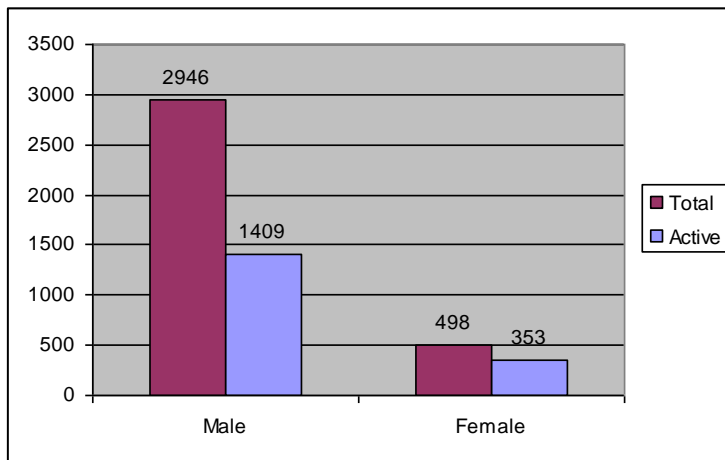


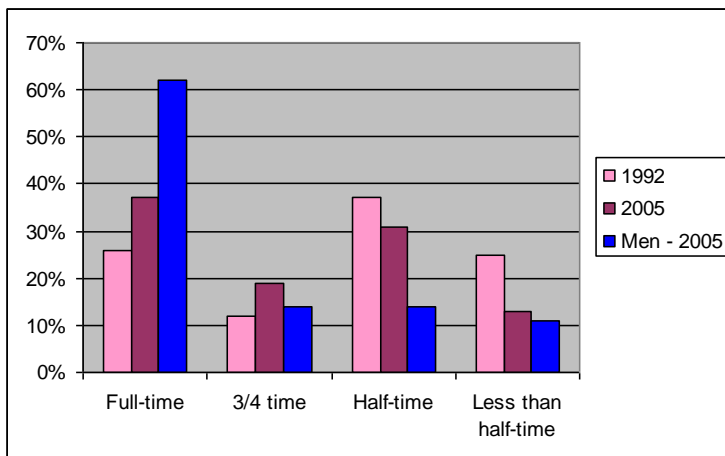


**Summary of Women in Leadership Audit 2009  
Mennonite Church USA**

**Active Male and Female Pastors Compared to Total Database**

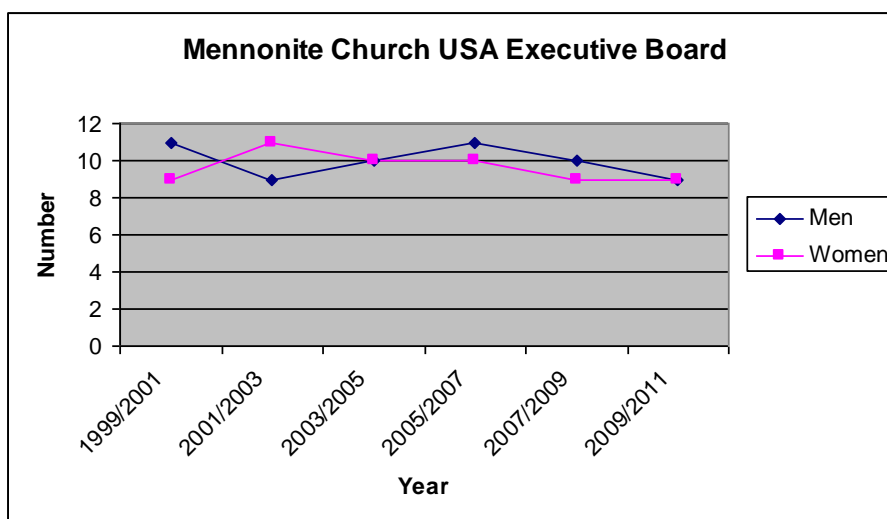
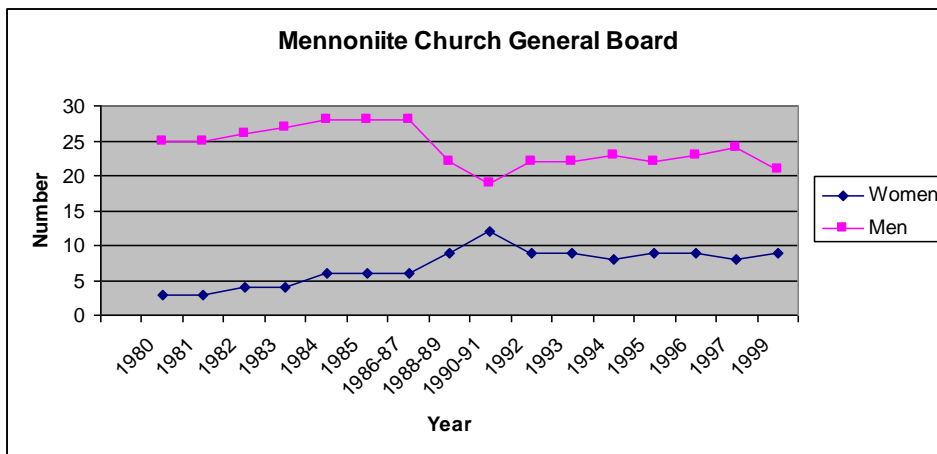
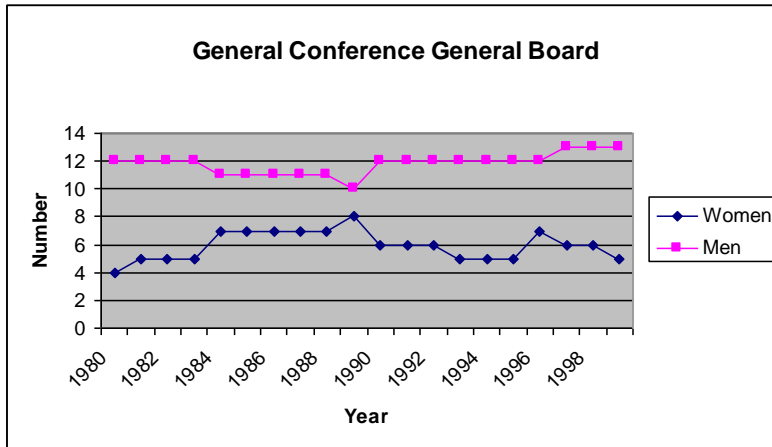


