

THE STATE OF WOMEN IN BAPTIST LIFE • 2010

Commissioned by
Baptist Women in Ministry

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Pamela R. Durso and
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BAPTIST WOMEN IN MINISTRY

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UPDATE

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OUR VISION

Baptist Women in Ministry will be a catalyst in Baptist life, drawing together women and men, in partnership with God, to illuminate, advocate, and nurture the gifts and graces of women.

Baptist Women in Ministry (BWIM) has undergone many changes in recent years. These changes began in 2003 with the appointment of a Transition Team tasked with evaluating the organization and offering recommendations for the future. One recommendation made by the Transition Team was that BWIM produce a report titled "The State of Women in Baptist Life" in order to validate the ongoing needs of Baptist clergywomen, bring to light growth and losses, and illuminate nationwide trends.

Based on that recommendation, the BWIM Leadership Team commissioned, published, and distributed three "The State of Women in Baptist Life" reports for 2005, 2006, and 2007. Each report had a unique focus of research and also included statistical information related to Baptist women's roles in ministry and leadership. The 2005 report provided a historical overview of the ordinations of and ministry positions held by Baptist women ministers. The 2006 report, based on an on-line survey titled the *State of Women in Baptist Life Attitudes Survey (SWBL Survey)*, offered insight into the attitudes of Baptists about the roles of women in society and in the church. The 2007 report highlighted the history of Baptist Women in Ministry, which in 2008 was celebrating its twenty-fifth anniversary.

The last few years have brought even more change to BWIM, with the launching in 2007 of the annual Martha Stearns Marshall Month of Preaching, the first distribution in 2008 of a fun T-Shirt bearing the slogan

"This Is What a Preacher Looks Like," the hiring of a full-time executive director in 2009, and the release by Smyth & Helwys Publishers in 2010 of *This Is What a Preacher Looks Like: Sermons by Baptist Women in Ministry*.

Indeed, the last few years have been busy ones, but the Leadership Team determined that BWIM continue in its commitment to gathering, analyzing, and reporting information about Baptist clergywomen and thus has commissioned "The State of Women in Baptist Life, 2010" report to be published and distributed in June 2011. This report highlights previous winners of the Addie Davis Awards. The first section of this report is written by Amy Shorner-Johnson, who is a current Leadership Team member and assistant chaplain at Elizabethtown College, Elizabethtown, Pennsylvania. Her section includes a list of the previous recipients of the two Addie Davis Awards, provides current information for most recipients, and includes stories about four previous winners. The second section of the report, like the three previous reports, includes statistical information and analysis about ordinations, ministry positions, and theological educational institutions.

The Leadership Team offers you this report with hopes that it will provide clarity, encouragement, and insight with regard to Baptist women in ministry.

Pamela R. Durso
Executive Director

THE ADDIE DAVIS AWARD RECIPIENTS

by Amy Shorner-Johnson

Women in ministry have long demonstrated creativity, quality, and excellence for ministry, whether or not they have been accepted in the mainstream view of who or what a minister is. In recent years, the increasing number of women enrolling in seminaries has encouraged Baptists to look to women for leadership and to recognize their skills. Some of these women complete their theological education and then enter pulpits and churches where their gifts bless the congregations far beyond imagination. Other women finish seminary and begin service as chaplains, educators, and leaders of non-profit organizations.

For thirteen years, BWIM has recognized a few exceptional Baptist women seminarians through the presentation of the Addie Davis Award for Outstanding Leadership in

Pastoral Ministry and the Addie Davis Award for Excellence in Preaching. The awards were named in honor of Addie Davis, the first Southern Baptist woman ordained to the gospel ministry. In August 1964, Watts Street Baptist Church in Durham, North Carolina, ordained her, and in 1994, on the thirtieth anniversary of her ordination, BWIM leadership established the Addie Davis Awards. In May 1994, more than \$5,000 was collected during the first award offering.

The awards have been and are an affirmation that benefits the women who receive the awards and the women who are nominated, but the awards themselves also acknowledge unique gifts, voices, and strengths of all women. Following are two lists of recipients of the Addie Davis Awards from 1998 to 2010.

Addie Davis at the 40th anniversary celebration of her ordination, 2004



ADDIE DAVIS AWARD RECIPIENTS FOR OUTSTANDING LEADERSHIP IN PASTORAL MINISTRY

1999	Virginia Dempsey
2000	Ellen Holden DiGiosia
2002	Belinda Creighton-Smith
2003	Shirley Ramsey Luckadoo
2004	Holly Sprink
2005	Teresa Pugh

2006	Debra Anne Carter
2007	Renee Kenley
2008	Caroline Lawson Dean
2009	Tammy Jackson Gill
2010	Gwen Brown

ADDIE DAVIS AWARD RECIPIENTS FOR EXCELLENCE IN PREACHING

1998	Kelly Bazemore
1998	Tammy Condrey
1998	Jennifer L. Dundas
1998	Joy Heaton
1998	Jana Stewart Kinnersley
1998	Gloria Jean Ortega
1998	Rachel A. Stephen

1999	Veronice Miles
2000	Kimberly L. Hardegree
2001	Nikki Finkelstein-Blair
2002	Andrea Dellinger Jones
2003	Susan Burnette
2004	LeAnn Gunter
2005	Martha Kears

