

**EQUAL EMPLOYMENT OPPORTUNITY POLICY
FOR PASTOR NOMINATING COMMITTEES
*PRESBYTERY OF WINNEBAGO***

Reviewed May 2013

In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore no place in the life of the Church for discrimination against any person. F-1.0403

The practical meaning of this EEO 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.

See Commission on Ministry Procedures for implementation and forms.