

**Presbytery of Yellowstone – ZOOM Stated Meeting
November 5-6, 2021**

21.0062. Opening of the Meeting

The Presbytery of Yellowstone met on Friday and Saturday, November 5-6, 2020, Via Zoom format at 9:30AM on Friday with prayer by the Acting Moderator RE Russ Kline. The theme for this meeting was: *“Keeping It R.E.A.L.”*

20-0063. Roll Call: (as taken from the registration forms and emails, not as taken verbally or visually)

Ruling Elder Commissioners and Other RE’s and visitors

Anaconda	CRE Veva Larson, RE Linda Smith,
Billings First	RE Sandi Schoenberger (Commissioner), RE Russ Kline (LC)
Billings St Andrew	RE Jim Tarr (Commissioner)
Big Hole	RE Sandy Cleary (Commissioner), RE Julie Boksich (LC & Moderator)
Bozeman (LC)	RE Debbie Ernst (Commissioner), RE Ric Tieman (LC Treasurer), Suzanne Bratsky
Butte First	Excused
Colstrip	RE Gail Beckham (Commissioner)
Deer Lodge	RE Marilyn Thomas (Commissioner)
Dillon First	A
Ennis	RE Elaine Hundley (Commissioner)
Forsyth Federated	A
Hysham Community	RE Waine Milmine (Commissioner)
Jordan	RE Holly Harbaugh (Commissioner)
Lewistown First	RE Melissa Bell (Commissioner)
Manhattan	RE Stephanie Bergstrom (Commissioner), RE Debbie Blackburn (PMT Co-Mod.)
Miles City	A
Phillipsburg St Paul’s	A
Poplar First	A
Stanford First	CRE Margee Smith
Terry Community	RE Nancy Pehl (Commissioner)
White Sulphur Springs	A
Wolf Point First	A

Minister Members

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

Commissioned Ruling Elder Members also listed with RE's above.

CRE Veva Larson (present) CRE Margee Smith (present)

RE Moderators 2021, Voting Members also listed with their churches above:

RE Julie Boksich (Moderator), Debbie Blackburn (PMT Co Moderator)

RE Leadership Cabinet Voting Members also listed with their churches above:

RE Julie Boksich (present), Ric Tieman, (present), Susanne Bratsky (present), Russ Klein (present)

Corresponding members for meeting seated:

MWS Rob Hagan (Presbyterian Foundation), MWS Christine Long (Board of Pensions)

Staff with Voice: RE Caroline Fleming (Stated Clerk)

Quorum/Balance check: Voting 19 RE's, Voting 17 MWS.

Presbytery of Yellowstone – ZOOM Stated Meeting

21-0064. Acting Moderator Russ Kline offered opening prayer and welcomed everyone to the meeting. A brief instruction was given concerning Word-Share-Prayer and the procedure for the morning's mini-conference

21-0065. Dwelling in the Word: Attendees were placed into small groups to read, reflect upon, and dwell in the scripture passage from Hebrews 12: 1-3. When small group time was over, all were called back to the main room and asked to share what people felt the Holy Spirit saying in their small group. Shared insights included:

- Consider whether the eyes we look through are worldly or are we looking toward Jesus?
- We must lay aside anger, resentment, fear, a desire for vengeance. If we don't, we'll have a very difficult time following Jesus.
- Stay focused on Christ and keep our eyes on the joy that is ahead rather than the burden of today.
- Do we fear and/or distrust God? Does that weight us down?
- Can we see with Jesus' eyes?
- We are surrounded; we aren't alone. We can endure. It may be a long race we are running, but ahead is heaven; ahead is joy.

Kathy Goodrich closed our time of Dwelling in the Word with prayer.

21-0066. Workshops: Attendees chose to attend one of two hour-long workshops for the remainder of the morning:

1. "We Got This! Becoming REAL with God and Each Other" led by Russ Kline
2. "Spiritual Friendship: Thriving in Stressful Times" led by George Goodrich

(Handouts for these two workshops and for Kathy Goodrich's workshop "Hope: Making it Real in Conflicted, Changing, Crazy Times," that will be held Saturday morning, November 6, are included as **Attachment A**)

21-0067. Presbytery meeting convened: Acting Moderator Russ Kline convened the stated meeting of Yellowstone Presbytery at 1:00 p.m. with prayer.

21-0068. Introductions, roll call and declaration of quorum: The Stated Clerk called the roll, asking one person from each church to introduce everyone from that church, then took roll of At-Large and Honorably retired Minister members of Presbytery. A Quorum was declared by the Stated Clerk from the roll call. attendance.

21-0069. Procedural Motion and Omnibus Motion: The Stated Clerk' report (**Attachment B**) included Procedural and Omnibus motions that were reviewed. The Omnibus motion included motions to approve the minutes of the May 21-22, 2021, Stated Meeting of Presbytery, the minutes of the June 3, 2021, Special Meeting of Presbytery, and minutes of three Administrative Commissions: the July 31, 2021, installation of the rev. Kimberly Briggs, the August 28 ordination and installation of Mary Grace Reynolds, and the October 16, 2021, minutes of the installation of Rev. Jamie Schmeling.

➤ **A motion was made** and seconded to approve the clerk's procedural and omnibus motions as printed in exhibit B. Motion passed.

21-0070. Dwelling in the Word: Moderator Russ led the group in a short Dwelling in the Word based on Hebrews 12: 1-3 and in review of people's experiences in the morning workshops. Consensus was that we are very grateful for our Lord Jesus, for the great cloud of witnesses that have gone before us, and for the spiritual friends we have now, all of which help our faith to thrive. We want to offer this faith to others. People need community and small groups are an excellent way to do enhance the community experience.

21-0071. Co-General Presbyter's report (Attachment C): The Co-GP report was reviewed and is included as **Exhibit C**. Presbyters and church people are in a long race, much longer than we originally anticipated. Pastors are leaving the ministry or retiring in record numbers, leaving church members wondering what the future of the church will be. George and Kathy Goodrich are working very hard to equip people of Yellowstone Presbytery, and through them, our local churches, to live into the future.

21-0071. Pastoral Ministry Team Report Part 1: (Attachment D):

- a. PMT Co Moderator MWS JP Carlson introduced IPNC Chair of First Presbyterian Church of Bozeman (Bozeman FPC) Debbie Ernst who reviewed the process the Interim Pastor Nominating Committee (IPNC) used in selecting MWS Ashley Birk as their candidate for Interim Pastor. MWS Ashley Birk was introduced and shared her personal history and history in the PC (USA) with the Presbytery. The candidate was than interviewed concerning theology, her sense of call to the Bozeman Church, what she hopes to focus on during her time with the Bozeman congregation, and her previous involvement in presbytery and PC(USA) activities. Following an opportunity to ask questions of Yellowstone Presbytery, Ashley left the meeting. The following actions were taken:
 - **It was voted** to approve the Pastoral Ministry Team recommendation that Presbytery approve Ashley Birk as Interim pastor at FPC Bozeman and for membership in Yellowstone Presbytery.
 - **A motion was made** and seconded to approve the contract between Ashley Birk and FPC Bozeman. The motion passed.
- b. PMT actions are listed in the PMT report. Highlights of their work include:
 1. Held three Installation services and one Ordination and Installation service since Presbytery last met: David Murchie in Colstrip on June 6, Kimmy Briggs in Lewistown on July 31, Mary

Grace Reynolds in Ennis on August 28 and Jamie Schmeling in Terry on October 16. We are blessed to have these gifted people working in our Presbytery.

2. Completed two boundary training sessions in 2021. If any minister or commissioned Ruling Elder could not attend one of the two training sessions, they will have to attend an approved training as soon as possible.
3. Suggests the following honorarium rates for pulpit supply and moderating session or congregational meetings:
 1. Pulpit Supply - \$150 for one Service plus mileage; \$ 50 for each additional location and/or service
 2. Session Moderator - \$50 for Zoom Meeting; \$75 for In Person Meeting
 3. Congregational Meeting Moderator - \$50 plus mileage

Note: Mileage should be calculated using current IRS rates for employees

4. PMT recommended the following actions:
 - **PMT recommends** that Yellowstone Presbytery adopt a 3% increase in the minimum salary for pastors effective January 2022.
Discussion followed and included the fact that the recommended increase is below the federal cost of living adjustment (COLA). PMT Co-Moderator JP Carlson was asked to send a pastoral letter to all churches informing them of the increase and stating that PMT will consider exceptions in hardship situations. In addition, churches are to adopt a Family Leave Policy effective January 2022.
 - **Action:** It was moved and seconded to extend the docket by fifteen minutes, from 4:15 to 4:30 p.m. Motion passed.
 - **Action:** The previous motion from PMT to adopt a 3% increase in the minimum salary for pastors passed.
 - **In response to Esther Berg's request** for reinstatement to ordained ministry in the PC(USA), based on records and documentation, the pastoral Ministry team recommends her request be denied. The motion passed.

The PMT report Part 1 concluded, with one item of business left for Saturday morning.

21-0072. Budget and Finance Report (Attachment E): Treasurer Ric Tieman, reported that the bank account balance is down \$15,000 as of September 30, 2021, with a total in current assets of \$932,006.07. \$605,484.06 of those funds are restricted. The Presbytery's program budget is doing very well this year, in large part due to a very successful camping season.

Proposed 2022 budget (Attachment F): Treasurer Ric Tieman reviewed the proposed 2022 budget which is slightly less than the 2021 budget.

- **Action:** It was moved and seconded to approve the proposed 2022 budget as recommended by the Leadership Cabinet. Motion passed.
- **Action:** It was moved and seconded to adopt the per capita fee of \$56.00 per person as recommended by Leadership Cabinet. Motion passed.

NOTE: Per Capita is distributed as follows:

General Assembly	\$ 8.98
Synod	\$ 3.00
<u>Presbytery</u>	<u>\$44.02</u>
TOTAL:	\$56.00

NOTE: Co-General Presbytery will raise \$35,000 of their salary in 2022.

21-0073. Camping and Youth Team report (Attachment G): Moderator Dan Triller reported that the camping season at Westminster Spires was very successful.

- **Action:** It was moved and seconded to extend the docket 15 minutes to 4:45 p.m. Motion passed

21-0074. Representation & Nomination Team Report 1 (Attachment H): Team Moderator Jody McDevitt gave the first reading of the nominations the team is recommending for positions and reported the results of the June 27 email vote to elect RE Jim Tarr to serve on the PMT class of 2022 and MWS Kimmy Briggs to serve on the PMY class of 2023.

21-0075. Announcements included a welcome to Christine Long, our Board of Pensions representative and instructions on accessing the worship bulletin after which the meeting recessed at 4:45 p.m. until 7:00 p.m. with prayer offered by Debbie Funke.

21-0076. Worship: Presbytery reconvened for worship at 7:00 p.m. Rev. George Goodrich preached a message based on Luke 5 that reminded us God asks us to take on more than we have strength for because God wants us to depend on God's strength. "Obedience yields blessing." The evening's offering will go to Intermountain in Helena and can be given online through the GIVE NOW button at Yellowstone Presbytery website or can be mailed to the Presbytery office.

Presbytery recessed for the evening following worship.

21-0077. Reconvene: Presbytery reconvened at 8:30 a.m. with prayer offered by Melissa Bell.

21-0078. Dwelling in the Word: The group listened to Hebrews 10: 19-25 read and reflected silently on the passage after which we broke into small groups to discuss the passage using printed questions. Small group work ended with participants praying for one another based on concerns voiced. Following a short break, people from the breakout groups shared with the large group what their group heard the Holy Spirit saying through the passage.

21-0079. Workshops (Attachment A): Attendees chose to attend one of two hour-long workshops:

1. "Hope: Making it R.E.A.L in Conflicted, Changing, Crazy Times!" led by Kathy Goodrich
2. "Spiritual Friendship: Thriving in Stressful Times" led by George Goodrich

21-0080. PMT report Part 2 (Attachment D): Presbytery reconvened as a committee of the whole for the continuation of the PMT report as Presbytery honored Rev. Dan Krebill and Rev. Jody McDevitt for their service in ministry. They retired on September 30 after 25 years as co-pastors at FPC Bozeman and both served Yellowstone Presbytery in a variety of positions. The couple will move to Billings November 15, so are not leaving the presbytery. Many people offered praise and thanks for both Dan and Jody, celebrating times spent together and work done to God's glory.

- **Action:** PMT recommends that Yellowstone Presbytery grant honorably retired status to Dan Krebill and Jody McDevitt. Motion passed.

George Goodrich closed the celebration of Dan & Jody's ministry and the PMT report with prayer.

21-0081. Leadership Cabinet report (Attachment I): Leadership Cabinet reported on the work done to equip and encourage the people of Yellowstone Presbytery since the June presbytery meeting. Actions included setting presbytery meeting dates for 2022 on February 11 & 12, May 6 & 7, and November 4 & 5.

Leadership Cabinet makes the following motions to Yellowstone Presbytery:

- Recommends to Yellowstone Presbytery Rev. Teresa Kendall to serve as member of Synod Nominating Committee member (class of 2024) beginning January 1, 2022.
 - **Action:** Motion passed.
- Recommends that allocated funds received from the sale of Harlowton and Geyser properties be moved into Presbytery's Unrestricted Funds budget line item.
 - **Action:** Motion passed.
- Recommends to the Presbytery that the sale of the manse of the First Presbyterian Church of Anaconda be approved and the realized funds from the sale be dispensed according to provisions outlined in the letter from the church, dated October 25, 2021 (**Attachment J**).
 - **Action:** Motion passed.
- Recommends to the Presbytery that the Leadership Cabinet appoint a team of 2-3 people, along with Rob Hagan of the Presbyterian Foundation, to work in support of the session of First Presbyterian Church of Anaconda to ensure the effective investment of the funds for the on-going ministry of the church and its mission, and that the team remains constituted until the funds are invested and the church is cared for pastorally, probable duration of the team about a year.
 - **Action:** Motion passed.
- **A motion was made** from the floor and seconded to extend the docket by 15 minutes.
 - **Action:** Motion passed.
- Recommends to the Presbytery that the Leadership Cabinet be the presbytery entity to oversee this process and receive reports from the session of First Presbyterian Church of Anaconda.
 - **Action:** Motion passed.

21-0082. Rev. Dr. Rob Hagen, Presbyterian Foundation (Attachment K): Rob encouraged churches to look at end of the year giving as an opportunity to share the possibility of people giving through one's I.R.A. This could reduce a person's tax liability as well as offer significant gifts to the church.

21-0083. Representation & Nomination Team Report 2:

- The Moderator of the Representation & Nomination (Rep/Nom) Team gave the second reading of the proposed slate of candidates for election to open positions in Yellowstone Presbytery (Attachment H). After a call for nominations from the floor, the following action was taken:

- **Action: It was moved and seconded to close nominations** and cast a unanimous ballot to elect MWS Dave Thompson Moderator of the Presbytery for 2022, RE Melissa Bell Vice Moderator for 2022, RE Russ Kline Moderator of Leadership Cabinet for 2022, MWS Kimmy Briggs Moderator of PMT for 2022 and to elect all the members of the cabinet and committees as listed in the Rep/Nom report. Motion passed.
- It was noted two vacancies remains on the PMT class of 2024, and that Presbytery needs an alternate RE Commissioner, a Young Adult Advisory Delegate (YAAD) and an alternate YAAD to General Assembly.
- Moderator Jody reviewed the Representation Report of the Rep/Nom Team (**Attachment L**) noting the following recommendations to correct imbalances:
 - *We recommend that the Leadership Cabinet seek male representation on the Rep/Nom team when nominations are open.*
 - *We recommend seeking more representation from the eastern region.*
 - *We recommend paying attention to the age imbalance and encourage young leadership, making accommodations in our time expectations as much as possible*
 - *We recommend increased awareness and openness to the gifts of God's diverse people in our communities.*

The Representation Report was received

21-0084. Board of Pensions (Attachment M): Rev. Christine Long introduced herself as the new Church Consultant for Yellowstone Presbytery. She shared a handout on benefits and a PowerPoint presentation.

21-0085. Stated Clerk Report (Attachment B): The Stated Clerk reported on her activities since taking office June 1 and reported two presbytery email votes:

- June 27 election of two people to PMT reported by the Rep/Nom Moderator
- September 21 to elect the administrative commission to install Jamie Schmeling on October 16.

21-0086, Presbyterian Women: No report

21-0087. Synod Report (Attachment N): Commissioner Jim Tarr submitted a written report.

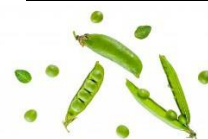
21-0088. St. Timothy's Chapel (Attachment O): Moderator Cal Boyle submitted a written report.

21-0089. Summary of Mini0Conference and meeting: All were thanked for attending and participating. People were asked to give feedback on the content and ideas for improvement.

21-0090. Announcements and Closing: People are asked for ideas on re-inventing Presbytery prayer and encouraged to talk with Debbie Funke if this is something you would like to pursue.

- **Action:** A motion was made and seconded to adjourn following closing prayer. Motion passed.

Rev. Jamie Schmeling closed the Presbytery meeting with prayer.



PODS WITH A PURPOSE

(*Little* groups for connecting with God, a few others, the church and the community) <https://www.pod-church.com>

Fall is here! The virus is still here (: Sunday morning worship is important but not enough! Congregations need to find fresh ways to encourage people to have meaningful connection with God, others & community as well as be engaged in worship, whether online or in-person.

