

In Southeastern California Conference

Ordination issue squelched; Commission on justice established

by Jocelyn Fay

Although ordaining its women pastors remains the goal of the Southeastern California Conference, delegates to a special constituency meeting October 21 in Riverside decided that Southeastern will not take unilateral action to ordain them.

Instead, the conference will encourage higher levels of church leadership to eliminate gender discrimination from church ordination policies; request a new vote on the ordination of women at a future Annual Council; work harder to hire, educate, place, and support women in ministry; and appoint a commission on justice to fulfill the conference's goals of racial, ethnic, and gender equality.

These four points, favored by 370 delegates and opposed by 128, paralleled the suggestions L. Stephen Gifford, conference president, had made in his speech that opened the six-hour meeting. After a devotional, a musical selection, and prayer, Gifford called for the delegates to "seriously address the ongoing issues of justice and equality" and encouraged them to help the conference climb "to a higher ground than ever before."

Gifford then reminded the delegates that they were not there because he had asked them to be, but because delegates attending the conference's triennial session last May had requested this meeting to discuss Southeastern's response if the 1990 General Conference session voted to deny ordination to women in ministry.

Saying that because he knew several people were prepared to make recommendations and he wanted to avoid a foot race to the microphones, Gifford asked everyone with a motion to walk to a microphone and take a number. Carol Hayland, a member of the Loma Linda University church, held the number drawn to make the first motion. She moved that in harmony with North American Division working policy 3 75, "Equal Opportunity for Service," Southeastern ordain qualified women to the ministry.

The motion quoted the NAD policy, which states that the NAD requires all levels of church activity to be open to all members on the basis of their qualifications

See SECC VOTE, p. 2

At Pennsylvania meeting

Women organize broad coalition to work for affirmative action

A caucus of 35 concerned Seventh-day Adventist women met September 21-23 at a lakeside cottage in Addison, Pennsylvania, to formulate a response to the church's refusal on July 11 to recommend ordination of women to its ministry.

A declaration of goals endorsed by the caucus has been forwarded to key members of the General Conference Executive Committee.

The mostly male delegates to the 55th plenary session of the General Conference in Indianapolis, voted 1173 to 377 to deny clergywomen ordination, a recognition conferred on clergymen throughout the world.

Women attending the caucus came from 10 states and from England. They represented an ethnic mix and many professions including education, business, nursing, law, journalism, government, and the clergy.

Among the goals targeted for accomplishment by the year 1995 are ordination of Adventist women pastors in North America, adoption of an affirmative action plan for denominational employees in all countries, and the establishment of a General Conference level Office of Human

See WOMEN'S CAUCUS, p. 4



Among those at the Pennsylvania meeting (left to right, seated): Rebecca Brillhart, Beverly Habada, Elisabeth Wear, Dottie Williams, Donna Haerich, Julia Pearce, Penny Shell, Elizabeth Sterndale, Beryl Longway. (Standing): Betty Howard, Marta Teel, Iris Yob, Maryan Stirling, Helen Thompson, Nancy Marter, Estelle Jorgenson, Lourdes Gudmundson, Peggy Harris, Delight Clapp, Sherri Craig, Lorna Tobler, Jeannette Bryson, Susan Sickler, Viveca Black, Beverly Rumble, Vickie Danielsen, Pat Habada, Geri Ann Fuller, Helen Pearson, Bernie Beck, Kit Watts.



E. Sterndale (NAD)



Rosa Banks (NAD)



Rose Otis (GC)

After 90-year lapse

GC, NAD reestablish women's ministries office

by Kit Watts

More than 90 years after the death of Mrs. S.M.I. Henry, who founded the first women's ministries department in the Adventist Church, the North American Division and General Conference have reestablished it. The historic actions were taken on September 19 and October 4, respectively, in the cluster of meetings that took place before, during, and after the 1990 Annual Council, which convened at church headquarters in Silver Spring, Maryland.

The director for the newly created North American post is Elizabeth Sterndale, who since 1985 has been an invitee to the division committee to speak for women's concerns. Rose Otis has been named director of the GC Women's Ministries Office. Otis, with her husband, has since 1987 been a special assistant for Soviet affairs, reporting to the GC president.

Before the turn of the century, Mrs.

Henry, a veteran evangelist for the Women's Christian Temperance Union, converted to Adventism. Soon afterward she laid out ideas for a "woman ministry" in letters to Ellen White, who was living in Australia at the time. General Conference officers were so impressed with her enthusiasm and competent leadership that they endorsed her work by issuing a ministerial license* to her on March 30, 1898. Unfortunately, when Mrs. Henry died on January 16, 1900, so did her promising ministry.

