to have nominations for those positions available at or before the next stated Presbytery meeting.

You will see a fairly good, though not perfect, balance of TE/RE, male/female, cultural background, and geographic representation. The largest discrepancy is in the male/female balance on the Camping and Youth Ministry Team which will have two males and six females serving if those nominated are elected. The highest priority was given to finding and nominating the right persons to the available positions. We on the Team thank everyone who considered serving, whether you felt the time was right for you to accept a particular position or not.

Respectfully submitted,  
Caroline Fleming, Team Moderator

**ACTION ITEMS:**

1. ***The Representation/Nomination Team recommends the Yellowstone Presbytery Standing Rules be set aside to allow the following:***
  - a. ***10 people to serve on the Leadership Cabinet and***
  - b. ***Teresa Kendall to serve as Moderator of Leadership Cabinet for a one-year term.***
  
2. ***Working together and led by God’s Spirit, the Representation/Nomination Team commends to Yellowstone Presbytery the following slate of officers, moderators and team members for your election. Those listed in bold and underlined are the nominees. Other team members are listed so you can see the representation balance on each team.***

**Moderator of Presbytery:**                      **TE - Susan Ennis**

**Vice Moderator of Presbytery:**            **RE - Russ Kline**

**LEADERSHIP CABINET****2019 Moderator:**     **TE – Teresa Kendall**

Class of 2019

RE - Suzanne Bratsky

RE - Dan Holland

RE - Paul Helland

Class of 2020

TE – Susie Ennis (2019 Moderator of Presbytery)

TE – Teresa Kendall (2019 moderator of Leadership Cabinet)

RE – Julie Boksich

**Class of 2021****TE- Susan Thomas****RE – Jack Bell****RE – Russ Kline (Vice Moderator of Presbytery)****TE - Diane White****PASTORAL MINISTRY TEAM:****2019 Moderator:**     **Dave Thompson**

Class of 2019

RE – Gayle Holland

TE – Dan Krebill

TE – Dave Thompson (2019 Moderator of Pastoral Ministry team)

**RE - Linda Smith**

Class of 2020

TE – JP Carlson

RE – Chris Eriksen

TE – Doug Johnson

RE – Veva Larson

**Class of 2021****RE – Charlie Brown****RE - Debbie Blackburn****TE – Debbie Funke****RE - Graham Smith****CAMPING and YOUTH MINISTRY TEAM (8)****2019 Moderator:**     **Curt Kochner**

## Class of 2019

RE – Curt Kochner (2019 Moderator of Camping and Youth Ministry Team)  
 TE – Susan Barnes  
 TE – Cathy McLean

## Class of 2020

RE – Cynthia Kessler  
 TE – Katie Emery

**Class of 2021**

**TE - Garret Mostowski**  
**RE - Sandy Welch**  
**Kristin Kochner**

**PERMANENT JUDICIAL COMMISSION (6-year term)**

## Class of 2020

RE - Gary Slagel  
**RE - Sharla Helland**

## Class of 2022

TE – Lanny Rounds  
 TE – Jody McDevitt

**Class of 2024**

**TE - Neva Rathbun**  
**RE – John Patterson**  
**RE - Pam Jackson**

**SYNOD COMMISSIONERS - 2 year terms**

## Class of 2020

**RE - Jim Tarr**  
**TE – Kathy Goodrich**

**GA COMMITTEE ON PREPARATION FOR MINISTRY - EXAM READER**

The Representation/Nomination Team commends the following names, selected by the Pastoral Ministry Team, for affirmation:

**TE: Susie Ennis**  
**Alternate Susan Thomas**



Narrative Report  
Yellowstone Presbytery  
Budget & Finance  
November 2-3 Presbytery Meeting

Our report has four attachments, which serve to supplement this narrative. The attachments are:

- 1) September 30, 2018 Treasurer's report (composed of three separate files.) It is presented for informational purposes only
- 2) 2019 Proposed budget (one file.) Budget & Finance also submits the following action items.

Action Item:

On behalf of the Leadership Cabinet we request Presbytery approve the 2019 budget.

Action Item:

On behalf of the Leadership Cabinet we request Presbytery approve the following 2019 Per Capita amounts:

Presbytery	\$41.55
Synod	3.50
GA	<u>8.95</u>
Total	\$54.00
	=====

For informational purposes, the 2018 per capita breakdown is presented below:

Presbytery	\$40.77
Synod	3.50
GA	<u>7.73</u>
Total	\$52.00
	=====

Additional information:

The proposed total per capita amount represents a \$2.00 increase from 2018, \$1.22 of which represents an increase in the General Assembly portion of the total. This is the third consecutive year per capita has been raised after several years during which it was unchanged. Yellowstone Presbytery saw a 75 member decrease during the past year, 60 members the year before, and a 200 member decrease the year before that (membership as of 12/31/2017 is now 1,621.) The Leadership Cabinet does not take these increases lightly, but in the face of the decreased enrollment we feel we have no alternative. Compounding this trend is the reduced amount of block grant funds provided by the Synod. During 2018 the Synod of the Rockies will

have sent us \$19,515, however, that amount will go to zero in 2019. The Leadership Cabinet feels that it is important to begin replacing that revenue stream through various measures including per capita.