2006	Stacy Cochran
2007	Shelley Hasty Woodruff
2008	Bailey Edwards Nelson
2009	Marquette Bugg
2010	Karen Hatcher

Since the first Addie Davis award presentation, nominations have been gathered from the seminaries and theological schools affiliated with the Cooperative Baptist Fellowship. But just as the times have changed, so has the nature of the awards. In 1998, the first year in which the awards were presented, all women nominated were awarded for their preaching gifts. The next year the BWIM Board of Directors determined to have two primary awards, one for pastoral leadership and the other for preaching. In 2010, the two ideas merged, and the organization presented the two awards but also recognized and financially awarded each nominee from all participating seminaries. BWIM continues to accept contributions toward the funding of the Addie Davis Awards and is thankful to the Ministers and Missionaries Benefits Board for its sponsorship of the 2011 awards.

Following is a look back at the journeys of several of the women who received the Addie Davis Awards. Their responses to receiving the awards are as varied as the women are different, and their differences are celebrated. May you be encouraged by their stories and reflections.

Ellen Di Giosia

A graduate of Baylor University's George W. Truett Theological Seminary, Ellen Di Giosia won the Addie Davis Award for Outstanding Leadership in Pastoral Ministry in 2000. While in seminary, Ellen knew that BWIM awarded honors in the name of Addie Davis, but she was surprised that she would be considered for the award. The official nomination came from a committee at her seminary, and Ellen recalls, "I remember sitting on the curb outside the seminary between classes and thinking, 'Whoa.'"

The shock turned into feelings of humble affirmation. "My husband was crazy proud! He grew up Catholic, so seminary and women in ministry were new ideas to him when we met. He seemed to get a larger view of Baptist life and pastoral life when I received the award and when we made the trip to the Cooperative Baptist Fellowship General Assembly and the BWIM breakfast." Ellen also remembers the great support and encouragement she received from her pastor and mentor, Kyle Reese, and how grateful she was to him during that time.

Encouraged to pursue pastoral ministry for years even from some who did not believe that women should be pastors, Ellen has reflected on receiving an award that used the word "pastoral." While she had worked in ministry leadership for many years, she took that "pastoral" affirmation into her first job following seminary graduation: "I went on staff at First Baptist Church, San Marcos, Texas, in a dual role—interim music minister and minister of senior citizen outreach. The latter role was jointly funded by the church and the Baptist General Convention of Texas to allow me to lead worship, teach Bible studies, and act as pastor to men and women living in assisted living facilities and retirement communities in our area."

Now serving as associate pastor of children at Woodland

Baptist Church in San Antonio, Texas, Ellen's ministry role includes doing "a little bit of everything." For her, the inclusion in all aspects of ministry is a sign that the church fully supports her in her role as associate pastor. As Woodland Baptist has recently been in transition after the departure of a long-time pastor, Ellen and her ministry colleagues have had to step up their responsibilities to cover even more of the pastoral duties. She was proud to serve communion to her congregation for the first time in February 2011. She remembers that opportunity as a holy, humbling, and sacred moment in her ministry. "It was awesome . . . to stand before them and speak words of reconciliation and welcome. I have never felt more sure of my pastoral calling, no matter what shape it takes in the future."

As the Addie Davis Awards are presented each year at the BWIM annual gathering, Ellen experiences a sense of thankfulness. Her gratitude for the award and what it has meant in her own life encourages her to speak out of its importance in Baptist life: "So few Baptist women are encouraged to embrace their call, even as seminary students. I am so glad that BWIM has a way to help women feel affirmed in their calling and to give them a platform to speak to the larger Baptist community."

Andrea Dellinger Jones

As the 2002 recipient of the Addie Davis Award for Excellence in Preaching, Andrea Dellinger Jones remembers the kind words spoken by John Claypool when she first learned that she had won the award. His comments were treasured along with the nomination itself for she knew that there were many talented preachers in her peer group at McAfee School of Theology. "I was honored to simply be nominated from among those ranks," she writes.

Andrea also remembers flying to Texas in order to receive her award. She had just graduated from McAfee and just gotten married. At the annual BWIM gathering, Amy Mears, who was then a member of the BWIM board, introduced Andrea and presented her the preaching award. Andrea remembers the affirming and loving words that were shared: "It's true that I felt like I was being introduced to a family I didn't really know, at least not yet. In that regard, the award represented something much larger, a network of relationships with whom I was invited to connect."

Andrea still recalls her surprise at receiving the award. She had not preached many times, but she hung the award plaque in her office in a prominent place as a reminder to herself of its importance. When she met with some confusion in her first ministry jobs and did not have many opportunities to preach, the plaque was a continuing affirmation of her gifts and a reminder that she was equally able to be used by God in ministry. The award gave her confidence about her own preaching gifts even during those times when she was not in the pulpit much.

"My husband, Brent," Andrea writes, "loves to laugh with me about one of my greatest fears during my first year of seminary—teaching a youth Bible study for the first time."

To be fair, I was serving a large youth group as an intern. More importantly, though, it had only been a year since I first saw a woman preach. In the small, rural church of my childhood, I saw few (if any!) women serve in a formal capacity in church leadership positions. When I won the Addie Davis Award, I felt like maybe I had a cloud of witnesses that verified talents in me that I wasn't even quite ready to affirm in myself. On difficult days in ministry and in times of doubt, the award gives me better footing to keep trying to do my best at this high and holy calling."

