A survey of Evangelical and Black Protestant women’s ministry leaders
METHODOLOGY

- The online survey of 842 women’s ministry leaders was conducted April 19-May 22, 2023.

- Sample lists of women who may have women’s ministry roles were developed from Lifeway’s ministry and sales lists.

- Each respondent was screened to ensure they are the women’s ministry leader at their church and that their church is an evangelical or Black Protestant church in the U.S.

- Southern Baptist women’s ministry leaders were oversampled. The 466 SBC responses were weighted down to reflect their correct proportion of evangelical and Black Protestant churches.

- Responses were weighted by church size, region, and religious tradition/denomination to more accurately reflect the population.

- The usable sample is 842 surveys with 733 answering all questions.

- The sample provides 95% confidence that the sampling error does not exceed ±5.8%. This margin of error accounts for the effect of weighting.

- Margins of error are higher in sub-groups.
LIMITATIONS

Probability samples for evangelical and Black Protestant women’s ministry leaders do not exist. When representative sampling is not possible, it is important to obtain as wide a variety of respondents as possible.

This study is limited to respondents or their churches who have interacted with Lifeway in some way in the last 3 years. Groups that interact with Lifeway less will be underrepresented in this study. Note that some groups are less represented because the scope of this study does not include churches that do not have women’s ministry activities or a women’s ministry leader.

The variety included in this robust sampling effort is due to the many leadership and enrichment events, women’s ministry products, survey research, and free church and women’s ministry content that have led thousands of women to interact with Lifeway.

Indications of the breadth of the sample prior to weighting include:

• Sizes of churches participating (27% <100, 28% 100-249, 20% 250-499, 25% 500+)
• Ethnicity of leader (88% White, 6% African American, 3% Hispanic, 3% Other)
• Locations of churches participating (29% rural, 34% small city, 20% suburb, 18% large city)
• Ages of women’s ministry leaders (6% 18-34, 28% 35-49, 37% 50-64, 29% 65+)
• Region of churches participating (4% Northeast, 19% Midwest, 61% South, 17% West)
75% of churches with activities specifically for women have an organized women’s ministry

Among Women’s Ministry Leaders

- Yes: 75%
- Nothing formal, but there are activities specifically for women: 25%

Q5: “Does your church currently have an organized women’s ministry of some kind? (Select one)” n=842

Note: Those with no activities specifically for women were excluded from this study.
About 1 in 6 women’s ministry leaders are in a paid position

Among Women’s Ministry Leaders

- A volunteer or an unpaid staff member: 83%
- A paid part-time staff member: 9%
- A paid full-time staff member: 8%

Q7: “Which of the following best describes your role as the leader of your church’s women’s ministry? I am… (Select one)” n=842
45% of leaders say they plan together with a women’s ministry leadership team

Among Women’s Ministry Leaders

- I, as women’s ministry leader, do the planning on my own: 13%
- I, as women’s ministry leader, do the planning on my own using suggestions from women in the church: 28%
- I do the planning together with the church staff: 5%
- I do the planning together with a women’s ministry leadership team: 45%
- It is organic with women volunteering to lead something and we spread the word: 8%
- Not sure: 1%

Q17: “Which of the following best describes who is responsible for setting plans for your women’s ministry? (Select one)” n=842
“Which of the following describe the women on your women’s ministry leadership team?”

**Among leaders who plan together with a women’s ministry team**

<table>
<thead>
<tr>
<th>Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>We collaborate over most decisions that affect the women’s ministry</td>
<td>59%</td>
</tr>
<tr>
<td>The team represents delegated roles, as each leads an area of the ministry</td>
<td>38%</td>
</tr>
<tr>
<td>The group represents all the women we are seeking to reach</td>
<td>36%</td>
</tr>
<tr>
<td>They are naturally some of the most influential women in the church</td>
<td>25%</td>
</tr>
<tr>
<td>The group is mostly women with lots of experience</td>
<td>17%</td>
</tr>
<tr>
<td>Other descriptor</td>
<td>10%</td>
</tr>
<tr>
<td>None of these</td>
<td>1%</td>
</tr>
<tr>
<td>Not sure</td>
<td>0%</td>
</tr>
</tbody>
</table>

Q18: “Which of the following describe the women on your women’s ministry leadership team? (Select all that apply)” n=457
Q20: “About how many women participate at any level in your women’s ministry who are a regular part of your church?” n=814

