

Women's Ministries Handbook For Leaders



From the Director:

You probably chose to read this *Women's Ministries Handbook for Leaders* since you are involved in some aspect of Ministry Through Women. This will be a challenging and rewarding experience as well as an exhausting and time-consuming ministry. However, the benefits will far outweigh the challenges. Ministry Through Women plays a vital role in helping churches to meet the demands and expectations of women as they fill their various roles. Women's Ministries is one of many entry points into local churches.

Any handbook that attempts to cover the unique nature of churches soon realizes the impossibility of that task. Therefore, we have attempted to provide general principles and concepts. The reader and ministry leaders must tailor them to fit individual churches. Most ministries and programs need some adjustments as they are implemented from one church to another.

This Handbook was designed to be user-friendly and is posted as individual chapters for your convenience. If you are beginning Women's Ministries, remember you cannot start everything at once. Start with small and simple programs and ministries. This does not mean, however, they are insignificant. As your support and leadership base grows, expand as needs and interests dictate.

This *Women's Ministries Handbook for Leaders* is a product of the Women's Ministries General Council of the Church of the Nazarene. Their input, support, work, and prayers were vital to making the vision for this Handbook a reality. Therefore, I express my appreciation to the following individuals:

Heather Baker	Jamie Johnson	Cindy Smith
Betty Bowes	Diane Leadingham	Shirley Smith
Becky Brown	Juanita Lemaster	Tamar Tanner
Norma Brunson	Jeannette Littleton	Barbara Tate
Dawn Butler	Windy Lovett	Jayne Taylor
Randy Cloud	Pam Meador	Kari Taylor
Vicki Copp	Larry Morris	Linda Seaman
Barbara Daniels	Kerrie Palmer	Cheryl Stevens
Charme Fletcher	Becky Raleigh	Alice Piggee-Wallack
Becky Grady	Lyn Richard	Linda Watson
Judy Fox	Cheryl Roland	Reg Watson
Aletha Hinthorn	Elnor Small	Ana Zani
Carolyn Johnson		



Linda G. Hardin, D. Min. Women's Ministries Consultant
Women's Ministries Church of the Nazarene
Global Ministry Center
17001 Prairie Star Parkway, Lenexa, KS 66220.
www.sdmiusacanada.org

Chapter One: Local Director

Who We Are

Nazarene women transformed by the love of Jesus Christ, empowered by the Holy Spirit to live holy lives, committed to nurturing a community of Christlike disciples. Expressed in a lifestyle characterized by:

- Encountering God through prayer and the Word
- Multi-generational, intentional relationships
- Leadership Development
- Compassion

Philemon 1:9-11: *I pray that your love will overflow more and more, and that you will keep on growing in knowledge and understanding. For I want you to understand what really matters, so that you may live pure and blameless lives until the day of Christ's return. May you always be filled with the fruit of your salvation — the righteous character produced in your life by Jesus Christ — for this will bring much glory and praise to God (NLT).*

Micah 6:8: *The Lord has told you what is good, and this is what he requires of you: to do what is right, to love mercy, and to walk humbly with your God. The Lord has told you what is good, and this is what he requires of you: to do what is right, to love mercy, and to walk humbly with your God (NLT).*

Women's Ministries ... Its Reason for Being

Women's Ministries has a multi-faceted purpose. It is designed

- To encourage and support women as they fill their various roles,
- To reach out to the community,
- To minister to those in the church, and
- To offer opportunities for spiritual and relational growth.

To Support Women as They Fill Their Various Roles

Women are relational beings. Their lives tend to revolve around relationships. When women enter new life stages, they look for role models. They want to see how other women have met, or are meeting and succeeding in, the challenges of life. As roles change with time, women look to those who have traveled a similar path for advice and encouragement.

This is especially important since women fill so many different roles during their lives – wife, mother, new Christian, growing Christian, and caregiver to name a few of the roles. The way they live out these roles at home, work, and church are as varied as the women. Yet commonalities unite and bind these women together as they go through various life stages.

Women's Ministries is a place where women may find role

models and other women at the same stage of life. Through Women's Ministries in your church, women find friendships, support, and encouragement. Women's Ministries may even provide practical encouragement, help, and support required to face specific situations.

To Reach Out to the Community

Women's Ministries provides a point of entry for those new to the community and church. Because of the less formal structure, some women choose to attend a function of Women's Ministries even though they may not be willing to attend a scheduled church service. Therefore, Bible studies, seminars, and mothers' groups are a necessary part of Women's Ministries and the total ministry of the church.

To Minister to Those in the Church

The needs and interests of the women in your church will direct the scope of Women's Ministries. While ideas, concepts, and programs are shared among different churches, the ministries usually need to adjust the concepts to fit the specific interests and needs of the women of the church family.

If Women's Ministries is a newly formed entity, begin with one program or ministry. It is not possible nor is it advisable to begin more programs or ministries than those the women of the church have an expressed interest or need and can be supported by the church. For example, a Bible study group may be the beginning ministry for one church. Another church may begin by preparing the Sunday bulletin, maintaining bulletin boards, assisting with church decorations, or other similar projects.

As Women's Ministries grows and develops, programs and ministries will fail. Don't be afraid of failure. It's a great teacher. A child learning to walk falls in the process, but gets up again and again — until walking becomes natural. One failure doesn't mean all of Women's Ministries has failed. Sometimes what is viewed as a failure is simply a program ending because it has outlived its usefulness. Move on to the next program or ministry the Lord is leading you to begin. The congregational survey at the end of this chapter is a useful tool to help identify appropriate, new ministries.

You may also purposefully end a program or ministry when its goals and objectives have been achieved. The life span of a program or ministry is determined by need and interest. As needs are met and interests change, end a program or ministry to provide time, energy, and talent to begin new ones.

To Offer Opportunities for Spiritual and Relational Growth

Women's Ministries is the arm of the church that allows women to meet the needs of other women. It offers a place where love is offered under every circumstance, where acceptance is granted without reservation, and where forgiveness is freely given.

As these three key elements thrive, Women's Ministries will grow ... and the women involved in it will grow personally and spiritually.

In addition to offering the opportunity to grow in their relationships with each other, Women's Ministries also gives women the opportunity to grow in their relationship with God. The women will not only find insights from each other, but as they are pointed to the Creator of relationships, they will find His wisdom for each challenges face. They will grow in their individual relationship with God and the women will grow as a community.

Philosophy, Purpose, Mission Statement

Philosophy

We believe all women are important in God's eyes and are vital in His kingdom. We believe in unity within diversity and cooperation and caring through the inspiration and power of the Holy Spirit.

Purpose

The purpose of Women's Ministries is to glorify God by challenging women to

- Know God personally,
- Grow in Christlikeness,
- Discover and use spiritual gifts,
- Love and serve others, and
- In all we do to reflect the beauty of the Lord Jesus Christ.

Mission Statement

The mission of Women's Ministries is **GROWTH**.

- **G**athering women
- **R**esourcing opportunities
- **O**ffering acceptance
- **W**inning others to Christ
- **T**eaching biblical truths
- **H**onoring the Spirit-filled life

Colossians 2:6-7 supports these statements: *As you therefore have received Christ Jesus the Lord, so walk in Him, having been firmly rooted and now being built up in Him and established in your faith, just as you were instructed, and overflowing with gratitude* (NASB).

Applying the Purpose and Mission Statements to Your Women's Ministries

How do you apply the purpose statement to Women's Ministries at your church? Why does Women's Ministries exist? How does Women's Ministries fit into the mission statement of your church? How does your Women's Ministries work with the total church program to reach it goals and objectives?

Consider the questions asked in the above paragraph and adapt them to reflect the needs, interest, and location of your church. Determine measurable goals and objectives for Women's

Ministries. Make them realistic and attainable. Be confident each ministry and program is manageable.

Women's Ministries Logo

The Women's Ministries logo is more than a design. It symbolizes the whole meaning of Women's Ministries within the Church of the Nazarene.

Colossians 2:6-7 is the basis for this logo: *So then, just as you received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.*

Paul identifies Christ Jesus as Lord since we need to grow in our relationship with Him. Paul calls us to continue walking in Him - which results in our growth - and obeying Christ Jesus as Lord. As we do this, we are rooted and grounded in Him like a strong tree or built-up like a beautiful building. If our faith is established in Jesus Christ, our lives will abound with love and thanksgiving.

Paul writes about the importance of maintaining our link to our Source: Jesus.¹ Like the believers in Paul's day, we also face the challenges of guarding against forces that do not operate according to Jesus' life and ministry. Christ is all we need. In Him we are complete, lacking no good thing. This is a fact since Christ is Lord over everything.

The tree represents the Church growing in Christ, particularly the Church of the Nazarene. Women's Ministries, one of the many entry points into a local congregation, is depicted as one of the branches. The root represents our steadfastness in Christ. Just as a mighty tree with solid roots withstands the forces of nature, so we withstand the forces of life when we are rooted and grounded in Christ.



Women's Ministries in the Local Church

In this Handbook, you'll find a wealth of information. You are encouraged to read through it for information and ideas, adapting and changing them to meet the unique situation of your church. An extra Structure Circle is included at the end of this chapter to assist you in identifying the spokes for your church.

No matter the size of your church, all programs and ministries you begin demand careful planning and creative presentation. God commands our best efforts, regardless of the size of the church or the assigned task. Even though we have a God-given and holy purpose, shabbily presented programs and ministries are still shabby.

As an arm of the local church, Women's Ministries should be part of your church's organization. As you work with Women's

Ministries, remember two critical goals are to educate the congregation about the diversity among women and to strengthen the church's ministry. Since the breadth of the Women's Ministries reaches beyond being a single entity in the church and embraces the entire church community; the Women's Ministries director must strive to achieve the following goals.

1. The Women's Ministries director should meet with the pastor and Sunday School superintendent regarding the mission, vision, and goals of the church.
2. The Women's Ministries Council should study the mission, vision, and goals and develop a plan of action that complements and helps to reach them.
3. Women's Ministries must always be regarded as a complementary part of the church; it is never to be seen as a separate entity.
4. The graying of society requires Women's Ministries to inform the congregation about the needs, interests, and concerns of senior adults. What role can Women's Ministries fill to assist aging parents whose children live outside your community?

The increasing demands of women who find themselves in the sandwich generation – raising children and caring for an ill parent, relative, or friend – call for our attention. What role does Women's Ministries play in providing respite care for the caregivers?

Structure of Women's Ministries in a Local Church

The director of Adult Ministries nominates the director of Women's Ministries with the approval of the pastor and the Sunday School and Discipleship superintendent. You are then elected by the Sunday School and Discipleship Ministries Board and serve on the Adult Council. You serve as liaison between the Women's Ministries Council and the Adult Council. It is your responsibility to keep current of policies and procedures as well as to obtain input and approval for speakers and events. (In churches where there is not a Sunday School and Discipleship Ministries Board, the official Church Board fills this role.)

Women's Ministries is not an entity to itself. One of the aims of Women's Ministries is to work within and support the total church program. The specific goals and objectives of a local Women's Ministries should be compatible with those of the total church program. Before adapting the purpose, goals, and objectives of Women's Ministries to fit your local church, the Women's Ministries director is encouraged to discuss with the pastor the mission statement for the local church and the role of Women's Ministries in fulfilling that statement.

The Women's Ministries director appoints the members of the Women's Ministries Council. These names must have the approval of the Adult Ministries director, Sunday School and Discipleship superintendent, and pastor. In ministries where council

members are elected, the ballot must receive approval by the above-mentioned individuals. While it is not necessary that every name submitted be a member of the local church, the individuals should be Christians and regular attendees with leadership potential. It is also recommended that the treasurer, if needed, be a member of the local church.

Women's Ministries reaches the adult women of the congregation. Adult Ministries typically begins with age 24. Due to the church size and other factors, some Women's Ministries will include women younger than 24. The Women's Ministries Council should reflect the make-up of the congregation, including women from various age groups, marital status, employment, and interests.

Women's Ministries should be part of the annual church budget. These monies should be used for communications, newsletters, leadership development, and training. Programs and ministries of Women's Ministries such as retreats and banquets should be self-supporting. Women's Ministries is required by God and the church to be a good steward of its financial resources.

The Local Women's Ministries Director

As you begin your responsibilities as Women's Ministries director, identify the motivating factors in your decision to accept this position. You will be investing much time and energy into the ministry; therefore, it is vitally important for you to consider the impact on you and your family. If this has not been a topic of conversations with your family, set aside an evening or block of time for this discussion. It is assumed that accepting this position has been a matter of prayer.

Involve your family as you lead Women's Ministries. Some tasks young children can take responsibility for and assist with. Folding and stuffing envelopes may also allow you some individual time with your children. Holding some council meetings in your home allows the children of council members to play together and eliminates the need for babysitting. Older children may take responsibility for babysitting the children of council members. Take your children to some of the functions with you. This allows them to see the results of your work.

If Women's Ministries in your church does not have a working council, one of your first duties is to form a council. Depending on the size of your church, invite 5 to 20 women to participate in a brainstorming session. The women on the council should reflect the various age groups of women (those under 25, 26-35, 36-50, 51-65, and over 65), married and single women, various employment groups (full-time, part-time, self-employed, retired, stay-at-home mothers, etc.), church members, non-church members, church leaders, and spiritually mature.

