

SUGGESTED PROCESS FOR THE PASTOR NOMINATING COMMITTEE

Before You Search For A Candidate:

- After you have answered the Church Information Form Part VI-G, discuss what it would mean to call a minority, woman, or over-age-55 pastor.
 - What would it mean to me as a person?
 - What would it mean to the church?
 - What might it mean to the person called?
 - What new possibilities would the hiring of such a person open up for the congregation, community, presbytery, and the mission of the church.
- Decide how to involve the congregation creatively with you in your process of affirmative action.
- During the search, monitor your progress with the following data:

	<u>Total</u>	Minority, Women, or Over-age 55 (specify) _____
_____ # dossiers received	_____	_____
_____ # persons heard	_____	_____
_____ # persons interviewed	_____	_____
_____ # persons offered position	_____	_____
_____ # refusals	_____	_____

After Your Search is Done

- Please evaluate your experience for the benefit of the Committee on Ministry as it seeks to enable churches to take affirmative action. Please give your evaluation to the Committee on Ministry representative who has worked with you or send it to the Chair of the Committee on Ministry at Albany Presbytery, 601 Fifth Avenue, Watervliet, NY 12189.
 - How well did you do in furthering affirmative action?
 - How do you feel about your experience in general?
 - What problems did you encounter?
 - What was easier than you expected? What was more difficult?
 - What would you do differently next time?
 - Did the experience affect personal and congregational viewpoints in any way? Will it make a difference in present and/or future decisions and actions? If so, how?
 - What insights can you share with the Presbytery's Committee on Ministry? How can they help other Pastor Nominating Committees do a better job with affirmative action?
 - What suggestions can you make for other Pastor Nominating Committees?

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