

Policy #8 – Equal Employment Opportunity
Committee on Ministry – Presbytery of Tampa Bay

1. Policies from the Book of Order.
 - 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.*” (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-14.0502g). 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.
 - c. “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. The COM will counsel with the PNC about the need to follow this policy.
 - 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. During interviews, 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.