

EXECUTIVE COUNCIL

Resolved, That \$15,000 per year be appropriated for further Provincial training, with such sums to be matched by at least one dollar in funding from other sources for every five dollars from the budget of the church; and be it further

Resolved, That the sum of \$25,000 be appropriated for development and publication of a prevention resource for young adults.

Note: *Although this resolution was adopted, it was not funded.*

1997-A048a

Resolved, That the Episcopal Church reaffirms its continued commitment to a Christian response to the HIV/AIDS pandemic in our nation and world as set forth in “The Council Call: A Commitment on HIV/AIDS by People of Faith,” endorsed in Resolution B028Aa of the General Convention; and be it further

Resolved, That during the 1998-2000 triennium our church and its members will with special intention preach, pray for, and pursue Justice, Care for Bodies and Souls, Prevention Education, Sound Public Policy, Fairness in the church Workplace, and collaboration in our individual and corporate responses to HIV/AIDS.

1997-D099a

Resolved, That the 72nd General Convention commends the National AIDS Memorial at the Cathedral of St. John the Divine in New York City and expresses gratitude to those Episcopalians and others who established and maintain this, the first memorial in the world dedicated to all those who have died as a result of the HIV/AIDS pandemic, and be it further

Resolved, That the General Convention commends the efforts of the National AIDS Memorial to provide a permanent memorial in the New York Cathedral.

The Executive Council Committee on the Status of Women

Membership

Marjorie A. Burke (Massachusetts) 2000, *chair*; Sally M. Bucklee (Washington) 2003, *vice chair*; Fran Toy (California) 2003, *secretary/treasurer*; Jane W. Banning (Pittsburgh) 2003; Rebecca Crummey (Springfield) 2000; Guadalupe Guillen (Los Angeles) 2003; Jessica A. Hatch (New York) 2000; Edwin M. Leidel (Eastern Michigan) 2003; Constance Ott (Milwaukee) 2000, *Executive Council liaison*; Imelda S. Padasdao (Hawaii) 2003; Gini Peterson (Atlanta) 2000; Edward W. Rodman (Massachusetts) 2000; Marge Christie (Newark), *consultant*; Ann Smith (Connecticut), *WIMM Staff*

Bishop Edwin Leidel and Deputy Marge Christie are authorized to receive nonsubstantive amendments to this report.

Summary of the Committee’s Work

CONVENTION MANDATE

The mission of the Committee on the Status of Women (CSW) is to investigate and advocate for the full participation of women in the life of the Episcopal Church and to advise the church on theological, educational, health, and socioeconomic issues that determine the conditions of women’s lives.

THEOLOGICAL BASIS

This mission arises out of the Baptismal Covenant which binds us to “persevere in resisting evil, to strive for justice and peace among all people and to respect the dignity of every human being” and to “proclaim by word and example the Good News of God in Jesus Christ.” One aspect of the Good News is that all are one in Christ Jesus, male and female. We rejoice that we have been called to minister in an age in which new implications of that unity in Christ are being recognized.

ACCOUNTABILITY AND GOALS

The Committee is appointed by the Presiding Bishop and the President of the House of Deputies to report to the Executive Council in accordance with Resolution A077 of the 1988 General Convention. Based on the mandate noted above and the work of its predecessor, the Committee for the Full Participation of Women in the Life of the Church, the CSW established the following overall goals:

- to monitor the status of all women and promote their full participation in the life of the church
- to monitor the effects of sexism, racism, and all other forms of discrimination on the status of women in the United States
- to advise and recommend to the General Convention and to the church policy and program which will improve the status of women

ADDITIONAL MANDATE

As a result of consultations in 1990-93 to end violence against women, the CSW recommended (and the 1994 General Convention concurred in resolution A049) making the “Episcopal Church a truly safe place for all God’s people” by:

- encouraging every parish to develop ministries against violence
- continuing to raise awareness about the church’s role in responding to violence against women
- extending the consultation process in every province and diocese
- providing resource people and educational materials for use in regional and local programs
- securing outside funds to support training.