Since 2008, Andrea has served as pastor of Millbrook Baptist Church in Raleigh, North Carolina, and she has had plenty of opportunities to "exercise her preaching muscles." She still keeps the award plaque in her office. Recently, a woman student from Duke Divinity School was sitting in Andrea's office, saw the award, and responded with excitement. The student's enthusiasm made Andrea glad that she has kept the award on her shelf, not just for herself but so that other women might find reasons to step out courageously to their own calling.

"My favorite moments come when I serve God well with my words. I borrowed this idea from Will Willimon, but it rings true for me. When God offers me good news to share and then blesses me with the ability to craft and deliver those words well, those are my most meaningful moments at Millbrook." Some of those words extend far beyond preaching. Andrea has opportunities to offer hope at the hospital, to engage people in the foyer of the church building, and to talk with friends at the local coffee shop. Words can have importance and power when they are needed, and especially when they are "filled with grace, love and life." Andrea sees herself as a servant of God whose constant prayer is that she would continue to be given the gift of good words for all of God's people.

Renee Kenley Purtlebaugh

Renee Kenley Purtlebaugh was the recipient of the Addie Davis Award for Outstanding Leadership in Pastoral Ministry in 2007. A graduate of the Baptist Theological Seminary in Richmond, Renee's thoughts about the award often transition into fond and important memories of her seminary experience: "Honestly, [the Addie Davis Award] reminds me of most of seminary days and the incredibly formative moments that happened in that time of my life. As I function in ministry from day to day, it reminds me not to let go of the knowledge and skills that I learned and challenges me to continue learning and growing as I serve."

When she first heard the news of her award from Ruth Perkins Lee, who was then a member of the BWIM Leadership Team, Renee was surprised and honored. She also felt great support from those who were part of the recommending process, including her seminary professors: "I felt honored and humbled to be nominated as I was surrounded by so many other strong, gifted female seminary students who could easily have been awarded."

Following graduation, Renee began serving as minister to children and their families at Highland Baptist Church, Louisville, Kentucky. She continues to serve there, working as a liaison with several ministry groups, managing the administrative, training, and volunteer needs of children's ministry, and creating and designing meaningful programs to encourage the faith development of children and their families. Serving along with Renee on the staff at Highland Baptist are four other women ministers: "Highland is an amazing community of faith to be part of, and I am incredibly blessed to be part of the ministries that make up our life together."

Bailey Edwards Nelson

Bailey Edwards Nelson remembers receiving the word in 2008 that she had been nominated for the Addie Davis Award for Excellence in Preaching: "It was such an honor to be chosen out of all the amazing female preachers we had at McAfee. I remember being very surprised and humbled. Though I had not heard the sermons delivered by the other candidates, I was sure that they were excellent." Bailey also believes that "to be selected as the winner out of such an elite group of women was a great affirmation of my calling as a preacher. Those who supported me were elated that I was receiving the award and viewed it as a formal recognition of what they had already seen in me."

The affirmation Bailey experienced, she realizes, was not just for her but extended to the churches where she has served. While the award gave a boost to her own credibility both as a preacher and a pastor, it also supported the ministry in the churches that had called her and encouraged her. The encouragement and celebration from peers and colleagues in ministry after receiving the award served as a further affirmation of God's call.

Recalling one life-changing and meaningful moment after preaching a sermon at a church in Georgia, Bailey writes: "I was lingering in the back of the sanctuary, greeting everyone as they hurried off to lunch, when I was approached by a small girl and her mother. The girl walked right up and hugged me around my knees, then skipped merrily out the door. I looked at her mother, who told me that she had never seen her daughter sit so still during a sermon. After the service the girl said to her mother, 'Mommy, I didn't know girls could do that!' That experience made every moment of frustration and doubt, every closed door and cruel comment worth it, because suddenly it wasn't about me and 'my fight' . . . it was about the a little girl who had connected with God and her own potential in ways she had never dreamed before."

When thinking of her future in ministry, Bailey says that the award has continued to encourage her. In the past year, she moved with her family to the Atlanta area and sought to find a church in which to serve. When moments of doubt occurred, the award and the memory of the women in ministry who bestowed the award helped her to feel that the journey was not one that she was making alone. On June 5, 2011, Bailey accepted the call to be pastor of Flat Rock Baptist Church, Mount Airy, North Carolina.

WHERE THEY ARE NOW

Ellen, Andrea, Renee, and Bailey represent the many women who have been recipients of the Addie Davis Awards since 1998. Following is a list of the previous recipients with current information about their lives. Some of the women have since married and the list reflects current names.

Susan Burnette is church secretary at Oakland Baptist Church, Roanoke, Virginia.

Gwen Brown is pastor of Cornerstone Church, Grayson, Georgia.

Rachel Stephen Brunlikova is a Cooperative Baptist Fellowship affiliate serving in the Czech Republic with the Gypsy Ministries Team.

Marquette Bugg is a pastoral intern at University Heights Baptist Church, Stillwater, Oklahoma.

Debra Anne Carter is a chaplain and a certified thanatologist at the Virginia Commonwealth University Medical Center, Richmond, Virginia.

Tammy Condrey is a math teacher at Washington High School, Washington, North Carolina.

Belinda Creighton-Smith is pastor of Faith Temple Baptist Church, Waterloo, Iowa.

