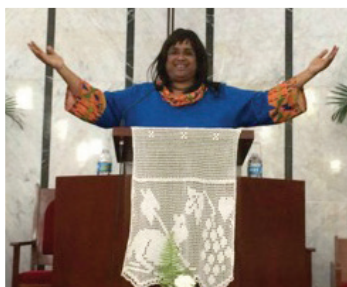


# ACCESS

## *For Excellence*

ALL GOD'S GIFTS  
ALL GOD'S PEOPLE  
FOR ALL GOD'S GOOD



American Baptist  
Women in Ministry

*Accessing our God-given gifts ... for the good of all and the glory of God.*





# ACCESS

*For Excellence*

ALL GOD'S GIFTS  
ALL GOD'S PEOPLE  
FOR ALL GOD'S GOOD



“NOW THERE ARE VARIETIES OF GIFTS, BUT THE SAME SPIRIT; <sup>5</sup>AND THERE ARE VARIETIES OF SERVICES, BUT THE SAME LORD; <sup>6</sup>AND THERE ARE VARIETIES OF ACTIVITIES, BUT IT IS THE SAME GOD WHO ACTIVATES ALL OF THEM IN EVERYONE. <sup>7</sup>TO EACH IS GIVEN THE MANIFESTATION OF THE SPIRIT FOR THE COMMON GOOD” (1 COR. 12:4-7).

## IN GOD’S IMAGE

Women and men are both created in the image of God (Gen 1:27). Men and women are both gifted by God (Romans 12) and called to use their gifts in ministry (1 Peter 4:10). Paul proclaims, “*There is no longer Jew or Greek, there is no longer slave or free, there is no longer male or female; for all of you are one in Christ Jesus*” (Galatians 3:28). Ethnicity, social standing, or gender is no reason for exclusion in the ministry of Jesus Christ.

Both Old and New Testaments affirm the role of women contrary to the cultural norms of the day. Deborah was a prophet, judge, and military leader (Judges 4:4-9). Junia was an apostle (Romans 16:7). Phillip had four daughters who prophesied (Acts 21:9). Euodia and Syntyche were coworkers with Paul (Phil. 4:2-3). Phoebe was a deacon at the church in Cenchreae (Romans 16:1-2), and Lydia opened her home as a place of prayer, perhaps the first house church (Acts 16:14-16, 40)!

Jesus invited, included, and empowered women to participate in his ministry, even commending Mary of Bethany when she sat at his feet and listened as he taught (Luke 10:39). Women supported his ministry and accompanied him as he traveled (Luke 8:1-3). Women were the first to witness the resurrection and the first to proclaim the Risen Christ (John 20). Finally, the Spirit was poured out upon both men and women, and both women and men were empowered to carry out the Gospel (Acts 2:17-18).

## THE URGENT CHALLENGE OF AMERICAN BAPTIST WOMEN IN MINISTRY

Despite clear scriptural support for women in ministry and gifted women leaders throughout church history, the church falls short of its call to access and embrace the gifts of all God’s people, risking the health of the church and our effectiveness in furthering God’s work in the world. When women’s gifts are denied and access blocked, churches are deprived of rich resources. Recognizing this, the 2015 Mission Table declared Women in Ministry a top denominational priority, stating: *The affirmation of women as full partners with men in ordained ministry and the full acceptance of the gifts women bring to ministry is needed for the Body of Christ to thrive and our churches to flourish.* **The health of our churches and the future of our denomination depend on fully accessing and embracing all God’s gifts in all God’s people for all God’s good.**

It is time to build upon our denominational legacy of innovation and inclusion with courage, imagination, and a spirit of generosity for God’s work before us.





## EARLY PIONEERS

The history of American Baptist women in ministry includes an illustrious line of leaders:

**Anne Hutchinson** - first woman to preach to women (1635); possibly first woman to be excommunicated (1638); challenged the authority of the clergy especially as regards the role of women

**Clarissa Danforth** - first woman ordained (1815) as a Free Will Baptist minister

**May C. Jones and Edith Hill-Booker** - two of the first women to be ordained (1892, 1894) in the Northern Baptist Convention, which eventually became American Baptist Churches USA

**Dr. Lulu Fleming, M.D.** - first African American woman to be appointed and commissioned for missionary service by the American Baptist Missionary Union (1866)

**Julia Given Hunt (Odle-Tay-Die)** - first Kiowa woman missionary interpreter (1894)

**Helen Barrett Montgomery** - first woman President of the Northern Baptist Convention (1921-22); licensed to preach by Lake Avenue Baptist Church, Rochester, NY; translated the New Testament

**Mavis Shao-Ling Lee** - first American Baptist seminary-educated Asian Pacific woman to be ordained; first woman ordained by the Northern California Baptist Convention (FBC Burlingame, 1951)

**Ruth Maldonado** - first woman to serve in an executive position with ABC of Puerto Rico (1962)

These pioneering women and many more paved the way for the numerous women who continue to be called to ministry.

