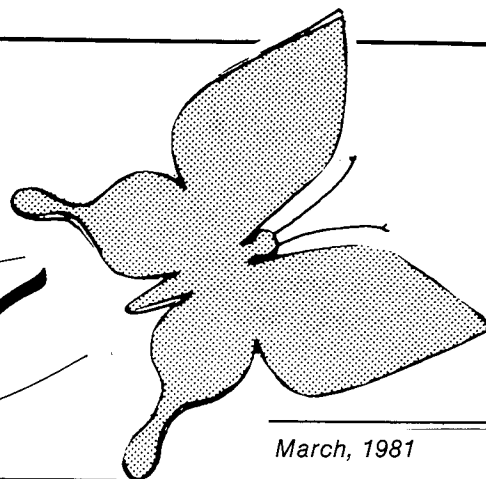


# The Flyer



VOLUME III, No. 1

March, 1981

## EMPOWERMENT, MONITORING SET AS GCSRW PRIORITY GOALS

The General Commission on the Status and Role of Women has adopted a 1981-84 quadrennial goal to increase the numbers of women "who will be equipped for and will have moved into key leadership positions in decision-making arenas of the annual conference." (See story, page 3)

A companion goal, adopted by the commission at its Feb. 26 to March 1 meeting in Madison, Wis., is to increase the numbers and levels of participation of women in the episcopacy, general agencies and denominational educational institutions by "monitoring election, selection and employment."

With goal-setting a major agenda item, the commission also pledged itself to work within the church to raise awareness on issues affecting racial/ethnic minority women, to develop strategies to address those issues and to assure that effective affirmative action plans and personnel policies are developed and implemented in general agencies, seminaries and annual conferences.

The goals were set within the commission's mandated functions of advocate, catalyst and monitor on behalf of women within the church. The goals were established and other decisions made at the meeting in the commission's now-traditional consensus style of operation.

The formal goals were developed from a set of rough goal categories identified and put in priority order by the commission early in the meeting. The process was led by Dr. Susanne Whitcomb, an associate professor at California State University at Long Beach.

Highest on the list of goals was moving women and ethnic minorities into leadership and power positions. Other goal categories receiving a high number of affirmations were inclusive language, ethnic minority women's issues, training, the proposed study on human sexuality, search process/advocacy concerns, communication and interaction among boards and agencies and seminarian concerns.

In its goal on the leadership of women in the church, the commission agreed to monitor the membership of women in boards of directors, executive and elected staff of general agencies, annual conferences, and among seminary faculties and enrollment.

The commission will review affirmative action plans, personnel policies and other tools of data-gathering "to ensure the equal participation of women commensurate to the total membership of women in the United Methodist Church." Special areas to be observed will include search and interview processes, training and promotion policies, grievance procedures and maternity/paternity leave.

Toward increasing awareness on issues affecting racial/ethnic minority women, the commission plans to

(Cont. on pg. 5)



## PRESIDENT POINTS TO EFFECTS OF PAST DISCRIMINATION

"Past discrimination continues to have present effects."

With these words, President Carolyn Oehler welcomed members of the General Commission on the Status and Role of Women to their second quadrennial meeting.

Quoting from a statement by the United States Commission on Civil Rights, Oehler put forth what she termed "both our dilemma and our challenge."

"Discrimination against minorities and women must now be viewed as an interlocking process involving the attitudes and actions of individuals and the organizations and social structures that guide individual behavior. That process, started by past events, now routinely bestows privileges, favors and advantages on white males and imposes disadvantages and penalties on minorities and women."

"The problem is bigger than a few of us getting together and deciding not to discriminate," Oehler told commission members. "The problem is in the process and in the system."

"It may be difficult to identify precisely all aspects of discriminatory process and assign those parts their appropriate behavior," Oehler continued, quoting from the civil rights statement. "But understanding discrimination starts with an awareness that such a process exists and that to avoid perpetuating it, we must carefully assess the context and consequences of our everyday actions."

Oehler then pointed to public charges of sex discrimination leveled against the General Board of Church and Society during its recent restructuring. She called into question the board's search processes and applicant pool which seemed to have systematically excluded women.

(Cont. on pg. 7)

## OPTIONS FOR ACTION

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

**SOUTH INDIANA**— A talent bank with the names of women who could lead programs in specific areas is being assembled through correspondence with all district United Methodist Women presidents, all district superintendents, all conference staff, Religion and Race, Lay Life and Work, women pastors and district heads of lay speakers.

**WEST VIRGINIA**—The commission is preparing a resource packet for use in the local church with information on worship (aids for inclusive worship), Christian education (church school material for all age groups), battered women and aging. The packet, which includes annotated bibliographies on books, films and United Methodist Women's Resources, will be distributed to the pastors, the Council on Ministries chairperson of each local church and the United Methodist Women.

