



# Save the Date

## Mini Conference & Stated Presbytery Meeting

March 5 & 6, 2021 via Zoom\*

Yellowstone Presbytery invites you to join us in an interactive training mini conference including large group worship and small group training sessions.

## Because of Jesus . . .

## Philippians 2

- ❖ **Because of Jesus...**We can be like-minded, have the same love, be one in spirit & one in mind.
- ❖ **Because of Jesus...**In humility, we can value others above ourselves not looking to our own interests but to the interests of others; being faithful servants of God through serving others.
- ❖ **Because of Jesus...**We can shine like stars in the sky as we hold firmly to the word of life.
- ❖ **Because of Jesus...**

**Choose from a variety of small group training sessions emphasizing how we can live out Philippians 2 in today's complex reality.**

**Come join us in this opportunity to continue to increase:**

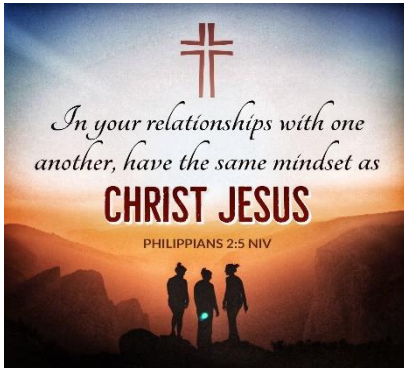
- Your growing **love** for the Lord who loves you
- Your growing **love** for the people God gives you
- Your growing **love** for the world to which God sends you
- Your growing **faith** in the Triune God
- Your growing **hope** for the people of God
- Your growing **love** for the world

E. Stanley Ott

Details to follow will include Zoom link/call-in details, times & workshop materials in dedicated link and calendar on our homepage at <http://www.yellowstonepcusa.org/PresbyteryMeeting202011.htm>

Following each workshop time, a short Presbytery business session will be held.

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**Yellowstone Presbytery invites you to join in an interactive training workshop**  
**Because of Jesus. . .Philippians 2**  
**Mini Conference & Stated Presbytery Meeting**  
**March 5 & 6, 2021 via Zoom \***

Friday March 5: 9:30am to 3:30pm with hour lunch break  
 Friday Worship: 7:00pm to 8:15pm Optional Fellowship: 9:00 pm  
 Saturday, March 6: 9:00 am to 12:50pm

- ❖ **Because of Jesus...**We can be like-minded, have the same love, be one in spirit & one in mind.
- ❖ **Because of Jesus...**In humility, we can value others above ourselves not looking to our own interests but to the interests of others; being faithful servants of God through serving others.
- ❖ **Because of Jesus...**We can shine like stars in the sky as we hold firmly to the word of life.
- ❖ **Because of Jesus...**

**Choose from a variety of small group workshops emphasizing how we can live out Philippians 2 in today's complex reality.**

*(Information on how to join the workshops will be posted on separate zoom links sheet.)*

**Friday, Mar. 5**



**“Living meaningfully, loving deeply – listening to God, others and myself”**

*George Goodrich*

**Panel Discussion on Pods**

**(pod-church.com)**

*(little groups with a big purpose)*

*Nancy Pehl, Daniel*

*Triller, Russ Kline, Julie Boksich*



**“ Fanning the Flame of Prayer—Renewing the Passion for Prayer”**

*Debbie Funke*



**“Have Scripture, Will Worship”**

You have the scripture for worship. This workshop will present scripture-based resources available to you to create the worship service.

*Rex Phipps (Jordan), Ben Larson (St Andrew, Billings), & Teresa Kendall (Deer Lodge)*

**Come join us in this opportunity to continue to increase:**

- Your growing **love** for the Lord who loves you
- Your growing **love** for the people God gives you
- Your growing **love** for the world to which God sends you
- Your growing **faith** in the Triune God
- Your growing **hope** for the people of God
- Your growing **love** for the world (*E. Stanley Ott*)

\*Zoom links/call-in details, online worship link, docket/agenda times & workshop info/materials will be posted on the docket and zoom link sheet under the link for this meeting & mini-conference on our homepage at <http://www.yellowstonepcusa.org/PresbyteryMeeting202011.htm>

Docket indicates timing for 2 short Presbytery business sessions on Friday and Saturday.

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Year: EXPENSE VOUCHER  
YELLOWSTONE PRESBYTERY  
Attn: Accounts Payable

Please submit completed form via email with needed attachments/receipts to:  
treasurer yellowstonepcusa.org

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

Please complete the voucher, including your signature and the signature of one other person (Stated Clerk, Co-General Presbyter, Moderator to approve). Two signatures are required and the moderator can then submit to treasurer. Attach documentation and receipts for all expenses except mileage.

\* Must submit within 30 days of expense

Pay to:  
NAME

MAILING ADDRESS

CITY, STATE, IP

PHONE

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

Acct # For Check: Administrative or Program

Meeting Location Date \$

Acct # For Check: Administrative or Program

Meeting Location Date \$

Acct # For Check: Administrative or Program

Meeting Location Date \$

Acct # For Check: Administrative or Program

Meeting Location Date \$

Acct # For Check: Administrative or Program

Meeting Location Date \$

Acct # For Check: Administrative or Program

Meeting Location Date \$

TOTAL VOUCHER AMOUNT \$

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

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

<b>Account</b>	<b>Expense</b>	<b>Budget Class:</b> <b>A=</b> <b>Administrative</b> <b>P=Program</b>
<b>Presbytery Office</b>		
6801	Office Copies & Postage	A
6802	Insurance Exp.	A
6803	Office Supplies	A
6805	Office Telephone	A
<b>Presbytery</b>		
6306	Task Force Meetings	A
6702	Cluster Meetings	P
6704	Presbytery Meetings	A
6705	Presbytery Other	A
6705	Presbytery Program Other	P
<b>Leadership Cabinet</b>		
6302	Cabinet Expenses	A
6303	Council Meetings	A
<b>Pastoral Ministry Team/Vocations</b>		
6501	Committee on Ministry-Training	P
6502	Congregation Ministry Misc	P
6505	Meeting Expense	A
6504	Pastoral Discernment Team	P
<b>Rep/Nom/St.Tim/Other Bodies</b>		
6506	Meeting Expense	P
<b>Camping &amp; Youth</b>		
6101	Rental Equip-Rafting-Swimming	P
6102	Food	P
6103	Supplies	P
6104	Transportation-Bus	P
6106	Camp Salaries	P
6110	Triennium	P
6120	Events Miscellaneous	P
6201	Publicity	P
6206	Utilities: Westminster Spires	P
6801	Copies & Postage	P
6802	Insurance Exp.	P

# THE PRESBYTERY OF YELLOWSTONE MEETING REGISTRATION

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

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

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

Street or Box #

Town

Zip

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

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

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

I am a: \_\_\_\_ Elder Commissioner.

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

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

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## Yellowstone Presbytery Elder Commissioner Report Form

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

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

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

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

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

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

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

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

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

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**Upcoming Events:**

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## Our Vision

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

## We will . . .

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

## **Equip and Encourage**

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

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

\* Synergy: from the  
Greek syn-ergos,  
συνεργός meaning  
working together.

## Yellowstone Presbytery [Posted 2/24/21] Mini-Conference & Stated Meeting *Because of Jesus. . . Philippians 2* Docket March 5-6, 2021, via zoom

**Friday March 5: 9:30am to 3:30pm with hour lunch break**  
**Worship: 7:00pm to 8:30pm & Optional fellowship: 9 pm to ?**  
**Saturday, March 5: 8:45 am to 12:50 pm**  
**Rename your zoom square with your name and city**

## Join Zoom Meeting by clicking this link:

<https://us02web.zoom.us/j/86471192136?pwd=a1NUV3gvL0hmUzVYRnR0dTh0T3lWZz09> Meeting ID: 864 7119 2136 Passcode: 268892 or

One tap mobile +12532158782,,86471192136#,,,,\*268892# US

Dial from any phone: 253 215 8782 or 346 248 7799  
Meeting ID: 864 7119 2136 Passcode: 268892

Register your attendance by email to [statedclerk@yellowstonepcusa.org](mailto:statedclerk@yellowstonepcusa.org)

### **Friday, March 5**

- 9:30am - 9:45am** Welcome, meeting instructions, intro. to Philippians 2  
**9:45am - 10:05am** Dwelling in the Word Philippians 2: 1-11 with large group, read passage followed by silent reflection on passage & questions  
**10:05am - 10:45am** Word-Share-Prayer with small break-out groups discussing Philippians 2:1-11 using guided questions, end with prayer for each person. See sheet posted close to meeting.  
**10:45am – 11:05am** Large group sharing: What did we hear the Holy Spirit say?  
**11:05 am - 11:10 am** Instructions for 2 workshops Log out of Main Zoom Meeting. Please see separate zoom link sheet for log in information for your workshop.  
**11:10am - 11:15am** 5 minute break & log out of this zoom meeting and into zoom link for workshop of your choice  
**11:15am – 12:15pm** Workshops:  
(1) “Living meaningfully, loving deeply – listening to God, others and myself”  
(2) A Panel Discussion on Pods(little study groups )  
**12:15pm - 1:15pm** Lunch Break  
**1:15pm - 1:35pm Log into Main Zoom Meeting**  
Welcome & Opening Prayer  
Introductions, roll call & verification of quorum  
Omnibus motion—vote  
**1:35pm - 2:05pm** Brief Dwelling in the Word Philippians 2  
Highlights from morning session, Phil 2 & workshops  
**2:05pm - 2:25pm** Co-General Presbyters Report

**2:25pm - 2:30pm** Break

**2:30pm - 3:00pm** Pastoral Ministry Team Part 1

**3:00pm - 3:10pm** Finance Report

**3:10pm - 3:18pm** Camping & Youth Ministry Team

**3:18pm - 3:25pm** Stated Search Committee Update

**3:25pm - 3:30pm** Announcements – Worship @ 7:00 pm, Broadcast LIVE from FPC Billings on Facebook @ <https://www.facebook.com/fpcbillings/> no account needed, just click

Sat. meeting 8:45 am-12:30pm with breaks

Recess until worship @ 7pm

**3:30pm - 7:00pm** Recess & Break

**7:00pm - 8:30pm** **Reconvene for** Worship , Worship bulletin posted online just ahead of presbytery Offering to Westminster Spires Camp Scholarships (Go to [yellowstonepcusa.org](http://yellowstonepcusa.org) and click on GIVE NOW button in upper right corner or mail check to: Yellowstone Presbytery PO Box 1254, Bozeman MT 59771)

- Installation of Moderator, RE Julie Boksich & Rev. Dave Thompson, Vice Moderator
- Necrology Report: Remembering Yellowstone Ruling Elders and Pastors who passed away in 2020
- Good news from 2 churches

**8:15** Recess

**9:00pm - ?** **Optional evening fellowship**—grab a drink of your choice, a snack, and gather around the zoom screen for light-hearted visiting & fun! . Please see separate zoom link sheet for log in information for your workshop.

### Saturday, March 6

#### Reconvene using same Zoom Meeting Information at the top of the Docket

**8:45 am - 9:00am** Welcome, instructions, and opening prayer ( Rename your “zoom square with your name & town)

**9:00am - 9:15am** Dwelling in the Word Philippians 2:12-18 with large group, background, read passage followed by silent reflection on passage & questions

**9:15am – 9:55am** Word-Share-Prayer with small break-out groups discussing Philippians 2:12-18 using guided questions, end with prayer for each person. See posted sheet. Take a 5 minute break before going back to large group.

**9:55am - 10:15am** Large group sharing: What did we hear the Holy Spirit saying in our breakout groups?

**10:15am - 10:20am** Instructions for workshops. Please see separate zoom link sheet for log in information for your workshop.

**10:20am - 10:30am** 10 minute break & log out of this link into workshop of your choice

**10:30am - 11:25pm** Workshop of your choice:

(1) "Fanning the Flame of Prayer: Renewing our Passion for Prayer"

(2) "Have Scripture, Will Worship"

**11:25am - 11:30am** Leave workshops, take 5 minute break, log back into main meeting by 11:35pm

**11:30am - 12:00pm** Pastoral Ministry Team, Part 2: Action on the Reverend, Rev. David Murchie to Colstrip church

**12:00pm - 12:20pm** Leadership Cabinet Report

**12:20pm - 12:25pm** Rob Hagan, Presbyterian Foundation

**12:25pm - 12:35pm** Stated Clerk

**12:35pm - 12:40 pm** Presbyterian Women

**12:40pm - 12:50pm** Announcements, Closing Prayer & Adjourn

### **2021 Presbytery Meetings**

March 5 & 6

May 21 & 22

November 5 & 6

## **Special Meeting, Yellowstone Presbytery, 12:00 Noon, Feb 11, 2021 Via ZOOM**

1. To examine and approve the Rev. Kimberly Stokesbary Briggs to be a member of Yellowstone Presbytery as called installed pastor FPC Lewistown. She and terms of call which were overwhelmingly approved at Jan. 24 congregational meeting.
2. Approve the Terms of Call, attached, for the Installed Pastor, the Rev. Kimberly Stokesbary Briggs, to the First Presbyterian Church in Lewistown, MT.
3. To examine and approve the Rev. Charley Blom, Hon. Retired, to become a Hon. Retired member of Yellowstone Presbytery.
4. To approve the contact for a Post Retirement Stated Supply between the Rev. Charley Blom and the First Presbyterian Church of Miles City session.
5. To approve the Inquirer Kori Robbins change in status from Inquirer to Candidate as part of the Preparation for Ministry Requirements for progressing toward ordination under the Book of Order applicable provisions.

### **2021. 0001. Elder Delegate Attendees:**

RE Julie Boksich, Moderator, member LC with vote

RE Russ Kline, Acting Moderator, Member LC with vote

RE Sandy Clery, Church of the Big Hole

RE Stephanie Bergstrom, Manhattan

RE Debbie Blackburn, PMT Co-Moderator

CRE Margee Smith, Stanford

RE Linda Smith, Anaconda

Re Heather Mclean, FPC Billings

RE Sharla Helland, Miles City

RE Kevin Kepler, Lewistown

Ministers of Word and Sacrament Members Present. (Note absences and excused absences are not reported for Special Meetings of this Presbytery)

Dick Davis, Mary Davis, Teresa Kendall, Dave Thompson, Jamie Schmeling, Jody McDevitt, JP Carlson

Other:

RE Jim Tarr Stated Clerk, MWS George Goodrich Co GP, MWS Kathy Goodrich Co GP, RE Melissa Bell Assist Stated Clerk, MWS Charley Blom Hon Ret, MWS Kimberly Briggs, Inquirer Kori Robbins.

**21.0002.** A Quorum was declared by the Stated Clerk based on attendance visible on ZOOM, roll call listed was from emails sent and recorded above. Several attendees have not been reported present and are still noted as having spoken in the minutes.

Ratio Balance check: With Vote RE's 11, with Vote MSW's 9

- It was voted that attendance at this meeting shall be recorded by email sent to [statedclerk@yellowstonepcusa.org](mailto:statedclerk@yellowstonepcusa.org) and recording church name and if an elder delegate

**21.0003.** Dwelling in the Word was on Ephesians 4:vs1-6 and was led by Julie Boksich. After deliberation she closed the discussion with a prayer.

**21.0004.** PMT Co Moderator MWS JP Carlson introduced REV. Kimberly Briggs and PNC Chair of the Lewistown Church Kevin Kepler was given voice and told the assembly about their selection process concluding in a recommendation that Kimberly become the next installed Pastor at FPC Lewistown. The prospect was interviewed by the PMT and comes to the Presbytery with a recommendation from the PMT that she be installed as Pastor to FPC Lewistown. Kimberly was then examined by the Presbytery and given opportunity to talk about her background and evaluation pertaining to this call to this church. After the examination, the following votes were taken:

- It was voted to approve MWS Kimberly Briggs to be installed as Pastor FPC at Lewistown and to become a member of Yellowstone Presbytery.
- It was voted to approve the terms of call between the Rev Kimberly Stokesberry Briggs and First Presbyterian Church Lewistown, Montana. Her first date of service is to begin February 15, 2021.