NAD leads the way

A pair of actions placed two women in the North American Division (NAD) officer group, an important decision-making entity.

Elizabeth Sterndale, who was named as director for the Women's Ministries Department, was also elected as a division

See MEN DOUBT, p. 4

San Francisco beckons members to next conference: July 4-8, 1991

The 1991 AAW International Conference will be held in the heart of Silicon Valley, and will provide activities for the whole family over the Fourth of July.

The conference will be held in the Marriott Hotel in Santa Clara, California, July 4-8, 1991. The hotel is located next door to the Great American Entertainment Park. The hotel affords a great view of the evening fireworks, and lots of daytime activities for the family.

The chosen theme for the ninth AAW conference is "Women in Ministry."

Among the speakers:

■ Pat Wick, well-known radio personality in the San Francisco Bay Area.

■ Hyveth Williams, dynamic pastor of the Boston Temple.

■ Merikay McLeod, pioneer in restoring women's equal participation in Adventist organizations.

■ Karyl Dupee, child advocate and first general coordinator of the Bay Area AAW.

Hotel and tour information:

To reserve hotel space, call the Santa Clara Marriott Hotel, (800) 228-9290. The special room rate is \$55 for up to four

persons. The hotel also provides limousine service from the San Jose airport. To obtain this low rate, you must identify your reservation for the AAW Conference on the July 4 weekend.

The early-registration fee the entire four-day event for AAW members is \$55 before June 1, 1991. (After June 1, 1991, members pay \$70).

For the lowest air fares write or call: Carol Outtrim, Travel Tech, 333 W. Maude Ave, Suite 210, Sunnyvale, CA 94086. Phone (408) 737-7500.

Depending on the number of registrants who indicate an interest, tours may also be available to several places of scenic or historic interest including:

- 17-mile drive to Monterey and Carmel by the Sea.
- San Francisco area tour.
- Elmshaven and Pacific Union College.
- Mt. Tamalpais panoramic tour.

Further information will appear in future issues of the *Adventist Woman*. You may also write to AAW, 1991 Santa Clara, P. O. Box 832, Los Altos, CA 94022.



Presidential Communique

What the world needs

by Peggy Harris

When I was a child my grandmother started my Hope Chest. I thought it was sort of useless to put all those pillowcases she had lovingly embroidered and those doilies she had crocheted into a chest. The chest itself was cedar and had been made by my grandfather for my mother; and then she had given it to me. But my Hope Chest seemed irrelevant; I didn't expect to grow up to be an adult.

You see, when I was about 7 or 8 I heard a sermon by Uncle Arthur in the Sacramento church. He said that Jesus would probably be coming within five years. Those were the days when the calendar change was big news and the storm clouds of World War II were gathering.

Eventually I did marry and, yes, I opened my Hope Chest. But I knew that surely I would never have children before the end of time. Then two children did come to bless our home. Now they are grown and we are enjoying two precious granddaughters.

Many of my generation in the church have seen our children grow up. Yet, some of us have seen young people become more occupied with the things of this world rather than looking forward to the world to come. As we look at our grandchildren we wonder how they can be protected from the efforts of Satan to wean them away from their innocence and love for Jesus. Will the church lose not one but two generations if something doesn't happen to change the present trends?

Maybe this is why AAW feels such a strong urgency to encourage the church to take positive actions now. Some of us felt we were the generation that was going to finish the work. It has only been in recent years that I have come to realize that we have been going about it in the wrong way.

We were taught that giving the gospel was preaching the doctrines of the church. What we really needed was to know our Saviour firsthand. It is Jesus' love that we need to share with those we meet along life's road, whether in our homes, at work, or in our communities.

This old world is starved for God's love. Some of us have very carefully been hiding it under a bushel—in order to preserve it! We must now let the Holy Spirit light our spiritual lamps so that we can hold them high to light the paths of those around us.

May your path be so lightened. And may your face radiantly reveal God's character of love to the world!

Editorial



Centimeters of progress

by Beverly K. Habada

Progress in issues relating to Adventist women can usually be measured in centimeters per year. Indeed, there are times when the pace appears to move backward, as it did in Indianapolis when women in ministry were denied ordination.

NAD takes long-hoped-for action

And so we are particularly pleased that the North American Division Committee for Administration (NADCOM) under the leadership of new NAD President Al McClure took a long-hoped-for action in September. Elizabeth Sterndale was named division field secretary and director of a newly established Women's Ministries Department. AAW and other representative groups of Adventist women believe this is an important step forward at a critical time!

