

## APPENDIX A

NUMBER OF DTS WOMEN GRADUATES  
1977 – 2004

1977:	3 women graduates
1978:	5
1979:	5
1980:	4
1981:	9
1982:	9
1983:	11
1984:	16
1985:	25
1986:	27
1987:	28
1988:	24
1989:	35
1990:	39
1991:	34
1992:	41
1993:	27
1994:	25
1995:	34
1996:	50
1997:	46
1998:	49
1999:	67
2000:	84
2001:	72
2002:	74
2003:	80

---

Total 923 women graduates

2004: 34 women graduates

Source: Gary Hoyer, DTS Director of Administrative Computing

## APPENDIX B

## PILOT STUDY COVER LETTER

December 15, 2003

Dear Vickie:

The title of my DMin project is *An Analysis of the Leadership Challenges Facing the Dallas Theological Seminary Women Alumnae*. I have designed a survey that will be sent out in February to all our DTS women alumnae (about 860). When the survey is sent out to the women, it will include a letter of endorsement from DTS President, Dr. Mark Bailey, informing the women of the value the seminary is placing on the data that will be collected. The DTS administration and faculty are very interested in learning how to best prepare our women to be “godly servant leaders.” They value and appreciate the different ways God has designed men and women and want to address those differences in the most effective ways. They also want to better inform our men students of the great benefit there is in having women on their church and/or ministry teams. A second letter from me will accompany the survey that will explain the purpose of the survey and give directions regarding how to fill it out.

Thanks so much for being willing to be part of a pilot group to review the survey. I would like to ask two things of you:

1. Find a time that you can sit down and take the survey in one sitting. Then mark down at the bottom of this page approximately how long it took you to complete the survey. your confidentiality. You will be sent an official survey in the mail out in February when you can record your responses.
2. After taking the survey, go back and indicate any places on the survey that are unclear as to what is being asked. Also write down any suggestions you might have regarding its content, lay-out, length, etc., and any questions you might have related to what was or wasn't included. I greatly appreciate any input you can give me so that I can design the best possible survey to help our women students and alumnae.

Then mail the survey and this letter back to me in the enclosed self-addressed stamped envelop. I would appreciate it if you could **return it to me by Monday, December 22**.

Thank you SO much for your time and help! God is using you in tremendous ways and I will be praying for you as you begin a new year of ministry.

Gratefully,  
Joye Baker

Name: \_\_\_\_\_  
Approximate time it took to take the survey: \_\_\_\_\_

## APPENDIX C

## DTS WOMEN ALUNMAE SURVEY

(Original format was 9 pages with each section on a separate page)

Please respond to each question as indicated. Feel free to write in additional information that you think would more completely or accurately answer any question. All of your responses will be kept completely confidential. You may return your survey in the enclosed self-addressed, stamped envelope. Also remember to **return your response card in a separate mailing**. Please return your survey by **March 1, 2004**. Your responses and input are greatly valued and needed.

**A. YOUR CURRENT MINISTRY**

1. a. Are you currently in a full-time salaried ministry position? Yes \_\_\_ No \_\_\_
- b. Are you currently in a part-time salaried ministry position? Yes \_\_\_ No \_\_\_
- c. Do you currently raise your own financial support for a ministry position? Yes \_\_\_ No \_\_\_
- d. Are you currently a student and in a ministry-related salaried job? Yes \_\_\_ No \_\_\_
- e. Are you currently a student and in a secular-related salaried job? Yes \_\_\_ No \_\_\_

*If you answered "yes" to any of the first four questions in #1, continue to #2. Otherwise, skip to #6 on p 2.*

2. a. What is your title? \_\_\_\_\_
- b. What is your main area of ministry employment? (check one)
  - \_\_\_ Church
  - \_\_\_ Parachurch
  - \_\_\_ Missions
  - \_\_\_ Academic Institution
  - \_\_\_ Counseling
  - \_\_\_ Other (explain) \_\_\_\_\_
3. If you are employed in a church, what is the average adult attendance in all the weekly worship services? \_\_\_\_\_
4. Is your immediate supervisor Male \_\_\_ or Female \_\_\_ ?

5. Check the appropriate box for the next six statements. ("NA" means "Not Applicable")

	NA	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. I am valued by my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am respected by my supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I am respected by the men I work with in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I am respected by the women I work with in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am included in the decision making process of the over-all leadership in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. My opinions are valued by the over-all leadership in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

6. Are you currently in any non-salaried ministry positions? (volunteer **leadership** positions of any kind)

Yes \_\_\_\_ No \_\_\_\_ (If no, skip to the top of page 3)

7. If "yes" to #6 above, what is/are your title(s) of your volunteer leadership position(s)?

---



---

8. What is your main area of volunteer ministry? (check only one)

- Church  
 Parachurch  
 United States Missions (domestic)  
 Overseas Missions (international)  
 Academic Institution  
 Counseling  
 Discipleship/Mentoring  
 Other (explain) \_\_\_\_\_

9. What is the average adult attendance in all the weekly worship services of your local church where you are in volunteer ministry? \_\_\_\_\_

10. Is your immediate supervisor of your volunteer position Male \_\_\_\_ or Female \_\_\_\_?  
 (Think of your **primary position** if you listed more than one position above)

11. Check the appropriate box for the next 6 statements related to your **primary** **VOLUNTEER** position. (“NA” means “Not Applicable”)

	NA	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. I am valued by my ministry supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. I am respected by my ministry supervisor.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I am respected by the men I work with in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. I am respected by the women I work with in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
e. I am included in the decision making process of the over-all leadership of my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
f. My opinions are valued by the over-all leadership in my ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**B. LEADERSHIP CHALLENGES YOU HAVE FACED IN**  
**MINISTRY**

(problems, difficulties, struggles, etc.)

Both salaried and nonsalaried ministry are legitimate “ministries,” so consider your own area of **ministry** as you respond to the following statements. If you hold both salaried and nonsalaried ministry positions, use your salaried position to respond to the statements. Please remember that your responses are strictly confidential. Your honest answers will help to better prepare Dallas Seminary women students for the challenges of ministry.



**Continue to check the one box that best describes your experience with each challenge/ problem related to your ministry since you graduated from Dallas Seminary.**

	NA	Not at all a problem	Rarely a problem	Sometimes a problem	Often a problem	Continually a problem
18. Acceptance by the male leadership in my ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
19. Sexual harassment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
20. Personal sexual issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
21. My relationship with the Senior Pastor's wife in my local church.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
22. Holding a volunteer ministry position that should be a full-time paid position.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
23. Holding a volunteer ministry position that should be a part-time paid position.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
24. Unequal salary to what men in similar positions are being paid	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
25. Not qualifying for a ministerial tax exemption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
26. Implementing change in ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
27. Conflict resolution	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
28. Time management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
29. Decision making	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
30. Public speaking	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
31. Adequate skills in counseling women	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
32. A lack of confidence in teaching God's Word effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

33. From the statements on the last two pages, what would you say have been your top three greatest challenges/problems in ministry? (in order with the greatest challenge/problem first)

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

34. Please list any other challenge(s)/problem(s) you have faced that is/are not included on the previous two pages.

---



---



---

### **C. LEADERSHIP ISSUES**

1. Check the one box that best describes your experience and/or observation related to the next three statements.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. Women tend to lead differently from men.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. Women tend to communicate differently from men.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. I have found it easy to work with men in ministry.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

2. Which statement reflects your position on the role of women in ministry? (check one)

I hold a “Complementarian” position. I believe men and women are equal in value and worth, but they have different roles and/or functions in ministry.

I hold an “Egalitarian” position. I believe men and women are equal in value and worth, and there are no role distinctions in ministry for men and women.

Neither of the two statements above adequately express my position on the role of women in ministry.

If you checked the third statement, please explain your position on the role of women in ministry in one or two sentences.

---



---



---

3. One of the aims of DTS is to develop leaders for ministry. In one sentence, define what you believe “leader” means.

---



---



---

4. With which woman in the Bible do you most closely identify? \_\_\_\_\_

Why? \_\_\_\_\_

5. Do you currently have anyone in your life you would consider a “mentor,” someone who models a mature Christian faith and is a trusted source of wise counsel and guidance?    \_\_\_ Yes    \_\_\_ No

### **D. ABOUT YOU AS A DTS STUDENT**

1. At what age did you first enter DTS? \_\_\_\_\_

2. At what age did you received your first DTS degree? \_\_\_\_\_

Second DTS degree? \_\_\_\_\_

3. In what year did you receive your first DTS degree? \_\_\_\_\_

Second DTS degree? \_\_\_\_\_

4. What DTS degree(s) or certificate did you obtain? (check all that apply)

\_\_\_ Master of Theology

\_\_\_ Master of Sacred Theology

\_\_\_ Master of Arts in Christian Education

\_\_\_ Master of Arts in Cross-Cultural Ministries

\_\_\_ Masters of Arts in Biblical Counseling

\_\_\_ Master of Arts in Biblical Exegesis and Linguistics

\_\_\_ Master of Arts (Biblical Studies)

\_\_\_ Master of Arts in Corporate Chaplaincy

\_\_\_ Doctor of Ministry

\_\_\_ Doctor of Philosophy

\_\_\_ Certificate of Graduate Studies

\_\_\_ Other \_\_\_\_\_

5. Did you complete all of your DTS degree on the Dallas Campus? Yes \_\_\_ No \_\_\_

Did you complete part of your degree at a DTS Extension? Yes \_\_\_ No \_\_\_

Did you complete all of your DTS degree at a DTS Extension? Yes \_\_\_ No \_\_\_

Which Extension Site? \_\_\_\_\_

6. What was your marital status while attending DTS? (check one after reading through list)

\_\_\_ Single

\_\_\_ Single, then married during seminary

\_\_\_ Married

\_\_\_ Married, then divorced during seminary

\_\_\_ Married, then widowed during seminary

\_\_\_ Married, then separated during seminary

\_\_\_ Separated

\_\_\_ Divorced

\_\_\_ Divorced, then remarried

\_\_\_ Widowed

\_\_\_ Widowed, then remarried

7. While at DTS, did you participate in the Spiritual Formation small group program?  
 \_\_\_ Spiritual Formation was not offered when I was a student.  
 \_\_\_ Spiritual Formation was offered, but I did not participate.  
 \_\_\_ Yes, I was part of a Spiritual Formation group.

