

by
design
ministries

Blessed is the one...

...whose delight is in the law of the Lord,
and who meditates on his law day and night.
That person is like a tree planted by streams of water,
which yields its fruit in season...

Psalm 1 NIV

Bearing Fruit

Life Change Report for
by design ministries for 2011-2012

bearing fruit by design ministries

Dear Partners in Ministry,

Life and ministry often take unexpected turns, and our fiscal year (July 1, 2011 – June 30, 2012) was full of surprises. As the year started I was recuperating from a second hospitalization following my kidney surgery three months earlier. By September my strength had improved, though I wasn't running all out. Still, God provided the necessary resources and strength I needed those first couple of months as I was being completely restored. I praise him for his mercy and blessing me throughout the remainder of the year!

This year we significantly expanded the number of women participating in our events. One hundred fifty-four women leaders took part in our *by design ministries* programs with an additional 195 women attending events where we were hosted and sponsored by other organizations. **Combined, we served 350 women from over 150 churches in six states.** Every New England state was represented except Vermont.

The great majority of the women we served are actively involved within the women's ministries in their local church. And, not surprisingly, many of the women wear several hats; serving in a variety of capacities. In the following pages you will see the specific programs and activities where these women were engaged throughout the year.

Our combined income from donations and registrations was the highest in five years. (See the back cover of this book for more detailed info.) We praise God for the evidence of his blessings as he allowed us to finish the year in the black.

Needless to say, it has been the faithful prayers, committed volunteers and staff and generous financial supporters of this ministry that have made our vision a reality. Our ministry continues to grow and develop. We praise the Lord for such encouraging results and we remain committed to coming alongside women, equipping them to become more effective leaders. Our investment in the life of an individual woman leader is priceless.

Through the well-equipped committed woman, we are investing in the life and health of the local church. It is an investment that keeps on giving!

With a grateful heart,

Linda Moore, President and Executive Director



Who We Are

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.

In today's rapidly changing culture, women have unique needs that require a varied and perceptive approach to ministry. No matter what their season of life, they need opportunities to grow spiritually, emotionally and intellectually. Because of their strategic involvement in the home, workplace, and community, women are able to contribute significantly in reaching our world for Christ. Women are key to God's plan for evangelism and discipleship. Equipping leaders to meet these varied and growing needs is key to reaching the individual woman in our churches and communities.

Our Philosophy of Ministry

Based on Psalm 1:1-3, we envision women who are committed to serving the Lord and who are:

- Continually connected to Him
- Confident in His call
- Compassionately reaching out to others
- Courageous in adversity
- Consistently bearing fruit

Board of Directors:

Diane Averill
Susan Moody

Phyllis Bennett
Linda Moore

Jean Marrapodi
Pauline Morgan

Victoria Melvin

"Oh, the joys of those who do not follow the advice of the wicked, or stand around with sinners, or join in with scoffers. But they delight in doing everything the LORD wants; day and night they think about his law. They are like trees planted along the riverbank, bearing fruit each season without fail. Their leaves never wither, and in all they do, they prosper." (Psalm 1:1-3 The New Living Translation)

Our Core Values

Acknowledging our prayerful dependence upon the Lord...

- We value the Word of God as the foundation of all life and ministry. (2 Timothy 3:16-17)
- We value the local church. (Acts 2:41-47)
- We value women as 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)
- We value holy living expressed in purity, integrity and virtue. (2 Corinthians 7:1; Titus 2:11-14)
- We value learning through partnership and mentoring relationships. (I Thessalonians 2:8)
- We value the diverse expressions of the body of Christ. (Ephesians 4:11-13; I Corinthians 12:4-8)
- We value the extension of God's Kingdom in the church and into the community and wider world. (Acts 1:8; Matthew 28:19-20)



bearing fruit: equipping



“How could God possibly use me in a significant, life-changing way?” Sadly, this is not an uncommon sentiment felt by many Christian women. Helping women catch a vision for being used by God and affecting a Christ-honoring and God-glorifying change in their family, church, and community is what we are passionate about.