We also commend NADCOM for naming Rosa Banks as associate secretary of the division. These acts place these women in the NAD officer group and assure their membership on the GC Committee. This increases the number of elected women in that assembly from four to six. (Two lay women are also GC Committee members. But the more than 350 other members of the GC Committee are men.)

We encourage NAD not to rest on these laurels, commendable though they are.

Needed: vision and action

For example, in other discussion at year-end meetings, assurances were made that the division staff itself would include culturally ethnic representation. Later, the group voted an action that calls for ethnic representation on college and university boards. Was provision made for appropriate representation of females in these boards? No.

We commend NAD for moving toward gender inclusiveness in the officer group. But we encourage that the same inclusiveness be evident in all committees and boards. Does the division need to be reminded that more than 60 percent of its membership consists of women? Do the men who dominate these meetings realize that North American women pay more tithe than the men do?

The request for more than token participation in church governance by women is just.

Affirmative action side-tracked

The General Conference session (which leaders repeatedly reminded us in Indianapolis is "God's highest authority on earth") voted in 1985 that affirmative action should be "a priority plan with church leadership." Despite this, no affirmative action plan has surfaced anywhere during the past five years. When the Office of Human Relations (OHR) moved to implement the GC action by presenting just such a plan at year-end meetings in October, NAD leaders balked.

The plan outlined the way to eliminate discrimination based on age, gender, ethnic origin, handicaps, etc., and squared with legal requirements both in the United States and Canada.

While OHR director Dr. Rosa Banks urged that the plan be voted as policy, several of our own local conference presidents opposed it on the grounds that their territories could not or were not ready to comply. Others said it was "too soon," or would be "too difficult if not impossible" to implement. One young president stated baldly: "We shouldn't make these things policy until we are forced to."

In the end, the document was voted as guidelines—which means it does not become

policy and therefore does not have to be implemented.

Must the North American church face another lawsuit to remind it of the need to deal justly with its employees?

Opportunities just ahead

As we look at the NAD officer group we see a glimmer of hope. And we urge the division to continue to set the pace by including more women in decision- and policy-making bodies.

Will our union and local conferences also consider taking positive action? Now is the time for union presidents to give serious consideration to the formation of boards and committees that will serve our constituencies in the years ahead.

In fact, during the spring of 1991 every union in NAD will hold a regular constituency meeting. As officers for our union conferences are nominated, as committees and boards are formed, how many women will be included?

Is it time for real affirmative action? We think it is.

Letters

My God is a God of equality

Dear Editor:

Thank you for all your hard work in preparing such interesting subject matter in the *Adventist Woman*. I would like to join the ranks of thinking, active women by not only reading about and supporting women in my own area and church but by subscribing to the paper. I want to keep abreast of what is happening for women in our church. I can't wait to receive my own personal first issue!

I was impressed at the fairness of the articles presented in the *Adventist Woman*. You do give both sides of an issue. I was particularly impressed with an issue you did in 1987 entitled, "Women and the Church: Flawed by author's bias,

fears," by Daniel Augsburger [review of book by Samuele Bacchiocchi].

My God is a God of equality for all. I believe that man and woman, two separate individuals, help show God's complex personality and character. One is not more important or dominant over the other!

Some do not see women as positive influences of Christ. At times it is ignorance coming from the top leaders; sometimes it is deliberate prejudice, not only against women but also among blacks and other minorities. What's even worse is when women have met all the qualifications and our leaders draw the line right before ordination and say, "It's not God's will!"

Robin Pratt
Lithia Springs, Georgia

SECC VOTE OVERSHADOWED BY INDIANAPOLIS

Continued from front page

and affords all individuals equal opportunity in employment. The motion also said that in keeping with the 1990 GC recommendation, Southeastern understood that this action would not be subscribed by, or ratified by, or acknowledged by any other field of the Seventh-day Adventist Church.

About 25 delegates spoke to the motion, with the majority favoring it. Reasons to vote for the motion included these: We can't be morally responsible for the world church, but we can see that equality is practiced here. We should follow God's leading rather than tell Him we won't acknowledge the women He has called to ministry. When we feel the church is doing something morally wrong, we should have the courage of the apostle Paul and Martin Luther to do what's right.

Others opposed with arguments like this: The General Conference is God's highest authority on earth, and when its judgment is exercised, individual judgment should be surrendered (see *Testimonies*, vol 3, p. 492). This action will deter church leaders from proclaiming the three angels' messages. Since the Pacific Union will not approve it, Southeastern will gain nothing by doing it.

