

# Designing and Operating a Women's Ministry

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## **The purpose of this article is:**

To equip leaders to develop a framework for designing and operating ministry to and with women in their particular ministry setting.

## **Suggested Use**

This chapter will be used most effectively in ministry planning with a leadership team **after** the foundational chapters of REAL Training have been studied. After reading and studying the chapter individually, a team can come together to determine what is immediately applicable and what can be adapted to their particular setting.

**T**he easiest way to design and operate a Women's Ministry would be to have a "rule book" that gives the "1, 2, 3" for the way a ministry should be organized once and for all. It should also be obvious that the easiest way to rend a ministry ineffective would be to determine how it should be designed once and for all.

One of the most exciting aspects of being involved in ministry is recognizing that we serve and love a God who is creative and intentional in the way He brings about His purposes in our individual lives and in the life of our churches. While ministry design will apply essential Biblical principles,

**these principles always reflect the character of God and His unique purposes for His people.** You are encouraged to use this chapter as a framework for your thinking and to imagine what may be adaptable and possible as you design your particular ministry in a way that aligns itself with God's particular purposes for the ministry you serve. **What you will find is that the journey of seeking and recognizing Him in the process is just as important and exciting as the design of the ministry itself.**

## **The Call**

Blessed are you among women! Okay, I am not the angel Gabriel and you are not the mother of Jesus. But as women we are called to bring Jesus Christ into our world. Moreover, as one called to minister to women, you are truly blessed! What an awesome privilege and responsibility! You may be filled with doubt as you read this. **You may think, "Called?" Me?"** I only want to come alongside the women at my church or in my community to serve them in some small way. Or, maybe you agreed to help out because your pastor or church leader asked you if you would. You may be thinking, "I've never seen a burning bush, I've never even gone to seminary, I certainly don't feel called!" Let me reassure you a "call" does not have to be a blinding light or a burning bush. It can be God moving you slowly to where you are now, serving, or thinking about serving the women in your church.

This article will answer some practical questions about designing and operating Women's Ministry in your church. We will discuss how to start and pitfalls to avoid. I will share what I have learned in the ten-plus years I have led the Women's Ministry at Greenwood Community Church. It is my pleasure to do so. I love encouraging those with the same passion I have for embracing and serving women in the name of Jesus Christ.

Let me begin by telling you about my call. I never set out to lead women's ministry at Greenwood. I would have never even considered myself "qualified". I never attended seminary, except to go to my oldest son's graduation, I am not a theologian, though I can spell it. I am not ordained, nor have I extensive Biblical training, though I attended many Bible studies. I am not polished and have no special charisma. In short, I am an ordinary woman: a wife, a mother, and a grandmother. But God in His grace has nudged me along, arranging circumstances, preparing, and

equipping me for ministry.

One of the significant ways God accomplished this was through a class taught by Judy Patrick called “Design Discovery”. I learned that **as a child of God I have a life-mission to fulfill**. We spent months detailing the highpoint of our lives; times when we felt a sense of fulfillment or purpose. At the end of the class we were required to write our own mission statement. I wrote, “My purpose is to help others attain their full potential and self-understanding by means of counsel, emotional support, clarifying communication, enthusiasm and practical help.” Seemed God was on the move.

At the same time I began serving in women’s ministry at church and enjoyed using my newfound gifts. Ces, the director, and I were lifelong friends and I was delighted to work alongside her. She served the women and the church freely. Both she and the previous director advocated that the position be salaried even though they did not need or want a salary for themselves. (They both returned their salary to the church). These women felt strongly that the ministry to women was an important as any other church ministry, and therefore, should be supported financially.

Two sad events also paved the way for me to accept the role as Director of Women’s ministry: Ces’ battle with cancer and my mother’s death. My mother had been very ill and I committed to care for her full time. It was a precious time that allowed our relationship to deepen. After her death, however, there was a void. I needed a place to serve and care for people. Within months, Ces was diagnosed with cancer and was no longer able to keep up the busy schedule of ministry. After much prayer, I acknowledged that God wanted me to step up and submit to His call. The rest, shall we say, is ministry.

