

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

**21-0010. Opening of the Meeting**

The Presbytery of Yellowstone met on Friday and Saturday, March 5, 6, 2020, Via Zoom format at 9:35AM on Friday with prayer by the Moderator, RE Russ Kline. The theme for this meeting was:

***Because of Jesus. . . Philippians 2***

**20-0011. Roll Call: (as taken from the registration forms and not as taken verbally or visually)**

**Ruling Elder Commissioners and Other RE's and visitors**

Anaconda	CRE Veva Larson (PMT), RE Cal Boyle (Delegate)
Billings First	RE Russ Kline (Moderator), RE John Reed
Billings St Andrew	A
Big Hole	RE Larry Boksich, RE Julie Boksich (Moderator)
Bozeman	RE Ric Tieman (Treasurer)
Butte First	A
Colstrip	RE Gail Beckham (LC) Delegate
Deer Lodge	RE Marilyn Thomas (Delegate)
Dillon First	RE Terry Johnson
Ennis	A
Forsyth Federated	A
Hysham Community	RE Waine Milmine (Delegate)
Jordan	A
Lewistown First	A
Manhattan	RE Debbie Blackburn (PMT Co-Moderator), RE Stephanie Bergstrom (Delegate)
Miles City	A
Phillipsburg St Paul's	A
Poplar First	A
Stanford First	CRE Margee Smith
Terry Community	RE Nancy Pehl (Delegate)
White Sulphur Springs	A
Wolf Point First	A

**Minister Members**

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

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

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

**RE Moderators 2020, Voting Members:**

RE Russ Kline (present), Debbie Blackburn (PMT Co Moderator), RE Julie Boksich (Moderator)

**RE Leadership Cabinet Voting Members:**

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

**Corresponding member for meeting seated:**

RE Rene Meyers PMA, MWS Rob Hagan Board of Pensions

**Staff with Voice:**

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

**Visiting recognized with voice:**

Jacki Harada (Presenter), Rex Phipps (Presenter)

**Balance check:** Voting 16 RE's, Voting 15 MWS.

**21-0012.** A quorum was declared based on a visual verification of the number of churches represented.

**21-0013.** The moderator Russ Kline had opened the business section of the meeting with prayer and gave floor 12to the Stated Clerk for the presentation of the following motions:

- **It was voted, the docket** for the meeting was approved with one item removed.
- **The following Procedural Motion made by the Stated Clerk was approved:**

**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

Meeting reports are to be sent to the presbytery office in advance and 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.

**21-0014.** Dwelling in the Word for this meeting was Philippians 2: 1-11. The meeting fellowship reflected on this passage by readings, a time of contemplation and a period of small group work, prayer and share time. After this period the small groups returned to the body of the meeting and reported on the things they learned from the small group sessions. This process was made possible by using the breakout room functions in ZOOM. Other sessions held during this meeting were accomplished by scheduling **separate ZOOM meeting links** for the events delegates wanted to attend.

Listed here are the special events held during the meeting Friday and Saturday:

Friday

**“Living meaningfully, loving deeply – listening to God, others & myself”** (*George Goodrich*)

**“A Panel Discussion on Pods (little study groups)”** (*Daniel Triller, Nancy Pehl, Russ Kline, Julie Boksich*)

Saturday

**“Fanning the Flame of Prayer: Renewing our Passion for Prayer”** (*Debbie Funke*)

**“Have Scripture, Will Worship”** (*Rex Phipps, Ben Larson, Teresa Kendall*)

Thanks were given to the planning team who organized these events (Kathy Goodrich, Teresa Kendall, Russ Kline, Julie Boksich, and Debbie Funke). They were well attended by the participants in the meeting.

After the Friday morning breakouts Co-GP George Goodrich gave a talk on the sessions held and reflected some of the insights that were reported by the group sessions.

The meeting recessed for lunch with a prayer offered by the Moderator Russ Kline.