During discussion regarding these decisions Rev Briggs was advised an administrative commission will be formed later to celebrate and install her as Pastor to FPC Lewistown. After this vote a prayer for Kimberly and the Lewistown church was offered by Rev Debbie Funke.

**21.0005.** PMT reported and gave the floor to Sharla Helland to introduce The Rev Charley Blom, Hon. Ret. to become a stated supply pastor to FPC Miles City. Rev Blom gave a statement regarding his journey and selection of Miles City as a place to continue his service to the church. The presbytery interviewed Charley and after discussions the following actions took place:

- It was voted to approve Rev Charley Blom to become a member of Yellowstone Presbytery.
- It was voted to approve the agreement between the Rev Charley Blom and FPC Miles City to serve as Stated Supply for a 1-year period starting March 15, 2021.

After the election and voting George Goodrich offered a prayer for the Rev Blom and the Miles City church.

**21.0006.** The PMT introduced the Rev, Debbie Funke to introduce Inquirer Kori Robbins who has completed 2 of the ordination examinations successfully and is progressing well in her studies at Pittsburgh Seminary. After a time of Q&A with the Presbytery the following action was taken:



**Exhibit B.** PNC report to the Lewistown Church including the terms of call

DRAFT



## **Pastor Nominating Committee ( PNC)**

### **Report to the Congregation–**

January 24, 2021

#### Members:

Kevin Kepler – Chair

Marla Phillips- Co-Chair/Secretary

Jordan Stilson – Internet Communicator

Deb Slagel – Member

Curtis Cauffman – Member

Dave Byerly - Alternate

#### Process:

The PNC started its work starting in March 2020 with a training session completed by the Yellowstone Presbytery. Our direct liaison for the Presbytery was Debbie Blackburn and Kathy Goodrich, executive presbyter, as senior advisor to our committee.

The first meetings enabled us to fully understand the dynamics of committee work and the stages that each committee works through. Our intent was and remains to first seek God's guidance in the process. We set regular meeting times (most every week from late March through the finish). These times included time for prayer and scripture. We kept in mind during our meetings a covenant agreement of confidentiality, self-awareness, respect for others, and to freely speak yet focused on God's will. (We did not want "group think" to prevail – but to move as God willed in His direction.)

#### Mission Information Form (MIF)

This document becomes the church's resume and advertisement on who we are and the characteristics in a Pastor our Church was seeking. This document took almost two months to fully complete. We utilized FPC Mission and Vision Statement and the Mission Study completed by you the congregation and a committee of three. This document laid down our congregational metrics and statics and those values most important and those challenges perceived.

#### Church Leadership Connection( CLC)- Pastor Information Form ( PIF) matching

Jordan Stilson – as our internet communicator - input our MIF into the CLC for matching purposes. Electronically generated "matches" were provided to the PNC after a match was requested. This matching process compared values and similarities between the Pastor and our church. Items such as common theological traits, leadership, experience and location.

## Pastor Nominating Committee ( PNC)

### Report to the Congregation–

January 24, 2021

We completed 22 matching requests, reviewed 161 CLC-referred, self-referred and forwarded PIFs over the period of seven months. We contacted 65 different pastors, conducted numerous reference checks, conducted 6 in-person “get to know” zoom sessions followed by 6 formal interviews.

#### Presbytery Partnership

As this is a three-way partnership throughout the pastoral call process, with the presbytery having the primary responsibility for oversight of the process, together with the congregation and the Pastor candidate. The Presbytery’s Pastor Ministry Team conducted 5 examinations for theology, membership into the Presbytery and “fit” for our church.

#### Visits

We offered 4 visits with 2 actual pastor visits to our community. During the pastor visits, the candidates were able to visit in small groups with the PNC members in social environments, explore and tour our community, tour the sanctuary and church property. We were extremely blessed to be able to worship with both pastors and spouses and ended each visit with a PNC/Pastor roundtable discussion.

#### Financial

Financially we were and are very blessed by congregation members named and anonymous who supported travel, car, and hospitality expenses. The congregation approved \$2,000 for the search process to occur, with gifted money of an addition \$4,000 if needed. Costs incurred including travel of pastor candidates to Lewistown, lodging, per diem, and car rental. Our total expenditure covering the entire search process to date is \$1,820. Through gifts of travel miles for two sets of round trip tickets, use of personal vehicle and lodging (all anonymous) – the church realized \$4,480 savings. Total cost of search in monetary dollars and gifted values equaled \$6,300. These costs and values do not include welcome baskets and personal hospitality of pot luck and miscellaneous other meals by all members of the PNC.

An EEO/AA report is included and submitted to the Yellowstone Presbytery.

#### Extend of Call

On January 11, 2021, after prayerful discernment, we as a PNC – unanimous and without reservation - believed the Holy Spirit was leading us to Kimberly Briggs. On this date we extended an invitation for Kimmy to be presented to you the FPC congregation as our nominee for our next installed pastor.

## **Pastor Nominating Committee ( PNC)**

### **Report to the Congregation–**

January 24, 2021

On the evening of January 13, 2021 Kimmy accepted our invitation. After visiting this community, discernment, prayer, and worshipping in this sanctuary with the PNC, Kimmy also believes, without reservation, the Holy Spirit is calling her to FPC.

#### Introduction of Kimmy –

Biographical Brochure- Attached  
Statement of Faith- Attached.

#### Terms of Call – ( Viewed at Annual Meeting)

#### Next Steps

January 24, 2021 – the session has called a congregational meeting to make two motions - 1<sup>st</sup> for Kimmy Briggs to be nominated and voted on as the Next Installed Pastor and 2<sup>nd</sup> – to approve the Terms of Call.

Pending the outcome of our actions at the Congregational meeting, Kimmy will be examined and voted on by Yellowstone Presbytery at a specially called zoom meeting on Feb 11.

Finally, Atlanta Presbytery must vote to dismiss her to Yellowstone Presbytery for the process to be complete.

Pending the outcome of these steps - Kimberly Stokesbary Briggs will start her Call on February 15, 2021.

KIMMY IS ALWAYS UP TO TRY SOMETHING NEW, ESPECIALLY IF IT INVOLVES A RUSH OF ADRENALINE AND LOOKS FORWARD TO NEW ADVENTURES IN MONTANA!



# Introducing The Reverend Kimmy Briggs

AS THE PASTOR CANDIDATE FOR  
FIRST PRESBYTERIAN CHURCH  
OF LEWISTOWN

# Kimmy and Will

Kimmy married her husband, Will, a Texas native, in May 2017. Will is currently finishing his PhD in Biblical Studies with a focus on the book of Leviticus (because it's every little girl's dream to marry a Levitical scholar). In addition to Levitical law, Will is passionate about gender and environmental studies and God's commands to steward the earth. Outside of his studies, Will loves soccer, disc golf, hiking, kayaking, staying caught up on Oscar films, and reading science fiction and fantasy.



## About Kimmy

KIMMY GREW UP IN THE SEATTLE AREA OF WASHINGTON STATE. SHE GRADUATED FROM WHITWORTH UNIVERSITY IN 2010. DURING HER TIME IN COLLEGE, SHE SPENT HER SUMMERS WORKING AT CAMP WITH KIDS AND STUDENTS OF ALL AGES. DURING HER TIME AT WHITWORTH, SHE FELT CALLED TO ENTER THE MINISTRY. SHE GRADUATED FROM PRINCETON THEOLOGICAL SEMINARY IN 2014. DURING HER TIME IN NEW JERSEY, KIMMY SERVED AT THE PRESBYTERIAN CHURCH OF LAWRENCEVILLE IN LAWRENCEVILLE, NJ. KIMMY THEN MOVED TO ATLANTA, GA WHERE SHE SERVED AS AN ASSOCIATE PASTOR AT CLAIRMONT PRESBYTERIAN CHURCH, THEN AS THE DIRECTOR OF FAMILY MINISTRIES AT FIRST PRESBYTERIAN CHURCH OF COVINGTON.

OUTSIDE OF WORK, KIMMY ENJOYS SPENDING TIME OUTDOORS AND IS AN AVID HIKER AND, MOST RECENTLY, A PADDLE BOARDER. SHE IS ALSO A DISTANCE RUNNER, HAVING COMPLETED TEN HALF MARATHONS AND TWO FULL MARATHONS. HER BUCKET-LIST RACES INCLUDE THE NEW YORK MARATHON AND QUALIFYING FOR THE BOSTON MARATHON.

## **Kimmy Stokesbary- Briggs**

### **Statement of Faith**

In life and death, we belong to God, revealed in three persons, Father, Son and Holy Spirit.

Out of nothing, God created all things. Out of love, God sustains, rules and redeems the world. The Holy One is sovereign; everything works together to serve the divine will. We know God because in Jesus, God was revealed in human form.

Jesus is the Christ, the only Son of God, chosen by God as the world's Savior. He is fully God and fully man, revealing God's will by word and deed, modeling love and forgiveness. His obedience led to his death on a cross, but God raised him from the dead. Jesus ascended into heaven and will come again, in full glory, to judge the living and the dead.

We experience God's power and presence through the person and work of the Holy Spirit, who is to be trusted, loved, obeyed and worshipped. Reliance on the Spirit empowers us to live in faith as the Spirit calls, reconciles and equips us to serve God and neighbor. The Spirit is the divine tie binding believers together.

All people are created equally in the divine image to live in fellowship with God and others, but we rebel and justly deserve condemnation. We can do nothing about sin, yet God graciously reaches out with justice and mercy, inviting us by faith into a new covenant, redemption through Jesus.

God alone is the source of election, faith and salvation. God calls, pardons and transforms those who respond in faith. By the Spirit's power, believers have a new heart and a new spirit created in them. Faith is a new way of life filled with love, grace, peace and joy. God's power is present to resist sin and practice holiness.

The Church is universal, scattered around the world and extended to all times. It is entrusted with God's message of reconciliation and should be God's witness in the world. Christ calls the Church, empowered by the Spirit, to this mission. The Church gathers to be sent and is given all it needs for its mission.

The Bible is central to faith and life. It is the written Word of God, witnessing to Jesus Christ, the Word incarnate. The Scriptures teach about the character of God, the history of God's people, salvation through the life, death and resurrection of Jesus and the life of faith. Whenever Scripture is faithfully preached, the very Word of God is proclaimed. Confessions and creeds are subordinate in authority to Jesus Christ as the Scriptures bear witness to him.

The sacraments are visible signs of grace, commanded and instituted by Jesus for the worshipping community. Baptism is the sign and seal of belonging to Christ; it is our welcome into the Church. The waters of baptism symbolize regeneration, remission of sin and new life. The Lord's Supper recalls Jesus' sacrifice. The bread and cup point backward to Jesus, invite us to presently follow him and point to the future heavenly banquet prepared by God.

God's reign is both present and still to come. Therefore, we strive to serve Christ daily as we watch for God's new heaven and earth.

**PASTORAL CALL FORM**

**FIRST PRESBYTERIAN CHURCH, LEWISTOWN. MONTANA**

The First Presbyterian Church of Lewistown, Montana belonging to Yellowstone Presbytery, being well satisfied with your qualification for ministry and confident that we have been led to you by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, earnestly and solemnly calls you,

**Kimberly Stokesbary Briggs**

to undertake the office of

Pastor – Full Time Teaching Elder

of this congregation, beginning February 15, 2021, promising you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

That you may be free to devote full-time to the ministry of Word and Sacrament among us, we promise and obligate ourselves to pay you in regular monthly payments the following effective salary and following vouchered expenses (fill in those which are agreed to):

<b>Effective salary</b>		<b>Reimbursable expenses (by voucher)</b>	
Cash Salary	\$ 28,000.00	Automobile expense (.56 per mile)	\$ 400.00
Fair rental value of manse	\$ _____	Business/professional expenses	\$ 100.00
Housing Allowance	\$ 27,000.00	SECA Supplement (up to 50%)	\$ 2,000.00
Utilities Allowance	\$ _____	Continuing Education	\$ 600.00
Deferred Compensation	\$ _____	Other allowances	\$ 100.00
Other allowances	\$ _____		
<b>Total</b>	<b>\$ 55,000.00</b>	Moving Costs (up to)	<b>\$ 7,500.00 ( Negotiable)</b>

Full medical, pension, disability, and death benefit coverage under the Board of Pensions as a Family. Dental and Vision can be added to the Board of Pensions insurance as an option at the pastor's expense through a payroll deduction / or/ Established HSA using pretax dollars."

Family Leave in accordance with First Presbyterian Church Family Leave Policy- (Family Leave Policy attached)

- Paid Vacation                                4 WEEKS (INCLUDING 4 SUNDAYS)
- Paid Continuing Education    TWO WEEKS (CUMULATIVE TO SIX WEEKS, INCLUDING 2 SUNDAYS)

We further promise and obligate ourselves to review with you annually the adequacy of this compensation.

In the seventh year of service, the congregation will provide for a three-month Clergy Renewal Leave, continuing the salary and benefits for that period, and providing for pulpit supply in the pastor's absence. (First Presbyterian Church Sabbatical Leave Policy attached.)

Included is Job Description and Covenant of Support. These documents provide a framework for input and discussion with personnel committee and approved by session within first three to six months of Call.

In testimony whereof we have subscribed our names this \_\_\_\_ day of \_\_\_\_\_, 20\_\_.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Having moderated the congregational meeting which extended this call for ministerial services, I do certify that the call has been made in all respect according to the presbytery policy and the Form of Government, and that the persons who signed the foregoing call were authorized to do so by vote of the congregation.

Vote of the congregation at the meeting was \_\_\_\_\_ in favor of the candidate and \_\_\_\_\_opposed.

Date \_\_\_\_\_ (signed) \_\_\_\_\_ moderator of the meeting.

**PASTORAL CALL FORM**  
**FIRST PRESBYTERIAN CHURCH, LEWISTOWN. MONTANA**

**Certification of Call**

**A. Action by Presbytery of Call**

1. The Presbytery of Yellowstone has reviewed and approved this call.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
Stated Clerk or Authorized Signer

**B. Action by the Minister's/Candidate's Presbytery**

1. The Presbytery of Greater Atlanta finds it expedient (not expedient) to release \_\_\_\_\_ to accept this call.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
Stated Clerk or Authorized Signer

**C. Acceptance of the Call**

This is to certify that I have received and accepted the call.

Date of action \_\_\_\_\_ (Signed) \_\_\_\_\_  
Minister

*Complete and sign four original copies. When all parties have signed, an original copy goes to  
1) the minister, 2) the calling church, 3) the presbytery of call and 4) the minister's presbytery of membership/care.*



## ***First Presbyterian Church – Lewistown, Montana***

### ***Family Leave Policy – Full Time Teaching Elder***

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#### ***Introduction:***

The addition of children to a family is a gift and blessing of God. When children are added to a family of a Teaching Elder, accommodations must be made to support the nurture of the growing family and the ministry within the congregation.

The following policy for Parental Leave for Full Time Teaching Elder. (Negotiated leave will be incorporated into the terms of call.)

#### ***Eligibility:***

This policy is for serving Full Time Called Teaching Elders

- Maternity Leave: when a member gives birth to a child.
- Spousal Leave: when a member's spouse gives birth to a child.
- Adoptive leave: when a member adopts or assumes guardianship of a child.

#### ***Terms:***

1. 8 (Eight ) weeks be the minimum for Maternity leave.
  - 4 (Four) weeks be the minimum for Spousal leave.
  - 8 (Eight) weeks be the minimum for Adoptive leave.
2. FPC Lewistown will pay for Board of Pension dues and Grant full salary for the leave. Requests for longer than 8 weeks of Maternity or Adoptive leave or 4 weeks of Spousal leave can be arranged at reduced pay or non-paid. With session approval – negotiated part time duties at ½ time and corresponding pay is allowed for up to 6 (Six) months beyond the 8(Eight) weeks of Maternity Leave.
3. No more than two weeks of vacation be added to the minimum parental leave, with the concurrence of the Session.
4. The Teaching Elder (If Able) and session in communication with the Presbytery Ministry Team will pre-arrange for coverage of all duties of the staff member for the duration of the leave.
5. The Teaching Elder who returns to work following a period of approved parental leave will be assured of continued employment in the same position.
6. The negotiated policy agreed upon at time of call will be submitted for record with the Presbytery Ministry Team and Presbytery for records.
7. Parental leave will not be used to pursue another call.