Conduct a survey of the women in your congregation using

one of the surveys found at the end of this chapter. These surveys are generically designed and most will require some adaptation to fit your local church. You may wish to select items from various surveys and create a survey tailor-made for your ministry. After the survey, tabulate the survey results prior to the next council meeting. Part of the brainstorming session will be review of the survey results.

State the amount of time allocated for brainstorming. Either identify a person as official time-keeper or set a timer to signal the end. Follow these four ground rules for an effective brainstorming session:

1. Absolutely no evaluation or criticism.
2. Consider any idea, no matter what the quality.
3. Generate ideas.
4. Build upon each other's ideas.

Remember any deviation from these rules, especially evaluative or critical comments tend to stifle the group's creativity. Identify a person to write the ideas on a flip chart or chalkboard and record them for future reference. Use the information from the brainstorming session as input when the council meets to determine how your Women's Ministries can implement the purpose, mission, and philosophy of Women's Ministries for your church.

Local Women's Ministries Director Job Description

The job responsibilities of the local Women's Ministries director are:

1. To report, present proposals, and request funding of the SDMI Council.
2. To determine the needs and interests of the women in the local church by using observations, surveys, etc.
3. To promote and publicize Women's Ministries activities in church bulletins, newsletters, and web sites.
4. To provide the women of the local congregation the opportunity to minister to other women.
5. To identify areas of need within the local congregation and ways Women's Ministries can assist.
6. To identify ways Women's Ministries may assist in meeting community needs.
7. To provide Bible studies, prayer groups, and other means to aid spiritual growth and development.
8. To help develop the talents and abilities of women and to assist women in finding places of ministry within the local congregation.
9. To work in cooperation with other ministries to fulfill the mission of the local congregation.
10. To cooperate with the district Women's Ministries director by promoting district events and reporting changes in leadership.

11. To keep current of policies and procedures for obtaining input and sanction for speakers and events.

12. To identify the needs of women in various life stages and transitions, designing an effective ministry response.

Forming a Local Women's Ministries Council

One means of fulfilling the job description responsibilities is to form a Women's Ministries Council. The director of Women's Ministries will recruit and train council members in areas of responsibility such as spiritual life, communication, enrichment, hospitality, missions, outreach, and nurturing of women within the congregation. The director works as a liaison between the Women's Ministries Council, Adult Ministries Council, pastoral staff, and the community. She also screens potential ministry ideas prior to presenting them to the Council to determine need and how the ideas mesh with the philosophy, purpose, and objectives of Women's Ministries.

The director of Women's Ministries also conducts the regularly scheduled council meetings. Some of the purposes of these meetings are to form community, to pray together, to receive reports from the various ministries and programs, to process any business, to plan activities and events, and to develop leadership skills. In addition to these meetings, the director of Women's Ministries should meet periodically with the council members to mentor them, to discuss difficulties, and to provide accountability.

Many Women's Ministries Councils find an annual, one day council retreat beneficial. The retreat provides time for prayer, evaluation of the previous year's activities and events, implementation of changes based on evaluation input, continuation leadership development, determination of new and continued ministries and programs, and setting the calendar for the upcoming year. Another benefit is the opportunity to form friendships among the council members in a neutral setting. Building relationships and a team spirit are vital for an effective council.

Women's Ministries is Unique

Women's Ministries operates with a multi-faceted purpose:

- To encourage and support women as they fill various roles,
- To reach out to the community,
- To minister to those in the church, and
- To offer opportunities for spiritual and relational growth.

Each Women's Ministries program is unique. Women's Ministries sometimes vary because of locations. If you are in a metropolitan church, you'll have different needs and interests than a suburban church. Likewise, small town and rural churches have different needs and interests.

The composition of women in each church also varies. Your church may have more older women or more mothers with chil-

dren at home. You may have primarily married women or a significant number of single women. The women may tend to work full-time outside of the home, or perhaps they work part-time, are retired, or are stay-at-home mothers. In different churches, the commitments and interests that women find in common may vary. Because of these factors, Women's Ministries will be unique. Expect that and celebrate your unique qualities.

Today's Woman

To minister effectively, we need to look seriously at today's woman.

1. She is in her early to mid-20s beginning to establish herself in a career and finding her role in life.

2. She is over 65 and retired. She is adjusting to a different lifestyle, perhaps having her husband around all day, no structure to the day, or adjusting to fixed or limited income.

3. She is 40 to 50 and coping with the empty nest syndrome. She may be redefining her marriage, especially if children have been the focal point.

4. She is over 40 and childless. She is listening to her biological clock running down. No one seems to understand her pain as she watches others have children. She is tired of answering well-meaning but personal questions.

5. She is middle-aged and sees the end of her parenting days. She dreams about having more discretionary time and wonders how life will be different as the youngest leaves home. Suddenly she is forced on the daughter track as one of her parents, in-laws, or another person requires extensive care. Her time on the caregiver track may last longer than her parenting track.

6. She is a single adult in any of the previously described situations. If she is younger, she may feel pressure from family and church to marry. If she is older, she has established herself, but often feels as if she is not accepted as a peer.

7. She is a senior adult over 60, sometimes caring for a husband incapacitated by a serious illness.

8. She is a middle-age woman who is rearing her grandchildren. She wonders if she has the stamina to keep up with them.

9. She is struggling with the conflicting information she receives about her roles. She is searching for the answer to the question, "Is one role better than another? Is one more valued than another? How can I effectively fulfill all these roles?"

10. Women no longer attend a function just because it is there. They have many demands competing for their attention.

11. Women today are highly educated and hold responsible positions. Their expectations are higher while their needs increase.

12. Some churches may include single mothers struggling to adjust to a new lifestyle following a divorce or the death of a spouse. These mothers represent an increasing number of homes.

Some face the task of rearing their children without daily contact with fathers. Be aware of the unique needs and concerns of the single-parent family.

The Difference between a Program and Ministry

- Programs focus on resources available. Ministries are based on needs.
- Programs focus on techniques. Ministries focus on people.
- Programs look for numbers. Ministries see changed lives.
- Programs need quick answers. Ministries understand grace in uncertainty.
- Programs see the goal. Ministries see the heart.

Women's Ministries needs both program and ministry. Notice that ministry is long-term while program is short-term. You will develop programs within your ministry. The focus, however, must be on ministry rather than programs. When you begin a new venture, identify it as a ministry or program. This helps you determine the length, goals, purpose, and objectives.

Women's Ministries overlaps with other ministries in the church, like Prime Time Ministries, Single Adult Ministries, and Nazarene Missions International. How can Women's Ministries complement rather than compete with these ministries? Working together helps each ministry to meet the diversity of needs reflected by women. Coordinating calendars and supporting other programs and ministries allows women to choose the activities that best meet their needs.

An Effective Women's Ministries Will:

1. Start with prayer.
2. Know the women of the congregation.
3. Enlist church leadership.
4. Have specific goals.
5. Develop leadership.
6. Be built on a spiritual emphasis.
7. Include variety.
8. Provide support groups.
9. Emphasize outreach.
10. Encourage personal friendships.
11. Be flexible and relevant.
12. Encourage use of spiritual gifts through training and ministry opportunities.

Without a vision, women will not grow and may even perish. Leaders who spend time with God and women gain perspective on ministry needs. Pay attention to the burdens and passions God gives you about how He wants to bring holiness and wholeness to women.

After leaders plan their work, they work their plan. Good ideas go nowhere without investing time and energy to organize, adver-

tise, and do the work of ministry.

Ministry is spiritual work. It's initiated by God, accomplished by Him, dependent upon Him, under His direction, and through His enabling. If a ministry isn't worth praying about, it isn't worth doing. A ministry must be supported in prayer.

Local Goals

In every ministry, program, event, and one-on-one encounter, Women's Ministries in the local church will provide opportunities:

- To know Christ personally,
- To mature as a whole person, with focus on spiritual growth,
- To become equipped for service,
- To develop interpersonal relationships,
- To give and receive love,
- To do good deeds, and
- To reach out to the community and beyond, all through the direction of the Holy Spirit.

Local Objectives

Women's Ministries is dedicated:

- To teach women how to share the gospel of Christ,
- To develop materials and classes that include the message of salvation,
- To coordinate the study of the Word of God,
- To design events that provide friendships and
- To plan ways to specifically invite women from outside the church into the fellowship.

¹ Throughout the Handbook "Jesus" refers to His earthly life and ministry and recognizes Him as God incarnate. "Christ" involves a confession of faith and acknowledges Him as risen indeed.

Local Women's Ministries Structure I



= Pastor



= Sunday School Superintendent



= Adult Ministries Council



= Local Director



= Local Council: Secretary, Asst. Director, Treasurer, Bible Study, Mother's Club, Special Events, Mentoring (Discipleship), Community Outreach, Retreat, Prayer Chain, Small Groups, Publicity



= GROWTH

Local Women's Ministries Structure II

(Complete your own structure using the form below)



= Pastor



= Sunday School Superintendent



= Adult Ministries Council



= Local Director



= Local Council: = Secretary, Treasurer



= GROWTH

Chapter Two: District Director

Who We Are

Nazarene women transformed by the love of Jesus Christ, empowered by the Holy Spirit to live holy lives, committed to nurturing a community of Christlike disciples.

Expressed in a lifestyle characterized by:

- Encountering God through prayer and the Word
- Multi-generational, intentional relationships
- Leadership Development
- Compassion

Philemon 1:9-11: *I pray that your love will overflow more and more, and that you will keep on growing in knowledge and understanding. For I want you to understand what really matters, so that you may live pure and blameless lives until the day of Christ's return. May you always be filled with the fruit of your salvation — the righteous character produced in your life by Jesus Christ — for this will bring much glory and praise to God (NLT).*

Micah 6:8: *The Lord has told you what is good, and this is what he requires of you: to do what is right, to love mercy, and to walk humbly with your God (NLT).*

Women's Ministries ... Its Reason for Being

Women have been part of the Church's ministry since its beginning. They have been vitally involved in the outreach of the church. Perhaps it reflects the nature of women, sensing the needs of others. Because women tend to be intuitively nurturing and compassionate, women minister productively.

It makes sense for Women's Ministries to be an organized program in local churches. Women's Ministries is multi-faceted and designed

- To encourage and support women as they fill their various roles,
- To reach out to the community,
- To minister to those in the church, and
- To offer opportunities for spiritual and relational growth.

Women's Ministries is important to the church due to the vast number of women and because women need other women. Many women look for role models and mentors as they begin new stages of life such as adulthood, working, parenting, discovering life as a single adult, becoming caregivers to parents and other relatives, grandparenting, etc. The roles that women fill at home, in the workplace, and in the church are varied. These roles include being wives, mothers, new Christians, growing Christians, and caregivers to name a few. Yet, as women travel through these different roles and stages, they find commonalities. They look to women in the

same stages of life, or women who have passed through a particular stage, for advice and support. For instance, career women often look for role models as they balance life at work, home, and church.

Philosophy, Purpose, Mission Statement

Philosophy

We believe all women are important in God's eyes and are vital in His kingdom. We believe in unity within diversity and cooperation and caring through the inspiration and power of the Holy Spirit.

Purpose

The purpose of Women's Ministries is to glorify God by challenging women to

- Know God personally,
- Grow in Christlikeness,
- Discover and use spiritual gifts,
- Love and serve others, and
- In all we do to reflect the beauty of the Lord Jesus Christ.

Mission Statement

The mission of Women's Ministries is **GROWTH**

- **G**athering women
- **R**esourcing opportunities
- **O**ffering acceptance
- **W**inning others to Christ
- **T**eaching biblical truths
- **H**onoring the Spirit-filled life

Colossians 2:6-7 supports these statements: *As you therefore have received Christ Jesus the Lord, so walk in Him, having been firmly rooted and now being built up in Him and established in your faith, just as you were instructed, and overflowing with gratitude* (NASB).

Women's Ministries Logo

The Women's Ministries logo is more than a design. It symbolizes the whole meaning of Women's Ministries within the Church of the Nazarene.

Colossians 2:6-7 is the basis for this logo: *So then, just as you received Christ Jesus as Lord, continue to live in him, rooted and built up in him, strengthened in the faith as you were taught, and overflowing with thankfulness.*

Paul identifies Christ Jesus as Lord since we need to grow in our relationship with Him. Paul calls us to continue walking in Him — which results in our growth — and obeying Christ Jesus as Lord. As we do this, we are rooted and grounded in Him like a strong tree or built-up like a beautiful building. If our faith is established in Jesus Christ, our lives will abound with love and thanksgiving.



Paul writes about the importance of maintaining our link to our Source: Jesus.¹ Like the believers in Paul's day, we also face the challenges of guarding against forces that do not operate according to Jesus' life and ministry. Christ is all we need. In Him we are complete, lacking no good thing. This is a fact since Christ is Lord over everything.

The tree represents the Church growing in Christ, particularly the Church of the Nazarene. Women's Ministries, one of the many entry points into a local congregation, is depicted as one of the branches. The root represents our steadfastness in Christ. Just as a mighty tree with solid roots withstands the forces of nature, so we withstand the forces of life when we are rooted and grounded in Christ.