**21-0015.** The meeting reconvened at 1:15 PM after lunch and a brief business session was held.

At this time a quorum was declared by the Stated Clerk. The special guest was introduced and welcomed to the meeting. We continued dwelling in the word with a discussion by Co GP Kathy Goodrich on the “Mind of Christ” portion of the Philippians verses on which we dwelt on in the morning sessions. Participants were advised that all the special sessions were recorded so anyone who could not attend one breakout session could review what went on in another session by requesting a link from Kathy.

Each group leader was given time to talk about the main issues learned at the sessions they were leading.

21-0016. **The Stated Clerk report, Exhibit D.** contained an omnibus motion and during review the motion was amended to delete the strike through portion of the report, so the final motion is reported as approved and voted as follows:

➤ **It was voted to approve the following omnibus motion:**

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~~ (Deleted since no report was received)
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.**

**21-0016. The Co GP report** was given by George and Kathy Goodrich and is attached as **Exhibit A**. In general, the Presbytery is in better shape than it was a year ago. We now have only 4 empty pulpits. The Laity has been stepping up to keep things going smoothly. The COVID-19 Pandemic created a lot of stress, but the churches have adapted and been able to keep ministering to the people in new ways.

**21-0017. Ric Tieman** gave a brief **treasurers report** and indicated the Presbytery is in good condition financially at this time. A current statement was available on the website.

**21-0018.** After a short break, the meeting resumed with a **report from the PMT** made by J P Carlson, Co Moderator, which consisted of advising the presbytery that a Child and Family Leave Policy for Pastors serving in churches in Yellowstone Presbytery will be voted on this meeting's Saturday session and

participants were invited to read the proposed policy which is attached as part of the PMT report **Exhibit B. attached**. There was some Q&A after this announcement

**21-0019. Daniel Triller Moderator of Camping and Youth.** The dates for camp and staff training have been sent and a final decision on if camp can be held this year is pending. The full report is attached as **Exhibit C**. It was announced a job description for the camp caretaker has been developed and the Presbytery was advised to assist the camp committee in referring names of people who might serve in this position.

**21-0020. Jody McDevitt gave a report on from the State Clerk Search** Committee in which she reported a draft of the job Description has been completed and submitted to the Leadership Cabinet for approval at their next meeting. She said the committee had received input from both the Current Stated Clerk and the Assistant Stated Clerk and have added a professional requirement to the position. The cabinet has recommended the position move from 2 people sharing duties to a single clerk and from ¼ time to a 1/3rd time position.

The meeting Recessed with a prayer by the Moderator, Russ Kline, at 3:35PM and with announcements on how to participate in the evening worship service on Facebook live.

**21-0021.** During the **evening worship** RE Julie Boksich was installed as the moderator and MWS Dave Thompson was installed as Vice Moderator of the Yellowstone Presbytery. The offering was offered both in person and online and amounted to \$230.00 which was designated to go to camp scholarships again this year. The body was advised to look at their communities and provide opportunities for youth to attend the camp this summer regardless of the child's affiliation with any church.

**21-0022.** After Worship some gathered in a ZOOM meeting for a **Fellowship Time** led by MWS Jamie Schmeling.

**21-0023. The meeting reconvened** at 8:45 AM Saturday with a prayer by Moderator Julie Boksich and a quorum was determined by the Stated Clerk as still in effect.

**21-0024. Dwelling in the word** for the Saturday meeting session was **Philippians 2: 12-18**. The scripture was read by Julie Boksich and time was provided for reflection and inspection of the Word. This was followed by breakout sessions in small groups for a word share prayer time. After the small group breakout sessions, the body reconvened and reflected on what was discussed in the small groups.

**21-0025.** The meeting moved to the Saturday workshop group activity portions of the meeting. After which, a summary on what people felt they learned was discussed.

The PMT continued their report with a request to vote on two of their proposed action items:

- **It was voted** to approve the Family leave policy of Yellowstone presbytery as written and proposed in the attached Exhibit B.

