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Gender Equality— Driving Cultural Change

National Council of Women of New Zealand Conference, 2016

By The Ven Carole Hughes & The Ven Mere Wallace



Mere Wallace circulates around the room during the Making Visible the Invisible workshop discussion groups at the NCWNZ conference.

Tena koutou. Today is the day we move closer towards a gender equal Aotearoa New Zealand. It's also the day we connect with an amazing array of ideas, expertise and people... For 120 years, the National Council of Women of New Zealand has strived for a better way of life for all New Zealanders; one in which we are all happier, healthier and economically stronger. Founded by Kate Sheppard, our mission has always been clear – to build understanding and drive action for gender equality. We need to build a gender equality movement which involves all New Zea-

landers. To achieve this requires cultural change... Together we can do it.

Rae Duff, the National President of NCWNZ

Archdeacons Mere Wallace and Carole Hughes were invited to run a workshop at the National Council of Women's conference this year at Te Papa, Wellington (15-16 September, 2016). Together they did it! The workshop was entitled 'Making Visible the Invisible'. It gave a bi-cultural perspective on gender inequality and

how the Church in Aotearoa, New Zealand and Polynesia is working on raising issues that are often invisible to the majority. The interactive discussion involved women sharing their stories and how they have responded to issues of status, disempowerment or lack of equality due to gender. Mere and Carole shared some ideas about how the Council for Anglican Women's Studies has given new insights and visibility to addressing the challenges of gender equality in leadership and women in power and decision making in the church. They include:

- ⇒ Networking
- ⇒ Gathering
- ⇒ Mentoring
- ⇒ Publishing
- ⇒ Monitoring



Photo: Carole Hughes

Prime Minister John Key opened the conference with words of empowerment for women and girls in Aotearoa New Zealand. He particularly focused on the need for drastically addressing family violence in this country, implementing pay equity, and taking seriously the discrimination that women face in all aspects of society.

The gems were found in the conference speakers. Amelia Kinahoi Siamomua, Head of Gender Section, Commonwealth Secretariat, stated that 'governance was for all, not just for half of the population'. She then proceeded to say that the greatest challenge for many women in filling governance roles is that other women are not supportive; women are not good at supporting each other when it comes to putting women in top leadership roles. It is a challenge for women and men as we strive for more equality in governance positions.

Judge Mary O'Dwyer, Family Court Judge, spoke about the

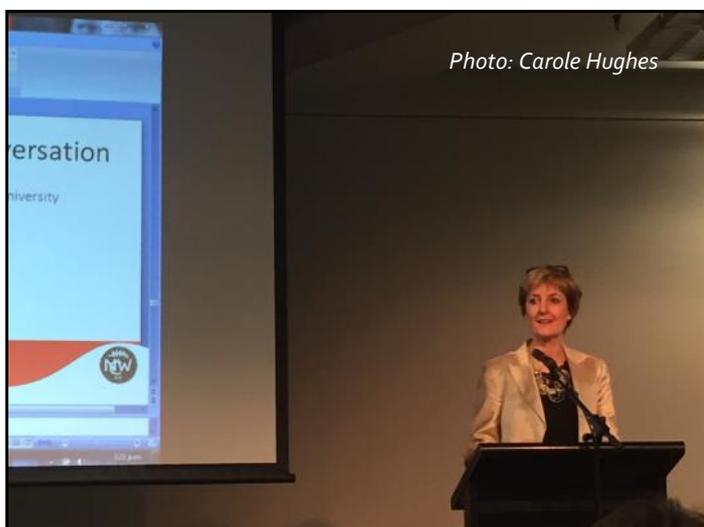


Photo: Carole Hughes

Linda Clark spoke about how the media is toxic for women

importance of everyone having the right to being safe from violence. She stated that family violence is more prevalent and dangerous than stranger violence; 50% of cases that go through the courts are family related violence, and only 20% of family violence gets to the courts. Mengzhu Fu, Youth Project Co-ordinator for Skakti – advocate for migrant youth from Asian, Middle Eastern, and African backgrounds – spoke to the conference about how the family courts favour Pakeha men over migrant women. When considering gender violence across the migrant communities there is a need to understand cultural practices and contexts that sanction violence. Skakti is an organisation that is working towards making forced marriage a form of family violence and also challenging honour-based violence. She highlighted the loss to communities, that violence created, women leaving, loss of children and loss of work. She also spoke about good men and those that were men who were broken. We all have the heart to change.