District Women's Ministries

The purpose of a District Women's Ministries is to resource, train, encourage, and support Women's Ministries in the local churches. The shape of Women's Ministries will be unique for each district. Some districts cover large territories of land while others compactly fit into smaller areas. Districts covering wide areas find that offering similar training sessions and retreats in different parts of the district work well. More compact districts enjoy bringing the entire district together for one training session and retreat. The number of metropolitan areas, ethnic groups, and the area's economic health also influences the design of Women's Ministries on a district.

In addition to supporting Women's Ministries in local churches, Women's Ministries may sponsor events and activities, such as conferences and retreats, on the district level. These events and activities give women an opportunity to meet and enjoy fellowship. District activities encourage women to realize they are not alone on their journeys. Hearing stories from those traveling similar paths strengthens others. Understanding how each local church functions within the district, whether large or small, helps women gain an insight to the overall responsibility of the church. Another benefit is that district events allow women to enjoy a larger special event that smaller churches cannot sponsor.

Women's Ministries events and activities on the district level may provide visitors an entry point into local churches. These events and activities allow women to invite non-Christian friends and relatives to attend a church supported function in a less threatening environment. Meeting at a retreat center, hotel, or restaurant helps break down the fear of entering a church carried by many unchurched women.

Structure of District Women's Ministries

The district director of Women's Ministries is appointed by the district director of Adult Ministries with the approval of the

Sunday School and Discipleship Ministries International chairperson and the District Superintendent. Women's Ministries reports to the District Adult Ministries Council and District Sunday School and Discipleship Ministries International Board.

Women's Ministries is not an entity to itself. The specific goals and objectives of the district Women's Ministries should be compatible with those of the district program and complement the total church program. Before implementing the philosophy, mission and purpose of Women's Ministries on your district, discuss with the Adult Ministries director the district goals and objectives for Adult Ministries and the role Women's Ministries can have in fulfilling them.

The Women's Ministries director appoints the members of the Women's Ministries Council. The council members must have the approval of the Adult Ministries director, Sunday School and Discipleship Ministries International chairperson, and the District Superintendent. This should include representatives of various sized churches, socio-economic groups, ethnic groups, locations (urban, suburban, rural, small town, etc.), and other variables unique to the district. The district Adult Ministries director is an ex-officio member of the council.

As district Women's Ministries begins, the district Sunday School and Discipleship Ministries International should budget funds to develop the ministry. Within a short time, the ministries and programs of Women's Ministries should become self-supporting. However, the district should continue to consider Women's Ministries as a budget item of Sunday School and Discipleship Ministries to promote unity and accountability. Women's Ministries is required by God and the church to be a good steward of its financial resources. The financial procedures for Women's Ministries should be the same as those of other ministries on the district.

If Women's Ministries has a separate checking account, an annual report detailing income and expenses is to be presented to the Women's Ministries Council and Adult Ministries Council. Balances over \$3,000.00 should be invested into other ministries. These may include a scholarship fund for future retreats, a district project, a local church project, or other special projects.

District Goals

- To be a role model for the local churches and communicate passion for ministry.
- To have an active Women's Ministries in every church.
- To encourage area/zone-wide ministry and to plan and implement district-wide ministry for women of all ages, ethnic, and economic backgrounds.
- To enhance the local churches by providing training, resources, and opportunities for ministry.
- To communicate information from the general church level

to the local church level.

- To raise a generation of competent, Spirit-filled leaders.

District Objectives

- To be accountable to the District Sunday School and Discipleship Ministries International Board in purpose, vision, and finance.
 - To survey and analyze local churches to determine areas in which the district can support, encourage, and equip.
 - To develop a resource center to provide CDs, DVDs, and literature.
 - To establish a newsletter (electronic or mailed) and a yearly information packet for local directors of Women's Ministries.
 - To correlate calendar planning with general, district, and local churches.
 - To develop and maintain a contact list of local Women's Ministries directors.

District Women's Ministries Director Job Description

The job responsibilities of the District Women's Ministries director are:

1. To serve on and be accountable to the Adult Ministries Council.
2. To report, present proposals, and request funding to the Adult Ministries Council.
3. To develop a well-rounded program to meet spiritual, emotional, mental, physical, and social needs of women.
4. To promote, oversee, and evaluate district activities for Women's Ministries.
5. To encourage and assist the implementation of Women's Ministries in each local church.
6. To serve as a resource person to the local Women's Ministries directors.
7. To become acquainted with the resources available through the regional Sunday School & Discipleship Ministries International (SDMI) website at <http://sdmiusacanada.org>.
8. To serve as an ex officio member of all district Women's Ministries committees.

The district director of Women's Ministries must freely give her time and talent and be able to lead the council members to successful completion their assigned tasks. An effective director stimulates others to work, is patient, and does not show favoritism or overload key members of the council. She must resist the urge to work alone, and she must never assume the credit for what the District Council accomplishes.

The district director of Women's Ministries needs to evaluate her effectiveness should she remain in this position for more than five years. She must also be sensitive to God's leading regarding

her tenure and involvement of others in the ministry. This allows other women with leadership capabilities to give new life and ideas to the district Women's Ministries.

Forming and Organizing a District Council

The work of district Women's Ministries director is too large for one person. While the position involves certain responsibilities, fulfilling the whole ministry is easier when the director enfranchises others to do the work of the ministry. Carefully and prayerfully select women who represent various church sizes (small, medium, large), locations (rural, suburban, urban), and balance of ministry wives and laywomen. Be sure the council reflects all age groups, church sizes, locations, and ethnic groups. Remember to include all women — the divorced, married, never-married, and widowed. This helps the ministry to stay well-rounded and to reach the multiplicity of needs. The council members must have the approval of the Adult Ministries director, Sunday School and Discipleship Ministries International chairperson, and the District Superintendent.

All council members are to be genuinely interested in Women's Ministries and active members of the Church of the Nazarene on your district. They must be dependable, able to accept responsibility, and work well with other council members. Working well with others includes being a good listener, fair-minded, and able to abide by the decisions of the council.

The General Women's Ministries Council recommends that each council member serve a limited term of three to five years. Consider a rotation system in which council members are appointed for a two, three, or four year term. With this system, a controlled number of council members rotate off the council, resulting in fresh perspective and increased variety of participation.

A treasurer, if needed, appointed by the district Women's Ministries Council handles all finances according to the guidelines of the Manual entitled "Church Treasurer" and serves of the district Women's Ministries Council.

- 136.1: To receive all monies not otherwise provided for, and disburse the same only on order of the [Women's Ministries Council].
- 136.3: To keep a correct book record of all funds received and disbursed.
- 136.4: To present a detailed [annual] financial report for distribution to the [Women's Ministries Council].
- 136.5: To present an [annual] financial report to the [District Sunday School and Discipleship Ministries International director].
- 136.6: To deliver to the [Women's Ministries Council] the complete treasurer's records at such time as the treasurer shall cease to hold office.
- 129. 22: To provide a committee, no fewer than two members of which shall count and account for all money received by

[Women's Ministries].

The treasurer's account shall be audited at least annually to protect the council members as well as the ministry. Some ministries have their books audited by professional auditors or by certified accountants. Others appoint an auditing committee.

If an auditing committee is appointed, the committee will need copies of the budget, a list of the specific responsibilities and authority of the treasurer, the treasurer's books, canceled checks, receipts, vouchers, current bank statements, and copies of the Women's Ministries Council meeting minutes documenting authorization for bill payment to conduct properly the audit.

The auditing process begins with a comparison of the bank statement at the end of the previous year with the current year's beginning balance. Total bank deposits are added and total checks paid are deducted. The resulting balance should be the same as the closing bank statement. All cash receipts are checked for agreement with the bank deposits. Finally, the Women's Ministries Council minutes are examined for approval of bill payments.

Bank statements, deposits, and paid bills should all agree. If a difference exists, the treasurer should be asked to explain the difference before the auditing committee's report is completed. The audit committee's report is to be presented in writing to the Women's Ministries Council.

Event Planning

A rope hobbled into the Greasy Spoon Cafe, slid into a booth, and shouted, "Waiter, bring me a coke!" The waiter looked him over and simply replied, "Nope, we don't serve coke to ropes!"

The persistent rope waited a few minutes and once again demanded, "Waiter, bring me a coke!"

The waiter, equally determined, blared, "Nope, we don't serve Coke to ropes!"

The rope, with an ingenious plan, slid to the floor beneath the table. He discreetly tied himself into a knot, frayed the ends, and hopped back into the booth. With new zeal he ordered, "Waiter, bring me a Coke!"

"Nope, we don't serve Coke to ropes ... and you are a rope, aren't you?" forcefully questioned the waiter.

The rope smugly relied, "Nope, I'm a frayed knot!"

Retreat planning can turn you into knots and fray your nerves. But it is only when you get to the end of your rope that God can and will do His great work in and through you. The 911 of the Bible is Jeremiah 33:3: *Call unto me and I will answer you and show you great and mighty things which you do not know.* Retreat planning begins with the realization that God will instruct you and anoint your efforts as you rely on Him.

Steps to Retreat Planning

1. Accept God's call to lead. Allow God to transform your declaration from "I am afraid not (or a frayed knot)" to "I am not afraid!" If you have experienced a persistent, recurring dream for a women's retreat, the chances are God is calling you to lead. Prayerfully nurture that call. There is a leader in every one of us longing to be recognized and released to change our world. Retreat planning may be God's design for fulfilling your ministry potential and encouraging leadership in others.

The fear of failure and feelings of inadequacy can become a blessing when we realize what God can do through one who is willing to trust, adjust, and obey Him.

Consider these points taken from a sermon by Charles Stanley:

- My inadequacy drives me to God.
- My inadequacy forces me to live my life and do His work in the power of the Holy Spirit.
- My inadequacy provides God the privilege of demonstrating what great things He can do with so little. (Remember the five loaves and two fish.)
- My inadequacy frees God to use me to the maximum of my potential.
- My inadequacy allows God to receive full glory for His work.
- My inadequacy relieves me of the burden of trying to do God's will in my own strength.
- My inadequacy enables me to walk in the contentment and quietness of the Spirit. Psalm 46:10: "*Cease striving and know that I am God.*"

2. Pray for a group of women who share your vision. Meet with them to pray and plan.

Make sure that what is done is for the Lord, from the Lord, and of the Lord. Pray for:

- Harmony and a unified vision among the planning committee members.
- Selection of retreat location and a good relationship with personnel.
- Wisdom and guidance in guest selection—whether to bring in speaker, musicians, etc., or to choose women from your own group.
- The registration process and financial wisdom as rates are set.
- Publicity and effective ways of dispersing information.
- Travel safety and health of guests, workers, and attendees.
- Fun and release from the stresses of daily routines.
- God's anointing on the sessions and obedience to His life-changing Holy Spirit.
- Unsaved to attend and receive Christ as Lord.

3. Set a date. Work to establish a date that does not conflict with the local or district church.

Most retreat planners recommend scheduling a year in ad-

vance. Depending on the size of your group, you may need more time to secure a popular speaker or less time if your group is small. It is vital that you allow time to plan well and carefully attend to details that pave the way for a successful meeting.

4. Choose a location. If possible, plan for a site that is one to two hours away to provide a break from the concerns of home and work. Choose the location that best accommodates your group whether it is in a home, retreat center, the district camp grounds, or a hotel.

5. Determine the length of your retreat. How many speaking sessions will there be? How much time will you give your speaker per session? Will you stay one or two nights? What time will you begin registration? When will your sessions begin and end? Creating a time line is extremely helpful. Try to estimate the amount of time it will take for your meals, music, and testimonies. Build in time for the women to form small groups to share freely their faith. Record the time line and make copies available for all workers.

6. Contact the speaker. Be sure to convey the amount of time she has to consider your invitation. This list is not complete but it does include some ideas of details to discuss with your prospective speaker.

- Your name, your district's name, your address, and telephone number.
- The location of your retreat — send address, telephone, email.
- Dates and times of your meeting.
- Topics and/or possible themes.
- Number of speaking sessions.
- Length of time allocated for each speaking session.
- Honorarium and transportation fees, housing arrangements.
- Other guests who will have a place on the program.
- Expected number of attendees.
- Suitable clothing for climate and location.
- Request a photo, bio, CD, website address or online source.
- Confirm all arrangements in writing.
- Avoid last minute changes and communications.
- Most speakers arrive at the retreat with the materials for each session already prepared. It is unrealistic to ask speakers to change content within a week of the retreat. Remember the keynote speaker's role is to bring a message to the attendees. The keynote speaker must have time to pray and prepare for each session. This cannot be done effectively if the keynote speaker shares a room with others.

7. Establish a budget. Consider cost of lodging, meals, speaker fees and travel, decorations, publicity, printing, postage, equipment, scholarships, door prizes, crafts, gifts for the planning committee, etc. Your retreat fee is calculated by dividing the estimated costs by the projected number of women attending. If you are meeting in a hotel, be sure to figure tax on rooms as well as tax and gratuity on meals in the total cost.

8. Decide on program format and set the schedule. Will

there be workshops, music, skits, get-acquainted games, small groups, crafts, or door prizes? Do you want to include quiet time, a time for personal Bible study, or book reviews? How will you carry out your theme?

9. Various themes can be created through the imagery of the Scriptures. You may want to design T-shirts, magnets, center pieces, and door prizes to emphasize your theme. The following suggestions may be helpful.

