

Report

Draft 6

Standing Rules Study Committee (RSC)

TE Byers, <i>MTW</i>	857-8707	RE Castor, <i>Session Records</i>	857-5913
RE Donahoe, <i>Clerk (chair)</i>	907-7479	TE Faulkner, <i>MNA</i>	619-2832
TE Guzi, <i>Nominations</i>	564-9273	TE Harper, <i>Stewardship</i>	895-4360
TE Hiatt, <i>RUF</i>	609-5492	RE Jones, <i>at large</i>	519-7076
TE Sneed, <i>at large</i>	575-1370	TE Stout, <i>Admin</i>	502-8520
TE Thrailkill, <i>Credentials</i>	278-2798	RE Sutton, <i>CCP Moderator</i>	847-5179
TE Upton, <i>Candidates</i>	564-8183	TE Womack, <i>Shepherding</i>	888-4435
TE Falls, <i>(sub for Upton)</i>	549-8272		

At Presbytery's last stated meeting April 22, CCP adopted two motions:

- To appoint a Study Committee on Transition and Restructuring to review our Standing Rules and report any recommended changes to the Presbytery meeting on Saturday, July 26.
- To instruct this Committee to also study idea of easternmost churches transferring to Eastern Carolina Presbytery.

In the following report, the RSC presents 8 Recommendations in four general areas: administrative changes, consolidation of committees, compensation policy & severance guidelines, and increased use of commissions. Here is a summary listing:

- 1) Standing Rules amendable w/ 80% vote at single meeting
- 2a) Change "mailings" to email or web-posting
- 2b) Amend sentence on approving Commission actions
- 2c) Change officer terms to run Jan 1 to Dec 31
- 3) RUF – liaison with non-RUF ministries
- 4) New Exam committee for all licensure/ordination/transfer
- 5) Combine Admin with Nominations, Stewardship and CE
- 6) Appoint committees as Commissions for
 - a) Candidates – 2 tasks
 - b) Exams – 3 tasks
 - c) Shepherding – 1 task
 - d) RUF – 1 task
 - e) Admin – 5 tasks
- 7) Nominations for 70 slots in Oct
- 8) Min Comp policy & severance guidelines

Committee Proceedings - RSC held its convening meeting on April 29. RE Donahoe was convener and was elected chair. Ideas were circulated by email afterwards. At its second meeting on May 28, committee voted 9-0 to adopt several recommendations in a first-draft form. Nine were present: Byers, Faulkner, Guzi, Hiatt, Stout, Spitler (for Thrailkill), Sutton, and Donahoe and, by phone, Jones. (Members were allowed to designate their own replacement for any meeting.)

The third meeting was three weeks later on June 19 and RSC reviewed rationale and several revisions to the first draft, including deleting some recommendations. 11 were present: Faulkner, Hiatt, Sneed, Jones, Sutton, and Donahoe and, by phone, Byers, Falls, Guzi, Harper, and Thrailkill. Some members wanted more recommendations, or stronger ones, but the ones in this report are those the RSC believed would be broadly supported by CCP.

The final RSC report was posted on the CCP website a week after our third meeting and comments were solicited. Per our Rules, these recommendations need 2/3 approval at our stated meetings on Saturday, July 26 (Back Creek) and Tuesday, October 28. After Presbytery votes on these in July, the RSC will incorporate any tentatively-approved changes into a proposed revised Standing Rules so a complete, clean document will be available for review prior to the second vote in October.

We will recommend to the Admin Committee that 80 minutes be docketed for consideration of these recommendations, and that discussion on each be limited to 10 minutes (normal time limit for a main motion). So, in the interest of efficiency and full discussion, if you have questions please consider contacting one of the RSC members before the meeting. If necessary, the RSC will convene another meeting by conference call before the July Presbytery meeting.

Recommendations

Underlined text to be voted on. Rationale below each.

1. To allow for also amending Standing Rules at a single meeting with prior notice and 80% vote.

In addition to continuing to be able to amend the Rules by 2/3 votes at consecutive stated meetings, we should have the flexibility to amend them at a single meeting if there is a super-majority. This will increase our flexibility and allow us to avoid an automatic 3 month delay on any Rules changes. By analogy, the GA can amend the RAO by a 2/3 vote at any GA (RAO 20). At the same time, any matters considered too important to be amendable at a single meeting, Presbytery can specifically exempt from this provision in the Rules.

