



by
design
ministries

ANNUAL
REPORT

2021-2022

REUNITED

Life Change Report

2021-2022

Dear Partners in Ministry,

For a great many people, both locally and globally, the pandemic put the brakes on face-to-face meetings. Of course, as did other ministries, we made some creative adjustments to continue our outreach and equipping ministry. Autumn and early winter gave rise to increasing COVID-19 cases along with a new variant. Though we had hoped and prayed for a different outcome, we felt it prudent to cancel our annual January retreat just three weeks before the scheduled event. Clearly, it was disappointing and inconvenient for all concerned. Still, we know that God is the God of all contingencies, and our Zoom presentations became our fallback strategy.

In due course, we were finally able to host some in-person Together Groups and mentoring discussion events in New Hampshire and Massachusetts. These events, along with two leadership training classes and a delightful intergenerational gathering titled “Satisfy Your Sweet Tooth, Satisfy Your Soul,” were richly fulfilling. No doubt, as with your own experiences this past year, being reunited with friends and family made the end of the long drought of fellowship that much more joy-filled. In the following pages, you will read some testimonies of the joy of reconnecting.

The exigencies of the ever-evolving virus continue to promote ministry creativity as we reconstruct the effectiveness of our encouraging and equipping goals. The Lord alone knows what lies before

us; what we know is that He goes before us to prepare the way (Psalm 139:5). Despite all this year’s challenges, 39 percent of the women who participated in our events were new to our ministry. The Lord continues to encourage us as He expands the borders of our ministry.

This year, we were also the very grateful recipients of a generous grant from the Day Foundation. The purpose of this grant is to disciple the younger generations. The Foundation gave us \$5,000 up front and also offered \$10,000 in a matching grant opportunity. Through the end of 2022, your donation to this ministry will be matched. Double your impact! Learn more at www.bydesignministry.org/double/



Thank you for recognizing the importance of seeing women as a vital part of advancing God’s church and His Kingdom. I am truly thankful for our faithful supporters and board members, committed volunteers, and gifted staff for their involvement in this ministry. Their service, contributions, and prayers have made our vision a reality.

Soli Deo Gloria,
Linda Moore,
President and
Executive Director



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BOARD OF DIRECTORS

Dr. Phyllis Bennett Krisie Brown
Dr. Jean Marrapodi Karen Moniz
Linda Moore Pauline Morgan
Kristi Stoughton

We are passionate about helping women catch a vision for being used by God and effecting Christ-honoring and God-glorifying change in their family, church and community.

Our Philosophy of Ministry

Our mission and passion is to develop women who are servant leaders for the equipping of God's church and the enlarging of His Kingdom.

We accomplish this through producing events and educational tools and developing relationships that encourage and equip women to grow in Christ and increase their competency to minister to others.

We believe women reaching women is a pattern for ministry blessed by God. Women, properly trained and confident of their God-given abilities, are positioned to make an eternal difference. We are committed to the discovery, development, and deployment of women and their God-given design for Kingdom service.



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STAFF MEMBERS

Linda Moore: President and Executive Director

Kristi Stoughton: Associate Director, WeConnect
Director, Media & Website Developer

Heather North: Administrative Assistant

Christine Comeau: Bookkeeper

Pauline Morgan: Financial Secretary

Kevin Cunningham: Graphic Designer

Margo Grant: Editor

Core Values

Acknowledging the fundamental importance of prayer in each of these areas, we value:

The Bible - We believe that the Bible is inspired by God and is the pattern for all life and ministry (2 Timothy 3:16-17).

The Church - We affirm the importance and centrality of the local church (Acts 2:41-47).

Identity - We encourage women to realize that they are created in the image of God, redeemed by Jesus Christ, and gifted by the Spirit of God (Genesis 1:27; Galatians 2:26-28; Acts 2:17-18).

Lifestyle - We reflect God's character in our attitudes and actions (2 Corinthians 7:1; Titus 2:11-14).

Development - We help women to learn and grow through partnerships and mentoring relationships (1 Thessalonians 2:8).

