

I. Policy for Affirmative Action for Equal Employment Opportunity

A. Basic Principles and Commitment

The Presbyterian Church (U.S.A.) is firmly committed at the General Assembly, Synod and Presbytery levels to the principle of inclusiveness. The governing bodies of our church believe that the spirit of Jesus Christ and the Gospel calls us and enables us to be inclusive of all who will respond to Christ's call (see Book of Order, G-30103)

A key expression of this is a specific commitment to affirmative action for equal employment opportunity (AA/EEO) relative to the call of pastors (see Book of Order, G-2.0803). It is the policy of the Presbytery of Utah to provide equal employment opportunity for all persons, to prohibit discrimination in employment because of race, ethnic origin, sex, age, marital status or disabilities. These principles apply to all pastors who can meet the requirements and perform the duties set forth in the position description.

Affirmative action involves positive action, sincere effort, deliberately including for consideration, and inviting the interest of persons who normally would not come to us.

B. Procedure for Implementation in Calling of Pastors

The Committee on Ministry (COM) has the responsibility to ensure that the commitment of the Presbyterian Church (USA) to INCLUSIVENESS in the calling of a pastor or associate pastor is implemented (G-30103). The Committee on Ministry will actively seek to implement these requirements within the Presbytery.

1. A COM representative consults with the session, congregation and the Pastor Nominating Committee (PNC) about their responsibility for AA/EEO.
2. The PNC in completing the Mission Information Form (MIF) (APPENDIX EIGHT) shall complete Page 8, on Equal Employment Opportunity, certifying their commitment to AA/EEO.
3. A COM representative in the course of working with the PNC shall, when necessary, challenge the members to stay with their commitment to inclusiveness and shall, when appropriate, help them face questions and feelings which arise.
4. Before the PNC presents a name to the congregation, the COM representative shall be prepared to certify to the COM, and the COM shall be prepared to certify to Presbytery, that the requirements of AA/EEO have been met.