





by design

 Training Women to Serve

 and Influence Others for Christ

ministries

2016-2017 ANNUAL REPORT

Building Bridges





FROM THE DIRECTOR

Life Change Report 2016-2017

Dear Partners in Ministry,

Building bridges like the recently redesigned and constructed Tappan Zee cable-stayed bridge is a long, labor-intensive process. I marvel at the expertise of those who design and build bridges like that one. Building bridges among generations is decidedly different, but equally challenging. At *by design* we are intentionally undertaking a generational “bridge-building” task. We are strengthening the bonds between generations of women within our churches and communities. This effort is evident in this year’s ministry report. You will read in the following pages that by God’s grace and provision, we have begun laying the ministerial groundwork for generational bridge-building.

Besides striving to build bridges between generations, we continue to support and equip women to effectively use their giftedness to the glory of God. In doing so, we partner with local churches for the advancement of Christ’s Kingdom through the proclamation of the gospel. We have a unified and gifted team of women who are excited to see the results of their collective labors. We are anticipating making new inroads as we press on this coming year.

This past year, 43% of the women who participated in our ministry were new to *by design*. Keep in mind that the majority of the women we serve are leaders in their church and actively ministering to other women. While most are involved with women’s ministries, we have experienced an increasing number of women who are serving in other capacities. These amazing, well-equipped and committed women are investing in the lives of thousands of other women throughout New England.

As you read through this report, you will be impressed with the great and mighty things the Lord is doing in the lives and ministries of these remarkable women. Join us in celebrating God’s great goodness and faithfulness to us. As our ministry continues to grow and develop, we praise the Lord for encouraging our labors. The investment in the lives of women



is priceless. Thank you for recognizing the importance of seeing women as a vital part in advancing God’s church and His Kingdom.

Finally, with a grateful heart, we are thankful for our faithful supporters, 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

While many churches recognize the need to staff and fund organized children’s and youth ministries, fewer do the same for women’s ministry, even though women statistically represent a majority of church congregations. When churches set aside resources for women’s discipleship—time, space, energy, or money—it communicates priority.

Christianity Today Special Issue, *Change Makers*, 2017, pg. 14





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

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 events and educational tools, and by developing relationships that encourage and equip women to grow in Christ and increase their competency to minister to others.

We believe that 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.

by design Board of Directors

Dr. Phyllis Bennett	Linda Moore
Krisie Brown	Pauline Morgan
Dr. Jean Marrapodi	Erica Philips
Karen Moniz	

by design Staff Members

Linda Moore:	President and Executive Director
Kristi Stoughton:	WeConnect Director, Media and Website Developer
Pauline Morgan:	Together Group Coordinator
Margaret Maloy:	Financial Secretary
Kevin Cunningham:	Graphic Design
Margo Grant:	Editor
Shirley Whiddon:	Editor
Kimberley Minch:	Social Media

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



Building Up the Body of Christ

“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 effecting a Christ-honoring and God-glorifying change in their family, church and community is what we are passionate about.

This year we had 251 women involved in four leadership training classes where instruction concerning personal and ministry needs was presented. Beyond this, we now have had over 7,300 women who have taken at least one of our core curriculum classes since this initiative began in 2001. Praise God! Classes were held in New Hampshire, Connecticut and Massachusetts. We partnered with three churches that hosted our classes, two of which hosted for the first time.

As you can read below, our training and our overall ministry are making a vital difference in the lives of women— and this is just a sampling!

Never in a million years would I have ever guessed that my life would be going down this path that I am on. Being a Women's Ministry Director...never mind Director...just being on the Women's Ministry Team...still blows my mind! I am in awe of all that God is doing in my life...where He has placed me, how He is using me and all that He is teaching me. It makes me laugh, it makes me cry, it fills me with so much joy, it overwhelms me and yet brings me peace. I sometimes can't even wrap my mind around all the mix of emotions I feel at any given time. It's all a bit scary yet so amazingly awesome. God is good, He is great, mighty and oh so powerful and He has won my heart. I have never been happier or felt more alive. I am so very grateful. Thank you for all you do to support and lead women in ministry. Thank you! Thank you!!

I just recently met with a woman who is stepping out in ministry, and I was able to share insights from what I had learned through your Leadership Training and my ministry experiences over the years. It was a wonderful time of blessing for me—as well as her—and I'm grateful God gave me that opportunity.



Building Bridges to Reach Young Millennial Women

WeConnect Ministry

WeConnect is the young women's ministry arm of *by design*. We want to see a new breed of young women leaders in the church who are passionate about bringing other women along to grow together in a vital and mature relationship with Jesus Christ. The WeConnect ministry is geared toward helping millennials reconnect with God and with the church.

Through the interviews we conducted during the previous ministry year, some important concepts came to light:

- Those who were mentored in their faith were more likely to retain their faith.
- To reach millennials, we needed millennials in leadership.

To address the first concept, we held the Organic Mentoring Conference during the fall of 2016. Dr. Sue Edwards, co-author of the book *Organic Mentoring*, was the speaker. The conference also featured a millennial panel so we could hear their perspectives. We had 176 attendees, and we also produced a DVD set of the event so that this important information would reach even more people.



To address the second concept, we developed the WeConnect Leadership team, composed of seven millennial women who love God and love people. They are actively engaged in the ministry; several of them have written for our blog, one is developing our Instagram presence and all have engaged on the Facebook group for the WeConnect leadership team.

