

# the Adventist Woman

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## Coming Conferences

### AAW: Women of Courage

Stories, drama, music, art, and Biblical dance will be used to celebrate women of courage from ancient times to the present at the fourth annual AAW national conference scheduled for November 28-30 in Loma Linda, California.

Program Cochairpersons Marta and Charles Teel say that the three days of meeting have been planned to build community, raise awareness, disseminate information, initiate change, and enlarge AAW membership. Speakers are being asked to mine Biblical symbols in telling women's story and their own personal stories.

Thanksgiving weekend was chosen for the conference, according to Conference Chairperson Linda Halstead, because it was felt that after Thanksgiving Day people would have time to participate in the activities without outside conflicts.

Local AAW Chapter President Maryann Stirling exudes enthusiasm for the event. "We have many wonderful things planned—from personal growth workshops on Friday, a drama for the Sabbath church service, to a surprise guest on Sunday who is a true woman of courage."

Finance Chairperson Kathleen Zolber has initiated a fund-raising campaign for the conference so that reasonable registration fees can be maintained. The cost for the weekend registration will be \$30.

All conference events will be held in the University church in Loma Linda. For registration information, write to the Inland Empire Chapter of AAW at P.O. Box 180, Bryn Mawr, CA 92318.

### ASDAN: Lifestyle

Adventist nurses will converge on Weimar Institute in California for the annual meeting of the Association on Seventh-day Adventist Nurses (ASDAN) June 19-23. Theme for the convention will be "Lifestyle." Sang K. Lee, M.D., a medical staffer of Weimar's NEW-START program, will be the major lecturer.

### ASDAL: SDA history

College, and some academy and elementary school librarians will meet June 23-29 on the campus of Atlantic Union College in Massachusetts for annual meetings of the Association of Seventh-day Adventist Librarians (ASDAL). A preconference Adventist history tour will include visits to sites where Ellen White lived and ministered in New England. Among ASDAL's 1985-1986 officers are **Jannith Lewis**, president-elect, Director of the Eva B. Dykes Library at Oakwood College; **Sue Job**, secretary, cataloger at Union College; and **Chloe Foutz**, treasurer, head of public services at Union College.



**WOMEN'S COMMISSION:** (Left to Right, seated)—Junelle Vance, New York; Gerda Fish, Oregon; Jan Daffern, Maryland; Dottie Williams, Maryland; Delphine Gates, Colorado. (Standing)—Helen Turner, Texas; Sara Terian, Institute of Church Ministry, Andrews University; Thesba Johnston, chairperson, Michigan; Dee Anderson, Texas; Elizabeth Sterndale, North American Division liaison; Andree Dupuis, Quebec, Canada. Not pictured—Lourdis Silva, California; Alice Smith, North Carolina.



**WOMEN'S MINISTRIES ADVISORY COMMITTEE:** Set up by action of the 1985 Annual Council, the committee is composed of women who are employed full-time at General Conference headquarters. (Left to Right)—Shirley Burton, Communication Department; Elizabeth Sterndale, Health and Temperance; Jocelyn Fay, *Adventist Review*; Betty Holbrook, chairperson, Home and Family Service/Church Ministry; Beverly Rumble, *Journal of Adventist Education*; Marjorie Felder, Trust Services. Not pictured—Marie Spangler, Shepherdess International.

## Three groups work to educate church

Three groups are functioning to broadly promote Adventist women at the General Conference and North American Division in Washington, D.C.

Shepherdess International is headed by Marie Spangler and Ellen Bresee, whose husbands are in the GC Ministerial Association. They specifically reach out to ministers' wives. They also produced a spectacular series of women's meetings at the 1985 GC, which at times was better attended than the business sessions on the main floor of the New Orleans Superdome.

The Women's Commission, sponsored by the NAD Office of Human Relations, came into being because of Warren Banfield's work. The commission is unique among these three groups; its members live in all regions of the United States and Canada.

Most recently the 1985 Annual Council appointed Betty Holbrook to coordinate a Women's Ministries Advisory Committee on the GC level. Elizabeth Sterndale fills a similar role for NAD.

### France: Woman, I call you

French Adventist women will meet for their second annual conference, "Woman, I Call You," July 10-13 at Colonges-sous-Salève, the French Adventist college located near Geneva, Switzerland.

Viviane Hänni, who reported on the first French conference during the AAW meetings at Atlantic Union College last October, is coordinating the efforts of a 15-member planning committee.

Major speaker for the conference is Daniel Hameline, who has taught at the University of Paris-Deauphine, and is currently at the University of Geneva. The conference will focus on women and education. Workshops include a variety of topics on understanding the Bible, parent-child relationships, and being physically fit and attractive.