8. Did you complete an internship? Yes \_\_\_ No \_\_\_  
 If yes, what kind of internship did you do? \_\_\_\_\_

9. Check the appropriate box in response to the next four questions.

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
a. While attending DTS, the DTS faculty treated me as an equal with the male students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
b. While attending DTS, I was respected by the DTS faculty.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
c. While attending DTS, I was accepted by the male DTS students.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
d. While attending DTS, I was respected by the male DTS students	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**E. YOUR PLACEMENT AFTER SEMINARY**

1. After graduation from DTS, how long was it before you had a paid ministry position?

- a. \_\_\_ # of months \_\_\_ # of years \_\_\_ not yet placed  
 \_\_\_ did not seek a paid position  
 \_\_\_ continued in the same ministry position I was in while a student at DTS  
 \_\_\_ continued as a student upon my DTS graduation

- b. If you answered “not yet placed,” are you still actively seeking a position?  
 Yes \_\_\_ No \_\_\_

2. If you have not secured a salaried position of your first choice, what factors do you think account for this situation?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3. Has the fact that you are a woman had an impact on your ability to obtain the job of your choice? (check one)

- Being a woman has helped me to get the ministry position of my choice.  
 Being a woman has hindered me from getting the ministry position of my choice.  
 Being a woman has had little impact on me getting the ministry position of my choice.  
 I am not sure if being a woman has had an impact on me getting the ministry position of my choice.

Please explain your answer.

---



---

4. Please list all the positions you have held **since** seminary graduation (salaried or unsalaried; Christian or secular; in the home or outside the home; church, parachurch, missions, education, etc.).

Position	Length of Time	Salaried?	
		Yes	No
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____

5. If you are not presently in a salaried ministry position, are you employed in a secular job? Yes \_\_\_ No \_\_\_

## **F. ABOUT YOU NOW**

1. What is your current age? \_\_\_\_\_

2. What is your ethnicity? (check one)

- Asian or Pacific Islander American  
 American Indian or Alaskan Native  
 African American  
 Hispanic  
 White, non-Hispanic American  
 Other (list your country of origin) \_\_\_\_\_

3. Where do you currently live?

- |  |   |
|--|---|
| <input type="checkbox"/> Texas             | <input type="checkbox"/> Northwest U.S    |
| <input type="checkbox"/> Northeastern U.S. | <input type="checkbox"/> Southwest U.S.   |
| <input type="checkbox"/> Southeastern U.S. | <input type="checkbox"/> Alaska or Hawaii |
| <input type="checkbox"/> Midwest U.S.      | <input type="checkbox"/> Outside the U.S. |

4. What is your current marital status?

- |  |                                    |
|--|------------------------------------|
| <input type="checkbox"/> Single, never married | <input type="checkbox"/> Married   |
| <input type="checkbox"/> Single, divorced      | <input type="checkbox"/> Separated |
| <input type="checkbox"/> Single, widowed       | <input type="checkbox"/> Remarried |

5. If you are or have been married, please answer the following questions.

*(If not, skip to # 6)*

- a. How many years have you been or were you married? \_\_\_\_\_
- b. Has your husband ever been in a paid full-time ministry position? Yes \_\_\_ No \_\_\_  
If yes, how many total years? \_\_\_\_\_

6. If you have children, please answer the following questions. *(If not, skip to #7)*

- a. How many children do you have? \_\_\_\_\_
- b. What are the current ages of your children? \_\_\_\_\_
- c. Are you currently a full-time mother of children under the age of 18 (no salaried employment outside the home)? Yes \_\_\_ No \_\_\_

7. What is your current church affiliation or denomination? \_\_\_\_\_

8. If you once were, but no longer are, in a salaried ministry position, what was the reason you decided to leave vocational ministry?

---



---

9. How many close women friends do you have at present with whom you can be open and honest, share concerns and struggles, and be held accountable in your personal life? (check one) \_\_\_0 \_\_\_1 \_\_\_2 \_\_\_3 \_\_\_4 \_\_\_5 or more

10. Think back over your years as a student at DTS and your personal experiences in ministry. What are some specific ways DTS could strengthen its program to prepare seminary women more effectively for the challenges they will face in Christian ministry?

---



---



---



---

Thank you so much for taking the time to fill out this survey. Your input will enable DTS to evaluate its program for women students and discover ways to more adequately address the challenges of women in ministry. If there is anything additional you would like to include, feel free to write in the space below. Please return your survey in the enclosed self-addressed, stamped envelope by **March 1, 2004**. Also, in a **separate mailing, please return your response card.**

## APPENDIX D

## DR. MARK BAILEY'S COVER LETTER

(Printed on DTS letterhead)

February 1, 2004

Dear DTS Alumna:

I am grateful that you chose to attend DTS to gain the biblical and theological knowledge as well as ministry skills to prepare you for ministry. I strongly support the biblical and theological training of women and am thankful for the current number of women students (25% of our student body) at DTS. I am writing to ask you to set aside a short amount of time from your busy schedule to help DTS better prepare our women students for ministry. Enclosed is a survey designed to identify the challenges you are personally facing in Christian ministry. Whether you are at home caring for your husband and children, teaching in small or large groups, serving on a church staff, working a secular job, or ministering overseas, God is using you in significant ways to reach others with the love and hope of Jesus Christ.

The DTS Women Alumnae Survey is part of a Doctor of Ministry Project being conducted by Joye Baker. Joye received her M.A./CE in 1999 and then joined the Christian Education department in order to develop and oversee our Women's Ministry concentration in our Th.M. and M.A./CE degree programs.

I want to encourage you to take the time to fill out and return the survey. Our mission at DTS is "to glorify God by equipping godly servant-leaders for the proclamation of His Word and the building up of the body of Christ worldwide." Your opinions and suggestions can help strengthen our commitment to preparing men and women for ministry.

We hope to use the data from the survey to evaluate our curriculum in order to better address the unique needs of women. The information from the survey can also enable our faculty and staff to affirm our women students in the biblically defined roles they play in the body of Christ as well as encourage our male students to see the value and contribution women can make to a ministry team. It is also our desire to identify ways we might better serve our alumnae women by offering conferences and seminars that address the challenges they are facing in ministry.

Let me thank you in advance for returning your survey. I look forward to receiving Joye's summary and recommendations as a result of your help. May God continue to bless you and the significant work you are doing for the cause of Christ.

Yours in His service,

Mark L. Bailey, Ph.D  
President

## APPENDIX E

## RESEARCHER'S COVER LETTER

February 1, 2004

Dear DTS Graduate:

I first came to Dallas Seminary as a student in the fall of 1996. During these past eight years, I have watched more and more women students enroll, and I have been encouraged to see Dallas Seminary expand its program to address the varied opportunities opening up for women in Christian ministry. Even so, I have realized through conversations with various women alumnae that women in ministry continue to face many unique challenges. It is my desire to help develop a program for our seminary students (male and female) that will most closely address these challenges and provide relevant and practical training.

The enclosed survey is intended to address these needs and you are the best one to help accomplish this goal. You are experiencing "real life" ministry and your responses, information, suggestions, etc. are the only way for those of us at DTS to know what we need do to adjust our seminary program to best meet the challenges of the new millennium. The survey is designed to take about 30-45 minutes of your time. With the results, recommendations will be made to the seminary. The data will also be used to consider topics for leadership conferences that would be helpful to you as you continue in ministry.

Dr. Andy Seidel, Executive Director of the Center for Christian Leadership, has been very supportive of this DMin project, and he has this to say concerning the survey:

*This survey is an important opportunity for you to give critical feedback and helpful information to Dallas Seminary, information which we could get from no other source. It is your chance to help us learn from your experience, so that we can do an even better job of preparing women leaders for ministry throughout the church. We greatly value your thoughts, input, and suggestions; thank you for your cooperation.*

If you fill out and return the survey, you will have the option of receiving a summary of the results. It is my way of saying thank you for the valuable contribution you have made. When you send in your survey, please also mail the enclosed postcard. This way I will know you returned your survey, yet it will remain confidential. I will also know whether or not you would like a summary sent to you next fall when my dissertation entitled *An Analysis of the Leadership Challenges Facing the Dallas Theological Seminary Women Alumnae* is completed. I am praying for a great response so that Dr. Bailey and the DTS faculty and staff will realize the continued interest and commitment our women alumnae have to the mission of Dallas Seminary.

I may or may not know you personally, but we are sisters-in-Christ, and we share the privilege of having attended Dallas Seminary. May God continue to bless you in the many ways you are bringing glory and honor to Him through your life and ministry. I look forward to hearing from you.

Gratefully,  
Joye Baker  
Christian Education Dept.

APPENDIX F  
RETURN POSTCARD

Dear Joye:

I have put my completed alumnae survey in the mail to you. I am indicating my desire concerning the summary of your DMin project.

I would like a summary sent to me.

I do not want a summary sent to me.

(Please Print)

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

## APPENDIX G

## DTS ALUMNAE SURVEY EXPENSES

Based on 950 women alumnae:

Total Mailing: 950 surveys

30 on campus	210 Eastern/Southern U.S.
94 International	106 Midwest U.S.
140 Texas (outside of Dallas)	90 Western U.S.
275 Dallas	3 Hawaii
210 Eastern/Southern U.S.	2 APO

Postage:

First Mailout:

826 @ .60 x 2.....	\$ 991.20
94 overseas.....	119.95
94 return postage @ 1.11.....	104.34
826 @ .23.....	189.98

Second Mailout (postcards)

630 @ .23.....	144.90
80 overseas.....	47.60

Total \$1597.97

Envelopes:

19-100 count boxes @ 7.90.....\$ 150.10

Labels:

1 box return labels.....	\$ 25.97
1 box mailing labels.....	38.96

Total \$ 64.93

Printing:

2 Cover Letters, Surveys, and Postcards.....	\$ 506.04
Alumnae Address Labels.....	14.00
Second Postcards.....	21.00

Total \$ 541.04

Grand Total of Expenses: \$ 2354.04

APPENDIX H  
REMINDER POSTCARD

Dear DTS Grad:

A few weeks ago you received a DTS Alumnae Survey from me. If you have already returned it, I want to thank you very much.

If you still have the survey, I would like to ask you to set aside some time to fill it out. I have been encouraged with the initial response, but I know that not only is the data valuable, but the number of women who respond will be important to Dr. Bailey and others as they consider ways to strengthen the program at Dallas Seminary. Therefore your individual input and response are very crucial to this process.

Please email me at [jbbaker1@juno.com](mailto:jbbaker1@juno.com) if you no longer have your survey and I can send you another one. I appreciate your help and value your insights and opinions and I will hope to hear from you soon.

