istration, Division staff, etc. Female lay women were on a total of 41 of the 103 committees. The Taskforce also looked at the actual number of women serving on those committees and found there to be a total of 41 different women serving on these 41 committees. These data suggest that very few lay Adventist women had an opportunity to participate in decision making at this, the highest level of church administration in Australia and New Zealand during the 1985-90 quinquennium.

In many instances the Taskforce observed that the one woman would serve on a number of committees. In the most pronounced instance, a denominational employee was listed as a member of 11 different committees ranging from the ADRA Board of Management to the Editorial Committee for the Signs of the Times. In another situation a retired lay woman was appointed to six committees. The Taskforce questions the wisdom of assigning one person with knowledge and training in a specific area of expertise to such a diverse range and large number of committees. In making such a statement the Taskforce wishes to stress that it is in no way questioning the competence or capabilities of these women. It does, however, consider there to be a number of disadvantages to such a practice.

In the first instance the number and range of women able to participate in and influence the decision making process at this level of church administration is severely limited. Secondly, there is the possibility that assigning the one woman to a number of committees gives the appearance that she is the “token” woman. While tokens are fine, in that someone has to be the first, they are no substitute for serious and sustained change (Gundry, 1989:15).

The Taskforce appreciates the practical advantages of appointing one woman to numerous committees. In many instances there are savings in cost and time to be made. These advantages do not however outweigh the disadvantages identified in the preceding discussion.

The Taskforce identified a number of committees it considered to be of particular relevance to this Report. The female composition of these eleven 1985-90 committees is given below.

<table>
<thead>
<tr>
<th>Committee</th>
<th>Composition</th>
</tr>
</thead>
<tbody>
<tr>
<td>Executive Committee and ACA Board</td>
<td>3 female denominational employees</td>
</tr>
<tr>
<td></td>
<td>1 professional lay woman</td>
</tr>
<tr>
<td></td>
<td>2 retired lay women</td>
</tr>
<tr>
<td></td>
<td>1 business lay woman</td>
</tr>
<tr>
<td>Adventist Media Centre Board of Management</td>
<td>2 retired lay women</td>
</tr>
<tr>
<td>Australia and New Zealand Executive</td>
<td>1 female denominational employee</td>
</tr>
<tr>
<td>Avondale College Board of Governors</td>
<td>1 Avondale College student</td>
</tr>
<tr>
<td>Ethics Committee</td>
<td>2 female denominational employees</td>
</tr>
<tr>
<td>Focus on Living Assessment Committee</td>
<td>1 professional lay woman</td>
</tr>
<tr>
<td>Global Strategy Advisory Committee</td>
<td>1 business lay woman</td>
</tr>
<tr>
<td>Marriage Problems Committee</td>
<td>1 professional lay woman</td>
</tr>
<tr>
<td>Role of Women Committee</td>
<td>1 retired lay woman</td>
</tr>
<tr>
<td>Worship Focus Group</td>
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<tr>
<td>Harvest 90 Evangelistic Committee</td>
<td></td>
</tr>
</tbody>
</table>

The Taskforce is concerned with the limited number of business and professional women serving on these, and other, vital decision making committees. Further, the Taskforce is concerned that all but two of the business and professional women on these eleven committees are over the age of 50 years. The Taskforce does not wish
to discriminate against age for it recognises the wisdom and experience that comes with maturity. It would however like to see a greater representation of younger women on these, and other significant, committees at every level of church administration.

RECOMMENDATION 60
The Taskforce recommends that greater numbers of young, qualified business and professional women be included on decision making committees at every level of church administration.

From comments made by church administrators the Taskforce understands that selection committees often do not know, or are aware of, appropriately skilled and experienced women to place on decision making committees. To overcome this problem, the Taskforce would like to see a data base established and maintained to ensure that lack of knowledge does not hinder women from being placed on committees.

RECOMMENDATION 61
The Taskforce recommends that the Women's Ministries Director of the South Pacific Division be responsible for establishing a data base of appropriate business and professional women willing to serve on decision making committees and that the data base be updated regularly.

The Taskforce does not wish to become legalistic about the representation of women on church decision making committees. It will not therefore forward formulae to be used in calculating the number of women to be on committees. It would however like to see decision making committees include greater numbers of Adventist business and professional women.

The Taskforce is conscious that it is not always easy for business and professional women (and men) to take time off work to attend church decision making committees. A further problem arises for those lay people taking time off work without pay who are financially disadvantaged by attending such meetings. With these factors in mind, the Taskforce makes the following recommendations.

RECOMMENDATION 62
The Taskforce recommends that decision making committees at all levels of church administration give careful consideration to the timing of committee meetings and that some, if not all, be held out of business hours, enabling business and professional women (and men) to attend with minimal interruptions to their work commitments.

