

Steadfast



Life Change Report

2019-2020

FROM THE DIRECTOR

Dear Partners in Ministry,

An incredible, now world-famous picture captivated my attention some years ago that was taken in 1989 by French photographer Jean Guichard. The La Jument lighthouse on the Brittany coast of France, was being assaulted by waves nearly 100 feet high.

The awe-inspiring sight was put into perspective by the miniscule figure of the lighthouse keeper standing in the doorway; seconds later, the lighthouse was immersed in the monstrous waves. Guichard immortalized the image from a helicopter with a solitary shutter release of his camera. Although the magnitude of the storm was frightening, the immovable stone lighthouse anchored on a rock that had stood against the onslaught of countless storms was a secure refuge for the keeper of the light. This photo evokes feelings of being resolute and steadfast in the midst of turbulent times. With our eyes fixed on the author and perfecter of our faith (Hebrews 12:2) and our lives rooted in Him (Colossians 2:6), we may have every confidence that He will sustain us in what lies ahead.

At *by design*, our year began with much fruit. Our goal to increase our mentoring discussion events was met and with three new church partnerships. Our classes were well attended, and we had record-breaking attendance at our retreat. The Lord was indeed gracious to us! When COVID-19 invaded our lives and ministry, we modified our approach to equipping and mentoring. Of course, as I write,

we are still in the throes of dealing with the pandemic, with its life-invasive tentacles affecting every aspect of our daily routines. As if this were not enough, there is an obvious national political and social malaise permeating much of our everyday lives. What a great moment for ministry in the midst of these challenges. They provide us with opportunities to explore innovative ways to reach the women of New England. Face-to-face ministry is not often an option but, as you will read in the pages of this report, the Lord has opened new pathways for us. We know that our service to the Lord and His people is never in vain (1 Corinthians 15:58).

This past year, 45% of the women who participated in our ministry were new to *by design*. 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 continue to have a number of women who serve in other capacities. These amazing, committed women are investing in the lives of thousands throughout New England.

We continue to praise the Lord for encouraging our labors. The investment in the lives of women is priceless. Thank you for recognizing the impor-



tance of seeing women as a vital part of advancing God's church and His Kingdom. I am truly 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.

As we move forward, the image of the La Jument lighthouse is a reminder that our life and ministry is founded upon a Rock (Psalm 18:2). We are in His grip and we are safe. The name of the Lord is a strong tower; the righteous run into it and are safe (Proverbs 18:10).

Soli Deo Gloria,
Linda Moore,
President and Executive Director

by design Board of Directors

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

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 Staff Members

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



Unwavering 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 significantly impact their individual ministries through regular meetings that focus on continued personal growth, prayer, sharing ministry concerns, leadership development, fellowship and networking.

Our Together Group Coordinator, Pauline Morgan, has been working over the past year to initiate new groups, help grow the groups and encourage leaders. We currently have three active and thriving Together Groups with 43 women who hail from four New England states as well as from Florida and Tennessee! Additionally, we anticipate starting a “generic” Together Group with women from a variety of locations. This seminal group has women representing 28 churches and ministries. The cross-section of these groups includes ministry leaders, pastors’ wives, church staff, Bible study leaders, leaders of children’s and youth ministries, speakers and bloggers, a ministry treasurer, a deaf ministry leader, a missions board member, and nonprofit directors. Not unsurprisingly, many women serve in multiple arenas.

Due to the pandemic, Together Groups began meeting via live video chat in April. The accessibility of virtual meetings has opened the door for women outside of their immediate geographical region to participate in these Zoom sessions. A “benefit” of the pandemic is that these online meetings have been a means of blessing and strengthening the body of Christ as we continue to encourage and pray for each other and share resources and leadership responsibilities.

One of the challenges that the Together Group ministry faces is helping women 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 by women who “get it” because they too are involved in ministry! Interested? More information is available on our website.

“Coming to a Together Group meeting is a highlight in my month. We receive encouragement from the Word and from each other that leaders don’t always get elsewhere. I’m thankful for the relationships that I have formed through this ministry.”

*Janet Aronson,
South Coast Together Group participant*

Resolving to Encourage Women's Growth

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



This year, 176 women were involved in seven leadership training classes in which instruction was given to address individual and ministry needs. Beyond this, nearly 8,000 women have taken at least one of our classes since this initiative began in 2001. Praise God! Classes were held in Maine, New Hampshire and Massachusetts. We partnered with three churches that hosted our classes, two of which hosted for the first time. We also partnered with the Southern Baptist Convention in Maine and presented our mentoring discussion event to women from seven churches in Maine. Two additional classes were done virtually.

“There was a lot of good discussion. I loved the emphasis Diane Averill put in the morning on hearing from God and having us write it down at the end. The Scripture she had us read together grounded us and her practical stories of connecting with women and even how we can be so focused on doing ministry that we miss opportunities to connect were helpful and got a lot of sharing going.”

*Krisie Brown,
Caring Connection class participant*

Resolutely Reaching All Generations

WeConnect Report

It has been a busy year and, due to the virus, a strange one. It all started off normally, though. Throughout the fall and early winter, the WeConnect team was very involved in many aspects of the annual leadership retreat.

