

WMC Quantitative Study

STATEMENT OF PURPOSE: The Commission was to explore why women are not entering into the ministry and report to MinTC in March 2023 with recommendations.

Questionnaire:
(61 anonymous
answers)

Analysis
(Unions of responses
is unknown)

Recommendations

Recommendations

1. Recruitment

- Union/conference leadership to support and recognize the calling of women for ministry
- Encourage the election of more female elders

2. Training

- Ensure information re available financial support is given
- Intentionality in choosing and training placement supervisors around Newbold and in homefields
- Placement of female students with female pastors for at least one phase of their theological field education

3. Employment

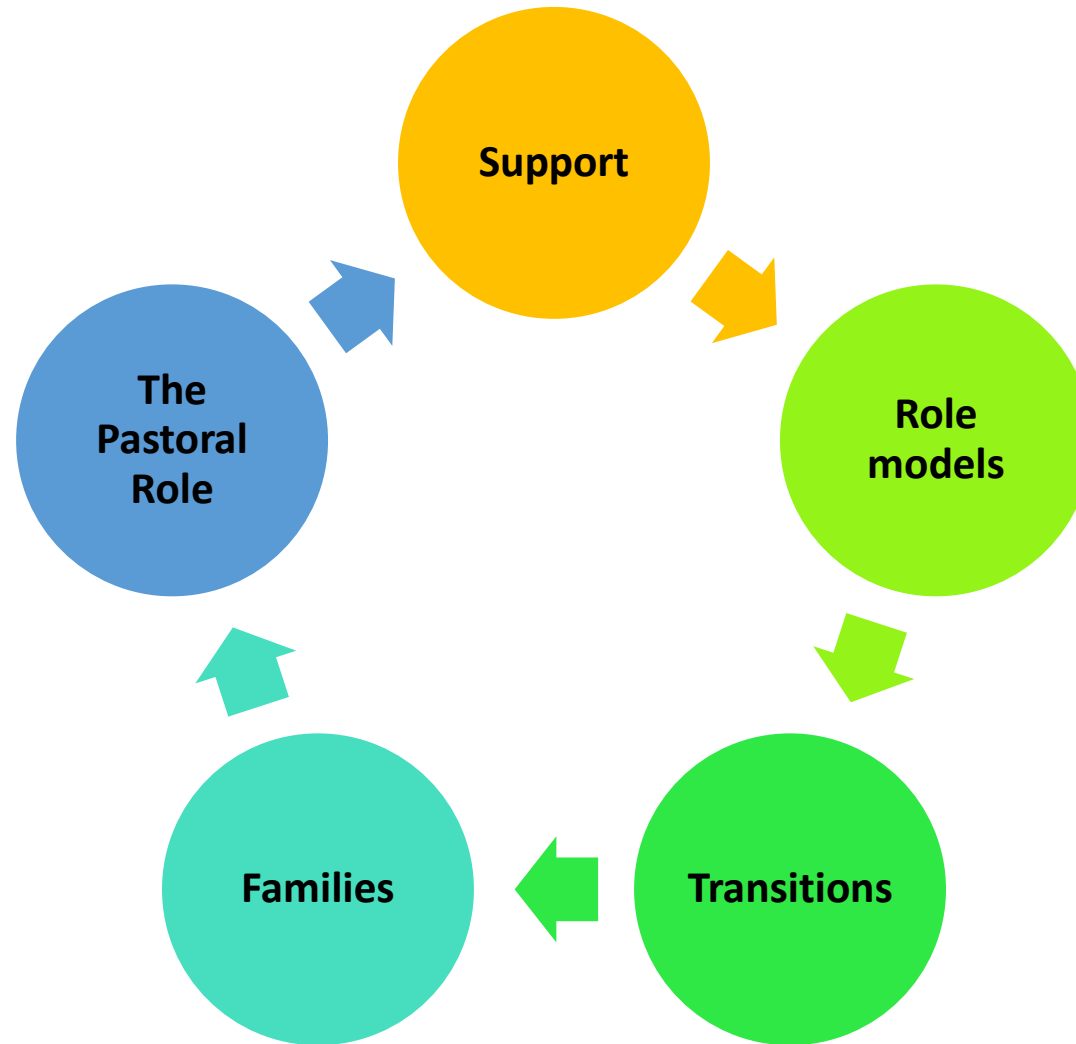
- Intentionality in employing women
- Use creative ways of employing women eg team ministry, merging districts, church planting

4. Support

- Zero tolerance of bullying
- Prepare churches to receive female pastors

WMC Qualitative Study

5 Themes



WMC Qualitative Study

Support

Question 1. What factors, situations, and people make it easy to work as a woman pastor?

Role Models

Question 2. As a female pastor, who are your role models?

Transitions

Question 3. What do you think the role of the pastor is *in reality*?

Families & Relationships

Question 4. Let's hear what comes to mind when you think about female pastors and their families and relationships?

Pastoral Role

Question 5. How do female pastors benefit the church?

Final Question

Question 6. As a female pastor, what are your hopes for the future?

WMC Qualitative Study

- 4 focus groups
- 24 participants
- 9 unions

WMC Qualitative Study

TED

- Training package
- Explore beliefs
- Strengthen NCHE
- Communication

UNION

- Read transcripts
- Provide mentoring
- Training re narcissism etc
- Elders training

CONFERENCE

- Verbal affirmation
- Zero-tolerance policy
- Exit interview
- HR training
- Support for couples in ministry
- Support for single women pastors