

## Women comprise two-thirds of general agency workforce—but at what level?

By Craig This and Elaine Moy

**Of the 1,944 individuals employed by the general agencies of The United Methodist Church, 68% (1,323) are women.**

The findings for this report come from the 2006 *Council, Board, or Commission Annual Members Profile* jointly conducted by the General Commission on Religion and Race and the General Commission on the Status and Role of Women.

### Overall, women are well-represented

Women, who are 58% of total United Methodist membership, hold more than half of the executive (52%), managerial (59%), technical (61%) positions and over two-thirds of the professional positions (69%) (see Table 1).

In some agencies women do not occupy a single position at the executive level. For example, only 4 of the 13 general agencies have a woman general secretary, and women hold a minority of the executive positions at the General Council on Finance and Administration (33%), United Methodist Publishing House (43%), General Board of Church and Society (0%), General Board of Discipleship (42%), General Commission on Archives and History (0%), General Commission on Religion and Race (0%), and General Commission on Christian Unity and Interreligious Concerns (25%) (see Table 2).

In this sense, women's progress in the church mirrors that of the secular world in that women are being promoted to a certain level of leadership and responsibility, but they are not given as many opportunities at the highest management and administrative levels. A glass ceiling does exist for women in the church as it does in the secular world.

Not surprisingly, women hold 77% of the administrative and clerical support positions in

**Table 1:**  
Gender Representation by Employment Level in General Agencies

	Male	Female	Total	Male %	Female %
Executive	57	61	118	48%	52%
Managerial	185	269	454	41%	59%
Professional	108	240	348	31%	69%
Technical	44	68	112	39%	61%
Administrative	192	660	852	23%	77%
Manual/Service	35	25	60	58%	42%
<b>Total</b>	<b>621</b>	<b>1323</b>	<b>1944</b>	<b>32%</b>	<b>68%</b>

the general agencies. The church often limits the leadership opportunities for women and tends to pigeonhole women in certain occupations.

### Majority of women at four general boards

Of the four general program boards of The United Methodist Church, women occupy a majority of the positions. The General Board of Higher Education and Ministry has 83% women in its workforce. The General Board of Global Ministries employs women as 72% of its workforce. The General Board of Church and Society employs women as 57% of its workforce (see Table 2). The General Board of Discipleship—the only general program board which is led by a female general secretary—employs women as 74% of its workforce.

Despite these high numbers, women tend to occupy a greater percentage of the administrative, clerical,

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# e numbers

**Table 2: Gender Representation by General Agency** (Each agency categorizes staff levels independently.)

Agency	Male	Female	Total	Male %	Female %
<b>Finance and Administration</b>					
Executive	6	3	9	67%	33%
Managerial	4	7	11	36%	64%
Professional	1	3	4	25%	75%
Technical	1	1	2	50%	50%
Administrative	2	13	15	13%	87%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>14</b>	<b>27</b>	<b>41</b>	<b>34%</b>	<b>66%</b>
<b>UM Communications</b>					
Executive	5	7	12	42%	58%
Managerial	5	8	13	38%	62%
Professional	9	18	27	33%	67%
Technical	10	4	14	71%	29%
Administrative	3	24	27	11%	89%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>32</b>	<b>61</b>	<b>93</b>	<b>34%</b>	<b>66%</b>
<b>Board of Pensions and Health Benefits</b>					
Executive	3	11	14	21%	79%
Managerial	13	14	27	48%	52%
Professional	19	45	64	30%	70%
Technical	18	9	27	67%	33%
Administrative	25	76	101	25%	75%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>78</b>	<b>155</b>	<b>233</b>	<b>33%</b>	<b>67%</b>
<b>UM Publishing House</b>					
Executive	8	6	14	57%	43%
Managerial	95	128	223	43%	57%
Professional	51	97	148	34%	66%
Technical	8	4	12	67%	33%
Administrative	123	347	470	26%	74%
Manual/Service	28	19	47	60%	40%
<b>Total</b>	<b>313</b>	<b>601</b>	<b>914</b>	<b>34%</b>	<b>66%</b>

Agency	Male	Female	Total	Male %	Female %
<b>Church and Society</b>					
Executive	1	0	1	100%	0%
Managerial	3	2	5	60%	40%
Professional	5	4	9	56%	44%
Technical	0	2	2	0%	100%
Administrative	0	4	4	0%	100%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>9</b>	<b>12</b>	<b>21</b>	<b>43%</b>	<b>57%</b>
<b>Board of Discipleship</b>					
Executive	7	5	12	58%	42%
Managerial	25	36	61	41%	59%
Professional	10	30	40	25%	50%
Technical	2	38	40	5%	95%
Administrative	3	28	31	10%	90%
Manual/Service	2	0	2	100%	0%
<b>Total</b>	<b>49</b>	<b>137</b>	<b>186</b>	<b>26%</b>	<b>74%</b>
<b>Higher Education and Ministry</b>					
Executive	2	4	6	33%	67%
Managerial	5	8	13	38%	62%
Professional	3	7	10	30%	70%
Technical	0	1	1	0%	100%
Administrative	0	30	30	0%	100%
Manual/Service	0	0	0	0%	100%
<b>Total</b>	<b>10</b>	<b>50</b>	<b>60</b>	<b>17%</b>	<b>83%</b>
<b>Global Ministries</b>					
Executive	19	23	42	45%	55%
Managerial	30	62	92	33%	67%
Professional	9	34	43	21%	79%
Technical	4	8	12	33%	67%
Administrative	34	128	162	21%	79%
Manual/Service	5	6	11	44%	56%
<b>Total</b>	<b>101</b>	<b>261</b>	<b>362</b>	<b>28%</b>	<b>72%</b>
<b>Religion and Race</b>					
Executive	1	0	1	100%	0%
Managerial	2	3	5	40%	60%
Professional	0	0	0	0%	0%
Technical	0	0	0	0%	0%
Administrative	0	4	4	0%	100%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>3</b>	<b>7</b>	<b>10</b>	<b>30%</b>	<b>70%</b>

Agency	Male	Female	Total	Male %	Female %
<b>UM Men</b>					
Executive	1	0	1	100%	0%
Managerial	2	1	3	67%	33%
Professional	1	0	1	100%	0%
Technical	0	1	1	0%	100%
Administrative	2	0	2	100%	0%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>75%</b>	<b>25%</b>
<b>Archives and History</b>					
Executive	1	0	1	100%	0%
Managerial	1	0	1	100%	0%
Professional	0	0	0	0%	0%
Technical	1	0	1	100%	0%
Administrative	0	1	1	0%	100%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>75%</b>	<b>25%</b>
<b>Christian Unity</b>					
Executive	3	1	4	75%	25%
Managerial	0	0	0	0%	0%
Professional	0	0	0	0%	0%
Technical	0	0	0	0%	0%
Administrative	0	4	4	0%	100%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>3</b>	<b>5</b>	<b>8</b>	<b>38%</b>	<b>63%</b>
<b>Commission on Women</b>					
Executive	0	1	1	0%	100%
Managerial	0	0	0	0%	0%
Professional	0	2	2	0%	100%
Technical	0	0	0	0%	0%
Administrative	0	1	1	0%	100%
Manual/Service	0	0	0	0%	0%
<b>Total</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>0%</b>	<b>100%</b>

