



CHANGING PATTERNS



GENERAL DIVISION OF WOMEN'S WORK
REPORT OF THE TRIENNIUM • 1959-1961

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THE REPORT OF THE PAST TRIENNIUM MUST BEGIN WITH high tribute to Mrs. Arthur M. Sherman, who retired as Executive Director of the General Division of Women's Work on December 31, 1959, after thirty-one years of continued service to the National Council. Mrs. Sherman was Educational Secretary of the Woman's Auxiliary from 1930 to 1941, Executive Secretary of the Woman's Auxiliary to the National Council from 1941 to 1958, and then Executive Director of the General Division of Women's Work until her retirement. The changes and developments in women's work, as both recorded and predicted in *This is Our Heritage**, reflect the wise and devoted leadership of Margaret Sherman. The new Executive Director, who succeeded her on January 1, 1960, is continually thankful for the heritage, and humbled by the responsibility. Many expressions of love and gratitude were given her by the National Council, by the General Division of Women's Work, by all her co-workers, and by men and women throughout the Church.

The report of the triennium 1959-1961, while made by the new Executive Director, grows out of the years of Mrs. Sherman's creative leadership, and the remarkably able group of women who comprise the staff and elected membership of the General Division of Women's Work.

* Report 1956-1958.

OUR NAME

THE CHANGE OF NAME in 1958 from Woman's Auxiliary to the National Council to General Division of Women's Work of the National Council indicates a change in status and function which has sometimes caused misunderstanding. Change of name in a diocese from Woman's Auxiliary to Episcopal Churchwomen, and other changes in parish and mission help us to see that women are an integral part of the total Church, nationally, in the diocese, and in the parish. It was never the intention of the early leaders of women's work that women become a separate organization. Those early leaders often had more vision than some of us today! During the past three years we have discovered some of the problems that arise when patterns are changed, and we have also discovered the advantages that come when we are not isolated as women but working together, clergy and lay people as the whole Church, in carrying out the Church's Mission.

In *This is Our Heritage* (an excellent story of the background for women's work today), many changes were indicated for the 1958-61 triennium, some of them already begun at the time of the Triennial Meeting in 1958. Let us review those and other developments in our life and ministry in the past triennium.

FUNCTIONS AND RESPONSIBILITIES OF THE GENERAL DIVISION

IN 1959 every Department and General Division of the National Council was asked to prepare a statement of its Functions and Responsibilities to be presented to the National Council. We began working on ours at the February 1960 meeting and discovered we needed further consultation with Directors of Departments and Divisions. In October 1960 the General Division met for a whole day with the Presiding Bishop, Mr. Warren H. Turner, Jr., Executive Assistant to the Presiding Bishop, Bishop Corrigan, Director of the Home Department, the Rev. Almon R. Pepper, Director of the Department of Christian Social Relations, the Rev. David R. Hunter, Director of the Department of Christian Education, the Rev. Edward T. Adkins, Executive Secretary of the Adult Division of that Department, and the

Rev. Carleton Sweetser, Associate Secretary of the General Division of Laymen's Work. The conference helped both our General Division and the National Council officers to see our relationship to the National Council and to understand some of the problems and opportunities we face as we work out these relationships.

At the April 1961 meeting we adopted a revised statement of our Purpose and Responsibilities, which is yet to be presented to the National Council. The following draft statement of the purpose of the General Division of Women's Work will be presented to the National Council at one of its future meetings:

To help women to a fresh awareness and understanding of the Mission of the Church.

To help women and men understand and accept their role as laity of the Church.

To represent the women of the Church in the total program of the Church.

To be in touch with developments in the life and work of women in society.

To counsel with the women of the Church, as new roles for them arise and new patterns and work emerge.

The full statement of purpose and responsibilities of the General Division will be released following a future Council meeting.

LIAISON STAFF

OUR LIAISON STAFF from other Departments continues to be one of the most effective means of relating us as women to the total Church. Miss Katharine Guice, who served as liaison from the Department of Christian Social Relations from January 1, 1958, to December 1, 1960, was responsible for relating us to many interdepartmental and other activities, including the Family Life Conferences and Resources, the United Nations Seminars, White House Conferences, Diocesan and Provincial Christian Social Relations Conferences, and for helping the women of the dioceses to share in diocesan Christian social relations programs. The new officer to replace Miss Guice is Mrs. Elwood L. Haines, whose appointment was effective September 1, 1961.

Our relationship with the Home Department, particularly concerning Church Vocation and National Council responsibility for women missionaries, is strengthened by the liaison officer, Miss Olive Mae Mulica, who was appointed as Secretary for Personnel and Church Vocations on September 1, 1959. Miss Mulica is also serving as Acting Executive Secretary of the Unit of Church Vocations (now a division of the Home Department).

At the last Triennial Meeting, it was announced that our Educational Secretary, Miss Avis E. Harvey, had been transferred to the Adult Division of the Department of Christian Education, as liaison officer with our Division. Miss Harvey later resigned from that position, moving to the Department of Promotion on August 1, 1960. Miss Edith M. Daly joined the staff of the Department of Christian Education on September 1, 1961, as liaison officer with our General Division.

