

Welcome 2000 General Conference Readers!!

The Flyer

Vol XX, No. 1

Spring 2000

Moving toward General Conference 2000

Women in the UMC: How far have we come?

This article includes material proposed in the petition to General Conference 2000 entitled "Goals and Recommendations for Full Participation of All Women" from the General Commission on the Status and Role of Women.

"When the Church created the General Commission on the Status and Role of Women in 1972," explains Stephanie Anna Hixon, member of the general secretariat, "the initial goals were designed to put women in places of participation and responsibility throughout the Church. Now women are present and leading in many places, but not all women nor their gifts are fully honored and embraced."

As we take the pulse of the status of women in our denomination, we are confronted by a litany of testimony that all is not as it could be. We have not yet achieved the mandated goal "the full and equal participation and responsibility of women" in The United Methodist Church.

During the 1997-2000 quadrennium, the Commission theme has been "Making the Church Whole." The Commission recognizes that until the voices of all women are heard and the gifts of all women are celebrated the UMC cannot be whole. Here is a summary of our findings.

Clergywomen's participation
Research studies and information collected by our general agencies describe the concerns and experi-

ences of clergywomen in leadership in startling detail.

The General Board of Higher Education and Ministry (GBHEM), through the Division of Ordained Ministry, works for the full acceptance and empowerment of clergywomen throughout the Church. At the end of this century, after 40 years of women having full clergy rights within the UMC, we note:

In the U.S., approximately 13% of all ordained elders are women and about 13% of all ordained women in pastoral ministry are racial ethnic clergywomen. This percentage is low

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Gauging local church wholeness

In its quadrennial survey of local churches in the U.S., the General Commission on the Status and Role of Women found indications that more work is needed:

- Local church lay leaders in the study were 2:1 men to women; churches whose ushers are men or mostly men were 45%; 22% had all or mostly women ushers;
- In the pulpit: 53% of the churches had one or no lay women preachers in the last year; of churches with male pastors: 77% had no clergywomen preaching in the last year. If lay liturgists were used, 35% of these churches use all or mostly males; 39% use all or mostly females;
- In language for God, 80% of these churches use all or mostly all male language for God. In language for people, about 65% use inclusive terms like humankind or gender-neutral terms in their own language other than English;
- Women fill roles of leadership most frequently in these committees (in order): Education, Staff-Parish Relations, Worship, Administrative Councils/Boards, and Evangelism/Witness/Outreach. Areas where women participate the least in these local churches: Finance, Treasurer, Missions and, lastly, Trustees;
- Issues important to women in the local church: 20% of the pastors responding didn't know. The most common responses pastors did name as important issues were missions, church growth and children. Then came family and parenting, domestic violence, and aging.

For a more detailed discussion of the quadrennial survey, see page 6.

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compared to other professions (doctors = 21% women, lawyers = 25% women), to the United Methodist Church profile (women = over 50% of church membership), and to the society at large (women = 50%). Clergywomen with the same number of



Members of the General Commission on the Status and Role of Women celebrate Holy Communion at General Conference 1996: from left, Rev. Francis E. W. Guidry, Bishop Ann Brookshire Sherer, Diaconal Minister Doug Grove-DeJarnett, and Obispa Graciela Alvarez-Degado. Alvarez, guest preacher, is episcopal leader of the Conferencia Annual de Mexico.

years' experience as men and with the same type of appointment make 9% less than their male counterparts. This discrepancy not only reduces clergywomen's current income, but it also reduces their pension and retirement.

Clergywomen are beginning to fill leadership positions at the same rate or a little higher than the percentage of women elders. The percentage of women serving as district superintendents is approximately 15%, and the women serving as bishops make up 8% of all bishops, active and retired. Only 2% of the clergy serving as lead pastors of churches of 1,000 members or more are women.

In the Philippines, Africa and Europe, the percentage of ordained elders who are women varies greatly from conference to conference. While some women are serving as district superintendents, there are no women episcopal leaders.

In the 1996 and the 2000 General Conferences, clergywomen (elders) make up 20% of clergy delegates. Though the percentage did not change, the number of women elders decreased (women deacons make up the difference), and the number of delegations chaired by a clergywoman

increased.

Women in the Master of Divinity (M.Div.) degree program at 13 United Methodist seminaries make up over 50% of all M.Div. degree students (the statistic has been over 40% for over 12 years). Yet the number of ordained women is still very low (less than 18%).

One of the major obstacles for clergywomen in acceptance and appointments is institutional or systemic sexism, or bias against women that is inherent within a system.

Women are often told that they are "leaving" ministry when following a call to ministry outside the local church. They hear that they need to "start at the bottom" when they return to local church ministry. Women are not accepted as clergy in some churches. They are told it is cheaper for a church and will help a budget if a woman is

appointed. If women are interested in ministry outside the local church, they are advised to consider lay ministry.

Clergywomen's exodus

The United Methodist Clergywomen Retention Study, conducted by the Anna Howard Shaw Center of the Boston University School of Theology¹ and co-sponsored by the Division of Ordained Ministry, GBHEM, studied written and interview responses of nearly 1,400 UM clergywomen. UM clergywomen leave local church ministry at a 10% faster rate than clergymen, despite an overwhelming commitment to local church ministry. The data indicated four major reasons:

- lack of support from the hierarchical system,
- being unable to maintain one's integrity in the system,
- rejection from congregations/parishioners, and
- the conflict of family and pastoral responsibilities.

Clearly, this exodus is a serious loss of gifts, graces, and our church's investment in these leaders. Five groups were identified as having responsibility for addressing this crisis in clergy lead-

ership development: the appointment system, conference leaders and clergy colleagues, congregations, seminaries, and clergywomen themselves.

