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Publication of the Association of Adventist Women

Summer 2001

Youth Track Adds Flash to Conference

by Heide Ford

The special track for young women adds excitement to the 19th annual Association of Adventist Women Conference, October 4-7, 2001, hosted in the Baltimore/Washington, D.C. area. Stellar offerings are scheduled for all. Register soon if you haven't already. And don't forget to call 410-712-4300 to reserve your hotel room at the Ramada Inn-BWI in Hanover, Maryland. Mention the conference by name and ask

prominently at this year's AAW Conference. In addition to Ripley's Friday plenary session, young adults are involved in the Pageant of Women's History and in charge of the Friday night Agape Celebration. GenX Sabine Vatel, chaplain of Columbia Union College in Takoma Park, Md., will moderate an intergenerational panel Sabbath afternoon, followed by a contemporary concert by and for young adults. (All are welcome.)

Dynamic workshops geared

for young adults include: "Purpose, Passion, and Career Possibilities," "Celebrating the Single Years Without Falling in the Desperation Trap," "How and Why to Feature Sacred Dance in Worship," "The Many Faces of Feminism and Current Issues in the Church," and "Strategies to Break Through the Gender Gap in Leadership."

Other conference workshops include: "Reaching the Secular Mind," "Ellen [Harmon White] and Elizabeth Harmon—Their Lifelong Bond," "The Stages of Faith—Growing to the Next Level," "How to Build and Lead a Church Worship Team," "Women Elders—Pur-

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Rosa Banks, Office of Human Relations, N. American Division



Reta Finger, Mennonite Scholar and Professor



Judith Thomas, President, J. A. Thomas & Associates

"Women and the Word"

Seminar Features Serious Bible Study

by Kit Watts

In the mode of early Adventists who prized Bible study, the Women and the Word seminar to be held on October 4 will focus on a variety of ways to study Scripture. The seminar will be held in the Ramada Inn-BWI Airport at the same site as the AAW Conference. The seminar is sponsored by the Women's Resource Center of La Sierra University, in Riverside, California. (To register, see form on back page.)

Inspirational study: Rosa Taylor Banks will provide a devotional approach to Bible study—capitalizing on how God's Word can move us and change our lives. An outstanding preacher, Banks is

also director of the Office of Human Relations at the North American Division.

Exegetical study: What were the Bible writers trying to say? What is the meaning of the original language? Exegesis is a careful look at an entire passage or book of the Bible that contributes to the specific interpretation of individual verses. Theologians Made-lynn Jones Haldeman and Ginger Hanks-Harwood will guide in an in-depth study of 1 Corinthians and the texts that are sometimes used to limit women's usefulness in the church.

Historical study: What was happening to the early Christians

CONTINUED ON PAGE 5



Rebeckah Brillhart, Associate Pastor, Sligo Adventist Church



Cynthia Prime, President, Winning Strategies



Brenda Billings, Associate Pastor, Metropolitan Adventist Church

for your discount. (To register, see form on back page.)

Opening Plenary

A fast-paced, colorful Pageant of Women's History will be featured in the opening session Thursday evening, October 4. Friday will be chock full of outstanding workshops and plenary speakers: Rebecca Brillhart, associate pastor at Sligo church in Takoma Park, Md., will reveal the big U-turn in her life. Heather Ripley, 20-something pastor and now seminary student at Andrews University, will share what the Bible really says about that woman with a hammer—Jael.

Sabbath Meetings

Sabbath, Brenda Billings, a superb preacher, will speak for the worship hour at Sligo Adventist Church in Takoma Park, Md. Billings is the associate pastor of Metropolitan Adventist Church in Washington, D.C. The closing plenary Sunday morning will feature Cynthia Prime, a dynamic and visionary speaker. She will send you off to "Light Your World!"

Young women will be featured

Making the World a Better Place

Adventist Women Serve in HealthCare Leadership

by Penny Shell

The Adventist women pictured on pages 6 and 7 are major leaders in healthcare. When interviewed, they never mentioned "power." Yet, many oversee budgets of millions of dollars and thousands of employees. Their decisions have vast consequences. They are powerful women.

Heavy Responsibilities

They oversee complex operations for hospitals, home-care companies, nursing-care centers and corporations. They serve on two, three, or even seven campuses.

"If I had known all the problems I would face, I would have taken a ship to Tarshish," confesses Lyn Behrens. "Healthcare is hard today; it's stressful; it demands a lot," states Jann Cady

Marks. "It's a tough world and you need a lot of tenacity," says J. Marjorie Simons.

Healthcare today faces financial hurdles unknown a generation ago. Revenues continue to shrink. Every area has been "right-sized" for greatest efficiency. Louella Graves Freeman says, "Income from Medicare and insurance declines while salaries and high tech equipment costs increase."

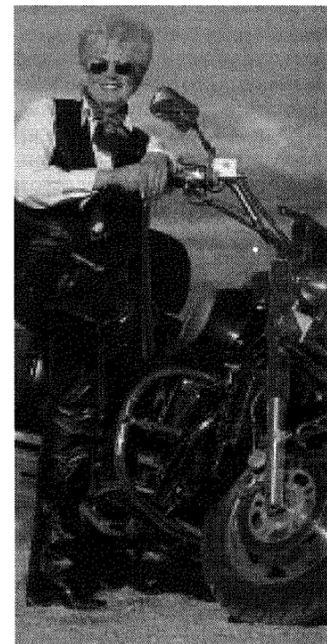
In addition, healthcare faces a shortage of nurses, which Joan Salmons notes is a universal problem. "My biggest trouble is recruiting," says Carol Hasselbrack. Wynelle Huff, proud of Hasselbrack and other patient-care execs in her system, adds that finding such qualified leaders is a great challenge. Pat Sutton echoes, "My biggest challenge is with increasing community needs and a decreasing pool of technical and

skilled care providers."

"The nursing shortage is a deepening healthcare crisis," says Gwen Brownfield. "California ranks Number 50 in nurse-to-population ratio. I find myself calling for the valor of wartime nursing. Post traumatic stress disorder levels in nurses is higher than that of Viet Nam vets, so this is not just a euphemism."

Every part of healthcare is in upheaval. Accreditation standards change. Policies change. Political realities change. Priorities change. Amazingly, some leaders thrive on this turmoil. Elaine Lobdell says a good part of her job is facing issues. "I love to problem solve," says Carlene Jamerson. Patrice Artress Cruise agrees: "My biggest challenge is also the best part of my job—home care changes so

CONTINUED ON PAGE 6



Annette Cornforth Stanwick, vice president, Medical Affairs, Gimbel Eye Center, has found ways to relieve stress not common to all healthcare leaders.

Committee Honors Eight Women of the Year for 2001

by Pat Benton



Joan McAllister Bova

Church Life Award

Joan McAllister Bova, a professional in the field of independent living, is a motivating, creative, and enthusiastic speaker who captivates audiences wherever she goes. She specializes in the area of disability ministry, and her humorous and optimistic presentations are breaking down barriers and raising awareness in churches across North America.

Bova contracted rheumatoid arthritis when she was 12, and she now uses a wheelchair for mobility—but that hasn't slowed her down. Eleven years ago, Bova recruited a team in the Florida Conference to address the needs of people with disabilities and plan how to bring Christ to these millions. Since then, the ministry has grown, and Bova has traveled throughout the United States volunteering her time and talent. Disability Awareness Sabbaths share Bova's mission of reaching out to all persons.