Caroline Lawson Dean is associate minister at Christ Church, Summit, New Jersey.

Virginia Dempsey recently completed a teaching certification at Piedmont College, Athens, Georgia.

Ellen Holden DiGiosia is associate pastor of children at Woodland Baptist Church, San Antonio, Texas.

Nikki Finkelstein-Blair has, since receiving the award in 2001, lived in Norfolk, Virginia; London, England; Chicago, Illinois; and San Diego, California. She moved in May 2011 to San Antonio, Texas. She studied at Regents Parks College at Oxford University and has done supply preaching in each place she has lived.

Tammy Jackson Gill is licensed psychologist and owner of Healing Grace Counseling Center, Lee's Summit, Missouri, and is currently doing long-term pulpit supply at a Disciples of Christ Church, Missouri City, Missouri.

Karen Hatcher graduated with her Master of Divinity degree from Baptist Theological Seminary in Richmond in May 2011.

Joy Heaton graduated with her Doctor of Ministry degree in Christian Spirituality from Columbia Theological Seminary in May 2011. She lives in Richmond, Virginia, where she is an ambassador for the Leukemia and Lymphoma Society.

LeAnn Gunter Johns was associate pastor of Peachtree Baptist Church, Atlanta, Georgia, and pastor of New Community of Faith, San Jose, California. She now lives in Macon, Georgia, where she does pulpit supply and writing.

Andrea Dellinger Jones is pastor of Millbrook Baptist Church, Raleigh, North Carolina.

Jennifer L. Dundas Judd is associate chaplain at Liberty Hospital, Kansas City, Missouri, and she serves as the volunteer librarian with the Northland Christian Education System.

Martha Kearse is minister to children at St. John's Baptist Church, Charlotte, North Carolina.

Jana Stewart Kinnersley is completing a Doctor of Ministry degree at McAfee School of Theology, Atlanta, Georgia, and is an adjunct professor, teaching Ministry to Children's classes at McAfee.

Shirley Ramsey Luckadoo is curriculum coordinator at North Hills Christian School, Salisbury, North Carolina.

Veronice Miles is assistant professor of homiletics and Christian education at Wake Forest University Divinity School, Winston-Salem, North Carolina.

Bailey Edwards Nelson is pastor of Flat Rock Baptist Church, Mount Airy, North Carolina.

Stacy Cochran Nowell is associate pastor of Harrisonburg Baptist Church, Harrisonburg, Virginia.

Teresa Pugh is pastor of Trinity Community Church, Hampton, Georgia.

Renee Kenley Purtlebaugh is minister to children and their families, Highland Baptist Church, Louisville, Kentucky.

Kelly Bazemore Rogers is change manager at Bank of America, Charlotte, North Carolina.

Kimberly Hardigree Schmitt is a chaplain at Piedmont Fayette Hospital and with Doctor's Hospice of Georgia. She also is pastor of New Horizons Fellowship, Fayetteville, Georgia.

Holly Sprink is a writer, living in Blue Springs, Missouri. Her first book, *Faith Postures: Cultivating Christian Mindfulness*, was published by Smyth & Helwys Publishers in 2009.

Shelley Hasty Woodruff is a Th.M. student at Columbia Theological Seminary, Atlanta, Georgia.



Kris Beckert, minister of spiritual formation at Commonwealth Baptist Church, Alexandria, Virginia, re-designed our BWIM logo for the Martha Stearns Marshall emphasis!

THE STATE OF BAPTIST WOMEN

by Pamela R. Durso

Women have long been a majority population in many Baptist churches, and women have long exercised leadership within those churches, either formally or informally. In recent decades, the numbers of women serving in ministry within Baptist life has increased dramatically, and BWIM, through its previous “State of Women in Baptist Life” reports, sought to document the increases and highlight areas in which women continue to face challenges.

This report offers a snapshot of the status of women’s leadership in Baptist life in 2010. Providing such a snapshot, however, is a challenge given that Baptists historically have maintained congregational polity and voluntary association among the churches of their conventions, societies, and conferences, and few Baptist national bodies collect, maintain, or publish statistical information about their ministers. Thus, Baptist polity itself makes assembling an accurate and coherent reporting of the state of women in Baptist life a difficult task, and the following numbers and statistics are based largely upon self-reported information gathered through sending e-mails, making phone calls, searching on Facebook, and reading Baptist newspapers and websites.

As with the earlier “State of Women in Baptist Life” reports, the perspective of this report rests firmly in the moderate-to-progressive constellation of Baptist organizations located mostly in the southern United States, including the Cooperative Baptist Fellowship (CBF), the Alliance of Baptists (Alliance), and several state Baptist organizations, including the Baptist General Association of Virginia (BGAV) and the Baptist General Convention of Texas (BGCT). These Baptist bodies are the central focus of the information gathered and reported.

ORDINATIONS

Baptists in the United States have been ordaining women ministers for at least 135 years. The earliest known ordination of a Baptist woman was that of M. A. Brennan, who in 1876 was recognized as a minister by the Belleverson Freewill Baptist Church in Pennsylvania. While specific information about her ordination has not been found, the fact that Brennan was listed on the Quarterly Meeting’s annual ministerial list of newly ordained ministers indicates that she indeed had been ordained. Thousands of Baptist women have since been ordained to the gospel ministry.

