

*Memorial for Consideration by the Oregon Synod Assembly
May 19, 2018*

**Memorial on the ELCA's 50th anniversary
of the Ordination of Women**

Moved - To transmit the following memorial to the 2019 Churchwide Assembly of the Evangelical Lutheran Church in America:

Whereas in 1970 both the Lutheran Church in America and American Lutheran Church in their national conventions voted to ordain women; and

Whereas the ELCA rejoices in these actions of its predecessor church bodies and will recognize the 50 th anniversary in 2020 of the ordination of women; and

Whereas we express our profound gratitude for the many and varied ways the gifts of ordained women have advanced God's mission through this church; and

Whereas we learned in the research related to the 45 th anniversary of women's ordination of some progress but also significant disparities for women in the areas of preparation for ministry, all calls including first calls, mobility, compensation, ministry roles, and debt following seminary education (<http://search.elca.org/Pages/Results.aspx?k=45th+anniversary+of+women%27s+ordination>); and

Whereas the same research uncovered denigrating and discriminatory experiences of many ordained women, some particularly acute for ordained women of color; and
Whereas the church is called to reflect in church and society its roles of advocate and model for the respect, dignity, and equal rights due all women, including the ordained women of this church; and

Whereas this church is simultaneously addressing justice and women in its social statement under consideration and the 50th anniversary of the ordination of women;

Therefore be it resolved that, We call upon all synods in their 2020 assemblies to include celebration and special recognition of ordained women upon the 50 th anniversary of authorizing this ordination practice; and

We call upon our seminaries, colleges, campus ministries, outdoor ministries, social ministry organizations, synods, and congregations to highlight women preachers, teachers and speakers throughout 2020 in recognition of the diversity of gifts women's ordination has brought to our church; and

We call upon congregations throughout the ELCA to participate in the 50th anniversary of the ordination of women in our church through worship services, bible studies and other efforts to celebrate and recognize the importance and contributions of ordained women; and

We call upon all members of this church to examine our consciences, and confess our sins and complicity in whichever circumstances by the outright or silent actions women have faced including barriers, discrimination, or sexual harassment as they prepared for and served as ordained women in this church; and

We call upon this church to renew efforts in education on the intersection of the sins of sexism, racism, homophobia, transphobia, and classism, and develop healing interventions offering hope and support to those who experience these sins to the point of despair about ministry; and

We call upon our seminaries to include intentional coursework and resources to equip pastoral leaders in identifying and ministering in situations of gender-based discrimination and violence; and

We urge all congregations, synods, and the churchwide organization in 2020 to conduct a gender analysis wherein each can develop strategies to promote and protect gender equity and justice, with particular focus on addressing the areas of preparation for ministry, call process including first calls, mobility, compensation, ministry roles, and debt following seminary education; and

We call upon this church to establish goals and strategies in each synod of achieving for ordained women comparable compensation with that of ordained men in all calls by 2025, reporting the outcome of this action step at the Churchwide Assembly in 2026; and

We call upon this church to establish goals and strategies in each synod of achieving for ordained women access to ministry roles where women are currently underrepresented, with a particular focus on the challenges faced by women of color receiving viable first and second calls; and

We call upon the churchwide expression's Domestic Mission Unit to develop, undertake, and successfully complete a strategy specifically related to the debt of women of color after seminary; and

We call upon all candidacy committees to examine their practices in light of the findings in the 45th anniversary research; and

We request the Office of the Presiding Bishop to provide in 2025 updated research on achievement of these initiatives and other matters pertinent to the full and just participation of ordained women in this church; and

We request all church publications to plan features in 2020 on the ordination of women, lifting up the amazing talents and gifts this church has received from its ordained women, the barriers ordained women still experience in this church, and the steps outlined in this memorial to overcome these barriers; and

We invite the prayers of all members of this church for the successful outcome of these initiatives.