- The Lord is My Shepherd (sheep)
- As for me and my house (birdhouses)
- Pause for praise (praying hands)
- Precious moments
- The fruit of the Spirit
- Love bears all things (bears)
- He is my hiding place
- The light of the world is Jesus (candles, lamps, etc.)
- Baskets of blessings (baskets)
- Beautiful feet
- You are the apple of His eye (apples)

10. Organize the planning committees. Assign each committee member a specific area of service. Writing out job descriptions helps to clarify expectations. As each chairperson or coordinator involves others in helping with her areas of responsibility, enthusiasm builds and attendance increases.

a. The chairperson oversees all retreat planning, corresponds with guests and facility personnel, and keeps committee members informed. This could be you. Boldly declare, "I am not afraid! I will trust and obey!" The chairperson must emphasize the power of prayer and lead the way in praying as a group for the retreat.

b. The prayer and evangelism chairperson gathers women who are prepared to let God use them to lead others to Christ. These women commit to be in prayer throughout the weekend and to be available to pray with others. If possible, provide a special room just for prayer. Remember that prayer releases God's power to save souls and He is able to meet the varied needs of those attending.

c. The publicity chairperson generates enthusiasm through skits, posters, and flyers. She designs a registration form that communicates details and states necessary information, such as: items to bring, map of retreat location, and registration information. Provide a place on the registration form for those who are handicapped to express their needs. Also include the phone number of the retreat location for family members or babysitters.

d. The registrar and her committee must be people oriented and service minded. They must be knowledgeable about the retreat accommodations as well as the program details. The registrar needs to be able to handle money and to carefully record details to insure a smooth registration process. Her committee may also be in charge of designing and distributing name tags and any information packets. Packets might include:

- Program or schedule of events.
- Pictures and biographies of guests.
- Chorus or song sheets.
- Floor plan of retreat facility.
- Evaluation form.
- Map of area shops (especially drug store or pharmacy).
- Note pad and pen.
- Tissues.
- Small gift, such as magnet with the logo or Scripture theme.

e. The hostess chairperson coordinates a group of women to serve as greeters. She should designate a speaker hostess to ensure your guest speaker's needs are met and that she is included in all other retreat activities. The speaker hostess might transport the speaker from the airport, present her with flowers, and place a fruit basket in her room to express warm welcome. Committee members must be alert and ready to meet the needs of attendees, give directions to restroom facilities, give first aid assistance, and guide attendees to the correct source of help quickly. In all ways, these women must say "Welcome!" One committee distributed hugs and kisses (chocolate candy and real hugs) as each woman entered the retreat session.

f. The music coordinator is to be sure that choruses are visible so those who are unchurched or unfamiliar with the songs will be able to participate. She also arranges for a pianist, special music, an adequate sound system, and a piano or keyboard.

g. The hospitality chairman takes charge of meals and snacks. Plan menus carefully to accommodate the majority of tastes.

h. The entertainment chairperson prepares skits and fun time. This committee might also purchase the door prizes and devise a plan to present them.

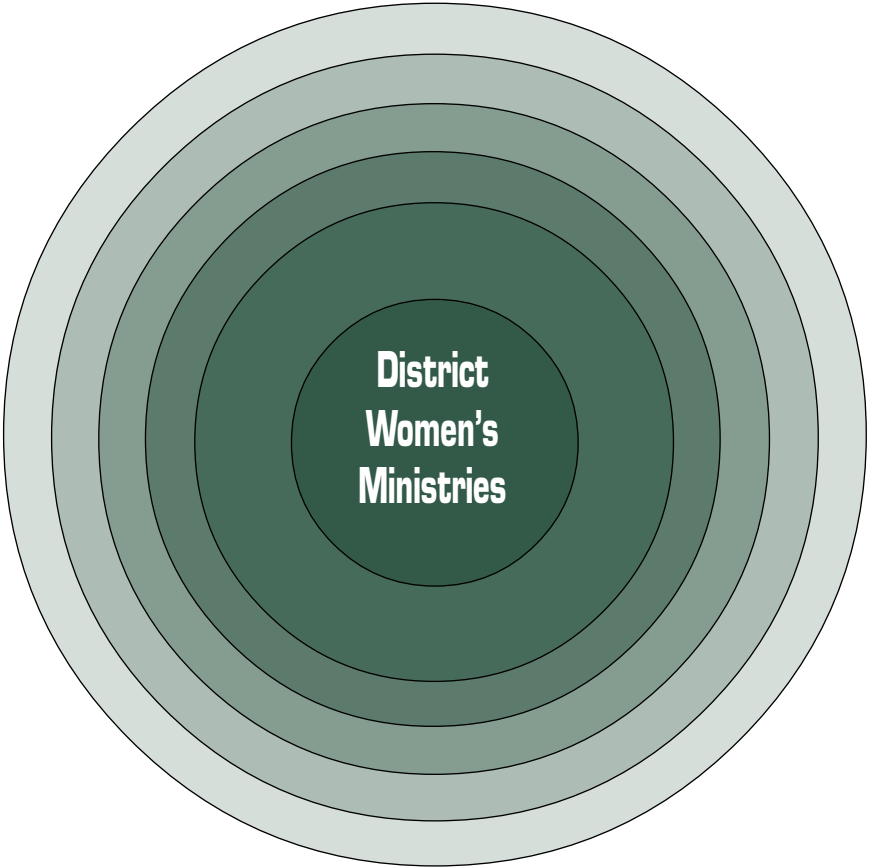
i. The decorations committee or equipment coordinator arranges the tables and chairs, sets up the projector, sees that the podium is in place, and regulates the heat or air conditioning. This committee decorates the tables and meeting rooms to fit the theme. They may also need to turn lights on and off and see that the facility is left clean and locked.

j. The research chairperson is responsible for developing an evaluation tool for retreat attendees for use as a planning tool for future retreats. This committee designs, distributes, collects, and tallies the evaluations.

These committees and the breakdown of responsibilities will vary according to your specific needs. Carefully recording day by day planning will help you when you begin planning for next year's retreat.

When fear turns you into a "frayed knot," call the "911" of the Bible, Jeremiah 33:3, and declare that you are "not afraid" to trust, adjust, and obey.

District Women's Ministries Structure I



= District Superintendent



= District Sunday School & Discipleship Ministries International Chairperson



= District Adult Ministries Director



= District Women's Ministries Director



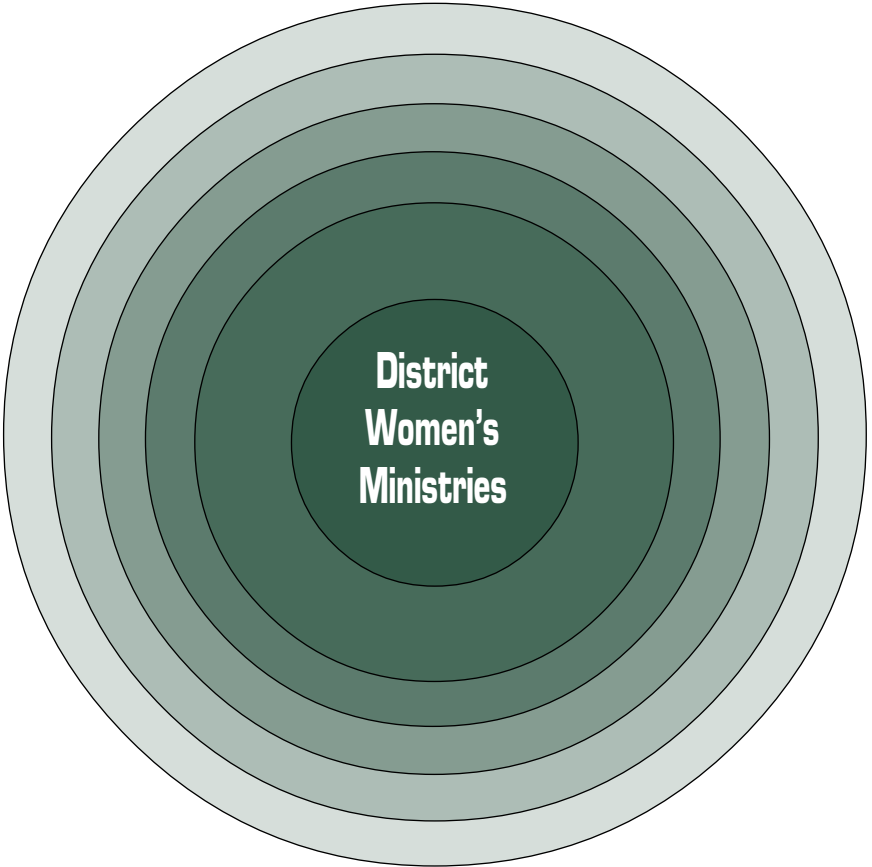
= District Ministries Council: Secretary, Asst. Director, Treasurer, Leadership Training, District Retreat, Special Projects, Resources for Local Directors, Publicity



= District Women's Ministries

District Women's Ministries Structure II

(Complete your own structure using the form below)



= District Superintendent



= District Sunday School & Discipleship Ministries International Chairperson



= District Adult Ministries Director



= District Women's Ministries Director



= District Ministries Council: Secretary, Treasurer



= District Women's Ministries

Chapter Three: Leadership and Organizational Dynamics

As we discuss leaders and leadership we will look at a number of areas. We are addressing some areas in a question and answer style dialogue. First let us look at you the leader or potential leader. Leader — even the word itself has implications and contradictions — implications of power and superiority and contradictions of humility and servanthood.

Everyone is a leader, right?

Let us ask first is leadership learned or a natural ability? The answer is a leader has both a natural way with people and worldview that causes her to encourage others as they strive for their best and a leader is teachable as well as courageous enough to take the high risk required.

Every person influences others in ways that are good or bad. The connection between influence and leadership is common and is found in parents, teachers, dictators and journalist. Society has been the judge of many famous leaders — Adolf Hitler, Benito Mussolini, Billy Graham, Malcom X, Nelson Mandela, Pope Francis, Warren Buffett, Aung San Suu Kyi, Juliet V. Garcia — we could go on with this list.

We can also take a look at the Old Testament kings in Chronicles and Kings. Some were good and pleased the Lord through their obedience; others were not good or kind or caring and destroyed the people. One thing can be said about all of these listed, helpful or harmful, is summarized in the quote: “*Great leaders communicate a vision that captures the imagination and fires the hearts and minds of those around them*” (Joseph B. Wirthlin).

What makes a Christian Leader?

Humility. The leader who is Christian puts into practice the Christlike character of humility. Romans 1:3 says *Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you.* According to the “Calibar Leadership System”, ego-driven leaders are those people who have many talents and abilities for leading, but may not have the kind of self-awareness, training or confidence required to do so authentically. Most people don’t know the difference between their egos and authentic selves and are therefore unaware of when they are acting from their ego. This greatly impacts their ability to be an effective leader.

Call from God. You, like Isaiah (Isaiah 6:1, 8) have three factors that make up a divine call to lead according to The Max-

well Leadership Bible.

Opportunity. We see a specific place where we can make a difference. This has to do with timing.

Ability. We recognize that we have the God-given gifts to do something about the need. This has to do with competence.

Desire. We want to step out and address the need; our hunger pushes us. This has to do with our passion.

Despite his high calling, Aaron at times struggled with his authority. He once caved into the depraved wishes of the people and led Israel in a pagan worship service, an abomination that led to the deaths of many Israelites. Aaron had been set apart for God's service, but on that occasion he chose to live and lead otherwise.

When God has called us, He is clear. We can trust Him to provide. He will help us make the changes necessary to accomplish His will through us. Galatians 5:22-24 from *The Message* says: *... what happens when we live God's way? He brings gifts into our lives, much the same way that fruit appears in an orchard — things like affection for others, exuberance about life, serenity. We develop a willingness to stick with things, a sense of compassion in the heart, and a conviction that a basic holiness permeates things and people. We find ourselves involved in loyal commitments, not needing to force our way in life, able to marshal and direct our energies wisely.*

Scripture gives meticulous detail to their ordination and calling. Their conduct was to be beyond reproach. God made it crystal clear that failure to uphold His established guidelines would result in death.

Full of Faith and the Holy Spirit

- Be known as a person with faith and character. Acts 6:5: *This proposal pleased the whole group. They chose Stephen, a man full of faith and of the Holy Spirit.*

- Be a person through which God speaks and acts. Acts 6:8: *Now Stephen, a man full of God's grace and power, performed great wonders and signs among the people.*

- Be a person of peace and calm during in difficult moments. Acts 6:15: *All who were sitting in the Sanhedrin looked intently at Stephen, and they saw that his face was like the face of an angel.*

- Be a person secure in their relationship with God. Acts 7:55: *But Stephen, full of the Holy Spirit, looked up to heaven and saw the glory of God, and Jesus standing at the right hand of God.*

- Be a person who knows God is walking with her every moment. Acts 7:59: *While they were stoning him, Stephen prayed, "Lord Jesus, receive my spirit."*

- Be a person who has been so encouraging and faithful that your leadership impacts the community. Acts 8:2: *Godly men buried Stephen and mourned deeply for him.*

Foundations of Leadership

Leadership takes time to develop and involves time for others to recognize leadership skills. According to John Maxwell in *The 21 Irrefutable Laws of Leadership*, seven key areas are found in leaders.

- **Character.** Leadership begins as you develop your inner self, enabling others to see your character. Character is necessary for trust, and trust makes leadership possible.