Among Women’s Ministry Leaders

- MEAN: 52
- MEDIAN: 25

- Less than 25: 48%
- 25 to 49: 26%
- 50 to 74: 8%
- 75 to 99: 4%
- 100 to 199: 7%
- 200 or more: 6%
Attendance at largest women’s ministry event last year

Among Women’s Ministry Leaders

Mean: 82
Median: 40

Q21: “What was the attendance at your largest women’s ministry event this last year?”  n=810
Average percentage of women participating in women’s ministry in each age group

**Among Women’s Ministry Leaders**

- Age 18 to 25: 7%
- Age 26 to 40: 20%
- Age 41 to 55: 26%
- Age 56 to 70: 35%
- Age 71+: 12%

Q22 “Please estimate the percentage of the women who participate in your women’s ministry by age groups.” n=805
Q23: “For which of the following groups do you believe your church’s women’s ministry is well designed to meet their needs? Please only select those where your belief is confirmed by women in that group regularly participating. (Select ALL that apply)” n=798
Highest ranked priority for women’s ministry is to disciple women and encourage their walk with Christ.

Among Women’s Ministry Leaders

- Disciple women and encourage their walk with Christ: 57%
- Develop community and fellowship among women: 27%
- Mobilize women to serve and minister to others within the church: 6%
- Reach women who do not currently attend church: 6%
- Mobilize women to serve and minister to others outside the church: 4%

Q24: “Describe the priorities of your women’s ministry by ranking the following goals in priority order (1 being the highest and 5 being the lowest).”
n=790
TWO highest ranked priorities for women’s ministry are discipling and building community among women

Among Women’s Ministry Leaders

- Disciple women and encourage their walk with Christ: 83%
- Develop community and fellowship among women: 70%
- Mobilize women to serve and minister to others within the church: 23%
- Reach women who do not currently attend church: 13%
- Mobilize women to serve and minister to others outside the church: 11%

Q24: “Describe the priorities of your women’s ministry by ranking the following goals in priority order (1 being the highest and 5 being the lowest).”

n=790
Events conducted in the last year to develop community and fellowship among new and existing women

Among Women’s Ministry Leaders

- Food events (e.g., potlucks, lunches, dinners, brunches): 75%
- Holiday events: 61%
- Craft or hobby events: 44%
- Game nights (e.g., board games, bunco, bingo, etc): 30%
- Field trips (shopping, activities, tours, etc.): 26%
- Book clubs: 22%
- Christian concerts/comedians/shows: 21%

Q25: “Which, if any, of the following events has your women’s ministry conducted in the last year to develop community and fellowship among new and existing women in your church? (Select ALL that apply)” n=787
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<table>
<thead>
<tr>
<th>Event</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outdoor activities</td>
<td>17%</td>
</tr>
<tr>
<td>Cooking together or meal prep</td>
<td>14%</td>
</tr>
<tr>
<td>Fitness activities (e.g., Zumba, walking, exercise, spinning, etc.)</td>
<td>9%</td>
</tr>
<tr>
<td>Other</td>
<td>32%</td>
</tr>
<tr>
<td>None of these</td>
<td>5%</td>
</tr>
<tr>
<td>Not sure</td>
<td>0%</td>
</tr>
</tbody>
</table>

Among Women’s Ministry Leaders
TWO events most effective in developing community among women in your church

Among Women’s Ministry Leaders

<table>
<thead>
<tr>
<th>Event</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Food events</td>
<td>59%</td>
</tr>
<tr>
<td>Holiday events</td>
<td>36%</td>
</tr>
<tr>
<td>Craft or hobby events</td>
<td>18%</td>
</tr>
<tr>
<td>Game nights</td>
<td>14%</td>
</tr>
<tr>
<td>Book clubs</td>
<td>12%</td>
</tr>
<tr>
<td>Field trips</td>
<td>8%</td>
</tr>
<tr>
<td>Christian concerts/comedians/shows</td>
<td>5%</td>
</tr>
<tr>
<td>Cooking together or meal prep</td>
<td>5%</td>
</tr>
<tr>
<td>Outdoor activities</td>
<td>3%</td>
</tr>
<tr>
<td>Fitness activities</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>21%</td>
</tr>
<tr>
<td>None of these</td>
<td>5%</td>
</tr>
<tr>
<td>Not sure</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

Q26: “Which two of these have been most effective in developing community among women in your church? (Select two)” n=787
Events conducted in the last year to disciple women and encourage their walk with Christ