Financial Report for the 1998-2000 Triennium

	1998	1999	2000	
	Actual	Actual	Budget	Total
Income				
Budget	\$8,970	\$19,667	\$15,363	\$44,000
Expenses				
Committee Meetings		\$5,573	\$14,320	N/A
Administration				
Consultant				
(Travel, Housing)				

Objectives for 1998-2000

The Committee on the Status of Women believes that issues of gender, power and authority contribute in major ways to a disconnection between the parish and provincial and national church leadership. Undergirding much of this disconnection are persistent racist, sexist, and heterosexist ideologies and behaviors. Therefore, the Committee commends consideration of the following objectives:

- recommend to the Presiding Bishop strategies affecting women's mission and ministry
- facilitate conversations on theologies of leadership, power-sharing, and mutual ministry
- advocate for training to identify, confront, and redress the effects of racism, sexism, and heterosexism
- call attention to the dynamics of oppression and violence against women
- monitor the impact of changes in social service policies affecting the welfare and health of women and children
- pursue data relative to the deployment and compensation of ordained and lay professional women
- support and strengthen the office of Women in Mission and Ministry in its efforts to reach out to women, provide leadership training, and hold the church accountable for resources in the language of worship and hymnody

Achievements of 1998-2000 Triennium

As the new century dawned, the Executive Committee of CSW met with the Presiding Bishop to discuss issues such as the importance of including ordained and lay women in ecumenical dialogues, discussions between him and women theologians, the inclusion of women's concerns in ECUSA's agenda and on-going mechanisms to address such issues.

It took almost the full triennium and most of CSW's volunteer energy to resolve the dilemma as to whether or not the Committee could accept a grant awarded by St Paul's Endowment Fund for Mission and Ministry (Indianapolis) to update the landmark 1987 study *Reaching Toward Wholeness*.¹ Funds were found in the ECUSA budget by the Executive Council in late fall of 1999, and Adair Lummis of the Hartford Seminary was selected as the project's consultant in November. Since she served in that role for the original study, CSW anticipates that the update will be particularly valuable and less expensive. However, having lost more than a year over the question of funding, the project will begin in early 2000 and be completed for the Blue Book report for General Convention 2003. The primary focus will be women and girls ages 15-45.

The first stage of *Reaching Toward Wholeness II* (the 21st Century Survey) will be distributed in Denver as an addendum to this Blue Book report. It will focus on the perceptions and attitudes of national staff, Executive Council members, and the chairs of the various committees, commissions, agencies, and boards.

The Committee chose its meeting places based on the ability to gather information on a variety of subjects; to elicit suggestions for setting priorities; to learn what others were doing about misogyny (the hatred of women), violence, economic justice, racism,

and inclusion; to meet with people who could inform its work. The locations were always chosen with an eye toward inexpensive housing rates.

- Minneapolis Interim Bodies meeting: with the Presiding Bishop; Pamela Chinis, President of the House of Deputies; Catherine Roskam, Bishop Suffragan, Diocese of New York; Carolyn Irish, Bishop of Utah; Catherine Lynch, Assistant Treasurer; members of the Sexual Exploitation Committee
- Church Center with Patricia Mordecai, Assistant to the Presiding Bishop; Rosemari Sullivan, Executive Secretary of General Convention; Melford “Bud” Holland, Coordinator, Office of Ministry Development; Pamela Ramsden, Assistant Director, Church Deployment Office; Robb Bruce, Assistant for Youth Ministries.
- General Theological Seminary with seminarians
- Seabury-Western Seminary with Pamela Cooper-White, Associate Professor of Pastoral Theology, Lutheran Theological Seminary, Philadelphia; James Griffiss, Canon Theologian to the Presiding Bishop; Ruth Meyers, Professor of Liturgy, Seabury Western Theological Seminary; seminarians, faculty, and staff
- Mercy Center with seminarians, faculty and staff from the Church Divinity School of the Pacific
- Duncan Center with Lynne Grifo, Associate Coordinator, Office for Ministry Development

Conversations with seminarians proved invaluable as Committee members were alerted anew to frustrations with the “ordination process” in various dioceses; fears surrounding less-than-helpful deployment processes, wage gaps, and other inequities which still remain and which relate to positions available to female versus male clergy and laity. At the same time these conversations provided an opportunity to talk about the history of ordained and lay women in the life of the church and the unique role the Committee on the Status of Women continues to exercise on behalf of girls and women. The Committee encourages other bodies to take advantage of such opportunities for dialogue.