GENERAL DIVISION STAFF

OUR TWO STAFF OFFICERS, the Secretary for the United Thank Offering and the Secretary for Supply, continue to co-operate with other Departments: Overseas, Home, Christian Social Relations, Promotion, and Finance. Their reports will indicate our increasing need to be related closely to all National Council Departments in our work. Our new Secretary for Supply, appointed for a two-year term, is Miss Anne E. Kremer, who began her work September 1, 1960, replacing Miss Dorothy Stabler, who retired August 31, 1960.

Miss Stabler came to the National Council in 1941 as Secretary for Christian Social Relations and Supply Work for the Woman's Auxiliary. After the appointment of Miss Guice as liaison with the Department of Christian Social Relations, Miss Stabler continued as Associate Secretary for Supply Work in the General Division of Women's Work. Miss Stabler's retirement was announced for the summer of 1959, but she graciously consented to continue until August 31, 1960, so there would be no interim between secretaryships. Because of Miss Stabler's previous work with the Department of Christian Social Relations, the transition to a liaison person from that Department was made easily in 1958. We are grateful to Miss Stabler for her nineteen

years of service, and will continue to appreciate that part of the heritage she has given to us and to the whole Church.

As we looked back over the past triennium, and ahead to the next, the General Division realized our need for more direct contact between the staff and the field. We are asking General Convention for the addition of two field officers, one to be appointed in 1962 and another in 1963 to help us fulfill our purpose and responsibilities.

PERSONNEL AND CHURCH VOCATIONS

PERHAPS THE MOST SIGNIFICANT change in Personnel this triennium took place in September of 1959 when the portfolio of the Associate Secretary for Personnel was transferred to the Home Department as Secretary for Personnel and Church Vocations. This transfer carried with it a liaison relationship not only to the General Division of Women's Work but also to the Unit of Church Vocations, which in April, 1961, was incorporated into the Home Department. As in the other liaison relationships (Christian Education and Christian Social Relations) all the areas of concern formerly dealt with almost exclusively by the women of the Church were carried into other Departments of the National Council, specifically in this case the Home Department and the Unit of Church Vocations. And, as has happened in the other liaison relationships, certain changes in emphasis have been the result.

A major emphasis of the Unit of Church Vocations during the first years of the triennium has been the development of diocesan committees or commissions of church vocations (or recruiting). In several dioceses, personnel chairmen were members and sometimes chairmen of these committees. Incorporated in the responsibilities of these committees was the task of recruiting men as well as women for lay church vocations, and men for the ordained ministry. Added strength and support was given to the Unit's work by the Laity Training Conferences in 1960, under the joint sponsorship of the General Division of Laymen's Work, the General Division of Women's Work, the Department of Christian Education, and the Unit. The conferences provided selected clergy and lay people from each diocese with a program designed to stimulate active concern in all parishes for the needs and oppor-

tunities for lay men and women in full-time work in the Church.

The most common methods of recruiting continue to be through vocational conferences (of various kinds) and encouraging participation in summer service projects. Many questions are being raised about the effectiveness of both as recruiting tools, the chief ones being in the area of appropriate ways of following up the initial expressions of interest in church vocations by young people. It would seem that one of the directions for the work of the next triennium might be the development of a sounder system of not only keeping in touch with participants in vocational conferences and summer service projects but of providing appropriate channels of referral for guidance.

In the four years of its administration by the Unit of Church Vocations, the Apprenticeship Program has provided for one hundred women college graduates a means of testing their vocation for professional church work while at the same time giving them an opportunity to serve the Church in parishes, on college campuses, and in church-related social agencies. Approximately one-third of these young women have gone on to graduate training, one-third have married, and one-third have found their vocation in other fields of work. Careful selection of the apprentices and placement with trained supervisors continue to be the most important factors in the effectiveness of the program. The program was considerably strengthened with the addition to the Unit of a Co-ordinator for the Apprenticeship Program in April 1960.

Similar to the Apprenticeship Program, but separate from it, has been a co-operative experiment by the General Division of Women's Work and the Overseas Department in the placement of women college graduates in a few overseas districts for short-term service.

Provision for scholarship aid continues to be a significant part of personnel work. In the past triennium 92 women were granted scholarships from the General Division of Women's Work from United Thank Offering funds. It is gratifying to note that the number of diocesan scholarship funds through the Episcopal Churchwomen is steadily increasing. A better means of co-ordinating these grants with grants made by the General Division needs to be worked out in order that the process of application for scholarships may be more clearly understood and adhered to by applicants.

Steady growth is evident in the training programs at both St. Margaret's House in Berkeley, California, and Windham House in New York City in the preparation of women for professional work in the Church. Similar in many respects, chiefly in the insistence on the importance of supervised field work as an integral part of the total training program, each House makes its unique contribution to the development of sound training to fit the needs of the Church. Since 1958 women have been admitted as candidates for the bachelor of divinity degree at the Episcopal Theological School in Cambridge, Massachusetts, and in September, 1961 Seabury-Western Seminary in Evanston, Illinois, will offer the Master's degree in Christian education to qualified men and women. The Central House for Deaconesses moved to larger quarters nearer Seabury-Western Seminary, and continues to serve as a center for deaconesses as well as a place where they may be trained.