2. Other administrative changes

a. Throughout our Rules, change “mailings” to “emailing” or “web-posting.”

This reflects how dockets are currently distributed.

b. In Section X.C on “Commissions,” amend sentence by adding one word: “If Presbytery approves the actions of a Judicial Commission, they shall become the actions of Presbytery.”

Without the addition of this word, the sentence misunderstands the nature of a commission. Actions of a commission *are* the actions of the Presbytery and do not need to be “approved.” At the same time, the judgment of a *judicial* commission needs to be approved by the Presbytery (without debate), as stipulated clearly in the BCO 15.

c. Terms of office for Moderator, Asst Moderator, Clerk and Asst Clerk begin on January 1 (not after opening of January stated meeting, or January 31, as currently stated.)

With this change, outgoing officers can finish their responsibilities after the Oct stated meeting and for the fiscal year, and the new officers can officially prepare for their roles at the January stated meeting. Nominations and elections would be in October, not January. Officer terms would be from Jan 1 to Dec 31 (like the current term for Treasurer).

3. Retain RUF essentially as is, with changes as indicated (deletions stricken; additions underlined).

Reformed University Ministries Committee. This committee shall be composed of four Teaching Elders and four Ruling Elders. This committee shall serve Central Carolina Presbytery by promoting ministry to college and university campuses throughout our presbytery, by initiating, sustaining, and overseeing Reformed University Ministries within our bounds, and by supporting the work of ~~a North Carolina~~ any Joint Committees (if applicable) on Reformed University Ministries. All agreements governing the work of ~~the North Carolina~~ any Joint Committees shall be subject to approval by Central Carolina Presbytery.

Any of our churches that initiate non-RUF campus ministries are requested to inform and coordinate with the RUF committee. In addition, churches that maintain existing non-RUF campus ministries are requested to maintain liaison with this committee. This is not to be understood as RUF review and control of non-RUF campus ministries, just coordination and good stewardship.

1. The duties of the RUM Committee of Central Carolina Presbytery shall be (*showing only paragraphs that would change*):

A. To promote the work of evangelism and discipleship on college and university campuses throughout the boundaries of Presbytery, ~~and under the terms of a Joint Committee agreement, throughout the state of North Carolina,~~

- 1 H. To help serve as a Presbytery liaison and collegial partner for non-RUF ministries that serve in our
2 churches and Presbytery bounds
- 3 I. ~~To participate in a NC Joint Committee on RUM by electing from committee members the required~~
4 ~~number of representatives, and~~
- 5 J. To report directly to Presbytery concerning the work of the committee AND joint committee, if
6 applicable, and to present any appropriate matters to Presbytery for its approval.

7 **4. Transfer licensure and ordination exams from Candidates to Credentials, and rename**
8 **Credentials as the Exam Committee.**

9 **a. Increase size of Exam Committee from 4+4 to 6+6**

10 This will combine exam expertise on one committee and would ensure greater standardization.
11 Many presbyteries combine Candidates and Credentials, but with almost 30 candidates we still need
12 a separate Candidates committee. Candidates will still be responsible for candidacy exams and
13 evaluation of applications for beginning and completing internships. But the Exam Committee will
14 be responsible for all exams for ordination, licensure of candidates, licensure of TE's (like stated
15 supply) and transfers of TE's (i.e., all the "O/L/T" exams).

16 Over the last 24 Presbytery meetings (6 years), we have averaged 2 candidacy exams and 2 O/L/T
17 exams per meeting. Over the last two years, it's been 2 candidacy exams and less than two O/L/T
18 exams per meeting. Thus, if this change is approved, the Candidates Committee should expect to
19 administer 2 candidacy exams per quarter and the Exam Committee should expect to administer 2
20 O/L/T exams per quarter.

21 The current chairmen of Candidates and Credentials have indicated support for this
22 recommendation.

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27 **5. Transfer Stewardship, Nominations and CE responsibilities to a new, larger Admin Committee.**

28 **a. Expand membership of Admin from 4 to 11, to include moderator, clerk, chairs of seven**
29 **committees (Candidates, Exams, MNA, MTW, RUF, Shepherding, Session Records) and**
30 **two members elected at-large (or their designees).**

31 This combined committee will be a logical place to develop a proposed budget, since all committee
32 chairs are members. It will also be a logical place to find nominations, since each committee chair
33 should know what gift-set their committee needs in a particular slot. The two members elected at
34 large would be nominees from the floor. Parity of TE's and RE's is desired, but not required for
35 Admin (because the seven committees can elect whomever they want as their chairman).

