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## Empowering and Equipping Women Through Biblically Based, Gender-Specific Leadership Awareness Teaching and Training in a Local Church Setting [Dissertation Notice]

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**Fletcher, Margaret A. (2013).**  
*Empowering and equipping women through biblically based, gender-specific leadership awareness teaching and training in a local church setting.* D.Min., Regent University.

The purpose of this ministry project was to develop a biblically based, gender-specific leadership awareness teaching that is unique to female Christian leaders within the local church. This study implemented surveys of women not presently in church leadership to determine if potential female leaders possess an awareness and understanding of empowerment and equipping of women to lead within the local church in partnership with men. Interviews were conducted with 14 women presently in leadership at the New Life Providence Church to determine further pertinent leadership needs of women in leadership. The results of the surveys and interviews identified two general areas of concern: the gender-specific leadership equipping needs and gender-specific male/female leadership needs. To address these needs, the author developed a seven-week, biblically based, gender-specific leadership awareness training program to be taught in a small group setting at New Life Providence Church. This critical teaching addresses five areas of leadership awareness in the lives of the female respondents: scriptural concepts about leadership roles for women, spiritual gifts and calling, gender-specific communication, a lifestyle of spiritual growth, and the role of integrity and character in Christian leadership.

**Kwon, Sung Kun (2013).** *An evaluation of performance as it relates to the Adventist Community Services Nonprofit Leadership Certification Program in the United States.* Ph.D., Andrews University.

The purpose of this study was to understand the effectiveness of the Nonprofit Leadership Certification Program (NLCP) by examining the relationship between an individual's completion of the program and individual performance growth in attitude, knowledge, and skills. Since the program represents a major financial investment on the part of the Adventist Community Services (ACS) organization, ACS leaders need to know if the time, resources, and effort that have been poured into this leadership program are actually improving the participants' performance in skills and knowledge, and if they have effectively contributed to changes in leadership attitude.

The study assessed the relationship between the stated learning outcomes of the NLCP and the actual learning outcomes as perceived by the participants. Two designs were used to structure the research: a pre-experimental research design and an ex post facto research design. Results confirmed that there were significant changes in the participants' leadership attitudes, knowledge, and skills as a result of participating in the NLCP.

ACS leaders at local, regional and national levels who participate in the NLCP indicate that their leadership benefits in significant ways from the training provided. The ever-increasing complexity of the services provided through ACS at the local community, regional and national levels will continue to drive the demand for the NLCP.