

## Gender inequity in clergy pay more troubling

There is a problem even more distressing than the "stained glass ceiling," which means only 1.4 percent of United Methodist churches with a membership of 1,000 or above are served by a lead pastor who is a woman (see *Review*, July 11). This more distressing problem might be called the "bi-level floor."

Clergywomen just entering the appointive system in the Kansas West Annual Conference are compensated an average of 10 percent less than clergymen with identical education and experience. This situation has not changed in the three years our conference Board of Equitable Compensation has studied the issue.

The ceiling is not the problem for the great majority of clergywomen. The problem is the existence and acceptance of two floors, and the floor for women is 10 percent lower than the floor for men.

The "stained glass ceiling" is a logical consequence over time given the slower start clergywomen made in appointments and compensation. While it would benefit the church greatly for competent clergywomen to be appointed to large-membership churches, it would benefit the church and clergywomen even more for bishops, cabinets and Pastor-Parish Relations Committees to address gender equity in compensation for all clergy.

Kansas West's Board of Equitable Compensation, Council on Finance and Administration and Cabinet are working on remedies for gender inequities in compensation and will present our recommendations to the 1998 annual conference session. I would be pleased to share our methodology for conducting a statistically reliable gender equity study with other conference boards or individuals. Please contact me at 2930 E. First St., Wichita KS 67214.

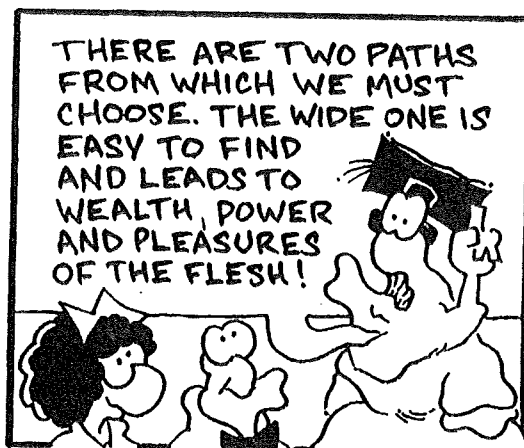
Jeanne Devine Bonner  
Wichita, Kansas

### Grow where you are!

The article on women clergy hitting the stained glass ceiling was a hoot.

For decades, male clergy morale has been poisoned by the notion that the way to pastor a larger church in United Methodism was to be appointed to it.

### Pontius' Puddle



And the way to reach that promised land and its decent wage was to be favorably noticed by the Higher Powers through service on committees, boards and the like. The idea that a pastor, utilizing spiritual gifts and favored by the grace of God, might grow a larger church, was met with a "deer in the headlights" look by male clergy.

Now our clergy sisters enter the pastorate and, rather than blowing the "good old boy" system out of the water, some prefer to create a "good old girl" system.

Please, please, my sisters, don't let the insider mentality gobble you up. If you really want to annoy the bureaucracy, foul up the traditional pecking order based on salary and connections and peeve the Powers, triple your worship attendance over four years. That'll leave 'em speechless.

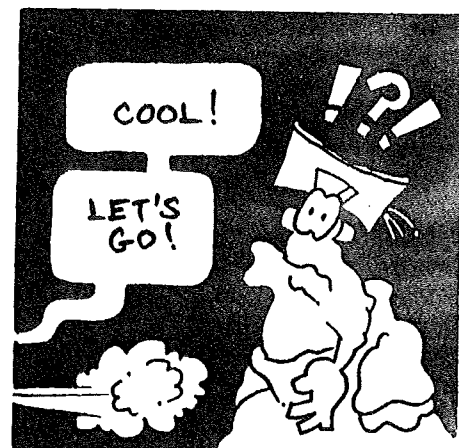
There is even some evidence that the Holy Spirit loves to pull such stunts. There is documented proof that the Spirit delights in shattering stained glass of that sort.

R. J. Phillips  
Okinawa, Japan

### We're doing better

Since March 1, 1997 when a killer tornado swept through our town, we have received so much love and support through United Methodist volunteer work, finances, prayers and concern. We want to say thank you to the people all over the U.S.A who were so attentive to our needs.

How surprised we were to learn that a picture of our episcopal leader



## Letters to the Editor

and know that we are doing so much better now. God bless you all and thank you.

Michael L. Mattox  
Arkadelphia, Arkansas

*Editor's note: Mr. Mattox is pastor of First United Methodist Church in Arkadelphia.*

### Why not dual affiliation?

We don't understand why two denominations (United Methodist and Roman Catholic) can't find a way for the Rev. W. Paul Jones to be a clergy person in both churches (see *Review*, July 11 and letters below).

Several United Methodist pastors here in Missouri currently enjoy dual credentials in two denominations—United Methodist and Presbyterian Church (USA).

Although we were ordained in The United Methodist Church, when we were appointed to our United Methodist-Presbyterian federated churches, the Missouri Union Presbytery examined us, accepted our credentials and installed us as full pastors in the Presbyterian Church (USA).

We now enjoy full privileges in both denominations, even to voting in both the Missouri East Annual Conference and the Missouri Union Presbytery. This relationship has been going on

Tell us your views!