

**Presbytery of Yellowstone – ZOOM Stated Meeting
Nov 6,7, 2020**

20-057. Opening of the Meeting

The Presbytery of Yellowstone met on Friday and Saturday, November 6, 7, 2020, Via Zoom format at 10:03 AM on Friday with prayer by the Moderator, RE Russ Kline. The theme for this meeting was
Shaken-Empowered-Sent

**20-058. Roll Call: (as taken from the registration forms and not as taken verbally or visually)
Ruling Elder Commissioners and Other RE's and visitors**

Anaconda	CRE Veva Larson (PMT), RE Cal Boyle (Delegate)
Billings First	RE Russ Kline (Moderator), RE Sandi Schoenberger
Billings St Andrew	RE Sandy Welch (Delegate)
Big Hole	RE Larry Boksich, RE Julie Boksich (LC, Vice Moderator)
Bozeman	RE Suzanne Bratsky (LC and PW), RE Ric Tieman (Treasurer)
Butte First	RE Chuck Wright (Delegate and CRE Seeker), Karolee Larson (Inquirer)
Colstrip	Re Gail Beckham (LC)
Deer Lodge	RE Marilyn Thomas (Delegate)
Dillon First	A
Ennis	A
Forsyth Federated	A
Hysham Community	RE Wayne Milmine (Delegate)
Jordan	A
Lewistown First	A
Manhattan	RE Debbie Blackburn (PMT Co-Moderator)
Miles City First	RE Caroline Fleming (Moderator Rep/Nom)
Phillipsburg St Paul's	A
Poplar First	A
Stanford First	A
Terry Community	RE Nancy Pehl
White Sulphur Springs	A
Wolf Point First	RE Jeff Harada, Visitor and presenter Jacki Harada

Minister Members

David Andrew (absent), Jim Bell (Excused), Priscilla Bell (absent), J P Carlson(present), Chuck Carlson (present), Paul Cannon (absent), Dick Davis (present), Paul Cousins (absent), John Dyce (absent), Brent Long (absent), Jody McDevitt (present), Warren (Rusty) Craig (present), Sherwood McKay (present), Dick Davis (present), Mary Davis (present), Steven A Hundley (present), Marcia Muir (absent), Sally Ralston (absent), Susi Ennis (present), Neva Rathbun (present), Debbie Funke (present), Harlan L Rounds (present), Jamie Schmeling (present), George Goodrich (present), Bill Swanson (absent), Kathy Goodrich (present), Susan Thomas (absent), Doug Johnson (excused), David Thompson (present), Larry Vandecreek (absent), Lowell Johnson (absent), Teresa Kendall (present), Kim Woeste (present), Dan Krebill (present), Paul Krebill (absent), Freeman McCall (present), Daniel Triller (present), Wenda Fry (absent), Deborah Schmidt (absent),

Commissioned Ruling Elder Members also listed with RE's above

CRE Veva Larson (Present) CRE Margee Smith (Absent)

RE Moderators 2020, Voting Members:

Russ Kline (present), Debbie Blackburn (PMT Co Moderator), Caroline Fleming (Rep/Nom)

RE Leadership Cabinet Voting Members:

Julie Boksich (present), Ric Tieman, Treasurer (present)

Corresponding member for meeting seated:

None

Staff with Voice:

RE Jim Tarr (Stated Clerk), RE Mellissa Bell (Asst Stated Clerk)

Visiting recognized with voice:

Jacki Harada (Presenter), RE Vilmarie Cintron-Oliveri (Presenter). RE Rob Hagan (Board of Pensions)

Balance check: Voting 15 RE's, Voting 21 MWS.

20-059. A quorum was declared based on a visual verification of the number of churches represented.

20-060. The moderator Russ Kline had opened the business section of the meeting with prayer and gave floor to the Stated Clerk for the presentation of the following motions:

- **It was voted, the docket** for the meeting was approved with one item removed.
- **The following Procedural Motion made by the Stated Clerk was approved:**
 1. That the roll for this meeting be established by email to; statedclerk@yellowstonepcusa.org
 2. Call in or Zoom attendees shall indicate in the email if they are a Member, Minister of Word and Sacrament, Elder Commissioner, Other Member with vote according to the presbytery standing rules, or guest.
 3. That written requests for absences received by the Stated Clerk be approved.
 4. That any Corresponding members present on the call phone be seated.
 5. 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.
 6. That the Moderator and the Stated Clerk be empowered to suggest and make adjustments to the Agenda during the meeting, as may be necessary, to provide for efficiency in reporting, and
 7. That all reports received at this meeting be accepted and if not supplied to the presbytery office in advance an electronic copy shall be supplied to the office of the stated clerk and the presbytery office immediately following the meeting in .DOC or .EXL format only.
- **The Rules for This Zoom Meeting were moved by the Stated Clerk and the Presbytery approved the following be established as rules of conduct of all participants at this meeting:**

1. All those present at the meeting shall gain practical skills needed to turn on the video and audio functions in Zoom as soon as possible as the meeting begins and to keep their audio microphone in the muted position until called upon or recognized to speak.
 2. All attendees who do not have their name attached to the screen showing who they are, will identify who they are and who they represent before speaking. (In ZOOM the 3 dots on your picture screen can be clicked and you can rename yourself and the Church you represent)
 3. The Moderator shall designate who can or cannot share documents before the meeting begins and all documents need to be posted in advance on the presbytery website or available to share will all at this meeting in digital format. (This means no paper handouts will be available to participants during a virtual meeting.)
 4. Attendance by phone only with no video will be subject to these same rules and must remain muted unless addressed to speak. When speaking, a phone call attendee must state name and church connection before addressing the body.
 5. Attendees when voting shall indicate in favor or opposed only when ask for a vote. Votes are cast by using the hand symbol in Zoom or visually raising of the hand and holding it until the vote can be counted. Phone in only participants will unmute and vote verbally after the visual votes are cast and before the determination of the vote is completed.
 6. During recesses and/or breaks attendees are to keep their computers on, turn off their video, but not the audio setting so they can hear when the meeting reconvenes. Log off when long recesses are planned or if an attendee must leave the meeting for any reason.
- **The following Omnibus motion was made by the Stated Clerk and was approved with an exception that the treasurers report would also be discussed in conjunction with the budget for 2021:**
1. The minutes of the Presbytery meeting March 6,7, 2020 draft 3, be approved as published on the Presbytery Website.
 2. The minutes of the meeting of the Presbytery May 16, 17, 2020 be approved as published on the website.
 3. The treasures report be accepted as presented.
 4. That the report of the Nominating Committee be considered as having also been reviewed and recommended as a report of the Presbytery Committee on Representation and being as diverse as possible considering the limited diversity of membership in this Presbytery.
 5. The minutes of this meeting is to show that the churches of the Presbytery were advised that the statistical report of the Presbytery will be due Feb 18, 2021.
 6. The minutes of this meeting shall reflect the Presbytery had conducted an updated review of its insurance and found it acceptable after the agency was changed.
 7. The previous MWS Alternate exam reader, MWS Susan Thomas will become the MWS exam reader for Yellowstone Presbytery replacing MWS Susi Ennis. An alternate MWS exam reader to be selected and appointed by the Pastoral Ministry Team.
 8. The Leadership Cabinet be given the authority of the Presbytery to conduct all actions related to the sale of the possible Presbyterian Church partial ownership of the Federated Church of Harlowton property should that prove necessary.