Serving our Lord with you,

Joye Baker

## APPENDIX I

## CODING FOR SURVEY DATA RESULTS

(Used with EXCEL spreadsheet)

0 means no answer or NA (not applicable)

A1. Ministry positions: 1 - Yes 2 - No

A2. Area of ministry employment

- |                            |                        |
|----------------------------|------------------------|
| 1 - Church                 | 9 - Academic/Missions  |
| 2 - Parachurch             | 10 - Church/Academic   |
| 3 - Missions               | 11 - Speaker/Writer    |
| 4 - Academic               | 12 - Camping           |
| 5 - Counseling             | 13 - Chaplaincy        |
| 6 - Discipleship/Mentoring | 14 - Church/Parachurch |
| 7 - Church/Missions        | 15 - Retired           |
| 8 - Parachurch/Missions    | 16 - Church/Counseling |

A3. Average adult attendance in all weekly worship services

- |               |               |
|---------------|---------------|
| 1 - under 100 | 5 - 1001-2000 |
| 2 - 100-300   | 6 - 2000-3000 |
| 3 - 301-500   | 7 - 3000+     |
| 4 - 501-1000  |               |

A4. Supervisor: 1 - Male 2 - Female

A5. Ministry Evaluations: 0 - NA	3 - Neutral
1 - Strongly Disagree	4 - Agree
2 - Disagree	5 - Strongly Agree

A6. Ministry positions: 1 - Yes 2 - No

A8. Area of volunteer ministry

- |                            |                        |
|----------------------------|------------------------|
| 1 - Church                 | 9 - Academic/Missions  |
| 2 - Parachurch             | 10 - Church/Academic   |
| 3 - Missions               | 11 - Speaker/Writer    |
| 4 - Academic               | 12 - Camping           |
| 5 - Counseling             | 13 - Chaplaincy        |
| 6 - Discipleship/Mentoring | 14 - Church/Parachurch |
| 7 - Church/Missions        | 15 - Retired           |
| 8 - Parachurch/Missions    | 16 - Church/Counseling |

A9. Average adult attendance in all weekly worship services

- |               |               |
|---------------|---------------|
| 1 - under 100 | 5 - 1001-2000 |
| 2 - 100-300   | 6 - 2000-3000 |
| 3 - 301-500   | 7 - 3000+     |
| 4 - 501-1000  |               |

A10. Supervisor: 1 - Male 2 - Female



## D4. DTS Degree

- |   |                      |
|---|----------------------|
| 1 - Master of Theology                              | 13 - CE and MABS     |
| 2 - Master of Sacred Theology                       | 14 - ThM and PhD     |
| 3 - Master of Arts in Christian Education           | 15 - CE and Bible Ex |
| 4 - Master of Arts in Cross-Cultural Ministries     | 16 - MACC and MABS   |
| 5 - Masters of Arts in Biblical Counseling          | 17 - ThM and CE      |
| 6 - Master of Arts in Biblical Exegesis/Linguistics | 18 - ThM and BC      |
| 7 - Master of Arts (Biblical Studies)               | 19 - ThM and PhD     |
| 8 - Master of Arts in Corporate Chaplaincy          |                      |
| 9 - Doctor of Ministry                              |                      |
| 10 - Doctor of Philosophy                           |                      |
| 11 - Certificate of Graduate Studies                |                      |
| 12 - No Degree                                      |                      |

## D5. DTS Campus and Extension Sites: 1 – Yes 2 - No

- |                  |                 |
|------------------|-----------------|
| 1 - Houston      | 5 - Tampa       |
| 2 - Philadelphia | 6 - Wycliffe    |
| 3 - Austin       | 7 - Chattanooga |
| 4 - Atlanta      | 8 - San Antonio |

## D6. Marital Status at DTS

- |   |                              |
|---|------------------------------|
| 1 - Single                                  | 7 - Separated                |
| 2 - Single, then married during seminary    | 8 - Divorced                 |
| 3 - Married                                 | 9 - Divorced, then remarried |
| 4 - Married, then divorced during seminary  | 10 - Widowed                 |
| 5 - Married, then widowed during seminary   | 11 - Widowed, then remarried |
| 6 - Married, then separated during seminary | 12 - Engaged                 |

## D7. Spiritual Formation

- 1 - Spiritual Formation was not offered when I was a student.
- 2 - Spiritual Formation was offered, but I did not participate.
- 3 - Yes, I was part of a Spiritual Formation group.

## D8. Internship: 1 - Yes 2 - No

## D9. DTS Faculty and Male Students:

- |                       |                    |
|-----------------------|--------------------|
| 0 - NA                | 3 - Neutral        |
| 1 - Strongly Disagree | 4 - Agree          |
| 2 - Disagree          | 5 - Strongly Agree |

## E1. Placement

- |                      |  |
|----------------------|--|
| 1 - less than a year | 4 - did not seek a position              |
| 2 - more than a year | 5 - continued in same position after DTS |
| 3 - not yet placed   | 6 - continued as a student after DTS     |

Still seeking a position: 1 - Yes 2 - No

## E3. Impact of Being a Woman

- 1 - Being a woman has helped me to get the ministry position of my choice.
- 2 - Being a woman has hindered me from getting the ministry position of my choice.
- 3 - Being a woman has had little impact on me getting the ministry position of my choice.
- 4 - I am not sure if being a woman has had an impact on me getting the ministry position of my choice.
- 5 - Both 1 and 2

## E5. Secular Job: 1 - Yes 2 - No

## F1. Current Age

- |           |           |           |
|-----------|-----------|-----------|
| 1 - 20-25 | 4 - 36-40 | 7 - 51-55 |
| 2 - 26-30 | 5 - 41-45 | 8 - 55-60 |
| 3 - 31-35 | 6 - 46-50 | 9 - 60+   |

## F2. Ethnicity

- 1 - Asian or Pacific Islander American
- 2 - American Indian or Alaskan Native
- 3 - African American
- 4 - Hispanic
- 5 - White, non-Hispanic American
- 6 - Other (list your country of origin)

## F3. Currently Living

- |                       |                      |
|-----------------------|----------------------|
| 1 - Texas             | 5 - Northwest U.S    |
| 2 - Northeastern U.S. | 6 - Southwest U.S.   |
| 3 - Southeastern U.S. | 7 - Alaska or Hawaii |
| 4 - Midwest U.S.      | 8 - Outside the U.S. |

## F4. Current Marital Status

- |                           |               |
|---------------------------|---------------|
| 1 - Single, never married | 4 - Married   |
| 2 - Single, divorced      | 5 - Separated |
| 3 - Single, widowed       | 6 - Remarried |

## F5. Years of Marriage

- |           |            |              |
|-----------|------------|--------------|
| 1 - 0-5   | 6 - 26-30  | 11 - 50+     |
| 2 - 6-10  | 7 - 31-35  | 12 - 3 and 4 |
| 3 - 11-15 | 8 - 36-40  | 13 - 1 and 2 |
| 4 - 16-20 | 9 - 41-45  | 14 - 1 and 4 |
| 5 - 21-25 | 10 - 46-50 | 15 - 2 and 3 |

## F6. Children

Number of children: Number is entered.

## Ages of children

1 - 0-5	6 - 26-30	11 - 50+
2 - 6-10	7 - 31-35	12 - 3 and 4
3 - 11-15	8 - 36-40	13 - 1 and 2
4 - 16-20	9 - 41-45	14 - 1 and 4
5 - 21-25	10 - 46-50	15 - 2 and 3

Full-time mother: 1 - Yes 2 - No

## F7. Church affiliation or denomination

1 - Other	9 - Lutheran
2 - Bible Church	10 - Methodist
3 - Interdenominational/Non-denom.	11 - Nazarene
4 - Baptist	12 - United Church of Christ
5 - Presbyterian	13 - Assemblies of God
6 - Episcopal	14 - Plymouth Brethren
7 - Evangelical Free	15 - Salvation Army
8 - Christian	16 - Catholic

F8. Reasons for leaving ministry: 0 - No answer 1 - Written answer

F9. Close Friends: \_\_\_0 \_\_\_1 \_\_\_2 \_\_\_3 \_\_\_4 \_\_\_5 or more

F10. Additional Comments: 0 - No Comments 1 - Written comment(s)

## APPENDIX J

## VOCATIONAL MINISTRY TITLES

Titles of the women who serve in churches, parachurch organizations, missions, or academic institutions in part-time or full-time salaried positions (question A2a).

Minister  
 Minister of Community Care  
 Community Builder  
 Corporate Chaplain  
 Missionary appointee  
 Missionary  
 Editor  
 Missionary  
 President  
 Admissions Counselor  
 Director of Community  
 Missionary with UFM International  
 Teacher of Religious Studies and Student Coordinator  
 Teacher/Director/Counselor  
 Director of Women's Ministries  
 Fundraising—Regional Representative  
 Director of Pastoral Care  
 Professor—Associate Academic Dean  
 Minister of Early Childhood  
 Missionary; International Staff-Mexico  
 Administrative Coordinator  
 Direct Mail Manager  
 Staff Counselor  
 Director of Women's Ministry  
 Mental Health Therapist, LCPC  
 Pastor—Women's Ministries  
 Principal at Elementary Christian School  
 Missionary  
 Children's Minister  
 Missionary Church Planter  
 Minister of Christian Education  
 Missionary/Teacher/Mother  
 Teacher and After School Program Director (at a Christian school)  
 Speaker/Author  
 Staff member  
 Editor  
 Missionary  
 Director of Counseling  
 Minister of Community  
 Admissions Office Director  
 Director of Women's Ministry  
 Missionary, English as a second language teacher

Chaplain to Women (Correctional)  
 Missionary  
 Director of Early Childhood Ministries  
 Director of College Ministry  
 Lead Customer Care Rep/Counselor  
 Volunteer short term missionary  
 Office assistant  
 Dean of Instruction  
 English Pastor  
 Writer, Creative Ministries Department  
 Director of Urban Center Development  
 Associate City Director  
 Licensed Professional Counselor  
 Counselor  
 Christian Counselor  
 Church planter, Women's Ministry Coordinator for Maghreb-France; Focus Group  
 Assistant Treasurer for France Field  
 Faculty Member, Old Testament Department  
 Church Planting Associate  
 Executive Assistant to the Director  
 Director of Medical Ministry  
 Vice President/Women to Women Leadership Training  
 Pastor of Single Adults  
 Director of Women's Ministry  
 Wife of and Assistant to Asia Area Director OC International  
 Director of Women's Ministries  
 Jr. High Program Director  
 Executive Sr. Sales Director  
 Associate Pastor  
 Linguist/Bible Translator  
 Assistant Director of Children's Ministry  
 Women's Ministry Director  
 Licensed Professional Counselor and Licensed Chemical Dependency Counselor  
 Secondary Bible Teacher  
 Campus Field Staff with Impact  
 Music Librarian at Southwestern Baptist Theological Seminary  
 Adjunct Professor  
 Adjunct Professor, LeTourneau University  
 Writer Creative Ministries--Insight for Living  
 Director of Women's Ministry  
 Staff of Campus Crusade for Christ  
 I don't have a title, I work alongside my husband.  
 Registrar; Acting Director of Operations  
 Elementary teacher  
 Assistant Professor  
 Director of Women's Ministries of the International Council for Gender Studies  
 Counselor Intern  
 Children's Ministry Director  
 Super Summer Coordinator  
 Missionary, church planting among Muslim group in Philippines  
 Junior High Youth Pastor

