

## **POLICY ON EQUAL EMPLOYMENT OPPORTUNITY IN THE CALLING OF A MINISTER**

BECAUSE OF OUR CONVICTION AS PRESBYTERIANS OF THE AUTHENTICITY OF THE PRIESTHOOD OF ALL BELIEVERS AND OUR APPRECIATION OF OUR UNITY IN CHRIST ("There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in -Christ Jesus") WE ADOPT THIS POLICY OF EQUAL EMPLOYMENT OPPORTUNITY IN THE CALLING OF A MINISTER.

This policy is based upon provisions contained in the Form of Government 4.04003, 9.0104., 9.0105, 13.0201b, 14.0502 and the Presbyterian Church's Affirmative Action/Equal Employment Opportunity (AA/EEO) program to ensure equal employment opportunity without prejudicial regard to race, ethnic origin, age, sex, marital status, or handicap.

1. When a congregation is ready to elect a pastor nominating committee, representative(s) from the Committee on Ministry (COM) shall be present at the meeting to review EEO constitutional provisions and the Church's policies as they relate to the calling of a pastor, co-pastor or associate pastor.
2. COM representative(s) shall review these provisions with the session when it indicates an intent to invite a minister to be an associate pastor, interim supply, or request a stated supply.
3. COM representative(s) shall interpret the Presbytery's AA/EEO program to the session and pastor nominating committee at their respective meetings pertaining to calling a minister. They shall explain that the Church Information Form asks whether the nominating committee intends to follow the Form of Government concerning EEO and that the session endorses that intention.
4. When a congregation, session, and/or pastor nominating committee indicates an unwillingness to consider pastoral candidates without prejudicial regard to race, ethnic origin, age, sex, marital status or handicap this procedure SHALL be followed: (a) the session SHALL request permission of the Presbytery, through COM, to be exempt from the AA/EEO requirements, (b) the session SHALL appear before the Presbytery to present its reasons, (c) the Committee on Ministry SHALL make recommendations to the Presbytery regarding disposition of this matter, and (d) the Church Information Form to be filed with the Vocation Agency SHALL NOT be approved by COM until authorized by the Presbytery.
5. Prior to the time COM interviews a candidate to be presented to the congregation the pastor nominating committee must provide information to COM regarding its consideration of unmarried candidates, those over 49, racial/ethnic minorities, handicapped persons, and women in comparison with the total number of persons considered.
6. In the event that a pastor nominating committee and/or session indicates a willingness to consider pastoral candidates without prejudicial regard, but is unable to provide documented information that it had done so, it may be required by COM to follow the procedure outlined in paragraph 3 to show cause why the Presbytery should approve a call to their pastoral candidate.
7. We urge COM especially, but also ALL the Committees of Presbytery to provide resources and opportunities to congregations, not only during periods when calls are being considered, but at all other times, which will help congregations see the ministry in inclusive terms.

## **AFFIRMATIVE ACTION/EQUAL EMPLOYMENT OPPORTUNITY POLICIES**

### **1. REPORTING AA/EEO ON CALLS**

Beginning January 26, 1991, representatives of congregations will be asked to testify to the Presbytery of Giddings-Lovejoy the ways in which the Pastor Nominating Committee has complied with the AA/EEO guidelines of the Presbytery and the Presbyterian Church (U.S.A.).

## 2. INTERVIEWING REQUIREMENTS IN AA/EEO

In situations of interim, stated supply, or designated term pastor, when the Committee on Ministry presents names of two or more ministers for the consideration of the church, the policy of the COM requires the church to interview all of the persons named by the COM.

In calls to installed pastors, associate pastors, or co-pastors, the policy of the COM is to encourage pastor nominating committees to interview persons, when available, from as many of the following categories as possible: different racial ethnic groups, different ages, both sexes, various disabilities, and different marital conditions (married, single, widowed, or divorced), in order to advance the value of inclusiveness in the Presbyterian Church (U.S.A.).

approved by COM 1/23/85;

approved by Coordinating Council 2/7/85

adopted by Presbytery 2/25/85