

B A C K G R O U N D

The Church has had for a number of years a growing concern for its women workers. The Committee on the Training and Employment of Women for Work in the Church, which functioned from 1942-44 under the leadership of the Very Rev. Alden Drew Kelley, DD. and the Rev. James Thayer Addison, D.D. recommended the establishment of a professional association of women workers. This recommendation was based upon replies to a questionnaire directed to the Episcopal women Church workers.

At a conference called by the Presiding Bishop to discuss the training of women for work in the Church, meeting at the College of Preachers in Washington, D.C., September 1947, it was recommended that the National Association of Directors of Christian Education (more recently called the Episcopal Educational Association) be enlarged and strengthened to form an association of professional women church workers similar to the American Association of Social Workers.

To carry out this proposal the Presiding Bishop appointed a committee of women which has drawn up the following suggestions for this organization, and issues this brochure.

P R O J E C T E D A C T I V I T I E S

Studying and making recommendations on such matters as status, standards, salaries, pensions, licensing or commissioning, etc.

Providing meetings, conferences, and retreats

Recruiting prospective workers

Developing objective standards of evaluation of work and self-rating of workers

Providing sample job analyses

Providing publicity for the Church press

Preparing a handbook for workers

M E M B E R S H I P

There are four classes of membership proposed, as follows:

I. Active Members

- A. Salaried professional women church workers who are communicants of the Episcopal Church in the following categories, working either in the United States or overseas:

Religious Education workers or evangelists working in parishes and missions; in institutions; in diocesan, provincial and national positions.

College Workers

Rural workers

Executives and administrators.

- B. Applicants for active membership must present the following qualifications:

1. Bachelor's degree, plus two years of graduate training school or theological seminary.
2. It is possible to substitute for the above requirements 5 years spent in some combination of: attendance at college, attendance at a church training school or seminary, and employment in the field of religious education in the church; provided however that the applicant has satisfactorily completed 16 academic points divided among the three fields of

General field religion (such courses as Old and New Testament, Theology, Christian Ethics, Church Ethics, Church History)

General field of religious education

General field of education

Note: This requirement of 16 points may be satisfied by private study and an examination to be set by a committee of this association, or in the case of deaconesses, by canonical examination.

Note 2: These requirements will hold until 1952 when they will be reconsidered by the association at the time and place of General Convention.

II. Provisional Members

Experienced workers engaged in church work who would not yet qualify for active membership may apply for Provisional Membership while completing the above requirements. No one may be a provisional member for more than 5 years.

Note: Anyone admitted as a provisional member before General Convention of 1952 will be accepted as an active member on the completion of the requirements stated in Section B - 2 above.

III. Student Members

Full-time graduate students who are 21 years of age or over, who are graduates of college and are in a church training school or seminary may apply for student membership.

IV. Associate Members

Women who meet the standards of membership listed above and are no longer salaried workers of the Episcopal Church may become associate members.

DUES

Annual dues for each class of membership are:

For active and provisional members	\$3.00
Associate Members	2.00
Student Members	1.00

THE NATIONAL COUNCIL

Protestant Episcopal Church

CHURCH MISSIONS HOUSE, 281 FOURTH AVENUE, NEW YORK 10, N. Y.

HOME DEPARTMENT

Division of College Work

The Rev. Thomas V. Barrett, Executive Secretary

June 2, 1947

Dss. Ruth Johnson
St. Faith's House,
419 West 110th Street,
New York 25, N. Y.

Dear Deaconess Johnson:

I am very happy to learn that you will be able to attend the Conference on training centers for women at the College of Preachers beginning September 8th.

I am enclosing a copy of the questions which are to serve as a basis for our discussions. Mrs. Arthur Sherman is drawing up the agenda. If you have any other questions which you think are distinct from the ones mentioned and should be considered by the members of the conference I will be glad to hear from you, and pass on your suggestions to Mrs. Sherman.

With all best wishes.

Faithfully yours,



Thomas V. Barrett

TVB:lr
encl.

Conference on Training Centers for Women

Questions to serve as basis of discussions.

1. What is the function of women in church work
2. Should the training of men and women be carried on jointly
3. Do we need more or fewer training schools
4. What should be the relationship with the seminaries,
with other churches, and with interdenominational
seminaries
5. What are the needs for women workers, and how are we
supplying them
6. What should be the relationship between the academic
and devotional life
7. What provision should be made for religious training
of technical persons.