Several of these points were underscored by two other studies. The University of Florida study² of ordained United Methodist clergywomen across the U.S. found that most UM clergywomen surveyed identified the high stress factors of "pettiness, the patriarchy, and the pressures of ministry." The most common challenge to clergywomen is balancing work and family responsibilities given the expectations of congregations for 24-hour availability. The Clergywomen Retention Study stated it well in saying "the church must ask itself why the traditional values and the theology of family do not apply to clergywomen as clergy but are applied to them as women."

A 1998 study initiated by the Women in Ministry Task Force of the Virginia Annual Conference³ found that clergywomen more than their male colleagues prefer nontraditional roles in the church and are more likely to feel the Conference underuti-

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Spring 2000
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The Flyer

The Flyer is published four times yearly by the General Commission on the Status and Role of Women (GCSRW) in the United Methodist Church (UMC) as a communication link with the 68 Annual Conference Commissions on the Status and Role of Women (ACCSRWs). Primary distribution of *The Flyer* is through the ACCSRWs; individual subscriptions, available through the GCSRW, are \$7.50.

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The GCSRW, a national agency of the UMC, acts as an advocate, catalyst, and monitor to ensure the full participation and equality of women in the church.

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lizes their gifts and provides insufficient support. The study found on the whole that clergywomen earn less than clergymen. Half of female clergy responding had salaries less than \$30,000 (compared to 25% of male clergy), and half of the male clergy had salaries of \$40,000 or more (compared to 15% of female clergy).

In a significant finding, the UM Clergywomen Retention Study determined that a larger proportion of racial ethnic clergywomen have exited local church ministry (particularly among African American and Asian American clergywomen). Furthermore, their exits are more permanent than those of white clergywomen. Despite the fact that a larger proportion of racial ethnic minority clergywomen is committed to the Church as an institution, almost twice the proportion of racial ethnic minority women as white women named "lack of support from the hierarchical system" as their primary reason for leaving the local church setting. The study makes the strongest implication that issues of racism are active in this loss of clergy leadership. On the whole, this study identifies details on hostile climates toward clergywomen for which our whole denomination must claim responsibility.

Women's Congress: A Spiritual Journey

During the 1993-1996 quadrennium, the Commission reflected on the status and role of women in the UMC and identified that progress had been made on behalf of some, but not all women in the UMC. The Commission recognized the need to be vigilant in



Kappitola Williams, liturgical dancer, leads participants in a musical workshop during Women's Congress, sponsored by GCSRW.

working on behalf of all women, particularly those marginalized by race, ethnicity, class or economic status. What emerged was a vision for the next several years of the Commission's ministry: full and equal responsibility and participation for ALL women in the life and ministry of the United Methodist Church.

In 1999, The Women's Congress: A Spiritual Journey, sponsored by GCSRW, called forth women with potential for leadership who may not

otherwise have opportunity for education and development in the Church. More than 150 women gathered and were affirmed as daughters created in the image of God and as persons bearing gifts for life and service in God's creation. With the enthusiastic encouragement of those who participated in this spiritual journey, the Commission committed itself anew to be a catalyst for similar efforts to call forth women of gift and potential throughout the UMC.

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¹"United Methodist Clergywomen Retention Study," Anna Howard Shaw Center, Boston University School of Theology, Margaret S. Wiborg, director; Elizabeth J. Collier, primary investigator. October 1997.

²"Study of 190 UM Clergywomen," by Jesse Schultz, Constance Shehan, and Marsha Wiggins. Frame in Sociological Focus, August 1999.

³"Study of Clergy in the Virginia Annual Conference, 1997-98," Virginia Commonwealth University Survey and Evaluation Research Laboratory. (800)768-6040, x316.

Resolutions and Legislative Proposals

from the General Commission on the Status and Role of Women

Here are highlights of resolutions and legislative proposals submitted by GCSRW to the 2000 General Conference. For the full text of these items, see the web site at www.umc.org/gcsr or www.umc.org/gc2000.

- 1. Being Church Amid Disagreement:** Suggests a way of working on disagreements within the church and among church members while remaining the Church.
- 2. Churches in Solidarity with Women: From Solidarity to Accountability:** Calls upon congregations, conferences, general boards and agencies to collaboratively work on resources to be accountable to the church's commitment of solidarity with women. (Replaces previous resolutions on the Ecumenical Decade of Churches in Solidarity with Women 1988-1998.)
- 3. Eradication of Sexual Harassment in The United Methodist Church and Society:** Comprehensive resolution specific to sexual harassment in the USA and international contexts. Calls for the eradication of sexual harassment in church and society; challenges church to prevent all forms of violence against women. (Replaces previous resolutions on sexual harassment.)
- 4. Goals and Recommendations for Full Participation of All Women:** Asks the Church to recommit itself to ensure participation of women in every facet of church life. Includes collecting data on women's participation in the Church.
- 5. Sexual Ethics within Ministerial Relationships in the United Methodist Church:** Calls on the General Commission on the Status and Role of Women to convene a cooperative work team to address the areas of prevention, education, intervention, and healing with regard to lay and clergy misconduct of a sexual nature. This includes preparing appropriate resources which can be used by a variety of groups in the church. (Replaces previous resolutions on sexual misconduct; provides an update on survey of church and renews the position of the denomination.)
- 6. ¶ 4 Article IV: Proposed amendment to "Inclusiveness of the Church":** The General Commission on the Status and Role of Women proposes adding "gender, marital or family status, age, and disability" to the paragraph.
- 7. ¶ 117: Proposed amendment to Section IX. Called to Inclusiveness:** The General Commission on the Status and Role of Women proposes the following additions to the end of the second paragraph: "and requires active encouragement of full and equitable participation of all persons. Furthermore, we abhor violence against persons because of their diversity from the majority." ©

Results to be reported daily...