Director of Preschool Ministries for CEF  
 Christian High School Bible and Spanish Teacher  
 8th Grade English teacher  
 Program Director/Youth Director  
 Christian Education Director  
 Academic Dean  
 LPC/Director of Counseling  
 Director of Women's Ministry  
 Children's Ministry Director (Upper Elementary)  
 Director of Connections  
 Registered Nurse, Medical missionary  
 2nd grade teacher  
 Comptroller  
 Mobilization/follow up to career missions  
 Owner  
 Therapist  
 Adjunct faculty at Christian college  
 Pastor of Women (local church); Director of Women's Ministries, Evangelical  
     Free Church of America  
 Preschool Director  
 Intervention Specialist  
 Director of Pastoral Care for Women  
 Youth Pastor  
 Children's Pastor  
 Program Therapist  
 Licensed Prof. Counselor/Adjunct Professor  
 Professor  
 Associate Dean of Women  
 Assistant Greek Teacher  
 Hospital Chaplain  
 Association Assistant  
 Sales Associate  
 Associate Pastor  
 Missionary consultant--Urban Ministries for ECWA church  
 Writer  
 Licensed Professional Counselor  
 Chaplain/Reverend  
 Corporate Chaplain  
 Editor  
 Administrative Secretary  
 Women's Director Spiritual Formation, BEE facilitator  
 Appointee to Northern India and Muslims  
 Senior staff with Campus Crusade for Christ  
 I was part of the Department of Christian Ethics  
 Teacher, Old Testament Survey (9th grade)  
 Chaplain at a Hospital  
 Career Missionary (church planting)  
 Women's Ministry Counselor  
 Women's Director--Kanakuk Institute  
 Licensed Professional Counselor  
 Family Care Therapist

Dr. (i.e. Emergency Medicine Resident)  
 Pastor to Women  
 Chaplain  
 Chaplain  
 Elementary teacher  
 Director of Children's Ministries  
 Director of Leadership Gifts; Adjunct Faculty, Denver Seminary.  
 Missionary in Training (Linguist/Translator)  
 Corps Officer/Pastor  
 Circulation Associate II  
 Primary therapist  
 Asst. to Women's Ministries  
 Counselor  
 Adjunct faculty--College of Biblical Studies, Houston  
 Director of Children's Ministries  
 Senior staff  
 Editor  
 Minister to Women  
 Executive Director  
 Teacher--Algebra  
 (1) Lecturer, (2) Director of Field Education, and (3) Alumni and Church Relations,  
 Singapore  
 High school teacher/adjunct professor--Bible College  
 Director of Women's Ministries  
 Missionary/Librarian  
 Missionary  
 Administrator  
 Admin. Assistant to Family Life Minister  
 Missionary/teacher (seminars and theological institution courses)  
 Discipleship counselor  
 Spiritual Development Coordinator  
 Admissions Counselor  
 Mental Health Program Administrator  
 Bible Teacher  
 Preschool Teacher  
 Pastor to Women/Advisor to Women Students  
 Facilitator/teacher  
 Director of Children's Ministry  
 Christian Education Director

## APPENDIX K

## VOLUNTEER MINISTRY TITLES

Titles of the women who serve in churches, parachurch organizations, missions, or academic institutions in volunteer ministry positions (question A7).

Leader of a young couples small group  
 Worship Services Coordinator  
 Pastor's wife, Children's Sunday School, AWANA leader  
 Member of Care Committee at church. Sunday School teacher.  
 Small group counselor  
 Work with Missions at my church  
 Team Leader  
 Nursery teacher; Women's Ministry  
 Director, Women's Silent Retreat, an annual event; Bible study teacher Missionary-in-residence for 1 yr. at Washington Bible College, Lanham, MD  
 Assistant Lay Minister; Curriculum Development Leader; Bible teacher  
 Director, UCan Family Learning Program  
 College leader  
 Women's Bible Study Coordinator. Also serve on Women's Ministries leadership team. Bible Study leader.  
 Small Group Leader, Mom's Group  
 Associate Pastor's Wife/Pre-school Sunday School Coordinator/Women's Bible Study Teacher and Leader/Counselor-Mentor  
 Senior Pastor's wife; English Adult Sunday School teacher  
 Coordinator, Discover Center Ministry Consultant, coach of stay-home-mom's small group  
 Support husband, MK Educator Consultant and Mission Mobilizer  
 Assistant Leader of Hopekeepers--Chronic Pain/Illness Support Group Ministry  
 Chairman, First Ladies' Prayer Brunch of Tampa; Bible teacher; Retreat speaker  
 One Way Club Administrator, Kid's Ministry Team Sunday School Opening Leader  
 Leader--Rock Rocks Puppet Team  
 Director of Release Time Ministries; Counselor  
 Precept Bible Study teacher and coordinator; VBS, Sunday School, Ladies speaker at Retreats and other churches  
 Part of the Human Resource Staff care committee  
 Missionary in Residence  
 Youth Leader  
 Director of Leadership Development/Assistant to the Student Minister  
 Small group leader for women's mothering group  
 (1) Developing (helping to) a support group for multiple-infant loss.  
 (2) Supervisor, Sundouloi--Student ministry/outreach opportunities for elementary, middle school and high school. (3) Mentor  
 (1) Adult Sunday School Superintendent. (2) Counselor of Couple Fellowship  
 (3) Church planning core member  
 Sunday school teacher; Lead women's Bible study group, "Purpose Driven Life."

My husband is the Head Pastor. Youth, Children's Church, Curriculum Committee for Sunday School, nursery, sing with praise team, one-on-one discipleship of women, teach women's Bible studies, etc.,.

Financial Secretary for Ft. Irwin Chapter of Protestant Women of the Chapel  
 Children's leadership team member. Direct a singles/couples group  
 Kenyan RVA Lady Workers' Bible Study leader  
 Children's Church Coordinator, Pastor's Wife  
 College Ministry at Irving Bible Church; Lead women's discipleship group  
 Career Missionary, Assistant to the Women's Ministry, Director of Christian Mission Agency  
 Assistant Women's Leader  
 Board Member ("Director") of Bangla Bible Correspondence Institute/Bangla Ministries Worldwide  
 Girls group leader  
 Teacher, Equipping Ministry; Teacher, Singles Ministry  
 Speaker, Bible Study Leader  
 Founder and President--Katallasso Ministries International; Executive Director--Taking the Word to the World Ministries, Inc.; Teacher--Adult Women's Sunday School; FAITH Outreach; teacher of Foundations of Faith Bible class  
 Small group leader  
 Lay counselor for a Christian academy  
 4th/5th grade Sunday School teacher; Women's Ministry/Small group ministry  
 Teacher for our church's Women's Ministry Leadership Training Institute  
 Co-director of Youth--Girls  
 Children's Ministry Coordinator  
 Member of Worship Council  
 Director--Clarion Communications; Ministry Coordinator--Impact Directives; Daughters of Bezalel (creative ministry of color, design and symbolism); Division Coordinator--Touch Points Media Boards; Division Coordinator: The Intercessor (weekly prayer guide)  
 Director--Training of Asians joining the mission  
 Co-Chair Women in Partnership--Russia  
 College/Singles Volunteer  
 Short-term missions mentor, small group leader  
 Inreach Coordinator  
 Literature coordinator of our church  
 Lecturer for Bible Study for Today (a community Bible study)  
 Coach  
 Reconciliation Minister; Worship team member  
 Discipleship/Study Facilitator; Children's Sunday Teacher, Counselor  
 Women's Ministry Liaison  
 President of Adult Choir; Sunday School teacher  
 Member of Missions committee  
 Intern  
 Bible teacher/finance committee member  
 MOPS Small Group Coordinator and Co-Coordinator of MOPS); Discippler  
 Women's Bible Study Leader; Children's Ministry  
 Coordinator of Children's Ministry (birth-6th)  
 Small Group Leader; College Group Coordinator; Prayer Partner  
 Assistant to Pastor of Christian Education

Small group leader, Sunday School teacher, CE administrator, pianist, youth leader, discipleship  
 Shepherd of Community Group  
 Pastor's Wife, Administrator  
 Lead Teacher--Ladies' Bible Study; FISH Coordinator--Evangelism arm of our Student Ministries  
 Director of a young adult Sunday School class.  
 Teach English as a Second Language;  
 Small group servant leader--Women's Ministry; home group leader (cell group)  
 Youth Leader Home Team Co-Leader; Monday Night Women's Bible Study Leader; Women's Ministry Team; Discipler; Pastor's wife; Counselor; Youth ministry volunteer  
 Director of Christian Education Board; Primary--AWANA Commander; Worship coordinator  
 Director of Women's Ministry; Women's Bible Study Teacher  
 AWANA Clubs  
 As wife of executive pastor, I lead the staff women in accountability and fellowship. Women's ministry leadership  
 Co-leader of College-aged Ministry  
 Teaching Leader  
 Children's Leadership, College Ministry and leadership  
 Leadership Group for Stephen Ministry. Leadership Group for "Loving in Deed"  
 Christian Education Administrator; Chairman, Christian Education Committee  
 Medical missionary--Director, Rock of Ages women's ministry, Medical missionary, prayer intercessor, Sunday school teacher, choir member  
 Deaconess  
 Children's leader (2-year-olds) in Bible study  
 Pastor  
 Co-leader of Kindergarten Sunday School class  
 Pastor's wife, mentor for children's Sunday School teachers; choir director, worship rotation for piano, junior worship rotation  
 Communications on Women's Ministry Leadership Team  
 Prayer chairman for Women's Missionary fellowship, Bible study leader, discipleship coach  
 Prepare coffee for afterchurch fellowship (post-Baptism, etc.). Women's Ministries Prayer group; Missions--short-term trips  
 AWANA Game Director  
 Flock leader with husband; AWANA leader  
 Teacher of lay counseling training, women's director of Celebrate Recovery  
 Lay counselor in a church  
 Women's Bible study leader of Bible study teachers; Trainer in short term missions  
 Women's Ministry Leader of my church; Senior Pastor's wife  
 Discussion group leader (Women's Bible Study), AWANA leader, Children's Sunday School leader, lay counseling  
 Pastor's wife, retreat speaker, youth leader, women's Bible teacher, counselor  
 Director of Clinics at Dallas Life Foundation  
 Teacher--Children's Church, Teacher--Women's "First Place" Program, Teacher--Mission Friends (children), Retreat Speaker, guest Preacher  
 Co-founder of Vanguard Church; Leader of Elders' Wives; Senior Pastor's Wife  
 Small group leader; Administrator