HONORING WOMEN WHO SERVED AS PRESIDENT OF OUR DENOMINATION 1921 - 1997	
Helen Barrett Montgomery	1921 - 1922
Anna Canada Swain	1944 - 1946
Lula Colwell	1949 - 1950
Blanche Hodge	1958 - 1959
Ruth Rohlf	1971 - 1972
Cora Sparrow	1978 - 1979
Margaret L. Prine	1984 - 1985
Beverly Corbett Davison	1990 - 1991
G. Elaine Smith	1996 - 1997

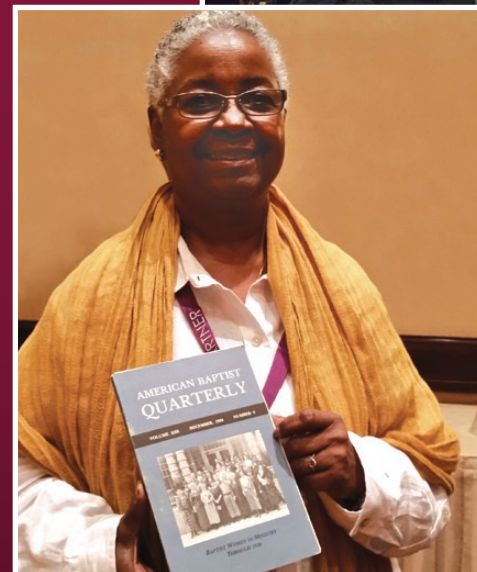
## FOUNDING YEARS

Affirming that God gifts both women and men for ministry, American Baptist churches have been licensing and ordaining women for over 100 years. However, the office of **American Baptist Women in Ministry (ABWIM)** began to take shape just over 35 years ago.

What began as the Women in Ministry Project emerged out of the first gathering of American Baptist women in professional ministry at Green Lake Conference Center in 1980. Numerous conferences, task forces, and studies—in particular, the *Study of Women In Ministry* (SWIM, 1978) —leading up to this event confirmed the strong resistance to women serving in professional ministry roles throughout American Baptist life. The response to this resistance—confirmed yet again in the many painful stories shared during the conference—was a proposal to provide institutional support, networking, and advocacy for women in ministry.

The Task Force Concerning Women in Ministry crafted the proposal; members included Mrs. Shirley Jones, Rev. Barbara Freiert, Rev. Heidi Fuller, Rev. Susan Maybeck, and Rev. Dr. Prathia Wynn. Funded collaboratively by the Budget Review Committee and the Ministers and Missionaries Benefit Board, Rev. Dr. Margaret A. Cowden served as the first project director. Subsequent leaders included Rev. Holly Bean, Rev. Dr. Patricia Hunter, Rev. Dr. Bonna Sue Himes, and Rev. Valentine Royal-Thomas.

In 1994 the Women in Ministry Project became part of the department of Ministerial Leadership under the Board of Educational Ministries. When Educational Ministries closed in 2003, the Office of the General Secretary, recognizing the gifts women bring to ministry and the need for continued support and advocacy, embraced what is now known as American Baptist Women in Ministry (ABWIM).







## CHANGING LANDSCAPE

**Just over 30 years ago**, there were no women serving as Executive Ministers. That changed on September 1, 1985 when Rev. Kathryn Baker became the first woman called to serve the American Baptist Churches of Niagara Frontier.

Although slow at first, the landscape of leadership has begun to dramatically change. Altogether 15 women have now been called into executive minister leadership with seven of those currently serving!