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THE WOMAN'S AUXILIARY

Mrs. Arthur M. Sherman, *Executive Secretary*

Associate Secretaries

Miss Edna B. Beardsley, *U.T.O.*

Miss Ellen B. Gammack, *Personnel*

Miss Avis E. Harvey, *Education*

Miss Dorothy Stabler, *Supply; Social Relations*

Mrs. D. D. Taber, *Field*

February 13, 1948

Dear Dss. Johnson:

It is now clear that at the most only six of the nine women appointed on the committee to consider an organization for women workers of the Church could attend a meeting toward the end of February. Since there are only the six of us and four of us are in New York we believe we could save time by having the meeting here rather than going to Seabury House and since Miss Turnbull and Miss Gammack are both due to go to the New England Vocational Conference Friday night and Saturday, I am suggesting that we begin our meeting here in New York at two o'clock on Thursday, the 26th and close at noon on the 27th. This would give us three good sessions, afternoon, evening and morning. We shall gather at Church Missions House and then it may be for our evening and morning sessions, we could meet at Miss Gammack's or my apartment.

Very sincerely yours,

Margaret M. Sherman
Executive Secretary 7

MMS:y

Dictated but not read.

Memorandum on the meeting regarding the formation
of an organization of professional women church
workers

This is a combination of the notes taken by Miss Rhea, Miss Gemmack and myself. Please send any comments or corrections to Miss Harvey by Friday, March 12th.

1. The understanding was that the organization would be for that groups of professional women church workers discussed in the report of the National Council Committee on the Training and Employment of Women for work in the Church. The name of the organization was not fully considered.

2. Purposes of the organization would be fellowship of women church workers

to encourage better and wider scope of recruiting in the Church
to adopt and strengthen the standards of training for professional women church workers only, established by the National Council
to raise the quality of workers and work
to acquaint the Church of possibilities
to emphasize the teaching work of the Church
to increase the importance of directors of Christian Education
to inform parishes and clergy of their functions
to provide adequate support, financial and moral, for these workers
to increase the sense of vocation of the members

3. Practices

What should such an organization do:

recommend job analyses for workers
encourage the creation of new jobs
offer opportunity to workers to express themselves
make suggestions with regard to training offered by schools
make plans for recruiting - interviewing and qualitative
recruiting work on the matter of status, licensing, and
advancements of women workers
promote retreats
recommend standards of work, salaries, and pensions
prepare a handbook for workers
improve employer and employee relationships

4. Way of functioning

The organization would have

- a. an executive, full or part-time. She might be a secretary "plus". She might be a former worker now married. She might be a trained person, working full-time.
- b. a publication - a professional magazine
- c. meetings of the members of the organization
 1. at the College of Preachers - for theological study, especially for older workers or for organizational purposes

2. and/or at the time of General Convention for organizational purposes and/or promotional purposes

5. Workers eligible for membership

- I. Salaried women workers who are communicants of the Episcopal Church who are in the United States or overseas

Religious Education workers

Evangelists in parishes, institutions, diocesan and national church

College workers and rural workers

Executives and administrators of church organizations

Applicants for membership must present the following qualifications

1. Bachelor's degree plus two years of graduate training in a training school or a theological seminary
2. It is possible to substitute for the above, 5 years spent in some combination of attendance at college, attendance at a church training school or seminary, or employment in the field of religious education in the church, provided, however, that the applicant has satisfactorily completed 8 academic points in the general field of religion in such courses as Old and New Testament, theology, Christian Ethics, Church History.

② 8 academic points in general education field

③ 8 academic points in the general field of religious education. This requirement may be satisfied by a short term course in tutoring or canonical examination (the heads of training schools might set up examinations to be taken after individual reading)

Note: These provisions would hold until 1952 when it would be hoped there would be a Commissioning Service at the General Convention.

II. Provisional Membership

Experienced workers engaged in Church work who would not yet qualify for full membership may apply for provisional membership while completing the above requirements. No one may be a provisional member for more than 5 years.

III. Student Membership

Full-time graduate students who are 21 years of age or over, who are graduates of college and are in Church training school or seminary may apply for student membership. (Length of time as student members ?)

IV. Associate Membership

Women who meet the standards of membership listed above and are no longer salaries workers in the Episcopal Church may become associate members on payment of dues.

6. Dues

Suggested dues \$3. for regular members
 \$1. for student members
 \$2. (?) for associate members

7. How the organization would be launched

1. Mrs. Kellerhan is going to consult with the officers of the existing organization, discussing with them this new plan and the merger of this organization with the new one
2. All those eligible for the new organization will be formally invited by letter to join it, giving them the purpose, plan, and rules of membership
3. Some big meeting, the form of which is yet to be determined, will be planned in connection with General Convention.

ASSOCIATION OF PROFESSIONAL WOMEN CHURCH WORKERS PROTESTANT EPISCOPAL CHURCH

An organization which shall

CREATE an active fellowship of professional women church workers devoted to the advancement of the quality of their work, provide a medium by which matters of common concern to the Church and to the workers may be considered, and become a voice for women professionally engaged in Church work.

ENCOURAGE the acceptance, by the Church and by the worker, of the standards of training for professional women church workers as set forth by the National Council, and stimulate in-service training.