RECOMMENDATION 63
The Taskforce recommends that, to remove obstacles preventing business and professional women (and men) from participating in decision making committees, those who take unpaid time off work to attend decision making committees be offered financial reimbursement for attending committee meetings during business hours.

RECOMMENDATION 64
The Taskforce recommends that women appointed to church decision making committees, who are full time child carers be offered financial reimbursement for engaging the services of alternate child carers enabling them to attend committee meetings.

The need for greater female participation in decision making was recognised recently at the North American Division Women's Commission Summit Meeting. The meeting, held in March 1991 and coordinated by that Divisions Women's Commission, was attended by representatives from 17 independent Adventist women's groups. The women voted to recommend that the Division take action on 14 items including increasing the number of female representatives on boards and committees
at every level of the church structure (Sterndale, 1991).

**Component Three: Language**

Many may argue that language does not matter. Sociological studies repeatedly demonstrate however that it does (Gundry, 1989:15). The effect of using male terms for generic usage, as frequently occurs in church settings, either excludes women or leaves them in doubt as to their inclusion. Women feel excluded when they hear sermons, lessons or examples presented in male terms only. To ensure women feel included, consideration needs to be given to the use of inclusive language - language that does not alienate members of either gender. For similar reasons, it is important that both genders be included in presenting written or spoken material. Joking or derogatory references to women such as the “weak sister” are also inappropriate and offensive.

The Taskforce longs for such considerations to be made by church pastors and administrators. It considers it appropriate that the Women’s Advisory Council monitor the use of exclusive language and actively encourage the use of inclusive language by administrators, pastors, teachers and leaders at all levels of the church’s administration.

**RECOMMENDATION 65**

The Taskforce recommends that inclusive written and verbal language be used throughout the Church in policies, publications, preaching and teaching.

**Ministering to Adventist Business and Professional Women in Rural Australia and New Zealand**

Survey responses suggest that business and professional women living in rural areas have their own set of unique problems and issues with which to contend. The following extracts from returned surveys illustrate the type of problems these women face:

- *In small country churches you may find you have little in common with the rest of the membership (S115)*

- *The closest church is one hour away. I get tired of the driving and the expense involved. It is also a very small church and although friendly, a lack of young people and families really makes a difference (S066)*

- *My needs at a spiritual and personal level are rarely met and in a county town you don’t have other churches as options (S213).*

The Taskforce is confident that the recommendations made concerning the establishment of the Resources Centre by the South Pacific Division (Recommendations 3 to 5) and the establishment and maintenance of the Personal Ministries Resource Library by the Association of Adventist Women (Recommendations 7 to 13) will be initial steps in ministering to this sector of the church’s population. These resources will only be helpful to women in rural areas if they are aware of their availability. There will be a need for a far reaching promotions campaign to inform country women of these resources.

The Taskforce would like to see a range of approaches used to promote the Resources Centre and the Personal Ministries Resource Library. Possible approaches could include articles in the RECORD and the newsletters of local conferences in rural areas; promotional activities at conference camp meetings; direct mail to all Adventist women in rural Australia and New Zealand. It is anticipated that the promotional campaign would require a high profile initially, although it would be important that promotional activities be sustained over time to ensure the resources are constantly brought to the attention of those needing them.
RECOMMENDATION 66
The Taskforce recommends that the Women’s Ministry Director, in consultation with the Coordinator of the Personal Ministries Resource Library, be responsible for planning and overseeing the promotional campaign for the Resources Centre and the Personal Ministries Resource Library.

The Taskforce is indebted to the work of 17 Adventist women from a number of Divisions for certain aspects of the preceding recommendations. These women were delegates to the General Conference initiated “Role of Women in the Church Commission” which has met on a number of occasions, most recently in 1989. It was during the 1989 meetings that a group of women met together quite independently of the official meetings and discussions. Recognising there to be a number of concerns other than ordination that relate to the broader scope of the role of women, they drafted a number of recommendations for the Commission to consider. Ms Joan Baldwin, the female lay representative for the South Pacific Division was involved in the preparation of the report. A copy of the recommendations can be found in Appendix Four. The Taskforce has studied and fully endorses each of the recommendations forwarded by this Ad Hoc Committee.

IN CONCLUSION
The Taskforce is anxious that its work and the results of the surveys be widely distributed to ensure that as many as possible are aware of the work that has been done and the recommendations proposed. For this reason the following recommendations are forwarded.

RECOMMENDATION 67
The Taskforce recommends that copies of this Report be sent to all Adventist ministers in Australia and New Zealand - administrators at all levels of the church administration, evangelists and local church pastors.

