

MUSKINGUM VALLEY PRESBYTERY
EEO
Inclusiveness in Employment

It has been the intent of the Presbyterian Church (USA) and the Presbytery of Muskingum Valley to provide equal employment opportunity for all qualified persons; to prohibit discrimination in employment based upon racial ethnic group, sex, age, marital status, or disability; and to do all within our power to correct any existing patterns of discrimination. It is the **SPIRIT** of that intent which we wish to clarify.

1. The church's involvement in equal employment opportunity is central to living out the gospel in the community of faith.
2. It is not our intent to be legalistic, but rather to approach the subject in appreciation for and gratitude of God's inclusiveness in love. God's dealing with us has set the stage for our relationship with those sisters and brothers in Christ.
3. We seek to live out God's call for unity by being "open to all persons and to the varieties of talents and gifts they have been blessed with.
4. The foundation for this commitment is our acceptance of the Word of God as central to our life of faith and action, and our willingness to be guided by the Holy Spirit speaking through scripture and the corporate family of faith.
5. Primary to the whole subject is the biblical declaration that God created ALL and IS and declared it to be GOOD. Despite our rebellion and unwillingness to live according to God's design, God has not broken relationship with humanity. Men and women of faith have repeatedly received and accepted the call to live lives of righteousness.
6. Christ only commanded that persons be believers, committed, dedicated, servants and said nothing of their sex, age, mobility, marital status, or national origin. Therefore, neither should we exclude because of those characteristics, but only if a person seems uncommitted, lacking in faith or not disposed to servanthood.
7. The Word of God declares "We are the Body of Christ ... as in one body we have many members, and all the members do not have the same function, so we, though many, are one body in Christ and individually members one of another. Having gifts that differ according to the grace given to us..." When called and blessed with gifts to benefit the family of faith, it behooves us to be open to those persons whom God would choose for leadership in our midst at any particular time in history.

Therefore, believing that you would desire a person of ***God's Own Choosing*** as your new pastor or associate we are confident you will want to be open and inclusive in your search.