The latter opinions prevailed. The motion to ordain women was defeated 440 to 274.

After going on record in support of the General Conference, delegates continued their amicable-but-lively debate. Smuts Van Rooyen, director of counseling services at

the Riverside church, spoke in favor of establishing the commission on justice pleading, "Let's not send a message that we've abandoned women." The majority of delegates agreed with him, voting to reaffirm their conviction that women in ministry should be ordained, and outlining several steps to work within the church structure to achieve that.

(Delegates to the conference's triennial session May 21, 1989, had voted to instruct the incoming executive committee "to approve the ordination of women pastors in our conference who have already met regular ordination qualifications, and present those names for approval to the Pacific Union Conference Executive Committee." The Executive Committee sent the names to the union, but the union has not approved them.)

Gifford acknowledged after the meeting that not everyone was happy with the outcome. "But the train is on the track," he said. "Studying the history of women's ordination in other denominations suggests that the steps will be similar for us. It will happen. Meanwhile, I hope we can seriously address the needs of our minorities, as well as our women, and move together down the track."

Jocelyn Fay is director of communication for the Southeastern California Conference.

SECC establishes commission on justice

Whereas, the SECC Constitution affirms that, in Christ the constituents "in this community of faith all are equal," and

Whereas, the SECC Constitution states that "each (constituent) has a legitimate inalienable interest in, concern for, and a God-given opportunity and responsibility to contribute to its effective operation and the success of its mission," and

Whereas, the North American Division has approved an "Equal Opportunity for Service Policy" (NAD D-75) which "requires that all services and all levels of church activity be opened to all members on the basis of their qualifications...and will afford all individuals equal opportunity in employment, appointment, promotion, salary, and other organizational benefits without consideration for race, color, gender, national origin, ancestry, physical handicap, age, height, weight, marital status, or prior military service,"

Whereas, the General Conference has already granted qualified women all the functions of the pastorate,

Resolved: That the SECC hereby commits

itself to the full implementation of the General Conference policy on the role and function of women pastors based solely on qualifications. We vote moreover, that

a) The executive committee and conference administration of SECC lead out in a strong concerted program in the recruitment, hiring, education, placement, and support of women in ministry, and

b) The SECC administration work closely with other levels of denominational leadership to facilitate the ordination of all qualified ministerial candidates without gender discrimination in the SECC, and report back to the next regular constituency meeting in 1992; furthermore requests a new vote on the ordination of women at the Annual Council.

c) The SECC appoint a Commission on Justice to fulfill the church's goals of racial, ethnic, and gender equality.

d) This motion shall be interpreted in light of President Gifford's address, "Higher Ground," delivered on October 21, 1990, to the assembled delegates of the SECC.

AAW members vote recommendations, commendations

The following resolutions were adopted by the eighth annual AAW conference meeting in Berrien Springs, Michigan, June 21-24, 1990:

Commendations and Recommendations to the 1990 General Conference Session:

EQUALITY

God made man and woman equal at creation and affirmed their equality once again in redemption through the life and example of Jesus and His salvific death upon the cross.

Therefore, we call upon the Seventh-day Adventist Church:

1. To affirm belief in Fundamental Belief #13, "Unity of the Body of Christ" by public statement, and;
2. To preach, teach, and practice "Unity in the Body of Christ," and;
3. To further support equality through the development and administration of policy including employment and payment practices.

WOMEN'S MINISTRIES

In recognition of the Scriptural affirmation of women and in accordance with the counsels given by Ellen G. White, co-founder of the Seventh-day Adventist Church, there is work within the church, families, communities, and in the wider world for women.

We commend the General Conference for calling the church to study Jesus' commission to preach, teach, and baptize throughout the world by adopting a global strategy for mission. To facilitate this strategy:

We call upon the General Conference and its world divisions to appoint full-time coordinators of women's ministries by year-end meetings of 1990. Such coordinators should be immediately involved in the continued planning and implementation of global strategy, especially in fostering outreach to women who make up more than one-half of the world's population. Specifically, such coordinators would:

1. Encourage dialogue and coordination of effort among those who have already initiated ministries for women.
2. Develop a directory of qualified women who could be considered for leadership positions in conferences, unions, and in educational, publishing, and medical institutions.
3. Foster women's outreach activities to maximize their evangelistic potential.
4. Educate and encourage local churches to consider women as eligible for appointment to all church offices and to encourage the appointment of more men to those offices traditionally held by women.
5. Foster women's in-reach activities to maximize their nurturing and leadership skills within the church (especially such gifts as enhancing worship in the local church through the use of symbols, liturgy, and inclusive language.)
6. As a member of key committees at church headquarters, report on the progress of such efforts, represent women's concerns, and involve women in the church's strategy to share the gospel in all the world.