Bova is the Disabilities Ministries Director for the Florida Conference and Southern Union and Assistant Disability Ministries Director for the North American Division (NAD). She is also an elder in her local congregation, women's ministries director, young adult Sabbath school leader, Pathfinder counselor, and church clerk.

Bova's disabilities work centers on three topics:

- Breaking down misconceptions about people with disabilities;
- Making Adventist church buildings more user-friendly to those with a physical limitation;
- Encouraging members to respect and to demonstrate acceptance of all people as equals.

As a result of the ministry begun by Bova, 31 Florida Conference churches now have an active disabilities ministries coordinator, and area training seminars are held regularly. Disability Awareness Sabbaths have been conducted at 23 churches, and 13 churches have modified their facilities to better accommodate

persons with disabilities. In addition, Bova has written a Disability Awareness Pathfinder honor, which has been approved by the NAD. She frequently writes for Adventist publications.

In addition to her church work, Bova supports her family (her husband is unable to work because of a stroke several years prior to their marriage), which includes two adopted daughters. The Bovas have been foster parents to many children during the 18 years of their marriage. The last two were sisters who came from an abusive situation. After living with Joan and Phil for three years, a decision had to be made—to send the girls to another foster family—or to adopt them. The couple adopted two teenagers!

Bova's greatest personal characteristic is her ability to connect individually with people. "Joan has the most compassionate, nonjudgmental, and caring spirit of anyone I have ever known. She will spend hours on the phone counseling, healing, ministering, and reflecting the love of Jesus to anyone who has a need," says her long-time friend Kathy Fairchild. "Her influence is felt across the Florida Conference. She is well known and loved."



T. Grace Emori

Outstanding Achievement Award

For more than 33 years, T. Grace Emori has been a leader in the field of infection control. In 1968, she came to what is now Loma Linda University Medical Center (LLUMC) in Loma Linda, Calif., as a "nurse epidemiologist." As only the third such nurse epidemiologist in the United States, she walked into the unknown—and there created a profession.

Emori recently retired as a captain of the United States Public Health Service. Since 1974 she had worked at the Centers for Disease Control and Prevention (CDC) in Atlanta, Ga.

Her life did not begin with the respect and honors she garners today. During World War II, the Emori family—along with thousands of other Japanese-Americans—was forced into a concen-

tration camp. The Emoris were sent by train from their farm in the Pacific Northwest to a remote camp in Arkansas.

Guard towers and barbed wire kept the internees confined. However, the guards eventually left. There was simply no place for the Japanese-Americans to go—and Americans outside the concentration camps hated "the Japs."

Grace and her sister Helen did what was prophetic of their futures—they climbed the empty guard towers. From there they could see for miles around them—far beyond their camp. They both grew up to take the long view, and climb beyond oppression.

Emori was educated as a nurse at Loma Linda University (B.S., 1960, M.S., 1964). Prior to her involvement with infection control, she was a staff nurse at LLUMC and taught nursing at Atlantic Union College in South Lancaster, Mass.

As Emori developed the infection control program at LLUMC, other hospitals in Southern California heard of her work and hired nurses to do similar jobs. In 1970, Emori helped these nurses start a professional organization, and she was chosen as its first president. She later edited the organization's newsletter, which became a reviewed reference journal, *American Journal of Infection Control*.

In 1974, Emori accepted a staff position at the CDC, where she was part of the Epidemic Intelligence Service assigned to hospital infection area. There she worked closely with those developing the Study on the Efficacy of Nosocomial Infection Control (SENIC Project). She saved the project from becoming a bureaucratic boondoggle. Because of her knowledge, skill, and persuasiveness, the study evaluated effectiveness from the bedside perspective rather than an administrative perspective. After the completion of the SENIC Project, Emori continued surveillance activities in Hospital Infections Programs at CDC, becoming chief in 1986.

Throughout her career, Emori presented dozens of posters and papers at scientific meetings, and authored 22 articles in reviewed journals and eight chapters in books and proceedings.

She has also been active in her church and community, serving as an elder at the Stone Mountain church, and on the AIDS Committee and Board of Higher Education for the General Conference. She was a member of the boards of Atlanta Adventist Academy in Georgia, and Loma Linda University. She volunteered for Peachtree Hospice, and was active in the Association of Adventist Forums.

"She created a profession and its professional society, and helped to develop its journal....She helped the profession advance scientifically and assisted practi-

tioners, schools and medical institutions achieve the highest possible standards," says Harvey A. Elder, M.D., professor of medicine at LLU School of Medicine.



Gwendolyn W. Foster

Community Life Award

Gwendolyn W. Foster of Philadelphia, Penna., has spent her career helping people to improve their health through lifestyle changes. For 22 years she was Health Director of the Allegheny East Conference, where she initiated a pioneering lifestyle re-education program, Fitness for Life.

She established annual Fitness for Life Conditioning Camps that enrolled as many as 100 people for a two-week session. This program revolutionized the health of attendees from around the world for 21 years. Volunteer physicians, nurses, and other health professionals donated two weeks of their time to assist at the camps.

The North American Division was so impressed they asked Foster to help replicate her success across the U.S. She set up a committee, and now a three-tier certification program prepares non-health professionals to become effective lifestyle coaches.

In addition to her burgeoning health programs, Foster was simultaneously director of the Pine Forge Academy concert choir. Her work at Pine Forge (40 miles from Philadelphia) brought to three generations of young black Adventists an appreciation of the finest music in the sacred and classical repertoires. It is tribute to her work that many of her former students have gone on to careers in music—and several teach at well-known colleges and universities.

In 1994, Foster began to host a radio talk show in Philadelphia. The response was overwhelmingly positive, and enrollment at Foster's lifestyle camps shot up. Her exposure to the community was greatly expanded in 2000 when Mayor John F. Street established the *Fun, Fit & Free!* Health initiative and appointed Foster Health and Fitness Czar for the City of Philadelphia, America's fourth largest metropolis. She may well be the first person to have the wide-ranging assignment of improving the health of an entire city! Her goal is to change Philadelphia's image from Fat City to Health City.

As Health Czar, she has established such health initiatives as

Dine Out on Healthy Street, an adult health-improvement initiative, and a weekly TV show seen on Time Warner Cable.

Most recently she's joined forces with the Philadelphia 76ers to offer Philadelphians yet another opportunity for improved health. The program—76 TONS OF FUN—has generated excitement across the city. The program, based on the Adventist NEW-START principles, has been blessed with international appeal. Foster has conducted more than 50 interviews with media outlets all around the world.

Foster has become a local celebrity. Philadelphians recognize her as the Health & Fitness Czar and are quick to share with her how many pounds they have lost with her programs. Companies are excited about the increased camaraderie and improved health among employees involved in the city's health initiative.

Foster has received numerous awards: 1985 Champion Educator of the Year from Oakwood College, 1987 Alumna of the Year for Loma Linda University School of Public Health, 1998 Black Alumna of the Year for LLU, and 1998 Alumna of the Year for LLU.

"Uncompromising in her commitment, Foster teaches and practices health with a flair that would entice even the most jaded of non-adherents. She informs, inspires, and then empowers!" declares Alvin M. Kibble, vice president, North American Division.