9. The minutes of this meeting shall report that there has been no call for a meeting of the Presbytery's PJC this year to date and that the following former members are still eligible to serve if needed; MWS Dan Krebill, RE Lloyd Mandeville, MWS Sally Ralston. HR
10. That the clerk reminded the Presbytery that there remains **6 Churches** in this Presbytery that **do not** have their Child and Youth Protection Policy either completed and/or on file at the Presbytery Office. **Churches were to complete this action By June 1, 2019.**
11. The churches who currently have a Child and Youth Protection Policy are encouraged to consider adding provisions to protect their elderly and developmentally disabled persons with similar protections.
12. That the clerk reported there are no churches who have presented their church records for review and 22 are yet to be completed this year or before the March 2021 meeting of the Presbytery. **This motion will also allow the Session Clerks of the churches** who are unable to attend this meeting, to send electronic copies for review to the Stated Clerk via email for review after this meeting.
13. If the way be clear to minutes of this meeting will record the following actions of the Presbytery:
 - a. That MWS Garrett Mostowski and MWS Sarah Logemann be dismissed to the Presbytery of Detroit.
 - b. That the MWS Susi Ennis be dismissed to the Presbytery of Peaks in Virginia.
14. End of Motion.

20-061. The Dwelling in the word Acts 16 - 23-34. The reading was led by RE Vilmarie Cintron-Oliveri. After hearing the words of the texts, the meeting was split into small group discussions for response to some prepared questions. After this the groups came together and brought forth their understandings to the assembly.

The dwelling sharing session was closed with a Prayer by Vilmarie.

20-062. The first reading of the Rep/Nom Report and Motions was made as attached in Exhibit A. The body was made aware a position on the PMT has no nominee and for them to consider making a nomination from the floor for this vacancy.

20-063. The Co GP report was given by George and Kathy Goodrich and is attached as **Exhibit B.** They also asked Vilmarie to talk about her concept of "Living in the Draft" and how we are still forming changes and rewrites of how we will move forward. George indicated it was like "building the plane while you are flying it". This means we are still not sure what lies ahead or how we will deal with the impacts.

20-064. A verbal report of the Camping and Youth Committee was made by the Rev. Daniel Triller Moderator. No camp was held this year but a training event for the CIT's and other staff was held and well attended so the program can continue next year with some of the staff trained continue needed activities.

20-065. Rob Hagan of the Board of Pensions presented a demonstration via ZOOM sharing on how a church or a participant can link to the PCUSA Giving site and make it so giving can easily be done on-line or thru a link on the Presbytery website church listing. He has an email available to help churches with their stewardship efforts dealing with the issues of the Covid-19 pandemic. Key is to make sure people know all the ways they can give gifts or offerings to the church. Rob can help individual churches if the wish to contact him.

Ric advised the offering from the worship this evening would go to the Montana Food Bank and How to give via the Presbytery website.

20-066. the meeting recessed from 2:00PM until 4:00pm with a prayer by the Moderator RE Russ Kline and the meeting reconvened at 4:00 PM with a prayer by the Moderator.

20-067. The Leadership Cabinet Report was presented by LC Moderator Teresa Kendall and is attached as **Exhibit C.** key points were:

1. LC is drafting a revised program for the training of CRE's who might be called to different ministries within this Presbytery.
 2. The Church in Harlowton was closed, and the final worship was attended by several members of the Presbytery.
 3. The sale of the Geyser Church Property was completed, and decisions made on how to use the funds received.
 4. The LC is recommending how to handle the sale of the McCallister Church property.
 5. A new accounting service has been hired to handle the accounts payable function.
 6. St Timothy Chapel and reporting procedures have been changed and some of the accounting issues have been resolved.
 7. Meeting Dates for 2021 were set and reported to be March 5,6, 2021, May 21,22, 2021, and Nov 5,6, 2021.
- **The presbytery voted** the offering for today's worship will go to the Montana Food Bank.
 - **It was voted** Article 5.02 of the standing rule set the term of office for the Moderator of the Leadership Cabinet as 1 year with renewable up to 3 years.
 - **It was voted** to dismiss the Geyser Commission with thanks of the Presbytery given to MWS Susi Ennis Moderator, Re Charlie Brown and RE Jim Tarr.
 - **It was voted** to form a commission to handle the sale to the McCallister Church Property.
 - **It was voted** to elect Dan Krebill Moderator, Re Charlie Mandeville and RE Dan Beekman to serve on the McAllister Property Sale Commission.
 - **It was Voted** to give authority to the Leadership Cabinet to determine how the funds from the McCallister sale will be distributed and most likely to be split between the Madison Valley Church and the Presbytery. (Consideration to be made because the MVPC has been maintaining the property for many years at their expense)

20-068. The Presbytery acknowledged the pending departure of the Rev. Susi Ennis who accepted a call to serve a PCUSA church in Covington Virginia. Susi was paid a tribute for her service in the Presbytery in so many ways it would be hard to list them all year. She has been a model for active service to the Presbytery by any MWS member and will be greatly missed. A prayer for Susi was rendered by MWS Teresa Kendall.

20-069. The Presbytery recognized the long service of MWS Harland (Lanny) Rounds who left the active roll of installed Pastor at FPC Butte for many years to become a Honorably Retired Member of this Presbytery. Lanny was given many comments of praise from the members of the Presbytery and acknowledged he will continue to be actively serving on 2 of the Presbytery Committees. A Prayer was Offered by MWS George Goodrich

20-070. The meeting recessed with a prayer by the moderator and then reconvened at 7:30 PM for worship. The service had several participants and Vilmarie provided the key message with George Goodrich opening the gathering with commentary and prayers. During the service we had words supplied by some of the churches regarding their concepts of Pods. This included input from the Dillon, Bozeman, and Deer Lodge Churches. All involved some study and prayers with some focused ministry function. Participants included in the worship were Kathy Goodrich, Chuck Wright, Jamie Schmeling (singing), Gail Beckham, Veva Larson, Suzanne Bratsky and Mary Davis.

20-071. The meeting reconvened at 9:02 Am Saturday with a prayer by the moderator RE Russ Kline.

20-072. The dwelling in the Word for the Saturday session was on Acts 1- vs 1-11 with leadership supplied by Vilmarie. During the discussion, we heard the news that Joe Biden was being declared as president elect. George Goodrich then offered a prayer for the nation. This scripture moved us in to breakout groups for more discussions on the roles we play as a people of God and responding to the prepared questions.

At the conclusion of the discussion MWS Daniel Triller offered a prayer for Vilmarie and her family.

20-073. Jackie Harada gave a presentation on how she is leading an on-line Sunday school at FPC Billings using Google Drive. About 200 youth are participating. She is open to explain how this works in detail for any church that is interested but she is thinking of changing to using You-Tube in the future.

20-074. The Pastoral Ministry Team report is attached as Exhibit D. The Presbytery conducted an examination of MWS David Bierschwale who has accepted a position as Chaplain at the Billing Clinic.

After some Q&A and a short talk from David about his intentions:

- **It was voted** to Approve David Bierschwale as an at large member of Yellowstone Presbytery.
- **It was voted** to establish the Salary Minimums for installed pastors as per the amounts posted on the website and part of the PT report.

It was announced Both Sarah Logemann and Garrett Mostowski have accepted a position with the Fort Street Presbyterian Church in Detroit, MI. and moved after Oct 1, 2020. A request for transfer from the Presbytery of Detroit has not yet been received.

It was announced that Rev. David Murchie a UCC Missionary is still being considered by the Forsyth, Colstrip and Hysham churches to serve as their pastors on a shared basis. At this time, the Presbytery cannot make any informed decisions.

20-075. The Rep/Nom submitted a 2nd reading of their motions and the Presbytery acted as follows:

1. It was voted that Section 5.01 of the Standing Rules be set aside for one year to allow the number of people serving on Leadership Cabinet to be 10 for the year 2021, and that Teresa Kendall be allowed to serve an additional one-year term on the Cabinet, giving her 7 years of service on the Cabinet.

➤ It was voted that Section 6.02.02 of the Standing Rules be set aside for one year to allow J.P. Carlson to serve an additional one-year term on the Pastoral Ministry Team, giving him 7 years of service on PMT, so he can continue in the position of Co-Moderator of the team for 2021.

