



Women in Ministry

ECD Regional Gathering // Listening to their Voices

Presented by Frances Kim and Ryan Graham

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Introduction

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I. Envision Canada Team (2016 – 2019)



Other contexts

II. Nurture Directors (from 2019)



III. Alliance WLC (from 2021)





*Why is listening to the
voices of **women in
ministry** important?*

Why are you here?

Overview

01. Model of Thriving

- Belonging
- Being
- Contributing

By Ellen Duffield

02. 3 Key Learnings from Research

- Women's confidence
- 30% representation
- Difference in courts

By Ellen Duffield

03. Historical Testimony in the C&MA

04. National Survey

- 350 licensed workers
- 79% response rate
- 11 focus groups

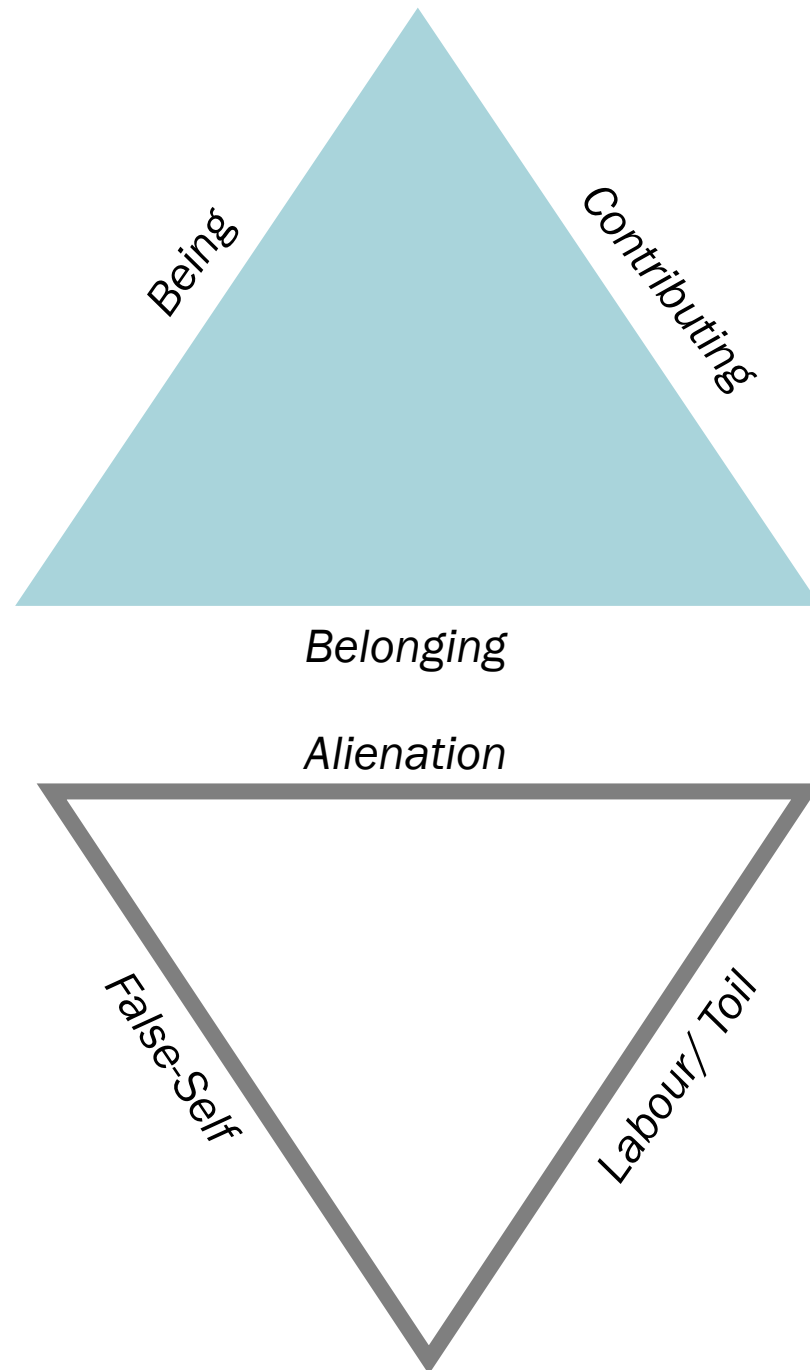
05. Posture & Steps Moving Forward

- Stretch opportunities
- Visible role models & mentoring
- Allies & advocates
- Launch of WLC at General Assembly

