

Cultivate



Life Change Report 2018-2019

Dear Partners in Ministry,

At *by design* this year we continue to focus on influencing women of influence (2 Timothy 2:1-2). Whether in their homes, churches or communities, these women are all game changers. As you know, cultivating a network of gifted women takes time, effort, and intentionality, but the end result is worth it! Illustrative of this is the flourishing garden of my friend's home. When I commented on the variety, beauty, and health of her garden she told me it has been maturing for the past 40 years. We are cultivating "a garden of women leaders," and like my friend's garden, we know it won't happen overnight. Yet, as God provides, we too will reap a harvest for the Kingdom of God as lives are beautifully transformed and used by the Lord. This year we've had a "bumper crop" of women participating in our various events. I think you will be inspired as you read some of their accounts in our annual report.

While training women to effectively use their giftedness for the glory of God is our primary focus, we also partner with local churches to provide encouragement and resources to strengthen their ministries and congregations. This partnership with regional churches is spelled out in our guidelines, as one of our

core values is "We affirm the importance and centrality of the local church." It is a privilege to unite with the local church in serving Christ in this mission field called New England.

This past year, 63% of the women who participated in our ministry were new to *by design*. Keep in mind that the majority of the women we serve represent the church's leadership of women actively ministering to other women. While most are involved with women's ministries, we have had a marked increase in the 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 our annual 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.

FROM THE DIRECTOR



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

I continue to be thrilled at all you are doing in helping ministry gals and leaders in congregations to have resources so necessary—especially friends. Such a critical work for these often forgotten women.

—Gail MacDonald

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.

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.

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

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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

Cultivating Support for Our Sisters in Christ

Together Group Ministry

This small group ministry seeks 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 can have a significant impact on their individual ministries through regular meetings that include time for prayer, sharing of ministry concerns, fellowship, networking and discussion of topics related to leadership.

Our Together Group Coordinator, Pauline Morgan, has been working over the past year to initiate new groups, help grow the groups and encourage leaders. Some highlights this year included:

- In December, the South Coast and Boston chapters celebrated Christmas in a joint meeting.
- Over the 2018-2019 ministry year, the Children's Directors Together Group of South Coast met quarterly to share ideas for VBS, Christmas and Easter holidays, and school vacation ministry.
- New members continue to be added to the South Coast and Greater Lowell Together Groups.
- Our four current groups minister to 38 women and represent 24 churches in Massachusetts. This total includes the new Concord New Hampshire Together Group that has 14 women representing nine churches in New Hampshire and Maine.

One of the biggest challenges the Together Group ministry faces is helping women understand that these groups are not just another appointment on their calendars. They are an opportunity for spiritual rest and refreshment as well as encouragement by women who understand the joys and challenges that come with serving in ministry. Updates about meetings are added regularly on our website. If you're interested in participating or have questions, contact Pauline at Pollynee@aol.com

"I've been a part of this group for many years—I enjoy the fellowship and sharing immensely. We come from different backgrounds, churches, careers and ministries to learn, grow, challenge each other, encourage one another and pray for each other. This is the only place I can come to share openly and receive support for my ministry."

Nancy, South Coast Together Group

Cultivating and Challenging Women to Keep Growing

We continue to engage women who are looking to strengthen their ministry skills by providing a variety of classes geared toward their personal and ministry development. 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 222 women involved in four leadership training classes in which instruction was given to address individual and ministry needs. Beyond this, we now have had over 7,700 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 and Massachusetts. We partnered with two churches that hosted our classes, both of which hosted for the first time.



"Every class I've come to has been awesome! I absolutely feel so blessed every time I attend one of the by design events. Thank you for all you do to organize everything! You are blessing so many women with each of these events. I am so grateful to be participating."

Pam, Class Participant

Photos by Kristi Stoughton

Cultivating Understanding Between Generations

This year the WeConnect team was focused on the topic of how to extend our reach so we could connect with more people in a meaningful way. Most of these conversations took place at our very first WeConnect retreat, which was held in October at the beautiful and restful Gilead's Balm, hosted by the incomparable Marnie Wells. At the retreat, we prayed and talked and shared and laughed, and by the end of it, we'd come up with some good plans for the coming year.



Several members of the leadership team played instrumental roles at the *by design* annual retreat. There was a Millennial Panel Q&A event with excellent discussion about how to increase and improve intergenerational understanding, specifically with regard to faith and life. In addition, Jessi Crawley, one of the WeConnect team members, taught one of the retreat breakout sessions, "Stewarding Your Finances." We received enthusiastic feedback from both of these events.

