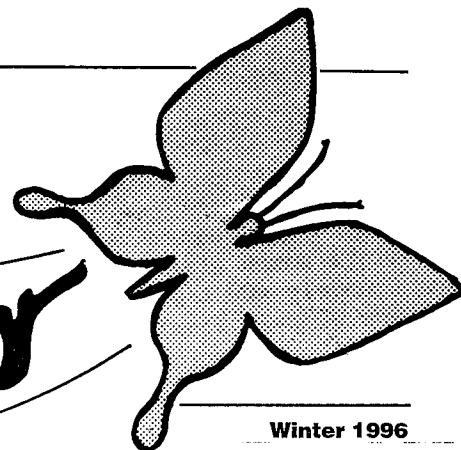


Welcome
1996 General
Conference Readers

The Flyer



Vol XVI, No. 3

Winter 1996

Proposed Resolution

Sexual Abuse within Ministerial Relationship; Sexual Harassment within United Methodist Church

This petition offers updates and progress on the Church's response to the 1992 resolution "Sexual Harassment and the United Methodist Church." As of January 1995:

- 56 of the 69 annual conferences in the USA and Puerto Rico have approved policies on sexual harassment and sexual abuse in the ministerial relationship.
- 50 annual conferences have offered training for cabinets, 52 for clergy, 25 for laity.
- All 124 United Methodist-related colleges, seminaries, and universities have, or are refining sexual harassment policies and grievance procedures.

The petition calls for the church to commit to the following actions:

Education

1. That the Council of Bishops reaffirm its leadership in eradicating and preventing sexual harassment and abuse in the Church.
2. That the General Commission on the Status and Role of Women and other general boards and church bodies will work to ensure that UM training and prevention resources are available.
3. That UM-related educational institutions maintain safe and hospitable learning environments.

Policies and procedures

1. That each local church, annual conference, general agency, UM-related education institution, and UM-related institution of benevolent care will have a policy on sexual harassment and abuse in effect.
2. That there will be ongoing advocacy for just laws.

Ongoing assessment

1. That GCSRW and the General Council on Ministries provide research and survey tools for assessing the effectiveness of the church's efforts to eradicate sexual harassment and abuse.

GCSRW report to General Conference 1996...

Sexual harassment and clergy misconduct, continuing challenges

In its quadrennial report to General Conference, the General Commission on the Status and Role of Women (GCSRW) states, "The United Methodist Church has made significant progress in recognizing, respecting, and appreciating the gifts of women. At the same time, there is still much more to be done, and GCSRW is charged with helping this process to continue."

GCSRW is mandated "to challenge The United Methodist Church, including its general agencies, institutions, and connectional structures, to a continuing commitment to the full and equal responsibility and participation of women in the total life and mission of the Church, sharing fully in the power and in the policy making at all levels of the Church's life." (Para. 2202, *The 1992 Book of Discipline*).

"We take our mission seriously and strive to accomplish this goal through our roles as an advocate for and on behalf of women, as

a catalyst for positive change, and as a monitor of practices or policies which affect women," explains the report.

Sexual abuse within the ministerial relationship

Attention to sexual misconduct and sexual harassment continues to be an area where issues related to the use and abuse of power must be fully examined. The Church must do more to be responsive and hospitable to all.

Following through with the ongoing work that the Commission has accomplished, we have proposed to General Conference 1996 a resolution and an additional item in the Social Principles that contain these key purposes:

- To continue to challenge the church to be responsive
- To clarify the issues
- To name the entities within the church taking specific responsibility for education and response.

continued on page 2

Participation of women in local church bodies continues to grow

The findings of the seventh quadrennial survey of United Methodist local churches continue the trends discerned in previous years: the participation of women in local church bodies continues to grow, both at the level of membership in groups such as the Administrative Council, Trustees, and the Work Area on Church and Society, and at the level of chairing such groups. The study, sponsored by the General Commission on the Status and Role of Women, also revealed that roughly one-fifth of local churches have drawn-up sexual harassment policies, covering employees and volunteers.

A gap remains between the participation of women in administrative bodies of local

churches—Administrative Council, Trustees, Finance Committee, etc.—and in the program bodies—Church and Society, Education, etc. The participation of men in age-level councils of local churches (Children's, Youth, Family Councils) continues to be rare.

Except for local church boards of trustees and finance committees, a majority of members on boards, commissions, and councils tend to be women. (See Tables 1, 2, and 3.) Over the past quarter century, these studies have documented a trend toward the greater participation of women in all areas of local church life. Nothing in Tables 1-3 suggests this trend has abated.

Similar patterns in the participation of
continued on page 2

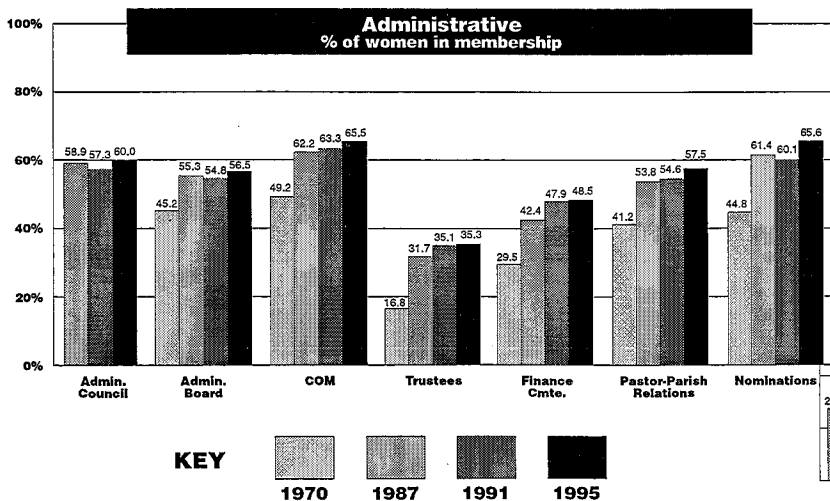
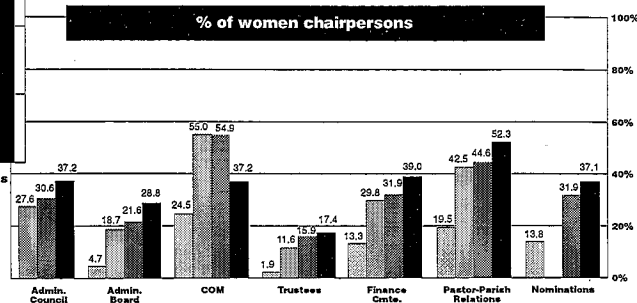