***First Presbyterian Church – Lewistown, Montana***

***Family Leave Policy – Full Time Teaching Elder***

***Additional Agreed upon Terms:***

- In the event the expectant parent experiences a miscarriage or still birth, she/he should be given the maternity/spousal leave she/he would have received had the pregnancy been carried to term with no complications.
- The parent must have medical approval to return to work.
- Re-entry may be scheduled on a full-time or part-time basis as agreed upon by the parent and session, and with medical approval.
- Study leave will not be used for maternity, spousal, or adoptive leave.
- In the event the new parent chooses to resign before or at the expiration of the Leave period, the church may request that it be reimbursed for the monetary compensation provided during the Leave.
- Parental Leave is for Session approval. Upon approval it should be communicated to the congregation and the Presbytery
- Flexibility will be the most important means of arriving at a mutually satisfactory arrangement for Parental Leave.

***First Presbyterian Church – Lewistown, Montana***  
***Sabbatical Leave Policy – Full Time Teaching Elder***

***Introduction:***

Policy for Sabbatical Leave.

Sabbatical Leave is beneficial, both to ministry professional, and to this Church. Sabbatical Leave will help individuals to refocus their vision and find renewed sense of call. Often, Sabbatical leave is needed to find a new or intensive continuing educational experience not made possible in a shorter time period. Sabbath is the call from God in a busy world, and in the busy church. Sabbatical leave can offer valuable refreshment and rejuvenation for those who labor continuously for God's people, new vision for continued service, and renewed compassion for the beloved children of God who comprise the church. Sabbatical offers the church a time to reflect on their future, a time for members to exercise new gifts for service in the church, and for the church as a whole to renew its call as part of the priesthood of all believers.

***Definition***

Sabbatical Leave is a planned time of study and renewal by which one seeks personal and professional growth. It is an opportunity for an individual to disengage from regular and routine tasks so that their ministry may be viewed from a new perspective, and their soul renewed to serve refreshed. It is not a prolonged vacation. Through reflection, prayer, rest, study and travel, one finds the promise of God who sustains us through a period of reflection, leading to the renewal of energy upon the return to the permanent call.

***Dialogue in Preparation for Sabbatical***

Teaching elder and Session will dialogue together to come up with suitable forms of leave that will benefit all involved, and not place too much of a burden on the church, nor ignore the full need of the staff member. Sabbatical is incorporated in the Terms of Call.

1. *Eligibility:* Sabbatical Leave is a benefit offered at the discretion of the church, by the authority of the Session for the Teaching Elder. When Sabbatical leave involves a change in the Terms of Call, it is subject to the approval of the Session, the congregation, and the presbytery. FPC Lewistown Teaching Elder is eligible for Sabbatical Leave after seven (7) years of service within the congregation.

2. The Teaching Elder will bring a proposal to the personnel committee and/or the Session at least six months prior to the beginning of the proposed leave and prior to approval of the church budget for the calendar year when leave is to be taken. The proposal should include details on how the time will be used, proposed arrangements for covering the staff member's congregational duties, and any cost associated with the proposed leave.

3. Continuing Education money that has accrued for up to three (3) years may be used for the cost of Sabbatical.

***First Presbyterian Church – Lewistown, Montana***

***Sabbatical Leave Policy – Full Time Teaching Elder***

4. The time of Sabbatical is no less than three (3) months. The year it is taken shall include continuing education time, so that the staff member's continuing education time is the Sabbatical time. It will not include vacation time, so that the Teaching Elder's vacation time shall be intact.

5. Well before the leave begins, the Teaching Elder and the Personnel Committee/Session will inform the congregation about the Sabbatical. As the Sabbatical is included in the Terms of Call, the leave does not need approval by the Congregation. An explanation of the policy and the accepted plans for the leave period is appropriate.

6. The session will communicate with Yellowstone Presbytery for support before and during the time of the leave. Grants from outside agencies or institutions may be available to support the Sabbatical leave but are not widely available and are the responsibility of the Teaching Elder with assistance of the session and Yellowstone Presbytery. The presbytery is a resource for helping with staffing issues, pulpit supply, and pastoral care.

7. Upon completion of the Sabbatical Leave, at an acceptable time, the Teaching Elder will report to the Session and the congregation about the leave, including the value of the sabbatical leave.

Sabbatical Leave Guidelines: Courtesy of the Glacier Presbytery, The Board of Pensions, and the Lilly Endowment

# Full Time Teaching Elder/Pastor Job Description, Performance Goals

## First Presbyterian Church, Lewistown, Montana

Pastor and Session Agree to the Following:

**Title:** Pastor

**Job Description:** To provide a balanced ministry of preaching, teaching, pastoral care, and organizational leadership to the congregation and enable the church to grow to its full potential in membership and in spiritual vitality.

**Accountability:** Accountable to the presbytery and to the session through the Personnel Committee

**Responsibilities:**

- 1) Shall moderate the Session and Congregational meetings.
- 2) Provide biblically based preaching and teaching ministry.
- 3) Preach, lead in worship, and provide a teaching ministry that will lead to the spiritual growth of the membership and awaken them to an active outreach to their neighbors in evangelism.
- 4) Provide spiritual and administrative leadership to the congregation. Lead and inspire the session and congregation in the development and effective operation of program activities—including but not limited to motivating, and training youth and adult leadership.
- 5) Provide active leadership to the session, the congregation, and its organizations in development programs that will enable the church to grow in mission in keeping with its potential in a growing community.
- 6) Administer the church's programs as Head of Staff by leading, and supervising part time and volunteer staff.
  - In coordination and conjunction with Personnel Committee members.
  - a. Will complete annual performance reviews of any paid staff.
  - b. Update Job Descriptions of paid staff and volunteer staff as required.
- 7) Stated Duties include:
  - a. Plan, prepare, and lead worship services.
  - b. Ensure that pastoral care is provided for the congregation, including but not limited to, calling upon congregational members, the sick, and those with special needs, on a regular basis and provide spiritual support for all who seek comfort and guidance through the church.
  - c. Officiate at weddings, baptisms, and funerals.
  - d. Work with boards and committees, assisting and supporting them in accomplishing the ministry of the church; lead new member classes as required.
  - e. With session, train newly elected officers.

# Full Time Teaching Elder/Pastor Job Description, Performance Goals

## First Presbyterian Church, Lewistown, Montana

- f. Maintain responsible levels of participation in the Yellowstone Presbytery.
- g. Perform such other duties as requested by the session when needed.
- h. Give a minimum of two week's notice to the session of any planned personal time off or away to include any Sunday Services. Arrange for substitute preachers on any Sundays not present. (Exception is in response to any personal or congregational emergencies);
- i. Represent the church in dealing with outside organizations.
- j. Plan and Facilitate annual session and deacon retreats.
- k. Shall provide the session quarterly written reports (May, Aug, Nov, Feb) regarding the progress of goals and objectives.

**Proposed Goals:** *( Draft – Goals – to be reviewed/completed within 1-3 months of assuming a Call and updated annually during performance reviews)*

- 1) Maintain and strengthen the congregation's commitment to serve one another as a family of believers. Equip and empower members of care teams in their mission and walk with those in need.
- 2) Help the congregation to examine their journey together. Strive to encourage members to participate in discipleship training, youth ministries and Bible study small groups/teams
- 3) Enable the congregation, leadership, and staff to identify current issues and develop ways of addressing those issues as needed.
- 4) Examine current session and deacon structure and committees. Work with session and deacons to facilitate any agreed upon structural recommended organizational changes.
- 5) Work with Session, and leadership, to determine ministry priorities and focus areas for the first 100 days, 6 months, and 1 year."

**Relationships:** Relates to the session and various committees as the moderator of session; relates to the staff as head of staff; relates to congregation as pastor; relates to the presbytery as a member.

**Evaluation:** Performance reviews will be conducted semi-annually by the session Personnel Committee and the pastor as head of staff. (Annually after second year of assuming the call) The session Personnel Committee will annually review the adequacy of compensation.

# **Covenant between Pastor and Session**

## **First Presbyterian Church, Lewistown, Montana**

The following Covenant is between the FIRST PRESBYTERIAN CHURCH OF LEWISTOWN, MONTANA and Kimberly Stokesbary Briggs. It is for the purpose of providing a Covenant of support between the Pastor and the Church Leadership / Session.

### **Back Ground:**

The session . . . has the responsibility . . . to provide for the administration of the program of the church, including employment of nonordained staff, with concern for equal employment opportunity, fair employment practices, personnel policies, and the annual review of the adequacy of compensation for all staff, including all employees. –Book of Order G-10.0102.

Ministers in the Presbyterian Church are called by the congregation to that work. They are not simply employees of the congregation or the session. They are responsible to the people of the congregation, of course, but not to them alone. The Presbyterian system of checks and balances gives them membership in, and a primary accountability to, the presbytery. They have been ordained to be Ministers of Word and Sacrament for the whole Church. (Each particular church, similarly, is linked to the larger church primarily through the presbytery, in which its minister and elder representatives have voting membership, and to which it has responsibilities.)

As a session works with staff and encourages the full use of the gifts and talents of each staff member, a shared ministry evolves. Valuing each person's worth and seeing the work of each as a part of the ministry of the church puts meaning into the words of the Book of Order: "The church of Jesus Christ is the provisional demonstration of what God intends for all of humanity. [As such,] the church is called to be a sign in and for the world of the new reality which God has made available to people in Jesus Christ." (G-3.0200) When a particular church treats each staff member as a valued partner in ministry, it becomes a sign to the world of a new reality. These guidelines are provided with this concept of ministry in mind.

### **Covenant:**

#### **First Presbyterian Church Pastor**

1)As Gods Called Pastor to First Presbyterian Church will seek to perform duties within the guidelines of the Presbytery USA book of order and First Presbyterian Church policies and Job descriptions.

2)Continually assess viability of programs with session committees and freely move to make changes with session committees' guidance and input.

3)Work with the personnel committee specifically and session generally to ensure constant communication as it relates performance of responsibilities and assigned staff performance.

# Covenant between Pastor and Session

## First Presbyterian Church, Lewistown, Montana

### The First Presbyterian Church Session:

1) Understanding Kimberly Briggs has been led to this church family by the Holy Spirit as one whose service will be profitable to the spiritual interests of our church and fruitful for the Kingdom of our Lord, having earnestly and solemnly called, as Pastor – Full Time Teaching Elder of this congregation, promises you in the discharge of your duty all proper support encouragement and allegiance in the Lord.

2) Shall be responsible for conducting semi-annual (July and Dec) personnel performance reviews and updating any agreed upon changes to above noted duties or goals. (Annually after second year of assuming the call)

3) As members of the congregation – always able to voice individual perspective and concerns. As members of the session, address any perceived conflicts or disagreements through the personnel committee and in accordance with established conflict resolution policies. Always maintain strict confidentiality within the session.

#### APPROVALS:

The session approved this covenant and its conditions on \_\_\_\_\_

Signed: (clerk of FPC session) \_\_\_\_\_ Date: \_\_\_\_\_

I agree to accept the terms of this covenant.

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



**Exhibit C. Contract Between Charley Blom and FPC Miles City.  
Post Retirement Stated Supply Contract**

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## Post Retirement Stated Supply Contract

The following contract between the session of First Presbyterian Church Miles City and the Rev. Charley Blom, is for the purpose of providing pastoral services as Post Retirement Stated Supply to the Church for a period of 12 months (not to exceed 12 months). The contract is to begin on March 15, 2021.

### DUTIES:

The pastor will be responsible to:

- create the agenda(s) and moderate the session and congregational meetings
- serve as Head of Staff (supervise administrative staff, Treasurer, janitor)
- lead worship and preach at regular Sunday services (including the children's sermon, if needed)
- arrange for pulpit supply on any Sundays not present, with session approval
- call on sick and home-bound
- provide administrative leadership
- assist session with transition visioning and goal setting
- officiate at weddings and funerals
- lead new member classes
- work with committee chairs
- support/assist and/or lead adult Christian education
- support/assist and/or lead children Christian education/youth group
- represent the church in dealing with outside organizations, with session approval
- attend Presbytery meetings and regional pastor cluster meetings when held
- pray for the church

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

- support and pray for the pastor in his/her ministry
- provide regular financial compensation according to the terms outlined below
- provide a performance review after six months of service to the pastor and then at least annually
- assist the pastor with transition visioning and goal setting

During the length of this agreement, the pastor will be accountable to the presbytery. Should the Post Retirement Stated Supply Pastor have any serious differences or difficulties with any former pastor of this congregation, the matter will be immediately referred to the presbytery by the pastor and/or session. It is understood that the pastor is not a member of the Pastor Nominating Committee (PNC), however the pastor will act as the liaison between that committee's regular reports and the session and the congregation (including providing to the PNC session's visioning and goal setting).

This agreement may be terminated by either party (session or pastor) upon 30 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:

<b>Effective salary</b>		<b>Reimbursable expenses (by voucher)</b>	
Cash Salary	\$ <u>TBD</u>	Automobile expense (.56 per mile)	\$ <u>672.00</u>
Housing Allowance	\$ <u>TBD</u>	Business/professional expenses	\$ _____
Utilities Allowance	\$ _____	SECA Supplement (up to 50%)	\$ _____
Deferred Compensation	\$ _____	Continuing Education	\$ <u>600.00</u>
Other allowances	\$ _____	Other allowances	\$ _____
<b>Total</b>	<b>\$ <u>60,000.00</u></b>	Moving Costs (up to)	<b>\$ <u>3,000.00</u></b>
Paid Vacation		4 weeks or 28 days per year including 4 Sundays	
Paid Continuing Education (Study Leave)		2 weeks or 14 days, if needed	

**APPROVALS:**

The session approved this contract and its conditions on January 19, 2021.

Signed: (clerk of session) Sharla Hellard Date: 2-1-2021

I agree to accept the terms of this contract.

Signed: (pastor) [Signature] Date: 2/26/2021

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).*

**Reimbursable expenses: Other allowances**

- \*Paid Holidays - 6 days if the holiday falls on Sunday then the following Monday would be the recognized holiday (New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas)
- \*Study Leave - 2 weeks (14 days) per year, if needed
- \*Family Leave - see church policy
- \*Reimbursement for attendance at local community events - session approval per event requested

**TERMS:**

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

<b>Effective salary</b>		<b>Reimbursable expenses (by voucher)</b>	
Cash Salary	\$ <u>TBD</u>	Automobile expense (.56 per mile)	\$ <u>TBD as used</u>
Housing Allowance	\$ <u>TBD</u>	Business/professional expenses	\$ _____
Utilities Allowance	\$ _____	SECA Supplement (up to 50%)	\$ _____
Deferred Compensation	\$ _____	Continuing Education	\$ <u>600.00</u>
Other allowances	\$ _____	Other allowances	\$ <u>TBD, as used</u>
<b>Total</b>	\$ <u>60,000.00</u>	Moving Costs (up to)	\$ <u>3,000.00</u>
Paid Vacation		4 weeks or 28 days per year including 4 Sundays	
Paid Continuing Education (Study Leave)		2 weeks or 14 days, if needed	

**APPROVALS:**

The session approved this contract and its conditions on January 19, 2021.

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).*

Reimbursable expenses: Other allowances

\*Paid Holidays - 6 days if the holiday falls on Sunday then the following Monday would be the recognized holiday (New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving, Christmas)

\*Study Leave - 2 weeks (14 days) per year, if needed

\*Family Leave - see church policy

\*Reimbursement for attendance at local community events - session approval per event requested

## **Rev. Charley Blom, H.R. Faith Statement & Brief Background**

### **Brief Background**

An Honorably Retired member of Plains and Peaks Presbytery (CO), Charley has been finishing as Interim Pastor at Timnath Presbyterian Church. He has pastored several congregations over the years in Colorado, Wisconsin, California and South Dakota, more recently focusing on intentional transitions. He also helped direct Mountain Top Retreat Center south of Bozeman a long time ago. *“I love and value the local congregation and seek to strengthen the impact on our culture through the local church. The best place to focus my energies for the kingdom and the health of God’s servants is in helping churches through the transition time between pastors.”*

He is a graduate of Hastings College and Pittsburgh Theological Seminary, M.Div. Charley and his wife have family who live in the greater Billings region.

