

What the Ladies in Your Church Want You to Know

by

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Introduction

The Church has a biblical mandate to engage in women's ministry. The Apostle Paul's instructions to Titus as he established the church in Crete draws attention to this need. Christian women in Crete had no model or clear standard of godliness as they came out of the world and claimed Christ as their Savior. In order to meet this need, the Apostle Paul also gave Titus a working prototype. This model (Titus 2:3-5) contains a comprehensive approach to leading women. For girls and single women, the specified need is: instruction in discretion, chastity, and care for the home. For wives and mothers, the instruction is to focus on love and submission to husbands, love of children, as well as care for the home.

The need for this type of training today is enormous. Wives are struggling to find their footing in a culture that devalues biblical marriage; divorce is on the rise, resulting in an increase in single-parent homes. Single and young women are falling prey to the lies of the culture concerning morality, and sadly, struggle to find their place in the church. LifeWay Research released study results demonstrating that more than two-thirds of young adults who attend a Protestant church stopped attending church regularly for at least a year between the ages of 18 and 22 (Barrick, 2007). As a result of these trends in culture, we may conclude that the need for women's ministry is more critical today than ever before.

Purpose

The purpose of this study is threefold: 1) to discover what percentage of women is actively involved in their church's women's ministry, 2) to ask women who are not involved why they choose not to attend as well as what conditions would encourage them to participate and 3) to determine what perceptions exist in the minds of women's ministry active members

including what they appreciate most, and where the gaps exist in servicing, reaching, and training women.

Methodology

Surveys (Appendix A) were distributed to 100 women, most of whom are employees of an evangelical Christian organization. The survey invitation encouraged the sample to pass the surveys along to their friends, so as to enlarge the data pool. Two surveys were administered: one was issued to women who are actively involved in women's ministries; the second for women who are not actively involved in women's ministries. A total of 153 completed surveys were received. A total of sixty-four (64) women chose to take the Participant Survey; eighty-nine (89) women took the Non-Participant Survey.

The surveys were constructed to obtain quantitative as well as qualitative data, so that meaningful numeric information would be supported by real-life perceptions. To that end there was a balance of multiple-choice questions along with open-ended questions. At the close of the survey, results were analyzed to determine thematic patterns and takeaways. Quantitative responses were cross-tabulated to dig deeper into the research. This was very helpful in determining the impact of personal invitations. Qualitative responses were reviewed for recurring themes and messages. Comparisons were also made between both participant and non-participant surveys. A number of clear patterns emerged in the process of this review. Those themes will be presented in this report in the form of recommendations and resource materials will also be provided to aid in the implementation of practical responses to the findings.

Results

Women's Ministry Participants

Of the 153 respondents, 64 women self-identified as women's ministry participants. They were asked how they were introduced to the women's ministry and how long they have been involved. Of these, 77% were introduced to women's ministry by a personal invitation from a women's ministry leader or participant. The majority (71%) have been involved in women's ministry for more than six years.

Role identification

When asked to describe their role in the women's ministry, 67.2% of the respondents indicated that they are involved in some type of leadership role, either as a director (14.8%), member of the leadership team (34.4%) or as a small group leader (18%). Reasons for participating include: spiritual growth ($n=36$, 61.0%), Bible study ($n=19$, 32.2%), and for fellowship ($n=26$, 44.1%). Other responses included: mentoring/advice ($n=9$, 15.3%), for help in dealing with marriage/family issues ($n=6$, 10.2%), for support in dealing with singleness/life issues ($n=2$, 3.4%), and for girl fun ($n=3$, 5.1%).

Quality

When asked to rate the quality of the women's ministry in specific areas they rated their ministry to singles as the strongest (3.3 on a 4.0 scale), with marriage ministry coming in second (2.75 on a 4.0 scale). All other areas of ministry appeared virtually even (2.25 on a scale of 4.0). These include: spiritual growth, bible study, fellowship, and girl fun.