GCSRW to monitor womens' participation at GC2000

For the third consecutive General Conference, the General Commission on the Status and Role of Women continues its ministry of monitoring the participation of women in legislative committees and plenary sessions.

According to Pat Callbeck Harper, GCSRW consultant who is coordinating the monitoring team ministry, "Our simple process of recording tally marks to count who is participating provides an immediate tool to help persons become better facilitators and presiders."

Results of monitoring participation will be published in the *Daily Christian Advocate* in distinctive boxes entitled "Anybody listenin'..."

Cecelia Long, member of the general secretariat of GCSRW, explains, "One of the major mandates for the Commission is monitoring who is included in the ministry and programs of the church. We realize that on a

conscious level people want to be fair and equitable, but culturally both men and women are biased against women. By raising our biases to a conscious level, we can change. So the Commission offers this ministry as a service to the church."

"At the 1996 General Conference we were thrilled with the response of legislative chairpersons and bishops when we reported the results of our monitoring," says Harper, "People are usually surprised at the results, for they would never intentionally exhibit bias against women or persons of color."

One new development in the monitoring process for this General Conference is the immediacy of feedback. As soon as a session ends, a monitoring team member will go directly to the presiding person to show the results, the tally marks of women, men, lay, clergy, as well as persons of color, when that information is known. ●



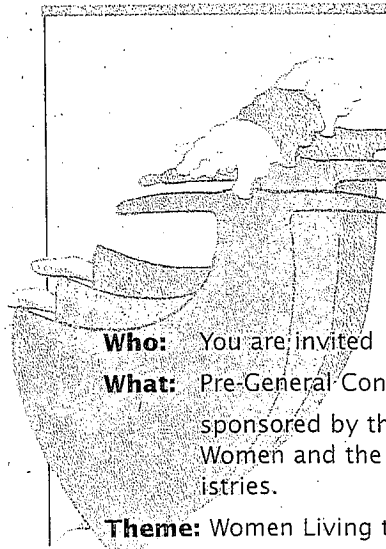
The Flyer switches to processed chlorine-free paper

"We are advocating for women and our children even when we buy paper," explains Joyce Waldon Bright, president of the General Commission on the Status and Role of Women (GCSRW). "That is why we have switched to processed chlorine-free paper for *The Flyer*."

Most paper is bleached with chlorine, which is a chemical created by passing an electrical current through salt water or melted salt. A dangerous byproduct of that processing is a family of chemicals known as dioxins, which have been linked to breast cancer and other health risks.

Following a United Methodist News report last spring from the Women's Division, General Board of Global Ministries, the Commission staff began investigating options. "We are making this switch, despite somewhat increased costs, because we believe that the health of women, future generations and our environment are part of our responsibility as Christians," emphasizes Stephanie Anna Hixon, member of the general secretariat of the Commission.

As with the Women's Division, the Commission chose processed chlorine-free paper instead of 100 percent chlorine-free paper because the processed paper is made from recycled paper rather than virgin timber. ●



Attention

WOMEN DELEGATES TO 2000 GENERAL CONFERENCE

Who: You are invited

What: Pre-General Conference Orientation for Women Delegates, sponsored by the General Commission on the Status and Role of Women and the Women's Division, General Board of Global Ministries.


Theme: Women Living the Connection

When: Tuesday, May 2, 2000
7:30 am to 12 noon

Where: Cleveland Convention Center, Exhibit Hall A

Why: To discuss issues of importance to women, hear from UMC leaders, and connect with other delegates.

How: To register, contact
General Commission on the Status and Role of Women
1200 Davis St., Evanston, IL 60201
(800) 523-8390 Fax: (847) 869-1466



My advice to first timers to General Conference:

- Don't be afraid to ask questions about anything you don't know or don't understand.
- Taking a course in speed reading is a good investment!
- If you need help with your networking skills, ask a family member, friend, or co-worker to allow you to practice with them.
- Remember—what you have to say is important. Find someone willing to listen!

—Francis E. W. Guidry

Status Report

Puerto Rican women join Vieques' struggle for peace

Seventy-five Methodist women from throughout Puerto Rico traveled to Vieques on Feb. 12 to support a struggle to drive the U.S. Navy off the small Caribbean island.

"If Jesus were here, he would be standing with the people of Vieques. Since we are the hands and feet of Jesus in the world, we have to stand with the people of Vieques if we're going to be obedient to the Gospel,"



Cristina Vazquez, a Methodist involved in the Vieques movement, tells the story of tying a white ribbon on the military gate at Camp Garcia.

declared Milagro Martinez of Arecibo, president of the Methodist Women of Puerto Rico.

Since 1941, the Navy has used Vieques for bombing practice and munitions storage. After the accidental death of a civilian guard on the bombing range last April, a wide-based opposition movement has emerged. More than a dozen protest camps—including two church-sponsored camps—have been set up in a restricted zone, effectively preventing the Navy from resuming its activities.

In the sanctuary of the Methodist Church in Isabel II, one of two towns

on Vieques, the Methodists listened to a panel of local women describe their decades-long struggle against Navy control of two-thirds of this 21-mile-long island.

Judith Conde, a leader of the Vieques Women's Alliance, told visitors how island women had struggled to overcome fear, "finally gaining the strength to put aside our brooms and mops and struggle to achieve our right to live without bombs, to live in peace."

