

2015-2016 ANNUAL REPORT



New Horizons!



Growth

143 women grew in personal and ministry areas through one of the four leadership training classes offered in three partner churches.

Page 4

Reach

"We appreciate the cutting edge work in helping the next generation serving Christ be effective, God-glorifying Christ followers!"

Page 5

Support

"I love my sisters in Christ and the safety net of Together Group where we can share our visions, struggles, and ideas."

Page 6

Life Change Report 2015-2016

Dear Partners in Ministry,

Webster's dictionary defines 'horizon' as "something that might be attained, as in new horizons." Certainly this applies to this year's ministry report as we have indeed, by God's grace and provision, scaled the heights and have seen the reality of a new horizon dawning in our ministry! God has generously provided us with new staff members who have skillfully expanded our borders, broadening our effectiveness and impact to more women and churches. I am grateful to the Lord for these answers to prayer to them for their service.

We continue to fulfill our mission of supporting and equipping Christian women to effectively use their gifts for the glory of God and to advance his kingdom through the proclamation of the gospel. By unifying our individual efforts, we expect to continue to multiply our output as we press on in the year ahead!

This year 50% of the women who participated were new to our ministry. The majority of

the women we serve are leaders who are actively involved in ministering to other women. While most of these leaders are involved with women's ministries, we have an increasing number of women who serve 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 encouraged by 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 in the years ahead, we praise the Lord for encouraging our labors. The investment in the lives of women is price-

FROM THE DIRECTOR



less; indeed, it truly has an eternal dividend!

I would be negligent if I did not offer my heartfelt thanks to our faithful supporters, committed volunteers, board members, and gifted staff for their involvement in this ministry. Their service, contributions, and prayers have made our vision a reality.

With a grateful heart,

Linda Moore
President and Executive Director

by design Staff Members

Linda Moore: President and Executive Director
Kevin Cunningham: Graphic Design/Website Oversight
Margaret Maloy: Financial Secretary
Pauline Morgan: Together Group Coordinator
Kristi Stoughton: WeConnect Director,
Media and Website Developer

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, 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.



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

We are passionate about 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.

Board of Directors

Dr. Phyllis Bennett
Deibi Lapian
Dr. Jean Marrapodi
Karen Moniz
Susan Moody
Linda Moore
Pauline Morgan

Opportunities to Grow in Christ

This year we had 143 women involved in four leadership training classes where instruction concerning personal and ministry needs was presented. Beyond this, we now have had over 7,100 women who have taken at least one of our core curriculum classes since this initiative began in 2001. Praise God!! Classes were held in Connecticut and Massachusetts. We partnered with three churches that hosted our classes, two of which hosted for the first time.

In keeping with this year's goal to provide training seminars for how to effectively share the gospel in a diverse and secular culture, we held a class entitled, "How to Love our LGBTQ Family and Friends." Bill Henson, the founder and director of the nationally recognized ministry "Lead Them Home" presented this timely training and 30 women from 13 churches participated. Several women described this event as life-changing!

We continue to engage women who are looking to strengthen their ministry skills by earning a certificate in Women's Ministries. We offer different training options based on their preferences. They can either attend one of our Leadership Training classes or purchase one of our published Leadership Educational Kits. Then they turn in their completed homework assignment to the teacher. These instructors take a personal interest in each woman. Here is one heart-

ening example from the instructor of our "Understanding Your Personal Calling and Mission" class.

"Your gifts generally lend themselves to things such as one-on-one mentoring, small group connections, and personal encouragement. Praise God if He has called you to such! We live in a program-rich world, with information-overloaded heads and friendship-poor communities. There is huge potential for godly impact while working in smaller areas — well, what look like smaller areas. They aren't small at all. (Think ripples outward from a stone dropped into water. We touch one place, but the impact of what we said or did keeps going.) There is a huge amount of information in our world. Much of it is heard but forgotten due to the immense quantity of what is heard. A God-filled, God-anointed touch is a wonderful gift to a needy world! Most important of all as you go forward, remember that this is between you and God. Teachers and materials can help you look at possibilities, but only God's voice can lead you to fulfillment."



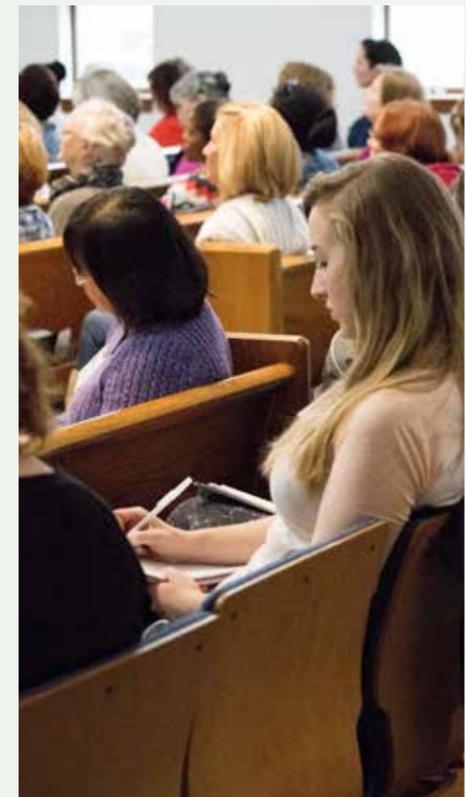
Opportunities to Reach Millennial Women

WeConnect Ministry

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 towards helping millennials to reconnect with God and with the church. This new ministry aims to discover motivators behind the trending disengagement of millennials and to develop and implement an action plan and curricula that will facilitate this growth process. To help get this ministry up and running, in August 2015, Kristi Stoughton came on board as Director for the WeConnect ministry arm of *by design*.