There are many shifts in patterns, needs and opportunities due to the virus such as:

- *A busy couple with small children used to attend church faithfully while the kids were in Sunday School. Now the kids are uninterested in online worship & with uncertainty of the day the parents no longer engage worship online & they are in no church groups.*
- *A regular church attendee who is in a high-risk category or just received a diagnosis such as cancer, must be very careful to protect themselves from the virus and stay away from large or social events.*
- *Those who live alone, those with church as the main interactive part of their lives, or who just moved to an area, are all struggling with isolation and loneliness.*
- *Some church members continue working in the public setting. Although they follow safety procedures concerning the virus, they do not feel comfortable attending worship for fear of spreading the virus to others in the congregation*



PODS (small Groups) Offer an Opportunity for Engaging/Re-engaging People



- **A pod is a life-giving *little* group supporting and empowering the people of God.**
- **ANYONE CAN DO THIS---students to senior citizens can initiate a group.**
- **Pods are easily do-able, expandable *little* groups that help us grow in our relationship with God, with the people of God, and with God's work in the world.**
- **The ministry of Jesus and the early Christian Church involved many pod-style groups: most of them were *little* groups who supported one another and were sent to join Jesus' mission in the world. Pods can fill the need for those who hunger for connections and purpose during these times. (continued on page 2)**

Pod-Based Ministry

- A life sustaining *little* group supporting & building relationships, growing more like Christ, and being sent into their community: work, school, family, neighborhood...
- Groups are *little*, typically 3 to 5 people (maximum of 11)---*the closeness of relationships increases as the size of the group decreases*
- May last for 6 weeks or may be ongoing
- May meet immediately after person/online worship, a class, or a standing event (in breakout rooms) or anytime during the week (45 to 90 minutes in a place with social distancing requirements)

Pod-Meeting Format

Pods follow the Word-Share-Prayer discipleship triangle when they gather understanding that a gathering ends with being sent to serve.

- This format allows:
 1. **The Inward Journey**
growing in relationship with the Triune God and each other
 2. **The Outward Journey**
growing as we are **sent** → to serve.



Word-Share-Prayer



- **WORD**---Share insights from a biblical text
- **SHARE**---Share personal blessings and needs
- **PRAYER**---Pray for one another by one another
- **SENT** → *Sending* one another to engage & join in Christ in his mission at home, work, community. . . (see The Halverson Benediction below)

(*Time Spent on each of the above is adaptable and expandable depending on time allotted for pod meeting. Refer to home page of <https://www.pod-church.com> for more details.)

The Halverson Benediction

You go nowhere by accident. Wherever you go, God is sending you. Wherever you are, God has put you there. God has a purpose in your being there. Christ lives in you and has something He wants to do through you where you are. Believe this and go in the grace and love and power of Jesus Christ.

For many ideas for launching pods, pod resources, podcasts, clever graphics, etc. . .
from Rev. E. Stanley Ott, PhD.

go to <https://www.pod-church.com> and check out the links.

Spiritual Companionship for Thriving in Stressful Times...

George Goodrich

Intro: Why This Discussion of Spiritual Friendship in Stressful Times?

- a. Isolation and disruption of relationships made worse in pandemic
- b. The “L” word. The one “not good” in Genesis.
- c. Stressful times on macro and micro scales...
- d. Wondering if we are forgetting how to do deep, lasting friendships, esp. spiritual friendships
- e. For pastors and leaders who yearn for deeper levels of friendship and spirituality.... And for Christian Community of love and oneness...

Aelred and Ivo, two monks in England in mid-1100's... Fr. *Spiritual Friendship*

- a. Made time for each other - priority
- b. Shared and listened deeply to each other's soul – a loving and accepting trust.
- c. Prayed for each other
- d. Listened for/to God for each other
- e. For years until Ivo's death.
- f. Christ-based friendship
 - a. *“For what more sublime can be said of friendship, what more true, what more profitable. Than that it ought to, and is proved to, begin in Christ, continue in Christ, and be perfected in Christ?... Friendship is mutual harmony in affairs human and divine coupled with benevolence and charity.”*
- g. Aelred was the more spiritually mature of the two. But still a mutual friendship

David and Jonathan in 1 Samuel - Most famous Biblical Friendship – **What about their friendship?**

- a. Admiration and mutual respect for each other
- b. “Souls knit together”
- c. Endured in trials and separation...
- d. Deep bonds of love, wanting the best for the other.
- e. Jonathan knew David was the God-picked future king and gave way...

Spiritual Friendship...

- a. What is Spiritual Friendship?
 - a. Aelred looked at Friendship from the divine perspective, insisting that it springs directly from God, who in the overflowing of his love created [us] to share his love by loving each other and himself. P23
 - b. Cicero in Aelred: “An agreement on matters human and divine, with charity and good will.”
 - c. Two or more Lovers God who bring their relationship with God to the others and God brings God's with them.

- d. Aelred: "God is Friendship" from 1Jn 4:16 – He who dwells in friendship dwells in God and God in him." Aelred's analysis of love begins with a three-stage understanding:
- i. **Attraction:** the natural impression made in our mind by some person or object, which we can identify as desirable...
 1. College Retreat and Bob with guitar – Spiritual friends 50 yrs....
 2. Similar values / interests / passions / plights and experiences
 - ii. **Intention:** the inclination of the will toward some person or object as the result of a decision that ought to be followed.
 - iii. **Fruition:** the result of an act of will by which we enjoy the benefits of that object of our sensible attraction and volitional decision.
- e. Aelred: "Nature impresses on the human heart the inclination toward friendship. Then experience encourages it, and the authority of the law regulates it." (Jesus models and lives friendship with us; scripture.) P. 23
- f. God is a Triune Friendship... And God invites us in.

Conducting a Spiritual Friendship - [Teresa of Avila \(1515-1582\): The Way of Perfection](#)

- God's love in and through us means we care for each other's soul as well as his/her condition in life.
 - Hard to know when love is spiritual and not of human origin, p. 68
 - Between two lovers of God and who share God's love.
 - Willing to be taught by God to love / Spiritual love is God-given, God nurtured, God-directed and aided.
 - The Beauty of another? Don't dwell on it, but give it over to Christ / (Luther on temptation: birds nests.) Maintain a purity, p 73. Do not play into a sensuality...
 - Benefits the soul of the other... Encourage the best in each other.
 - God's Love>><<Me>><<Other
 - Hurt with those who hurt, but do not be too quick to alleviate their suffering. But help spiritual growth in it all. Pray with them not to see suffering lifted and life eased, but seek the mind of Christ and soul transformed through Christ-suffering. James 1:3-5 Welcome Trials
 - Cum-pati – so that the person grows and we do too in Christ-
 - "Bearing on another's burden's and sharing one another's joys.
 - Spiritual affection longs to see virtue developed. 74
 - Love corrects and encourages in the right way.
 - We sharpen each other – spiritual friends kept Teresa "out of hell." p. 76.

- “Truthing in Love,” is better than tender regard and simple affection.
- Fonder of giving than receiving
 - Passion and emotion have a place, but not for themselves.
 - The nearer we move toward perfection, the more insidious and difficult the Devil makes temptation and trial. So we draw close to one another. So we watch and pray for one another... Helping to discern what is going on.
 - Attracted to the eternal in the other person; imitating Christ’s love in relating to them/ Eternal Relationships into Eternity.
 - Desires spiritual progress in the other... (maybe the way a therapist would); without “any degree of self-interest.” Possible?
 - Spiritual Maturity is the goal of the soul in Christ and spiritual friendship helps the other on toward it. (A much-expanded concept of the prayer partner idea we have)
 - What is spiritual maturity / Christian Spiritual Transformation
- The growing Christian as described by J. C. Ryle (1816-1900, Anglican Bishop of Liverpool): “When I speak of a (person) growing in grace, I mean simply this – that his/her sense of sin is becoming deeper, his/her faith stronger, his/her hope brighter, his/her love more extensive, his/her spiritual-mindedness more marked. He/She feels more of the power of godliness in his/her own heart. He/She manifests more of it in his/her life. He/She is going from strength to strength, from faith to faith, and from grace to grace...” Fr J.I. Packer: *Rediscovering Holiness*
 - Dallas Willard (1935-2013, American Philosopher): The Spiritual Disciplines are those methods by which, enabled by the Holy Spirit, Christians can (ital. his) actually be transformed. Those practices through which individuals “can become like Christ in character and in power and thus realize our highest ideals for well-being and well-doing.” Further, the spiritual disciplines are the means by which ‘ordinary individuals... can become, through the grace of Christ a love-filled, effective, and powerful community. This is the heart of the New Testament message.” Willard: *The Spirit of the Disciplines*.
 - We know each other’s faults and do not necessarily speak to them, but model in our lives what a holy living alternative might look like. Practice the virtue in which the other is lacking. Modeling the virtuous life.
 - Look for ways to love the other. Shoulder their work when they are bowed down... 79.
 - Five Love Languages

- **Romans 12:10 – Out-do one another in love.**
 - **Forgive offenses**
 - **Stop quarrels - and do not tolerate the quarrelsome brother or sister...
This can infect the whole fellowship.**
- b. Abusive Friendships**
- a. **Friendships for carnal pleasure**
 - b. **Friendships for material gain**
 - c. **Friendships for gilding my image and jealousy**
 - d. **Moral failures in the friendship; “Virtue always attracts love.” – Teresa of Avila**
- c. Benefits of Spiritual Friendships: Ask them....**
- a. **Joy**
 - b. **Peace**
 - c. **Growing more like Christ**
 - d. **Knowing you are not alone**
 - e. **Humility**
 - f. **Forgiving**
 - g. **Being known / belonging- effortless dialogue**
 - h. **Acceptance**
 - i. **Friendship: A Rocket or a booster?**

What might be your next steps?

- j. **Ask God in Prayer for a spiritual friend / pod / small group.**
 - i. **Whom are you drawn to?**
- k. **Maybe Read a book together on Spiritual Friendship**
- l. **Think about those already in your life.... Adding another dimension to your friendship?**
- m. **A follow-up group to this discussion?**
- n. **Other? Your takeaway from this time?**

Slow Down...

Love...

Be Loved.

Hope: Making it R.E.A.L in conflicted, changing, crazy times! Trends, tips & how to's
from recent research & practices in churches.

Presbytery Workshop Nov. 6, 2021 Rev. Kathy Goodrich

Let us run with endurance the race God has set before us...keeping our eyes on Jesus... from Heb 12:1-3

Race (this is now like a triathlon!), relationships, rest/restore,

Endure, encourage, engage

Adapt, assurance

Listen, love

R

Reading & curiosity, followed by reflection- personally and with others – essential to learning and unlearning

RACE – Heb 12

An important metaphor & analogy which we need to mediate meaning/sense-making in these times

See our Co-GP report

See Rev. Kimmy Briggs insights (more will be written after the race)

Rest

Restoration on this endurance race, spiritual practices/disciplines, sabbath

Relationships, community, connections...

As beloved people, as the body of Christ we have this precious important moment where there is such a hunger and thus urgency to be embodying/incarnating and sharing this

(ALL of God's ways are not remote, disconnected, but intimate, embodied,

In-carnation - Jesus= Immanuel = God with us = God with skin on

The WHY

The HOW's

The WHAT

The WHERE

God, our Triune 3 in 1 God, exists eternally in divine community, of equals, of intimacy and love...

(any subordination here = heresy),

God created us for and invites us into that intimate, divine community. This woven throughout scripture, revealed in Genesis 1 & 2, it is that for which we are created. thus what each of us longs for, what our restlessness, yearnings and longings point to as we all know the results, tainings, warping in our fallen existence as not as they should be.

Mirror – whole, then smashed/cracked, everything is warped, distorted.

First with God, then with ourselves, one another and all of creation.

John 17, II Cor. 5, John 3:16 & 17. Rom 8

We are created for intimate, love relationship - not for programs, institutions,

Thus, this time of deep disruption, sufferings, disconnects, is both revealing this at deep levels and provides providential wet cement opportunities for DEEP adaptations that we may return to the

Heart, the core of what it means to be God's church/disciple communities

We, as God's

Since we live in the fallen reality of post Gen 3 life

God's ultimate BIG mission – reconciliation, redemption, restoration of ALL 4 of these relational dimensions,

Restoration – ultimately when someday ALL will ultimately re restored, ...

God was in Christ reconciling the world to Godself, not holding their/our sins against them, II Cor. 5:19

Quick doodle & way to express this amazing story came be summarized in a contemporary way:

Designed for Good - Damaged by Evil - Restored for good - Sent to Heal

<http://www.jameschoung.net/true-story-resources/> James worked with university students and came up with this while doing ministry partly on staff of a PCUSA church

DO spend time cruising this

True story – book and videos in many languages,

KISS principle

ReFocus on the core mission and calling as disciples, pastors, and churches

Prune away

Community & Connections

https://careynieuwhof.com/5-post-pandemic-church-growth-accelerators/?fbclid=IwAR1eQHm_rncVQStLxRPXgWqK9dXgkI7bOvPf6we8rmnNZ3WF68qnAhAvyo

Re-creating

Therefore –

Prioritize Community and make connections, re-connecting people with all 4 dimensions of Christ's ministry of reconciliation is HUGE, essential and where we see people resonating, responding to people and churches

Hunger for REAL, for authentic

All people but especially Younger generations, those with wounds and trauma's ONLY want REAL, authentic, vulnerability....period. and

Chris Haughee from Intermountain

Remember/recall and remind ourselves and one another about WHO God is and ALL God's reliable promises

When Following the News Becomes Too Distressing: On moral distress, powerless responsibility, and reclaiming hope. By Cynthia R. Wallace ON Plough

JUNE 3, 2021

Storytelling has a similar effect: recalling past triumphs of justice and goodness grows our sense of what could be. As Walter Brueggemann says, "Memory produces hope in the same way that amnesia produces despair." Especially undertaken in community, such storytelling can feed not just our healing but our imaginations of what is possible, strengthening us for the long road

together as we join in God's project of restoration.

<https://www.plough.com/en/topics/justice/culture-of-life/when-following-the-news-becomes-too-distressing....>

As we coalesce around this shared distress and recall the faithfulness of God, who is not slack concerning the promised healing of all creation, the love of Christ, in whom we live and move and have our being, and the power of the Spirit, whose presence strengthens us for the journey, we find that we are by no means alone. We look around and recognize in each other not just grief but commitment, a shared core of moral integrity – which might just lead to moral courage – which might, itself, lead us back to the sustaining energy of hope.

→ HOPE

E

Endure – endurance, perseverance

Resilience

An important virtue, a core of Reformed theology

Heb 12, II Thessalonians, I & II Peter, Revelation,

Encourage – all are hungry for this and we require it as humans.

How will you practice it and cultivate it among your community

see Heb 12 & 120:19-25

a spiritual gift

Barnabus, son of encouragement, -

Engagement –

Engagement is catalytic. It is what now determines and generates attendance, spiritual growth, and much more, not vice versa. It involves relationships and action. It involves both person to person & digital/online with the dramatic shifts in how folks operate, connect, relate, affiliate... including with church.

The Ultimate Guide to Church Engagement: Seven Successful Engagement Practices of Growing Churches.

Actionable ideas & stories with a range of links: a 23-page booklet

1. Simplify Your Strategy

2. **Shrink Your Church [through Groups]**
3. **Lead the Way With Technology**
4. **Clarify Membership Expectations**
5. **Diversify Engagement Possibilities**
6. **Help People Discover & Develop Their Unique Contributions**
7. **Be Specific About How to Get Involved**

@ https://grow.pushpay.com/rs/592-KPW-150/images/Definitve-Guide-Engagement-2021.pdf?mkt_tok=NTkyLUtQVvy0xNTAAAAGAGsNWCXbvQla0LWh9GthuYmQHomOZcOAN7quRnXFG21T-NiVF6N1s3VafHXpyUlsMlun2NCyDlpyh7JXU3CGL_6UscCsRC6TU9x4wKolS4s09cgo

Experience –

Longing for experience of God and true community
Content and info widely available

5 POST-PANDEMIC CHURCH GROWTH ACCELERATORS By [Carey Nieuwhof](#)

<https://careynieuwhof.com/5-post-pandemic-church-growth-accelerators/>

Experiment – essential new practice

See Andy Crouch
Becoming Church – Luke Edwards
Fresh Expressions

A

Adapt,

While agile is essential, it can be only reactive,
Adapt

Assurance – needed regarding what is God's truth and promises and presence

Authenticity, REAL, vulnerability

5 POST-PANDEMIC CHURCH GROWTH ACCELERATORS By [Carey Nieuwhof](#)

<https://careynieuwhof.com/5-post-pandemic-church-growth-accelerators/>

Listen,

Not merely hear but to understand and empathize
The most Christ-like quality in today's world, Ron Pyle

Love – takes us back to the beginning, who God is, why God has this ministry of reconciliation, restoration, reconnection...

I Cor 13** Love never fails
Hunger for Agape love above all.
It covers a multitude of sins.

Clerk Report for the Presbytery Meeting November 5 & 6, 2021

Procedural Motion

The Stated Clerk moves the following Procedural Motion:

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 adjust 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.

