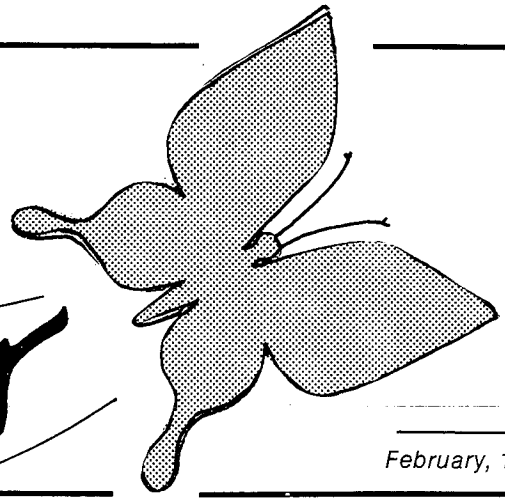


# The Flyer

VOLUME IV, No. 1

February, 1982



## REGISTER — GCSRW WORKSHOP

**FOR WHO:** Annual Conference Staff (District Superintendents, Council Directors, other employed staff), General Agency Staff, members of Annual Conference Commissions on the Status and Role of Women

**WHAT:** Changing Sexist Patterns—Advanced Leadership Workshop

**WHEN:** Nov. 17-19, 1982

**WHERE:** Scarritt College, Nashville, TN

**COST:** \$125 (includes room, board and resource material)

**CREDITS:** Participants receive two Continuing Education Units with completion of workshop (seven sessions).

**SPONSOR:** General Commission on the Status and Role of Women

(see story, page 5)

## MIXED RESULTS FOR FUNDING REQUESTS: SPECIAL TABLED

A request by the General Commission on the Status and Role of Women for permission to promote World Service Specials (financial contributions to GCSRW) was tabled by the Financial Service Committee of the General Council on Finance and Administration at the agency's most recent meeting.

The request was one of several steps the GCSRW is taking to address its funding needs.

The Commission intended to use the World Service Special contributions for leadership development and empowerment of women, with focus on the second decade of the Commission's existence.

Although the request was tabled, "We have learned that while we cannot yet *promote* a World Service Special, it is appropriate for us to receive any contributions others might wish to make to the Commission's work," said Kiyoko Kasai Fujiu, current coordinator of the General Secretariat.

In another arena, the GCSRW received \$12,500 of the \$25,000 it requested from the General Council on Ministries' World Service Contingency Fund; the money was intended for monitoring the Missional Priority and the Five Special Programs. The monitoring was assigned to the Commission by the General Conference after the Commission's 1981-84 budget had been developed.

The GCSRW proposal called for a consultation with a representative group of racial ethnic minority women to identify and formulate objectives and strategies which relate to the specific needs of those women within the major goals of the Missional Priority and the Five Special Programs. The consultation was to be followed by on-site review of selected agencies and seminaries with regard to their inclusiveness of racial ethnic minority women.

In receiving less than the \$25,000 requested, the GCSRW must now scale down its monitoring projections.

In a third effort to supplement the budget, readers of the *Flyer* donated more than \$500 after an announcement requesting donations appeared in the last issue; readers have been receiving the newsletter free of charge.

The three supplemental funding proposals came out of the GCSRW's September, 1981, meeting at which the 48-member commission voted to balance the budget by cutting one of its general meetings and one meeting of the 10-member Coordinating Committee. More cost-cutting measures are expected unless additional funding can be found. (At present the commission's funds (\$235,000 in 1982) come entirely from the World Service Fund.)

## ERA SUPPORTERS PUSH ON

Only five months remain before the June 30, 1982 deadline for ratification of the Equal Rights Amendment, and supporters continue to push for passage of the constitutional addition in the three states still needed.

Conference Commissions on the Status and Role of Women across the country are working for passage of the amendment. The Phoenix District CSRW, (Pacific and Southwest Conference), chaired by Anne Greenberg, co-sponsored an ERA information night with the National Organization for Women. The Virginia CSRW was planning and hoping for a letter through the Bishop's office to local churches about General Conference statements on ERA.

Because of a resolution sponsored by the Northern Illinois CSRW and approved at the NIC Annual Conference, funds expended by the conference for meetings, workshops or training events outside Illinois are available only for events held in ratified states.

Much good material is available from the Religious Committee for the ERA, including a Religious Vigil service for the ERA, a pamphlet on "Why Religious Groups Support the ERA," and a paper on "The ERA and the Minority Community." Write to the committee, 475 Riverside Drive, Room 830-A, New York, NY 10115 or call (212) 870-2923.

## OPTIONS FOR ACTION

*Suggestions for local activities—from the minutes of Annual Conference Commissions on the Status and Role of Women.*

**BALTIMORE**—Following up on its resolution passed at the Annual Conference, the CSRW will investigate and monitor the curriculum in church school programs. The resolution called for local churches to use the curricula and materials published by UMC-related agencies whose purposes are consistent with the Social Principles, particularly those which support the full personhood of all. A CSRW committee will look at literature used by Conference local churches and how such literature treats the roles of men and women. The CSRW will then call to the attention of the Division of Education the churches using undesirable literature. "This would be in keeping with our role as monitoring rather than programming." Some information will be obtained from Info-Serv and Curricuphone. The committee will also check on the treatment of ethnic women.