Donna Jeanne Lugenbeal Habenicht

Family Life Award

Donna Jeanne Lugenbeal Habenicht was born in the Philippines, where her parents were missionaries. Just before Pearl Harbor—and the subsequent bombing of Clark Field in the Philippines—the family left on furlough. Unable to return to their post, they continued service in Central and South America.

Habenicht graduated with high honors from Andrews University (AU), Berrien Springs, Mich., in 1954, with a bachelor's degree in elementary education, and minors in biology, history, home economics, and secretarial science. Right after graduation, she married Herald Habenicht and they moved to Loma Linda, Calif., where he began medical school.

As soon as Herald completed his residency, the couple went to Puerto Rico as missionaries. Habenicht soon realized that only two of the 80 Adventist churches on the island did anything for children, except read from *El Amigo* during the adult lesson. In less than two months she was giving workshops and demonstrating how to prepare compelling children's Sabbath school programs and lessons. More than 35 years later she's still giving workshops and seminars—around the world!

During her mission service, Habenicht focused on child evangelism, and before she returned to AU, the Antillian Union had promised that no new churches would be built without including adequate space for children's divisions.

At AU, her love for children has continued to fill her extracurricular time. For more than two decades she has coordinated the younger children's divisions at the campus Pioneer Memorial church. She has written scores of articles, Sabbath school lessons, and two books on working with children that have been widely translated.

Habenicht went to graduate school and earned M.A. and Ed.D. degrees. At AU she taught in and chaired the department of Educational and Counseling Psychology. She also set up her private counseling practice, which she continues.

The highlight of her family-oriented career was the development of the children's materials for Net '98. With administrative skill and planning genius, she pulled together a team of experienced teachers, drama experts, and musicians to create a program unequalled in Adventist outreach to children. The program kit, "Come Meet Jesus" contains 1,100 pages of programming material, videos, and music CDs.

Last year, the faculty awarded Habenicht the John Nevins Andrews Medallion. The citation mentions "a lifetime of teaching and administrative responsibilities in the School of Education; tireless networking with professional associations; the publication of books and nearly 50 popular and scholarly articles; her numerous presentations in professional workshops and seminars around the world; and the consulting and community service assignments that she has generously performed."

Although she enjoyed a busy career, Habenicht always gave her family first priority and consideration. She did not begin her graduate studies until her youngest child

was 13. Even then she wouldn't take night classes because she said, "teenagers shouldn't be home alone—I might miss the one time they want to really talk."

Now both her children are married, and both couples are—or have been—Pathfinder and Sabbath school leaders, as well as holding other church offices. "She is a wonderful, completely dedicated mother," says her happy husband of 47 years.



Betty Ann Howard
Lifetime Achievement Award

Betty Ann Howard, Ph.D., was born in Alabama in an era when young ladies were educated to pour tea properly. Howard expressed little interest in tea parties and chose to become a nurse anesthetist.

A few years later she needed that education when her physician husband died suddenly, leaving Howard a single mom to four-year-old Frank. She worked as a nurse anesthetist while her son was young.

During her professional career, Howard was also dean of women at two Adventist colleges, leader in academic resources for higher education, a resource to the U.S. Department of Education, and professor of education. She earned bachelor's, master's and doctor's degrees while working full time—and without taking a study leave. Howard was the first president of the national Association of Adventist Women, serving two terms.

Outstanding as these achievements are, this is only part of Howard's story. Rather than striving for more awards or publications, she devoted her life to building bridges for those in her care—enabling them to earn the awards, to heal the sick, and to edit the publications.

She didn't do the open-heart surgery, but she persisted that surgery was necessary to save her baby's life. Years later, Frank graduated from Harvard Medical School and eventually became chief of oncology at Loma Linda University School of Medicine in Calif. She never owned her own house, but she provided a home for hundreds of women. She didn't write articles of incorporation for AAW, edit its newsletter, or speak at a plenary session—but she pulled together the team that laid

the foundation for today's AAW.

It is her personal connection with hundreds of college women that best exemplifies Howard's strength as a campus dean and administrator. She "was able to be involved in the lives of each student and often referred to them as 'her girls' or 'one of mine,'" remembers Patti Bowen, D.D.S., one of Howard's dormitory students at Walla Walla College (WWC) in College Place, Wash. That mentoring continues for Bowen—and dozens of others.

Howard involved her girls in spiritual and social events in the dormitory and her own small apartment. She cared about who they were dating. It mattered to her what they were wearing. In short, she had a mother's love for her girls.

After two decades of deaning at WWC and Columbia Union College (CUC) in Takoma Park, Md., Howard became acting dean of students at CUC, developing program initiatives that included counseling and support for new and foreign students. Three years later she turned her attention full-time to at-risk college students. In 1992 she joined CUC's education department.

When Howard retired from CUC in 1999, she moved to Loma Linda. She has an almost full-time job feeding and mentoring several students (one lives with her), children of "her girls" from dormitory days. She has "adopted" seventh-grade twins she frequently takes care of when their parents travel.

Dr. Elisabeth Wear, colleague at CUC, sums up her friend, "Dr. Betty Ann Howard exemplifies the best in Adventist womanhood, reflects the caring and mentoring of our Savior, and bridges to the second and third generations her love."



Gladys Jeremiah
Spiritual Life Award

Born into an Adventist family in Zimbabwe, Gladys Jeremiah left the church when she was 16. However, she was rebaptized in 1994. Two years later she started working as a literature evangelist.

In 1997 Jeremiah was impressed by the Lord to start a self-supporting ministry of teaching and preaching. Her evangelistic work has been incredibly successful, and in the past five years more than 2,200 persons have been bap-

tized in 50 evangelistic meetings.

Her work involves evangelistic meetings, speaking at women's retreats and family-life seminars, and establishing home-based care programs and self-help projects. In 2000, she was nominated as an outstanding lay person in evangelism and asked to represent lay persons of the East Zimbabwe Conference at the General Conference Session in Toronto.

Two projects have been set up in Harare, Jeremiah's hometown, in collaboration with the women of the Kuwadzana Seventh-day Adventist Church. In January of 2000 they started a dressmaking school with meager accommodations and inadequate equipment. In December, 10 women were graduated; the second class enrolled 50.

The program covers designing, pattern making, and garment making. Most of the students are not Seventh-day Adventists, but soon enroll in the Voice of Prophecy courses. So far, five students have requested baptism.

In Hwange, another district, Jeremiah and her helpers have started an irrigation project. The area is drought-stricken, and food is scarce. Unfortunately, because of a lack of funding, the project hasn't been completed. However, in this area where there were previously no church members, there are now 19!

Pastor Thabisa Masina describes what happened when Jeremiah came to his area: "In 1998 and 1999 I invited Jeremiah in my district to conduct a revival church week of prayer. When she arrived, she asked if she could conduct some lessons with women in the community during the day before the evening meetings. Ms. Jeremiah covered a lot of topics ranging from family life to community services.