### **Statement of Faith**

“My faith is based simply on the Apostles’ Creed. This is the bedrock of my life and ministry. In addition to the Creed, I love the statement from the first question of the Heidelberg Catechism. These two statements form and shape my faith, life and ministry.

### **Q. What is your only comfort in life and in death?**

A. That I am not my own, but belong body and soul, in life and in death to my faithful Savior, Jesus Christ. He has fully paid for all my sins with his precious blood, and has set me free from the tyranny of the devil. He also watches over me in such a way that not a hair can fall from my head without the will of my Father in heaven; in fact, all things must work together for my salvation. Because I belong to him, Christ, by his Holy Spirit, assures me of eternal life and makes me wholeheartedly willing and ready from now on to live for him.

### **The Apostles Creed**

I believe in God, the Father almighty, creator of heaven and earth.

I believe in Jesus Christ, God’s only Son, our Lord, who was conceived by the Holy Spirit, born of the Virgin Mary, suffered under Pontius Pilate, was crucified, died, and was buried; he descended to the dead. On the third day he rose again; he ascended into heaven, he is seated at the right hand of the Father, and he will come to judge the living and the dead.

I believe in the Holy Spirit, the holy catholic Church, the communion of saints, the forgiveness of sins, the resurrection of the body, and the life everlasting. Amen.”

Minutes were approved \_\_\_\_\_

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## Clerk Report for the Presbytery Meeting March 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](mailto:statedclerk@yellowstonepcusa.org)
2. Call in or Zoom attendees shall indicate in the email if they are a Member, Minister of Word and Sacrament, Elder Commissioner, Other Member with vote according to the presbytery standing rules, or guest.
3. That written requests for absences received by the Stated Clerk be approved.
4. That any Corresponding members present on the call phone be seated.
5. That the Presbytery grant the Moderator the authority to give privilege of the floor to persons, other than Members or Commissioners, for the purpose of reporting to this meeting.
6. That the Moderator and the Stated Clerk be empowered to suggest and make adjustments to the Agenda during the meeting, as may be necessary, to provide for efficiency in reporting, and
7. That all reports received at this meeting be accepted and if not supplied to the presbytery office in advance an electronic copy shall be supplied to the office of the stated clerk and the presbytery office immediately following the meeting in .DOC or .EXL format only.

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

1. All those present at the meeting shall gain practical skills needed to turn on the video and audio functions in Zoom as soon as possible as the meeting begins and to keep their audio microphone in the muted position until called upon or recognized to speak.
2. All attendees who do not have their name attached to the screen showing who they are, will identify who they are and who they represent before speaking. (In ZOOM the 3 dots on your picture screen can be clicked and you can rename yourself and the Church you represent)
3. The Moderator shall designate who can or cannot share documents before the meeting begins and all documents need to be posted in advance on the presbytery website or available to share will all at this meeting in digital format. (This means no paper handouts will be available to participants during a virtual meeting.)
4. Attendance by phone only with no video will be subject to these same rules and must remain muted unless addressed to speak. When speaking, a phone call attendee must state name and church connection before addressing the body.
5. Attendees when voting shall indicate in favor or opposed only when asked for a vote. Votes are cast by using the hand symbol in Zoom or visually raising of the hand and holding it until the vote can be counted. Phone in only participants will unmute and vote

verbally after the visual votes are cast and before the determination of the vote is completed.

6. During recesses and/or breaks attendees are to keep their computers on, turn off their video, but not the audio setting so they can hear when the meeting reconvenes. Log off when long recesses are planned or if an attendee must leave the meeting for any reason.

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

1. The minutes of the Presbytery meeting February 11, 2021 draft 2, be approved as published on the Presbytery Website.
2. The treasures report be accepted as presented.
3. The report of the Presbyterian Women be received as presented
4. The report of the Stated Clerk Search committee be received as presented.
5. The necrology report showing ruling elders who passed away in 2020 be approved and made a part of the minutes of this meeting and that they be recognized during the evening worship service for this meeting.
6. The minutes of this meeting is to show the summary statistical report of the Presbytery was presented and reviewed.
7. The report of the administrative commission working on the sale of the Federated Church of Harlowton property was received as presented.
8. The report of the administrative commission working on the sale of the McAllister Property be received as presented.
9. The minutes of this meeting shall report that there has been no call for a meeting of the Presbytery's PJC this year to date and that the following former members are still eligible to serve if needed; MWS Dan Krebill, RE Lloyd Mandeville, MWS Sally Ralston.  
HR
10. That the clerk reminded the Presbytery that there remains **5 Churches** in this Presbytery that **do not** have their Child and Youth Protection Policy either completed and/or on file at the Presbytery Office. **Churches were to complete this action By June 1, 2019.**
11. The churches who currently have a Child and Youth Protection Policy are encouraged to consider adding provisions to protect their elderly and developmentally disabled persons with similar protections.
12. That the clerk reported there are 10 churches who have presented their church records for review and 12 are yet to be completed this year or before the November 2021 meeting of the Presbytery. **This motion will also allow the Session Clerks of the churches** who are unable to attend this meeting, to send electronic copies for review to the Stated Clerk via email for review after this meeting.



**13.** If the way be clear to minutes of this meeting will record the following actions of the Presbytery:

- a. The minimum salary and benefit package for pastors serving churches in Yellowstone Presbytery as posted on the website is approved.
- b. That the current term of office of the Stated Clerk which expires April 15, 2021 be extended until the planned vote on a new clerk takes place at the May Presbytery meeting.

**14. End of Motion.**

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

The Stated Clerk has attended all meetings of the Presbytery and as required the office also attended all meeting of the PMT and Leadership Cabinet and recorded actions taken at those meetings which were held since November 2020 to the present time.

The clerk was actively involved in helping church session clerks prepare their year end reports. All but 3 churches updated their data before the Feb 18 deadline.

The clerk gave input to the Stated Clerk Search Committee on the job description and some other administrative details

The clerk participated in the signing of the agreement with the realtor working on the sale of the Harlowton Church property.

To be Attached is the Summary Statistical Report for 2020 year end. (This report will not be completed in time for posting in the meeting package, but will be available at the time of the meeting.)

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## 2020 Presbytery Statistical Report

<b>Presbytery</b>	Yellowstone		
<b>Address</b>	PO Box 1254, Bozeman, MT 57971		
<b>Phone</b>	406-586-7706	<b>Fax</b>	406-556-0979
<b>Email</b>	<a href="mailto:yellpres_yellowstonepcusa.org">yellpres_yellowstonepcusa.org</a>		
<b>Web Site</b>	<a href="http://www.yellowstone.pcusa.org">www.yellowstone.pcusa.org</a>		

### Membership

Prior Active Members	1526	Adjusted membership	1506
<b>Gains</b>		<b>Losses</b>	
Certificate	8	Certificate	13
Youth Professions	9	Deaths	55
Professions & Reaffirmations	14	Deleted for any Other Reason	42
<b>Total Gains</b>	<b>31</b>	<b>Total Losses</b>	<b>110</b>
<b>Total Ending Active Members</b>	<b>1427</b>		

### Baptisms

Presented by Others	9	Average Weekly Worship Attendance	651
At Confirmation	2	Female Members	872
All Other	0	Friends of the Congregation	263
		Ruling Elders on Session	131
		Do you have Deacons? Yes / No	11 / 10

### Age Distribution of Active Members

25 & Under	106
26 - 40	146
41 - 55	152
56 - 70	387
Over 70	568
<b>Total Age Distribution</b>	<b>1359</b>

### People with Disabilities

Hearing impairment	109
Sight impairment	43
Mobility impairment	99
Other impairment	68

### Christian Education

Birth - 3	23	Grade 7	15
Age 4	19	Grade 8	10
Kindergarten	24	Grade 9	13
Grade 1	12	Grade 10	8
Grade 2	16	Grade 11	11
Grade 3	24	Grade 12	8
Grade 4	24	Young Adults	40
Grade 5	24	Over 25	284
Grade 6	16	Teachers/Officers	74
		<b>Total Christian Education</b>	<b>645</b>

### Racial Ethnic

Asian/Pacific Islander/South Asian	7	Native American/Alaska Native/Indigenous	20
Black/African American/African	1	White	1372
Middle Eastern/North African	1	Multiracial	4
Hispanic/Latino-a	5		
		<b>Total Racial Ethnic</b>	<b>1410</b>

### Financial Data

Annual Income	2,608,420	Mission Expenses	194,867
Annual Expenses	2,359,714	Personnel Expenses	1,265,807
		Facilities Expenses	459,222

Preliminary report Feb 23,2020 for March Meeting Package



## **Pastoral Ministry Team's Presbytery Report March 5-6, 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. The PMT has the following items for information or action by the Presbytery.

- (1) The PMT voted to approve the contract (attached) between the Church of the Big Hole and the Rev. Mary Davis.
- (2) The PMT voted to approve the covenant (attached) between the First Presbyterian Church of Stanford and CRE Margee Smith.
- (3) The PMT voted to approve the continuation of Rev. Steve Hundley as the moderator of session for the Madison Valley Presbyterian Church while the church continues the search for the next installed pastor. Rev. Hundley has retired as the Stated Supply pastor for the church.
- (4) Rev. David Murchie (UCC) - membership in Yellowstone Presbytery. United Community Church of Hysham is working on an agreement with Rev. Murchie who is a UCC pastor.

**The Pastoral Ministry Team recommends Rev. David Murchie for membership in Yellowstone Presbytery if the way be clear.**

- (5) Family Leave policy and Rationale (attached).

**The Pastoral Ministry Team recommends that Yellowstone Presbytery approve the Family Leave Policy and Rationale to be effective no later than January 2022.**

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

# FAMILY LEAVE POLICY

## PRESBYTERY OF YELLOWSTONE, PRESBYTERIAN CHURCH (USA)

The addition of children to a family is a gift from God and caring for an ill family member is a sacred responsibility. When children are added to a family of a Minister of Word and Sacrament, Commissioned Ruling Elder, or a Certified Christian Educator, special accommodations must be made to support the nurture of the growing family and the ministry within the congregation. Furthermore, when a family member of a Minister of Word and Sacrament, Commissioned Ruling Elder, or a Certified Christian Educator is in need of care due to physical, mental and/or emotional illness special accommodations must be made to support the caregiver.

Family Leave serves a twofold purpose. 1. It gives families the time and financial support needed to attain and maintain physical, mental and spiritual health. 2. It bolsters a healthy working environment, increasing the likelihood of fulfilling one's call, and a strong and enduring professional relationship between employer and employee. Therefore, Yellowstone Presbytery requires each congregation to have a Family Leave policy as part of their terms of call (called) or contract (with a session).

The following policy is required by Yellowstone Presbytery to help congregations develop and implement optimal policies for Family Leave for Ministers of Word and Sacrament, Commissioned Ruling Elders, and Certified Christian Educators; it is also recommended that congregations develop similar family leave policies for all ministry and professional staff. The negotiated leave should be incorporated into the terms of call.

**Eligibility:** This policy is for Ministers of Word and Sacrament, Commissioned Ruling Elders and Certified Christian Educators in Yellowstone Presbytery:

- Maternity Leave: when a member gives birth to a child.
- Spousal Leave: when a member's spouse gives birth to a child.
- Adoptive Leave: when a member adopts or assumes guardianship of a child.
- Caregiver Leave: when an ill family member is in need of prolonged care. (At the very least "family member" refers to a spouse, child, sibling, parent, or grandparent, but since some close familial relationships aren't included in this definition sessions/pastors are encouraged to define what "family member" means on a case by case basis.)

### **Terms:**

1. 12 week minimum for Maternity leave. 4 week minimum for Spousal leave. 12 week minimum for Adoptive leave. 4 week minimum for Caregiver leave.
2. (if applicable) The church shall continue to pay for Board of Pension dues. Sessions normally grant full salary for the leave. Requests for longer than 12 weeks of Maternity and Adoptive leave, 4 weeks of Spousal leave, or 4 weeks of Caregiver leave can be arranged at reduced pay or non-paid.
3. It is suggested that no more than 2 weeks of vacation be added to the minimum family leave, with the concurrence of the Session.
4. The Minister of Word and Sacrament, Commissioned Ruling Elder, and Certified Christian Educator (if able) and session in communication with the Pastoral Ministry Team will pre-arrange

for coverage of all duties of the staff member for the duration of the leave.

5. Staff who return to work following a period of approved family leave will be assured of continued employment in the same position.
6. Once a session has negotiated a policy, it should be submitted to the Pastoral Ministry Team for records.
7. Staff will not use family leave to pursue another call.

### **Additional Considerations**

This policy should be considered in negotiating appropriate family leave:

- In the event the expectant parent experiences a miscarriage or still birth, she/he should be given the maternity/spousal leave she/he would have received had the pregnancy been carried to term with no complications;
- The parent must have medical approval to return to work;
- Re-entry may be scheduled on a full-time or part-time basis as agreed upon by the parent and session, and with medical approval;
- Study leave should not be used for maternity, spousal, adoptive, or caregiver leave, cheating both family and congregation of the important purposes of study leave;



- In the event the new parent or caregiver chooses to resign before or at the expiration of the leave period, the church may request that it be reimbursed for the monetary compensation provided during the leave.
- Family Leave arrangements must be made with Session. The arrangements shall be communicated to the congregation and the Pastoral Ministry Team;
- Flexibility, open communication and kindness will be the most important means of arriving at a mutually satisfactory arrangement for Family Leave.

The Yellowstone Presbytery supports a paid family leave policy in order to live out its sacred responsibility to care for clergy, to recruit and retain the next generation of church leaders and to support optimal child and family development.

The Yellowstone Presbytery believes that “congregations who receive or call clergy with families are entrusted with the sacred responsibility of walking alongside them, through all seasons of life, whether a child is born or adopted, and when loved ones become severely ill.”<sup>1</sup> Additionally, a paid family leave policy allows each church to intentionally demonstrate to their community that they value God’s design for the family above cultural values of productivity or efficiency.<sup>1</sup> The Yellowstone Presbytery also recognizes that while clergy often have generous vacation offerings, this benefit is necessary for self-care<sup>2</sup> and burnout prevention<sup>3</sup> and should be used for such purposes.

The Yellowstone Presbytery acknowledges that paid family leave policies are both necessary and attractive to current and potential church leaders. In a recent study, it was found that “forty-two percent of workers have provided unpaid elder care to a family member in the past five years, and nearly half of workers expect to need to provide elder care in the next five years.”<sup>4</sup> Additionally, paid leave policies are attractive to the next generation of working professionals. “Millennials, who will make up 75% of the American workforce within 10 years, place a high value on paid parental leave and workplace flexibility... 78% of Millennials are part of a two-career couple, and it is the growing expectation of Millennial workers that both partners will work and parent. They find the homemaker/breadwinner model of family life unappealing...”<sup>5</sup> In addition to viewing an egalitarian arrangement of paid vs. unpaid work as simply more “just and fair” to both partners, research also shows that for Millennials, this arrangement is “associated with greater sexual intimacy, relationship quality, and relationship stability than conventional (e.g., male breadwinner – female homemaker) or counter-conventional (e.g., female breadwinner – male homemaker) arrangements.”<sup>6</sup> It is generally understood that “forward-thinking [organizations] recognize that generous paid parental leave and other family-friendly

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<sup>1</sup> Kilgore, B.D, “Why The Church Is Called To Support Paid Family Leave,” last modified 2015, <https://www.ministrymatters.com/all/entry/5775/why-the-church-is-called-to-support-paid-family-leave>.

<sup>2</sup> Rugani, K. “Self-Care Is Not Self-ish,” August 13, 2012, <https://faithandleadership.com/self-care-not-self-ish>.