36 Any of the committee chairmen, or the two men elected at large, can designate someone to take
37 their place, and vote for them, at any Admin meeting. These would likely be members of their own
38 committee, but that's not required.

39 Rule changes 4 and 5 would reduce CCP committee slots by 22% (minus 20 of 92).

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44 **6. In addition to what's already provided in the Rules, to authorize some standing committees to**
45 **act as commissions for the following 12 tasks.**

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47 ○ **However, in the tasks below, if one voting member of the commission requests, the**
48 **commission will only function as a committee and will bring the matter to the full**
49 **Presbytery with recommendation.**
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51 ○ **These commissions would require 2 TE's and 2 RE's for a quorum, except Admin**
52 **whose quorum would be 50% of its members:**

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- a. **Candidates** (8 members)
 1. **Approving beginning internships BCO 19-9 &10**
 2. **Approving internships as complete BCO 19-13**
 - b. **Examinations** (12 members)
 3. **Approving PCA TE transfer exams (BCO 13-6) & new terms of call (BCO 20-1 & 8)**
 4. **Approving PCA TE licensure exams (for stated supplies, seminary professors, etc – (BCO 19-1)**
 - a) **When Exams acts as a commission for transfer or licensure of a PCA minister, their report in the docket shall record any differences the minister had with the Standards, noting whether the Commission judged them as being merely semantic, or more than semantic but not out of accord with any fundamental of our system of doctrine (like RAO 16-3e.5)**
 5. **Appointing Installation Commissions for PCA TE’s transferring (BCO 21-5)**
 - c. **Shepherding** (8 members)
 6. **Approving Session requests for Stated Supply (includes “interim pastors” or licensed Student Supply or licensed RE Supply) BCO 22-5 & 6**
 - d. **RUF** (8 members)
 7. **Approving any changes in Terms of Call for current RUF ministers (after previous initial approval by full Presbytery). BCO 20-6, 8-6**
 - e. **Admin** (11 members)
 8. **Determining location for meetings**
 9. **Approving excused absences**
 10. **Deciding if there should be a “special program” for any given meeting**
 11. **Annually appointing 11 reps for GA Committees of Commissioners. This does not include the TE and RE for Overtures (RAO 14-2)**
 12. **Annually nominating any qualified presbyters to the PCA Nominating Committee for consideration on the 13 PCA Permanent & Special Committees & Agencies (RAO 4)**
 - **IMPORTANT** - The stipulation that a single member can request full Presbytery review, rather than allow commission action, is a conservative and adequate safeguard for any of these tasks.
 - Full Presbytery will still do all exams for :
 - (a) licensure of candidates or non-PCA TE’s
 - (b) transfer of non-PCA ministers, and
 - (c) ordination.

The BCO allows a Presbytery to appoint commissions for these tasks. (It only prohibits a commission from examining a man for ordination – BCO 15-2, last sentence.) These tasks can