**PACIFIC AND SOUTHWEST**—Update: More than 800 persons attended the five Women in Crisis Information events held in five locations in the conference. Suggestions for follow-up include workshops in local churches.

**SOUTHERN NEW JERSEY**—Published a packet of resource materials for Womanspeak Sunday, including practical hints for giving a sermon, scripture commentaries on selected passages, a bibliography, and a suggestion for a follow-up activity after church on "What is inclusive language?"

**VIRGINIA**—Published a handsome, two-color brochure on women in ministry, featuring pictures of Susanna Wesley and Bishop Marjorie Matthews on the cover and Conference women in ministry inside. The brochure reads: "The history of the church has always included a significant contribution from women. From the early mothers in faith, such as Phoebe and Lydia, women have moved steadily through the centuries spreading the gospel message. . . . The women pictured in this brochure represent some of the myriad ways of service through the church."

**SOUTH DAKOTA · NORTH DAKOTA**—Meeting jointly with GCSRW General Secretariat member Nancy Grissom Self, the two CSRWs developed five areas of programming for 1983: 1) Consciousness-raising (making people more aware of feminist concerns); 2) Representation (that women and men with feminist concerns be included in leadership positions and decision-making arenas of the Conference and church); 3) Professional (that professional women in church vocations be employed meaningfully, compensated equitably and given visibility as role models); 4) Change Agent (that the CSRW identify and address issues of social change affecting women); 5) Support (that the CSRW work with the conference affecting women and its churches in supporting women in their changing roles in society).

**YELLOWSTONE**—Celebrating the 25th anniversary of full clergy rights for women in the UMC, the CSRW published a packet of resources and urged each church to celebrate "Women in the Pulpit" Sunday. Included in the packet was a list of names and addresses of women available to speak, a brief history of some church women and a poster.

**WEST VIRGINIA**—Picking up an idea from the Detroit CSRW, the CSRW will sponsor a summer experience for women clergy and women in seminary, placing the seminarian with a local congregation served by a woman pastor. There will be a stipend for the student and housing and meals will be provided by the hosting church. Possible funding will be from the Conference United Methodist Women, the Commission on Religion and Race, the Cabinet and the Council on Finance and Administration.

The CSRW will sponsor a workshop at pastor's school on domestic violence. Material on the subject is included in a resource packet compiled and distributed by the CSRW. Funds for printing the material (on domestic violence, aging and worship) will come from the Board of Discipleship and the Board of Church and Society.

The resource materials are intended to sensitize United Methodists to the contributions of women and the special needs of specific groups of women in the Church. "The goal, of course," the CSRW reports, "is to eliminate barriers that block women from full participation in the local, district and conference levels of leadership in the Church."

**WEST MICHIGAN**—The CSRW proposal for the Conference's 1983 emphasis: WOMEN AND THE CHURCH: A Changing Image, was approved by the Annual Conference. Among the suggestions for implementation of the emphasis at the local church level are these:

- 1) celebration of women's history in local churches
- 2) intentional nomination of women to all areas of local church
- 3) recruitment of men in traditional women's roles
- 4) recruitment of women as ushers
- 5) intentional Pastor-Parish Relations discussion around the issues of the church's preparation for women and ethnic pastors.
- 6) survey the needs of women in the community and church

**OREGON · IDAHO**—As part of its advocacy work, the CSRW funded and reviewed while in process a booklet for clergypouses. Written inclusively but directed more toward women than men, the 34-page publication addresses the financial, business and personal matters a divorced or widowed clergypouse would face. "There is almost no information available for clergypouses," said Oregon-Idaho CSRW Co-Chairperson Colleen Foster. "In many instances of divorce or death they are simply left out in the cold—emotionally, psychologically, financially." The CSRW worked with the ad-hoc Clergymates Handbook Task Force in producing the booklet because "we wanted to see that this information was available to women."

**NEBRASKA**—As part of the CSRW's work on Inclusive Worship, the commission will produce a video-tape program, "Wholeness in Worship." The tape with accompanying workbook will be made available to local churches to use as a workshop. Because the Nebraska Annual Conference is a leader in video-tape ministry (having a conference video-tape team and district viewing machines) the CSRW took this approach. "It's more useful and economical than a speaker," said CSRW Chairperson Nancy Phillips who planned and helped produce the tape.

The tape, in various segments, deals with the concept of wholeness (taken in part from the book "Wholeness in Worship" by Sharon and Tom Neuffer Emswiler), inclusive language, banner-making, music, storytelling, movement, dance, and using all senses.

# UMC, NCC, COCU WRESTLE WITH INCLUSIVE LANGUAGE ISSUES

Inclusive language continues to be an arena of major concern, to both the United Methodist Church and ecumenical groups, with consultations and committees meeting regularly to address this feminist issue.

A ten-member inclusive language guidelines committee of the United Methodist Church meets for the second time in Dallas Feb. 5-6 to adopt a statement of purpose and begin to outline its task and discuss how to get the issues before local churches.

The committee, which includes GCSRW President Carolyn Oehler, is directed by the General Conference to look at images of and language about God, the biblical and historical language of the Christian faith, and the power of language to enhance and limit relationships.