Maree Crabbe, Co-ordinator of the Violence Prevention Project, presented disturbing statistics on pornography, whereby the mean age of males watching porn, portraying violence against women and girls, was 12.3 years old. Thus sexual education for our young people, and particularly boys, is online porn. This has a huge negative affect on how boys view and treat girls.

Sandra Dickson, Project Manager, Hohou Te Rongo Kahukura: Outing Violence highlighted how violence on the sports field is tolerated and sometimes admired in the sports culture in this country. In the media men's sport is often associated with drinking and violent behaviour, which has become the norm across our nation. According to Linda Clark, Kensington Swan and former journalist, 'the media is toxic for women. It sends the most vile messages about how to treat women, reinforces

harmful and hateful images and minimises women and girls roles and voices'. Dr Jo Cribb, Ministry for Women, strongly stated that there is a sense of urgency for change. This involves perseverance, working with inclusive diverse perspectives, and committing to working together across different sectors and genders. We also need to encourage young people to get involved in the political arena, and this can be achieved by creating more spaces for intergenerational communications and speaking to issues that matter to young people.

Matthew Tukaki, Entre Hub, stressed that women are the backbone of developed economies; 'when women work economies grow'. He promoted the importance of building of networks, is the key to success,, being fearless, knowing your passion and being willing to fail; 'every time we fail we learn lessons... in failing we find a better way of doing something' . If you find a road block take a detour and harness the power of social media. HE SAID BELIEVE IN YOURSELF TAKE RISKS" Risk is Risk mitigate it". According to Harvard Business Review women represent a growth market bigger than China and India combined. The key is to harness the collective to change the conversation, and to recognise the power of purchasing and how it enables change. In addressing the concern of representation of women in boards, he simply said: 'if you cannot get on a board then make a board up!'

According to NZ Human Rights Commissioner, Dr Jackie Blue, 'no change for gender equality happens in conversations between senior white men, but business has a huge role in gender equality. Gender equality starts at the top so it is vital that women are part of those conversations'.

Dr Pauline Kingi challenged us to think about how we can challenge dysfunctional institutions by engaging in gentle conversations. 'But', she said, 'you have to take people with you and New Zealanders like leaders to talk with them not at them'. We are risk makers and risk takers and need to respect the contributions of others. She briefly spoke about an unconscious bias where policies were made by men Pauline is passionate about this country and encouraged us to be so; 'believe in the things that New Zealanders want', she concluded.

The opportunity to take the Anglican Womens Studies Council to a National Conference outside our church gathering definitely gave a new perspective to many women. That we in the church are passionate about gender balance, gender equality and have made Violence our church's business.

No reira nga mihi nui

Ven Carole Hughes and Ven Mere Wallace



Photo: Numia Tomoana

In the beautiful grounds of the Mercy Retreat Centre at Burlingame, San Francisco, USA

Leading Women

By Dean Jo Kelly-Moore, Revd Numia Tomoana & Ven Carole Hughes

Archdeacon Carole Hughes and The Reverend Numia Tomoana, from the AWSC Council and Dean Jo Kelly-Moore were invited to attend Leading Women, a Conference of the Episcopal Church in June this year. They write of their experience:

The Anglican Women's Studies Centre has as one of its key aims to encourage and equip women for leadership in the Church in our three tikanga Province. In support of our recent motions to General Synod/Te Hīnota Whānui encouraging equal representation of women in Provincial bodies, and a new initiative being piloted in the Diocese of Auckland to encourage women in leadership, we were invited to attend the Episcopal Church's *Leading Women* Conference.