Once again we will be meeting via Zoom. By now most of you are familiar with how to participate in a Zoom meeting. As a reminder and for those new to a Zoom meeting, the Stated Clerk offers the following information from Leadership cabinet:

To join the meeting you will need the following:

- A computer (ideal) with a microphone and camera/video capacity. (An iPad, tablet or smartphone can also work.)
- Internet access. Wi-Fi will work but wired is best for good quality.
- The Zoom application for your computer, phone or laptop. You can access the Zoom app on either Google Play or the Apple Store. You will look for a blue square with rounded corners that displays a white camcorder. (See image →) You want Zoom for cloud meetings. You will be asked to “run” or download the application when you “join a meeting.”
- The docket and documents on the Yellowstone Presbytery website [http://www.2021nov5-6 pres meeting \(yellowstonepcusa.org\)](http://www.2021nov5-6_pres_meeting(yellowstonepcusa.org)) If possible, we recommend reading what you can before the meeting begins.
- If you do not have access to a computer or the Internet, and you cannot ask a friend or colleague for help, you can join by phone.



Many of us will be in the Zoom meeting together. Because of this, we ask that you mute your microphone unless you are called on to speak. Doing this will help eliminate feedback, minimize background noise and help us all move through our time together more easily.

The Stated Clerk moves the following be established as protocol for everyone participating in this meeting:

1. Start the meeting with your microphone muted and stay in the muted position until called upon or recognized to speak.
2. Have your first and last name and entity you represent in your Zoom participant identification. For example: *Caroline Fleming, Clerk*. (In ZOOM the 3 dots on your picture screen can be clicked and you can rename yourself and the Church or entity you represent.)
3. When you have the floor, please say your name and the entity you represent each time you speak.
4. When voting, if not using a voice vote of “Yes” or “No,” please use the “raise hand” feature. We will count these votes then ask phone-only participants to unmute their phones and vote verbally.
5. During recesses and/or breaks, please to keep your computers on. You can turn off your video, but please leave your audio setting on to hear when the meeting reconvenes. You may log off when long recesses are planned or if you must leave the meeting for any reason.

Omnibus motion.

The Stated Clerk moves the following items be approved:

1. The draft minutes of the Presbytery meeting of May 21-22, 2021, be approved as published on the Presbytery Website.
2. The draft minutes of the Presbytery meeting of June 3, 2021, be approved as published on the Presbytery Website.
3. The draft minutes of the Administrative Commission for Kimmy Briggs’ Installation Service July 31, 2021, be approved as published on the Presbytery Website.
4. The draft minutes of the Administrative Commission for the Ordination and Installation Service of Mary Grace Reynolds August 28, 2021, be approved as published on the Presbytery Website.
5. The draft minutes of the Administrative Commission for Jamie Schmeling’s Installation Service Saturday, October 16, 2021, be approved as published on the Presbytery Website.
6. 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; RE Gary Slagel, RE Sharla Helland, MWS Dan Krebill, RE Llyod Mandeville, HR Sally Ralston.

7. 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 if they have not done so already.
8. That the clerk reported that 8 churches have presented their church records for review and 5 reviews are complete. This action has been slowed by the change in Stated Clerks mid-year and some confusion over what reviews were completed prior to June 1. The Stated Clerk asks Session Clerks who have not yet done so to send electronic copies for review to the Stated Clerk via email for review.

End of Motion.

The above motions will be made at the opening of the November 5-6, 2021, meeting and will be in the meeting packet for review before the meeting begins.

Stated Clerk Activity

June was largely spent setting up, signing up, and orienting to position. I was connected with a mentor, Stated Clerk Susan DeGeorge, of Hudson Valley Presbytery. We have talked via zoom 5 times, and she is very helpful when I have a question as are all Presbytery and denominational staff. During the month, the clerk attended boundary training in and a zoom training on recordkeeping offered by the Presbyterian Historical Society.

I worked with the former Stated Clerk and Presbytery staff to facilitate a smooth transition. I and the former clerk will meet in early November concerning 2021 statistical reports to assure timely submission.

I tracked and recorded two Presbytery-wide email votes:

1. On June 27, the Representation & Nomination Team nominated Jim Tarr to serve on PMT Class of 2022 and Kimmy Briggs to serve on PMT Class of 2023, leaving on position open for the Class of 2021. No nominations were received for that slot and Jim and Kimmy were elected with a majority of 44 votes and zero “no” votes on June 30.
2. On September 21 Presbytery voted to approve the election of an administrative Commission to Install Jamie Schmeling on October 16, 2021. With a majority of 37 out of 5 people voting “yes” and zero “no” votes, the motion passed.

I am tracking boundary training attendance and has a spreadsheet indicating attendance as well as individual certificates of attendance on file in case a person needs a copy of their certificate.

I familiarized myself with the Stated Clerk Portal of the PCUSA where information concerning ministers, churches, statistics and reports are submitted to the denomination. I have updated minister records as necessary.

I worked with PMT members to investigate history concerning a former minister member of the Presbytery. This minister was removed from the rolls 12 years ago.

I attended a Zoom training on copyright compliance on August 10

I attended the Ordination & Installation of Mary Grace Reynolds to the position of Pastor to the Madison Valley Presbyterian Church in Ennis August 28, 2021, in person and the Installation of MWS Jamie Schmeling to the position of pastor to the Community Presbyterian Church in Terry October 16, 2021, via Zoom.

I attended Stated Clerk Orientation Sept. 21-24. This was an online meeting over 4 days for a total of 11 hours.

I received the report from Synod that our minutes remain deficient in two areas:

- getting the Church Records reviewed
- completing a financial review.

Both processes have started but are not completed as required annually.

Since taking office on June 1, 2021, I have attended all meetings of Presbytery, Leadership Cabinet and Pastoral Ministry Team and have recorded minutes as required.

Caroline Fleming
Stated Clerk
Yellowstone Presbytery

Co-General Presbyter Report to Yellowstone Presbytery**November 5, 2021**

Teresa of Avila: *"The world is on fire" ... "this is no time to entreat God for things of little importance." ...*
 From her *The Way of Perfection*

Context: Volatility, Instability as the world was in foment. The church in Europe was rupturing with the Lutherans & Protestants! The church and the world were entering into a season of totally reordering upheaval and change, observable about every 500 years on an enormous scale in the last 2000 years.

Where do we find ourselves?

Lately it's been like living *simultaneously* in 1918/19 (health crisis), 1929 (economic crisis) & 1968 (racial and social justice crisis), all colliding in massive political crisis, referenced by PCUSA pastor, Tod Bolsinger on recent workshop on *Tempered Resilience: How Leaders Are Formed in the Crucible of Change*, his recent book.

Yet, it is in times of difficulties, of searching for meaning, connection and hope, of darkness where the light of the stars shines brightly, where the light, love and hope of Christ and his disciple communities, the church, are so needed.

It was in the sufferings of plagues, persecutions, health and welfare crises, and political oppression and violence during the first few centuries where the Christian's, living and loving as Christ, in contrast communities, where people saw and experienced Jesus. Lives, cultures, caring systems for health and welfare, churches multiplied and the empire was changed. These are the times when the light of Christ can shine brightest.

Remembering God's BIG story and learning from all who have gone before has been perspective-giving, hope-giving and life-giving. Among the passages speaking to us the last few months are: Heb. 12:1-3, Heb. 10:19-25 & Heb. 11; I Kings 18 & 19 (Elijah) Jesus and the disciples Feeding of the 5,000 with 5 loaves & 2 fish – Mark 6:30-44 & John 6:1-15.

What about you? We would love to learn and hear how God has been speaking, working.

As 2020 unfolded we thought we were in a race, a 10K?, which turned out to be a marathon!
Then in mid 2021, just when we thought that we were finally approaching the finish line, someone handed us a bike and bathing suit!

"Keep going, this is a triathlon!"* WHAT?!?

NONE of us had EVER trained for this!

As one pastor said, "Things were much easier in the spring of 2020 than they are now!" Who knew? Only God!

With unwelcome, significant Covid increases in many places, not to mention fires & smoke, droughts, significant challenges for children, teens and families including childcare and employment for women, serious food, housing & economic challenges in MT, nationally and globally, injustices, troubling, intractable challenges in the national and international realms, we see and feel an unease, increased fear and distrust, reactivity in anger, frustration, alienation, and a sense of many of us being worn out, overwhelmed.

All the Stats show how trends have been vastly accelerated, as if at least 5-10 years have passed in the last 18 months such as:

Pastors are retiring or leaving the ministry at the highest rate almost ever
 Isolation, loneliness and relational disconnects are skyrocketing
 Increasing Mental health challenges, for many but especially teens
 Men are lonelier than ever

Parents are swamped

Montana has been referred to as a childcare desert, and few women are in the workforce

The 'great resignation' and multiple challenges for workers and employers have worsened.

Affordable housing is at a premium, becoming an oxymoron in parts of MT & other places → Homelessness.

We see interrupted church-going patterns, relationships, connections and priorities . Some have drifted into other patterns or dropped out completely, others are looking at other churches, in person or virtual. As the hymn *Abide with Me* says, "Change and decay in all around I see, O Thou who changest not abide with me."

So, how do we keep going? Remain faithful and hopeful? As disciples? As church communities is a changed and changing world, in which we are sprinkled and sent as salt and light (Mt. 5:13-16)?

"When a crisis moves from acute to chronic, you need a whole new strategy—for your organization, but also for you." Carey Nieuwhof

This triathlon we are in the midst of requires:

- New strategies, skills, *Learning many new things & unlearning others,*
- *Developing resilience, perseverance and endurance,*
- *Letting go of past expectations, of "the ways and what we are used to & much of what used to work",*
- *Realizing organizations, including churches, are most like a "start up" now even though the building, pastor, face, message. ... may be familiar,*
- *listening, exploring, dreaming and experimenting with new and different/adapted ways as leaders in churches (and all sectors).*

Loving like Christ, with integrity and justice

"Experimenting your way into the future" is how it is referred to in podcast with Rev. Dr. [Dwight J. Zscheile](https://mministry.org/podcast/a-conversation-with-dwight-zscheile/?fbclid=IwAR0n0yc-hzsUDxa6iydbCLFft9ML6U9t1t3BQp03gUqDBUf-TBUuGHh_5zw) , of Luther Seminary https://mministry.org/podcast/a-conversation-with-dwight-zscheile/?fbclid=IwAR0n0yc-hzsUDxa6iydbCLFft9ML6U9t1t3BQp03gUqDBUf-TBUuGHh_5zw

[Note how reality is unfolding with the profound, prescient and practical articles by Andy Crouch: Strategies for Winter <https://journal.praxislabs.org/strategies-for-winter-redemptive-leadership-in-survival-times-f15a7791035a>

With the enormous acceleration in disruption, trends and the rate of change, every church/organization needs to consider itself as if a start-up and empower the innovators, disruptors, entrepreneurial, apostolic, creatives, build resilience, grieve and lament, hope and new vision, adapting and rebuilding...

How do you live and lead when you don't know exactly what is going on around you, you are not sure where you are going, can't see but a step or two ahead???

What does it look like to be Christ's, in Christ, loving and following Christ in HIS way, & in community, to and for the world God loves?

Focus on the main thing, JESUS and God's mission in the world and:

- 1. Deepening our Roots. Nurturing our love for and relationship with God.** developing our spiritual practices and Discipleship – personally and together with others. Our root system sustains all else.
- 2. Pacing** – Sprinter pace is NOT sustainable in an ironman! Be realistic, adapt, slow down & take care.
- 3. Time and courage for *honesty and* reassessing, re-prioritizing, dreaming and adapting**

Tod Bolsinger's *Canoeing the Mountains & Tempered Resilience*

Article on the research showing how businesses with adaptive mindset and practices did much better than those that are merely agile. Adaptive = initiating change, Agile = reactive

<https://go.stripe.global/rs/072-MDK->

[283/images/Accelerate_Growth_with_an_Adaptive_Mindset.pdf?mkt_tok=MDcyLU1ESy0yODMAAAGA](https://go.stripe.global/rs/072-MDK-283/images/Accelerate_Growth_with_an_Adaptive_Mindset.pdf?mkt_tok=MDcyLU1ESy0yODMAAAGA)

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4. Build and strengthen relationships, connections & community. People over programs.

Increased hunger for connection, to be known, seen, understood, respected.

Importance of listening well

Providing & empowering folks to be in and start pods (tiny), anyone can initiate and lead one.

<https://www.pod-church.com>

“PEOPLE ARE HUNGERING FOR CONNECTION & BELONGING, ENCOURAGEMENT, MEANING, PURPOSE! CONGREGATIONS NEED FRESH WAYS IN THIS PANDEMIC TO CONNECT, GROW AND SEND PEOPLE. SUNDAY MORNING WORSHIP IS NOT ENOUGH! “

Wagon train principle – When the early pioneers traveled with a train, they could all help and look out for each other, and the many gifts of the group helped ALL circle up against danger, keep the vision and dream alive as they journeyed and around the campfire telling stories, singing, shared hopes and dreams and sorrows.

The lone explorer, traveler does not fare as well, is not as safe...

5. **Engagement** is catalytic. It is what determines and generates attendance, spiritual growth, and much more, not vice versa. It involves relationships and action. It involves both person to person & digital/online with the dramatic shifts in how folks operate, connect, relate, affiliate... including with church.

The Ultimate Guide to Church Engagement: Seven Successful Engagement Practices of Growing Churches.

Actionable ideas & stories with a range of links: a 23-page booklet

1. **Simplify Your Strategy**
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@ https://grow.pushpay.com/rs/592-KPW-150/images/Definitve-Guide-Engagement-2021.pdf?mkt_tok=NTkyLUtQVY0xNTAAAGAGsNWCXbVQla0LWh9GthuYmQHomOZcOAN7quRnXFG21T-NiVF6N1s3VafHXpyUlsMlun2NCyDlpyh7JXU3CGL_6UscCsRC6TU9x4wKoLS4s09cgo

6. **Unity is more essential than ever...** this is Jesus' intent and prayer for his people to embody what unity in Christ can be.

...” the real opportunity will be in leaders who can rise above the division and focus on what unites us, not on what divides us... That’s your opportunity.

****The culture needs an alternative to itself, not an echo of itself. A divided culture needs a united church.****

Hybrid Church Article – The church can learn how to adapt to new ways & patterns of how people engage both in person and online: *Target Corp and the Flexible Church: How Target Teaches us to Innovate for Relevance and increased Engagement* - Ask Kathy if you would like a copy of the article pdf.

ALL churches need to understand the new shifted ways of living, operating, connecting, and being church → what does total HYBRID reality entail.

Keys – Flexibility, relevance, equipping, relationships/community/connecting (*Contextual*)

Intelligence by Leonard Sweet & Michael Beck)

People can now get content MANY places in person, online from their pocket.

It's important to focus on:

1. resourcing and equipping our existing people for Gospel significance in their own homes [work, schools, affinity & activity groups communities] with what they need to reach their own communities and spheres of influence.
2. facilitating experiences and relationships people can't get digitally, with a focus on connecting everyone with each other and with God.

What have we been up up?

During this tumultuous time we have sought to pray, listen, weep and rejoice, be present, observe, learn and explore, equip and encourage, and seek to maximize each's gifts and strategic impact implementing the Presbytery's vision in fast-changing times.

Our time the last months has included:

1.Pastoral Ministry Team :(K & G)

- a. Significant stresses, challenges and needs for both pastors/CRE's and congregations
- b. A GREAT DEAL is needed related to all just above in this report. This MUST be a major focus for the whole presbytery and churches.
- c. In this time, honestly, ALL churches are actually in significant transition and all ministry has an aspect of transitional ministry to it.

Churches without pastors, some in pivotal seasons, raising important honest questions

Several sessions and Search committees are at points requiring a great deal of training, support and work from PMT, and us, which has been short several members with the gifts, the last 3 years.

We are blessed to be in touch with, pray with and learn from, resource and encourage and support wonderful brothers and sisters in using their gifts for ministry in their churches and communities and Yellowstone Presbytery.

- d. We rejoice in God's provision and calling of pastors. It's been a joy to welcoming and work alongside churches and new pastors. What an honor to be part of the Ordination and Installation for Mary Grace Reynolds and the Ennis Church.

We were part of the Installation services and celebrations with these congregations and the Admin Commissions for Kimmy Briggs (Lewistown) and Jamie Schmeling (Terry) – Kathy and George

These were welcome times for community, connecting and celebrating. Thank you to all who were part of the Administrative Commissions.

- e. PMT, with 2 experienced new members, has formed a Candidates/Preparation for Ministry subgroup for focus and support of our inquirers and candidates for ministry. We have 2, Kori Robinson, Bozeman, @ Pittsburgh Seminary and Karolee Larson, Butte, @ Dubuque online.

Part of our calling is to continue to prayerfully be open to those who might be gifted for ordained ministry in existing churches, planting new worshipping communities, and other forms.

- g. Boundary Training – in June and October, we attended and supported.

h. There have been a few unusual challenges and this Team works very hard.

- i. Dan Krebill and Jody McDevitt's Retired after almost 25 years at FPC Bozeman. Kathy & George and Caroline and Jack Fleming were at worship service. Kathy moderated the congreg. meeting and along with George and Caroline participated in the dissolution service. A beautiful picnic-celebration at a park followed in the afternoon with gifts, appreciation and stories thanking and honoring them for their 25 years of service. Dan Holland was MC

and Suzanne Bratsky spoke on behalf of the whole church and presented a gift. Attending from the presbytery were George & Kathy, Russ and Janet Kline, Mary & Dick Davis, Linda Smith, Debbie Funke, Freeman McCall. Note: Ric Tieman has given his wisdom, gifts and leadership sacrificially to many areas there beyond his role as treasurer. They also have a new secretary as Linda retired, Joann Sandoval.

J. Networking with other MT judicatories & Identified a new psychologist for required evaluation and consultations with all our Seminary and CRE candidates. Grateful to be sharing ideas across denominations.

k. A variety of policy and procedures and things which arise, in some instances, truth is much stranger than fiction. Debbie Blackburn's knowledge and work on these as well is an enormous asset.