"It is my fervent hope that the committee will develop guidelines and recommendations," Oehler said, "and that is what the General Conference requested." The committee will present its report to the General Council on Ministries and then to the 1984 General Conference.

The 12-member committee working on an inclusive-language lectionary for the National Council of Churches met for the first time in October, 1981, and began its work of preparing inclusive-language Bible passages for use in worship.

Although the project has created tremendous controversy, the NCC has remained committed. "The lectionary has power to teach through its use in worship settings," said Dr. David Ng, Associate General Secretary of the NCC's Division of Education and Ministry, "so the committee wants to develop a lectionary that will accurately reflect the Bible's inherent fairness in regards to the equality of all human beings and the Bible's thoroughness in regard to the many characteristics of God."

Use of the lectionary will be optional for congregations; the first year of three years of inclusive language readings will be tested in some congregations in 1983.

Two United Methodists serve on the NCC committee. Dr. Kellie Corlew Jones is an associate professor of English at the University of Tennessee at Martin, a lay speaker in the United Methodist Church and has chaired the Women's Role and Status committee at the university. Dr. Marvin H. Pope, a professor of Northwest Semitic languages at the graduate school at Yale University, is a member at the First UMC of New Haven, CT, and a longtime member of the Revised Standard Version Bible Committee of the NCC.

In another ecumenical setting, United Methodists participated in a Language and Liturgy Consultation sponsored by the Consultation on Church Union in November, 1981.

The Rev. Yvonne Delk, a United Church of Christ minister from New York, told 100 participants from the nine participating COCU denominations (including the UMC) that the church has overlooked many feminine terms in scripture and has not translated others properly. She called on the church to "emancipate the gospel from its maleness."

Pointing to a foundation statement of the consultation—that "language is a key to understanding and shaping people's perception of themselves"—she noted that her birth certificate had referred to her as "colored." Calling that "inadequate," she said the perceptions of herself became more specific as she accepted the terms "black" and "African-American."

"Some of us are not willing to go along as invisible partners," she declared. "When we have been called by God by name, we can't go back to being nameless again."

In answer to those who are critical of persons who are concerned about language—saying there are more important issues—, Delk said, "Such discussions (about language) are about existence, the right of people to be." Saying language and liturgy is "trapped, domesticated, exclusive and

limiting," she called on church leaders to move from obscurity to specificity.

All discussion at the consultation did not focus on sexism. COCU General Secretary Gerald F. Moede, Princeton, N.J., made an impact when in his opening statement he shared how his daughter, confined to a wheelchair, feels excluded when a worship leader says, "now let us stand and sing."

While churches are slowly finding words to bridge doctrinal divisions, Moede said they are becoming aware of divisions related to racism, sexism, and disabling conditions.

The Rev. Lewis Mudge, dean and professor of theology at McCormick Seminary in Chicago, said the presence of more women in the leadership of the churches is a major factor in alerting the church to language concerns. "Unless the church gets with it and finds out how to use these magnificent gifts of leadership the women are offering to it, the church will have thrown away the greatest gift given to it in the latter part of the Twentieth Century."

Gail Ramshaw Schmidt, an independent liturgical scholar and writer and a Lutheran who lives in New York City, gave a major address on language as it relates to "the vision of God," an issue which she says has the contemporary church in a "muddle."

All human language is inadequate in talking about God, she said, and most language about God is usually metaphoric. Referring to God as "he" is as much a metaphor as saying "God is a rock" or saying "God spoke," she said.

Analogies are another way people seek to "reach toward what they really mean" when talking about God, she said. Even for persons who have loving fathers, she said "father is an inadequate description of God." Jesus referred to God as "Abba," she noted, a way of describing the relationship between Jesus and God.

While masculine language about God has become a problem for many, she said much of the difficulty relates to the masculine images of God as seen in representative art—"stupid pictures of God as the old man with a beard and crown."

Since language about God is metaphoric, she suggested that any and all pronouns be used—she, he, it—depending on context. "The God I'm talking about is the one Jesus called Abba," she declared.

## CLERGYWOMEN SEEK INPUT

The planning committee for the Third Consultation of Clergywomen to be held Feb. 7-11, 1983, is seeking input and ideas for resources persons prior to its Feb. 17-20 meeting.

Some 1,000 United Methodist clergywomen are expected in Glorieta, New Mexico, Feb. 7-11, 1983, at the consultation with its theme "Make Plain the Vision."

The committee is seeking the names of persons who could speak to the consultation's three goals:

- dialogue about significant issues facing racial/ethnic minority women and white women;
- dialogue with persons in leadership positions;
- dialogue to refresh and enlarge our vision.

Send ideas and names to

Rev. Patricia Farris  
United Campus Ministry  
20 Orchard Road  
Neward, DE 19711  
(302) 368-3643

Call or write immediately!

## UMW EXPLORES ISSUES OF VOLUNTEERISM, EMPLOYMENT

The issues of volunteerism and employed women were aired when 60 women met in Washington, DC in November for a United Methodist Women-sponsored Employed Women's Consultation.

Although the consultation was directed at the UMW organization, it has implications for any volunteer organization trying to survive and grow in a time when more and more women are working outside the home, said GCSRW General Secretariat member Trudie Kibbe Preciph. "Conference CSRWS might do well to review the study for pointers," she said.