Since 1983 and the founding of BWIM, the organization has tracked the ordinations of Baptists women affiliated with

the Southern Baptist Convention (SBC). In 1987 and then in 1990, BWIM began collecting ordination information from churches affiliated with the Alliance and CBF. BWIM has continued gathering information from churches affiliated with these Baptist bodies; however, near the end of the twentieth century, the SBC adopted several resolutions condemning the ordination of women, and most churches solely affiliated with the SBC no longer ordained women. Thus, the majority of female ordinations within Baptist life in the South in the late twentieth and early twenty-first centuries took place in churches that were affiliated with the Alliance, the BGAV, the BGCT, and CBF. The data on these ordinations comes from the BWIM Registry, the BWIM monthly e-newsletter, e-mail requests, and Facebook.

In 2010, 53 ordinations of women ministers were reported by Baptist churches, and below is a list of the states in which women were ordained and the numbers of women ordained per state. The largest number of reported ordinations took place in North Carolina, Georgia, and Virginia, and the frequency of ordinations in those states is clearly tied to the presence of CBF-affiliated seminaries in those states.

Ordinations 2010	
North Carolina	19
Georgia	9
Virginia	8
Kentucky	3
Tennessee	3
Wisconsin	3
Alabama	1
Kansas	1
Louisiana	1
Maryland	1
Michigan	1
Oklahoma	1
Pennsylvania	1
Texas	1

The State of Women in Baptist Life, 2007 noted that by 2007 as many as 2,000 ordinations of women had taken place among Baptists in the South. That number has continued to increase over the past three years. Given that the average number of

reported ordinations per year in the first decade of the twenty-first century has been 64, a conservative estimate of ordinations of Baptist women since 1964 would stand at 2,200.

While tracking ordinations provides helpful insight, recognition of ministers by Baptists through the rite of ordination has not been uniformly practiced because Baptists throughout their history have held varied understandings of ministry and the roles and recognition of clergy. Thus, the reality is that thousands of Baptist women have served in ministry, both in church staff positions and in other ministry fields, without having been ordained. Tracking the numbers of unordained Baptist women who have served in ministry since 1964 would be an impossible task.

WOMEN PASTORS AND CO-PASTORS

Within the moderate-to-progressive constellation of Baptist life, most churches have called women to serve in variety of ministry roles. Women have been ministers of children, youth, education, missions, and spiritual formation. Gathering information about women in these and other church staff positions has proven to be an overwhelming task, and reliable statistics are not available.

The church positions that have remained mostly closed to women is that of pastor and co-pastor. In 2010, 135 Baptist women served as pastor or co-pastor. Because the number of women serving in those roles remains so few, tracking women in those positions is an easier task. While the numbers remain low, a gradual increase is evident as indicated by the three previous “State of Women in Baptist Life” reports and the research for 2010. Following are a breakdown and comparison by number of pastors and co-pastors by year and by state.

Women Pastors/Co-Pastors by Year			
	Pastors	Co-Pastors	Total
2005	68	34	102
2006	81	36	117
2007	75	38	113
2010	90	45	135

Women Pastors/Co-Pastors by State, 2007 and 2010		
	2007	2010
AL	4	3
KY	4	5
CA	3	3
CT	1	1
FL	3	3
GA	13	14
DC	1	2
IA	1	1
IL	3	3
IN	1	1
KY	4	5
MA	2	4
MD	2	3
ME	3	3
MI	1	2
MN	1	1
MO	0	1
MS	2	3
NC	17	19
NJ	1	1
NY	2	5
OH	4	5
PA	5	5
SC	3	5
TN	6	6
TX	11	11
VA	18	23
WI	1	2

In 2005, only 102 women served as pastors and co-pastors. In the intervening years, some women have left their churches, but others have been called. In 2010, 135 served as pastors and co-pastors, with an overall net gain of 33 more women serving in 2010 in pastoral roles than in 2007. While women still face challenges in finding pastoral roles, the increases in both the numbers and the percentages indicate that incremental change is taking place. The state leading in that change is Virginia, where in 2005, 16 women were pastors or co-pastors and in 2010, 23 women were serving.

OUR VISION

Baptist Women in Ministry will be a catalyst in Baptist life, drawing together women and men, in partnership with God, to illuminate, advocate, and nurture the gifts and graces of women.

The increase in women serving as pastors and co-pastors is also evident in statistics from Baptist bodies. In the past four years, the numbers of CBF, BGAV, and BGCT churches that have called women as pastors and co-pastors have increased slightly. In 2010, CBF had 1,800 affiliating churches, and not all 135 women pastoring were in churches affiliated with the CBF. Thus, at best only 7.5% of CBF churches in 2010 were led by women. The Alliance's percentage, however, increased more dramatically from 24% to 28%.

2007			
Group	Affiliating Churches	Women Pastors/ Co-Pastors	Percentage
Alliance	123	30	24.4%
BGAV	1,408	18	1.3%
BGCT	5,600	11	.196%
CBF	1,900	113	5.9%

2010			
Group	Affiliating Churches	Women Pastors/ Co-Pastors	Percentage
Alliance	131	37	28.2%
BGAV	1,400	23	1.6%
BGCT	5,540	11	.199%
CBF	1,800	135	7.5%

MISSIONARIES

While Baptist women in the United States struggle against a glass ceiling in pastoral ministry, Baptist women historically and in recent years have found more freedom in missionary service, which continues to be one of the most accessible vocational paths for Baptist women called to ministry.