Diversity - We esteem the diverse expressions of the body of Christ (Ephesians 4:11-13; 1 Corinthians 12:4-8).

Outreach - We are actively engaged in expanding God's Kingdom in the church and into the community and the wider world (Acts 1:8; Matthew 28:19-20).





Reuniting to Encourage Women's Growth

Because of the prolonged uncertainty surrounding the pandemic, this year continued to present a few challenges. We wanted to continue to engage women in a meaningful way. Thus, we offered new virtual opportunities for women to enrich their spiritual growth, and we provided ongoing support for their ministries. The desire for affirmation and nurturing was still an obvious need; consequently, we focused on themes that dealt with the personal, emotional, and family needs commonly experienced by women during the continuing challenges of the COVID-19 pandemic.

With the help of knowledgeable and godly women, we offered Zoom meetings on a number of critical topics. The following is a sample of what was offered this past year: "Five Hard Conversations Every Christian Must Have"; "The Power of Forgiveness"; and "True Peace in a Turbulent World." As an extra bonus, we made these presentations available on *by design's* YouTube channel. Over 2,100 women have viewed the thirty-one recordings we have listed there. Perhaps you might consider viewing one or more of the presentations in your study group or leadership team meetings. The topics are made for interactive discussions!

Thankfully, because of widespread distribution of vaccines, this spring we were able to hold two in-person leadership classes. These were the first face-to-face meetings in two years! We partnered with two new churches that graciously hosted us. "Holy Habits," featuring Cynthia Fantasia as our presenter, was held at Hope Community Church in Newburyport, MA. There was a good turnout, with women from six area churches; most were new to our ministry. Hope in Christ Church in Chichester, NH, and The Fellowship in Easton, MA, hosted a discussion on mentoring with their women. Sixty-one women representing twelve churches attended these two events. We praise the Lord for these opportunities. It was a blessing to be reunited!

"Thank you for this video. I'll listen to it again and probably again. I didn't realize what a dry sponge I've become. This first viewing of the video has softened my heart; now I should be more attentive as I listen again and take notes. Worship and prayer are a good place to start confessing the lies I've believed and be set free of them as I faithfully look to Jesus..."

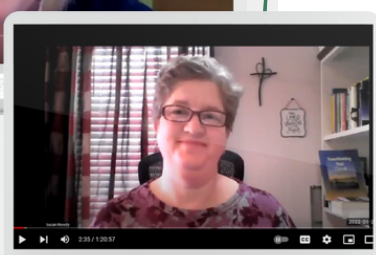
Kathy, Burlington, MA

"Please Wait: Waiting for Things We Want in a Way that Pleases God" attendee

"Women were encouraged, challenged, and motivated to take steps to develop positive habits and invite God into those places like prayer, devotional time, relationships, accountability with another sister, and connection with other women of faith."

Carol, Newburyport, MA

"Holy Habits" attendee





With Constant Support

Together Groups seek to nurture and support women who are in positions of leadership in their local church or Christian organization. Women have the opportunity to establish a network of godly leaders who significantly impact their individual ministries through regular meetings that focus on continued personal growth, prayer, sharing of ministry concerns, leadership development, fellowship, and networking.

We currently have five active and flourishing Together Groups with thirty-three women leaders who hail from four states, including Florida! This influential group has women representing twenty-four churches and ministries. One of our groups involves young women in their teens and early twenties. Another potential group is being considered in the Taunton, MA, area and in Loudon, NH. A look at these groups reveals that the women who participate in our ministry serve in multiple capacities and in other roles besides traditional “women’s ministries” programs. These include pastors’ wives, church staff, leaders of children’s and youth ministries, speakers and bloggers, a deaf ministry leader, and nonprofit directors.

As we began our ministry year last July, the pandemic continued to interfere with many of our in-person meetings. Together Groups became an even more important anchor for much-needed community and fellowship in the months that followed.