The Leadership Cabinet recognizes that we preside over a vibrant, loving community of disciples. The vastness of our geography coupled with declining enrollment, pulpit vacancies, and theological challenges all combine to stretch our resources thin. Yet we persevere and place considerable reliance on volunteers within the bounds of the Presbytery. We are also grateful that individuals as well as congregations contribute funds on top of the per capita amounts to help keep the lights on and the machinery humming. This machinery then provides resources for congregations so they will be able to continue equipping the saints in their own communities. We encourage this additional support to continue in light of the diminished support from Synod, as well as a form of affirmation for the important work the staff and various teams within the Presbytery provide to you all which includes, but is not limited to, the following:

- \*Pastoring pastors
- \*Youth activities (summer camps and winter retreat)
- \*Pulpit supply
- \*Regional clusters
- \*Whitworth interns
- \*Discernment issues

With respect to the proposed budget for 2019, we should point out that it includes a 3% increase for all personnel. In addition we are pleased to report that the results thus far for 2018 are better than anticipated, so it is quite likely that we will not have to dip into reserves to the extent budgeted for 2018. This will in turn extend our life expectancy farther into the future.

Respectfully submitted,

Dan Holland, Budget & Finance  
406-388-0878  
[djhollandcpa@mindspring.com](mailto:djhollandcpa@mindspring.com)

<b>Presbytery of Yellowstone-Administrative</b>						
		<b>Actual</b>				
<b>Account</b>		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
<b>ID</b>	<b>Account Name</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
4.01.1000	Per Capita Presby	62,231	64,649	104%	60,617	
4.01.1010	Per Capita Synod	5,342	5,525	103%	5,106	
4.01.1020	Per Capita GA	11,799	12,286	104%	13,057	
4.01.1025	Prior Year Per Capita		0			
4.01.1821	Block Grant	10,000	19,515	195%	0	
	Transfer-Springhill fund	3,000				
	Transfer-W. Yellow.	30,000	0		40,000	
	Transfer-Gen. Admin fund	8,000	0			
	Transfer-Rest. Admin fund	5,563	0		14,930	
	Grants					
4.01.1900	Administrative Support	35,000	8,404	24%	35,000	
	<b>Total Budgeted Income</b>	170,935	110,379	65%	168,710	
		<b>Actual</b>				
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
		<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
		<b>PMT</b>				
	Meetings Exp	6,000	2,750	46%	4,000	
	Discern Team/Other	1,500	0	0%	1,500	
	<b>Total PMT</b>	7,500	2,750	37%	5,500	
		<b>Actual</b>				
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
		<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
		<b>Comm. On Nominations</b>				
	Nomination meetings	150	0	0%	150	
	Nomination other	50	0	0%	50	
	<b>Total Nominations</b>	200	0	0%	200	
		<b>Actual</b>				
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
		<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
		<b>St. Timothy's</b>				
	St. Tim's meetings	250	24	10%	250	
	St. Tim's other	50	43	86%	50	
	<b>Total St. Timothy's</b>	300	67	22%	300	
		<b>Actual</b>				
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
		<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
		<b>Delegates to other bodies</b>				
	Delegates meetings	600	0	0%	300	
	Delegates other	50	0	0%	50	
	<b>Total Delegates</b>	650	0	0%	350	
		<b>Actual</b>				
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
		<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
		<b>Payroll Taxes</b>				
	Medicare/Soc. Sec.	3,600	2,695	75%	3,800	
	W/C Insurance	375	0	0%	375	
	Unemployment	150	27	18%	150	
	<b>Total Payroll Taxes</b>	4,125	2,722	66%	4,325	
		<b>Actual</b>				
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>