The visiting women also traveled to the main gate of the Navy's Camp Garcia, where they talked with protesters camped there. The Methodist women tied white ribbons on the gate, symbolizing their support for the islanders' struggle for peace.

—United Methodist News Service,
Feb. 15, 2000

First woman cathedral provost: Church of England

The Church of England has appointed its first woman to take charge of a cathedral. Canon Vivienne Faull has been appointed provost of Leicester. A provost is the head of the cathedral chapter in a number of the Church of England's more recently created dioceses where the cathedral is also a parish church and the provost is the incumbent.

Canon Faull has been a canon of Coventry Cathedral since 1994, the year she was ordained priest, and vice-provost since 1995.

North of the border, the Scottish Episcopal Church has had a woman provost since Sept. 1998, when the Rev. Miriam Byrne was appointed provost of Dundee.

—Religions News Service, Feb. 1, 2000

UMC laywoman makes ecumenical history

Dr. Frances Alguire of New Buffalo, MI, was the only woman and the only layperson to participate in the ecumenical worship service opening the Holy Door of St. Paul's Outside the Wall Basilica in Rome. She is 1996-2001 chairperson of the World Methodist Council.

Led by Pope John Paul II, the ceremony included Anglican Archbishop of Canterbury George Cary of Lambeth, England, and Metropolitan

Athanasios, representing the orthodox Ecumenical Patriarch Bartholomew I of Istanbul. Alguire was the first scripture reader during the worship service.

The ceremony marked the first time that the traditional Roman Catholic observance included ecumenical representation. The service was part of the pope's efforts to increase unity among the sundered branches of Christ's followers worldwide.

Said Alguire, "I told everyone that this new year is a new ecumenical beginning. Being the first woman—and a layperson at that—to participate in this event meant that it's time we have new signs of visible unity among Christians."

—United Methodist Reporter, Jan. 28, 2000

Ovations

To **Janet Calvert**, public relations specialist for Humana Inc., of Kansas City, who has been named coordinator of communications for the two United Methodist annual conferences of Missouri.

To **Lynne Moberley Deming**, former publisher of United Church of Christ-related Pilgrim Press and United Church Press, who has become executive director of the editorial units for The Upper Room.

To **Gretchen Hakola**, who has become the program director of communications for the General Board of Church and Society.

To **Deborah Halter**, who has become national coordinator of Women's Ordination Conference, an organization that works for the ordination of women as priests and bishops into a renewed priestly ministry in the Roman Catholic Church.

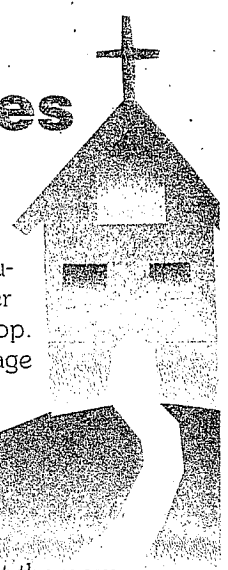
To **Sarah Parsons**, a former intern at The Upper Room, who has been named to the new position of associate director of electronic publishing at United Methodist Communications.

To **Lynn Scott**, director of continuing education for ministry, section on elders and local pastors, who has resigned from the General Board of Higher Education and Ministry, effective June 30 and will be appointed to sabbatical as a member of the Wisconsin Conference.

To **Kathleen A. Thomas-Sano**, executive director of the National Federation of Asian American United Methodists, who has been named associate general secretary of the General Commission on Religion and Race effective June. ☉

Quadrennial Survey of Local Churches

What are pastors and persons in the pew reporting?



With only 55% of local churches having in place or planning to develop a sexual harassment policy, the General Commission on the Status and Role of Women sees a continuing need for education and for prevention of sexual harassment, based on the quadrennial survey. The following is a summary of the eighth quadrennial survey of local churches in the U.S. since 1970.

As was expected, it was good to hear and gather the stories. Some respondents described having very few men in their congregations; thus, virtually everything is "run by women". Other congregations had no women in key leadership with the exception of Sunday School leadership.

The most interesting and useful data related to the issues of inclusive language and sexual harassment policies.

Inclusive language

Inclusive language was one of the foci of the 1980's culminating in the first production of the study guide, *Words that Hurt; Words that Heal* in 1990. The resource was used more broadly in the early 1990s but usage seems to have declined in the late 1990s. Conference commissions on status and role of women request information regarding inclusive language less often than in previous years. In some

Use of Gender Specific Language for God			
God as Father only	God as Father mostly	Some inclusive	All inclusive
54%	26%	17%	3%
Use of Gender Specific Language for People			
Mankind only	Humankind only	Mix of mankind/humankind	
18%	60%	22%	

ways, that issue has slipped to a back burner, as only 4% of the local churches had undertaken a study of inclusive language in this quadrennium. Despite the lack of formal study and thought about inclusive language, the issue is still very much alive, found not only in the actual numbers, but in the comments made by the pastors.

"Inclusive language was so ingrained in me in seminary (Asbury) that I now can't say anything else."

—Survey respondent

"I've never given language a thought."

—Survey respondent

The survey results revealed that 80% of local churches use all or mostly male language in reference to God while only 3% said they use fully inclusive language all the time. In reference to humanity though,

82% use mostly or all inclusive language.

Plenty of people prefer traditional language, as noted by

Some of the information in this article is included in the GCSRW report to General Conference 2000.

one pastor who said that she tried to use inclusive language in reference to God, but that her congregation didn't like it and asked her to stop. On the other hand, for many, inclusive language is becoming second nature.