TABLE 1
Participation of Women
in Local Church
Administrative Committees



Participation of women continues to grow continued from page 1

women recur when we examine who chairs these local church bodies (Tables 1-3). A majority of most local church bodies are chaired by women, particularly the work areas and age-level councils. Overall, the trend toward increased participation of women in leadership roles in local churches continued through 1995.

A subtle difference emerges in the comparison of the participation of women in local church bodies and their leadership.

While women constitute a significant portion of the administrative committees in local churches, they do not lead those bodies nearly so frequently. The opposite pattern emerged in program committees: women tend to lead at a slightly higher rate than their overall participation levels.

One new series of questions in this survey asked about sexual harassment policies in local churches. Roughly one-fifth (20.5 percent) of local churches have drawn-up sexual

harassment policies, covering employees and volunteers. Of the four-fifths that have not, about one-fifth (21.0 percent) report plans to do so in the future. Virtually all of the policies that currently exist cover both staff (89.9 percent) and volunteers (81.2 percent).

Further analysis reveals that churches with and without sexual harassment policies were not distinguished by ethnicity, sex of the pastor, or region of the U.S. The only distinguishing characteristic among local

continued on page 3

Sexual harassment/misconduct continued from page 1

In addition, GCSRW has proposed legislation concerning family leave for diaconal ministers and legislation clarifying our relationship with the local church.

- Paragraph 313: A new item "Family Leave" is proposed which grants such leave to Diaconal Ministers by the conference Board of Diaconal Ministry.

- Paragraph 2203 (new item): This item clarifies that the General Commission on the Status and Role of Women provides resources for the local church work area on status and role of women.

- Paragraph 2203.7: This item clarifies that the General Commission on the Status and Role of Women assists the local church and annual conferences in its role as advocate.

At General Conference, we will continue our role as monitor of committee and floor processes and decision making, which has an impact on the status and role of women in the church.

Among the decisions that are particularly important in this regard are:

- restructuring
- ministry study
- pay equity.

Also important are resolutions responding to the following concerns:

- rape in times of conflict and war
- HIV/AIDS
- global racism
- child sexual abuse in the church
- human rights, including ratification of United Nations covenants and conventions by the U.S., especially the U.N. Declaration on the Elimination of Discrimination Against Women.

Beyond General Conference 1996, the Commission will address continuing and emerging concerns.

- An emerging concern is the fact that a larger percentage of clergywomen than clergymen are leaving local church ministry. The Division of Ordained Ministry (GBHEM) and the Anna Howard Shaw Center of Boston University are conducting research and analysis on this trend.

- A continuing concern is the cumulative and painful oppression of racism and sexism, a concern on which we work closely with the General Commission on Religion and Race.

Through all of this work, the Commission has embraced a vision to continue to challenge ourselves as the Church to a commitment to the full and equal participation of ALL women—not only some women. ■

The Flyer

Winter 1996
Vol. XVI, No. 3

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.

Editor: Bonny Stalnaker Roth

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.

GCSRW officers:

Ann Sherer, President/Joyce Waldon Bright, Vice-President/John Campbell, Secretary

General Secretariat:

Stephanie Anna Hixon/Cecelia Long

GCSRW, 1200 Davis St., Evanston, IL 60201
(847) 869-7330

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Printed on recycled paper. ♻️

Participation of women continues to grow continued from page 2

churches that have policies (at least among the items we asked about on the questionnaire) was size of church. Larger churches are much more likely to have a harassment policy or to report plans to adopt one. Perhaps not surprisingly, only one-fifth of churches with fewer than 50 members either have a policy or plan to adopt one; over four-fifths of churches with over 1,000 members fall into this category.

Thus, while written comments included with survey responses contained much hostility toward even asking about such policies,

a sizeable fraction (though still a minority) of local churches either have, or will have, sexual harassment policies. Because large churches were more likely to report having sexual harassment policies than small churches, it is likely that a high percentage of United Methodists as distinct from United Methodist congregations, will soon be covered by such policies.

While most UM congregations fall within the smaller categories (the average UM congregation has about 240 members), a fair number of United Methodists attend much

larger churches. Based on the results in this survey, we can conservatively estimate that 30 percent of United Methodists attend a congregation that has a sexual harassment policy; 28 percent attend a congregation that plans to adopt one.