	<b>Per Capita</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Per Capita GA	13,110	13,110	100%	14,508	
	Per Capita Synod	5,936	5,936	100%	5,674	
	Total Per Capita	19,046	19,046	100%	20,182	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Admin Mgr.</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Admin Mgr. Salary	25,081	18,811	75%	25,833	3% for all staff
	Admin Mgr travel	120	0	0%	120	
	Admin Mgr benefits	2,000	2,000	100%	2,000	
	Total Admin Mgr	27,201	20,811	77%	27,953	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>General Presbyter</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Housing	20,000	15,000	75%	20,000	
	GP Lodging	500	111	22%	500	
	GP meals	1,350	1,260	93%	1,350	
	GP miscellaneous	700	0	0%	700	
	Misc.-Kathy	2,000	684	34%	2,000	
	GP Pension	19,217	11,891	62%	15,922	
	Salary exp	9,500	7,237	76%	10,385	
	Study leave	700	0	0%	700	
	GP telephone/Conf calls	1,500	705	47%	1,500	
	GP travel	7,500	2,732	36%	7,500	
	Total General Presbyter	62,967	39,620	63%	60,557	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Stated Clerk</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Stated Clerk meals	50	0	0%	50	
	Stated Clerk misc.	500	505	101%	500	
	Pension exp.	3,846	2,137	56%	3,846	
	Stated Clerk salary	12,370	9,677	78%	12,741	
	Stated Clerk travel	0	0	#DIV/0!	0	
	Total Stated Clerk	16,766	12,319	73%	17,137	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Treasurer</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Treasurer Salary	7,520	5,640	75%	7,746	
	Total Treasurer	7,520	5,640	75%	7,746	
	<b>Subtotal Personnel</b>	<b>118,579</b>	<b>81,112</b>	<b>68%</b>	<b>117,718</b>	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Leadership Cabinet</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	LC meetings	2,500	2,659	106%	2,500	
	LC other	500	232	46%	500	
	Legal	1,000	0	0%	1,000	
	Task Force meetings	500	0	0%	500	
	Total LC	4,500	2,891	64%	4,500	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Presbytery</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Presbytery meetings	7,600	4,898	64%	7,600	
	Presbytery other	700	157	22%	700	
	Total Presbytery	8,300	5,055	61%	8,300	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Presbytery Office</b>	<b>Budget</b>	<b>9/30/18</b>	<b>Budget</b>	<b>Prelim.</b>	
	Copies & postage	1,200	220	18%	800	
	Equipment	200	0	0%	200	
	Insurance	1,500	1,426	95%	3,000	
	Miscellaneous	460	-539	-117%	460	
	Rent	4,200	3,105	74%	4,200	



	Supplies	1,800	1,022	57%	1,500
	Telephone & Conf calls	2,500	2,375	95%	1,500
	Total Presby Office	11,860	7,609	64%	11,660
	<b>Total Expenses</b>	170,935	118,530	69%	168,710
	<b>Net</b>	0	-8,151		0

Presbytery of Yellowstone-Program						
Account		2,018	Actual	% of	2019	Notes
ID	Account Name	Budget	Through 9/30/18	Budget	Prelim.	
4.01.1210	General Mission pledge	21,500	19,705	92%	28,000	
4.01.1250	Prior year pledge					
4.01.1420	Summer camp fees	11,500	9,345	81%	10,000	
4.01.1430	Winter/summer/fall events	3,000	0	0%	2,500	
4.01.1440	Rental of camp	4,000	6,450	161%	10,000	
	Other Camp income (gifts/scholarships)	4,000	3,174	79%	1,000	
4.01.1810	Transfer from Designated	0	0	#DIV/0!	0	
	Transfer from Reserves	16,592	0	0%	9,472	
4.01.1500	Misc Program income	0	0	#DIV/0!	0	
	<b>Total Budgeted Income</b>	<b>60,592</b>	<b>38,674</b>	<b>64%</b>	<b>60,972</b>	
Camping & Youth						
		2,018	Actual	% of	2019	Notes
		Budget	Through 9/30/18	Budget	Prelim.	
	Copies & postage	100	449	449%	100	
	Facilities Maintenance	0	0	#DIV/0!	0	
	Insurance	6,292	5,700	91%	7,292	
	Publicity	200	423	212%	200	
	Camp caretaker	4,000	3,000	75%	4,000	
	Camp staff	12,000	12,207	102%	13,000	
	Food	3,500	3,114	89%	3,500	
	Miscellaneous	200	760	380%	200	
	Rental equip/rafting	1,000	920	92%	1,000	
	Supplies	500	1,013	203%	500	
	Swimming	150	124	83%	150	
	Transportation/Bus	350	872	249%	900	
	Utilities-Westminster Spires	2,750	3,087	112%	2,750	
	PCCCA membership	0	0	#DIV/0!	0	
	Triennium	1,500	0	0%	1,500	
	Camping travel	400	502	126%	500	
	Events misc.	4,000	80	2%	4,000	
	<b>Total Camping &amp; Youth</b>	<b>36,942</b>	<b>32,251</b>	<b>87%</b>	<b>39,592</b>	
PMT						
		2,018	Actual	% of	2019	Notes
		Budget	Through 9/30/18	Budget	Prelim.	
	PMT training	1,000	172	17%	1,000	
	Vocations other	1,700	0	0%	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>172</b>	<b>4%</b>	<b>4,700</b>	
Leadership Cabinet						
		2,018	Actual	% of	2019	Notes
		Budget	Through 9/30/18	Budget	Prelim.	
	Western Leadership misc.	0	0	#DIV/0!	0	
	Whitworth Fellows	2,500	2,500		0	E&E Fund
	Intermountain Children	1,000	0		1,000	
	<b>Total LC</b>	<b>3,500</b>	<b>2,500</b>	<b>71%</b>	<b>1,000</b>	
MT Ass. of Churchs						
		2,018	Actual	% of	2019	Notes
		Budget	Through 9/30/18	Budget	Prelim.	
	MAC membership	3,500	0	0%	3,500	