PUBLICIZE the opportunities and the need for professional women church workers and encourage adequate support, both moral and financial, for such workers.

SUPPORT the Church's program for recruiting women for professional work in the Church.

PROVIDE opportunities for all members to deepen their sense of vocation and high calling.

Office:

St. Barnabas' Rectory
Irvington-on-Hudson, N. Y.

February, 1950

THE CHURCH'S CONCERN

The Church has had for a number of years a growing concern for its women workers. In 1942 a Committee on the Training and Employment of Women for Work in the Church was appointed, which functioned until 1944 under the leadership of the Very Rev. Alden Drew Kelley, D.D., and the Rev. James Thayer Addison, D.D. From findings based upon a thorough study of women's work in the Church, the committee recommended the establishment of a professional association of women workers.

As a basis for such an association, a committee, which was called by the Presiding Bishop in September 1947 to the College of Preachers in Washington, D. C. for the purpose of conferring on the training of women for work in the Church, proposed that the Episcopal Educational Association (formerly known as the National Association of Directors of Religious Education) be strengthened and enlarged. It was thought that the new association would be similar to the American Association of Social Workers.

To carry out this proposal, a committee, which was appointed by the Presiding Bishop, prepared the following suggestions for an enlarged organization. These suggestions were presented to nearly one hundred professional women workers meeting at St. Margaret's House at the time of General Convention in October, 1949. They not only gave unanimous approval to the suggestions, but voted that a committee be appointed to take action on them. The Episcopal Educational Association, meeting concurrently at St. Margaret's House, then voted to disband in favor of the larger organization, and to turn over the balance in its treasury to help launch the Association of Professional Women Church Workers.

A provisional committee, with a part-time executive secretary, has been organized, and the time is at hand for inviting members into the new Association.

PROJECTED ACTIVITIES

1. Providing fellowship through conferences and retreats.
2. Developing objective standards of evaluation of work and self-rating of workers.
3. Providing sample job analyses.
4. Studying and making recommendations on such matters as status, standards, salaries, pensions, licensing or commissioning, etc.
5. Preparing a handbook for workers.
6. Recruiting prospective workers.
7. Providing publicity for the Church press.

MEMBERSHIP

There are four classes of membership proposed, as follows:
ACTIVE, PROVISIONAL, STUDENT, ASSOCIATE.

I. ACTIVE MEMBERS

- A. Employment qualifications: Salaried professional women workers, communicants of the Episcopal Church, working in the United States or overseas in the following capacities:
 1. Religious Education workers or evangelists employed in parishes, missions, institutions, or in diocesan, provincial, and national positions.
 2. College workers.
 3. Town and Country workers.
 4. Executives and administrators.
- B. Educational qualifications:
 1. Bachelor's degree, plus two years of graduate study in a Church training school or theological seminary.
 2. Applicants may substitute for the above requirements 5 years spent in some **combination of**: attendance at college, attendance at a church training school or seminary, employment in the field of religious education in the church; **provided that** the applicant has satisfactorily completed 16 academic points divided among the three general fields of:
 - a) Religion (such courses as Old and New Testament, Theology, Christian Ethics, Church History.)
 - b) Religious Education.
 - c) Education

Note 1: This requirement of 16 points may be satisfied by private study and an examination to be set by a committee of this association, or in the case of deaconesses by canonical examination.

Note 2: These requirements will hold until 1952 when they will be reconsidered by the Association at the time and place of General Convention.

II. PROVISIONAL MEMBERS

- A. Experienced workers engaged in church work who do not yet qualify for active membership may apply for provisional membership while completing the above requirements. No one may be a provisional member for more than five years.

Note: Anyone admitted as a provisional member before General Convention of 1952 will be accepted as an active member upon the completion of the requirements stated in section B-2 above.

III. STUDENT MEMBERS

- A. Full-time graduate students who are 21 years of age or over, who have a Bachelor's degree and are in a church training school or seminary, may apply for student membership.

IV. ASSOCIATE MEMBERS

- A. Women who meet the standards of membership listed above and are no longer salaried workers of the Episcopal Church may become associate members.

DUES

Annual dues for each class of membership are:

Active and Provisional Members	\$3.00
Associate Members	\$2.00
Student Members	\$1.00

Members of the Provisional Executive Committee

Mrs. Harold C. Kellernan, Chairman
Miss Avis E. Harvey, Secretary
Miss Maude Cutler
Miss Ellen Gammack
Miss Katharine Grammer
Deaconess Ruth Johnson
Miss Elizabeth Rhea
Mrs. Arthur M. Sherman
Miss Helen Turnbull
Miss Frances Young

Mrs. Richard L. Harbour, Executive Secretary
St. Barnabas' Rectory
Irvington-on-Hudson, N.Y.