

## **Resolution on Gender Equality in the NW Synod of Wisconsin**

**WHEREAS**, scripture declares, “Now there are varieties of gifts, but the same Spirit; and there are varieties of service, but the same Lord; and there are varieties of activities, but it is the same God who empowers them all in everyone.” (*1 Corinthians 12:4-6, NRSV*); and, the Apostle Paul writes, “there is no longer male and female; for all of you are one in Christ Jesus.” (*Galatians 3:28, NRSV*); and

**WHEREAS**, we acknowledge there is sexism and gender inequality in our congregations, in our culture, and in our church as whole; and

**WHEREAS**, we acknowledge in the ELCA female pastors on average earn 86% of what male pastors with the same level of experience earn; and

**WHEREAS**, we acknowledge nationwide 44.8% of female pastors are paid below synod guidelines; and

**WHEREAS**, we acknowledge nationwide less than a quarter of pastors serving as a senior pastor are female; and

**WHEREAS**, we acknowledge 62.4% of ELCA female pastors have reported hearing inappropriate or sexual comments about their attire from congregation members; and

**WHEREAS**, we acknowledge 56.7% of ELCA female pastors have reported experiencing gender-based discrimination in their congregation; and

**WHEREAS**, we acknowledge 32.2% of ELCA female pastors have reported experiencing sexual harassment from congregation members; and

**WHEREAS**, our Christian faith calls us to love one another as ourselves, treat each other as Christ treats us, and to act where injustice is found; therefore, be it

**RESOLVED**, that the Northwest Synod of Wisconsin curate and provide training materials for the synod staff, candidacy committee, call committees, councils, and congregations that address the topic of equality in compensation and benefits for all rostered positions; and be it further

**RESOLVED**, that the Northwest Synod of Wisconsin curate and provide anti-sexual harassment training materials to assist congregations in developing and implementing anti-sexual harassment policies; and be it further

**RESOLVED**, that the Northwest Synod of Wisconsin make both sets of training materials available to all congregations.

*Submitted by the NW Synod Gender and Sexuality Justice Group, the NW Synod Justice Team, and the NW Synod Council.*