**God deals in specifics. He calls individuals like you and me to bring about His purposes.** He does not create generic, one size fits all, people. There are unique qualities and experiences we bring that will enable us to minister to women. Therefore, we must be willing to be ourselves in order to minister effectively wherever God places us. I share my experience to illustrate this fact, not to convince you to be like me or do it my way, God’s way is the only way and He uses all types of people. God has gifted me as an encourager and organizer. I rely on these gifts and count on others to perform other vital tasks that I am not especially gifted

at doing. For example, when asked to write this article rather than struggling to do it alone, I asked a friend who loves writing to help.

As I said, I benefited greatly from a class which helped me determine my gifts. I believe it is important that we know how God has equipped us. There are many resources available to help you. One, often overlooked way, is simply asking people who know you well, “What are my strengths and weaknesses?”

While ministry needs to be your own, you need not do it on your own. In other words, be yourself, not by yourself. It is crucial to realize who you are and whose you are from the start. If you do not believe God can use you as you are, both you and the ministry will drift like a ship on a stormy sea (James 1:5-8).

### **Prayer – The Breath of Ministry**

We all believe prayer is important, but somehow, when it comes to the “practical”, we forget or neglect to pray. Much has been written on the importance of prayer in ministry and the difficulty in making it a priority. Charles Swindoll refers to the “tyranny of the urgent.” Bill Hybels writes of being *Too Busy Not To Pray*. Phillip Yancey expounds on prayer’s values and hindrances in his book, *Prayer*. So while there is little new news here, it needs to be said: **Prayer is as vital to ministry as breathing is to the life of the body.** However, it is not so much prayer that matters, but God. Prayer is the means of communicating with the one true God, recognizing our total dependence and remembering this is His Kingdom, not ours. We need to know His plan, His ways, and His love for His women. Prayer is access to God and to His will.

So before the books are consulted, the committee is formed, or the Daytimer is opened – Pray! Simply ask God how He wants to minister to the women at your church and in your community. A word of advice, look at the world around you: the stars, the trees, the animals, the human body. God specializes in creativity (and humor). And, when He decides to do things, things get done.

Seeking God through prayer cannot be overstated. There are ways to insure it happens, even when other demands of ministry clamor for our attention.

**Schedule a regular “prayer closet” time.** At Greenwood, Women’s

Council members are invited to gather for prayer on the third Monday of every month. Whether one or twenty, we pray. This event is about faithfulness, not numbers. We pray for each other, the needs of the ministry, guidance, and upcoming events. We also believe it is important to celebrate, thanking God for the work He has done!

**Saturate every event in prayer.** In the rush of planning and executing an event, we must stop and pray. This can be a challenge. Even as we were planning this article, we caught ourselves discussing it and realized we had not prayed. I think the Lord reminded us. We immediately stopped and asked God to align our efforts to His will. When a special event is on the horizon we often devote several “prayer closet” meetings to the specific needs of the event.

**Seek a faithful few to pray for you.** The work of the ministry needs prayer but so do the ministers! Bob Krulish, Director of Pastoral Staff, often reminds us, “the people of God before the work of God.” It is easy to become caught up in what we are doing and forget we need each other and God. Search the Scriptures and you will find every godly leader from Moses to Paul relied on prayer and support of a team. Ask a few friends, with whom you can confide to lift you up in prayer, and then confide! We all need each other. Leaders are not exempt. Our enemy loves to strike the shepherd and see sheep scatter. When I am tired or discouraged, knowing I have a group of people praying for me often gives me strength to serve.

## **People – The Body of Ministry**

As I realized God was calling me to lead, I began to pray. As I prayed I realized God was not asking me to be the Lone Ranger. Indeed, nothing has been accomplished without God’s work through prayer and people. I asked God to show me what I would need to serve women. The following are some answers to that prayer.

### **Leaders:**

All of us are insecure and question our calling from time to time. When God called me to a position of leadership, He impressed on me the need for leaders who will lead, love, live out their faith and learn. Because leadership is so important, I would like to expound on the qualities of a leader.

**Leaders lead!** This seems obvious, but insecurity often means we are reluctant to take charge. Both God and Moses reminded Joshua, “Be strong and courageous!” Reliance on God and His grace enables us to be gentle in spirit and lead with strength. God helps us to discern which tasks and decisions can be delegated or brought to a vote, and which we decide. I learned early that when planning a retreat, I decide the place, the date and the speaker. Of course, input is considered, but leaving it open to discussion means seven places, ten speakers and a dozen dates. Making decisions requires courage and can provoke criticism, but a good leader must lead.