In summary, the participation of women in the lay leadership of UM congregations continues to increase. There are still vestiges of the "men's work" versus "women's work" distinction in congregations. Finally, the issue of sexual harassment has been dealt with at a policy level among a small, yet likely-to-grow, segment of our church. ■

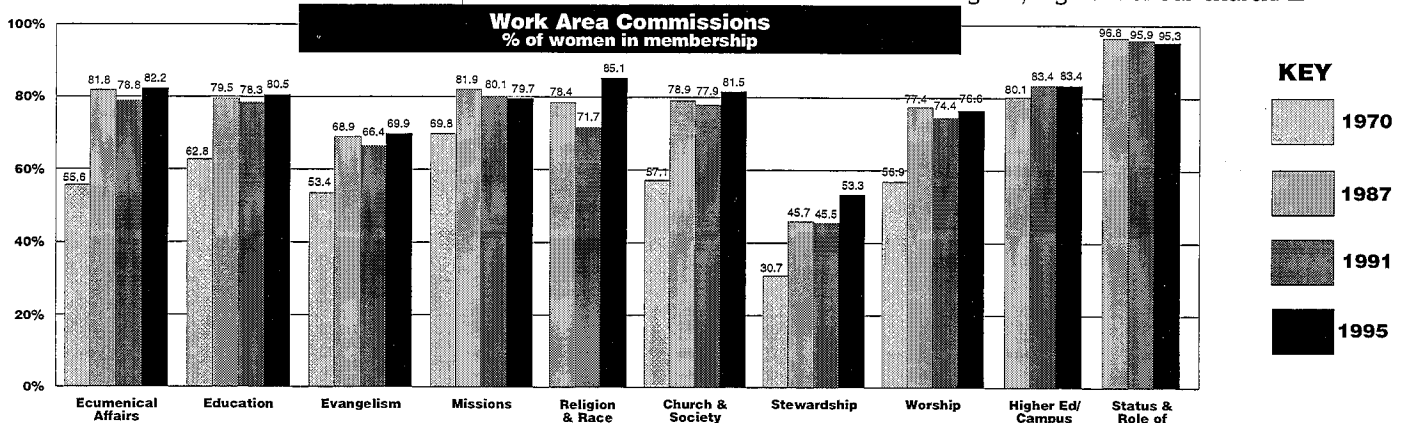


TABLE 2
Participation of Women in Local Church Work Area Commissions

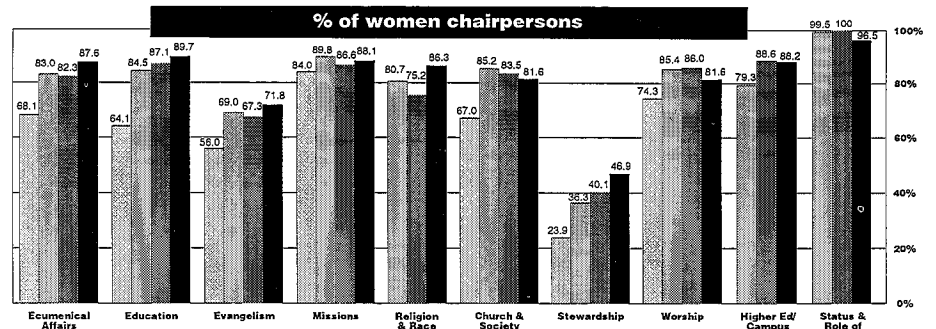
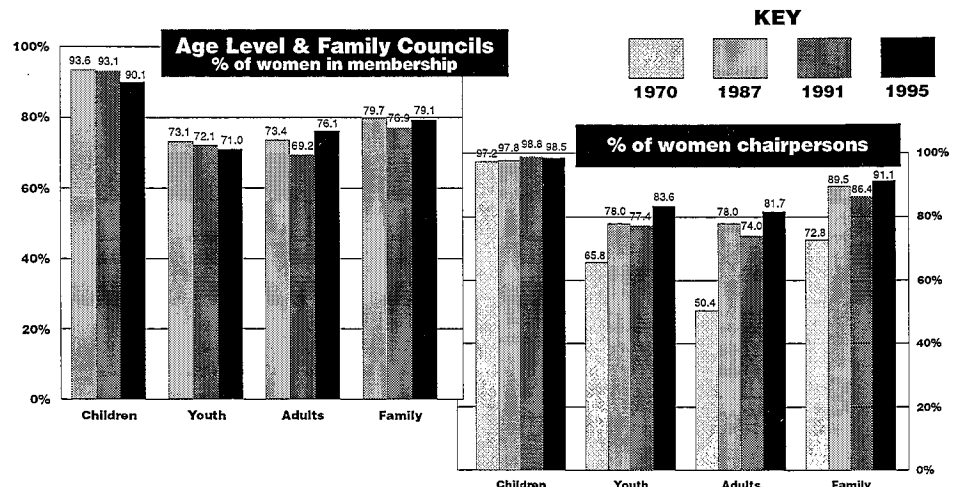


TABLE 3
Participation of Women in Local Church Age Level & Family Councils



Nominations sought for World Council of Churches' 1998 assembly in Zimbabwe

The United Methodist Church will send 35 delegates to the World Council of Churches' 1998 Assembly in Harare, Zimbabwe (26 from the U.S., 5 from Africa, 2 from Asia, and 2 from Europe). Nominations should be sent to the General Commission on Christian Unity and Interreligious Concerns by Feb. 9. The commission will nominate a pool of candidates by mid-March, and the Council of Bishops will make the final selection. ■

Status Report

Episcopal Church proposes change toward bishops

The Episcopal Church's House of Bishops, meeting in Portland, OR, in October, adopted a resolution that calls for an end to exempting bishops who in conscience oppose women's ordination, requiring all dioceses to ordain qualified women to the priesthood. The proposal must be approved by the denomination's General Convention in 1997.

The United Methodist Reporter, Oct. 13, 1995

Help available for battered women: National executives

Domestic violence is an epidemic in U.S. society that knows no boundaries of race or class, contrary to misleading stereotypes that may have been reinforced during the O.J. Simpson trial, according to a post-trial statement by Peggy Halsey, a National Division executive, and Joan Brown Campbell, general secretary of the National Council of Churches.