As a part of the report the Presbytery was introduced to David Murchie a UCC Missionary who the Colstrip Church has selected to be their Pastor. The comments during review and examination proposed he be considered as a temporary member of Yellowstone Presbytery and as such be subject to approval of the Presbytery. David was interviewed and given time to explain his background and ministry work to

date. After much discussion, a motion was made and amended to state his pastoral position would involve a temporary membership in Yellowstone Presbytery as follows:

- **It was voted** to accept David Murchie as a temporary member in Yellowstone Presbytery for as long as he serves as Pastor to the Church in Colstrip.

The vote noted one member abstained.

**21-0026. Leadership Cabinet report** is attached as **Exhibit E**. Teresa Kendall LC Moderator commented on the report and offered one motion from the committee which would extent the term of office of the Stated Clerk and the assistant stated clerk until a new clerk is elected on May 21, 2021.

- **It was voted** Leadership Cabinet would recommend to Yellowstone Presbytery that the terms of service for Stated Clerk and Assistant Stated Clerk be extended through the May 2021 Presbytery meeting.

**21-0027. Rob Hagan of the Board of Pensions presented** a brief talk on Leadership and self-care of Pastors and support offered by the Foundation. He also provided information the Foundation has available for churches regarding best stewardship practices, stewardship of our story, and the stewardship navigator. Churches wanting more information on these concepts were invited to contact Rob for assistance.

**21-0028. Rene Meyers** spoke a short time about the importance of the 6 basic special offerings offered by the **Presbyterian Mission Agency** and how they benefit people as well as the local churches.

**21-0029. Announcements were made about the following. MWS Paul Krebill, Hon Ret.** had passed away the week before the meeting and condolences were offered for his long valuable and service to this Presbytery where he has spent his entire pastoral career of service. Service to the presbytery in many ways over the years. The memorial will be help virtually March 13, 2021 at 2:00 PM.

George Goodrich will be hosting an informational gathering of anyone in the Presbytery who is a ruling elder and is feeling a tug toward becoming a CRE to join him April 6<sup>th</sup> at a time to be set by the interested group. Elders who have God pushing them in this direction are encouraged to talk to George.

The next meeting of Yellowstone Presbytery will be held on Zoom or at a place to be determined on **May 21, 2021**.

**21-0030. The meeting adjourned with a prayer by Moderator Julie Boksich at 12:50 PM**

Jim Tarr

**Attached: Exhibits A, B, C, D and E.**

**Exhibit A. Co-GP Report**

Acts and Philippians are important for understanding, igniting our imaginations about how to be citizens of heaven *first*, to be disciples and the kinds of disciple communities which “have the mind/attitude of Christ”, embody Jesus in the complicated and conflicted context with low trust, polarizations/ divisions of many sorts, injustices, racism, continuing fallout from economic and virus related challenges and tragic deaths. There is a great need for the Spirit’s redemption, reconciliation, healing, resurrection and restoration, where God has placed us all for such a time as this.

**We are struck with how Phil. 2 in particular is rich in guiding, equipping, convicting, and empowering us. Because of Jesus ...**

**Intro: Think Macro and Micro Levels and Context of Ministry**

**On the National Scene Having an Effect on YP and other Churches, our communities and families**

- A. Pandemic has had tragic results ( several illness, deaths, disruptions, isolation and emotional and mental health needs among all ages groups hitting children and teens hard, financial devastation for some and phenomenal income boomers for a some companies, widening economic gaps, food scarcity,) has necessitated and will continue to require deep Changes in all aspects of life and where and how we are and do Church...
- B. Racial Reconciliation & Justice are important themes in Scripture and a call on the lives of God’s people.
- C. Red/Blue Tensions
  - a. Montana State Legislature’s.
  - b. Calling & Challenges of being citizens of heaven first above all else
  - c. Most of our churches are some shade of purple
- D. Many places in western and central Montana are seeing a huge influx of new residents and long term visitors. This is taxing many aspects of communities and driving housing prices up fast = exciting opportunities and some challenges.
- E. Many of our people are being pulled in many directions, sometimes hard to know how to keep the main thing the main thing and live that amidst intensity, pressing issues and challenges.