Equipping through Leadership Training Classes

This year we had 200 women involved in six leadership training classes. The topics for these classes included; Developing and Delivering Life-Changing Messages, Living Intentionally, and Developing Life-Changing Bible Study Curriculum. Praise God for the lives and churches impacted through this training!

Read about how God used this ministry to bring one woman’s passion to fruition.

“I realized it was great to have a passion and desire to serve the Lord – but it was not enough. I was lacking in leadership skills and the experience needed to be serving at this level. I had others to encourage and counsel me – but I knew I needed more, only I didn’t know where to go or who to turn to.

The leadership training classes have helped me to grow as a leader and increase my knowledge and understanding of God’s Word. It has been exciting to see what I had envisioned come to fruition and to know that once again the answer to my prayer came because of by design ministries. I look forward to seeing how God will bless this ministry – expanding its territory in answer to the prayers of countless women who long to be equipped in order to bear fruit for His glory.”

For more detailed information, visit bydesignministry.org and click on the Leadership Training link.

Bearing Fruit: Encouraging

Encouraging Intergenerational Connections

Every part of our ministry involves some aspect of encouragement. One goal this year has been to explore ways of promoting a better understanding with the younger generation of women who are often absent from church and women's ministries' activities.

The *by design ministries* board held a special meeting at the director's home in November. Each of the board members invited a younger woman to join them at our meeting. Ten women, from every decade from the teens through the sixties, attended our brainstorming session. The young women long to learn what it means to live a godly life in our culture; however, they expressed no interest in programmatic events and superficial gatherings. We are confronted with the task of cultivating an open, accepting and encouraging environment for these women to assimilate into the life of the body of Christ.

Together Group Ministry

It is important for busy church leaders to maintain their perspective and balance. *by design ministries* sponsors a small group ministry for leaders called Together groups, which play a major role in our goal to encourage women. These small groups are designed to nurture and support women as they seek to maintain a proper balance in life. One way this ministry works is by helping women cultivate a network of godly friendships and mentoring relationships. This year we had seven active groups with 37 women, representing 34 churches, participating from Connecticut, New Hampshire, Maine and Massachusetts.

Retreat

Our annual women's retreat helps women of influence find a place of rest and refreshment. It is a time to step off the treadmill of expectations and pressures of daily life and ministry; it is a time to be nurtured and cared for by other sisters in Christ. Women who are involved in leading and serving need the body of Christ and the nourishment of loving sisters sharing, praying and holding one another accountable just as much as any of those God calls them to serve.

This year's retreat was the best attended in the past five years. We also saw younger women attending and involved them in the program. Another encouraging sign is seeing women who attended the retreat participating in our regular Together group meetings.

“Our Together Group was used by the Lord to jump-start my life in a brand new direction. I'm so thankful for the way He directed my path to *by design ministries!*”



bearing fruit: resources



“by design ministries [has] made an INCREDIBLE impact on me personally and the ministry God has entrusted to me! You are giving me the training and opportunity to grow and expand.”

Speaker and Worship Leader Directory

The most frequent request we receive is, “Whom do you recommend as a speaker for our group?” We also receive requests for worship leaders and groups. The current sixth edition of our directory is a listing of gifted women speakers and worship leaders who represent a variety of ages, denominations, levels of experience, speaking and musical styles.

Our vision is to inject new vitality and productivity into New England churches by equipping and encouraging women who minister to other women. It is our prayer that by making this strategic resource available we are partnering together with churches to see His Kingdom advance and His Name glorified throughout our region.

Educational Kits

by design ministries has published “educational kits” for two of our core curriculum classes; “Designing a Women’s Ministries: Laying the Foundation” and “Designing a Women’s Ministries: Developing a Plan.” These kits consist of a two-hour class recording, class outline, copies of the PowerPoint slide presentation and additional handouts. Additionally, we have developed supplemental individual study guides so that a team of women can go through the class together. These kits and study guides, available for purchase, especially target those who need help and guidance in starting a ministry to women in their church or have a desire to breathe new life into their current ministries.