<sup>3</sup> Vitello, P, “Taking a Break From the Lord’s Work,” August 1, 2010, <https://www.nytimes.com/2010/08/02/nyregion/02burnout.html>

<sup>4</sup> Kerstin Aumann et al. “The Elder Care Study: Everyday Realities And Wishes For Change,” *New York: Families and Work institute* (2010).

<sup>5</sup> Rau, H. Williams, J.C., “A Winning Parental Leave Policy Can Be Surprisingly Simple” last modified 2017, <https://hbr.org/2017/07/a-winning-parental-leave-policy-can-be-surprisingly-simple>.

<sup>6</sup> Carlson, R.J. Carlson, D.L. Knoester, C. “If I Take Leave, Will You Stay? Paternity Leave and Marital Stability. Accessed at: <http://paa2019.populationassociation.org/uploads/190145>.

policies provide reputational benefits, confer a competitive edge in recruitment, and increase employee productivity and retention.”<sup>7</sup>

The Yellowstone Presbytery recognizes that paid family leave is best for children and their parents. Studies show mothers who have access to paid family leave following the birth of a child are more likely to initiate breast-feeding and had a higher likelihood of breastfeeding at six months of age.<sup>8</sup> Additionally, studies show that children whose parents had access to paid family leave were less likely to be overweight, have hearing or communication problems or to be diagnosed with ADHD in elementary school. This suggests that paid family leave can have long-lasting beneficial impacts.<sup>9</sup> Additionally, studies show that fathers who take parental leave following the birth of a child are more likely to be actively involved in caregiving responsibilities for the child nine months later<sup>10</sup> and to have a closer and more communicative relationship with their child nine years later.<sup>11</sup> Parents who have access to paid family leave also benefit. “A 2020 study found multiple positive impacts on parent health (including mothers and fathers): Mothers reported greater impacts on [psychological] distress and overall health, whereas fathers saw greater declines in alcohol consumption.<sup>12</sup> Research also indicates that paternity leave-taking is associated with greater marital stability.<sup>13</sup> Paid family leave supports all members of a family individually, as well as the greater family unit.

Since pastors already receive 4 weeks of vacation and 2 weeks of study leave some may wonder why family leave is necessary. The answer lies in the nature of the the pastoral profession. Here are a few reasons why pastors receive what seems like more vacation and leave than people in other professions:

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<sup>7</sup> Rau, H. Williams, J.C., “A Winning Parental Leave Policy Can Be Surprisingly Simple” last modified 2017, <https://hbr.org/2017/07/a-winning-parental-leave-policy-can-be-surprisingly-simple>.

<sup>8</sup> Mirkovic, K., Perrine, C., & Scanlon, K. “Paid Maternity Leave And Breastfeeding Outcomes.” *Birth Issues in Perinatal Care*, 43(3), (2016): 233-239. <https://doi.org/10.1111/birt.12230>.

<sup>9</sup> Lichtman-Sadot, S., & Bell, N. P. “Child health in elementary school following California’s paid family leave program,” *Journal of Policy Analysis and Management*, 36, (2017): 790–827, <https://doi.org/10.1002/pam.22012>.

<sup>10</sup> Huerta, M. C., Adema, W., Baxter, J., Han, W. J., Lausten, M., Lee, R., & Waldfogel, J. “Fathers' Leave and Fathers' Involvement: Evidence from Four OECD Countries.” *European journal of social security*, 16(4), (2014): 308–346. <https://doi.org/10.1177/138826271401600403>. Accessed at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5415087/#R42>.

<sup>11</sup> Petts, R.J., Knoester, C. & Waldfogel, J. “Fathers’ Paternity Leave-Taking and Children’s Perceptions of Father-Child Relationships in the United States.” *Sex Roles* 82, (2020): 173–188. <https://doi.org/10.1007/s11199-019-01050-y>. Accessed at: <https://link.springer.com/article/10.1007/s11199-019-01050-y>.

<sup>12</sup> Lee, B., Modrek, S., White, J., Batra, A., Collin, D., & Hamad, R. “The Effect Of California’s Paid Family Leave Policy On Parent Health: A Quasi-Experimental Study.” *Social Science & Medicine*, 251, (2020): 1–8. <https://doi.org/10.1016/j.socscimed.2020.112915>.

<sup>13</sup> Carlson, R.J. Carlson, D.L. Knoester, C. (2020) “If I Take Leave, Will You Stay? Paternity Leave and Marital Stability. Accessed at: <http://paa2019.populationassociation.org/uploads/190145>.

- A pastor's position, similar to a doctor or medical professional, has an on-call nature to it, where on some level the pastor needs to be on-call and available to meet the needs of a church member, whether they are in need of a hospital visit or need to discuss some other urgent matter. This dynamic can make a pastor feel as though they are always "on" and blur the lines between work and home life.
- The pastor's schedule is very different from that of a typical job. Working on weekends and weeknights, even holidays. In addition, pastors don't have the same flexibility of a three day weekend (ex. Memorial Day), since right in the middle of that stretch is Sunday morning worship.
- The average pastor works well above a 40hr work week, and often due to the demands of the job works 6 days a week, rather than the traditional 5.
- The ability for a pastor to "leave work at work" is much more difficult. There is always a sermon to write or meeting to plan for and disengaging is not as easy or feasible as in other professions. Pastors benefit from this extended vacation time, in part, because it allows them time to disengage, think and dream, which paradoxically, ends up serving churches and pastors for the better. In addition, there is a "creative energy" necessary in pastoral ministry that can become too depleted if pastors do not take the appropriate amount of time away.
- Often there is a belief that when churches offer things like paid family leave and/or sabbatical leave, they will end up getting less "bang for their buck." Pastors will likely accomplish less and may be less productive in the short term, however, by offering pastors these time away benefits churches get more from their pastor in the long run, rather than less.

The research supports that paid family and medical leave is no longer a luxury policy, but rather an essential tool to recruit and retain the next generation of professionals, as well as necessary for the optimal development of children and their families. It is our sacred responsibility and honor to offer this policy to all employed in the Yellowstone Presbytery.

## **2021 Contract for Stated Supply Pastor**

### **The Church of the Big Hole and The Reverend Mary Davis**

The following contract between the session of the Church of the Big Hole Presbyterian Church and the Reverend Mary Davis, is for the purpose of providing pastoral services as Stated Supply Pastor to the Church 60 hours per month (preaching 3 Sundays each month) for a period of 12 months. The contract is to begin on January 1, 2021.

This contract is based on the change of status approved by the Board of Pensions from disability to post-retirement service. The Board of Pensions will annually review the terms of the contract at the end of each year.

This agreement may be terminated by either party (session or pastor) upon 30 days written notice. This agreement will be renegotiated at the end of 2021 and may be extended in one to twelve month periods, upon written notice to, and the approval of the presbytery.

#### **DUTIES**

The pastor will be responsible to

- Moderate the session and congregational meetings
- Lead worship and preach at regular Sunday services 3 weeks per month
- Arrange for substitute preachers on any Sundays not present
- Facilitate the training of lay leaders in leading worship, calling on the sick and the home-bound, and any other training deemed necessary by the Pastor and session.
- Officiate at baptisms, weddings and funerals

The congregation and session will be responsible to:

- Support the pastor in her ministry
- Provide regular financial compensation according to the terms outlined below.
- Provide a performance review to the pastor at least annually
- Pray for the pastor during this contract period

TERMS

The following terms are based on Mary's disability benefits:

% Call: 37 % (approximately 60 hours per month)

The pastor is employed on a part-time basis, serving approximately 60 hours each month, which includes leading worship and preaching 3 Sundays each month. The pastor will be compensated as follows;

**Effective salary**

Cash Salary	\$17,500.00
Fair rental value of the manse	\$ 9250.00
\$625/month	\$7500/year
utilities	\$1750/year

**Total: \$26,750.00**

**Reimbursable expenses**

Continuing Education	\$ 1200.00
(\$600/year for 2020 &2021)	

Mileage	Current IRS rate of reimbursement (approximately \$2500)
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In addition, Mary will receive two weeks (including two Sundays) paid vacation and one week (including one Sunday) study leave. Therefore, Mary will preach a total of 33 Sundays per year. Because Mary's status with the Board of Pensions is post-retirement service and she is working less than 1/2 time, no dues to the Board of Pensions is required.

APPROVALS:

The session approved this contract and its conditions.

Signed: (clerk of session) \_\_\_\_\_ Date: \_\_\_\_\_

I agree to accept the terms of this contract and its conditions.

Signed: (pastor) \_\_\_\_\_ Date: \_\_\_\_\_

The presbytery approved this contract and its conditions.

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

*Signed copies to be given to: (1) the minister, (2) the clerk of session, (3) the presbytery*

**Covenant With  
Commissioned Ruling Elder  
For Pastoral Service**

NAME OF CHURCH: First Presbyterian Church, Stanford, Montana

NAME OF C.R.E.: Margee Smith

SERVICE FROM: January 1, 2021 to December 31, 2021

RESPONSIBILITIES OF C.R.E.:

1. To provide worship and teaching ministry including all services of the ministry of the Word, including the Sacraments.
2. To provide pastoral services to the congregation and to the community, providing services for wedding (state law must allow), funerals and other pastoral activities/duties including home, hospital and nursing home visitation.
3. Moderate session meetings.
4. Work with church boards and committees as an ex-officio member, to assist them in carrying out their assigned tasks, i.e. Sunday school, Vacation Bible School, adult Bible study, PW and Communicants class.
5. Contract provides for 4-Weeks of paid vacation (4 Sundays; plus additional hours) not cumulative from year to year and 2-Weeks (2-Sundays; plus additional hours) of continuing education cumulative to six weeks.
6. To participate in Presbytery, serving on the Councils of the Church.
7. Mentorship: monthly meeting with Appointed Member of Pastoral Team and annually with the Pastoral Ministry Team.

Pension and Medical not applicable at this time.

The salary is for 20 hours workweek not including time for travel. CRE Margee Smith will keep a log of her job activities to help determine her work schedule. Monthly narrative of activities is highly encouraged, however quarterly reports will be accepted.

BASE SALARY: \$22,083.40 Gross (minus manse fuel oil up to \$1,400 annually)  
HOUSING ALLOWANCE: \$3,646.80 (reported on W-2 as housing)  
MISC ALLOWANCE: \$4,000.00 (CONTINUING EDUCATION, BOOKS, ETC, AND MILEAGE AND TRAVEL EXPENSES) Material expenses paid from receipts/mileage paid from log kept by Margee and reimbursed at current IRS mileage rate (2021) \$0.56

Presbytery permission must be granted for the above listed responsibilities. Performance reviews will be conducted annually by the Session on the basis of mutually agreed upon objectives. Annual Self Evaluation Form will be required. The Session will annually review the adequacy of the compensation plan set forth in this contract.

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

Margaret (Margee) Smith  
CRE Margaret (Margee) Smith

1-26-2021  
Date

Amanda H. Kelly  
Clerk of Session Amanda H. Kelly

1/26/2021  
Date

\_\_\_\_\_  
Pastoral Ministry Team

\_\_\_\_\_  
Date

01.18.21





 My signature below attests to the above four items.

**Signature**

[On File](#)

**Name**

Erin Gilmore

**Timestamp**

Monday, May 4, 2020 12:06 PM

**Title**

Associate Conference Minister

**Conference**

Rocky Mountain

**Association**

RM Platte Valley

**Ministry Essays**

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Some essay questions reference [The Marks of Faithful and Effective Authorized Ministers at the United Church of Christ](#).



The United Church of Christ recognizes *The Marks of Faithful and Effective Authorized Ministers* in the formation of ministers, in the practice of active ministry, and throughout life. For the purposes of completing a denominational Profile, ministers are asked to spend some time with the *Marks*.

**My sense of being called by God and the church to authorized ministry (from "Exhibiting a Spiritual Foundation and Ongoing Spiritual Practice" section).**

Early personal musings on a call to ministry were framed by a personal faith commitment to what I saw as an exciting, though at that time, largely unknown future. Unaware (perhaps blissfully) of the details of God's providential plan for my life, my faith was nevertheless energized by a "sanctified" enthusiasm that, at the time, managed to make up for the scarcity of practical details about what I was getting into. That early commitment was followed, however, by a patchwork of experiences that seems to have been ever so skillfully knitted together by God's Spirit. Gradually, I began to perceive, with increasing, spiritual clarity, details that confirmed the faith commitment I had earlier made to follow Christ personally and, perhaps, vocationally. This patchwork of study, life experience, and encouraging support from my family and church communities eventually began to fill the gaps within my understanding of the call I had received, and I started to understand the special plan that had been God's providential purpose in guiding me to serve Christ and his church. I have often wondered if our early years are commonly characterized by such nascent expressions of faith in God's trustworthiness, based, as these expressions so often are, on the testimonies and mature faith experiences of those upon whose shoulders we begin our journey of faith in those early years. Indeed, it seems that only later in life do we come more fully to understand why our earlier trust in God was, indeed, ultimately justified, even though, in those early times, we were walking mostly "by faith" and very little "by sight" (perhaps simply

because we had not yet done enough walking!). Not the least exciting part of walking with Christ is witnessing the spiritual and intellectual discoveries that confirm and, yes, justify, retroactively, our early confidence in God's trustworthiness. What an amazing grace it is that we never stop learning from our heavenly Father.

**My concept of covenant and how it informs the nature, purpose, and polity of the United Church of Christ (from "Nurturing UCC Identity" section).**

A covenant involves an implicit promise not to proceed on our own initiative alone, but also the comforting reminder that we don't need to. The key here is the interlocking responsibilities of all the partners to the covenant. The dynamic nature of this covenantal agreement among UCC ministers and their institutional partners enables all the organized levels of this partnership to enjoy and benefit from the effects of an expanded whole that are far greater than the benefits we might expect to receive from its parts alone. For example, just as Jesus fed 5000 people with 5 loaves and 2 fish, the individual donations of One Great Hour of Sharing, when blessed by God, continue to have effects far beyond what we could initially expect to receive in terms of the monetary value of the donations alone. God's Holy Spirit, through a body of believers in covenant with each other and with their God, makes this possible. Though there is much mystery surrounding how the Spirit works through our covenant relationships, we witness the results of the Spirit's manifestations of God's power with personal and corporate rejoicing, as we experience the glorious human thrill of seeing and being part of God's ongoing work in our world. It is essential that we preserve these spiritual and working relationships through responsible, faithful commitments to our covenant partners and, ultimately, to the Christ we follow in our ministerial and ecclesiastical pilgrimages. This can only happen when love and forgiveness govern our covenant relationships. Jesus summed up the law by counseling us to love God and our neighbors. However, as Jesus had previously indicated in his Sermon on the Mount, loving neighbors included the unnatural and frighteningly radical idea of loving not only those who love us, but our enemies, as well. As the Apostle Paul has pointed out, this kind of love (agape) is greater even than the faith and hope which motivate us daily in our walk with Christ. (1 Cor. 13:13)

**I am passionate about ...**

READING THE BIBLE (RTB) Since most of its verses contain a word referencing Scripture, Psalm 119 might well be entitled, "An Ode to Reading the Bible." I started reading and memorizing Bible passages when I was in elementary school and have read the whole Bible all the way through many times. I still feel, however, like I am just getting started. RTB grows on me. RTB gives me plenty to talk about. RTB is always a fresh experience. RTB can be done quickly. RTB can be done slowly. RTB changes my life. RTB inspired me to learn Hebrew. RTB inspired me to learn Greek. RTB teaches me self-critique. RTB is intellectually challenging. RTB opens up a treasure-trove of world-class literature. RTB encourages me to think critically, like a scholar. RTB shows me how others think critically. RTB teaches me to think historically. RTB teaches me to think theologically. RTB teaches me to think philosophically. RTB teaches me to think ethically. RTB showers me with practical knowledge. RTB encourages me to think deeply. RTB gives me hope when the world around me seems to be crumbling. RTB works well at a desk. RTB works well in an easy chair. RTB works well in a church pew. RTB is good with coffee at a table for one. RTB is good at the beach on a warm day. RTB is good around a wood stove on a cold night. RTB among stacks of books in a musty library can be enchanting. RTB shows me how other people see and talk with God. RTB teaches me how to enjoy other people. RTB teaches me about life that doesn't end. RTB imparts wisdom, while the world inundates me with information. RTB provides me with Good News. RTB helps me discern the Word of God. RTB helps me pray. RTB--do it alone! RTB--do it with family! RTB--do it with friends! RTB--do it with an enemy--(that's when you'll finally know you've mastered the art of RTB!).