Curricula

Beth Moore Bible Studies are in most frequent use ($n=27$; 30%) while other groups use Kay Arthur's material ($n=19$; 20%) or Priscilla Shirer Bible Studies ($n=8$; 9%). Others prepare their own Bible studies, use only the Bible or Nancy DeMoss's Bible Studies ($n=5$; 5.6%). Participants indicated a number of other studies that they use including: Nancy Guthrie Bible

studies, John Piper, Karia Bunting, Jackie Rose, Henry Blackaby, Phil Yancey, Kathy Minter, John MacArthur, Paula White, Daniel Henderson, Stormier Omartien, Tara Barthel, Mary Kassian, Susan Hunt, James Ford, Margaret Feinberg, Trevor Hudson, Dee Brestin, and Janet Davis.

Other topics of concern

When asked to list any additional issues they wished their ministry would address the most frequently cited response was “Real-life issues” ($n=8$, 12.5%): One respondent suggested “Single parenting, depression, self-esteem.” Another responded, “Abuse including substance, emotional, and physical.” This participant was concerned about, “immorality. We never talk about it but growing up it’s everywhere.”

In addition, outreach, mentoring, and service projects were addressed ($n=6$, 9%). This participant indicated she would like to see, “a more assertive effort to truly reach all women of the church.” Another respondent said, “I would like to see more outreach for the women’s ministry (i.e., prisons, community, schools, etc.). Avenues where they can put what they are learning biblically into practice. I would like to see every woman in some form of outreach to the unbeliever, new believer, flailing believer.” And another said, “We’ve identified the global plight of women and girls as a major concern for us. Rather than plan yet another event, I’d like to help us figure out ways to help women go deeper with involvement in these issues of justice.”

The needs of singles and working women were also mentioned by respondents ($n=2$, 3.1%) One respondent said, “[Please address] working women’s issues in the work place and at home because more and more women are returning to the workforce.” Another responded: “I am a professional woman who is NOT a mother or wife. I have never been married and I’m over 40. Rarely does any church address the realities of this group.”

Strengths and benefits

When asked, “What are the specific strengths of your women’s ministry” the most frequent response was fellowship ($n=21$, 32.8%). One respondent said, “Fellowship for the older ladies, encouragement for the younger ladies.” Another indicated, “Good fellowship, sharing ideas, prayer for one another, spiritual growth.” This participant explained, “Lot of fellowship. Large number of women so many can find a niche or group to belong to.”

Nearly one quarter of the respondents ($n=15$) felt that their women’s group excelled at focusing on spiritual growth, love for God, and prayer. One respondent said, “We pray together; we meet regularly all year long. We have seen the men’s group grow as a result of our praying and example.” Another respondent explained, “Focused on pleasing the Lord; focused on salvation and spiritual growth of women; diverse offerings.” This member said, “Focus on a personal relationship with God with emphasis on scripture-based prayer time.”

Good leadership was also identified as a key strength ($n=12$, 18.8%). This participant indicated, “We have a very strong spiritual WM Director who is committed to involving every woman in our church in one or more of the many Bible studies and programs offered in WM and developing a deeper, personal relationship with Christ. We have a WM Prayer Team who prays for every woman in our church each year. Our WM Leadership Team is committed to her role on the team, and also to stretch and grow spiritually through it. There are many women from other churches who have attended our programs or joined Bible studies and groups.” Mentoring was also mentioned as strength. “Our mentor program is very successful; and we have a leadership training program called Women of Influence, preparing women to take a leadership role in women’s ministry.” Another respondent said, “The director and leaders are very strong and

dedicated.” And another response included, “Authenticity of leadership and a call to spiritual transformation and personal maturity.”

Bible study was also identified by 17.1% ($n=11$) as a key strength. One responded succinctly described her group as “very Bible and gospel centered.” Another respondent said, “Bible study is the key component. Prayer is emphasized and practiced.” And another participant emphasized the practicality of her group’s study, “The [Bible] studies they write are really good at leading you into the Word to study it more than the book. The book is merely a tool to get you thinking. The leaders put great emphasis on the Word and thinking/study of it. They are willing to be open and share how it is impacting them and what they’ve learned.”