WOMEN'S ORDINATION

Women throughout the world have been called by the Holy Spirit to devote their talents and time to the gospel ministry. The fruits of their efforts have been positively manifested. Therefore:

We call upon the delegates of the General Conference session in Indianapolis to support and vote, as a moral issue, to ordain those qualified women who are prepared for the ministry.

We also call upon those conferences/missions, unions, and divisions to recognize God's blessing being poured out upon them by the ministry of women and to recognize the importance of involving both men and women in spreading the gospel, and to actively seek to employ women in ministerial positions.

COMMISSION ON THE ROLE OF WOMEN

We commend the General Conference for convening the Commission on the Role of Women in the Church which met in 1985 and 1988 in Washington, D.C., and in 1989 in Cohutta Springs, Georgia.

We ask the General Conference officers to implement the concerns of the 17 women delegates at Cohutta Springs who unanimously called for women's leadership in existing areas of service, but most strongly for a special ministry by and for women.

SHEPHERDESS INTERNATIONAL

We further commend the General Conference for regularizing the work of Shepherdess International. This is an important step toward recognizing the incalculable service the church realizes from the support of women who share in the ministry of their husbands as pastors and administrators.

Commendations and Recommendations to the North American Division:

EQUAL OPPORTUNITY FOR SERVICE

The Association of Adventist Women commends the North American Division for adopting the Equal Opportunity for Service Policy (NAD D 75).

We call upon the Nominating Committee of the 55th General Conference session to adhere to this policy as officers and leaders are chosen for service in North America in the next quinquennium.

NAD WOMEN'S COMMISSION

The Association of Adventist Women also commends the North American Division and the Office of Human Relations for establishing and financially supporting the NAD Women's Commission.

JANUARY 10

Copy deadline for the next issue of the *Adventist Woman* is January 10.

Mail copy at least 5 days in advance of the deadline. The editor schedules the Friday and Sunday afterward to put material together.

Send to Beverly K. Habada, Editor, *The Adventist Woman*, Box 3884, Langley Park, MD 20787.

EDITORIAL STAFF

The Adventist Woman
Volume 9, No. 6

Editor Beverly K. Habada
Assistant Editor Beverly Rumble
Circulation Vera Capman
Mailing Vera Capman
Delight Clapp

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.

- I am enclosing \$15 to subscribe to *The Adventist Woman*.
- My tax-deductible contribution of \$_____ is also enclosed.

name _____

address _____

city, state, zip _____

Mail this form with your check or money order payable in U.S. funds to:
The Adventist Woman
Box 3884
Langley Park, MD 20787

WOMEN IN MINISTRY

We ask the North American Division to continue to demonstrate its support for women in ministry by hosting regular gatherings for women in these roles (as was done in 1988) for dialogue and discussion. We recommend that this take place no less frequently than alternate years beginning in 1991.

Commendations and Recommendations to All Adventist Women:

We commend Adventist women everywhere for taking initiative, especially during the 1980s to develop a wide range of meaningful ministries for women such as: (1) spiritual retreats; (2) seminars designed to encourage women in public speaking and witnessing; (3) conferences and meetings which promote personal and professional development, the opportunity to network, and a place to develop personal leadership skills; and (4) publications which put forward women's concerns, recognize women's achievements, provide a place for women's voices to be heard, and promote thoughtful, provocative investigation into issues which deeply affect women's lives.

We also commend the women authors of the church who have persistently and eloquently ministered to other women through their articles and books.

We call upon all Adventist women to continue such ministries. Let us support one another in achieving fair treatment and wages, in gaining education which will qualify us for even greater service, and in capitalizing on every opportunity to use our talents in an atmosphere of equality and affirmation within the church.

Commendations to Significant Individuals:

NEAL C. WILSON

The Association of Adventist Women commends Neal C. Wilson, president of the General Conference, for convening the Commission on the Role of Women in the Church, and for specifically asking the Commission to deal with the whole range of women's issues including: (1) leadership opportunities throughout the church structure; (2) meaningful representation on committees and boards, and (3) affirmative action and mentoring to make women's participation viable and valid.

CHARLES E. BRADFORD

The Association of Adventist Women commends Charles E. Bradford, president of the North American Division, for hosting the first meeting especially for women in ministry in 1988.

We also commend him for his courageous stance evidenced by voice, pen, vote, and action, to call the church to empower women as equals by ordaining them to gospel ministry.