Among major problems faced by those who work outside the home identified during the consultation were:

\* Only employed women with the kinds of jobs that allow them to take time off can participate, especially in district, conference, or national leadership.

\* "Blue collar" women, whose schedules as hourly employees are more restrictive, are believed to be practically non-existent in United Methodist Women.

\* Professional women, such as college or public school teachers, say they have to pay substitutes' salaries for days they take off. Others say they take vacation time.

"When units think about inclusiveness they tend not to think about employed women. That's part of the reason we recycle people," said Dorothy Goebel of Wharton, N.J. She was referring to the practice of frequently using the same people to fill the various leadership roles in the organization.

When employed women do take positions, she said, they tend to come only from positions that allow them to take time off from work to participate. She said the effect is to make the United Methodist Women a somewhat "elitist" group.

For more information write the Women's Division, Board of Global Ministries, UMC, 15th floor, 475 Riverside Dr., New York, NY 10115.

## MORE WOMEN AT PERKINS

At Perkins School of Theology (Southern Methodist University) women make up 30 per cent of the student body, an eight per cent increase since last year (up from 122 in 1980 to 131 in 1981). The increase is even more significant considering only 29 women were enrolled for fall, 1970. Of the 131 women enrolled, 126 are pursuing degrees, with 84 enrolled in the M.Th/M. Div. program (more than 60 percent). Only 10 of the 29 women enrolled in 1970 were pursuing M.Th. degrees.

## INVITATION TO WORLD PRAYER

Women of Ireland—Protestant and Catholic—from the Republic of Ireland and Northern Ireland—invite their sisters throughout the world to pray with them and for their troubled land on World Day of Prayer, March 5, 1982, using the resources they have prepared on the theme: "THE PEOPLE OF GOD: GATHERED FOR WORSHIP—SCATTERED FOR SERVICE."

Catholic and Protestant women from both Northern Ireland and the Republic of Ireland have been meeting together since 1977 (when Church Women United (CWU) sponsored a Christian Causeway to Ireland) to prepare resources for the 1982 World Day of Prayer service.

Amid the troubles that have plagued Ireland for many decades are groups working for justice, peace and reconciliation, among them Women Together, Peace Point, The Corrymeela Community and the Glenree Centre for Reconciliation. Offerings received on World Day of Prayer help give support to these and other groups working for justice and peace.

World Day of Prayer, celebrated by Christian women in more than 170 countries and regions, is sponsored in the U.S. by CWU. Resources for services should be ordered several weeks in advance from the Service Center, Church Women United, Box 37815, Cincinnati, OH 45237. (Available in both English and Spanish: a worship service, leader's guide and children's service.)

## FTI CALLS FOR LOCAL GROUPS

After almost two years of East Coast meetings and planning, the new Feminist Theological Institute, Inc. (FTI) has applied for incorporation and is calling for members, local groups, and interest groups.

The FTI, begun at a meeting of 21 women in Cambridge, MA in June, 1980, is intended as a resource for feminist education, advocacy for women and sister celebrations.

"Our primary context is women's experience," reads the group's statement of commitment adopted in November, 1980, in New York City by almost 200 feminists. "Our primary constituency is all women. Our primary activities are education, advocacy, and celebration. Our goal is liberation."

Since the appointment of an Interim Coordinating Committee in November, 1980, the group has applied for incorporation, drawn up by-laws and selected a Council of Visioners to serve until the FTI meets as a body-of-the-whole to elect Visioners, ratify the by-laws and join in a conference. Several local and interest groups, including an anti-racism group in Boston, the Harlem group, the Lesbian Caucus and the Jewish Group, have been meeting for more than a year.

One of those on the council of visioners is United Methodist Rev. Kathy Nickerson. "I think it's important for women to be involved ecumenically. This is an opportunity for women across the country to share ideas and make connections so we're not always acting alone. And there haven't been many ways for women to connect nationally, across denominations."

Linda Thomas, a United Methodist minister from Brooklyn, also serves on the Council of Visioners.

## WOMEN'S INSTITUTE GROWS

With two million dollars funding, its first director, and a permanent home, the United Nations International Research and Training Institute for the Advancement of Women has begun in earnest.

First recommended six years ago at the U.N. Decade for Women Conference in Mexico City, the Institute will address what were identified as two significant factors holding women back: insufficient information on their situation and their real role in the development process, and lack of adequate training.

A Yugoslav national and economist, Dunja Pastizzi-Ferencic will direct the Institute, to be headquartered in the Dominican Republic. Her primary interest is programs that emphasize technical co-operation among women of developing countries. Pastizzi-Ferencic wants to make sure that women are consulted in formulating development plans.

So far the Institute has worked in two critical areas: it has undertaken an inventory of the training activities for women sponsored by the United Nations system and an inventory of the research going on within the UN bodies. It has also produced a publication on the national machineries which countries have adopted for the advancement of women.

Money remains the critical problem at the Institute since multilateral development assistance in general is declining and money for women is always the last to come in.

—taken from the UN "Action Notes"

## GCSRW OFFERS WORKSHOP

The ability to intervene and change sexist behaviors and patterns—that's the goal for participants in the "Changing Sexist Patterns" workshop to be offered Nov. 17-19 by the General Commission on the Status and Role of Women (GCSRW).

