

WINNEBAGO PRESBYTERY

EEO IMPLEMENTATION POLICY

Guidelines for the Implementation of the Equal Employment Opportunity Policy for the Employment of Pastors in Winnebago Presbytery.

The practical meaning of this EEO Implementation Policy is that we intend to prevent the continuance of the pattern of past injustices through positively concrete steps that will open new opportunities to those previously excluded. An equal opportunity hiring policy (hiring without regard to race, national origin, sex, or physical handicap) is not enough to repair the contemporary results of past injustices. Therefore, Equal employment opportunity steps are required.

The intent of this Policy is to ensure that all women and minority candidates will receive the serious consideration which they might not have otherwise received. This intention does not imply that any person of any background will be forced upon a church, but it is hoped that persons will remain open to the power of the Holy Spirit.

Steps for Implementation

1. The Committee on Ministry will meet with the Session of a congregation to present the Equal Employment Opportunity Guidelines and to discuss the equal employment opportunity steps with which they will be asked to comply. (See Appendix B, EEO Report Form I)
2. At the time of the congregational meeting for the election of a Pastor Nominating Committee (PNC), there will be a presentation by the Committee on Ministry representative of the equal employment opportunity steps with which they will be asked to comply. (See Appendix B, EEO Report Form I)
3. At its first meeting, the PNC will discuss the meaning and procedure for being an equal opportunity employer, and take action as a committee to abide by the same. At that meeting, a representative from the Committee on Ministry will present background and educational materials on Equal Employment for the benefit of the PNC. (See Appendix B, EEO Report Form I)
4. During the deliberations of the PNC, the Committee on Ministry representative assigned to the PNC shall monitor the procedures to ensure that the Committee is considering dossiers without regard to age, sex, ethnic origin or physical handicap and to ensure that the Equal Employment Opportunity guidelines are being observed.
5. When the PNC has decided on a candidate, the Committee on Ministry will request a statement from the PNC as to how EEO has been implemented in their decision-making process. As a part of that statement, a brief report will be requested on the number of dossiers reviewed and the number of candidates interviewed. (See Appendix B, EEO Report Form II)
6. The Committee on Ministry shall certify in the process of all calls that the Equal Employment Opportunity guidelines have been followed or provide information to the Presbytery when the guidelines have not been followed.