1 each be fulfilled well by commissions. Like any commission, these commissions would always
2 report their actions to the next Presbytery meeting (but for information only, since the Presbytery
3 acts when the commission acts).
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5 Transfer and Licensure exams for PCA ministers – This pertains only to PCA ministers seeking
6 transfer or licensure. At present, when a church seeks to call a TE from another Presbytery, that
7 minister “ordinarily shall not move on to the field until examined and received by Presbytery”
8 (BCO 21-1). Thus, at present, churches and ministers need to live with CCP’s four-meeting-per-
9 year schedule. However, if Exam is commissioned for this, there will be much more schedule
10 flexibility. Commissioning the Exam Committee is preferable to holding a called Presbytery
11 meeting to examine PCA transferees. Again, if a single member of this committee requests the
12 exam be conducted by the full Presbytery, it shall be docketed (committee probably 12 members).
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14 **7. Presbytery appoints the RSC Committee to bring nominees to the October meeting for all**
15 **committee positions (i.e., 70 - if the previous recommendations were adopted).**
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17 Since there will be several significant changes and rearrangements in our committees and since
18 some will have Commission-authority in more matters, all committee positions should be
19 reviewed and reelected. Men currently serving will be likely choices for these nominations. In
20 addition, men who were serving on CE, Nominations and Stewardship are now free to be
21 considered for other committees. All committees would elect their chairmen ASAP after the
22 October Presbytery meeting (as done already). If the current committee chairman is not a member
23 of the newly constituted committee, the Moderator will appoint the convener. Recommendations
24 in this RSC report decrease the total committee slots from 92 to 70 (i.e., 76% of original size).
25 RE/TE parity will still be stipulated for all but the Admin committee. If Presbytery prefers, it can
26 assign this task to the current Nominations Committee or to a newly-appointed ad hoc committee.
27 The current Nominations committee is still responsible to nominate the four officers and treasurer
28 for 2009 and trustee for class of 2011. 70 Nominees needed (in addition to 4 officers & treasurer)
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Admin	2 at large	Candidates	8	Exams	12	MNA	16
MTW	8	RUF	8	Session Records	8	Shepherding	8

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33 **8. To adopt the attached Guidelines for Terms of Calls (BCO 20-6), which includes**

- 34 **a. Policy on Minimum Compensation**
35 **b. Guidelines on a Severance**
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37 Minimum compensation - Presbytery already has a policy on minimum compensation, but the
38 amount is not in our Rules and there is no procedure stipulated for reviewing it annually. And there
39 is currently no differentiation between senior, associate and assistant pastors. Furthermore, for
40 clarity, we should separate this figure into two components - salary/housing and benefits. The
41 attached addresses this. Comparison is made with average salaries from the 2007 survey of PCA
42 pastors (673 respondents) and for NC public school teachers with Master’s degrees.
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44 Severance - These are guidelines, not a policy like minimum compensation. However, it would be
45 helpful if an understanding of severance is reached between the church/Session and minister in the
46 initial call (or if not done initially, then when calls are renewed/revised). It is easier to do this up
47 front rather than at the time of dissolution when there might be tension. These could also serve as
48 guidelines for any church seeking to dissolve the call of its minister, even if the guidelines were not
49 included in the terms of call. In addition to researching other denominations, RSC chair discussed
50 these guidelines with Chet Lilly (business manager at PCA Retirements, Benefits and Insurance),
51 two attorneys from Peacemakers, and an experienced CPA/HR person on staff in a PCA church.
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Second Assignment

“To also study idea of easternmost churches transferring to E. Carolina Presbytery.”

❖ **At present, RSC does not have any recommendation regarding this idea.**

We have communicated with the 8 easternmost CCP churches and with the Clerk of E. Carolina (RE Jeff Smith) <http://easterncarolina.org> We received responses from two (1st Pres Ellerbe and Mt. Carmel).

We have also communicated with the Clerk of Piedmont Triad (TE Randy Edwards) since 1st Pres Ellerbe and Mt. Carmel expressed a preference for that realignment instead.

Boundary changes cannot be approved until the June 2009 GA in Orlando, so the three Presbyteries have until their March or April 2009 stated meetings to consider any proposals.

ECP meets the third Saturdays of April, July and October (each about a week before our meetings) and the fourth Saturday of January (same as CCP). Triad meets the third Saturdays of Jan, March, May, Sept and Nov.

Our 8 churches are below, from W to E – link to a map http://ccpca.net/images/sandhills_region.png

4 Richmond County	1st Pres Ellerbe (Watson)	Mt. Carmel Ellerbe (Alexander HR s/s)
	Norman (Bowling s/s)	Covenant Mission Rockingham (Straight)
1 Moore County	Sandhills Southern Pines (Lax associate, Martin asst)	
1 Harnett County	Countryside Cameron (Kinney)	
2 Cumberland County	Cross Creek Fayetteville (Braden, Bivans asst)	
	Providence Fayetteville (Webb)	

These 8 churches include (Dec 2006 stats)

10 ministers (5 pastors, 2 s/s, 1 assoc, 2 asst)	29 RE's
700 communing members	\$1,500,000 total budgets
800 average Sunday am attendance	\$14,000 annual contribution to CCP

Standing Rules Appendix 1

Terms of Call

For Ordained Ministers Serving in Called Positions within the bounds of Central Carolina Presbytery

Before a candidate or minister moves on to the field, Presbytery is responsible to examine him, receive him as a member, and approve his call (BCO 20-1, 20-6, 13-9a & c). To that end, our Presbytery has adopted a policy on minimum compensation to help churches and Sessions construct the terms of call. In addition, Presbytery recommends guidelines on severance, which some churches might consider including in their terms of call.