- **Relationships.** Leaders have followers. Relationships make it easier for people to follow. The deeper the relationships with followers and those involved in the ministry, the easier it is for them to follow.

- **Knowledge.** The leader must comprehend the ministry potential, the ministry needs, and a vision for the future.

- **Intuition.** As important as knowledge is, leadership requires more than raw data. A leader can communicate passion for the present and vision for new ministry strategies.

- **Experience.** A leader needs experience to demonstrate abilities. It is possible for the experience to be in a related, but transferable, field. Experience is not a guarantee, but it encourages people to give you opportunities to show your abilities.

- **Past success.** Proven experiences show what you've accomplished. Additionally, each success is another example of leadership ability.

- **Ability.** People will follow as long as you demonstrate the ability to lead. When people no longer believe in your abilities, they will stop following you.

Leaders view life experiences from a leadership perspective. Some are born with this ability while others develop it. This may be described as the ability to grasp intangible factors, understand the factors, and work with them to accomplish ministry goals. This involves the ability to read the situation by capturing the details others miss. Understanding the context of the bigger picture and observing trends are other elements of this ability. Good leaders learn to read themselves as well as others. Reading themselves includes knowing their strengths, skills, and weaknesses. This enables leaders to develop a leadership team that complements them. Max DePree suggests "The signs of outstanding leadership appear primarily among the followers. Are the followers reaching their potential? Are they learning? Serving? Do they achieve the required results? Do they change with grace? Manage conflict?"

How Do I Remain Effective And Successful?

To be an empowering leader, you must do more than believe in emerging leaders. You need to take steps to help others become leaders. You must invest in them to empower them to become their best.

Empowering people takes personal investment. It requires

energy and time. But it's worth the price. If you do it correctly, you have the privilege of seeing others develop leadership skills.

The *Maxwell Leadership Bible* suggests that Haman in Esther gives a clear picture of an out-of-control leader. He lost joy over little problems. He needed friends to build his self-image. His greed made him unhappy. He listened to the wrong people. He thought too highly of himself. He set himself up for a fall. He reaped what he sowed.

To improve your character and build a solid foundation of your leadership, you must honestly look at yourself before God. Identify where you're weak or have taken shortcuts. Look for patterns. Apologize to those you've wronged. Stay teachable and rebuild.

Discover and work within the system. It is not honoring to become a "maverick" ignoring the system in place. If the system needs to be reviewed and revisited there are respectful ways to go about making the change. As you model respect and a gentle spirit, you will gain the confidence of others to help you implement the changes needed.

Leaders are often challenged and abilities tested. These times are opportunities to demonstrate your true character and leadership abilities.

Building relationships is a vital aspect of leadership. People want to know that the leader is a "real" person — that she has faced and survived challenges and failures.

Authenticity is a key characteristic. Develop your self-understanding, intuition, and interpersonal skills and communication skills. Develop others through team building, mentoring, coaching and networking.

Conflict Resolution

Whenever individuals passionate and striving to do their best work together, conflicts occur. Based on *The Peacemaker* by Ken Sande, here are five ways to resolve conflicts:

The first way is to overlook the offence. Some disputes are insignificant and, therefore, are easily resolved when we quietly and deliberately overlook the offence and forgive the person who wronged us. An example is when someone makes flippant remarks that offend you.

Discussion uses confession or loving confrontation to resolve the conflict. In this method of reconciliation, individuals talk about the circumstances that led to the conflict, the role each played, and what they can do to resolve the issue. Discussion involves naming the problem, identifying your role in the conflict, using "I" statements, and accepting the role each party played.

The next step is mediation. One or two people are asked to meet with the individuals to help them communicate more effectively and explore possible solutions. The mediator's role is to ask questions and to give advice, rather than forcing a certain solution.

More than likely, you've used some form of negotiations without recognizing the process. For instance, mediation may have occurred as you discussed problems with mutual friends. Their insights may have caused you to resolve the conflict without recognizing the process.

At some point, conflict may develop among members of the leadership team and you may be asked to serve as a referee. Hans Finzel in *Empowered Leaders* suggests a step before you accept the role of referee — ask those involved to talk about the problem with resolution as the goal. Finzel recommends the following guidelines.

Mediate rather than judge. Encourage those involved in the conflict to solve the problem and let them determine how to accomplish it.

Give it time. Give all sides adequate time to express their positions and understand the other person's perspective instead of hurrying to end the conflict.

Don't accuse or lay blame. Keep people focused on the goal — finding a resolution. Emphasize what is right rather than who is right.

Gain admissions — and forgiveness of mistakes. Let people gracefully admit to shortcomings. Remember some of the hardest, but most powerful, words are, "I was wrong."

Find grounds for cooperation. Create ways for those involved in the conflict to work together for a common goal.

When you are involved in a conflict, ask yourself, "What results do I want?" Honestly answering this question will direct the approach you take.

Remember that anger and differences of opinions are part of daily life. It's how you cope with and react to these differences that matters. Anger is an emotion, a feeling, with nothing good or bad about it; therefore, even as Christians, we will become angry and experience conflict. However, our Christian experience should help us handle the situations effectively and peacefully.

Organizational Structure

A local ministry is like a train. It is on track heading to the intended goal and purpose. The train cars are filled with people and programs to carry out the mission. Still to be successful you need a conductor — responsible for safety people and programs riding on the train. One other person on the leadership team is the engineer whose responsibility is to focus on the track looking ahead for curves, rail switches, blind spots, when acceleration and breaks are needed.

In many organizations the image of a leader is the person in front of the others, one on the highest pedestal, the one giving instructions or the one who stands out in the crowd. The image of shared leadership is a puzzle with each one contributing a piece. "Shared

leadership is more than an ideal. It is a commitment to becoming a real community of leaders with mutual accountability, vision, goals, trust, blame, and rewards," according to Dr. Bill Donahue. This is not a new idea. Paul in I Corinthians 12:12 writes *Just as a body, though one has many parts, but all its many parts form one body, so it is with Christ ...*

We may be so steeped in the hierarchal model that it is difficult to grasp this style of leadership. Emerging leaders readily envision and commit to collaborative relationship. Consider these scripture references.

- Ecclesiastes 4:9-10: *Two are better than one, because they have a good return for their labor: If either of them falls down, one can help the other up. But pity anyone who falls and has no one to help them up.*

- Proverbs 15:22: *Plans fail for lack of counsel, but with many advisers they succeed.*

VOLUNTEERS

How can we solicit and keep volunteers? Almost all ministries require volunteer participation. Motivating, recruiting and retaining volunteers require thoughtful preparation and continued effort on the part of the leader. The first step in motivating potential volunteers is to understand and appreciate their personal values and priorities.

What do they expect to gain from this relationship? Volunteers need a full picture of the role they would be filling in the organization, including the gifts and graces required and the time commitment. We all are more willing to be part of a positive group with shared values. We all desire to be valued for our contribution; therefore, we delegate to volunteers meaningful work with clear expectations.

How can we successfully match volunteers to the work? Understand that not all work of a ministry is suited for volunteers to perform. Just because you have volunteers does not mean they will fit the needs of the organization. People volunteer in order to serve. Make a serious effort to treat them like employees by evaluating and rewarding for work well done.

How do we train volunteers when we don't have time? Consider that the time spent selecting and training volunteers will benefit the ministry. One of the jobs of the leader is to look at the ministry with a view to the future good. We do an injustice to our volunteers by not having the a clear understanding of the job and appropriate support to succeed. Developing people and helping them serve is a high calling and well worth the time spent.

Suggested Reading and Resources

Barton, Ruth Haley. *Strengthening the Soul of Your Leadership*, Inter-Varsity Press, 2008.

www.cometothefire.org Online devotionals and Bible study to build character and a holiness foundation.

www.discipleshipplace.org Online courses that build competence and Bible knowledge.

Chapter Four: Bible Studies and Prayer Groups

Editor's note: *When the Council decided to include a chapter on how to lead Bible Studies and prayer groups, I naturally turned to the women with experience in leading both groups, Aletha Hinthorn and Carolyn Johnson, to write this chapter.*

Prayerfully Prepare

If you sense a desire from the Lord to lead a Bible study, consider it to be a gift from God. Psalm 37:4 tells us, *Delight yourself in the Lord and he will give you the desires of your heart.* God never gives you a longing to do a task for Him without providing all you need to accomplish that task. This is true for leading a Bible study. Your most important qualification for this role is a sense of dependence on the Lord for His perfect provisions.

Lorne Sanny said, "Prayer is the battle; witnessing is taking the spoils." It's just as true to say, "Prayer is the battle; leading a small group is taking the spoils." You lead with more confidence if you have prayed until you are trusting God to work in the class. Through prayer you gain sensitivity to the Holy Spirit so you can allow Him to guide the discussion according to the group's needs.

As you study, seek to find a truth from the Word that excites you. Your excitement for the Word will be contagious. The psalmist wrote, *Blessed is the man ... who finds great delight in his commands* (Psalm 112:1). *The Living Bible* adds that such a woman *shall have influence and honor* (Psalm. 112:1).

If the truths you share have only reached your intellect, they will probably only reach the intellect of those in your group. But if the truths have reached your heart and changed your life, then those truths are more likely to reach the hearts of the participants and change their lives, too.

Rely upon the Lord to be the teacher, because spiritual truths must be taught by the Spirit. Isaiah 55:10 promises that the Word will be *seed to the sower and bread to the eater* (KJV). Your role is simply to sow the seed. As you do, God promises to provide the miracle of turning it into bread for those who receive it. Before every group meeting, ask God to provide spiritual bread for each woman coming.

In the Tabernacle, bread was always to be sitting on the table, ready for those who entered (Exodus 25:30). As you trust Him, God will always provide the exact bread each woman needs that day. When you're tempted to think your supply of seeds is exhausted, claim 2 Corinthians 9:10: *Now he who supplies seed to the sower and bread for food will also supply and increase your store of seed and will enlarge the harvest of your righteousness.*

Lead with Confidence

Be willing to share how God has worked in your life. Paul asked his listeners to follow him as he followed Jesus: *Whatever you have learned or received or heard from me, or seen in me — put it into practice* (Philippians 4:9). As you let the women see how you follow Jesus, you not only show them how to follow Him, but also provide the motivation. Many times Christians know what they must do to follow Christ, but simply need the leadership of one who is wholeheartedly committed to obedience. Be that woman for those in your group.

Make sure you keep the Bible study alive and friendly. Your own attitude is a key factor in the group's enthusiasm. Develop a genuine interest in each woman's remarks and expect to learn from them. Concentrate on developing acceptance and compassion in the group.

Don't be afraid of silence after asking a question. Give everyone time to think. Use "What do you think?" questions to help keep the discussion from seeming pressured or unnatural. These kinds of questions have no wrong answers.

Remember that your goal is not simply to lead an interesting discussion but also to help your group understand and apply God's Word so it becomes life to them. As Deuteronomy 32:27 says, *These are not idle words for you; they are your life.*

Occasionally suggest, "Next week, let's bring to class the verses that have especially ministered to us." Usually a verse becomes special when it meets a personal need, so class members will often share needs as well. Studying Scripture develops bonds of true friendship.

Enjoy the breaking of spiritual bread that occurs in group Bible studies: *Then those who feared the Lord talked with each other, and the Lord listened and heard. A scroll of remembrance was written in his presence concerning those who feared the Lord and honored his name* (Malachi 3:16). The Hebrew word for "listened" paints a picture of a mother bending over to listen to her children. Imagine God listening to you speak of Him and telling His recording angel to note your conversation in a heavenly journal!

The lips of the righteous know what is fitting (Proverbs 10:32). Lead with confidence, because the Lord will help your words to be appropriate as you learn to depend on Him.

Practical Tips

In his heart a man plans his course, but the Lord determines his steps, Proverbs 16:9 tells us. As you make plans to respond to the desires He has given, the Lord will direct your steps and provide the specific guidance you need.

When selecting your study book, consider the women who will attend. Some books present the plan of salvation, while others assume the readers are Christians. So think through your goals

with the group as you evaluate different study books, and choose one accordingly. After the book is selected, whether you've chosen a book for unbelievers, new believers, or seasoned believers, welcome all who wish to join you. In the Early Church, the Lord added to their number. He is still Lord of the harvest. He knows whom to draw and gives a desire to all of those who should be a part of your group. Depend upon the Lord to direct those to attend who would profit from the study.

Unless you are meeting as a Sunday School class or other regularly scheduled meeting at church, the ideal setting is often the home of a hospitable woman. Trust the Lord for details regarding time of meeting and place for weekly classes. Perhaps you could meet once when everyone can come and then determine the details.

If you, as the leader, come early, you do more than set a good example. You also communicate your enthusiasm and delight in the group.

Begin on time, even if not all members are present. Be sure chairs are set up so latecomers can easily join you. Don't ignore latecomers, but don't let them disrupt the session. Greet them warmly, then return to the study.

If you decide to include refreshments, you can make a sign-up sheet available at the first meeting for women who are willing to provide refreshments.

Begin each meeting with prayer. Prayer is more than a transition from small talk to Bible study. Through prayer, you provide the class with a consciousness that they are in God's presence.

