

February 2019

Dear Presbytery Executives, Stated Clerks, Committees on Ministry, and Pastor Nominating Committees,

Greetings in the name of Jesus Christ, our Lord and Savior. We write to you as the Advocacy Committee for Women's Concerns (ACWC), a permanent committee of the General Assembly called to advocate to and for the church on matters of gender justice. Our hope in sending this letter is to invite you to learn about and share the results of the "Gender and Leadership in the PC(USA)" survey conducted by the Research Services office of our denomination.

The survey was conducted in 2016 with the Presbyterian Panel and past delegates to the 221st General Assembly (2014) and the 222nd General Assembly (2016). In total 2,871 Presbyterians were surveyed – 345 male members, 823 female members, 741 male teaching elders, and 804 female teaching elders. The research was conducted in partnership with Racial Ethnic & Women's Ministries of the Presbyterian Mission Agency (now Racial Equity and Women's Intercultural Ministries). The goals of this broader study were to:

1. **Learn** more about how women participate in leadership within the PC(USA);
2. **Gain** a keener grasp of what factors support or constrain women's ministry; and
3. **Gain** deeper insight into the varying experiences of men and women in ministry, including similarities and differences in compensation, career trajectories, and decisions to leave ministry.

ACWC invites and encourages you to view and share the complete survey via the Presbyterian Mission Agency website under – [Gender and Leadership in the PC\(USA\)](#): A separate but related document prepared by the Board of Pensions also uncovers an ongoing gender gap in salaries for teaching elders: [Living By the Gospel: A Guide to Structuring Minister's Terms of Call](#).

We ask that you share deeply and widely within your presbytery both this cover letter, as well as the survey summary document included in this mailing, starting with copies to:

1. Stated Clerk
2. Committee on Ministry

Beyond this, we hope you will consider:

3. Presenting this information at an upcoming presbytery meeting
4. Individuals, committees, and congregations and committees who may not have this detailed information on the existing gender bias still prevalent and persistent in our denomination.

One aspect you will clearly see is the sense of isolation among women clergy. Therefore, one suggestion we offer is that your presbytery take seriously not only these findings, but also the need to create networking and relationship-building opportunities for women clergy across your presbytery and synod.

We thank you for your time and efforts to take seriously the realities women are facing throughout the PC(USA). We would love to hear from you about how your presbytery shares or is influenced by

the information gleaned from the survey. ACWC can be contacted via our staff person, whose information is included below.

May God bless and keep you; may God lift up your faces, and grant you peace; and, may you share the blessings of God and the grace of Christ with everyone you meet.

Grace and peace,

Advocacy Committee on Women's Concerns (ACWC)
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To learn more about the work of ACWC, please visit our webpage:
<https://www.presbyterianmission.org/ministries/advocacy-committee-for-womens-concerns/>

To apply to serve on ACWC via the General Assembly Nominating Committee:
<http://oga.pcusa.org/section/departments/nominations/entities-1/>