- Kathryn Baker** – American Baptist Churches of Niagara Frontier, 1985 - 1993
- Yamina Apolinaris** – American Baptist Churches of Puerto Rico, 1989 - 2000
- Linda Spoolstra** – American Baptist Churches of Massachusetts, 1990 - 2003
- Louise Barger** – American Baptist Churches of the Rocky Mountains, 1993 - 2004
- Mildred Myren** – American Baptist Churches of Metro Chicago, 1993 - 2000
- Susan Gillies** – American Baptist Churches of Nebraska, 2000 - 2010
- Marcia Patton** – Evergreen Association of American Baptist Churches, 2004 -
- Judy Allbee** – American Baptist Churches of Connecticut, 2005 - 2016
- Liliana Da Valle** – American Baptist Churches of Rhode Island, 2007 - 2011
- Joan Friesen** – American Baptist Churches of Greater Indianapolis, 2009 -
- Soozi Whitten Ford** – American Baptist Churches of Indiana and Kentucky, 2012 -
- Yvonne Carter** – Cleveland Baptist Association, 2014 -
- Marie Onwubuariri** – American Baptist Churches of Wisconsin, 2014 -
- Cheryl Dudley** – American Baptist Churches of Metro New York, 2015 -
- Mary Day Miller** – American Baptist Churches of Massachusetts, 2015 -

### *Indeed, a new landscape of leadership is emerging!*

Today for the first time a woman serves as the Interim General Secretary for ABCUSA, Dr. Susan Gillies, and Rev. Sharon Koh was recently called as the new Executive Director of International Ministries. In national ABC organizations, we see the gift of women's leadership early on in Educational Ministries, the American Baptist Home Mission Societies, the Ministers and Missionaries Benefit Board, American Baptist Women's Ministries, the American Baptist Historical Society, and the American Baptist Extension Corporation. **As women leaders emerge, the face of leadership is changing!**

Rev. Judy Fackenthal, current ABCUSA President, is only the third clergywoman to serve as president. The first clergywoman to break this barrier was Rev. Dr. Trinette V. McCray (2000 - 2001), following the 1998 vote and intentional action by the General Board to add the category of "clergywoman" to the leadership rotation when the category of "clergy" resulted in only male candidates. Rev. Dr. Mary A. Hulst (2008 - 2009) followed second, **all breaking barriers and changing the landscape.**





Other **access achieved and gains celebrated** are in the call of Rev. Dr. Molly T. Marshall as president of Central Baptist Theological Seminary in 2004, the first woman to serve as president of an accredited Baptist seminary, and continuing in Rev. Dr. Doris Garcia's call to the presidency of the Evangelical Theological Seminary of Puerto Rico. The ABCUSA Ministers Council changed the landscape in first calling Rev. Dr. Kate Jacobs and currently, Rev. Dr. Debora Jackson.

Women in ministry and their allies have worked diligently and strategically towards **access and the full inclusion of women** at all levels of denominational, local church, and institutional life. As women have lived out their unique gifts and calling, they have brought a new dimension to leadership. This new dimension gives us a new way of imaging leadership and imagining what it means to be a leader.

When Rev. Kathryn Baker first accepted the call to serve as Executive Minister, she was not trying to break ground or make a statement. She was simply striving to be faithful to her God-given call and to use her God-given gifts in ministry. **Today, this is what ABWIM continues to do.**

## ABWIM TODAY

By the summer of 2009, the ABWIM endowment funds could no longer support a full-time executive director. At the request of General Secretary Roy Medley, president of ABCUSA Rev. Dr. Mary Hulst led a steering committee composed of Rev. Holly Bean, Rev. Dr. Alice Greene, and Rev. Lauren Ng to review the needs of ABC professional women in ministry. From their work involving numerous roundtable discussions with women in ministry across the country, the current model was developed, which involves a half-time national director, part-time administrative assistant, and fully engaged advisory team, all committed to carrying out the mission and vision of ABWIM.

**VISION:** ABWIM seeks the full participation and full partnership of men and women in ministry in which both women and men are able to fully utilize their God-given gifts and fully live out their God-given calls.

### MISSION:

***Advocate for women in ministry***

***Celebrate their gifts***

***Cultivate their calls***

***Educate about the biblical basis***

***Share their history***

***Spotlight women in ministry***







## ACCESS!

*Accessing our God-given gifts, gaining access to the world for the good of all and the glory of God!*

Currently serving ABWIM is National Director Rev. Dr. Patricia Hernandez, Administrative Assistant Ms. Joyce Lake, and the ABWIM Advisory Team, comprised of professional church leaders who represent diverse cultural, racial, ethnic, and theological perspectives from across ABCUSA regions.

