

gifted for leadership

Assess the Effectiveness of Your Women's Ministry



Use these assessment forms to help you and your team discern whether you are truly helping women in your women's ministry.

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Introduction

Big Changes in Women's Ministry

By JoHannah Reardon



Women's ministry is changing because women are changing. Women now make up 50 percent of the work force, often are raising children alone, or simply are involved in so many things that they haven't the energy to devote to the ministry we offer them. Many of us may feel what Julie Pierce expressed in an interview with Amy Simpson:

Someone from my church approached me about a women's ministry opportunity in which I'd provide leadership, shape direction, and invest in the other leaders. Although I felt passionate about women and women's issues, I'd never seen myself working in women's ministry; all the stereotypes surrounding it just were not me. Plus I didn't have a seminary degree,



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Big Changes in Women's Ministry

and I wasn't a Bible teacher. I thought those were the kinds of people equipped to lead in women's ministry.

Perhaps, you, like Julie, haven't felt confident in leading a women's ministry. And too often our women's ministries haven't changed from the popular model that worked 30 years ago. If that is true of your women's ministry, these assessment forms will help you evaluate what might work instead. Or if you have changed your women's ministry, it will help you determine if that change has been good or if you have simply swapped the old model for a new one that is equally ineffective.

We hope this practical tool will assist you and your team as you devote yourself to helping women.

Blessings,

JoHannah Reardon

Contributing Editor for GIFTEDFORLEADERSHIP.COM

Leader's Guide

How to use this download for a group study



This download is a collection of tools to use for yourself or with those you lead to measure how you're doing in your women's ministry.

Here's how to use these assessments with a group:

- 1. Print and photocopy the assessment tool you'd like to use (you have permission to photocopy for your church or educational use).**
- 2. Hand it to those you lead to complete.**
- 3. Lead a discussion based on their answers.**

Not Your Mother's Church Social

7 fresh ways to reach out to women today.

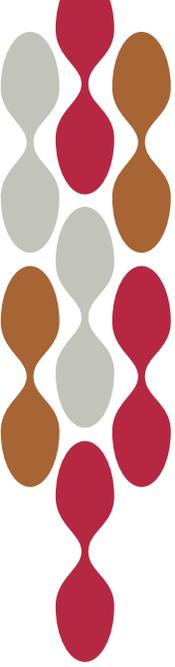
By Amy Nappa



Lacy tablecloths and flowery centerpieces. A light brunch and "special music." After a speaker encourages everyone with uplifting words, attendees peek under their chair to look for a sticker. Surprise! Those with a sticker get to take home a centerpiece.

Sound familiar? It should. I've just described a women's ministry "tea," and it's a staple at most churches. But while many women enjoy these traditional gatherings, others seek events that are more challenging, unconventional, or relevant to the life they lead.

Use this assessment to help you figure out if you are doing something life changing or merely entertaining in your women's ministry.



Assess the Effectiveness of Your Women's Ministry Not Your Mother's Church Social

For each statement, mark whether it's true of your women's ministry:	Yes	No
1. Rather than entertain women, we look for ways to push their comfort levels so they can grow.	<input type="checkbox"/>	<input type="checkbox"/>
2. We have taken time to get to know the women in our church to ascertain what they need spiritually.	<input type="checkbox"/>	<input type="checkbox"/>
3. We don't do things as we always have done them, but instead we take risks to try something new.	<input type="checkbox"/>	<input type="checkbox"/>
4. We not only do Bible study, worship, and devotional activities, but we challenge women to step out and stretch what they think they can do by providing unconventional adventures.	<input type="checkbox"/>	<input type="checkbox"/>
5. We look for ways to include single mothers and working mothers into our women's ministry.	<input type="checkbox"/>	<input type="checkbox"/>
6. We give women practical help in areas of their need, such as parenting and an opportunity for individual prayer.	<input type="checkbox"/>	<input type="checkbox"/>
7. We provide opportunities for the women in our church to reach out to others.	<input type="checkbox"/>	<input type="checkbox"/>

This assessment was adapted from an article that first appeared on
TODAYSCHRISTIANWOMAN.COM.