**II. YP Mission – Discipleship, Equipping, Spiritual Formation and the Reign of God**

- A. **Status of Churches-pastors (We have been working with PMT leadership on wide range of needs)**
  - a. **Without a pastor, pastor out for a while or will begin a pastor search-**
    - i. Poplar – Lay-led. Session, Ric Kern and others, Neva Rathbun is liaison, electing PNC



- i. Lewistown – Welcome Kimmy Stokesbury Briggs (Atlanta Presbytery). examined 2/11  
Kathy & Debbie Blackburn have worked for a year with the PNC. Kathy moderated congregation. meeting 1/24  
Jordan – Jed Cauffman is contracted to fill into May (family needs = he is in MT)
- ii. Miles City –Welcome Rev. Charlie Blom, HR, examined 2/11, as stated
- iii. Colstrip –Rev. David Murchie (UCC, just returned from serving in Asia) in April
- iv. St. Andrew – Grateful for Susan Thomas and Curt Kochner are preaching and leading Bible studies...about 2/3 Sundays, Doug Johnson & Kim Woeste fill in also.
- v. Forsyth – assorted supply MIF with Hysham approved
- vi. Hysham – Waine and others – MIF with Forsyth approved this week. George working with them on search, preaching for Easter.
- vii. Philipsburg – Debby Schmidt had knees replaced... recovering...
- viii. WSS – We extend our heartfelt love and condolences to Wenda Fry, ELCA, whose husband died suddenly of complications from a ruptured appendix and then she was down with COVID. George has been in touch with key leaders there and preached/lead worship several times while Wenda has been on leave.
- ix. Butte - Chuck Carlson doing excellent interim there. PNC elected. JP Carlson, PMT liaison and Kathy as staff training and working with them.
- x. Ennis - Steve Hundley moves to much more part-time Interim after 15 months. PNC is searching. Chuck Wright and Debbie Blackburn are working with them.

**A1 – It has been a season of health and other challenges and loss for quite a few of our pastors, CRE’s and leaders.**

**Rev. Paul Krebill, 93, passed away on February 19**, as we sent out in a prayer update late that day. Our prayers go out to Doris, Dan and Jody and their families. Condolences may be sent to Doris, Dan and Jody at 2903Westridge Drive, Bozeman, MT 59715. **Memorials** may be made to **First Presbyterian Church Campus Ministry Fund** PO Box 1150 Bozeman, MT 59771.

**A Zoom Memorial service will be held on Saturday, March 13 at 2:00 p.m. Instructions will be published next week.**

**Rev. Freeman McCall’s wife, Susi passes away as well.** Our hearts and prayers go out to Freeman

- B. Guidelines, policies for protection and good of congregations, pastors and their ministry & mission.** Kathy has been researching, working with PMT leadership and some church leaders on aspects of 2 policies or guidelines:  
Family Leave (YP requires this for all pastors/CRE’s in terms of call/contract); Child and Youth Protection Policy – a few do not have one yet ; later this year will be working on Sexual Offender Policy and Covenant for congregations and presbytery. Soon, updating our Sabbatical guidelines.

**C. CRE – Adapted, updated Training important**

- a. The need/opportunity – Hybrid Program
- b. JP, Debbie, Kathy and George met via zoom with Current CRE's..
- c. Piloting a new training program next month –
  - i. Three Current CRE's
  - ii. Six met for first gathering/training.. just meet this week... Others are interested. Talk with George or JP.

**D. Continued need for emphasis on relationships, community, discipleship, evangelism and seeking to serve the needs, justice, “welfare and peace” of communities ( Jer. 29), including with tiny groups/PODS, importance of New worshipping communities, Fresh Expressions.**

- a. Decline in membership and Zoom attendance for some.
- b. Those under 35 are only 10% likely to attend church, especially an existing one.
- c. The Hybrid Model of existing churches identifying those gifted to start new Fresh Expressions of Faith that are part of and their own, has been such as explained in *Deep Roots, Wild Branches*, and other books, webinars...work by Michael Beck and Matt Lake.