**KANSAS WEST**—In conjunction with the Commission on Religion and Race, the CSRW will help promote open itineracy. The 1981 goal is to survey churches as to whether they will accept a black or a woman pastor (listing churches by name) and the 1982 goal is to prepare a program for the "yes" churches to ready them to accept such a pastor.

**NORTH CAROLINA**—Once again the CSRW is sponsoring Womanspeak Sunday as a conference wide event to 1) encourage women from the pulpit, 2) help expand the awareness of scriptural and theological bases for women's total participation in the life of the church, 3) raise the consciousness of congregations to the rich resources that women are and can be to the community of faith. Each local pastor and key local church leaders in the area of the status and role of women received packets containing background readings, resource lists, a suggested planning guide, list of hymns with inclusive language, and a selection of bulletins used last year.

**IOWA**—CSRW has worked diligently in support of the ERA in Iowa where there was a state constitutional amendment on the ballot in November. Working with other conference agencies they published a superb 8 page insert for the "Hawkeye," conference newspaper. It includes statements from state legislators, and from a wide spectrum of Iowa church leaders including bishops, past and present. Although the amendment did not pass, Iowa's ratification of the federal ERA is not affected. In addition, the CSRW prepared a comprehensive resource packet for speakers who were addressing the ERA.

**NORTH TEXAS**—CSRW concerns were shared with other district agencies at District Training days. Through participation in the training days the CSRW reached local church members with suggestions and programs and provided information on the general and conference CSRW's.

**NORTHERN NEW JERSEY**—A history of clergywomen in the annual conference will be published by the CSRW, possibly in the Commission on Archives and History's forthcoming annual journal.

**ROCKY MOUNTAIN**—Revisions made at the 1980 Annual Conference in the CSRW charter make a representative of the commission an ex-officio member of the conference nominating committee and another representative of the commission a member of the program and arrangements committee of the annual conference. The chairperson and a representative of the commission are members of the Council on Ministries of the Annual Conference.

"We used the rationale that we are a monitor and interpreter for the conference and therefore cannot effectively do these unless we have certain memberships within the conference," reports Alice McKee, Rocky Mountain CSRW chairperson. "We do not always want to be the 'bad people' on the outside looking in.

"We asked to be ex-officio on the nominating committee so as not to take a space away from a district person. Remember ex-officio always has a vote! (When the nominating committee added us they also added Religion and Race. Religion and Race received membership where ever we did. We tried to work with Religion and Race on joint legislation, but that wasn't possible. However, the conference saw us as having like concerns and included them also.)

"We felt it very important that we had some say in the mood of the Annual Conference session. Therefore we wanted to be a part of the committee that sets the mood, speakers, etc. We can now speak to the issues of worship, leadership, etc. as a committee member. The voice is much clearer and less threatening.

"The executive committee is a new group formed at Annual Conference and we decided that this is where the 'big boys' were making all the decisions about what is happening in the conference and who would do them. We knew we need to be here. We honestly feel we have most bases covered."

Although other annual conferences may be organized differently, CSRWs may want to consider a like strategy. Anyone is free to copy this idea, McKee said, asking in return a copy of the charter. McKee stated a willingness to talk to or correspond with any other conference interested in this idea: Alice McKee, CSRW Chairperson, Rocky Mountain Conference, 1290 Folsom, Boulder, CO 80302.

**WEST MICHIGAN**— CSRW and the Annual Conference Commission on Religion and Race have held a joint executive committee meeting to share concerns and have agreed to work together on a number of projects, including a joint meeting of the full commissions in January, and leadership training events to assist in impacting local churches, the Conference and the National Church. CSRW will ask the West Michigan Conference to make "Women in the Church—A Changing Image" as their priority for 1983. The priority was affirmed by the executive committee of Religion and Race.

**DETROIT**—Woman-to-woman summer intern program in its third summer matches woman seminarian with woman pastor in local church for 10-week program. CSRW grant pays seminarian \$1,000 and \$200 for travel; local church provides room and board. Both rural and urban experiences possible. Brochures outlining the program are sent to all women pastors and all seminary women registered with the Board of Ordained Ministry of the conference. Program participants are asked to be involved together in a summer reading program and make a report back to the CSRW.

## COOPERATIVE INFORMATION EVENTS RATE HIGHLY

"Not enough of a good thing" was the almost unanimous evaluation of annual conference commission members who met and talked with the three general secretaries of the General Commission on the Status and Role of Women (GCSRW) at the cooperative information events held in December and January in the five jurisdictions.

"We just needed more time," participants said. "There just didn't seem to be enough time to do all that needed to be done."

As it was, a whirlwind of activity filled the short hours given to members of Annual Conference Commissions on the Status and Role of Women (ACCSRW) meeting with the general secretariat. Discussion centered on the mandate, agenda and programs of the general and conference commissions.

The events, jointly sponsored by the eight program-related agencies and the General Council on Ministries, gave the annual conference participants (58 nationwide) a chance to share ideas, questions, issues and feelings with each other and to participate with other conference agency representatives in learning about quadrennial priorities.