2. Equipping Lay preaching with CRE's and interested elders, monthly– George, Fruitful, very positive feedback, engagement and growth. Interest expressed from another presbytery as they and many others are struggling to find future options and models equip present and future leadership for smaller congregations Strong tradition from Luther who trained the guild workers, artisans, stone cutters to preach. Let George know if you are interested in more information or joining.

3. Leadership Cabinet – The comprehensive LC report posted for this meeting summarizes a great deal we have been working on with the LC over the last 6 months.

Listening, Planning for Presbytery meeting which will help connect p

Personnel – Working closely with this subgroup on several issues. We are deeply grateful for the time and wisdom of our good team. George

Budget and Finance analyzing and projecting. We are grateful for

4. Camp 2021. Kurt Kochner and George led camp again this summer. George organized and led staff training, ministered with presence during Elementary (Daniel Triller did a fantastic job speaking and connecting with kids) and Junior High Camps (Kimmy Briggs did a fine job speaking) and was the speaker for Senior High Camp. All of the participants from senior high camp – staff and campers- expressed interest in the formation of a zoom group to meet during the off season, so George hopes to get this organized soon.

5. Rep/Nom Min. Team– George staffs. They have worked hard and prayerfully meeting multiple times this fall.

6. Communication and interaction in the presbytery. A regular newsletter and hopefully a more interactive communication option need to be explored. This is a passion for Kathy as she has written previous to you all. but other gifts and time required.

7. Fundraising for our position since we are required to raise \$35- 40,000 towards the costs of our ½ time package and expenses. We are deeply grateful for each of you and the congregations whose prayers and contributions enable this position to continue and us to partnership with you in Christ's ministry here. We have a ways to go towards our goal and will be sending out a letter towards the end of the year.

8. We are grateful for our wonderful new colleague and Stated Clerk, Caroline Fleming. We have worked together, consulted on a wide range of matters, some very complex. We are blessed.

9. Working with BOP and other Execs as policies and challenges arise or various information is required by churches

10. Resourcing, preaching, pastoring pastors

G and K preached at FPC Bozeman twice, in addition to preaching or worship leadership in installations and ordination. Other opportunities were not possible due to health and vacation time. One cancelled due to Covid quarantine

General Assembly Moderators Conference in November by Zoom 11-21. For the third year in a row George and Vilmarie Cintron-Olivieri have been asked to lead their seminar, 'The Moderator as Spiritual Leader,' at the conference to train presbytery moderators across the country. We are grateful to say, it has proved to be the most popular of all the seminars 2 years in a row. Prayers appreciated.

Montana Bishop Laurie, ELCA, asked George to offer a **day retreat by Zoom for the Montana Synod of the ELCA** the end of the summer.

11. McAllister Admin. Commission – Kathy has spoken with Dan Krebill, Moderator, Charlie Mandeville and pastor Mary Grace several times on this over the last few months. Legal matters and processes have to be followed confirming title/ownership before next steps can be taken. The requirement to publish this in the town paper has generated questions, misunderstandings and more in both church and some community members. The AC and presbytery are very blessed by some good, generous lawyers in this and Harlowton AC work.

12. Rocky Mountain College. For 12 years George has been assigned to the RMC Board of Trustees, by virtue of his calling as Co General Presbyter. Rocky is now facing some key decisions, and the Board is becoming more active. George is rotating off. Someone with passion and experience with higher education and gifts for governance, with the time to be involved is needed. Share any suggestions with George.

IDEA generated from churches without pastors:

The presbytery offer, Initiate some studies in small groups, pods which can connect and equip others to replicate (which can be configured all with in a congregation or across congregations)

2 suggestions:

a. Advent study for 4-5 weeks

b. Acts "the Book of Acts, between the lines, and see how the Disciples were with people, which may have been as much Jesus as the words they spoke of Him." Reviewer of *Contextual Intelligence*

Personal:

Gratitude George recovered from his walking pneumonia but extra Rest required for quite a while. (diagnosed week after camp) Gillian and Peter had Benjamin George in August , 7 lbs, 8 oz. He is healthy, growing and pretty cute! We met him on our 44th anniversary – blessings overflowing! Prayers welcomed for Ben to SLEEP longer stretches than 60 - 90 minutes. Sleep deprivation is becoming a serious hazard to health and functioning for all. George's mother's retirement community no longer allows outside visitors again which is sad, isolating and not good for her. At least she can go out without being forced to quarantine. In late June Kathy took her mother east and settled her in after she lived with us for several weeks and we celebrated her 90th birthday!

In bonds of Christ's love,
Kathy and George Goodrich

*Metaphor drawn from Carey Nieuwhof's 8-30-21 article, (<https://careynieuwhof.com/feel-like-2021-has-been-harder-than-2020-on-you-as-a-leader-youre-right-heres-why/>)

** quote from <https://careynieuwhof.com/5-unsettling-cultural-predictions-for-the-2020s-and-how-you-can-prepare-starting-now/>

Pastoral Ministry Team's Presbytery Report November 2021

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.

Information Items:

Installation Services have been completed in several churches over the last few months. David Murchie was installed at Colstrip on June 6h. Kimmy Briggs was installed at Lewistown on July 31st. Mary Grace Reynolds was ordained and installed at Ennis on August 28th. Jamie Schmeling was installed at Terry and Fallon on October 16th.

Boundary Training has been completed for 2021. There were two sessions available (June 5th and October 2nd). Clergy and Commissioned Ruling Elders within Yellowstone Presbytery are **required** to have this training every three years. If you were unable to attend either of these two sessions, you will need to attend an approved alternate training as soon as possible.

A group of CREs, CREs in training, and those discerning whether or not the CRE path is for them, have been meeting monthly via Zoom since March of this year. The meetings typically take place the first Tuesday of each month from 9:30-11:00am. The meeting consists of Dwelling in the Word (usually the lectionary gospel passage for that week), sharing/prayer, and a discussion about preaching based on the book, "A Little Handbook for Preachers: Ten Practical Ways to A Better Sermon by Sunday," by Mary S. Hulst. . Anyone interested in the CRE program is welcome. George Goodrich and JP Carlson are the co-facilitators. Please contact George Goodrich, george@yellowstonepcusa.org for further details.

Exam Readers for 2022 will be MWS Kimmy Briggs (Lewistown) and RE Dave Byerly (Lewistown). MWS Susan Thomas (St Andrew Billings) will be the alternate.

PMT approved an updated document for suggestions for honorarium rates for pulpit supply and for moderating session or congregational meetings. (See attached for details).

PMT approved a contract between CRE Veva Larson and the Anaconda church. Adjustments to the attached contract include study leave of 2 weeks including 2 Sundays. Also, the family leave policy of the church should be attached to the contract (see attached).

PMT approved the validated ministry of MWS J P Carlson in his position as Lutheran Campus Minister at MSU Bozeman.

PMT approved a motion to concur with the requests of both FPC Bozeman and Pastors Dan Krebill and Jody McDevitt to dissolve the pastoral relationship between Dan and Jody and FPC Bozeman effective September 1, 2021.

PMT approved the Butte church submitting a MIF (Ministry Information Form) to the Church Leadership Connection to search for an installed pastor. PMT approved the Bozeman church submitting a MIF to CLC to search for an interim pastor.

Items for Action:

PMT recommends that Yellowstone Presbytery adopt a 3% increase in the minimum salary for pastors effective January 2022. (See attached document).

In response to Esther Berg's request for reinstatement to ordained ministry in the PC(USA), based on records and documentation, the Pastoral Ministry Team recommends that her request be denied.

PMT recommends that Yellowstone Presbytery grant honorably retired status to Dan Krebill and Jody McDevitt.

J P Carlson and Debbie Blackburn, Co-Moderators
Pastoral Ministry Team, Yellowstone Presbytery

Boundary Training – attendees from Yellowstone Presbytery (2021)

June 5, 2021

Bell, Jim

Bell, Priscilla

Blackburn, Debbie

Briggs, Kimmy

Carlson, Chuck

Davis, Dick

Davis, Mary

Fleming, Caroline

Funke, Debbie

Goodrich, George

Goodrich, Kathy

Kochner, Curt

Larson, Karolee

Larson, Veva

Reynolds, Mary Grace

Smith, Linda

Smith, Margee

Thomas, Susan

Triller, Daniel

October 2, 2021

Bergstrom, Stephanie

Bierschwale, David

Blom, Charley

Carlson, J P

Craig, Rusty

Johnson, Doug

Johnson, Susie

Kendall, Teresa

Long, Brent

Pehl, Nancy

Rounds, Lanny

Schmeling, Jamie

Thomas, Marilyn

Thompson, Dave

Wright, Chuck

Yellowstone Presbytery

Suggested Minimums for:

Pulpit Supply, Session Moderator, and Congregational Meeting Moderator

Pulpit Supply - \$150 for one Service plus mileage

\$ 50 for each additional location and/or service

Additional payment should be considered for extra requirements (such as technology).

Session Moderator - \$50 for Zoom Meeting

\$75 for In Person Meeting plus mileage

Additional payment should be considered for time spent preparing for a meeting.

Congregational Meeting Moderator - \$50 plus mileage

Additional payment should be considered for time spent preparing for a meeting.

Mileage should be calculated using current IRS rates for employees.

While recognizing that these are suggested minimums, it is hoped that churches with adequate resources would exceed the minimum rates.

10.01.21

COVENANT WITH COMMISSION RULING ELDFOR PASTORAL SERVICES

NAME OF CHURCH: First Presbyterian Church, Anaconda, Montana

NAME OF C.R.E: Veva Larson

SERVICE FROM: July 1, 2021 to June 30, 2022

RESPONSIBILITIES OF C.R.E:

1. To provide a worship and teaching ministry including all service of the ministry of the Word, including the Sacraments.
2. To provide pastoral services to the congregation and to the community, providing services for weddings, funerals and other pastoral activities/duties including home, hospital and nursing home visitation.
3. Moderate session and meet with Deacons
4. Assist Session members in carrying out assigned tasks, i.e. Church School, PW, VBS, Adult Bible Study, and Lunch Bunch.
5. Attend Ministerial Meetings once a month.
6. To participate in Presbytery, serving on the Teams of the Church.
7. Mentorship: Monthly meetings with assigned mentor and annually with the PMT.

The salary is for a 22 hour work week not including time for travel. CRE Veva Larson will keep a log of her job activities to help determine her work schedule. Once a month, Veva will provide written reports of her activities.

Effective July 1, 2021:

HOUSING ALLOWANCE: \$21,000

TRAVEL: Voucher: Paid at the current federal rate. (Mileage is reimbursed for job related travel. It is not for travel to and from work, Wise River to Anaconda.

CONTINUING EDUCATION EXPENSES: \$600.00

VACATION: 4 weeks (including 4 Sundays)

STUDY LEAVE: 1 week (including 1 Sunday)

Presbytery permission must be granted for the above listed by the Session based on the mutually agreed upon objectives. The session will review annually the adequacy of the compensation plan set forth in this contract.

Review of this contract prior to renewal or terminations will be by the Session and the Pastoral Ministry Team. This contract will be considered ratified upon the approval of the following parties;

Yellowstone Presbytery
Proposed 2022 Minimum Salaries

These figures represent a 3% increase in minimum salaries for 2022 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 \$49,131

(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 \$34,392; Manse Value \$14,739]

Board of Pension dues - Installed Pastors (Medical/Retirement/Death/Disability) \$18,178

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 \$51,397

(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 \$35,978; Manse Value \$15,419]

Board of Pension dues – Installed Pastors (Medical/Retirement/Death/Disability) \$19,017

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.

Pastoral Ministry Team's Report To Presbytery (November 2021) – Part II

Attached you will find:

Letter from RE Debbie Ernst (Chair of the IPNC for FPC Bozeman)

PIF for MWS Ashley Birk

Proposed contract between MWS Ashley Birk and FPC Bozeman.

Motion: The Pastoral Ministry Team recommends that Presbytery approve Ashley Birk as Interim Pastor at FPC Bozeman and for membership in Yellowstone Presbytery.

Motion: A motion is needed to approve the contract between Ashley Birk and FPC Bozeman. The Pastoral Ministry Team was not able to vote on this contract due to it just recently being finalized.

November 4, 2021

Hi Debbie & JP

As Chair of the IPNC committee at FPC Bozeman, here is the status of our search for an interim Pastor. We received a number of PIFs not only from the CLC matching tool but several self referrals. After many prayerful reviews, interviews, reference checks, listening to sermons, and discussions, it was clear that Pastor Ashley Birk rose to the top of the candidate pool. We felt the Holy Spirit leading us to select her for this position. Pastor Ashley's confidence, education, energy, strength, and vitality matches our church's needs and we feel she is a very good fit for our congregation. By unanimous vote we recommended Ashley to the Session.

The Session of First Presbyterian Church in Bozeman voted to offer the Revered Ashley Birk the position of our Interim Pastor by a unanimous vote,.

Pastor Ashley emailed me her official acceptance as well.

Attached please find Ashley's PIF and the Covenant/contract with Ashley.

Please do your part as PMT to get this posted and presented as part of your report to the Presbytery.

Due to the sensitive nature of this process and the timing, would you please be respectful to Ashley and keep confidential until Ashley gives the word that we can make public after she has a chance to inform her congregation (probably the middle of next week).

Thank you so much for your prayers and consideration,

God Bless,
Debbie Ernst
IPNC chair

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Detailed Info for PIF #: 100028340.1	
Professional ID:	100028340
Name:	Ashley Anne Birk
Phone:	(303) 919 9105
Alternate Phone:	
Fax:	
E-Mail:	ashleyabirk@gmail.com
Address:	5721 W 23rd Ave Kennewick, WA 99338
Actively Seeking?:	Yes, Actively Seeking
Ecclesiastical Status:	Teaching Elder
Presbytery Membership:	Northwest Coast
Ordination Date:	11/17/2013
Formal Education:	Princeton Theological Seminary, Princeton, NJ Master of Divinity, May 2011 Colorado State University, Fort Collins, CO Bachelor of Arts in Economics, Dec. 2007 University Honors Scholar Graduated <i>Summa Cum Laude</i>
Continuing Education:	Nonprofit Leadership Skills for Pastors Northwest Coast Presbytery May 2021 - present Whitworth Ministry Summit (formerly Whitworth Institute of Ministry) Whitworth University, Spokane, WA June 2021, 2019; July 2018, 2016, 2015 & 2014 Emerging Marketing & Social Media Strategies Lodestar Center for Philanthropy and Nonprofit Innovation - Nonprofit Management Institute Arizona State University, Phoenix, AZ May 2021 Certificate in Optimizing Human Resource Strategies in Nonprofits Lodestar Center for Philanthropy and Nonprofit Innovation - Nonprofit Management Institute Arizona State University, Phoenix, AZ Awarded December 2020 Coursework: <ul style="list-style-type: none"> • Maximizing Human Potential in Nonprofits • Becoming a Champion of Change • Engaging and Developing Volunteers • Communicating with Purpose Leadership and Anxiety in the Church: A Family Systems Perspective Lombard Mennonite Peace Center, Lombard, IL (online workshop) September 2020 Casting the First Stone: Mimetic Contagion and Church Conflict Lombard Mennonite Peace Center, Lombard, IL (webinar) September 2020 Grief in the Time of Covid-19: A Family Systems Approach to Pastoral Care Lombard Mennonite Peace Center, Lombard, IL (webinar) August 2020

Church Leadership Connection
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	<p>Conflict Transformation Skills for Churches Lombard Mennonite Peace Center, Lombard, IL (online workshop) August 2020</p> <p>High Impact Leadership Lodestar Center for Philanthropy and Nonprofit Innovation - Nonprofit Management Institute Arizona State University, Phoenix, AZ June 2020</p> <p>Impactful Board Governance Lodestar Center for Philanthropy and Nonprofit Innovation - Nonprofit Management Institute Arizona State University, Phoenix, AZ August 2019</p> <p>Festival of Homiletics Metropolitan A.M.E. Church, Washington, D.C. May 2018</p> <p>PCUSA Credo Solomon Episcopal Center, Loranger, LA November 2017</p> <p>Transitional Ministry Training I Princeton Theological Seminary, Princeton, NJ October 2016</p> <p>IYM Youth Ministry Conference Princeton Theological Seminary, Princeton, NJ April 2012, 2011</p>	
Employment Type:	Full-time	
Minimum Effective Salary:	\$60,000 / Year	
Position Types and Experience Level	<p>Solo Pastor</p> <p>Head of Staff (Multi-Staff Pastor, who supervised two or more teaching elders and other staff)</p> <p>Head of Staff (who supervised one teaching elder and other staff)</p> <p>Associate Pastor (Christian Education)</p> <p>Associate Pastor (Other)</p> <p>Pastor Interim</p> <p>Pastor (for a designated term)</p> <p>Co- Pastor</p> <p>Executive Pastor</p> <p>Chaplain</p> <p>Campus Ministry</p>	<p>0 to 2 Years</p> <p>No Experience</p> <p>0 to 2 Years</p> <p>5 to 10 Years</p> <p>5 to 10 Years</p> <p>0 to 2 Years</p> <p>0 to 2 Years</p> <p>0 to 2 Years</p> <p>0 to 2 Years</p> <p>0 to 2 Years</p> <p>0 to 2 Years</p>
Geographic Choices:	<p>Arizona</p> <p>Colorado</p>	

Church Leadership Connection
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	Idaho Kansas Montana Nebraska New Mexico Nevada Oregon Utah Washington Wyoming
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Languages:	English
Other Languages:	

Leadership Competencies:	Compassionate Preaching and Worship Leadership Spiritual Maturity Teacher Communicator Organizational Agility Strategy and Vision Collaboration Interpersonal Engagement Self Differentiation
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Training / Certification:	Clinical Pastoral Education Training Interim Ministry Training Week 1 by PC(U.S.A.) at Princeton, NJ in 2016
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Other Training:	Youth Mental Health First Aid (Sept 2019)
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Clergy Couple?	No
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Housing Type:	Open to Manse/Housing Allowance
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Work Experience:	<p>Associate Pastor, Kennewick First Presbyterian Church (Kennewick, WA), 470 member congregation, multi-pastor and multi-staff church, mid-sized metropolitan area, Sept. 2013 – present</p> <ul style="list-style-type: none"> • Associate Pastor, Nov. 2016 – present • Designated Associate Pastor, Jan. 2015 – Nov. 2016 • Interim Associate Pastor of Spiritual Development, Sept. 2013 – Jan. 2015
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Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

As Associate Pastor, my responsibilities have changed over time to meet the needs of a congregation in transition.