Variety in venues and format was also valued as a strength by participants ($n=7$, 10.9%). Qualitative responses on this topic include, “The Women’s Ministry at our church is very consistent in making available a variety of groups that the women can engage in (i.e., Bible studies, coffee break, widow’s connection, Christmas Tea-Outreach, book clubs, etc.” This participant noted, “We’re becoming more diverse in offering levels of participation, i.e., retreats, Bible studies, book clubs, etc.” This group member opined, “Many events offered. If you aren’t involved in women’s ministry it’s because you don’t want to be. There is something for everyone.”

Another 10.9% ($n=7$) identified consistency as a key strength: “Consistency, variety in materials studied, attracts women from other churches” was a descriptor offered by one respondent. Another offered, “We are consistent. We have a fall and spring Bible study. We have a retreat every fall and we have a brunch every spring.” Another respondent said, “The women who come are truly committed to the ministry and are committed to serving others.”

Finally, outreach and service were identified as strengths by 4.6% ($n=3$). One member describe her experience in service in offering, “They are involved in several projects that help the deprived surrounding church community.”

Weaknesses and challenges

The most frequently cited weakness cited by survey participants regarding their women’s ministry was: “Lack of commitment and consistency” ($n=17$, 26.5%). One respondent said, “Lack of participation, lack of resources to deal with the issues the women are facing in today’s society.” Another responded, “Follow-up, when someone has been missing from church when they are regulars, find out why or let them know you are thinking about them.” Another said, “We have a hard time getting new people to join us. We don’t have a large congregation, but our group could include more.”

A lack of genuineness was also a topic of concern for women’s ministry survey participants ($n=10$, 15.6%). One person observed, “Many women put on a mask and are not transparent, meaning they don’t feel comfortable showing weakness.” Another explained, “We don’t talk about real issues.” This member noted, “Spiritual growth doesn’t seem to be a focus.”

According to survey respondents, interpersonal leadership issues and poor planning also were identified as a significant weakness ($n=8$, 12.5%). One respondent said, “I think that one of the weaknesses is fostering respect among the leaders and encouraging, training, and supporting new leaders.” Another observed, “There is little team building done with the leaders; lack of planning...no one really wants to take charge.” This member indicated, “Some struggle for leadership among some of the women.”

A lack of participation among young women was cited as a weakness by some ($n=6$, 9.3%). One respondent indicated, “The lack of participation by younger women is a weakness.

We have never asked them about their interests or taken a needs assessment [survey].” Another said, “Our challenge has been reaching single women, as much of the teaching has centered around marriage, family and parenting. Our church is now developing curriculum that ministers to single women more specifically. We now have small groups designed for single women that are also age-specific. This has been very helpful in addressing the needs of singles. We also recently began a single mom’s ministry which reaches this group of women.”

Scheduling women’s ministry activities also proves challenging according to 6.2% ($n=4$) of participants. One respondent said, “Bible study is held when most of the women can’t participate.” Another noted, “Women are often busy with other responsibilities that personal growth gets shifted to the top shelf and other things take priority.”

While some have challenges in the area of participation, others believe that their ministry is too large ($n=3$, 4.6%). A respondent said, “The church is large so if a woman is not involved – and even if she is – you can feel like it doesn’t matter if you’re there. What’s one more person?”

Finally, survey participants valued having fun as part of their experience and note its absence ($n=3$, 4.6%). One respondent said, “Need a consistent girl’s fun night,” and 3.1% ($n=2$) identified the study of the Word as a weakness, saying, “We’re lacking real Bible study and spiritual growth.”

It is of note that some felt that their ministry had no weaknesses ($n=8$, 12.5%). One respondent said, “Can’t think of any as WM offers something to reach out and encourage females of every age, single or married, working, retired or staying at home.”

Communicating with Leadership

When this segment of the sample was asked, “What would you like the leaders of your women’s ministry to know?” the most prevalent response was “You are appreciated! ($n=17$,

26.5%). One respondent said, “Good job in nurturing, encouraging, guiding, loving, teaching and leading women down the right path for a joyful personal relationship with God.” Another offered, “They have the same busy schedules that everyone else does so I appreciate their additional preparation as well as their hearts for seeing changed lives in themselves and in us.” This member commended her leaders’ example in explaining, “I am delighted that the things of first importance to God are first importance in our church and therefore, our women’s ministry. They do a superlative job following the Pastor’s and elder’s shepherding and staying committed to having the women of the church know the Word of God and live it out faithfully, daily. I am truly blessed to have such a foundation spiritually!”

