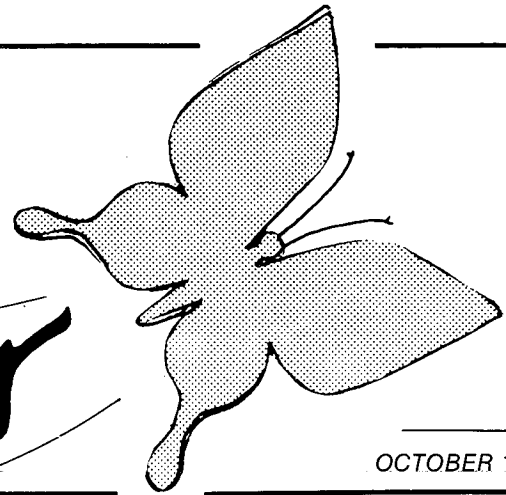


**SPECIAL
10TH BIRTHDAY
ISSUE**

The Flyer



VOLUME IV, No. 5

OCTOBER 1982

JOYOUS CELEBRATION MARKS GCSRW'S 10TH

MADISON, Wis. (UMNS)—A mood of joyous celebration pervaded the annual meeting of the General Commission on the Status and Role of Women of the United Methodist Church here Sept. 23-26 as that body observed its 10th birthday.

Buoyed up by congratulatory letters from former members, supporters, and executives of church boards and agencies, the 48-member commission lighted ten candles on a giant artificial cake (shaped like the Commission's logo) during the course of the meeting. With each candle they recalled highlights of that year (see boxes and pictures, pages 2-11).

In a closing worship service they prayed for "empowerment to move into the second decade." Barbara Thompson of Washington, D.C., founding president and preacher for the service, challenged each member to "shine as an advocate for justice, a catalyst for inclusiveness and a monitor for implementation. God is leading us, the journey must go on," she concluded.

The commission particularly celebrated a work style unique in United Methodism involving a three-woman collegial secretariat, sharing responsibilities and authority normally vested in a lone executive at the top of a pyramid. They also paid tribute to the gifts of their diverse membership,

including all racial ethnic minorities, youth, lay women and men, clergy women and men. And they reaffirmed the usefulness of government by consensus.

REQUESTS FUNDS FOR BOSTON INQUIRY

In business sessions, the commission authorized a request to the General Council on Ministries for \$5,500 from the World Service Contingency Fund to conduct an inquiry into "allegations of sexual discrimination at Boston

resolution said "this is a unique inquiry in that it is a response to allegations from several sources. Previous inquiries have been limited to responses to individuals and have not been comprehensive inquiries into the systems that may be discriminatory within an agency or a seminary."

The Commission anticipates the inquiry will benefit all seminaries.

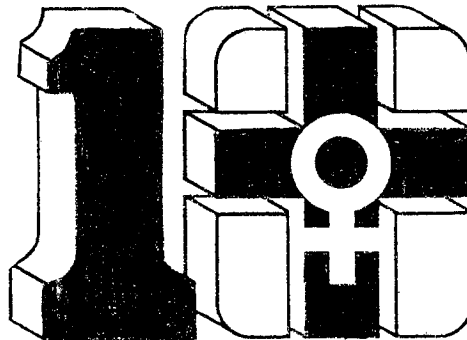
DEVELOPS NEW EQUAL RIGHTS STRATEGIES

Noting that efforts to pass the Equal Rights Amendment had failed and the ineffectiveness of continuing the boycott of unratified states, the GCSRW called for renewed vigor in the struggle for equal rights. Still affirming its belief that such an amendment must be added to the constitution, the resolution passed by the GCSRW called for new strategies to register new voters, recruit candidates who believe in women's rights, win elections and legislative victories—"to ensure the final guarantee of equal rights to all Americans."

LEGISLATION

Several pieces of legislation for the 1984 General Conference were discussed. They proposed the election of general secretaries by their respective agencies

(con't. on page 4)



University School of Theology." The goal of the inquiry is to gather data that will assist the seminary in assessing and modifying attitudes and practices within its community life that may have a discriminatory effect.

A rationale accompanying the

1972: WOMEN, TOO, FULLY EQUAL

Thelma Stevens, surely a foremother of the Commission (and the United Methodist Church), remembers:

How time flies! It doesn't seem possible that ten years and almost four months have passed since that 1972 General Conference authorized the creation of a Commission on the Status and Role of Women in the UMC. After all, 200 years (almost!) was a long time for the church (part of it!) to wait before admitting that women of Methodism had waited too long! The male-clergy-



Thelma Stevens

oriented-church had to admit that women, too, must become "fully equal" in every phase of the church's life. These ten years have made visible the beginnings of change that point toward equal justice and full participation of both lay and clergy women!

Even a dull glow of a new candle light in the distance gave me great hope! Many women had been working for nearly two centuries to achieve the right to share fully in the church's total life!"

BALTIMORE—In celebration of **Women's History Week**, the ACCSRW sent a letter to clergy and lay leaders encouraging celebrations in their local churches. Now's a good time to begin planning for the 1983 Women's History Week in March. Below are a list of suggestions developed by the Baltimore CSRW:

- Begin digging in the "archives" of your local church and produce the names and accomplishments of the many women leaders of past years.
- Go back to the church before unification—include them all!
- Find those who have been authors, teachers, political leaders, musicians, presidents of colleges, women ministers, directors of religious education, choir directors, church school teachers, presidents and officers of women's groups or lay leaders.
- Publicize these contributions—plan exhibits, displays of pictures, pamphlets and memorabilia.
- Have a celebration dinner or program with a woman as a speaker.
- Develop newspaper articles with pictures; use radio and television spot announcements (public service announcements are free!).
- Ask your minister to preach on the contribution of women to the church and the need to work together toward equality in leadership opportunities.
- Begin a record, to be kept in the church, of the many contributions of women. Be sure to update it every year.

DETROIT—Former Chairperson Pat Meyers recently completed a study showing the **movement of women elders in the appointive system** with regard to salary and size of church served. Comparing women and men elders appointed in the conference in 1980, 1981, and 1982, she found clear discrepancies in both pay scale and size of church served. The information is now being studied by selected conference clergy and lay members.

The ACCSRW also gave \$500 to Black Methodists for Church Renewal to enable **ethnic women** to attend the annual convention in St. Louis. One or two of the women attending were to report back to the Commission on their experiences.

NORTH CAROLINA—With the support of the Conference Council on Ministries, the ACCSRW is gathering information from all churches with multiple staffs to determine whether or not **full-time lay persons are receiving full benefits**. "So many of those who work full-time are laywomen and do not get full-time benefits," said ACCSRW chairperson Rev. Helen Crotwell. The ACCSRW strategy is to ask the District Superintendents to help locate and gather information from the churches.

NORTH INDIANA—An "Equitable Appointments Study," initiated by the ACCSRW after a meeting with conference clergywomen, disclosed clergywomen start at slightly smaller salaries than clergymen and there develops a "significant different in salaries" over a period of years. "Basically, clergywomen start and stay in small churches," said ACCSRW Chairperson Connie Payne.

Information for the study came from the conference journal. ACCSRW members looked at the listed memberships of churches, average Sunday attendance, whether the clergyperson held a one- or two-point charge, and if he or she was an associate. Information was then grouped by year of entry.

