

1991 RESPONSE TO THE GUIDELINES FOR OPEN ITINERACY

Church: Duke Memorial District: Durham

PURPOSE: The purpose of these guidelines is to provide a process by which open itineracy can be effectively implemented within the North Carolina Conference. The 1988 Book of Discipline states in ¶530 that "Appointments are to be made with consideration of the gifts and evidence of God's grace of those appointed, to the needs, characteristics, and opportunities of congregations and institutions, and with faithfulness to the commitment to an open itineracy. Open itineracy means appointments are made without regard to race, ethnic origin, sex, color, or age, except for the provisions of mandatory retirement."

- How has your church studied the open itineracy document? How many studied it? How much time was spent in the study?

The Document has received limited study by the Staff Parrish Relations Committee individual church leaders, and church members. Given the informality of the study, the exact number who studied it and the exact amount of time spent is difficult to quantify. No formal study was undertaken.

- What are the results of your study?

See Below.

- On the following scale, 1 being low, 10 being high, circle the number which indicates your church's openness to receiving a pastor ...

of any race: (not open)	1	2	3	④	5	6	7	8	9	10	(very open)
who is female:(not open)	1	2	3	4	5	6	⑦	8	9	10	(very open)
regardless of age:(not open)	1	2	3	4	⑤	6	7	8	9	10	(very open)

- Please explain the reasons for the ratings given.

The Church has demonstrated an openness to service by persons of races other than caucasion in past program staff positions. The Church is not now ready for a pastoral appointment of a non-caucasion as senior minister; some preparation of the congregation will be required and careful selection of an appoir in order to appoint a non-cauca.ion as associate pastor. Duke Memorial has enjoyed service by females as appointed pastors, and in non-appointed program positions. There would, however, probably be some resistance to appointment of a female as senior pastor. With respect to appointment of persons based on their gifts and graces, and regardless of age. The church is generally open, however, appointments of this

PPRC Chairperson _____ Pastor _____
 (Signed) (Signed)

Administrative Board/Council Chairperson _____
 OI2 (Signed)

type are problimatiaal due to (1) the increased subjectivity of appointment without without regard to experience and (2) the need for providing financial Predictability to pastors.