"There was a sharing of problems as well as accomplishments," said Edna Emery, a GCSRW member who attended the Northeastern event. "We gained confidence, knowing we're not alone."

"I liked all of the sharing," said one North Central Jurisdictional participant. "Thank you for taking time to sing and to repeat the creed."

Another helpful exercise, many said, was reading through the paragraphs of *The 1980 Discipline* related to the commission and listing the action words.

"It seems like such a simple thing—to take the *The Discipline* and read it, word for word—but it was so useful," Emery said. From the action words, commission members were then able to attach program ideas to the mandated advocate, catalyst, and monitor functions of the annual conference as well as the general commission.

Many participants found helpful General Secretariat member Nancy Grissom Self's diagram of the United Methodist structure and the place of the general commission within it.

"Seeing the charts and the distinctions between programming and advocacy—what a freeing thing!" said one South Central Jurisdictional participant. "I've felt our annual conference commission to be a programming agency and now I see so much more hope for movement forward as a catalyst in getting other agencies to carry out programming."

Among the resources ACCSRW said they needed were models for training and monitoring, reports of step-by-step program development by other CSRW units, a booklet on the general commission, and a manual for CSRW presidents and members.

One of the major problems of the jurisdictional events, ACCSRW members reported, was little or no advance notice of the events themselves.

Conference Council Directors were responsible for informing annual conference chairpersons of the events. Many apparently failed to notify ACCSRW chairpersons and only through a mailing from the general commission did annual conference chairpersons find out about the events.

"At many points we felt our agency was treated more as a caucus than as an official part of the general church," Self said, citing the incidents as examples of "institutionalized sexism."

"But it was great for consciousness-raising. The women came mad as hops at being excluded and eager to move into common strategies because they shared the collective experience of being shut out."

## QUESTIONING STAFF PROCEDURES

*This statement was given to United Methodist Communications as part of the response of the General Commission on the Status and Role of Women to recent staff changes in several of the general boards.*

The Commission on the Status and Role of Women has a continuing concern about the way staff persons are chosen, promoted and terminated in the church. Recent happenings and charges surrounding staff changes in the Boards of Church and Society, Discipleship, and Global Ministries have served to heighten and sharpen that concern.

Thoughtful persons committed to the just treatment of women, including minority persons, are beginning to ask questions about current personnel decisions.

Are search processes really a "search," or are they "going through the motions" for a choice already made?

What is the applicant pool? We are finding that in a system where women have been systematically excluded from educational and employment opportunities, it is easy to exclude them from consideration for higher level positions.

A search is just that, looking for persons who can fill the position, seeking women as well as men, ethnic minorities as well as whites. The frequently-used dodge—"We couldn't find a *qualified* woman"—can often be translated—"We looked in the same old places and found the same white men."

Most general agencies have adopted affirmative action plans. Many annual conferences have not. Still, it is not enough to set goals for inclusiveness. They must be implemented in staffing and personnel decisions. It appears that one recent decision by one of the general boards was a retreat from their own commitments.

We are deeply concerned about the backlash against affirmative action which is blocking the employment and advancement of women in the church. Recent studies show that women are losing ground—in pay differential with men and in employment opportunities. Where is our commitment to equal justice? As long as the church continues to operate out of the sexist assumption that men are best suited for higher level jobs and women should provide the supportive, nurturing services, we will continue to make personnel decisions which discriminate. Women who do move into the upper levels will continue to experience the violence of a system that sees them as exceptions, rather than welcome participants.



GCSRW member Virginia McGillbary makes her goal choices as part of the commission's goal setting process.

# MOVING FROM IMAGES TO ACTION: A GOAL-SETTING MODEL

At its February meeting the GCSRW used a goal setting model based on an exercise called "Images of Potentiality: From Goals to Action," developed by Eva Schindler-Rainman and Ron Lippitt. Believing the model to be helpful not only to the general commission but also to annual conference commissions, we share it with you. The language has been modified slightly to adapt it to annual conference dimensions. This process was developed and facilitated by Susanne Whitcomb, consultant to the general commission.

Keep in mind these goals are created by the total body for the total body; responsibility for implementation rests with the members as well as with the leadership and staff. Additionally, it is important to set priorities, to recognize which activities are essential and which are good but not critical to the accomplishment of the mission of the ACCSRW. Finally, the goals process is not complete until the steps for its accomplishment are spelled out, with names, times and places identified.

(The times in parenthesis after each instruction indicate how long to allow.)

**1. Introduction to process and form groups.** (10 minutes) It is now February, 1984. We have magic helicopters and are flying over the conference, looking in on individual churches, districts, conference offices. We are excited and pleased with the changes that have taken place since February of 1981.