➤ **It was voted** to elect RE Julie Boksich Moderator of the Presbytery year 2021

➤ **It was Voted** to elect MWS Dave Thompson as Vice Moderator year 2021

➤ **It was voted** To Re-elect MWS Teresa Kendall as Moderator of the Leadership Cabinet for 2021.

➤ **It was voted** to elect all the members of the cabinet and committees as listed in the Rep/Nom report. (It was noted one vacancy remains on the PMT class of 2022.)

20-076. The treasurer went over the budget for 2021 and explained the account codes were changing as the presbytery changed to Qwik Books as the new accounting system. The voucher codes also have changed so there is a new voucher the members will need to use and all expenses for 2020 will need to be turned in by Jan 8th.

➤ **It was voted** to approve the proposed Budget for 2021 (during discussion the Co-GP travel expense was change from a stated amount of \$2,000 to a final amount of \$8,000.) the corrected budget is attached as **Exhibit E**.

➤ **It was Voted** to make the Per Capita for 2021 to be a total of \$55.25 with a discount of \$1.25 for payment received by Feb 15, 2021.

It was pointed out that this budget requires George and Kathy to raise \$35,000 from church mission giving that needs to be raised and so far, only \$10,000 has been committed.

20-077. The clerk report is attached as exhibit F. In addition, the clerk reported on the meeting of the synod commissioners was in the meeting package. The Clerk also had attended the ZOOM meeting of the Mid Council Leaders on Nov 5th and the important discussion regarding making sure our pastors pay attention to details about their mental health during the added stress of serving fellowships during the Covid -19 Pandemic.

20-078. Presbyterian Women Report was given verbally by Suzanne Bratsky and she advised the annual Church Wide Gathering will be held Aug 5-8, 2021 in St Louis if all goes well. She also highlighted the Horizons Bible Study for 2021 on lament, the theme of this years General Assembly.

20-079.

➤ It was voted to adjourn the meeting at 12:30 PM with a prayer by the former moderator MWS Susi Ennis.

20-080. The next meeting of Yellowstone Presbytery will be held on Zoom or at a place to be determined on March 5, 6, 2021.

Jim Tarr

Stated Clerk

Attached: Exhibits A, B, C, D, E, F

Exhibit A. Rep/Nom

Representation/Nomination Team
Report to Yellowstone Presbytery
November 2020

The Representation/Nomination Team worked faithfully and prayerfully to secure qualified people who felt called to serve positions in and on behalf of Yellowstone Presbytery. The team worked together during four Zoom meetings and numerous emails to one another to fulfill the work entrusted to us. Team members did an outstanding job in discussing the needs we feel need to be raised to the Presbytery and in seeking qualified people to say “yes” to God’s call for service. I am grateful to Jody McDevitt, Robert Culbertson, Lanny Rounds, and George Goodrich, our faithful staff person, for the good job they have done.

You will see on the teams a good, though not perfect, balance of MWS/RE, cultural background, age, and geographic representation. The Leadership Cabinet will include 6 females and 4 males, for a total of 10 members, if the Presbytery approves the setting aside the Standing Rules to allow Teresa Kendall to serve one additional year on the Cabinet, for a total of 7 years of service. The Pastoral Ministry Team is will be composed of 6 males and 5 females with 1 position left to be filled, and the Camping and Youth Ministry Team will be made up of 4 males and 4 females if those nominated by the Representation/Nomination Team are elected. Team members gave highest priority to finding and nominating the right persons to fill 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

Working together and led by God’s Spirit, the Representation/Nomination Team recommends the following action items and slate of nominees to Yellowstone Presbytery:

Action Items

In seeking the best possible candidates, the team looked to what has worked well this past year and asks Yellowstone Presbytery to set aside the Standing Rules to allow two things to happen:

- 2. We recommend that Section 5.01 of the Standing Rules be set aside for one year to allow the number of people serving on Leadership Cabinet to be 10 for the year 2021, and that Teresa Kendall be allowed to serve an additional one-year term on the Cabinet, giving her 7 years of service on the Cabinet.**

Reasoning: Teresa Kendall has done an outstanding job as Moderator of Leadership Council; we believe it would be wise for her to serve on the Cabinet as Moderator for an additional year. This requires having 10 people serve on Leadership Cabinet in 2021 when Standing Rules have the number at 7 to 9 people.

- 3. We recommend that Section 6.02.02 of the Standing Rules be set aside for one year to allow J.P. Carlson to serve an additional one-year term on the Pastoral Ministry Team, giving him 7 years of service on PMT, so he can continue in the position of Co-Moderator of the team for 2021.**

Reasoning: Debbie Blackburn and J.P. Carlson have done an excellent job working together and co-moderating the Pastoral Ministry Team in 2020. This year (2020) was the first time we have had Co-Moderators for this team, and we would like to continue with the practice. Both are willing to continue to serve as co-moderators for the coming year.

- 4. If the way be clear following action on the preceding items 1 and 2, the Representation and Nomination Team commends to Yellowstone Presbytery the following slate of officers, moderators, and team members for your election:**

(NOTE: Names in green, bold and underlined are the nominees for election. All team members are listed so you can see the representation balance on each team.)

Moderator of Presbytery: **RE Julie Boksich**

Vice Moderator of Presbytery: **MWS Dave Thompson**

LEADERSHIP CABINET (7-9 people)

2021 Moderator: **Teresa Kendall**

Class of 2021

MWS - Susan Thomas

RE – Russ Kline (2020 Moderator of Presbytery)

MWS - Chuck Carlson

Class of 2022

RE - Suzanne Bratsky

RE – Ric Tieman (finances)

MWS – Jamie Schmeling

Class of 2023

CRE - Margee Smith

MWS – Dave Thompson

RE – Julie Boksich

PASTORAL MINISTRY TEAM: (12)

2021 Co- Moderators: RE - Debbie Blackburn and MWS - JP Carlson

Class of 2021

RE – Charlie Brown

MWS - JP Carlson, 2021 Co-Moderator

MWS – Debbie Funke

RE - Graham Smith

Class of 2022

RE – Gail Beckham

MWS – John Dyce

MWS – Neva Rathbun

RE – Chuck Wright

Class of 2023

MWS –

MWS - Steve Hundley

RE – Debbie Blackburn, 2021 Co-Moderator

RE – Linda Smith

CAMPING and YOUTH MINISTRY TEAM (8)

2021 Moderator: Dan Triller

Class of 2021

MWS - Lanny Rounds

RE - Sandy Welch

Kristin Kochner

Class of 2022

MWS – Brent Long

RE - Nancy Pehl

RE - Jeff Harada

Class of 2023

RE – Jody Andersen

MWS – Dan Triller

PERMANENT JUDICIAL COMMISSION (6-year term)

Class of 2022

TE – Lanny Rounds

TE – Jody McDevitt

Class of 2024

TE - Neva Rathbun

RE – John Patterson

RE - Pam Jackson

Class of 2026

RE – Gail Beckham

RE – Gary Helming

SYNOD COMMISSIONERS - 2-year term

Class of 2021

RE - Jim Tarr

Class of 2022

TE - Teresa Kendall

Exhibit B. Co-GP Report

Co-GP Report to Yellowstone Presbytery October 27, 2020 Kathy & George Goodrich

Covid-19... Devastating drought & Western Wild Fires... Hurricanes... Inequities and Racial injustice ...Roiling Protests for Racial Justice & Reform... Unsettling & divisive politics, taking center stage this week with the elections... Sputtering Economy...Joblessness, food insecurity and homelessness on the rise...Different ways of doing and being Church... Disrupted rhythms in all of life – family, community, church, business, agriculture, ...

And, God is with us in these *shaking* times, *empowering* us in all of it, Inviting us as disciples to think/reflect, make disciples and live the Gospel differently as God's *SENT* people in changing contexts and communities.

It is a time to Lament and honestly grieve the struggle, the injustices, the changes, the isolation and the losses as we let go of many things into God's hands, loving, listening & praying for one another.