As Christians today, we are faced with the common lament that we live in a violent society which acts out that violence in many ways. Therefore, the Committee:

- voted to support the Diocese of Massachusetts’ resolution to amend the Marriage Canon, adding a concern for the physical and emotional safety of persons contemplating divorce
- developed a sequel to *Breaking the Silence of Violence*²
- redesigned and distributed a Pledge of Nonviolence
- continued collaboration with the Committee on Sexual Exploitation
- asked the Executive Council to endorse and support Pay Equity Day, which annually brings attention to the gap in the male to female earnings ratio. In 1998 women made up 47% of the U.S. work force (15 years and older) but earned only 76% of the wages earned by men. Men’s earnings increased by 3.4%, women by 2.0%. As a result, women must work 2-3 months longer than a man to earn an equal annual income.³ That date is calculated each year and is then known as Pay Equity Day. A member of the Committee wrote an appropriate prayer which was widely disseminated.

Liturgy and spirituality remain of primary interest. Therefore, the committee:

- welcomed early drafts from the Standing Commission on Liturgy and Music (SCLM) of liturgies which speak to issues such as burial of a child, ministry in a health care facility, infertility, facing the choice of whether or not to terminate a pregnancy, removing life support systems
- commissioned and distributed a prayer by Avery Brooke, written in seven languages, for the eleven women who were the first female bishops to attend the Lambeth Conference
- supported the SCLM intention to complete the process for including Florence Nightingale on the liturgical calendar
- began research into the implementation of Canon IX ordinations in order to learn whether dioceses deploy such clergy equitably.

Save your Tuesdays at Convention 2000 to join the CSW at “Overcoming Overwhelmed” and “Lunch With....” Deputies, alternates, bishops, and Triennial Meeting delegates will want to reserve time on their Tuesdays at Convention to participate in two special events.

Tuesday, July 4—an appropriate day to talk about women’s independence!—to discuss the basics of being an effective member of the House of Deputies or Bishops. Overcoming Overwhelmed will focus on working the schedule and the notebook, the importance of attending committee hearings, preparing to speak to issues, joining coalitions, seeking sage advice.

Tuesday, July 11—Two of the most prominent women in a city full of prominent women, the Rt. Rev. Jane Holmes Dixon, Bishop Suffragan of the Diocese of Washington, and Ms. Diane Rehm, host of her own daily talk show on National Public Radio, will be featured at CSW’s fifth General Convention Lunch With.. Their conversation is an invitation to listen and learn from two who have carefully nurtured the fabric of their relationship for more than a quarter century and to reflect on the possibilities for friendship in your own life. Known affectionately as “Miz Dixon and Miz Rehm” their “fierce friendship” is an instrument of God’s activity in their lives, a source of renewed courage, hope and unconditional love.

Basic Concepts of the Committee on the Status of Women

Misogyny. Misogyny is the hatred of women. The Rev. Dr. Suzanne R. Hiatt believes that “the struggle for women’s ordination has been a struggle against misogyny....Misogyny, like racism and homophobia, is finally being identified as one of those principalities and powers Paul warns us about. We battle not flesh and blood, not individual people, but the powers that have taken them over. It is time to put the struggle of women for ordination in

that context—time to say that hatred of women is not okay and must be resisted just like the other hatreds that divide us—all this for the sake of the kingdom.”⁴