**Record on a piece of paper** (individually) some of the images of things you see happening now, in 1984, because of the goals we set and followed through on. You will have five minutes to write notes to yourself of the things you see and hear as you observe the conference from your elevated vantage point. (5 minutes)

**2. Now join four other people**, making sure you have a mix from several work areas or committees. Share your images with your group. Choose five images that your group feels are high priority, and record them on a large sheet of newsprint. When your sheet is complete, tape it on the wall. Save all the "image notes," so that the ones which are of lower priority can be retrieved and worked on at a later time. (20 minutes)

**3. When the sheets are posted, mill and read the images.** Vote for five or six that you care most about or are most excited about. Vote by putting a "hash mark" by the image (III, etc.) (20 minutes)

**4. Report back on the images with highest scores** (5 minutes)

**5. Have chairperson, staff, add images to list**, for balance and prior claims or program commitments already in process. (5 minutes)

**6. Form into task groups** around each of the top goals for each group. Change the image into a goal statement. (20 minutes)

7. Instructions for 8 and 9 (10 minutes)

**8. Brainstorm:** all the driving forces that will help us reach our goal (consider forces in us, in others, in situations).

**9. Brainstorm:** all the restraining forces that will hinder us in reaching our goal (in us, in others, in situations). (25 minutes for both 8 and 9)

**10. Pick the strongest negative force** that you can affect. Brainstorm all the actions you could take right now that would weaken or eliminate that negative force. (10 minutes)

**11. Now list all the other possible actions** you could take that would move you toward your goal. Pick a number one priority action from these lists. (15 minutes)

**12. Report back to the total group** your goal and your number one priority action (20 minutes)

**13. A. List the possible positive consequences** if you took this action.

**B. List the possible negative consequences** if you took this action.

**C. List the actions** you could take to minimize or eliminate the possible negative consequences. (20 minutes)

**14. List the first steps** you will need to take to reach your goal.

**Who** will you need to help you? (support, ideas, information, permission, specific skills, other resources)

**How** will you enlist their support? (Be specific—who will ask them? how? when?)

**What** other resources (besides human) will you need? How will you go about getting these?

**How** can other members of groups in the commission help you? Be prepared to ask for specific supports in the report back session coming up. You will make a five minute report. (35 minutes for above)

**15. Report back from each task group**—five minutes each—which includes specific requests for support from total body. (30 minutes)

Dismiss

## SHORTHAND VERSION

1. image to goals
2. driving forces (in us, in others, in the situation)
3. restraining forces (in us, in others, in the situation)
4. possible actions (list)
5. #1 priority action
6. possible consequences (positive and negative)
7. ways to overcome negative consequences
8. first steps to reach goal
9. persons and resources needed
10. plan to get this support

# ANNUAL CONFERENCE TRAINING EVENTS SET

In its commitment to increase the number of women equipped for and moving into key leadership positions in annual conferences, the General Commission on the Status and Role of Women (GCSRW) will sponsor several regional training events in the spring on 1982.

The events will bring together groups of three to five persons designated by each annual conference CSRW; groups will include clergywomen, racial ethnic minority persons and ACCSRW chairpersons.

While the design and content of the events is still to be determined, the following goals were identified:

1. To understand the *Discipline* and the GCSRW/ACCSRW mandate;

2. To connect with other ACCSRWs for solidarity, support, strategies, sharing;

3. To learn skills for consciousness-raising at the local church level on issues of sexism and the linkages of sexism-racism;

4. To identify annual conference structures and practices and strategize to impact them (including employment);

5. To sensitize and equip racial-ethnic minority women at the grass roots level for action on issues affecting them;

6. To identify common issues for joint action with United Methodist Women.

Planning for these events will be done by a seven-member team including four members of GCSRW and three annual conference persons.

Another series of workshops, on male/female dynamics, are planned for the 1981-84 quadrennium. With the support of the GCSRW, organizational development specialists Carol Pierce and David Wagner of New Dynamics Associates will lead workshops on men, women and power, August of 1981. Times, dates and locations are yet to be announced; costs are expected to be about \$200 per person for the basic three-day workshop. A second three-day workshop at the same time and site will offer training for trainers.

## GCSRW SETS GOALS

(Cont. from pg. 1)

"facilitate and enable participation of racial/ethnic minority women in programs, projects and promotion of the Missional Priority on Developing and Strengthening the Ethnic Minority Local Church," and to "facilitate and enable full participation of women" within ethnic caucuses.

Towards assuring effective affirmation action plans, the commission will assist by offering consultation, training and awareness-increasing opportunities.

Two goals were adopted related to gender-inclusive language and imagery in areas of the church's life and work, including the ordained ministry, communications and devotional materials.

One goal is to assist the church in "embodying its vision of the new community by recognizing that language which both reflects and shapes reality should be gender inclusive."

Plans call for impacting pastors and seminarians through such channels as "The Interpreter" magazine, requesting editorial guidelines from United Methodist publications, the annual training program for new district superintendents and conference council directors, and urging a workshop on gender-inclusive language and language/imagery about God in every annual conference pastors' school before 1984.

The second inclusive-language goal calls for monitoring the use of language and imagery in the candidacy and ordination process, seminary curriculum and other areas of seminary life, and United Methodist curriculum, devotional materials and television programming.