Mentoring and Multiplying

Identifying, training, and
equipping leaders

By Natasha Sistrunk Robinson



After many lessons learned from teaching the Bible for 10 years and having successfully launched a women's small group ministry at our former church, I wanted to take time to pray and research before launching a women's mentoring ministry. After reading a few articles and researching online, I read Regi Campbell's book *Mentor Like Jesus*, in which he presents Jesus as the world's best mentor and highlights lessons gleaned from Jesus' mentoring relationship with his twelve disciples.



Assess the Effectiveness of Your Women's Ministry

Mentoring and Multiplying

For each statement, mark whether it's true of your women's ministry:	Yes	No
1. As leaders, we spend time in prayer for our ministry and for each other.	<input type="checkbox"/>	<input type="checkbox"/>
2. The mentoring relationships in this church are for the purpose of discipleship.	<input type="checkbox"/>	<input type="checkbox"/>
3. The leaders in our ministry are sound theologically.	<input type="checkbox"/>	<input type="checkbox"/>
4. The leaders in our ministry are emotionally mature and have integrity.	<input type="checkbox"/>	<input type="checkbox"/>
5. Our ministry exists to win souls and shepherd them.	<input type="checkbox"/>	<input type="checkbox"/>
6. We ask women to pray about it before they accept leadership positions.	<input type="checkbox"/>	<input type="checkbox"/>
7. We equip women for the tasks we ask them to do (2 Tim. 3:16-17, Heb. 13:20-21).	<input type="checkbox"/>	<input type="checkbox"/>
8. We give women freedom to develop their own ministries based on their passions.	<input type="checkbox"/>	<input type="checkbox"/>
9. We provide teaching and training to our leaders.	<input type="checkbox"/>	<input type="checkbox"/>
10. We build confidence in our leaders, not in their own abilities, but in their trust that God who called them will also sustain them (Rom. 8:30, Phil. 1:6).	<input type="checkbox"/>	<input type="checkbox"/>

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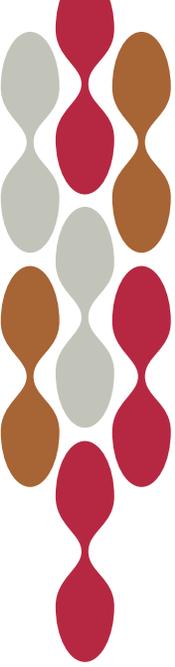
What Beth Moore Can Teach Us about Women's Ministry



Women are hungry for the Word of God.

By Jane Johnson Struck

This assessment was adapted from an interview with Beth Moore. At one point in the interview, Beth says, "I love what it says what it says in Matthew 13:11-12—that to those who've been given kingdom secrets, he gives more. In other words, Jesus reveals himself progressively as we seek him. He becomes a glorious, holy addiction." That sums up her passion, and through it we learn what makes her ministry so successful and gain clues as to what women are looking for.



