

IMPACT STUDY POLICY

Presbytery of Giddings-Lovejoy

On May 20, 2004 Presbytery approved Mission Council's recommendation of the adoption of the following policy:

a. Purpose

To increase awareness of and work toward the eradication of intentional and unintentional racism and privilege at critical decision points in the life of the Presbytery of Giddings-Lovejoy without increasing the complexity of reaching timely and informed decisions.

b. Policy, Program or Personnel Decisions

Presbytery shall require, through Mission Council, the submission of a dismantling racism and privilege impact study prior to the adoption of a major presbytery policy, program, or personnel decision.

“Major presbytery policy, program, or personnel decision” includes the calling of persons to all presbytery staff positions, the allocation of presbytery resources through the adoption of the presbytery annual budget, the adoption of presbytery mission goals, new church developments, the redevelopment, merging, closing or relocation of churches, conducting a presbytery capital fund campaign, and the allocation of presbytery funds for non-budgeted special mission projects in the amount of \$5,000 or more.

c. Pastoral Calls

The Committee on Ministry is requested to schedule an anti-racism training for its members and its pastoral transition advisors.

In addition, the committee is requested to monitor the AA/EEO procedures currently in place for calling pastors, encouraging Pastor Nominating Committees to seriously consider candidates, both male and female, from all racial ethnic groups.

d. Business Practices

Presbytery adopts an intentional policy of increasing its business relationships and contracts for goods and services from racial ethnic and female-controlled firms using some of the resources suggested below.

e. Sessions

Presbytery, in order to fully realize the goal of assuming an anti-racism identity, shall recommend to the sessions of our churches that they give careful consideration to adopting similar procedures as adapted to the situations of the local church.

f. Impact Study Format

Presbytery may use the form below as a guideline for impact studies, to be monitored by Mission Council.

g. Resources

Staff and Personnel Decision Making

“In calls to installed pastors, associate pastors, or co-pastors, the policy of the Committee on Ministry 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 (USA).” From the presbytery’s policy on Equal Employment Opportunity in the Calling of a Minister

The reporting form required of PNC’s by the Committee on Ministry asks for the following information: number of PIF’s reviewed, number of candidates that preached, number of candidates interviewed, and number of persons offered the position. Under each category, information required is the total number of racial-ethnic persons and the number of females. No record keeping is required for any other categories.

Suggested questions to consider: What was the racial-ethnic makeup of the staff before advertising the position? How was the position advertised? Were any African-American or other racial-ethnic publications included in the posting? Please list the publications used. Were any other efforts made to access a pool of racial-ethnic applicants? How many applications were received for the position? Of the applications received, how many were members of a racial-ethnic group? What will the racial-ethnic makeup of the staff be after employing new staff members?

Equity in Business Practices

Suggested questions of consider: Has your group read and discussed “Facing Racism: A Vision of the Beloved Community,” adopted by the General Assembly as a resource that supports the declaration that the Presbyterian Church (USA) intends to assume an anti-racism identity? Have you sought assistance from such resources as: Project Equity-St. Louis Office, Carleen Miller, 5261 Delmar Blvd., St. Louis, MO 63108, 314-454-9940; Presbytery staff; sessions of racial-ethnic congregations in the presbytery; persons of color, both men and women, in congregations; presbytery resource guide for Equality in Business Practices, Thom Hood, 314-772-2395 x3012, or Barbara Lewis, 314-772-2395 x3029.

For purchases over \$1,000, have you considered bids from racial-ethnic or female owned/controlled firms? How many in each category? Did you accept the lowest bid? Why or why not? Did you require a large general contractor or construction manager to include a fair representation of racial-ethnic and female owned/controlled businesses among subcontractors?

Impact Study Form

1. Proposal:
2. The Ministry Team or Mission Council has reviewed the dismantling racism and privilege impact of the above proposal.
3. Date of Review:
4. Persons participating in the review process:
5. The review process took approximately “x” person hours.
6. Conclusions:
7. Signed (Council Moderator or Ministry Team Chair)
8. Date
9. Submit the Impact Study to the Stated Clerk.