RECOMMENDATION 68
The Taskforce recommends that copies of this Report be sent to the Principal of Avondale College and all staff of the School of Religious Studies, Avondale College so that Recommendations 27 to 38 can be considered and implemented.

RECOMMENDATION 69
The Taskforce recommends that this Report be sent to all undergraduate theology students currently studying at Avondale College and that additional copies be made available to future students in years to come.

RECOMMENDATION 70
The Taskforce recommends that copies of this Report be sent to the Chief Executive Officers of the identified Adventist affiliated institutions in Australia and New Zealand so that Recommendations 17 to 19 can be considered and implemented.

RECOMMENDATION 71
The Taskforce recommends that copies of this Report be sent to each member of the Ministerial Training Advisory Committee and the Director of the Centre of Continuing Education for Ministers so that Recommendations 40 to 47 can be considered and implemented.

The first two Division Coordinators of the Toward 2000 project were anxious that copies of this Report be available to all women participating in the survey. To this end, the Taskforce wrote to all participants advising them that they could obtain a copy of the final Report should they so desire. The Taskforce received 149 requests for the Report.

As has been mentioned, there have been personnel changes amongst those coordi-
nating the Toward 2000 project. The Taskforce trusts that the commitment made by
earlier coordinators will be honoured and that copies of this Report will be distributed
to all those respondents requesting a copy.

RECOMMENDATION 72
The Taskforce recommends that, in appreciation of their time and effort, a copy of
this Report be sent to every woman who participated in the survey and subsequently
requested a copy of this Report.

The Taskforce is also most anxious that this Report, and the recommendations it
contains, not be dismissed or ignored. Such an action would cause considerable
damage to numerous women who have told Taskforce members that they are
counting on the work of this Taskforce to improve the opportunities for women to
share in the work of ministry in the Adventist Church. To ignore or dismiss this Report
would cause many to question the integrity and sincerity of the Seventh-day Adventist
Church in the South Pacific Division.

RECOMMENDATION 73
The Taskforce recommends that the target date for implementing all recommenda-
tions contained in this Report be 1 January 1995.
CONCLUSION

As a Taskforce we were called to examine how best Adventist women may minister to their secular colleagues. In doing so various related issues were examined and considered - the resources these women need to minister effectively, the hindrances that interfere with them ministering fully, and the need for Adventist business and professional women to be ministered to themselves. The orientation of this Report has therefore been broad. It may be argued by some that consideration of the issue of ministry to Adventist business and professional women is outside the Terms of Reference. However, the Taskforce strongly believes, and survey results confirm, that it is not until the spiritual and emotional needs of this sector of the Church's population are met that they will be able to minister to, and meet the needs of, their secular colleagues.

The recommendations made in this Report are extensive and touch many facets of church administration and practice. They have not been forwarded flippantly; nor are they our "pie in the sky" wish list for the future direction of the Church in the South Pacific. Each recommendation has been deliberated upon, in many instances, extensively with reference to the survey results and comments. All recommendations proposed have the full support of every member on the Taskforce.

Undertaking this exercise has given those of us on the Taskforce an insight into the thoughts and feelings of a large number and broad cross section of Adventist women in the developed nations of the South Pacific region. The survey responses have given us a glimpse into the anger, hurt and frustration experienced by many talented and dedicated women who want to make a significant contribution to their church but, for a variety of reasons, have been thwarted in their attempts. We have also been encouraged by the hope and dedication expressed by numerous other women. These counterbalancing expressions come from women who feel that they have something to contribute, an influential voice to raise and a commitment to stay in the system to bring about improvements. We have come to appreciate the cost this means to many women.

A number of respondents (although less than the Taskforce anticipated) specifically called for the ordination of women to ministry in the Seventh-day Adventist Church. Many of these women felt that their spiritual experience would be enhanced if they had the opportunity to be led in worship by a woman and that their emotional needs would be more fully met if women played a more prominent role in church administration and decision making. The Taskforce has deliberately chosen not enter into the debate on the appropriateness, or otherwise, of ordaining women for ministry in the Seventh-day Adventist Church.

This step has been taken so as not to detract from the intent and emphasis of this Report. Providing these women with pastors who can personally relate to their female world view and who can epitomise the more feminine attributes of God (nurturance and mercy) will go a long way to meeting the needs of a large number of women within the Adventist Church in addition to the needs of many of their secular colleagues.

Although we may wish otherwise, we on the Taskforce must be content to leave this issue with others assigned to deliberate and determine. Those of us on the Taskforce, on behalf of all Adventist business and professional women in Australia and New Zealand, urge those so assigned to seek justice and be content only with that which is right and true.
SUMMARY OF RECOMMENDATIONS

RECOMMENDATION 1
The Taskforce recommends that the South Pacific Division coordinate a range of projects to design, develop and make readily available appropriate resources to assist Adventist business and professional women minister to their secular colleagues.