Among Women’s Ministry Leaders

- Offered Bible studies for women: 88%
- Offered times for women to pray together: 57%
- Provided opportunities to serve others in our local community: 48%
- Attended conferences as a group: 40%
- Shared a Bible reading plan: 36%
- Offered mentoring: 35%
- Offered Bible study skills training: 30%
- Shared written advice or encouragement (e.g., blog, articles): 29%

Q27: “Which, if any, of the following events has your women’s ministry conducted in the last year to disciple women and encourage their walk with Christ? (Select all that apply)” n=783
Q27: “Which, if any, of the following events has your women’s ministry conducted in the last year to disciple women and encourage their walk with Christ? (Select all that apply)” n=783
TWO most effective events at encouraging women on their faith journey with Christ

Among Women’s Ministry Leaders

- Offered Bible studies for women: 80%
- Offered times for women to pray together: 23%
- Attended conferences as a group: 16%
- Provided opportunities to serve others in our local community: 13%
- Offered mentoring: 12%
- Hosted conferences: 10%
- Offered Bible study skills training: 8%

Q28: “Which two of these have been most effective at encouraging women on their faith journey with Christ? (Select two)” n=783
**TWO most effective events at encouraging women on their faith journey with Christ cont’d**

*Among Women’s Ministry Leaders*

<table>
<thead>
<tr>
<th>Event</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Shared written advice or encouragement</td>
<td>7%</td>
</tr>
<tr>
<td>Shared a Bible reading plan</td>
<td>7%</td>
</tr>
<tr>
<td>Hosted simulcasts</td>
<td>4%</td>
</tr>
<tr>
<td>Hosted topical events</td>
<td>4%</td>
</tr>
<tr>
<td>Offered grief recovery groups</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
<tr>
<td>None of these</td>
<td>2%</td>
</tr>
<tr>
<td>Not sure</td>
<td>&lt;1%</td>
</tr>
</tbody>
</table>

Q28: “Which two of these have been most effective at encouraging women on their faith journey with Christ? (Select two)” n=783
Among churches that offered Bible studies for women

- Offered Bible studies outside of work hours: 85%
- Offered Bible studies during the day on weekdays: 57%
- Offered Bible studies for moms with young children: 29%
- None of these: 3%
- Not sure: <1%

Q29: “Which of the following describe the Bible studies your church has offered in the last year for women? (Select all that apply)” n=708
Ongoing responsibilities that fall to the women’s ministry to lead in your church

Among Women’s Ministry Leaders

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing women’s fellowship and connection opportunities</td>
<td>81%</td>
</tr>
<tr>
<td>Providing women’s small group Bible studies</td>
<td>77%</td>
</tr>
<tr>
<td>Providing fun, social events for women</td>
<td>72%</td>
</tr>
<tr>
<td>Discipleship of women</td>
<td>61%</td>
</tr>
<tr>
<td>Providing a women’s large group Bible study</td>
<td>48%</td>
</tr>
<tr>
<td>Outreach to women</td>
<td>47%</td>
</tr>
<tr>
<td>Mentoring women</td>
<td>47%</td>
</tr>
</tbody>
</table>

Q30: “Which of the following are specific ongoing responsibilities that fall to the women’s ministry to lead in your church? (Select all that apply)”
n=778
Among Women’s Ministry Leaders

<table>
<thead>
<tr>
<th>Responsibility</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Providing a women’s prayer ministry</td>
<td>32%</td>
</tr>
<tr>
<td>Counseling or pastoral care for women</td>
<td>25%</td>
</tr>
<tr>
<td>Leadership training for women</td>
<td>25%</td>
</tr>
<tr>
<td>Providing fitness opportunities for women</td>
<td>5%</td>
</tr>
<tr>
<td>None of these</td>
<td>1%</td>
</tr>
<tr>
<td>Not sure</td>
<td>1%</td>
</tr>
</tbody>
</table>

Q30: “Which of the following are specific ongoing responsibilities that fall to the women’s ministry to lead in your church? (Select all that apply)”

n=778
Specific responsibilities for the women’s ministry to provide as needed for your church

Among Women’s Ministry Leaders

Providing "meal trains" for those facing illness or a crisis: 55%  
Providing food for funerals: 47%  
Caregiving for women in crisis: 40%  
Decorating the church: 40%  
Baby showers: 37%