### **Forming the 2016 Advisory Team are:**

Rev. Laura Ayala, Convener, Jeremy Fackenthal, Ph.D., Rev. Soozi Ford, Rev. Dr. Michelle Holmes, Rev. Atula Jamir, Ph.D., Rev. Nikita McCalister, Rev. Miriam Mendez, Rev. John Polite III, Rev. Dr. Darla Dee Turlington, Rev. Dr. Tom Wiles, Rev. Betty Wright-Riggins, and Rev. Dr. Heather Entrekin, Appeal Chair.

### **The ABWIM Advisory Team work includes:**

- **“Breaking Barriers, Building Bridges”** – a Palmer Grant initiative that includes networking with women in ministry who serve our partner Baptist congregations in the Republic of Georgia as well as developing interfaith relationships with Muslim women leaders. The project seeks to break barriers and build bridges through networking relationships that support, encourage, and advocate for women leaders.
- **“Sisters in Service”** – a new paradigm begun in Metro Chicago, bringing together lay and professional, ordained and non-ordained women to listen to and learn from each other, as well as to support and strengthen each other in leadership and mentoring relationships.
- **“Women of Color in Ministry” launch event and mentoring pilot project** – a national, ecumenical movement addressing challenges faced by women of color in ministry, focusing on advocacy, education and employment issues.
- **Ecumenical Women at the United Nations/UN Commission on the Status of Women** – networking and resourcing with global women leaders in working towards gender justice and advocacy training.

**The critical nature of this work** is exemplified by Women in Ministry having been selected as a **top priority** at both the 2013 and 2015 Mission Tables, which brought together representatives from American Baptist regions, affiliated ministry partners, national staff, executives and officers. The 2015 Mission Table developed case statements for each of the seven denominational priorities. To read the case statement for Women in Ministry, visit the ABWIM website ([www.abwim.org](http://www.abwim.org)).





## LOOKING AHEAD

Women in ministry have made much progress. In 1967 only 40 women were serving as pastors. Today, 499 women are serving in senior, co-pastor, or solo pastoral roles, a 1,248 percent gain! In 1967 the number of women seminarians was not even counted, and not all seminaries were open to women. Today, women represent 50 percent of the students at ABC affiliated seminaries as well as increasing numbers in leadership positions throughout ABC life.

**However, women comprise only 10 percent of senior or solo pastors** (499 women; 4,292 men), a figure that has not grown significantly despite increasing numbers of women experiencing a call to ministry, pursuing seminary education, and seeking a place to serve. Although women are called to a variety of professional ministry roles, they continue to face the greatest barriers in senior or solo pastoral roles.

In other areas of professional ministry, women represent 34 percent of associate ministers, 29 percent of endorsed pastoral counselors, and 37 percent of endorsed institutional chaplains. While progress is being made, much work remains.

For all women the journey through ordination, search and call continues to be longer than for men. Women earn on average 19 percent less than their male colleagues in ministry, serve smaller churches, and leave ministry at higher rates. In short, women continue to be excluded from full participation and full partnership in ministry depriving the church and God's mission of untold resources.

**We are nearing the 40th anniversary** of the birth of the Women in Ministry Project. As we move into the future, we know this is not just about women; it is about the **full partnership of men and**

**women in ministry.** To be on mission with God is to embrace, embody, and fully access all God's gifts in all God's people. American Baptist churches need the gifts of **both women and men** to thrive. **The health of our churches and the future of our denomination depend on fully accessing and embracing all God's gifts in all God's people for the good of all and the glory of God!**

*Will you join us?*





## OUR ABWIM 2016 ANNUAL APPEAL

### Minimum Goal: \$50,000

American Baptist Women in Ministry's vitality depends upon strategic investments in three primary areas: Professional Ministry Support, Advocacy Resources, and Networking. Our minimum \$50,000 goal represents an opportunity for the ABCUSA family to make a difference in the lives of current and future women in ministry.