Viviane was also instrumental in working with the editor of the French *Signs of the Times* to produce a special issue on women published in May 1986.

On the full scale of power and authority exercised by GC committees, these three groups are at the low, nearly powerless end. For example, funding allowed the Women's Commission to meet only once a year for one day. As the title plainly states, the Women's Ministries Advisory Committee is just advisory. The offices for Shepherdess International are small, without secretarial help, and have limited funding.

Still, the three groups forge ahead with pioneering determination to support Adventist's largest under-represented majority.

In an interview with Betty Holbrook, Beverly Rumble asked about the current relationship between her advisory group and the GC administration.

"The arrangement has been very cordial," Mrs. Holbrook reported, "I've been asked to meet with the officers once a quarter. I have also been promised access to the GC president for guidance and help in facilitating our work. It's just getting started now; we've missed a few times. But the invitation is there and I plan to continue meeting with both the officers and Elder Wilson."

One agenda item of the advisory committee has been the idea of putting together a slide show or videotape showing opportunities for women in church life. Holbrook sees this as a possible tool to help young women discover where they can serve the church.

The committee plans to mail out guidelines for Adventist editors. This will feature articles



Marie Spangler



Ellen Bresee

and news that will give more visibility to women. Holbrook particularly commended the *Adventist Review* for being receptive and taking initiative. "The staff has been exceptionally willing to tackle controversial topics and provide news about women's contributions," she commented.

Recently the advisory committee presented a week-long series of worship at the General Conference entitled "When God Called . . . A Woman." Marjorie Felder began the week with a captivating talk about Sojourner Truth. Marie Spangler and Noelene Johnsson interviewed three ministers' wives and paid tribute to this worldwide circle of dedicated women. Jocey Fay introduced Ron Graybill who talked about the early Advent hymn writer, Annie Smith.

Blossom Engen portrayed the contribution of Betty Ahnberg, better known as Aunt Sue of "Your Story Hour." Alta Robinson concluded the week with her talk, "Ellen White Through the Eyes of Her Grandchildren."

Holbrook is basically optimistic about the future. "I think people are slowly coming to recognize the vast possibilities for women's service in the church. In many areas women can serve very capably, and in some instances more effectively than men. There is a future for women in our church, but change comes slowly, and it is often painful."

The OHR Women's Commission came to Washington, D.C., on March 23 wondering if they should disband. The previous chairperson had resigned in frustration over, among other things, the limited format of meeting once a year for one day. Though the OHR has asked for a full-time woman on its staff to complement the full-time work of Black and Hispanic representatives, no budgets have been forthcoming.

The 11 women present determined to give the commission another try. First they elected leaders—Thesba Johnston of Andrews University was made chairperson; Junelle L. Vance of Buffalo, New York, became secretary. Elizabeth Sterndale, the NAD coordinator of Women's Ministries, was

See **ADVOCACY**, p. 2

## Presidential Communique

## Time does not stand still

The pain of the past and the reality of the present remain forever embedded in the memory, but the future will have a character of its own.

For 131 years from the ratification of the constitution to the ratification of the 19th Amendment in 1920, women were second-class American citizens. They were affected by the actions of their government but were unable to vote on matters that could effect change in government.

Women who fought for the right to vote won a just battle. American women today owe a debt of gratitude to those early activists. However, they cannot look back in bitterness at those 131 years of disenfranchisement. Rather, American women must look ahead and build from where we are.

Seventh-day Adventist women have for many years suffered as second-class citizens in their local congregations and within the administration of our church, but times are changing.

One woman's struggle has led to massive restructuring in the pay scale for Adventist workers. Other women have exhibited the capabilities to be local elders, competent members of local and union conference committees, and educational administrators.

Women who fought for pay equity and recognition in leadership have won just battles. We owe them a debt of gratitude. But we must neither look back in bitterness at the pain of the struggle nor may we assume that all struggle is over. We must look to the future, for the future is bright.

The OHR Women's Commission, Shepherdess International, and the Women's Ministries Advisory Committee are an evidence of the church's concern for women. And the young Adventist women studying law and medicine and chemistry and history and theology and management and education are an evidence of women's commitment to the church's future.

The activities of Adventist activists have activated a chain of change. Women's voices have been heard—crying in pain and laughing for joy, humbly submitting, and taking command.

Women's voices must not be silenced. We must continue to voice our concerns for excellence. We must help shape the character of our future. We must continue to grow.

If we wish to be firmly rooted, we must build upon the pain of the past and the reality of the present. But if we hope to avoid stagnation, we must not dwell in the past nor linger in the present.

We must look to the future because time does not stand still.