They noted that women who are abused are more likely to be killed by a current or former partner than women who are not abused. "A devastating tragedy would be compounded if any battered woman concluded from [Simpson's] acquittal that there is no help for her," they stated.

Newscope, Oct. 13, 1995

Ordination stance termed a 'heresy'

Calling the refusal to ordain women akin to heresy, the general secretary of the World Alliance of Reformed Churches questioned whether the alliance should maintain full communion with churches that exclude women from ordained ministry.

Milan Opocensky, who spoke in Edinburgh to a gathering of Europe's Reformed churches, outlined five issues—racism, weapons of mass destruction, equality between women and men, worldwide economic justice and the responsibility for the environment—as matters that should be treated as *status confessionis* or "impinging on the heart of the Christian gospel."

Christian Century, Sept. 13-20, 1995

Brian Wren defends updating hymn lyrics

Internationally known hymn-writer Brian Wren says the practice of altering the words of "the good old hymns," attacked by traditionalists each time a denomination seeks to

update its hymnal, is not unusual. According to Wren, such practices go back at least as far as the 18th century and the hymns of Charles Wesley and Isaac Watts.

The reasons for change advanced then are similar to those advanced today—changes in language and changes in politics. Wren told the recent biennial meeting of the Fellowship of United Methodists in Music and Worship Arts. He cited the well-known Christmas carol by Wesley, "Hark, the Herald Angels Sing," as an example. As originally penned by Wesley, the song read, "Hark, how all the welkin rings." But "welkin," which means "the vault of heaven or sky," soon became archaic and was changed.

Political correctness was another reason for change, Wren said. Many of Watt's songs were altered because "they only made sense if you were a colony of great Britain."

Wren said the current effort to make hymns more inclusive of women and minorities is "not a fad." He also argued that writers should broaden their language about God to include the many images of God in the scriptures. "If we picture God routinely as a powerful, male figure such as Lord and King, we should not be surprised when children routinely see God as a powerful man." But, Wren said, the Bible includes such images of God as shepherd, potter, rock, mother, eagle, judge and midwife.

Christian Century, Sept. 13-20, 1995

British Methodist Conference gets Women Presbyters report

"A Cry of the Beloved," the report of the Commission on Women Presbyters and the Church, was received by the British Methodist Conference, but not adopted at their meeting in the summer.

Conference is urging all Methodist people to examine their attitude to the place of women in the Church and commends the report to Districts, circuits and churches for discussion. It is directing the Methodist Council to monitor attitudes to women presbyters in Districts and circuits in the light of the report and response to it.

At the same time Conference, in receiving the report, "celebrated the contributions made by all women within the life of the Church." The Conference also recognised the pain experienced by women presbyters and urged all Methodist people to allow them to make their own contribution to the development of real community in the Church's life.

According to Anita Wood, lay delegate

from the United Methodist Church and member of the General Commission on the Status and Role of Women, the report focused on ways of working toward equality including such issues as grievance procedures, guidelines for working with the church, maternity leave, and monitoring of women's appointments.

"It seemed that the portion of the report addressing patriarchal theology was the hardest for the Council to support. They are dealing with exactly the same issues that we in the US are, but ten years back in time," reflected Wood.

Methodist Reporter, July 6, 1995
and *Flyer* interview ■

Will publish newsletter

Natl. Women's Caucus to speak out at 1996 General Conference

The National Women's Caucus of The United Methodist Church is preparing to speak out and write about issues of women and the church at 1996 General Conference.

The caucus also plans this year to highlight the 40th anniversary of women's ordination in the (United) Methodist Church.

The primary activity as a caucus is publishing the newsletter, *The Yellow Ribbon*, named for the freedom represented in yellow ribbons worn by suffragettes in the nineteenth century. The newsletter is published daily during General Conference, and copies are distributed free to all members of General Conference.

The Women's Caucus began in 1971 when 100 women from all over the U.S. came together to consider issues that would be brought before the 1972 General Conference.

To become a member of the caucus and receive *The Yellow Ribbon* at General Conference or through the mail from Denver, send \$25 for a regular membership, \$20 for student or low income, to Judith Johnson-Siebold, 36 S. Chenango St., Greene, NY 13778.

To volunteer at General Conference to work on newsletter production—writing, layout, editing, reporting, and delivery—contact Karen Kagiya, St. Andrew UMC, 101 Hays Mill Road, Carrollton, GA 30117. ■

WITNESS OF THE CHURCH

Central Conference representatives speak up about the status of women

Recently, the *Flyer* spoke with representatives of the Central Conferences about the celebrations and concerns of women in the church. Through these interviews, we seek a glimpse of church life among our sisters.

Beatrice Mutasa, a laywoman from Zimbabwe Annual Conference, serves as a lecturer in the Department of Religious Education at a teacher training college. She also serves on the board of directors of Africa University.

When I talk about women in our annual conference, I want to emphasize that women experience different conditions depending on whether they live in rural or urban settings. Rural women are mostly dependent on subsistence income, while urban women have opportunities to work for extra income through such activities as sewing.

The United Methodist Church has been working to teach women marketable skills. Training takes place at the annual conference level with the understanding that trainees will conduct similar workshops for districts and local churches.

The conference also offers workshops, especially designed for women in rural areas, on different methods of cooking. The focus is to help women prepare foods more effectively to achieve healthier preparation and better nutrition.

Traditionally in this culture, women play second fiddle to men. Yet in urban areas, such as mine, women are gaining leadership positions. I was the first district lay leader in my annual conference. I have also been the only woman to be elected to General Conference in the past. For rural women the change is slower because traditions are stronger.