#### Professional Ministry Support Fund: **\$24,000** **48%**

The central feature of our ABWIM Annual Appeal is a bold leap of faith to raise general resources for needs based support for current and future partners of ABWIM to attend:

- Educational Events and Seminars
- Small Support Group Meetings, and Workshops
- National, Regional, and Local Professional Development:

#### ABWIM Advocacy Resources: **\$9,500** **19%**

Annually, the capacity to enhance a broader understanding of ABWIM mission and role in advocating women in pastoral roles is limited by financial resources available. It is our desire to make resources much more accessible to a broader spectrum of ABCUSA constituents:

- Responding to God's Call – Rev. Dr. Molly T. Marshall
- Celebrating God's Call – Rev. Dr. Patricia P. Hernandez
- Challenging Gender Discrimination in the Church – Rev. Dr. Marvin A. McMickle
- A Biblical Basis for Equal Partnership – Rev. Dr. David M. Scholer
- Celebrating Women in Ministry - (*Shining the Spotlight*)
- American Baptist Quarterly, *Baptist Women In Ministry Through 1920*
- Other Advocacy Resources

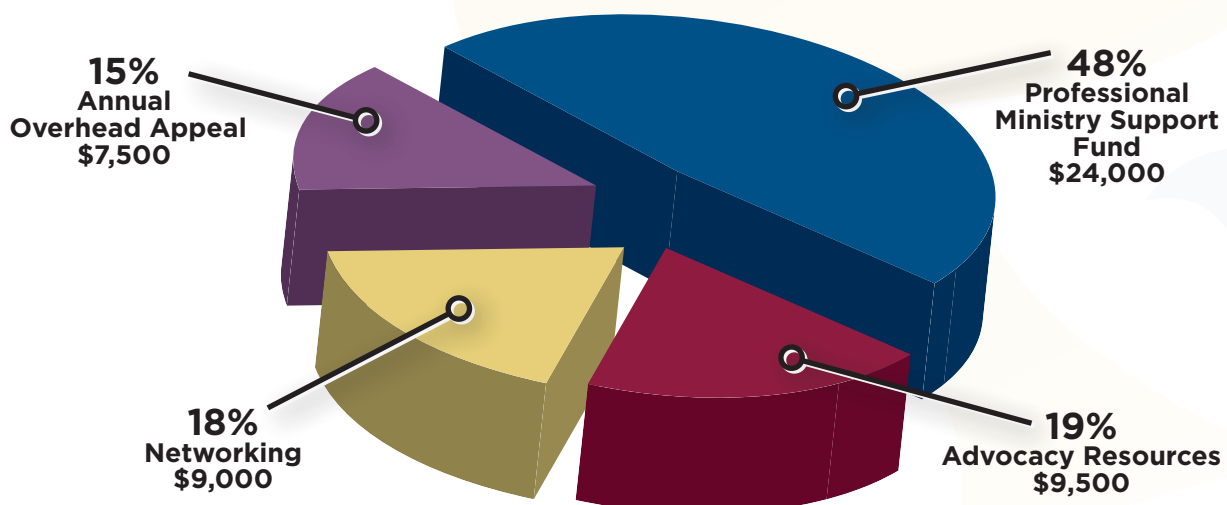
#### Networking: **\$9,000** **18%**

- Conferences and Events
- Small Group Development
- National Development of ABWIM Regional Advocates

#### Appeal Overhead (promotional costs): **\$7,500** **15%**

- Printing and Enhanced Online Resources – E-newsletter, Brochures and Promotional Materials
- Postage and Shipping
- Other Fundraising/Development Costs

### ABWIM 2016 \$50,000 MINIMUM GOAL





## OUR ADDED CHALLENGE GOAL - \$50,000

Upon prayerfully over subscribing the above minimum \$50,000 goal for current capacity building and ABWIM enhancements, the core of the added funding of our Challenge Goal would accomplish the following supplemental initiatives:

• <b>Reserves for 2020 ABWIM 40th Anniversary Celebratory Event:</b>	<b>\$25,000</b>	<b>50%</b>
• <b>Increase our ABWIM Endowment Fund:</b>	<b>\$12,500</b>	<b>25%</b>
• <b>Added Support for Advocacy, Networking, and Overhead:</b>	<b>\$12,500</b>	<b>25%</b>

## HOW DO I FIND OUT MORE?

For more information on ways to give, including naming opportunities, contact the ABWIM office or a member of the Annual Appeal Steering Committee:

**CONTACT:** The American Baptist Women in Ministry Annual Appeal

**ADDRESS:** American Baptist Women in Ministry

P.O. Box 851  
Valley Forge, PA 19482-0851

**PHONE:** ABWIM Office - 800-222-3872, ext. 2070  
Development Office - 800 222-3872, ext. 2108

**ABWIM EMAIL:** [patricia.hernandez@abc-usa.org](mailto:patricia.hernandez@abc-usa.org)  
[kenneth.marsenburg@abc-usa.org](mailto:kenneth.marsenburg@abc-usa.org)

**ABWIM WEBSITE:** [www.abwim.org](http://www.abwim.org)



American Baptist  
Women in Ministry

## HOW YOU CAN HELP

Pledges over a period of up to 12 months are encouraged to generate the substantial financial resources that are necessary for the \$50,000 minimum goal to be achieved, and for all the intended benefits to be realized during 2017. Gifts to the ABWIM Annual Appeal, including outright gifts and payments on pledges can be made in the form of cash, credit cards (MasterCard or Visa), stocks, bonds, annuities or paid up whole-life policies. Gifts should be made payable to ABCUSA with ABWIM printed on the memo line.

In the case of securities, donors are cautioned to contribute the stock, and not the proceeds from the sale of stock, to garner the maximum tax advantages and to avoid or minimize capital gains. All donors will be recognized in an appropriate, meaningful way. Special donor recognition opportunities are fitting tributes to loved ones, friends, and mentors. The ABCUSA Development Office can furnish further details.

Below are suggested faith-pledge or one-time gift options to consider towards our outline urgent needs:

<b>\$ ABWIM Pledge or One-Time Gift Amount</b>	<b>Suggested Initial 10% Payment</b>	<b>2 Semi-Annual Payments</b>	<b>4 Quarterly Payments</b>	<b>12 Monthly Payments</b>
<b>\$ 10,000</b>	<b>\$ 1,000</b>	<b>\$ 4,500</b>	<b>\$ 2,250</b>	<b>\$ 750</b>
<b>\$ 5,000</b>	<b>\$ 500</b>	<b>\$ 2,250</b>	<b>\$ 1,125</b>	<b>\$ 375</b>
<b>\$ 2,500</b>	<b>\$ 250</b>	<b>\$ 1,125</b>	<b>\$ 563</b>	<b>\$ 188</b>
<b>\$ 1,500</b>	<b>\$ 150</b>	<b>\$ 675</b>	<b>\$ 338</b>	<b>\$ 113</b>
<b>\$ 1,000</b>	<b>\$ 100</b>	<b>\$ 450</b>	<b>\$ 225</b>	<b>\$ 75</b>
<b>\$ 500</b>	<b>\$ 50</b>	<b>\$ 225</b>	<b>\$ 113</b>	<b>\$ 38</b>
<b>\$ 250</b>	<b>\$ 25</b>	<b>\$ 113</b>	<b>\$ 56</b>	<b>\$ 19</b>
<b>\$ 100</b>	<b>\$ 10</b>	<b>\$ 45</b>	<b>\$ 23</b>	<b>\$ 8</b>

Giving online to ABWIM is easy at: [www.abc-usa.org](http://www.abc-usa.org)  
Click on "Give Online" and specify ABWIM

*Thank you for your generous gift for ABWIM*





American Baptist  
Women in Ministry





## ANNUAL APPEAL STEERING COMMITTEE

### HONORARY CHAIRS

Dr. Susan Gillies  
Rev. Dr. Mary Hulst  
Rev. Dr. Trinette McCray

### GENERAL CHAIR

Rev. Dr. Heather Entrekin

### ABWIM & DEVELOPMENT OFFICES

ABWIM NATIONAL DIRECTOR  
Rev. Dr. Patricia Hernandez

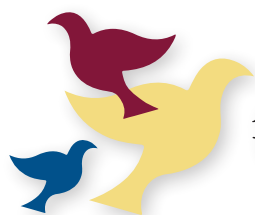
ABWIM ASSOCIATE  
Ms. Joyce Lake

DIRECTOR OF DEVELOPMENT  
Mr. Kenneth Marsenburg

DEVELOPMENT ASSOCIATE  
Ms. Evon Moody

### AASC COMMITTEE LEADERS

Rev. Laura Ayala  
Rev. Holly Bean  
Rev. Elizabeth Congdon  
Rev. Dr. Joyce Duerr  
Rev. Dr. Alice Greene  
Rev. Dr. Larry Greenfield  
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Rev. Dr. James Wolfe III



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