Budget concerns overshadowed the three-day meeting after commission treasurer Beverley C. Berry reported the commission overspent its 1980 budget by \$38,000. Because of a Jan. 1, 1980, balance of about \$48,000, the commission carried over only \$10,000 into 1981. The major causes of overexpenditure were costs related to General Conference, an unexpected volume of staff travel because of demand from the field, and the unanticipated costs of air travel to commission meetings. Berry said she was confident that with care in 1981 the commission would finish the year in a favorable financial position.

The commission voted to maintain its 1981 budget, to seek special project funding from the World Service Contingency Fund and to explore funding outside World Service including the possibility of World Service specials.

In other action, the general commission received formal charges of sex discrimination from Jessma Blockwick against the General Board of Church and Society. The coordinating committee, which is given the responsibility for dealing with such matters, decided to investigate the allegations of the complaint, in keeping with the commission's policy of accepting complaints when the possibility of systemic change exists.

The commission discussed briefly and referred to the Monitoring and Research work unit a concern for keeping before those planning the United Methodist bicentennial observance the need to include the heritage and contributions of women and ethnic minorities.

In personnel matters, Charlene Kammerer, Durham, N.C., was elected finance committee chairperson succeeding Walter Willis, who in June will become a staff member of the Board of Discipleship and thus must relinquish membership on the commission.

Under a policy of terminating members who have two unexcused absences at meetings, the commission voted to replace Cathy Jones, Crystal Springs, Miss., by electing Ressie Bass, Fort Lauderdale, Fla., as a new lay woman from Southeastern Jurisdiction. Willis will be succeeded as a member by the Rev. Ted Leach, Gadsden, Ala.

## TRAINING WOMEN AND MEN IN NEW DYNAMICS

The clergywoman was talking about role expectations and the ways in which male and female behaviors are changing. She was talking about potential dangers, the possibility of men and women being torn apart by those changes.

He was more blunt. "I hear you talking about the potential for men and women being torn apart. I think we *are* being torn apart—ripped apart. Our potential is to be connected."

The subject was male-female dynamics, the place, Madison, Wisconsin, the arena, the February meeting of the General Commission on the Status and Role of Women. The task was to learn to recognize dominant and subordinate behaviors between men and women and between races and to move out of those old patterns of behavior into new collegial or peer relationships of mutuality and equality.

Carol Pierce and David Wagner of New Dynamics Associates led the discussions and exercises. The two have worked as a team of organizational consultants throughout the United Methodist Church and in the corporate world. Pierce, in addition, served as the chairperson of the New Hampshire CSRW.

The emphases of the sessions were on self-disclosure, on leading others to awareness and change through talking on personal rather than theoretical or rhetorical levels.

"If I can describe me and my changes, that's unarguable," Pierce explained.

Through a series of exercises, commission members, staff, agency liaisons and others talked about their personal changes and practiced new behaviors.

In talking with one another, commission members discovered they, too, were having to adjust to new male and female behaviors. His clergyman from Kansas asked how he might talk with his 13-year-old daughter about sex and abortion, and a laywoman from Illinois spoke of her new "commuter marriage" with a husband who works in another state.



New situations require new behavior, participants decided. And moving out of dominant-subordinate relationships into collegial ones requires recognizing both kinds of behaviors.

Participants learned a collegial relationship is one in which both participants in the relationship give and receive criticism (feedback). Additionally, both participants recognize they can and have learned something from one another and then give credit to the other for the learning.

"Our skills on feedback are very sloppy in this culture," Pierce said. "But we need to learn to respond to one another. Every change I make as a woman affects a man, and every change he makes affects me. We need to get feedback from both men and women."

Following the sessions with Pierce and Wagner, the GCSRW agreed to support workshops which will enable other United Methodists to deal with male-female dynamics. (See story, page 3)

# OVATIONS

To **MARY R. MYERS**, a senior in the M.Div. program at Wesley Theological Seminary, who received the Women's Preaching Award from the Virginia Conference Commission on the Status and Role of Women.

To **JUANITA WOLFE**, of Cherokee, N.C., who was elected vice chairperson of the United Methodist Native American International Caucus.

To **JEAN CAFFEY LYLES**, an associate editor of "The Christian Century" who received an award for news writing and editorials in a competition sponsored by the United Methodist Association of Communicators.

To **CATHY CARLSON**, director of the Creative Ministry Associates, who received the North Carolina Governor's volunteer award for 1980 for exemplary community involvement and outstanding accomplishments as an individual human service volunteer in Durham County.

To **HARRIET WILLIAMS**, who was appointed editor of "The Methodist Church Advocate" for the Birmingham (Alabama) area, thus becoming the first woman editor of the 100-year-old religious journal.