Director of Assimilation  
 Senior High Youth Ministry Youth Leader  
 Professor  
 Ladies Bible Study Leader  
 Teacher  
 Director of Women's Ministry  
 Children's choir director with 4 adult assistants  
 Junior Church and Sunday School teacher  
 Leader--Newly Marrieds class at Crossroads Bible Church; member of "Greet Team" at church  
 Youth staff volunteer  
 Chair of the CE committee, Women's Bible Study small group leader, pastor's wife  
 Speak, plan, oversee and host a ministry to the staff wives (wives of ministers) at Northwest Bible Church; Lead New Wives Group  
 Bible study teacher of other PhD wives (husbands getting PhD's). Mentor single woman and one married woman  
 Cell group leader; mothers support group leader; youth advisor  
 Adult Sunday School teacher  
 Founder and Board Treasurer  
 Director of Women's Ministry  
 Sunday School Teacher for 1st grade  
 Teacher, single adult Sunday School class  
 Co-teach a marriage course with my husband  
 Bible Study Small Group Discussion Leader, Singles ministry co-leader  
 Teaching leader--Women's Bible Study  
 Senior pastor's wife and Sunday School teacher  
 Sunday School Director  
 Missionary--church planter--women, children's ministry  
 Mentor position (along with my husband) to 3 couples leading minichurches  
 Co-teacher of college ministry  
 Young Life volunteer leader; CREW leader ( for 3rd graders)  
 Librarian at church, Women's Ministry Teacher  
 Small group leader for 2 groups  
 Faculty, Saddleback Christian Academy; homeschooling ISP  
 Co-leader character (small) group training  
 Part-time field staff  
 Discipleship Coordinator for Women, Support Group Leader, Paraclete Ministry Church Coordinator  
 Bible Teacher  
 Children's Ministry Leader and administrative assistant to Pastor of an inner city mission church plant  
 Women's Ministry Leadership Coordinator; Women's Ministry Mentoring Program Director  
 Director of Faithkeepers of MHSSG (a Christian scouting-type group for homeschooled girls ages 5-13 and their mothers)  
 Deaconess--mercy ministry: financial assistance, spiritual counseling  
 Upcoming small group  
 Children's teacher for Community Bible Study, Children's worship leader  
 Counselor  
 Missions prayer guide co-coordinator and missions fellowship facilitator

Discipleship, Bible Studies  
 Children's program coordinator, Worship Leader  
 Bible teacher/leader; Teacher; Speaker for Retreats  
 Mentor to many; Trainer in live-in situations  
 Adult Bible Fellowship teacher  
 Lead a high school small group  
 Bible Study Leader  
 Large Group Bible Study; 2nd grade Camp Leader  
 Leader/Director for children's ministry  
 Stonebriar Sports Ministry Leadership Team  
 Mentor/Coach  
 CE Director at Church; Club-After-School--leader  
 Youth Sunday School--Captain and help with all leaders of 9-12th classes on Sun.  
 Teacher and administrator in Bible Discussion Groups; Deaconess at church--care  
 ministries  
 Women's Ministry Committee, Study group leader, Bible teacher  
 Teaching women at Park Cities Presbyterian Church, small group once a week  
 Teaching discipleship courses--church; teaching ESOL--missions  
 Children's Ministry volunteer  
 Director Out Reach Ministries; Trustee--Deaconess  
 Women's Bible Study leader; Youth Discipleship; Worship team member  
 Small group discussion leader  
 Head of College/Career Ministry  
 Counselor in Pastoral Counseling Department  
 10<sup>th</sup> Grade Director of Sunday School and teacher/youth leader  
 Pastor's wife, Women's Ministry Leadership Team member  
 Teacher/counselor  
 Elder on session; communion steward  
 Co-leader of Bible study; Fine Arts for Women's Ministry  
 Divorce Care Leader  
 Children's Ministry Director  
 Small Group Leader  
 Bible Study Leader, Sunday School Class Leadership, Small Group Ministry  
 Leader  
 Women's Bible Study Teacher and Leadership Trainer; Stephen Ministry Leader  
 and Trainer; Russia Missions Coordinator  
 Director of Children's Ministry

## APPENDIX L

## REASONS FOR LEAVING VOCATIONAL MINISTRY

Of the 377 survey respondents, 73 indicated that they were once in vocational ministry and chose to leave their position. They cited 19 different reasons for their choices.

The following list includes the reasons the women chose to leave vocational ministry, the number of women who mentioned each reason, and the percentage of respondents who cited each reason.

- (26%)...19 – Had children
- (16%)...12 – Got married
- (14%)...10 – Had differences with the ministry leadership
- (11%)....8 – Experienced burnout
  - 7 – Enrolled in seminary or other academic institution
  - 5 – Financial needs
  - 4 – Husband’s job
  - 2 – Went into Missions
    - Finished missions commitment
    - Church split
    - Felt inadequate
  - 1 – Health issues
    - Personal/spiritual growth
    - Poor communication with ministry leadership
    - Frustration with ministry
    - Racial discrimination
    - Discrimination as a woman
    - Sexual harassment
    - Dislike of support raising

## APPENDIX M

## REASONS FOR NOT SECURING A MINISTRY POSITION

Of the 377 survey respondents, 88 women gave a total of 107 reasons that they did not choose to seek a paid ministry position. These resulted in 23 different reasons.

The following list includes the reasons chosen by the women, the number of women who mentioned each reason, and the percentage of respondents who cited each reason.

- (30%)...26 – Motherhood
- (23%)...20 – Husband is in the ministry
- (18%)...16 – No paid positions were available
- ( 9%).....8 – Being female
- ( 8%).....7 – The salary offered was too low to live on
- ( 5%).....4 – A doctorate was required to teach in position of choice
- ( 3%).....3 – Divorce
- 2 – Care of elderly parents
- Location of husband’s job
- Being single
- Lack of ministry experience
- Limitations in counseling positions
- Returned to being a student
- Need to rest and reflect/burnout
- Age (too young or too old)
- 1 – Not ordained
- Lack of confidence
- Not willing to move locations
- Debt
- Uncertain of ministry direction
- Location
- Visa status
- Marriage stress

## APPENDIX N

## ADDITIONAL CHALLENGES

Of the 377 of the respondents, 259 (69%) indicated that they face additional challenges not mentioned in the 32-part inventory of the survey (question C34). These 259 women gave 284 answers which totaled 79 different challenges. These additional challenges are listed below with the number of respondents who mentioned each challenge.

- 21 - Men and women working together
- 20 - Missions/living in a different culture
- 16 - Being a pastor's wife
- 13 - Not being valued and/or respected as a woman/not being treated equally
- 11 - Lack of fellowship/friendship
- 10 - Role of women in ministry
- 8 - Finances
- 8 - Working with volunteers
- 7 - Lack of support/encouragement
- 6 - Pay Inequities
- Placement
- 5 - Expectations of those in leadership
- Weakness of those in leadership
- Working in women's ministry/mentoring needs
- 4 - Balancing people vs. tasks
- Serving outside of personal giftedness
- 3 - Adjusting to and implementing changes
- Jealousy/competition from other leaders
- Responsibility without authority
- Lack of commitment from church members
- Lack of female leadership
- Leading men
- Elderly parents
- Lukewarm Christians
- Working with women
- 2 - Balancing activities vs. God
- Ambition/pride
- Benefits/insurance/retirement
- Dealing with culture issues
- Confidentiality/trust
- Discouragement/uselessness
- Discrimination/not being accepted by paid staff
- Hard to be gracious towards other beliefs
- Home schooling
- Hurt by others

- 2 - Integrity issues of others
  - Lack of vision by others
  - Marriage/husband
  - Medical problems
  - Minority issues
  - Negative/complaining people
  - Focused too much on outward impressions
  - Rest/exercise
  - Salary negotiations
  - Sovereignty of God
  - Support raising
  - Team spirit
  - Young age
- 1 - Accountability
  - Administrative responsibility
  - Bible study materials/resources
  - Boredom
  - Boundaries
  - Childcare
  - Church planting
  - Having to compromise theology to serve
  - Counseling limitations
  - Personal counseling needs
  - Evangelism
  - Hiring tips
  - Homosexuality in members
  - IRS guidelines not being followed by leadership
  - Jail visits
  - Lack of confidence in biblical knowledge
  - Lack of personal direction
  - Lack of experience
  - Lack of priority of family
  - Outreach in community
  - Need of secretarial help
  - Shepherding the staff
  - Men feeling threatened
  - Misunderstood by others
  - Modeling for others
  - Overworked
  - Personal weaknesses/sin
  - Publishing Industry
  - Spiritual warfare
  - Teacher training skills
  - Teaching different levels of people

## APPENDIX O

## RECOMMENDATIONS OF WOMEN ALUMNAE

Of the 377 respondents, 338 (90%) gave 1008 recommendations to question F10. The women made 90 different recommendations that they feel should be addressed at DTS to help prepare the women students for ministry.

The following list includes the recommendations from the women alumnae, the number of women who mentioned each recommendation, and the percentage of the 338 respondents who cited each recommendation.