The ACCSRW study also showed that a few men started parish ministries with salaries of \$2,000 or \$3,000 higher than their women counterparts. "We want then to know what cabinet members look at when they make first time appointments," Payne said. Findings and recommendations from the study were presented to the cabinet, resulting in a commitment by the ACCSRW to continue to monitor the salary and appointment situation. The ACCSRW will particularly look at patterns of salary increases and appointments over time, Payne said.

KANSAS EAST—Startling numbers of ministers, their spouses and children do not have close friends, a **survey of United Methodist clergy families** in Kansas has revealed. The study, done by the ACCSRW and reported in the September, 1982 **Circuit Rider**, showed that spouses (virtually all women) fared worse than the pastors.

Surveys were sent to all 485 UM parish pastors and their families in both the Kansas East and West conferences. Questionnaires were returned by 192 clergy, 166 clergy spouses (three were male) and 50 daughters and sons, giving a 40 percent return rate.

Among the areas surveyed were lack of close friends, moving and friendship and use of time off. One spouse says she has lived "...20 years with the same person, who has never taken a regular day off. When we do take a vacation, he always checks in with the office once a day."

Recommendations resulting from the clergy family study are these:

- Give two days off per week.
- Provide support groups for wives.
- Provide support groups for ministers.
- Include families in all decisions.

The **Circuit Rider** article ends with a short discussion of the itineracy system, agreeing that 1) making appointments for a six-year term rather than one-year and 2) announcing moves a year in advance would enhance the development of personal and family relationships among members of the clergy families.

1973: WE THOUGHT WE WERE COMING FOR A YEAR

Lighting the second candle on the Commission's birthday cake during the recent GCSRW meeting, General Secretariat member Nancy Grissom Self recalled:

"That's two. That's 1973 when the Commission hired its first Secretariat. We thought we were coming for a year, for a quadrennium at most, and we didn't think we would survive that first quadrennium. But in our local church in Evanston, Wheadon UMC, where the women's caucus first met in 1971, there is a banner that reads: "The sign of God is that you will be led where you did not plan to go. And so, for the places we've been, thank you, and for the places we have yet to go, YES!"

WOMEN NOW 60% OF UMC?

Women seem to be gaining strength in the United Methodist Church, at least according to one United Methodist pastor, author and consultant for the Yokefellow Institute in Richmond, Indiana.

Speaking to 104 new district superintendents and 25 new conference council directors, Lyle E. Schaller noted that 47 per cent of all church members are male, but in the UMC, only 40 per cent are male. From another perspective, this means women constitute 60 per cent of the UMC membership, an increase from the commonly quoted 54 per cent.

CATALYST FOR HISPANIC WOMEN

Acting on its mandate to be a catalyst for women, the GCSRW is responding to a request by a small ad hoc committee of Hispanic women for a National United Methodist Hispanic Women's Consultation.

At its September meeting, the GCSRW approved a recommendation from the Education and Advocacy work unit for \$1,200 to bring together the committee with the Secretariat.

"We have no funds for the actual consultation," said GCSRW Secretariat member Trudie Kibbe Preciphs, "but we are concerned with empowering racial ethnic minority women (one of the GCSRW 1981-84 quadrennial goals). We are acting as a catalyst to enable this ad hoc committee to design the consultation, and to help them find sources for funding." The GCSRW has suggested the ad hoc committee seek endorsement from the Hispanic Caucus, MARCHA, and financial support from the Ethnic Minority Local Church priority, the Women's Division of the Board of Global Ministries and the General Commission on Religion and Race.

The GCSRW action came after Lydia Salazar Martinez, a seminary student and former member of the GCSRW, requested help in organizing such a consultation.

SEXISM SEMINAR AT UMCOM

The GCSRW has been invited by the General Commission on Communications (UMCom) to conduct a brief seminar on sexism at the UMCom Annual Meeting, October 22-24. A team of GCSRW members and staff plan to present the issues and then to engage members and staff in dialogue with one another about ways to make the denominational media more inclusive of women. The seminar is designed to take place early in the meeting with observers from GCSRW monitoring progress and providing feedback at the conclusion of the meeting. Carolyn Oehler, president; Art Campney, clergy member of the GCSRW from Iowa; Trudie Kibbe Preciphs and Nancy Grissom Self will make up the team.

'RISING CONSCIOUSNESS' AMONG AA WOMEN

Pacific and Asian American women "rejoicing in their union with Jesus Christ" at the Pacific Asian American Ecumenical Convocation this summer also had an opportunity to rejoice in their union with one another, thanks to the organizing efforts of two of their number.

Finding none of the workshops scheduled during the four day convocation addressed women and their concerns directly, the Rev. Nancy Yamasaki, a United Methodist, and Rita Brock, from the Disciples Church of Christ, organized their own. The workshop, "Women Leaders in the Pacific and Asian American Church: Problems and Possibilities" was sponsored by the National Ecumenical Network of Pacific and Asian Women in Ministry, U.S.A. and was held in conjunction with the convocation.

The workshop was well attended, a sign of the "rising consciousness" among Pacific and Asian American women, commented Kiyoko Kasai Fujiu, a member of the GCSRW secretariat, who attended the workshop and convocation. "Leadership is taking hold among Asian American women—clergy and lay."

CELEBRATE YOUR 10TH!

ACCSRW TENTH ANNIVERSARY CELEBRATIONS—During the next four years at least 60 annual conference commissions will be **celebrating their tenth birthdays**. In fact, a handful of conferences have already passed the decade mark, having organized immediately after the 1972 General Conference, before the initial meeting of GCSRW. Anniversaries provide excellent opportunities to celebrate past accomplishments and to set new goals.

Conference CSRWs can review Conference Journals to gather data about their beginnings and also identify persons who were involved. There are some exciting stories to be shared and preserved. Now, while memories are still relatively fresh, is an appropriate time to chronicle the details and the personalities in both a challenging and celebrative mode. Even with all that remains unfinished business for women in the church there are benchmarks of accomplishment to be celebrated. When completed, the material can be transferred to the conference Commission on Archives and History to inform future generations.

The GCSRW invited former members and church leaders to send letters, tapes, and memorabilia to share at the 10th anniversary annual meeting. Many wrote reflecting on their own personal growth as well as of the work accomplished and yet to be done. A logo for the 10th anniversary was designed (see front page) and has been rendered on 3½ inch pressure sensitive labels (in black and white) and on three inch buttons in black on bright yellow. These buttons and labels may be ordered through the GCSRW office.

Additionally, the General Commission authorized the publishing of a booklet which will include selected papers tracing the Commission's first decade journey. As your AC/CSRW develops plans for the celebration of your own 10th birthday, *The Flyer* will be pleased to share them with other conferences through this column.

1974: STILL BUILDING ON SANDS OF SEXISM

By 1974 fifty of the then seventy-one Annual Conferences had some unit related to the status and role of women, and this without the enabling legislation authorized by the 1976 General Conference. The Council of Bishops at its November 1973 had given the GCSRW an hour to discuss the need for women in decision-making places in the church; the team of Barbara Thompson, Jeanne Audrey Powers, Louise Branscomb, Tom Graves and Judy Leaming Elmer reflected the commission's commitment to use members instead of staff primarily or exclusively.

Judy Leaming Elmer identified these accomplishments in her staff report to the GCSRW, September 1974, but then noted:

"But the basic root is still poisoning the plant—the church is still building its house on the sands of sexism. Our task requires a thoroughgoing systemic approach rather than multitudinous well-meaning band-aids of tokenism. Over and over again we see women added as *afterthoughts*. There are token women on the faculties and in the administrations of our seminaries. Token clergywomen are beginning to surface on boards of ministries."