Power. Women seek relationships of equality where “power with” is held in trust. The old paradigm assumes a definition of power that is finite—that there always must exist clear winners and losers. As women rooted in the Judeo-Christian tradition, we are challenged to understand authentic power as being connected to the promise of God to be with us. It is power that is abundant, and it multiplies the more it is shared with others.⁵

Patriarchy. Patriarchy, literally “the rule of the fathers” is so ingrained in most of the world’s cultures that it is considered normative. Patriarchy includes those language patterns, attitudes, symbols, structures, social and cultural mores that constantly impress on women their inferiority and dependency. From this comes prostitution, the global sex trade, sexual abuse in both home and church, and violence against women and girls in many forms. This is not so much about women—the majority of adult Episcopalians—as it is about a system that is scripturally in error, archaic, and sick. It says the God-given gifts of female persons are not wanted and will not be used. God may call a woman to be an ordained or lay leader, but the church does not have to acknowledge that call.

Throughout the triennium we have heard the distress of girls and young women trying to counter discrimination and harassment in their schools where

- sexual harassment and sexual assault remain pervasive in middle schools, high schools, and colleges
- female athletes receive 23% of athletic budgets and 38% of athletic scholarship dollars
- women faculty are less likely (by 44% compared to 70%) than men to receive tenure⁶

We have heard the heartache and sorrow of women facing violence in the home and in the workplace where:

- every 15 seconds a woman is beaten by her husband/partner
- every day 4 women die as a result of domestic violence
- domestic violence is the leading cause of emergency room visits by women
- girls aged 16 to 19 experience the highest rates of violence by an intimate partner of any other age group
- children who witness domestic violence at home are 5 times more likely to commit or suffer violence when they become adults and are likely to exhibit aggressive behavior
- 50 to 70 percent of men who abuse their female partners also abuse their children⁷
- rape is common during wars—20,000 in the first few months in Bosnia⁸
- women earn 76 cents for every dollar paid to men; African-American women earn 63 cents; Hispanic women 56 cents
- welfare reform has caused an increased need for emergency shelter, but 67% of the cities have turned away homeless people because of lack of space; families with children are 38% of the homeless and **children by themselves are 25%**
- workfare has placed people in jobs with poverty wages, no benefits and no affordable quality child care

EXECUTIVE COUNCIL

- one third of municipalities report an increased need for food and clothing—in New York City 59,000 people were turned away last year because of a lack of food to distribute⁹
- the ultimate offense!—many states never used the funds allocated to them by the federal government¹⁰

We have heard with horror the stories about sex trafficking among women and children, both in the United States and worldwide:

- 2 million children forced into prostitution every year—half of them in Asia
- children from Mexico sold to United States brothels
- Asian women sold to North American brothels for \$16,000
- 10,000 Russian women forced into prostitution in Israel
- women forced into captive domestic slavery in this country and overseas¹¹

We have heard the cries of women and girls in dioceses which refuse to consider females for inclusion in the ordination process:

- there are still 3 ECUSA dioceses which refuse to ordain women as priests and an additional 3 with no women priests among their clergy
- there are 6 dioceses with fewer than 4 women priests and an additional 18 where less than 10% of the priests are women¹²

Those who openly oppose women's ordination are swimming against the gospel tide of inclusivity, headed for the backwater eddies of patriarchal delusion.¹³

In the Anglican Communion, there are still 10 Provinces (of 35) which do not ordain women as priests and three about which information is not available:¹⁴

<i>No Women's Ordination</i>	<i>Central Africa</i>
	<i>Jerusalem & Middle East</i>
	<i>Korea</i>
	<i>Melanesia</i>
	<i>Nigeria</i>
	<i>Papua New Guinea</i>
	<i>Southeast Asia</i>
	<i>Tanzania</i>
<i>Deacons Only</i>	<i>Indian Ocean</i>
	<i>Southern Cone</i>
<i>Deacons and Priests</i>	<i>Australia</i>
	<i>Burundi</i>
	<i>England</i>
	<i>Hong Kong</i>
	<i>Kenya</i>
	<i>Philippines</i>
	<i>Rwanda</i>
	<i>Scotland</i>
	<i>Uganda</i>
	<i>Wales</i>