It is a time to Hope in our Triune God who specializes in Redemption, in Resurrection and in Reshaping/Re-forming of souls, of our disciple communities, of our ways of embodying Christ & joining Christ's ministry and mission, and of the healing and flourishing of our communities and world, just as we recite in the Lord's Prayer.

☒ When we are prevented, like Paul and companions, from doing ministry in the places and ways we are used to, or we suffer adversity, God is *still present*, empowering, giving a new vision/leading to discern and follow, being transformed and joining the Spirit's transforming mission (Acts 16:6-10...).

☒ When Covid-19 prevents large-group, in-person worship/church, gatherings, "church in a building in the ways many of us have become used to", we pray, discern, reflect & learn from many sources including the church in other places and times past, explore/experiment in such ways as gathering outside, in small interactive groups (such as pods/microgroups), interact virtually via social media and zoom on line, families talking about faith and serving together, and in other new ways of being church together.

☒ The western Church has seen decades of moderate fruitfulness, aging congregations, and entrenched practices, ways, mindsets, with diminishing results.

Let us lament the passing of such patterns of ministry that may still be meaningful to some, but do not make resilient disciples who embody and share the Gospel and God's ways fruitfully in their *present* context. Let us stop and ask again, "Where is God in all this?" God is not surprised, desperate or confused. So, what is God up to – and what does God hope for from us? And *let us hope*, with open minds, hearts and hands letting go, learning and adapting to receive and join in the Hope of all Jesus offers and is doing, in a new season empowered by the Holy Spirit.

What are key Questions for leaders, churches and presbyteries to be asking as we attempt to discern the times and God's and opportunities : *See separate sheet, to come. What are you using?*
Presbytery Priorities 2

A. Supporting and Equipping rooted, resilient Leaders and churches who are making, equipping and sending disciples who seek to grow in love for God, love for the people of God and the work and mission of God in the world God loves –

1. Nurturing Spiritual practices and pods/little groups where this takes place, including Transferable concepts (Stan Ott) & Pods with purpose and Small Group Discipleship. **Workshops Oct 3 & 6, & Pods with a Purpose workshop 10/26** Pod-church.com and see handout from workshop online @ <http://www.yellowstonepcusa.org/documents/StansHandout-YellowstonePodswithaPurposeworkshop.pdf>

2, Both Leadership Cabinet and the Pastoral Ministry Team have met more frequently to pray, support one another and the presbytery, listen, learn together and be adaptive and responsive to the challenges and God's opportunities

A New worthwhile resource:– *Tempered Resilience: How Leaders are Formed in the Crucible of Change* , Tod Bolsinger's A very timely book for Christians in this time of struggle, change and suffering, utilizing the biblical metaphor of the forge and process of shaping and refining metal: "I watched those artisans-so physical, so purposeful, so violent with hammer and inferno, so precise and exacting. They seemed a living icon of God for we are the raw material, scraps of hardened resisting steel and they the craftsmen are so like God in precision and purpose, using the heat of challenges, the anvil of community, and the hammer of practices to transform us from raw material into something useful and beautiful." p.2

B. Discerning the Times, Trends and Direction of the Holy Spirit (like the tribe of Issachar)

1. Various new mindsets, ways to connect, engage, disciple, gather, serve, such as on-line ministries, pods/tiny groups, - what are you experimenting with?

2. Prayer and joining together - Presbytery-wide day for repentance, prayer and fasting, October 20, 2020. Thanks to all of us who participated.

C. Help churches discover, re-frame new ways of being vibrant, disciple communities as God leads them to love and serve in their context and communities.

1. Maintaining deep roots in faith and valuable heritage/traditions

2. Adapt and innovate new understandings, practices, ways of operating/organizing and ministry that are more relational, empowering, congregational and pod-based and less building-based.

Kathy, Debbie Blackburn, Julie Boksich, Russ and Jamie, Susi Ennis have been educating ourselves via webinars and other resources related to this area.

3. New Worshipping Communities – Long a priority for us, now, this has become urgent. New people outside the church are VASTLY more likely to join a new church plant/community and rarely an existing one. Some of our congregations are unlikely to be vital 10 years from now unless they not only adapt/change swiftly but also are equipped to start new pods/groups of those OUTSIDE their fellowship, with ties to it. The Transforming Congregations webinars show and teach how to do it. Book – Deep Roots, Wild Branches by Michael Beck. This process has been referred to as cultivating wild branches.

4. The Existing birthing congregation and the whole presbytery is energized and grows as a result.

LC discussed and has nucleus of a group to start conversations, explore a group/Task Force of those with gifts and calling for this and deeper discipleship.

5. Fascinating podcast with the perspective that perhaps **the Spirit is working in the scattering and group size limits, providing opportunities to birth new house churches!** Especially focused on those done with church but not with God and their search for God and spiritual growth. Related book, *Joy Fueled: Catalyzing a Revolution of Joyful Communities*

<https://open.spotify.com/show/2ByLWaxGNfJCMbS53d2nF6>

D. CRE Cultivation, Identification, Recruitment and Development

1. Recognize that the old system of 'professional' pastoral ministry is fading in small rural communities (many in our time are recognizing the ways over focus on clericalization of congregations and ministry has crippled disciples, the vitality of disciples communities and hindered equipping "the saints" and joining Christ in his mission).

Needed: A new vision and a new name for CRE's – teams of discipling leaders and equippers developing and using their Spirit –given gifts from ministry.

2. Developing Gift-based ways of ministry in congregations so that discipling, pastoral care, sharing the gospel, outreach, and the administrative ministries, etc. are fulfilled.

3. Pods/microgroups with purpose – prime places for disciples to grow and get a taste of discipleship vs a consumer of church goods and services, they provide opportunity for growth, connection and hopefully some will desire to pursue further training to discover, develop and deploy their spiritual gifts and talents in a more focused way.

E. Support, pray for/with and equip Church Leaders in these Difficult Times – Being the Body of Christ and learning, growing Together...

1. We are praying, praying and work closely with PMT to pastor pastors and leaders, seeking to listen, refresh them in a variety of ways spiritually, emotionally, intellectually.

2. Resourcing by presbytery zoom and in-person offerings.

3. Group Spiritual Direction for Montana Clergy offered by George on Thursdays

4. Opportunity to re-think, evaluate, rebirth Clusters (changing times, many pastoral departures/deaths): Future - Thematic more than geographic? Zoom? In-person? Presbytery pods? Hybrid?

F Future Models and drawing upon Gifts for Presbytery Staff and Mission

1. Presbytery Staff – structure, necessary gifts and mission / ministry priorities
2. Training and Resourcing needs and opportunities that are priorities staff should provide with limited time and budgets.
3. Funding models? Per Capita or Mission Dollars? Ric Tieman

G. Partnerships – Continuing, Fading, Emerging...

1. General Assembly and Synod offerings and partnerships – churches and leaders receive regular information. And, the GA level, with decreased income in these times in reprioritizing and having to make tough choices. Pray for us all.

Vilmarie Contron-Olivieri, Elder, lifelong educator, lover of Jesus and small churches, former GA Co-Moderator, will be with us again speaking & preaching for our presbytery meeting Mini-conference and worship – Shaken, Empowered & Sent, Part 2. See the flier and docket.

2. Whitworth University Office of Church Engagement and its new million dollar Lilly Grant program “Resilient Church: Discovering the Past, Discerning the Present, Designing for the Future”, to lead churches to develop a deep root system in the historic Christian faith, to understand their cultural context, and to adapt resourcefully and creatively to new circumstances, challenges and opportunities in ways that serve the gospel.

<https://news.whitworth.edu/2020/10/whitworth-office-of-church-engagement.html?m=1>

3. Stan Ott & Leading Moments, Building One Another, Vital Churches Institute: former GA Co-Moderator Vilmarie Cintron-Olivieri. It was great to see all who joined together on Monday evening, October 26 for the zoom seminar on Pods with Purpose with Stan. 1/3 of our churches were represented.
4. PCUSA 1001 NWC, Fresh Expressions and those places doing it well now – Northwest Coast Presbytery, Pueblo Presbytery are among those in the West.
5. Mainline-line denominations across Montana have joined together in support of their clergy for the Thursday Montana Clergy Discernment Gatherings which they asked George to lead. Other....?