—Betty Howard

## From the Pulpit

## Purchasing peace and quiet

by Penny Shell

In October 1984, Thorek Hospital, newly acquired by Adventist Health Systems North, first acquired a chaplain—me. Even as it had had no chaplain before, it had no chapel. Many challenges came to the Chapel Committee as we worked together to create a room for meditation. First, we needed a good location. Second, the chapel must be acceptable to people of all faiths. (Our committee, including Catholics, Lutherans, an Adventist, and an atheist, represented only a portion of the hospital's staff and clientele.) Third, money would be necessary to create a distinct and worshipful atmosphere.

Administration was supportive, giving us a much-desired location near the main entry. They hired an architect who designed a beautiful space out of a small room. And they found someone to donate the \$35,000 refurbishing cost. On April 22, 1986, I tried to sum up for the hospital's board of directors how and why this had all come about.

Because all of us struggle to find the space and time we need to reach out for God, perhaps the metaphors I used in speaking to the board can speak to all of us.

Yesterday this room was crowded with people gathered to honor Ben and Sylvia Stein and to dedicate this place to God's work of healing and blessing. The Steins sent many thousands of dollars our way to make this an attractive place of prayer.

Architects spent hours creating a design that would give spaciousness to a small room, that would present an atmosphere of worship, that would reflect spiritual realities without stressing spiritual differences.

Workmen became artists as they hung carpeted panels in a montage, curved a wall of glass, and carved heavy, stiff plasterboard into circles.

Why all this effort and expense? Why a chapel?

In trying to grasp and state the purpose of a little room like this in a big institution, I found myself looking for metaphors, and found three.

*The chapel is like a break.* A break from the pressure of our routine. One of our nurses aides calls this "the quiet room." It is a place where we can step into quiet from the bustle of our work areas and "center down" as the Quakers say. We can let our world stop spinning. We can concentrate on the Source of our spiritual strength.

*The chapel is also like a bridge.*

A number of our employees come into the chapel before they go to their work stations. They cross over from the concerns of their private lives to the concerns of their work lives. Here they gain focus for the task at hand. Here they seek strength to accomplish those tasks.

*Finally, the chapel is like a breath,* the divine breath of God that gives us life and refreshes our spirits.

Last week I brought one of our oncology patients to see the chapel. She is a tall, stately woman, a bus driver who looks the picture of health. But the facts are that she has cancer; it is changing her life and making her future uncertain. We sat here quietly for some time and then we prayed together. It was a time of feeling the breath of God's new life and strength.

Whatever the image, the answer is Yes, a chapel is worth all the expense and effort. In the healing work of this hospital it has a special part to play.

Dr. Penny Shell is Director of Pastoral Care at Thorek Hospital and Medical Center in Chicago's "near north."

## ADVOCACY From front page

asked to serve in an ex officio capacity at all future meetings.

The group next voted to ask for three meetings per year of two days each. One would be held annually in Washington, D.C., at the time of the larger Human Relations

Committee meeting. But the commission also asked to go to the grassroots, to the people, and meet in different regions of the division. On July 28 and 29 they will convene at Andrews University, and in November at Loma Linda University at the time of the AAW Women of Courage conference.

A book supporting Adventist women's ex-

See ADVOCACY, p. 4

## Letters

## Response to Duncan Eva

Dear Editor:

I was heartened to see a positive review of *Betrayal* in *Ministry Magazine*.

While Brother Eva's review is favorable toward the book, there is one sense in which it is misleading. He seems to imply that the discrimination practiced at the press, and the problems that arose there, were the fault of a few bungling Pacific Press administrators. This is a misconception.

The press behaved as most of our church institutions behaved at the time. And press managers did not become intransigent, hiding behind a First Amendment argument, until after the General Conference involved itself in the dispute.

Before the GC involved itself, the press attorneys were working toward a negotiated settlement. After leaders from Washington, D.C., became involved, the press took a much harder line, one that led them down the road to trial and "open shame" as the courts forced them to obey Federal law.

Since *Betrayal* was published, I have received scores of letters from Adventists across the nation and around the world. Women write telling of how they asked for equal pay in the 20's and 30's and 40's and 50's. They describe how they were treated when they asked, how they were told to "go home and examine your spirituality," or how "men need more money than women because they entertain the ladies."

As women now demonstrate their calling and commitment to ministry but are refused ordination, so for decades they shouldered the same work loads and responsibilities as their male counterparts but were refused fair, equal pay.

Economic oppression of women (unequal pay and unequal opportunity for advancement) has been woven into the very fabric of our American business system. And it is also woven into the fabric of women's self-images, and the psychology of our denomination. Otherwise, why would we so often feel guilty for asking for equality in the workplace? Or why would a club of guilt be used freely to keep us in our unequal position?