Here are some highlights from this past year with WeConnect:

- To help us develop the shape of this ministry, 51 interviews have taken place with women who are in their 20s and 30s, each with her own unique story and perspective.
- We featured informative and challenging articles in our Summer Sampler series written by seven millennial women. There were many great insights.
- We've provided monthly updates about this ministry to over 50 individuals, which in turn have been shared with other church leaders.



Here is one woman's encouraging testimony.

"Kristi's research is revealing and encouraging! This research reveals opportunity for the church to respond to the insights and challenges this generation puts to the church as it stands today. This information does not just talk about the problem but offers thoughtful suggestions and solutions as well!"

My husband and I minister in a small town in New England and truly appreciate the articles written by the young women Kristi interviews, their honesty and desire to see the church be more authentic in areas where change is needed.

*We appreciate **by design's** helpful, cutting edge work in helping the next generation serving Christ be effective, God-glorifying Christ followers! To God be the Glory! Keep up the great work! Thanks!"*



Opportunities to Support

Together Group Ministry

This small group ministry is designed to nurture and support women as they seek to maintain a proper balance in life and to help women cultivate a network of godly friendships and mentoring relationships. As these relationships are formed and established, we've seen networking and sharing of various resources among the churches represented by these women. It is wonderful to see the body of Christ at work together!

Regular meetings include time for prayer, sharing resources and ideas, fellowship, and equipping. Pauline Morgan, our Together Group coordinator, also sees the importance of encouraging past and present Together Group facilitators, with whom she connects in person, by phone, or by sending uplifting notes. She is also seeking to form new groups around our region. We are happy to report that we now have a new Together Group meeting in the inner city of Boston.

This year we had 37 women from 25 churches involved in four Together Groups. Here are two examples of the importance of this ministry in the life of a leader.

*“by design ministries continues to support me in my growth as a Christian by iron sharpening iron! I also feel blessed to be ‘filled’ up by godly women who strengthen our unity in Christ in our area. We as women ministry leaders must focus on ‘filling our cups’ so we have enough to overflow into others. We spend time with the Lord; however, HE has created us to also need each other to build each other up. I believe I would not have the support I need and desire without **by design ministries**.”*

Lowell, MA
Together Group participant

“Being involved in a Together Group has been a blessing and reminder we were not meant to lead or minister alone. Together Group provides encouragement, fellowship, accountability, support, networking, learning and prayer. I love my sisters in Christ and the safety net of Together Group where we can share our visions, struggles and ideas.”

South Coast, MA
Together Group participant

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 trying to balance the expectations of home, work, and ministry. This special weekend offers 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 who are sharing, praying and holding one another accountable just as much as those they are serving.

(Continued on Page 7)



Our Sisters in Christ

reTREAT

(Continued from Page 6)

This year's reTREAT was held in early April, later than our usual timeframe. We hoped to escape the winter weather, but we were surprised by a late, albeit brief, spring snowstorm at the conclusion of our reTREAT. Such is the weather in New England! Our reTREAT site moved this year to Camp Connri in Ashford, CT, and for the first time we held it for an entire weekend. Traveling from four New England states and representing twenty churches, these twenty-five leaders were enthusiastic, expectant, and teachable – a winning combination for a great reTREAT.



Below is one woman's reflection on her experiences at our reTREAT:

*“Where can women in leadership be refreshed? Whether we are teaching, planning, leading, or delegating, we're always ‘on.’ We need a place to let down and let go — to connect with other women and to be fed so our cup is refilled. The **by design** reTREAT is it—a place to refresh, share ideas, pray and be in God's presence so we can hear His direction for our next step.*

I attended the reTREAT a few weeks ago and met wonderful kindred sisters. We connected over meals and heard from speakers on topics that we encounter. And we left feeling like family. It is so good to know I am not alone out there. God has an army of women on the front lines and they can become my rear guard as I serve in my local church and community.

One favorite moment of the weekend was when we all broke out singing the Doxology in the dining hall. Voices raised. Perfect harmony. Clear and strong. It was such a beautiful picture of God's daughters working in unity, according to our giftedness, for the Kingdom.”



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.

Financial Report

Fiscal Year ending June 30, 2015

Income	
Individual and Church Donations	\$ 25,216.51
Conference and Event Registrations	\$ 6,209.42
Other Income	\$ 1,423.04
Total Support and Other Income	\$ 32,848.97
Expenditures	
Salaries	\$ 18,215.52
Program	\$ 7,014.86
Operations	\$ 3,264.73
Other Expense	\$ 210.24
Total Expenditures	\$ 28,705.35
Net Income/Loss	\$ 4,143.62

Significant Stats

- We hired Kristi Stoughton as our WeConnect Director.
- We developed a new website and expanded our social media presence.
- This year 310 women were actively involved in *by design*.
- 50% of those participating this year were new to our ministry.
- We expanded our base of contributors by more than 50% and ended the year in the black.
- The women involved in our ministry represented all six New England states.
- A total of 143 women participated in four of our leadership classes, putting our overall total of participation to 7,100 since this ministry launched in 2001.

Next Year We Have These Goals...

- To develop a core of committed Christian millennial women who will begin to formulate a plan to reach their peers for Christ.
- To plan a special conference on mentoring to learn how to forge life-giving relationships between women from different generations.
- To develop two new Together Groups.
- To provide training seminars in how to effectively share the gospel in a diverse and secular culture.
- To expand our base of contributors by 50%.
- To continue to offer 3-5 spiritual growth and ministry skill development classes.

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 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.

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