

**Equal Opportunity in Ministry:
Affirmative Action/Equal Opportunity Program
for Calling Pastors to Congregations in the
Presbytery of Carlisle**

POLICY	The policy of the Presbytery of Carlisle is to provide equal opportunity in employment and upward mobility for all qualified and qualifiable persons; to prohibit discrimination in employment because of race, color, national origin, sex, age, marital status; and to promote the full realization of equal employment opportunity through a positive and continuing program of affirmative action. The presbytery, through the Committee on Ministry, will assist congregations in taking deliberate and positive steps to consider ordained and unordained women and minority candidates for ministry. No person of any background will be forced on any church, however. The only force we want to see at work is the power of the Holy Spirit.
MODERATORS	The Committee on Ministry may recommend that minority and women ministers be considered as interim or stated supply ministers. The Committee on Ministry may suggest to the session that women and minority ministers preach frequently during the vacancy of the pulpit.
CONSULTATION WITH SESSION AND PASTOR NOMINATING COMMITTEE AND THE COMPLETION OF CIF	The Committee on Ministry shall note the answers to the Equal Employment Opportunity questions on the Church Information Form, which has been filled out by the Pastor Nominating Committee and the session. Through its sub-committee on Equal Opportunity, the Committee on Ministry shall consult with the session and the Pastor Nominating Committee concerning the meaning of the Equal Opportunity policies of the General Assembly and the presbytery as well as the constitutional requirements of Chapter XI of the Form of Government (11.0502d). This sub-committee of the Committee on Ministry shall assist the Pastor Nominating Committee in discussing and understanding the meaning of being an equal opportunity employment committee. Upon completion of the consultation with the Committee on Ministry, the Committee on Ministry shall then mail the form to the Vocations Ministry Unit.
CANDIDATES	Dossiers will be sent from Personnel Referral Services without prejudicial regard to race, ethnic origin, age, sex or marital status. The committee requests that the Pastor Nominating Committee complete a form indicating the number of dossiers received; the number of minority and women's dossiers received. If no minority or women's dossiers were considered, the Committee on Ministry should discuss the reasons with the Pastor Nominating Committee. The Committee on Ministry shall authorize the Pastor Nominating Committee to proceed only when it is satisfied that serious consideration will be given to all candidates, including a willingness to interview without prejudicial regard to race, ethnic origin, sex, or marital status, G-11.0502d, G14.050d. (Note: Please see attached form).
FINAL CLEARANCE FOR CANDIDATE	The Committee on Ministry shall give final clearance on the candidate of the Pastor Nominating Committee only after serious consideration to candidates without prejudicial regard to race, ethnic origin, sex, age, or marital status.
PRESBYTERY	The Committee on Ministry shall indicate to the presbytery that the Equal

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Employment Opportunity constitutional requirements have been fulfilled by the congregation and the Pastor Nominating Committee. Presbytery shall then consider the recommendation of the Committee on Ministry regarding the call by the church for a pastor.

Amended by task force updating the Churches Seeking Pastors Manual 8/6/97