Ethnic differences were also of interest, as some said that the word for God in their language such as Korean or Chinese, has no gender. So for them, inclusive language is not an issue.

Many people did express strong feelings about the ways church people talk about God and people. Perhaps this conversation should be renewed in a more intentional manner.

Sexual harassment policies

Since the 1996 General Conference mandated that each annual conference and local church adopt a sexual harassment policy, the Commission inquired about such policies. As it turns out, only 41% of the churches have a policy in place. The great majority of those policies cover both employees (96%) and volunteers (84%). Of those who have no policy, 27% have plans to create one, which means that 55% of local churches either

"We don't need a policy because we just haven't had trouble with that."
—Survey respondent

have a policy or plan to have one soon. Although short of the 1996 mandate, this number is an improvement over the 1996 figures, which found only 21% of the churches with policies and another 21% had plans to create one, for a total of 42%. Clearly, more work is needed in this area to keep the momentum going toward 100% churches with sexual harassment policies in The United Methodist Church.

Sexual Harassment Policies in UM Congregations in 1995/99				
Membership	Policy '95	Policy '99	Plans '95	Plans '99
1-49	9.20%	14.6%	13.70%	6.20%
50-99	18.50%	19.20%	18.20%	11.60%
100-199	15.40%	41.00%	16.40%	12.80%
200-499	25.80%	41.20%	25.20%	11.70%
500-999	30.40%	63.60%	30.80%	9.00%
1000+	36.20%	33.30%	46.70%	16.60%
TOTAL	20.50%	41.00%	21.00%	13.70%

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Issues of importance to women

One of the last questions on the survey invited the respondent to name "three issues which concern the women of your congregation." Twenty (20%) percent didn't know. Some respondents were new to their churches; many respondents were unable to distinguish between the concerns of women and those of men.

When issues were named, the ones named most often were those associated with concerns of mission (28%) and children (24%). These are areas which have been concerns of many women for years. Other issues named most often were family and parenting issues, especially single parenting, named by 22%. Also named were concerns about the small amount of time family members have for one another, challenges of raising children and nurturing marriages in short periods of time. Single parents who have to juggle work and child care without the help of anyone was a frequently stated concern.

The next most frequently named issue was domestic violence (14%) citing both child and spouse abuse. Some respondents linked this to violence in the culture [U.S.] more generally, especially among youth, as seen in the increase in

Role by Gender in Congregations			
	All/mostly male	All/mostly female	Male/female equal
Lay Leaders	63%	37%	17%
Ushers	45%	22%	33%
Lay Liturgists	35%	39%	26%

school killings. Many respondents linked issues of violence and talked about local work to halt domestic violence.

The last most frequently mentioned issues were aging and issues related to aging, such as living alone as an elderly person, widowhood, health and health care, etc. These issues were named by 12% of respondents. As our congregations age, this issue will be of increasing importance to United Methodists. Since women tend to outlive men, it is of particular significance to women.

It is also interesting to note the unique, but pressing concerns named by racial ethnic minority women. Of those surveyed, Korean women described concerns about interracial marriages. Hispanic women named gender as an issue of concern. Some respondents from racial ethnic minority churches named language and citizenship as issues of importance to women.

"We developed a more than casual interest in domestic violence after one of our members was killed by her husband." —Survey respondent

"I (male clergy) transferred recently from the Southern Baptist Church, partly due to its position on the ordination of women." —Survey respondent

Methodology

Because of the changes in local church structures allowing flexibility according to the needs of the local church, the General Commission on the Status and Role of Women knew it would be difficult in this quadrennial survey to ask the same questions in the same ways as in past surveys, and that comparable data would be difficult to obtain. The survey for 1999 was administered by telephone calls made by GCSRW members and staff. This method allowed the survey to address changing structures and to hear some of the stories of the local church.

Out of the random sample of 200 churches in the original list, 126 were reached and surveyed. Eighteen questions were asked around the following topics:

- women's participation and leadership in the local church,
- use of inclusive language, and
- adoption of a sexual harassment policy (required by the 1996 General Conference).

In addition, persons were asked to name issues of importance to women in their churches.

Did you know...

A few facts and statistics indicating the status of clergywomen in the United Methodist Church in the United States:

- 13% of all ordained elders are women
- 13% of all ordained women in pastoral ministry are racial ethnic clergywomen
- Clergywomen with same number of years experience as men and with the same type of appointment make 9% less than their male counterparts.
- 15% of district superintendents are women
- 8% of all bishops, active and retired, are women
- 2% of clergy serving as lead pastors of churches of 1,000 members or more are women

April teleconference explores life decisions

A live satellite teleconference, set for April 25, will explore "beginning of life" decisions in the context of recent medical advances and new scientific technology.

The event, "Does God Care How We Make Babies? Ethical Concerns about Reproductive Choices, Cloning and Abortion," will air from 11:30 am to 4 pm Eastern time. United Methodist Communications and the Illiff School of Theology are sponsoring the teleconference, in cooperation with the Women's Division, General Board of Global Ministries, and the UM Publishing House.

For more information about the teleconference or about hosting a downlink site, call (212) 870-3802 or send an e-mail to umtc@interport.net. Information is also available at www.umcom.org/umtc/choices.

Group offers training in non-violent actions in Cleveland

About a mile away from the site of General Conference sessions in Cleveland, a group advocating full rights for homosexual persons will offer training in non-violent actions. The May 6-12 event is sponsored by Soulforce, the group that non-violently stood in the

doorway of a Chicago church where Greg Dell was placed on trail for conducting a same-gender service of union.

Leaders say the free school on the campus of Trinity Episcopal Cathedral will also train participants to work with the media and network with other peace and justice organizations.