Highlights include:

- Led the congregation and staff through significant pastoral transition
- Oversaw a successful restructuring of the Deacon Board and developed the Homebound Communion ministry to better meet the care needs of the congregation. Equipped and empowered the Deacons through regular leadership retreats, training opportunities, guest speakers, and studies
- Led a mission team to Uganda to further the church's partnership with the African Children's Choir, resulting in increased support for the Choir and meaningful cross-cultural relationships. Co-led a mission trip to Jamaica with Embracing Orphans.
- Provided pastoral guidance and support for the Serve the World Team, encouraging and empowering the team to develop new partnerships and mission efforts
- Shared the preaching ministry with the Senior Pastor, creating sermon series and preaching at least one Sunday per month plus seasonal midweek services
- Supervised the Children's, Youth & Family Ministry Staff and Summer Interns and functioned as the primary pastoral liaison to the Find Community Team
- Oversaw the Adult Discipleship ministries of the church; planned and taught Adult Education, New Member, and Confirmation Classes

Youth Director (Interim), Sewickley Presbyterian Church (Sewickley, PA), 1000 Member Congregation, Suburban Area, Jan. 2012 – May 2013

- Led the youth ministry through a period of transition. Intentionally focused on planting seeds for future youth ministry growth as staff lead for the Youth Ministry Committee
- Recruited and equipped the youth ministry's volunteer leaders; provided pastoral care for youth and their families; led a senior high mission trip and co-led a family mission trip to Appalachia
- Assisted in worship leadership weekly, preached quarterly, and led special services
- Partnered with the local YMCA's after-school teen center to build relationships of support and encouragement with area youth

Student Chaplain, Trenton Psychiatric Hospital (Trenton, NJ), State Hospital, Sept. 2010 – May 2011

- Compassionately ministered to inpatient clients living with severe and persistent mental illness as the designated chaplain for the chronically ill women's unit and the mentally ill/medically fragile unit.
- Led a year-long spirituality group for patients residing in the Transitional Living Unit
- Assisted and led chapel services for patients with diverse mental, physical and spiritual health needs and diverse socio-economic, racial/ethnic, and educational backgrounds
- Cultivated a ministry of presence, built nonjudgmental relationships of trust with patients, and met with patients for pastoral counseling

Pastoral Ministry Intern, First Presbyterian Church/Tower Hill (Red Bank, NJ), 1300 Member Congregation, Suburban/Metropolitan Area, Summers 2009 and 2010

- Came alongside the Nurture Team to provide pastoral care for a large congregation; engaged in hospital and home visitation and led chapel services at a local nursing home
- Provided leadership and continuity for the youth ministry during a period of transition in the ministry's leadership.
- Co-led four youth mission trips and chaperoned a youth bell choir trip to Germany
- Assisted in worship weekly, preached and helped teach the Pastor's Summer Bible Study

Adult Education Intern, Allentown Presbyterian Church (Allentown, NJ), 600 Member Congregation, Suburban/Small Town Community, Sept. 2009 – May 2010

- Led the adult education team and coordinated the adult education ministry in keeping with the church's vision for adult education; planned and taught adult education classes
- Recruited a Princeton Seminary faculty member to teach a well-attended class on the origins and interpretation of Scripture
- During my year at Allentown, the church was pleased to see a noticeable increase in participation in adult education

Youth Ministry Intern, Calvin Presbyterian Church (Shoreline, WA), 500 Member Congregation, Suburban Community, June 2008 – Aug. 2008

- Collaborated with a diverse team of interns to develop the summer youth program for the church
- Organized a youth-led worship service and a senior high summer retreat, created and taught a senior high youth group series, and mentored youth and college students

Program Staff/Administrative Assistant, Easter Seals Colorado's Rocky Mountain Village (Empire, CO), Residential Camp for People with Disabilities, Summers 2005 and 2006

- Developed and led camp activities adapted to meet the needs and abilities of children and adults with developmental and physical disabilities.
- Acted as the main line of communication between the camp and the Easter Seals main office and provided administrative support as the camp's administrative assistant

Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

- Worked collaboratively and productively with people of diverse religious beliefs, perspectives, life experiences and abilities

Other Services:

Northwest Coast Presbytery, WA

- Commission on Preparation for Ministry (CPM), 2017 - Present
- 223rd General Assembly Commissioner, June 2018*
- Administrative Commissions for Installation (2), Spring 2017
- Covenant Mission Partner Task Force, Summer/Fall 2016
- Pulpit Supply

* To view my July 8, 2018 sermon in which I reflect upon my experience as a GA commissioner, go to Kennewick First Presbyterian's YouTube channel: <https://www.youtube.com/watch?v=ZauzZzjZ0p4> The sermon begins at minute 23:10

Princeton Theological Seminary, Princeton, NJ

- Student Deacon, Sept. 2009 – May 2011

Describe a moment in your recent ministry that you recognize as one of success and fulfillment.

In February 2020 (before the pandemic halted international travel), I was privileged to lead a team of 6 people on a mission trip to Kampala, Uganda to further Kennewick First Presbyterian's partnership with the African Children's Choir. The trip required nearly 9 months of careful yet flexible planning, preparation (including cultural awareness training) and team building. Furthermore, the trip demanded that each team member contribute their particular gifts, skills, vocational training/experience, and material resources to the team in order to accomplish what the Ugandan Choir staff was asking us to do. While in country, our team needed to adopt a posture of openness and curiosity, learn from and take direction from the Ugandan staff and students, flexibly respond and adapt to last-minute changes, work through challenges positively, and care for one another daily. Only together could we serve both the church and the African Children's Choir well by our time and presence in Uganda. I consider this trip a moment of great success and fulfillment because, as the pastoral lead, I was able to function as one member of Christ's body working in concert with other members of the body. Watching the members of our team effectively utilize their gifts and graciously take turns leading and following was a joy and reminded me why I am committed to equipping and empowering others for the work of ministry.

To view a video of our experience, go to: https://www.youtube.com/watch?v=W_8Lsr1u_wM

Describe the ministry setting to which you believe God is calling you.

I believe God is calling me to serve a congregation that is grounded in grace, growing in faith, and generous in love for both God and neighbor - the kind of love that overflows into the wider world in acts of caring hospitality and humble service. Given the complexities of engaging in ministry in our 21st century, post-pandemic context, I also am eager to serve a congregation that exhibits a spirit of openness and curiosity and a desire to joyfully lean into God's unfolding future together. I believe that we who are committed to walking in the ways of Jesus are on a holy journey, and that we cannot and should not navigate this journey alone. Hence, I believe that ministry is fundamentally relational and is best done in partnership, as pastor(s), staff, and lay leaders alike bring our authentic selves to the table to encourage one another, challenge one another, forgive one another, and offer one another our gifts for the building up of the body of Christ. As we do these things, we will learn and grow to become more like Christ. Thus, I hope to serve a community that is committed to doing life together in this way. To this community, I will bring the gifts, skills and passions God has given me and continues to refine in me. I am passionate about preaching and teaching the word of God, encouraging and empowering others for the work of ministry, fostering authentic Christ-centered community, and compassionately walking alongside others through the peaks and valleys of life.

What areas of growth have you identified in yourself?

God has given me rich and varied experiences in my current call. I have had the privilege of leading in many different ministry areas and under several heads of staff, as well as functioning as lead pastor during a season of transition. These experiences have helped me understand my gifts more clearly and have afforded me numerous opportunities for growth. In recent years, I have focused my attention more deeply on the administrative aspects of leadership demanded of a pastor. I have become more aware of and attentive to how healthy organizational systems and structures, financial practices, and communications channels and infrastructure lay a positive foundation for pastor(s) and lay leadership alike to shepherd a congregation and lead with vision, purpose and clarity. I have come to realize that attending to the administrative aspects of pastoral ministry is fundamentally an act of stewardship - a way of caring for and investing in the things entrusted to us by God. Going forward, I would like this understanding of healthy administration as stewardship to inform the way I approach my own administrative responsibilities as well as how I speak about administration and partner with staff and lay leaders in carrying out their administrative responsibilities.

Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

Describe a time when you have led change.

In January of 2015, after the church's senior pastor of 25 years retired from his role, I became the acting head of staff until an interim senior pastor was hired in Sept 2015. The senior pastor's departure followed on the heels of several other staff transitions and came during a time in which the lay leadership of the church was wrestling with its denominational identity and sense of congregational calling. During this period of uncertainty, my work was to shepherd the church through the longer-than-anticipated pastoral transition, helping the congregation to grieve the loss of an important pastoral relationship, actively "wait on the Lord," and look with hope toward the future. During this time, I prioritized the worship and pastoral care ministries of the church as well as healthy communication and connection. In addition, with the help of Renewal Ministries Northwest, I walked alongside the session as they engaged in a process of communal spiritual discernment that ultimately brought the session to a place of consensus. Finally, I provided leadership and direction for the staff, including our commissioned pastor, as together we continued the daily ministry of the church. Following the arrival of an interim senior pastor in Sept 2015, I engaged in intentional transitional ministry in collaboration with the interim, focusing particularly on program & staff evaluation, leadership development, and restructuring the Deacon Board to better meet congregational care needs.

Optional Links:

My website contains sermon videos, presentations, pictures, and additional ministry and biographical information: <https://ashley-birk.squarespace.com>

Recent sermons may also be viewed at <https://kfpc.org/sermons/> and worship services may be viewed in their entirety on Kennewick First Presbyterian's YouTube channel: <https://www.youtube.com/channel/UChsJC7Q7nziul-b626OS-VA/videos>

Statement of Faith:

I believe in the Triune God who creates, sustains, and redeems the world. It is this God whom I love and seek to serve.

I believe God created the world and called it good, but that human beings, created in the divine image, have sinned and fallen short of the glory of God (Rom. 3:23). Yet God, out of God's deep love for creation, has not condemned us. Instead, God graciously chose to preserve life on earth; elected a people, Israel, to be a blessing to the nations; and gave God's only begotten Son, Jesus Christ, the Lord of all creation and Savior of the world. In the incarnation of Jesus, the only one who is both fully human and fully divine, God "moved into the neighborhood" (Jn. 1:14 The Message). He healed the sick, broke bread with tax collectors and sinners, called persons to repentance and the ministry of reconciliation, and proclaimed the good news of the Kingdom of God. Through Christ's life, death, and resurrection, Jesus redeemed us from our sins, granted us the gift of new life, inaugurated the coming Kingdom of God, and assured us of God's ultimate victory over sin and death. I believe all who have a mustard seed of faith are part of Christ's body, the Church, and that we are called to be God's faithful servants and witnesses in the world, proclaiming the Gospel of Christ and prayerfully seeking God's peace, restorative justice, and healing in the world.

I believe in the Holy Spirit, who is alive and at work as the power of God in the world. I believe God's Spirit grants us the gift of faith, binds us to Christ and Christ's church, inspires and empowers us to do God's will, and helps us in our weakness. God's Spirit calls us, the community of faith, to gather together for worship and the celebration of the sacraments, and God's Spirit sustains us as we go out into the world in ministry and mission.

I believe the Church is Christ's body, the community of believers united by God's love in Christ, and that the sacraments we celebrate in worship are visible signs and seals of God's grace to us. Through the everyday, earthy, tangible elements of water, wine and bread, God communicates God's love for and faithfulness to us and assures believers of our inclusion in God's kingdom and kin-dom.

I believe Christ will come again, and that we can look forward to the day of Christ's return, when heaven and earth will meet and God's reign will be complete. Until that day, we pray "Thy kingdom come, Thy will be done."

I believe Scripture is the Word of God written, and that God has given us Scripture as the unique and authoritative witness to Jesus Christ and God's redeeming and transforming work in the world. Through Scripture, I find that I am a sinner loved by God; that it is by grace I have been saved; that I am called to do good works, which God prepared beforehand (Eph. 2:10); and that my primary calling in life is to love the Lord my God with all my heart, soul, mind and strength and to love my neighbor as myself. Amen.

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

References:		
# 1	Name	Bob Merriman
	Relation	Commissioned Pastor, Kennewick
	Phone	(509) 366-2389
	Address	3816 W 36th Ave, Kennewick, WA 99337
	E-Mail	rdmerriman54@gmail.com
# 2	Name	Corey Schlosser-Hall
	Relation	Executive Presbyter, Northwest
	Phone	(425) 985-3787
	Address	PO Box 583, Woodinville, WA 98072
	E-Mail	corey@northwestcoast.org
# 3	Name	Ann Hall
	Relation	Late Rev. C. Craig Hall's wife
	Phone	(509) 981-4591
	Address	12916 N. Hauser Lake Rd, Hauser, ID 83854
	E-Mail	antoniachall@gmail.com
# 4	Name	John LaFemina
	Relation	Ruling Elder, Kennewick First
	Phone	(509) 947-4949
	Address	1406 S. Kellogg St, Kennewick, WA 99338
	E-Mail	jpldedhed@aol.com
# 5	Name	Rev. Dr. Rob Hagan
	Relation	Former Senior Pastor, Kennewic
	Phone	(509) 521-5400
	Address	2001 NE 181st Ave Vancouver, WA 98684-0764
	E-Mail	rob.hagan@presbyterianfoundation.org
# 6	Name	Melissa Whitmore
	Relation	Staff Spouse/Member/Friend
	Phone	(509) 831-0156
	Address	1102 N Irving Pl, Kennewick, WA 99336
	E-Mail	melissalwhitmore@gmail.com

Sexual Misconduct Self-Certification Statement:	<p>I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained or is pending against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.</p> <p>I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.</p>
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Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

This PIF was last updated at 7/16/2021 2:57:57 PM. Ashley Anne Birk is a member of the Presbytery of Northwest Coast. As of this date, no allegation or charges are pending against the member, nor is the member currently under judicial censure limiting the ministry or under supervised rehabilitation. The receiving body should always call the presbytery to ask for further information about any applicant, including their ministry and activities within the presbytery of membership.

This PIF is in the Church Leadership Connection database

The following contract between the session of First Presbyterian Church Bozeman, MT and the Rev. Ashley Birk, is for the purpose of providing pastoral services as Interim Pastor of the Church for a period of one year. The contract is to begin on January 16, 2022.

DUTIES:

The pastor will be responsible to:

- Plan, prepare, and lead the worship services and the technology team
- Administer the sacraments and officiate at weddings, baptisms, and funerals
- Be a teacher of the Word by providing spiritual and administrative leadership to the congregation, including its Christian Education ministries, and Rockhaven Camp
- Encourage and support the youth and adult mission trips
- Work with the PresbyCat coordinator
- Lead new members class
- Supervise the staff as head of staff and administration
- Moderate Session and Congregational meetings, train newly elected officers
- Serve as an ex-officio member of the Endowment Board of Trustees, committees of Session, Deacons, and the Pandemic Response Team
- Author PresbyEnews articles
- Engage in pastoral care, such as hospital visitations when allowed, be aware of and provide support for those with special concerns and struggles including those who have been isolated during COVID
- Coordinate with the Congregational Life and Care Committee, which was established for this interim period
- Disciple, equip, empower and challenge members and friends of the congregation to grow deeper in faith, discover and identify their individual gifts, and participate in ministry and mission; enabling them to know they are valued and needed in this body of Christ and sent into the world as Christ's ambassadors
- Be an active member of Yellowstone presbytery
- Inspire, guide, assist and be the leader/facilitator of the congregation in forming a vision for the future and moving forward in the process of selecting a called, installed pastor
- Lead and equip the church in understanding, engagement with, and mission in the wider community
- Nurture one's own physical and spiritual life and love for God, engaging in regular spiritual practices, including Sabbath keeping, and praying for the congregation and community.

The congregation and session will be responsible to (please add or delete from this list):

- partner with the pastor in the shared work of transitional ministry
- pursue an active faith life, seeking to continually grow in faith and respond to God's callings
- support the pastor in his/her ministry
- provide regular financial compensation according to the terms outlined below
- provide a performance review to the pastor at least annually; provide an exit interview upon completion of the pastor's interim ministry
- pray for the pastor during this contract period
- negotiate goals for contract period
- participate in the wider ministry and mission of Yellowstone Presbytery, when needed/as appropriate

During the length of this agreement, the pastor will be accountable to the presbytery. It is understood that the pastor will become an active member of Yellowstone Presbytery. Should the Interim Pastor have any serious differences or difficulties with any former pastor of this congregation, the matter will be immediately referred to the presbytery. It is understood that the pastor will not be involved in any way with the Pastor Nominating Committee, except to facilitate that committee's regular reports to the session and the congregation, and to advise the committee in terms of process *if needed and only in consultation with and agreement of the presbytery liaison*. Any concerns or suggestions about the congregation's search for a new pastor shall be carried to the presbytery liaison. It is understood by all parties that the pastor under contract may not be considered for the installed pastoral position in this congregation.

