



## **Seattle Presbytery Seminary Debt Policy**

1. Any teaching elder 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, or other financial planning workshop. If the teaching elder has not attended such a workshop, he/she shall be required to do so within twelve months of start-up, the cost of registration fee, accommodation and travel for such a workshop to be considered legitimate reimbursement expense from study leave allowance. Funds may be available from the Committee on Ministry if additional financial assistance is needed.
2. To apply for seminary debt assistance grants from the Board of Pensions, a prospective candidate must\*:
  - a. Serve in a full-time, called position as a teaching elder to a church with fewer than 150 members and a budget of \$250,000 or less;
  - b. Attend a one-day financial planning seminar (Getting in Shape Fiscally), offered by the Board of Pensions;
  - c. Receive permission from your presbytery.
3. The Committee on Ministry shall encourage calling congregations to utilize further educational debt reduction as a point in negotiating salary with a prospective teaching elder who is a recent seminary graduate.

[\*Note: Board of Pension Seminary Debt Assistance Program requirements.]