The advanced leadership workshop is designed to move participants beyond consciousness-raising and identification of sexism to successful strategizing and intervention.

GCSRW General Secretariat member Trudie Kibbe Preciphs, while recognizing the continual need for consciousness-raising, pointed to the workshop as the next step in the Commissions's education and advocacy outreach.

"We are concerned with *preventive action* to halt and eliminate sexism," she said. "This is a *pro-active* training program designed to address personal and systemic sexism in the church."

The three-day workshop includes theory and discussion, practice, feedback and reflection. Included in the sessions will be self-awareness, diagnosis, intervention strategies and back-home applications. (Participants are expected to be at all sessions.)

The goals of the workshop include 1.) SELF-AWARENESS (identify the nature and aspects of stereotyping/increase awareness of the cultural roots of sexism); 2.) DIAGNOSIS (recognize personal and systemic forms of sexism/apply models for diagnoses in interpersonal, group and organizational setting); 3.) APPLIATIONS (identify current situations for dianosis and interventions/integrate the training from the workshop and apply to specific circumstances).

A multi-ethnic leadership team will facilitate the workshop. The team serves as the senior training staff for Advanced Training in Organizational Management of the National Training Center.

Bess Cobb Howard is director of the Washington, DC Teachers Corps and assistant professor at Howard University. William Hoffman serves as executive head of ETC Associates, a private consulting firm and is a leader in Affirmative Action programs in government and community activities. Catherine F. Fort is a development consultant in organizations, congregational and ministerial systems.

Fee for the workshop is \$125 (\$75 non-refundable due upon registration) payable to the GCSRW. Registration deadline: Oct. 1, 1982. Note: Early registration is encouraged due to limited enrollment.

## BRAZIL CLERGYWOMEN MEET

RIO DE JANEIRO, Brazil (UMNS)—Clergywomen in the Methodist Church in Brazil are going through many of the same struggles U.S. clergywomen have undergone as they work to open up a system that has been closed to them.

"War stories" of their experiences poured out when approximately 30 clergywomen attended a conference outside Rio in September, 1981.

The Rev. Sharon Brown-Christopher, superintendent of the Fond du Lac District of the Wisconsin Annual Conference, United Methodist Church, was the only "outsider" present at the meeting. She told United Methodist News Service:

"We heard stories of women being appointed to places that were inappropriate for them, of bishops not ordaining women as deacons and elders for a variety of reasons, of women rejected by seminaries. The whole thing of women having to prove themselves and not getting the kind of system-support to work effectively in the local situation struck me as no different from what clergywomen in the U.S. have gone through."

The autonomous Methodist Church in Brazil had approximately 450 pastors with congregations in 1979. Of this number, 26 are women, according to Brown-Christopher, and 30 additional women are attending seminary.

## ON THE CALENDAR

February 8-12 **CELEBRATION OF FIFTY YEARS OF WOMEN AT YALE DIVINITY SCHOOL.** Four lectures by professor/author Phyllis Trible; workshops by Letty Russell, Joan Forsberg, Alice Parker on liberation theology, women clergy, ethics of the women's movement. Free. At Yale Divinity School, 409 Prospect St., New Haven, CT 06510.

Feb. 25-28 **10TH ANNUAL WOMEN'S INTERSEMINARY CONFERENCE:** Celebrating our Ministries, Embracing our Discoveries, Journeying On! Co-sponsored by the NCC Commission on Women in Ministry and the seminaries of the Graduate Theological Union, 2465 LeConte, Berkeley, CA 94709.

March 5 **CHURCH WOMEN UNITED WORLD DAY OF PRAYER.** Protestant and Catholic women invite their sisters throughout the world to pray with them using resources they prepared on the theme: "The People of God: Gathered for Worship—Scattered for Service." (See story, page 4 for address to order resources.)

March 22-25 **THE SMALL CONGREGATION: NEW PATTERNS OF LEADERSHIP.** Former GCSRW member Lynn Josselyn, now a District Superintendent, Maine Conference, leads workshop on "Women in Ministry in the Small Congregation." Workshop is part of an international consultation sponsored by the Professional Church Leadership Program Committee of the National Council of Churches. \$200. Write Sherry Walrath, Registrar, Box 314, Strong, ME 04938.

June 25-27 **CAMPUS MINISTRY WOMEN CONFERENCE.** In Washington, DC. Write CMW, 802 Monroe, Ann Arbor, MI 48104.

November 17-19 **ADVANCED LEADERSHIP WORKSHOP: CHANGING SEXIST PATTERNS.** For conference leaders, and general church staff, focusing on personal and organizational patterns of discrimination. Led by Bess Cobb Howard, William Hoffman, Catherine F. Fort. Sponsored by the GCSRW. (See story, page 5.) \$125. Write GCSRW, 1200 Davis St., Evanston, IL 60201 for brochures and registration forms.

## GCSRW VIDEO AVAILABLE

GCSRW General Secretariat member Nancy Grissom Self's presentation of the organizational charts of the mission and ministry of the United Methodist Church is now available on video tape for conferences or others who want to better understand the general church.

