

Women and Worship Ministry:
Contemporary Opportunities
and Challenges

“How come you could do all the ministry in Africa, but here in America, you can’t do anything?”

“One of the continuing hotbeds of debate in evangelical circles today is the nature and scope of leadership roles open to women in church.”

Can she preach?

Can she serve communion,
baptize, or lead worship?

Can she marry or bury?

Can she serve as a bishop,
elder, or deacon?

Can women serve in worship ministry?

If so, what opportunities and challenges?

Two Arguments

Egalitarianism –

biblical equality, or the
Biblical teaching of the
equality of men and
women

Complimentarianism –

men and women are
equal in value but
have different roles
in the home and
church

Biblical Background

Old Testament

- Miriam
(Micah 6:4)
- Deborah
(Judges 4-5)

New Testament

- Mary and Martha
(Luke 10:38-42)
- Phoebe
(Romans 16:1-2)
- Lydia
(Acts 16:12-15,40)
- Nympha
(Colossians 4:15)

Historical Background

- First Century
 - Administering the Lord's Supper
 - Teaching
 - Baptizing
 - Caring for physical needs
 - Leading public prayers
 - Studied and wrote at convents

Historical Background

- Second Century
 - Prophetesses
 - Martyrs
 - Active members of Montanists (New Prophecy)

Historical Background

- Fourth Century
 - Change in opinion of women
 - Viewed as a flawed version of men
 - Believed men would be perfect had it not been for Eve tempting Adam

Historical Background

- Middle Ages
 - Encouraged to preach
 - Allowed to be a parfait

Historical Background

- Wesleyan Revival – 1739
 - Encouraged by John Wesleyan to participate in revival

“Wesley’s public affirmation demonstrates the crucial role of male support for women in ministry at all levels denominationally, institution and congregation levels.”

-Stanley Grenz

Historical Background

- North American Revivals
 - Preached
 - Created and began the Sunday-school movement
- Deaconess Movement
 - Ministered in hospital, teacher training centers, orphan's homes, homeless facilities, etc

Historical Background

- 1980 and 1990's
 - Ordination of women
 - Florence Li Tim in 1944
 - Authorization of ordination of women
 - Episcopalian Church in 1976
 - Ordination of women bishops
 - Church of England in 1992
- 2005
 - Motioned passed allowing future consecration of female bishops in the church

Contemporary Responses

Council of Biblical Manhood and Womanhood

- “Can a Woman Lead
Worship?”
 - Complementarian
 - Nature of the Role

A Worship Leader Roundtable Discussion

- “Prominent Women Leaders
and Thinkers”
 - Egalitarian
 - Individual’s gifts and talents

Statistic Information

CBS Interactive Business Network

- the number of women who called themselves clergy
- number of graduates from seminaries

Year	Clergy who were women
1983	16,408
1996	43,542

Year	Female Seminary Graduates
1972	10%
1997	33%

Statistic Information

The Encyclopedia of the Stone-Campbell Movement

- number of women in their “Directory of the Ministry”