For some years now both the Church of England and the Episcopal Church have been proactive in offering mentoring, networking and, in particular, leadership development for women in ordained ministry, seeking to encourage the breaking of the 'stained glass ceiling' and ensuring that women are well prepared to take up

senior leadership in the Church.

In the Church of England, 'Leading Women', is a successful annual programme for female priests who have the potential to develop into senior leaders which is run out of Sarum College in Salisbury. Following a similar model, the Episcopal Church has also offered sustained initiatives to support women in leadership.

As part of their programme, in June of this year the Episcopal Church ran a three day Conference entitled 'Leading Women'. Held at the Mercy Retreat Centre at Burlingame, San Francisco, *Leading Women* gathered 50 female priests from across the USA Province who sensed that they may have a vocation to senior leadership roles in The Episcopal Church. It was designed for net-



Bishop Mary Gray Reeves, Dr Jenny Te Paa Daniel (conference chaplain), Dean Jo Kelly-Moore, Archdeacon Carole Hughes, Bishop Katharine Jefferts Schori and Revd Numia Tomoana

working, support, and to nurture the skills and confidence of women who had the aptitude for leadership positions.

The key presenters at the Conference were Bishop Katherine Jefferts-Schori (former Presiding Bishop of the Episcopal Church), Professor Linda Woodhead (Lancaster University UK and co-author of the controversial book soon to be published 'That was the Church that was – how the Church of England lost the English people') Dean Jane Shaw (Dean for Religious Life at Stanford University), and Bishop Mary Gray Reeves (the Diocese of El Camino Real). Our own Dr Jenny Te Paa Daniel was Chaplain to the Conference. Linda, Jenny and I were the only people there who were not from the Episcopal Church and we felt very privileged to attend.

While our contexts in the Church between the UK, the USA and our Provincial territories of Aotearoa New Zealand and Polynesia might seem very different, one common thread between us is the documented under-representation of women in Church leadership and, in particular, in senior positions.

The conference was a mixture of plenary sessions, teaching and small group discussions which covered the following topics:

⇒ Theologies of Leadership: What informs the purpose and nature of Christ-like leadership

- ⇒ Discernment of our gifts and the particular call to leadership
- ⇒ Skills needed for senior roles in the Church and how we think about them theologically
- ⇒ Practical steps to senior positions (geared for those within USA)

⇒ Character formation: inhabiting leadership roles with integrity

Bishop Katherine spoke of the Church landscape in American from small congregations, ethnic percentages, worship style trends, less choirs, mission outreach, paid versus unpaid jobs and roles, more congregational participations, and that activism for human sexuality is equal. Some of these examples resonate with our own context. She encouraged us to look at Jesus' ministry;

- ◆ Going where the people are
- ◆ Going in search of leaders and expecting to recruit others
- ◆ Open ways of challenging, like Jesus
- ◆ Creativity and vulnerability go together

In practical terms, we can do this by worshipping in non-traditional ways like coffee shop ministries and church in parks; from soup to restaurants; serving with dignity; enliven the Sea of Galilee in our neighbourhood; adapt Solomon's porch that is, yoga, coffee and dialogue; practice corporate chaplaincy in parishes and communities by open minded, open handed and open hearted people who are willing to listen, to work collegially, collaboratory, to delegate and empower others; to also be self-starters, to listen and explore and build teams into an un-

known future. In summary, she stated that what holds us back is the reminder of seven words, 'we have always done it this way'.

This Conference was not however 'all about women'. Rather, Bishop Katherine, Dean Jane and Professor Linda challenged us all to be honest to reflect 'what is the lay of land' in the Church and what might a theology of leadership for both women and men together look like for a Church that is facing the future. Bishop Katherine challenged us that the ministry of leadership oversight is to be 'courageous to climb the mountain to see the lay of the land and the willingness to stand in the uncomfortable places to tell the truth about what you see'.