Leaders also lead by delegating: involving others and letting go. We use Robert Coleman’s book, *The Master Plan of Evangelism*, as our model. In this concise book, we see Jesus developing teaching and mentoring relationships. He began building leaders first among three (Peter, James and John), then twelve (the disciples), then seventy (Luke 10), and then the multitude. As a human, He had limits, as we have, so most of His time and energy was spent training those closest to Him, the three and the twelve.

**Leaders love!** I Corinthians 13 makes it very clear that we are noise-makers at best if love does not guide our efforts. Love can be expressed in a number of ways. My favorite verse is I Thessalonians 5:11. “Encourage one another and build each other up, just as you are doing.” I demonstrate my love by encouraging others with words, cards, and e-mails. Again, how we demonstrate love for the women we serve will vary as our gifts vary. If you struggle in this area, once again, I suggest you pray and ask God to love through you.

**Leaders live!** As always, Jesus is our best example. *The Master Plan of Evangelism* demonstrates Jesus not only teaching, but modeling the lessons He wished to convey. Who can forget His “lesson on serving” as He washed His disciples’ feet? As leaders we are to serve those we lead, and model what we want to see happen among the women we serve. We may want an easier, quicker way, but there is none.

**Leaders learn!** In order to learn we need to be willing to try new things and make mistakes. My best learning takes place when I listen and avoid taking myself too seriously; this requires a humble spirit and good sense of humor.

I am reminded of a woman who decided to take her first ride aboard a helicopter. Unfortunately, the helicopter was overcrowded and began plummeting to earth. The pilot lowered a rope and ordered the six passengers to climb out of the helicopter hoping to avert a crash. When this failed, he informed them one person must choose to let go of the rope in order to save the rest. The woman said she would sacrifice her life so the seven men could live. She humbly described how she was used to giving up everything for her husband and family with no thought for herself. Touched by the woman's speech, the men applauded... Like I said, we all need a humble spirit and a sense of humor. I hope you enjoyed mine.

In addition to leaders, God impressed on me the following when I asked Him, **“What will I need to serve women?”**

### **Pastoral Support:**

People are indeed the body of ministry. One of the joys I experience is having wholehearted support from Tom Melton, our Senior Pastor, and the staff. In the EPC Publication, *The Well*, Tom describes our ministry as having a “yeast-like effect on our whole body. As they go about their calling to minister to women, it causes our whole church body to rise to its full stature.” Without this support it is doubtful our ministry would thrive as it does.

### **Women's Council:**

Early I recognized the need for a team, which we terms The Women's Council. Rather than giving busy women more to do, the council is designed to support and encourage women who are active in other ministries and provide bridges of communication between various church ministries. For example, our present council includes women who serve in Bible study, caring ministry, children's ministry, missions, singles' ministry, Stephen's ministry, worship/arts and youth ministry. We meet once a month for prayer and planning. Women are invited to serve three years and rotate off for at least one year. The term limit is designed to prevent burnout and cliques. The work of the Council is described in detail below.

### **Women:**

The women we seek to serve are as important as leaders, pastoral support,

and the council. It is often noted that people “vote with their feet.” Generally speaking, if a ministry is vital and meeting needs, women will come, invite friends and participate in the work of the ministry. If it is not addressing their needs, most will slip away quietly leaving the leaders to wonder what went wrong. I am not suggesting we critique everything we do by numbers, but we seek to understand what “our” women truly need to grow in faith and service to Jesus. Understanding comes through communication and relationship. It does not come by plugging in the latest program that promises success. I always tell those who want to develop a women’s ministry to begin where you are. We also need to begin where “our” women are. This requires knowing where they are and devising a plan to reach them there.

### **Planning and Prioritizing – The Skeletons of Ministry**

As prayer brings life-giving breath and people provide the body of ministry, planning forms the skeleton, which enables the ministry to stand. Before jumping into event planning, I suggest making the following a priority.

**Develop the Women’s Council.** Find women who are in touch with the women you want to serve and ask for their help. As I mentioned, the primary role of the council is supportive. The members of the council are asked to meet monthly for prayer and to communicate the needs and activities of ministries where they serve. We keep other responsibilities to a minimum but I do ask that they participate as much as they are able during our “special events”. Special events include the Fall Retreat, Christmas Candlelight Dinner, and an annual fundraising Spaghetti Dinner/Talent Show. They are not asked to plan these events but only to offer support to the planning team. Support may be as simple as bringing a dessert or attending. On the committee there are some who are asked to take on additional leadership roles. For example, we have a Finance Coordinator, a Bible Study Liaison and teams for Special Events, Communication and Outreach. The camaraderie and mutual support of the Council helps insure that the needs and tasks of ministry are shared and no one feels overly burdened.