—*Newscope*, Feb. 18, 2000

Moms plan to mobilize for children's safety May 14

In Michigan a 6-year-old kills a classmate. The same day, a 15-year-old in Maryland receives combined sentences totaling life plus 40 years for murdering a pizza deliveryman and a classmate when the shooter was only 14. Those are just two reasons why a large number of people are expected to gather in the nation's capital on Mother's Day, May 14, to participate in the Million Mom March.

The Women's Division, General Board of Global Ministries, is supporting the event, and the General Board of Church and Society has endorsed it. The march is aimed at educating children and adults about the dangers guns pose for children. March organizers are also asking Congress for "common sense gun control legislation." For details, go online to www.millionmom-march.com or call (888) 989-MOMS.

Witness Our Welcome 2000 invites participants

An historic ecumenical gathering of Welcoming Churches and their allies in the U.S. and Canada is scheduled for Aug. 3-6 at Northern Illinois University (outside Chicago). The gathering "Witness Our Welcome 2000: God's Promise Is For You!" features worship, workshops, Bible study, performances, celebrations, denominational gatherings, and youth program.

Speakers and leaders include Steve Charleston, Michael Kinnamon, Janie Spahr, Jimmy Creech, Eric H.F. Law, Susan Brooks Thistlethwaite, Chris Glaser, Virginia Ramey Mollenkott, Mel White, Carter Heyward, Melanie May, Walter Wink, Mary E. Hunt, Melanie Morrison, Grace Imathiu, and Jeanne Audrey Powers.

The gathering is sponsored by Affirming Congregation Programme (United Church of Christ), Association of Welcoming and Affirming Baptists (American Baptist), More Light Presbyterians, Open & Affirming Ministries (Disciples of Christ), Open and Affirming Program (United Church of Christ), Reconciling in Christ Program (Lutheran), Reconciling Congregation Program (United Methodist), and Supportive Congregations Network (Brethren/Mennonite).

For more information, contact WOW2000, 5250 N. Broadway, PMB#111, Chicago, IL 60640. (800) 318-5581. E-mail: www.wow2k.org

Web Listing Delegates elected to General Conference and jurisdictional conferences are listed at www.umc.org/gc2000/delegates

You can help support women in the Church—Subscribe to The Flyer

The Flyer invites you to subscribe and thus demonstrate your support for women in the United Methodist Church. As the primary communication tool of the General Commission on the Status and Role of Women, The Flyer offers its readers updates on women's issues and resources for annual conference and local church women's groups. Your subscription will guarantee four issues of **The Flyer** for one year.

Yes, I would like to continue to receive **The Flyer**:

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Send your check to: **The Flyer**, The General Commission on the Status and Role of Women, 1200 Davis, Evanston, IL 60201

Name _____ Phone _____

Address _____

City _____ State _____ Zip _____

Annual Conference (if United Methodist) _____

General Conference 2000: Surviving with Soul Intact

Is there life outside legislative sessions?

While most General Conference delegates find only occasional respite from hectic legislative sessions, the General Commission on the Status and Role of Women (GCSRW) is sponsoring events and resources that offer a change of pace.

Daily Devotional: All delegates will receive a complimentary copy of *Making the Church Whole*, a devotional booklet to use for spiritual renewal during General Conference.

Orientation for Women Delegates: On Tuesday, May 2, GCSRW and the Women's Division are sponsoring this Pre-General Conference Orientation to help participants

develop delegate skills, network with each other, and consider major issues before this General Conference.

Time: 7:30 am continental breakfast
8:00 am singing/prayer begins

Place: Cleveland Convention Center, Exhibit Hall A

Theme: Women Living the Connection

Sunday, May 7 Worship: GCSRW will provide a worship service for delegates, guests, and friends at 9:00 am in The Little Theater, located in the Cleveland Convention Center.

Surviving with grace/Sobreviviendo con Gracia

Eleven days . . . As many as 1,939 petitions to consider. Sessions stretching from morning 'til early morning.

All this and more awaits delegates to General Conference. For those encountering this event for the first time, we offer the following hints to help survive gracefully.

Tools for organizing

File folders: Prepare one for each major subject, more divided into categories for voluminous subjects.

Notebook: Find one large notebook with many tab sections for subjects and sub-themes, especially for your particular legislative committee.

Book of Discipline: Tab sections in *The Book of Discipline*, especially the paragraphs related to your legislative committee's work.

Ideas for organizing

Certainly, each delegate should organize however she or he wishes, but here are some ideas:

Categories: Consider separate tab sections in a large notebook for

- names and information about General Conference delegates
- rules of order and procedures
- ten legislative committees: issues and/or resolutions
- correspondence
- copies of petitions sent to you

Once días...Igual 1,939 peticiones a considerar... Sesiones que se extienden desde la mañana hasta tarde en la madrugada.

Todo esto y más le espera a los delegados y las delegadas a la Conferencia General. Para ayudar a aquellos y aquellas que esperan ansiosamente su primer encuentro con la Conferencia General, las siguientes sugerencias pueden facilitar la preparación y evitar cualquier confusión que puede surgir en la conferencia.

Herramientas para organizarse

Cartapacios: Preparar uno para cada asunto principal, y otros cartapacios con divisiones para asuntos voluminosos.

Cuaderno: Consiga un cuaderno grande con muchas divisiones para temas y sub-temas, especialmente para su comité legislativo.

Libro de la Disciplina: Marque las secciones en la *Disciplina*, especialmente los párrafos con los cuales su comité estará trabajando.