The need for increasing the faculty salaries at St. Margaret's House and Windham House was brought to the attention of the General Division in October 1960, and a special committee was appointed to study those salaries. In December, a committee appointed by the Home Department to consider increasing salaries of women workers in the domestic mission field and in college work joined with the committee from the General Division. In April 1961, the National Council adopted the recommendation of this joint committee for appropriate salary increases for women workers appointed by the National Council.

Over the past several years, questions concerning the selection, training, and employment of women for professional work in the Church have consistently been raised and studied by various individuals and groups throughout the Church, including personnel committees of the former Woman's Auxiliary, the Episcopal Churchwomen, the General Division of Women's Work, and the training schools themselves. Some progress can be reported. The report of the Committee to Study the Admission of Women to Church Work has been completed and is available. The Joint Commission on Status and Training of Professional Women Church Workers (appointed by General Convention in 1958) invited the Secretary for Personnel and Church Vocations and four other members of the Association of Professional

Women Church Workers to meet with them as they prepared the report of the Commission to General Convention. This report calls for the enactment of a canon to provide for the licensing of qualified women workers. The following quotation from the introduction of the Report expresses clearly the mind of the Commission with reference to the need for the adoption of such a canon:

The members of the Joint Commission are convinced that, due to the rapid increase in the opportunity, need and numbers, women workers in the Church be recognized for their value and importance by providing a framework and a method which will insure a healthier mode of selection and training of women for work of professional caliber within the Church.

In order that there may be a pattern of acceptance and training set, so that training schools and seminaries may prepare these applicants adequately, it is the mind of the Joint Commission that the following Canon (see pp. 1-4 of the Report) be enacted in order to remove disorder from this area of the Church's life and correct the present lack of control and clarity.

The Report concludes with a recommendation for recognition by the General Convention of the standards of the Association of Professional Women Church Workers.

This is all very encouraging; however there remains a good deal yet to be done, particularly in the area of employment practices, such as provision for more adequate salaries, pensions, health insurance, sabbatical leaves for refresher study, if we are to come to some satisfactory answer to the persistent question of whether "the Church offers an established profession for women or just a series of opportunities for service?" (See *This is Our Heritage*, page 29, paragraph 3.)

The need for qualified, well-trained lay workers and clergy continues. Diocesan and parish personnel chairmen and committees on church vocations have worked imaginatively and creatively in counseling young men and women with their questions about church vocations, in providing experiences for them in summer service projects, vocational conferences, apprenticeships, and in offering scholarship assistance toward their training. The fact remains, however, that there is a large number of parishes seeking directors of Christian education—and not enough trained people to answer the demand that a goodly

number of vacancies exists for teachers and social workers in our church-related schools and social agencies, and that the number of men graduating from our seminaries each year just about replaces the number of clergy who retire, thereby making advance work almost impossible. Much remains to be done in recruiting men and women of quality as well as quantity! And in order that the Church may be assured that its professional leadership is most effectively used, attention must be given to the problems concerning appropriate placement of qualified personnel. Fortunately plans are being developed for the establishment of a Personnel and Reference Service at National Headquarters to begin operation in 1962. The establishment of such an office, together with continuing clarification of the role of the professional woman worker and increasing efforts on the part of laymen and women in parishes throughout the Church in recruiting, will provide real impetus for considerable progress in the work of Personnel and Church Vocations for the coming triennium.

The liaison relationship between the General Division and the Home Department is still in an early stage of development. From the beginning, the women of the Church have devoted a generous portion of their time, energy, and financial resources to the recruiting, training, and placement of women workers as well as the development of standards for their employment. We are being called on to enlarge our interests to include a similar concern for church vocations for men as well as women. The task of the Personnel Committee in the years ahead is one of continuing to provide appropriate guidance and resources for diocesan chairmen of personnel and/or church vocations to the end that the Church's professional ministry, ordained and lay, may be increased and strengthened.

THE UNITED THANK OFFERING

DURING THE PAST TRIENNium, the United Thank Offering has continued the steady growth which it has maintained through its seventy-two years of existence. More and more women, as well as families, are making the use of a United Thank Offering box a part of their daily lives. This increased participation has resulted in a corre-

sponding increase in the total Offering. As the Offering has increased in size, so its usefulness to the Church has enlarged in both amount and scope.

As new projects have been made possible through the United Thank Offering, its two major emphases, shown in the disposition of the 1889 Offering, have remained unchanged. That first Offering provided a new church building in Alaska and sent a woman missionary to Japan, providing her first year's salary, transportation to the field, and her necessary equipment. Many new and different types of buildings, including modern, as well as traditional churches, schools, rectories, camps, conference centers, and college centers have been provided. The assistance to our women missionaries has expanded over the years until today the United Thank Offering aids girls in seeking their vocation; in training for church work; as they serve as women workers, by providing salary, allowances, and equipment; and in retirement through a pension. Other special groups of women, such as deaconesses, are assisted through special grants.

The United Thank Offering began as an Offering over and above regular giving, and was used for extra and advance purposes. During depression and war years, however, it became necessary for some of the Offering to be used in the General Church Budget. This has continued until the present. It is hoped that within the next few years the United Thank Offering may gradually be withdrawn from the General Church Budget and the entire Offering used for advance work.

During this triennium the 1958 Offering has been dispensed as provided for in the budget adopted in Miami Beach. Capital gifts, both home and overseas, which were listed as Specials, and annual grants have been paid.