	MAC representation	300	0	0%	300	
	Total MAC	3,800	0	0%	3,800	
			<b>Actual</b>			
		<b>2,018</b>	<b>Through</b>	<b>% of</b>	<b>2019</b>	<b>Notes</b>
	<b>Presbytery</b>	<b>Budget</b>	<b>9/30/18</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	7,650	5,625	74%	7,880	
	Total Presbytery	11,650	5,625	48%	11,880	
	<b>Total Expenses</b>	<b>60,592</b>	<b>40,548</b>	<b>67%</b>	<b>60,972</b>	
	<b>Net</b>	<b>0</b>	<b>-1,874</b>		<b>0</b>	

**Administrative Reserve Funds:**

<u>Fund</u>	<u>Balance @ 1/1/2018</u>	<u>Anticipated 2018 transfers</u>	<u>Balance available for 2019</u>	<u>Budgeted 2019 transfers</u>	<u>Balance available for 2020</u>
General Admin. Reserve	8,255.07	0.00	8,255.07	0.00	8,255.07
Restricted Admin. Reserve	45,587.77	0.00	45,587.77	14,930.00	30,657.77
Springhill Fund	2,563.74	2,563.74	0.00	0.00	0.00
West Yellowstone Fund	54,000.00	3,000.00	51,000.00	40,000.00	11,000.00
Total Admin.	110,406.58	5,563.74	104,842.84	54,930.00	49,912.84

**Program Reserve Funds:**

<u>Fund</u>	<u>Balance @ 1/1/2018</u>	<u>Anticipated 2018 transfers</u>	<u>Balance available for 2019</u>	<u>Budgeted 2019 transfers</u>	<u>Balance available for 2020</u>
General Program Reserve	44,401.96	10,000.00	34,401.96	9,472.00	24,929.96
Total Program	44,401.96	10,000.00	34,401.96	9,472.00	24,929.96

**Presbytery of Yellowstone - Bozeman MT**  
**Balance Sheet as of September 30, 2018**

Tuesday, October 23, 2018

Page 1 of 2

Account #	Account Name	Beginning Balance	YTD Balance
<b>Assets</b>			
1.00.1010.0000	Checking Account #3133214	89,430.61	27,082.99
1.00.1020.0000	Petty Cash	22.18	22.18
1.00.1030.0000	Money Market #129013355	185,118.51	185,257.02
1.00.1031.0000	St Timothy M. M #1 #3531961	1,500.00	1,500.00
1.00.1032.0000	St. Timothy MM #2 #129013686	1,500.00	1,500.00
	<b>Total Current Assets</b>	<b>\$277,571.30</b>	<b>\$215,362.19</b>
1.00.1040.0000	Beartooth Electric Coop	1,337.70	1,337.70
	<b>Total Other Assets</b>	<b>\$1,337.70</b>	<b>\$1,337.70</b>
1.00.1065.0000	St Timothy Chapel #1 52001085	246,376.70	280,537.23
1.00.1070.0000	St Timothy Chapel #2 52006024	92,249.03	98,118.86
1.00.1072.0000	St Timothy #3 New Covenant Fund	20,695.43	20,438.07
1.00.1075.0000	Bozeman Campus 000104537	60,971.10	60,212.81
1.00.1080.0000	Partnership Fund MM 129013793	45,312.00	45,332.34
	<b>Total Principal Restricted</b>	<b>\$465,604.26</b>	<b>\$504,639.31</b>
	<b>Total Assets</b>	<b>\$744,513.26</b>	<b>\$721,339.20</b>
<b>Liabilities</b>			
2.00.2120.1000	Payroll - Federal	682.44	660.04
2.00.2120.2000	Payroll State	1,469.00	1,302.00
2.00.2120.2145	Employee Retirement Liability	0.00	260.00
2.00.2140.0000	G. Goodrich Flex Plan	(0.53)	(0.53)
2.00.2141.0000	S. Seibert Flex Plan	(0.37)	(300.37)
	<b>Total Payroll Liabilities</b>	<b>\$2,150.54</b>	<b>\$1,921.14</b>
2.00.2125.0000	Employee Roth Liability	0.00	1,000.00
2.00.2160.0000	Prepaid 2016 GP Expenses	1,245.29	1,245.29
	<b>Total Liabilities</b>	<b>\$3,395.83</b>	<b>\$4,166.43</b>
<b>Fund Balance</b>			
3.01.2700.0000	Unreserved Fund Balance	15,187.51	5,162.32
3.02.2800.0000	General - Administrative	8,255.07	8,255.07
3.03.2805.0000	General - Program	37,136.97	37,136.97
3.04.2700.0000	General - Restricted Admin.	45,587.77	45,587.77
	<b>Total General Fund Balance</b>	<b>\$106,167.32</b>	<b>\$96,142.13</b>
3.19.2815.0000	Camp Scholarship Camp. & Youth	3,553.04	993.04
3.27.2825.0000	Clergy Emergency Fund COM	1,160.00	1,160.00
3.39.2840.0000	Linda Hofer Education	17,488.40	17,936.40
3.43.2845.0000	Equip and Encourage	37,830.44	37,830.44
3.47.2850.0000	Partnership- Available COM	1,780.45	1,800.79
3.49.2700.0000	Co-General Presbyters' Discretionary	450.14	450.14
3.51.2855.0000	Peace Making Offering Mission	1,916.32	1,988.52
3.56.1220.0000	Special Offering Other Fund	0.00	99.40
3.63.2870.0000	Revamp Camp -Camp. & Youth	845.95	1,645.95
3.65.2825.0000	Springhill Funds	2,563.74	2,563.74
3.67.2875.0000	St. Timothy's Money Market #1	1,510.00	1,510.00
3.68.2877.0000	St Timonthy Money Market #2	1,637.16	1,637.16
3.75.2885.0000	Social Justice	6,136.57	6,275.08
3.85.2850.0000	Westminister Spires Camp Upgrades Balance	2,083.41	376.52
	<b>Total Designated funds</b>	<b>\$78,955.62</b>	<b>\$76,267.18</b>
3.69.2825.0000	Triennium Balance	8,231.94	8,231.94
3.72.2872.0000	St. Timothy #3 New Covenant Fund Balance	20,695.43	20,438.07
3.86.2850.0000	Grant - Evangelism Balance	1,250.13	1,250.13