Q31: “Which of the following are specific responsibilities for the women’s ministry to provide as needed for your church? (Select all that apply)”  
n=777
Specific responsibilities for the women’s ministry to provide as needed for your church cont’d

Among Women’s Ministry Leaders

- Caregiving for families in crisis: 33%
- Bridal showers: 30%
- Weddings: 13%
- None of these: 19%
- Not sure: 5%

Q31: “Which of the following are specific responsibilities for the women’s ministry to provide as needed for your church? (Select all that apply)” n=777
Level of women’s ministry involvement: Benevolence ministry

Among Women’s Ministry Leaders

Q32_1: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Benevolence ministry” n=770
Level of women’s ministry involvement: Providing food for church-wide events

Among Women’s Ministry Leaders

Q32_2: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Providing food for church-wide events” n=770

- Not directly involved: 26%
- Participates: 47%
- Is primarily responsible: 27%
Level of women’s ministry involvement: Hosting church-wide events

Among Women’s Ministry Leaders

Q32_3: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Hosting church-wide events” n=770
Level of women’s ministry involvement: Providing a church-wide prayer ministry

Among Women’s Ministry Leaders

- Not directly involved: 39%
- Participates: 56%
- Is primarily responsible: 6%

Q32_4: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Providing a church-wide prayer ministry” n=770
Level of women’s ministry involvement: Recruiting volunteers for church-wide events or projects

Among Women’s Ministry Leaders

- Not directly involved: 37%
- Participates: 56%
- Is primarily responsible: 7%

Q32_5: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Recruiting volunteers for church-wide events or projects.” n=770
Level of women’s ministry involvement: Providing childcare for church gatherings

*Among Women’s Ministry Leaders*

- **Not directly involved**: 56%
- **Participates**: 28%
- **Is primarily responsible**: 17%

Q32_6: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Providing childcare for church gatherings”  n=770
Level of women’s ministry involvement: Visiting the sick or hospitalized

Among Women’s Ministry Leaders

- Not directly involved: 52%
- Participates: 47%
- Is primarily responsible: 1%

Q32_7: “Please indicate your women’s ministry’s level of involvement in the following ministries at your church. Visiting the sick or hospitalized” n=770
Among Women’s Ministry Leaders

- By seeing things happen that only the Holy Spirit can do: 30%
- By the changes and growth seen in one person’s life: 22%
- By seeing women deeply engage in activities that are focused on Christ: 17%
- By seeing community develop among women where they can be who they really are: 12%
- By the attendance at events: 10%
- By seeing women use their spiritual gifts: 6%
- By the level of involvement of the volunteer leaders: 2%

Q33: “Indicate which of the following you personally use to measure the effectiveness of your women’s ministry efforts by ranking the following measurements in priority order (1 being the highest and 7 being the lowest).” n=749
### TOP TWO priorities for measuring the effectiveness of your women’s ministry efforts

**Among Women’s Ministry Leaders**

<table>
<thead>
<tr>
<th>Priority</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>By seeing things happen that only the Holy Spirit can do</td>
<td>50%</td>
</tr>
<tr>
<td>By the changes and growth seen in one person’s life</td>
<td>45%</td>
</tr>
<tr>
<td>By seeing women deeply engage in activities that are focused on Christ</td>
<td>34%</td>
</tr>
<tr>
<td>By seeing community develop among women where they can be who they really are</td>
<td>26%</td>
</tr>
<tr>
<td>By seeing women use their spiritual gifts</td>
<td>23%</td>
</tr>
<tr>
<td>By the attendance at events</td>
<td>15%</td>
</tr>
<tr>
<td>By the level of involvement of the volunteer leaders</td>
<td>7%</td>
</tr>
</tbody>
</table>

Q33: “Indicate which of the following you personally use to measure the effectiveness of your women’s ministry efforts by ranking the following measurements in priority order (1 being the highest and 7 being the lowest).” n=749
Impact of your current women’s ministry: Draws women from outside our church into Christian community

Among Women’s Ministry Leaders

- Not well at all: 30%
- Somewhat well: 50%
- Well: 15%
- Very Well: 5%

Q35_1: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Draws women from outside our church into Christian community” n=741
Impact of your current women’s ministry: Connects existing women in our church into community