The \$100,000.00 for the Anglican Communion has been dispensed in grants made by the General Division of Women's Work upon the advice of the Rt. Rev. Stephen F. Bayne, Jr., Executive Officer of the Anglican Communion. Grants to Korea assisted in providing a new building for St. Bede's House in Seoul and in the training and preparing of lay ministers. Grants to Borneo assisted in setting up a new diocese in northern Borneo and provided priests' houses in two new areas and a community house for the Little Sisters of the Epiphany.

Grants to St. Peter's Hall, Trinity College, Singapore, helped to complete a building project and to provide library material for Chinese students there. A grant to the Society for the Propagation of Christian Knowledge helped to underwrite the cost of translating and writing material for use among the Chinese of the Dispersion. A grant to Bishop Bayne provides research assistance needed in preparing for the meeting of the Advisory Council in 1963.

A report on the part of the 1958 Budget from which grants were made during the triennium by the members of the General Division of Women's Work follows:

WORK BUDGETS

THESE ANNUAL ALLOWANCES, for which no accounting is required, were increased from \$125.00 to \$150.00 in 1958 and for the first time were sent to all women workers appointed by the National Council. Special work budgets, as usual, were sent to members of three religious orders serving in missionary districts overseas.

GENERAL EQUIPMENT

GENERAL EQUIPMENT was provided for our women workers. Grants were made for office and home furniture, business machines, medical equipment, movie projectors, tape recorders, physics charts for a teacher in Liberia, and kindergarten scissors for a teacher in the Philippines.

CARS

ELEVEN CAR GRANTS ranging from \$500 to \$1,800 were made, eight of these for women in this country and three overseas, including one to An-veng Loh, our first woman missionary in Taiwan.

REPAIR AND EQUIPMENT OF BUILDINGS

GRANTS INCLUDED REPAIRS to St. John's Cathedral in Puerto Rico, and to churches in the Virgin Islands, Cuba, Western North Carolina and North Dakota, and repairs to a cathedral organ in Wyoming. A number of rectories and parish houses, both in this country and overseas, were also repaired, as were two mission buildings, a girls' dormitory in Liberia, a building to be used as a medical clinic in Upper South Carolina, and the Holy Cross hospital wards in Liberia. Several of the American Church Institute schools received grants for much-needed

repairs, as did the conference center in Eastern Oregon. Equipment grants were made for small hospitals in East Carolina and the Philippines, a conference center in Utah, and a parish house in North Dakota. Equipment also was provided for an *internado* in Mexico and schools in Panama, Southern Brazil, Liberia, Haiti, South Dakota, Honolulu, and St. Thomas in the Virgin Islands.

NEW BUILDINGS AND PROPERTY

GRANTS WERE MADE for land in Haiti and Mexico. The Haitian grant included a church and a school and the Mexican grant a church, rectory, and parish hall. Building grants were made for eight churches overseas and four in this country, four rectories, six parish halls, as well as for five schools, new living quarters at a mission, and a long-house at a diocesan camp. Canterbury centers were provided for students at the University of Kentucky, the University of Wisconsin, Washington and Lee University, and Virginia Military Institute.

DISCRETIONARY FUND

MANY GRANTS for new buildings have been made from the Discretionary Fund. One grant was made for land and a church in Puerto Rico. Other grants were for buildings in North Carolina, the Philippines, and Montana. Property grants were made to the Philippine Episcopal Church to buy land for a new mission, to the Dominican Republic to purchase additional needed property, and to the Philippine Independent Church for land for a chapel at the University of the Philippines. In December 1958, a leadership program for Ministry to the Aging was initiated in the Department of Christian Social Relations. When the Tarumi Conference Center in Japan was destroyed by fire, a United Thank Offering grant made it possible to rebuild it immediately. The Church Society for College Work received grants for three Faculty Summer Sessions and for two years' support of the Ministry to Married Students at Michigan State University. In India, the Nutrition Research Center at the Women's Christian College of Madras was assisted by a grant, and the Church of South India received three annual grants for the support of theological education. The work among the deaf was assisted by two grants: one providing Christian education material for deaf children, the other for graduate training for workers among the deaf.

The Detroit Industrial Mission received operating funds for two years. A grant to Brazil helped finance the celebration of the 75th anniversary of the Church in Brazil. The number, scope, and variety of these grants indicate the importance of having a fund such as the Discretionary Fund included in the United Thank Offering.

This past triennium has seen the beginning of many changes in the United Thank Offering. Some changes appeared in the 1958-61 budget adopted in Miami Beach. For the first time, it contained a United Thank Offering Loan Fund of \$200,000. A Special of \$100,000 for emergency areas, included in the 1955 United Thank Offering budget and used by the Home Department as a Loan Fund, demonstrated the great need for and value of loan funds. The United Thank Offering Loan Fund was set up as a separate fund so that reports of its use might be made to the women of the Church. It is administered by the National Council Allocations Committee on which the Executive Director of the General Division of Women's Work serves. The General Division of Women's Work is recommending that \$200,000 be added to the United Thank Offering Loan Fund.

A new procedure for processing United Thank Offering requests has been worked out in an attempt to fit the United Thank Offering into its proper place as a source of capital funds. All requests are referred initially to the Directors of the Home or Overseas Departments with further necessary referral to other appropriate Departments or Divisions of the National Council. The requests are returned to the General Division of Women's Work with priority notations. These priority lists served as the basis for the list of recommended grants for the next triennium. In this way the United Thank Offering becomes more a part of the whole church program and better related to the overall missionary strategy of the Church.