With that in mind, one of the 'uncomfortable truths' that we reflected on was the fact that women are far less likely than their male counterparts to be appointed to senior leadership positions. A very controversial conclusion in *'That was the Church that was'* is that one of the reasons that the Church of England is losing traction is that its structures and leadership have failed to make way for, and use, the gifts of women, both lay and ordained. This inequity has even more significance for women in the Episcopal Church where, unlike our set stipend levels, the more senior the role usually the higher the stipend and benefits (such as health insurance). When women are



Photo: Numia Tomoana

The Labyrinth within the manicured grounds of the Mercy Retreat Centre

before a woman of colour even in a parish where the congregation is predominantly coloured.

The Conference also offered open conversations then about senior leadership with Bishops, Deans, Canons to the Ordinary (Archdeacons) and Cardinal Rectors (large Church leaders). These conversations focused on hearing about the role and work, reflecting on the skills of leadership needed, the opportunity to ask any and every question, and to consider how women can support each other both to have confidence to step forward to offer themselves for these roles and to get appointed. It was a great time of networking for the women there, a number of whom were actually in application or nomination processes.

We celebrate the fact that women have been ordained in the Anglican Church in Aotearoa New Zealand since 1977. While there are many women who are Vicars and Chaplains, in almost equal proportions to men, we are aware that, like in most other professions in our country, there are only a few women who are in senior leadership positions. In May of this year it was reported, for example, that there is not one female CEO of our top 50 public companies.

With all this in mind, in 2016 we have established a programme in the Diocese of Auckland both to address issues that face women in leadership in the Church and also to develop further their leader-



Photo: Numia Tomoana

Preparing Night Prayer

ship skills. Coordinated by Archdeacon Carole and Dean Jo, over three residential retreats this year (at Vaughan Park Retreat Centre), we are considering the place of women in New Zealand society and leadership in the church, and working on skills development, including governance skills.

being appointed there mainly to smaller parishes, where stipends are low and benefits few, this can make the difference between a 'living wage' or not. A very open issue in our conversations was also the prejudice against women of colour and the sobering reflection that a 'white man' will be appointed

Tairawhiti Leading Women Hui

Provisional Dates & Timetable
Waipatu Marae, Hastings

Saturday & Sunday, 12th & 13th November 2016

(in conjunction with Archbishop Brown's Farewell)

Saturday, 12th November

- 11.00am Rohe Farewell Service / Presentation of Gifts / Feast
- 4.00pm Settle into Marae / bedding
- 6.00pm Leading Women Hui at Waipatu Marae / Tamatea Clubrooms
- Welcome / Mihimihi
- Meka Whaitiri (Labour MP) and Annette Harris (Manager of Te Rangihaeata Gambling & Addictions, Hawkes Bay)
- 7.30pm Dinner / mingle
- 8.30pm Karaoke / dance

Sunday, 13th November

- 7.30am Breakfast
- 9.00am Sergeant Melanie Leonard (Maori Liaison Regional Police Officer)
- 10.00am Heather Flavell
- 10.45am Morning Tea
- 11.15am Pane Kawhia, Ruihana Paenga and Merekaraki Te Whitu
- 12.15pm Lunch
- 1.00pm Healing Service
- 2.00pm A.R.T. of Leaving

To register your interest please contact:

Revd Numia Tomoana

021 0224-9078

Email: numia@tairawhiti.org.nz

We invited 12 women to participate in this course, all of whom are current ordained leaders and who wish to develop governance skills, and be inspired in their leadership path. A large part of the programme involves interacting with a range of speakers who are involved in leadership within different sectors across Aotearoa/New Zealand. This has been run along similar lines to the Leadership NZ programme, of which Carole and Jo are graduates. So far the guest speakers have included Hilary Barry (News Presenter), Jacinda Ardern (Politician), Claire Szabo (CEO Habitat NZ), Heather McRae (Principal, Diocesan School for Girls), Hon Paula Bennet (Politician) and Vanessa Stoddart (Independent Director). It has been an amazing opportunity to engage with women leaders, build networks, and share experiences and wisdom and as Revd Helen Jacobi says "The women's programme was a great opportunity to get away for a couple of days and think about how we lead and learn from some smart women how they lead. Whether a politician or a business person or an NGO leader, each woman who spoke had some interesting perspectives to share. An excellent initiative."