E. Prayer – Planned and helped lead 2 different focused times for Prayer and Fasting in January amidst the turmoil in our nation. We worked with some on LC and others with gifts of prayer.

**D. Ministry Teams, subgroups, Stated Clerk Search Com., PCUSA & ecumenical ministry...**

- d. Camp – decision for summer to be made later, though calendar out, preparing now
- e. Harlowton church sale AC – George working with them, Jim Tarr on AC, Lloyd Mandeville, Moderator
- f. Stated Clerk Search Committee – Kathy is staff. Position sent out and posted next week.
- g. Rocky Mtn College Covenant and Board - George
- h. Synod Staff Forum has had a great deal of change (EP's General Presbyters in Synod of Rocky Mountains), George & Kathy led last gathering and the next one. 2 presbyteries have new part-time EP or GP, Denver none but will do a search, and Steve Shive just left Wyoming to be an Interim EP in Texas.
- i. Personnel subgroup of LC, G & K both met with them for consultation on St. Clerk Search. New labor laws impact us.
- j. Stewardship and generosity practices of disciples – Presbyterian Foundation and other resources.

**k. Yellowstone-Glacier-Presbytery boundary HAS BEEN OFFICALLY CHANGED by the Admin. Commission** elected to accomplish this and similar actions by **the 2020 GA** which met virtually. This moves the line slightly south in the region between Butte and Helena, placing the NWC at the radon mines NE of Butte within Glacier's bounds. Kathy has

worked on/communicated about this with LC, Glacier Presbytery leaders, Synod Clerk & PCUSA Stated Clerk Staff.

### III. Other

- A. Plenary *The moderator as spiritual leader*- George & VilMarie taught Plenary again at Moderators' Conference via zoom in November. Received highest praise and feedback, Tricia indicated they hope to invite them again next year.
- B. George: Spiritual Direction - Montana Assoc. of Christian's ecumenical Pastors Group on Thursday afternoon and 1-1
- C. Preaching in this Covid era...
- D. D. Huge Thanks for your prayers and very generous support from to the Administrative Support Fund in 2020! \$39,208.90 at year end. Yellowstone's half-time General Presbyter position could not continue without your support. We are deeply grateful for your partnership in this ministry.

**IV. Personal** – We are grateful for many blessings, answered prayers and meaningful time with local family over Christmas. George's mom in memory care has survived COVID remarkably! After 6 months and a lot of health and other challenges in 2020, Kathy's mom is doing a bit better but needs more from family. We are excited that Gillian and Peter are expecting in August! she has been quite dizzy and nauseated, teaching her MSU Spanish classes from home on the horizontal. Prayers welcomed. We are thankful for Chip's new job after her previous one was a COVID casualty.

**Some resources Leadership Cabinet and PMT have been discussing:**

**Supporting/Equipping pastors and leaders how to be rooted/grounded abiding in Christ, to understand the "signs of the times/contexts" and to be transformed to be more congruent with Christ and his character and ways, LEAD and be resilient in times of change and crisis, as well as to *manage*.**

A. Tribe of Issachar - "those who had understanding of the times, to know what Israel ought to do, 200 chiefs and all their kindred under their command.: I Chron. 12:32

Contextual Intelligence offers us a way to live out Phil. 2, having the same mindset as Christ, living the humble, incarnational self-emptying way he did, cooperating with the Spirit that the shifts can be turned into God's opportunities. (Based on I Chron. 12, Phil 2 & Eph 4) *Contextual Intelligence: Unlocking the Ancient Secret to Mission on the Front Lines*, Leonard Sweet and Michael Beck (UMC Pastors/professors)

B. *Tempered Resilience: How Leaders are Formed in the Crucible of Change*, by Tod Bolsinger

*"A leader is a person who must take special responsibility for what's going on inside him or herself, inside his or her consciousness, lest the act of leadership create more harm than good."* Parker Palmer