Praying for our fellow sisters in Christ took on even more importance during another difficult and unpredictable year, both personally and within individual ministries. These online meetings have been a means of blessing and strengthening the body of Christ, and we continue to encourage others to join us. As of this writing, we are happy to report that three groups have now been reunited and are meeting in person. We hope that the other groups will have this opportunity in our upcoming ministry year.

One of the challenges that the Together Group ministry faces is helping busy women leaders understand that these Together Groups are not just another “appointment” on their calendars. These meetings provide opportunities for spiritual rest and refreshment. It is an extension of their ministry and a source of encouragement from women who “get it” because they too are involved in ministry! Interested? More information is available on our website.

“[Together Groups] bring us together to come alongside each other with prayers/praises/help and just getting to know a different group of women than I see at our church. I really feel the unity amongst *by design* women to learn from each other and move forward together and with our own church body.”

Cindy, Lowell, MA





Reunited With the Next Generation

Sometimes, something negative can become a positive. It's like making lemonade out of lemons. During the height of the pandemic, the WeConnect team was unable to meet in person, but one good outcome was that we learned how to better use technology to connect.

During the past two years, Zoom has allowed us to have Kimberley Minch and Jessi Crawley continue on the team. Jessi was living in Texas and Kimberley lives in Montana. Before the pandemic we might have just assumed that they couldn't continue as team members. And we would have been wrong! Zoom has allowed us to accommodate busy schedules, kids' bedtimes, and far-flung members. Now we've set up a schedule to meet every month on Zoom. We will, of course, still get together in person (reunited!) as often as we can!

This year we were also able to resume our in-person mentoring events. What an exciting, encouraging time! We had the opportunity to share about the importance of mentoring the next generation, and then gave the women practical, implementable ideas for making this happen. It's so important to invest in the generations that follow us.

The WeConnect team decided that following these events, there needs to be a support system for the participants. We've given the attendees all this great information and launched them off ... but what happens if they have questions or need encouragement? That's where the WeConnect team comes in. They are in the process of developing a program that will offer support after the event. Our big dream is to develop an active network of mentors who can connect with and support each other. We're not sure what it will all look like, so stay tuned!

If you're interested in attending or hosting a mentoring event, please contact us at info@bydesignministry.org. We'd love to help you reach the young women in your life.

And speaking of young women, we are delighted to announce that we have added Heather Novak to our WeConnect leadership team. She is a graduate student at Northeastern University and a part-time minister to undergraduate students. We're so glad that she's joining us! We're still looking for several more people to add to the team, so if you or someone you know is a woman aged 20-35 who loves Jesus and wants to share Him with her generation, please contact us.

Earlier this year, we were invited to take part in the New England Discipleship Roundtable at Gordon-Conwell Theological Seminary. Christian organizations from all around New England gathered to share resources and discuss the current state of discipleship in our area. It was a very productive day connecting with these discipling leaders from around New England. And we're already connecting with each other to see how we can work together to accomplish more.

As always, please keep us in your prayers as we continue to do Kingdom work with the next generations. Your prayers and support mean so much to us.

Kristi Stoughton, for WeConnect



Reuniting and Encouraging All Generations of Women

Our “Satisfy Your Sweet Tooth, Satisfy Your Soul” event was joyfully reinstated this spring at Trinity Baptist Church in Nashua, NH. The concept for this gathering was inspired by the gals in our WeConnect leadership team whose valuable and creative ideas birthed this new intergenerational get-together. After two years of being isolated because of the pandemic, the smiles, laughter, and hugs among the seventy-two women were certainly heartfelt and exuberant. The “frosting on the cake” was when women eagerly relished all the delectable desserts that were provided for this occasion, as well as the fellowship time with their sisters in Christ around each table. Needless to say, it was a wonderful time to be reunited!



Led by the gifted Trinity Chick Band, our gratitude was aptly expressed as we gathered in the sanctuary to lift our voices in worship to our great God and Savior. What an encouragement to have women from twenty-one different churches united in praise! There was universal agreement that ours was a sweet time of Spirit-filled worship that prepared the way for our evening speaker.