In the presentation (filmed at the Western Jurisdiction Cooperative Information Event in January, 1981), Self uses the analogy of eyeglasses to explain the corrective functions of the Commission on Religion and Race and the Commission on the Status and Role of Women. One lense corrects for skin color and the other for skin shape, allowing the church to see the wholeness of its membership, she explains in the 15-minute tape.

The 3/4-inch video-tape presentation is available for postage from the GCSRW, 1200 Davis St., Eavnston, IL 60201, and for \$8 from the United Methodist Communication Film Service, 810 12th Ave., So., Nashville, TN 37203. Users can dub to 1/2-inch tape and keep on file if they have alternate equipment.

## OVATIONS

To **SHERRIE B. DOBBS**, who has been named managing editor of *response* magazine, the monthly publication for United Methodist Women. Dobbs was college relations director for Clark College in Atlanta, GA, one of 12 predominantly black colleges and universities related to the UMC.

To **DIEDRA HANNER KRIEWALD**, who has been appointed to the faculty of Wesley Theological Seminary. She serves on the Virginia CSRW.

To **EMMA MARIE DAVIS GILBERT**, who received an honorary degree from Huston-Tillotson College in Austin, TX. Gilbert, a former member of the Southwest Texas CSRW, was the first Black American to receive an MBA from the University of Denver. Through the years of her career, Gilbert worked in education, religious work and public communications.

To six Methodists featured in an article on black clergywomen in the November, 1981, issue of *Ebony* magazine: The **REVS. LEONTINE T.C. KELLY**, Richmond, VA, and **TALLULAH F. WILLIAMS**, Chicago, IL, of the United Methodist Church; the **REV. CAROLYN TYLER**, Indio, CA, of the African Methodist Episcopal Church; the **REV. ELIZABETH DOLES**, Mt. Clemens, MI, of the African Methodist Episcopal Zion Church; and the **REVS. MILDRED T. TRUELOVE**, Kennedy, AL, and **CHRISTEEN SIMPSON**, Springfield, MA, of the Christian Methodist Episcopal Church.

To **JEAN DOWELL**, of Bloomington, MN, who has been named to head the program council of the Minnesota Annual Conference. She is believed to be the first lay woman in the church's history to head the program council in a full annual conference.

To **CHIQUITA G. SMITH**, of Brooklyn, NY, who has been prompted from part-time Women's Division executive in general administration to Secretary for Community Action. Smith is a member of the GCSRW named by the Women's Division.

To **BARBARA ANN SUMMEY**, former church and community worker in the United Methodist Service Center in Huntsville, who has been named editor of two youth curriculum resources published by the United Methodist Publishing House in Nashville.

To **ANDRIS Y. SALTER**, who joins the Women's Division staff of the Board of Global Ministries and will be based in Evanston. She has been a teacher in the Virginia public schools.

To **PHYLLIS RODRIQUEZ**, who has been promoted from head bookkeeper to assistant treasurer of Wisconsin conference; the new position puts her in charge of the accounting department.

To **BARBARA ANN WEAVER**, of Bethesda, MD, who was promoted from director of the Women's Division's Law of the Sea Project to Executive Secretary for Development Education.

## WOMEN IN LEADERSHIP INCREASE: CALIFORNIA-NEVADA CSRW

The number of women in leadership positions has increased since 1976, the California-Nevada Commission on the Status and Role of Women said after tabulating a recent survey.

The commission surveyed local churches in all of the districts in the conference except Sacramento-Nevada. Some 77 percent of churches contacted participated.

Results of the survey were:

- On the average, there is more than one woman employee in each local church, most of which fill positions other than secretary.
- In most churches, women preached from the pulpit more than once each year.
- Women chair administrative boards in 24 percent of the churches responding.
- Twenty-nine percent of local church trustees are female.

Also, the survey revealed that 40 percent of the congregations make a conscious effort to edit hymns, liturgy or literature to use human language that is inclusive of both men and women. Nineteen percent make a conscious effort to use language that does not limit God's gender.

However, only 5 percent of those surveyed take advantage of the Inclusive Hymnal Packet found in the back of the Conference Songbook.

"We are actively conducting workshops to explain the nature of inclusive language and to encourage people to use it as a tool for expanding their images of one another and of God," Golden Gate District Director Deb Dunlop said. "We are also making it a point to remind church leaders that the Inclusive Hymnal Packet is a readily available resource that makes being inclusive simple, understandable and enjoyable."

—From the *California-Nevada Reporter*, Sept. 1981.

## TRIBUTE

**MYRTLE SPEER**, 90, first woman licensed to preach in the Iowa Conference and first woman ordained elder in the Missouri Conference, died Nov. 1, 1981 in Lee's Summit, MO.

## MINISTERS— MOTHERS

There was much ado about the "I do's" when Joel Flynn married Sandra Wessels at Prophetstown, IL in January. Both their moms are ordained United Methodist ministers, and the mothers presided at the ceremony. The **REV. JOYCE FLYNN** is chaplain at Chicago's Bethany Methodist Hospital retirement home. The **REV. SUE WESSELS** is pastor of Prophetstown's Loraine United Methodist Church.