Since 2005, when BWIM began collecting statistics, women have made up about half of the total number of CBF field personnel. In 2006, the percentage of women was 54%. This percentage remains the same in 2010, a year in which CBF employed 139 field personnel, with 75 women (54%). Ten newly appointed women field personnel were commissioned by CBF in the summer of 2010. The Alliance does not employ missionaries.

CHAPLAINS AND COUNSELORS

One of the most common paths to service for Baptist clergywomen has been that of chaplaincy and pastoral counseling. The field of chaplaincy includes military, prison, hospital, and retirement community chaplains. The percentage of Alliance, BGCT, and CBF endorsed women chaplains and counselors showed a slight increase from 2006 to 2010. The following statistics suggest that numerically women continue to find inroads to ministry in the fields of chaplaincy and counseling within Baptist life.

Endorsed Chaplains and Counselors – 2006			
Group	Total Endorsed	Women Endorsed	Percentage
Alliance	135	75	55.5%
BGCT	369	70	18.97%
CBF	543	160	29.5%

Endorsed Chaplains and Counselors – 2010			
Group	Total Endorsed	Women Endorsed	Percentage
Alliance	142	80	56.3%
BGCT	655	127	19.4%
CBF	622	201	32.3%

In 2010, CBF sponsored three Council on Endorsement meetings, during which 45 new chaplains and pastoral counselors were endorsed. Of those 45 individuals, 13 (29%) were women. In 2010, the Alliance endorses 7 new chaplains and pastoral counselors, including 4 women (57%).

THEOLOGICAL SCHOOLS

Over the course of the last four years, theological schools throughout the United States have experienced a decline in enrollment. Total student enrollment (head count) in member bodies in the Association of Theological Schools (ATS) from 2007 to 2010 dropped by 4.3%.¹ This national trend held true overall for CBF-affiliated schools, in which the total enrollment for the fourteen schools dropped from 2,145 in 2007 to 1,999 in 2010, a 6.8% decrease. The enrollment at several schools, however, did increase during that period, including Gardner-Webb University's School of Divinity; Hardin-Simmons University's Logsdon School of Theology; and Mercer University's McAfee School of Theology.

While the overall enrollment at CBF-affiliated schools declined in 2010, the percentage of women students increased slightly from 38.5% to 39.4%. The percentage of women students at CBF-affiliated schools actually exceeded that national percentage of women at ATS member schools, which in 2010 had a 34.2% women student population.²

In the fall of 2007, the fourteen seminaries, schools, and Baptist studies program affiliated with CBF had a combined enrollment of 2,145 students. Of those students, 825 were women (38.5%). The enrollment of women students at those schools ranged from 23% to 53%. Emory University's Candler School of Theology led the way with 53%. Mercer University's McAfee School of Theology and Baptist Theological Seminary in Richmond were close behind at 52%.

In the fall 2010, fourteen of the fifteen seminaries, schools, and Baptist studies program affiliated with CBF reported their enrollment numbers.³ These institutions had a combined enrollment of 1,999 students. Of those students, 789 were women (39.4%). The enrollment of women students in these schools in 2010 ranged from 16% to 54%. Once again Emory

University's Candler School of Theology led the way with 55%. Mercer University's McAfee School of Theology remained consistent at 52%.

At the bottom of this page are the fall 2010 enrollment statistics of fourteen of the CBF-affiliated institutions. The enrollment numbers for each of these schools, with the exceptions of the Baptist Houses of Study at Duke University's Divinity School, Emory University's Candler School of Theology, and Lutheran Theological Southern Seminary, include all students, Baptist and non-Baptist, and include the numbers of degree-seeking students enrolled in all professional degrees. The enrollment numbers for Duke, Emory, and Lutheran include only Baptist students.

The schools with the greatest increase in women students from 2007 to 2010 were Baptist University of the Americas (35% in 2007, 42% in 2010); Baylor University's Truett School of Theology (29% in 2007, 37% in 2010); and Gardner-Webb University's School of Divinity (27% in 2007, 39% in 2010).

While an overall increase in women students has taken place in CBF-affiliated schools in the past four years, the percentages of women in Doctor of Ministry degree programs is low, which

again is in keeping with the national statistics for ATS member schools. In 2010, ATS member schools with D.Min. programs had an enrollment of 9,046, and 1,762 (19.5%) of those students were women.⁴

Five Baptist CBF-affiliated schools that offer D.Min. degrees had 121 students enrolled in 2010, and 12 of those students were women. Thus, Baptist CBF-affiliated schools' enrollment of women at 9.9% falls below the ATS average. At the bottom of this page are the fall 2010 enrollment D.Min. statistics of those five institutions.

Several factors contribute to the low percentage of women in D.Min. programs at Baptist schools. According to Larry McSwain, director of the Doctor of Ministry degree program and professor of leadership at McAfee School of Theology, Atlanta, Georgia, McAfee and many other ATS member schools have D.Min. programs designed and structured to best fit students serving in pastoral ministry, and because in Baptist life, the great majority of pastors are men, the majority of D.Min. students at Baptist schools are men. Thus, the curriculum and focus of most Baptist D.Min. programs automatically limit enrollment to a mostly male student population.