Year	Number of Women
1997	71
2001	147

**Where do women fit into the
continually expanding field of the
worship pastor?**

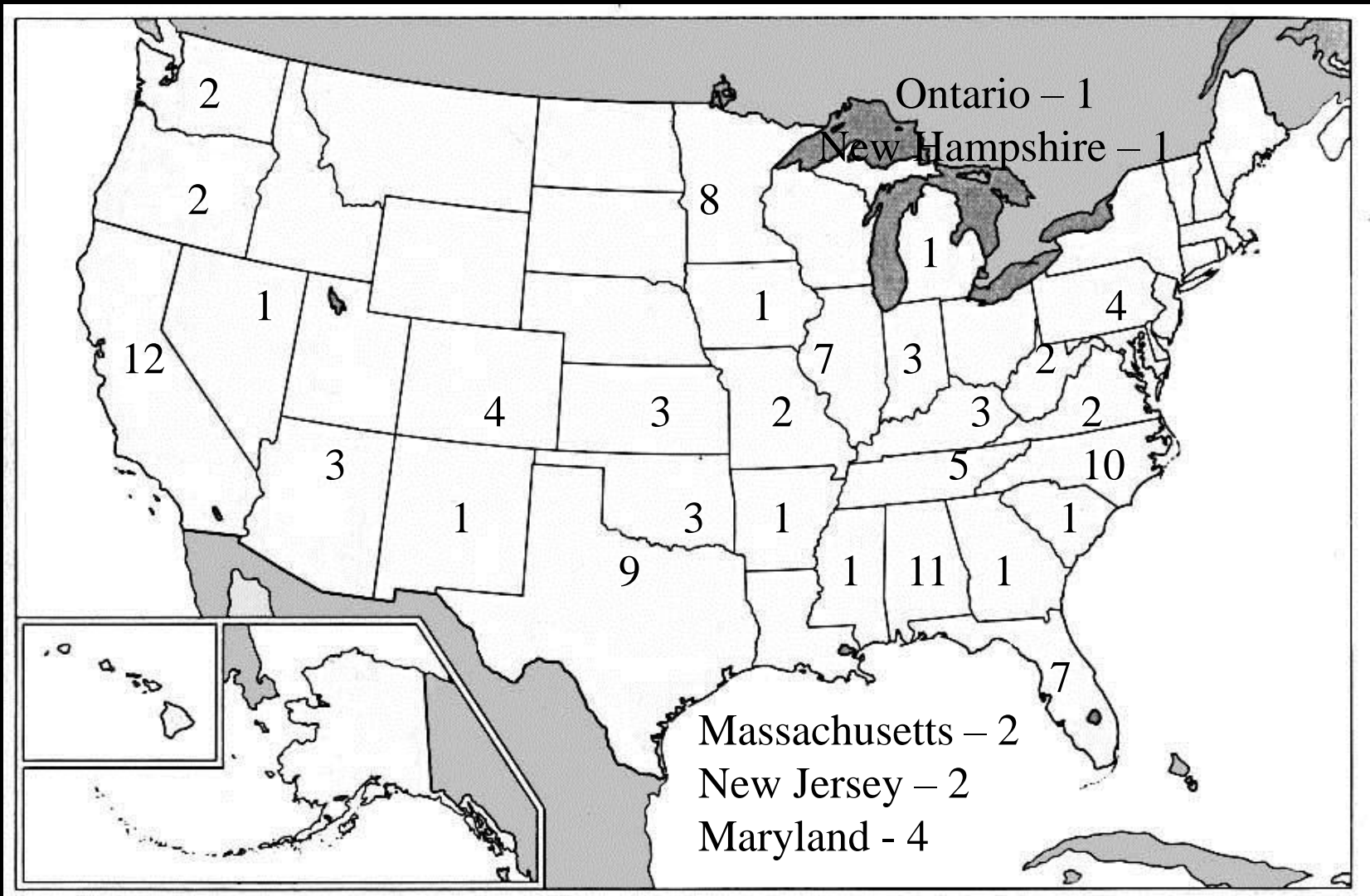
Have they ever allowed women to work in leadership positions before?

Are they opened to women filling the worship leader position at their church?