Gently leading with the Word of God was shown to be a valuable aspect of women’s ministry as indicated by 18.7% ($n=12$) of the participants. One respondent said, “I am lonely.” Another said, “Relationships develop slowly, but are important. Extend grace for getting there on time, especially when bringing young children to the child care ministries. Their attitude of frustration that people are not on time doesn’t portray love but annoyance.” This respondent focused on the need for depth in saying, “Women can, and should go deep into the truths of Scripture in order to apply its truths to every aspect of their lives. Events/fellowships are important, but we also need to go deep into the Word.” This member emphasized the flawed nature of people and her desired response in reminding leaders, “People sin. Please don’t act like they don’t. Not everyone grew up in the church.”

Succession planning and preparation for the future were concerns indicated by 3.1% ($n=2$). These respondents emphasized the need to continue to develop new leaders and continue to reach out to women. One respondent said, “Leaders must have an eye of discernment to see potential leaders that are fearful to step out and lead. They must be willing to take them by the

hand and help them to step into their gifts.” And another respondent said, “Since I am a leader, I would say what I would like us to know is, how to recruit more help when it seems as if the most able and innovative among us are also the most busy?”

Non-Participant Survey

Of the 153 respondents, 89 women indicated they were non-participants in women’s ministry. These women were asked if they had ever received a personal invitation to attend their church’s women’s ministry. Most of the respondents indicated that they had been invited ($n=61$, 70.1%) and 77.4% of women who received a personal invitation had attended at least one women’s ministry meeting.

Reasons for non-participation

When asked why they are not currently involved in the women’s ministry, the top response was “The schedule of meetings aren’t convenient for me” ($n=22$, 34.9%). Other responses included, “My life is too busy” ($n=17$, 27.0%), “My church doesn’t have an active women’s ministry” ($n=18$, 28.6%), “I couldn’t really connect with any of the women” ($n=10$, 15.9%), “The meetings don’t meet my needs” ($n=9$, 14.3%), and “The meetings are boring” ($n=6$, 9.5%). Three ladies provided the following responses: “I don’t see the need for a women’s ministry.” “Personality issues with the ministry leadership,” “I don’t feel like the women want me there.”

Desired topics

This group was asked, “Which topics/issues would encourage you to participate in the women’s ministry?” The most frequently cited response was Bible Study ($n=59$, 75.6%). Other responses included: “Social time” ($n=33$, 42.3%); “Spiritual gifts” ($n=27$, 34.6%); “Marriage issues” ($n=26$, 33.3%); “Parenting” ($n=24$, 30.8%); “Money Management” ($n=24$, 30.8%);

“Time Management” ($n=23$, 29.5%); “Real-life issues [such as] *blended families, divorce, addictions, sexual abuse* ($n=20$, 25.6%); “The Single Life” ($n=14$, 17.9%);

Perceptions

Several concerns surfaced when participants were asked to share their perception of their church’s women’s ministry. Some of these responses may be perceived as criticism, however a significant portion of these women ($n=30$, 34.0%) expressed appreciation for the hard work and sacrifice on the part of women’s ministry leaders, such as, “I think it is dynamic and well organized; the leadership is wonderful!” Another respondent commented, “They do a wonderful job of seriously considering how to help us as women grow in faith and trust in Jesus Christ for all our circumstances.” This participant noted that cliques can be harmful in observing, “It’s good, but can sometimes become a bit of an insider’s club. I think the new leader is doing well at trying to break that and embrace more women in fresh ways.”

Of the 89 total respondents 11% ($n=10$) felt that there was no place for single women or women who work outside the home. One respondent commented, “Women’s ministry should be for all women in the church, but often targets only younger to middle aged mothers who don’t work outside the home.” Another respondent said, “It’s for married women, especially married women with children and everything they do is uber-feminine, like ‘spa night.’ Also, it always involves lots of crying for some reason.”