In April 1961 the General Division of Women's Work voted to change the term "budget" to "list of grants," a more accurate description of the allocation of the United Thank Offering. Therefore, the Division presents, for the approval of the Triennial delegates, a suggested list of recommended United Thank Offering grants for 1961-64.

The format as well as the title has been changed in an effort to give a clearer picture of the purposes for which the Offering is used.

The suggested list of recommended grants for 1961-64 is in five parts:

I. CAPITAL NEEDS

- A. Immediate. Specials. Voted by Triennial Delegates.
- B. During Triennium. Grants for New Buildings and Property, Repairs and Equipment, made by the General Division of Women's Work.
Loans made by the National Council Allocations Committee.

II. WOMEN WORKERS

Recruiting, Training, Salaries, Allowances, and Pensions.

III. FOR NATIONAL COUNCIL SPECIAL PROJECTS

IV. ANGLICAN AND ECUMENICAL WORK

Including Co-operative Missionary Projects, Grants to the National Council of Churches and through the World Council of Churches, as well as several special grants.

V. UNDESIGNATED FUNDS

To meet new and unexpected opportunities.

Certain other changes are being recommended by the General Division of Women's Work:

1. That the top limit of \$1,800.00 on car grants be removed.
2. That "Fund for Incidental Expenses," which seems to describe more accurately than "Work Budget" the grants sent annually to each National Council woman worker, be used as a title, and should be increased to \$175.00.
3. That more money be allocated for immediate capital grants than before and a smaller amount for the New Buildings and Property Item from which the General Division makes grants. This resulted from a discussion at the House of Bishops meeting in October 1960, when Bishop Lewis of Olympia, acting for the General Division of Women's Work, gave a short presentation on the United Thank Offering.
In 1889 the Offering was \$2,188.00. Those women who first recognized the value of such an offering had caught the vision of joyful thanksgiving united with joyful service. The continued growth of the United Thank Offering is the fruit of that glorious vision in which the women of the Church share today.

SUPPLY WORK

IN REVIEWING the history of Supply Work it appears that it is not only the "oldest organized project of the women" of the Church but that it has been very wisely guided over the years. For while its methods of operation have constantly changed in response to a rapidly changing world, it has been true to its original purpose which is to supply the kind of material goods which are a woman's concern and responsibility for her own family, and hence for the wider family of the Church. Clothing, bedding, curtains, first-aid supplies, and things of this sort are peculiarly "women's business," just as much now as when Supply Work first began. Therefore great credit should be given to the leaders in women's work in that Supply has adhered to its purpose in spite of the changes in the world and in the role of women in our society.

Supply Work is now in another period of change, and the most significant aspect of this change would seem to be the increased substitution of cash gifts, instead of either the making or purchase of goods for shipment to missions in this country and overseas. Increased parcel post and freight costs were mentioned in the report to the 1958 Triennial. These costs have continued to rise; custom regulations in overseas areas have become more restrictive; there is a much wider distribution of manufactured goods which can frequently be purchased quite reasonably by the mission; and there is a growing opinion in some missionary areas that cash is preferable to gifts in kind. A combination of these factors has resulted in an almost complete substitution of cash for both Haiti and the Philippines, and it appears to be a trend in other areas.

In an effort to relieve some of the problems and complications of overseas shipment, the National Council in 1959 assumed the cost of these shipments instead of billing the dioceses as had been done previously. This is now an established part of the Administrative budget of the General Division of Women's Work. Yet while this has eliminated a lot of bookkeeping, it has not really solved the problem of increased shipping costs.

What all this points to in the future of Supply Work is a question which is being very carefully considered as a part of the whole study of Supply Work, which is being made with the help of the General

Division of Research and Field Study. The questionnaires sent to supply secretaries, diocesan presidents, and General Division members indicate that shipping costs are likewise of concern to the women of the Church. There have been conversations on this question and other questions related to Supply Work with members of other Departments of the National Council and with the Directors' Committee on Missionary Education. All these conversations will continue.

At the present time no answer has been found, and no final decisions made. All that would seem apparent now is that we are on the horns of a dilemma, which is, appropriately, two-horned! One horn is composed of all the problems connected with the shipment of goods and the practical advantages of substituting cash. The other is a much less tangible but equally important consideration which lies close to the very heart of Supply Work. This is the greater personal interest and what can perhaps justly be called the sacramental value to both giver and receiver which can come about through the sending of actual goods more than through the sending of cash. To be sure it frequently does not happen; but the traditional missionary box with all its well-known inadequacies is many times an outward and visible sign of an inward and spiritual grace, and at least the footing of a bridge between people otherwise separated by distance, language, and culture. And in our fragmented and wartorn world it would not appear that all this should be eliminated for merely practical reasons until a great deal more study and thought have been devoted to it.

As a result of all these considerations only two changes in the program have been made, and they will be carried out as an experiment. First, all the requests from one missionary district will so far as possible be given to the province or provinces that are in the closest geographical proximity. This will at least somewhat reduce shipping costs.