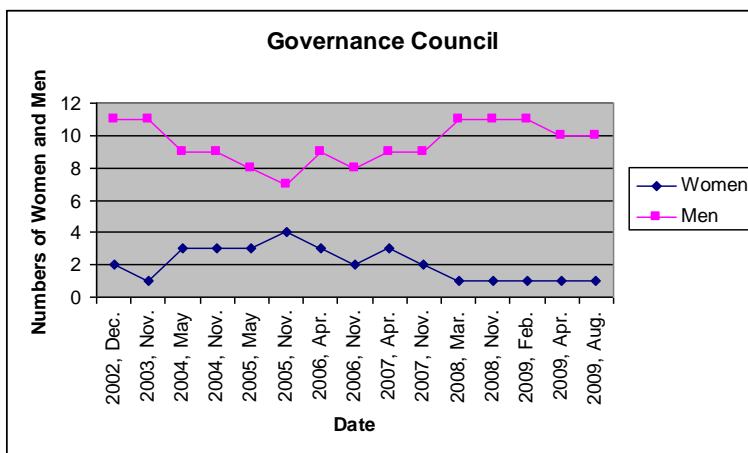
**Part-time vs. Full-time Ministry**



Above graphs compiled by Dorothy Nickel Friesen, May 2009

**Numbers of women serving on denomination-wide boards**





Above graphs compiled by Joanna Shenk, October 2009

**Number of active credentialed persons by area conference**

(In terms of number of active females in the database by area conference, these all have more than 20.)

	Male	Female
Indiana-Michigan Mennonite Conference	140	<b>62</b>
Western District Conference	76	<b>38</b>
Lancaster Mennonite Conference	378	<b>36</b>
Central District Conference	47	<b>34</b>
Virginia Mennonite Conference	133	<b>28</b>
Franconia Mennonite Conference	74	<b>24</b>

Central Plains Mennonite Conference	55	<b>20</b>
Pacific Southwest Mennonite Conference	49	<b>20</b>
<i>These two area conferences have no females listed.</i>		
Franklin Mennonite Conference	31	<b>0</b>
North Central Conference	12	<b>0</b>

**Percentage of active credentialed persons by area conference**

*This shows the areas conferences with the highest percentage of active females. E.g. 42% of the Central District Conference pastors are female, 33% of WDC. There is considerable variation among area conferences.*

Central District Conference		<b>42.0%</b>
Western District Conference		<b>33.0%</b>
Indiana-Michigan Mennonite Conference		<b>30.4%</b>
Pacific Southwest Mennonite Conference		<b>28.2%</b>
Central Plains Mennonite Conference		<b>26.7%</b>
Mountain States Mennonite Conference		<b>25.0%</b>

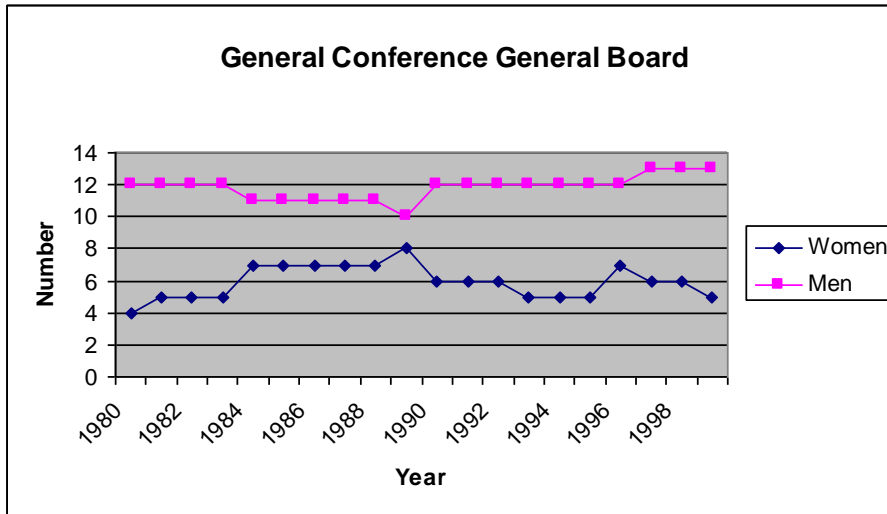
Charts compiled by Dorothy Nickel Friesen, May 2009.

**More extensive summary of findings**

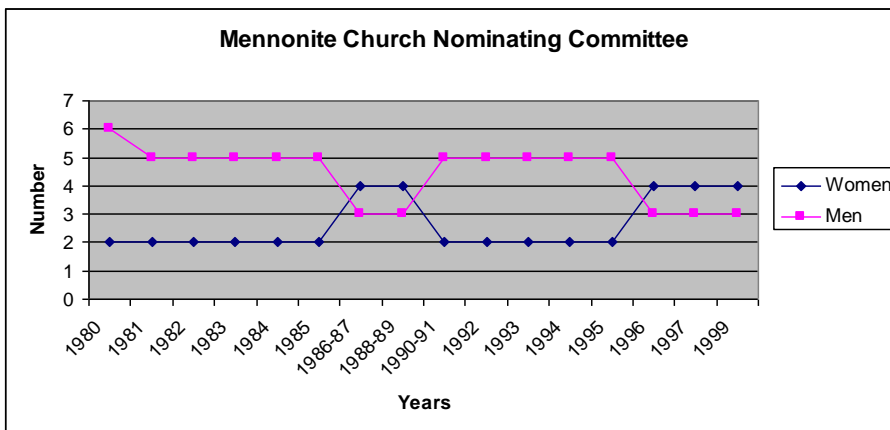
**Mennonite Church pre-transformation**

- General Board of General Conference (1980-1999)