Minimum Compensation Policy - Each year at the Fall stated meeting, the Admin Committee will recommend an amount as the minimum compensation package for ministers, and Presbytery will adopt an amount (salary, housing and benefits). A church or Session shall provide an explanation if they seek to call a minister with terms that do not meet Presbytery policy on minimum compensation. In such a case, the Examinations Committee will consult further with the church and prospective candidate or minister to discuss the reasons. This should be done before a call is presented to Presbytery. The committee will then report its recommendation to Presbytery.

The current minimum compensation package for **Senior** or **Solo Pastors** is \$55,000. (That equates to about \$44,000 salary/housing component, plus approx 25% of the salary/housing component for the benefits component - medical & dental insurance, retirement annuity, Social Security, life and disability insurance, tuition, etc). This figure was last revised on January 28, 2006. Minimum compensation for **Associate Pastors** is 90% of this figure and for **Assistant Pastors** it is 80%. These ratios are comparable to those reflected below in the 2007 nationwide Survey on Compensation for PCA Pastors.

When compared with the average compensation at the 1st quartile of PCA pastors nationwide (ACQ1), our minimum is 86% of the ACQ1 for senior/solo pastors, 77% of the ACQ1 for associate pastors and 81% of the ACQ1 for assistant pastors. (A quartile is a point of distribution marking the 25%, 50% or 75% percentile.)

Below are average compensation figures from the 2007 nationwide survey of PCA pastors (673 responding). Also listed are figures from the South Atlantic region, which includes 6 states: Virginia, West Virginia, North Carolina, South Carolina, Georgia and Florida.

Averages	Total	=	Salary	+	Housing	+	Benefits	=	CCP's min as %
Sr/Solo Pastors - nationwide	85,500		44,700		23,900		16,900		64%
S. Atlantic	84,200		44,000		23,500		16,700		65%
0-100 members - nationwide	67,400		34,900		20,300		12,200		82%
0-100 members – S. Atlantic	64,000		33,300		19,600		11,100		86%
1st quartile (ACQ1) – nationwide	65,000		31,400		24,000		9,600		86%
1st quartile – S. Atlantic	65,000		30,400		27,800		6,800		86%
1st quartile – 0-100	52,000		43,500		7,200		1,300		106%
1st quartile – 0-100 S. Atlantic	50,400		32,800		17,600		0		109%
Associate - nationwide	80,300		42,300		22,300		15,700		62%
S. Atlantic	76,500		41,000		21,300		14,200		65%
0-200 members - nationwide	66,300		35,000		19,000		12,300		75%
1st quartile (ACQ1) – nationwide	63,900		23,700		24,000		16,100		77%
1st quartile – S. Atlantic	64,000		36,000		18,000		10,000		77%
Assistant - nationwide	68,300		38,400		16,600		13,300		64%
S. Atlantic	68,000		35,700		18,800		13,500		65%
0-100 members - nationwide	57,200		39,100		8,400		9,700		77%
1st quartile (ACQ1) – nationwide	54,600		29,800		14,000		10,800		81%
1st quartile – S. Atlantic	56,000		39,400		16,600		0		79%

For comparison, in July 2007 the *salary* for NC public school teacher with a Master's degree ranged from \$33,000 to \$64,000 (0 to 31 years experience), which includes 2 months off - www.ncpublicschools.org.