Other respondents ($n=9$, 10%) were unable to make a genuine connection at their women’s ministry meetings. One woman felt that meetings were “superficial, fluffy, and PINK.” Another said, “It’s about girly things and is shallow.” Another noted a disconnect between the mission of the women’s group and its actual practice, “They think it’s ‘discipleship’ to stand around talking about babies and budgets...when every one of us (whether we face it or not) is

traumatized by the sin around us and in ourselves. I can't pretend I'm fine and dandy, nor can I connect with women who say they pray for me but never follow up with action or even questions about how I'm doing or how the Lord is being faithful to me in my situation.”

Respondents ($n=8$, 8.9%) were also dismayed that meetings did not seem to be open and inviting: “Group of leaders that try to get others involved to no avail. Seems to be the same people always doing the work while others do not participate.” Another respondent said: “Not very exciting except for the same few women that have always done it.” Another response illustrates a need for improvement, “Our women's ministry is really lacking. This is the opinion that many women in our church share.”

“Fitting in” was a concern that 7.8% ($n=7$) of respondents shared. One participant shared, “It's getting better – more inclusive and not such a clique. I just rarely feel welcome, like I'm not ‘in the group.’ Plus, the fact that I'm a working mom is difficult – I feel as though they don't know what to do with me. It's like I don't fit the mold of what they think motherhood and being a wife should be. Needless to say, it's very discouraging.” Another respondent said, “It is for women that live the traditional role of marriage. Primary caregiver and homemaker. The bread winner in my family and my husband is not a believer. I've never felt like I ‘fit the mold’ to be included.” This respondent noted, “Old ladies knitting, pot lucks, making cookbooks. Not good.”

While women like to have fun at their gatherings, too much of a good thing could prove to be a turn off. Focusing on the social element of the event was a negative characteristic to some ($n=6$, 7.0%). One lady said, “Has lots of potential, but seems to focus more on the ‘social aspect of ministry’ (e.g., movie nights, lunches, teas)” This respondent said, “It's a social gathering.” Another honestly observed, “I don't have the best perception of my church's women's ministry. We have Dessert Nights that are more social and don't provide enough spiritual nourishment.

We have Bible studies but they only seem to be seasonal. I feel like the men's ministry is way more extensive than the women's. I don't really like a whole bunch of social hours for women's ministry. I want to go deep and learn more about the Word."

Communication with Leaders

When asked, "What would you like the leaders of the women's ministry to know?" the top response ($n=13$, 14.6%) was that "single and young women need and want to be mentored. One respondent said, "Too much marriage and family and activities like that leave out the unmarried and single. Where there is balance women will come." Another said, "I would love to suggest that they invite college age students to attend. It would be a neat experience to be able to be poured into by older, wise, godly women." Yet another respondent indicated, "Single women who work full-time feel just as lonely for support and fellowship as moms – in some cases more so, since they are also without the comfort of a nuclear family."

The facilitation of thought-provoking conversations was seen as a need by some of the respondents ($n=11$, 12.4%). Consider their responses: "It's okay to go deep. Some of us like delving in to Scripture." "Don't be flaky or do fluff. Focus primarily on depth in Bible study/application. Encourage the women to visit one another outside of church, practice hospitality, and pray together often." "Think about the spiritual growth of women rather than focusing on something more 'girly.'"

Another 12.4% ($n=11$) want help dealing with pain in real life issues. One respondent said, "Sometimes it's hard to share your heart, thoughts, and observations openly because there is such a pressure to be 'spiritual' (like everyone else appears!)." Another responded, "Continue to strive to meet the needs of the scars and pain of women – often they are too scared to talk about it, or fear being judged too much." This participant connects topics of discussion with

modern needs in saying, “There is a need for a vibrant, consistent ministry that tackles contemporary issues women face: parenting, single parenting, balancing family life and work, sexuality, marriage, divorce...”

Reaching out to women was a topic on the minds of 10% ($n=9$) of the participants. One respondent said, “Don’t stop asking people to come.” Another responded: “If a leader approached me and talked to me personally about the ministry and warmly invited me to an event, I would more so consider doing, rather than just reading it in the bulletin.” Another shared her experience in stating, “Personal invites make a huge difference I have found.”