- During these years the percentage of women on the board fluctuated between 25% and 44%. In 1980 the percentage was 25% and in 1999 it was 28%
- Chart available

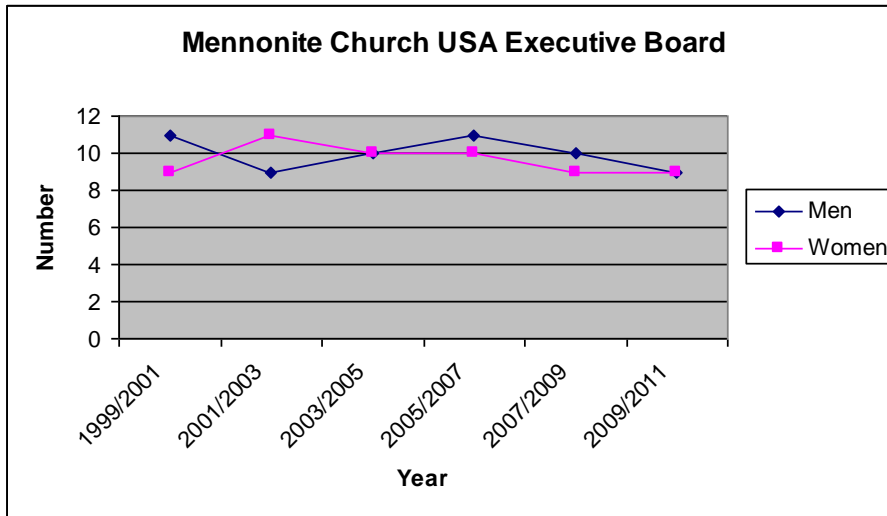


- Mennonite Church General Board
  - During these years the percentage of women on the board fluctuated between 11% and 40%. Surprisingly, in 1980 the percentage of women was 40%, followed by 11% the next year. In 1990 the percentage was up to 39% and by 1999 it was back down to 28%.
- General Conference Nominating Committee. Information not yet received.
- Mennonite Church Nominating Committee

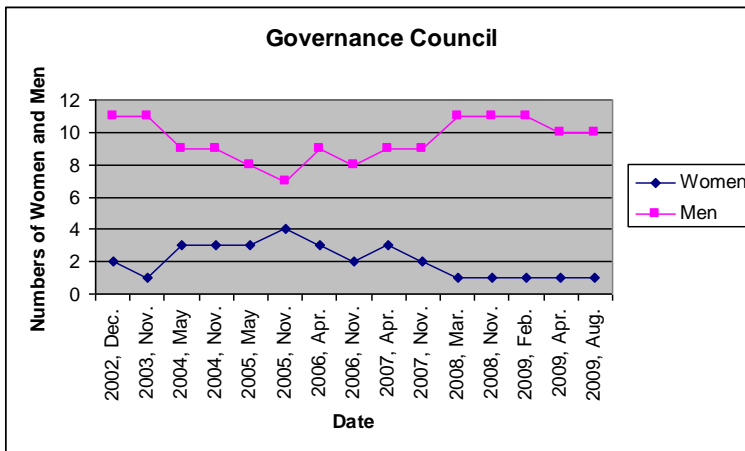


**Mennonite Church USA**

**Executive Board (1999-2011)**



- Executive Director—No women have filled this position
- Moderator—Of the six moderators, two have been women.
- Governance Council (2002-present)
  - The percentage of women on governance council has fluctuated between 8% (Nov. '03, Mar. '08, Nov. '08, Feb. '09) and 36% (Nov. '05). Currently of the 10 members on Governance Council, 1 is a woman.
  - Chart available



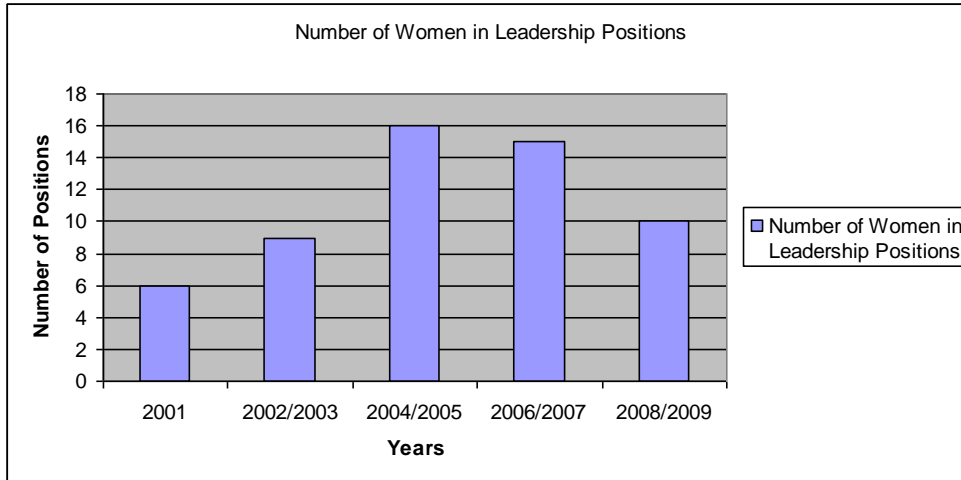
- Constituency Leaders Council
  - Chair (1999-2011)
    - 1 female chair
    - 1 female co-chair
    - 4 male chairs
    - 1 male co-chair
  - Vice Chair (1999-2011)
    - 4 females
    - 1 male
  - Secretary (1999-2011)
    - 1 male
  - Worship Facilitator (2001-2011)
    - 3 female
    - 3 males
  - Churchwide Leadership Discernment Committee (1999-2013)
    - 6 females
    - 6 males
  - Gifts Discernment Committee (2001-2011)
    - 12 females
    - 9 males
  - Listening Committee (1999-2011)
    - 16 females
    - 11 males
  - Delegate Assembly (2001-2009)
    - 9 females
    - 8 males
  - Delegate Assembly—Listening Committee (2005-2009)
    - 4 females
    - 2 males

Overall: CLC is showing a healthy amount of gender balance, excluding the positions of Chair and Vice Chair. Although the gender of the Chair and Vice Chair has not been the same, a majority of the Chairs have been males and a majority of the Vice Chairs have been female.