To **SANDRA HOKE**, pastor of Edison Park United Methodist Church in Chicago, IL, who has been appointed superintendent of the Elgin District in the Northern Illinois Conference by Chicago area Bishop Jesse R. DeWitt, effective June 15. Hoke returns the number of woman district superintendents in the United Methodist Church to seven. (Marjorie Matthews was elected to the episcopacy from the district superintendency in 1980 which reduced the current number from seven to six.)

## ON THE CALENDAR

March 21-22 **CONFERENCE ON WOMEN'S CULTURE IN AMERICAN SOCIETY, 1880-1980.** Workshops on cultural diversity, community organizations, female heroes and feminist communities, the sex-gender system, female labor force participation, labor and political organizations. \$5 a day, preregistration suggested. Send to The Woman's Building 1727 North Spring St., Los Angeles, CA 90012. Checks payable to Woman's Building.

April 2-4 **THEOLOGY AND POWER COLLOQUY.** With Rosemary Ruether. For women in ministry, at the Intentional Growth Center, Lake Junaluska, NC. Write IGC, Box 546, Lake Junaluska, NC 28745.

April 7-8 **WOMEN IN MINISTRY: RECOVERING OUR HERITAGE.** The 1981 Georgia Harkness Lecture Series with Rosemary Radford Ruether and Rosemary Skinner Keller. Thelma Stevens and Marjorie Matthews to preach. Limited housing available. Cafeteria meals. Contact Garrett-Evangelical Theological Seminary, attention: Mrs. C.K. Fitzgerald, 2121 Sheridan Road, Evanston, IL 60201. Phone (312) 866-3950.

April 21-24 **SCHOLAR-IN-RESIDENCE PROGRAM.** Continuing education program at Gammon Theological Seminary. Gammon provides housing and food with hope that Annual Conference Continuing Education Fund or local church continuing education fund will help provide transportation. No other costs. First-come first-served up to 25 persons. Also fall and two 1981-82 school year sessions. Contact Gammon Theological Seminary, 653 Beckwith St., SW Atlanta, Georgia 30314.

May 12-14, **WOMEN IN MINISTRY IN THE RURAL SOUTH.** With the Rev. Lynne Josselyn, United Methodist District Superintendent from Maine, and Sarah Workman, Intentional Growth Center, Lake Junaluska, NC. At the Hinton Rural Life Center, Hayesville, NC. Write Resource Center for Women and Ministry in the South, P.O. Box 1365, Greensboro, NC 27402.

May 28-31 **NORTH AMERICAN CONSULTATION ON CHRISTIAN WOMEN IN MEDIA.** Theme: "Women in Media: Shaping Our Future! Opportunities for networking, study (skill for success, future technologies, equal employment, economic justice, stereotyping in media), worship. On Southern Methodist Un. campus, Dallas, TX. Registration: \$110 before April 30, \$125 after. Room, meals extra. For brochure with registration information write: Kathleen Kurtz, 9215 Springwater, Dallas, TX 75228.

May 31-June 4 **NATIONAL WOMEN'S STUDIES ASSOCIATION MEETING.** Theme: "Women Responding to Racism" At the University of Connecticut, Storrs, CT. Write National Women's Studies Assoc., Univ. of Maryland, College Park, MD 20742.

August 9-15 **WOMEN IN MINISTRY WEEK AT GRAILVILLE** United Methodist clergywoman Nelia Kimbrough, member GCSRW, leads week-long personal exploration, community-building, relaxation event for women in ministry, however defined. Cost \$170 (\$35 tuition, \$140 lodging, food). More information, registration (\$35) contact Becky Youngblood, 1001 Grand Blvd, Greenwood, MI 38930. Checks to "Women in Ministry Week".

## FLYER CHANGES

Because of severe budget restraints the GCSRW agreed at its February meeting to issue five rather than six issues of the Flyer in 1981: March, May, July, September and November. In another policy change, up to 75 copies of the newsletter will continue to be distributed to each annual conference free of cost. Any additional copies will cost 10 cents each. Beginning with this issue, it will be necessary to bill Annual Conference CSRWs if they receive more than 75 Flyers.

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: May, 1981

Patricia Broughton, Editor



## SELECTED RESOURCES

**FAITHFUL AND FAIR:** Transcending sexist language in worship. Keith Watkins, professor of worship at Christian Theological Seminary in Indianapolis, writes in this forthcoming book: "Our goal should be liturgical language that is fair to women as well as to men and faithful to our experience of God." The language of hymns, sermons, scripture is addressed as well as the question, "But are the people ready?" An 18-page "workbook" shows how the author uses the book's principles to develop liturgical materials. To be published by Abingdon, May, 1981, \$4.95.

**WOMEN IN NEW WORLDS:** Women in the United Methodist Tradition. Another forthcoming book from Abingdon (Sept. 1981), edited by Hilah Thomas and Rosemary Keller. Twenty essays analyze the ways history has been written to date, the contributions of pastors' wives and deaconesses, women's struggles to be ordained, and movement of United Methodist foremothers outside official church structures (temperance, peace). Essays selected from almost 60 papers presented at the "Women in New Worlds" conference in Cincinnati, Ohio, in February, 1980.