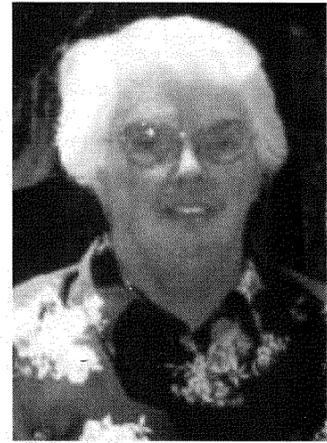
"By the end of the week, not only were our church members attending in numbers her meetings, but also many of different denominations started to attend. By the end of two weeks, the church was full of many people from the community and other denominations. That two-week revival shook the whole community and was a blessing to our church because many accepted her message."

During one four-week evangelistic series, Jeremiah faced great difficulties. She fractured her ankle and was put on crutches. But she kept on preaching.

Then Jeremiah's husband died. She and five young children traveled some 700 km to mourn and bury their husband and father. After the funeral, Jeremiah returned to Nekabandama and finished the series—where 19 were baptized. "Women of this quality, determination, and courage are rare," says Pastor Masina.

A Canadian friend, Dee DeBoer, states that "Gladys' strength is her ability to trust God for absolutely everything that she has, from the roof over her head to the care of her children and the flock God has given her. She is untiring in her devotion to the work of God, and truly gives a

broader meaning to the terms 'self-denial' and 'sacrifice.' When you meet Gladys you will see that she has truly 'been with Jesus.'"



Merlene Ogden
Professional Life Award

Merlene Ogden, Ph.D., is being honored for more than 46 years of dedicated service to Andrews University (AU), in Berrien Springs, Mich., both as a beloved classroom teacher and groundbreaking administrator. Even in retirement, Ogden works nearly full time, coordinating AU's affiliations with overseas Adventist colleges, as well as its extension programs.

Former students remember Ogden as a teacher who made American literature come alive for them, especially when she was leading a discussion of the writings of Henry David Thoreau. Hundreds of them were fortunate enough to go on one or more of her study tours to New England or Europe. She opened new windows as students read Emerson, Wordsworth, and other literary giants—and then visited their homes and haunts.

Over three decades of organizing and leading these tours, Ogden led more than 800 undergraduate and graduate students into on-site studies of Western culture. Most importantly, however, upon these students (and adults who just wanted a good tour), Ogden performed her special magic—knitting them together into "tour families." Many of these students continue to witness to the life-altering experience that her tours provided them, ranging from spiritual encounters to finding their lifework and life mates.

Others know Ogden as the developer and champion of The Society of Andrews Scholars. Ogden encouraged the development of specially designed honors courses that students could take to fulfill their general-education requirements. She devised a system for honors students to do independent research and make a public presentation of their findings.

Ogden created an entity for student research entitled the Interdisciplinary Honors Council, which referees and juries all student research that counts toward graduation with honors. This model for involving students in

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These eight

will be honored at the awards banquet, Saturday night, October 6, and you can be there.

For information, contact Heide Ford, 301-393-3000 or hford@rhp.org

A Bruised Soul Healed by Degrees

by Cindy Lange-Kubick

The year is 1946. The war is over. A young woman who grew up halfway between Rapid City, South Dakota, and Wall Drug finds herself 500 miles from home. In Lincoln, Nebraska, on the campus of Union College — a smattering of brick buildings and a white-framed church lining the east edge of town.

Esther Deloris Arney is on this Seventh-day Adventist campus because she wants to serve God. To be a missionary thousands of miles across the Pacific in Japan. But the church doesn't want her.

We don't need women in the ministry, a professor tells her.

Fifty years later someone tells her he was wrong. Tells her that if she'd asked someone else she might have received another answer. The answer to her prayers.

She finishes her freshman year, heartbroken.

"Remember all the good times," a classmate scribbles in her 1947 yearbook. "Oodles of success. You are a swell kid."

The swell kid, the young woman with light brown hair and cat's-eye glasses, packs her bags and moves north. For two years she teaches school in Minnesota, then South Dakota. She marries the hired man at the house where she is boarding.

She is Esther Deloris Arney Larson now.

The years pass. The couple becomes a family of six — three daughters, one son. The hired man turned husband leaves when the kids are half-grown.

The mother keeps the dream on a shelf. High in a darkened corner of her mind. A tender place, like a bruise. A place she dares not touch.

She goes on, determined to make a life for her family. She puts her kids through church boarding school. Works as a secretary. Teaches Sabbath school.

She's in Minnesota now, a land she loved since she was a girl dreaming of life in snowy Minneapolis, a big city within her reach.

She marries again, but briefly,

becoming Esther Deloris Arney Larson Shadday, before she must add the term widow to her resume. She goes to school, training to be a medical assistant. She takes a job as a lab technician. She draws blood, peers into microscopes, all day long.

She tells her story, detail after detail, in a strong, steady voice on a May afternoon in 2001, dressed in a polka-dot blouse and beige shoes. She wore out her Nikes, she explains. But she never wore out her dream.

Eventually she's on her own. Mostly she's happy. The kids are grown, giving her grandbabies and long-distance phone calls from Lincoln and Denver.

She takes a course in auto mechanics for women in St. Paul. She thinks — as her brown hair turns to white — about moving to Colorado. But two of her children are living in Lincoln. She doesn't want to come; but she does anyway in 1989.

The hurt returns in a rush. The bruise still tender. She wants to run away.

Instead she takes a job at a local hospital, drawing blood. She buys a brand-new, powder blue Ford and crochets cushions for the seats, a cover for the steering wheel. She reads. She worships at the College View SDA church, a grand brick replacement for the white frame church she attended so many years before.

The college is two blocks away from her Lowell Street apartment. She can hear the bells chime when she walks outside. See the new buildings, the new students when she walks down 48th Street. The dream is too close to the surface here. And so far. Run, she tells herself. Run.

It is summer 1995. Six years after she arrived. Her back goes out. She doesn't know why. She spends two hot months on the floor, thinking.

She can't. So she asks. She asks if those 1947 credits are still good. And they are.

Just like that, after 50 years, after 10 grandchildren and two marriages and countless jobs, she's back in class and it's like rid-



ing a bicycle. She hasn't forgotten.

In 1996 she has her two-year Bible worker degree, not enough to become a missionary, but a degree nonetheless.

She decides to take one more course: Greek. The language of the New Testament. She passes with a B.

A door in her mind opens. And she walks through.

She signs up for another class and then another. And another. She hangs a sign on the door of her senior citizen apartment complex: "Cramming Do Not Disturb."

She is 70 now. More than 70. The students in her classes are her grandchildren's age. They have strong joints. Smooth skin.

She hugs them, but she won't let them call her Grandma. And they don't.

They appreciate her. And she appreciates them. They are wise, she says of her young friends. She is an inspiration, they say of her.

On the second Sunday of May she puts on a black robe. And a black hood rimmed in crimson velvet. It represents her dream: A bachelor of arts in religion.

She can preach now. She can cross the Pacific and be a missionary in Japan. If only it's not too late. If only someone will have her. The bruise is faded, but not gone.

She'd finished the necessary credits for her degree in December, keeping busy since by taking classes in pipe organ. Playing trombone in the campus band. Staging a show of her oil paintings.

From the stage last Sunday the dean says there is a student in the graduating class, a woman in her 70s, a woman ending a journey she began 54 years ago.

And before he finishes speaking the students rise all around her in a flowing black wave, clapping.

She sits. She doesn't know what to do. It all feels like a dream. A dream come true.