Fall 2010 Enrollment			
<i>CBF-Affiliated Baptist Schools</i>	<i>Total Students</i>	<i>Female Students</i>	<i>Percentage</i>
Baptist Seminary of Kentucky	40	15	38%
Baptist Theological Seminary in Richmond	94	45	48%
Baptist University of the Americas	194	81	42%
Baylor University's Truett School of Theology	369	135	37%
Campbell University Divinity School	215	90	42%
Central Baptist Theological Seminary	84	39	46%
Gardner-Webb University's School of Divinity	221	87	39%
Hardin-Simmons University's Logsdon Seminary	120	24	20%
International Baptist Theological Seminary	133	35	26%
Mercer University's McAfee School of Theology	269	141	52%
Wake Forest University's Divinity School	95	37	39%
<i>CBF-Affiliated Non-Baptist Schools</i>	<i>Total Baptist Students</i>	<i>Female Baptist Students</i>	<i>Percentage</i>
Duke University's Divinity School	88	23	24%
Emory University's Candler School of Theology	65	35	54%
Lutheran Theological Southern Seminary	12	2	17%

Fall 2010			
<i>Doctor of Ministry Programs</i>	<i>Total Students</i>	<i>Female Students</i>	<i>Percentage</i>
Baylor University's Truett School of Theology	38	4	11%
Campbell University Divinity School	21	2	10%
Gardner-Webb University's School of Divinity	24	2	8%
Hardin-Simmons University's Logsdon Seminary	18	0	0%
Mercer University's McAfee School of Theology	20	4	20%

A second factor noted by McSwain is that the requirement of three years of full-time ministry experience prior to application for a D.Min. degree also limits the number of women students, especially in the newer CBF-affiliated schools like McAfee (founded in 1996, D.Min. program established in 2004) that have a limited alumni base from which to draw students. For most Baptist schools, the pool of women alumni who have completed three years of full-time ministry is small. Robert Ellis, associate dean for academics at Hardin-Simmons University's Logsdon Seminary (founded in 2004, D.Min. program established in 2009), concurred with Swain's analysis. He stated, "In our context, a huge majority of D.Min. candidates (students with M.Div. and with three years in full-time vocational ministry) are in the local church, and in our part of the world most local church ministers are male. So, the pool of women candidates is, sadly, quite small in our region."⁵

A third factor, according to McSwain, has to do with the financial component. The cost of completing a four-year D.Min. degree is prohibitive for many potential candidates, but especially for women who often are employed in low paying ministry positions. McAfee and many of the other ATS member schools offer little financial support for doctoral students, and few scholarships or financial support exists for those students within the Baptist network. Unlike some D.Min. programs, Logsdon Seminary provides doctoral students with scholarships, which decreases the financial stress of the degree significantly.

McSwain contends that a fourth factor must also be considered, one that involves the age and life situations of most women who might apply for the D.Min. programs. The age range for most D.Min. students is 30-50, which for many women are the years in which they are busily involved in having and parenting children. Anecdotal evidence suggests that women in this age range have expressed an inability to take time away especially from young children to spend three weeks in intensive, on-site doctoral study at McAfee.

McSwain also noted that the women who have enrolled in McAfee's D.Min. program have tended not to be Baptists and tended not to be pastors, but the recent offering of a spirituality emphasis has opened that program to more Baptist women, including chaplains and counselors.⁶ Ellis also stated that Logsdon is seeking to broaden its geographic reach with its D.Min. recruiting, and as the program grows and draws more students from urban areas, more women, especially women serving as chaplains, will apply. In fact, Logsdon is pleased that a woman chaplain has applied for the fall 2011. She ministers in a hospital in a large metropolitan area in Texas.

CONCLUSION

The release of Baptist Women in Ministry's first "State of Women in Life" report in 2005 provided measurable means by which to analyze trends within Baptist life with regard to women ministers. The information provided by the 2010 report demonstrates that incremental change is slowly occurring. In the six years since the release of the first report, the number of ordinations of women per year has been constant, a higher percentage of women are serving as pastors and co-pastors, the percentages of women missionaries has held steady at 54%, the numbers of women chaplains and pastoral counselors has increased, and the enrollment of women in Baptist theological institutions has shown a slight increase. While Baptist women often feel that little has changed, the reality as evidenced by the statistics is that progress, albeit slow progress, is being made.

STATE ORGANIZATIONS

Arkansas Baptist Women in Ministry

Carolyn Yeldell Staley serves as leader of the Arkansas Baptist Women in Ministry. For more information, contact her at cstaley@phbclcr.com.

Georgia Baptist Women in Ministry

The Georgia Baptist Women in Ministry was led in 2010-2011 by President Erin Robinson Hall. At the organization's 2010 spring worship service and lunch, the Church Woman of the Year Award was presented to Ann White Morton, and the Sara Owens Etheridge Scholarship was given to Missy Ward, a student at McAfee School of Theology, Atlanta, Georgia. The 2010 fall retreat was titled "Imagine," and was held October 9, 2010 at Park Avenue Baptist Church, Atlanta, Georgia. For more information, contact the 2011-2012 president, Lee Ritchie, at lee@fbc-commerce.org.