Visit bydesignministry.org for access to the most up-to-date speaker information, educational kits, and links to subscribe to our content by email or connect with us on facebook.

Bearing Fruit: Partnerships

We are a firm believer in seeing the cause of Christ advanced through partnerships with other like-minded brothers and sisters in Christ. One key connection this year has been with *Iron Sharpens Iron*. Although primarily a men's ministry organization, they recently held women's conferences in the New England area. This year we exhibited at their fall conference and we spoke at one of their breakout sessions, featuring our "Holy Habits" class where over 90 women attended. We look forward

to continuing this valuable alliance. Western Seminary's Women's Center for Ministry in Portland, Oregon, has also played a key role. Dr. Phyllis Bennett, who is Director for this Center and currently serving on our *by design ministries* board lead two of our intensive leadership classes this year. Phyllis is a former New Englander and we appreciate her valuable contribution to our on-going ministry.

Bearing Fruit: Affirmation

The apostle Paul reminds us in I Thessalonians 5:12, "Brothers, we ask you to show your appreciation for those who work among you, set an example for you in the Lord, and instruct you." We know it is important to regularly affirm and honor those who have faithfully and whole-heartedly served the Lord month after month, and year after year.

Our Celebrate Together event, held annually at a local hotel, is one way we endeavor to show our appreciation to these women who often serve in multiple roles within their church or organization. This year's event featured author, educator and speaker, Dr. Alice Mathews, who spoke on the biblical character of Deborah. She stressed the

importance of knowing our giftedness and sharing these gifts with others for the advancement of God's Kingdom. She emphasized the importance of never "letting God out of the picture" and always being strong in the Lord.

We initiated the "Alice Mathews Award" at this year's event. At each year's event, we want to formally recognize women whose lives have exemplified five key areas described in our vision statement. (See the Philosophy of Ministry section at the beginning of this book.) This year's award went to Lois Watts from the Fellowship Church in Easton, MA. We were delighted to honor both Alice and Lois at our event.



Financial Report

2012 marked an important milestone in our ministry. We were officially approved as an 501(c)3 non-profit organization.

Formerly, we were under the umbrella of our supporting church, Immanuel Church, in Chelmsford, MA, who also helped to financially undergird this transition. We appreciate their efforts and support!

Fiscal Year ending June 30, 2012

Income

Individual and Church Donations	\$23,536
Conference and Event Registrations	\$11,121
Other Income	\$ 155
Total Support and Other Income	\$34,812

Expenditures

Salaries	\$15,786
Program	\$11,325
Operations	\$ 4,798
Other Expense	\$ 509
Total Expenditures	\$32,418

Net Income \$ 2,395

Revenue History

2007-2008	\$31,430
2008-2009	\$29,973
2009-2010	\$34,075
2010-2011	\$23,606
2011-2012	\$34,813

Financial Growth Spurts

by design ministries finished 2012 in the black, even in light of current economic uncertainty,

Here are some financial highlights:

- Individual and church donations increased 13%.
- Conference and event registration incomes increased 433%!
- Total support and income increased 147% over the previous year.
- More than \$500 in donated scholarships helped women to attend events.

Ministry Growth Spurts

More than 350 women were actively involved in our ministry this year, including 267 women who participated in our leadership training and coaching classes. Over 6,600 women have participated in our training since this ministry's inception in 2001. Here are more ministry highlights:

- Retreat attendance increased 36% with 31 women attending for the very first time.
- Three new facilitators began Together Groups in Maine and Massachusetts.
- This year 56 women were in attendance at our Celebrate Together event. These women represented four New England states and 31 churches.
- Our quarterly e-newsletter is now in its sixth year with nearly 1800 subscribers.
- Women representing more than 150 churches attended our events.
- 60% of women attending are involved in women's ministries, with 40% involved in other areas of ministry within their church or Christian organization.

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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.

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