Give time for prayer requests before the opening or closing prayer. If someone has a special need, ask for volunteers to spend five or ten minutes during the next week praying for that woman. Twelve segments of five minutes of prayer make an hour of prayer! Perhaps at times you will want to send around a sheet of paper with the prayer request written down and ask volunteers to write down how many minutes they will pray. This will help the women feel that they have indeed committed themselves to pray.

You may want to begin each session by reviewing memorized Scripture. Encourage the women to write down either the suggested verse or a passage that challenges or encourages them. Urge them to reflect on this Scripture during the coming week. The women will find that it affects their motives and action. We quickly forget what we read once, but remember what we ponder and act upon.

Keep in contact with the group members between weekly meetings. Make their burdens your own, and let them know you are praying for them. When they are absent, call the women to tell them you missed them, but don't pressure for attendance.

You are *Christ's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do* (Ephesians 2:10). Take heart as you prepare of the study group and remember that all

you need for your study has been preplanned by Him.

Types of Bible Studies

Several types of Bible Study groups exist. Each has its unique ministry opportunities and goals.

1. Neighborhood Bible Class is often largely comprised of unsaved people. This type of class is evangelistic. The members come from various backgrounds, and denominations, and some may not be active in any church. They have the common need of knowing Jesus. You will probably want to limit the number of mature Christians who attend this class. A ratio of six to eight non-Christians to two or three Christians works well. Too many mature Christians tend to stifle the openness and participation of the group. Members of this group discover the power of God's Word to change their lives.

2. Bible Class for New Christians helps new believers discover the riches and challenges of God's Word. They learn that the Bible is the source for Christian growth and development. They begin to see the need for holy living.

3. Bible Studies for Working Women meet regularly during lunch. These may be "brown bag" lunches in a conference room at an office or held in a meeting room of a restaurant. These Bible studies provide an opportunity for us to reach working women who don't attend a church. These groups offer an alternative to evening Bible Study for working women.

4. In-depth Bible Study is designed for people who need the challenge of studying the Word more deeply. These groups explore the cultural setting for the first hearers and study word origins to understand the impact the Word had for the first audience, and can have for us.

5. Talk-it-Over is an alternative to the lecture-type Bible study. The main purpose of this style is to provide a solid Bible study with active discussion. The entire group is involved with the emphasis on relating the lesson to everyday life.

Procedural Suggestions

1. Provide comfortable seating. Circles work well since everyone can see other members of the group.

2. Tables simplify note taking. Arrange them so that the whole group can see the leader. If you place them in a square or "u" formation, participants can also see each other.

3. Unless the groups are structured, leave extra seats by the door so late arrivals can join with little disruption.

4. Encourage everyone to bring a Bible. Provide extra Bibles for those who forgot or do not own a Bible.

5. Assign reading before the study. Then the women who don't read well or are uncomfortable speaking in a group will be able to avoid embarrassment or intimidation.

6. Begin with group conversation, leaving time to share the events of the week and prayer concerns.
7. Make newcomers feel comfortable. Take time for the group to become acquainted with the new women.
8. Maintain a list of the members' names, addresses, phone numbers, and e-mail addresses.
9. Provide time for the group to pray together.
10. Include praise in each session. This may be in the form of a song, testimonies, or response to a question such as, "What was one positive experience you enjoyed this week?"
11. Stress the confidentiality of the group. This insures that your Bible study will be a safe place to break down walls and remove masks. Emphasize that, "What's said here, stays here!"
12. Let the women choose their participation level. Be aware of women who tend to dominate the discussions. To draw others into discussion, address questions to specific people.
13. Let members tell how the lesson related to them and how they can apply the lesson to their lives.

Scripture Memorization

Though memorizing scriptures is more frequently stressed with children, it should be part of every Christian's life. When God's Word is part of our hearts and minds, it becomes alive and active. It is always present to guide our actions and reactions.

Memorizing scripture may take longer for adults than it does for children. However, it is an attainable and necessary life goal. Here are some tips to help you memorize.

1. Have a definite daily time for study.
 - a. Print the verse on cards and place them over the mirror or sink to study while dressing, doing dishes, or preparing meals.
 - b. Study and recite verses while ironing or driving or other such chores.
 - c. Carry cards to study while exercising or while waiting in lines.
2. Note the key words and their positions in the sentences.
3. Learn what triggers your recall of Scripture — key words? first word? situation?
4. Some people find that visualizing the position of the words on the page helps trigger recall.
5. Memorize scriptures from the version of the Bible you find most comfortable. When you understand the passage, memorizing is much easier. Memorization confronts us with God's Word. We must understand it and apply it to life to retain the meaning.
6. Form a review system to maintain what you learned the previous week. Regularly review the verses you've memorized.

Calling Women to Prayer

The Power of United Praying

Satan fears prayer more than all else. Satan starts to tremble when he sees a Christian in prayer. Imagine how he quivers when he sees two kneeling together!

When two or more prevail together, their prayer power is multiplied. *Five of you will chase a hundred and a hundred of you will chase ten thousand*, Leviticus 26:8 tells us. Five chasing one hundred speaks of great power, but one hundred overcoming ten thousand almost surpasses belief.

Years ago people attended “horse pulls.” A strong horse could sometimes pull 7,000 pounds and another might pull an amazing 9,000 pounds. But when the two horses were hitched together, they could pull 33,000 pounds. The increased amount is called synergy.

We can be praying with others, though, and still pull only our individual loads of 7,000 or 9,000 pounds each if we are not praying for the same thing at the same time. When we all desire the same thing, with one leading in prayer, our prayers become synergistic.

Many light bulbs shining together make a bright light, but if they are concentrated into one light beam, they give a laser beam effect capable of penetrating the hardest substance. Think of your agreeing in prayer as focusing your light into a laser beam that God can use to penetrate those “inaccessible” situations.

One woman was concerned about her unsaved neighbors so she asked two other women in her neighborhood to weekly join her for a brief prayer time. The neighborhood grew quieter. Neighbors began to get along better. One young woman came to know Jesus.

The pastor of the First Church of the Nazarene in Independence, Missouri, asked the prayer partners to pray that the Holy Spirit's presence would be in their facilities. After they began praying this, an unchurched lady began feeling drawn to the church on the corner. One Sunday morning she walked in the doors, and before the day was over, she gave her heart to the Lord.

One pastor told a leader of home prayer meetings, “When I walk into the pulpit on Sunday morning, I can tell if your group met to pray for the services this week.”

A prayer leader of one church said, “We have a prayer vigil on Friday nights. Two to four of us meet at the church to pray from 10 PM until midnight. Every Friday night we leave anticipating a glorious worship service on Sunday morning. We are not disappointed.”

Listen to the Spirit

See, I am doing a new thing, now it springs up, do you not perceive it? Isaiah 43:19 tells us. God is doing a new thing in prayer today. His call is going forth. More people than before are interested in

personal prayer and spiritual formation. One source estimates that ten million prayer groups are meeting across the country, and 1,400 prayer networks coordinate prayer from city to city. Local churches are praying together in new and exciting ways.

The Holy Spirit is the prayer coordinator in the local church. Women who are calling for prayer emphasize that all prayer is initiated and sustained by the Holy Spirit.

“We felt the Spirit call us to have nights of prayer.”

“You have to be listening and moving with the Spirit. He gives assignments.”

“If I tried anything on my own, it didn't work.”

“We asked Him to lay on our hearts His path for our fasting.”

As leaders we are to discern where God is working, and move in that direction. Then, as we move in step with the Spirit, He does His work.

The people in Haggai's day had grown disinterested in the unfinished temple project, which was begun sixteen years earlier. Haggai saw the problem and committed himself to getting the people to go back to work on the temple. Haggai was successful in his venture for one reason: *God had sent him* (Haggai 1:12). The Lord stirred up the spirit of the leaders and the people, and they worked on the house of the Lord. Why? Because the Spirit of the Lord had initiated Haggai's venture.

As we pray and wait on the Lord, trusting the Holy Spirit to go ahead of us and give us His ideas and timing, the women will respond.

Mobilizing Women to Pray

Many ministries in our local churches are highly organized. Yet, when it comes to prayer, often no plan, leadership, recruitment, or training exists. We just hope people are praying, and we hope they know how to pray effectively. However, Jesus said, *My Father's house shall be a house of prayer* (Matt. 21:13). He is looking to see that prayer occurs in His house.

To begin a prayer ministry, first choose a prayer coordinator. The prayer coordinator is essential to an effective, long-lasting prayer ministry. She is the woman who will help integrate prayer into the total life of the church.

She should have a strong personal prayer life, spiritual maturity, gifts to organize and encourage, a good reputation, the confidence of leaders, plus enough time to attend key prayer events.

Her responsibilities will be:

1. To identify key people who will take ownership in the Prayer effort.
2. To research and evaluate the church's current prayer ministry.
3. To look for areas that need prayer.
4. To develop and put into action a prayer plan.

Prayer Plan Possibilities

Guarding the Flock

If you want to ensure that every member of your church is prayed for by name, prepare a list of the church members' names. Find those who will take a list and commit to pray for every member. Also suggest specific scriptures to be prayed so all can pray effectively. Scripture suggestions include:

Strengthen and protect him [or her] from the evil one ... Direct his [or her] heart into God's love and Christ's perseverance (2 Thessalonians 3:3, 5).

Ransom him unharmed from the battle waged against him (Psalm 55:18).

Supply all his needs according to your riches in glory through Christ Jesus (Philippians 4:19).

Make all grace abound to him, so that in all things at all times, having all that he needs, he will abound in every good work (2 Corinthians 9:8).

Pastors are under severe attack from the enemy and need intercessory prayer. Each pastor needs someone who will "pay the price" for their success. The excellent book *The Prayer Shield* by C. Peter Wagner will help you recruit intercessors for spiritual leaders.

Corporate Prayer

Corporate prayer is when a group prays together, either by meeting together or scattered about. It is a focused prayer by a number of people interceding in line with God's heart. In many churches, Wednesday night prayer meetings have served as a corporate prayer time.

Sample Guidelines for corporate prayer include:

1. Be sensitive to pray under the Spirit's guidance.
2. Pray the promises of Scripture.
3. Listen to, affirm, and agree with the one praying.

Prayer-Walking

Prayer-walking is called "praying on site with insight." The goal is to pray while walking. You can do this alone, as families, in small groups, or large groups. You can either pray for the area in which you're walking or combine exercise with prayers. When you are praying for specific areas, your walking/praying sites can include workplaces, neighborhoods, sites of consecrated use, overlook points, sites of past sin, or even sites of ongoing sin in the community. Prayer-walking helps us agree in prayer and focus our faith.

Prayer Vigils

Prayer vigils are organized to focus intense prayer on a particular situation to win a breakthrough. You can schedule vigils to last a few hours, all night, all day, or for several days. Vigils can be more effective if coupled with a time of fasting. It is important to announce the results of the vigil and celebrate answers. A schedule for an all night vigil might include worship, prayer for specific

needs, teaching, testimonies, quiet individual prayer and reflection, and a prayer-walk.

Prayer Triplets

A prayer triplet is a group of three Christians committed to pray together regularly for the lost. Each chooses three non-Christians for whom all will pray to find Jesus as Savior. They can also select a country or people group and pray for specific missionaries.

Pray once a week for fifteen minutes. Don't spend time chatting or eating. It is not a social gathering with prayer as a sideline, but a deep, disciplined time to pray for those needing Jesus.

Decide in advance how many months you will promise to pray together. Renew your commitment at the end of that time.

Select a chairperson to keep track of who is praying in triplets, and report all victories to the chairperson.

Moms In Touch

The purpose of Moms In Touch is to intercede for our children, and to pray that our schools will be guided by biblical values and high moral standards. The founder, Fern Nichols, says, "Our desire is for God to raise up moms to intercede for every school across the U.S. and around the world."

To begin, pray for other moms to join you. Order a *Moms In Touch* book by writing to Moms In Touch, P.O. Box 1120, Poway, CA 92074-1120, or by calling 800-949-MOMS, or going to www.momsintouch.org. It is important to be in contact with the national headquarters, so if others in your city want to be a part of Moms In Touch, the headquarters can tell them of your group.

Lydia Prayer Groups

Lydia Prayer Groups are clusters of women forming around the world uniting their hearts in prayer on behalf of themselves, their families, churches, communities, and the world. The name is taken from the story in Acts 16:6-15 where Paul went to the riverbank and encountered Lydia and a group of women. From there the church in Europe was birthed, and the course of history was changed.

Lydia Prayer Groups are praying for a mighty outpouring of the Spirit of Jesus throughout the earth! The main focus of the Lydia Prayer Ministry is to pray for revival beginning in our own hearts and then asking Jesus to come and touch His people once again.

Lydia Prayer Groups are praying in North and South America, Africa, Europe, Australia, and Asia. "Psalm One" and "Come to the Fire" Men's Prayer Groups have also started as an outgrowth of the Lydia Prayer Groups Ministry. Groups are praying in prisons, at restaurants, and other creative locations. Some Lydia groups meet weekly. Others meet every other week or once a month. Their vision is to see multiplication.

You are invited to be an active participant in the Lydia Prayer Group movement and experience the incredible power of united prayer! A Lydia Prayer Groups guide is available in both English

and Spanish and is being translated in other languages. There are leaders' packets, a booklet of prayer group suggestions in English and Spanish, a prayer guide for men, and a prayer guide for students available. Also, a weekly email is sent to Lydia leaders giving a scripture focus and prayer needs.