We do have clergywomen serving some of our churches. We are proud of ourselves in this regard compared with other denominations.

Among our greatest needs are scholarships for higher education for both rural and urban women. Our women are at a double disadvantage: we are women in a male-dominated culture; we are black persons who lived under colonial rule until ten years ago.

With the drought, we also need to help rural areas deal with the extreme lack of fresh water. They need to learn how to improve their techniques for vegetable gardening.

We need more leadership and special skills training. If we could set up a boarding place at the annual conference center so that women could stay overnight for training, it would be less expensive than now and allow more women an opportunity to participate.

AIDS, acquired immune deficiency syndrome, is a major concern for the church and our country. AIDS patients need counselling and emotional support. Since our minister of health encourages caring for patients at home, we need to help families deal with the stigma of the disease and learn to care for the dying.

Heinrich Meinhardt, a clergy member of Germany North Annual Conference, serves a two-point charge in north suburban Berlin.

The majority of United Methodist church members in Germany, and actually most of Europe, are women. At the local church and district levels, women are providing strong leadership across work areas and other groups.

But this is not true beyond the district level. While we have a good representation of women lay delegates, a little over 40 percent, women are under-represented in conference leadership positions.

However, women are celebrating that both of our two delegates to General Conference 1996 are women, one lay and one clergy. What's more, these elections did not result from lobbying.

One problem with women in leadership is that only 11 percent of our active clergy are women. In general, we have been slower in Europe than you in the United States to accept women clergy in local churches. But now about 25 percent of our seminary students are women, so that should help bring about change. And the clergywomen serving local churches are generally very well received. But we do realize that some churches simply would not accept a clergywoman.

When I look back into my 30 years of annual conference membership, I feel that those female delegates who are now retired from church work took more leadership and fought more for women's rights in the church than the ones who are today above 50. A complaint I hear often from younger women is how tough it is to enter leadership positions in the church. I am talking about women under 50. It seems that the older women are just not willing to fight on behalf of the younger women.

We have a shortage of clergypersons in Germany, so we encourage laity to become licensed lay preachers. For the first time in our annual conference, we have a licensed laywoman preacher serving a local church full-time.

Trinidad and Rodolpho Beltran, laypersons from the Philippines Annual Conference, are active members of their local church. Trinidad teaches part-time in a university after retiring in 1994 from the Department of Education, Culture and Sports of Wesleyan University in the Philippines. Rodolpho is an attorney.

According to Trinidad, women are more active than men in their churches. Evangelism through visits to the unchurched and to inactive members is a major emphasis for women, along with their pastors. Outreach is another related concern. A new congregation often begins meeting in a home. Then as the membership increases and the congregation can afford it, they build a new church structure. We continue to work for more members and quality programs.

Our church always celebrates Women's Sunday. Our women visit the sick. When the volcano erupted, we actively solicited clothing and food and delivered these items to those in need.

Our cluster sponsors rallies and other programs. The Biblympics and similar contests are very popular.

Women in the community have developed services for

continued on page 6

WITNESS OF THE CHURCH

continued from page 5

Central Conference representatives speak up about the status of women

sexually harassed and battered women and for women who need hospitalization.

As Rodolpho reports, women have made great strides in leadership. Of the seventeen delegates to General Conference 1996, four are women. One issue some of our annual conference's delegates are fighting for is the reinstatement of the one-third rule.

About half of our members to annual conference are women. Two of our district superintendents are women, among a number of clergywomen. Last quadrennium a woman was almost elected to the episcopacy.

An important challenge is for us to learn more about sexual

harassment of women and how to prevent it, especially that perpetrated by male pastors on women pastors.

In our church the women's organization is financially sound, while the men's is broke, primarily because women hold the family funds. Women are actively participating in church programs, and they know where to get money and where to give it.

In outreach programs, women can accomplish what men cannot because women are more dedicated than men to the work of the church.

We are working to train women, especially younger women, through leadership training at the district and conference levels. ■

Ovations

To **M. Garlinda Burton**, editor of *Interpreter* magazine, who was named 1995 United Methodist Communicator of the Year by the United Methodist Association of Communicators.

To **Michele Bush**, formerly co-counsel for evangelical Health Systems, who is the new general counsel for the General Board of Pension and Health Benefits.

To **Linda C. Cholak**, formerly director in the Alternate Markets Division of the CNA Insurance companies, who has been appointed risk manager of the General Council on Finance and Administration with management responsibility for the United Methodist Insurance Program.

To **Cheryl Hahs Edwards**, director of communications and mission interpretation for the Missouri West Conference, who has been named administrator for a new Office of Communications for the South Carolina Conference.

To **Louise Fawcett**, former director of administration for the US board of the YWCA, who has been named assistant general secretary in administration for the Women's Division, General

Board of Global Ministries (GBGM).

To **Doris Hess**, retired communications executive of GBGM, who has been named the first honorary member of the World Association of Christian Communication.

To **Sandra Kelley Lackore**, Mesa, AZ, who has been named to succeed Clifford Droke as staff head of the General Council on Finance and Administration.

To **Elsie Lewis**, retired diaconal minister from Oneonta, NY, who received a Lee and Mae Ball Award from the Methodist Federation for Social Action.

To **Carolyn W. Little**, McColl, SC, who has been elected president of the United Methodist Rural Chaplains Association.

To **JoAnn Miller**, assistant editor for *Weavings*, who has been named acquisitions editor for Upper Room Books.

To **Sonya Ann Wu**, Hazelton, ND, who has been designated by the Women's Division as

recipient of the 1996 Theresa Hoover Community Service and Global Citizen Award.