Secondly, assignments will be made for a two-year period. That is to say, this year's and next year's supply requests will be sent to the same diocese if at all possible; and the dioceses will be encouraged to follow this practice in making parish assignments.

Following this, a concentrated effort will be made to secure the kind of material about the mission field which the women have requested. The majority of questionnaires which came in as part of the study

indicated a need for slides, pictures, letters, and the kind of written material that would make the people and the work of the mission "come alive." This cannot come all at once, or in the quantity that may be needed, because the missionaries have very heavy demands on their time and that which they spend in sending out material is necessarily taken away from the actual work of the mission. It is important that we at home bear this constantly in mind.

It is hoped, however, that in making assignments over a longer period an interchange will gradually and normally take place between the parishes at home and the missions. It is also hoped that this interchange will result in a clearer picture of the direction which Supply Work should take in the future. Inevitably this will take more time than if all decisions were made at the national level, but any final decisions about Supply Work should be based on the picture which the women of the Church and the missionaries see, as well as on the overall perspective which is possible at the national level. Therefore, it seems appropriate now to report only that Supply Work is under study, and that this study involves everyone concerned with the program.

In the past year a decision was made at the national level, namely that the overall administration and promotion of our Church's part in the United Clothing Appeal be the responsibility of the national Supply Secretary. This was decided in co-operation with the Department of Christian Social Relations, and was a change in administration rather than in policy.

For while the responsibility for this program has heretofore been divided, the national Supply Secretary has always promoted it. It was recommended that in dioceses where this seemed practical the same decision be made. Some dioceses have followed this recommendation, others have not, and no pressure for conformity has been made or is anticipated. Where this program is being effectively promoted through other channels there is no reason whatever to disturb it.

In concluding this report on Supply Work a tabulation of the figures for the past three years is given below. These figures indicate that the women of the Church contribute very generously to this work. The drop in the total for the year 1960 does not necessarily indicate a trend; but what all these figures do indicate is that this program should

continue to receive the same careful guidance that it has received in the past. This may result in changes but both prudent stewardship and a respect for the changing history of Supply Work demands that everyone involved in this work should continue to be open to change.

	1958	1959	1960
Supply Secretary's Gift Fund	\$ 3,208	\$ 3,366	\$ 2,790
Discretionary Fund of Supply Secretary	1,937	2,125	2,519
New Goods and Cash to Missions	183,765	190,718	175,914
Shipping Costs (USA) Reported by Dioceses	20,958	18,002	18,018
Contribution to Administrative Account	—	—	275
Total	\$209,868	\$214,211	\$196,518

OVERSEAS SHIPPING COSTS

NET PAYMENT from Administrative account for overseas freight shipments to Liberia, Nicaragua, and the Philippine Republic for the year 1960 amounted to \$1,429.36.

WITH THE GENERAL DIVISION OF LAYMEN'S WORK

EARLY IN 1960 the Laymen's Division invited us to share in the conferences known as the Laymen's Training Course, now called the Training Conference for Lay People. The theme for the 1960 conference was Recruiting for Church Vocations and was planned in co-operation with the Department of Christian Education, the Unit of Church Vocations, and the General Divisions of Laymen's Work and Women's Work. These conferences provided one means for following up the 1958 Triennial resolution on recruiting. Every Bishop was asked to send one priest to a one-day conference, and a layman and a laywoman to a two-day conference. Out of these conferences came the request that

clergy and lay people attend the training sessions together. Consequently, in 1961, clergy and lay people from each diocese were invited to a two-day conference together on the subject, The Christian's Responsibility in Our Contemporary World. Provincial Training Conferences were held for every Province with one clergyman, one layman, and one laywoman from each diocese. Our hope is that during 1961-62 there will be a follow-up in each diocese, so that parishes may participate in similar conferences.

In February 1961 the two General Divisions of Laymen's Work and Women's Work met at the same time at Seabury House and participated in two joint sessions.

WITH OTHER DEPARTMENTS AND DIVISIONS

THE GENERAL DIVISION has been mindful of the resolution of the 1958 Triennial Meeting recommending study and action in many areas of concern in Christian citizenship, and has worked with the Department of Christian Social Relations in many of those areas. A special mention of the pioneer ministry to the aging should be made, as the United Thank Offering made possible the establishment during this triennium of a program of Ministry to the Aging with an Officer in the Department of Christian Social Relations.

In the fall of 1960 the two General Divisions joined in an exploration which had been set up in 1959 by the Adult Division of the Department of Christian Education and the Department of Christian Social Relations in four dioceses for the purpose of learning what is involved in co-operative planning for adults in a diocese. While this particular experiment is now ended, we expect to continue a plan of working together, based on the learnings of the teams which took part in the Exploration.

In February 1961 our staff and Division members spent three days at Seabury House in a Leadership Training Conference led by a team from the Leadership Training Division.

We rejoice in the new Unified Parish Program of Missionary Education for 1961-62, a significant step in our new and closer relationship

with other Departments of the National Council as we offer a resource for the parish to use in its work as a total parish.

While Miss Harvey was in the Adult Division, and during the 1960-61 year when that position has been vacant, we have continued our close relationship with the Adult Division. We have been grateful to the Rev. Edward T. Adkins, Executive Secretary of the Adult Division, who has met regularly with our Committee of Reference and Study. Members of our Division serve on the Department of Christian Education and on the Advisory Committee of the Adult Division. Miss Harvey participated in one of the conferences of the Advance Adult Education Project of the Department of Christian Education, and we look forward to more lay participation in this project.