It is important to realize that the press mess was not an isolated event. It was a blatant acting out of a denomination-wide reality.

While *Betrayal* is a sobering story, I do not think it is as tragic as Brother Eva suggests. It is a book of struggle and triumph. A story filled with hope—the hope that things can change, that people can change, and that we can change our world.

I believe strongly (and my experience substantiates this belief) that we each embody the power to change our world. If something is wrong, if the reality we see does not accurately represent our stated principles, or our stated ideals, we can change it.

But we must be willing to take action. We must be willing to say, "This is not acceptable." We must remove our consent and in effect say, "This can no longer go on in my presence. I do not agree to such behavior."

Brother Eva's statement that "an episode like this must not be repeated" embodies the hope that such biased behavior toward women, and the conflict it ignites, will not happen again within church institutions.

I hope and pray he is right. I will do what I can to make sure he is right. As all of us individually grow in wisdom and understanding, so will the institutions we fashion.

The fact that *Ministry* reviewed *Betrayal*, that the problems acted out at Pacific Press are now being openly discussed, and that brothers and sisters everywhere in our church are determined to end destructive discrimination, is cause for rejoicing.

As we have all together played our part in establishing discrimination, so we can each play our part in abolishing it.

Merikay McLeod  
P. O. Box 262  
San Jose, Ca. 95103

## Book proposed on women

Betty Howard, President  
Association of Adventist Women  
P.O. Box 3884  
Langley Park, Md. 20787

Dear Mrs. Howard:

Thank you for your recent letter to Elder Otis, in which you urged us to consider reprinting *Notable Women of Spirit* by John Beach. He has asked me to respond to your request.

First, let me say that it comes as good news to hear of a group interested in that book. Hedwig Jemison originally got me in contact with John Beach, and Southern Publishing Association felt that it would make a real contribution to Adventist awareness and thought. Perhaps we were a bit ahead of the times to have released the book in 1976, because it did not sell well for us. So I am encouraged to learn that others continue to see the book as valuable.

Second, our Marketing Advisory Panel met the other day and spent some time considering the pros and cons of going back to press with *Notable Women of Spirit*. Several factors came into play: the past track record of the book; our assessment of the current marketplace; and future projects. MAP finally decided that we should not go back to press with the book—at least not at this time.

Third, you will notice that one of the factors we considered was future projects. We are working with the Office of Human Relations of the General Conference on a proposed book dealing with the role of women among God's people. In fact, a special committee has been appointed to refine an outline, assign authors, and establish a schedule of deadlines. Although the Review and Herald Publishing Association has not yet accepted the project for publication, we do want to work closely with the special committee. With this project coming due within the next year or two, we felt that it would be the better part of wisdom to give priority to it rather than going back to press with an old title.

I am confident that this new project will be something that the Association of Adventist Women will want to support and promote. Elder Banfield will be able to give you additional details, so you may want to check with him about the progress being made.

Thank you for your support of the publishing house and for sharing with us the request to bring *Notable Women of Spirit* back into print. I hope the Association of Adventist Women will find the proposed book even more significant than *Notable Women of Spirit*.

Richard W. Coffen  
Vice President for Editorial  
Review and Herald Publishing Association  
55 West Oak Ridge Drive  
Hagerstown, Maryland 21740

## Mission Statement

"So God made man in His own image, in the image of God created He him, male and female created He them."

Genesis 1:27

In God's sight each individual has the potential to make a valuable contribution to our world. It is the purpose of this group of Adventist women to help the individuals in our church reflect more fully the image of God in their relationships to each other in the home, the church, the work setting and in the community.

Through the means of this publication which focuses on the development, discoveries, interests and potential of Christian woman, our goals are:

1) To encourage communication, support and wider understanding among Adventist women in diverse situations.

2) To acquaint the church community at large with Adventist women's potential and achievements.

3) To assist Adventist women in achieving fulfillment in their interpersonal relationships, personal development and relationships to God.

4) To help Adventist women to maximize their options, whatever their age and situation, that they may reflect more fully the image of God.



*Betrayal*, by Merikay McLeod, was published by Mars Hill Publications, P.O. Box 362, Loma Linda, California, 1985. \$10, paper.

## Review of *Betrayal*

by W. Duncan Eva

This is the story "gleaned from diaries, letters, documents, memory" of the almost four years the author (then Merikay Silver) worked as an assistant book editor at Pacific Press. They were years of tension, strife, and

apparently unresolvable conflict. The story is told skillfully and, as one would expect, from the writer's viewpoint. She calls it 'the story of change—and the incredible resistance people and institutions will mount to fight change.'

