

## **VI. SUMMARY REFLECTIONS**

This 21<sup>st</sup> century survey to assess the participation of women in the Episcopal Church clearly indicates that progress has been made over the past fifteen years. Not only have the numbers of women in leadership positions in the church increased at the congregational, diocesan and national level, but also women are now serving God and the church in positions not open to them in the past, e.g. bishops. The survey also is clear that our goal of wholeness in the church has not been attained. In most instances, changes in personal attitudes toward women's participation have not resulted in changes in corporate/institutional behavior. Beliefs persist (e.g. increased participation of women in leadership will mean decreased participation by men) despite a lack of factual support. Regional differences mean that women in certain geographic areas have more opportunities to serve in church leadership positions than women in other areas. Different sub-groupings of the church (e.g. racial/ethnic, youth/elderly, men/women, etc.) compete rather than cooperate in the building up of God's realm.