## **Mennonite Church USA Denominational Ministry**

### **Conference Leadership**

- General Conference (1980-2000)
  - During these years there was an increasing trend of women in leadership positions overall, although Eastern District had no women leaders.
- Mennonite Church USA (2001-2009)
  - Increasing numbers of women in conference leadership in certain conferences, although other conferences still have not had women in leadership roles (Franklin, Gulf States, Lancaster, New York, North Central, South Central, Southeast, Virginia)



### Pastoral Ministry

**Overall:** There are increasing numbers of women in pastoral ministry and attitudes are shifting, for the better, regarding women in pastoral ministry. Much intentional effort has been put forth to insure the empowerment of women in pastoral ministry.

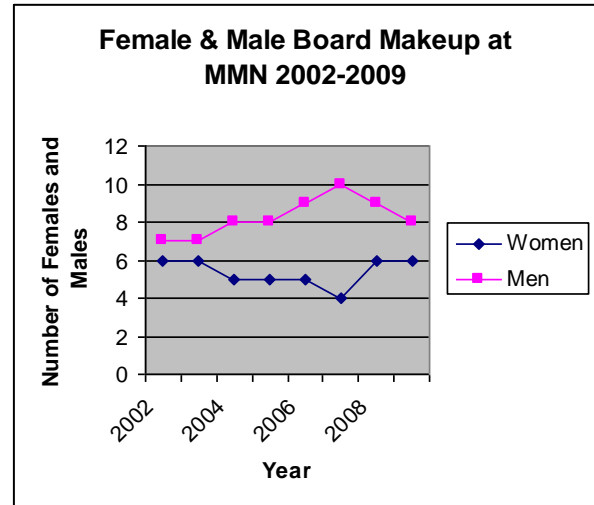
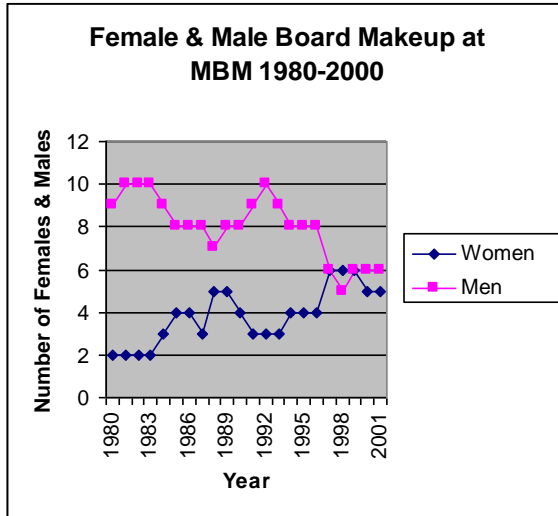
### Mennonite Church USA Agencies

No women have ever filled the position of Executive Director for any of the four church-wide agencies.

### **Mennonite Board of Missions/Mennonite Mission Network**

- Three presidents since 1980, no women (Although Marty Lehman served as Interim Exec. Director of MBM during the transition to Mission Network.)
- Executive Cabinet 2002-present.
  - No women on Cabinet 2002-2006, 5 men
  - 2007 – 1 woman, 4 men
  - 2008 – 1 woman, 3 men
  - 2009 – 2 women, 3 men
- Board Chairs
  - No women from 1980-2002
  - Woman from 2003-2007
  - No women from 2008-2009





### Mennonite Mutual Aid (now Everence)

- Presidents. Since 1945 MMA has had eight Presidents. The first two MMA leaders were actually called General Managers. There have been no female Presidents.
- Vice-Presidents/Directors
  - Since 1996, MMA has consistently had 1-2 females in upper management until 2009.
- Board Chairs
  - Since 1982 we have had 10 board chairs; three were female
- Board Members
  - Since 1996, MMA's board has consisted of 13-17 board members and of those members, four to six have consistently been female.

### Mennonite Publishing Network (now MennoMedia)

- Faith & Life Press was the General Conference Mennonite Church publishing entity till 2001, when it merged with Mennonite Publishing House of the former Mennonite Church. The merged entity was called Mennonite Publishing Network with Faith & Life Resources as its imprint for curriculum, periodicals and other congregational resources, and Herald Press as its imprint for books.
- The following information was provided by MPN, but remains incomplete.