**Presbytery of Yellowstone - Bozeman MT**  
**Balance Sheet as of September 30, 2018**

Tuesday, October 23, 2018

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Account #	Account Name	Beginning Balance	YTD Balance
3.90.2910.0000	Higher Education Grant Fund	28,931.10	23,372.81
3.92.2920.0000	St. Timothys #1 (PC USA) Found	246,376.70	280,537.23
3.93.2921.0000	St. Timothys #2 (PC USA) Found	92,249.03	98,118.86
3.94.2930.0000	Partnership Fund Principal COM	43,999.71	43,999.71
<b>Total Restricted Fund Balances</b>		<b>\$441,734.04</b>	<b>\$475,948.75</b>
3.50.2875.0000	Co-General Presbyters' Study Leave Balance	1,400.00	1,400.00
3.64.2825.0000	Rural Ministry Grant Balance	3,753.00	2,657.26
3.66.2850.0000	West Yellowstone Funds Balance	54,000.00	54,000.00
3.80.2850.0000	Workshop Balance	220.00	220.00
3.81.2850.0000	Restricted Disaster Balance	1,650.00	1,650.00
3.82.0000.0000	PDA Wildfire Grant Balance	7,500.00	0.00
3.91.2915.0000	Presbytery Continuing Education	3,716.92	616.92
3.95.4000.0000	St. Timothy Roof Repair Balance	42,020.53	8,270.53
<b>Total Fund Balance</b>		<b>\$741,117.43</b>	<b>\$717,172.77</b>
<b>Total Liabilities and Fund Balance</b>		<b>\$744,513.26</b>	<b>\$721,339.20</b>

**Presbytery of Yellowstone - Bozeman MT**  
**Treasurer's Report as of September 2018 for General Fund (Administrative)**

Tuesday, October 23, 2018

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Account #	Account Name	Period Activity	YTD Balance	Annual Budget	Annual Budget Remaining
<b>Income</b>					
4.01.1000.0000	Per Capita Presbytery Inc.	209.78	64,649.14*	62,231.00	(2,418.14)
4.01.1010.0000	Per capita Synod	47.84	5,524.83*	5,342.00	(182.83)
4.01.1020.0000	Per capita GA	106.38	12,286.03*	11,799.00	(487.03)
	<b>Per Capita</b>	<b>\$364.00</b>	<b>\$82,460.00</b>	<b>\$79,372.00</b>	<b>(\$3,088.00)</b>
4.01.1821.0000	Block Grant - Administrative	0.00	19,514.60*	10,000.00	(9,514.60)
	<b>Synod Partnership Funds</b>	<b>\$0.00</b>	<b>\$19,514.60</b>	<b>\$10,000.00</b>	<b>(\$9,514.60)</b>
4.01.1900.0000	Administrative Support	0.00	8,404.00	35,000.00	26,596.00
	<b>Total Other income</b>	<b>\$0.00</b>	<b>\$8,404.00</b>	<b>\$35,000.00</b>	<b>\$26,596.00</b>
4.01.4005.0000	Transfer-Springhill Fund	0.00	0.00	3,000.00	3,000.00
4.01.4010.0000	Transfer-W. Yellowstone	0.00	0.00	30,000.00	30,000.00
4.01.4020.0000	Transfer-Gen.Admin Fund	0.00	0.00	8,000.00	8,000.00
4.01.4030.0000	Transfer-Restricted Admin Fund	0.00	0.00	5,563.00	5,563.00
	<b>Transfers</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$46,563.00</b>	<b>\$46,563.00</b>
	<b>Total Income</b>	<b>\$364.00</b>	<b>\$110,378.60</b>	<b>\$170,935.00</b>	<b>\$60,556.40</b>
<b>Expense</b>					
5.01.2840.0000	COM/Vocation Meetings	647.59	2,749.93	6,000.00	3,250.07
5.01.2845.4000	COM/Vocation Other Expenses	0.00	0.00		
5.01.2846.4000	Pastoral Discernment Team	0.00	0.00	1,500.00	1,500.00
	<b>Pastoral Ministry Team</b>	<b>\$647.59</b>	<b>\$2,749.93</b>	<b>\$7,500.00</b>	<b>\$4,750.07</b>
5.01.3401.3500	Nomination Meetings	0.00	0.00	150.00	150.00
5.01.3401.4000	Nominations Other	0.00	0.00	50.00	50.00
	<b>Committee on Nominations</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$200.00</b>	<b>\$200.00</b>
5.01.4301.3500	St. Tim's Meetings	23.75	23.75	250.00	226.25
5.01.4301.4000	St. Tim's Other	43.46	43.46*	50.00	6.54
	<b>Com. on St Timothys Chapel</b>	<b>\$67.21</b>	<b>\$67.21</b>	<b>\$300.00</b>	<b>\$232.79</b>
5.01.5201.3500	Delegate's Meetings	0.00	0.00	600.00	600.00
5.01.5201.4000	Delegates Other	0.00	0.00	50.00	50.00
	<b>Delegates to Other Bodies</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$650.00</b>	<b>\$650.00</b>
5.01.6700.3800	Medicare/Social Security	279.02	2,694.84	3,600.00	905.16
5.01.6700.8100	Work Comp Insurance	0.00	0.00	375.00	375.00
5.01.6700.8200	Unemployment Taxes	0.00	27.18	150.00	122.82
	<b>Payroll Taxes</b>	<b>\$279.02</b>	<b>\$2,722.02</b>	<b>\$4,125.00</b>	<b>\$1,402.98</b>
5.01.7001.4000	Per Capita GA Expenses Misc	0.00	13,110.08*	13,110.00	(0.08)
5.01.7002.4000	Per Capita Synod Expense Misc	0.00	5,936.00*	5,936.00	0.00

