

## Willow Creek Community Church Elders' Statement on Women and Men in Ministry

We believe the Bible teaches that men and women were created by God and equally bear His image (Gen. 1:27). God's intention was for them to share oneness and community (Gen. 2:23-24), even as the godhead experiences oneness within the Trinity. Each had a direct relationship with God and they shared jointly the responsibilities of rearing children and having dominion over the created order (Gen. 1:26-28). However, human oneness was shattered by the Fall. The struggle for power and the desire to "rule over" another is part of the result of human sin. Genesis 3:16 is a prediction of the effects of the Fall rather than a prescription of God's ideal order.

However, God has acted in Christ to redeem the human race, and to offer to all people the opportunity to be part of the New Community, His church. It is God's intention for His children to experience the oneness that exists between the Father and the Son (John 17:11, 20-23). This means that old divisions and hierarchies between genders and races are not to be tolerated in the church, where all are "one in Christ Jesus" (Gal. 3:28).

In formation of the church at Pentecost, the Holy Spirit was poured out on women and men alike, as had been predicted long before the coming of Christ (Joel 2:28, Acts 2:18). In the New Testament, women as well as men exercise prophetic and priestly functions (Acts 2:17-18, 1 Cor 11:4-5, 1 Peter 2:9-10). Further, the Spirit bestows gifts on all members of the New Community sovereignly, without giving anyone preferential treatment based on gender (Acts 2:1-21, 1 Cor 12:7,11). Every believer is to offer her or his gifts for the benefit of the Body of Christ (Rom 12:4-8, 1 Peter 4:10-11). To prevent believers from exercising their spiritual gifts is to quench the work of the Spirit.

In all attempts to understand and put into practice appropriate relationship between genders in the body of Christ, our sole authority is the will of God as expressed in Scripture. A few isolated scriptural texts appear to restrict the full ministry freedom of women. The interpretation of those passages must take into account their relation to the broader teaching of Scripture and their specific contexts. We believe that, when the Bible is interpreted comprehensively, it teaches the full equality of men and women in status, giftedness, and opportunity for ministry.

Therefore, in our attempts to live together as a biblically functioning community, we are committed to the following values:

- To provide opportunity for ministry based on giftedness and character, without regard to gender.
- To pursue the kind of purity and loyalty in relationships between genders that led New Testament writers to describe them in terms of family: "brother and sisters."
- To use sensitivity in language that reflect the honor and value God desires for maleness and femaleness and to encourage the use of translations of Scripture that accurately portray God's will that His church be an inclusive community.
- To be intentional where appropriate in overcoming sexist elements of our culture and to offer encouragement to women in areas where their giftedness has been traditionally discouraged.
- To teach and model these values to members of our community, to the church, and to the world at large.