“The teaching was eye-opening and thought-provoking. Thank you for making it an evening of worship and encouragement!”

Carol from Hope Community Church

“Thank you so much! It was amazing. I left feeling intrigued, inspired, and eager to learn more!”

Cindi from Jasmine Grace Outreach Ministries

Dr. Gina Zurlo, the co-director of the Center for the Study of Global Christianity at Gordon-Conwell Theological Seminary (South Hamilton, MA), was our guest presenter. Her topic for the evening was “Christianity as a Global Sisterhood: Women Arising in Worship and Service.” Gina challenged us to see the importance of Christian women across the globe and their active service for the Kingdom. She stressed that a great many women throughout the world have very limited opportunities and live in oppressive conditions. Thankfully, there is a concerted international effort among many women to actively address some of the issues confronting these women. The challenge to us was to prayerfully consider how we might become a part of this global sisterhood as agents of change.



For more information on the Center for the Study of Global Christianity, contact them at globalchristianity.org.

“The content on Saturday evening was pretty heavy and very, very good! I think more of us in the West need a wakeup call. But it’s also hard to know what to do with all that information. ... I loved that she recommended a documentary and some women and movements to research. I’d love to watch with other women at my church and discuss and talk about how to be agents of change rather than just gatherers of knowledge.”

Krisie from 1st CC of Hamilton



Celebrating God's Guidance and Provision



Like the apostle Paul, we never tire of saying “thank you” for your partnership in the ministry. The Lord continues to bless us through the investments of your prayers and financial gifts to this work, and we in turn are able to continue encouraging and equipping more women.

SIGNIFICANT STATS

- **380 women** representing over 140 churches were actively involved in by *design* this year.
- **39%** of those participating were new to our ministry.
- The women involved in our ministry represented **23 different states**.
- A total of **140 women** participated in six of our leadership classes, putting our overall total for participation at **8,109**.

YOU CAN HELP

- You can **provide matching fund donations and additional scholarships** so more women can be disciplined, equipped, and encouraged at our events.
- You can **promote** this ministry to women in your church.
- You can **pray** for our director, staff members, and volunteers.
- You can **present** this ministry to your church's Mission Board and ask them to support this ministry in their annual budget.

GOALS FOR NEXT YEAR

- To produce **3-5 in-person classes and virtual presentations** on topics related to personal growth and ministry.
- To plan at least **2 in-person special events**.
- To **raise an additional \$10,000** in support for our current and new staff members.
- To **continue to develop the WeConnect leadership team** to facilitate the growth of the WeConnect ministry to millennial and Generation Z women.

FINANCIAL REPORT Fiscal Year Ending June 30, 2022

Income	
Individual and Church Donations	\$31,979.31
Grants Received	\$11,236.00
Conference and Event Registrations	\$1,915.00
Other Income	\$417.45
Total Support and Other Income	\$45,547.76
Expenditures	
Salaries	\$24,500.04
Professional Expenses	\$3,259.99
Administrative/Office Expenses	\$5,546.07
Conference Expenses	\$1,149.76
Other Expenses	\$6,049.73
Total Expenditures	\$40,505.59
Net Income/(Loss)	+ \$5,042.17

2022 Tech and Social Media Update

- We have hired a graphic design administrator, Melissa Stoughton, to freshen up our look. Welcome, Melissa!
- We have continued to expand our YouTube channel during this past year, for a total of thirty-one recordings. We hope that these free resource videos are a help and encouragement to you and your ministry. To subscribe, click on the YouTube icon on our website or in any of our emails.
- We have added beautiful watercolor notecards to our online store offerings. Each card has a watercolor image created by a New England artist and a scripture verse on the front. We're offering these cards along with other giftable items so that when you buy a gift from our site, you can feel good that your purchase is going toward Kingdom work. Visit www.bydesignministry.org/shop.

We believe all women are uniquely designed to contribute significantly to reaching our world for Christ. This ministry is committed to assisting women in the discovery, development, and deployment of their God-given design for their lives.