

*Some Accomplishments and the Spirit at work in Yellowstone Presbytery*

*George and Kathy Goodrich, Co-General Presbyters, 2004 - 2023*

***“We are called to find new ways to be faithful in difficult times.”*** -- J. Herbert Nelson,  
Stated Clerk GA.

1. The transformation of Presbytery Culture: An organization’s *culture* is created by the unique mixture of the underlying assumptions & beliefs, values and ways of behaving/interacting with one another and others which create the environment of an organization.

As Adam Grant wrote, *“It’s not enough for leaders...to break harmful cycles from the past. Their responsibility is to help us build healthy patterns for future.”*  
Instagram 2023

By focusing on the ways of Christ, Christ-likeness and keeping “the main thing, the main thing – Namely Christ,” the presbytery has grown in faith, authenticity, trust, respect, seeking to BE the Body of Christ, finding our Oneness *in Christ*, not issues or “those like me”, in addition to required organizational functions.

- a. Presbytery Meetings are gatherings of disciples praying for the Spirit’s *Synergy* for equipping, mutual learning, community, worship, discernment and decision-making.
  - b. Bringing spiritual practice of Dwelling in the Word/Word-Share-Prayer to all presbytery, Leadership Cabinet, Pastoral Ministry Team and other meetings and now in some sessions. (Roots & connects us with Christ, the Word written and one another interactively in community)
2. From 2008 - 2012 we resourced the Vision Team and process as Debbie Blackburn and Ric Tieman co-chaired the presbytery re-visioning process, along with consultant, Rev. Marianne Rhebergen (2 years) -> vision statement, practices, streamlined structure and ministry teams, increased collaboration, relationships & partnerships. See: Bowtie process document (adapted at least 5 times!) & 4 Strands
  3. We have pastored the presbytery, it’s leaders and pastors, and churches.
    - a. Weddings, baptisms, funerals and general care for pastors and families.
    - b. George offered Spiritual Direction to pastors and leaders & various pastors and groups
  4. Helped in over 40 pastoral transitions; worked with five Stated Clerks. Trained BY Ted Williams and then helped train 4...

5. Launched and led Clergy/CRE mutual enriching, support, and community ministries:
  - a. Regional Clusters for Clergy /CRE's and general equipping. Faded with pastor changes, then COVID.
  - b. Thursday Clergy /CRE Discernment George started during Covid isolation at request of MAC judicatory leaders. Built on-line community.
6. Researched, wrote, or were a part of a team from other presbyteries who wrote and were awarded or participated in numerous grants from various sources to provide opportunities to resource the presbytery, including, (but not complete list):
  - a. Center for Parish Development – congregational transformation, trained 6-7 consultants
  - b. GA Office of Theology and Worship approached us to one of 2 presbyteries to pilot the denominations ENGAGE evangelism materials with Revs. Ray Jones & Dave Loleng. G & K led a 2 day workshop based on the ENGAGE resource booklet #1 for Plains and Peaks Presbytery.
  - c. Several grants to partially underwrite DREAM initiatives including college fellows from Whitworth's summer fellowships program for 5 summers. Grant funds from DREAM funds The Developmental, Risky, Experimental, Adaptive Mission (DREAM) offered by the Presbyterian Mission Agency in order to encourage dreamers, risk-takers, pioneers and trailblazers. Plus some funds from Whitworth Office Of Church Engagement – K wrote.
  - d. *Vital Pastors, Vital Congregations* - grant from Board of Pensions for pastors in Glacier, Yellowstone, InlandNW and Central Washington presbyteries. K wrote, with some collaboration.
  - e. PCUSA Grant for retreats for first call pastors in synod from national church – K collaborated in writing with other Rocky Mountain Synod Execs, K and G spoke at the retreats.
  - f. Partnered with WY presbytery for grant for equipping conference “ Won't you be my neighbor” in Jackson, WY. We both offered workshops.
  - g. Partnered with Glacier Presbytery for grant to offer workshop on communications and media, PCUSA staff taught.
  - h. Rev. Stan Ott, Vital Churches.
  - i. Vera White, Director of New Worshipping Communities, GA Staff
  - j. Rev. Shannon Kaiser, PCUSA church planting pastor, NWC staff, now Fresh Expressions Staff
  - k. Whitworth Resourcing, Ron Pyle, Professor of Communications