To **Rena Yocum**, associate general secretary, Mission Education and Cultivation Department, GBGM, who has been elected chairperson of the North American Region, World Association of Christian Communicators. ■

A good word of thanks

...to **Doretta Fuhs**, who has served *The Flyer* faithfully in one capacity or another, including print shop management and distribution, for nearly 20 years.

Calendar

March 8-10

With Body, Mind, and Spirit—a Women's Retreat, Scarritt-Bennett Center, Nashville. Led by Heather Murray Elkins and Suzanne Benton. Contact Judy Loehr or Becky Waldrop, Scarritt-Bennett Center, 1008 19th Ave. South, Nashville, TN 37212-2166. (615) 340-7557.

May 5-8

Clergy Misconduct: Sexual Abuse in the Ministerial Relationship—New Special Training—Leadership Development for Judicators: Crisis Response and Management, Seattle, WA. Sponsored by the Center for the Prevention of Sexual and Domestic Violence. (206) 634-1903.

May 16-19

Annual Meeting of Professional Association of United Methodist Church Secretaries (PAUMCS), Clearwater Beach, FL. Contact Chris Gray, Registrar, First United Methodist Church, 109 S. Broad St., Brooksville, FL 34601. ■

Did you know

A total of 1,000 delegates were elected to the 1996 General Conference: 852 from the conferences in the US and Puerto Rico; and 148 from the central conferences (Africa, Europe, and the Philippines); from Great Britain; and from other autonomous Methodist churches in the Caribbean, the Americas, and Mexico. Here are a few statistics on the representation of women:

■ Women make up 38.5 percent (328) of the total US and Puerto Rico delegation, an increase from 34.4 percent in 1992.

■ Women make up at least 33.3 percent of the total 1,000 General Conference delegation, including the central conferences and autonomous Methodist churches. (An official count was not available at press time.)

■ Women lay delegates account for 51.9 percent or 221 of all lay delegates in 1996, an increase from 50.3 percent in 1992.

■ Women clergy delegates account for 25.1 percent or 107 of all clergy delegates, an increase from 18.4 percent in 1992 and 15.1 percent in 1988. ■

Resources

Here is an overview of resources introduced during this quadrennium. This listing is intended as a service for our readers, not as promotion for publishers.

Church in the Round: Feminist Interpretation of the Church, Letty M. Russell (Westminster/John Knox Press, 1993).

Clothed with the Sun: Biblical Women, Social Justice, and Us, Joyce Hollyday (Westminster/John Knox Press, 1994).

The Courage to Heal: A Guide for Women Survivors of Child Sexual Abuse, 3rd edition, Ellen Bass and Laura Davis (HarperCollins, 1994).

Defecting in Place: Women Claiming Responsibility for Their Own Spiritual Lives, Miriam Therese Winter, Adair Lummis, and Allison Stokes (Crossroad, 1994).

Double Stitch: Black Women Write about Mothers and Daughters, edited by editors of *Sage* (Harper Collins, 1993).

Feminist Theology from the Third World: A Reader, ed. Ursula King (Orbis, 1994).

Food for Our Grandmothers: Writings by Arab-American and Arab-Canadian Feminists, ed. Joanna Kadi (South End Press, 1994).

A Guide to Materials on Women in the United Methodist Archives, compiled by Kristin D. Turner (General Commission on Archives and History, 1995). Available through the General Commission on Archives and History, P.O. Box 127, Madison, NJ 07940. (201) 408-3189. FAX: (201) 408-3909.

Helpmates, Harlots, and Heroes: Women's Stories in the Hebrew Bible, Alice Ogden Bellis (Westminster/John Knox Press, 1994).

I Asked for Intimacy: Stories of Blessings, Betrayals, and Birthings, Renita J. Weems (LuraMedia, 1993).

In a Blaze of Glory: Womanist Perspectives on Evil and Suffering, Emilie M. Townes (Orbis Books, 1993).

Jesus: Miriam's Child, Sophia's Prophet: Issues in Feminist Christology, Elisabeth Schussler Fiorenza (Continuum, 1994).

Leading Women: How Church Women Can Avoid Leadership Traps and Negotiate the Gender Maze, Carol E. Becker (Abingdon, 1996).

Love Does No Harm: Sexual Ethics for the Rest of Us, Marie M. Fortune (Continuum, 1995).

Not Counting Women and Children: Neglected Stories from the Bible, Megan McKenna (Orbis, 1994).

Rattling Those Dry Bones: Women Changing the Church, June Steffensen Hagen (LuraMedia, 1995).

Reviving Ophelia: Saving the Selves of Adolescent Girls, Mary Pipher (Ballantine Books, 1995).

Sacred Journeys: A Woman's Book of Daily Prayer, Jan L. Richardson (Upper Room Books, 1995).

Sexual Abuse by Clergy: A Crisis for the Church, Marie M. Fortune and James N. Poling (Journal of Pastoral Care Publications, 1994).

Sexual Abuse in Christian Homes and Churches, Carolyn Holderread Heggen (Herald Press, 1993).

She Offered Them Christ: The Legacy of Women Preachers in Early Methodism, Paul W. Chilcote (Abingdon Press, 1993).

She Who Is: The Mystery of God in Feminist Theological Discourse, Elizabeth Johnson (Crossroad Publishing, 1993).

Silent Voices, Sacred Lives: Women's Readings for the Liturgical Year, Barbara Bowe, Kathleen Hughes, Sharon Karam, and Carolyn Osiek (Paulist Press, 1992).

Sister Images: Guided Meditations from the Stories of Biblical Women, Mary Zimmer (Abingdon Press, 1993).

Sisters in the Wilderness: The Challenge of Womanist God-Talk, Delores Williams (Orbis Books, 1993).