RECOMMENDATION 2
The Taskforce recommends that the South Pacific Division oversee the design, development and ready availability of appropriate resources in the specific areas of relationships, spirituality and personal validation to be used by Adventist business and professional women in their ministry to secular colleagues.

RECOMMENDATION 3
The Taskforce recommends that the South Pacific Division establish and maintain a Resources Centre of personal ministry related resources.

RECOMMENDATION 4
The Taskforce recommends that a suitable department such as the Church Ministries Department of the South Pacific Division be responsible for coordinating the establishment and maintenance of the Resources Centre.

RECOMMENDATION 5
The Taskforce recommends that the Resources Centre utilise the most modern communication equipment available (such as facsimile machines and computer modems) and that every attempt be made to ensure that the equipment level is maintained in line with technological developments.

RECOMMENDATION 6
The Taskforce recommends that the South Pacific Division Coordinator of the Toward 2000 Project approach the Editorial Board of Adventist Professional asking them to feature a series of articles designed to develop and refine the skills Adventist business and professional women utilise in ministering to their secular colleagues and to maintain this interest over time.

RECOMMENDATION 7
The Taskforce recommends that the South Pacific Division approach the Executive Committee of the Association of Adventist Women (Sydney chapter) urging them to establish and maintain a Personal Ministries Resource Library designed to skill business and professional women in their ministry to secular colleagues.

RECOMMENDATION 8
The Taskforce recommends that the South Pacific Division make an initial grant (possibly $5000) to the Association of Adventist Women (Sydney chapter) for the establishment of the Personal Ministries Resource Library and the conducting of an extensive advertising campaign.

RECOMMENDATION 9
The Taskforce recommends that the South Pacific Division make an annual grant (possibly $1000 with a built-in Consumer Price Index factor) to the Association of Adventist Women (Sydney chapter) to be used in expanding and upgrading the Personal Ministries Resource Library and financing related activities such as postage and advertising.
RECOMMENDATION 10
The Taskforce recommends that the Association of Adventist Women (Sydney chapter) consider appointing an appropriately skilled woman to coordinate the development and maintenance of the Personal Ministries Resource Library.

RECOMMENDATION 11
The Taskforce recommends that attempts be made to identify all existing and available resources in Australian and New Zealand Adventist, non-educational institutions (such as the audio cassette library of the Chaplain’s Department, Sydney Adventist Hospital) and that discussions be held with the institutions currently holding those resources with the view to merging all resources into the services of the Personal Ministries Resource Library.

RECOMMENDATION 12
The Taskforce recommends that the Association of Adventist Women (Sydney chapter) be accountable to a suitable department such as the Church Ministries Department of the South Pacific Division for the development and maintenance of the Personal Ministries Resource Library project.

RECOMMENDATION 13
The Taskforce recommends that the Association of Adventist Women (Sydney chapter) report annually to the Church Ministries Department of the South Pacific Division, providing information on the utilisation of the Resource Library and making available to this Department all related financial records.

RECOMMENDATION 14
The Taskforce recommends that the South Pacific Division oversee the design and development of a range of appropriate resources in the areas of financial management, time management and overall health maintenance.

RECOMMENDATION 15
The Taskforce recommends that an Executive Stress Management resource be designed and developed to complement the current Stress Management program.

RECOMMENDATION 16
The Taskforce recommends that the South Pacific Division contract the Health Education Centre, Sydney Adventist Hospital to design and develop appropriate resources in the area of women’s health.

RECOMMENDATION 17
The Taskforce recommends that each large institution affiliated with the Seventh-day Adventist Church in Australia and New Zealand (the Sydney and Auckland Adventist Hospitals, the Warburton Health Centre, the Sanitarium Health Food Company, the Signs Publishing Company and Avondale College) seriously consider conducting a needs assessment to ascertain the child care requirements of their workers, both female and male, Adventist and non-Adventist.

RECOMMENDATION 18
The Taskforce recommends that, upon analysis of data, each institution determine the appropriateness of establishing services to meet the child care needs of their employees.

RECOMMENDATION 19
The Taskforce recommends that consideration be given to the provision of a range of appropriate options such as childcare referral and placement services, the establishment of creche or pre-school facilities, or financial assistance to children already appropriately placed in child care facilities.

RECOMMENDATION 20
The Taskforce recommends the Education Department of the South Pacific Division
examine the feasibility of establishing before and after school programs and vacation programs for children living in the surrounding neighbourhoods of its primary schools.

