



## **C4SO Posture Regarding Women in Leadership**

When a clergy person joins C4SO, whether by ordination or adoption, we expect that person to affirm certain views regarding women in Holy Orders. C4SO requires that in speech and action, in all ways and at all times, each clergy person honors women's Spirit-gifted agency for leadership, both lay and ordained.

Our Canons state: "This Diocese will ordain both men and women for the Vocational and Transitional Diaconate and Presbyterate. Furthermore, this Diocese celebrates men and women who serve the Church as rectors and church planters." (Canon 4.1, *On Holy Orders*, C4SO Canons).

C4SO recognizes the plurality of opinions within ACNA regarding women in Holy Orders and women in leadership. We respect the reality of divergent personal opinions. However, within C4SO, in order to preserve our theological and Canonical commitments to women, we expect that personal opinions, of whatever persuasion, would always be disciplined by the commitment to honor the full variety of ways the Spirit gifts and calls women to leadership.

While no list can comprehensively articulate the posture of one's heart, here are some guiding examples of speech and action that honor the women in C4SO:

- Recognize and respect the validity of sacraments performed by female priests and deacons (Holy Eucharist, baptism, absolution, marriage, etc.).
- Neither prohibit nor obstruct gifted and called women from discernment regarding their calling to the diaconate or priesthood, or from pursuing their calling through ordination to the diaconate or priesthood.
- Nurture a parish culture that empowers, includes, and raises up women in leadership, seeking to ensure women are formally represented in leadership.
- Actively release, empower, and raise up female clergy who are resident in a parish to regularly exercise their gifts, skills, and ordained vocations.
- Speak about and to female colleagues with respect and dignity both online and interpersonally.

- Submit to the authority of female leaders in C4SO (including female Rectors, Deans, and Canons).
- Commit not to preach, teach, or publicly endorse theology that undermines either our Canons, or C4SO's vision for honoring women's gifts of, and calling to, leadership.
- Form or amend parish bylaws in accordance with C4SO Canons related to women in Holy Orders, and ensure women are explicitly included in language describing qualifications for parish leadership.