Fascinating and important reading for churches and leaders to learn from, discuss

1. **Andy Crouch’s newer article posted under Pandemic Resources** Strategies for Winter: Redemptive Leadership in Survival Times - by Andy Crouch others, in *The Praxis Journal*
2. N. T. Wright, **God and the Pandemic.**

3..” The New New Rules of Business”s from FastCompany business Leaders/Innovator Roundtable the last few weeks.

Bring democracy to Work
Invest in Community
Define Your Purpose
Be authentic
Curiosity is Currency
Change is Constant. 5

“Companies say they embrace change, but all too often they are really just *reacting* to external forces.

“What if what we’re trying to create is not some new stasis, but *organizations that are capable of rapidly changing as conditions require?*” says Barbara Humpton, CEO of Siemens USA.

Such organizations, she says, will “gain from disruption rather than being broken by it.” For many leaders, creating nimble organizations comes down to *people*: “Change is not the ‘what’ but *the ‘who,’*” says Rob Katz, chairman and CEO of Vail Resorts. “*Who are the people who can change, who have that ability to let go of something they’ve been doing a long time?*”

Will these new rules of business be as prophetic as the ones *Fast Company* put forth in 1995? We hope so. But as Bill Taylor and Alan Webber would caution (“Break the Rules”), even they will soon need rewriting.

In these fast-moving and uncertain times, the only thing any business can prepare for is change.”

<https://www.fastcompany.com/90559866/the-new-new-rules-of-business-fast-companys-advice-for-the-next-25->

[years?partner=feedburner&utm_source=feedburner&utm_medium=feed&utm_campaign=feedburner+fastcompany&utm_content=feedburner&cid=eem524:524:s00:10/13/2020_fc&utm_source=newsletter&utm_medium=Compass&utm_campaign=eem524:524:s00:10/13/2020_fc](https://www.fastcompany.com/90559866/the-new-new-rules-of-business-fast-companys-advice-for-the-next-25-years?partner=feedburner&utm_source=feedburner&utm_medium=feed&utm_campaign=feedburner+fastcompany&utm_content=feedburner&cid=eem524:524:s00:10/13/2020_fc&utm_source=newsletter&utm_medium=Compass&utm_campaign=eem524:524:s00:10/13/2020_fc)

Personal

We have so much to be grateful for. We seek to sink our roots deep into God and God’s Word, and to look for and discern what the Spirit may be saying, doing, God’s redemptive, restorative opportunities.

We welcome your prayers as the multifaceted effects of this time are impacting all generations of our extended family as they are yours. George’s mother is now wheelchair bound in a retirement facility near his brother and his wife in Florida. My mother has been living here with us in Montana since June.

Exhibit C. Leadership Cabinet Report

Leadership Cabinet Report
Yellowstone Presbytery November 6-7, 2020
Zoom meeting

The Leadership Cabinet met in June, August, September, and October trying to model the Spirit-focused, grace-filled “pivot” as we adapt to this time of change that is now the new normal in our churches and communities.

GATHER TOGETHER

The Acts of the Apostles has been our go-to book during this Covid-19 season for Dwelling in the Word - that we might see how the early church responded to changing conditions and live as citizens of God’s kingdom on earth. We have been looking for the Holy Spirit’s work in the early church to show us where we might look for the Spirit’s leading in our lives and in our communities.

EQUIP & ENCOURAGE

- At September's meeting the Leadership Cabinet met with the Pastoral Ministry Team for a retreat. We opened with Dwelling in the Word from Acts 16 and had a conversation, including small groups, with Vilmarie Cintron-Oliveri, past Co-Moderator of the General Assembly (2018-2020). We focused on God's abundance, what is being "shaken" in our Presbytery, and what Paul & Silas - and God - were doing under persecution. Vilmarie suggested "Working in the Draft" because of the constant change we are living with.
- Planned a Presbytery-wide Zoom Gathering for October 3rd and 6th to experience Dwelling in the Word and introduce PODs: very small discipling groups that are easy to begin and maintain either in-person or using technology. www.pod-church.com
- Encouraged the Prayer Cluster in leading the presbytery in a Day of Prayer and Fasting on October 20, 2020. Three members of the Cabinet assisted by leading prayers.
- Planned November presbytery meetings on a Zoom format to include Word-Share-Prayer, Equip and Encourage events, worship, and business.
- Working with the Pastoral Ministry Team, we have created a Draft of a Vision for the Prioritizing of the Commissioned Ruling Elder Program in Yellowstone Presbytery. We are taking steps to implement this Vision along with the Pastoral Ministry Team.
- Heard from and evaluated the college ministries at MSUBillings, PresbyCats, and Rocky Mountain College. Distributed Higher Education Grants to these ministries. Communicated with pastors in Butte, Dillon, and Miles City to encourage them to think creatively about ministry with the colleges in their cities.
- Members of the Leadership Cabinet attended the closing worship of the Harlowton Church on Sunday, June 28, 2020. The United Methodist Church and Yellowstone Presbytery are equal owners of the building and we are, at this time, waiting for direction from the Methodist Conference.
- The sale of the Geyser property has been successfully completed with an on-line auction and the money distributed to the Westminster Spires Camp Scholarships (\$1000), Re-Vamp the Camp (\$2000), Higher Education Grants (\$1000), Clergy Emergency Fund (\$1000), and the balance to the Equip and Encourage Fund (c. \$17,000). A gift has been given to Fern Keiser for her excellent and faithful work during the process of the sale. Per the Geyser Administrative Commission, monies from the church's bank account (about \$7000) were approved to be distributed as follows: \$2000 given to First Presbyterian Church in Stanford and the balance to be given to the Equip and Encourage Fund. (see ACTION ITEMS #2)
- Heard from and supported the voted request from the congregation of the Madison Valley Presbyterian Church in Ennis that Yellowstone Presbytery sell the McAllister church building and small property. This tiny, very old building was given by the Methodists to Yellowstone Presbytery many years ago. It has been rarely used for worship services, and only in good weather. There is no plumbing and the building is in serious disrepair. There are several interested buyers. Leadership Cabinet voted to recommend that Yellowstone Presbytery elect an Administrative Commission to

address this. We also voted to ask Kathy Goodrich and Debbie Blackburn to follow up on potential nominees for the Administrative Commission and finalize the motion (see ACTION ITEMS #3, #4, #5).

- Will give a gift of appreciation to Susan Seibert for her faithfulness for 16 years to Yellowstone Presbytery as Administrative Assistant.

- Approved the 2021 PerCapita for Yellowstone Presbytery at \$43.27 to be added to \$8.98 for General Assembly and \$3.00 for Synod of the Rocky Mountains. PerCapita total is \$55.25 per member. A discount of \$1.25 is being offered by Yellowstone Presbytery for payment received prior to February 15, 2021 making the total early payment amount \$54.00 per member. Leadership Cabinet will encourage churches to take advantage of the early payment for PerCapita.

- Received the Report from the Synod of the Rocky Mountains, including a PerCapita rebate of \$.25 if paid early.

- Approved the Yellowstone Presbytery budget for 2021 with a 2% cost of living increase.

- Hired Bozeman Accounting Solutions for the Presbytery's bookkeeping service. So far, this has been a positive and professional experience. Hiring the bookkeeping service and switching to QuickBooks have already begun to save the Presbytery money.

- Received the annual report from the St. Timothy Memorial Chapel Committee. Leadership Cabinet requested the two St Timothy checking accounts - used to cover the insurance premium - be increased from \$1,500 each to \$2,500 each to cover the increased cost of insurance. Approved the streamlined Financial Procedures with an amendment - that the annual report be received by the Presbytery Treasurer by January 31st of each year.