Ideas para organizarse

Categorías: Considere archivos separados para

- nombres e información sobre los delegados y las delegadas a la Conferencia General
- reglamento de procesos parlamentarios y procedimientos
- comités legislativos: asuntos y/o resoluciones
- correspondencia
- copias de peticiones enviadas a usted

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to next page

Surviving General Conference *from page 9*

General tips

- Keep notebook and/or files up-to-date. Early information may be revised or changed completely as various boards and agencies take final actions.
- Give priority to reading material for your assigned legislative committee.
- Talk with members of your delegation and other acquaintances about issues to be assigned to their legislative committees.
- Cross file. Make copies of some items for cross filing. Example: Correspondence in one file; copy in file related to the subject matter under which it is to be filed.

Survival gear

Remember the first time you went to summer church camp and the list of items to bring? Well, things haven't changed much, except maybe age and endurance. Here is a list of necessities.

Rain gear: Count on at least one day of precipitation.

Portable toiletries: No, you can't always go home after lunch to brush your teeth! So consider—tissue, safety pins, headache remedy, bandages, nail file, alcohol pads, collapsible cup, toothbrush and paste, small pair of scissors.

Snack food: You may forget that a mid-day meal has existed in your former life.

Office supplies: You need all the help you can get to handle the preponderance of paper: paper clips, rubber bands, pencils, pens, markers, self-stick note pad, note paper, envelopes.

Comfort aids: How do you travel distances and sit for possibly 16 hours on a chair? We suggest you take along a pillow, luggage carrier, comfortable shoes, and a camp stool to rest your feet.

A smile, a sense of humor, and the grace of God!

Apuntes Generales:

- Mantenga los archivos al día. La información recibida anteriormente puede haber sido revisada o cambiada totalmente según las juntas y agencias toman decisiones finales.
- Dele prioridad a leer el material relacionado con su comité legislativo.
- Hable con los miembros de su delegación u otras personas las cuales usted conoce, sobre los asuntos y temas que serán asignados a sus comités legislativos.
- Archivos relacionados. Haga copias de algunos documentos para archivarlos en más de un sitio. Por ejemplo: Una carta se archiva en el archivo de correspondencia; copia de la misma se puede archivar en archivo para el asunto que se presenta en dicha carta.

Equipo de supervivencia

¿Recuerda la primera vez que fue a un campamento de verano de la iglesia y la lista de cosas que llevar? Bueno, las cosas no han cambiado mucho, excepto quizás la edad y la resistencia. He aquí una lista de cosas necesarias que debe tener a la mano.

Accesorios de lluvia: Prepárese para por lo menos un día de lluvia.

Utensilios sanitarios: No siempre podrá ir a su cuarto a cepillarse los dientes después de almorzar. Así que considere—papel facial, impermeables, aspirinas, limas de uñas, toallitas con alcohol, cepillo y pasta, vasitos, y unas tijeritas.

Meriendas: Usted puede olvidarse de almorzar según lo hace regularmente.

Material de oficina: Usted necesita toda la ayuda que usted puede conseguir para manejar la cantidad grande de papel: clips de papel, gomas, lápices, bolígrafos, marcadores, papel adhesivo para notas, papel, y sobres.

Ayuda para la comodidad: ¿Cómo usted viaja las largas distancias y se sienta por posiblemente 16 horas en una silla? Sugerimos que usted tome a lo largo de una almohadilla, carrito para cargar equipaje, de zapatos cómodos, y de un taburete del campo para reclinarse los pies.

Una sonrisa, sentido del humor, y la Gracia de Dios.

Hang on tight! Your body will sometimes be sleep deprived, and you will be catching meals on the run. Your mind (and your seat) will sometimes reach overload. Your emotions will at times dance and at other times mourn. Your spirit will soar as you are a part of the church celebrating and praising God. It will also be wounded when mean-spiritedness takes over. Feed all four—your body, mind, emotions and soul—especially through time-outs in prayer and time-outs with good friends.

—Terri Rae Chattin, member GCSRW

Get there well rested and finished with your pre-assigned readings. With all the material distributed on site, you will not have time to read anything besides what you received there. Keep your ears open to conversations during mealtimes, in the hallways, and everywhere. Feel the pulse of General Conference as you pray for the issues and business that affect the church.

—Rose Arroyo, member, GCSRW

Supplement continues on next page

은혜로운 생존: 총회 참석자를 위한 조언

5월 2일부터 12일까지 11일간 오하이오주 클리브랜드에서 개최되는 총회에서 밤샘을 하여 다루어야 할 의제가 여러분을 기다립니다. 총회에 처음으로 참석하시는 분들을 위하여 몇가지 조언을 드리려 합니다. 다음의 조언이 준비를 쉽게하고 총회에서 어려움을 방지해 드릴 것입니다.

준비물

화일: 주제별로 화일을 준비하시되 주제마다 분야별로 나눌수 있는 것으로 하십시오.

노트: 큰 노트 한권을 준비하시되 그 노트에는 당신께서 속하여 있는 소위원회의 소주제를 쓰기에 적합하게 여러부분으로 나눠어진 것으로 하십시오.

장정: 속하여있는 위원회가 다루어야 할 부분을 미리 표시하여 오십시오.

일반적인 조언들

*화일은 항상 보관하십시오. 미리 나누어진 사항은 수시로 보완되며, 회의진행에 따라서 전면 개정될 수 있습니다.

*개인이 속한 위원회의 안전을 읽는 것에 우선권을 두시기 바랍니다.

*총대나 당신이 속하여있는 위원회의 쟁점과 주제에 관하여 잘 알고있는 위원들과 대화를 하십시오.