Our relationship with the Department of Promotion has been strengthened through Miss Harvey's new position as Associate Secretary in the Publications Division of that Department. Her counsel, her creative ability, her many talents are still available to us, and we have already sought and received much help from her especially in preparing for the Triennial Meeting. Our Division, at its April 1961 meeting, sent to the Department of Promotion and to Miss Harvey a special note of appreciation and commendation for publications on the Triennial Meeting and General Convention. We look forward to our closer relationship with the Department of Promotion.

Our General Division is represented in the series of three Study Conferences on the Total Ministry, called by the Presiding Bishop. Two of these have been held, one in January and one in June of 1961, and the third is to be held in January of 1962. The ministry of the lay people and of the clergy is being studied in the context of the total ministry of the Church. Laymen and women, priests and bishops make up the personnel of these conferences.

WORK WITH DIOCESAN BOARDS

WE HAVE CONTINUED the consultation conferences, begun in 1956, with Diocesan Boards of Episcopal Churchwomen. Seven conferences were held in 1959, six in 1960, bringing the total number of dioceses which have held this kind of conference to forty-one. Each

conference was led by a team of four persons, including two General Division members, one staff officer, and one clergyman. These consultation conferences were designed to help a diocesan board to look at its structure and function, to evaluate its work, and to see its relation to the total diocesan program. Some dioceses have had a follow-up conference with one member of the original team. The General Division is now studying other possibilities in the area of leadership training, and will continue to work on this after the Triennial Meeting, so that some form of consultation will be offered to diocesan boards in the next triennium.

WOMEN IN THE COUNCILS OF THE CHURCH

ANNUAL REPORTS from dioceses for 1959 indicated that women serve on vestries in thirty-four dioceses and missionary districts, and solely on missions committees in seven more. This totals forty-one dioceses and districts. Women serve as delegates to diocesan convention in forty-three dioceses and missionary districts but not in all the same forty-one in which they serve on vestries. There are some in each of these two groupings which do not appear in the other one. In the 1960 reports four more dioceses reported allowing women to serve on vestries and as delegates to convention. This brings the totals to thirty-seven allowing women on vestries, and forty-seven allowing women to serve as convention delegates. Fifteen dioceses reported an increase in the number of parishes allowing women to serve on vestries.

Members of the General Division of Women's Work serve on every National Council Department except Finance. Women serve on five Joint Commissions of General Convention and one Joint Committee.

During this past triennium, with the change in status of our General Division, it has become increasingly necessary for us to have a National Council member on our Division as an official link between our Division and the National Council. In April 1961 this resolution was adopted by the National Council:

Resolved, That the National Council approves the recommendation of the General Division of Women's Work that one of the four

elected women members of the National Council be appointed by the Presiding Bishop to the General Division of Women's Work following the 1961 Triennial Meeting.

This means that one of the four women nominated by the 1961 Triennial Meeting will serve on both National Council and our General Division and will attend our three-day meetings preceding the meetings of the National Council. Our National Council member will not be expected to assume the responsibility for conferences which other members of the General Division are expected to fulfill. She will report for our Division at each meeting of the National Council.

The Annual Reports from dioceses indicate that there is increasing participation by women in various departments of the diocese. In several dioceses there has been created a Department of the Laity, which has not replaced the Episcopal Churchwomen, but has provided a means for more co-operative understanding, planning, and participation in the diocesan program by both men and women. This area of co-operative planning needs further exploration in the coming triennium.

WOMEN IN THE PARISH

AS OUR GENERAL DIVISION faced the many changes in women's work in the past few years, and as an increasing number of requests came to us for help in evaluating women's work in a parish, we realized that our guide called *When You Organize Women's Work in Your Parish* needed revision. We withdrew that booklet from circulation and now offer the new booklet, *Women in Your Parish: A Handbook for Today*. The title indicates that we offer it for current use, fully aware that women in parishes will help us to revise it in the years ahead, as we discover new patterns and work.

PRAYER AND WORSHIP

OUR DIVISION has been aware of the resolution of 1958 urging more recommended material and advice for leaders of devotional life. The *Bibliography on Prayer and Worship* was printed by the Forward

Movement in 1959 with special reference to its use by women. New wallet-size prayer cards with a prayer for the United Thank Offering and for Women's Work were printed in 1960. A special committee of the General Division has recently sent to all diocesan chairmen of prayer and worship suggested ways for fulfilling their responsibility, prepared a folder entitled *If I Am Asked To Lead Worship*, and suggested a packet on worship materials now available.

ECUMENICAL RELATIONS

FROM THE ANNUAL REPORTS there is evidence that in most dioceses there is co-operation with the local councils of church women, and participation in the three projects of the United Church Women: the World Day of Prayer, World Community Day, and May Fellowship Day. In some dioceses there is an ecumenical relations committee on which women serve. The reports also indicate that much more study is needed in this area. We are represented on the Board of Managers of the United Church Women and on several other committees of the National Council of Churches. Ecumenical relations includes many areas for study and action, and we hope these will be explored in the coming triennium.