Ultimately, the hope for the AWSC Council is that each Diocese and Hui Amorangi will in time, be able to provide their own *Leading Women* contextual offering based on this model 'customised' to work with local needs and cultural expectations as expressed in the Auckland Diocese example or the upcoming Tairawhiti Hui Amorangi offering next month (see sidebar).

It was a great experience, and a blessing, for us to be with our colleagues from the Episcopal Church. We three had never been in a space with so many female clergy! We celebrated that we are one in Christ in our diverse situations and in the mission to which we are called. A highlight for us was, with a homily given by Jenny, to lead together Night Prayer from *A New Zealand Prayer Book/He Karakia Mihinare O Aotearoa*. It was also challenging to be there, as truths were named, for us to reflect on the place of the women of these islands in our leadership and the fact that there is work to do.



The Reverend Numia Tomoana
Mission Enabler, Te Hui Amorangi O te Tairāwhiti

The Very Reverend Jo Kelly-Moore
Dean, Auckland Cathedral of the Holy Trinity, Deputy Vicar General

The Venerable Carole Hughes
Archdeacon, Auckland Central Region

UK Book Launch

Vashti's Banquet:

Voices from her Feast

Early in October, The Queen's Foundation for Ecumenical Theological Education and WATCH (Women and the Church), hosted the UK book launch of AWSC's *Vashti's Banquet: Voices from her Feast*. The initial inspiration has always been to honour the 25th anniversary of the first women to be ordained as a Diocesan Bishop in the Communion, our very own Right Revd Dr Penny Jamieson, however for many this book also honours the shared journey, vision and struggle of women's ministry as well. The Co-Editors were very honoured to have received such overwhelming support from the international contributors for this project including one of the hosts for the UK book launch, Dr Nicola Slee, Director of Research at The Queen's Foundation for Ecumenical Theological Education and author of the *Vashti's Banquet* chapter "No Promised Land: A lay theologian reflects on the journey to woman's episcopacy in the Church of England". This event was also widely supported by WATCH (Women and the Church), a national UK activist organisation founded in 1996 to advocate for gender justice, equality and inclusion in the Church of England. Their motto of 'Affirming, Campaigning, Transforming' is one that all women in ministry including supporters of AWSC would appreciate.

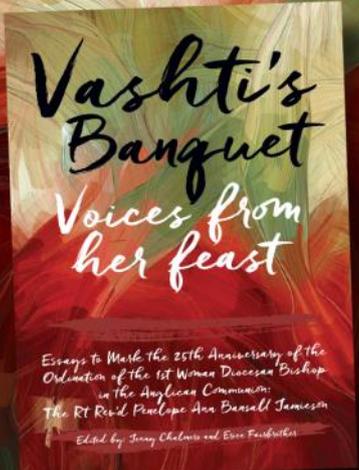
The launch was attended by staff and students of Queen's and a good range of external guests which included one person who had been at university with Penny Jamieson in Edinburgh as well



Photo: Johnathan Dean

Dr Nicola Slee introducing Bishop Anne Hollinghurst (far left) and Hilary Cotton (centre) at the book launch at The Queen's Foundation for Ecumenical Theological Education, Birmingham, UK

as a number of women who have been key movers in the CoE's journey towards greater gender justice. Bishop Anne Hollinghurst, Suffragan Bishop of Aston in the Diocese of Birmingham, spoke movingly and honestly about her own reaction to the book which she found very powerful reading just nine months into her role, enabling her to clarify and process her own experience. Hilary Cotton, the chair of WATCH drew out a number of key themes and Nicola Slee helped set the scene through her understanding of the New Zealand / Aotearoa / Polynesia church and context as well as the broad range of issues and essays represented in the book. There was some good discussion afterwards and a nice feel to the evening.