Among Women’s Ministry Leaders

<table>
<thead>
<tr>
<th>Perception</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not well at all</td>
<td>13%</td>
</tr>
<tr>
<td>Somewhat well</td>
<td>37%</td>
</tr>
<tr>
<td>Well</td>
<td>34%</td>
</tr>
<tr>
<td>Very Well</td>
<td>17%</td>
</tr>
</tbody>
</table>

Q35_2: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Connects existing women in our church into community” n=741
Impact of your current women’s ministry: Engages existing women in our church to serve others

Among Women’s Ministry Leaders

Q35_3: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Engages existing women in our church to serve others” n=741
Q35.4: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Mobilizes women to turn from sins”  n=741
Impact of your current women’s ministry: Helps women find healing from trauma, hurts, and grief

Among Women’s Ministry Leaders

Q35_5: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Helps women find healing from trauma, hurts, and grief” n=741
Impact of your current women’s ministry: Encourages women to obey God

Among Women’s Ministry Leaders

Q35_6: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Encourages women to obey God”  n=741
Impact of your current women’s ministry:
Encourages the spiritual growth of women

Among Women’s Ministry Leaders

Q35_7: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Encourages the spiritual growth of women”  n=741
Impact of your current women’s ministry: Mobilizes women to share the gospel personally

Among Women’s Ministry Leaders

Q35_8: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Mobilizes women to share the gospel personally” n=741
Impact of your current women’s ministry: Mobilizes women to invite people to church

Among Women’s Ministry Leaders

Q3_9: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Mobilizes women to invite people to church” n=741
Impact of your current women’s ministry: Improves marriages

Among Women’s Ministry Leaders

Q35_10: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Improves marriages” n=741
Impact of your current women’s ministry: Improves the spiritual direction of kids through their mothers

Among Women’s Ministry Leaders

- Not well at all: 17%
- Somewhat well: 39%
- Well: 34%
- Very Well: 10%

Q35_11: “How well does your women’s ministry currently impact each of these potential areas of ministry? (Select one response for each area of ministry) Improves the spiritual direction of kids through their mothers” n=741
71% say that their churches provide the women’s ministry with funds from the church budget

Among Women’s Ministry Leaders

Q36: “Does your church provide the women’s ministry with funds from the church budget to spend?” n=741
94% agree that women’s ministry regularly receives support from their pastor

Among Women’s Ministry Leaders

Q37: “Our women’s ministry regularly receives support from our church’s pastor(s).” n=741
93% agree that their church values their women’s ministry

Among Women’s Ministry Leaders

Q38: “Our entire church values our women’s ministry.” n=741
95% agree that each month they sense God confirming their call to lead women’s ministry

Among Women’s Ministry Leaders

Q39: “Each month, I sense God confirming that I am called to lead our church’s women’s ministry.”  n=740
97% agree that each month they witness God’s faithfulness to work in women’s lives

Among Women’s Ministry Leaders

Q40: “Each month, I witness God’s faithfulness to work in women’s lives in our church.” n=740
29% agree that each month they wonder if their efforts in women’s ministry matter

Among Women’s Ministry Leaders

Q41: “Each month, I wonder if our efforts in women’s ministry matter.” n=738
82% agree that each month they hear women giving God glory for what they are experiencing in women’s ministry.

Q42: “Each month, I hear women giving God glory for what they are experiencing in our women’s ministry.” n=738
94% agree that each month they feel led by God in their leadership of women’s ministry

Among Women’s Ministry Leaders

Q43: “Each month, I feel led by God in my leadership of our church’s women’s ministry.” n=738
“Why do you choose to lead the women’s ministry in your church?”

Among Women’s Ministry Leaders

- I feel called: 77%
- There was a need: 55%
- It is my gifting: 51%
- I love to teach: 46%
- I was asked: 28%
- No one else would do it: 15%
- Other: 10%

Q44: “Why do you choose to lead the women’s ministry in your church? (Select all that apply)” n=738
### Among Women’s Ministry Leaders

<table>
<thead>
<tr>
<th>Training Description</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I have read books on women’s ministry</td>
<td>60%</td>
</tr>
<tr>
<td>I have read articles on women’s ministry</td>
<td>57%</td>
</tr>
<tr>
<td>I have attended women’s ministry leadership conferences</td>
<td>55%</td>
</tr>
<tr>
<td>I was mentored by a women’s ministry leader</td>
<td>46%</td>
</tr>
<tr>
<td>I have listened to podcasts on women’s ministry</td>
<td>42%</td>
</tr>
<tr>
<td>I was trained by our pastor or church staff member</td>
<td>15%</td>
</tr>
<tr>
<td>I have seminary training</td>
<td>14%</td>
</tr>
<tr>
<td>Other training</td>
<td>24%</td>
</tr>
<tr>
<td>I have not received any training on women's ministry</td>
<td>13%</td>
</tr>
</tbody>
</table>

Q45: “Which of the following describe your training as a women’s ministry leader? (Select all that apply)” n=738
“What are the biggest challenges your church’s women’s ministry faces?”