Faith & Life Press

*CEO*

Norma Johnson

*COE/FLP Education Area/ Editorial Staff*

Rosella Wiens Regier

Norma Duerksen

Susan Janzen

*Department Directors*

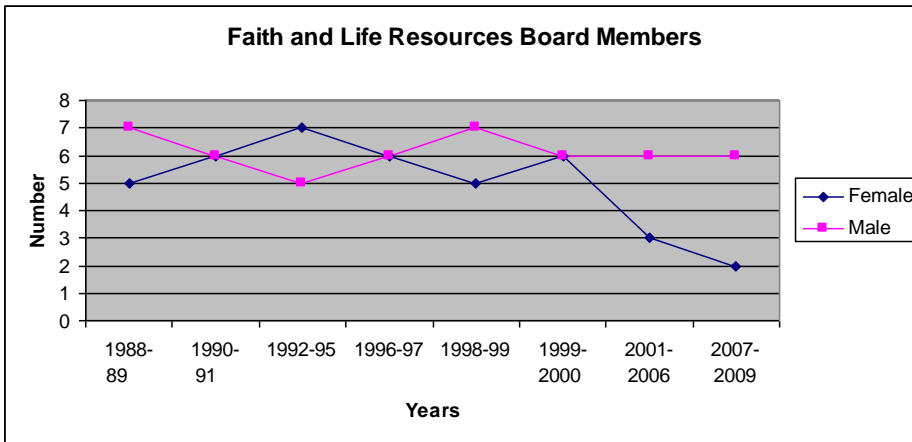
Rose Stutzman

Eleanor Snyder

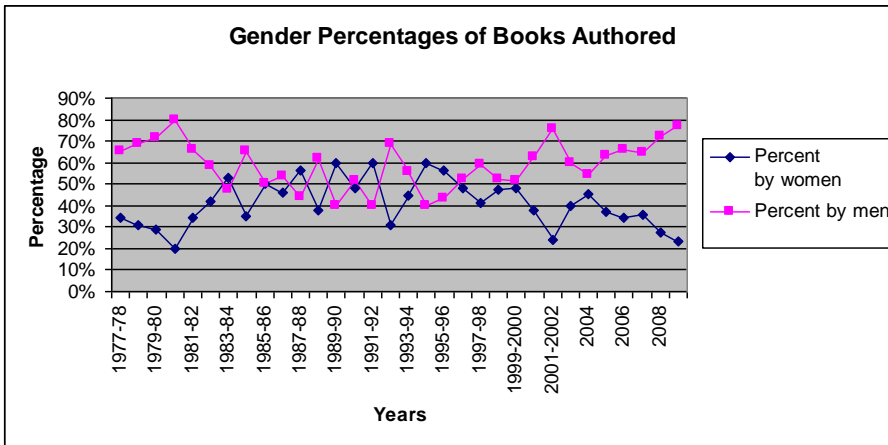
*Editors*

Alice Hershberger  
 Helen Alderfer  
 Marjorie Waybill  
 Rose Stutzman  
 Mary Meyer  
 Carol Duerksen  
 June Mears Driedger  
 Susan Swan

**Faith and Life Resources Board Members**



**Gendered Percentages of Books Authored**

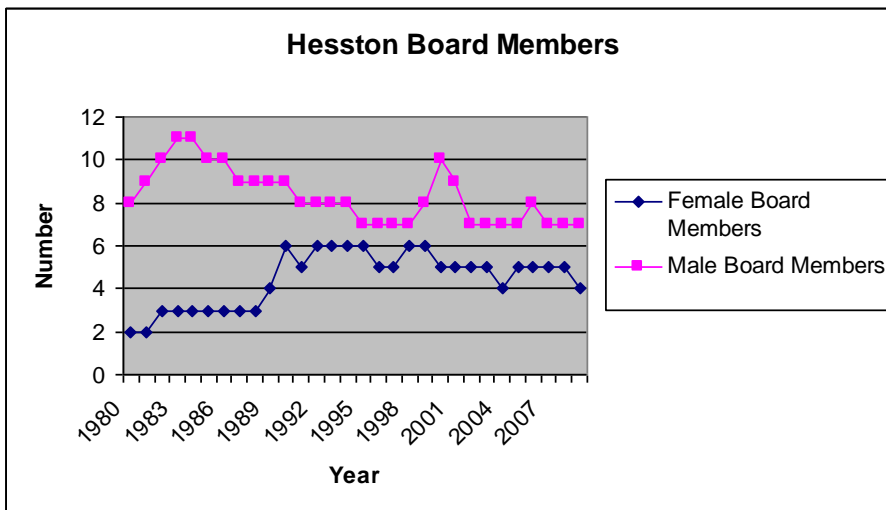
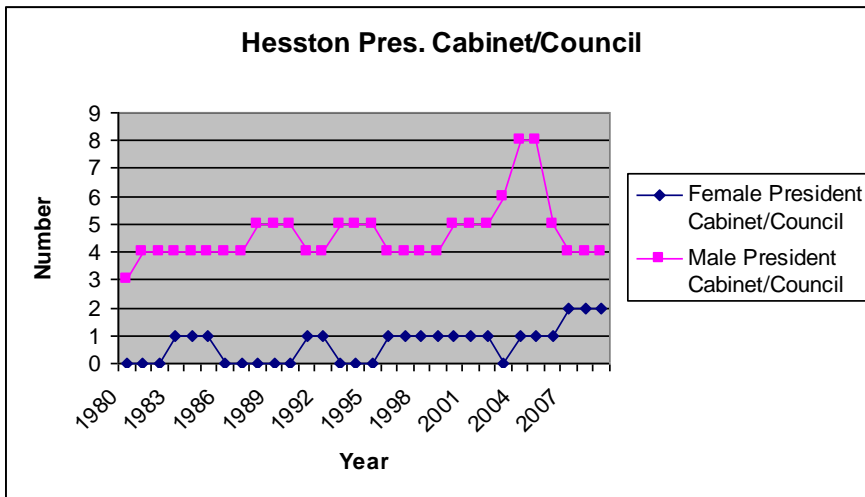


**Mennonite Education Agency**

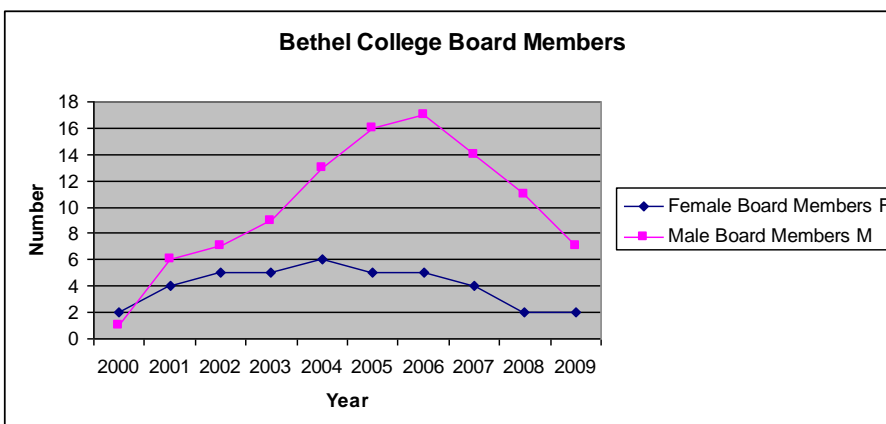
- Two women have served as college presidents (Bluffton and Goshen). Currently no women fill that position at any institution of higher education in Mennonite Church USA.