We further appreciate Elder Bradford's appointment of Elizabeth Sterndale as a liaison between women in North America and the NAD officers and for inviting her to be a regular participant in the officer group.

ROSA BANKS

The Association of Adventist Women commends Rosa Banks, director of the Office of Human Relations, North American Division, for her personal and professional support of Adventist women throughout North America and in particular for her positive facilitation of the NAD Women's Commission.

KAREN FLOWERS

The Association of Adventist Women commends Karen Flowers for accepting Neal Wilson's invitation to represent women's concerns to the General Conference officers during the past two years in spite of heavy, full-time responsibilities in the General Conference Church Ministries Department. We thank her for her commitment to give women's concerns a voice and for helping to open a small channel of communication between Adventist women and the leaders of the world church.

We further commend her as chair of the General Conference Women's Advisory, and for initiating and reporting the groundbreaking study of women in leadership roles throughout the world church.

NANCY MARTER

The Association of Adventist Women commends Nancy Marter for four years of positive and unstinting leadership as our president. We thank her for her optimism, her gracious ways, and her unwavering commitment to giving voice to women's needs in the church, and for the mix of determination and deference she exercised in representing us in dialogue with church leaders.

ELIZABETH STERNDALE

The Association of Adventist Women commends Elizabeth Sterndale for faithfully representing women's concerns by sitting with the North American Division officers over the past four years. We thank her also for speaking forthrightly on women's behalf at the Annual Council and Spring Meetings, events in which women are outnumbered by men by more than 20 to 1.

KIT WATTS

The Association of Adventist Women commends Kit Watts, assistant editor of the *Adventist Review*, for her positive leadership in authorship and editorial tasks, for serving as a member of all the General Conference study commissions on women in the 1970s and 1980s, for speaking on women's behalf both publicly and privately, and particularly for compiling the book and audio tape, "Adventist Women in Ministry: Our Stories."

MICHIANA AAW CHAPTER

The Association of Adventist Women commends the Michiana Chapter for initiating a special workshop for women elders in the church, and for giving special recognition to Adventist men who have determined to support, encourage, and empower women at home, in their local congregations, in institutions, and in the wider church.

We also commend the Michiana Chapter for planning and carrying forward AAW's first international conference as the eighth annual meeting of the association.



TEAM (Time for Equality in Adventist Ministry) members made a strong showing in the Fitness Event that captured much media attention in Indianapolis on Sunday, July 8. They also distributed thousands of copies of an attractive brochure that listed in four languages 10 biblical reasons to ordain women.

Women ministers enjoy Colorado retreat

by Marsha Frost

Twelve women attended the first annual retreat for Seventh-day Adventist women in ministry at Glacier View Ranch, Colorado, September 6-9. They came at their own expense from five states and Canada. The theme for the weekend was "To the Mountain-To See God."

The weekend proved profitable enough that the group voted to hold a second retreat next year, October 17-20, 1991, probably in Canada.

Special guests for the weekend were Dr. Madelynn Haldeman, professor of New Testament at Loma Linda University/Riverside, and Dr. Bernadine Irwin, also of LLU. On Saturday night the group had a surprise visit from Elder Joel Thompkins, president of the Mid-American Union.

Seven goals helped shape the retreat activities:

1. To see God more clearly.
2. To get acquainted with one another.
3. To have quiet time alone and with one another.
4. To relax, rest, and play.
5. To share in our humanness.
6. To offer praise and thanksgiving for what God has done in and through us.
7. To find physical and spiritual renewal through fellowship, and a retreat from the pace and pressures of our ministry.

Retreat highlights

The weekend was memorable for many reasons. When we sang, for example, we were struck by the fact that we could hear ourselves. (Usually we are with groups of SDA ministers and male voices predomi-

nate.) We enjoyed the mountain air, bright sun, the sight of the lake and mountains, and evenings sitting by a crackling fire.

The presentations by Drs. Haldeman and Irwin about family systems not only helped us understand the dynamics of family life better and how to minister to families, but also helped us understand ourselves in the context of our own family backgrounds. Topics included, "The Identified Patient," "Homeostasis (Balance)," "Differentiation of Self," "The Extended Family Field," and "Emotional Triangles." We also admired Madelynn's willingness to open for us the history of her own family.

In evaluating the weekend from her standpoint Madelynn said, "Our time together was very poignant. I have felt very isolated. I'm the only woman in a religion department at a university, which is different than being in a parish ministry where people rally around you. Now I feel part of a community of women working together." Bernadine Irwin added, "How marvelous it was experiencing how committed my sisters in ministry are! To see and hear from them has made me proud of what women ministers are all about."