**Reflect on your personal and professional formation for ministry in light of any mark from another section.**

I grew up in a sea of church and church-related activities. Worship services, Bible studies, and Christian fellowship were major influences on the world-view I was developing well into my twenties. I do not remember a time when my overall orientation was not principally Christian. Though hardly an exemplary young person, I nevertheless accepted the Gospel of Jesus Christ as incontrovertible truth, the Bible as the "ultimate authority in all matters of faith and practice," and salvation as received by grace through faith in Jesus Christ. These early beliefs laid the groundwork for my later thoughts about vocational Christian service. In college I grew more critical, even questioning my understanding of and commitment to "living Christianly." Nevertheless, the earlier, basically Christian approach to life persevered in spite of residual challenges. In seminary, I began to look at Scripture more critically and to reconsider ideas I had previously accepted as axiomatic. My thinking changed radically as I began to read the Bible contextually, for the context had now become the whole counsel of God rather than the proof-texted interpretations I had previously accepted with little questioning. I was shaken by John's explanation that I couldn't love God whom I hadn't

seen if I couldn't love my brother whom I had seen (1 John 4:20). It gradually became clear to me that theology does not end with personal salvation. As I read of Jesus' concern for justice and mercy, faith became an unending way of life as opposed to an initial, one-time decision to "become a Christian." Indeed, a whole new world of concern for personal and social justice (even for enemies!) opened up before me. It was an exciting and stimulating world that, from then on, would never cease to be an integral part of my personal AND vocational commitment to the Bible and its Good News of God's saving grace. I have come to see that when worship and fellowship become a springboard for service among the spiritually and materially impoverished (rather than merely the end product of a personal, individualized faith commitment), faith becomes practical, hope becomes reasonable, and love becomes doable.

**Educational Formation for Ministry**

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 In the following section I include a record of my Formal Education, any Regional Education Training Programs, or other formative educational experiences I have completed, as well as Continuing Education.

**Formal Education**

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**Institution / Program**  
 University of Colorado

**City**  
 Boulder

**Region**  
 Colorado

**Country**  
 United States

**Start Date of Attendance**  
 1963

**End Date of Attendance**  
 1964

**Degree / Certification Earned**  
 None

.....  
**Institution / Program**  
 University of Denver

**City**  
 Denver

**Region**  
 Colorado

**Country**  
 United States

**Start Date of Attendance**  
 1964

**End Date of Attendance**  
 1966

**Degree / Certification Earned**  
 None

.....  
**Institution / Program**  
 University of California

**City**  
 Berkeley

**Start Date of Attendance**  
 1966

**End Date of Attendance**



Madison

**End Date of Attendance**

1979

**Region**

New Jersey

**Degree / Certification Earned**

M.Phil.

**Country**

United States

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**Institution / Program**

Drew University

**Start Date of Attendance**

1976

**City**

Madison

**End Date of Attendance**

1980

**Region**

New Jersey

**Degree / Certification Earned**

Ph.D.

**Country**

United States

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## Regional Theological Educational Programs and Formative Educational Experiences

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## Professional Development

### Continuing Education

As a CGMB (Common Global Ministries Board) missionary in Japan, I taught undergraduate courses in Christian history and thought and related subjects for almost 30 years. For reasons largely germane to the demands of my vocational situation in Japan, much of my "continuing education" during that period was the product of my own independent research. On home assignments, however, I did attend various meetings and seminars that were sponsored by the CGMB and which dealt with missionary experiences, denominational policies and relationships, and other topics relevant for missionaries on home assignment. I have also taught a seminar for pastors on the problem of violence.

### Community and Wider Church Involvement

Early in my adult life, I worked for several years as a professional musician with the Denver Symphony Orchestra (violinist) and on numerous free-lance jobs. As a minister and college teacher I have continued to perform in churches (worship services, recitals/concerts, directing youth and adult choirs, et al), as well as in various non-church venues. I have worked with amateur community orchestras and chamber groups in the US and Japan. While teaching at Tohoku Gakuin University in Sendai, Japan, I preached periodically in Japanese churches and gave concerts (often with family members) at numerous churches and schools in Japan. Many of the concerts were outreach oriented, i.e., given for the purpose of drawing community residents to the churches at which we were performing. While teaching at the university, I often gave papers/speeches on historical, ethical, and theological topics.


### Awards, Honors, and Publications

Books: *Morality and Social Ethics in the Thought of Charles Hodge* (Ph.D. dissert.), 1980; With T.Sasaki, "Hajimete Manabu Kirisutokyo" (Basic Christianity), 2002. Articles (Selected): "The New Testament View of Wealth Accumulation," *Journal of the Evangelical Theological Society*, 1978; "Nurturing the Human Spirit," *Denver Post*, 1984; "The Denver Symphony's Future," *Denver Post*, 1986; "From Slaveholder to American Abolitionist: Charles Hodge and the Slavery Issue," in *Christian Freedom: Essays in Honor of Vernon Grounds*, 1986; "Church Unity--The

Elusive Vision," Japan Christian Quarterly, 1990. "Human Violence--A Theological Perspective," Journal of Church and Theology--Tohoku Gakuin University (TGU), 1995; "Where Words Cannot Go," Perspectives--A Journal of Reformed Thought," 1996; "Words and Images: A Contemporary Dilemma," Journal of Church and Theology--TGU, 1997.

**Vocational History**

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 Below find a full history of my Vocational experiences, including Key Accomplishments for up to 3 selected experiences. All ecclesiastical service is listed.

<b>Location / Setting</b> Tohoku Gakuin University (CGMB missionary)	<b>Start Date of Service</b> 1989
<b>City</b> Sendai	<b>End Date of Service</b> 2016
<b>Region</b> None	<b>Title / Position</b> Professor of Christianity and Culture
<b>Country</b> Japan	<b>Job Type</b> Full-Time

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<b>Location / Setting</b> Churches, hospital, concert halls	<b>Start Date of Service</b> 1989
<b>City</b> Sendai	<b>End Date of Service</b> 2016
<b>Region</b> None	<b>Title / Position</b> Free-lance musician (violin, viola, piano, organ)
<b>Country</b> Japan	<b>Job Type</b> Part-Time

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<b>Location / Setting</b> Japan Mission Language Institute	<b>Start Date of Service</b> 1987
<b>City</b> Tokyo	<b>End Date of Service</b> 1989
<b>Region</b> None	<b>Title / Position</b> Language student (CGMB Missionary)
<b>Country</b> Japan	<b>Job Type</b> Full-Time

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Presbytery of Yellowstone  
Balance Sheet  
As of December 31, 2020

	Dec 31, 20	Dec 31, 19	\$ Change
<b>ASSETS</b>			
<b>Current Assets</b>			
<b>Checking/Savings</b>			
1000 · Checking 3214	92,988.27	50,021.91	42,966.36
1010 · Money Market 3355	140,588.70	150,464.41	-9,875.71
1015 · Partnership Fund MM 3793	45,389.71	45,366.06	23.65
1020 · St Timothy Checking 1961	2,500.00	1,500.00	1,000.00
1030 · St Timothy Checking 3686	2,500.00	1,500.00	1,000.00
1050 · New Covenant 4537			
1051 · Higher Education	21,446.87	0.00	21,446.87
1052 · Other Designated Funds	47,705.81	0.00	47,705.81
1050 · New Covenant 4537 - Other	0.00	65,286.87	-65,286.87
<b>Total 1050 · New Covenant 4537</b>	<b>69,152.68</b>	<b>65,286.87</b>	<b>3,865.81</b>
1060 · Vanco Clearing Account	392.00	0.00	392.00
<b>1100 · St Timothy Endowment Funds</b>			
1110 · St Timothy Chapel #1 1085	343,307.99	309,662.49	33,645.50
1120 · St Timothy Chapel #2 6024	112,798.78	104,983.89	7,814.89
1130 · St Timothy Chapel #3 0001	0.00	22,160.17	-22,160.17
<b>Total 1100 · St Timothy Endowment Funds</b>	<b>456,106.77</b>	<b>436,806.55</b>	<b>19,300.22</b>
<b>Total Checking/Savings</b>	<b>809,618.13</b>	<b>750,945.80</b>	<b>58,672.33</b>
<b>Total Current Assets</b>	<b>809,618.13</b>	<b>750,945.80</b>	<b>58,672.33</b>
<b>Other Assets</b>			
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
<b>Total Other Assets</b>	<b>92,248.84</b>	<b>92,248.84</b>	<b>0.00</b>
<b>TOTAL ASSETS</b>	<b>901,866.97</b>	<b>843,194.64</b>	<b>58,672.33</b>
<b>LIABILITIES &amp; EQUITY</b>			
<b>Liabilities</b>			
<b>Current Liabilities</b>			
<b>Accounts Payable</b>			
2000 · Accounts Payable	3,796.38	11,199.44	-7,403.06
<b>Total Accounts Payable</b>	<b>3,796.38</b>	<b>11,199.44</b>	<b>-7,403.06</b>
<b>Other Current Liabilities</b>			
<b>2100 · Payroll Liabilities</b>			
2110 · Federal Liabilities	641.34	0.00	641.34
2120 · State Liabilities	108.20	0.00	108.20
2150 · Retirement Payable	354.12	2,130.50	-1,776.38
2160 · Health Insurance Payable	1,001.18	0.00	1,001.18
<b>Total 2100 · Payroll Liabilities</b>	<b>2,104.84</b>	<b>2,130.50</b>	<b>-25.66</b>

Presbytery of Yellowstone  
Balance Sheet  
As of December 31, 2020

	Dec 31, 20	Dec 31, 19	\$ Change
<b>2200 · Other Current Liabilities</b>			
2200.01 · GA Pentacost Offering PC9999...	393.00	315.00	78.00
2200.02 · GA Mission Pledges	1,589.70	1,630.00	-40.30
2200.03 · GA Peacemaking PM999999	365.00	1,252.75	-887.75
2200.04 · GA One Great Hour OG999999	165.00	149.33	15.67
2200.05 · GA Christmas Joy CJ999999	1,584.00	4,939.68	-3,355.68
2200.06 · GA Theological EducationTE9...	100.00	300.00	-200.00
2200.09 · GA Other Donation	1,025.00	725.00	300.00
<b>Total 2200 · Other Current Liabilities</b>	<b>5,221.70</b>	<b>9,311.76</b>	<b>-4,090.06</b>
<b>Total Other Current Liabilities</b>	<b>7,326.54</b>	<b>11,442.26</b>	<b>-4,115.72</b>
<b>Total Current Liabilities</b>	<b>11,122.92</b>	<b>22,641.70</b>	<b>-11,518.78</b>
<b>Total Liabilities</b>	<b>11,122.92</b>	<b>22,641.70</b>	<b>-11,518.78</b>
<b>Equity</b>			
<b>3100 · General Funds</b>			
3100.1 · Administrative	8,255.07	8,255.07	0.00
3100.2 · Admin Support	51,477.07	47,268.17	4,208.90
3100.3 · Program	43,824.18	35,531.63	8,292.55
3100.4 · West Yellowstone Funds	41,311.90	41,311.90	0.00
3100.9 · Unrestricted	-30,172.45	4,389.16	-34,561.61
<b>Total 3100 · General Funds</b>	<b>114,695.77</b>	<b>136,755.93</b>	<b>-22,060.16</b>
<b>3200 · Designated Funds</b>			
3200.01 · Camp Scholarships	1,454.24	454.24	1,000.00
3200.02 · Clergy Emergency Fund	1,756.99	1,460.00	296.99
3200.03 · Equip & Encourage	50,569.14	35,305.26	15,263.88
3200.04 · Evangelism Grant	1,250.13	1,250.13	0.00
3200.05 · Higher Education Grant	21,446.87	24,446.87	-3,000.00
3200.06 · Linda Hofer Education	18,906.65	18,906.65	0.00
3200.07 · Partnership Spendable Funds	1,390.00	1,834.51	-444.51
3200.08 · Peace Making Offering to YP	4,643.53	4,097.28	546.25
3200.09 · Presbyter Discretionary Fund	1,200.14	450.14	750.00
3200.10 · Presbyter Study Leave	150.00	150.00	0.00
3200.11 · Presbytery Continuing Education	3,716.92	3,716.92	0.00
3200.12 · Revamp Camp	11,892.69	5,527.17	6,365.52
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	1,510.03	989.97
3200.17 · St Timothy's MM #2	2,500.00	1,637.16	862.84
3200.18 · Triennium Fund	5,293.52	3,793.52	1,500.00
<b>Total 3200 · Designated Funds</b>	<b>136,210.55</b>	<b>112,079.61</b>	<b>24,130.94</b>
<b>3300 · Restricted Funds</b>			
3300.1 · St Timothy Endowments	456,106.77	436,806.55	19,300.22
3300.2 · Char Rem Trust	90,911.14	90,911.14	0.00
3300.3 · Partnership Funds Principle Amt	43,999.71	43,999.71	0.00
<b>Total 3300 · Restricted Funds</b>	<b>591,017.62</b>	<b>571,717.40</b>	<b>19,300.22</b>
<b>Net Income</b>	<b>48,820.11</b>	<b>0.00</b>	<b>48,820.11</b>
<b>Total Equity</b>	<b>890,744.05</b>	<b>820,552.94</b>	<b>70,191.11</b>
<b>TOTAL LIABILITIES &amp; EQUITY</b>	<b>901,866.97</b>	<b>843,194.64</b>	<b>58,672.33</b>



Presbytery of Yellowstone  
Budget vs. Actual Admin & Program  
January through December 2020

	Administrative		Program		TOTAL	
	Jan - Dec 20	Budget	Jan - Dec 20	Budget	Jan - Dec 20	Budget
<b>Ordinary Income/Expense</b>						
<b>Income</b>						
<b>RECEIPTS</b>						
4001 · Administrative Support	39,209	35,000	0		39,209	35,000
4002 · Camp Income						
4002.1 · Summer Camp Fees	0		0	6,000	0	6,000
4002.2 · Event Fees	0		2,254	2,000	2,254	2,000
4002.3 · Rental of Camp Facilities	0		2,600	12,000	2,600	12,000
4002.4 · Gift Income	0		623	1,000	623	1,000
4002 · Camp Income - Other	0		0	0	0	0
<b>Total 4002 · Camp Income</b>	<b>0</b>		<b>5,477</b>	<b>21,000</b>	<b>5,477</b>	<b>21,000</b>
4003 · General Mission Pledge	0		30,533	28,000	30,533	28,000
4004 · Per Capita Income	87,220	79,848	0		87,220	79,848
4005 · Interest Income	148		0		148	0
4006 · Dividend Income	1,366		0		1,366	0
4007 · Yell Presby Other Offerings	17		0		17	0
<b>Total RECEIPTS</b>	<b>127,960</b>	<b>114,848</b>	<b>36,010</b>	<b>49,000</b>	<b>163,969</b>	<b>163,848</b>
<b>Total Income</b>	<b>127,960</b>	<b>114,848</b>	<b>36,010</b>	<b>49,000</b>	<b>163,969</b>	<b>163,848</b>
<b>Expense</b>						
<b>CAMPING &amp; YOUTH</b>						
6100 · Camping Expenses						
6101 · Activities	0		0	1,150	0	1,150
6102 · Food	0		0	3,500	0	3,500
6103 · Supplies	0		435	800	435	800
6104 · Transportation	0		0	900	0	900
6106 · Salaries & Wages	0		2,715	16,000	2,715	16,000
<b>Total 6100 · Camping Expenses</b>	<b>0</b>		<b>3,150</b>	<b>22,350</b>	<b>3,150</b>	<b>22,350</b>
6110 · Triennium	0		1,500	1,500	1,500	1,500
6120 · Special Events	0		2,249	3,500	2,249	3,500