## Hesston College

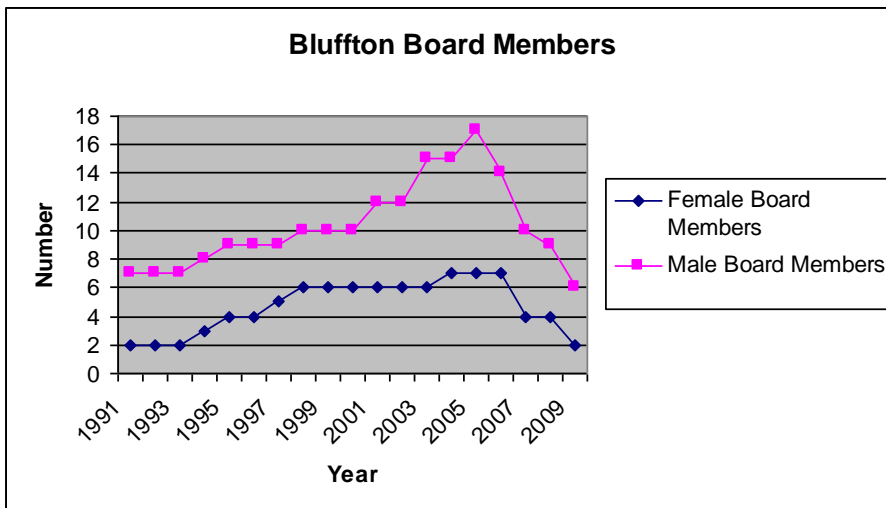
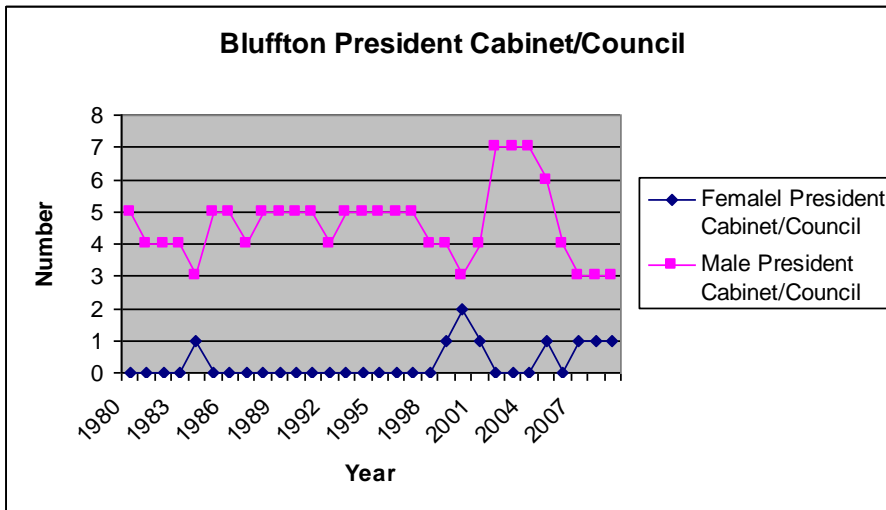
- Pastoral Ministries Program. Since 1985 there have been 114 men, and 13 women who have graduated from the Hesston PM program. Of the 13 women, 8 are serving as pastors of local churches. 3 others are chaplains in hospitals hospice or retirement communities.