RECOMMENDATION 21
The Taskforce recommends that the design and development of recommended resources meet the following criteria:
- be produced for business and professional women with subject matter that is useful and important to this group
- contain subject matter that is logically arranged, with appropriate coverage and scope. The intellectual content must have conceptual depth
- contain subject matter that is accurate, current, authentic, has valid, convincing and unbiased discussion and conclusions (where bias is relevant this should be obvious and stated)
- have technical quality that is high in areas including speech clarity, continuity and editing, colour intensity and other visual effects
- be convenient to use, considering the technology available and the length of time required to view/listen to the complete presentation.

RECOMMENDATION 22
The Taskforce recommends that the mode of communication used in developing resources needs to be appropriate to and acceptable by business and professional, taking into account clarity, interest, language level and appearance.

RECOMMENDATION 23
The Taskforce recommends that a creative approach be taken in determining the format of resources and that consideration be given to utilising mediums such as video and audio cassette tapes, resource kits and creatively packaged written material.

RECOMMENDATION 24
The Taskforce recommends that the South Pacific Division utilise the skills of appropriately trained and experienced Adventist business and professional women in designing, developing and trialing appropriate resources to be used by Adventist women in ministering to their secular colleagues.

RECOMMENDATION 25
The Taskforce recommends that the South Pacific Division of the Seventh-day Adventist Church call all ministers in Australia and New Zealand to be relevant - to be truly relevant - to the needs of the communities they serve.

RECOMMENDATION 26
The Taskforce recommends that the South Pacific Division of the Seventh-day Adventist Church call all ministers in Australia and New Zealand to foster a spirit of acceptance - of true acceptance - within their congregations towards those worshipping and wishing to worship within their setting.

RECOMMENDATION 27
The Taskforce recommends that the Avondale College School of Religious Studies make modifications to its subject composition to ensure it is more relevant to current religious needs.

RECOMMENDATION 28
The Taskforce recommends that the Avondale College School of Religious Studies substantially increase the number of core and elective subjects in the Church Ministry strand requiring formal and structured tutorials to ensure students gain significant experience in arguing their position before fellow students and lecturers.

RECOMMENDATION 29
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce a course in sociology and culture for undergraduate
theology students to provide them with the framework through which to interpret and understand the secular societies of Australia and New Zealand.

RECOMMENDATION 30
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce (possibly to the Church Ministry Studies strand) a 400 level core subject into the undergraduate theology course to examine in detail the processes and concepts of secularisation including its impacts on society and individuals.

RECOMMENDATION 31
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce a non-elective subject into the undergraduate theology course designed to examine the various facets of church worship and church dynamics from the perspective of maximising relevance, appropriateness, acceptance to equip theology students with a strong conceptual foundation from which they can design worship experiences most appropriate to any specific situation or community and their own personalities.

RECOMMENDATION 32
The Taskforce recommends that the Avondale College School of Religious Studies design, develop and introduce a non-elective subject to the Church Ministry strand to equip students with skills to ascertain the needs of future congregations, to conduct needs assessments and fully utilise the gifts of future congregations.

RECOMMENDATION 33
The Taskforce recommends that Avondale College design, develop and introduce a subject examining women’s issues and that the course initially be available to undergraduate theology students as an elective.

RECOMMENDATION 34
The Taskforce recommends that when the undergraduate theology course is next revised and restructured, the Women’s Studies course be incorporated as a core subject into the Church Ministry Studies strand at the 300 or 400 level.

RECOMMENDATION 35
The Taskforce recommends that 1994 be the target year for the introduction of the proposed Women’s Studies course and that the course be coordinated and taught ideally by female lecturers and feature guest lecturers possibly including non-Adventist Christian women.

RECOMMENDATION 36
The Taskforce recommends that undergraduate theology students studying at Avondale College have the opportunity to complete one year of study at a secular university and that the studies undertaken be accredited toward their Avondale theology degree.

RECOMMENDATION 37
The Taskforce recommends that serious consideration be given to introducing a practicum, with the possible title of Personal Ministry Practicum enabling undergraduate theology students at Avondale College to undertake some credit point earning ministry in Christian based institution (for example Youth With A Mission, Sydney City Mission, the Salvation Army) to expose them to a wide range of world views and experiences.

RECOMMENDATION 38
The Taskforce recommends that the commencement of the 1994 academic year be the target date for the introduction of the Personal Ministry Practicum recommended in Recommendation 37 into the Avondale College theology curriculum.
RECOMMENDATION 39
The Taskforce recommends that consideration be given to ministers having served in nations of the South Pacific Division other than Australia and New Zealand being required, upon returning to Australia or New Zealand, to spend the first six months of their return, participating in the Personal Ministry Practicum to update them on the issues and concerns of people in secular, developed nations.