01. Thriving Model

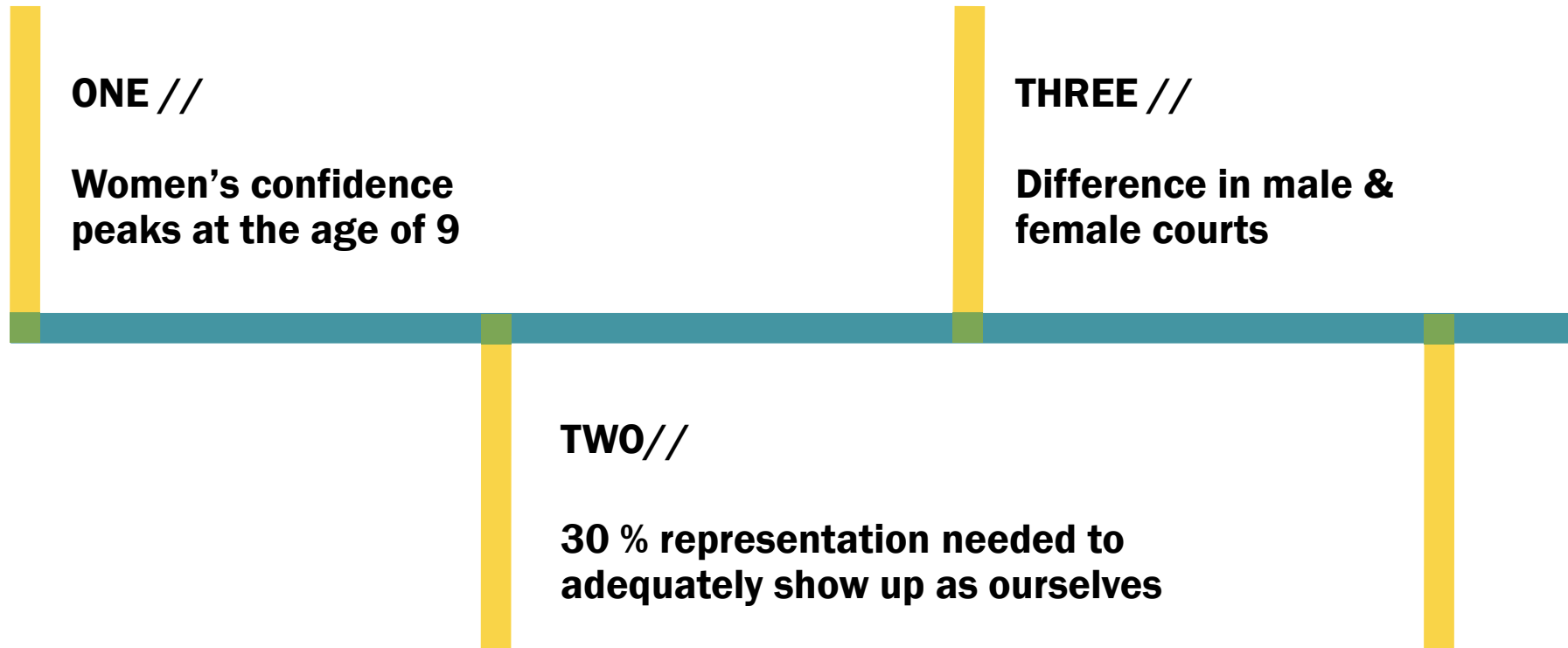
By Ellen Duffield

Belonging, Being and Contributing



02. Key Learnings

Research by Ellen Duffield



03. Historical Testimony in the C&MA

A. B. Simpson made a place for women

In 1887, ½ of Simpson's vice presidents were women and women ministered alongside men in the Alliance.

Forgotten Voices by Barbara Howe

- Story of Margaret Connor
- Stories of Beth Kreik and Mary Honeiker

Backlash and moratorium in the early 1920s

Women were shut out from roles they had previously been called into. In many circles, being a homemaker was seen as the highest calling for women.

CBC Experience of Eunice Smith

Difference in experience of being trained in the 1940s in homiletics and exegesis alongside men, only to discover that in the 1950s women were being trained to run Sunday schools.

