

EQUAL EMPLOYMENT OPPORTUNITY

"There is no longer Jew or Greek, there is no longer slave or free, there is no longer male and female; for all of you are one in Christ Jesus." (Galatians 3:28)

As a fundamental policy and for the integrity of its witness to our Lord Jesus Christ, Salem Presbytery agrees to furnish to every qualified person and to all persons who may become qualified for employment, equal and just consideration. We hold fast to the Foundations of Presbyterian Polity articulated in the Book of Order, F-1.0403 – "The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than those stated in this Constitution." We agree that in each procedure for the filling of any pastoral position, no one, either negligently or deliberately, will be excluded from consideration because of their race, ethnic origin, sex, age, marital status, or disabilities.

The Presbytery directs its Commission on Ministry to urge each congregation and employing agency within its jurisdiction to earnestly and fairly consider all candidates. While we respect the Foundations of the Constitution and acknowledge that no congregation or employing agency shall be forced to accept leadership which it has not voted to accept, we urge that possible candidates include women and those who belong to Racial/Ethnic categories other than the majority of the congregation.

MODERATORS

The Presbytery instructs the Commission on Ministry Task Force on Transitions in Ministry to advocate the use of women and Racial/Ethnic clergy to serve as the moderators and/or stated supplies when churches have no installed Pastor.

PULPIT SUPPLIES

The Commission on Ministry Task Force on Temporary Ministry and Pulpit Supply shall urge Sessions to invite women and Racial/Ethnic persons to serve as interim and temporary supplies; to lead worship frequently; and to preach when their church has no installed Pastor; and shall provide names of such as are available to serve.

CONSULTATION WITH SESSIONS

This Policy will be discussed with each session whenever their congregation is without an installed Pastor or Presbytery appointed supply pastor and their response will be recorded in their minutes. Notice of the discussion and content of the response shall be forwarded to the Presbytery's COM Task Force on Transitions in Ministry.

MINISTRY INFORMATION FORM AND CONSULTATION WITH PASTOR NOMINATING COMMITTEES

Discussion of the policy shall be a part of the training of each PNC. The COM Task Force on Transitions in Ministry shall carefully note the responses regarding Equal Employment Opportunity on the Ministry Information Form or within the Position Description. If the responses appear incompatible with the Policy, the Commission on Ministry shall require a further consultation between its representative and the Pastor Nominating Committee with regard to this matter. The chairperson of the Pastor Nominating Committee shall attest that the consultation has occurred to the Chairperson of the COM Task Force on Transitions in Ministry. Only upon approval of the COM shall the Ministry Information Form be forwarded to Church Leadership Connection.

CLEARANCE

The COM Task Force on Transitions in Ministry shall satisfy itself that each particular Pastor Nominating Committee has seriously and fairly considered all candidates and that none have been excluded from consideration because of disregard for this Policy.

PRESBYTERY ACTION

The Commission on Ministry Task Force on Transitions in Ministry shall report to the Presbytery in relation to each particular call that the constitutional requirements, specifically those cited in this policy statement, have been fulfilled by the calling agency and the Pastor Nominating Committee before Presbytery concurs with that call.

PRESBYTERY RECORD

The Stated Clerk of the Presbytery shall record in the Minutes of the Presbytery that the procedures described in this Policy have occurred.