RECOMMENDATION 40
The Taskforce recommends that serious consideration be given by the Executive Committee of the South Pacific Division to making continuing education mandatory for all Adventist ministers in Australia and New Zealand.

RECOMMENDATION 41
The Taskforce recommends that the Ministerial Training Advisory Committee and the Centre for Continuing Education for Ministers give serious study to introducing a dual component program, with the suggested title of "Program Update", designed to equip all Adventist ministers with the skills to appreciate more fully the world views, attitudes and practices of Australia and New Zealand's secular society.

RECOMMENDATION 42
The Taskforce recommends that the first component of the dual component program, Program Update, be a series of in-service training seminars for all Seventh-day Adventist ministers in Australia and New Zealand.

RECOMMENDATION 43
The Taskforce recommends that all Adventist ministers attend in-service training seminars regularly (for example every two years) and that these in-service training seminars be planned to minimise the disruptions to their pastoral or administrative commitments.

RECOMMENDATION 44
The Taskforce recommends that the Centre for Continuing Education for Ministers, in consultation with the Division's Worship Focus Group, design, develop and distribute to all Adventist pastors in Australia and New Zealand a resource kit containing reference material related to the issues considered in the in-service training seminars - the needs of those living in secular societies.

RECOMMENDATION 45
The Taskforce recommends that appropriately trained and experienced business and professional women be actively involved in the design and development of the recommended resource kit to be distributed to all Seventh-day Adventist pastors.

RECOMMENDATION 46
The Taskforce recommends that the Centre of Continuing Education for Ministry commission the preparation of a home-based course examining the secular societies of Australia and New Zealand and appropriate approaches of ministry to these societies.

RECOMMENDATION 47
The Taskforce recommends that the second component of the dual component program, Program Update, be a six month practical module and that all Adventist ministers in Australia and New Zealand - administrators, evangelists and local church pastors - be required to participate.

RECOMMENDATION 48
The Taskforce recommends that the Seventh-day Adventist Church be relevant - truly relevant - to the needs of Australian and New Zealand Adventist women.

RECOMMENDATION 49
The Taskforce recommends that the South Pacific Division Executive Committee
appoint a full-time Women's Ministries Director (Associate Field Secretary) responsible for coordinating ministries for all Adventist women no later than the May 1992 session.

RECOMMENDATION 50
The Taskforce recommends the employment of Women's Ministries Directors to coordinate ministries for all Adventist women at both the Trans-Tasman Union Conference and the Trans-Australian Union Conference.

RECOMMENDATION 51
The Taskforce recommends that the South Pacific Division Executive Committee appoint a nine member Women's Advisory Council to consider, determine and recommend to the South Pacific Division means by which the Church can most effectively minister to the needs of its women members no later than the May 1992 session.

RECOMMENDATION 52
The Taskforce recommends that the Women's Advisory Council be made up of the following members:
- South Pacific Division Women's Ministry Director (Chair)
- President, South Pacific Division, or his representative
- Trans-Tasman Women's Ministries Director
- Trans-Australian Women's Ministries Director
- Two business/professional women from the Trans-Tasman Union
- Two business/professional women from the Trans-Australian Union
- One female tertiary student undertaking studies at a secular university in Australia or New Zealand.

RECOMMENDATION 53
The Taskforce recommends that the South Pacific Division design and develop a comprehensive Affirmative Action Strategy to be implemented in the 1995 - 2000 quinquennium.

RECOMMENDATION 54
The Taskforce recommends that the Women's Ministries Director assume corporate responsibility for the development, implementation and co-ordination of the Affirmative Action Strategy.

RECOMMENDATION 55
The Taskforce recommends that the comprehensive Affirmative Action Strategy contain at least three components:
- equal consideration of women to senior church administrative positions
- balanced representation on decision making committees
- language.

RECOMMENDATION 56
The Taskforce recommends that a review be undertaken by the South Pacific Division of entry requirements to all senior management positions to determine those positions for which ordination is an essential requirement.

RECOMMENDATION 57
The Taskforce recommends that when considering an appointment to any position, including any senior management position, there be a genuine awareness that the position may be filled by a woman and that the appointment be made on the sole basis of the most suitable person for the position.

RECOMMENDATION 58
The Taskforce recommends that women be considered for appointment to positions within the South Pacific Division such as Treasurer or Associate Treasurer; Editor or Associate Editor of the RECORD; and Director or Associate Director in South Pacific
Division departments such as Church Ministries, Education, Health, ADRA, Auditing at the commencement of the next quinquennium (1995 - 2000).

RECOMMENDATION 59
The Taskforce recommends that the South Pacific Division design and develop a pre-implementation component to the Affirmative Action Strategy that would identify and prepare appropriate women who will subsequently be elected to office when the South Pacific Division elections are held in 1995.

