

Peace River Presbytery
Committee on Ministry
EQUAL EMPLOYMENT OPPORTUNITY

1. Policies from the Form of Government.
 - a. Presbytery's Committee on Ministry (COM) has a specific assignment: "It shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age or marital status. In the case of each call, it shall report to the Presbytery the steps in this implementation taken by the calling group." (G-11.0502g).
 - b. Pastor Nominating Committees (PNC) are given explicit instructions in this matter: "Care must be taken to consider candidates without regard to race, ethnic origin, sex or marital status." (G-14.0502). A complete statement on this subject with scriptural and theological background is provided to each PNC in General Assembly's "On Calling A Pastor" manual. These statements stand on one of the basic principles of our Constitution – its diversity and inclusiveness:

"The Presbyterian Church (USA) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition as well as different marital conditions (married, single, widowed, divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)
2. Milestones in the calling process at which the commitment to inclusiveness shall be remembered include:
 - a. When the PNC is formed. As far as possible, this committee should be composed of people of different ages, sexes, marital conditions, races, talents and abilities.
 - b. Obtaining PIFs, reading them and deciding who will be given further consideration. Search procedures should be used which will locate and consider for employment persons regardless of race, sex, age, disability or marital status.
 - c. In the interviewing process, whether by phone or in person, only questions relevant to the position and its stated responsibilities should be asked.
 - d. Factors in deciding which candidate to nominate should have nothing to do with race, age, sex, disability or marital status unless it can be shown that the factors have a significant relationship to a person's ability to perform the job.
3. Guidance offered by the COM to churches during the calling process:
 - a. A representative of the COM will meet with the PNC at its first meeting to counsel the PNC on its responsibilities and duties in regard to EEO.
 - b. The COM will receive from each PNC, along with the call papers for a new pastor, a completed copy of the EEO questionnaire (see Section #4 below). The COM will use this response in making its constitutionally required report to the Presbytery (see section 1-a above). The COM will not use quotas to measure compliance with EEO policies, but it will review the information provided in light of the specific situation and assess the degree to which the spirit of inclusiveness was present in the search.

4. The EEO questionnaire to be returned to the COM with Form F-1 at the end of the search shall include these questions:
- a. Was the Pastor/Associate Pastor Nominating Committee representative of various groups within your congregation (age, gender, marital status, ethnic origin, race)?
 - b. How many PIFs were considered by your search committee? Of these, how many were women? How many were minority?
 - c. Was care taken during interviews to avoid personal questions which had no relationship to the responsibilities of the position to be filled?
 - d. Please explain if any of the following factors were deemed by the search committee to be significant issues in a candidate's ability to perform the job and were used in deciding among the candidates: age, gender, marital status, disability, ethnic origin, race?