Others who led out during the weekend included Betty Unger, the organizer of the retreat; Pat Whitworth who inspired us with a study of Psalm 32 on forgiveness; Marsha Frost's Sabbath sermon, "To See God"; and Sharon Hanson, who encouraged us in music and singing; and a prayer and praise service led by Juanita Mayer.

The visit on Saturday evening with Union President Joel Thompkins gave sev-



Among those enjoying the Colorado retreat were (seated, left to right): Juanita Mayer, Pat Whitworth, Betty Unger, and (standing) Sharon Hanson, Jenny McBride, Marsha Frost, and Bernadine Irwin.

eral of us the chance to honestly express our call to ministry, our commitment to it, and the challenges we face in serving as ministers in the Seventh-day Adventist Church. Before he left, we invited him to join hands with us in prayer. We prayed that God's Spirit would continue to lead him and enrich his life.

Those attending this first retreat were: Betty Unger, chaplain at Hinsdale Hospital, Hinsdale, Illinois; Cheri Staats, volunteer chaplain in a Denver hospital; Jenny Emery-McBride, M.Div. student at Denver Theological Seminary, and seeking a

pastorate; Bernadine Irwin and Madelynn Haldeman, of Loma Linda University in California; Nancy Wall, sister of Madelynn Haldeman, who runs a home ministry in Naples, Florida; Pat Whitworth, chaplain at Porter Hospital, Denver; Shari Chamberlain, chaplain, Takoma Adventist Hospital, Greenville, Tennessee; Sharon Hanson, associate pastor, Corona SDA church, Corona, California; Juanita Mayer, chaplain, Shawnee Mission Medical Center, Kansas; Marilyn J. Banford, pastor, Powell River and Sechelt churches, British Columbia, Canada, and her friend Heidi Nuessle, a nurse from Fort Collins, Colorado; and Marsha Frost, associate pastor, Hinsdale Adventist church, Hinsdale, Illinois.

MEN DOUBT WOMEN NEED SPECIAL OFFICE

From front page

field secretary. Rosa Taylor Banks, who will continue to direct the Office of Human Relations, was also elected as associate secretary of the division.

Sterndale and Banks (along with four women elected to General Conference posts) bring the number of elected women on the GC committee to six. (There are about 350 men on the GC Committee. Two laywomen are also members: Joan Tonge of the Pacific Union, and Barbara Randall of the Lake Union.)

Sterndale, previously a nursing administrator for Harding Hospital in Ohio, has been an associate in the NAD Health/Temperance Department since 1982. Prior to working in Ohio, Sterndale did public health nursing in Washington, D.C., and obtained an M.S. in psychiatric and mental health nursing from the University of Maryland.

In her new role Sterndale is to (1) direct the work of the NAD Women's Commission, (2) represent the NAD in a liaison relationship with the GC Women's Ministries Advisory, and (3) serve as the assistant to the president of NAD for the concerns of women.

Since joining the NAD staff in 1988 to direct the Office of Human Relations, Rosa Banks has revitalized the NAD Women's Commission. The group now has volunteer commissioners in every union conference and most local conferences. Although the commission will now be aligned with the Women's Ministries Department, Banks says she will still work on issues affecting women. During the NAD year-end meetings, for example, she presented a proposal for affirmative action policy to benefit women, minorities, and the handicapped. (The delegates, however, declined to vote the plan into policy, adopting it instead as "guidelines.")

Convincing the brethren

Robert Folkenberg encountered stiff opposition from overseas leaders when he proposed a Women's Ministries Office at the GC level. The divisions contended that their women "don't need this." Emotional debate broke out in three committees. But after the president's promise that the new job would require no new budget, the item made it to the floor of Annual Council on October 4, and passed by a voice vote.

Rose Otis, originally from Michigan, has two grown children. She has worked side-by-side with her husband, Harold, while he was manager of the Review and Herald Publishing Association and she was director of communication. In the negotiations to seek recognition for Adventists in the Soviet Union, Otis has traveled to Russia 16 times, an experience she describes in her book, *Soviet Sunrise*. She expects to gradually undertake her new duties over the next 8 to 12 months.

"Today women are not allowed to hold ministerial licenses. They receive a credential created especially for women that does not lead to ordination, a *commissioned minister's license*."

Kit Watts is assistant editor of the Adventist Review.

WOMEN'S CAUCUS ANNOUNCES COALITION FOR ACTION

Continued from front page

Relations. (Currently, the North American Division is the only entity to have an Office of Human Relations.)