The author, talented, young, and idealistic, began work at Pacific Press in 1971. Ten months later (May 1972), after her husband had lost his job and decided to return to graduate school, she requested a "head of household" allowance since she had become the sole financial support of the family. The General Conference wage scale effective July 1, 1972, made provision for such an allowance, but it was over this request that the conflict began. Three years later, on May 29, 1975, Mrs. Silver was "axed" when, in response to a General Conference appeal, the court stayed Judge Renfrew's earlier decision to restrain Pacific Press temporarily from terminating her employment.

The story of the erosion of Merikay's faith in Pacific Press management and church leadership is a very sad one. Along the way, as she frankly reveals, she was warned by people on both sides that this could be the case. Her deep concern was that no one really listened to what she was trying to say, and as one reads, one's conviction grows that this was so.

To this reviewer the book emphasizes the real danger to both sides of failing to resolve conflicts as early as possible. In this tragic story these dangers were clearly pointed out in a letter from Max Phillips, another assistant book editor, to the chairman of the Pacific

Press board. Emphasizing the importance of settling church matters within the church, he pointed out that the question facing the press was not "how wrong Sister Silver was to take this matter up with the legal authorities," but rather, "what is the right thing to do now." "Let us do it ourselves," he pleaded, "before the law of the land forces us to do so, thus putting the church to 'open shame.'"

Eventually the law did force the press. The courts clearly upheld Mrs. Silver's rights. The cost to the press at a time when it was facing other serious financial problems was extremely distressing, perhaps crippling. Its losses in other areas are impossible to calculate.

Why did Pacific Press go to law with Mrs. Silver? The fact that the final settlement was made out of court demonstrates that it was not essential. The real reason, no doubt, was that the church saw this as a case of government interference in church affairs. But it is a pity that the issue had to be decided in a way that led to such costly litigation followed by a harvest of misunderstanding, recriminations, and spiritual loss.

Of course, there were mistakes on both sides. But one wonders whether press management could not have done more to face the issue of women employees' remuneration in the light of changing times and national laws.

The author makes a few mistakes in her book. Her characterizations of church leaders are convincing. But the question repeatedly crosses one's mind as one reads as to whether or not imagination has filled in plausible details to reproduce the picture as the writer believes she saw it. Furthermore, is the

interpretation placed on some incidents backed up by facts or merely by incomplete or misunderstood data?

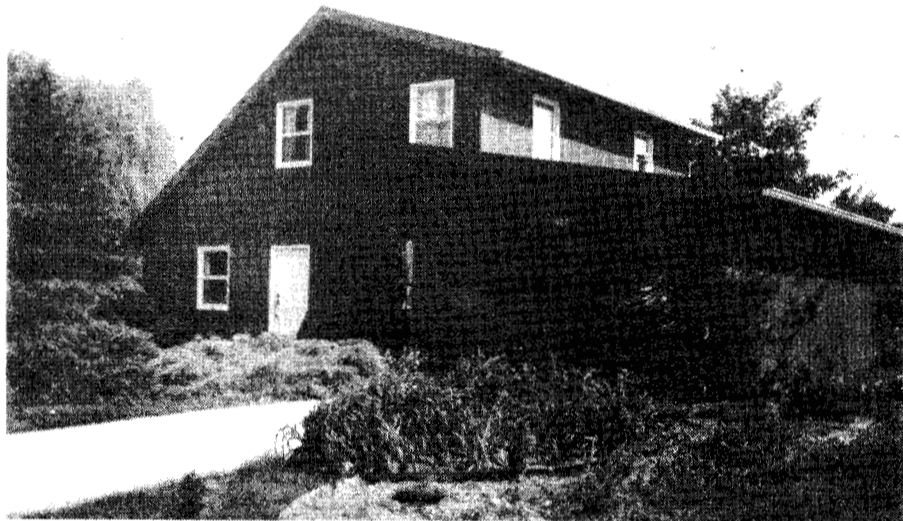
In any event, neither she nor her readers are the judges of the people concerned. There is a bar at which all must one day stand to give account of their deeds. But is she or are we their judges? No. But though we are not, we must still ask whether all the guilt and responsibility in cases like this lie on the side of the young and inexperienced employee. What does God require of the wisdom administrators should have gained from their wide experience?

Is not Merikay right when she says, "People need tenderness more than they need challenge. We need love and understanding more than we need leadership or authority. Most of the time our needs go unacknowledged and unmet, within as well as outside the church."

Every Adventist administrator ought to read *Betrayal*, for an episode like this must not be repeated. And they should read it remembering the sage words of Rudyard Kipling, the famous English poet.