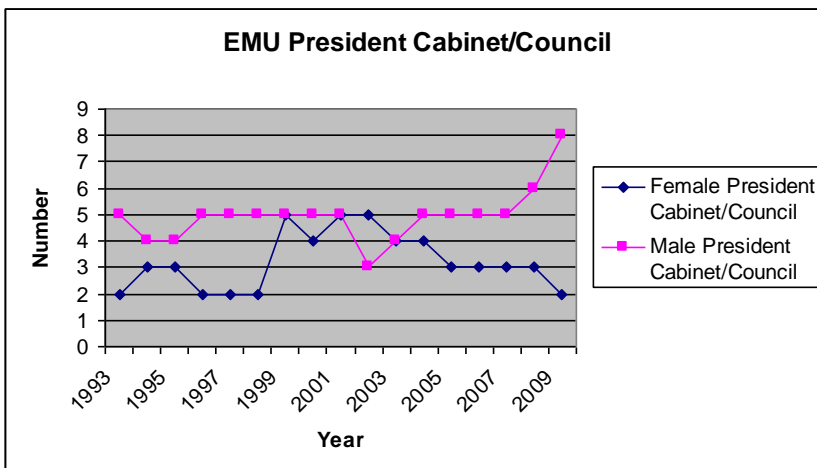
## Bethel College



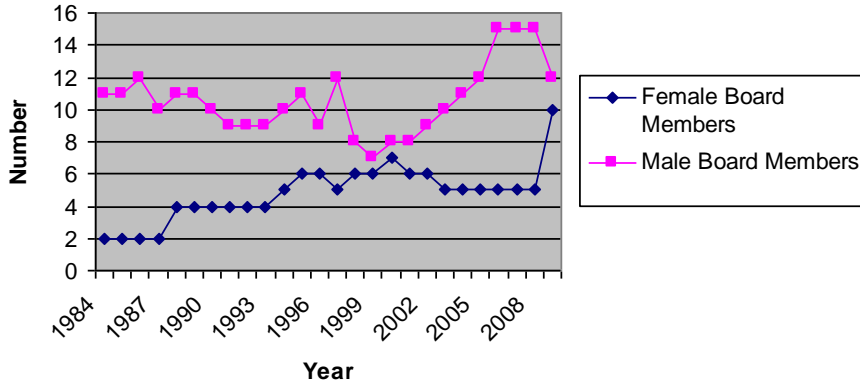
## Bluffton University



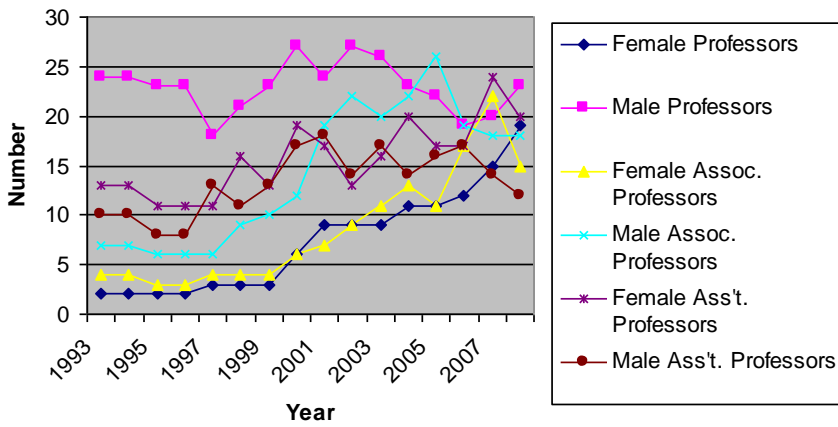
## Eastern Mennonite University



### EMU Board Members

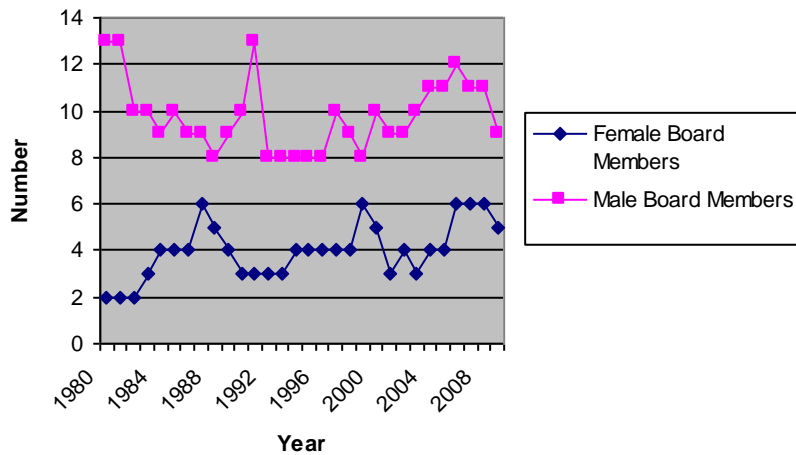


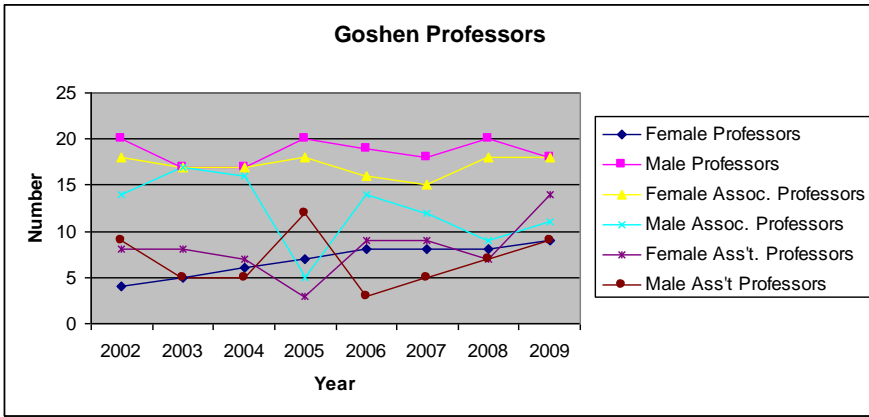
### EMU Professors



## Goshen College

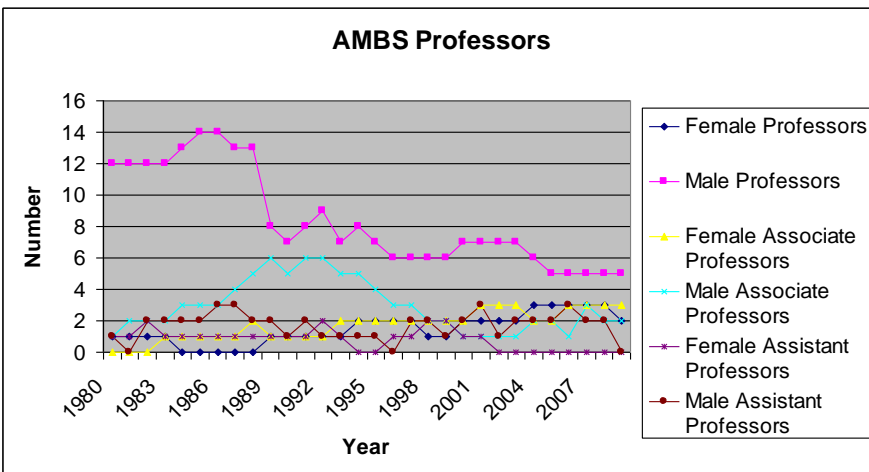
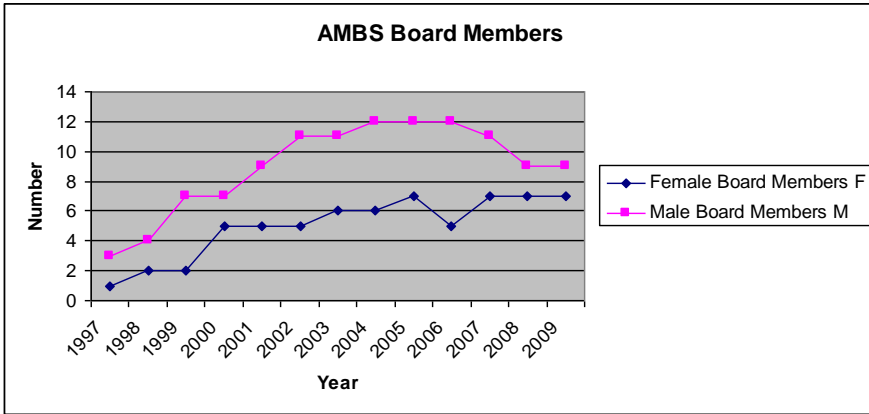
### Goshen Board Members