RECOMMENDATION 60
The Taskforce recommends that greater numbers of young, qualified business and professional women be included on decision making committees at every level of church administration.

RECOMMENDATION 61
The Taskforce recommends that the Women's Ministries Director of the South Pacific Division be responsible for establishing a data base of appropriate business and professional women willing to serve on decision making committees and that the data base be updated regularly.

RECOMMENDATION 62
The Taskforce recommends that decision making committees at all levels of church administration give careful consideration to the timing of committee meetings and that some, if not all, be held out of business hours, enabling business and professional women (and men) to attend with minimal interruptions to their work commitments.

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RECOMMENDATION 66
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RECOMMENDATION 72
The Taskforce recommends that, in appreciation of their time and effort, a copy of this Report be sent to every woman who participated in the survey and subsequently requested a copy of this Report.

RECOMMENDATION 73
The Taskforce recommends that the target date for implementing all recommendations contained in this Report be 1 January 1995.
BIBLIOGRAPHY


Gate, J. (1991) Personal communication.


APPENDIX ONE

THE SURVEY
**TOWARD 2000**

**A SURVEY OF ADVENTIST BUSINESS AND PROFESSIONAL WOMEN**

Please complete each of the following questions. Where applicable write the appropriate answer in the box provided, as demonstrated in the sample question below.

When answers require written responses, please write clearly.

Feel free to write any additional comments you wish - add an extra sheet if necessary.

**Sample question:**

Do you have relatives or close friends who are not Adventists?

1. Yes
2. No
3. Not sure

If you have no Adventist relatives or close friends write "2" in the box.

<table>
<thead>
<tr>
<th>Question</th>
<th>Options</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 In which country do you live?</td>
<td>1. Australia</td>
</tr>
<tr>
<td></td>
<td>2. New Zealand</td>
</tr>
<tr>
<td>If &quot;Australia&quot;, in which state or territory do you live?</td>
<td>1. New South Wales</td>
</tr>
<tr>
<td></td>
<td>2. South Australia</td>
</tr>
<tr>
<td></td>
<td>3. Victoria</td>
</tr>
<tr>
<td></td>
<td>4. Western Australia</td>
</tr>
<tr>
<td>If &quot;New Zealand&quot;, in which island do you live?</td>
<td>1. North Island</td>
</tr>
<tr>
<td></td>
<td>2. South Island</td>
</tr>
<tr>
<td>2 What age bracket are you in?</td>
<td>1. under 20 years</td>
</tr>
<tr>
<td></td>
<td>2. 20-29 years</td>
</tr>
<tr>
<td></td>
<td>3. 30-39 years</td>
</tr>
<tr>
<td></td>
<td>4. 40-49 years</td>
</tr>
<tr>
<td></td>
<td>5. over 50 years</td>
</tr>
<tr>
<td>3 What is your ethnic background?</td>
<td>1. Aboriginal</td>
</tr>
<tr>
<td></td>
<td>2. Maori</td>
</tr>
<tr>
<td></td>
<td>3. Asian</td>
</tr>
<tr>
<td></td>
<td>4. Polynesian</td>
</tr>
<tr>
<td>4 What is your current marital status?</td>
<td>1. Single</td>
</tr>
<tr>
<td></td>
<td>2. Separated</td>
</tr>
<tr>
<td></td>
<td>3. DeFacto</td>
</tr>
<tr>
<td>5 Do you have any children?</td>
<td>1. Yes</td>
</tr>
<tr>
<td></td>
<td>2. No</td>
</tr>
<tr>
<td>If &quot;Yes&quot;, how many?</td>
<td></td>
</tr>
<tr>
<td>If &quot;Yes&quot;, how many are still financially dependent?</td>
<td></td>
</tr>
<tr>
<td>6 Are you employed</td>
<td>1. Permanent full time</td>
</tr>
<tr>
<td></td>
<td>2. Temporary full time</td>
</tr>
<tr>
<td></td>
<td>3. Casual full time</td>
</tr>
<tr>
<td></td>
<td>4. Permanent part time</td>
</tr>
<tr>
<td></td>
<td>5. Temporary part time</td>
</tr>
<tr>
<td></td>
<td>6. Casual part time</td>
</tr>
<tr>
<td></td>
<td>7. Self employed</td>
</tr>
<tr>
<td></td>
<td>8. Full time child care</td>
</tr>
<tr>
<td>7 What is your occupation and current position?</td>
<td></td>
</tr>
<tr>
<td>8 What occupations have you previously held?</td>
<td></td>
</tr>
<tr>
<td>9 Are you currently studying?</td>
<td>1. Yes</td>
</tr>
<tr>
<td></td>
<td>2. No</td>
</tr>
<tr>
<td>If &quot;yes&quot;, are you studying</td>
<td>1. Full time</td>
</tr>
<tr>
<td></td>
<td>2. Part time</td>
</tr>
<tr>
<td>If &quot;yes&quot;, at what level are you studying?</td>
<td>1. Undergraduate, Diploma or Certificate</td>
</tr>
<tr>
<td></td>
<td>2. Undergraduate, Degree</td>
</tr>
<tr>
<td></td>
<td>3. Graduate, Diploma</td>
</tr>
<tr>
<td></td>
<td>4. Postgraduate, Masters</td>
</tr>
<tr>
<td></td>
<td>5. Postgraduate, Masters Honours</td>
</tr>
<tr>
<td></td>
<td>6. Postgraduate, Doctor of Philosophy</td>
</tr>
<tr>
<td></td>
<td>7. Other</td>
</tr>
</tbody>
</table>
10 What academic/professional qualifications do you already possess? Qualifications