The tumult and the shouting dies;  
The captains and the kings depart:  
Still stands thine ancient sacrifice,  
An humble and a contrite heart  
Lord God of hosts, be with us yet,  
Lest we forget—lest we forget.

*W. Duncan Eva is a retired vice president of the General Conference of Seventh-day Adventists. This article is reprinted from the February 1986 Ministry Magazine by permission of the author and editors.*



THE HOUSE THAT MERIKAY BUILT. Equalized wages made a retirement home possible for Edith Stone in Berrien Springs.

## Teaching and earning

by Edith Stone

My first job application was for a secretarial position at a publishing house. The application was refused on the grounds that I had a B.A. with a major in English. They preferred someone with two years of secretarial training who would, in their phrase, be content to be a secretary and not want to move up to a better job. Having been informed of the inequity of possible aspirations, I took a teaching job where there seemed to be less concern about aspirations and more concern about hard-ship.

The school board was unhappy about my degree, however. A B.A. meant that I was paid \$15 a week instead of \$12, for a magnificent total of \$600 for the year. I earned this sum by teaching all the ninth- and tenth-grade subjects, several for the seventh and eighth grades, supervising the janitor work and the school bus, and by collecting the tuition.

*Edith Stone earned a Ph.D. in English Language and Literature from the University of Michigan. She has taught on the faculties of Columbia Union College and Andrews University and has retired in Berrien Springs with 46 years of denominational service.*

My education on prevalent attitudes toward women continued when, halfway through the school year, the board decided to save money by firing me and sending the students to a nearby academy. The prospect of leaving me with no job and no money apparently caused them no qualms; neither did my contract. Fortunately the scheme was thwarted by the conference educational superintendent.

When I began college teaching I thought the situation for women was improving. The administration recommended that I begin a doctoral degree with the understanding that the college would pay my salary. After several summers' study I was given a full year's leave. At the end of the year, however, I returned to a new administration and a new policy. The new president informed me that the college was not going to put any money into degrees for women—they were not "dependable." I paid for the rest of my degree by working as a teaching assistant, with occasional thoughts about the "dependability" of institutional commitments.

I had increased family obligations when I resumed denominational teaching, but rapidly discovered that for women these did not merit head-of-household pay. I closed the gap between income and expenses by moonlighting at one or, usually, two additional jobs. My reaction to this situation was not

See TEACHER, p. 4

## An editor remembers

by Pat Horning Benton

It was 1969.

Regular gasoline sold for 28.9 cents a gallon at the GC service station. The Review and Herald cafeteria, famous for its subsidized gluten roasts and cream pies, had only recently begun allowing Blacks to eat in the dining room.

Skirts were short and loud. Protests were long and loud. Marches and sit-ins and vigils dominated headlines.

Adventist college men were protesting for the right to follow James White and Uriah Smith and cultivate beards on campus. Adventist college women weren't protesting at all.

I was 23 and had worked at the General Conference for 18 months as editorial secretary of *Liberty*. Editor Roland Hegstad challenged me to take more responsibility in all phases of my work. He argued with me about manuscripts, gave me story assignments, and took me with him to the visitors' gallery of the Supreme Court.



*Pat Horning Benton lives in Siloam Springs, Arkansas, where she is Editorial Director, Production Manager, and Client Service Director for Concerned Communications.*

That autumn Don Yost was elected the editor of the as-yet-unnamed new youth magazine. Fall Council and The Brethren descended upon Takoma Park. It was time to elect the rest of the staff and get on with the business of phasing out *The Youth's Instructor*. Two associate editors—both under 25—were elected. One of them was a woman. Me.

I soon embarked upon the longest journey of my young life: moving across the alley from the GC Central Building to the Review and Herald. At the same time bachelor Chuck Scriven, owner of a brand new seminary degree, was moving to Takoma Park in his yellow Opel.

Our personal circumstances were similar: we were both single; both shared an apartment with a roommate and drove a second-hand car. While Chuck was earning his M. Div. I was adding hands-on editorial experience to the theoretical training of my college degree in communications.

Chuck and I had the same job classification, but chose different responsibilities. Neither felt superior to the other; we worked well together.

But on paydays we were not equal. Chuck was eligible for car allowance and a local travel allowance. I was not.

From the first that bothered Chuck. At his insistence we made an appointment to visit the treasurer of the Review and Herald. It was Chuck who asked the pointed questions about the dollars-and-cents differences in our checks. There were no good answers.

A few months later Chuck married. When he came back from his honeymoon he automatically qualified for head-of-household allowance. The next month his paycheck added up to \$125 more than mine.