- l. Linda Valentine, Former Exec. Director, Presbyterian Mission Agency
  - m. Among MANY others.
7. Equipping for lay people for ministry – in a wide range of areas, preaching, lay care, discipleship,
    - a. At Presbytery meetings
    - b. On-line formats
  8. Helped in Church denominational transitions:
    - a. Spring Hill, West Yellowstone, Roy leave in amicable transitions, serving with discernment teams.
    - b. Two church plants whose processes and other aspects for launching failed.
  9. Raised about \$750,000 to be in this position beyond per capita and our income.
  10. Helped in planning and leading of 50 presbytery meetings and well over 100 Cabinet and PMT meetings, staffing those Teams and their predecessor equivalents.
  11. Traveled uncountable Montana Miles for Churches, supporting churches with crises, no pastor or pastor away, moderating session/congregational meetings... Baptizing... Confirming... Hundreds of sermons..
  12. Early on organized and planned pastor and spouse retreats at Chico Hot Springs.
  13. Camping & Youth. George has helped run Westminster Spires Camp and mentor staff for 12 years. Both G and K helped lead or speak on many presbytery-wide youth retreats.
  14. Launched a summer college-student intern program for Whitworth Students to serve in our presbytery's rural churches (2014-2018) See also under grants.
  15. Helped plan and or support mission co-workers, and partners from other nations ministry, speaking and partnership in YP. Worked to extend YP 's active role in the Zimbabwe partnership which Denver began. K testified at GA in support of action supporting justice in Zimbabwe by the USA before the GA.
  16. Participated in Synod Staff Forum from 2004 to present; - gatherings 2-3x a year & zoom; mutual equipping and support and collaboration; resourcing other presbytery leaders and presbyteries informally and formally, Kathy led a visioning process retreat for Western Colorado presbytery; George lead spiritual retreats for the ELCA Synod in Montana.
  17. Staffed Yellowstone - Glacier Presbytery annual Convocation planning team for Yellowstone, attended, led workshops.
  18. Partnered with Dan Krebill with Presbycats hosting end of semester events, ongoing rel's with some.

19. Western National Leadership Training conference by our Synod, from the 80's – a few years ago, in Jackson, WY. Sometimes on planning team meetings. Attended, lead a workshop,
20. Served 2 terms as Synod Commissioner. Kathy chaired or was on Synod Personnel Committee for 4 years. We attended Synod Assemblies as staff.
21. Served on College/University Boards of Trustees: Kathy for nine years for Whitworth University; George for 12 years for Rocky Mountain College.
22. George- Board of Directors of Intermountain Children's Services, Helena, MT (2004-2016), Kathy on their President's Council for several years.
23. George – Training presbytery moderators for the 2019-20-21 GA Moderators Conference, leading a national seminar with former GA moderator Vilmarie Oliveri on "The Moderator as Spiritual Leader."
24. Helped the presbytery and leaders explore, be informed and be better informed, equipped and supported regarding trends and to experiment and navigate many shifts resulting during and from the Covid-19 experience which accelerated many trends, including technology and virtual attendance.
25. General Assembly, - help to train our commissioners/YAD, attend if funds and prioritization and time allows.
26. Kathy served as YP overture advocate when we concurred with an overture to GA (regarding nFOG).
27. Montana Association of Churches/Christians, met with and partnered with MAC at various times before it was dissolved.
- 28. *We have and will continue to carry you and all the churches in our hearts for prayer and intercession... And we are Profoundly grateful for all who have served the Lord, their churches and communities and the Presbytery faithfully with us!!***