This agreement may be terminated by either party (session or pastor) upon 45 days written notice.

This agreement may be extended in one to 12 month periods, upon written notice to, and the approval of, the presbytery. It is understood that the pastor will participate in any training/discussions sponsored and/or requested by presbytery and will participate in an exit interview conducted by presbytery.

TERMS:

The pastor is employed on a full-time basis serving approximately 40 hours per week, and will be compensated as follows:

Effective Salary split between Cash salary and Housing Allowance \$90,000
Board of Pensions fees cover Pension and Health (formula 37% of effective salary) \$33,300
Retirement Savings \$1,200
Mileage Allowance \$900 reimbursable
Study Allowance \$1500 reimbursable, cumulative to 3 years
Discretionary Allowance \$400 reimbursable
Total Package \$127,300

Other benefits:

5 weeks of vacation including 5 Sundays
2 weeks of study leave including 2 Sundays cumulative to 6 weeks in 3 years
Follow the Yellowstone Presbytery Family Leave Policy as attached.
Reimbursable moving costs up to \$10,000

APPROVALS:

The session approved this contract and its conditions on _____

Signed: (clerk of session) _____ Date: _____

I agree to accept the terms of this contract.

Signed: (pastor) _____ Date: _____

The presbytery approved this contract and its conditions on _____

Signed: (pastor) _____ Date: _____

Signed copies to be given to: 1) the minister, 2) the clerk of session, 3) the presbytery and 4) the minister's presbytery of membership/care (if other than the presbytery of this congregation).

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of September 30, 2021

Accrual Basis

	Sep 30, 21	Aug 31, 21	\$ Change
ASSETS			
Current Assets			
Checking/Savings			
1000 · Checking 3214	67,450.75	82,939.61	(15,488.86)
1010 · Money Market 3355	140,662.32	140,654.23	8.09
1015 · Partnership Fund MM 3793	45,403.29	45,401.80	1.49
1020 · St Timothy Checking 1961	2,500.00	2,500.00	0.00
1030 · St Timothy Checking 3686	2,500.00	2,500.00	0.00
1050 · New Covenant 5737			
1051 · Higher Education	16,446.87	16,446.87	0.00
1052 · Other Designated Funds	95,523.07	96,012.21	(489.14)
Total 1050 · New Covenant 5737	111,969.94	112,459.08	(489.14)
1060 · Vanco Clearing Account	102.00	0.00	102.00
1100 · St Timothy Endowment Funds			
1110 · St Timothy Chapel #1 1085	349,365.00	349,365.00	0.00
1120 · St Timothy Chapel #2 6024	119,804.63	119,804.63	0.00
Total 1100 · St Timothy Endowment Fu...	469,169.63	469,169.63	0.00
Total Checking/Savings	839,757.93	855,624.35	(15,866.42)
Total Current Assets	839,757.93	855,624.35	(15,866.42)
Other Assets			
1850 · Beartooth Electric Co-op	1,337.70	1,337.70	0.00
1900 · Char Rem Trust-Deferred	90,911.14	90,911.14	0.00
Total Other Assets	92,248.84	92,248.84	0.00
TOTAL ASSETS	932,006.77	947,873.19	(15,866.42)

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of September 30, 2021

Accrual Basis

	<u>Sep 30, 21</u>	<u>Aug 31, 21</u>	<u>\$ Change</u>
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2000 · Accounts Payable	2,189.38	7,458.66	(5,269.28)
Total Accounts Payable	2,189.38	7,458.66	(5,269.28)
Other Current Liabilities			
2100 · Payroll Liabilities			
2110 · Federal Liabilities	769.96	769.94	0.02
2120 · State Liabilities	180.20	176.80	3.40
2140 · Flex Plan Payable	(75.00)	(100.00)	25.00
2150 · Retirement Payable	279.10	279.10	0.00
2160 · Health Insurance Payable	1,018.24	1,018.24	0.00
Total 2100 · Payroll Liabilities	2,172.50	2,144.08	28.42
2200 · Other Current Liabilities			
2200.02 · GA Mission Pledges	237.35	0.00	237.35
2200.04 · GA One Great Hour OG999999	165.00	0.00	165.00
2200.09 · GA Other Donation	1,150.00	0.00	1,150.00
Total 2200 · Other Current Liabilities	1,552.35	0.00	1,552.35
Total Other Current Liabilities	3,724.85	2,144.08	1,580.77
Total Current Liabilities	5,914.23	9,602.74	(3,688.51)
Total Liabilities	5,914.23	9,602.74	(3,688.51)
Equity			
3100 · General Funds			
3100.1 · Administrative	8,255.07	8,255.07	0.00
3100.2 · Admin Support	51,477.07	51,477.07	0.00
3100.3 · Program	43,824.18	43,824.18	0.00
3100.4 · West Yellowstone Funds	41,311.90	41,311.90	0.00
3100.9 · Unrestricted	55,765.21	18,647.66	37,117.55
Total 3100 · General Funds	200,633.43	163,515.88	37,117.55
3200 · Designated Funds			
3200.01 · Camp Scholarships	1,239.63	1,189.63	50.00
3200.02 · Clergy Emergency Fund	1,756.99	1,756.99	0.00
3200.03 · Equip & Encourage	43,069.14	45,069.14	(2,000.00)
3200.04 · Evangelism Grant	1,250.13	1,250.13	0.00
3200.05 · Higher Education Grant	17,946.87	17,946.87	0.00
3200.06 · Linda Hofer Education	19,360.65	18,906.65	454.00
3200.07 · Partnership Spendable Funds	1,390.00	1,390.00	0.00
3200.08 · Peace Making Offering to YP	4,797.55	4,797.55	0.00
3200.09 · Presbyter Discretionary Fund	1,200.14	1,200.14	0.00
3200.10 · Presbyter Study Leave	150.00	150.00	0.00
3200.11 · Presbytery Continuing Educati...	3,716.92	3,716.92	0.00
3200.12 · Revamp Camp	9,595.16	10,990.69	(1,395.53)
3200.13 · Rural Ministry Grant	1,070.28	1,070.28	0.00
3200.14 · Social Justice	6,469.45	6,469.45	0.00
3200.16 · St Timothy's MM #1	2,500.00	2,500.00	0.00
3200.17 · St Timothy's MM #2	2,500.00	2,500.00	0.00

Presbytery of Yellowstone PCUSA
Statement of Financial Position
As of September 30, 2021

Accrual Basis

	Sep 30, 21	Aug 31, 21	\$ Change
3200.18 · Triennium Fund	5,293.52	5,293.52	0.00
3200.19 · Yell Pres Funds Await Cab Actio	0.00	51,583.99	(51,583.99)
Total 3200 · Designated Funds	123,306.43	177,781.95	(54,475.52)
3300 · Restricted Funds			
3300.1 · St Timothy Endowments	469,169.63	456,106.77	13,062.86
3300.2 · Char Rem Trust	90,911.14	90,911.14	0.00
3300.3 · Partnership Funds Principle Amt	45,403.29	43,999.71	1,403.58
Total 3300 · Restricted Funds	605,484.06	591,017.62	14,466.44
Net Income	(3,331.38)	5,955.00	(9,286.38)
Total Equity	926,092.54	938,270.45	(12,177.91)
TOTAL LIABILITIES & EQUITY	932,006.77	947,873.19	(15,866.42)

Presbytery of Yellowstone PCUSA
Administration Budget Performance
September 2021

Accrual Basis

	<u>Sep 21</u>	<u>Jan - Sep 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense					
Income					
RECEIPTS					
4001 · Administrative Support	1,450.00	7,905.00	35,000.00	(27,095.00)	22.59%
4004 · Per Capita Income	994.76	76,302.67	82,458.00	(6,155.33)	92.54%
4005 · Interest Income	147.64	1,191.66	0.00	1,191.66	100.0%
Total RECEIPTS	<u>2,592.40</u>	<u>85,399.33</u>	<u>117,458.00</u>	<u>(32,058.67)</u>	<u>72.71%</u>
Total Income	2,592.40	85,399.33	117,458.00	(32,058.67)	72.71%
Expense					
LEADERSHIP CABINET					
6303 · Cabinet Meetings	0.00	0.00	3,000.00	(3,000.00)	0.0%
6304 · Accounting Fees	375.00	3,580.00	6,000.00	(2,420.00)	59.67%
6305 · Legal Fees	0.00	0.00	1,000.00	(1,000.00)	0.0%
6306 · Task Force Meetings	0.00	0.00	500.00	(500.00)	0.0%
6307 · Nom/St-Tim/Delegate Mtgs	0.00	0.00	700.00	(700.00)	0.0%
Total LEADERSHIP CABINET	<u>375.00</u>	<u>3,580.00</u>	<u>11,200.00</u>	<u>(7,620.00)</u>	<u>31.96%</u>
PASTORAL MINISTRY TEAM					
6506 · PMT Meeting Expense	0.00	0.00	5,500.00	(5,500.00)	0.0%
Total PASTORAL MINISTRY TEAM	<u>0.00</u>	<u>0.00</u>	<u>5,500.00</u>	<u>(5,500.00)</u>	<u>0.0%</u>
PERSONNEL EXPENSES					
6601 · Admin Manager					
6601.1 · Salary	2,282.26	24,040.34	30,887.00	(6,846.66)	77.83%
6601.4 · Travel Reimb	0.00	294.00	500.00	(206.00)	58.8%
Total 6601 · Admin Manager	<u>2,282.26</u>	<u>24,334.34</u>	<u>31,387.00</u>	<u>(7,052.66)</u>	<u>77.53%</u>
6602 · General Presbyter					
6602.1 · Salary	867.70	7,809.30	10,805.00	(2,995.70)	72.28%
6602.2 · Housing	1,700.00	15,300.00	20,400.00	(5,100.00)	75.0%
6602.3 · Retirement	279.10	2,511.90	9,432.00	(6,920.10)	26.63%
6602.4 · Insurance	1,018.25	9,106.29	12,000.00	(2,893.71)	75.89%
6602.5 · Meals Reimb	0.00	110.15	1,350.00	(1,239.85)	8.16%
6602.6 · Travel Reimb	0.00	1,667.68	8,000.00	(6,332.32)	20.85%
6602.7 · Telephone	0.00	907.38	1,500.00	(592.62)	60.49%
6602.8 · Discretionary Fund	0.00	0.00	2,700.00	(2,700.00)	0.0%
6602.9 · Study Leave	0.00	0.00	700.00	(700.00)	0.0%
Total 6602 · General Presbyter	<u>3,865.05</u>	<u>37,412.70</u>	<u>66,887.00</u>	<u>(29,474.30)</u>	<u>55.93%</u>
6603 · Stated Clerk					
6603.1 · Salary	1,625.00	12,023.40	13,256.00	(1,232.60)	90.7%
6603.2 · Retirement	0.00	1,650.00	3,960.00	(2,310.00)	41.67%
6603.4 · Travel Reimb	491.42	1,038.02	0.00	1,038.02	100.0%
6603.5 · Discretionary Fund	0.00	0.00	500.00	(500.00)	0.0%
Total 6603 · Stated Clerk	<u>2,116.42</u>	<u>14,711.42</u>	<u>17,716.00</u>	<u>(3,004.58)</u>	<u>83.04%</u>
6604 · Payroll Taxes	300.11	2,660.51	4,423.00	(1,762.49)	60.15%
Total PERSONNEL EXPENSES	<u>8,563.84</u>	<u>79,118.97</u>	<u>120,413.00</u>	<u>(41,294.03)</u>	<u>65.71%</u>

<1 of 2>

These statements have not been audited, reviewed or compiled

**Presbytery of Yellowstone PCUSA
Administration Budget Performance
September 2021**

Accrual Basis

	<u>Sep 21</u>	<u>Jan - Sep 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
PRESBYTERY EXPENSES					
6703 · Per Capita Expense	0.00	18,281.48	17,916.00	365.48	102.04%
6704 · Presbytery Meetings	0.00	550.00	3,000.00	(2,450.00)	18.33%
6705 · Presbytery Other Exp	0.00	595.00	500.00	95.00	119.0%
Total PRESBYTERY EXPENSES	<u>0.00</u>	<u>19,426.48</u>	<u>21,416.00</u>	<u>(1,989.52)</u>	<u>90.71%</u>
PRESBYTERY OFFICE					
6801 · Copies & Postage	0.00	188.00	600.00	(412.00)	31.33%
6802 · Insurance	0.00	1,229.00	700.00	529.00	175.57%
6803 · Office Supplies	83.89	2,768.55	2,000.00	768.55	138.43%
6804 · Rent	0.00	3,105.00	4,140.00	(1,035.00)	75.0%
6805 · Computer & Telephone Expense	95.51	821.60	2,250.00	(1,428.40)	36.52%
6806 · Bank Service Charges	(2.00)	0.00	0.00	0.00	0.0%
Total PRESBYTERY OFFICE	<u>177.40</u>	<u>8,112.15</u>	<u>9,690.00</u>	<u>(1,577.85)</u>	<u>83.72%</u>
Total Expense	<u>9,116.24</u>	<u>110,237.60</u>	<u>168,219.00</u>	<u>(57,981.40)</u>	<u>65.53%</u>
Net Ordinary Income	<u>(6,523.84)</u>	<u>(24,838.27)</u>	<u>(50,761.00)</u>	<u>25,922.73</u>	<u>48.93%</u>
Other Income/Expense					
Other Income					
OTHER RECEIPTS					
Transfers from Admin Fund	0.00	0.00	4,761.00	(4,761.00)	0.0%
Transfers from Admin Support	0.00	0.00	26,000.00	(26,000.00)	0.0%
Transfers from W Yellowstone	0.00	0.00	20,000.00	(20,000.00)	0.0%
Total OTHER RECEIPTS	<u>0.00</u>	<u>0.00</u>	<u>50,761.00</u>	<u>(50,761.00)</u>	<u>0.0%</u>
Unrealized Gain(Loss)	<u>(627.20)</u>	<u>(1,802.50)</u>	<u>0.00</u>	<u>(1,802.50)</u>	<u>100.0%</u>
Total Other Income	<u>(627.20)</u>	<u>(1,802.50)</u>	<u>50,761.00</u>	<u>(52,563.50)</u>	<u>(3.55%)</u>
Net Other Income	<u>(627.20)</u>	<u>(1,802.50)</u>	<u>50,761.00</u>	<u>(52,563.50)</u>	<u>(3.55%)</u>
Net Income	<u>(7,151.04)</u>	<u>(26,640.77)</u>	<u>0.00</u>	<u>(26,640.77)</u>	<u>100.0%</u>

**Presbytery of Yellowstone PCUSA
Program Budget Performance
September 2021**

Accrual Basis

	<u>Sep 21</u>	<u>Jan - Sep 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Ordinary Income/Expense					
Income					
RECEIPTS					
4002 · Camp Income					
4002.1 · Summer Camp Fees	0.00	13,195.00	6,000.00	7,195.00	219.92%
4002.2 · Event Fees	0.00	0.00	2,000.00	(2,000.00)	0.0%
4002.3 · Rental of Camp Facilities	0.00	4,350.00	12,000.00	(7,650.00)	36.25%
4002.4 · Gift Income	112.50	2,452.03	1,000.00	1,452.03	245.2%
4002.5 · Other Camp Income	0.00	7,000.00	0.00	7,000.00	100.0%
Total 4002 · Camp Income	<u>112.50</u>	<u>26,997.03</u>	<u>21,000.00</u>	<u>5,997.03</u>	<u>128.56%</u>
4003 · General Mission Pledge	1,949.40	21,964.60	28,840.00	(6,875.40)	76.16%
Total RECEIPTS	<u>2,061.90</u>	<u>48,961.63</u>	<u>49,840.00</u>	<u>(878.37)</u>	<u>98.24%</u>
Total Income	2,061.90	48,961.63	49,840.00	(878.37)	98.24%
Expense					
CAMPING & YOUTH					
6100 · Camping Expenses					
6101 · Activities	0.00	1,602.48	1,150.00	452.48	139.35%
6102 · Food	0.00	2,958.96	3,500.00	(541.04)	84.54%
6103 · Supplies	0.00	914.59	800.00	114.59	114.32%
6104 · Transportation	0.00	275.52	900.00	(624.48)	30.61%
6106 · Salaries & Wages	339.66	9,306.94	16,080.00	(6,773.06)	57.88%
Total 6100 · Camping Expenses	<u>339.66</u>	<u>15,058.49</u>	<u>22,430.00</u>	<u>(7,371.51)</u>	<u>67.14%</u>
6110 · Triennium	0.00	0.00	1,500.00	(1,500.00)	0.0%
6120 · Special Events	0.00	1,000.00	3,500.00	(2,500.00)	28.57%
6200 · Admin Camping Expenses					
6201 · Advertising & Marketing	0.00	169.24	200.00	(30.76)	84.62%
6202 · Copies & Postage	0.00	140.68	0.00	140.68	100.0%
6203 · Liability Insurance	0.00	5,026.00	5,500.00	(474.00)	91.38%
6204 · Meals	0.00	136.96	0.00	136.96	100.0%
6206 · Utilities	2,115.43	4,064.10	3,000.00	1,064.10	135.47%
Total 6200 · Admin Camping Expenses	<u>2,115.43</u>	<u>9,536.98</u>	<u>8,700.00</u>	<u>836.98</u>	<u>109.62%</u>
Total CAMPING & YOUTH	2,455.09	25,595.47	36,130.00	(10,534.53)	70.84%
LEADERSHIP CABINET					
6301 · Intermountain Childrens Home	750.00	750.00	750.00	0.00	100.0%
Total LEADERSHIP CABINET	750.00	750.00	750.00	0.00	100.0%
MT ASSOCIATION OF CHURCHES					
6401 · MAC Membership	0.00	3,000.00	3,000.00	0.00	100.0%
6402 · MAC Representation	0.00	0.00	300.00	(300.00)	0.0%
Total MT ASSOCIATION OF CHURCHES	<u>0.00</u>	<u>3,000.00</u>	<u>3,300.00</u>	<u>(300.00)</u>	<u>90.91%</u>