One of the first authors Chuck and I got acquainted with was Merikay Silver, first through her manuscripts, then over the telephone, and finally in person. Here was a kindred spirit at our sister publishing house. Then the vivacious author dared to ask for head-of-household allowance.

I think I realized more than Merikay herself that she was the woman who would throw down the gauntlet for us all. I sensed she was fighting a battle that would affect all women employees of the church. If she won at Pacific Press, the church's wage scale would never again be the same.

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## Chapter News

### Central Florida: Elections, brunch, dialogue

The Central Florida Chapter of the Association of Adventist Women officially organized and elected officers on October 18, 1985, following a presentation by Fred Lee on "Jesus and the Liberation of Women." Mr. Lee, a vice president of Florida Hospital-Orlando, also shared reflections on positive, egalitarian relationships he had experienced with women.

Our officers are **Mary Virginia Riesen**, president, a family counselor at Florida Hospital; **Ethel Stewart**, vice president, and principal of Orlando Junior Academy; **Lynne Preston**, secretary-treasurer, a counselor with Hospice of Central Florida; and **Sherri Craig**, publicity secretary, a social worker at Florida Hospital and the AAW Southern Union Regional Director. We now have 13 members; our meetings have averaged an attendance of 30 to 35.

Dr. Kay Kuzma, with Parent Scene of Loma Linda, California, gave a stimulating presentation for a Sunday brunch on February 16. Her topic was "Working Mothers, Working Fathers: Balancing Career and Parenting Responsibilities."

On May 10 Hazel Gordon spoke on "The

Ideal Adventist Woman." She gave an inspirational talk on women who had had a significant impact on her life. Her husband, Malcolm Gordon, president of Florida Conference, followed up by noting the expanding roles women are finding in our church.

As Gordon was planning Florida's camp meeting, for example, he asked how long it had been since a woman had been the Sabbath keynote speaker. The brethren replied, "Not since Ellen White."

He decided it was time to do it again. Irene McCary, laywoman from California who gave a devotional at the 1985 General Conference session, will not only preach for both services on the first camp meeting Sabbath but will also present daily devotionals. Several other women will lead camp meeting seminars.

Elder Gordon concluded by saying that the conference had recently gotten its first female "associate in pastoral care," and expressed concern over the inequities in that position. Chapter members expressed their appreciation to the Gordons for helping to bring about positive changes.

—Sherri Craig

### Michiana: Prayer breakfasts, fundraising

Some ask why they should join AAW—what they will gain? The Michiana Chapter has been responding to women's needs for social and spiritual involvement with a monthly prayer breakfast. These have been spiritually exhilarating and personally touching experiences.

At the first meeting on April 4, Delcy Kuhlman, who will graduate in June with her M.Div., shared her sense of calling and the recurring struggle to integrate external opinions with her internal convictions.

On April 25, Jennifer Morgan, a first-year seminarian, inspired us with insights on Mary,

mother of Jesus. While often pictured as mild and retiring, Mary actually showed unusual strength and courage to accept God's anointment and a puzzling pregnancy with openness and commitment.

The weekend of May 9-11, Stella Greig coordinated 30 volunteers, both men and women, to make 1100 egg rolls to sell at Andrews University's annual International Food Fair. In spite of having to compete with two other booths selling a similar product, the chapter realized \$380 profit in this fundraising event.

—Selma Chaij

### Manatawny: Candlelight installation

On the campus of Pine Forge Academy in Pennsylvania, new officers of the Manatawny Chapter of the Association of Adventist Women were installed during a candlelight service in the fellowship room of the academy church.

Officer candidates were dressed in white suits with royal blue blouses for the induction. Ruth M. Greene, head of the English Department of Pine Forge Academy, presented the address, reminding members and officers they are first of all, Christians. The life of

Deborah, Biblical heroine, was used as an example of great leadership.

The oath of office was presented by Miriam Battle, outgoing president. New officers for the year are Beatrice Poole, president; Elmira Hawkins, vice president; Janet Arms secretary; Pamela Calhoun, assistant secretary; Geraldine Handy, treasurer; and Esther Turman, chaplain.

—Reprinted with permission from the Columbia Union Visitor, March 15, 1986.