—from the *Chicago Sun Times*,  
1/15/82

## OVATIONS

To the **REV. LEONTINE KELLY**, Richmond, VA; **PEGGY BILLINGS**, Board of Global Ministries, Women's Division, and the **REV. MARY HURMENCE**, Faribault, MN; who have been chosen to preach at the Pacific and Southwest, Northern Illinois and Minnesota Annual Conferences, respectively.



## SELECTED RESOURCES

### BOOKS

**THE FEMALE HERO IN AMERICAN AND BRITISH LITERATURE.** Countering the tradition of male heroes, this book looks at the female hero, discrete from the male and involved in her own quest for identity. Three parts focus on the reasons the female hero has been neglected, the female hero's psyche, and the community she discovers. Authors Carol Pearson and Katherine Pope suggest the characters provide new role models for women to identify with and learn from. Criticisms of the book: most of the heroes are white and the concept of "hero" is itself out of the white male system. \$12.59 pb. R.R. Bowker Co., 1180 Avenue of the Americas, New York, NY 10036.

**NEW LIVES FOR FORMER WIVES.** With one out of two marriages ending in divorce, more and more women are becoming "displaced homemakers," the subject of Nancy Baker's easy-to-read book. Stories of divorced and widowed women suddenly out on their own after years of being a homemaker are arranged in chapters dealing with relationships, money, getting a job, middle age. \$9.95 pb, Anchor Press, 1980.

**A TALE OF "O".** On Being Different in an Organization. Delightful, illustrated book examines the pressures felt by the few people who are "different" (the O's) in the midst of many people the same (the X's). Applicable to women, minorities, persons with handicapping conditions. Rosabeth Moss Kanter with Barry A. Stein look at why the X's are uncomfortable, what the traps are for the O's. \$4.95 pb. Harper & Row, 1980.

**WOMAN AND NATURE.** The Roaring Inside Her. Susan Griffin's book is more poetry than prose, more feeling than words. In one voice she gives words to the patriarchy and its historical judgments on women and nature; another voice speaks of the experience of women, thus creating a dialogue. This collage draws from early theologians, office manuals, scientists, the annals of American exploration. \$3.95 pb. Harper and Row, 1978.

**I NAME MYSELF DAUGHTER AND IT IS GOOD.** Collection of feminist spiritual poetry includes (according to the introduction) "feminist perspectives of a patriarchal God, a matriarchal Goddess, an androgynous and personal Mother/Father presence, and a cosmic Being who is the source of all creative energy." About 160 poems by 72 authors. Edited by Margaret Honton, \$5.75 ppd. Sophia books, 1719 Eddystone Av. Columbus, OH 43224. Recommended in the *Flame*, newsletter of the Seattle-based Coalition on Women and Religion.

She who attempts to act and do for others or for the world without deepening her own self-understanding, freedom, integrity and capacity to love, will not have anything to give others. She will communicate to them nothing but the contagion of her own obsessions, her aggressivity, her ego-centered ambitions, her delusions about ends and means.

—from Thomas Merton

#### CONTEMPLATION IN A WORLD OF ACTION

Reprinted from "Gleanings," newsletter of the Ministerial Sisterhood, Unitarian-Universalist, 25 Beacon St., Boston, MA 02108. Subscriptions \$5 per year.

**MAKING THINGS HAPPEN:** The Guide for Members of Volunteer Organizations. Conversational, practical guide to more effective organizations. Author Joan Wolfe looks at effective members, organizations and leaders, using anecdotes, lists and samples. \$4.95 pb. Brick House Publishing Co., 34 Essex St., Andover, MA 01810.

### NEWSLETTERS

**BATTERED WOMEN/DOMESTIC VIOLENCE.** The December 1981 issue of the newsletter of the Chicago Ecumenical Women's Center contains some excellent information and resources on battered women and domestic violence. Included are myths about battering, audio-visual resources, and an editorial on responses of religious institutions to the biblical core of domestic violence. Available for \$1 from the EWC, P.O. Box 25760, Chicago, IL 60625-0760.

**SPICE.** A "newsletter for spouses who add flavor to the clergy life," published by Laura Deming, a professional cellist, freelance writer and wife of a Detroit Conference UMC minister. Included in the attractive newsletter are correspondence, poetry, resources for clergy marriages, and advice: on finding time for each other, making the phone work for you, and criticism: when and how to take it. Published eight times a year. Send \$8 to Spice, Box 158, Washington, MI 48094.

### FILM

**THERE IS A WORK.** Film memoir of the life of Matilda Joslyn Gage, 19th century feminist, friend of Susan B. Anthony and Elizabeth Cady Stanton, author of *Woman, Church and State* (with its radical view of religion). The film is spoken entirely in Gage's own words, focusing on her militant political activities and philosophies. Available for sale or rent. Write Chris at Unity Productions, 725 E. Denny Way #203, Seattle, WA 98122.

### FOUNDATION

**WONDER WOMAN FOUNDATION.** Celebrating the 40th anniversary of Wonder Woman, Warner Communications, Inc. recently established the Wonder Woman Foundation, which will award \$100,000 in grants to 20 to 60 women who are 40 or older. The foundation is the brainchild of Jenette Kahn, the 34-year-old president of DC Comics, a major publisher of superheroes books. "We hope the grants will help the recipients refocus their lives, get job training, re-enter the work force, go to college, start a small business or offer a day care option," Kahn said in an interview in the *Chicago Tribune* (Nov. 1, 1981). Write Wonder Woman Foundation, 15 Rockefeller Plaza, NY, NY 10019.