- Supported the on-going work of the Personnel sub-group of Leadership Cabinet, Planning Team (for Presbytery meetings), and the Representative/Nominating Ministry Team.

- Continues to support the work and ministries of Intermountain Home (Yellowstone Presbytery is one of the founding partner denominations) and the Montana Association of Christians (MAC).

- Leadership Cabinet would like to propose three dates for 2021 Yellowstone Presbytery meetings: March 5-6, May 21-22, and November 5-6.

- Leadership Cabinet would recommend that the Presbytery Meeting Offering be given to Montana Food Bank Network (MFBN, mfbn.org)

As Jesus fed 5000 with five loaves and two fish, Leadership Cabinet wants to respond to an increasing need in our Presbytery with what little we have: "Our mission is to end hunger in Montana through food acquisition and distribution, education and advocacy. MFBN has been feeding Montana since 1983. Our vision is a Montana free from hunger where everyone has equal access to nutritious food." 1 in 10 Montanans struggle with hunger. 1 in 6 children struggle with food insecurity.

Based in Missoula, Montana Food Bank Network serves 31 counties including all the counties served by a Yellowstone Presbytery church. MFBN does this through generous donations and local partnerships.

Programs MFBN serves are Network Partner Agencies (ie local food pantries), Backpack Program, School Pantry, Mail-a-Meal, Hunters Against Hunger, Grocery Rescue, and SNAP Application Assistance.

ACTION ITEMS FOR YELLOWSTONE PRESBYTERY

Leadership Cabinet voted to support and recommend to the Presbytery a change in the Standing Rules suggested by the Representative/Nominating Committee. (Please note: Our Standing Rules require a two-step process for any changes. Proposed changes are to be proposed and discussed at a presbytery meeting, and then voted on at a subsequent meeting)

#1 Leadership Cabinet recommends changing Section 5.02 of the Standing Rules of Yellowstone to read as follows:

S5.02 The Leadership Cabinet moderator shall be elected by the presbytery for a one year term, renewal for up to 3 years.

Rationale: Standing Rules Section 5.02 currently reads that the moderator “shall be elected for a 3 year term with no more than 2 consecutive terms”. Representation and Nomination Team finds that unrealistic since people are elected to the Cabinet for 3 year terms, and can serve no more than 2 terms. The team might find itself asking a newly elected member of Leadership Cabinet to moderate without that person having experience on the Cabinet. The amendment would allow for needed flexibility in seeking qualified leadership.

#2 Leadership Cabinet recommends that Yellowstone Presbytery dismiss the Geyser Administrative Commission with the thanks of the Presbytery. Members of the Commission are: Ruling Elder Charlie Brown, Ruling Elder Jim Tarr, Ruling Elder Fern Kaiser, Moderator MWS Susi Ennis, and staff George Goodrich.

#3 The Leadership Cabinet recommends the formation of an Administrative Commission to handle the sale of the property (land and building) known as the McAllister Church (S33, T04 S, R01 W, Acres 1, W Side Hwy 287 S Side N Meadow Creek Rd SW4NW4). The Administrative Commission is to be given the authority to sell the property based on a highly competitive price and consideration of all factors.

#4 The Leadership Cabinet nominates the following three people to serve on the Administrative Commission for the McAllister property: Moderator MWS Dan Krebill (FPC Bozeman), Ruling Elder Bob Beekman (Madison Valley PC, Ennis), and Ruling Elder Charlene Mandeville (FPC Bozeman) who is also a certified realtor and who, in the past, has served as Ruling Elder at Madison Valley Presbyterian Church. (All have accepted the nomination).

#5 The Leadership Cabinet recommends, based on the practice from many previous building/land sales over the last 20 years, that it be given authority to determine the allocation of funds from the sale of the McAllister Church property, most likely to be split between the Madison Valley Presbyterian Church and Yellowstone Presbytery.

MICRO-GROUPS email

Daniel Tiller (Dillon), Dan Krebill and Jody McDevitt (FPC Bozeman) Teresa Kendall (Deer Lodge)

During worship on Friday (Nov 6th) at the Presbytery meeting, the Planning Team would like to hear from three churches around the theme of Empowering Churches with Micro-Groups. We would like to include Dillon/FPC Bozeman as one of the three.

What new form(s) has the church you served created to empower the church during this year (particularly Covid)?

How are you using Micro-Groups to “live in the draft”, build up the church, empower the congregation?

At the end of March, when our church had to go to on-line worship only because of Covid, I offered Evening Prayer on Zoom. We were stuck at home, and this was an opportunity for a small group of us to meet together and pray without leaving our homes. Six people showed an interest. With about 25 people attending worship that’s almost 1/4 of our worshipping congregation!

At first, we met 5 evenings a week. We have continued to meet these last seven months, currently meeting on Tuesday, Thursday, and Saturday evenings with a core group of 4 and myself.

I use the outline of Evening Prayer found in our Book of Common Worship. We start with the assigned opening scripture and prayer of thanksgiving for the light. I wanted to nurture in us eyes for seeing what God was doing in our midst during Covid so at this point I insert the question, “Where have you seen God working today?” After we each answer that question, I read a Psalm and ask folks to join me in a time of silence reflecting on what the Holy Spirit is saying to each of us from that reading. Then we share what we heard.

We close our time with our prayers of thanksgiving and intercession using the outline in the Evening Prayer service, and then the Lord’s Prayer.

Sometimes we have time before or after to share a bit our lives.

I look forward to this time together because it touches so many of the elements of Christian worship and fellowship - sharing our lives, praying together, discerning God’s movement in our midst, and meditating on Holy Scripture - the things that grow us up in the likeness of Jesus.

One of our Ruling Elders is grateful for this time together, saying, “We care about what’s going on in the world, and this is a place to lift up our prayers to God for the world.”

Exhibit D. PMT Report and salary Minimums

Pastoral Ministry Team’s Presbytery Report November 6-7, 2020

The purpose of the Pastoral Ministry Team is to come alongside of churches, sessions, pastors, and CREs to provide encouragement, support, and training as we work together to share the Good News of Jesus Christ. This report includes actions taken by the PMT as well as a few items for the Presbytery to consider.

A) PMT approved the renewal covenant effective 07.01.20 between CRE Veva Larson and the FPC of Anaconda. Copy of the covenant is attached.

B) PMT interviewed MWS David Bierschwale in July to consider him for At Large membership in YP. David is currently serving as a chaplain at Billings Clinic. His statement of faith is attached.

PMT recommends that the Presbytery approve MWS David Bierschwale as an At Large member in Yellowstone Presbytery.

C) PMT interviewed Karolee Larson in July and approved her for Inquirer status. Karolee is a member of the FPC of Butte and is under care of the Butte session.

D) PMT appointed the following session moderators.

Daniel Triller was appointed moderator for FPC Lewistown.

Gail Beckham was appointed moderator for FPC Miles City.

Jeff Harada was appointed moderator for FPC Poplar.

E) PMT approved Jed Cauffman to labor inside the bounds of Yellowstone Presbytery to provide pulpit supply and various pastoral duties for the Community Presbyterian Church in Jordan.

F) PMT interviewed Inquirer Kori Robbins in October for the purpose of considering her for Candidate Status. PMT voted to recommend to the Presbytery that Kori Robbins be moved to the status of Candidate with examination by the Presbytery to take place at a Presbytery meeting in early 2021.

G) PMT voted to concur with the dissolution of the relationship between MWS Garrett Mostowski and FPC Miles City (if the way be clear).

H) PMT voted to concur with the dissolution of the relationship between MWS Susi Ennis and FPC Poplar (if the way be clear).

I) PMT has been working with several churches that are in the search process for a pastor. The following churches currently have a PNC or will soon be electing a PNC:
Jordan, Lewistown, Forsyth, Colstrip, Hysham, Ennis, Butte, Miles City, and Poplar.