Assess the Effectiveness of Your Women's Ministry

What Beth Moore Can Teach Us about Women's Ministry

For each statement, mark whether it's true of your women's ministry:	Yes	No
1. We help women understand that God's Word empowers us to have the renewed mind of Christ and to live differently.	<input type="checkbox"/>	<input type="checkbox"/>
2. We help women truly delve into the Scripture, not just give them platitudes and tack a Scripture onto it.	<input type="checkbox"/>	<input type="checkbox"/>
3. We teach women Bible doctrine with passion, helping them to see why it's relevant to their lives.	<input type="checkbox"/>	<input type="checkbox"/>
4. More than anything in our ministry, we want women to follow hard after Jesus.	<input type="checkbox"/>	<input type="checkbox"/>
5. We have seen God's Word bring healing and wholeness to women as the chains of sin begin dropping off them.	<input type="checkbox"/>	<input type="checkbox"/>
6. We help women deal with abuse and victimization that they have suffered.	<input type="checkbox"/>	<input type="checkbox"/>
7. We provide opportunities for women to connect over God's Word and mutually encourage one another.	<input type="checkbox"/>	<input type="checkbox"/>
8. Our ministry combats self-absorption by teaching women to reach out to others.	<input type="checkbox"/>	<input type="checkbox"/>
9. We teach women that they should be ashamed of their sins, but we also teach them how to walk in the Holy Spirit's power.	<input type="checkbox"/>	<input type="checkbox"/>
10. We encourage women to get godly counsel when they are struggling with sin they cannot conquer.	<input type="checkbox"/>	<input type="checkbox"/>
11. We help women grieve their losses, wrestle with their disappointments, and learn to return with songs of joy (Ps. 126:5-6).	<input type="checkbox"/>	<input type="checkbox"/>
12. We teach women to fight for their marriages and to get help if they need it.	<input type="checkbox"/>	<input type="checkbox"/>

This assessment was adapted from an interview that first appeared on
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Leadership, the AA Way

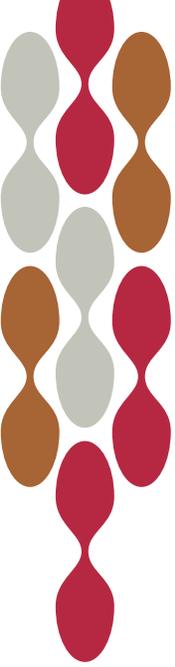
Getting real and leading
authentically

By Nicole Unice



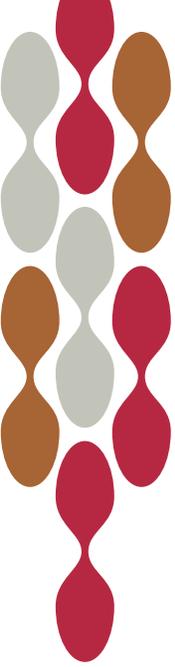
I used to think Alcoholics Anonymous was all stale prayers and smoky church basements. I considered myself a distant admirer of the program, but even as a counselor, I didn't want to get too close. AA was a good idea for some people, but surely it wasn't relevant to my busy life of "making a difference" in women's ministry.

Last summer my stereotypes were shattered through a course called "Substance Abuse and Society," which gave me a firsthand glimpse into the program of Alcoholics Anonymous. Like the church, AA encourages people to seek healing and growth. But sometimes unlike church, AA prizes authenticity—in a Jesus kind of way. I was surprised at how much I gleaned about leadership in those church basements. Take a journey through a few of the Twelve Steps to examine your authenticity as a leader:



Assess the Effectiveness of Your Women's Ministry Leadership, the AA Way

For each statement, mark whether it's true of your women's ministry:	Yes	No
1. We encourage gut-level honesty in our women's ministry.	<input type="checkbox"/>	<input type="checkbox"/>
2. We help women recognize that honesty doesn't cripple them with self-condemnation, but that it transforms them into powerful witnesses of grace and love.	<input type="checkbox"/>	<input type="checkbox"/>
3. As leaders, we help people understand that we don't "have it all together" but are willing to examine our own failings so we can testify to God's grace.	<input type="checkbox"/>	<input type="checkbox"/>
4. We have admitted, and encourage others to admit, our moral failures in the areas of fears, resentments, relationships with others, material possessions, and sexual integrity.	<input type="checkbox"/>	<input type="checkbox"/>
5. We avoid what Jesus warned the Pharisees about—that they were like "whitewashed tombs," appearing beautiful on the outside while full of hypocrisy on the inside (Matt. 23:27-28).	<input type="checkbox"/>	<input type="checkbox"/>
6. As leaders, we demonstrate to the women of our church that others often give us more grace than we are willing to give ourselves.	<input type="checkbox"/>	<input type="checkbox"/>
7. We show the women of our church, when we openly share our weaknesses, that we are leaders who make decisions out of our own brokenness, and that we can't do it alone.	<input type="checkbox"/>	<input type="checkbox"/>
8. As leaders, we have at least two people in our lives who know what sins tempt us and who can encourage us to pursue spiritual health.	<input type="checkbox"/>	<input type="checkbox"/>
9. Because we understand that we are flawed, we appreciate our influence and use power as leaders with humility.	<input type="checkbox"/>	<input type="checkbox"/>



