



Women in Ministry

Cheat Sheet

- Exponential Women NEXT [Resources](#)
- Exponential NEXT [Podcast](#)
- Book Recommendation: [Developing Female Leaders](#) by Kadi Cole

Conduct a Survey

If you want an honest assessment of how well your church is equipping and empowering the women on staff, consider creating a simple, anonymous survey specifically for them. Include questions that specifically invite women to share whether they feel supported, equipped, and empowered in their roles. This approach will provide insight based on actual experiences rather than assumptions. It can also help identify any gaps, and offer valuable feedback for improvement.

Here are some questions you could consider asking within the survey:

- I feel that my contributions are recognized and appreciated.
- I am encouraged to bring new ideas and perspectives to the table.
- I have access to the training and resources I need to grow in my role.
- I have been given opportunities to develop my leadership skills.
- I receive clear feedback that helps me improve professionally and spiritually.
- I see a clear pathway for growth or advancement in my position.
- The leadership of this church values diverse perspectives, including those of women.
- I feel safe to express concerns or feedback about gender dynamics on staff.
- What has helped you feel equipped and empowered in your role?
- What challenges or barriers have you experienced in your role?
- What suggestions do you have for how the church can better support women on staff?

Evaluating Gender Equity in Compensation

As part of your commitment to fairness and equity, conduct a thorough evaluation of staff compensation to identify and address any potential gender-based disparities in pay. This review will help ensure that all employees, regardless of gender, are compensated equitably for their roles, responsibilities, and contributions. The goal is to foster a culture of transparency, justice, and dignity for every member of your team.

Call for Clarity on Your Church's Theological Stance Regarding Women in Ministry

Church leaders have a responsibility to clearly communicate their theological convictions regarding the role of women in ministry. Staff members—especially women—deserve to understand where the church stands on what women are permitted and not permitted to do in leadership, teaching, and ministry roles.

Lack of clarity can lead to confusion, unmet expectations, and feelings of exclusion or disempowerment. Whether your church is Egalitarian or more of a Complementarian view, communicating that stance openly, consistently, and respectfully creates an environment of trust and integrity. Clarity is not about control—it's about honesty, accountability, and valuing every team member enough to tell the truth.

EQUIPPING

Community Christian Church has a reproducible and simple pathway that any church can tweak and use:

- **Apprentice Leader** - someone who is being trained and equipped to lead a small group or ministry team to...
- **Leader** - someone who is leading a small group or ministry team to...
- **Coach** - someone who provides encouragement and equipping for a group of leaders to...
- **Director** - someone (volunteer or paid staff) who typically leads a ministry area and a group of coaches to...
- **Pastor** – someone who leads a church and provides direction for a staff team.

Practical and Respectful Approaches for Men Mentoring Women: For men who want to invest in mentoring women in ministry while maintaining integrity and transparency, here are some simple and effective practices:

1. **Include a Co-Mentor** - Invite a woman who is five or more years ahead in experience or leadership to join the mentoring process. This provides added perspective and fosters a healthy model of shared leadership.
2. **Choose Public or Visible Meeting Spaces** - When meeting one-on-one, choose open or public spaces within the church, such as a lobby or conference room. If meeting in an office, keep the door open or use rooms with windows for visibility.
3. **Be Mindful of Social Settings** - When inviting someone to lunch, coffee, or an off-site meeting, consider driving separately or inviting a third person to join. This ensures transparency and helps avoid the appearance of impropriety.

4. **Maintain Clear Communication with Spouses** - If either party is married, be intentional about communicating with spouses regarding the mentorship. Share when and how often meetings are happening to ensure openness and build trust.
5. **Coaching By Asking** - Great mentoring isn't about giving answers—it's about drawing out the wisdom already within others. By asking thoughtful questions and fostering dialogue, we help people discover their own insights, unlocking growth and confidence along the way.

EMPOWERING

- **Intentionally Invite Women's Input in Meetings**
In group settings, make a habit of directly inviting women to share their thoughts, ideas, and perspectives. While not always the case, many women may be less likely to speak up without a clear invitation. Creating space for their voices demonstrates respect and helps foster a more inclusive and collaborative environment.
- **Evaluate Gender Representation in Decision-Making Spaces**
Take an honest look at who is being invited into key leadership, decision-making, and formation spaces within the church. If you notice a lack of female representation, be intentional about inviting qualified women into those spaces. A diverse range of voices leads to more thoughtful, holistic, and effective leadership.
- **Creating Space in the Tension** - Instead of trying to “win” someone over theologically, what if we leaned into the tension as an opportunity? By creating space for meaningful, grace-filled conversations, leaders can cultivate a culture of trust and psychological safety where people feel truly seen and heard.