Ministry leaders also received commendations from 9% ($n=8$) of the participants. Consider their feedback, “You have a tough job; thank you for working with women whose needs and personalities can sometimes be as different as a men’s versus a woman’s.” “Please don’t give up! Women have busy lives so we don’t often make it to events, but we desperately need connection with other women.” “I appreciate your ministry.” Other responses were that women want women’s ministry leaders to “Consider the schedules/needs of working women ($n=5$, 5.6%); “Help us connect deeply with each other” ($n=4$, 4.5%); and “Choose leaders very carefully ($n=3$, 3.4%).

Discussion

There are a few limitations of this survey that should be noted. The participant survey was heavily weighted toward those involved in leadership in women’s ministries. It is unknown whether similar results would have been received if the participation was more evenly distributed among women’s ministry participants. This type of survey did not allow for follow-up and in depth questions to understand nuances of some of the responses. This would have been

particularly helpful in understanding the basis upon which women's ministry participants rated their ministries' effectiveness.

Recommendations

Both participant and non-participant groups expressed awareness of and appreciation for the sacrifice and effort women's ministry leaders are making. There are clear strengths that women's ministries should be applauded for and encouraged to continue. There are also some clear themes that have emerged that may provide helpful suggestions for ways to improve:

1. The majority of women in our churches are not involved in Women's Ministries.

If the sampling for this survey is representative, the overwhelming majority of women in evangelical churches do not attend their church's women's ministry. In light of the biblical mandate for comprehensive ministry to women to prepare them for life, this should be alarming. Recruitment needs to be a top priority. See Appendix C: "Chris Adams, "Involving the Uninvolved in Your Women's Ministry", CTI: "Fresh Ideas for Women's Ministry", Mary Kassian, "Women's Ministry Tips", Julie Bettencourt, "Women's Ministry, Is it Really Dead?", and Julie Bettencourt, "Tips to Revitalize a Women's Ministry" for some interesting ideas.

2. Personal invitations matter in a huge way!

A significant majority (70%+) of both non-participants and participants in women's ministries were introduced to women's ministry by personal invitation. For the non-participants 77.4% of those women went to at least one meeting. For the non-participants only 40% of those who did not receive a personal invitation actually attended at least one meeting.

Emails, texting, and voicemails have been a great convenience when absolutely necessary, but they have dulled us to the importance of the human touch. There is no substitute for a face to face encounter with a fellow sister. Why not make next month special by personally speaking with at least one lady in your church each Sunday who is not involved in the women's ministry? A personal invitation, followed up by a phone call may do wonders for your ministry. See Appendix C: Michael C. Mack, "How to Get Busy People to Show Up", for additional ideas.

3. Scheduling is a big determinant for whether women will attend WM meetings.

Both groups, participants as well as non-participants, seem to be clear that scheduling plays a major role in whether women will be able to attend ministry meetings or not. Surveys can help determine which days and times will be more conducive for meetings (See Appendix C: Julie Bettencourt, "Women's Ministry Survey Form", for a downloadable survey document).

4. Single women/young women are an untapped ministry area.

Ministry leaders ranked "support for singles" highest with respect to ministry effectiveness. This result may explain why "singles" ministry does not register higher in the weakness area, though for non-participants it ranks very high. This signals a potential disconnect among women's ministry leaders with those in their churches. Single women are not really on the radar for most women's ministries, but they desperately want to be mentored and ministered to.

Why not designate a month as "Each One – Reach One"; every women's ministry participant can speak personally with a young woman in your church and extend an invitation. Maybe over brunch you can get to know her and learn what her interests are. You

might find out that she's interested in being mentored (See Appendix C: Pam Lau, "To Christian Women Under 40 – We're Sorry" and Audrey Barrick (2007), "Survey: Reasons Why Young Adults Quit Church", for interesting perspectives on how to engage young women in women's ministry).

5. Women hunger for meaningful relationships.

While both groups expressed an appreciation and need for fellowship, it is clear that fellowship needs to be structured to allow for deep connections. One of the women's ministry participants spoke volumes when she said, "I'm lonely." Perhaps many of the women in our ministries share this same sentiment. Most women are extremely busy and time is at a premium. For these women there must be value added to fellowship events and meetings (See Appendix C, ABW: "Ideas for Women's Ministries" for some excellent ways to provide this added value to your ministry).