THE FLYER, named after the Commission's butterfly symbol, is published as a communications link with Annual Conference Commissions. Items for possible insert should be sent—by the 15th of the month preceding publication—to THE FLYER c/o the Commission office. No permission is needed to reprint; a credit line is requested. Annual Conference Commission members should send address changes to their chairpersons, not to the Commission office.

Next issue: April 1982

Patricia Broughton, Editor

## COMMISSION TALENT SCOUT

**ASSOCIATE GENERAL SECRETARY, GENERAL COMMISSION ON CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS, UMC.** Advocates Christian unity and interreligious relationships, educates and enables UMC constituency. Extensive travel required. Ecumenical experience, knowledge of UMC necessary. Deadline: Jan. 20, 1982. Write Search Committee, c/o Dr. Robert W. Huston, 12 Mohegan Place, Huntington Station, NY 11746.

**DIRECTOR OF RESEARCH AND DEVELOPMENT, ETHNIC MINORITY LOCAL CHURCH ARENA, BOARD OF DISCIPLESHIP, UMC.** Writer/researcher responsible for implementing missional priority at BOD. To plan, organize and conduct research as well as develop, prepare and produce resources for the EMLC Missional Priority. Requires experience in social research, English/Spanish proficiency. Salary \$17,300 to \$22,000. Write Joyce Jordan, Office of Personnel, PO Box 840, Nashville, TN 37202.

**ASSOCIATE GENERAL SECRETARY, BOARD OF DISCIPLESHIP, UMC.** Assists with the general administration of the BOD. Has primary responsibility for board programming, performance, performance evaluation of executive staff, development of constituency relationships and communications. Travel time 35-50 per cent. Must be United Methodist. Salary range: \$33,500-\$40,000. Deadline Feb. 1, 1982. Write Dr. Ezra Earl Jones, General Secretary, P.O. Box 840, Nashville, TN 37202.

**EXECUTIVE POSITIONS, BOARD OF GLOBAL MINISTRIES, UMC.** Available with the BGM: Supervisor of Financial Analysis with the Board; Executive Secretary, Education & Cultivation Div.; Executive Secretary, UM Development Fund and Executive Secretary, New Church Development, both National Division; Secretary for Membership Concerns and Staff Assigned in Regions, both Women's Division; Executive Secretary, Church Development and Renewal, World Division. Contact Personnel Director Raymond Jones, General Board of Global Ministries, UMC, 475 Riverside Dr., Rm. 1476, New York, NY 10115.

**DEAN, UPPER ROOM CHAPEL AND DIRECTOR, CHURCH CULTIVATION.** Directs all worship services in the Upper Room Chapel, promotes Upper Room resources and creates resources for ethnic minority and small membership churches. Requires travel, four to seven years experience. Salary \$22,244 to \$25,950. Deadline Jan. 31, 1982. Contact: Dr. Maxie Dunnam, PO Box 840, Nashville, TN 37202. Phone (615) 327-2700.

**CONFERENCE TREASURER/BUSINESS MANAGER, WESTERN NEW YORK, UMC.** Chief financial officer of the Conference, should have executive and communication skills. Send resume, indicate salary expectations, request application from Search committee, WNY Conference Office, 8499 Main St., Buffalo, NY 14221. Employment to begin June 1 or earlier.

**AMERICAN FRIENDS SERVICE COMMITTEE.** Openings in the national office in Philadelphia and in regional offices and overseas. Persons are encouraged to apply regardless of race, sex or sexual orientation. Requires understanding and support of Quaker foundations of AFSC: God in every person, an affirmation of the dignity and worth of each individual, and the power of love and nonviolence to overcome hatred and injustice. Write AFSC Personnel Office, 1501 Cherry St., Philadelphia, PA 19102. Phone (215) 241-7105.

\* \* \* For four openings below, contact NCC Office of Personnel, Room 520, 475 Riverside Drive, New York, NY 10115.

**DIRECTOR, JUSTICE FOR WOMEN, DIVISION OF CHURCH AND SOCIETY, NCC.** Works towards eradication of sexism and bigotry. Responsible for defining issues, recommending action, mobilizing resources. Salary \$18,850-\$22,855.

**ASSOCIATE DIRECTOR, INTERNATIONAL PROGRAM, IMMIGRATION AND REFUGEE, NCC.** Overall management responsibility for providing services required for processing refugees coming to the U.S. under the sponsorship of the Immigration and Refugee Program and Church World Service. Salary \$20,000-\$24,000.

**ASSOCIATE DIRECTOR, DOMESTIC PROGRAM, IMMIGRATION AND REFUGEE, NCC.** Responsible for refugees (see above) after their arrival in the U.S. Manages, coordinates daily operations. Salary \$20,000-\$24,000.

**ASSISTANT GENERAL SECRETARY FOR FAITH AND ORDER, COMMISSION ON FAITH AND ORDER, NCC.** Helps provide theological foundation for NCC life, working particularly on Christian unity and interconfessional understanding. Salary \$31,606-\$34,000. Deadline Feb. 1, 1982.



the commission on the status and role of women  
the united methodist church

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