Tempering a leader is a process of reflection, relationships [community], and practices and leadership skills during the act of leading that form resilience to continue leading when the resistance is highest. (adapted from p. 5)

“Resilience for faith leaders is the ability to wisely persevere toward the mission God has put before them amid both the external challenges and the internal resistance of the leader’s followers.” (p.37)

Learning      Listening      Looking      Lamenting  
Teachable      Attuned      Adaptable      Tenacious      Resilient  
G      R      O      U      N      D      E      D (Our identity rooted in Christ

*Practices that “hammer in” the characteristics/traits yielding resilience - see p. 137*

Interview with Tod Bolsinger by the Ministry Collaborative - <https://mministry.org/webinar/tempered-resilience-how-leaders-are-formed-in-the-crucible-of-change-a-conversation-with-tod-bolsinger/>

## **Exhibit B. PMT Report**

### **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

The Yellowstone Presbytery supports a paid family leave policy 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

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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).

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

- 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.

Family Leave policy as approved March 6, 2021 by 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

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<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>.

<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>.

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.

#### **Exhibit C. Camping and Youth Report**

Report to Presbytery from Camping and Youth presented on March 5 & 6, 2021 meeting

Westminster Spires Summer 2021

Uncertainty continues to reign due to the pandemic. Thankfully, it appears that Montana is trending toward a decrease in the spread of the virus. Dates for the Camp Season have been set and Registration Forms have been sent to church contacts and previous campers. The mailing included a note indicating that we will continue to assess the status of the Covid pandemic and make a final decision in early April on hiring of staff and committing to another season of spiritual growth at Westminster Spires.

The Camp Registration Form is available on the Presbytery website along with a Staff Application for counselors and counselors in training. Staff are being recruited and we will have all plans in place if it appears that we can provide a safe and meaningful camp experience. We

remain hopeful yet cautious and we appreciate the understanding of parents, campers and staff as planning proceeds.

Look for an announcement in early April about Westminster Spires 2021! As we have all seen during the past year, things can change quickly in a short period of time. Pray for discernment and safety and celebrate that whatever happens we forever remain in God's loving presence.

Revamp the Camp- We will open camp on the weekend of June 4-6. Volunteers are welcome to join us for a day or the weekend to help clean cabins and prepare the camp for the season. It is always a wonderful time of fellowship and service.

Submitted by Curt Kochner & Daniel Triller

#### **Exhibit D. Stated Clerk Report**

##### **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:

7. All those present at the meeting shall gain practical skills needed to turn on the video and audio functions in Zoom as soon as possible as the meeting begins and to keep their audio microphone in the muted position until called upon or recognized to speak.

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

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

15. The minutes of the Presbytery meeting February 11, 2021 draft 2, be approved as published on the Presbytery Website.
16. The treasures report be accepted as presented.
17. The report of the Presbyterian Women be received as presented
18. The report of the Stated Clerk Search committee be received as presented.
19. 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.
20. The minutes of this meeting is to show the summary statistical report of the Presbytery was presented and reviewed.
- ~~21. The report of the administrative commission working on the sale of the Federated Church of Harlowton property was received as presented.~~
- ~~22. The report of the administrative commission working on the sale of the McAllister Property be received as presented.~~
23. The minutes of this meeting shall report that there has been no call for a meeting of the Presbytery's PJC this year to date and that the following former members are still

eligible to serve if needed; MWS Dan Krebill, RE Lloyd Mandeville, MWS Sally Ralston.  
HR

24. That the clerk reminded the Presbytery that there remains **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.**
25. The churches who currently have a Child and Youth Protection Policy are encouraged to consider adding provisions to protect their elderly and developmentally disabled persons with similar protections.
26. That the clerk reported there are 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.
27. If the way be clear to minutes of this meeting will record the following actions of the Presbytery:
  - c. The minimum salary and benefit package for pastors serving churches in Yellowstone Presbytery as posted on the website is approved.
  - d. 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.