Vashti's Banquet

**Essays to Mark the 25th Anniversary of the Ordination of the 1st Woman Diocesan Bishop in the Anglican Communion:
The Rt Rev'd Dr Penelope Ann Bansall Jamieson**

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Anglican Women's Studies Centre (AWSC)

Karena de Pont, Administrator

Email: anglicanwomenstudies@gmail.com

Home Office Phone: + 64 9 422-0102 Cell Phone: 027 631-3083

General Synod Office Phone: + 64 9 521-4439 www.anglican.org.nz

Postal: General Synod Office, P O Box 87-188, Meadowbank, Auckland 1742, New Zealand



The Centre for Anglican Women's Studies, commonly known as the **Anglican Women's Studies Centre** was set up to serve and to advance the interests and needs of the women of this Church particularly those undertaking Theological training.

The Link Representatives from each Diocese and Hui Amorangi have been chosen for their leadership ability to identify, gather, facilitate, resource and encourage women in their educational preparation for ministry whether lay or ordained. It is hoped that the Anglican Women's Studies Centre can continue to enjoy the support of each Diocese and Hui Amorangi in this endeavour.

The issue of increasing numbers of women in representative positions across the councils and committees of the Church is seen as a high priority and the practice of intentional mentoring by those already in national and international representative roles is seen as a good way to expose women of this church to fulfill their potential as leaders.

Ensuring that women's voices and stories are heard now and in the future is also one of our continued aims whether it be by traditional methods of publication or using more contemporary technologies like website publication. We remain optimistic that through continued support, the needs of women throughout this Province will be valued and recognized.



Council for Anglican Women's Studies — 2016

TIKANGA MAORI -

- The Ven Mere Wallace
mere.wallace@westcoastdwb.org.nz
- Revd Numia Tomoana
numia_5@hotmail.com

TIKANGA POLYNESIA -

- Kelera (Nai) Cokanasiga
keleranai@yahoo.com
- Revd Evelini Langi
langievelini@gmail.com

TIKANGA PAKEHA

- Revd Ellen Bernstein
ellen.m.bernstein@gmail.com
- The Ven Carole Hughes (Convenor)
carolesunrise@xtra.co.nz

Anglican Women's Studies Centre Diocesan & Hui Amorangi Link Representatives

Diocese of Auckland

- Revd Nyasha Gumbeze
tamarisk1999@yahoo.co.nz

Diocese of Christchurch

- Refer to Christchurch Diocese Office
reception@anglicanlife.org.nz

Diocese of Dunedin

- Jenny Campbell
jennycam@xtra.co.nz

Diocese of Nelson

- Kaye Dyer
kaye@mightymessage.com

Diocese of Waiapu

- Revd Rosemary Carey
rbcarey.carey@gmail.com

Diocese of Waikato & Taranaki

- The Ven Val Riches
vjriches@outlook.com

Diocese of Wellington

- Revd Annette Cater
revannette@gmail.com

Diocese of Polynesia

- Refer to Tikanga Polynesia Councilors
(see above)

Hui Amorangi o te Tairawhiti

- Ruihana Paenga
ruihanaapaenga@gmail.com

Hui Amorangi o te Tai Tokerau

- Revd Jenny Quince
quincemail@xtra.co.nz

Hui Amorangi o te Manawa o te Wheke

- Revd Bettina Maxwell
taumau@xtra.co.nz

Hui Amorangi o te Upoko o te Ika

- Revd Leonie Joseph
raulee04@xtra.co.nz

Hui Amorangi o te Waipounamu

- The Ven Mabel Grennell
mabel.tekorowai@xtra.co.nz

EDITORIAL DISCLAIMER: The Anglican Women's Studies Centre is committed to encouraging and enabling women's voices and perspectives from across the diversity of the Church to be shared more widely. We acknowledge that women's experiences of church differ considerably and that resultant theological perspectives also differ considerably. In general the AWSC does not exercise editorial control, rather we welcome as many voices as are willing to contribute.