Presbytery of Yellowstone  
Budget vs. Actual Admin & Program  
January through December 2020

	Administrative		Program		TOTAL	
	Jan - Dec 20	Budget	Jan - Dec 20	Budget	Jan - Dec 20	Budget
<b>6200 · Admin Camping Expenses</b>						
6201 · Advertising & Marketing	0		0	200	0	200
6206 · Utilities	0		3,420	3,000	3,420	3,000
<b>Total 6200 · Admin Camping Expen...</b>	<b>0</b>		<b>3,420</b>	<b>3,200</b>	<b>3,420</b>	<b>3,200</b>
<b>Total CAMPING &amp; YOUTH</b>	<b>0</b>		<b>10,319</b>	<b>30,550</b>	<b>10,319</b>	<b>30,550</b>
<b>LEADERSHIP CABINET</b>						
6301 · Intermountain Childrens Home	0		750	750	750	750
6302 · Cabinet Expenses	47	500	0		47	500
6303 · Council Meetings	2,976	2,500	0		2,976	2,500
6304 · Accounting Fees	2,355	7,901	0		2,355	7,901
6305 · Legal Fees	0	1,000	0		0	1,000
6306 · Task Force Meetings	0	500	0		0	500
<b>Total LEADERSHIP CABINET</b>	<b>5,378</b>	<b>12,401</b>	<b>750</b>	<b>750</b>	<b>6,128</b>	<b>13,151</b>
<b>MT ASSOCIATION OF CHURCHES</b>						
6401 · MAC Membership	0		3,000	3,000	3,000	3,000
6402 · MAC Representation	0		0	300	0	300
<b>Total MT ASSOCIATION OF CHURCHES</b>	<b>0</b>		<b>3,000</b>	<b>3,300</b>	<b>3,000</b>	<b>3,300</b>
<b>PASTORAL MINISTRY TEAM</b>						
6501 · Training	0		0	1,000	0	1,000
6502 · Congregation Ministry	0		0	1,000	0	1,000
6503 · Emergency Career Counseling	0		0	1,000	0	1,000
6504 · Vocation Expenses	367	1,500	0	1,700	367	3,200
6505 · Meeting Expenses	1,628	4,700	0		1,628	4,700
<b>Total PASTORAL MINISTRY TEAM</b>	<b>1,995</b>	<b>6,200</b>	<b>0</b>	<b>4,700</b>	<b>1,995</b>	<b>10,900</b>
<b>PERSONNEL EXPENSES</b>						
<b>6601 · Admin Manager</b>						
6601.1 · Salary	21,896	30,350	0		21,896	30,350
6601.2 · Retirement	0	0	0		0	0
6601.3 · Meals Reimb	0		0	250	0	250
6601.4 · Travel Reimb	398	120	0	250	398	370
<b>Total 6601 · Admin Manager</b>	<b>22,295</b>	<b>30,470</b>	<b>0</b>	<b>500</b>	<b>22,295</b>	<b>30,970</b>

Presbytery of Yellowstone  
Budget vs. Actual Admin & Program  
January through December 2020

	Administrative		Program		TOTAL	
	Jan - Dec 20	Budget	Jan - Dec 20	Budget	Jan - Dec 20	Budget
<b>6602 · General Presbyter</b>						
6602.1 · Salary	4,506	10,593	8,313	8,038	12,819	18,631
6602.2 · Housing	14,346	20,000	0		14,346	20,000
6602.3 · Retirement	4,249	3,908	0		4,249	3,908
6602.4 · Insurance	12,024	12,014	0		12,024	12,014
6602.5 · Meals Reimb	485	1,350	0		485	1,350
6602.6 · Travel Reimb	3,213	8,000	0		3,213	8,000
6602.7 · Telephone	1,787	1,500	0		1,787	1,500
6602.8 · Discretionary Fund	40	2,700	0		40	2,700
6602.9 · Study Leave	347	700	0		347	700
<b>Total 6602 · General Presbyter</b>	<b>40,998</b>	<b>60,765</b>	<b>8,313</b>	<b>8,038</b>	<b>49,311</b>	<b>68,803</b>
<b>6603 · Stated Clerk</b>						
6603.1 · Salary	8,884	12,996	0		8,884	12,996
6603.2 · Retirement	3,846	3,846	0		3,846	3,846
6603.3 · Meals Reimb	0	500	0		0	500
6603.5 · Discretionary Fund	0	50	0		0	50
<b>Total 6603 · Stated Clerk</b>	<b>12,730</b>	<b>17,392</b>	<b>0</b>		<b>12,730</b>	<b>17,392</b>
<b>6604 · Payroll Taxes</b>	<b>3,672</b>	<b>4,425</b>	<b>103</b>		<b>3,775</b>	<b>4,425</b>
<b>Total PERSONNEL EXPENSES</b>	<b>79,695</b>	<b>113,052</b>	<b>8,416</b>	<b>8,538</b>	<b>88,111</b>	<b>121,590</b>
<b>PRESBYTERY EXPENSES</b>						
6702 · Cluster Meetings	0		0	1,000	0	1,000
6703 · Per Capita Expense	17,248	19,920	0		17,248	19,920
6704 · Presbytery Meetings	2,215	4,500	0		2,215	4,500
6705 · Presbytery Other Exp	125	520	0	2,000	125	2,520
<b>Total PRESBYTERY EXPENSES</b>	<b>19,587</b>	<b>24,940</b>	<b>0</b>	<b>3,000</b>	<b>19,587</b>	<b>27,940</b>
<b>PRESBYTERY OFFICE</b>						
6801 · Copies & Postage	181	800	0	100	181	900
6802 · Insurance	653	3,000	5,232	7,292	5,885	10,292
6803 · Office Supplies	646	2,160	0		646	2,160
6804 · Rent	4,140	4,200	0		4,140	4,200

Presbytery of Yellowstone  
Budget vs. Actual Admin & Program  
January through December 2020

	Administrative		Program		TOTAL	
	Jan - Dec 20	Budget	Jan - Dec 20	Budget	Jan - Dec 20	Budget
6805 · Computer & Telephone Expe...	2,835	2,250	0		2,835	2,250
6806 · Bank Service Charges	8		0		8	0
<b>Total PRESBYTERY OFFICE</b>	<b>8,463</b>	<b>12,410</b>	<b>5,232</b>	<b>7,392</b>	<b>13,695</b>	<b>19,802</b>
<b>Total Expense</b>	<b>115,118</b>	<b>169,003</b>	<b>27,717</b>	<b>58,230</b>	<b>142,835</b>	<b>227,233</b>
<b>Net Ordinary Income</b>	<b>12,842</b>	<b>-54,155</b>	<b>8,293</b>	<b>-9,230</b>	<b>21,134</b>	<b>-63,385</b>
<b>Other Income/Expense</b>						
<b>Other Income</b>						
<b>OTHER RECEIPTS</b>						
Transfers from Admin Fund	0	8,255	0		0	8,255
Transfers from Admin Support	0	44,588	0		0	44,588
Transfers from Program Fund	0		0	9,230	0	9,230
Transfers from W Yellowstone	0	1,312	0		0	1,312
7100 · Other Income	4,018		0		4,018	0
<b>Total OTHER RECEIPTS</b>	<b>4,018</b>	<b>54,155</b>	<b>0</b>	<b>9,230</b>	<b>4,018</b>	<b>63,385</b>
Realized Gain(Loss)	781		0		781	0
Unrealized Gain(Loss)	1,719		0		1,719	0
<b>Total Other Income</b>	<b>6,518</b>	<b>54,155</b>	<b>0</b>	<b>9,230</b>	<b>6,518</b>	<b>63,385</b>
<b>Net Other Income</b>	<b>6,518</b>	<b>54,155</b>	<b>0</b>	<b>9,230</b>	<b>6,518</b>	<b>63,385</b>
<b>Net Income</b>	<b>19,360</b>	<b>0</b>	<b>8,293</b>	<b>0</b>	<b>27,652</b>	<b>0</b>

Presbytery of Yellowstone  
Budget vs. Actual Admin & Program  
January through December 2020

	Administrative		Total Endowment	PPP Grant		Program			TOTAL	
	Jan - Dec 20	Budget	Jan - Dec 20	Jan	Dec 20	Jan	- Dec 20	Budget	Jan - Dec 20	Budget
<b>Ordinary Income/Expense</b>										
<b>Income</b>										
<b>RECEIPTS</b>	127,960	114,848	16,601	0		36,010	49,000	0 0	180,571	163,848
<b>Total Income</b>	127,960	114,848	16,601	0		36,010	49,000	0 0	180,571	163,848
<b>Expense</b>										
<b>CAMPING &amp; YOUTH</b>	0		0	1,285		10,319	30,550	0 0	11,604	30,550
<b>LEADERSHIP CABINET</b>	5,378	12,401	0	0		750	750	0 0	6,128	13,151
<b>MT ASSOCIATION OF CHURC...</b>	0		0	0		3,000	3,300	0 0	3,000	3,300
<b>PASTORAL MINISTRY TEAM</b>	1,995	6,200	0	0		0	4,700	0 0	1,995	10,900
<b>PERSONNEL EXPENSES</b>	79,695	113,052	0	24,415		8,416	8,538	0 0	112,526	121,590
<b>PRESBYTERY EXPENSES</b>	19,587	24,940	0	0		0	3,000	0 0	19,587	27,940
<b>PRESBYTERY OFFICE</b>	8,463	12,410	4,636	154		5,232	7,392	0 0	18,485	19,802
<b>Total Expense</b>	115,118	169,003	4,636	25,854		27,717	58,230	0 0	173,325	227,233
<b>Net Ordinary Income</b>	12,842	-54,155	11,966	-25,854		8,293	-9,230	0 0	7,246	-63,385
<b>Other Income/Expense</b>										
<b>Other Income</b>										
<b>OTHER RECEIPTS</b>	4,018	54,155	0	25,854		0	9,230	0 0	29,872	63,385
<b>Realized Gain(Loss)</b>	781		155	0		0	0	0 0	936	0
<b>Unrealized Gain(Loss)</b>	1,719		41,986	0		0	0	0 0	43,705	0
<b>Total Other Income</b>	6,518	54,155	42,141	25,854		0	9,230	0 0	74,513	63,385
<b>Other Expense</b>										
<b>OTHER EXPENSES</b>	0		32,939	0		0	0	0 0	32,939	0
<b>Total Other Expense</b>	0		32,939	0		0	0	0 0	32,939	0
<b>Net Other Income</b>	6,518	54,155	9,202	25,854		0	9,230	0 0	41,574	63,385
<b>Net Income</b>	<b>19,360</b>	<b>0</b>	<b>21,168</b>	<b>0</b>		<b>8,293</b>	<b>0 0 0</b>		<b>48,820</b>	<b>0</b>

Presbytery of Yellowstone

Total Income & Expense

January through December 2020

	Administrative			Total Endowment	PPP Grant	Program			Total unclassi...	TOTAL				
	Jan - Dec 20	Budget	\$ Over Budget	Jan - Dec 20		Budget	\$ Over Budget		Jan - Dec 20	Budget	\$ Over Budget			
<b>Ordinary Income/Expense</b>														
<b>Income</b>														
<b>RECEIPTS</b>														
4001 · Administrative Support	39,208.90	35,000.00	4,208.90	0.00	0.00	0.00			0.00	0.00	0.00	39,208.90	35,000.00	4,208.90
4002 · Camp Income														
4002.1 · Summer Camp Fees	0.00			0.00	0.00	0.00	6,000.00	-6,000.00	0.00	0.00	****	0.00	6,000.00	-6,000.00
4002.2 · Event Fees	0.00			0.00	0.00	2,254.00	2,000.00	254.00	0.00	0.00	****	2,254.00	2,000.00	254.00
4002.3 · Rental of Camp Facilities	0.00			0.00	0.00	2,600.00	12,000.00	-9,400.00	0.00	0.00	****	2,600.00	12,000.00	-9,400.00
4002.4 · Gift Income	0.00			0.00	0.00	622.91	1,000.00	-377.09	0.00	0.00	****	622.91	1,000.00	-377.09
4002 · Camp Income - Other	0.00			0.00	0.00	0.00	0.00	0.00	0.00	0.00	****	0.00	0.00	0.00
<b>Total 4002 · Camp Income</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>5,476.91</b>	<b>21,000.00</b>	<b>-15,523.09</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>5,476.91</b>	<b>21,000.00</b>	<b>-15,523.09</b>
4003 · General Mission Pledge	0.00			0.00	0.00	30,532.80	28,000.00	2,532.80	0.00	0.00	0.00	30,532.80	28,000.00	2,532.80
4004 · Per Capita Income	87,219.60	79,848.00	7,371.60	0.00	0.00	0.00			0.00	0.00	0.00	87,219.60	79,848.00	7,371.60
4005 · Interest Income	147.94			363.29	0.00	0.00			0.00	0.00	0.00	511.23	0.00	511.23
4006 · Dividend Income	1,366.06			16,238.02	0.00	0.00			0.00	0.00	0.00	17,604.08	0.00	17,604.08
4007 · Yell Presby Other Offerings	17.00			0.00	0.00	0.00			0.00	0.00	0.00	17.00	0.00	17.00
4008 · Funds Deposits	0.00			0.00	0.00	0.00			0.00	0.00	0.00	0.00	0.00	0.00
<b>Total RECEIPTS</b>	<b>127,959.50</b>	<b>114,848.00</b>	<b>13,111.50</b>	<b>16,601.31</b>	<b>0.00</b>	<b>36,009.71</b>	<b>49,000.00</b>	<b>-12,990.29</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>180,570.52</b>	<b>163,848.00</b>	<b>16,722.52</b>
<b>Total Income</b>	<b>127,959.50</b>	<b>114,848.00</b>	<b>13,111.50</b>	<b>16,601.31</b>	<b>0.00</b>	<b>36,009.71</b>	<b>49,000.00</b>	<b>-12,990.29</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>180,570.52</b>	<b>163,848.00</b>	<b>16,722.52</b>
<b>Expense</b>														
<b>CAMPING &amp; YOUTH</b>														
6100 · Camping Expenses														
6101 · Activities	0.00			0.00	0.00	0.00	1,150.00	-1,150.00	0.00	0.00	****	0.00	1,150.00	-1,150.00
6102 · Food	0.00			0.00	0.00	0.00	3,500.00	-3,500.00	0.00	0.00	****	0.00	3,500.00	-3,500.00
6103 · Supplies	0.00			0.00	0.00	434.91	800.00	-365.09	0.00	0.00	****	434.91	800.00	-365.09
6104 · Transportation	0.00			0.00	0.00	0.00	900.00	-900.00	0.00	0.00	****	0.00	900.00	-900.00
6106 · Salaries & Wages	0.00			0.00	1,285.00	2,714.96	16,000.00	-13,285.04	0.00	0.00	****	3,999.96	16,000.00	-12,000.04
<b>Total 6100 · Camping Expenses</b>	<b>0.00</b>			<b>0.00</b>	<b>1,285.00</b>	<b>3,149.87</b>	<b>22,350.00</b>	<b>-19,200.13</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4,434.87</b>	<b>22,350.00</b>	<b>-17,915.13</b>
6110 · Triennium	0.00			0.00	0.00	1,500.00	1,500.00	0.00	0.00	0.00	0.00	1,500.00	1,500.00	0.00
6120 · Special Events	0.00			0.00	0.00	2,249.00	3,500.00	-1,251.00	0.00	0.00	0.00	2,249.00	3,500.00	-1,251.00
6200 · Admin Camping Expenses														
6201 · Advertising & Marketing	0.00			0.00	0.00	0.00	200.00	-200.00	0.00	0.00	****	0.00	200.00	-200.00
6206 · Utilities	0.00			0.00	0.00	3,420.34	3,000.00	420.34	0.00	0.00	****	3,420.34	3,000.00	420.34
<b>Total 6200 · Admin Camping Exp...</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>3,420.34</b>	<b>3,200.00</b>	<b>220.34</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,420.34</b>	<b>3,200.00</b>	<b>220.34</b>
<b>Total CAMPING &amp; YOUTH</b>	<b>0.00</b>			<b>0.00</b>	<b>1,285.00</b>	<b>10,319.21</b>	<b>30,550.00</b>	<b>-20,230.79</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>11,604.21</b>	<b>30,550.00</b>	<b>-18,945.79</b>
<b>LEADERSHIP CABINET</b>														
6301 · Intermountain Childrens H...	0.00			0.00	0.00	750.00	750.00	0.00	0.00	0.00	0.00	750.00	750.00	0.00
6302 · Cabinet Expenses	46.80	500.00	-453.20	0.00	0.00	0.00			0.00	0.00	0.00	46.80	500.00	-453.20
6303 · Council Meetings	2,975.78	2,500.00	475.78	0.00	0.00	0.00			0.00	0.00	0.00	2,975.78	2,500.00	475.78
6304 · Accounting Fees	2,355.00	7,901.00	-5,546.00	0.00	0.00	0.00			0.00	0.00	0.00	2,355.00	7,901.00	-5,546.00
6305 · Legal Fees	0.00	1,000.00	-1,000.00	0.00	0.00	0.00			0.00	0.00	0.00	0.00	1,000.00	-1,000.00
6306 · Task Force Meetings	0.00	500.00	-500.00	0.00	0.00	0.00			0.00	0.00	0.00	0.00	500.00	-500.00
<b>Total LEADERSHIP CABINET</b>	<b>5,377.58</b>	<b>12,401.00</b>	<b>-7,023.42</b>	<b>0.00</b>	<b>0.00</b>	<b>750.00</b>	<b>750.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>6,127.58</b>	<b>13,151.00</b>	<b>-7,023.42</b>
<b>MT ASSOCIATION OF CHURCHES</b>														
6401 · MAC Membership	0.00			0.00	0.00	3,000.00	3,000.00	0.00	0.00	0.00	0.00	3,000.00	3,000.00	0.00
6402 · MAC Representation	0.00			0.00	0.00	0.00	300.00	-300.00	0.00	0.00	0.00	0.00	300.00	-300.00
<b>Total MT ASSOCIATION OF CHUR...</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>3,300.00</b>	<b>-300.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>3,300.00</b>	<b>-300.00</b>