We greatly increased the number of young women bloggers contributing to our website and our newsletters. They have an important voice and great insights to share. Over the course of the year we had bloggers representing every age from 20s to 80s. It's exciting to see the wisdom that comes from having a wide range of ages represented.

The WeConnect team also brainstormed, named and planned the outreach event with Jan Carlberg that was held on April 6 of this past year. Check out the longer article in this publication and see pictures from this fun event on pages 6-7.



We are continuing to hold Mentoring Roundtable events at churches throughout New England at no charge. If you would like to help your church have better communication with the next generation, we would be happy to come to you. Send us a message on our website, and we can answer your questions about these fun and informative events.

Kristi Stoughton, our WeConnect director, continues to send periodic updates to our mailing list. If you'd like to stay up on all the latest with WeConnect, sign up on the *by design* website. You can view past updates by visiting <http://www.bydesignministry.org/weconnect/weconnect-updates/>.

Photo by Cindy Rosenberg

Cultivating Encouragement

One of the most exciting events that we held during this past ministry year was “Satisfy Your Sweet Tooth, Satisfy Your Soul — a Gathering.” This outreach event was inspired by the good work of the WeConnect leadership team, who gave us the idea for the dessert buffet and also named the event and helped with the planning. On April 6, close to 200 women from over 40 churches spanning five states gathered at Trinity Baptist Church in Nashua for some delicious desserts, fellowship, worship, and encouragement.



The treats ran the gamut from giant cupcakes to delectable little macarons, homemade pies, piles of eclairs and pastries, and even a chocolate fountain! As the women gathered, they helped themselves to the desserts and visited together, connecting with old friends and making new friends. The room buzzed with happiness and energy.



All photos on pages 6-7 by Cindy Rosenberg

After a sweet time of special music and worship facilitated by the Trinity Chick Band, Jan Carlberg shared with us “Love Lifts for Sagging Spirits.” With warm humor, she wove entrancing stories with biblical truths. Sarah from the WeConnect leadership team shared, “Jan was a gift to the women gathered. Her stories that had everyone laughing and crying in turn brought the reality of resting in Christ down to a relatable and practical level. She lit up the room with her affection for the One in whom she rested, knowing with full confidence that she could forever speak of the goodness of God and His love.”

for All Generations



If you were part of this special night, we’re so glad that you could attend. It was a joy to have you there. If you missed this event or didn’t hear about it, please join our mailing list and we’ll let you know about all of our upcoming events. In addition to outreach events like this one, we also offer Women’s Leadership Training, Mentoring Roundtables and a variety of other offerings. Our events take place all over New England, but if you don’t see one near you, please message us on our website and let’s talk about bringing one of our events to your church and community!

“I wanted to give you a great testimony from tonight...a woman I brought has a husband who has been diagnosed with colon cancer. They have two children who are in elementary and middle school. My friend spent most of Jan’s talk in tears and walked out saying, ‘Could she have been speaking any more clearly to me specifically?’ We had a great time in the car connecting, encouraging and laughing. Thank your team for their faithful work. It was a great night that was a huge encouragement in lifting more than one sagging spirit!!!”

“Satisfy Your Sweet Tooth, Satisfy Your Soul” participant



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.

Financial Report

Fiscal Year ending June 30, 2019

Significant Stats

- This year 508 women were actively involved in *by design*.
- 63% of those participating this year were new to our ministry.
- The women involved in our ministry represented 20 different states, including all six New England states.
- A total of 222 women participated in four of our leadership classes, putting our overall total of participation to 7,788 since this ministry launched in 2001.

Income	
Individual and Church Donations	\$ 32,265.40
Conference and Event Registrations	\$6,625.28
Other Income	\$ 348.09
Total Support and Other Income	\$ 39,238.77
Expenditures	
Salaries	\$ 20,475.00
Professional Expenses	\$ 3,945.00
Administrative/Office Expenses	\$ 7,925.01
Conference Expenses	\$ 3,262.06
Other Expenses	\$ 2,615.69
Total Expenditures	\$ 38,222.76
Net Income/Loss	+1,016.01

Next Year We Have These Goals...

- To continue to expand our Mentoring Discussion Event to more churches.
- To continue to develop the WeConnect leadership team to facilitate the growth of the WeConnect ministry to millennial women.
- To continue to offer three to five spiritual growth and ministry skill development classes.
- To partner with new churches to host our leadership training classes.

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

- You can provide donations and additional 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 Mission Board and ask them to support this ministry 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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