
*Tell
Us About
Personnel*



What is Personnel?

PERSONNEL, as used in this folder, has to do with women workers in the Episcopal Church. This means recruiting women, training and placing them, and keeping in touch with them in their work.

What is the Need?

THERE is urgent need in the Church today for directors of religious education, for nurses, doctors, teachers, social workers. Securing the right women for its widening vocational opportunities is one of the most important tasks facing the Church. Finding the right person solves problems; accepting the wrong person creates problems. Never has the opportunity facing the Church been so great and so awe-inspiring.

What can You do?

YOU can be on the lookout for outstanding girls: able, dynamic, well-balanced, deeply religious girls. When you find someone who seems to have the qualifications needed, tell her about Church work as a vocation, describe the different types of work, and show her how she can help to meet the world's needs doing a particular piece of work in the Church.

You can advise her of the type of person needed, with the inevitably high qualifications necessary for such very difficult and supremely important work. Suggest that she go for a summer during college and work in a mission, settlement, or work camp to discover how she likes this work and how well suited she is to it.

Many a woman is now in the service of the

Church because someone said to her at the right time, "*Why don't you go into Church work?*" A young woman trained in one of the Church training schools just going overseas writes, "*During my junior year I was approached with the possibility of a vocation in the Church by a local Churchwoman. Prior to this time I had done volunteer work in the Church but never thought of it in terms of a vocation or career.*"

After presenting the idea of Church work to a girl, make sure that she talks with her rector or chaplain and suggest that she seek out the diocesan personnel chairman of the Woman's Auxiliary. And put her in touch with the office of Church Vocations of the National Council, 281 Fourth Avenue, New York 10, N. Y. The Woman's Auxiliary works closely with this office, which is responsible for the recruiting, training, and placing of women workers.

What are the Qualifications for a Woman Worker?

QUALITIES which a woman Church worker should possess include: a healthy personal religious life, imagination, a sense of humor, intelligence, tact, an attractive and well-balanced personality. She should be able to get along with people, both enjoying them and having a concern for them; she should be a natural leader with ability, also, to work under a clergyman.

What about Personnel and the Women of the Church?

THE concern of the women of the Church for personnel is seen through the great increase in the

United Thank Offering, with the knowledge that between two-thirds and three-quarters of the United Thank Offering goes to the training and support of women Church workers. For a graphic representation of the budget, see the chart *How the U. T. O. is Spent*.

What can Women Workers do?

THE *Professional Woman Church Worker* is a worker in parish, rural area, or college campus at home or overseas. According to the person using the term or the work done, the Professional Woman Church Worker may be called a Director of Religious Education, Adviser in Christian Education, Evangelist, College Worker, Rural Worker. In whichever field she serves, her duties will cover four major areas: Worship, Teaching, Expressing the Faith in society, and the Pastoral and Evangelistic Ministry of the Church.

Training recommended by the National Council for this work includes: College, plus two years of graduate work including Bible, Church history, theology, religious education, field work, counseling, in one of the Church Training Schools:

Windham House, 326 West 108th St., New York 25, N. Y.

St. Margaret's House, 1820 Scenic Ave., Berkeley 9, Calif.

Philadelphia Divinity School (The Department of Women), 4205 Spruce St., Philadelphia 4, Pa.

Bishop Payne Divinity School, Petersburg, Va.

Each school has its own particular strong points and interests, but all give much the same basic training which prepares a woman for professional Church work to serve in a parish, rural area, or college campus, and to move from one to the other.

THE *Specialist* includes the doctor, the teacher, the housemother, dietitian, the nurse, the social worker, the laboratory technician, secretary. Training as established by the particular profession or field of work, plus whenever possible, brief training in a Church training school. For a parish or clergyman's secretary: two years of college or its equivalent, secretarial training, and, if possible, brief special preparation for work in the Church in a Church training school are necessary. Secretarial work can be suggested to a girl who wants to work in the Church but who does not want to finish college and who may not want to assume certain types of responsibility and leadership.

What do Deaconesses, Nuns, and Church Army Sisters do?

DEACONESSES, nuns, members of the Church Army, and workers belonging to no organization, office, or order may do any of the work open to women workers.

The Setting Apart of a Deaconess, according to Canon 51, represents an outward and visible sign of an inner commitment and consecration to a life of service which means much to the individual deaconess. Her work then may be anywhere, at home or abroad, in a mission or parish.

While women belonging to religious orders may do any type of work, some sisterhoods make special emphases, e.g. education, institutional work, or the life of work and prayer. *The Living Church Annual* lists with addresses all the religious orders and communities with addresses. Canonical rules regarding religious orders are given in Canon 52.

The Church Army is a fellowship of men and

women doing pioneering evangelistic work, often in rural areas. The Church Army is open to women between the ages of twenty and thirty-one years. College is not required, but a two year training period is offered. The Training Center is at 634 Oak Street, Cincinnati 6, Ohio.

Are Scholarships Available?

SCHOLARSHIPS are available to prepare women for service abroad through the Overseas Department of the National Council, requiring at least one term of service. The National Executive Board of the Woman's Auxiliary offers scholarships from the United Thank Offering and certain legacies requiring at least two years of service. Some training schools, dioceses, occasional parishes, Episcopal Service for Youth, and the Daughters of the King also offer scholarships or scholarship aid.

It is hoped that, increasingly, dioceses through their diocesan personnel committees, will offer scholarships to college undergraduates for summer experiences in missions, settlements, and work camps.

Where can more Information be Secured?

FOR more information about the woman Church worker, see *The Church: A Profession for Women* (50 cents). For information regarding the work of a Personnel Committee, see *When You're Personnel Chairman* (5 cents). Both may be obtained through the National Council, 281 Fourth Ave., New York 10, N. Y.

THE WOMAN'S AUXILIARY
To the National Council
281 Fourth Avenue New York 10, N. Y.