In addition, we have been producing monthly ministry updates that have been sent out on the WeConnect mailing list and posted to the *by design* website. Maggie Rowe, author, speaker and former director of Vision New England Women's Ministries, says, "The research Kristi has compiled through interviewing younger women is compelling. I find myself not only saving these updates in print form but quoting them as well when I speak with women. I am so grateful that vital ministry to women continues in such a historically significant region of the country. The impact stretches far beyond New England!"

If you'd like to be included in our updates, please email us at info@bydesignministry.org and we'll add you to the list. More information about WeConnect can also be found on our website at <http://www.bydesignministry.org/weconnect/>.

Building a Supportive Network

Together Group Ministry

Together Group is the small group leadership ministry arm of *by design*. We want to see more women who are leaders in their church or Christian organization joining with other like-minded women to nurture, support and encourage each other in the work they do to further the Kingdom of God in the New England region. The Together Group ministry is geared toward helping to provide a safe place for women in leadership to share vision, struggles and ideas and to provide opportunity for spiritual and ministry growth.

A typical meeting includes:

- Introduction of an article or topic for leaders
- Roundtable on how it impacts their ministry
- Sharing time for updates on ministries and prayer requests (for individuals and ministry)
- Prayer support

While many meetings have occurred to discuss starting groups in New Hampshire and Maine, there is still more work to be done to establish these groups. Based on feedback from these meetings, Pauline Morgan (Together Group Coordinator) will be trying a new approach in Rhode Island, where she will be organizing and leading the meetings over a one-year period until a leader emerges from the group. Rhode Island was selected because a meeting can be centrally located and accessible for the entire state.

One request that has been voiced numerous times in meeting with individual women showing initial interest in Together Groups is the need for leadership mentoring. Many women come into a leadership role in their church or organization but discover there is not another woman within their church who can mentor them in leadership skills and walk them through leadership issues and problems. Some have a denomination that can help but find that the woman recommended is not within driving distance. Over the next year we will be looking at how we can provide that level of mentoring through our Together Groups.

This is not just another meeting to add to a calendar! This is a time for friendships to bloom and mentoring to help women grow in leadership.

If you are interested in more information about Together Groups, check out our website or contact Pauline at Pollynee@aol.com. She is also available to set up an appointment at your convenience.

Our Together Group has been an incredible support and encouragement to me. I transitioned from one small church where I started a women's ministry to another where I started another. During those difficult times (and the time of rest in between), the women in our Group listened and prayed for my every need. The support of other women leaders was unique because they truly understood many of the things I went through. I am so grateful for our Together Group, and I pray that through it I am also an encouragement to others.

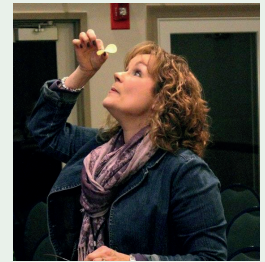
Together Group participant



for Our Sisters in Christ

reTREAT

Our annual women's reTREAT helps women of influence find a place of rest and refreshment. It is a time to escape the pressures of a life trying to balance the expectations of home, work and ministry. Even if it is only for a couple of days, it is good to have an opportunity to step off the treadmill of expectations. 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 held in early February, and thankfully there were no major weather issues to deal with as 40 women from five New England states traveled to Camp Connri in Ashford, CT. These women leaders represented 30 churches and were eager to hear our keynote speaker, Lucinda Secrest McDowell, address the topic of "Living from the Inside Out." Below is one woman's reflection on her experiences at our reTREAT:

I am so thankful for you, your team, by design ministries, the board and all the ladies that made this reTREAT happen! It was such a refreshing, lovely time. The ability to share it with my mom and sister made it truly priceless. The space and time to just be, to be still and know the Lord, to connect with others over the truths of God was wonderful. Cindy's teaching took us deeper and asked us to stretch and grow in our love and knowledge of God. The roundtable discussions were precious, insightful, and memorable too as we got smoked out by the fireside discussing "How to Keep the Fire Burning" with Shirley (Dubeau) as our facilitator! I am full to bursting of love, encouragement, peace and joy to move forward in whatever the Lord has for my life. My mom, sister and I have put next year's reTREAT on our calendars already!

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 women across New England.

Significant Stats

- This year 326 women were actively involved in *by design*.
- 43% of those participating this year were new to our ministry.
- We ended the year in the black for the second year in a row.
- The women involved in our ministry represented all six New England states.
- A total of 251 women participated in four of our leadership classes, putting our overall total of participation at 7,363 since this ministry launched in 2001.

Next Year We Have These Goals...

- To develop a new mentoring program, utilizing church leaders.
- To continue to develop the WeConnect leadership team to facilitate the growth of the WeConnect ministry to millennial women.
- To create a new edition of our Speakers Directory.
- To develop a vital Together Group ministry in Rhode Island.
- To provide training seminars on how to effectively share the gospel in a diverse and secular culture.
- To record two of our Leadership Training Classes for DVD reproduction.
- To continue to offer 3-5 spiritual growth and ministry skill development classes.

Financial Report

Fiscal Year Ending June 30, 2017

Income	
Individual and Church Donations	\$ 31,639.69
Conference and Event Registrations	\$13,094.74
Other Income	\$ 704.04
Total Support and Other Income	\$ 45,438.47
Expenditures	
Salaries	\$ 19,117.71
Professional Expenses	\$ 1,090.04
Administrative Expenses	\$ 3,401.97
Office Expenses	\$ 1,509.24
Conference Expenses	\$ 10,458.55
Total Expenditures	\$ 35,577.51
Net Income/Loss	\$ 9,860.96

Want to Help Extend *by design* to More Women?

- You can **provide scholarships** so more women can be 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 Missions Board and ask them to support it in their annual budget.



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.

ministries

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