

EQUAL EMPLOYMENT POLICY
Affirmative Action for Equal Opportunity in the Ministry

INTRODUCTION

It is the policy of the Presbytery of Los Ranchos to provide equal opportunity in employment for all qualified and qualifiable persons; to prohibit discrimination in employment because of race, color, national origin, sex, age, marital status or disabilities.

The purpose of this affirmative action program is to provide a positive way to approach the goal of equal opportunity employment of pastors by our presbytery and its congregations. No outside party or statute can force a Pastor Nominating Committee (PNC) or congregation to vote for a pastoral candidate they do not want. However, automatic rejection of possible candidates prior to reading Personal Information Forms (PIF) and/or interviewing is both a denial of equal opportunity in the ministry and a severe limitation on the work of the Holy Spirit within a congregation.

The following excerpts from the Book of Order shape the policies of the Presbytery of Los Ranchos for Affirmative Action/Equal Employment Opportunities (AA/EEO) when employing ministers of the church.

GENERAL DENOMINATIONAL PRINCIPLES

G-4.0403 “The Presbyterian Church (U.S.A.) 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 or divorced) shall be guaranteed full participation and access to representation in the decision-making of the church.”
Full Participation

GOVERNING BODIES - WHO IS RESPONSIBLE

G-9.0104a “Governing bodies of the church shall be responsible for implementing the church’s commitment to inclusiveness and participation as stated in G-4.0403. All governing bodies shall work to become more open and inclusive and shall pursue affirmative action hiring procedures aiming at correcting patterns of discrimination on the basis of the categories listed in G-4.0403.”
Participation in and Representation

RESPONSIBILITIES OF THE COMMITTEE ON MINISTRY

G-11.0502g “It shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling group.”
Responsibilities

RESPONSIBILITIES OF THE PASTOR NOMINATING COMMITTEE

G-14.0502b “The nominating committee shall confer with the committee on ministry as provided in G-11.0502d and when seeking an associate pastor or co-pastor, with the pastor or any continuing co-pastors. Care must be taken to consider candidates without regard to race, ethnic origin, sex, marital status, age or disabilities.”
Work of the Committee

WHO IS A MINORITY CANDIDATE? The term “minority” refers to all ministerial candidates who represent a statistical minority by virtue of:

- | | | | |
|-------|-----------------|----------------|--------------|
| race | national origin | age | disabilities |
| color | gender | marital status | |

AFFIRMATIVE ACTION REQUIREMENTS

The Committee on Ministry of the Presbytery of Los Ranchos will authorize PNCs only when satisfied, at the outset, that they will interview according to the denomination's AA/EEO standards. This will be accomplished through the following process in sequence.

FOR THE SESSION

Session meets with a representative of the Committee on Ministry before taking steps to form a PNC. At this meeting, the Session will be required to review the AA/EEO standards of the Presbytery.

FOR THE CONGREGATION

The congregation at its meeting to elect a PNC will review the denomination's requirements for AA/EEO standards.

FOR THE PASTOR NOMINATING COMMITTEE

1. The PNC at its first meeting with a representative of the Committee on Ministry will discuss its responsibilities in carrying out the Presbytery's AA/EEO standards.
2. The PNC will affirm its intent to follow the Presbytery's AA/EEO standards by signing the appropriate place on the Church Information Form prior to its submission to Session and the Presbytery for approval.
3. When the PNC has voted to ask a person to candidate and has completed the negotiations, the Chairperson shall submit a written report in writing to the Stated Clerk of Presbytery including the name of the candidate, the terms of the call, the effective date.

THE COMMITTEE ON MINISTRY

1. The Committee on Ministry shall authorize the Pastor Nominating Committee to report its decision to the Session when it is satisfied that the PNC has given serious consideration to minority candidates.
2. Presbytery shall concur in the call when it is satisfied that the AA/EEO constitutional requirements have been fulfilled by the PNC and Session, and when the candidate is judged suitable for the church.