And then she began to fantasize. "What if this church were to say, 'Since women are 54 percent of United Methodist membership, the next six openings (for general/executive secretaries) must be filled by women, and three must be Third World women.' Or what if the church were to say, 'There are *no* women bishops so *all* bishops elected in 1976 must be women.'"

A number of UMC boards, agencies and commissions joined in celebrating the GCSRW's 10th anniversary. Below, excerpts from their messages:

■ **GENERAL COUNCIL ON MINISTRIES** "The persistent efforts of the Commission in sensitizing the entire denomination to the full participation of women in all areas of ministry and mission of the UMC have deeply enhanced the spiritual experience and interpersonal relationships we all share as members of one another in the Body of Christ. The dedication and commitment of Commission members and staff during the past ten years leaves a solid legacy upon which to build as we move together into a future committed to a completely inclusive church."

—Norman E. Dewire, General Secretary.

■ **BOARD OF DISCIPLESHIP** "Greetings on behalf of the Board of Discipleship to the Commission on this your tenth anniversary. The Commission meetings which I have attended over the years have been times of great blessing and satisfaction to me, and I am deeply grateful as I think back to what the Commission has done over the past decade. The Commission is needed more urgently than ever in these times."

—Hoyt L. Hickman, Asst. General Secretary, Section on Worship.

■ **GENERAL COMMISSION ON CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS** "We are colleagues in the related advocacies for the holistic and unity dimensions of the Christian Church. Thus it is a particular joy to send a word of greeting on the celebration of your tenth anniversary. The courage, commitment, patience and persistence with which you have worked in the past and plan for the future is celebrated by many in our church and elsewhere."

—Robert W. Huston, General Secretary.

■ **GENERAL COMMISSION ON ARCHIVES AND HISTORY** "Your work is critical to the life of our denomination and we pray for you the wisdom and power to do as God directs."

—Charles Yrigoyen, General Secretary.

■ **GENERAL COUNCIL ON FINANCE AND ADMINISTRATION**

"The progress which has been made within the United Methodist Church during this past decade in equal rights for women in its structure and activity has been due in no small measure to the Commission's leadership. We all salute you."

—Ewing T. Wayland, General Secretary.

■ **THE GENERAL BOARD OF CHURCH AND SOCIETY**

During the past ten years COSROW has made significant contributions, sensitizing the connectional church to all issues which affect women. The secretariat model has served as an important example for agency leadership which deserves the church's careful attention. COSROW has demonstrated not only their successful advocacy of and for women, but also has provided a visible platform for dealing with issues of racism and justice. We share in their vision of ministry over the next ten years.

■ **BOARD OF PENSIONS** "Your decade of service has impacted the lives of both men and women across our denomination. We commend you for your leadership in liberating both men and women from deep seeded, stereotyped masculine and feminine images."

—Gerald K. Hornung, General Secretary.

GCSRW MEETING

(con't. from page 1)

rather than by the General Council on Ministries and the addition of CSRW secretaries to local church and district structures.

BUDGET

A proposed budget for 1983 was adopted totaling \$271,600, a 15.5 percent increase over 1982 predicated on the assumption that apportionment giving will continue at the same high level as demonstrated in 1981. Even with the increase, the Commission had to cancel both a Coordinating Committee meeting and its spring 1983 general meeting.

MONITORING & RESEARCH

The monitoring and research work unit announced it planned face-to-face visits to the General Council on Finance and Administration and the Commission on Religion and Race. It will be looking at both the numbers of women on these bodies and the degree of their participation in the decision-making process.

Plans are being developed for a "desk-to-desk" survey of all 13 United Methodist seminaries, with two on-site seminary visits anticipated in the spring.

As part of its monitoring of the Ethnic Minority Local Church Priority, the GCSRW will sponsor an EMLC consultation with 20 ethnic minority women. The purpose of the consultation is to find out what are the particular needs and concerns of women related to the EMLC priority, and to develop an instrument to measure what progress has been made in that arena.

ANNUAL CONFERENCES/ CONSTITUENCY SERVICES

The work unit on Annual Conferences and Constituency Services authorized 1982 funds for a special, 12-page issue of *The Flyer* in October to celebrate the Commission's 10th anniversary. The unit also decided women delegates to General

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1975: THE DECISIVE BATTLE

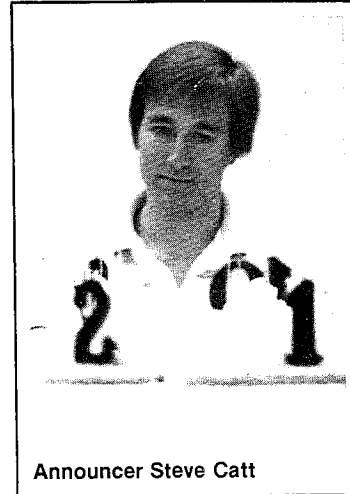
And now this news report, from station CSRW, 1010 AM, broadcast at the GCSRW meeting Sept. 24, 1982:

"The year is 1975. In its September meeting the Commission on the Status and Role of Women criticized the employment practices of the United Methodist Church, referring to them as 'an oppressive climate of employment practices in dealing with women.' The Commission voted to seek funds from the denomination to initiate a data-gathering process which would provide the basis for an affirmative action and advocacy program by the Commission in the 1977-1980 quadrennium.

"In other news, the Commission is mustering its forces for the decisive battle to be fought at General Conference. A spokesperson for the Commission refers to it as 'the final battle for survival, the Armageddon. It has to be decided once and for all if we are or are not a part of the structure.'"



Announcer Ondina Gonzalez



Announcer Steve Catt

GCSRW MEETING

(con't. from page 4)

Conference will begin receiving *The Flyer* immediately after their election, and Annual Conference Commissions will be asked to send copies to supportive men in each of the delegations. All General Conference delegates will receive *Flyer* issues dealing with General Conference issues.

Together with the Women's Division of the Board of Global Ministries, the GCSRW plans an expanded orientation for the women General Conference delegates. As in the 1976 and 1980 orientation sessions, delegates will focus on developing skills to effectively participate in the GC.

Three regional training events, scheduled for the spring 1983, will empower women for the second decade (see story, page two). The work unit also updated the handbook for Annual Conference CSRWs, developed guidelines for field services to ACCSRWs, and authorized compilation of a book with the essential papers and articles from the Commission's ten-year history.

SUPPORTS WOMEN'S HISTORY PROJECT

In other action, strong support was expressed for the Commission on Archives and History's request for \$80,000 in contingency funds for a women's history project coordinator. "In this tenth anniversary meeting, the Commission is keenly aware of the urgent need for recovering, recording and disseminating the history of women's participation in the church," the statement read. "Both in the past and in the present we must preserve the legacy of women for the future generations of all God's people."

ADOPTS HARASSMENT CLAUSE

A clause on harassment, which was added to the policy manual, said the commission will neither condone nor tolerate "harassment of one employee by another, including derogatory remarks, racial or ethnic innuendos, sexually oriented actions or other activity which tends to defame, ridicule, intimidate or embarrass an employee." (See story, page 7.)

■ **BOARD OF HIGHER EDUCATION AND MINISTRY** "There have been few decades in the denominations' history as momentous as this one was. High on the list of achievements of that decade must be placed the gains in sensitizing the church for leadership and justice for women. The Board of Higher Education and Ministry values the collaboration and mutual support we have with COSROW."