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Since her graduation, Esther has been preaching by request. She has also conducted several funeral services at the Great Bend, Kansas, Adventist Church, at the invitation of Pastor Dennis Berlin, who had been one of her Union College classmates.

Women of the Year 2001

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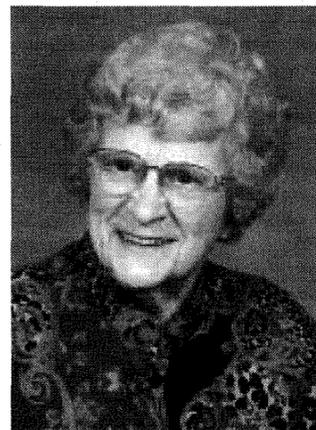
original research has precipitated interest from many other colleges.

Once established, The Society of Andrews Scholars provided opportunities to network with colleges and universities on a regional and national level. When she was president of the Upper Midwest Honors Council, Ogden hosted the annual conference at AU, and students and faculty representatives from the colleges and universities of seven mid-western states attended.

For the past eight years Ogden has worked tirelessly with the academic programs at several Adventist colleges abroad. She has helped to strengthen affiliation agreements for 13 sites and prepare these colleges for accreditation. To date, four have received their own government charters, retaining AU only as their overseas consultant.

Along with her affiliation work, Ogden is currently engaged in the development and administration of an AU degree program designed to serve international employees who work with the Adventist Disaster and Relief Agency (ADRA). Currently more than 500 working professionals are enrolled in this program at four world sites—in Costa Rica, Kenya, Peru, and Thailand.

"Ogden is a leader of leaders—both on this campus and abroad in numerous institutions," says Patricia B. Mutch, Ph.D., vice-president of academic administration for AU. "Few Adventist women have had the opportunity to influence so many people through the building up of educational institutions."



Minnie Iverson Wood Lifetime Achievement Award

Working now for more than 75 years, Minnie Iverson Wood has probably accomplished more than four or five average people do in their lifetimes. She has taught music at all levels, directed choirs in the United States and abroad with outstanding success, planned and implemented huge fund-raising musical events, and coordinated music for vespers and Sabbath school at the Loma Linda University church.

Born in Falmouth, Me., on the

New England coast, Wood attended public school prior to enrolling at Pine Tree Academy. She then went to Columbia Union College (CUC), where she majored in foreign languages and voice. She earned her master's of music degree from Catholic University of America. She also studied at Michigan State University, the University of Michigan, and Indiana University.

She took private lessons in voice, conducting, and piano in the United States, Europe, and the Far East. Her teachers included Reinald Werrenrath and Paul Althoust of New York and Paul Schubert and Lilly Schroeder of Europe.

Although her first love was acting, Wood could not fit that into her Christian ethic. Instead of Broadway, she and her husband, Dr. Wilton Wood, headed for China, where she taught at Far Eastern Academy in Shanghai (and later in Hong Kong). She also was on the faculty at Baltic Union Seminary in Riga, Latvia; Malayan Seminary in Singapore; and Philippine Union College. After the couple returned to the United States, she taught 10 years at Columbia Union College (CUC) in Takoma Park, Md., and 16 years at Andrews University in Berrien Springs, Mich.

Wherever she was, Wood directed choirs and planned major music events—Mendelssohn's *Elijah*, Handel's *Messiah*, Haydn's *The Creation*, and Brahms' *Requiem*. Her choirs shared the stage with presidents Dwight Eisenhower and Richard Nixon. She performed for Harry Truman, and her choir sang at a yearly memorial service at the Tomb of the Unknown Soldier in Arlington, Va.

Several of her musical groups sang regularly for live radio programs. Her a cappella choir at CUC performed 25 minutes each Sunday over the local NBC station. When this "Songs of Majesty" broadcast debuted, the music director of the radio station was quoted in the Washington, D.C., newspapers: "This should be an outstanding broadcast, for this choir is one of the finest we have ever heard."

Wood also served the world church by helping to coordinate choir music for the General Conference Session in Cleveland, Ohio, in 1958. She sang frequently with the Faith for Today quartet.

After officially retiring, Wood taught first grade for 11 years. She taught a unique phonics program that enabled all of her first graders to read at least one grade level above average by the end of the school year. She also trained other teachers to use this successful program.

Now in her 90s, Wood has slowed down some—she no longer serves as producer for the University church vespers, but she continues to be active with the Sabbath school music committee. She continues to teach and mentor several dozen private students.

Call for RESOLUTIONS

AAW has led a "ministry of advocacy" through resolutions taken at its annual conventions. We will continue to follow this practice at our October 4-7, 2001, convention. We invite resolutions that relate to Adventist women in the church.

Proposals for resolutions should be typewritten and concise (50 words or less). The AAW Board of Directors will evaluate them for suitability. Resolutions chosen will be presented at a business session during the October convention.

Please send your resolutions before September 14, 2001, to:
Dr. Georgia Hodgkin, Chair Resolutions Committee
24360 Lawton Avenue, Loma Linda, CA 92354

What's the Big Deal About Using Inclusive Language?

by Halcyon Wilson, Associate Pastor, La Sierra University Adventist Church

"Why is inclusive language important? What's the big deal?" We've heard these questions so often! If it's a man speaking, he might mean "I'm a man. I can't change the way I think." Or if it's a woman, she may be saying "We all know that when the Bible refers to 'men' it means all of us."

My personal journey to accept



Halcyon Wilson

myself as a fully functioning capable woman, able to serve people and God on an equal basis with men, has much to do with the language I heard as a child and youth. Because of its religious and cultural authority, the Bible has been one of the most important means by which women's place in society has been defined. Throughout the centuries, the Bible has been invoked to justify women's subordination. The language used has contributed to this assumption. How many children hear the phrase used in most Bibles in Mathew 18:19, "I will make you fishers of men," and have a mental picture of men and women going out into the world to spread

Conference Highlights

CONTINUED FROM PAGE 1

pose and Pitfalls," a lively exegesis by theologians Madelynn Haldeman and Ginger Hanks-Harwood, and "For Women Clergy—A Time for Fellowship and Stories of Success in the Challenges."

The only tough part of the weekend? Choosing which three workshops to attend. The rest is fun and fellowship. If you come earlier or stay later, there is a lot to see nearby. Ramada Inn-BWI is 30 minutes from the nation's capital. Beautiful Inner Harbor of downtown Baltimore with shops, restaurants, and boating is just a 15-minute drive. Many historic attractions, including Gettysburg, Pennsylvania, and Williamsburg, Virginia, are less than two hours away. Make the AAW Conference the heart of a wonderful vacation!

Looking forward to seeing you in October.

the gospel story? None!

Children "see" words, and the mental pictures formed stay with them for a lifetime. The Bible is an amazing book of power and love, but many miss this if the language no longer means what it once did. It is often perceived as a sexist book written about men and for men.

"It is apparent that our contemporary English-speaking culture has changed to the extent that many words no longer mean what they used to... When a term such as man was used in Scripture to mean both men and women, it is generic. Yet, because of the way in which the language is changing, words such as men are no longer understood by the public in the same generic sense. So, in order to maintain their generic form, these words need to be translated as men and women, people, brothers and sisters, and so on."¹

There is a fear, and justly so, that in translating the Bible, some basic doctrines may be impaired. But the committees that worked on these translations have done so with integrity and deep study. The three Bibles listed below have been produced without altering passages that reflect the historical situations of the ancient culture.