**Define the Mission Statement.** This is a very important step as it cements the ministry to the larger mission of the church and narrows the focus of the ministry. How many times have we let distractions interfere

with what is most important? I was advised to craft a statement short and memorable enough to be recited at gunpoint. Fortunately, I have not had to remember it, or anything else, at gunpoint, but it was good advice nonetheless. Our church's mission statement is "Caring for and about the body of Christ through relationships." Our women's ministry mission statement is "Embracing and serving women in the name of Jesus Christ." Both are easy to remember and, though they might seem general, stress the importance of relationship, a key value at Greenwood.

"Embracing" conveys the idea of inviting women into our fellowship; "serving" indicates we are aware of and wish to meet needs. "In the name of Jesus Christ" sets us apart from other types of organizations (as good as they may be) and determines both why and how we serve. Our goal is to glorify God, not multiply the number of programs. The mission statement helps us remember this.

### **Putting it in Practice – The Movement of Ministry**

Let's imagine you have three women who have committed to serve on the council. You've met twice and have enjoyed prayer and fellowship together. You have a good working idea for your Mission Statement. Now what?

**Begin where you are.** Look around. What do you see? Stay-at-home moms with young children? Senior citizens? Professionals? What would you like to see? In other words, where is the need? Elisa Morgan began MOPS as the mother of a preschooler who longed for fellowship and encouragement. She hired a baby-sitter, invited some moms, took a collection to cover childcare and MOPS began! At Greenwood, the council recognized the need for Bible study. We started with a weekly morning study and a weekly evening study. As God raised up teachers we added studies. Currently we hold Bible studies three mornings and two evenings per week.

Often ministry grows out of one's need or a passion. Recently a member of our church approached me with an idea for a Single Sisterhood. For months, Pam felt God leading her. Like all of us, she questioned the wisdom of God in calling her. She wanted to provide an opportunity for single women to gather regularly for mutual encouragement. As the council and I talked and prayed, we agreed God was opening a door for ministry. Pam selected a planning team, found speakers,

coordinated a schedule and “Celebrating: Single Sisterhood” was born.

**Let the Spirit Lead.** MOPS and Celebrating Single Sisterhood are just two examples of women beginning where they were, being obedient to God’s lead, and meeting a need. It need not be big or flashy. In fact, we recommend starting small and letting God cause the growth (I Cor. 3:6). Listening to God requires that we be still. God may have a plan you had not yet thought of, or you thought of it, but it seemed silly. Although God speaks softly, He is persistent, as Pam and Elisa discovered. Be open to His leading and trust Him! I find many women have an intuitive sense of God’s leading but they second-guess themselves. Be courageous. God longs to reveal His ways. And if you find you missed His cue, remember, leaders learn!

**Intentional, Integrated and Inclusive.** Beginning where you are means being intentional as you plan. If you are beginning from scratch, it is often easier to sift ideas through the grid of your mission statement and keep focus. If you are working with an existing program, allow yourself time to add and drop activities until everything that is done reflects your mission.

As an intentional ministry to women, consider the value of integrating what you are doing with other ministries in the church. This doesn’t mean having a lot of events, but carefully evaluating your ideas. Our Spaghetti Dinner/Talent Show is an example of being intentional, integrated and inclusive. Everyone is encouraged to participate and the proceeds benefit women in need (See WIN Fund below).

Being inclusive might also mean asking women from different walks of life to join the council. Recently we decided to invite a high school student to join the council as a representative for her peers. It has been a delight for us older women to see life and ministry from her perspective. The desire to be inclusive is the reason we determined to have a day and evening Bible study from the start. Offering only one or the other inadvertently sends a message to stay-home moms or working women. If there is no activity a woman can join due to scheduling, she will conclude, “I don’t belong.”

**Communication, Communication, Communication!** Most of us have seen relationships rise or fall as a result of communication. An effective leader will communicate with other church departments and staff, with her team, with those she serves and with the church. Developing good printed material is helpful, and e-mail is efficient, but these are no

substitute for verbal (or face to face) contact. I have found in this day and age, returning phone calls is huge, and sadly, a surprise to many who tell me, “Nobody ever returns my calls.”