—*F. Thomas Trotter, General Secretary.*

■ **GENERAL COMMISSION ON RELIGION AND RACE** "There is no doubt in my mind that the concerns and issues related to United Methodist women have become more prominent in the life of the church because of your existence. We have all been sensitized and helped to see more clearly the inequities which women have endured. It is regrettable that our failure as a people and a church require such an organization as the General Commission on the Status and Role of Women. However so long as the need is there I would hope and pray that our church would be sensitive and bold enough to have such a commission.

—*Woodie W. White, General Secretary.*

■ **UNITED METHODIST COMMUNICATIONS** "You have...faithfully challenged the church over the past decade. As a result, the complexion of the leadership and the direction of the church have been significantly affected. The prophetic role is not an easy one, but you have steadfastly maintained your sensitizing, modeling, demonstrating and monitoring functions in ways that have enlarged and enriched the church's life."

—*Curtis A. Chambers, General Secretary.*

■ **UNITED METHODIST PUBLISHING HOUSE** "You have taught us much over the past decade—new ways, new words and new respect for persons. May your future be as productive as your past."

—*John E. Proctor, President and Publisher.*

■ **GENERAL BOARD OF GLOBAL MINISTRIES** "Enjoy your celebration and know that there is a significant body of support that surrounds you. As we face the future in our continuing efforts to challenge the denomination and society, I hope the experiences of the past decade will challenge us with new and clearer perceptions and actions. May the Commission continue to be that creative, challenging refreshing force that has enriched both our personal and institutional life. Keep on keeping on!"

—*Ellen Kirby, Executive Secretary in Administration, Women's Division.*

■ **RESIDENT BISHOP, NORTHERN ILLINOIS ANNUAL CONFERENCE** "Serving on the Commission in the first quadrennium was not only a privilege but a very significant learning experience for all of us as we sought to give direction to the newly approved Commission. Those friendships, insights, commitments, yes and even pains, have helped to develop within me a personal consciousness that I will never be able to set aside."

—*Jesse R. DeWitt.*

1976: OUR FIRST FOUR YEARS: STRUGGLE AND HOPE

Two words come to mind in reflecting on our first four years—Struggle and Hope. Hope came...from the progress, however, slow made by the Commission toward its goals. I was fortunate to be able to participate in specific advocacy situations at the Board of Church and Society, at (the 1976) General Conference, before the Judicial Council, etc., in which I saw the concrete benefits of our presence not only on outcome but on **process**. Susan Spruce, GCSRW member 1973-1976.

STILL PROBLEMS: CLERGYWOMEN

The number of women enrolled in seminaries has more than tripled in the last decade, to a point where women make up almost 50 per cent of the overall student population. But despite their acceptance and honors on seminary campuses, women are far less visible in pulpits, where they account for less than ten per cent of the clergy of the nine Protestant denominations that ordain women.

Those are two of the findings of a nationwide survey of 650 clergywomen and 650 clergymen funded by the Ford foundation and headed by Jackson W. Carroll, director of the Center for Social and Religious Research at Hartford Seminary. The study, the first of its kind and scope in this country, points to a number of issues that concern many Protestant churches today.

Participants in the Hartford Seminary study reported that although there were no significant differences among clergymen and clergywomen in the size or location of their first parish job, salaries often differed substantially. Additionally, clergywomen usually have greater difficulty in finding a second assignment.

"We're very good at getting first jobs," the Rev. Jean Curtis said, "because it's *au courant* for churches to have a woman on their staff. Many women find that they are in terminal positions, and therefore a congregation is only trained to see a woman at the bottom rung of the ladder. This does not help the congregation deal with its own idolatry of the man in the pulpit."

Findings from the research project are in a book due to be published this fall by Harper & Row, "Women of the Cloth: An Alternative for Churches."

SCHEDULE SECOND WORKSHOP 'CHANGING SEXIST PATTERNS'

Following an overwhelming response to its upcoming "Changing Sexist Patterns" workshop, the GCSRW has scheduled a second to be held Feb. 24-26, 1983, at Scarritt College in Nashville.

After the initial 55 slots were filled for the November 17-19 workshop in Nashville, the Commission found housing and space for another 20, but could not accommodate the more than 30 requests that came in after that. A decision was made to hold a second workshop in 1983.

Among the 75 participants in the November workshops are members of general agencies (Board of Higher Education and Ministry, Board of Global Ministries, Board of Church and Society, Board of Discipleship, Commission on Christian Unity and Interreligious Concerns, Commission on Status and Role of Women), conference program staff, conference council directors, district superintendents, chairpersons and members of Annual Conference CSRWs (from all five jurisdictions) and national staff from the United Church of Canada.

The focus of the workshop is to provide information and training for women and men to improve their ability to understand conscious and unconscious sexist issues in interpersonal, group and organizational settings and to make effective interventions that facilitate change.

The leadership team for the workshop is the senior training staff for Advanced Training in Organization Management of the National Training Center: Bess Cobb Howard, Ph.D.; William Hoffman, N.T.L.; and Catherine F. Fort, M.A.

To register or for more information on the 1983 workshop write **immediately** to the GCSRW, 1200 Davis St., Evanston, IL 60201. Phone (312) 869-7330. Limit 55 registrants, on a first come, first served basis.

1977: WOMEN MODEL NEW STYLE FOR CHURCH

In 1977, the Commission went from a two- to a three-member Secretariat, adding Kiyoko Kasai Fujii and Trudie Kibbe Preciphs. An issue of the United Methodist Reporter noted the event this way:

"Women model new style for the church: three as one executive. Three women, one Asian-American, one Black and one white recently traced the journey that brought them together as sisters and as partners in a mission and ministry unique in the United Methodist Church. One described the days of her Japanese family's internment during World War II. Another drew on her early years as a Black child in a Southwestern city and as a Black student in an overwhelmingly white state university. The third told of her dreams of becoming a campus minister; of being ordained a deacon, only to have her hopes of elders orders dashed because she was told her ordination would hurt her husband's career as a minister.

"But if their struggles have been as different as their ethnic origins, the three told the Commission on the Status and Role of Women, their common struggles as women have created a strong bond and that bond would now be a visible symbol to the church in the work they do together, leading the Commission to press for the full participation of all women of all colors in all the life of the church."



(From left to right) first GCSRW President Barbara Thompson; Secretariat members: Nancy Grissom Self, Kiyoko Kasai Fujii, Trudie Kibbe Preciphs.

'PRODIGAL DAUGHTER' PARABLE

And the girl asked, "Mommy, what is God like?" And she answered, "God is like this: There was a certain woman with two daughters. Her husband had deserted her and she had no skills, so they lived on welfare in the projects. The older daughter went to work every day after high school at a dry-cleaning plant to bring in a little extra money. The younger daughter mostly went around with her boyfriend, stayed out of school and got high. The mother didn't like her boyfriend, so the younger daughter decided, 'I've had enough of this!' and the next time her mother's welfare check came, she took it and the TV and went to live with her boyfriend. They cashed the check and sold the TV and bought enough dope to stay high for at least two months. But they ran out of money and discovered they couldn't live without it or life was a drag. So he told her he knew of a way they could make money. . .he knew some contacts who could get her some customers. So she went along with it and for six months she sold her body and bought drugs and was locked into the lifestyle.

But then one day she looked in the motel mirror after her last man had left and saw an old, sad face instead of her own. She realized she would have given back all the money she received for someone just to hold her or give her a hug. And so she thought, 'My mother loved me; I always knew that. I wonder if she would take me back? I could get a job at McDonald's or someplace and go back to high school. It's got to be better than this.'