	<i>West Africa</i>
	<i>West Indies</i>
<i>Deacons, Priests, Bishops</i>	<i>Brazil</i>
	<i>Canada</i>
	<i>Central America</i>
	<i>Ireland</i>
	<i>Japan</i>
	<i>Mexico</i>
	<i>New Zealand</i>
	<i>Southern Africa</i>
	<i>United States</i>
<i>Status Unknown</i>	<i>Congo</i>
	<i>Myanmar</i>
	<i>Sudan</i>

We have heard the anguish of lesbians and gay men who ache for the right to have their relationships blessed by their church.

We have heard the frustration of women leaders overlooked when deputies to General Convention are elected, when appointments to committees and commissions are made:

- 33 dioceses (out of 106 reporting) elected no women clergy to their deputations to the Denver convention
- 5 dioceses elected no women
- 77% of the commissions, committees, boards, and agencies were chaired by men¹⁵

We have heard the discomfort of women over the dearth of females elected to political office:

- 88% of the members of Congress are men
- women are governors in only three states
- no woman has ever served as president, vice president, speaker of the House of Representatives, or Senate majority leader¹⁶
- the United States remains the only developed nation in the world which has not ratified the UN Convention on the Elimination of All Forms of Discrimination Against Women

We have heard the disappointment of women who are yearning for a prayer book whose language includes them more fully in the worship.

The Committee on the Status of Women fervently prays for a safe, sacred, healthy place for all people—**Church, are you listening?**

Objectives for 2001-2003

1. Complete the update of Reaching Toward Wholeness (the 21st Century Survey), including an examination of such assumptions as:¹⁷
 - a. women in leadership must compromise because the church is defined and controlled by men
 - b. most women do not have access to leadership in the same way that men do

EXECUTIVE COUNCIL

- c. women in leadership burn out quickly; there is frequently little reward for very hard work
 - d. in the church's patriarchal environment theology and language work against women, making sexism the norm
 - e. men's tasks come before women's in setting priorities
 - f. women feel unsafe because their physical boundaries are routinely compromised
 - g. many women are ambivalent about power
2. Implement goals from the 1998 World Council of Churches Decade Festival:¹⁸
- a. a vision of a human community where the participation of each and every one is valued, where no one is excluded on the basis of race, sex, age, religion, cultural practice, or sexual orientation and where diversity is celebrated as God's gift to the world
 - b. elimination of the evils of domination and discrimination related to opportunities for theological education, training for ministry, gender studies, inclusion in positions of leadership, and liturgical language
 - c. elimination of all forms of violence: sexual, economic, religious, psychological, physical, structural, military, spiritual
 - d. a vision of a world of economic justice where poverty is neither tolerated nor justified

RESOLUTIONS APPROVED BY EXECUTIVE COUNCIL FOR PRESENTATION TO THE 73RD GENERAL CONVENTION

Developed by the Congregations in Ministry Committee

Resolution A045 Continue Monitoring Implementation of Ordination of Women

- 1 *Resolved*, the House of _____ concurring, That the 73rd General Con-
2 vention commend the progress made by the Diocese of San Joaquin and note the
3 responses of the Dioceses of Fort Worth and Quincy regarding the implementa-
4 tion of Canons III.8.1, III.16.1(d), III.16.2, and III.17.3 as required by Resolution
5 97-A053a; and be it further
- 6 *Resolved*, That the Executive Council and the House of Bishops continue
7 to monitor progress in all dioceses toward the full implementation of the above-
8 mentioned canons, in particular in the Dioceses of Fort Worth and Quincy; and
9 be it further
- 10 *Resolved*, That the Dioceses of Fort Worth and Quincy be encouraged to
11 honor the above-mentioned canons of the church by bringing women into the full
12 life and ministry of the church; and be it further
- 13 *Resolved*, That reports of this monitoring be received prior to the Fall 2002
14 meetings of the Executive Council and the House of Bishops, and be presented
15 to the 74th General Convention.