**Presbytery of Yellowstone - Bozeman MT**  
**Treasurer's Report as of September 2018 for General Fund (Administrative)**

Tuesday, October 23, 2018

Page 2 of 3

Account #	Account Name	Period Activity	YTD Balance	Annual Budget	Annual Budget Remaining
	<b>Per Capita</b>	<b>\$0.00</b>	<b>\$19,046.08</b>	<b>\$19,046.00</b>	<b>(\$0.08)</b>
5.01.7301.1100	Admin Mgr.Benefits	0.00	2,000.00*	2,000.00	0.00
5.01.7301.6600	Admin Mgr Salary	2,090.08	18,810.72*	25,081.00	6,270.28
5.01.7301.7800	Admin Mgr Travel	0.00	0.00	120.00	120.00
5.01.7301.8100	Admin Mgr FLEX Plan	0.00	0.00		
	<b>Admin. Manager</b>	<b>\$2,090.08</b>	<b>\$20,810.72</b>	<b>\$27,201.00</b>	<b>\$6,390.28</b>
5.01.7302.3100	Housing	1,666.66	14,999.94	20,000.00	5,000.06
5.01.7302.3600	GP Lodging	0.00	111.19	500.00	388.81
5.01.7302.3700	GP Meals	232.58	1,260.04*	1,350.00	89.96
5.01.7302.4000	GP Miscellaneous	0.00	0.00	700.00	700.00
5.01.7302.4001	Miscellaneous Expenses - Kathy	0.00	683.60	2,000.00	1,316.40
5.01.7302.4900	GP Pension	1,321.17	11,890.53	19,217.00	7,326.47
5.01.7302.6600	Salary Exp.	804.16	7,237.44*	9,500.00	2,262.56
5.01.7302.7300	Study Leave	0.00	0.00	700.00	700.00
5.01.7302.7500	GP Telephone & Conference Calls	78.15	705.07	1,500.00	794.93
5.01.7302.7800	GP Travel	0.00	2,731.53	7,500.00	4,768.47
5.01.7302.8100	FLEX Plan Expenses Exp.	0.00	0.00		
	<b>General Presbyter</b>	<b>\$4,102.72</b>	<b>\$39,619.34</b>	<b>\$62,967.00</b>	<b>\$23,347.66</b>
5.01.7304.3700	Stated Clerk Meals	0.00	0.00	50.00	50.00
5.01.7304.4000	Stated Clerk Miscellaneous	0.00	504.67*	500.00	(4.67)
5.01.7304.4900	Pension Exp.	213.66	2,136.55	3,846.00	1,709.45
5.01.7304.6600	Stated Clerk Salary	1,030.82	9,677.44*	12,370.00	2,692.56
	<b>Stated Clerk</b>	<b>\$1,244.48</b>	<b>\$12,318.66</b>	<b>\$16,766.00</b>	<b>\$4,447.34</b>
5.01.7306.6600	Treasurer Salary	626.66	5,639.94	7,520.00	1,880.06
	<b>Treasurer</b>	<b>\$626.66</b>	<b>\$5,639.94</b>	<b>\$7,520.00</b>	<b>\$1,880.06</b>
	<b>Personnel</b>	<b>\$8,063.94</b>	<b>\$78,388.66</b>	<b>\$114,454.00</b>	<b>\$36,065.34</b>
5.01.7601.3500	Council Meetings	614.78	2,659.14*	2,500.00	(159.14)
5.01.7601.4000	Council Other	0.00	232.45	500.00	267.55
5.01.7601.8100	Legal	0.00	0.00	1,000.00	1,000.00
5.01.7801.3500	Task Force Meetings	0.00	0.00	500.00	500.00
	<b>Leadership Cabinet</b>	<b>\$614.78</b>	<b>\$2,891.59</b>	<b>\$4,500.00</b>	<b>\$1,608.41</b>
5.01.7901.3500	Presbytery Meetings	0.00	4,898.38	7,600.00	2,701.62
5.01.7901.4000	Presbytery Other	0.00	156.70	700.00	543.30
	<b>Presbytery Expenses</b>	<b>\$0.00</b>	<b>\$5,055.08</b>	<b>\$8,300.00</b>	<b>\$3,244.92</b>
5.01.8201.2400	Office Copies & Postage	50.00	220.00	1,200.00	980.00
5.01.8201.2600	Equipment Exp.	0.00	0.00	200.00	200.00