- 81 (24%) Prepare men and women to more successfully minister together
- 61 (18%) Help men value and respect women in ministry
- 47 (14%) Address placement issues for women
- 44 (13%) Include teaching the role of women in ministry in DTS courses
- 44 (13%) Emphasize speaking/communication skills
- 42 (12%) Emphasize counseling skills
- 39 (11%) Require Spiritual Formation for all women
- 38 (11%) Offer specific training/teaching related to Christian leadership
- 37 (11%) Offer courses in women's ministry and ministry to women
- 35 (10%) Provide more women mentors and female role models at DTS
- 35 (10%) Emphasize training/teaching in conflict resolution skills
- 35 (10%) Include more practical application in DTS courses
- 34 (10%) Provide mentoring by women who are already in Christian ministry
- 22 (7%) Emphasize importance of friendships/relationships among DTS women
- 22 (7%) Address needs of married students and ministry to/with their husbands
- 21 (6%) Address cultural differences among women
- 20 (6%) Emphasize time management issues/Balancing time
- 19 (6%) Encourage internships
- 18 (5%) Address issues unique to singleness
- 18 (5%) Emphasize relational skills
- 18 (5%) Increase the number of female faculty
- 16 (5%) Have more women speakers in chapel/brown bags/seminars
- 15 (4%) Emphasize the students' relationship with God
- 15 (4%) Require or recommend a women's ministry course
- 14 (4%) Teach principles of mentoring and discipleship
- 13 (4%) Encourage churches to accept and include women on staff
- 12 (4%) Address financial Issues (at DTS and in ministry)
- 12 (4%) Encourage faculty to connect more with students
- 11 (3%) Offer alumni connections/alumni meetings
- 10 (3%) Offer skills in teaching/Bible study preparation

- 9 (3%) Hire a full-time Advisor to Women  
Address loneliness  
Negative comments stated
- 8 (2%) Address female issues  
Offer marriage seminars  
Address prejudice/race issues/denominational issues  
Emphasize team building  
Emphasize the value of volunteer ministry of DTS graduates
- 7 (2%) Support egalitarian view  
Emphasize seasons of life (stages)
- 6 (2%) Remind students that there are many life lessons after DTS  
Strengthen the Counseling Program  
Emphasize biblical/theological knowledge
- 5 (1%) Give attention to extension students issues  
Address the Mrs. Issue that is common at DTS  
Support the SWIM (Seminary Wives in Ministry) program  
Emphasize the importance of developing writing skills
- 4 (1%) Maintain the complementarian view of the women's role in ministry  
Emphasize the value of understanding temperaments  
Offered positive comments about the CE department

Less than 1%

- 3.....Offer alumni courses  
Encourage church involvement for students  
Have more discussions/study groups/class interaction  
Give more focus to women in the Bible  
Cover working with volunteers  
Address administration issues and seminary politics  
Give scholarships for part-time students and women students  
Value children and motherhood
- 2.....Address boundary issues  
Discuss the potential for burnout  
Offer more doctoral degrees  
Discuss divorce issues  
Discuss ethical issues  
Increase the faculty and staff  
Address high expectations of others  
Address the ordination issue for women  
Emphasize prayer  
Address sexual challenges  
Include more women in publicity of seminary

- 1.....Give assignment options
  - Include CEF materials in the children's course
  - Strengthen communication on campus
  - Offer development of computer skills
  - Adjust the length of degree programs
  - Adjust degree requirements
  - Value and improve attitude towards the M.A.B.S. degree
  - Change the dress code from being so lax
  - Adjust the language requirements
  - Move away from only lecture format in classroom teaching
  - Discourage legalism
  - Address low self-esteem and lack of confidence issues
  - Promote the Partners of Men in Ministry Retreat
  - Give more attention to church planting
  - Offer preparation for all types of ministry
  - Address spiritual warfare
  - Help with stress management
  - Offer women's ministry resources
  - Develop an alumnae newsletter for women

APPENDIX P  
TABLES 1A - 9A  
CORRELATIONS OF CHALLENGES WITH  
VARIOUS DEMOGRAPHIC GROUPS

Table 1A. Correlation with Challenges: Married alumnae. N =254.

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	15	42	114	50	23	244	10	29.9%	12.6%
2	Comparing myself to other ministry leaders	26	83	100	29	6	244	10	14.3%	7.1%
3	Low self-esteem	60	96	69	15	4	244	10	7.8%	2.4%
4	A lack of confidence	43	91	84	21	5	244	10	10.7%	9.1%
5	Excessive depression	138	58	30	9	2	237	17	4.6%	2.4%
6	Over-commitment	19	54	98	56	15	242	12	29.3%	19.3%
7	Burnout	49	70	100	22	2	243	11	9.9%	9.8%
8	An excessive amount of criticism towards me	120	91	23	4	3	241	13	2.9%	2.4%
9	An excessive amount of loneliness	92	68	54	24	3	241	13	11.2%	6.3%
10	Balancing marriage and ministry	38	66	99	30	8	241	13	15.8%	13.0%
11	Balancing motherhood and ministry	19	39	64	42	12	176	78	30.7%	26.0%
12	Being single while in ministry	13	4	3	1	1	22	232	9.1%	0.0%
13	Being divorced while in ministry	6	3	0	0	1	10	244	10.0%	0.0%
14	Moving to a new location for ministry	21	24	57	7	2	111	143	8.1%	3.1%
15	Little support from my extended family members regarding my ministry	125	46	31	12	8	222	32	9.0%	4.3%
16	Maintaining a close relationship with God	29	78	109	21	6	243	11	11.1%	13.4%
17	Prejudice towards me as a woman in ministry	93	72	51	8	9	233	21	7.3%	6.3%
18	Acceptance by the male leadership in my ministry	97	76	44	7	5	229	25	5.2%	9.8%
19	Sexual harassment	204	12	4	0	1	221	33	0.5%	0.8%
20	Personal sexual issues	180	35	10	2	1	228	26	1.3%	0.0%
21	My relationship with the Senior Pastor's wife in my local church	131	24	17	1	1	174	80	1.1%	2.0%
22	Holding a volunteer ministry position that should be a full-time paid position	69	25	18	10	11	133	121	15.8%	4.7%
23	Holding a volunteer ministry position that should be a part-time paid position	62	26	23	14	9	134	120	17.2%	2.8%
24	Unequal salary to what men in similar positions are being paid	66	11	8	7	13	105	149	19.0%	5.5%
25	Not qualifying for a ministerial tax exemption	58	6	11	5	11	91	163	17.6%	1.2%
26	Implementing change in ministry	50	56	86	19	7	218	36	11.9%	7.9%
27	Conflict resolution	43	86	93	15	3	240	14	7.5%	9.8%
28	Time management	26	50	120	36	13	245	9	20.0%	24.8%
29	Decision making	42	99	83	15	3	242	12	7.4%	2.8%
30	Public speaking	85	73	58	11	2	229	25	5.7%	7.5%
31	Adequate skills in counseling women	50	85	78	14	4	231	23	7.8%	8.3%
32	A lack of confidence in teaching God's Word effectively	87	88	54	8	4	241	13	5.0%	5.1%

Table 2A. Correlation with Challenges: Single alumnae. N =114

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	7	17	45	29	11	109	5	36.7%	17.5%
2	Comparing myself to other ministry leaders	15	21	58	11	4	109	5	13.8%	6.1%
3	Low self-esteem	20	46	31	9	3	109	5	11.0%	4.4%
4	A lack of confidence	15	40	46	7	2	110	4	8.2%	11.4%
5	Excessive depression	52	29	19	6	0	106	8	5.7%	3.5%
6	Over-commitment	12	16	54	22	5	109	5	24.8%	14.0%
7	Burnout	16	26	51	13	1	107	7	13.1%	9.6%
8	An excessive amount of criticism towards me	50	39	13	2	1	105	9	2.9%	0.9%
9	An excessive amount of loneliness	29	26	32	17	3	107	7	18.7%	17.5%
10	Balancing marriage and ministry	5	1	0	2	0	8	106	25.0%	2.6%
11	Balancing motherhood and ministry	2	2	4	1	0	9	105	11.1%	1.8%
12	Being single while in ministry	23	20	46	9	6	104	10	14.4%	14.0%
13	Being divorced while in ministry	5	4	3	3	2	17	97	29.4%	3.5%
14	Moving to a new location for ministry	22	8	16	5	1	52	62	11.5%	2.6%
15	Little support from my extended family members regarding my ministry	58	18	12	6	4	98	16	10.2%	3.5%
16	Maintaining a close relationship with God	14	33	54	8	1	110	4	8.2%	17.5%
17	Prejudice towards me as a woman in ministry	36	29	30	9	2	106	8	10.4%	8.8%
18	Acceptance by the male leadership in my ministry	34	39	27	5	0	105	9	4.8%	10.5%
19	Sexual harassment	89	11	2	1	0	103	11	1.0%	0.0%
20	Personal sexual issues	60	23	10	0	2	95	19	2.1%	0.9%
21	My relationship with the Senior Pastor's wife in my local church	66	10	3	0	0	79	35	0.0%	0.0%
22	Holding a volunteer ministry position that should be a full-time paid position	35	2	7	2	5	51	63	13.7%	3.5%
23	Holding a volunteer ministry position that should be a part-time paid position	31	4	8	2	4	49	65	12.2%	0.9%
24	Unequal salary to what men in similar positions are being paid	38	8	14	3	10	73	41	17.8%	9.6%
25	Not qualifying for a ministerial tax exemption	23	4	10	3	7	47	67	21.3%	1.8%
26	Implementing change in ministry	18	18	45	13	5	99	15	18.2%	11.4%
27	Conflict resolution	18	30	45	13	1	107	7	13.1%	11.4%
28	Time management	9	23	48	24	6	110	4	27.3%	24.6%
29	Decision making	16	39	41	9	0	105	9	8.6%	4.4%
30	Public speaking	40	36	17	6	1	100	14	7.0%	6.1%
31	Adequate skills in counseling women	27	32	33	7	0	99	15	7.1%	6.1%
32	A lack of confidence in teaching God's Word effectively	36	40	22	4	1	103	11	4.9%	3.5%

Table 3A. Correlation with Challenges: Alumnae working in a small church. N=106.

