

Stated Clerk Search Committee Report

May 2021

We are blessed to nominate **Ruling Elder Caroline Fleming** as Stated Clerk of the Presbytery of Yellowstone for a three-year term beginning June 1, 2021. The actions the presbytery needs to take to confirm this nomination are on the second page of this report.

Our process

The Stated Clerk Nominating Committee began meeting in January 2021 and met 11 times by Zoom. We reviewed and updated the job description and application for the position, and created an ad for use in the presbytery and beyond. We did this in consultation with the Leadership Cabinet and the Presbytery. We appreciate the shared outreach of congregations and church leaders, which helped spread the word that we were seeking a new Stated Clerk.

We were grateful to receive three fine applications from well-qualified individuals. Our Interviews with all three helped us discern the particular needs of the presbytery at this time.

Qualifications of our nominee

Caroline Fleming offers a wealth of experience at First Presbyterian Church of Miles City as deacon and elder. In 1980 she was asked to speak at the Federated Church of Forsyth, beginning a long ministry of preaching at PC(USA), Methodist, American Lutheran, and UCC congregations throughout eastern Montana. She was moderator of the presbytery in the 1990s, and most recently served as moderator of the Representation/Nominations Team. She has been our elder commissioner to the General Assembly twice, and currently is a member of the synod Permanent Judicial Commission. It is hard to think of a role in the church that she hasn't served with energy, intelligence, imagination, and love—and a sense of humor. Her application for Stated Clerk stated, *"After a great deal of prayer and consideration as well as discussions with several people, I decided to apply for the position of Stated Clerk because I love God, love the Church of Christ, and feel called to serve the people of God for as long as I am able to do so."*

In her work career, Caroline was the Executive Director of Custer Network Against Domestic Abuse and Sexual Assault (CNADA) for 20 years, retiring in 2018. In this position, she wrote and administered grants, hired and supervised staff, managed financial details, and oversaw daily operations, including responding to victims of domestic and sexual violence. She brings broad and deep work experience, big picture vision and attention to detail, and a strong work ethic to the position of stated clerk.

Caroline combines a good command of the Book of Order with the ability to gently teach others. She is a knowledgeable and efficient administrator, an excellent communicator, a fine preacher, and a friend and mentor to pastors. She already has the trust, respect, and love of countless Presbyterians, and we are confident that she will be an excellent stated clerk.

Personal information

Caroline is originally from Pittsburgh, PA where her family history is very deep, and where, as people often used to say, "Presbyterians are dense." At least they were saying that when she left the east as a young adult, crossed the Mississippi for the 1st time, and never went back save for family visits. She and Jack Fleming have been married for 21 years and together have two sons, two daughters, and, most fun of all, three grandsons ages 18, 16 and 8 and one granddaughter age 19 months.

Motions for the Presbytery May 21, 2021

1. That Ruling Elder Caroline Fleming of Miles City be elected for a 3-year term as Stated Clerk of the Presbytery of Yellowstone, beginning June 1, 2021.
2. That Standing Rule S4.05 be set aside to allow for a short delay between election and installation. The first sentence of S4.05 reads,

The stated clerk shall be elected by the presbytery at the last stated meeting at which the term of the incumbent expires, and shall assume office upon installation at the close of said meeting.
3. That the installation of Caroline Fleming as Stated Clerk be held as the first order of business of a special presbytery meeting called for June 3, 2021.
4. That the terms of the call be:
 - 1/3-time non-exempt position with flexible hours
 - Annual salary of \$19,500. A portion of this may be allocated to a retirement savings account.
 - Travel and professional expenses to be reimbursed
 - Continuing education - prorated for part-time employment in accordance with the Presbytery's Personnel Policy
 - Vacation - prorated for part-time employment in accordance with the Presbytery's Personnel Policy
 - All other provisions of the Presbytery Personnel Policy, including the Family Leave Policy
 - A 3-month probationary period, as described in the Presbytery Personnel PolicyA performance review led by the Personnel Committee of the Leadership Cabinet will be held before December 1, 2021. At that time, the employee will be eligible for a \$500 increase in annual salary.
5. That Ruling Elders James Tarr and Melissa Bell be thanked for their three-plus years of service as Stated Clerk and Assistant Stated Clerk, and retired with the gratitude of the presbytery for their faithful servant leadership.

Faithfully submitted by the Stated Clerk Search Committee,

Jody McDevitt, moderator

Carol Brown

Chuck Carlson

Debbie Funke

Andy Pehl

Kathy Goodrich, staff