The Speaking Profits Us: Violence in the Lives of Women of Color or El Decirlo Nos Hace Bien A Nosotras: La Violencia en las Vidas de las Mujeres de Color, Maryviolet C. Burns, Ed. (Center for the Prevention of Sexual and Domestic Violence, 1986).

Spirituality and Social Responsibility: Vocational Vision of Women in the United Methodist Church, Rosemary Skinner Keller (Abingdon Press, 1993).

Violence Against Women and Children: A Christian Theological Sourcebook, J. Carol Adams and Marie M. Fortune (Continuum, 1995).

The Will to Arise: Women, Tradition and the Church in Africa, Mercy Amba Oduyoye and Musimbi R.A. Kanyoro, eds. (Orbis Books, 1992).

Women of God, Women of the People, Ada Maria Isasi-Diaz (Chalice Press, 1995).

Women in the Wesleyan and United Methodist Traditions: A Bibliography, Susan M. Eltscher (General Commission on Archives and History, The United Methodist Church, 1992).

Worshipping Women: Re-Forming God's People for Praise, Heather Murray Elkins (Abingdon, 1994).

Booklet

Indicators of Institutional Racism, Sexism and Classism: Some Suggested Responses, The Inclusiveness and Justice Standing Committee, National Council of the Churches of Christ in the U.S.A. Order from Office of Inclusiveness and Justice, National Council of Churches, 475 Riverside Drive, Room 880, New York, NY 10115. (212) 870-2915. Single copies \$2.50. Bulk rates available.

Catalog

National Women's History Project Catalog. Order from NWHPP, 7738 Bell Road, Windsor, CA 95492-8515. (707) 838-6000. Fax: (707) 838-0478.

Journal

Daughters of Sarah: Women and Violence. The Summer 1994 issue includes important articles, statistics, and resources on violence against women. Copies are available for \$3.50 each; subscriptions are \$18 for one year (4 issues). Send check or money order to Daughters of Sarah, 2121 Sheridan Rd., Evanston, IL 60201.

Video

Ask Before You Hug: Sexual Harassment in the Church. Produced by United Methodist Communications in cooperation with General Commission on the Status and Role of Women and California/Pacific Conference Commission on the Status and Role of Women. Order from EcuFilm, 810 12th Ave. South, Nashville, TN 35203. (800) 251-4091. Rental \$18.00; sale \$29.95. ■

A reason to celebrate the gifts of women doing ministry...

This year marks the 40th anniversary of the ordination of women in the United Methodist Church and its predecessor denominations.

On May 4, 1956, the 1956 General Conference of The Methodist Church voted that "women are eligible for all Orders of the ministry and full conference membership." ■

Surviving with Grace: Hints for Conference Delegates

Eleven days...1,106 pages to read in the *Daily Christian Advocate* Advance Edition I before arriving in Denver...At least 2,500 petitions to consider...Sessions stretching from morning 'til early morning.

All this and more awaits delegates to General Conference. To help those who look forward to their first encounter of the General Conference kind, the following hints may ease preparation and save conference turmoil.

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 the sections in the *Discipline*, especially the paragraphs with which your legislative committee is working.

Ideas for organizing

Categories: Consider separate files for

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

General tips:

- Keep 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 or other persons whom you know about issues and subjects which will 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 that much, except maybe age and endurance. Here's a list of both handy and necessary items.

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 manage the preponderance of paper: paper clips, rubber bands, pencils, pens, markers, self-stick note pad, note paper, envelopes.

Comfort aids: You may need some help traveling distances and sitting for 16 hours on a straight chair: pillow, luggage carrier, comfortable shoes, camp stool to rest your feet.

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

Copy deadlines

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:

March 15

Spring 1996

May 15

Summer 1996

Send to: Bonny Stalnaker Roth, GCSRW, 1200 Davis St., Evanston, IL 60201. (847) 869-7330. FAX: (847) 869-1466.

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 that you receive **The Flyer** for four more issues.

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) _____

Sobreviviendo con Gracia: Sugerencias para los delegados y las delegadas a la Conferencia

Once días... 1,106 páginas a leer en el "Advance Daily Christian Advocate" (DCA) antes de llegar a Denver...Igual número de peticiones a considerar...Sesiones que se extienden desde la mañana hasta tarde en la madrugada.

Todo esto y más les 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 pueda 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

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 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: Con tanto trabajo, es posible que se le pase el tiempo del almuerzo sin darse cuenta.

Material de oficina: Usted necesitará la mayor ayuda que pueda obtener para manejar la cantidad de papel: sujetadores de papel, ligas de goma, lápices, bolígrafos, marcadores, papel adhesivo para notas, y sobres.

Ayuda para la comodidad: Usted necesita estar cómodo o cómoda pues puede tener que caminar largas distancias, y estar sentado o sentada por 16 horas corridas en una silla dura: almohada, carrito para cargar equipaje, zapatos cómodos, una banquetita para descansar los pies.

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

총회 참석자를 위한 참고사항

편지에서 개회되는 총회에 참석자들은 사전에 해야 될 과제들과 11일간의 밤낮으로 지속되는 총회의 의제들이 기다리고 있습니다. 감리교 총회에 참석하는 분들을 위해서 몇가지 사항을 보내드리니 참고하시면 많은 도움이 되리라 생각합니다.

준비물

- * **화일:** 적어도 한개의 화일을 준비하시되, 여러 주제별로 나눌 수 있는 화일을 준비하시기 바랍니다.
- * **노트:** 특별히 개인이 속한 위원회의 과제를 위해 준비하시되, 여러 소주제별로 나뉘어져 있는 큰 노트를 준비하시기 바랍니다.
- * **포리장정:** 개인이 속한 위원회에서 토의되어지는 부분을 용이하게 구별할 수 있도록 표시하시기 바랍니다.