**28. 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 Necrology Report for 2020.

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.)

## **Exhibit E. Leadership Cabinet Report**

### **Leadership Cabinet Report**

Yellowstone Presbytery March 5-6, 2021

Zoom meeting

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

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

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

### **GATHER TOGETHER**

We finished the year 2020 in the prophets for our Dwelling in the Word and began 2021 with a passage from Jeremiah and then Paul’s letters to the church in Thessalonica and Philippi.

### **EQUIP & ENCOURAGE**

- Received a “Balcony View” from our Co-Presbyters.
- Reflected on the November Presbytery meeting in general and the workshops in particular, adjusting the format and offerings to the needs we were hearing and discerning.
- At our January meeting, we reviewed the Purpose of the Leadership Cabinet as we welcomed new members to the Cabinet.
- Called a Special Presbytery meeting for Thursday, February 11, 2021 to support the ongoing work of the Pastoral Ministry Team.
- Called a Presbytery Gathering for Fasting and Prayer on Wednesday, January 13, 2021 and Friday, January 15th to pray for our nation and ourselves.
- Convened a planning committee to plan the workshops for the March Presbytery meeting.
- Encouraged the Pastoral Ministry Team in their work of training up Commissioned Ruling Elders for the Presbytery.

- Subgroup formed to bring motion before Presbytery regarding modification of Standing Rules for the Presbytery Moderator and Vice Moderator to serve in their office from install date to install date. Subgroup member: Julie Boksich (Moderator), Kathy Goodrich (Co-GP), Jim Tarr (Stated Clerk)
- Approved requested changes to Position Description and salary package for Stated Clerk of the Presbytery which were unanimously agreed upon by Stated Clerk Search Committee.
- Chuck Carlson approved as Chair of Personnel Subgroup.

ACTION ITEMS from Leadership Cabinet acted upon on December 8, 2020 Special Presbytery Meeting (see Presbytery minutes)

- Recommended members to the Representative/Nominating Committee.
- Recommended to Presbytery the Stated Clerk Search Committee.
- Recommended to Presbytery Jodi McDevitt as Moderator of Stated Clerk Search Committee.
- Recommended to Presbytery the Administrative Commission for Harlowton Church and Property.
- Recommended to Presbytery the members of the AC for Harlowton Church and Property.
- Requested from Presbytery to have Leadership Cabinet allocate the proceeds from the sale of Harlowton Church and Property.

ACTION ITEM for March 5-6, 2021 Presbytery Meeting

- Extend terms of service for Stated Clerk and Assistant Stated Clerk through the May 2021 Presbytery meeting per the request of the Stated Clerk Search Committee.

OTHER BUSINESS

- Received the possible Summer Camping dates for 2021.
- Set the 2021 Yellowstone Presbytery meeting dates: March 5-6, May 21-22, November 5-6.
- Set the 2021 meeting dates for Leadership Cabinet.
- Reviewed the bookkeeping changes we had made and affirmed that they are working well.
- Held the annual Trustee Meeting to fulfill Montana Secretary of State corporation requirements for non-profits. President: Julie Boksich, Vice-President: Dave Thompson, Treasurer: Ric Tieman, Secretary: Jim Tarr.
- Received from General Assembly an affirmative on the requested boundary change between Yellowstone and Glacier (near Boulder, MT).
- Prepared the 2021-22 Higher Education Grant Request forms and an open letter to encourage new partnerships in Butte, Dillon, and Miles City. Voted to set total grant monies available for 2021-22 at \$6000.
- Received and approved the year-end report from St Timothy's Chapel.

### **MOTION to PRESBYTERY for May 6, 2021**

Leadership Cabinet would recommend to Yellowstone Presbytery that the terms of service for Stated Clerk and Assistant Stated Clerk be extended through the May 2021 Presbytery meeting.

**End of Minutes**

**Minutes approved \_\_\_May, 21, 2021\_\_\_**

**Jim Tarr**

**Stated Clerk**