Assess the Effectiveness of Your Women's Ministry Leadership, the AA Way

For each statement, mark whether it's true of your women's ministry:	Yes	No
10. Because we allow God to control the outcomes of our sincere attempts as leaders, we want others to provide contribution and direction (1 Tim. 1:16).	<input type="checkbox"/>	<input type="checkbox"/>
11. We regularly take time to be alone with God so that we can follow his direction.	<input type="checkbox"/>	<input type="checkbox"/>
12. We often sacrifice our own ideas for the greater ministry of the church.	<input type="checkbox"/>	<input type="checkbox"/>

This assessment was adapted from an article that first appeared on GIFTEDFORLEADERSHIP.COM.

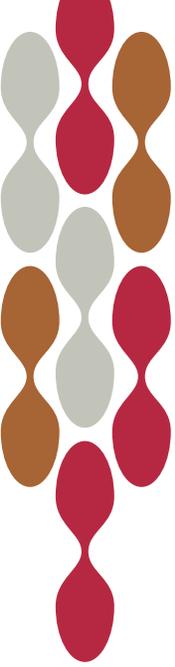
What Women's Ministry Can Be



I finally learned about identity,
mission, and worth.

By Amy Jackson

Recently I joined an intergenerational women's group. Five of us are in four different generations. We have different backgrounds, hometowns, and church experiences. Some have children; others don't. One woman has grandchildren. Despite our differences, we gather every Thursday night to grow together.



Assess the Effectiveness of Your Women's Ministry

What Women's Ministry Can Be

For each statement, mark whether it's true of your women's ministry:	Yes	No
1. Our women's group is characterized by developing trust and relationships.	<input type="checkbox"/>	<input type="checkbox"/>
2. We help the women in our church know who they are and whose they are.	<input type="checkbox"/>	<input type="checkbox"/>
3. We help women dream of ministry and help them achieve those dreams.	<input type="checkbox"/>	<input type="checkbox"/>
4. We instill worth in the girls of our church at an early age so they won't doubt it when they are older.	<input type="checkbox"/>	<input type="checkbox"/>
5. We encourage the women in our church by praying for them.	<input type="checkbox"/>	<input type="checkbox"/>

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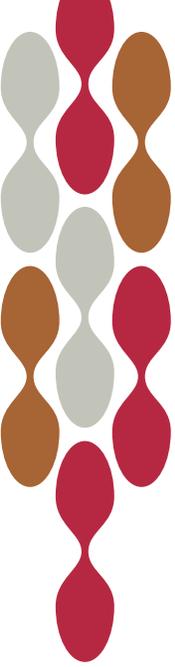
Ideas for Women's Ministry



These practical ideas can help you rethink your women's ministry.

By Amy Simpson

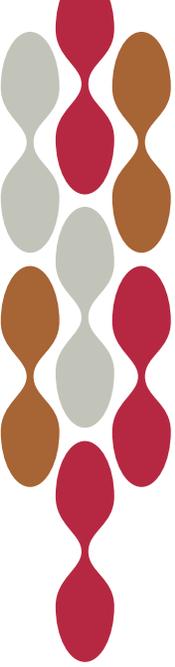
When I wrote an article about **Why I Don't Do Women's Ministry**, it sparked quite a conversation. Obviously, women have some strong feelings and opinions on how to do women's ministry, and about their experiences in women's ministry programs. This conversation was so lively and challenging, I knew I had to write a follow-up post in the hope that it will generate some ideas for how we might make women's ministries more effective.