Item	Issue	Not	Rar	Som	Of	Con tin	Total resps	NR/ NA	% Of or Contin	% one of top 3 issues
1	Overly high expectations of myself	7	17	52	19	11	106	0	28.3%	15.1%
2	Comparing myself to other ministry leaders	11	42	43	8	2	106	0	9.4%	8.5%
3	Low self-esteem	26	38	34	4	3	105	1	6.7%	2.8%
4	A lack of confidence	20	39	37	8	2	106	0	9.4%	9.4%
5	Excessive depression	50	37	11	4	1	103	3	4.9%	2.8%
6	Over-commitment	6	24	48	20	7	105	1	25.7%	22.6%
7	Burnout	22	21	56	6	0	105	1	5.7%	9.4%
8	An excessive amount of criticism towards me	47	45	10	1	1	104	2	1.9%	3.8%
9	An excessive amount of loneliness	34	31	24	12	2	103	3	13.6%	10.4%
10	Balancing marriage and ministry	10	23	41	9	1	84	22	11.9%	11.3%
11	Balancing motherhood and ministry	8	8	29	15	2	62	44	27.4%	21.7%
12	Being single while in ministry	6	7	11	2	0	26	80	7.7%	0.9%
13	Being divorced while in ministry	2	2	1	2	0	7	99	28.6%	0.9%
14	Moving to a new location for ministry	9	12	14	3	2	40	66	12.5%	0.9%
15	Little support from my extended family members regarding my ministry	53	16	18	5	3	95	11	8.4%	2.8%
16	Maintaining a close relationship with God	14	33	50	6	3	106	0	8.5%	12.3%
17	Prejudice towards me as a woman in ministry	50	28	21	2	4	105	1	5.7%	7.5%
18	Acceptance by the male leadership in my ministry	46	32	17	3	0	98	8	3.1%	7.5%
19	Sexual harassment	89	1	4	0	0	94	12	0.0%	0.0%
20	Personal sexual issues	68	16	7	1	2	94	12	3.2%	0.9%
21	My relationship with the Senior Pastor's wife in my local church	54	13	5	1	1	74	32	2.7%	2.8%
22	Holding a volunteer ministry position that should be a full-time paid position	34	10	13	3	7	67	39	14.9%	8.5%
23	Holding a volunteer ministry position that should be a part-time paid position	27	10	17	7	8	69	37	21.7%	4.7%
24	Unequal salary to what men in similar positions are being paid	25	5	6	3	4	43	63	16.3%	6.6%
25	Not qualifying for a ministerial tax exemption	20	1	4	2	7	34	72	26.5%	1.9%
26	Implementing change in ministry	26	23	34	11	4	98	8	15.3%	14.2%
27	Conflict resolution	22	35	43	4	1	105	1	4.8%	12.3%
28	Time management	15	22	50	12	7	106	0	17.9%	19.8%
29	Decision making	20	42	35	6	2	105	1	7.6%	1.9%
30	Public speaking	34	29	29	8	0	100	6	8.0%	10.4%
31	Adequate skills in counseling women	20	40	33	5	1	99	7	6.1%	8.5%
32	A lack of confidence in teaching God's Word effectively	41	39	20	4	1	105	1	4.8%	4.7%

Table 4A. Correlation with Challenges: Alumnae working in a large church. N =78.

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	5	16	28	20	9	78	0	37.2%	16.7%
2	Comparing myself to other ministry leaders	9	13	39	13	3	77	1	20.8%	7.7%
3	Low self-esteem	18	33	20	4	3	78	0	9.0%	5.1%
4	A lack of confidence	12	29	32	2	2	77	1	5.2%	6.4%
5	Excessive depression	43	16	13	3	0	75	3	4.0%	1.3%
6	Over-commitment	9	9	28	24	8	78	0	41.0%	17.9%
7	Burnout	14	22	26	13	3	78	0	20.5%	12.8%
8	An excessive amount of criticism towards me	43	23	7	1	2	76	2	3.9%	1.3%
9	An excessive amount of loneliness	21	28	17	8	2	76	2	13.2%	11.5%
10	Balancing marriage and ministry	10	9	19	6	2	46	32	17.4%	10.3%
11	Balancing motherhood and ministry	5	8	12	9	1	35	43	28.6%	14.1%
12	Being single while in ministry	9	5	15	6	4	39	39	25.6%	3.8%
13	Being divorced while in ministry	2	3	2	1	0	8	70	12.5%	1.3%
14	Moving to a new location for ministry	9	8	13	3	1	34	44	11.8%	3.8%
15	Little support from my extended family members regarding my ministry	45	16	10	1	1	73	5	2.7%	0.0%
16	Maintaining a close relationship with God	12	24	31	9	2	78	0	14.1%	17.9%
17	Prejudice towards me as a woman in ministry	23	26	18	6	1	74	4	9.5%	7.7%
18	Acceptance by the male leadership in my ministry	33	24	14	3	1	75	3	5.3%	12.8%
19	Sexual harassment	66	6	1	0	0	73	5	0.0%	0.0%
20	Personal sexual issues	59	8	5	0	0	72	6	0.0%	0.0%
21	My relationship with the Senior Pastor's wife in my local church	57	6	6	0	0	69	9	0.0%	2.6%
22	Holding a volunteer ministry position that should be a full-time paid position	26	5	5	4	3	43	35	16.3%	2.6%
23	Holding a volunteer ministry position that should be a part-time paid position	27	5	5	4	2	43	35	14.0%	0.0%
24	Unequal salary to what men in similar positions are being paid	20	6	5	4	7	42	36	26.2%	7.7%
25	Not qualifying for a ministerial tax exemption	19	3	5	2	5	34	44	20.6%	1.3%
26	Implementing change in ministry	18	16	27	8	3	72	6	15.3%	6.4%
27	Conflict resolution	12	26	33	5	1	77	1	7.8%	11.5%
28	Time management	5	16	35	14	8	78	0	28.2%	35.9%
29	Decision making	10	31	24	8	1	74	4	12.2%	5.1%
30	Public speaking	31	24	14	5	0	74	4	6.8%	9.0%
31	Adequate skills in counseling women	15	21	28	7	0	71	7	9.9%	9.0%
32	A lack of confidence in teaching God's Word effectively	31	23	21	2	0	77	1	2.6%	1.3%

Table 5A. Correlation with Challenges: Alumnae working in a parachurch ministry. N =65.

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	6	14	27	12	5	64	1	26.6%	7.7%
2	Comparing myself to other ministry leaders	9	21	23	10	1	64	1	17.2%	6.2%
3	Low self-esteem	17	30	11	6	0	64	1	9.4%	1.5%
4	A lack of confidence	13	25	20	6	0	64	1	9.4%	9.2%
5	Excessive depression	41	10	10	2	0	63	2	3.2%	4.6%
6	Over-commitment	7	17	26	11	2	63	2	20.6%	18.5%
7	Burnout	13	20	25	5	0	63	2	7.9%	13.8%
8	An excessive amount of criticism towards me	27	25	10	1	0	63	2	1.6%	3.1%
9	An excessive amount of loneliness	25	19	14	6	0	64	1	9.4%	4.6%
10	Balancing marriage and ministry	6	22	8	7	2	45	20	20.0%	13.8%
11	Balancing motherhood and ministry	2	13	10	8	2	35	30	28.6%	20.0%
12	Being single while in ministry	5	5	10	1	0	21	44	4.8%	4.6%
13	Being divorced while in ministry	3	1	1	0	0	5	60	0.0%	0.0%
14	Moving to a new location for ministry	5	7	15	0	0	27	38	0.0%	1.5%
15	Little support from my extended family members regarding my ministry	30	14	7	5	1	57	8	10.5%	3.1%
16	Maintaining a close relationship with God	9	22	29	4	0	64	1	6.3%	13.8%
17	Prejudice towards me as a woman in ministry	24	16	18	3	1	62	3	6.5%	3.1%
18	Acceptance by the male leadership in my ministry	19	21	15	2	2	59	6	6.8%	15.4%
19	Sexual harassment	52	4	1	1	0	58	7	1.7%	1.5%
20	Personal sexual issues	43	13	3	0	0	59	6	0.0%	0.0%
21	My relationship with the Senior Pastor's wife in my local church	32	4	3	0	0	39	26	0.0%	1.5%
22	Holding a volunteer ministry position that should be a full-time paid position	17	4	5	0	4	30	35	13.3%	1.5%
23	Holding a volunteer ministry position that should be a part-time paid position	15	4	6	0	2	27	38	7.4%	4.6%
24	Unequal salary to what men in similar positions are being paid	23	4	6	2	7	42	23	21.4%	7.7%
25	Not qualifying for a ministerial tax exemption	18	3	4	1	8	34	31	26.5%	3.1%
26	Implementing change in ministry	9	16	26	3	3	57	8	10.5%	4.6%
27	Conflict resolution	12	17	29	4	0	62	3	6.5%	13.8%
28	Time management	5	14	26	17	2	64	1	29.7%	23.1%
29	Decision making	11	27	23	3	0	64	1	4.7%	6.2%
30	Public speaking	31	18	9	3	0	61	4	4.9%	6.2%
31	Adequate skills in counseling women	14	26	17	3	0	60	5	5.0%	9.2%
32	A lack of confidence in teaching God's Word effectively	25	26	11	1	0	63	2	1.6%	0.0%

Table 6A. Correlation with Challenges: Alumnae working in a mission ministry. N = 48.

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	2	5	25	14	2	48	0	33.3%	16.7%
2	Comparing myself to other ministry leaders	4	15	19	8	1	47	1	19.1%	8.3%
3	Low self-esteem	8	19	15	4	1	47	1	10.6%	4.2%
4	A lack of confidence	6	18	18	4	1	47	1	10.6%	6.3%
5	Excessive depression	30	11	3	0	0	44	4	0.0%	0.0%
6	Over-commitment	2	7	23	11	4	47	1	31.9%	12.5%
7	Burnout	5	18	21	1	1	46	2	4.3%	6.3%
8	An excessive amount of criticism towards me	18	25	1	0	1	45	3	2.2%	0.0%
9	An excessive amount of loneliness	16	11	11	9	1	48	0	20.8%	18.8%
10	Balancing marriage and ministry	5	6	17	6	0	34	14	17.6%	20.8%
11	Balancing motherhood and ministry	1	2	8	9	2	22	26	50.0%	22.9%
12	Being single while in ministry	5	2	8	3	1	19	29	21.1%	8.3%
13	Being divorced while in ministry	2	0	0	0	0	5	46	0.0%	0.0%
14	Moving to a new location for ministry	8	2	20	4	1	35	13	14.3%	4.2%
15	Little support from my extended family members regarding my ministry	23	16	6	1	2	48	0	6.3%	0.0%
16	Maintaining a close relationship with God	6	17	21	4	0	48	0	8.3%	10.4%
17	Prejudice towards me as a woman in ministry	14	17	12	2	0	45	3	4.4%	4.2%
18	Acceptance by the male leadership in my ministry	19	21	7	0	0	47	1	0.0%	6.3%
19	Sexual harassment	39	4	1	0	0	44	4	0.0%	2.1%
20	Personal sexual issues	31	9	3	0	0	43	5	0.0%	0.0%
21	My relationship with the Senior Pastor's wife in my local church	36	4	0	0	0	40	8	0.0%	0.0%
22	Holding a volunteer ministry position that should be a full-time paid position	12	2	4	2	1	21	27	14.3%	2.1%
23	Holding a volunteer ministry position that should be a part-time paid position	14	2	4	1	1	22	26	9.1%	2.1%
24	Unequal salary to what men in similar positions are being paid	18	1	1	1	1	22	26	9.1%	0.0%
25	Not qualifying for a ministerial tax exemption	20	2	1	1	1	25	23	8.0%	2.1%
26	Implementing change in ministry	6	13	22	1	1	43	5	4.7%	6.3%
27	Conflict resolution	3	17	19	6	1	46	2	15.2%	16.7%
28	Time management	1	7	26	12	2	48	0	29.2%	35.4%
29	Decision making	6	14	23	4	0	47	1	8.5%	4.2%
30	Public speaking	19	16	7	3	1	46	2	8.7%	4.2%
31	Adequate skills in counseling women	3	14	24	4	1	46	2	10.9%	12.5%
32	A lack of confidence in teaching God's Word effectively	14	16	13	2	0	45	3	4.4%	0.0%

Table 7A. Correlation with Challenges: Alumnae working in academics. N = 41.