For more information or to order material, go to Francis Asbury Society, www.francisasburysociety.com. Under Women's Ministry, click "Lydia Groups" or call 859-858-4222.

Resources for Bible Studies

The Satisfied Heart Topical Bible Study Series: Simply Trusting, Boldly Asking, Joyfully Following, and Quietly Resting, Aletha Hinthorn, Beacon Hill Press, Kansas City, Missouri, 1996.

The All for His Glory Bible Study Series: Filled With His Glory, Transformed by His Glory, and Behold His Glory, Aletha Hinthorn, Beacon Hill Press, Kansas City, Missouri, 2001.

How to Read the Bible so It Changes Your Life, Beacon Hill Press, Kansas City, Missouri, 2004.

Leaders God Uses, Aletha Hinthorn, Beacon Hill Press, Kansas City, Missouri, 2002.

Chapter Five: Mentoring

Back in the days when sons worked with their fathers to provide life's necessities, role modeling was a natural part of life. In earlier days, apprenticeships were also a form of a mentoring relationship. Young people had the opportunity to learn a trade or craft by observing and developing skills under a master craftsman's direction. Meanwhile, daughters learned the skills necessary for family care while they worked with their mothers to prepare food and perform other household duties. Extended family members also insured that many other skills were passed to the next generation.

Mentoring experienced a surge of interest during the 1990's. Perhaps this was a result of people realizing they were separated from their biological families. Grandparents, aunts, uncles, and cousins were not available to fill the roles of mentor, teacher, encourager, discipler, and coach.

Today a variety of words describe relationships that resemble role models and mentoring. These include mentor, teacher, encourager, discipler, and coach. While nuances may distinguish the relationships, the ultimate goal is consistent: one person helping another grow.

Women's Ministries is an excellent place for role modeling and mentor relationships to develop. Role modeling often happens naturally as women watch other women and incorporate the positive traits they see into their own lives. Mentoring relationships, on the other hand, are deeper. They require a greater level of personal commitment. Mentoring is today's application of Paul's instructions in Titus 2:3-5: *Likewise, teach the older women to be reverent in the way they live, not to be slanderers or addicted to much wine, but to teach what is good. Then they can train the younger women to love their husbands and children, to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God.*

While the life circumstances of those who first heard Paul's words are different from today, we can still glean from the principles he taught. Women who are more mature have a responsibility to teach those who are less mature. For example, a woman whose children are grown can mentor a new mother as she learns to juggle various roles. Yet a young widow can companion an older woman through the grief process following her husband's death. Life experiences and maturity become a determining factor in mentoring relationships.

What is Role Modeling?

Role models are often women whose behaviors and skills are observed from a distance or learned about through reading. These

individuals may or may not be aware that they are serving as a role model. Role models may or may not have a personal relationship with the women who see them as examples. Role models provide examples for women to follow during times of specific need, in a profession, or through new experiences.

Many children grow up without extended families close by, so they tend to look outside the home for role models. Some young mothers and fathers look for individuals to fill a grandparent's role for their children. New mothers look to women further into the child-rearing years to provide encouragement and to serve as role models. Young parents who grew up in single-parent homes look for someone to be the role model of the non-residential parent. Newly married couples look for couples to see how marriage works. New Christians look for mature Christians to help them navigate the new lifestyle called Christianity.

As mentioned before, role modeling can occur without a personal relationship. Many people find wisdom and value reading books or articles about people who are role models in society or in the Christian world. Some people tell how reading books written by the saints of yesteryear have motivated them to develop their Christian faith. Knowing that others through time have struggled with integrating Christianity into all aspects of life has encouraged them. For example, *In His Steps* and *The Christian's Secret of a Happy Life* are just two of many books written years ago that continue to influence Christians today.

What is Mentoring?

Mentoring was a basic element of life before the 1900's. It occurred naturally as boys and girls learned farming, gardening, and life survival skills while working with their parents. Mentoring was the chief learning method as artisans invested time and taught skills to apprentices. At one time, the university system revolved around a student learning in the scholars' homes. Mentoring occurred in royal courts as knights taught warriors' skills to the novices. In the eighteenth century, people like Jonathan and Sarah Edwards frequently had one or more "disciples" living in their homes to observe marriage and personal spiritual dynamics.

When we research mentoring, we see the definition of mentoring varies with each author; however, some commonalities tie the definitions together. In *Connecting*, Paul D. Stanley and J. Robert Clinton define mentoring as "a relational experience in which one person empowers another by sharing God-given resources." In *Mentoring*, Bobb Biehl adds time references to his definition: "Mentoring is a lifelong relationship, in which a mentor helps a protégé reach her or his God-given potential."

Mentors share lessons they have learned, extend helping hands, and become safety lines of love and affirmation to those following them. *The Word in Life Study Bible* stresses the giving

aspect of mentoring by describing it as a “voluntary investment in others for their growth, development, and success.” This definition is expanded to include faith in the value of the mentee and the benefits for this individual. Because of the value of the learner, mentoring may require loving sacrifice from the mentor. Howard Hendricks from Dallas Theological Seminary describes mentors as individuals involved in a process. Mentors are committed to help people grow, to keep them growing, and to assist them as they realize their life goals.

Looking at the lives of biblical personalities and Christian leaders, we find references to, and experiences of, mentoring relationships. Moses prepared Joshua for the transition of leadership as the Israelites entered Canaan. Eli helped Samuel develop into a man who listened to God's voice and spoke to the nation. Priscilla and Aquilla disciplined Apollos, taught him essentials for the faith, and sponsored his ministry. Barnabas stood behind Paul, the persecutor-turned-convert, as he introduced him to church leaders and testified of his conversion. Assisted by Barnabas' mentoring, Paul became the outstanding leader of the New Testament church. Paul recruited Timothy and passed along the importance of mentoring by building on the foundation Timothy's mother and grandmother had laid in the young man's life.

Need for Mentors

In *Counseling Single Adults* Doug Fagerstrom suggests people need five different types of relationships in their lives: parent figure; role model; casual friend; intimate friend; and spiritual director, who is someone who comes alongside and helps you reach your spiritual goals. As people mature, the function of these relationships may change. The mentor who fills one of these relationships during a woman's childhood may not continue to fill that role when she reaches adolescence or adulthood.

Dr. Howard Hendricks suggests that each woman needs three types of mentoring relationships in her life: an older woman role model, a contemporary “soul sister,” and a younger woman to teach. Through the older woman's life, a woman sees that survival is possible, and she sees a demonstration of spiritual maturity and depth to emulate. A contemporary in a woman's life is someone who she loves and trusts. In this relationship, she finds acceptance and someone who can help her identify areas of her life that need attention.

To fulfill the third mentoring relationship, each woman also needs a younger woman to mentor. This relationship involves sharing experiences, passing along traditions, and helping the younger woman apply Christianity in the current society. It may also include teaching and being a role model for the younger woman as she finds her place in adulthood. This may be the more challenging relationship to develop since older women are often

reluctant to approach younger women. Remember that many young women are separated from their biological families and would like to have a mentor.

As technology increases, a growing number of women find themselves isolated. Equipment and technological advances make it possible for us to work at home. E-mail, cell phones, and fax machines offer quick communication but lack personal contact. Increasing numbers of women spend time communicating with others they may never meet. The need for mentors increases as this sense of isolation continues to grow.

Changes in the family structure often leave some people without an effective model for fathering or mothering. Those reared by a single parent frequently face unique fears as they enter marriage. While these women may ask the same questions entering marriage as those who were raised in a two parent home, they are more likely to wonder if they will repeat the pattern of becoming a single parent or break the cycle. Adults who were raised by abusive or emotionally absent parents also look for others to teach and model effective parenting.

Characteristics of a Mentor

Some common characteristics are found in most mentoring relationships. These include:

- Ability to see the potential in women.
- Tolerance to see the potential beyond mistakes and difficult personality traits.
- Flexibility in responding to the woman and situations.
- Patience and perseverance as gifts, talents, and abilities develop.
- Perspective and the ability to see down the road as the basis for the next step.
- The gifts and abilities to encourage others.

Mentors also give timely advice, offer encouragement, and provide helpful information from articles, books, and other sources. Mentors are willing to risk their reputations as they give the mentored person opportunities to develop leadership skills. Mentors encourage mentees to reach beyond their accomplishments to accept the challenges of a new generation. Mentors invite their disciples to come alongside them and learn while doing. Eventually, the roles reverse as the mentored ones accept new roles — the mentors then step into helping roles.

Ideal mentors structure the mentoring relationship, conversations, and activities to help protégés reach their God-given potential. These mentors remember the relationship is a two-way street. While mentors teach skills and model behaviors, they are also willing to learn from the mentee.

Beginning a Mentoring Relationship

A mentoring relationship may be initiated by either the one who wants to mentor or the one who wants to be mentored. Women must always be mentored by other women, and men by other men. At the beginning of this relationship, both women must take time to determine what they are willing to commit to and invest in the relationship.

A woman who has identified a woman she would like to have as a mentor may ask her about her interest in establishing a mentoring relationship. Likewise, women who feel they have something to offer less experienced women may approach them about the possibility of investing in the future.

What kind of questions should you cover as you evaluate starting a mentoring relationship?

- How easily do we communicate?
- How well do we relate to each other?
- What areas will the mentoring relationship involve?
- What are the expectations of the mentor and mentee?
- How frequently and for how long will we meet?
- Are our philosophies of life compatible?
- Are we both Christians? If not, how will this affect the relationship?

While professional mentoring relationships may not demand that both women be Christians, we need to exercise caution about entering such relationships. Even with the focus on professional or work-related mentoring, Christianity is a lifestyle that permeates all aspects of life. Therefore, relationships involving a non-Christian and Christian may be less effective because of different life perspectives.

Wait until you feel it is God's time to begin a mentoring relationship. Forced relationships or those resulting from pressure may not have the commitment necessary to foster true mentoring.

Identifying a Mentor or Mentee

I will never forget the first day of my teaching career. The teachers eagerly surrounded the desk of the principal's secretary for the first glimpse of their class lists. The other second grade teachers quickly formed a group as they scanned their list looking for "the name." With a sigh of relief, they looked from one to another attempting to pinpoint the unfortunate person. A first grade teacher looked over my list and marked one name. I realized "the name" was on my list.

Before long, I understood the others' apprehension about this student. I also remember how willing other first and second grade teachers were to help me during that school year. They listened to my frustrations, offered advice, and made suggestions for coping with that student.

While it was not part of a formal relationship, I reflect fondly on that mentoring I received from those teachers. Sometimes I asked for advice and at other times mentoring just happened during recess, over lunch, and at various meetings. Those relationships laid a foundation for me to build on during my teaching career.

Consider the women you know who are ten or more years younger than you are. Name three women in whom you see potential, ones you would like to get to know better and share some common interests. These interests may be work or career related, similar experiences, or other shared interests. These commonalities open the door for a mentoring relationship.

As you contemplate beginning a mentoring relationship, consider these questions.

For the Mentor

1. Do I suggest a mentoring relationship or do I wait to be asked? While a mentoring relationship may begin either way, one woman must take the initiative. Who asks is not the important issue — establishing the relationship is. Due to the commitment of attention, interest, and encouragement, often the mentor first approaches the woman she wishes to mentor.

2. What time commitment does a mentoring relationship involve? Each relationship is unique. Common interests, needs, and proximity are usually determining factors as you analyze the time commitment. If you live near each other, you may meet weekly or monthly. Some mentoring relationships are long distance with infrequent personal visits. These women maintain contact by phone, fax, e-mail, and letters. Other relationships are based on an as-needed frequency. At first, you may need to invest extra time in the relationship to become better acquainted and relaxed with each other. Relationship-building times can include walks, come-with-me invitations as you perform various duties and responsibilities, or spontaneous encounters that forge your relationship.

3. What topics will you discuss during meeting times? The meeting agenda is set by the mentee's needs. Discussions may include focus on decisions the mentee needs to make, problems for which the mentor can offer insights, listening as the mentee reaches a conclusion, updating of concerns from previous meetings, reporting of progress and prayer requests.

4. Where do these meetings occur? Anywhere you can enjoy personal, in-depth talk. Meetings may occur in restaurants over a meal or something to drink. At times, depending on the topics to cover, you may want a more private location — a walk in a park, your home, or your office. Remember much of mentoring is sharing your life with the woman you are mentoring. Mentoring is an attitude more than a setting.

5. How much advice do I offer? Sometimes advice is sought and accepted. Other times, the mentee simply needs an opportunity to talk and gain another perspective to a situation. When you give advice, remember the mentee decides what to do with it. The goal is not to make a clone of yourself but to assist the mentee in developing God-given potential and abilities.

6. How will I know when to end the relationship? Ending or changing any relationship is difficult. A relationship may naturally die due to changing interests and needs or from a conflict. Whatever causes the change, make certain that you maintain open communication so both of you feel positive. Make sure you convey care, honesty, and fairness. Be positive and use "I" statements. End the discussion by assuring the mentee of your continued interest and support. Leave the door open for the future, too.

7. Should I loan money to my mentee? Though you might be tempted, loaning money can hurt a mentoring relationship, even if you take precautions of signing formal papers.

8. What is the confidentiality level? Extremely high. Never discuss with others information you shared or gained through a mentoring relationship.