So she left through the back door to avoid her boyfriend, and took a bus back to the projects and tried to decide what to say to her mother. But before she had even gotten up the stairs, her mother saw her from the window and ran outside and grabbed her in a big hug, crying and laughing. She cried when she saw how her daughter looked and just said, 'Child, I don't know where you've been but you've been through a lot. Come in and take a nice hot bath and let yourself be loved.' And she took the last of her money and bought some new clothes for her daughter and some food to celebrate.

But when her older daughter got home and saw the festivities, she was angry: 'I work in that horrid shop every day so we can eat. Why did you spend money to buy stuff for her? She's never been worth a damn her whole life!' But her mother looked at her and said, 'There's always been a home and love here for you. This poor child has lost her way and is starved for love. So let's celebrate that she's come home and that we have some love to give her.'

And so, you, see, that's how God is, too."

—by Christine Hamilton-Pennel, reprinted with permission from REACH OUT!!! A Newsletter for Clergywomen, c/o Susan Groth, 107 E. Routt, Pueblo, CO 81004

AGENCIES ADOPT SEXUAL HARASSMENT POLICIES

UMC boards and agencies are adopting policy statements and grievance procedures for dealing with sexual harassment as a result of a recommendation from the General Commission on the Status and Role of Women.

The suggestion, by GCSRW to the Committee on Personnel Policies and Practices and approved by the General Council on Finance and Administration, requires that there be a section in all agency personnel policy manuals on sexual harassment and an appropriate grievance procedure. "This is necessary protection for agencies as well as for all employees," said GCSRW Secretariat member Trudie Kibbe Preciphs. The initial suggestion was made to the General Secretaries and the Committee on Personnel Policies and Practices, based in part on the number of informal complaints received by the GCSRW concerning sexual harassment.

Information sent to the boards and agencies in preparation for drafting such policies suggested that:

1) Although sexual harassment is included in the definition of sex discrimination, each agency should develop a clearly defined policy which prohibits sexual harassment. (Examples were provided by GCSRW.)

2) Once a policy has been developed it should be communicated to all employees (e.g. bulletin board, memo, letter, etc.)

3) The agency's personnel policies should include a grievance process which specifically addresses sexual harassment:

*Involve both women and men in the grievance process so the individuals making a complaint may have the option of exploring the situation with a person of the same sex.

*An effective process should allow for the possibility for some informal confidential employee counseling prior to a formal complaint.

*The investigation, mediation and determination of the charges may be conducted by several persons or by a committee.

Included in the packet sent to the agencies was a definition of sexual harassment, sample grievance processes and resources.

Since the GFC A directive, most boards and agencies have adopted policies. The GCSRW in its September annual meeting approved a policy and grievance procedure for its own personnel manual. (See meeting story, page 4.)



Rev. Barbara Troxell

1978: THROUGH ROUGH SHOALS INTO LIFE-GIVING WATERS

On September 23, 1978, the General Commission on the Status and Role of Women adopted as its official creedal affirmation a statement, written by the Rev. Barbara Troxell. Since its adoption, it has been used repeatedly by Annual Conference Commissions, the GCSRW, and numbers of others, on brochures, in worship, in celebrations. As the GCSRW endures, it endures as a statement of hope and inspiration. Here are her thoughts in 1982:

"The leadership of the two Presidents—first Barbara Thompson and then Carolyn Oehler—during these ten years is to be heartily commended. These two have guided the Commission through some rocky, rough shoals and into channels of healing, life-giving waters. The consensus style, the participatory decision making and the collegiality of the Commission was enabled by these leaders, aided by the ever-able staff, and rotating process observers and resource persons."

MATTHEWS 'ESCAPES'

SUN PRAIRIE, Wis. (UMNS)—The United Methodist Church's only woman bishop, Marjorie S. Matthews, had a narrow escape when she was trying to leave Estonia recently. In fact, it looked for awhile as though she would miss the boat.

Customs officials in the port city of Tallinn noticed the large numbers of well-wishers who accompanied the leader of the Wisconsin episcopal area to the dock. They bore bouquets of flowers and gave her fond embraces. The officials decided they had better search her belongings very carefully.

Bishop Matthews became especially worried when they discovered in her suitcase a promotional sticker reading "Escape to Wisconsin."

After detaining her until the last possible moment, the authorities finally relented and let her leave, making her the last one to board the ship.

Little wonder the bishop has resolved henceforth to leave all promotional chores to the Wisconsin Chamber of Commerce.

PROMISE OF RESTORATION

"Women have the promise of restoration and must fulfill it quickly," concluded Ruth Steach, a member of the General Commission on the Status and Role of Women, after attending the fifth plenary conference of the Evangelical Women's Caucus in Seattle this summer. More than 500 persons gathered around the theme, "Women and the Promise of Restoration" to hear major addresses by Patricia Gundry, Catherine Meeks, Roberta Hestenes, Gracia Grindal and Betty Stratton. Each, in addition, attended six workshops.

"If I were to choose one idea which was new to me but so obvious I wondered how I could have missed it," Steach reported, "it would be the understanding that the present theology we all have is a male theology, written, translated, expounded, all by men to the rest of us.

"The many and varied understandings we have of the Bible and of God are all the thoughts of men and therefore are totally lacking of the other half, the right side of the brain, the heart and understanding which women can bring to us all. . . . The time is short if we are to prevent our own destruction by MANKIND. Women have the promise of restoration and must fulfill it quickly."

1979: TO HELP WOMEN GAIN SKILLS

More than 600 women and 50 men braved Dallas' worst ice storm in 50 years to attend the second National Consultation of United Methodist Clergywomen held in January, 1979. Some 300 ordained women attended the first consultation, sponsored by the GSCRW, the Division of Ordained Ministry of the Board of Higher Education and Scarritt College and held in Nashville in 1975. The Division of Ordained Ministry of the Board of Higher Education and Ministry co-sponsored both.

The year 1979 also saw the third set of "Regional Training Events" bringing together some 350 women in Washington, Nashville and Denver. The purpose: "to help women gain skills and information, be a part of the decision-making process, and do it all from a biblical and theological basis." These events were co-sponsored by the Women's Division, Board of Global Ministries and the GCSRW.

FIRST TO CELEBRATE COMMUNION

DERBY, England (RNS)—A Methodist minister made Anglican church history here when she became the first woman to legally celebrate a communion service in a Church of England church.

Women Episcopalian priests from the United States have officiated at communion services in Anglican churches in Britain, but not legally.

The breakthrough resulted from an Anglican-Methodist church sharing scheme in Ockbrook, a suburb of this central England city. A Methodist minister, the Rev. Helen Mawditt, conducted the rite, and one of her communicants was Derby's Anglican Bishop, Cyril Bowles.

The bishop has given his blessing to the shared building agreement and the virtual uniting of the two congregations.

The initiative originally came from area Methodists who were confronted by the need to find a new building but unconvinced they should build a new one. They approached the local Anglican parish, and its vicar, the Rev. Martin Leigh.

Mr. Leigh steered the church sharing agreement through 11 separate councils and committees. He called it a great step forward for Christian unity following the recent Anglican rejection of a covenant to work more closely with Methodists, Moravians and members of the United Reformed Church.

Mr. Leigh said he was not at all bothered that his new Methodist colleague is a woman. "As far as I am concerned there are only good ministers or bad ministers, and Helen Mawditt is a super one," he said.

WOMEN SUFFER FROM MILITARY

A Michigan research firm has identified nearly 1.3 million lost job opportunities for women in the civilian sector in 1980—and the underlying cause was the high military budget, it said.