**THE QUOTABLE WOMAN.** An encyclopedia of useful quotations, indexed by subject and author, 1800 forward. Some 1334 women authors, poets, scholars, and activists from around the world provide rich resource for speech writers and enjoyable reading for the rest of us. A change from "Bartlett's Familiar Quotations" with only 7½ per cent of the 2,000 contributors being women. Organized chronologically. Anchor Books, Garden City, NY, 1978. \$8.95 paperback.

**WOMEN'S HISTORY CATALOGUE.** Books, used and rare, by women, about women, of special interest to women, with special attention to women in religion. Edited by Phyllis Tholin. Contact Phyllis at 4500 Massachusetts Ave., NW, Washington, D.C. 20016 or call (202) 966-7674.

**DIVING DEEP AND SURFACING.** Women writers on spiritual quest. "Stories reveal the powers that provide orientation in people's lives," author Carol Christ says, and "women's stories have not been told." Focusing on five women authors (Kate Chopin, Margaret Atwood, Doris Lessing, Adrienne Rich, Ntozake Shange), Christ writes of women's spiritual quest: "a woman's awakening to the depths of her soul and her position in the universe." She suggests that women looking for spiritual sustenance when the traditional religious texts have excluded them can find sacred texts among the works of these authors. Beacon Press, Boston, pb \$4.95.

**WHY THE GREEN NIGGER?** Elizabeth Dodson Gray's book about the enslavement, oppression and degradation of nature connects the hierarchical thinking transmitted by our patriarchal Judeo-Christian Western culture with the domination of women and the pollution of the earth. The book explores the mythic and psycho-sexual roots of our Western imaging of nature in what the author calls "the illusion of dominion." Gray speaks as a feminist, theologian, and environmentalist. Available from Roundtable Press, Four Linden Square, Wellesley, MA 02181. Pb: \$5.95, cloth: \$10.95, plus 80 cents postage.

**YOUR DAUGHTERS SHALL PROPHECY:** Feminist Alternatives in Theological Education. Book written by a group of women, on experiences of women in theological education. Seven specific programs carried on by, for and with women in the area of theological education are described (includes Center of Women and Religion, Boston Theological Institute, Harvard program, Grailville). Pilgrim Press, 1980.

**GOD'S WORD TO WOMEN,** 100 Bible Studies on Woman's Place in the Divine Economy, by Katherine C. Bushnell. First published in 1919 and reissued in 1975, the book is an incisive critique of scripture, translators, punctuators and commentators. As a scholar of Hebrew and Greek, Bushnell deals with passages about power, subservience, veils, etc. Mail orders to Ray B. Munson, Box 52, North Collins, NY 14111. \$6.50 ppd.

**ANNIVERSARY OF THE ORDINATION OF CLERGY-WOMEN**—While the year 1981 marks the 25th anniversary of the ordination of clergywomen within the former Methodist stream of United Methodism, (1956) the ordination of women in the Church of the United Brethren in Christ was officially approved at its General Conference of 1889. Donald K. Gorrell, writing in the Jan. 1980 issue of "Methodist History," reports that as early as the 1840s United Brethren women had requested licenses to preach. But without the sanction of the General Conference both bishops and annual conferences felt they lacked authority to issue official licenses to women. A schism in the church in 1889 permitted adoption of a petition providing for the ordination of women and within four months of the General Conference of 1889 the Central Illinois Conference granted Ella Niswonger and Maggie Elliott licenses to preach. When the merger took place between the Evangelical and United Brethren Churches in 1946 there was a "gentleman's agreement" not to ordain women, although in some parts of the country a few women continued to be ordained.

## PRESIDENT'S REPORT

(Cont. from pg. 1)

"The commission's role is not to conduct staff searches for other agencies," Oehler said. "Nor are we an employment agency. Rather, we must hold agencies accountable for searching in ways that identify women for staff positions. The philosophy of inclusiveness is falling into place. The practice is a long way from realization."

Calling the commission to its task in fighting systemic sexism, Oehler noted Susan B. Anthony's Feb. 15 birthday anniversary.

"Her final public words became the rallying cry of her successors—'Failure is impossible!' She believed the forces of justice and equality were stronger than those of prejudice and

discrimination.

"Susan B. Anthony's legacy is needed today. She was a woman of deep faith, ethically strong and socially aware. Her whole life was a living out of that faith. She experienced bitter disappointment and disillusionment in her case, yet held to her belief in its righteousness and inevitable triumph.

"Whenever I grow weary and disillusioned in the continuing struggle for justice and equality within and outside of the church," Oehler said, "I remember that she never gave up, even to her death.

"Happy birthday, dear Susan B. Failure *is* impossible for those whose cause is just and whose faith is steadfast."