**Presbytery of Yellowstone - Bozeman MT**  
**Treasurer's Report as of September 2018 for General Fund (Administrative)**

**Tuesday, October 23, 2018**

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Account #	Account Name	Period Activity	YTD Balance	Annual Budget	Annual Budget Remaining
5.01.8201.3200	Insurance Exp.	0.00	1,425.60*	1,500.00	74.40
5.01.8201.4000	Office Miscellaneous	0.00	(538.73)	460.00	998.73
5.01.8201.6100	Rental -Office	345.00	3,105.00	4,200.00	1,095.00
5.01.8201.7400	Office Supplies	0.00	1,022.48	1,800.00	777.52
5.01.8201.7500	Office Telephone & Conference Calls	263.68	2,374.53*	2,500.00	125.47
	<b>Presbytery Office</b>	<b>\$658.68</b>	<b>\$7,608.88</b>	<b>\$11,860.00</b>	<b>\$4,251.12</b>
	<b>Total Expense</b>	<b>\$10,331.22</b>	<b>\$118,529.45</b>	<b>\$170,935.00</b>	<b>\$52,405.55</b>
	<b>Difference</b>	<b><u>(\$9,967.22)</u></b>	<b><u>(\$8,150.85)</u></b>	<b><u>\$0.00</u></b>	

\* = Income/Expense exceeds amount budgeted to date

**Presbytery of Yellowstone - Bozeman MT**  
**Treasurer's Report as of September 2018 for General Fund (Program)**

Tuesday, October 23, 2018

Page 1 of 2

Account #	Account Name	Period Activity	YTD Balance	Annual Budget	Annual Budget Remaining
<b>Income</b>					
4.01.1210.0000	General Mission Pledge	1,420.00	19,705.00*	21,500.00	1,795.00
	<b>Pledge</b>	<b>\$1,420.00</b>	<b>\$19,705.00</b>	<b>\$21,500.00</b>	<b>\$1,795.00</b>
4.01.1420.0000	Summer Camp Fees	0.00	9,345.00*	11,500.00	2,155.00
4.01.1430.0000	Winter, Summer, Fall Events	0.00	0.00	3,000.00	3,000.00
4.01.1440.0000	Rental of Camp Facilities	0.00	6,450.00*	4,000.00	(2,450.00)
4.01.1445.0000	Other Camp Income (Gifts)	0.00	0.00	4,000.00	4,000.00
4.01.1459.0000	Camp Other Income	3,174.45	3,174.45	0.00	(3,174.45)
	<b>Camp Income</b>	<b>\$3,174.45</b>	<b>\$18,969.45</b>	<b>\$22,500.00</b>	<b>\$3,530.55</b>
4.01.4090.0000	Transfer from Reserves	0.00	0.00	16,592.00	16,592.00
	<b>Program Transfers</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$16,592.00</b>	<b>\$16,592.00</b>
	<b>Total Income</b>	<b>\$4,594.45</b>	<b>\$38,674.45</b>	<b>\$60,592.00</b>	<b>\$21,917.55</b>
<b>Expense</b>					
5.01.1351.2400	Copies & Postage Exp.	449.14	449.14*	100.00	(349.14)
5.01.1351.3200	Insurance	0.00	5,699.62*	6,292.00	592.38
5.01.1351.5700	Publicity	423.12	423.12*	200.00	(223.12)
5.01.1360.1200	Camp Caretaker	333.33	2,999.97*	4,000.00	1,000.03
5.01.1360.1400	Camp Staff	0.00	12,207.38*	12,000.00	(207.38)
5.01.1360.2900	Food	525.29	3,113.77*	3,500.00	386.23
5.01.1360.4000	Miscellaneous Exp.	114.00	760.00*	200.00	(560.00)
5.01.1360.6200	Rental Equipment-Rafting	0.00	920.00*	1,000.00	80.00
5.01.1360.7400	Supplies	1,013.07	1,013.07*	500.00	(513.07)
5.01.1360.7490	Swimming	124.00	124.00*	150.00	26.00
5.01.1360.7710	Transportation-Bus	0.00	872.11*	350.00	(522.11)
5.01.1360.8300	Utilities: Westminster Spires	448.79	3,087.18*	2,750.00	(337.18)
5.01.1380.6010	Triennium	0.00	0.00	1,500.00	1,500.00
5.01.1390.4000	Events Miscellaneous	80.00	80.00	4,000.00	3,920.00
5.01.1395.4000	Admin Travel & Meals	445.83	502.08*	400.00	(102.08)
	<b>Camping &amp; Youth</b>	<b>\$3,956.57</b>	<b>\$32,251.44</b>	<b>\$36,942.00</b>	<b>\$4,690.56</b>
5.01.2849.7700	Committee on Ministry-Training	172.35	172.35	1,000.00	827.65
5.01.2852.4000	Emergency Career Counseling Exp.	0.00	0.00	1,000.00	1,000.00
5.01.2853.4000	Vocations-Other	0.00	0.00	1,700.00	1,700.00
5.01.2854.4000	Congregation Ministry Misc	0.00	0.00	1,000.00	1,000.00
	<b>Pastoral Ministry Team</b>	<b>\$172.35</b>	<b>\$172.35</b>	<b>\$4,700.00</b>	<b>\$4,527.65</b>
5.01.3185.4000	Intermountain Childrens Home	0.00	0.00	1,000.00	1,000.00
5.01.3285.4000	Whitworth Fellows	0.00	2,500.00*	2,500.00	0.00