One thing that helps me communicate better is having a quarterly and yearly event calendar (or list) posted, with every function of the ministry on it. How you wish to display it is an individual matter, but being able to see the ministry at a glance is beneficial. I organize my list by type of activity in chronological order. For example, Bible studies are in column one listed by day of the week, special events are column two listed by month, etc. In addition, a one page “Dates to Remember” handout is helpful and can be distributed to church and council leaders. There are many ways to get the word out if you are creative (or know someone who is and can help); the main thing is as Nike says, “Just Do It.”

**Reaching Out.** Even as we minister to the women of the church, reaching beyond the walls of our church is a priority. Giving does not have to be limited to money, though often money is what is needed. Giving our time and committing to pray are important ways to give. For example, we have a sister church in central Denver and a Messianic congregation meeting at our church. We plan activities that allow the women of the congregations to meet and build relationships. We learn a great deal from these women and avoid stagnancy that can come when we focus only on ourselves.

Another outreach is our WIN fund (Women In Need). The first women’s ministry director found that there were often immediate financial needs among women of the congregation. She established a fund to meet these needs confidentially. Proceeds from the Spaghetti/Dinner Talent Show sustain this fund. Not only does this outreach meet financial needs, but it also contributes to our goals of integration and inclusiveness. All members of the congregation, young and old, families and singles, men and women are invited to participate by either enjoying the show or showcasing their talents. It is rewarding to watch a fun evening turn into a truly bonding experience.

## **Pit-Jumping – Avoiding Mistakes in Ministry**

**Knowing when to say no.** Many of us have trouble with this, but as you serve you will find you will be called upon to say no. Often well meaning

people will make requests that you just aren't sure about. Often, you can say no because the request is outside the scope of the ministry. For example, I am often asked if we can use a few minutes of Bible study time for a guest speaker, i.e., missionary, etc. While we certainly want to support missions and other god causes, we can say no because Bible study is precisely that. If we begin to give time to other concerns, those who come to study will become discouraged and frustrated. They agreed to commit this time to Bible study and Bible study only; we need to honor their commitment.

Another time to say no is when a formerly vibrant event or activity no longer meets the needs of the women we serve. We began offering a "Women's Day of Renewal" when we discovered women serving in children's ministry were unable to attend regular Bible study or fellowship. Each spring and fall we held a Saturday "mini retreat". We invited a dynamic speaker to discuss a relevant topic during the morning session. We would break for lunch, resume for a short afternoon session and dismiss around 2 p.m. For years this was a highlight of women's ministry. However, over time, attendance began dropping and few from the initial target group attended. It was difficult to bring the Day of Renewal to a close because we felt it was a great event. But we realized it had run its course and now it was time to say no.

**Whose needs?** In the previous example, it would have been easy to say, "The women of our church need a day of renewal." However, we have also learned that our job is to provide for the needs of the women of Greenwood, NOT to provide what we think they need. There is a difference. When we decide what they need, we are no longer serving in humility, we are patronizing. It is better to ask and listen in order to determine what is needed rather than telling people what they need.

**Stay true to your mission.** This is also related to saying no. When we are clear about our mission it is easier to determine which programs and events to offer. Many pitfalls can be avoided by having a clear sense of what you are "about." There are many, many good ideas and causes, but we cannot do it all. I believe we do well to choose a few things we do well and focus on those.

**Budgeting.** Admittedly, this is an area that I must ask for help. As discussed early in the article, everyone has strengths and weaknesses. Only Jesus doeth all things well. If you are great with finances praise God! If

you are not, praise God and ask for help! But do ask. It is said most fights in marriages are over money. This could probably be said of ministries as well. Set a budget and stick to it. Be accountable with every dollar. Set up a system that prevents one person from having unchecked access to the funds. This will prevent a load of heartache and promote trust.

**People before programs.** It is exciting to develop new ideas and dream of how we will build the ministry. However, it is people who minister; programs are merely vehicles to get us where we want to go. Taking time to listen and meet with individuals even when you feel the “program must go on” is a good indicator that you are putting people first.

**Persevering.** If you have read this entire article, or have served in ministry for more than a week, you have discovered ministry is hard work and can be discouraging. It is difficult to see “results” when you are investing in the lives of people. Growth comes slowly, and we sometimes wonder if it comes at all. I will close with a story that is close to my heart and to others who gladly serve our Lord Jesus, but would love to know they are making a difference. It is simply titled: **The Starfish Story**

One day a man was walking along the beach when he noticed a boy picking something up and gently throwing it into the ocean. Approaching the boy, he asked, “What are you doing?”