The caucus also moved to form an Adventist Women's Coalition (AWC). To be made up both of individuals and representatives chosen by participating Adventist women's groups. The coalition's top priority would be to facilitate affirmative action for women's issues and women employees

in the church.

"The time is now," said Peggy Harris, AAW president, "to press together, encourage our leaders, and express our written, verbal, and financial encouragement to those conferences which boldly move forward to affirm the gifts of women and men in accomplishing the great task that God has given us."

Seventeen women attending the Penn-

sylvania meeting volunteered to function as a steering committee and to prepare working documents to formally establish the AWC. The five coordinators of the steering committee are: Dr. Helen Thompson (chairperson) of Walla Walla, Washington; Beryl Longway of Silver Spring, Maryland; Donna Haerich of Altamonte Springs, Florida; Nancy Marter of Silver Spring, Maryland; and Susan Sickler of Dayton, Ohio.

Caucus: what affirmative action could accomplish in five years

Whereas the General Conference of Seventh-day Adventists has adopted a plan known as Global Strategy, and

Whereas the North American Division has voted to accept that plan and implement its objectives throughout the division, and

Whereas the plan states: "Based on our understanding that every believer is commissioned to minister with his or her spiritual gifts, we therefore call for every church member to participate creatively in a global strategy to take the everlasting gospel to every people group and each individual on planet earth..." and

Whereas the North American Division strategy calls for, "CREATING vital and dynamic worship, fellowship, and service in Bible-based, Christ-centered congregations..." and "...RECLAIMING inactive and former church members..." and

Whereas action 323-89N, Equal Opportunity for Service, was voted at the 1989 NAD year-end meeting and has been adopted as policy D 75, which states that NAD will "seek applications from qualified women, minorities, and the handicapped, and will afford all individuals equal opportunity in employment, appointment, promotion, salary, and other organizational benefits without consideration for race, color, gender, national origin, ancestry, physical handicap, age, height, weight, marital status or prior military service." And

Whereas among the statements of Fundamental Beliefs for Seventh-day Adventists, statement thirteen says:

"...In Christ we are a new creation; distinctions of race, culture, learning, and nationality, and differences between high and low, rich and poor, male and female, must not be divisive among us. We are all equal in Christ, who by one Spirit has bonded us into one fellowship with Him and with one another; we are to serve

and be served without partiality or reservation..."

This assembly of women therefore calls for the following accomplishments throughout the world field between now and 1995 so that women may fully participate in all matters pertaining to Global Strategy and governance of the church at all levels.

1. To more closely reflect the 2:1 church membership ratio of women to men, elect or appoint at least 30 percent female representation to all levels of decision-making bodies, including administration, boards, committees, and delegates to Annual Council, division year-end meetings, and duly called constituency sessions.

This calls for the study of present methods of formulating these groups so that they more accurately represent church constituencies with reference to women and minorities.

2. Implementation of NAD policy D 75 throughout the North American Division; adoption of that same policy by the General Conference and all world divisions; and development of a monitoring or auditing instrument to measure its implementation worldwide.

3. Appoint a full-time Director of Women's Ministries at all levels, including local conferences, whose duties will include identifying, assessing, and developing strategies to meet women's needs; generating and disseminating accurate information concerning the role of women in the church; sponsoring retreats for the purpose of spiritual nourishment; and direct-

ing activities that will educate women regarding church governance and policies. At the General Conference level, this person should be a General Field Secretary. At all levels, the position should be fully funded, with a travel budget and a budget to cover the cost of research, publications, translations, materials, and meetings.

4. Encourage and recognize the formation of a women's caucus. This would include at least annual international meetings and more frequent meetings at the division and union levels.

5. Prepare and/or promote and distribute worldwide, publications on women's issues in languages other than English.

6. Educate the ministry and church leadership on all levels through a series of seminars and with articles in official church publications (e.g., *Ministry*), regarding the true nature of the inclusiveness of the gospel.

7. Develop and implement a standard of equity that governs and implements church policy making. Among other things, develop an auditing tool for worldwide use that will measure whether conferences, unions, or divisions are operating under the General Conference standard of equal pay for equal work.

8. Recognize and ordain women in the role of deacon and elder in local churches, with a goal of at least one woman elder in every church.

9. At the General Conference level by 1995:
 - (a) elect at least one woman vice president
 - (b) establish an Office of Human Relations
 - (c) in divisions where culturally acceptable, authorize the ordination of qualified women to gospel ministry and confer on them the rights and responsibilities pertaining to that ministry.