# COMMISSION TALENT SCOUT

1. **GENERAL SECRETARY, GENERAL COMMISSION ON ARCHIVES AND HISTORY OF THE UMC.** Applicants sought with training/experience in staff management, administration, historical competence, sensitivity to United Methodist connectionalism, ability to work in a university setting. (See paragraphs 814 and 1901 to 1912 of the 1980 UMC Book of Discipline for further responsibilities.) Applications due April 30, 1981; job begins Nov. 1, 1981. Contact Bishop L. Scott Allen, Chairperson Search Committee, Box 488, Lake Junaluska, NC 28745.
2. **ASSOCIATE GENERAL SECRETARY, GENERAL COUNCIL ON MINISTRIES, UMC.** To work on a team with four other associates and the general secretary in diagnosis, goal setting, analysis, implementation and evaluation of projects. Must be United Methodist. Salary range for 1981: \$25,900 to \$32,000 (includes housing). Applications due March 31, 1981; job begins June, 1981. Contact Bishop Dwight E. Loder, President, General Council on Ministries, 601 West Riverview Ave., Dayton, OH 45406.
3. **CAMPUS MINISTER, MILLERSVILLE STATE COLLEGE, PA.** Ordination, experience in pastoral and/or campus ministry, experience and training in counseling necessary. Work with Hillel and Roman Catholic ministries. Begin Aug. 1, 1981. Salary: \$16,000 - \$19,000. Deadline: March 15. Contact the Rev. William J. Brown, Chairperson, Search Committee, 453 State St., Lancaster, PA 17603. Phone (717) 392-4035 or 394-5755.
4. **WOMAN CHAPLAIN, CREIGHTON UNIVERSITY CHAPLAINS TEAM.** Master's degree in theology, counseling or related field desired. Begins August 1981. Send resume to Chaplain Search Committee, c/o Rev. Leo Klimczek SJ, University Chaplain's Office, 2500 California St., Omaha, NE. 68178.
5. **DIRECTOR, LOCAL CHURCH ORGANIZATIONS AND LEADERS, SECTION ON CHURCH LEADER DEVELOPMENT, BOARD OF DISCIPLESHIP, UMC.** Manages the development of resources, training designs and training programs for leaders and members of local church organizations. Extensive travel required. Deadline for nominations: March 30. Contact Carl D. Case, Jr., Office of Personnel, P.O. Box 840, Nashville, TN 37202 or telephone (615) 327-2700.
6. **DIRECTOR, CHURCH MUSIC AND WORSHIP RESOURCES, SECTION ON WORSHIP, BOARD OF DISCIPLESHIP, UMC.** Provides training events in worship and church music, with special responsibility for youth worship. Offers consultative services to annual conferences and districts in church music and worship resources. Writes and edits resources. Should be accomplished musician. Nominations deadline: April 1. Contact Carl D. Case, Jr. (above).
7. **PROGRAM COORDINATORS (5), BOARD OF CHURCH AND SOCIETY, UMC,** Program coordinators for the following departments with the (issues) addressed by the department:
  - a) Social and Economic Justice (institutional sexism, ERA, sexual harrassment, institutional racism, ageism, employment);
  - b) Environmental Justice and Survival (impact of technology, rural life, hunger, world resources);
  - c) Political and Human Rights (criminal justice, juvenile justice, capital punishment, church/state relations, civil liberties);
  - d) Human Welfare (health, reproductive freedom, handicapping conditions, family, human sexuality, bio-ethics, population, housing);
  - e) Peace and World Order (disarmament, conscription, U.S. foreign policy). Salary range: \$15,000 - \$17,000. Deadline for applications March 9. Begin April 1. Contact Board of Church and Society, 100 Maryland Ave., NE, Washington, D.C. 20002.
8. **PRESIDENT, GRADUATE THEOLOGICAL UNION.** Separation of dean-president position has created a new spot of president. Candidate needs interest in ecumenical and inter-religious dialogue, fiscal administrative skill. Names of candidates with curriculum vitae, samples of professional scholarship written by candidate and names of three to five persons from whom recommendations can be secured should be sent to Gordon M. Weber, Chairperson of the Board of Trustees, Graduate Theological Union, 2465 Le Conte Ave., Berkeley, CA 94709.
9. **DIRECTOR OF EDITORIAL AND PROMOTIONAL MATERIALS, DIVISION OF PROGRAM AND BENEVOLENCE INTERPRETATION, UNITED METHODIST COMMUNICATIONS.** Supervise day-to-day operation of all editorial and promotional work of department. Job requires location in Evanston, some travel, degree in journalism or related field, working knowledge of print production. Minimum salary: \$22,600. Deadline: March 31, 1981. Apply to Dr. Readus J. Watkins, Associate General Secretary, United Methodist Communications, 1200 Davis St., Evanston, IL 60201.



the commission on the status and role of women  
the united methodist church  
1200 davis street  
evanston, illinois 60201  
(312) 869-7330

NONPROFIT ORG.  
U. S. POSTAGE  
PAID  
EVANSTON, ILL.  
PERMIT NO. 260