One of the best and most accurate modern translations that uses inclusive language is the *New Revised Standard Version*. This translation can be found in most places where Bibles are sold.

One that is easy to read is the *Women's Edition of the New International Version*. For political reasons, this one is difficult to find in the United States. The organization, Christians for Biblical Equality, buys them from England and makes them available.²

The Priests for Biblical Equality³ have produced *The Inclusive New Testament; The Inclusive Hebrew Scriptures*, volume 1, *The Torah* and *The Inclusive Hebrew Scriptures*, and volume 2, *The Writings*. They are accurately and well translated and not only use inclusive language but also, where appropriate, adopt the inclusive use of God's name. This means that God's name is used as neutral, not only male, and never as female.

What Language Shall I Borrow: God-Talk in Worship: a Male Response to Feminist Theology by Brian Wren, though out of print, contains excellent material on the importance of inclusive language. Get one of the above translations of the Bible and enjoy!

¹ Julia Alford and David Mostol; "The Importance of Gender-Inclusive Language," *Priscilla Papers* 14:4 (Fall 2000), Christians for Biblical Equality, Minneapolis, MN.

² Christians for Biblical Equality, 122 West Franklin Ave., Suite 218, Minneapolis, MN 55404-2451. (<http://www.cbeinternational.org>)

³ Priests for Equality, Box 5243, W. Hyattsville, MD 20782-0243. (<http://www.quixote.org/pfe>)



Four founding mothers spoke at La Sierra University (LSU) Women's Resource Center's Open House. They were members of a group organized by Dr. Madelynn Jones Haldeman that made a proposal in 1995-1996 to the LSU Board to establish the center. From left to right they are: Dr. Penny Miller, School of Nursing, Loma Linda University; Dr. Ginger Hanks Harwood, School of Religion, La Sierra University; Marta Teel, high school Spanish teacher; Susan Jacobsen, Bible teacher at Loma Linda Academy. Others joining Dr. Haldeman on the original committee included Audray Johnson and Sandra Hodge. Dr. Adeny Schmidt, then vice-president for academic administration, played a key role in facilitating the opening of the center.

Open House Held at La Sierra University

Women's Resource Center Enjoys New, Larger Quarters

Dozens of well-wishers attended the Women's Resource Center (WRC) Open House held during the La Sierra University (LSU) spring Alumni Weekend.

LSU church pastor Halcyon Wilson pronounced a House Blessing on the center's new space. Marta and Charles Teel unveiled a large drawing of U.S. Congresswoman Barbara Jordan, a gift they presented to the Women's Resource Center. Four of the center's "founding mothers" spoke briefly of their hopes for the center—Ginger Hanks Harwood, Marta Teel, Susan Jacobsen, and Penny Miller. Sue Curtis, dean of students, provided refreshments.

From 1997 to 2000, the center was located in a 150-square-foot room in the university library. Recently, the LSU administration has made available a 1,000 square foot office space for the center. "For the first time we are able to unpack books and videos and other resources accumulated during the past four years and have them available for use," states Kit Watts, WRC director.

Since its opening, the center remains the only women's resource center in the Adventist Church. It is located behind the LSU Alumni Center on Pierce Street (Riverside, California), in the convenience center next to the Natural Foods

Market. It is on the second floor, on the opposite end of the balcony from KSGN Radio. For more information, call (909) 785-2470 or E-mail pshell@lasierra.edu or view www.adventistwomenscenter.org on the web.

Bible Study Seminar

CONTINUED FROM PAGE 1

who formed the first churches in their homes? What roles did women play that they had not in Jewish faith? Dr. Reta Finger will share insights about the books of Luke and Acts that shed light on these questions. Finger is a Mennonite scholar teaching at Messiah College in Pennsylvania.

Study that comes to life: What would it be like to meet one of Jesus' women disciples? Alicia Patterson has combined historical, exegetical, and inspirational study into a dramatic monologue featuring Joanna, a disciple of Jesus mentioned in Luke 8:1-3.

In addition to these presentations, *Women and the Word* will feature a presentation on women's leadership styles by Judith Thomas, president of Judith A. Thomas and Associates. Whether women work in the church or in the business world, their leadership style will affect their success.

A variety of news updates on women in pastoral and evangelistic work throughout the world will be provided by James and Sharon Cress of the GC Ministerial Association, Dúane Schoonard of the North American Division, and Ardis Stenbakken of the GC Women's Ministries Department.



Dr. Charles Teel, director of the Stahl Center, displays a portrait of Barbara Jordan that he and his wife, Marta Teel, presented as a gift to the Women's Resource Center on Sabbath at their Open House earlier this year. Barbara Jordan, a U.S. Congress-woman from Texas, was well-known for her quiet but strong leadership during the Watergate investigations that led to President Nixon's impeachment.

Adventist Women in HealthCare Leadership

CONTINUED FROM PAGE 1

rapidly." In grand understatement she adds, "It is never ever boring." "The best part of my job is problems! I love solving problems," says **Peggy M. Snow**.

The women are acrobats extraordinaire. "I work in a small hospital where we all wear multiple hats," says **Peggy Seckler**. Many, including **LaDonna Blom-Antonio**, **Gloria Ceballos**, **Jamerson**, and **JoAline Olson**, acknowledged how hard it is to balance their professional lives with their personal lives.

Carol M. Kunau, who is an Adventist Christian, wife, mother, church elder, music committee member, and full time administrator, says, "I pray each day for guidance." The way **Diane Beerbower** slowed down after her baby was born was to go from vice president to director, resuming a vice president role later.

Passion

Yet these women love their jobs with a passion. "God has called me here to do this special work, and I have a mad passion for the mission of Adventist Health. If I had a sailboat, she would be named *Mission Driven*," declares **Kathleen K. Mitchell**.

"I love people; I love to bring out the best in them," says **Ellen Tryon**. "I want to glorify God through my work and through my life," says **Nikki Allen**. "I believe that Christ was the role model for the first community health nurse, serving humanity where they lived," adds **Blom-Antonio**.

"I'm a part of something bigger than the bottom line," says **Joyce Portela**. "God has placed me here," says **Suzanne Purdy**. **Salmons** says her work fulfills "my church's, my health system's, and my personal mission."

Rough Times

Even high-powered administrators have their bad days—which they are reluctant to discuss: "I can't think of one," "I forgot," "I am still waiting to experience it."

Yet bad times round out the picture of an administrator's life. For **Seckler** it was the terrible day their hospital was put up for sale. **Arlene Tucker** recalls when she and her husband had to dispose of their nursing home business. Forced to eliminate programs the community relied on was, for **Olson** her "least favorite day." **Charlene Barrett's** worst day was learning that her advice resulted in a bad outcome. **Lisa Beardsley** recalled a lack of support for policies after she thought she had agreement by key stakeholders.

Blom-Antonio remembers the pain of having to tell a business that they were being closed. **Cruise** recalls the day she had to let excellent people go as a process of "right-sizing." One leader said her worst day was finding out a younger male got the promotion she deserved. **Beerbower**, says, "Every day that I realize I am only one person is a bad day for me—I want to do it all!"