The study by Employment Research Associates is the first undertaken to analyze the impact of military spending on women in the work force. It indicates that women suffer net job losses in 49 out of 50 states (with Virginia, location of the Pentagon, the exception). New York State, according to the study, has the highest number of women's jobs "foregone"—181,250.

The term "foregone" in the report is used to describe jobs that would be created if tax monies going to the Pentagon had instead stayed in taxpayers' hands to be spent on consumer goods and services, or voted for expenditures by state and local governments. Military expenditures have a particularly high cost to women since women are heavily employed in service industries and in state and local governments—the two sectors that suffer the most when military spending goes up.

Neither Jobs Nor Security, the study, recommends \$30 billion cut in the Pentagon budget to open up job opportunities for women in the civilian labor market. According to the report, this cut would increase jobs for hundreds of thousands of women per year. Another recommendation calls for Congressional investigation into the negative impact of high military spending with special attention given to the employment impact on women by states and by economic sector.

To order copies of the report (\$2.45) contact Marion Anderson at Employment Research Associates, 400 S. Washington Ave., Lansing, MI 48933.

CLERGYWOMEN PLAN

With a planning committee firmly in place and resource persons being recruited, the Feb. 7-11, 1983, United Methodist Clergywomen's Consultation in Glorieta, New Mexico, is fast taking form.

Sharon A. Brown Christopher, Wisconsin District Superintendent, and Leontine T.C. Kelly are co-chairpersons for the planning committee. Members include Liz Lopez Spence, on-site coordinator; Gessel Berry, Jr., Joethel Jeanette Cooper, Patricia Farris, Susan Henry-Crowe, Bishop Earl G. Hunt, Jr., Kathy Munson-Young, Sue B. Ralph, Barbara J. Ruth, Tweedy Evelene Sombrero, Naomi (formerly Pat) Southard, Mamie Alethia Williams, and Kathy Nickerson of the Division of Ordained Ministry Staff Board of Higher Education and Ministry (sponsor).

Spaces are being held for 900 United Methodist clergywomen and seminarians. Also invited are up to 300 additional persons (Annual Conference CSRW members—lay or clergy), bishops, district superintendents, boards of ordained ministry representatives, diaconal and lay professional church women and ecumenical liaisons.

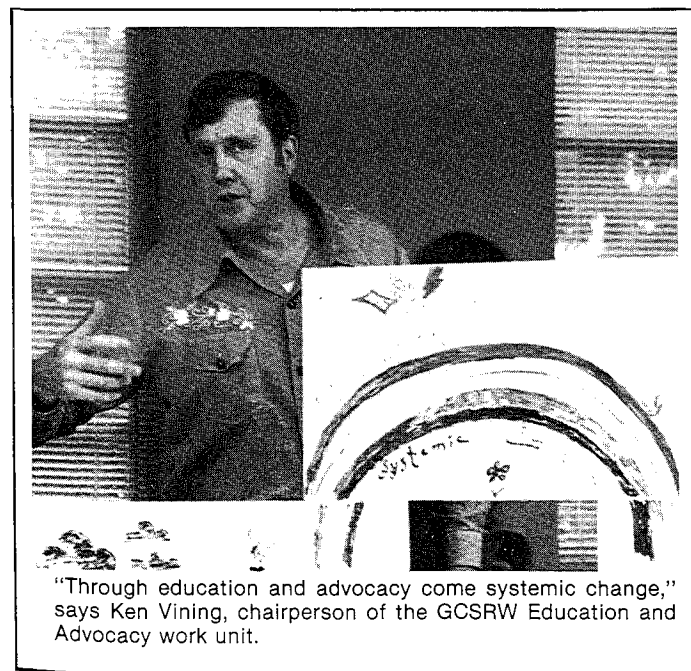
The opening evening will feature a fiesta, complete with different native dishes, and a performance by the Ballet Folklorica of Albuquerque. Part of the reason for choosing New Mexico, according to the conference planners, was to meet in a multicultural context where persons of Native American, Hispanic and Anglo heritages live and work together.

The first plenary session will engage white and ethnic women in dialogue, with reflection on how to build commitment in ministry while living in diverse communities. The second plenary will focus on a vision for clergywomen in ministry and the structure that enables that ministry. In a third plenary participants will analyze the economic/political/cultural locus of the consultation and relate these realities to their own settings.

A final plenary will feature an informed speaker to help confront living in an age of nuclear threat.

Cost of the conference is \$30 registration, payable to UM Clergywomen's Consultation. room and board run from \$84 to \$111 (when registration fee is received, participants will be sent room registration.) Childcare will be provided at no extra cost except room and board (with mother).

To register or for information write Rev. Liz Lopez Spence, On-Site Coordinator, Box 247, Cedar Crest, NM 87008.



ON THE CALENDAR

Nov. 11-12 **WOMEN IN MINISTRY CONSULTATION.** Third of four regional consultations sharing findings from a nine denominational study of 650 clergywomen and 650 clergymen in parish ministry. (See story, page 6.) Registration: \$40. Presented by Hartford Seminary Center for Social and Religious Studies and NCC Commission of Women in Ministry. In New York City. Write Women in Ministry Consultation, Hartford Seminary, 77 Sherman St, Hartford, CT 06105. Phone (203) 232-4451.

Nov. 17-19 **ADVANCED LEADERSHIP WORKSHOP: CHANGING SEXIST PATTERNS.** Information and training for women and men leading to understanding sexism and making effective interventions. At Scarritt College, Nashville, TN. Sponsored by the General Commission on the Status and Role of Women, UMC, 1200 Davis St, Evanston, IL 60201. (312) 869-7330. (Workshop full, second one scheduled for Feb. 24-26, 1983.)

Jan 10-11, 1983 **WOMEN AND MINISTRY CONSULTATION.** Fourth regional event. (See Nov. 11-12 above.) In Indianapolis, IN. Apply to Women in Ministry Consultation, Office of Continuing Education, Christian Theological Seminary, 1000 W.42nd St., Indianapolis, IN 46208. (317) 924-1331.

Feb 7-11, 1983 **THIRD CONSULTATION OF UNITED METHODIST CLERGYWOMEN.** Theme: "Make Plain the Vision." Some 1,000 UMC clergywomen expected. To register or for information write Rev. Liz Lopez Spence, on-site coordinator, Box 247, Cedar Crest, NM, 87008.

March 18-20, 1983 **11TH ANNUAL WOMEN'S INTERSEMINARY CONFERENCE.** At Candler School of Theology, Emory University, Atlanta, GA. Contact: Donna Springer, P.O. Box 21167, Emory University, Atlanta, GA 30311.

1980: BEGINNING TO SEE MYSELF AS OTHERS SEE ME

In February, 1980, Lydia Salagar Martinez attended her last Commission meeting, completing eight years of membership. In her journal she wrote:

"It has been a very emotional draining and at the same time a very exhilarating experience. I feel a sense of accomplishment. I have seen the progress and growth and sensitivity of the people I have worked with, but most of all *me*. It's incredible how I have grown. I started out as a very naive, timid woman who had an idea what she was getting into. . . (now I am) beginning to see myself as others see me. . . as a strong self-assured Hispanic woman who makes an impact on people.

"I had a long conversation with a young white male, and he mentioned that every time he tried to put me into a stereotype, I always break that image. I guess this experience is special because I have felt that I have had trouble relating to white males. When I think back to my relationships to the different white males on the CSRW—they have all been very good. We have talked at a gut level about the issues of sexism and racism—we have struggled with my pain—but I have also learned about their pain—they who struggle and are trying to be sensitive and are not always perceived as such.