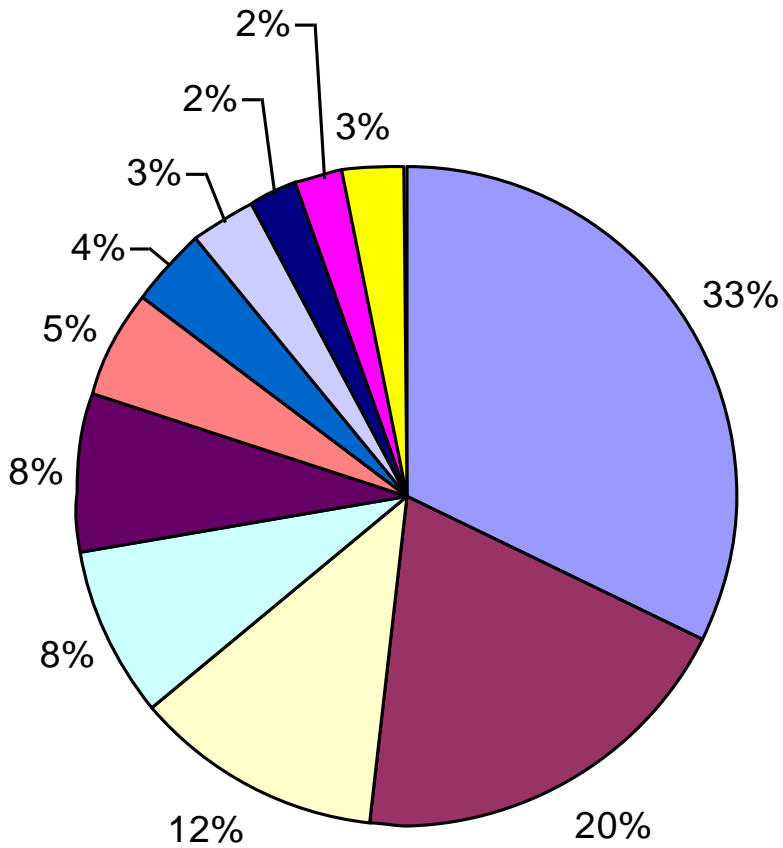
What is the role of the worship leader?
Pastor or Staff?

Personal Survey

- Survey Information
 - 304 surveys sent out
 - 27 auto responses
 - 147 no responses
 - 130 responded by filling out survey
- Personal Goals
 - large range of denominations
 - as many states represented possible



Denominations



- No Denomination
- Baptist
- Methodist
- Presbyterian
- Community
- Lutheran
- Chistian Church
- Bible
- Unknown
- Christian Reformed
- Other

