

Motion 1:

Be it resolved that the Southwest Florida Presbytery hereby adopt and implement the PCA Call Package Guidelines as its official policy regarding the acceptable form of Call Packages. Every Call Package is to be presented to the Presbytery by way of the Shepherding Committee and must utilize the Recommended Form of Call to a PCA Pastor and reflect interaction with these Guidelines by breaking out, as per BCO 20-1, separate, specific and sufficient amounts for Salary; Housing Allowance; Retirement Savings (stated as a percentage of Salary plus Housing Allowance); Health, Life, and Long-Term Disability Insurance benefits; Moving Expenses; and Vacation benefits.

Our Recommended Process:

1. The calling body will fill out the "Recommended Form of Call to a PCA Minister" worksheet and submit it to the Shepherding Committee at least one month prior to the Presbytery meeting at which the call will be considered.
2. The Shepherding Committee will appoint one person to interface directly with the church and the candidate regarding the proposed call package.
3. As deemed necessary, the appointed SC member will meet (face-to-face, by phone or virtually) with the appropriate representatives of the calling body (usually the Session, Personnel Committee or MNA Committee in the case of a church plant) to go over the call, using the "PCA Call Package Guidelines Evaluation and Review Worksheet" to guide the conversation.
4. As deemed necessary, the appointed SC member will meet (face-to-face, by phone or virtually) with the TE candidate to go over the call, using the "PCA Call Package Guidelines and Evaluation and Review Worksheet" to guide the conversation, and to ensure that the terms presented appear sufficient to meet the financial needs of the candidate.
5. The Shepherding Committee will add its endorsement as to whether the call is adequate or deficient before the call is presented to the Presbytery for approval.

Motion 2:

Be it resolved that the Southwest Florida Presbytery hereby encourage and request every church in the Presbytery to complete the "Recommended form of Call to a PCA Minister" worksheet for each pastor in the church, submitting the completed form to the Shepherding Committee by December 31, 2013. This is done both for the opportunity for each church to evaluate the present structure of the calls issued to their pastors as well as to maintain compliance with BCO 20-6 (about which, Morton Smith's Commentary on the Book of Church Order of the PCA on page 209 reads, "Since the original call must be approved by the Presbytery, any subsequent amendments to the call must be presented to the Presbytery for its approval.")