**Among Women’s Ministry Leaders**

<table>
<thead>
<tr>
<th>Challenge</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women not attending or participating</td>
<td>48%</td>
</tr>
<tr>
<td>Connecting with women in different age groups</td>
<td>45%</td>
</tr>
<tr>
<td>Those skilled as leaders unwilling to serve</td>
<td>27%</td>
</tr>
<tr>
<td>Determining the best resources to use for Bible studies</td>
<td>25%</td>
</tr>
<tr>
<td>Lack of follow-through among volunteers</td>
<td>22%</td>
</tr>
<tr>
<td>Lack of time as leader</td>
<td>21%</td>
</tr>
</tbody>
</table>

Q46: “What are the biggest challenges your church’s women’s ministry faces? (Select all that apply)” n=737
“What are the biggest challenges your church’s women’s ministry faces?” cont’d

Among Women’s Ministry Leaders

Lack of clarity about the role of women’s ministry in our church | 13%
Lack of clarity about my role as leader | 7%
Lack of support from pastor(s) or church leadership | 6%
None of these | 11%
Not sure | 2%

Q46: “What are the biggest challenges your church’s women’s ministry faces? (Select all that apply)” n=737
“In which of the following areas do you feel you need to develop the most as a women’s ministry leader?”

**Among Women’s Ministry Leaders**

<table>
<thead>
<tr>
<th>Area</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Recruiting leaders</td>
<td>43%</td>
</tr>
<tr>
<td>Vision and direction</td>
<td>40%</td>
</tr>
<tr>
<td>Teaching and training</td>
<td>33%</td>
</tr>
<tr>
<td>Promoting and advertising</td>
<td>30%</td>
</tr>
<tr>
<td>Conflict management</td>
<td>23%</td>
</tr>
<tr>
<td>Communication</td>
<td>23%</td>
</tr>
<tr>
<td>Caring and nurturing</td>
<td>21%</td>
</tr>
<tr>
<td>Organizing and planning</td>
<td>20%</td>
</tr>
<tr>
<td>Leading</td>
<td>19%</td>
</tr>
<tr>
<td>None of these</td>
<td>4%</td>
</tr>
<tr>
<td>Not sure</td>
<td>4%</td>
</tr>
</tbody>
</table>

Q47: “In which of the following areas do you feel you need to develop the most as a women’s ministry leader?” n=736
TWO changes that would make the biggest positive impact on your women’s ministry over the next year

Among Women’s Ministry Leaders

- More women participating in general: 40%
- More women willing to grow deeper: 36%
- Improved connection with women in our church across generations: 36%
- More women taking on leadership responsibilities: 28%
- Easier access to childcare for events: 17%
- More fun and fellowship gatherings: 12%

Q48: “Select the two changes that would make the biggest positive impact on your women’s ministry over the next year? (Select 2)” n=734
TWO changes that would make the biggest positive impact on your women’s ministry over the next year  

**Among Women’s Ministry Leaders**

<table>
<thead>
<tr>
<th>Change</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>More in-depth Bible studies</td>
<td>8%</td>
</tr>
<tr>
<td>Increased budget</td>
<td>8%</td>
</tr>
<tr>
<td>Increased promotion from the pulpit</td>
<td>4%</td>
</tr>
<tr>
<td>Increased church staff support</td>
<td>4%</td>
</tr>
<tr>
<td>Less criticism directed towards me</td>
<td>1%</td>
</tr>
<tr>
<td>Fewer demands placed on the women’s ministry by the church</td>
<td>1%</td>
</tr>
<tr>
<td>Other</td>
<td>5%</td>
</tr>
</tbody>
</table>

Q48: “Select the two changes that would make the biggest positive impact on your women’s ministry over the next year? (Select 2)” n=734
STATE of MINISTRY TO WOMEN

LEADERS REPORT

A survey of evangelical and Black Protestant women’s ministry leaders