ISSUES WE FACE

DIOCESAN BOARDS were asked to report this year on what they considered the greatest issue Churchwomen face today, as individuals and as organized women, and what their goals were for the women of their diocese. These replies have been summarized by the Unit of Evaluation of the Department of Christian Education. Many replies indicated that the greatest issue is the lack of understanding of the Christian Faith and of the Mission of the Church. One report said, "The greatest issue facing Churchwomen today is the lack of understanding among women that our lives are changing, and organized work must prepare itself to cope with these changes." As for goals for women's work, there was frequent mention of conversion, commitment, re-evaluation, support of total program of the Church, ministry.

PROGRAM OF THE TRIENNIAL MEETING

IN THE LIGHT of all that has been happening in the past triennium, our changing and developing roles, our new relationships, our continuing need to understand the Mission of the Church and our part in it, the theme of this Triennial Meeting was chosen from St. John's Gospel, chapter 20, *Even so send I you*. Mission and Ministry seem to be two concepts continually clamoring for understanding. The meditations and the addresses will help us understand the Mission of the Church, our role as women, and the place where our ministry is expressed. Further insight will be given us as we share in the program of the General Convention. Because we have much to learn from each other, and because creative thinking and planning is essential in our understanding of our ministry, there will be group meetings on two afternoons to discuss our ministry as lay persons in the Church in a number of different areas. From these groups we look for direction for our ministry in the coming triennium.

LOOKING FORWARD

AS WE RECALL the words of those previous leaders in our women's work, Miss Mary Emery, Miss Julia C. Emery, Dr. Grace Lindley, Mrs. Arthur M. Sherman, we are reminded that not organization but ministry is always our goal. As we grow in our understanding of the world and of the Mission of the Church in the world, we shall respond to our Lord Christ's command to be sent into the world. Our heritage continues. We are part of Christ's Mission and Ministry.

SUMMARY OF PERSONNEL CHANGES

ON SEPTEMBER 1, 1959, Miss Olive Mae Mulica, formerly Director of Windham House, was appointed Secretary for Personnel and Church Vocations and Liaison Officer from the Home Department. On that same date, Dr. Johanna K. Mott became Director of Windham House.

On December 31, 1959, after thirty-one years of notable service to

the National Council, Mrs. Arthur M. Sherman retired as Executive Director of the General Division of Women's Work. A tribute to her leadership is expressed at the beginning of the Report of the Triennium, and a tribute to her leadership will be recorded at the Triennial Meeting. We praise God for her outstanding contribution to the life and work of the whole Church.

On January 1, 1960, Miss Frances M. Young was appointed Executive Director of the General Division of Women's Work.

On August 1, 1960, Miss Avis E. Harvey resigned as Associate Secretary of the Adult Division of the Department of Christian Education to become Associate Secretary in the Publications Division of the Department of Promotion.

On August 31, 1960, Miss Dorothy Stabler retired as Associate Secretary for Supply Work, after nineteen years of service.

On September 1, 1960, Miss Anne E. Kremer was appointed Associate Secretary for Supply Work.

On November 30, 1960, Miss Katharine Guice resigned as Associate Secretary in the Department of Christian Social Relations and Liaison to the General Division of Women's Work.

On February 28, 1961, Mrs. Fife Bowman retired as Office Secretary after thirty-two years of service.

On September 1, 1961, the two liaison officers to replace Miss Harvey and Miss Guice were appointed. Miss Edith M. Daly was appointed Associate Secretary of the Adult Division of the Department of Christian Education and Liaison with the General Division of Women's Work. Mrs. Elwood L. Haines was appointed Assistant Secretary in the Department of Christian Social Relations and Liaison with the General Division of Women's Work.

THE GENERAL DIVISION OF WOMEN'S WORK

THE GENERAL DIVISION of Women's Work held eleven meetings during the triennium, one at Miami Beach, Florida, nine at Seabury House, Greenwich, Connecticut, and one in Detroit, Michigan. The Chairmen were successively:

Mrs. Paul F. Turner Mrs. John R. Newcomer Mrs. John H. Foster

THE MEMBERSHIP

Members-at-Large

Mrs. Winfred Douglas
Mrs. Robert H. Durham
Mrs. John H. Foster
Mrs. Everette Hall
Mrs. Edward A. Heffner
Mrs. Orrin F. Judd
Mrs. Ernest E. Rucker
Mrs. Harold Sorg

Provincial Representatives

Mrs. Richard T. Loring
Mrs. Robert H. Howe
Mrs. Paul F. Turner
Mrs. M. E. Nellums
Mrs. E. T. Rowland
Mrs. Robert M. Adams
Mrs. William C. Hogin
Mrs. John R. Newcomer

Co-operating Agencies

Mrs. William A. Atkins, *Girls' Friendly Society*
Mrs. James Lyle Cassidy, *Daughters of the King*
Vivian Novak, *Church Periodical Club*
Mrs. Donald W. Pierpont, *Episcopal Service for Youth*

Executive Director

Frances M. Young

STAFF

Elizabeth C. Beath, *Associate Secretary, United Thank Offering*
Anne E. Kremer, *Associate Secretary, Supply*

Liaison from the Department of Christian Education

Edith M. Daly

Liaison from the Department of Christian Social Relations

Mrs. Elwood L. Haines

Liaison from the Home Department

Olive Mae Mulica