<table>
<thead>
<tr>
<th>Field of study</th>
</tr>
</thead>
</table>

11 How many years have you been, or were, an Adventist?

12 Which of the following comes closest to your pattern of Adventist church attendance?

<table>
<thead>
<tr>
<th>Weekly</th>
<th>Monthly</th>
<th>Infrequently</th>
<th>Never</th>
</tr>
</thead>
</table>

If "Infrequently" or "Never", why is that?

13 Where is the church in which you worship, or worshipped, located?

<table>
<thead>
<tr>
<th>Inner city</th>
<th>Suburbs</th>
<th>Country town</th>
<th>Rural</th>
<th>Adventist community (eg. Avondale college)</th>
</tr>
</thead>
</table>

14 Do you currently hold church office(s)?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

If "Yes", what positions?

15 Have you previously held church office(s)?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

If "Yes", what positions?

16 Do you belong to any church based organisations (eg. Adventist welfare association, Forum, Association of Adventist Women)?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

If "Yes", please list them.

17 Have you ever sat on a church decision-making committee?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

18 Do you think you have gifts you could use in church office but have never had the opportunity?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

If "Yes", please comment

19 Please list the church activities which give/gave you the most pleasure?

20 Please list the church activities in which you think you make/made your best contributions?

21 Do you generally feel part of your local church family?

<table>
<thead>
<tr>
<th>Always</th>
<th>Frequently</th>
<th>Sometimes</th>
<th>Seldom</th>
<th>Never</th>
</tr>
</thead>
</table>

If "Seldom or Never", why is that?

22 If you currently worship regularly in an Adventist church, have you ever thought seriously about leaving the church?

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
</table>

If "No", what steps would enhance integration into your local church family?

If "Yes", why was that?

If Yes, why did you stay?
23 How, if at all, have your attitudes toward the responsibilities that come with church membership changed over the last few years?

24 If you have stopped, or would stop, worshipping regularly in an Adventist church would you: (circle as many as necessary)
- Worship with another Christian denomination
- Meet with non-official Adventist oriented groups
- Worship privately or with a few friends
- Cease worshipping with Christians
- Other

25 How successful do you consider yourself to be in the following areas?

<table>
<thead>
<tr>
<th>Area</th>
<th>VERY SUCCESSFUL</th>
<th>NOT SUCCESSFUL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Occupation</td>
<td>7</td>
<td>4</td>
</tr>
<tr>
<td>Relationships with friends</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Relationships with family</td>
<td>7</td>
<td>3</td>
</tr>
<tr>
<td>Relationships with colleagues</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>Spiritual growth</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>Personal development</td>
<td>7</td>
<td>2</td>
</tr>
<tr>
<td>Health maintenance</td>
<td>7</td>
<td>1</td>
</tr>
<tr>
<td>Communications</td>
<td>7</td>
<td>1</td>
</tr>
</tbody>
</table>

26 What are your abilities/qualities in the following areas?

**Intellectual** (eg, research, discussing theology or philosophy)

**Social** (eg, leadership, public speaking, organisation)

**Spiritual** (eg, wisdom, helps, intercession, prayer)

**Practical** (eg, art, cooking, music)

27 In your business/professional activities how often would you be in contact with colleagues who are non-Christian?
- 1 daily
- 2 weekly
- 3 less often
- 4 not applicable/engaged in full-time childcare

28 How many of your non-Christian work colleagues would you consider to be friends?
- 1 less than 5
- 2 more than 5
- 3 more than 10
- 4 no non-Christian work colleagues

29 How often do you see non-Christian work colleagues socially?
- 1 several times a week
- 2 several times a month
- 3 several times a year
- 4 no non-Christian work colleagues

30 Have you been able to identify needs in your non-Christian colleagues that you would like to help meet?

If "Yes", what are these needs?