총회들 위기에 알아두어야 할 사항

- * 총회 참석자들에 대한 성명과 정보를 기록할 수 있도록 화일을 준비하시기 바랍니다.
- * 총회의 순서에 대한 법칙
- * 11개 위원회:토의 사항 및 결정사항
- * 참석자들의 서신 왕래에 대한 내용
- * 참석자에게 보내진 청원서(petitions)사본

일반사항

- * 회의가 진행됨에 따라 안전에 대한 결정이 변하거나 재구성될 수 있으니, 새로운 결정사항들을 기록하시기 바랍니다.
- * 개인이 속한 위원회에 관계된 자료에 우선권을 두시기 바랍니다.
- * 각 위원회에서 토의될 의제에 대하여 여러분이 잘 알고 있는 사람들이나 대표단과 대화를 나누시기 바랍니다.
- * 화일에 기록된 자료가 서로 관계된 분야에 사용될 수 있도록 기록하시기 바랍니다.

지침

처음으로 교회 캠프에 간 기억을 되새겨 보시고, 어떤 품목이 필요했는지 생각해 보시기 바랍니다. 그 이후로 세원이 혼란과 인내가 조금 더 생긴 것 외에는 캠프에 필요한 것이 많이 변하지 않았습니. 다음 사항을 참고하시기 바랍니다.

- * 최소한 한 차례의 우천시를 예상하여 필요한 물품을 준비하시기 바랍니다.
- * 휴지, 안전핀(safety pins), 두통약, 반창고, 손톱 다듬는 줄(nail file), 소복용 거르, 접을 수 있는 썰, 치약, 칫솔, 소형 가위등.
- * 간식준비: 회의가 진행됨에 따라 메로는 점심시간이 있는지도 모르게 지나 갈 경우가 있을 것입니다.
- * 필기도구: 기록과 정리를 위한 롤펜, 고무밴드, 연필, 펜, 마커, 메모지(self-stick note pad), 백지, 봉투등.
- * 16시간이 소요되는 장거리 여행을 위한 베개, 편한 신발, 접는 의자(camp stool), 여러 가지를 담을 수 있는 가방을 준비하시기 바랍니다.

미소, 유머의 감각, 그리고 하나님의 은총이 함께 하시기를 바랍니다!

Jobs

We suggest that interested persons contact employers, when possible, to confirm status of search process.

Lois Craddock Perkins Professorship in Homiletics, Perkins School of Theology, Southern Methodist University. Demonstrated achievement in teaching, publications; experience in preaching; commitment to church's ministry and mission; and M.Div. and Ph.D. or equivalents. Apply by March 15 to Edward W. Poitras, Chair, Homiletics Search Committee, SMU Box 750133, Dallas, TX 75275-0133. (214) 768-3658. Fax: (214) 768-2117.

Hispanic Christianity and Culture faculty search, Perkins School of Theology, Southern Methodist University, Dallas. Responsibilities include teaching and scholarship in Hispanic studies and executive leadership of Perkins' Mexican American Program. Fluency in English and Spanish. Significant involvement in the UMC. Apply by Feb. 1, 1996, to Professor C. Michael Hawn, Chair, Search Committee in Hispanic Christianity and Culture, SMU Box 750133, Dallas, TX 75275-0133. (214) 768-2320. Fax: (214) 768-2117.

Assistant Professor in Choral Conducting and Church Music, Candler School of Theology, Emory University, Atlanta. Position begins Fall 1996. Must have earned doctorate in hand, strength in sacred music scholarly disciplines; requisite professional skills in choral conducting, demonstrated competency and

experience in church music. Review of applications begins Jan. 12, 1996. Contact Professor Don E. Saliers, Chair, Search Committee, Candler School of Theology, Emory University, Atlanta, GA 30322. (404) 727-6324. Fax: (404) 727-2915.

Positions with the Women's Division, General Board of Global Ministries:

Executive Secretary for Economic Justice, Section of Christian Social Responsibility, Washington, D.C. Develop programs with United Methodist Women to promote understanding between women in cooperation with appropriate divisions of GBGM with international agencies. For application and job description, contact Human Resources Dept., GBGM, reference position WM-12. Phone: (212) 870-3666. Fax: (212) 870-3834.

Executive Secretary for Leadership Education, Section on Membership and Organizational Development, one position in New York City or Washington, D.C.; one position in San Francisco. Work with conference mission teams on leadership development skills. For application and job description, contact Human Resources Dept., GBGM, reference position WM-13 (New York or Washington, D.C.); reference position WM-14 (San Francisco). Phone: (212) 870-3666. Fax: (212) 870-3834. ■

Change of pace...

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 some events and resources that offer a change of pace.

Daily Devotional: All delegates will receive a copy of a devotional booklet to use for spiritual renewal during General Conference.

Orientation for Women Delegates: On Tuesday, April 16, GCSRW and the Women's Division are sponsoring this orientation to help participants develop delegate skills and to receive a briefing on major issues before this General Conference.

Time: 7:30 am continental breakfast
12 noon adjournment

Place: Colorado Convention Center

Theme: Blessed Be the Women:
Be Counted! Go Tell!

Women's Center: GCSRW offers this area for gathering, reflection, and renewal during designated times, April 15-26. Check the schedule outside the location for times—Molly Gibson Room, Holiday Inn, Downtown Denver.

Sunday, April 21 Worship: GCSRW will provide a General Conference worship service at 10 am in the Ballroom, Colorado Convention Center. ■

Important news!!!

You may now call the General Commission on the Status and Role of Women toll free. Just use our new 800 number:

800/523-8390



The General Commission on the Status and Role of Women
in the United Methodist Church
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