Assess the Effectiveness of Your Women's Ministry

Ideas for Women's Ministry

For each statement, mark whether it's true of your women's ministry:	Yes	No
<p>1. We recognize that women are not all the same. Those who are called to women's ministry have their work cut out for them. It's not an easy job to minister to such a diverse group of people. But anyone who wants to appeal to women in general must recognize that women come in many different shapes and must create programs that appeal to more than one type. Our lifestyles, circumstances, and preferences are so diverse. Not everything has to appeal to every woman, but if nothing about a church's women's ministry program appeals to a particular woman, she'll quickly get the message that she's not wanted.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>2. We respect women's intellectual abilities. Too often, we seem to buy into the world's lie that we are purely emotional beings, at the whim of fantasy and hormones, and not smart enough to go deep. God created us to feel and to think. Our souls hunger not only for the presence of God, but also for knowledge of his truth. Ministries that focus only on women's emotional needs or that stay on a shallow level are doing a disservice to their women and to the larger body of Christ. And they're failing to reach many women, who will never be engaged by a ministry that does not challenge their intellect.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>3. We recognize that women are not just wives and mothers. Women aren't required to fill these roles in order to see God's purpose for their lives. I'm both a wife and a mother, but if I were neither, God's calling on my life would not go away. It's pointless to ignore the importance of these roles in the lives of many women, but we must acknowledge that women are unmarried, childless, divorced, single, struggling with infertility, focused on their careers, and everything in between. They're all important to God, and none of them should have the impression that God's plans don't include them.</p>	<input type="checkbox"/>	<input type="checkbox"/>



Assess the Effectiveness of Your Women's Ministry

Ideas for Women's Ministry

For each statement, mark whether it's true of your women's ministry:	Yes	No
<p>4. We make it safe to talk about real life. In my experience, most topics are off the "approved" list at women's ministry gatherings. This is a systemic problem in many churches, so I don't think it's fair to blame it on women's ministries. But if a women's ministry program were able to make it safe to talk honestly and biblically about our experiences with spiritual doubt, depression, injustice, loneliness, temptation, abuse, regrets, sex, career success, insecurities, need to achieve, perfectionism, financial worries, sexual harassment, boredom, anxiety, exhaustion, great books, compulsive eating, addictions, and things that keep us awake at night, that ministry would produce some powerful life change.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>5. We affirm real women. We should not walk out feeling worse about our potential in Christ than we did when we walked in. Many women feel torn down and devalued by the church—simply because they are women or they are the sort of women God has made them to be. And while some have commented that I seem to be whining about my own experiences, or feeling sorry for myself, I'm actually not too worried about myself. My commitment to Christ and to the church is intact and independent of what I experience in women's ministry. I am truly concerned about those women who have written off the church, and by association Christ, because of what they have heard the church telling them about their own worth. Any women's ministry program must make everyday women feel like they belong.</p>	<input type="checkbox"/>	<input type="checkbox"/>
<p>6. We challenge women. Besides the nursery, women's ministry may be the only place where many of our ministries seem designed only to make us comfortable.</p>	<input type="checkbox"/>	<input type="checkbox"/>



Assess the Effectiveness of Your Women's Ministry

Ideas for Women's Ministry

These out-of-the-box ideas might work for our women's ministry:	Yes	No
<ul style="list-style-type: none">• a sports ministry for women	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• a book club	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• get-togethers that include children	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• mentoring relationships	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• a lunchtime Bible study for women who work outside the home	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• an opportunity for women to share their stories	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• get-togethers to do some service in your community	<input type="checkbox"/>	<input type="checkbox"/>
<ul style="list-style-type: none">• interested women who run a business together and use the proceeds to help other women get on their feet	<input type="checkbox"/>	<input type="checkbox"/>

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Additional Resources

Articles, books, and Bible studies to help you further



Articles

Investing in the Future—I'm grateful for the women who saw potential in me. Now I want to help others find their purpose. By Julie Pierce, as told to Amy Simpson, available on TodaysChristianWoman.com.