J) PMT voted to concur with the Madison Valley Presbyterian Church that the church property in McAllister is no longer important to the mission of the MVPC.

PMT voted to recommend the formation of an Administrative Commission (to be requested by the Leadership Cabinet) to handle the sale of the McAllister property.

K) PMT reviewed the salary minimums for Yellowstone Presbytery as well as the recommendations for leave time for part time pastors and part time CREs.

L) PMT would like to thank Susi Ennis, Garrett Mostowski, and Sarah Logemann for their service within Yellowstone Presbytery. We wish you well.

PMT recommends that the Presbytery approve the 2021 Salary Minimums for Yellowstone Presbytery (as per the attached schedule).

Pastoral Ministry Team's recommendation for 2021 Minimum Salaries

Yellowstone Presbytery 2021 Minimum Salaries
Adopted, November 7, 2020

These figures represent a 2% increase in minimum salaries for 2021 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:

Effective salary \$47,700

(The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.

[Example with a manse: Cash Salary \$33,390; Manse Value \$14,310]

Board of Pension dues - Installed Pastors (Medical/Retirement/Death/Disability) \$17,649

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:

Effective Salary \$49,900

(The Board of Pension requires that the manse amount be at least 30% of all other effective salary items.

Example with a manse: Cash Salary \$34,930; Manse Value \$14,970

Board of Pension dues – Installed Pastors (Medical/Retirement/Death/Disability) \$18,463

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.

Part time pastors and part time CREs should also receive 4 weeks of vacation including 4 Sundays and 2 weeks of study leave including 2 Sundays. Part time pastors and part time CREs should receive \$600 (cumulative to 3 years) for Continuing Education.

10.26.20

Exhibit E. 2021 Treasurer report and Budget

Treasurer's Report
Presbytery of Yellowstone
Report to Presbytery

The financial reports are attached. All reports represent transaction as of today.

1. The **Balance Sheet** shows 9/30 and last year's ending balance. The conversion to our new accounting service is nearly complete. Account 1130 St Timothy Chapel #3 was transferred to St Timothy to complete contracted repairs. The decrease in Total Assets is due solely to unrealized mart losses in the St Timothy Endowments.
2. The **Administrative Budget** is on track at 63.5%.
3. The **Program Budget** is on track at 36.2%, due to the closure of camp due to Covid.
4. **2021 Budgets for Administrative and Program** are attached. Note that the number of accounts has been reduced to allow greater clarity as recommended by our accounting service.
5. **Per Capita for 2021** is recommended to be \$55.25: GA \$8.98, Synod \$3.00 and Presbytery \$43.27. A discount of \$1.25 if paid by February 12, 2021 reduces early pay cost to \$54.00.

Respectfully submitted,

Ric Tieman, Treasurer 406-595-1250 treasurer@yellowstonepcusa.org

Presbytery of Yellowstone		2021 Budget Worksheet			
Old Account #	New Account #	New Account Name	2020	2021	Class (Administrative or Program)
4.01.1900.0000	4001	Administrative Support	35,000	35,000	A
4.01.1000.0000	4004	Per Capita	79,848	82,458	A
4.01.4010.0000	3100.4	Transfer-W. Yellowstone	1,312	20,000	A
4.01.4020.0000	3100.1	Transfer-Gen.Admin Fund	8,255	4,261	A
4.01.4030.0000	3100.2	Transfer-Restricted Admin Fund	44,588	26,000	A
		Total Administrative Income	169,003	167,719	
5.01.7601.4000	6302	Cabinet Expenses	500		A
5.01.7601.3500	6303	Council Meetings	2,500	3,000	A
5.01.7306.6600	6304	Accounting	7,901	6,000	A
5.01.7601.8100	6305	Legal	1,000	1,000	A
5.01.7801.3500	6306	Task Force Meetings	500	500	A
	6504	Vocation Expenses		5,500	A
5.01.2840.0000	6504	Vocation Expense	4,000		A
5.01.2846.4000	6504	Pastoral Discernment Team	1,500		A
	6505	Meeting Expense		700	A
5.01.3401.3500	6505	Nomination Meetings & Expense	150		A
5.01.3401.4000	6505	Nominations Other	50		A
5.01.4301.3500	6505	St. Tim's Meetings & Expense	250		A
5.01.4301.4000	6505	St. Tim's Other	50		A
5.01.5201.3500	6505	Delegate's Meetings & Expense	150		A
5.01.5201.4000	6505	Delegates Other	50		A
5.01.7301.6600	6601.1	Admin Manager Salary		30,887	A
5.01.7301.1100	6601.1	Admin Mgr.Benefits	3,500		A
5.01.7301.6600	6601.1	Admin Mgr Salary	26,850		A
5.01.7302.6600	6602.1	GP Salary	10,593	10,805	A
5.01.7302.3100	6602.2	Housing	20,000	20,400	A
5.01.7302.4900	6602.3	Pension	15,922	9,432	A
5.01.7302.4900	6602.4	Insurance		12,000	A
5.01.7302.3700	6602.5	Meals	1,350	1,350	A
5.01.7302.7800	6602.6	Travel	8,000	8,000	A
5.01.7302.3600	6602.6	Lodging	0		A
5.01.7302.7500	6602.7	Telephone & Conference Calls	1,500	1,500	A
	6602.8	Discretionary Fund		2,700	A
5.01.7302.4000	6602.8	Expenses	700		A
5.01.7302.4001	6602.8	Miscellaneous Expenses - Kathy	2,000		A
5.01.7302.7300	6602.9	Study Leave	700	700	A
5.01.7304.6600	6603.1	Stated Clerk Salary	12,996	13,256	A
5.01.7304.4900	6603.2	Stated Clerk Pension	3,846	3,960	A
5.01.7304.4000	6603.3	Stated Clerk Miscellaneous	500		A
5.01.7304.3700	6603.5	Stated Clerk Expenses	50	500	A
	6604	Payroll Taxes		4,423	A
5.01.6700.3800	6604	Medicare/Social Security	3,900		A
5.01.6700.8100	6604	Work Comp Insurance	375		A
5.01.6700.8200	6604	Unemployment Taxes	150		A
	6703	Per Capita Expense		17,916	A
5.01.7001.0000	6703	Per Capita GA Expenses	14,320		A
5.01.7002.0000	6703	Per Capita Synod Expense	5,600		A
5.01.7901.3500	6704	Presbytery Meetings	4,500	3,000	A
5.01.7901.4000	6705	Presbytery Other	520	500	A
5.01.8201.2400	6801	Office Copies & Postage	800	600	A
5.01.8201.3200	6802	Insurance Exp.	3,000	700	A
5.01.8201.7400	6803	Office Supplies	1,500	2,000	A
5.01.8201.2600	6803	Equipment Exp.	200		A
5.01.8201.4000	6803	Office Miscellaneous	460		A
5.01.8201.6100	6804	Rental -Office	4,200	4,140	A
5.01.8201.7500	6805	Office Telephone & Conference Calls	2,250	2,250	A
5.01.7301.7800		Admin Mgr Travel	120		A
		Total Administrative Expense	169,003	167,719	
			0	0	