Jessi and Kimberley took part in a panel discussion. Sarah and Kimberley led worship for two of the sessions. Jessi was in charge of the PowerPoint slides for several of the sessions, presented our offering appeal and helped with the jewelry table. Kimberley facilitated a workshop in which the retreat attendees made washable feminine hygiene products to be distributed to women in third-world countries who had no access to the products they needed. The energy and talents of the team were much appreciated.



Before COVID-19 put a stop to in-person events, we held several mentoring discussions at area churches. These events help women connect with the next generation by sharing information and resources. It is a workshop type of event where all attendees share their experience and knowledge, facilitated by the *by design* team members. We are hoping to get those up and running again after the virus has run its course. If you would be interested in bringing one of these free events to your church, please contact us and we'll put you on the list to be scheduled after restrictions have lifted and in-person events have resumed.

Sadly, the Sweet Tooth event that had been planned for April was cancelled, as was the annual WeConnect retreat. However, just because we have been unable to be together in person doesn't mean that ministry has stopped. We remain steadfast in our commitment to supporting and training women in Christian leadership. Our focus has shifted to online activity, and both Sarah and Jessi have created short videos for us to share with you all. You can visit *by design's* Facebook page or our YouTube channel to check them out if you haven't seen them already.

If you'd like to stay up on all the latest with WeConnect, please sign up on the *by design* website and I'll keep you in the loop! You can also view past updates by visiting <http://www.bydesignministry.org/weconnect/weconnect-updates/>.

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

Kristi Stoughton, for WeConnect



2020 Retreat Recap

by design's 2020 Leadership Retreat was held in Andover, MA, at the LaQuinta Inn and Suites. Last year's retreat sold out, so we knew that we needed a location with more space, and the LaQuinta offered exactly what was needed: comfortable rooms, indoor pool, workout room, large meeting space, and even additional private meeting rooms for meals and breakout sessions.



Our speaker was Maggie Wallem Rowe, who spoke on "JOURNEY: Living Well with God and Others." Maggie was wonderful and touched the hearts of the women who attended. Even better, because of the extra space we were able to host a special "Evening with Maggie" on Saturday night, opening up the session to all women, not just those who were attending the retreat. All three of Maggie's sessions were recorded and are now available in a new CD set in *by design*'s online shop.



On Friday night we held a discussion panel on the topic of culture and how it impacts the church. Our panelists were multigenerational, with various backgrounds and experiences. Each one of them brought wisdom and insight to the discussion. The panel was recorded and is now available on *by design*'s YouTube channel.

During the course of the retreat we offered six different breakout sessions: "Talk-back Session with Maggie Rowe," "Creative and Innovative Ways to Reach Today's Woman," "Overwhelmed? Burned Out? You Could Use a Life Coach!," "Life-giving Relationships for Women," "G.A.L. Group (Grief And Loss)" and "Breakout for a Cause! Luopads: Relieve Suffering, Restore Dignity, Reveal Hope."



This retreat had our largest attendance ever! We had a total of 72 retreat attendees and 60 more at the Evening with Maggie. The attendees ranged in age from their late teens to their 80s and represented nearly 50 churches from six different states. Lord willing, next year we'll see even more growth!



"God isn't interested in what I don't have or can't do. He's interested in what I have that I am willing to let Him use."

Betty Nicoletta,
Leadership Retreat participant

"How sweet His gift of relationships across all generations, age, background, stories, hope and our dreams. He is faithful!"

Lisa Chronis,
Leadership Retreat participant



Retreat photos by Cindy Rosenberg

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...

- **363 women** representing **156 churches** were actively involved in *by design* this year.
- **45%** of those participating were new to our ministry.
- The women involved in our ministry represented **17 different states**, including all six New England states.
- A total of **176 women** participated in seven of our leadership classes, putting our overall total of participation to 7,964 since this ministry launched in 2001.

You Can Help...

- 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.

Goals for Next Year...

- To produce 3-5 virtual presentations on topics related to personal growth and ministry.
- To broaden our Together Group ministry to more women of influence.
- As future conditions permit, plan at least two in-person special events.
- To continue to develop the WeConnect leadership team to facilitate the growth of the WeConnect ministry to millennial women.

Financial Report

Fiscal Year ending June 30, 2020

Income	
Individual and Church Donations	\$ 28,418.44
Conference and Event Registrations	\$6,854.00
Other Income	\$ 1,175.30
Total Support and Other Income	\$ 36,447.74
Expenditures	
Salaries	\$ 21,158.33
Professional Expenses	\$ 2,950.00
Administrative/Office Expenses	\$ 1,963.49
Conference Expenses	\$ 5,537.31
Other Expenses	\$ 5,150.48
Total Expenditures	\$ 36,759.61
Net Income/Loss	-311.87

2020 Tech Update

- We are expanding our YouTube channel and are making more free resources available online. Recently we posted the discussion panel from the last retreat, “Cultural Impact on the Church.”
- We recorded the sessions from the 2020 Leadership Retreat – Maggie Rowe’s “JOURNEY: Living Well with God and Others” – and have produced a CD set that is available for purchase.
- We have updated our online store to make it easier for you to get the resources you need to keep training and ministering during this time of social distancing. Also, we’re offering free shipping for any size order to anywhere in the continental U.S. Visit www.bydesignministry.org/shop/.

Cover photo: zacariasdamata DepositPhoto id: 33496175



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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