Ann DeBooy says bad days come "when I forget I can delegate and that a word of prayer makes a tremendous difference"; **Allen** concurs, "My worst day was when I lost sight of the fact that God is always present, and I was overcome with fear."

What Drives Them?

So why do they do what they do? Over and over they give the same answer: "I can make a difference." "I can make the world a better place."

"I like to share a vision that makes a difference in patients' lives," says **J. Marjorie Simmons**. **Barrett** feels rewarded by helping her report staff find solutions. **Olson** is energized by hearing "thanks" from families. **Beardsley** is excited to be "preparing the next generation for service and



Nikki Allen
VP for Patient Care
Washington Adventist
Hospital
Maryland



Jalane "Jaly" Bekele
Assistant Administrator
Sunbelt Health Care &
Subacute Center in
Florida



Ann DeBooy
VP Patient Care
Ukiah Valley Medical
Center
California



Louella Freeman
VP Patient Care
St. Helena Hospital
California



Carlene Jamerson
President, CEO
Gordon Hospital
Georgia



Charlene Barrett
Corporate Director of
Human Resources
Adventist Care Centers
Florida



LaDonna Blom-Antonio
President, CEO
Sunbelt Home Health
Care, Inc. & Housecall
Medical Resources,
Inc. Based in Florida



Jeanne De Prada
Administrator
Florida Living Nursing
Center



Connie Hamilton
Senior Patient Care
Officer
Florida Hospital



Sandra Johnson
Florida Hospital East
Orlando



Lisa M. Beardsley
VP for Educational
Affairs, Loma Linda
University Adventist
Health Sciences
Center, California



**Gwen Matthews
Brownfield**
VP, Glendale Adventist
Medical Center
California



April Doherty
Administrator
Sunbelt Health Care
Center of Zephyrhills
Florida



Carol Hasselbrack
Patient Care Executive
Hanford Community
Medical Center/
Central Valley Medical
Center, California



Carol Kunau
VP Patient Care
Centura Health System
Colorado



Donna Bechthold
VP Patient Care
Tillamook County
General Hospital,
Oregon



Gloria Ceballos
Senior VP
Florida Hospital West
Volusia Division



Michelle Fetters
Regional Director
Adventist Care Centers
Florida



Shari Hawkins
Chief Nursing Officer
Shawnee Mission
Medical Center
Saint Luke's, Kansas



Elaine Lobdell
VP Patient Care
Adventist Medical
Center



Lyn Beherns
President, CEO, Loma
Linda Medical Center;
President, CEO, Loma
Linda University
Adventist Health
Sciences Center, CA



Patrice Artress Cruise
VP for Clinical Devel-
opment and Research
Adventist Health
System/Home Care
Division, Florida



Ruthita Fike
CEO
Porter and Littleton
Adventist Hospitals
Colorado



Wynelle Huff
VP Delivery of Care
Adventist Health
Based in California



Jann Marks, Director
for Nursing Resources,
Hinsdale Hospital;
Mid-West Regional
Director for Oncology
Services, Illinois



Kathleen K. Mitchell
Assistant Administrator
Florida Hospital
Celebration Health



Joyce Portela
COO
Tennessee Christian
Medical Center



Gloria Santos
Patient Care Executive
Feather River Hospital
California



Pat Sutton
CEO
Hinsdale Hospital
Illinois



Arlene Tucker
Assistant Administrator
Huguley Nursing
Center
Texas



Verbelee Nielsen-Swanson
Administrator
Florida Hospital
Apopka



Suzanne Purdy
VP Patient Care
Services
Paradise Valley
Hospital



J. Marjorie Simons
VP Patient Care
Services
Walla Walla General
Hospital, Washington



T. L. Trimble
VP Legal Services
Adventist Health
System
Based in Florida



Debbie Weigand
Administrator
Florida Hospital
Lake Placid



Shereé Paris Nudd
Regional Director
Brook Grove
Foundation, Maryland



Kathy Raethel
VP Patient Care
Castle Medical Center
Hawaii



Peggy Snow
Administrator
Zephyr Haven Nursing
Home, Florida



Ellen Tryon
Interim VP Patient
Care Services
Sonora Community
Hospital, California



Debi Yancer
President, COO
Shady Grove Adventist
Hospital, Maryland



JoAline Olson
CEO
St. Helena Hospital
California



Sandra Randolph
Administrator
Florida Hospital East
Orlando



**Annette Cornforth
Stanwick**, VP Medical
Affairs, Gimbel Eye
Centre and Gimbel
Vision International
Alberta, Canada



Margaret Peterson
CEO
Simi Valley Hospital
California



Diana Rodriguez
Administrator
Sunbelt Health Care &
Sub-acute Center
Based in Florida



Alicia Starr
Assistant Administrator
Pinecrest Manor
Kentucky

◆◆◆◆

**Apology
for Lack of
Personal
Detail**

When first envisioned, this article would have given more in-depth profiles on each healthcare leader. With the great response (proving "when you want something done, ask a busy person"), it was not possible. So we created a composite picture of a healthcare leader, combining responses, and, sadly, omitting many other good comments. We regret this lack of personal focus.

◆◆◆◆



Beth Zachary
CEO
White Memorial
Medical Center
California



Eilene Zorn
VP Patient Care
Services, Loma Linda
University Adventist
Health Sciences
Center; Sr. VP, Loma
Linda Medical Center

ministry." **Donna Bechthold** values opportunities to share spiritual strength. **Brownfield** feels blessed when the hospital can become "an unexpected retreat center" for those in crisis. **Kathleen K. Mitchell** likes to "help people help people."

Marks enjoys opening doors for her staff and then getting out of their way. **Portela** likes "knowing that I am supporting the healing ministry that Jesus began." **Purdy** feels privileged to serve a very underserved population. **Seckler** feels secure that her organization would never ask her to compromise principles. **Annette Cornforth Stanwick** is energized whenever she facilitates a win-win situation for a troubled doctor-patient relationship.

Self-Aware

The women know their abilities: strong interpersonal skills, patience, endurance, creativity, sense of humor, compassion, intuition, deep faith, courage, drive, visioning, the ability to affirm and "grow" others, being team players, good organizers, flexible, mission focused, organized, articulate, objective. "I see the big picture and the centrality of Christian values to frame that picture," responds **Beardsley**.

Their own career paths were generally that of a nurse (or in **Behren's** case, a physician), who gradually took on more responsibility. Others started as teachers, secretaries, and entry-level staff in accounting, human resources, and public relations.

Advice for the Next Generation

Today's leaders encourage tomorrow's leaders. Almost 100 percent are willing to have a young college or university woman—"or man" adds **Ceballos**—observe their work. "In fact," said **Kathryn Raethel**, we have an administrative intern with us now."

They advise future leaders: "Study not to pass a quiz but to know and understand your subject," **Behrens** recommends. "Find leadership experience in your church or volunteer organizations," says **Allen**. "Love what you're doing," cautions **Barrett**. **Beardsley** advises, "Go after a mix of experiences—clinical, research, administrative, educational, and pastoral." "Study personality types and styles of thinking," says **Bechthold**. **Brownfield** advises, "Work in your own armor."

Ceballos says not being judgmental is a must. **Seckler** admonishes, "Never let the words 'That's not my job' come out of your mouth. Be courageous," recommends **Shari Hawkins**. "Fear of change and uncertainty about the future are obstacles in your career path." **Michelle Fetters** offers this advice: "Recognize the service you give and what it means to others."