6. Women need/want the Word.

Both groups identified a key need as Bible study and dealing with real life issues. For those groups that are doing Bible studies well, it is important to make the connection from the Word to life, helping women deal with hurts and pain. Great effort should be taken to provide a 'safe place' for women to share their struggles and get help in dealing with them.

Conclusion

Women's ministries that feel ill-equipped to handle the real life issues that may present themselves might consider inviting a Christian counselor to attend a special meeting to address these issues. See Appendix C, Kelly Trujillo, "Bored with Bible Study?", for additional ways to enhance your ladies' time in the Word.

Reference

Barrick, A. (2007). Survey: Reasons Why Young Adults Quit Church. *The Christian Post*. Retrieved from www.christianpost.com/news/survey-reasons-why-young-adults-quit-church-28813

Appendix A

Women's Ministry Participant Survey

Women's Ministry Participant Survey

1. How were you introduced to the women's ministry?
 - a. Invitation from a women's ministry leader/participant.
 - b. Announcement in church bulletin/flyer.
 - c. I asked when they met.
 - d. Other (please specify)

2. How long have you been involved in your church's women's ministry?
 - a. 0-5 years
 - b. 6-10 years
 - c. 11-15 years
 - d. 16+ years

3. How would you describe your role in the women's ministry?
 - a. Director
 - b. Leadership Team Member
 - c. Small Group Leader
 - d. Participant

4. Which reason most accurately describes why you participate?
 - a. For fellowship
 - b. For spiritual growth
 - c. For Bible study
 - d. For mentoring/advice
 - e. For help in dealing with marriage/family issues
 - f. For support in dealing with singleness/life issues
 - g. For girl fun

5. How would you rate the quality of the women's ministry in those areas?

6. Please list any additional issues/needs that you wish your women's ministry would address.

7. What type of Bible study resources does your women's ministry use?
 - a. Kay Arthur Bible Studies
 - b. Beth Moore Bible Studies
 - c. Priscilla Shirer Bible Studies

8. What are the specific strengths of your women's ministry?

9. What are the weaknesses of your women's ministry?

10. What would you like the leaders of your women's ministry to know?

Appendix B

Women's Ministry Non-Participant Survey

Women's Ministry Non-Participant Survey

1. Have you ever received a personal invitation to participate in your church's women's ministry?
 - a. Yes
 - b. No

2. How many meetings of the women's ministry have you attended?
 - a. 0
 - b. 1-5
 - c. 6-10
 - d. 11+

3. Which answer best describes your reasons for not currently being involved in your church's women's ministry?
 - a. My church doesn't have a women's ministry.
 - b. I don't see the need for a women's ministry.
 - c. The schedule of meetings isn't convenient for me.
 - d. My life is too busy.
 - e. The meetings don't meet my needs.
 - f. Personality issues with the ministry leadership.
 - g. I don't feel like the women want me there.
 - h. The meetings are boring.
 - i. I couldn't really connect with any of the women.

4. Which topics/issues would encourage you to participate in the women's ministry?
 - a. Parenting
 - b. Blended families
 - c. Marriage issues
 - d. Dealing with divorce
 - e. The single life
 - f. Spiritual gifts
 - g. Addictions
 - h. Bible study
 - i. Time management
 - j. Money management
 - k. Social time

5. What is your perception of your church's women's ministry?

6. What would you like the leaders of the women's ministry to know?

Appendix C
Recommended Resources

Recommended Resources

Chris Adams, "Involving the Uninvolved in Your Women's Ministry",
<http://blog.lifeway.com/womenallaccess/2011/05/09/involving-the-uninvolved-in-your-womens-ministry/>

Michael C. Mack, "How to Get Busy People to Show Up", <http://christianstandard.com/2013/04/how-do-we-get-busy-people-to-show-up/>

CTI: "Fresh Ideas for Women's Ministry", http://www.themcmakens.com/wp-content/uploads/2011/06/gfl_womens-ministry.pdf

Mary Kassian, "Women's Ministry Tips", <http://www.girlsgonewise.com/womens-ministry-tips/>

Julie Bettencourt, "Women's Ministry, Is it Really Dead?"
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