**Presbytery of Yellowstone PCUSA
Program Budget Performance
September 2021**

Accrual Basis

	<u>Sep 21</u>	<u>Jan - Sep 21</u>	<u>Annual Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
PASTORAL MINISTRY TEAM					
6501 · Training	0.00	250.00	1,000.00	(750.00)	25.0%
6502 · Congregation Ministry	0.00	0.00	1,000.00	(1,000.00)	0.0%
6503 · Emergency Career Counseling	0.00	0.00	1,000.00	(1,000.00)	0.0%
6504 · Other PMT Program Expense	250.00	250.00	1,700.00	(1,450.00)	14.71%
Total PASTORAL MINISTRY TEAM	<u>250.00</u>	<u>500.00</u>	<u>4,700.00</u>	<u>(4,200.00)</u>	<u>10.64%</u>
PERSONNEL EXPENSES					
6602 · General Presbyter					
6602.1 · Salary	715.88	6,442.92	8,198.00	(1,755.08)	78.59%
Total 6602 · General Presbyter	<u>715.88</u>	<u>6,442.92</u>	<u>8,198.00</u>	<u>(1,755.08)</u>	<u>78.59%</u>
6604 · Payroll Taxes	26.27	719.45	0.00	719.45	100.0%
Total PERSONNEL EXPENSES	<u>742.15</u>	<u>7,162.37</u>	<u>8,198.00</u>	<u>(1,035.63)</u>	<u>87.37%</u>
PRESBYTERY EXPENSES					
6702 · Cluster Meetings	0.00	0.00	100.00	(100.00)	0.0%
6705 · Presbytery Other Exp	0.00	0.00	2,000.00	(2,000.00)	0.0%
Total PRESBYTERY EXPENSES	<u>0.00</u>	<u>0.00</u>	<u>2,100.00</u>	<u>(2,100.00)</u>	<u>0.0%</u>
PRESBYTERY OFFICE					
6801 · Copies & Postage	0.00	0.00	100.00	(100.00)	0.0%
6806 · Bank Service Charges	0.00	1.54	0.00	1.54	100.0%
Total PRESBYTERY OFFICE	<u>0.00</u>	<u>1.54</u>	<u>100.00</u>	<u>(98.46)</u>	<u>1.54%</u>
Total Expense	<u>4,197.24</u>	<u>37,009.38</u>	<u>55,278.00</u>	<u>(18,268.62)</u>	<u>66.95%</u>
Net Ordinary Income	(2,135.34)	11,952.25	(5,438.00)	17,390.25	(219.79%)
Other Income/Expense					
Other Income					
OTHER RECEIPTS					
Transfers from Program Fund	0.00	0.00	5,438.00	(5,438.00)	0.0%
Total OTHER RECEIPTS	<u>0.00</u>	<u>0.00</u>	<u>5,438.00</u>	<u>(5,438.00)</u>	<u>0.0%</u>
Total Other Income	<u>0.00</u>	<u>0.00</u>	<u>5,438.00</u>	<u>(5,438.00)</u>	<u>0.0%</u>
Net Other Income	<u>0.00</u>	<u>0.00</u>	<u>5,438.00</u>	<u>(5,438.00)</u>	<u>0.0%</u>
Net Income	<u>(2,135.34)</u>	<u>11,952.25</u>	<u>0.00</u>	<u>11,952.25</u>	<u>100.0%</u>

ATTACHMENT F

	Presbytery of Yellowstone		10/5/2022	
	2022 Budget Worksheet			
	Approved by LC 10/7/2021			
Account #	New Account Name	2021	2022	
	ADMINISTRATIVE BUDGET			
4001	Administrative Support	35,000	35,000	
4004	Per Capita	82,458	79,912	
3100.4	Transfer-W. Yellowstone	20,000	30,000	
3100.1	Transfer-Gen.Admin Fund	4,261	8,000	
3100.2	Transfer-Restricted Admin Fund	26,000		
3100.9	Transfer-Unrestricted		14,298	to balance budget
	Total Administrative Income	167,719	167,210	
6302	Cabinet Expenses			
6303	Council Meetings	3,000	1,500	
6304	Accounting	6,000	6,000	
6305	Legal	1,000	1,000	
6306	Task Force Meetings	500	500	
6307	Nom/St-Tim/Delegate Mtgs	700	700	
6504	Vocation Expenses	5,500	5,500	
6601.1	Admin Manager Salary	30,887		
6601.1	Admin Mgr.Benefits		3,500	
6601.1	Admin Mgr Salary		28,209	3.0%
6602.1	GP Salary	10,805	11,129	3.0%
6602.2	Housing	20,400	21,012	3.0%
6602.3	Pension	9,432	3,540	
6602.4	Insurance	12,000	11,600	
6602.5	Meals	1,350	1,200	
6602.6	Travel & Lodging	8,000	8,000	
6602.7	Telephone & Conference Calls	1,500	1,700	
6602.8	Discretionary Fund	2,700	2,500	
6602.9	Study Leave	700	700	

6603.1	Stated Clerk Salary	13,256	20,085	3.0%
6603.2	Stated Clerk Pension	3,960	0	
6603.4	Stated Clerk Travel		2,500	
6603.5	Stated Clerk Expenses	500	500	
6604	Payroll Taxes	4,423	4,400	
6703	Per Capita Expense	17,916	17,095	
6704	Presbytery Meetings	3,000	1,500	
6705	Presbytery Other	500	800	
6801	Office Copies & Postage	600	600	
6802	Insurance Exp.	700	1,300	
6803	Office Supplies	2,000	4,500	2 computers
6804	Rental -Office	4,140	4,140	
6805	Office Telephone & Conference Calls	2,250	1,500	
	Admin Mgr Travel			
	Total Administrative Expense	167,719	167,210	
		0	0	
	PROGRAM BUDGET			
4003	General Mission Pledge	28,840	30,000	
4002.1	Summer Camp Fees	6,000	10,000	
4002.2	Winter, Summer, Fall Events	2,000	2,000	
4002.3	Rental of Camp Facilities	12,000	12,000	
4002.5	Other Camp Income (Gifts)	1,000	2,000	
3100.3	Transfer Program Reserves	5,438	644	to balance budget
	Total Program Income	55,278	56,644	
6101	Activities	1,150	1,150	
6102	Food	3,500	3,500	
6103	Supplies	800	800	
6104	Transportation-Bus	900	900	
6106	Camp Salaries	16,080	16,000	
6120	Events Miscellaneous	3,500	3,500	
6201	Publicity	200	200	
6203	Insurance		5,500	Fixed title in books

6206	Utilities: Westminster Spires	3,000	3,000	
6300	Triennium	1,500	1,500	
6301	Intermountain Childrens Home	750	750	
6401	MAC Membership	3,000	3,000	
6402	MAC Representation	300	300	
6501	Committee on Ministry-Training	1,000	1,000	
6502	Congregation Ministry Misc	1,000	1,000	
6503	Emergency Career Counseling Exp.	1,000	1,000	
6504	Vocations-Other	1,700	1,700	
6602.1	Allocated GP Salary	8,198	8,444	3.0%
6604	Payroll Taxes		1,200	
6702	Cluster Meetings	100	100	
6705	Presbytery Program Other	2,000	2,000	
6801	Copies & Postage Exp.	100	100	
6802	Insurance	5,500		see 6203
	Total Program Expense	55,278	56,644	
		0	0	
		0.75	increase	PER CAPITA
				2020 membership
	Per Capita	2021	2022	1427
	GA	8.98	8.98	12,814
	Synod	3.00	3.00	4,281
	Presbytery	43.27	44.02	62,816.54
		55.25	56.00	79,912.00
	Early Pay discount by 2/15/2021	-1.25		
		54.00		
	Total Budgets	222,997	223,854	

Inflation Calculator

If in

(enter year)

I purchased an item for \$

then in

(enter year)

that same **item would cost:**

\$1.06

Cumulative rate of inflation:

5.7%

CALCULATE

Learn how this calculator works. The US Inflation Calculator uses the [latest US government CPI data](#) published on September 14, 2021 to adjust for inflation and calculate the cumulative inflation rate through August 2021. The U.S. Labor Department's Bureau of Labor Statistics will release the Consumer Price Index (CPI) with inflation data for September on October 13, 2021. (See a [chart of recent inflation rates](#).)

Presbytery Report for Camping and Youth

November 2021

We had a great 2021 camp season. Kurt Kochner and George led camp again this summer. George organized and led staff training, ministered with presence during Elementary and Junior High camps and was the speaker for Senior High Camp. Daniel Triller was the speaker and connected well with elementary kids, and Kimmy Briggs did the same with Junior Highs. All of the participants from senior high camp – staff and campers, expressed interest in the formation of a zoom group to meet during the off season

Camp Dates for 2022

Staff Training	July 6-9
Elementary Camp	July 10-14
Junior High Camp	July 17-22
Senior High Camp	July 24-29

Prayer Requests and How you can help:

- Invite students to consider camp in 2022
 - o In those conversations, remind students and parents of what makes our camp great: Beautiful location, lots of adventure and great experiences, very reasonable cost, and most importantly, an emphasis on relationships, community and encouraging students to grow in their love and knowledge of Christ.
 - o If students from your church went to camp last summer, have them help get the word out to your church and wider community by telling stories, showing pictures of their experience at camp
 - o Try and make the dates above available to your churches and families by January 2022, as the new year is often when families begin planning their summer vacations and travels.

- Recommend Camp Counselors
 - o If you know of college students or young adults who could serve as camp counselors, please pass their name and contact info along.

- Consider attending camp yourself sometime! It's a lot easier (and more authentic) to invite kids to camp if you or someone from your church has seen it for themselves.

Thanks all,

Daniel Triller
Pastor – FPC Dillon
Camping and Youth Moderator

REPRESENTATION/NOMINATION MINISTRY TEAM

Nominations Report to Presbytery, November 5-6, 2021

The Representation/Nominations Ministry Team presented 2 candidates for the Pastoral Ministry Team to the presbytery in June 2021.

Class of 2022 RE James Tarr (Billings, St. Andrew)

Class of 2023 MWS Kimmy Briggs

An email vote was held, with 44 participants. The candidates were elected unanimously.

The Representation/Nomination Ministry Team presents the following slate of candidates for open positions in Yellowstone Presbytery. Terms commence on January 1, 2022.

Moderator of Presbytery: MWS Dave Thompson

Vice Moderator of Presbytery: RE Melissa Bell

LEADERSHIP CABINET

2022 Moderator: RE Russ Kline

Class of 2024 RE – Melissa Bell (Lewistown)

RE – Russ Kline (Billings 1st)

MWS - Chuck Carlson

PASTORAL MINISTRY TEAM

2022 Moderator MWS Kimmy Briggs

Class of 2024 RE – Andy Pehl (Terry)

MWS – Daniel Triller

We have 2 vacancies in the class of 2024 on the Pastoral Ministry Team. Optimally, one would be filled by a Minister of Word and Sacrament and one by a Ruling Elder.

CAMPING and YOUTH MINISTRY TEAM

2021 Moderator MWS Dan Triller

Class of 2024 MWS – Mary Grace Reynolds

RE -- Sandy Welch (Billings, St. A.)

RE -- Curt Kochner (Billings, St. A.)

SYNOD COMMISSIONER

Class of 2023 RE Margee Smith (Lewistown)

225th GENERAL ASSEMBLY COMMISSIONERS

*At this time, the plan is for GA Committees to meet **in person in Louisville, KY, beginning June 18, 2022.***

*The GW Plenary will meet **online, concluding July 9, 2022.***

Ruling Elder James Tarr, Billings St. Andrew

Alternate: **We do not have an alternate at this time. December 20 is the deadline.**

Minister of Word and Sacrament Teresa Kendall

Alternate: JP Carlson

Young Adult Advisory Delegate

Alternate:

We do not have a YAAD or an alternate YAAD at this time. December 20 is the deadline.

ORDINATION EXAM READERS (Nominated by Pastoral Ministry Team)

Ruling Elder:	Dave Byerly (Lewistown)
Minister of Word and Sacrament:	Kimberly Briggs
Alternate: MWS	Susan Thomas

Respectfully submitted by the Rep/Nom Team,
Jody McDevitt (moderator), Terry Johnson, Neva Rathbun, and Sandy Welch
George Goodrich, staff

Leadership Cabinet Report – Revised 11/3/21
Yellowstone Presbytery November 5-6, 2021
Zoom meeting

Leadership Cabinet met in June, September, and October.

As churches in our presbytery continue to live and serve in unprecedented times, the Leadership Cabinet has turned to our Purpose and the Yellowstone Presbytery Vision Statement.

As listed in our Purpose, our first responsibility is “to listen to the leading of the Holy Spirit.” During rapid and continuous change we want to tune our ears to a Word from the Lord and keep our eyes on Jesus, discerning the places where the Spirit is stretching us, changing us, and wanting us to serve. We want to stay rooted in Christ and choose actions that speak of our citizenship in the kingdom of heaven.

The Vision Statement directs us to pray, to encourage and equip the congregations of this presbytery in disciple-making and service, worship and training. We have kept this Vision Statement before us as we plan the Presbytery meetings and work with the teams and committees of this Presbytery.

GATHER TOGETHER

More recently, we’ve been Dwelling in the Letter to the Hebrews as we reflect on endurance, and in strengthening and encouraging one another. We’ve been taking time in small groups to pray for one another, then lifting up one another’s specific prayer requests throughout the month.

EQUIP & ENCOURAGE

- Welcomed our new Stated Clerk, Caroline Fleming.
- Appreciated Susan Thomas and Teresa Kendall as they complete their service with Leadership Cabinet.
- Received a regular “Balcony View” from our Co-Presbyters.
- Reflected on feedback from our May Presbytery conference as we planned the November Presbytery conference.
- Received three applications for our Higher Education Grants and awarded \$5,500 in grants.
- Offered \$500 in seed money to churches located near higher education institutions in Butte, Dillon, and Miles City.
- Encouraged pastors and church leaders to attend the excellent boundary training held in early June and early October.
- Received encouraging financial progress both at the receiving end and reporting end.
- Convened a planning committee to plan the workshops for the November Presbytery meeting.
- Encouraged the Pastoral Ministry Team in their work of training up Commissioned Ruling Elders for the Presbytery.
- Recommended names to Representative/Nominating Committee for consideration to serve on Leadership Cabinet.

ACTION ITEMS from Leadership Cabinet on behalf of Presbytery

- Nominated Rev. Teresa Kendall to serve as member of Synod Nominating Committee member (class of 2024) beginning January 1, 2022.
- Allocated funds received from the sale of Harlowton and Geyser properties into the Unrestricted Funds budget line item.
- Approved a grant of \$2,000 from the equipping fund to Madison Valley Presbyterian Church (Ennis) for equipment needed to further their ministry.

OTHER BUSINESS

- Set the 2022 Yellowstone Presbytery meeting dates: Feb. 11 & 12, May 6 & 7, Nov. 4 & 5.
- Set the January 2021 meeting date for Leadership Cabinet.
- Received and approved the year-end report from St Timothy's Chapel (Georgetown Lake).
- Received regular reports from the Personnel subgroup as they moved steadily forward in important and sensitive personnel matters.
- Due to Personnel subgroup concerns, Leadership Cabinet engaged the services of Attorney Kristy Buckley of Bozeman.

MOTION to PRESBYTERY for November 5/6, 2021

MOTION: Leadership Cabinet recommends to Yellowstone Presbytery Rev. Teresa Kendall to Representative/Nomination Team for class of 2024.

MOTION: That Yellowstone Presbytery approve the 2022 Administrative and Program budget. (Please find the proposed budget under the financial report).

MOTION: That the Leadership Cabinet recommend to the Presbytery that the sale of the manse of the First Presbyterian Church of Anaconda be approved and the realized funds from the sale be dispensed according to provisions outlined in the letter from the church, dated October 25, 2021

MOTION: That the Leadership Cabinet appoint a team of 2-3 people, along with Rob Hagan of the Presbyterian Foundation, to work in support of the session to ensure the effective investment of the funds for the on-going ministry of the church and its mission, and that the team remains constituted until the funds are invested and the church is cared for pastorally, probable duration of the team about a year.

MOTION: That the Leadership Cabinet be the presbytery entity to oversee this process and receive reports.

October 25, 2021

Presbytery of Yellowstone

P.O. Box 1254

Bozeman, Montana 59771

Dear Presbytery,

I am writing this letter to let you know that we had our congregational meeting on October 24th. The vote was unanimous to sell the Manse.