### Mark your calendar

**July 18 and September 19 are the deadlines for the next issue of The Adventist Woman.**

**Mail your copy at least 5 days in advance of the deadline to have it in Berrien Springs on time. The editor schedules the Sunday after the deadline to put the material together. Use an airmail express service if you mail later in the week of the deadline.**

### Editorial Staff

The Adventist Woman  
Volume 5, No. 3

Editor..... Kit Watts  
Assistant Editors ..... Beverly Rumble  
Penny Shell  
Circulation ..... Vera Capman  
Mailing ..... Norma Osborn  
Vera Capman



**MANAGERS WITHOUT NECKTIES.** Seven women hold managerial positions at the Review and Herald Publishing Association, five of which were previously occupied by men. (Left to Right, seated)—Martha Shewell, assistant to the vice president for typographics; Penny Wheeler, acquisitions editor; Hepsi Singh, controller. (Standing)—Jeannette Johnson, Guide editor; Pat Fritz, assistant to the vice president for personnel; Judy Blodgett, proofroom supervisor; Rose Otis, public relations director.

### PMC: Majority vote not enough

After a three-week education process that included Wednesday night presentations and Sabbath afternoon panel discussions with audience reactions, on April 5 the members of the Pioneer Memorial church at Andrews University voted 56 to 44 percent in favor of ordaining women as local elders. It was not enough. The church board had stipulated a 60 percent majority was necessary to consid-

er the proposal. Had student opinion been considered, the 60 percent would have been achieved. Student votes were tallied but not counted since they attend PMC but are not members. Another vote is set for April 1987. The first college churches to ordain women elders were AUC and WWC in the mid-1970's.

### ADVOCACY From page 2

panding roles in the church was another top priority of the commission.

Dr. Sara Terian, who directs the Center for Human Relations at the Institute of Church Ministry on the Andrews University campus, has been named by OHR as chair of an ad hoc committee to produce this book. Committee members met again on May 4 to outline chapters and choose potential authors.

Book committee members are: Sara Terian, coordinator; Otilie Stafford, representative for the Association of Adventist Women; Judith Nembhard, Black American; Selma Chaij, representing Hispanic interests; Penny Wheeler, Richard Coffin, and Robert Wilson, all from the staff of the Review and Herald Publishing Association, which will ultimately produce the book.

Educating the Adventist Church member is yet another priority of the commission. They reviewed the slide-tape program "Whose Church Is This?" written by Jane Thayer to evoke discussion on the race issue. A similar program to focus on male and female stereotypes could be done. The matter is being studied seriously by the Center for Human Relations at AU.

Finally the commission set up plans to meet with union presidents and their committees to acquaint them with the commission and its goals. They also agreed to promote networking among Adventist women in professional organizations, and to keep in touch with one another on a monthly basis.

### EDITOR From page 3

From afar I applauded. Rosemary Bradley, Kit Watts, and I sent our support via Teleflora. We asked that the bouquet be delivered to the front desk of the Pacific Press Publishing Association. We didn't know until much later that those flowers "went on our record." We were labeled as "women's libbers who supported Merikay."

I left *Insight Magazine* long before Merikay's case was settled. After being away from Takoma Park for several years, in 1976 I accepted the position of associate editor of *Listen Magazine*.

The day I got my first paycheck, I examined it closely. I was getting car allowances and local travel allowance. A few months later when I purchased a condominium, no-

### TEACHER From page 3

improved by learning that a single male teacher with the same family obligations was being given head-of-household pay and comfortably avoiding the necessity of moonlighting.

It was during this time that a junior member of my department investigated the pay scale and descended on my office in a state of considerable astonishment. He had discovered that a first-year male college teacher with an M.A. was paid more than a female department chairman with a Ph.D.

Eventually I was granted half the difference between my income and head-of-household pay; this meant I only needed to moonlight at one extra job instead of two.

Even this was lost when I changed job locations. This president informed me that it was not policy to pay women as head-of-household. Only much later did I discover that a single man on the faculty, with no family obligations at all, was being paid as head-of-household on the grounds that he had graduated from a prestigious institution.

Women in denominational employ owe Merikay not only a considerably improved financial status but also the beginnings, admittedly sometimes faint, of a recognition that women might be entitled to equal status as well as equal pay. Women now can at least live reasonably comfortably and retire reasonably comfortably; neither was true before.

Instead of the small one-bedroom apartment of most of my teaching career, I have, thanks to Merikay, retired in a house, where my predilection for battle is divided between the rabbits in the garden and the macho image of those in the masculine population who still attempt to relegate women to second-class citizenship.

body questioned whether a single woman was eligible for full homeowner's allowances.

Every time I collected a paycheck from the General Conference, I mentally thanked a brave young woman named Merikay. For years she didn't know how grateful I was.

But the week *Betrayal* was published she got another bouquet from Rosemary Bradley Watts, Kit Watts, and Pat Homing Benton. Same flowers. Same message "Right on! Fight the good fight. And thank you from all of us."

### HOW TO SUBSCRIBE

The Association of Adventist Women is a national organization that sponsors local chapters. Its newsletter, *The Adventist Woman*, is published six times per year.

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