

EQUAL EMPLOYMENT OPPORTUNITY POLICY FOR CALLING PASTORS
WITHIN THE PRESBYTERY OF WEST VIRGINIA

POLICY STATEMENT

Presbytery of West Virginia

As a fundamental policy and for the integrity of its witness to our Lord Jesus Christ, the Presbytery of West Virginia agrees to furnish to every qualified person and to all persons who may become qualified for employment, equal and just consideration in hiring. We agree to act in such fashion that the principles articulated in the Book of Order of the Presbyterian Church (U.S.A.), and particularly in G-3.0307, F-1.0403 and G-3.0103, may be realized in the process by which pastors are called to serve within our jurisdiction. 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 condition, or disabilities.

The Presbytery directs its Committee on Ministry to urge each congregation and employing agency within its jurisdiction to earnestly and fairly consider all candidates. While we respect the Principles 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 minority categories.

MODERATORS

The Presbytery instructs the Ministry Committee to recommend women and minority clergy to serve as the moderators and/or stated supplies when churches have no installed pastor.

PULPIT SUPPLIES

The Ministry Committee shall urge Sessions to invite women and minority persons to serve as interim and temporary supplies; to frequently lead worship; and to preach when their church has no installed pastor; and shall provide names of such as are available to serve.

CONSULTATION WITH SESSIONS

Each Session where there is no installed pastor or Presbytery-appointed supply pastor will be asked to discuss this policy and record their response to it in their minutes. Notice of the discussion and content of the response shall be forwarded to the Presbytery's Stated Clerk.

CHURCH INFORMATION FORM AND CONSULTATION WITH PASTOR NOMINATING COMMITTEE

Discussion of the policy shall be a part of the training of each PNC. The Ministry Committee shall carefully note the responses regarding Equal Employment Opportunity on the Church Information Form or within the Position Description. If the responses appear incompatible with this policy, the Ministry Committee shall require a further consultation between its representative and the Pastor Nominating Committee with regard to this matter.

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The chairperson of the Pastor Nominating Committee shall attest that the consultation has occurred to the Chairperson of the Ministry Committee. Only upon approval of the Ministry Committee shall the Church Information Form be forwarded to the National Ministries Division, Call Referral Services.

CLEARANCE

The Ministry Committee shall satisfy itself that each particular Pastor Nominating Committee has seriously and fairly considered all candidates and that none have been excluded because of disregard for this policy.

PRESBYTERY ACTION

The Ministry Committee 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.