Who Are You Unintentionally Mentoring?—We don't always realize the impact our lives have on others. By Amy Simpson, available on TodaysChristianWoman.com.

Why I Don't Do Women's Ministry—The old model of women's ministry doesn't click for everyone. Interview by Amy Simpson, available on GiftedForLeadership.com.



Assess the Effectiveness of Your Women's Ministry

Additional Resources

Books

Becoming More Than a Good Bible Study Girl by Lysa TerKeurst (Zondervan/2009). Is talking to God just another thing to check off on your to-do list? Lysa TerKeurst helps you forge a deeper connection! Drawing from her own remarkable story, she encourages you to enjoy special time with God, discover the life-changing words of Scripture, learn how God uses disappointments for good, and embrace the joy of the Lord.

Women's Ministry in the 21st Century: The Encyclopedia of Practical Ideas by Group Publishing (Group / 2011). Your go-to-guide for fun and practical ways to connect, engage, and inspire women! This fun-packed, easy-to-follow collection of ideas is just what you need by your side for reaching women of today. Every idea is designed to bring women into a closer relationship with God and each other. Use this guide to help transform your life and the lives of the women you serve, today!

Woman to Woman: Preparing Yourself to Mentor by Edna Ellison, Tricia Scribner (New Hope / 2011). A biblically based personal study to help guide you through the process of readying yourself for a mentoring relationship. This study will help the mentor-to-be evaluate her own gifts and how they can be used in mentoring, to examine the different possible roles of a mentor, to develop a plan for starting off the mentoring relationship in a positive way and to avoid the dangers that befall mentoring relationships.



Assess the Effectiveness of Your Women's Ministry

Additional Resources

Online Resources

Fresh Ideas for Women's Ministry—Practical tools for evangelism, discipleship, and mentoring. Available from **BuildingChurchLeaders.com**.

More Fresh Ideas for Women's Ministry—A follow-up download full of practical tools for evangelism, discipleship, and mentoring. Available from **TodaysChristianWoman.com**.

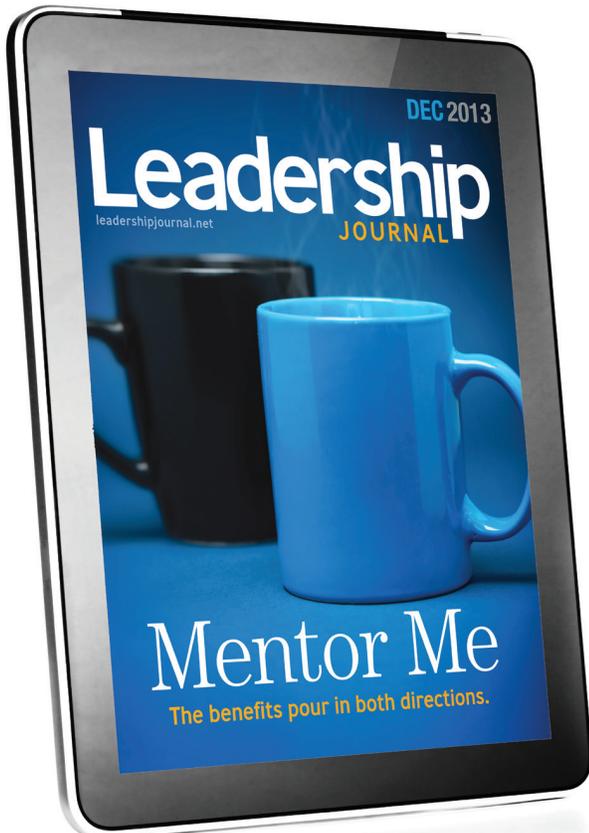
Ministry for Today's Women—What leaders of women's ministries need to know about the women they serve and the ministries they run. Available from **BuildingChurchLeaders.com**.

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