The youth replied, “Throwing starfish back into the ocean. The surf is up and the tide is going out. If I don’t throw them back, they’ll die.” “Son,” the man said, “don’t you realize there are miles and miles of beach and hundreds of starfish? You can’t make a difference!” After listening politely, the boy bent down, picked up another starfish, and threw it back into the surf. Then, smiling at the man, he said, “I made a difference for that one.”

**Additional resources for ministry design and the development of women as ministry leaders can be found in the Appendix.**

## Get To Know The Writers

**Wendy Oakes** has been married to Bill for 43 years. She is the mother of two sons and grandmother of four grandchildren. She was the Director of Women's Ministries at Greenwood Community Church in Greenwood Village, Colorado for ten years and now holds the position of Director of Connections. Her passion is clearly being with people, helping them recognize their gifts and talents and encouraging them in their life's journey.

**Janice Winney** has had a long desire to be a writer. She moved to Denver CO from Jacksonville, FL six years ago to attend Denver Seminary. After completing her degree she saw no reason to leave Colorado. She works for the Dalit Freedom Network which is dedicated to empowering the "untouchables" of India. Wendy is a fabulous woman and mentor and Janice is delighted to help Wendy in any way she can.

## Ten Kingdom-Building Principles for a Healthy Women's Ministry

1. Never doubt that a **small, dedicated group** can change the world. In fact, nothing else ever has.
2. Nothing significant has ever happened without **insignificant persons** doing seemingly **insignificant actions** that **significantly impact PEOPLE**.
3. **Small actions** repeated consistently with focus and dedication have more impact than sporadic gestures done with great enthusiasm but no follow-up.
4. If you are **not overwhelmed** by what you think God is asking you to do, then you are probably not the person for the job. God does not ask, "Are you **able?**" but, "**Are you available?**"
5. Sowing your life in the Kingdom of God often means investing your time, money, talent and energy into the lives of **people who cannot or will not repay** your investment, so **God will**.
6. The One who has placed **passion** in your heart will give you the ability to complete the journey upon which your passion will take you, if you let Him.
7. We serve an extravagantly **gracious God** who has proven His extravagance by giving His one and only Son. He invites us not only to believe in Him, but also to invite the whole world to trust in Him unreservedly.

**8.** No one is a “**nobody**” in the Kingdom of God. Each of us has somewhere we can invest ourselves with confidence that God intends this involvement to bring life to others.

**9.** We are called, not to success, but to **faithfulness**. Therefore, our expectations should be eternally based, leaving the responsibility for personal visibility and visible results to God.

**10.** You can be sure of one thing: God does not need you or me. WE NEED HIM. If we are not willing to obey Him, **others will**. With or without you or me, God’s plan and purposes WILL be fulfilled! Through **prayer** and through obedient **service**, redeemed human beings have the privilege of **partnering** with their heavenly Father in the greatest enterprise on earth!

*(Excerpted from [www.churchbuilding.com](http://www.churchbuilding.com))*

## **Guiding Principles for a Healthy Women’s Ministry**

### **1. Let God lead**

Pray – prioritize – plan

### **2. Make it a team effort**

Delegate – involve others – be able to let go

### **3. Lead with strength, but have a gentle spirit**

Seek God’s will – survey your church – personalize ministry

### **4. Prioritize prayer and people**

The People of God before the work of God

### **5. Follow through is essential**

### **6. Offer a variety of programs, experiences and challenges**

Be inclusive in involving as many as possible

### **7. Integrate with other ministries in your church**

Interdepartmental – intergenerational — interdisciplinary

### **8. Be wise stewards with your money**

Budget – keep up-to-date records of finances

### **9. Always keep doors of communication open**

Staff and session – team – church

### **10. Constantly seek new leadership**

## **Further Reading**

**The Master Plan of Evangelism**, by Robert E. Coleman

**“Caring About and For the Body of Christ through Relationships,”** in *The Well*, Spring 2007, p. 5. by Tom Melton

**The MOPS Story**, viewed March 1, 2008. <http://www.mops.org>, Original story by Loren Eisley, [www.starrbrite.com/starfish.html](http://www.starrbrite.com/starfish.html), accessed March 1, 2008.