Severance Guidelines

1. Severance Understanding in Terms of Call - The congregation (or the Session for assistant pastors) should consider formalizing some understanding of severance in its initial call to a minister or when it revises a call if not included initially. If doing so, the church can either adopt Presbytery's guidelines and include them (by reference) in the Terms of Call, or the church can express different stipulations in the Terms that they propose to the minister and to the Presbytery.
2. Severance is based on our Reformed understanding of compassion and grace, and thus should not be considered a reward for poor performance.
3. Due consideration should be given to the church's ability to pay severance.
4. Severance is considered in lieu of Unemployment Compensation.
5. If the minister was called for a set term (e.g., five years), then severance is not necessary at the expiration of the term, provided the minister was given reasonable notice that the call would not be renewed (similar to the periods shown below for severance). The renewal-decision date should be stipulated in the original terms of call.
6. Severance is to be considered in instances when the congregation (or Session for assistant pastors) petitions Presbytery to dissolve the call (BCO 23-1), but there are no charges filed (BCO 32-2), offenses alleged (BCO 34-3) or Presbytery investigation pending of the minister (BCO 31-2). However, even if there are charges filed, offenses alleged, or a Presbytery investigation in process, consideration can still be given to the needs of the family even though there may be an absence of sympathy for the minister.
7. If a minister voluntarily submits his resignation to Presbytery, severance is not customary. However, if the minister is not shortly moving to another call, a Session is still encouraged to consider some agreement with the minister on "transitional support." The time periods below could inform this.
8. Normally, the severance period would begin on the date when Presbytery or its commission approves the congregation's or Session's request and dissolves the call. In a case where a minister resigns (like the paragraph above), any "transitional support" could begin on whatever date the Session decides.
9. Normally, severance will cease when the minister obtains future employment comparable to or in excess of severance. However, if the minister obtains employment that is not comparable to the former compensation, the church will make up the difference during the term of severance package.
10. Normally, the severance amount includes "effective salary" (salary and housing) plus an amount equal to what was allocated for the benefit component (medical and dental insurance, life and disability insurance, social security, pension/annuity, tuition, etc.). Because insurance plans will not normally continue to cover a minister whose employment has ended, the benefit component should be paid directly to the minister. Severance does not usually include professional expenses or allowance amounts. Payments will usually be made according to the regular payroll schedule of the church, but lump-sum can be arranged if agreeable to both parties. The amounts in this paragraph will be based on the most recent terms of call on file in the office of Presbytery.
11. Consideration should be given to reimbursing unused vacation time by adding to severance amount.
12. If a manse is involved, the church and minister should reach some understanding in the original terms of call, in case a severance ever occurs.
13. Calculating severance, based on years of completed service (on a pro rata basis):

1 to 3 years = *3 months of severance*

4 years = *4 months of severance*

5 years = *5 months of severance*

6+ years = *6 months of severance*

Central Carolina Presbytery - Call to a Particular Work

Revised July 2008

The _____ Church of _____, NC, being on sufficient grounds well satisfied of the ministerial qualifications of you, _____, and having good hopes from our knowledge of your labors that your ministrations in the Gospel will be profitable to our spiritual interests, do earnestly call you to undertake the office of pastor (or associate or assistant pastor) in said congregation, promising you, in the discharge of your duty, all proper support, encouragement and obedience in the Lord. That you may be free from worldly care and avocations, we hereby promise and oblige ourselves to pay you annually, in regular monthly/bi-monthly/weekly payments, the following:

Salary	_____	
Housing/Manse Allowance	_____	
		Salary Component _____
Benefits		
Medical & Dental Insurance	_____	
Life & Disability Insurance	_____	
Social Security	_____	
Retirement Annuity	_____	
Christian School Tuition (if applicable)	_____	
Other _____	_____	
		Benefits Component _____
Professional Expenses/Allowances		
Car	_____	
Continuing Education	_____	
Book Allowance	_____	
Meals	_____	
Cellphone	_____	
Other _____	_____	
		Expenses Component _____
Miscellaneous		
Moving Expenses	_____	
Vacation Time	_____	
Study Leave Time	_____	
Sabbatical understanding	_____	
Severance understanding	_____	
Other _____	_____	

These we promise during the time of your being the pastor of this church (or until [*date*]). In testimony whereof we, the Pulpit Committee (or Session), authorize the Chairman to sign on this date _____.

Chairman (or Moderator): _____ (print name) _____

ATTEST: I, having moderated the congregational meeting (or Session meeting) which extended a call to _____ for his ministerial services, do certify that the call has been made in all respects according to the rules laid down in the PCA Book of Church Order, and that the person who signed the foregoing call was authorized to do so by vote of the congregation (or Session).

Date of Congregational (or Session) meeting _____ Vote: #in favor _____ #opposed _____

Moderator: _____ (print name) _____