Presbytery of Yellowstone		2021 Budget Worksheet			
Old Account #	New Account #	New Account Name	2020	2021	Class (Administrative or Program)
4.01.1210.0000	4003	General Mission Pledge	28,000	28,840	P
4.01.1420.0000	4002.1	Summer Camp Fees	6,000	6,000	P
4.01.1430.0000	4002.2	Winter, Summer, Fall Events	2,000	2,000	P
4.01.1440.0000	4002.3	Rental of Camp Facilities	12,000	12,000	P
4.01.1445.0000	4002.5	Other Camp Income (Gifts)	1,000	1,000	P
4.01.4090.0000	3100.3	Transfer Program Reserves	9,230	5,438	P
		Total Program Income	58,230	55,278	
5.01.1360.6200	6101	Rental Equipment-Rafting	1,000	1,150	P
5.01.1360.7490	6101	Swimming	150		P
5.01.1360.2900	6102	Food	3,500	3,500	P
5.01.1360.7400	6103	Supplies	600	800	P
5.01.1360.4000	6103	Miscellaneous Exp.	200		P
5.01.1360.7710	6104	Transportation-Bus	900	900	P
	6106	Camp Salaries		16,080	P
5.01.1360.1400	6106	Camp Staff	12,000		P
5.01.1360.1200	6106	Camp Caretaker	4,000		P
5.01.1351.5700	6201	Publicity	200	200	P
5.01.1360.8300	6206	Utilities: Westminster Spires	3,000	3,000	P
5.01.1380.6010	6300	Triennium	1,500	1,500	P
5.01.3185.4000	6301	Intermountain Childrens Home	750	750	P
5.01.1390.4000	6400	Events Miscellaneous	3,500	3,500	P
5.01.5851.4000	6401	MAC Membership	3,000	3,000	P
5.01.5852.4000	6402	MAC Representation	300	300	P
5.01.2849.7700	6501	Committee on Ministry-Training	1,000	1,000	P
5.01.2854.4000	6502	Congregation Ministry Misc	1,000	1,000	P
5.01.2852.4000	6503	Emergency Career Counseling Exp.	1,000	1,000	P
5.01.2853.4000	6504	Vocations-Other	1,700	1,700	P
5.01.1395.4000	6601	Admin Travel & Meals	500		P
5.01.7970.4000	6701	Allocated GP Salary	8,038	8,198	P
5.01.7960.4000	6702	Cluster Meetings	1,000	100	P
5.01.7950.4000	6705	Presbytery Program Other	2,000	2,000	P
5.01.1351.2400	6801	Copies & Postage Exp.	100	100	P
5.01.1351.3200	6802	Insurance	7,292	5,500	P
		Total Program Expense	58,230	55,278	
			0	0	
		Per Capita	2020	2021	
		GA	8.95	8.98	
		Synod	3.00	3.00	
		Presbytery	43.05	43.27	
			55.00	55.25	
		Early Pay discount by 2/15/2021		-1.25	
				54.00	

Exhibit F. Clerk Report

Clerk Report for the Presbytery Meeting Nov 6,7, 2020

Procedural Motion - The Stated Clerk moves the following Procedural Motion:

8. That the roll for this meeting be established by email to; statedclerk@yellowstonepcusa.org
9. Call in or Zoom attendees shall indicate in the email if they are a Member, Minister of Word and Sacrament, Elder Commissioner, Other Member with vote according to the presbytery standing rules, or guest.
10. That written requests for absences received by the Stated Clerk be approved.
11. That any Corresponding members present on the call phone be seated.
12. 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.
13. That the Moderator and the Stated Clerk be empowered to suggest and adjust the Agenda during the meeting, as may be necessary, to provide for efficiency in reporting, and
14. That all reports received at this meeting be accepted and if not supplied to the presbytery office in advance an electronic copy shall be supplied to the office of the stated clerk and the presbytery office immediately following the meeting in .DOC or .EXL format only.

Rules for This Zoom Meeting- The Stated clerk Moves the following be established as rules of conduct of all participants at this meeting:

7. All those present at the meeting shall gain practical skills needed to turn on the video and audio functions in Zoom as soon as possible as the meeting begins and to keep their audio microphone in the muted position until called upon or recognized to speak.
8. All attendees who do not have their name attached to the screen showing who they are, will identify who they are and who they represent before speaking. (In ZOOM the 3 dots on your picture screen can be clicked and you can rename yourself and the Church you represent)
9. The Moderator shall designate who can or cannot share documents before the meeting begins and all documents need to be posted in advance on the presbytery website or available to share will all at this meeting in digital format. (This means no paper handouts will be available to participants during a virtual meeting.)
10. Attendance by phone only with no video will be subject to these same rules and must remain muted unless addressed to speak. When speaking, a phone call attendee must state name and church connection before addressing the body.
11. Attendees when voting shall indicate in favor or opposed only when asked for a vote. Votes are cast by using the hand symbol in Zoom or visually raising of the hand and holding it until the vote can be counted. Phone in only participants will unmute and vote verbally after the visual votes are cast and before the determination of the vote is completed.
12. During recesses and/or breaks attendees are to keep their computers on, turn off their video, but not the audio setting so they can hear when the meeting reconvenes. Log off when long recesses are planned or if an attendee must leave the meeting for any reason.

Omnibus motion. The Stated Clerk moves the following items be approved:

15. The minutes of the Presbytery meeting March 6,7, 2020 draft 3, be approved as published on the Presbytery Website.
16. The minutes of the meeting of the Presbytery May 16, 17, 2020 be approved as published on the website.
17. The treasures report be accepted as presented.
18. That the report of the Nominating Committee be considered as having also been reviewed and recommended as a report of the Presbytery Committee on Representation and being as diverse as possible considering the limited diversity of membership in this Presbytery.
19. The minutes of this meeting is to show that the churches of the Presbytery were advised that the statistical report of the Presbytery will be due Feb 18, 2021.
20. The minutes of this meeting shall reflect the Presbytery had conducted an updated review of its insurance and found it acceptable after the agency was changed.
21. The previous MWS Alternate exam reader, MWS Susan Thomas will become the MWS exam reader for Yellowstone Presbytery replacing MWS Susi Ennis. An alternate MWS exam reader to be selected and appointed by the Pastoral Ministry Team.
22. The Leadership Cabinet be given the authority of the Presbytery to conduct all actions related to the sale of the possible Presbyterian Church partial ownership of the Federated Church of Harlowton property should that prove necessary.
23. The minutes of this meeting shall report that there has been no call for a meeting of the Presbytery's PJC this year to date and that the following former members are still eligible to serve if needed; MWS Dan Krebill, RE Lloyd Mandeville, MWS Sally Ralston. HR
24. That the clerk reminded the Presbytery that there remains **6 Churches** in this Presbytery that **do not** have their Child and Youth Protection Policy either completed and/or on file at the Presbytery Office. **Churches were to complete this action By June 1, 2019.**
25. The churches who currently have a Child and Youth Protection Policy are encouraged to consider adding provisions to protect their elderly and developmentally disabled persons with similar protections.
26. That the clerk reported there are no churches who have presented their church records for review and 22 are yet to be completed this year or before the March 2021 meeting of the Presbytery. **This motion will also allow the Session Clerks of the churches** who are unable to attend this meeting, to send electronic copies for review to the Stated Clerk via email for review after this meeting.
27. If the way be clear to minutes of this meeting will record the following actions of the Presbytery:
 - c. That MWS Garrett Mostowski and MWS Sarah Logemann be dismissed to the Presbytery of Detroit.
 - d. That the MWS Susi Ennis be dismissed to the Presbytery of Peaks in Virginia.
28. End of Motion.

The above motions will be made at the opening of the Nov 6,7, 2020 meeting and will be in the meeting packet for review before the meeting begins.

The Stated Clerk has attended all meetings of the Presbytery and as required the office also attended all meeting of the PMT and Leadership Cabinet and recorded actions taken at those meetings. Meetings of the LC were held May 12, June 9, Sept 10, and Oct 13, 2020. Meetings of the PMT were held May 7, June 23, July 9, Sept 10, and Oct 15, 2020.

The clerk attended the commissioning of Margee Smith to the position of Pastor to the Stanford Church Sept 19, 2020.

The clerk participated in the sale and document signing required for the sale to the Geyser Church Property along with assisting the Commission serving to complete the liquidation of this church property.

As all are now aware, the operation of all functions of the Presbytery and its churches has been affected by the advent of the Covid-19 pandemic. This has created a need for a change in focus as to how we conduct the work of the church and remain in fellowship while we work out ways to do this virtually instead of in person. Your continued patience in this regard, and continued participation and support, is appreciated by all the staff and moderators.