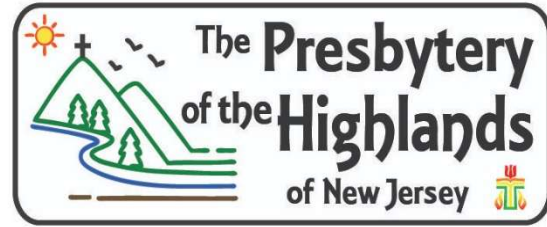


Committee on Representation (COR)



Introduction

The Committee on Representation (COR) serves as an advocate for inclusivity, equity, and diversity within the Presbytery of the Highlands of New Jersey. In alignment with the mandates of the Presbyterian Church (U.S.A.) Book of Order, the COR is committed to encouraging practices that reflect the fullness of the body of Christ, ensuring that leadership across the Presbytery embodies the principles of unity and diversity.

Purpose

The purpose of the Committee on Representation is to:

- Advise the Presbytery regarding the implementation of the principles of unity and diversity.
 - Advocate for the full inclusion and representation of diverse voices in leadership roles and decision-making bodies.
 - Consult on the employment of personnel in accordance with the principles of equity and inclusivity, as outlined in *F-1.0403* of the Book of Order.
 - Create space for honest engagement with issues of diversity, inclusivity, and racism, promoting transformation in how the Presbytery lives into its identity as a diverse and unified body.
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Membership

The Committee on Representation shall be composed of:

- **Six members**, elected by the Presbytery and divided into **three classes** (two members per class), each serving a three-year term.

- Members shall reflect the diversity of the Presbytery and demonstrate commitment to advancing equity and inclusion in the Church's life and leadership.

Position Description and Responsibilities

Members of the Committee on Representation are expected to:

- **Hold the Presbytery and its teams accountable** for engaging in intentional conversations and actions around diversity, inclusivity, unity, and racism.
- **Fulfill the responsibilities outlined in G-3.0103** of the Book of Order by advising the Presbytery on how to implement the principles of unity and diversity in its structure and functioning.
- **Serve as advocates for diverse leadership**, encouraging the nomination and inclusion of individuals from historically underrepresented groups.
- **Consult with the Presbytery and its entities** on personnel decisions to ensure alignment with denominational commitments to equity and representation.
- **Encourage a culture of belonging**, helping the Presbytery and its teams to practice a new way of being Church—one that fully welcomes, engages, and values all voices at the table.

Through its work, the Committee on Representation seeks to ensure that the Presbytery lives into its calling to be a diverse, equitable, and inclusive expression of Christ's body.