04. National Online Survey

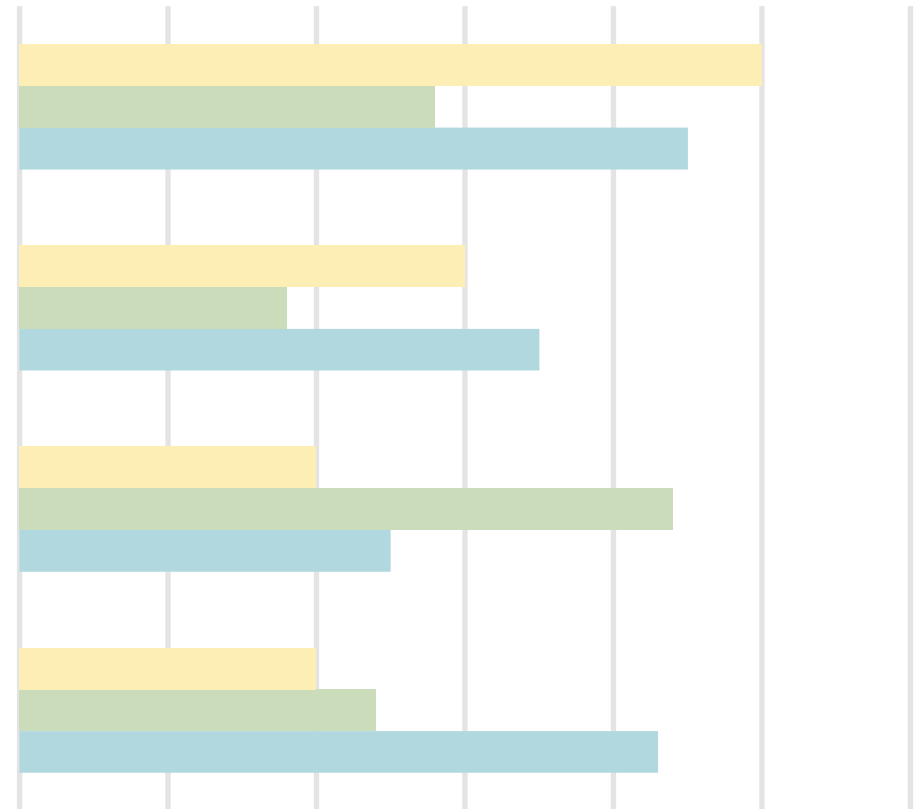
216 women/ 75 men // 79% response rate // 11 focus groups to understand lived experiences of women

Respondents

- // More from two western districts
- // Most were older than 30 years
- // Most had theological degrees
- // Most had portable licenses
- // Male responders more likely to be ordained than women

Some Preliminary Insights

- // Strong % believe leadership should be based on gifts not gender
- // More men than women strongly agree that women are encouraged to be leaders; survey identifies a gap between what many men believe is happening and what many women experience



05. Suggested Needs & Opportunities

**Stretch opportunities w/
constructive feedback**

**Visible role models &
intentional mentoring**

Allies & advocates

**Envision Greenhouse
// National leadership
mentoring initiative**

www.envisioncanada.org/gh


**Launch of Women in
Leadership Collective (WLC) at
General Assembly 2022**

www.cmacan.org/ministries/ministry-networks/



Our mothers
Our daughters
Our sisters
Our friends

“Creating what might be possible for my daughter and all our emerging leaders where they can be empowered and embraced in **who they are and how they lead**, wherever God has placed them.”

A black and white photograph of a small seedling with two leaves growing out of dark, rich soil. The seedling is positioned on the left side of the frame, with its stem and leaves clearly visible against the dark background of the soil. The leaves are broad and have visible veins. The soil is dark and textured, with some small clumps and particles visible.

*“The most beautiful people we have known are those who have known defeat, known suffering, known struggle, known loss, and have **found a way out of the depths.***

*These persons have an appreciation, a sensitivity, and an understanding of life that fills them with compassion, and a deep loving concern. **Beautiful people do not just happen.**”*

Elizabeth Kubler Ross



THANK YOU!

Cited resource:

// “Brave Women: Building Bridges to Transformation, A Compendium” by Ellen Duffield