Kentucky Baptist Women in Ministry

Led by Rebecca Caswell-Speight, Baptist women ministers in Kentucky have established a state organization. They will hold their first annual gathering and worship time on November 8, 2011, in Georgetown, Kentucky. For more information, contact Rebecca Caswell-Speight at becky@broadwaybaptist.org.

Missouri Baptist Women in Ministry

Led by Jennifer Harris Dault, Baptist women ministers in Missouri have established a state organization. Check out their website at bwimmo.org and their Facebook fan page (Baptist Women in Ministry–Missouri). For more information, contact Jennifer Harris Dault at info@bwimmo.org.

North Carolina Baptist Women in Ministry

The Baptist Women in Ministry of North Carolina was led in 2010 by Geneva Metzger, 2010-2011 convener. On March 19, 2010, the organization held its annual spring convocation at Knollwood Baptist Church, Winston-Salem, North Carolina, and presented its Anne Thomas Neil Award to sisters Claudeline Lewis and Jessie Belle Lewis (given posthumously). The annual Church Award recipient was Knollwood Baptist Church, Winston-Salem, North Carolina. Speakers for the spring convocation included Wanda Kidd, LeAnne Spruill, and Veronice Miles. In October, BWIM NC held three seminary days: October 6 at Duke Divinity School; October 21 at Wake Forest University's Divinity School; and October 26 at Campbell University Divinity School. For more information, contact Charity Roberson, the 2011-2012 convener, at charity-britroberson@gmail.com or visit <http://www.bwimnc.com>.

Texas Baptist Women

The Women in Ministry division of the Baptist General Convention of Texas sponsored its annual Women in Ministry Conference on March 1, 2010. Held at Baylor University's George W. Truett Theological Seminary, Waco, Texas, the conference theme was "These Are Our Stories," and the featured speaker was Pam Durso. In February 2011, Meredith Stone was hired as the Women in Ministry Specialist. For more information, contact Meredith Stone at meredith.stone@texasbaptists.org or visit <http://texasbaptists.org/education-discipleship/women-in-ministry/>.

Virginia Baptist Women in Ministry

Led by Nancy Stanton McDaniel, moderator in 2009-2010, Virginia Baptist Women in Ministry held its second annual Feast: Festival of Table, Image, and Word on April 16, 2010, at Northminster Baptist Church, Richmond, Virginia. Worship leadership included Elizabeth Melton Bartley, Denise Bennett, Jim Bennett, Erin Spengeman, Lynda Weaver-Williams, and Radiant Light Ballet. On November 9, 2010, the organization held a dinner during the BGAV meeting at Hampton Baptist Church, Hampton, Virginia. Kathy Gore Chappell was the moderator for 2010-2011. For more information, contact Sheryl Johnson, the 2011-2012 moderator, at sheryl.a.m.johnson@gmail.com or visit <http://www.baptistwomeninministry.org>.

1. *Association of Theological Schools, 2010-2011 Annual Data Tables*, "Table 2.10-A Head Count Enrollment by Degree Category and Program," <http://www.ats.edu/Resources/Publications/Documents/AnnualDataTables/2010-11AnnualDataTables.pdf>, accessed May 16, 2010.
2. *Ibid.*, "Table 2.13-B Head Count Enrollment by Degree Program, Race or Ethnic" <http://www.ats.edu/Resources/Publications/Documents/AnnualDataTables/2010-11AnnualDataTables.pdf>, accessed May 16, 2010.
3. Texas Christian University's Brite Divinity School did not report information for 2010. Lutheran Theological Southern Seminary has become a CBF-affiliated school since 2007.
4. *ATS, 2010-2011 Annual Data Tables*, "Table 2.13-B Head Count Enrollment by Degree Program, Race or Ethnic."
5. Robert Ellis, e-mail to Pamela R. Durso, May 4, 2011.
6. Larry McSwain, interview with Pamela R. Durso, May 16, 2011.

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SUPPORT BAPTIST WOMEN IN MINISTRY

Baptist Women in Ministry is committed to networking, connecting, and advocating with and for women in Baptist life and those who support them. Through the website (www.bwim.info), which includes a regularly updated blog, a resource page, and news and other information, BWIM connects with thousands of women and men around the world.

In a joint venture with Smyth & Helwys Publishers, BWIM produced *This Is What a Preacher Looks Like: Sermons by Baptist Women in Ministry*, which is a collection of thirty-eight sermons by thirty-six Baptist women. The annual BWIM gathering was held in June 2010 in Charlotte, North Carolina, and featured a well-attended breakfast and worship time. BWIM also offered a workshop during CBF's General Assembly in Charlotte.

BWIM annually sponsors Martha Stearns Marshall Month of Preaching and encourages Baptist churches to invite women into their pul-

pit to preach during the month of February. In 2010, 108 churches participated, and in 2011, that number increased to 185.

BWIM also stays connected and provides networking information through its monthly e-newsletter (sign up on the BWIM website), its three-time a year newsletter titled *Vocare*, and its Facebook fan page.

Seeking to lead the way in advocating, connecting, and networking with Baptist women, BWIM's mission is to further the kingdom work of God by encouraging God-called women to use their voices and gifts.

Baptist Women in Ministry invites you to express your gratitude for the work being done by making a donation to the BWIM organization. To join in this mission, please make a donation online at www.bwim.info or send your donation today to Baptist Women in Ministry, P. O. Box 941294, Atlanta, GA 31141-1294.