"The one other event at that meeting was the emphasis given by the total CSRW to racism-sexism. Somehow they'll never be the same—after so much pain we have gone through together. And out of pain and common struggle comes growth and new visions of the church and God's relationship to each one of us."

OVATIONS

To **SANDRA KELLEY**, administrator of Central United Methodist Church in Brockton, MA, who is the new president of the United Methodist Association of Church Business Administrators.

To **SUSAN NOEL ANTHONY** and **DEANNA ARMSTRONG**, who have been named Assistant General Secretaries of the Board of Pensions and members of the Benefits Department. Anthony was an accountant for Continental White Cap Corporation and Armstrong worked for the InterCollegiate Press.

To **MARY ELIZABETH MOORE** of Claremont (CA) School of Theology, who was elected president of the UM Association of Professors of Christian Education.

To **ADA MARIA ISASI-DIAZ**, the 1982 Antoinette Brown lecturer at Oberlin Graduate School of Theology. Isasi-Diaz, a Roman Catholic and consultant to the Women's Ordination Conference of the Catholic Church, called for a "renewed priestly ministry." Her lecture, "Sisterhood: The Core of a Liberating Struggle," discussed her ideas for change, using "experiential footnotes" drawn from her Hispanic background.

To **MAYOR LORETTA THOMPSON GLICKMAN** of Pasadena, CA, first black woman in the nation to serve as mayor of a city of more than 100,000 population, and a choir member at Grace United Methodist Church in that city, who is featured in the August issue of *Ebony* magazine.

To **KATHY DALE** of the United Methodist Communications staff, who produced "A Question of Intimacy," a study and discussion-starting film. It recently received a runner-up award in the 1982 competition sponsored by the National Council on Family Relations.

To **RUTH GOMES**, a layperson who has been named editor of the California/Nevada *Reporter*.

To **ANN WHITING**, who has been named editor in the Southern New England Conference.

1981: 50% WOMEN — AA GOAL

1981 marked the 25th anniversary of full clergy rights for women. After cosponsoring two quadrennial consultations of clergwomen (in 1975 and 1979) the GCSRW rejoined in the decision for GBHEM/DOM to take full responsibility for the 1983 United Methodist Clergywomen's Consultation.

In March, 1981, the GCSRW established goals for itself to consult with general agencies for the development and implementation of effective Affirmative Actions plans and personal policies and to monitor the selection of women to general boards and agencies.

In July, 1981, the GCSRW investigated formal charges of sex discrimination in employment lodged against the General Board of Church and Society (GBCS) and agreed to continue monitoring the implementation of the Board's personnel procedures as they effect women; and also the faithful implementation of the Board's Affirmative Action goals: 50% women in professional positions by 1984.

In October, 1981, the GCSRW celebrated the unanimous election of Haviland Houston as the General Secretary of GBCS, the first woman among the general secretaries in the United Methodist Church (beyond the General Secretariat of the GCSRW).

JESUS, PICKPOCKETS, LYNNE LOHR

"In the name of Jesus Christ, give this man his wallet back."

The name of Jesus Christ has often been invoked to bring healing or exorcize demons, but how many have used it—successfully—to recover an old man's wallet from a pickpocket?

That was United Methodist minister **Lynne Lohr's** experience recently as she traveled cross town on a bus in Chicago. She knew the pickpockets for what they were, and saw the confused old man, and instinctively recognized what had happened. On command, in the name of Jesus Christ, after a stunned moment, the pickpocket surrendered his prize.

And if that wasn't enough, right after getting off that same bus, a second old man reported his wallet, too, was missing. Lohr recruited several others to help, followed the pickpocket down an alley, and recovered the second wallet.

More than seven thefts are reported daily on Chicago Transit Authority buses and trains. Often the thefts are observed. Rarely are they reported. Almost never are the wallets recovered. But then again, how often is Jesus Christ invoked?

(information from the Chicago Tribune, July 21, 1982)

'NO GOD, NOT FOR AMERICA'

A prominent Lutheran church woman and 1973 American Mother of the Year brought her love for God and country together in August when she participated in a peace blockade of the nation's first nuclear-armed Trident submarine.

Author and grandmother **RUTH YOUNGDAHL NELSON** was arrested after she and four others ran a 16-foot fiberglass boat named Plowshares to within 150 yards of the 556-foot submarine USS Ohio as it arrived in Bangor, WA.

She said she wasn't afraid of dying or being arrested because "it was the right thing to do, for the children of this world, for peace. . .When I saw that big black thing in the water, my heart just ached and I said, 'No, God, that's not what you want for my America.'"

If convicted, those who rode the Plowshares (including Nelson's son Jon, a Lutheran campus minister) face a maximum 10 years in jail and fines of up to \$10,000.

(information from the Religious News Service, August 24, 1982)

THE FLYER, named after the Commission's butterfly symbol, is published as a communications link with Annual Conference Commission. 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 address changes to their chairpersons, not to the Commission office. Primary circulation for THE FLYER is through Annual Conference CSRWs; individual subscriptions are \$5, available from the GCSRW.

Next issue: February 1983 Patricia Broughton, Editor

Published by the United Methodist General Commission on the Status and Role of Women
1200 Davis St., Evanston, IL 60201 (312) 869-7330

SELECTED RESOURCES

MOBILIZING FOR CHANGE

THE WOMEN'S HANDBOOK: AN OVERVIEW OF THE GOVERNMENT'S RETREAT FROM WOMEN'S EQUALITY.

For those committed to economic equality for women, this 42-page handbook provides an overview of "Reaganomics," emphasizing those aspects that particularly affect women and our economic security. Sections on the federal budget (anti-poverty program cuts, military spending), and "Inequality under the law" (attacks on affirmative action, Title IX, reproductive rights). Compiled as an educational and organizing tool, the handbook is available from Southern P.O.W.E.R., 75 Marietta St., NW, Room 307, Atlanta, GA 30303 for \$3.00 (\$2.00 each plus postage for 10 or more).

CITIZEN'S ACTION KIT FROM RNEW. The Religious Network for Equality for Women (RNEW) was a "gentle although deliberate and creative evolution" of the Religious Committee for the Equal Rights Amendment. RNEW has pledged to make people of faith effective public policy advocates on both state and national legislation. To that end, RNEW has produced WOMEN VOTE—A Citizen Action Kit, a tool for grassroots organizing. The kit includes the why and value of women voting, biblical and theological bases for citizen action, getting and assessing voting records, historical sketches of religious peoples' involvements in justice for women and more. Available for \$4.50 prepaid from R.N.E.W., Room 830-A, 475 Riverside Dr., New York, NY 10115. They also publish a newsletter, **Relay**, 5 issues and 6 Action Alerts for \$10/calendar year.

BOOKS

IMAGE-BREAKING/IMAGE-BUILDING. Authors Linda Clark, Marian Ronan and Eleanor Walker have put together a 144-page handbook of ideas and resources for women who wish to take an active part in making Christian worship more expressive of women's reality. The authors define worship, provide exercises to increase awareness of one's own religious depths and present resources. This practical and inspiring book, which came out of a workshop at Grailville, a Christian women's retreat center, in Loveland, OH is available from The Pilgrim Press, 132 West 31 St., New York, NY 10001 for \$7.95 pb. 1981.