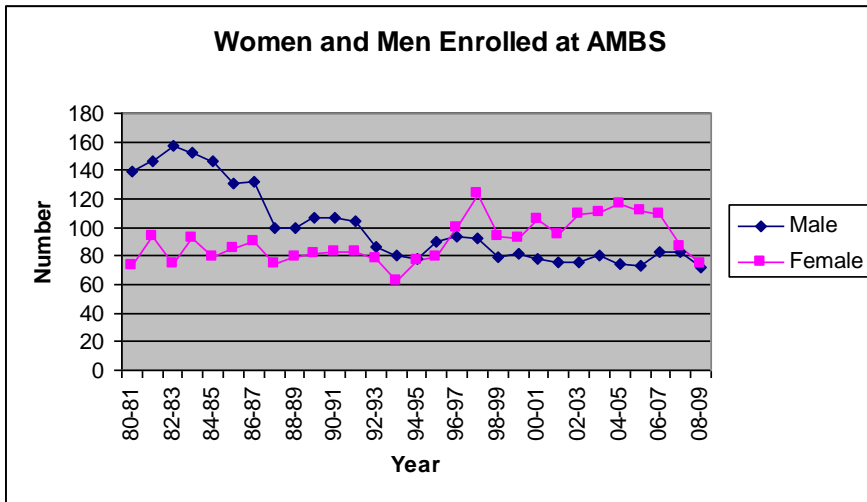




### Associated Mennonite Biblical Seminary (now Anabaptist Mennonite Biblical Seminary)

- Many women in non-teaching leadership positions: Librarian, registrar, academic dean (also holds faculty rank), associate dean, campus pastor, director of AMBS Great Plains (also holds faculty rank), and director of communications.





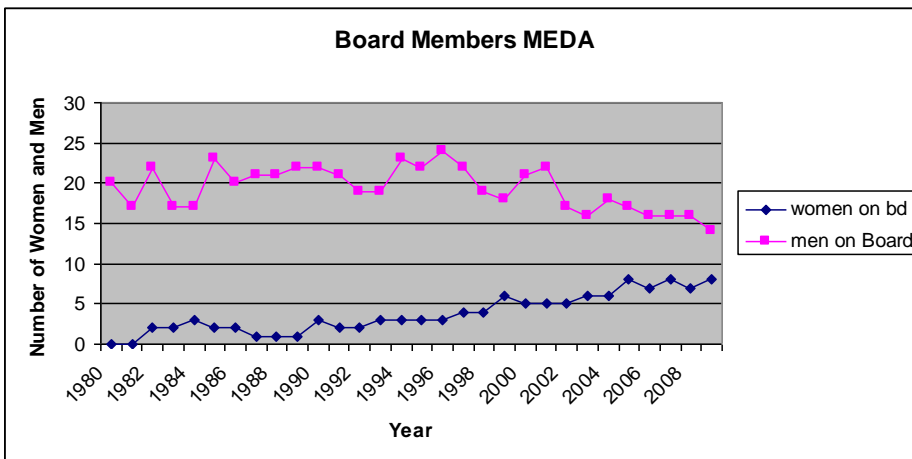
### Mennonite Church USA Affiliated Organizations

#### **Mennonite Health Services Alliance (now an agency of Mennonite Church USA)**

- On the boards of the 59 organizations that are connected to MHS Alliance, altogether there are 424 men and 221 women.
- Of the 59 CEOs there are 41 men and 18 women.
- In leadership positions, those who report directly to the director, there are 107 men and 158 women.

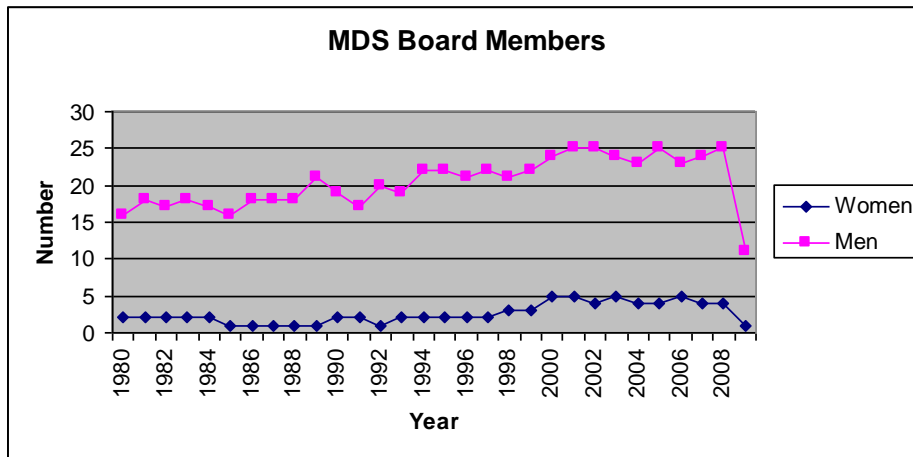
#### **Mennonite Economic Development Association**

- President: No presidents have been female
- Vice-President: Currently one of the four vice presidents is female. The first female VP was appointed in 1995—1998. Then there were no female VPs until one was appointed 2004—present.
- Board Chair: Sue Miller was chair of the MEDA board for a three year period. Other chairs have been male
- Board members: currently eight members of the 22-member board are females



#### **Mennonite Central Committee (No response received)**

## Mennonite Disaster Services



### Summary

- Overall, there is reason to be optimistic about increasing numbers of women in leadership. In the past number of years there have been increasing numbers of women on the Boards of agencies and affiliated organizations. According to the research most recently presented by Dorothy Nickel Friesen (Columbus 2009), there are increasing numbers of women in congregational leadership and changing attitudes, in a positive direction, toward women in pastoral ministry. This is a great accomplishment, based on much intentional effort. Unfortunately we do not see the same about of intentionality when it comes to empowering women in organizational leadership. The numbers on Governance Council tell this story. It is also clear that the moderator position needs to be reevaluated based on the fact that many women have not been able to accept the appointment. This reality raises questions about the expectations put on those in top leadership positions, particularly those that have not been filled by women (Executive Director and Agency Executives) as well as the Moderator role, in which only 2 women have served. In this process of reevaluation the work done to empower women in pastoral ministry should be used as a guide. Christian Peacemaker Teams also has anti-sexism resources that help to uncover the systemic framework that disempowers women, and others, who do not fit in the patriarchal mold. Although there are accomplishments to be celebrated, we have much good work to do.

*Compiled by Joanna Shenk. September 2009.*