Item	Issue	Not	Rar	Som	Of	Con tin	Total resps	NR/ NA	% Of or Contin	% one of top 3 issues
1	Overly high expectations of myself	1	8	19	10	2	40	1	30.0%	0.0%
2	Comparing myself to other ministry leaders	5	10	23	1	1	40	1	5.0%	4.9%
3	Low self-esteem	14	18	8	1	0	41	0	2.4%	0.0%
4	A lack of confidence	7	20	12	2	0	41	0	4.9%	4.9%
5	Excessive depression	23	12	2	2	0	39	2	5.1%	4.9%
6	Over-commitment	2	8	19	8	4	41	0	29.3%	22.0%
7	Burnout	10	12	15	4	0	41	0	9.8%	4.9%
8	An excessive amount of criticism towards me	20	17	1	2	0	40	1	5.0%	2.4%
9	An excessive amount of loneliness	16	11	10	3	0	40	1	7.5%	9.8%
10	Balancing marriage and ministry	6	7	8	5	1	27	14	22.2%	9.8%
11	Balancing motherhood and ministry	0	6	5	2	1	14	27	21.4%	7.3%
12	Being single while in ministry	2	4	6	1	0	13	28	7.7%	4.9%
13	Being divorced while in ministry	1	1	0	0	0	2	39	0.0%	0.0%
14	Moving to a new location for ministry	6	6	9	1	0	22	19	4.5%	4.9%
15	Little support from my extended family members regarding my ministry	23	7	4	2	0	36	5	5.6%	2.4%
16	Maintaining a close relationship with God	5	18	15	3	0	41	0	7.3%	14.6%
17	Prejudice towards me as a woman in ministry	13	16	8	2	0	39	2	5.1%	12.2%
18	Acceptance by the male leadership in my ministry	16	20	4	1	0	41	0	2.4%	12.2%
19	Sexual harassment	38	2	0	0	0	40	1	0.0%	0.0%
20	Personal sexual issues	30	7	0	1	1	39	2	5.1%	2.4%
21	My relationship with the Senior Pastor's wife in my local church	22	3	0	0	0	25	16	0.0%	0.0%
22	Holding a volunteer ministry position that should be a full-time paid position	13	3	2	0	1	19	22	5.3%	2.4%
23	Holding a volunteer ministry position that should be a part-time paid position	11	5	1	2	0	19	22	10.5%	2.4%
24	Unequal salary to what men in similar positions are being paid	15	4	5	1	1	26	15	7.7%	9.8%
25	Not qualifying for a ministerial tax exemption	6	1	3	1	0	11	30	9.1%	0.0%
26	Implementing change in ministry	11	10	13	4	1	39	2	12.8%	9.8%
27	Conflict resolution	6	14	21	0	0	41	0	0.0%	14.6%
28	Time management	4	8	26	1	2	41	0	7.3%	24.4%
29	Decision making	6	14	23	4	0	47	1	8.5%	0.0%
30	Public speaking	12	18	7	1	0	38	3	2.6%	2.4%
31	Adequate skills in counseling women	15	13	6	2	0	36	5	5.6%	4.9%
32	A lack of confidence in teaching God's Word effectively	13	19	5	0	0	37	4	0.0%	0.0%

Table 8A. Correlation with Challenges: Alumnae in salaried ministry. N =182.

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	10	33	83	38	17	181	1	30.4%	15.4%
2	Comparing myself to other ministry leaders	21	49	85	21	4	180	2	13.9%	5.5%
3	Low self-esteem	43	79	50	8	2	182	0	5.5%	2.2%
4	A lack of confidence	30	74	65	11	1	181	1	6.6%	8.8%
5	Excessive depression	105	45	22	6	0	178	4	3.4%	3.3%
6	Over-commitment	12	35	80	42	12	181	1	29.8%	18.1%
7	Burnout	31	54	75	18	2	180	2	11.1%	8.2%
8	An excessive amount of criticism towards me	76	78	19	3	2	178	4	2.8%	1.6%
9	An excessive amount of loneliness	61	50	42	25	1	179	3	14.5%	13.2%
10	Balancing marriage and ministry	19	31	40	16	3	109	73	17.4%	12.1%
11	Balancing motherhood and ministry	7	18	23	22	4	74	108	35.1%	13.2%
12	Being single while in ministry	16	17	33	11	4	81	101	18.5%	6.6%
13	Being divorced while in ministry	7	5	1	2	1	16	166	18.8%	0.0%
14	Moving to a new location for ministry	25	18	43	8	2	96	86	10.4%	2.7%
15	Little support from my extended family members regarding my ministry	96	36	22	9	5	168	14	8.3%	1.6%
16	Maintaining a close relationship with God	24	56	85	14	3	182	0	9.3%	15.4%
17	Prejudice towards me as a woman in ministry	60	53	52	11	2	178	4	7.3%	8.2%
18	Acceptance by the male leadership in my ministry	67	66	36	6	2	177	5	4.5%	12.1%
19	Sexual harassment	149	16	4	1	0	170	12	0.6%	0.5%
20	Personal sexual issues	115	39	11	1	1	167	15	1.2%	0.5%
21	My relationship with the Senior Pastor's wife in my local church	109	17	8	0	0	134	48	0.0%	0.5%
22	Holding a volunteer ministry position that should be a full-time paid position	46	6	12	3	4	71	111	9.9%	1.1%
23	Holding a volunteer ministry position that should be a part-time paid position	40	9	11	5	2	67	115	10.4%	2.7%
24	Unequal salary to what men in similar positions are being paid	70	14	19	7	15	125	57	17.6%	9.3%
25	Not qualifying for a ministerial tax exemption	54	6	13	6	14	93	89	21.5%	1.6%
26	Implementing change in ministry	35	45	69	18	5	172	10	13.4%	8.2%
27	Conflict resolution	24	53	88	14	1	180	2	8.3%	15.4%
28	Time management	15	30	90	36	11	182	0	25.8%	30.2%
29	Decision making	24	71	67	18	1	181	1	10.5%	4.4%
30	Public speaking	66	56	38	12	1	173	9	7.5%	6.6%
31	Adequate skills in counseling women	44	62	55	13	1	175	7	8.0%	8.8%
32	A lack of confidence in teaching God's Word effectively	66	69	38	4	0	177	5	2.3%	1.1%

Table 9A. Correlation with Challenges: Alumnae in non-salaried ministry. N =192.

Item	Issue	Not	Rar	Som	Oft	Con tin	Total resps	NR/ NA	% Oft or Contin	% one of top 3 issues
1	Overly high expectations of myself	14	29	89	42	17	191	1	30.9%	13.5%
2	Comparing myself to other ministry leaders	23	62	80	21	4	190	2	13.2%	9.4%
3	Low self-esteem	46	76	47	13	7	189	3	10.6%	4.7%
4	A lack of confidence	31	70	70	15	4	190	2	10.0%	12.0%
5	Excessive depression	102	52	22	5	1	182	10	3.3%	2.1%
6	Over-commitment	17	36	83	38	15	189	3	28.0%	19.3%
7	Burnout	41	53	78	16	2	190	2	9.5%	11.5%
8	An excessive amount of criticism towards me	94	73	15	2	2	186	6	2.2%	2.6%
9	An excessive amount of loneliness	62	56	43	21	4	186	6	13.4%	11.5%
10	Balancing marriage and ministry	23	37	65	17	3	145	47	13.8%	10.9%
11	Balancing motherhood and ministry	15	21	42	27	5	110	82	29.1%	20.8%
12	Being single while in ministry	19	8	26	5	2	60	132	11.7%	3.1%
13	Being divorced while in ministry	8	2	2	1	2	15	177	20.0%	1.0%
14	Moving to a new location for ministry	19	20	37	4	3	83	109	8.4%	2.1%
15	Little support from my extended family members regarding my ministry	104	39	23	5	3	174	18	4.6%	2.1%
16	Maintaining a close relationship with God	27	63	84	13	3	190	2	8.4%	13.5%
17	Prejudice towards me as a woman in ministry	76	60	38	6	5	185	7	5.9%	7.3%
18	Acceptance by the male leadership in my ministry	80	62	30	4	1	177	15	2.8%	7.3%
19	Sexual harassment	162	5	5	0	0	172	20	0.0%	0.5%
20	Personal sexual issues	135	25	10	1	2	173	19	1.7%	0.5%
21	My relationship with the Senior Pastor's wife in my local church	110	17	9	1	1	138	54	1.4%	2.6%
22	Holding a volunteer ministry position that should be a full-time paid position	71	21	21	8	10	131	61	13.7%	6.3%
23	Holding a volunteer ministry position that should be a part-time paid position	65	20	28	10	11	134	58	15.7%	3.6%
24	Unequal salary to what men in similar positions are being paid	42	9	7	3	8	69	123	15.9%	5.2%
25	Not qualifying for a ministerial tax exemption	40	7	7	1	7	62	130	12.9%	1.0%
26	Implementing change in ministry	44	40	66	15	6	171	21	12.3%	8.9%
27	Conflict resolution	41	62	70	11	2	186	6	7.0%	9.9%
28	Time management	22	39	88	29	13	191	1	22.0%	26.6%
29	Decision making	37	77	64	6	2	186	6	4.3%	2.6%
30	Public speaking	74	57	40	10	0	181	11	5.5%	8.9%
31	Adequate skills in counseling women	43	60	62	9	1	175	17	5.7%	7.8%
32	A lack of confidence in teaching God's Word effectively	70	68	43	5	2	188	4	3.7%	3.6%