FOREMOTHERS: WOMEN OF THE BIBLE. In readable style author Janice Nunnally-Cox (an Episcopal priest) traces the women of Israel and the New Testament, not as isolated characters but as part of the biblical story line. Citing scripture, she tells the biblical story, then comments on the role, experience and character of a significant number of named and unnamed women. Nine sections cover the matriarchs, women of the prophets' times, women of the gospels, women and the "Christian Fathers" and more. From The Seabury Press, 815 Second Ave., New York, NY 10017, for \$6.95 pb. 1981.

REACHING FOR JUSTICE: THE WOMEN'S MOVEMENT.

Published out of the Center of Concern in Washington, D.C., this book by Mary P. Burke attempts to set the U.S. women's movement in context, analyze the factors that shape some of the basic issues facing the movement and answer some of the questions of women who are ambivalent toward or puzzled by the movement. The book is considerably and admittedly limited by its failure to incorporate racial ethnic women's experiences. Included are sections on the ERA (the book was published in 1980), women's experiences globally, family issues, and women and religion. Available from the Center of Concern, 3700 13th St., NE, Washington, D.C. 20017, for \$3.95 pb.

ALL THE WOMEN ARE WHITE, ALL THE BLACKS ARE MEN, BUT SOME OF US ARE BRAVE.

Editors Gloria T. Hull, Patricia Bell Scott and Barbara Smith compiled this powerful and compelling 401-page volume to encourage and aid Black women's studies, but it is equally valuable for anyone wanting insight into Black feminist thought and experience. Included are examples of recent research and teaching about Black women, a section on racism, examples of strategies Black women have used to survive (health, music, religion) and a variety of multidisciplinary bibliographies. Central to the book is a recognition of the need for and emergence of a Black feminist theology. Available for \$8.95 pb from The Feminist Press, Box 334, Old Westbury, NY 11568.



Peggy Halsey, Art Campney and Ressie Bass artistically celebrate the growth of Annual Conference Commissions from 1972-1976.

1982: FUNDING IS STULTIFYING

Peggy Halsey, Executive Secretary, National Division, Board of Global Ministries, serves as liaison to the GCSRW. Below are her reflections following the September 1982 annual meeting of the Commission:

"I was struck more than ever before with the sexism inherent in creating a General Commission, giving it a strong, clear, important mandate, providing it with fifty highly qualified elected members—then withholding the funds necessary to equip it to do the job adequately. COSROW's budget in 1982 is \$235,000—for staffing, Commission meetings (only one in 1982 due to expense) and all programming. I believe the rest of us **MUST** give support to COSROW in its appeal for significantly increased funding in the next quadrennium. This kind of hand-to-mouth funding is stultifying, means no creative programming is possible and results in the ridiculous spectacle of general agency members seriously debating such issues as whether an essential series of mailings to women delegates is affordable, at a cost of less than \$100.00."

COMMISSION TALENT SCOUT

*PLEASE NOTE: We try to keep job openings current. But because of our bi-monthly publication schedule and short notice from employers, job deadlines may have passed by the time you receive **The Flyer**. If you are interested in a position, we suggest you call immediately for the most current information on that particular opening.*

ASSISTANT DEAN FOR STUDENT LIFE, PERKINS SCHOOL OF THEOLOGY, SOUTHERN METHODIST UNIVERSITY. Role: to monitor and promote the well being of students in the school of theology, serving as a liaison from administration and faculty to all organized student groups and individuals in the student body. Requires an M.Div. or equivalent degree and ordination, C.P.E. or other formal training, experience in some form of ministry. Preference will be given to a United Methodist. Salary: negotiable, \$20,000-\$25,000 range. Begins June 1, 1983. Applications due Dec. 1, 1982. Apply to Perkins School of Theology, SMU, Dallas, TX 75275.

DIACONAL MINISTRY POSITIONS. The Division of Diaconal Ministry, Board of Higher Education and Ministry, UMC, publishes a list of positions available in the church. The Division also sends names of persons seeking employment to the churches and any others making a request. The September 1982 bulletin lists 32 job openings by jurisdiction in the areas of education and music. To receive the listing, write the Division of Diaconal Ministry, Board of Higher Education and Ministry, UMC, P.O. Box 871, Nashville, TN 37202. (615) 327-2700.

DIRECTOR OF ETHNIC MINORITY CURRICULUM RESOURCE DEVELOPMENT, UNITED METHODIST PUBLISHING HOUSE. New staff position, with responsibilities for planning and coordinating the development of ethnic minority curriculum resources. Requires demonstrated competency in Christian education and background in Sunday school. Strong language skills in Spanish and English needed; journalistic skills helpful. Address inquiries and nominations to the Employment Office, United Methodist Publishing House, 201 Eighth Ave., South, P.O. Box 801, Nashville, TN 37202. Call H. Claude Young, Editor of Church School Publications on Curricu-U-Phone (800) 251-8591.

ASSISTANT GENERAL SECRETARY, ETHNIC MINORITY LOCAL CHURCH, BOARD OF DISCIPLESHIP, UMC. To administer the Coordinating Unit on EMLC within the BOD, with responsibility for identifying and interpreting the needs of EMLC constituencies. Requires advanced knowledge of organizational development and management principles, four to seven years experience in administrative and financial management. Travel. Apply Office of Personnel, P.O. Box 840, Nashville, TN 37202.

BOARD OF GLOBAL MINISTRIES, UNITED METHODIST CHURCH. Send letter of application and resume to the Personnel Office, GBGM, 475 Riverside Dr., Rm 1476, New York, NY 10115 if nothing more specific is indicated below. Phone (212) 870-3600.
Field Representative, Town and Country Division.
Field Representative, Congregational Development, National Div.
Assistant to the Executive Secretary, Finance and Field Service, National Div. Travel Coordinator, Board.
Editor, Spanish Resources, Education and Cultivation Div. Apply to Betty Thompson, Room 1339.
Managing Editor, **New World Outlook**, ECD. Apply to Betty Thompson, Room 1339.
Executive Secretary, Missionary Salary Support, ECD. Apply to Betty Thompson, Room 1339.
Associate General Secretary, World Div. Apply to Dr. Randolph Nugent, Room 1400.

AMERICAN FRIENDS SERVICE COMMITTEE. Publishes a monthly openings list for national, regional and international offices. Current openings include Fiscal Director (application deadline Nov. 15) with responsibilities for directing and administering the fiscal and business affairs of the total AFSC and Salary and Benefits Administrator (Nov. 15 deadline). Apply AFSC Personnel Office, 1501 Cherry St., Philadelphia, PA 19102.

ASSOCIATE DIRECTOR, AFRICA COMMITTEE, DIVISION OF OVERSEAS MINISTRIES, NATIONAL COUNCIL OF CHURCHES. Provides administrative support to the committee, implementing and maintaining programs. Coordinates personnel overseas, administers budget, conducts research. Salary range: \$22,755—\$27,305. Deadline: Oct. 29. Apply Office of Personnel, NCCC, 475 Riverside Dr., New York, NY 10115.

DIRECTOR, INTERNATIONAL CONGREGATIONS AND LAY MINISTRY, DIVISION OF OVERSEAS MINISTRIES, NCCC. Provides administrative and supportive services to international congregations abroad, both their pastors and members. Requires experience in parish ministry, cross-cultural experiences, church personnel administration skills. Salary range: \$22,755—\$27,305. Deadline: Nov. 15. Apply Office of Personnel, NCCC, 475 Riverside Dr., New York, NY 10115. (212) 870-2088.



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

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