Presbytery of Yellowstone

Total Income & Expense

January through December 2020

	Administrative			Total Endowment	PPP Grant		Program		Total unclassi...			TOTAL		
	Jan - Dec 20	Budget	\$ Over Budget	Jan - Dec 20			Budget	\$ Over Budget	Jan - Dec 20	Budget	\$ Over Budget	Jan - Dec 20	Budget	\$ Over Budget
<b>PASTORAL MINISTRY TEAM</b>														
6501 · Training	0.00			0.00	0.00	0.00	1,000.00	-1,000.00	0.00	0.00	0.00	0.00	1,000.00	-1,000.00
6502 · Congregation Ministry	0.00			0.00	0.00	0.00	1,000.00	-1,000.00	0.00	0.00	0.00	0.00	1,000.00	-1,000.00
6503 · Emergency Career Course...	0.00			0.00	0.00	0.00	1,000.00	-1,000.00	0.00	0.00	0.00	0.00	1,000.00	-1,000.00
6504 · Vocation Expenses	367.00	1,500.00	-1,133.00	0.00	0.00	0.00	1,700.00	-1,700.00	0.00	0.00	0.00	367.00	3,200.00	-2,833.00
6505 · Meeting Expenses	1,628.06	4,700.00	-3,071.94	0.00	0.00	0.00			0.00	0.00	0.00	1,628.06	4,700.00	-3,071.94
<b>Total PASTORAL MINISTRY TEAM</b>	<b>1,995.06</b>	<b>6,200.00</b>	<b>-4,204.94</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>4,700.00</b>	<b>-4,700.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>1,995.06</b>	<b>10,900.00</b>	<b>-8,904.94</b>
<b>PERSONNEL EXPENSES</b>														
<b>6601 · Admin Manager</b>														
6601.1 · Salary	21,896.42	30,350.00	-8,453.58	0.00	8,995.00	0.00			0.00	0.00	****	30,891.42	30,350.00	541.42
6601.2 · Retirement	0.00	0.00	0.00	0.00	0.00	0.00			0.00	0.00	****	0.00	0.00	0.00
6601.3 · Meals Reimb	0.00			0.00	0.00	0.00	250.00	-250.00	0.00	0.00	****	0.00	250.00	-250.00
6601.4 · Travel Reimb	398.48	120.00	278.48	0.00	0.00	0.00	250.00	-250.00	0.00	0.00	****	398.48	370.00	28.48
<b>Total 6601 · Admin Manager</b>	<b>22,294.90</b>	<b>30,470.00</b>	<b>-8,175.10</b>	<b>0.00</b>	<b>8,995.00</b>	<b>0.00</b>	<b>500.00</b>	<b>-500.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>31,289.90</b>	<b>30,970.00</b>	<b>319.90</b>
<b>6602 · General Presbyter</b>														
6602.1 · Salary	4,506.16	10,593.00	-6,086.84	0.00	5,654.00	8,312.88	8,038.00	274.88	0.00	0.00	****	18,473.04	18,631.00	-157.96
6602.2 · Housing	14,345.92	20,000.00	-5,654.08	0.00	5,654.00	0.00			0.00	0.00	****	19,999.92	20,000.00	-0.08
6602.3 · Retirement	4,249.44	3,908.00	341.44	0.00	0.00	0.00			0.00	0.00	****	4,249.44	3,908.00	341.44
6602.4 · Insurance	12,024.39	12,014.00	10.39	0.00	0.00	0.00			0.00	0.00	****	12,024.39	12,014.00	10.39
6602.5 · Meals Reimb	485.18	1,350.00	-864.82	0.00	0.00	0.00			0.00	0.00	****	485.18	1,350.00	-864.82
6602.6 · Travel Reimb	3,213.17	8,000.00	-4,786.83	0.00	0.00	0.00			0.00	0.00	****	3,213.17	8,000.00	-4,786.83
6602.7 · Telephone	1,786.69	1,500.00	286.69	0.00	0.00	0.00			0.00	0.00	****	1,786.69	1,500.00	286.69
6602.8 · Discretionary Fund	40.47	2,700.00	-2,659.53	0.00	0.00	0.00			0.00	0.00	****	40.47	2,700.00	-2,659.53
6602.9 · Study Leave	346.50	700.00	-353.50	0.00	0.00	0.00			0.00	0.00	****	346.50	700.00	-353.50
<b>Total 6602 · General Presbyter</b>	<b>40,997.92</b>	<b>60,765.00</b>	<b>-19,767.08</b>	<b>0.00</b>	<b>11,308.00</b>	<b>8,312.88</b>	<b>8,038.00</b>	<b>274.88</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>60,618.80</b>	<b>68,803.00</b>	<b>-8,184.20</b>
<b>6603 · Stated Clerk</b>														
6603.1 · Salary	8,884.00	12,996.00	-4,112.00	0.00	4,112.00	0.00			0.00	0.00	****	12,996.00	12,996.00	0.00
6603.2 · Retirement	3,845.76	3,846.00	-0.24	0.00	0.00	0.00			0.00	0.00	****	3,845.76	3,846.00	-0.24
6603.3 · Meals Reimb	0.00	500.00	-500.00	0.00	0.00	0.00			0.00	0.00	****	0.00	500.00	-500.00
6603.5 · Discretionary Fund	0.00	50.00	-50.00	0.00	0.00	0.00			0.00	0.00	****	0.00	50.00	-50.00
<b>Total 6603 · Stated Clerk</b>	<b>12,729.76</b>	<b>17,392.00</b>	<b>-4,662.24</b>	<b>0.00</b>	<b>4,112.00</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>16,841.76</b>	<b>17,392.00</b>	<b>-550.24</b>
6604 · Payroll Taxes	3,672.31	4,425.00	-752.69	0.00	0.00	103.07			0.00	0.00	0.00	3,775.38	4,425.00	-649.62
<b>PERSONNEL EXPENSES - Other</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>
<b>Total PERSONNEL EXPENSES</b>	<b>79,694.89</b>	<b>113,052.00</b>	<b>-33,357.11</b>	<b>0.00</b>	<b>24,415.00</b>	<b>8,415.95</b>	<b>8,538.00</b>	<b>-122.05</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>112,525.84</b>	<b>121,590.00</b>	<b>-9,064.16</b>
<b>PRESBYTERY EXPENSES</b>														
6702 · Cluster Meetings	0.00			0.00	0.00	0.00	1,000.00	-1,000.00	0.00	0.00	0.00	0.00	1,000.00	-1,000.00
6703 · Per Capita Expense	17,247.65	19,920.00	-2,672.35	0.00	0.00	0.00			0.00	0.00	0.00	17,247.65	19,920.00	-2,672.35
6704 · Presbytery Meetings	2,214.60	4,500.00	-2,285.40	0.00	0.00	0.00			0.00	0.00	0.00	2,214.60	4,500.00	-2,285.40
6705 · Presbytery Other Exp	125.00	520.00	-395.00	0.00	0.00	0.00	2,000.00	-2,000.00	0.00	0.00	0.00	125.00	2,520.00	-2,395.00
<b>Total PRESBYTERY EXPENSES</b>	<b>19,587.25</b>	<b>24,940.00</b>	<b>-5,352.75</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>3,000.00</b>	<b>-3,000.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>19,587.25</b>	<b>27,940.00</b>	<b>-8,352.75</b>
<b>PRESBYTERY OFFICE</b>														
6801 · Copies & Postage	180.95	800.00	-619.05	0.00	0.00	0.00	100.00	-100.00	0.00	0.00	0.00	180.95	900.00	-719.05
6802 · Insurance	653.00	3,000.00	-2,347.00	4,623.00	0.00	5,232.00	7,292.00	-2,060.00	0.00	0.00	0.00	10,508.00	10,292.00	216.00
6803 · Office Supplies	646.42	2,160.00	-1,513.58	0.00	0.00	0.00			0.00	0.00	0.00	646.42	2,160.00	-1,513.58
6804 · Rent	4,140.00	4,200.00	-60.00	0.00	0.00	0.00			0.00	0.00	0.00	4,140.00	4,200.00	-60.00
6805 · Computer & Telephone Ex...	2,834.51	2,250.00	584.51	0.00	0.00	0.00			0.00	0.00	0.00	2,834.51	2,250.00	584.51
6806 · Bank Service Charges	8.00			12.61	154.20	0.00			0.00	0.00	0.00	174.81	0.00	174.81
<b>Total PRESBYTERY OFFICE</b>	<b>8,462.88</b>	<b>12,410.00</b>	<b>-3,947.12</b>	<b>4,635.61</b>	<b>154.20</b>	<b>5,232.00</b>	<b>7,392.00</b>	<b>-2,160.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>18,484.69</b>	<b>19,802.00</b>	<b>-1,317.31</b>
<b>Total Expense</b>	<b>115,117.66</b>	<b>169,003.00</b>	<b>-53,885.34</b>	<b>4,635.61</b>	<b>25,854.20</b>	<b>27,717.16</b>	<b>58,230.00</b>	<b>-30,512.84</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>173,324.63</b>	<b>227,233.00</b>	<b>-53,908.37</b>
<b>Net Ordinary Income</b>	<b>12,841.84</b>	<b>-54,155.00</b>	<b>66,996.84</b>	<b>11,965.70</b>	<b>-25,854.20</b>	<b>8,292.55</b>	<b>-9,230.00</b>	<b>17,522.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>7,245.89</b>	<b>-63,385.00</b>	<b>70,630.89</b>

Presbytery of Yellowstone

Total Income & Expense

January through December 2020

	Administrative			Total Endowment	PPP Grant	Program			Total unclassi...	TOTAL				
	Jan - Dec 20	Budget	\$ Over Budget	Jan - Dec 20		Budget	\$ Over Budget		Jan - Dec 20	Budget	\$ Over Budget			
Other Income/Expense														
Other Income														
OTHER RECEIPTS														
Transfers from Admin Fund	0.00	8,255.00	-8,255.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	8,255.00	-8,255.00	
Transfers from Admin Support	0.00	44,588.00	-44,588.00	0.00	0.00	0.00		0.00	0.00	0.00	0.00	44,588.00	-44,588.00	
Transfers from Program Fund	0.00			0.00	0.00	0.00	9,230.00	-9,230.00	0.00	0.00	0.00	9,230.00	-9,230.00	
Transfers from W Yellowstone	0.00	1,312.00	-1,312.00	0.00	0.00	0.00			0.00	0.00	0.00	1,312.00	-1,312.00	
7100 - Other Income	4,017.94			0.00	25,854.20	0.00			0.00	0.00	0.00	29,872.14	0.00	29,872.14
<b>Total OTHER RECEIPTS</b>	<b>4,017.94</b>	<b>54,155.00</b>	<b>-50,137.06</b>	<b>0.00</b>	<b>25,854.20</b>	<b>0.00</b>	<b>9,230.00</b>	<b>-9,230.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>29,872.14</b>	<b>63,385.00</b>	<b>-33,512.86</b>
Realized Gain(Loss)	781.15			155.00	0.00	0.00			0.00	0.00	0.00	936.15	0.00	936.15
Unrealized Gain(Loss)	1,718.60			41,985.90	0.00	0.00			0.00	0.00	0.00	43,704.50	0.00	43,704.50
<b>Total Other Income</b>	<b>6,517.69</b>	<b>54,155.00</b>	<b>-47,637.31</b>	<b>42,140.90</b>	<b>25,854.20</b>	<b>0.00</b>	<b>9,230.00</b>	<b>-9,230.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>74,512.79</b>	<b>63,385.00</b>	<b>11,127.79</b>
Other Expense														
OTHER EXPENSES														
8500 - St Timothy Expenses	0.00			32,938.57	0.00	0.00			0.00	0.00	0.00	32,938.57	0.00	32,938.57
<b>Total OTHER EXPENSES</b>	<b>0.00</b>			<b>32,938.57</b>	<b>0.00</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>32,938.57</b>	<b>0.00</b>	<b>32,938.57</b>
<b>Total Other Expense</b>	<b>0.00</b>			<b>32,938.57</b>	<b>0.00</b>	<b>0.00</b>			<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>32,938.57</b>	<b>0.00</b>	<b>32,938.57</b>
<b>Net Other Income</b>	<b>6,517.69</b>	<b>54,155.00</b>	<b>-47,637.31</b>	<b>9,202.33</b>	<b>25,854.20</b>	<b>0.00</b>	<b>9,230.00</b>	<b>-9,230.00</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>41,574.22</b>	<b>63,385.00</b>	<b>-21,810.78</b>
<b>Net Income</b>	<b>19,359.53</b>	<b>0.00</b>	<b>19,359.53</b>	<b>21,168.03</b>	<b>0.00</b>	<b>8,292.55</b>	<b>0.00</b>	<b>8,292.55</b>	<b>0.00</b>	<b>0.00</b>	<b>0.00</b>	<b>48,820.11</b>	<b>0.00</b>	<b>48,820.11</b>



## Wednesday Webinars

- March 24 – Leadership and Self-Care
- April 21 – Best Stewardship Practices
- May 19 - Do's and Don'ts of Narrative Budgets



Maggie Harmon, Ministry Relations Officer spent 20+ years in legal, operations, and leadership consulting prior to joining the Presbyterian Foundation in 2018. She works with churches and individuals to activate holistic generosity.



Rev. Dr. Rob Hagan, Ministry Relations Officer since 2015 previously served as Pastor and Head of Staff at Kennewick First Presbyterian Church in Washington and various pastoral roles in California and Oregon. He guides church leaders in cultivating generosity and promoting stewardship.

## 2021 Stewardship Learning Opportunities

10:00 am pacific: contact [maggie-harmon@presbyterianfoundation.org](mailto:maggie-harmon@presbyterianfoundation.org) or [rob.hagan@presbyterianfoundation.org](mailto:rob.hagan@presbyterianfoundation.org) for more information

Register at Presbyterian Foundation website  
<https://www.presbyterianfoundation.org/the-stewardship-series>