Desirable Characteristics in a Mentee

1. The individual is a woman of integrity. As you look at this woman, you see potential and someone in whom you want to invest time and energy.

2. The individual is enjoyable. You want to see this woman succeed. This is someone you are willing to invest in for a lifetime. She is a woman with whom you can be comfortable.

3. The individual is open to being nurtured and is an eager disciple. Look for a woman who wants to learn from the experiences of others. A teachable attitude is a basic requirement for a mentoring relationship.

4. The individual is self-motivated. As the relationship progresses, the woman should take some responsibility for setting up meeting times and contacting you.

Your Mentor and You

As you consider a mentoring relationship, look for a woman who is more experienced than you, believes in you, indicates an interest in your well-being, enjoys being with you, and encourages you. The following characteristics are important as you identify potential mentors.

1. A mentor is honest with you. Honesty does not mean being critical; it reflects a willingness to help you face tough issues. Because the mentor is interested in your well-being, she is willing to address uncomfortable issues. The ideal mentor is honest, caring, and fair.

2. A mentor is a model for you. Remember the goal is develop-

ing your full potential — not to become a clone of your mentor. Your mentor, however, should be a woman who lives with integrity.

3. A mentor is deeply committed to you. The Scriptures contain examples of mentoring: Jesus and the disciples, Priscilla and Aquila, Paul and Timothy, Saul and Annaias. These examples show how individuals walked with others as they faced new experiences.

4. A mentor is open and approachable. A mentor shares success stories as well as stories about situations that didn't turn out so successfully. It is important for you to see both sides and to learn that life goes on.

5. A mentor is a good teacher. A mentor explains the “how” and “why” behind tasks and decisions and gives you opportunities to learn new skills.

6. A mentor believes in your potential. A mentor is your cheerleader. As you talk to your mentor about discouraging times, she will encourage you to keep going, even when you may want to quit.

7. A mentor helps define your dreams and develop plans to achieve them. This involves clarifying your dreams and determining how realistic they are. Part of the mentor process is refining dreams into achievable goals.

8. A mentor is successful in your eyes; a woman you want to be like. This does not necessarily mean successful by the world's standards. Success should be defined as following God's leading.

9. A mentor is willing to learn from you. A mentor models teachability while teaching. An ideal mentoring relationship is a two-way street with both of you giving to and receiving from each other.

10. A mentor is willing to follow your agenda. You determine the topics you will discuss during your times together.

As your mentoring relationship develops, be gracious and thank your mentor. While your mentor does not expect any kind of compensation, sincere appreciation is always acceptable. Share how you have benefited from your time together. Be considerate of your mentor's availability and work together to determine meeting times and places. Express the admiration and love you feel for your mentor. Although watching you grow and develop is rewarding, your mentor will enjoy hearing you express those words.

Implications of Mentoring for Women's Ministries

Mentoring is not another program or ministry under the umbrella of Women's Ministries. Most successful mentoring relationships occur when women see other women they'd like to be mentored by or to mentor.

The role of Women's Ministries is educational. We provide information and create opportunities for women in all strata of life to become acquainted. As women develop relationships and

friendships, mentoring opportunities naturally evolve. New Christians become acquainted with mature Christians who provide encouragement as they live the Christian lifestyle. Life-long Church of the Nazarene members are able to share our denominational history with new Nazarenes. Additionally, the Women's Ministries Director may demonstrate mentoring as she works with future leaders to develop their skills and as she gives them opportunities to use these skills.

Consider women in your congregation. Who has the potential to be a future Women's Ministries Director? Who are the new Christian women who could benefit from another woman discussing the implications of Christianity on their lives? Who are the new Nazarenes that need to understand the Wesleyan/holiness perspective and the influence of the Church of the Nazarene world-wide?

Begin applying this information with Women's Ministries Council members. Role-modeling has many merits; however, you'll have a deeper and longer-lasting effect through mentoring. Identify one council member who has leadership potential. Become better acquainted and gradually implement leadership information as you become her mentor.

Summary

Mentoring is deliberately selecting another woman in whom you are willing to invest yourself to help her achieve her life goals. It requires a long-term commitment of time, energy, and availability. Mentoring draws from life experiences and requires a dedication to the agenda of the mentee.

Because many women are relationship orientated, Women's Ministries is the ideal setting to teach mentoring. As you mentor council members, develop strategies for educating other women about mentoring; and, ultimately, inform the entire congregation. One of the hallmarks of young adults is their need for relationships. Mentoring may be the key to reaching them.

Differences Among Evangelism, Discipleship, Mentoring

Mentoring is one of many terms used interchangeably. While there may be elements of the various roles involved in mentoring, Biehl makes distinctions among these roles. The following charts state these differences.

EVANGELISM

Is it scriptural?

Taught and modeled in scripture.

Models in scripture

Paul.

How great is the need?

Desperate.

Primary basis of interchange

Content.

Type of role

Convincing non-believers and defending the faith. Presenting the Good News.

Whose agenda?

Evangelist's agenda (the gospel).

Training required?

Person equipped as evangelist.

Time frame

Less than one hour (typically).

Long-term commitment required

Low.

DISCIPLESHIP

Taught and modeled in scripture.

Timothy.

Desperate.

Content.

Teaching new believers spiritual truths in all aspects of life.

Discipler's agenda (spiritual disciples).

Academic knowledge and personal mastery of the spiritual disciplines.

Limited time course of study.

Low.

MENTORING

Modeled in scripture.

Barnabas.

Desperate.

Relationship.

Caring for and helping a person.

Protégé's agenda (goals/problems)

Pastoral life experience relevant to protégé.

Life-long as needed.

High.

- chart continued from previous page -

EVANGELISM

Focus on time together

Presenting the salvation opportunity.

DISCIPLESHIP

Teaching the spiritual disciplines.

MENTORING

Supporting toward maturity in all areas of life.

Importance of personal chemistry

Respect required.

Respect required.

Respect and personal chemistry required.

Approximate involved

Possibly thousands evangelized over a lifetime.

Possibly hundreds disciplined over a lifetime.

Typically one to twelve mentored over a lifetime.

Modern role parallels

Brilliant, articulate, evangelist/apologist.

Disciplined mature teacher.

Loving aunt, uncle or close (more experienced) friend.

Essential message

Repent, you must be saved! The kingdom is at hand.

To mature spiritually, here is what you need to know, do or become.

How can I help you get where you are going?

All About Women's Ministries Survey

Women's Ministries is a very rewarding part of our church. As we plan, organize, and develop programs, we need your ideas and concerns.

What do you see as the predominant need of women?

How can the church best meet these needs?

What kind of ministry programs would benefit you most?

In what areas of Women's Ministries would you like to be more involved?

What is a new area of ministry you would like to see Women's Ministries implement?

Would you be interested in serving on the Women's Ministries council?

Additional Comments:

Analysis of Your Congregation

1. How many women attend your church? (18 years and older)
2. Estimate the number of women in each of the following age groups:

_____ 18-23	_____ 24-35	_____ 36-45
_____ 46-55	_____ 56-65	_____ 66-75
_____ over 75		
3. How many single women are in your congregation?
4. How many single-parent families?
5. What percentage of the women in the congregation work outside their homes?
6. What is the average distance a woman drives to your church?
7. What does your church do now to minister to women?
8. How are the women in the congregation currently involved in ministry?
9. Have you talked regularly with the pastor and Sunday School superintendent regarding the need for Women's Ministries?
10. What do you think the women in your congregation need?
11. What do you think the women in your congregation want?
12. What can you discover from the daily newspaper about the needs of women?
13. Do you have the finances to support your Women's Ministries?

Council Brainstorming Session

1. Who will you invite to serve on the Women's Ministries Council? What section of the women in the congregation and community does each person represent? What is the reason for inviting each one?
2. Who will facilitate the leadership team's brainstorming sessions?
3. What is the proposed agenda (purpose) of the leadership team?
4. When and where will the sessions take place?

Council Brainstorming Results

1. What purpose statement did the leadership team develop for Women's Ministries?
2. What two to four areas of Women's Ministries did the council target? In what order were they prioritized?
3. Have you updated the senior pastor about the council brainstorming session results? What feedback did you receive?
4. The Next Step: Who will be part of the council for the first event of your Women's Ministries?

Quality Program Checklist

- Meeting room or location
- Clean and well-lit?
- Adequate number of chairs and tables?
- Easy to find?
- Adequate instructions in publicity for finding the location?
- Enough parking?
- Location clearly marked with signs?
- Greeters
- Adequate number?
- Arrive early?
- Sufficient instructions or training on how to be a greeter?
- Registration table present?
- Name tags and pens available?
- Literature about Women's Ministries and the church in general available?

Actual Event

- Provided what was promised in the publicity?
- Began on time?
- Ended on time?
- All program needs (flip charts and markers, overhead projector, handouts, etc.) set up prior to the meeting?
- Program details fulfilled?
- Child care offered safely and sufficiently?
- Refreshments plentiful and appropriate?
- Other special needs or circumstances?
- Your overall rating of this event:
- What could be done to improve this event in the future?

Sample Conference/Retreat Budget

EXPENSES:

Conference/Retreat Expenses

Arrangements:	
Facilities	250.00
Food (includes food for workers during planning)	2550.00
TOTAL	\$2800.00

Hospitality

Hospitality (reception)	\$350.00
Packets (printed bags, tissues, lotion, novelty items)	1200.00
Cookbooks	800.00
Photo expense (photographing conference/scrapbook)	100.00
Plastic name tag covers	200.00
Miscellaneous expense	150.00
TOTAL	\$2800.00

Program

Honorarium (instrumentalists, soloists)	800.00
Honorarium (keynote speaker, seminar leaders)	3000.00
Transportation and lodging for guest leaders	1900.00
TOTAL	\$5700.00

Public Relations

Newspaper advertisement	400.00
Radio advertisement	400.00
Statewide mail out (postage)	500.00
Printed materials (brochures and program)	800.00
Postage (newsletters, registration information)	200.00
Miscellaneous publicity	200.00
TOTAL	\$5700.00

Decorations

General decorations	1450.00
Displays and bulletin boards	150.00
Miscellaneous decorating expense	150.00
TOTAL	\$1750.00

Miscellaneous

Receptionist during event	150.00
Maintenance/moving during event	300.00
TOTAL	\$450.00

TOTAL EXPENSES \$17,000.00

INCOME:

Conference/Retreat Income

750 Ladies @ \$20	15,000.00
50 Ladies @ no expense (speakers, music, scholarships, no shows)	
Women's Ministry Budget	\$2000.00

Sample Retreat/ Conference Schedule

Friday

6:15 PM	Sound check (taped music playing)
6:45 PM	Doors open/Piano prelude
7:00 PM	Welcome/Prayer
7:15 PM	Door Prizes
7:20 PM	Introduce Musicians
7:40 PM	Introduce Guest Speaker
8:40 PM	Announcements
8:45 PM	Dismiss

Saturday

8:00 AM	Sound check (taped music playing)
8:15 AM	Doors open
8:20 AM	Begin music
8:30 AM	Welcome/Prayer
8:35 AM	Announcements/Door Prizes
8:40 AM	Special Music
8:55 AM	Speaker
10:00 AM	Morning Break
10:15 AM	Small Group Sessions
11:30 AM	Lunch
12:35 PM	Choruses and Special Music
12:50 PM	Speaker
2:00 PM	Dismiss

Comments/Survey Form

Thank you for taking a moment to share your ideas and comments. Please circle the number that best represents your feelings. Feel free to write suggestions or ideas on the back of this form and leave it on the table. Hope to see you again next year!

	Excellent				Poor
Retreat Location	5	4	3	2	1
Meals	5	4	3	2	1
Schedule	5	4	3	2	1
Musician	5	4	3	2	1
Speaker	5	4	3	2	1
Communication prior to retreat	5	4	3	2	1
Registration Process	5	4	3	2	1
Group Devotional	5	4	3	2	1
Table Numbering System	5	4	3	2	1
Silent Auction	5	4	3	2	1

In what ways has this retreat encouraged you spiritually?

Would you or your church enjoy assisting in the retreat next year? Yes No

Please check area(s) of interest:

Registration Hostess Decorations Music Packets Other

How many hours did you drive to get to retreat? _____

Are you on our mailing list? Yes No

Do you wish to be added to the mailing list? Yes No

If so, please clearly print your mailing information below.

Last Name: _____ First Name: _____

Street Address: _____ Apt. #: _____

City: _____ State: _____ ZIP: _____

E-Mail Address: _____

Analysis of Your District

1. How many churches on the district have Women's Ministries?
2. What size churches make up your district? How many churches have attendance of

_____ less than 49	_____ 50-99	_____ 100-199
_____ 200-299	_____ 300-499	_____ 500-699
_____ 700-999	_____ 1000-2500	_____ 2500+
3. What does your district do now to minister to women?
4. For what district or service projects could the women assume financial or organization respoinsibility?
5. Do district activities and events include single women, whether or not they are mothers?
6. Have you discussed the need for Women's Ministries with the District Adult Ministries and Sunday School Ministries directors?
7. What are the needs of the women on your district?
8. How can District Women's Ministries help meet the needs?
9. What do you think the women on your district want?
10. What can you discover from the daily newsspaer, women's periodicals, and other magazines about the needs of women?