Recommendation from 1st Presbyterian Church of Anaconda:

- A. Anaconda 1st Presbyterian Church requests permission form Yellowstone Presbytery to sell our manse located at 719 Oak Street, Anaconda, Montana 59711, for the following reasons:
 - 1. The property is no longer being used, as our Pastor owns her own home and does not need to use the Manse.
 - 2. We had donated the Manse to a family in our congregation to help them out and they trashed the Manse.
 - 3. We feel that it best to sell the Manse at this time.
- B. We request presbytery to allow the Anaconda session to engage a realtor and allow session to sell the property at fair market value.
- C. We request presbytery to allow the Anaconda 1st Presbyterian Church to use the proceeds from the sale as follows:
 - 1. We would recover some of the lost funds not received as donations to do some work in the church.
 - 2. We would use some of the funds to help with organizations in our community.
 - 3. We would like to invest a major portion of the money with the Presbytery Investment Program or with an investment firm.
 - 4. We would be able to invest in Solar Power for our facility.
 - 5. The money would be invested to allow for the church to continue into perpetuity.

Thank you for your consideration!

Respectfully submitted:

Cal Boyle

Chair Building and Grounds, Anaconda 1st Presbyterian Church

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CHARITABLE GIVING THROUGH YOUR IRA

The IRA charitable transfer is a great way to make a gift to a mission or ministry that you care about. Consider making the most of your IRA as you plan your required annual minimum distribution. Qualified Charitable Distributions (QCDs) are gifts to charities made directly from an individual retirement account. This is an easy, tax-advantaged way for Presbyterians to support their favorite mission or ministry.

REQUIREMENTS

- Donor must be 70½ or older at the time the distribution is made (age provision unaffected by the SECURE Act of 2019 now 72)
- The distribution must be otherwise taxable distribution from an IRA (other than an ongoing SEP or SIMPLE IRA)
- Distributions must be made **directly to an organization** eligible to receive tax deductible contributions (certain exclusions apply)
- \$100,000 annual limit
- Charity receiving gift must provide donor proper substantiation of the gift
- Qualified Charitable Distributions (QCDs) are reported on your Form 1040 tax return in the section for IRA distribution

BENEFITS

- Can satisfy Required Minimum Distribution (RMD) in year QCD is made
- QCD amount is not included in the donor's adjusted gross income, helping to potentially avoid increased taxes on SSI, higher Medicare premiums, and the loss of deductions/exemptions
- Provides donors that use the standard deduction a tax efficient way to make a charitable gift

REPRESENTATION/NOMINATION MINISTRY TEAM

Representation Report to Presbytery, November 5-6, 2021

An analysis of those serving in elected positions in Yellowstone Presbytery reveals the following. Recommendations are highlighted in red.

There are 6 Moderator or Vice Moderator roles. Of these, there are:

3 men, 3 women

4 who are Ministers of Word and Sacrament, 2 who are Ruling Elders

We feel this is an acceptable balance of gender and ecclesiastical status for these leadership roles.

There are 46 elected positions filled at this time. Of these, there are:

19 men, 27 women

21 who are Ministers of Word and Sacrament, 25 who are Ruling Elders

These balances tip towards women (as does the balance in most congregations) and toward Ruling Elders. The only ministry team which includes only one gender is the Representation/Nominations Team (4 women). The tilt towards Ruling Elders reflects the number of ministers of Word and sacrament available to serve in our small presbytery.

We recommend that the Leadership Cabinet seek male representation on the Rep/Nom team when nominations are open.

We feel the MWS/RE balance is acceptable at this time.

Geographical representation:

9 are from the eastern region of Yellowstone Presbytery

23 are from the central region of Yellowstone Presbytery

14 are from the western region of Yellowstone Presbytery

The boundaries between these three regions could be drawn differently, yielding a different count. The central region includes the largest congregations.

We recommend seeking more representation from the eastern region.

Age representation:

32 are 60+ years of age

9 are 40-59 years of age

5 are under 40 years of age

Some of these ages are guesses! The significant skew toward 60+ years of age reflects both the age distribution in our congregations and the considerable time demands of service in the presbytery, which are more easily met by ruling elders who are retired.

We recommend paying attention to this imbalance and encouraging young leadership, making accommodations in our time expectations as much as possible.

Race/ethnicity/culture:

To our knowledge, only one person serving Yellowstone Presbytery checks a "non-White" box. This is reflective of most of the membership of our congregations, but also a reminder that our congregations do not represent the growing diversity in the state of Montana.

We recommend increased awareness and openness to the gifts of God's diverse people in our communities.

Respectfully submitted by the Representation/Nominations Ministry Team,
Jody McDevitt (moderator), Terry Johnson, Neva Rathbun, Sandy Welch
George Goodrich (staff)

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I hope all are healthy and well. I wish we could be together in person, but as the coronavirus pandemic prevents that from happening, I write to share these key updates from the Board of Pensions. If you have questions, my colleagues in Philadelphia and I are happy to assist.

Blessings,

Christine Long
Church Consultant
M: 215-704-7360
clong@pensions.org

Member/Employer Services
800-773-7752
Mon-Fri 8:30-7:00pm EST

Our commitment to Diversity, Equity, and Inclusion

[Diversity, Equity, and Inclusion](#) – As a national agency of the Presbyterian Church (U.S.A.), the Board of Pensions shares the PC(USA)'s commitment to diversity, equity, and inclusion and to dismantling structural racism. We are taking tangible, intentional steps to ensure a workplace culture that inspires a sense of belonging. And we are continuing to actively engage throughout the Church to ensure access to benefits plans and programs that provide wholeness.

Minister's Choice

[Minister's Choice](#) is a new benefits package that provides important financial protection for non-installed ministers working at least 20 hours a week and includes pension, death and disability, temporary disability, and the Employee Assistance Plan. The cost is 10% of effective salary, also fully employer paid. Through this program more ministers will have access to the Board's education and assistance programs.

Other Notable Headlines

- [Annual Enrollment](#) – This year's annual enrollment — the time when employees can make changes or elect new benefits coverage for next year — will be Monday, October 25 through Friday, November 12, 2021.
- [Annual Enrollment Toolkits](#) – Employers can use the materials in this toolkit to engage employees and educate them about the benefits available to them effective January 1, as well as what they need to do during this important time.
- [Temporary Disability](#) – The Temporary Disability Plan provides employees with the financial protection of a partial income if they are unable to perform regular work duties because of sickness or injury.
- [Employee Assistance Plan](#) – The Employee Assistance Plan (EAP) is a confidential resource provided at no cost to employees enrolled in medical coverage through the Board of Pensions or the Pastor's Participation or Minister's Choice benefits package.

2022 Benefits That Serve the Church

The Board of Pensions of the Presbyterian Church (U.S.A.) provides robust benefits and services to PC(USA) churches, agencies, and affiliated employers — educational institutions, camps and conference centers, retirement and senior housing communities, and human services organizations.

The Benefits Plan covers approximately 65,000 people and is rooted in and reinforced by A Theology of Benefits. Scripturally-based, A Theology of Benefits holds that “we, the Church, live in caring community with one another in all that we are, all that we have, and all that we do. The Church, as the Body of Christ, is rightly committed to a ministry of wholeness and compassionate care.”

Our pricing approach to healthcare benefits reflects this philosophy of community — gains and losses are shared across the total population of employers participating in the Medical Plan in the form of standard rates, adjusted for age and regional cost factors. Backed by strong operating reserves, we have demonstrated significant year-over-year pricing stability for employers.

We are each called to wholeness so that we may live a life of plenty. The Board of Pensions offers benefits and programs that foster an individual’s spiritual, health, financial, and vocational well-being — so that we may live God’s call through our work and in our community.



“The Holy Spirit gathers the Church and shapes its life through the sacraments of baptism and the Lord’s Supper, which are the sign and seal of new birth, new life, and a new way of living. Shaped by these sacraments and empowered by the Spirit, we, the Church, live in caring community with one another in all that we are, all that we have, and all that we do. The Church, as the body of Christ, is rightly committed to a ministry of wholeness and compassionate care.”

— A Theology of Benefits

HOW WE SERVE BETTER



Plan design that reflects our values



Stability of costs year over year



A culture and tradition of service



Commitment to wholeness and well-being



2022 Benefits That Serve the Church

PASTOR'S PARTICIPATION

Comprehensive benefits designed to meet healthcare and retirement needs of ministers

2022 Cost

37 percent of effective salary, fully paid by the employer.

Benefits include:

- ~ Medical Plan: PPO family coverage
- ~ Defined Benefit Pension Plan
- ~ Death and Disability Plan
- ~ Temporary Disability Plan
- ~ Employee Assistance Plan

An employer may, but is not required to, contribute to the Retirement Savings Plan, Dental Plan, Vision Eyewear Plan, Supplemental Death, and Supplemental Disability benefits.

Eligibility

- ~ Required for all ministers in an installed position
- ~ Encouraged for ministers in non-installed positions who are regularly scheduled to work at least 20 hours per week

MINISTER'S CHOICE

A new benefits package for ministers in non-installed positions who need critical income protection

2022 Cost

10 percent of effective salary, fully paid by the employer.

Benefits include:

- ~ Defined Benefit Pension Plan
- ~ Death and Disability Plan
- ~ Temporary Disability Plan
- ~ Employee Assistance Plan

Eligibility

- ~ Any minister who is not in an installed position
- ~ Must be employed at least 20 hours or more per week

BENEFIT	PASTOR'S PARTICIPATION	MINISTER'S CHOICE
RETIREMENT PROGRAMS		
Defined Benefit Pension Plan	✓	✓
Retirement Savings Plan	\$	+
FINANCIAL PROTECTION PROGRAMS		
Death and Disability Plan	✓	✓
Temporary Disability Plan	✓	✓
Supplemental Death	\$	+
Supplemental Disability	\$	+
HEALTH PROGRAMS		
Medical Plan	✓	+
Employee Assistance Plan	✓	✓
Dental Plan	\$	+
Vision Eyewear Plan	\$	+

✓ In package \$ Required to offer; cost may be shared + May be offered; cost may be shared

Pastor's Participation and Minister's Choice include eligibility for important assistance and education programs that help cultivate wholeness and nurture ministries, including CREDO; Board University; Minister Educational Debt Assistance; and Sabbath Sabbatical Support.



THE BOARD OF PENSIONS
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2022 Benefits That Serve the Church

Employers have the flexibility to choose from a variety of benefits that best meet your church's budget and the needs of ministers and employees.

RETIREMENT PROGRAMS

Defined Benefit Pension Plan ●

The pension plan offers financial security in retirement as guaranteed monthly income, funded through employer dues and investment earnings.

Retirement Savings Plan ●

Our 403(b)(9) plan can help participants build savings and achieve long-term retirement goals, with pre-tax and Roth after-tax contribution features. *Fidelity Investments*

FINANCIAL PROTECTION PROGRAMS

Death and Disability Plan ●

This comprehensive plan offers salary continuation, lump-sum death benefit, monthly benefit in the event of a long-term disability, and more, as well as supplemental coverages.

Term Life Plan ●

A low-cost coverage option available in tiers from \$5,000 to \$50,000, or an income-based benefit amount, one times a member's effective salary.

Temporary Disability Plan ●

For a disability up to 90 days, this benefit provides employees with up to 60 percent of effective salary (up to \$290,000 in 2021) after a 14-day waiting period. *Lincoln Financial Group*

Long-Term Disability Plan ●

This benefit offers financial protection during a long-term disability that extends beyond 90 days, providing a benefit of up to 60 percent of effective salary (up to \$290,000 in 2021) throughout their disability. *Lincoln Financial Group*

HEALTH PROGRAMS

Medical Plan ●

Three coverage options are available: a preferred provider organization (PPO), an exclusive provider organization (EPO), and a high deductible health plan (HDHP). All feature generous preventive care and prescription drug benefits, a telemedicine option, and an online well-being program. *Highmark Blue Cross Blue Shield*

Vision Eyewear Plan ●

Save hundreds of dollars every year on the cost of eyeglasses, contacts, and more through this low-cost benefit. *VSP*

Dental Plan ●

Provides coverage for a wide range of basic and major services and orthodontic treatment for children. *Aetna*

TAX-ADVANTAGED ACCOUNTS

Flexible spending account: dependent care ●

Participants can use pre-tax dollars to pay for eligible care expenses for children under age 13 and certain older family members. *Further*

Flexible spending account: healthcare ●

Pay for eligible healthcare expenses, such as deductibles, copays, and prescription drugs — all with pretax dollars. *Further*

Health savings account ●

When offered along with the high deductible health plan (HDHP), these accounts can be used to pay for qualified healthcare expenses. *Further*

Work requirement key

- 20 hours or more per week; no requirement for ministers in self-employed validated service
- 20 hours or more per week
- No hourly work requirement
- Requires participation in PC(USA) or other employer-sponsored plan

A Theology of Benefits

The Church's provision of benefits for its employees is holy work, giving expression to the creative activity of the Trinitarian God to whom Holy Scripture bears witness: "In the beginning was the Word, and the Word was with God, and the Word was God. He was in the beginning with God. All things came into being through him."¹ Scripture reveals One who cares about the health of body and soul.

God's desire is that all people experience shalom — the flourishing of life. This desire is reflected in the repeated refrain of the creation narrative: "God saw that it was good."² The ensuing portrayal of life in the Garden of Eden illustrates an ideal in which humanity dwells in mutual care and well-being.

Jesus extends the promise, "I came that they may have life, and have it abundantly."³ The desire for health and wholeness are at the heart of the gospel call, which implores followers of Christ to care for the hungry, the thirsty, the stranger, the naked, the sick, and the prisoner.⁴ In the celebrated parable of the Good Samaritan, itself a story of healing and wellness, Jesus extends the charge: "Go and do likewise."⁵

The Holy Spirit gathers the Church and shapes its life through the sacraments of baptism and the Lord's Supper, which are the sign and seal of new birth, new life, and a new way of living. Shaped by these sacraments and empowered by the Spirit, we, the Church, live in caring community with one another in all that we are, all that we have, and all that we do. The Church, as the body of Christ, is rightly committed to a ministry of wholeness and compassionate care.

The very character of God as revealed in the Scriptures compels those who worship and serve God to "maintain justice, and do what is right."⁶ Hence, from its inception the Church has affirmed just compensation for its servants.⁷ The Presbyterian Church (U.S.A.) has repeatedly confirmed this commitment to support its servants with compensation that includes salary, benefits, vacation, and opportunities for spiritual growth and renewal.⁸

These concrete expressions of care extend God's desire for shalom and well-being, helping church servants flourish in the holy and human endeavor of ministry. As the body of Christ, we demonstrate abundant life to the world as a community of faith, hope, love, and witness.⁹ We call people to varied forms of service and covenant to support them so they may devote their best gifts and energies to the work of God's kingdom.

¹ John 1:1-3

² Genesis 1:12,18,21,25,31

³ John 10:10

⁴ Matthew 25:35-36

⁵ Luke 10:30-37

⁶ Isaiah 56:1

⁷ Luke 10:7-9; 1 Corinthians 9:9-12; 1 Timothy 5:18; "The Second Helvetic Confession," *Book of Confessions*, 5.168.

⁸ *Book of Order*, W-4.0404i(5)c; "Elements of Compensation," *Report of the Compensation Committee* [approved by the 188th General Assembly (1976) of The United Presbyterian Church in the United States of America]; *A Theology of Compensation: A Study Paper* [approved by the 195th General Assembly (1983), from the General Assembly Mission Council]; "Theological Concepts" and "Basic Principles," *Report of the Task Force on the United Presbyterian Compensation Plan* [approved by the 195th General Assembly (1983), from the Vocation Agency]; "The Presbyterian Church as Employer," *Life Abundant: Values, Choices and Health Care — The Responsibility and Role of the Presbyterian Church (U.S.A.)* [approved by the 200th General Assembly (1988)].

⁹ 1 Corinthians 12:27-28; *Book of Order* F-1.0301



ATTACHMENT N

Synod Commissioner Report. Synod Assembly Sept 20, 2021, Via Zoom

MSW Teresa Kendall and RE James Tarr were Yellowstone Presbytery commissioned delegates to the Synod of the Rocky Mountains Assembly meeting on September 20, 2021. This assembly met by ZOOM and being a reduced function Synod, this form of meeting is very efficient for conducting the needed business of the Synod as prescribed by the Book of Order PCUSA.

The meeting was called to order by Synod Moderator Rev. Bob Garrard, Wyoming Presbytery with a prayer by the moderator. Docket was approved and minutes of the previous assembly meeting Sept 21, 2020 , were reviewed and approved.

During the period between assembly meetings there were no actions before the Synod PJC. During this period there were no grant requests made or granted. All committees that needed to meet have met via electronic means including Personnel, Finance, Representation, and Nominations and reports from these committees were made and acted on as needed.

The Synod per capita for 2021 was voted and approved the same as the 2020 amount and the same discount for prompt payment will be offered.

Rev. Bob Garrard led the assembly in worship, moderator 2022 installation, and communion service at the conclusion of the meeting.

Respectfully reported

Jim Tarr

Delegate, class of 2022

St. Timothy's Chapel

We had a good summer, with average attendance of 30 people per Sunday.

We have completed the water project and found out that the pump was bad and had to be replaced.

We are continuing to look at upgrading some of the electrical system at the chapel.

There have been more people purchasing spots in the columbarium.

Diana Neely donated a new Carillon that sends music into the Georgetown Lake area and can attach to the organ to play music throughout the valley.

The chapel has been closed for the season.

Cal Boyle

Moderator

St. Timothy's Chapel