*화일하여야하는 주제와 관련된 화일들을 복사하여 보관하십시오.

지참물

첫 교회 수양회 지참물을 되새겨 보십시오. 별로 바뀐 것이 없습니다. 세월이 흐른것과 인내심이 더 생긴 것 이외에는 별로 변한 것이 없습니다. 여기 유용할 물건이 있습니다.

우장: 기간중 한번쯤은 비가 올 것을 대비하십시오.

휴대용 세면도구: 점심식사후 댁에 가서서 양치를 할 수는 없으시겠지요! 그러니 준비하셔야 할 것은 - 화장지, 안전핀, 두통약, 반창고, 손톱다듬는 것, 소독용 거즈, 절을수 있는 칼, 칫솔, 치약, 소형 가위등.

간식거리: 회의 진행에 따라서 점심식사를 거르는 수가 있습니다.

필기도구: 회의가 진행되면서 정리하여야 할 종이 가 늘어갈 것입니다. 이를 장정리하기 위하여서는: 종이 클립, 고무 밴드, 연필, 펜, 마커(marker), 붙는 메모지, 백지, 봉투등.

편안하게 하는 것: 장거리 여행이나 16시간 딱딱한 의자에 앉아서 회의를 하시기에 필요한 것은: 베개, 짐을 간편하게 나르는 것, 편안한 신, 발을 올려 놓을 의자등.

미소, 유모어 감각, 그리고 하나님의 은총이 함께하시길...



Members of the General Commission on the Status and Role of Women tour the Cleveland Convention Center during their meeting Feb. 24-26.

My advice to a first-time delegate: Be prepared, read, read, read! Don't be surprised to find our church is much more than you thought. There will be unexpected "holy moments," and you will be amazed when and how they come.

—Margie Briggs, member, GCSRW

My advice to first timers to General Conference:

• It is so easy to get caught up in the constant business of General Conference that you forget to take time for yourself—time of silence, time to get away, time to keep up with your personal daily devotions. We don't make good decisions when we are exhausted and empty.

• Find a support group. Go out of your way to find others with whom you can talk and explore and laugh. It is important to talk through the sometimes complicated issues of General Conference. Plus, don't forget the laughter.

—Deb Kiesey, member GCSRW

Women at General Conference...

A total of 992 delegates were elected to General Conference 2000: 830 from the conferences in the US and 2 from Puerto Rico; 152 from the central conferences (Africa, Europe, and the Philippines); and 8 from other autonomous Methodist churches in Great Britain, the Caribbean and the Americas, and Mexico.

Delegates 2000

Total: 992 includes 359 women (as of presstime)
Total (US & Puerto Rico): 832 includes 324 women

US & Puerto Rico: Women Delegates

	1996	2000	% Change
Women	38.1 (328 of 860)	38.9 (324 of 832)	+0.8%
Laywomen	51.4 (221 of 430)	51.0 (212 of 416)	-0.4%
Clergywomen	24.9 (107 of 430)	26.9 (112 of 416)	+2.0%

US & Puerto Rico Women Delegates:

Racial Ethnic Diversity

	Total	African	Asian	European	Hispanic	Native
Laywomen 212	34	7	165	4	2	
	16.0%	3.3%	77.8%	1.9%	1.0%	
Clergywomen 112	12	6	91	3	0	
	10.7%	5.4%	81.2%	2.7%	0%	
Total 324	46	13	256	7	2	
	14.2%	4.0%	79.0%	2.2%	0.6%	

36 of all 119 delegations reporting will be chaired or co-chaired by women.
 29 of 67 delegations in US and Puerto Rico will be chaired by women.



**The General Commission on the
Status and Role of Women**
in the United Methodist Church
1200 Davis Street, Evanston, Illinois 60201

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How far have we come? *from page 3*

Racism/Sexism Task Force

For several years, GCSRW and the General Commission on Religion and Race have convened a Task Force on Racism/Sexism to explore and study the impact of the intersection of racism and sexism on racial ethnic minority women within the denomination. At the beginning of the 21st century, one might have expected that the issues of racism and sexism would be moot issues, both in the church and in the secular society. Unfortunately, this is not true, for this double headed sin of racism/sexism still rears its un-Christian head in our lives.

Racism and sexism place immeasurable pain and suffering on racial ethnic women. As a result, we all suffer, for when one of God's children is mistreated, the family is broken. The work of the Joint Task Force on Racism/Sexism is still very much needed to continue to bring awareness, understanding, and sensitivity to racism and sexism which are alive and well in the United Methodist Church.

The work of the task force is still needed to enable our church to fully receive the gifts and graces of racial ethnic women as we strive to make the church inclusive and welcoming of all.

United Methodist Women

Over one million members strong, UMW has outstanding experience preparing women and youth to serve in ministry and mission. The Women's Division of the General Board of Global Ministries has historically called attention to gaps in the participation of women in the church, especially in positions in finance, treasury, and trusteeship in local congregations. They have also identified the gap in participation of young women in all levels of church life and have embarked on a comprehensive recruitment, training and mission opportunity program focusing on teen, college and university women. Congregations' inability to use the recruited and trained women may be a barrier to progress in closing these gaps. ☉

Copy deadlines for *Flyer* information

To ensure inclusion of job announcements, calendar items, and other items to be published in *The Flyer*, please submit written details to the editor by these dates:

June 1, 2000.....Summer 2000

Aug. 15, 2000.....Fall 2000

Send to:
Bonny Stalnaker Roth
GCSRW
1200 Davis St.
Evanston, IL 60201

(800) 523-8390.

You may also submit information through e-mail: gcsrww@gcfa.org.