"Learn the politics of executive management," advises **Margaret R. Peterson**, "be persistent and don't get discouraged." "It's all about working with people," says **Stanwick**. "You need excellent interpersonal relationship skills—skills in communication, in conflict resolution."

Shereé Paris Nudd says, "First jobs are notoriously frustrating. But you will learn more by working through problems than by jumping to another organization prematurely." **Ruthita Fike** recommends: "(1) Know your strengths and work from them; (2) Develop a personal mission statement; (3) read *Seven Habits of Highly Effective People* OFTEN; and (4) Spend time in prayer and meditation daily."

Missing: If you know of other Adventist women who are healthcare leaders at the level of vice president—or equivalent—and above, please inform the editors. Pictures were unavailable for **Diane Beerbower**, Vice President, Sunbelt Home Health Care, based in Florida; **Bonnie Bradley**, Vice President, Florida Hospital; **Vilma Raettig**, VP Acute Care/Chief Nurse Officer, White Memorial Medical Center, California; **Lana Roberts**, Vice President, Florida Hospital; **Joanna "Joan" P. Salmons, Sr. Exec. Officer/Community Outreach and The Center for Health Ministry, Florida Hospital System (Adventist Health System); Peggy Seckler**, Vice President Business Development and Marketing, Emory Adventist Hospital in Georgia.

Presidential Communiqué

Mission, Not Laurels, Inspires AAW Action

by Patricia J. Foster
AAW President

The Association of Adventist Women has been a very successful organization. For 19 years, we have recognized outstanding women in the Adventist Church and have been a strong voice for promoting equal participation in ministry and church leadership.



But every organization, even those that are functioning effectively, needs to periodically assess what it has been doing and what it should be doing in the future. Peter Drucker, the foremost management consultant, states, "Organizations that have been successful in the past tend to keep doing the same things . . . while the world changes." AAW has discussed their mission and goals before, but it needs to be done again, even though many of the challenges remain the same.

From April to July, the AAW Board of Directors and invitees from across the nation have been involved in a process of self-assessment and planning. We chose to use a structured plan specifically designed for non-profit organizations, *The Peter Drucker Self-Assessment Process for Non Profit Organizations, 1999*. Current and former board members, those involved in Adventist women's organizations, women in ministry and others with an interest in AAW were invited. Of the 52 invited, 24 women attended.

In two four-hour sessions (April



Betty Howard, an AAW founder, now retired in Loma Linda, and Bev Habada, political consultant from Maryland, confer on organizational priorities.



Kit Watts of Riverside and Georgia Hodgkin, of Loma Linda, both AAW board members, consider exactly who comprise AAW's "customers."



Toini Harrison of Loma Linda, recent AAW member, and Marta Teel of Riverside, long time member, work to clarify the AAW mission statement.



Halcyon Wilson, pastor, and Ruth Burke, university professor, of Riverside, record what AAW experiences have been most meaningful to them.

PHOTOS ON PAGE 8: PENNY SHELL

22 and May 20) participants met to think carefully about, discuss and write their responses to the five specific Drucker questions:

1. What is our mission?
2. Who is our customer? (Depending on the situation, "customers" are also called members, clients, students, and volunteers.)
3. What does our customer value?
4. What have been our results?
5. What is our plan to achieve results for AAW?

The discussions, while collegial, were often vigorous. I was inspired by the enthusiasm that all the participants showed as they addressed the strengths and challenges of AAW.

On July 8, 2001, the Board of Directors met in another four-hour session to discuss the implications of the comments raised in the two previous sessions. Recommendations related to the Mission and Goals Statement were sent to the newly developed mission-writing committee. Other suggestions related to finances and image were also addressed.

1. Mission and goals: Probably the most important document in any organization is the mission and goal statement. With input from the self-assessment meetings, a mission-writing committee is presently in the process of drafting a new mission and goal statement. When completed and approved by the board, we plan to share it with you at the AAW annual convention at the Ramada Inn at the Baltimore-Washington International (BWI) Airport (October, 4-7, 2001) and in the next issue of the *Adventist Woman*.

Clarifying the goals should help with the other challenges.

2. Another challenge was that of AAW's resources: Since our financial resources are limited, and in order to meet new challenges and opportunities, we need to have many more donors—especially those who can make significant contributions. We also need to increase our paid membership.

We have appointed a task force on financial development chaired by Dr. Georgia Hodgkin and joined by Diana Fisher, a consultant from LLU Development Office. They are developing a comprehensive fund-raising/development plan that will be presented to the Board of Directors soon.

3. Image: There was general consensus in the self-assessment meetings that AAW's image is not clear (and public perceptions in some cases are even negative). To many in the church, our successes are largely unknown.

We have asked Dr. Norma Bork to chair a task force on public re-

lations. Her group has begun focusing on specific options to improve our image with non-AAW Adventist women and church leaders as well as to make AAW more visible to the public.

As we continue to analyze the data from these meetings, we will doubtless find a number of other issues to address.

In order to fulfill our mission now and in the years to come, we will need to be what Senge* calls a "learning organization," a place where we are continually discovering new ways to be more effective. We will need to continue to find even better answers to Drucker's intriguing questions: Who are we? What are we doing? Why are we doing it? and How can we make it better? We invite your prayers as well as your comments and suggestions as we continue this important journey.

*Senge, P.M. 1990 *The Fifth Discipline, The Art and Practice of the Learning Organization*. New York: Doubleday.

AAW-W&W Registration Form

Please indicate How Many? on the lines to the left.

Assn. of Adventist Women Conf., Oct. 4 evening to Oct. 7 noon:

(Indicate AAW on check memo line!)	EACH	TOTAL
Regular Registration before Aug. 31	\$65	_____
Regular Registration after Aug. 31	\$75	_____
Senior (60+) Registration	\$50	_____
Student (include copy of ID)	Free	_____

AAW Conference Meal Plans	EACH	
Complete Meal Package	\$115	_____
(Continental breakfast-Fri., Sat., Sun.; Lunch-Fri., Sat.; Supper-Fri.; Banquet-Sat. evening)		
Women of the Year Banquet only	\$30	_____

Women & the Word Pre-session, with lunch, Thur., Oct. 4, 8am-5pm:

(Indicate W&W on check memo line!)	EACH	
Regular registration before Aug. 31	\$40	_____
Regular registration after Aug. 31	\$50	_____
Student registration before Aug. 31	\$20	_____
Student registration after Aug. 31	\$25	_____

Total (Should be the same amount as on your check) \$ _____
(If your check is for both the AAW Conference and Women and the Word, write "AAW & W&W" on check memo line.)

MAIL completed form with your check to AAW c/o Penny Wheeler, 55 W. Oak Ridge Drive, Hagerstown, MD 21740. Indicated discounts apply to registrations received before August 15. **Sorry, NO CREDIT CARDS ACCEPTED!**

name(s)

address

telephone

email

Hotel Reservations are NOT included. Call 1-410-712-4300. before September 19 to receive the convention rate of \$79 single/double per night. Additional persons, \$10 each. Specify the Association of Adventist Women Conference at Ramada Inn-BWI. Free airport shuttle provided.

Editorial Staff The Adventist Woman Volume 19:2

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