

4. **Amend Indebtedness Policy:** The committee **recommends** that the Presbytery's Indebtedness Policy be amended as follows:

INDEBTEDNESS POLICY

Pastoral care for students and clergy includes caring for their financial well-being and that of their families. This extends to insuring that no student or clergy takes on more debt than can be reasonably repaid from expected earnings. To that end, the Presbytery of the Twin Cities Area adopted the following policy in March 2002:

When Presbytery of the Twin Cities Area is the Presbytery of Care:

1. The Committee on Preparation for Ministry shall monitor the financial status of inquirers and candidates under care, suggesting that the total educational debt level of seminary students upon graduation should be no more than 50% of the latest available church wide median salary.
2. Every seminary student under care is ~~required~~ **strongly encouraged** to attend a financial planning workshop such as the Fiscal Fitness Workshop provided by the Board of Pensions. (Students will note that the Fiscal Fitness Workshop of the Board of Pensions is required for participation in the PC(USA) Seminary Debt Assistance Program which forgives debt if a person takes a call in a small, rural congregation.)

When Presbytery of the Twin Cities Area is the Presbytery of Call:

1. Any minister who is serving a first call following graduation from seminary, who comes with any educational indebtedness, shall be required to show evidence of having attended a financial planning workshop such as a Fiscal Fitness workshop sponsored by the Board of Pensions. If the minister has not attended such a workshop, he/she shall be required to do so within twelve months of start-up.
2. The Committee on Ministry shall encourage calling congregations to utilize further educational debt reduction as a point in negotiating terms of call with a prospective pastor who is a recent seminary graduate.

The amendment to the policy is shown by strikethroughs for deleted language and bold for inserted language.