**Presbytery of Yellowstone - Bozeman MT**  
**Treasurer's Report as of September 2018 for General Fund (Program)**

**Tuesday, October 23, 2018**

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Account #	Account Name	Period Activity	YTD Balance	Annual Budget	Annual Budget Remaining	
	<b>Leadership Cabinet</b>		<b>\$0.00</b>	<b>\$2,500.00</b>	<b>\$3,500.00</b>	<b>\$1,000.00</b>
5.01.5851.4000	MAC Membership Miscellaneous	0.00	0.00	3,500.00	3,500.00	
5.01.5852.4000	MAC Representation Misc	0.00	0.00	300.00	300.00	
	<b>Mt. Association of Churches</b>		<b>\$0.00</b>	<b>\$3,800.00</b>	<b>\$3,800.00</b>	
5.01.7950.4000	Presbytery Program Other	0.00	0.00	3,000.00	3,000.00	
5.01.7960.4000	Cluster Meetings	0.00	0.00	1,000.00	1,000.00	
5.01.7970.4000	Allocated GP Salary	625.00	5,625.00	7,650.00	2,025.00	
	<b>Presbytery Expenses</b>		<b>\$625.00</b>	<b>\$5,625.00</b>	<b>\$11,650.00</b>	<b>\$6,025.00</b>
	<b>Total Expense</b>		<b>\$4,753.92</b>	<b>\$40,548.79</b>	<b>\$60,592.00</b>	<b>\$20,043.21</b>
	<b>Difference</b>		<b><u>(\$159.47)</u></b>	<b><u>(\$1,874.34)</u></b>	<b><u>\$0.00</u></b>	

\* = Income/Expense exceeds amount budgeted to date



**St. Timothy's Memorial Chapel Committee (STMCC)**  
**Report to Yellowstone Presbytery**  
**November – 2018**

**2018 Summer Worship** – We had a total of 425 worshipers in attendance at our 13 worship services. This is very close to the last 5 year average attendance of 428. However, giving (\$4,232) was about \$1,000 down from the last 5 year average \$5,329.

**Columbarium** – A brochure on the columbarium has been developed and will be placed on our web site.

**Chapel Roof** – After additional negotiation with the insurance adjuster we received a settlement of \$67,500 for hail damage to the roof of the Chapel. We received 3 bids for reroofing the Chapel and the committee selected Team Construction, LLC as the contractor whose bid was \$67,500. We chose to replace the cedar shakes with a manmade slate shingles. Work is underway and the roof should be completed within a week.

**Music Concerts** – Five Music Concerts were held during 2018. Total attendance was 506.

**Weddings** – Five weddings and two Memorial Services were conducted at the Chapel this year. Additionally the 7<sup>th</sup> Day Adventists held their annual planning meeting at the Chapel

**2018 Maintenance Projects –**

- The gutter on the east side of the manse was replaced.
- With all the fires in the area we are seriously considering fire proofing the tree covered area on the chapel property between the access road and the chapel. This may not happen until next year.
- For the past two years we had a difficult time finding a painter to scrape, prime and paint the two crosses on the Chapel. We finally found a painter and got the crosses painted this year.

**2019 Maintenance Projects –**

- We discovered that the water well pump failed on Sept. 1 – the day before a scheduled Memorial Service. Fortunately we have an outdoor toilet and we provided bottled drinking water for the 30+ attendees. We have received a bid from a local drilling company for \$8,718 to replace the pump and will deal with that at our January meeting.

Ron Hanson  
10/22/18