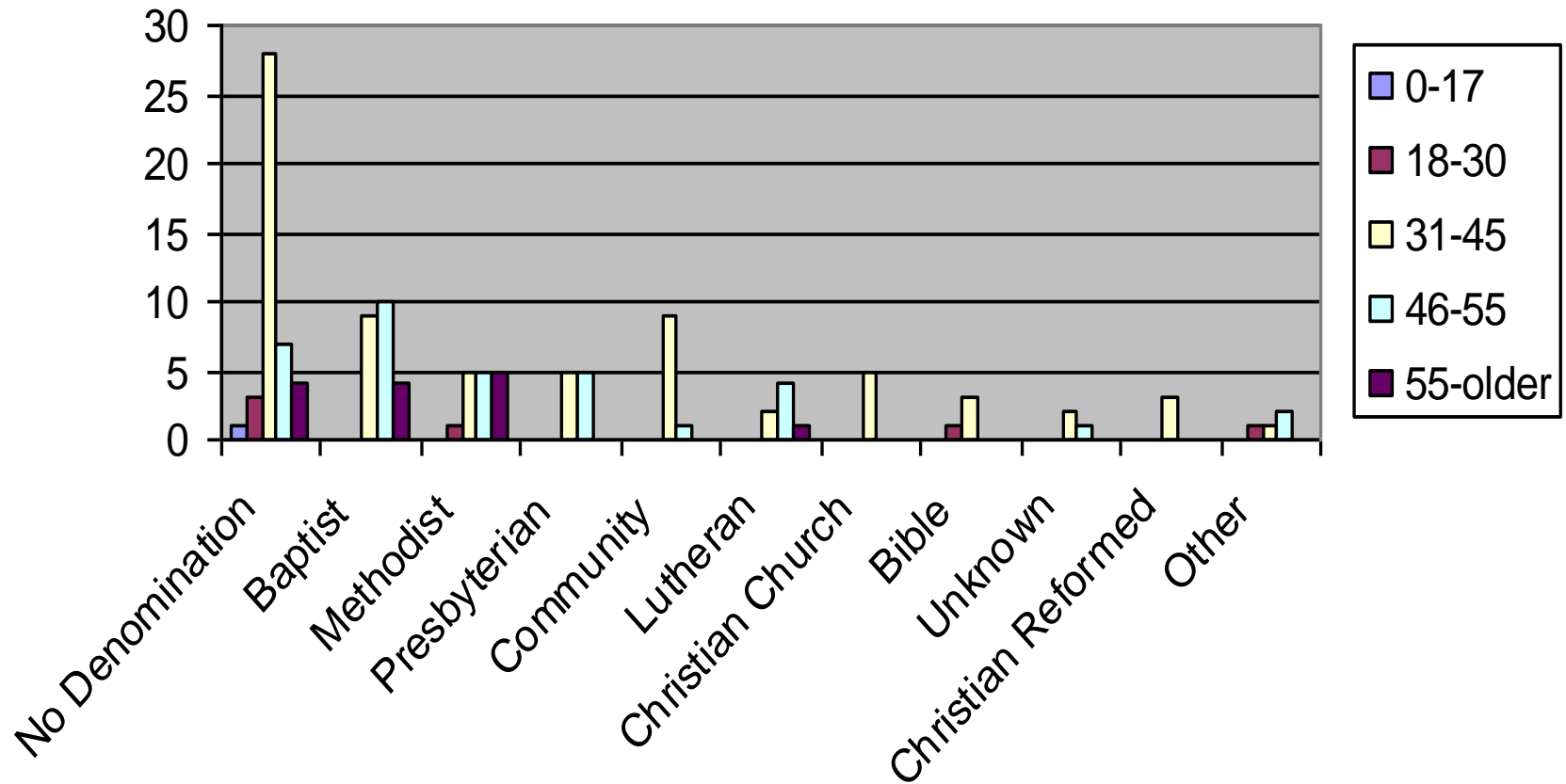
Personal Survey

Liturgical	8%
Non Liturgical	92%

Personal Survey

- Preconceived Notions
 - More conservative, older population in the Non Liturgical church less open to women in leadership
 - This population will potentially continue to not be open to women in ministry

Age Demographic



Question #5: What is the average age of your church member?

Age Demographic

18-30	5%
31-45	55%
46-55	26%
55-older	11%

“No” Responses

13	No Denomination
9	Baptist
1	Alliance
3	Unknown

“No” Response Ages

Number of Churches

Age Demographic

1

18-30

12

31-45

10

46-55

1

56-up

2

No answers

Pastoral
vs.
Staff

Staff or Pastor

“We are seeking a Pastoral level.
Scripturally, a female applicant is
not consistent with our doctrinal
position.”

-Westwood Baptist Church
Olympia, WA

Staff or Pastor

“This is a new full-time position and we are seeking an ordained pastor of worship which according to I Timothy and our bylaws must be male.”

Staff or Pastor

“OBC is a conservative Baptist Church.
We have many women serving in a
leadership position, just not a
Pastoral position.”

-Osterville Baptist Church
Osterville, MA

Staff or Pastor

“It is structured as a pastoral position, which in the CMA is men only. I have worked for decades with women in this role when it is structured as a professional ministry position; in fact, I have one now.”

-Christian Missionary Alliance Church
Morgantown, WV

Staff or Pastor

“Technically, yes...because the spot is for a ‘campus worship leader’ a STAFF position. However, because the real intent is to eventually select a worship leader as the worship PASTOR, a female would not be considered for that role.”

Staff or Pastor

“So, YES – we want their applications and intend to hire female music staff to lead worship; however, they will be positioned under the leadership of a male music pastor.”

-Long Hollow Baptist Church

Staff or Pastor

“We are seeking a worship pastor who will not only lead worship but perform pastoral duties. As a result, we as a church have [to] hold the theological position that only males are to be pastors/elders.”

-Emmanuel Baptist Church
Sterling, CO

Staff or Pastor

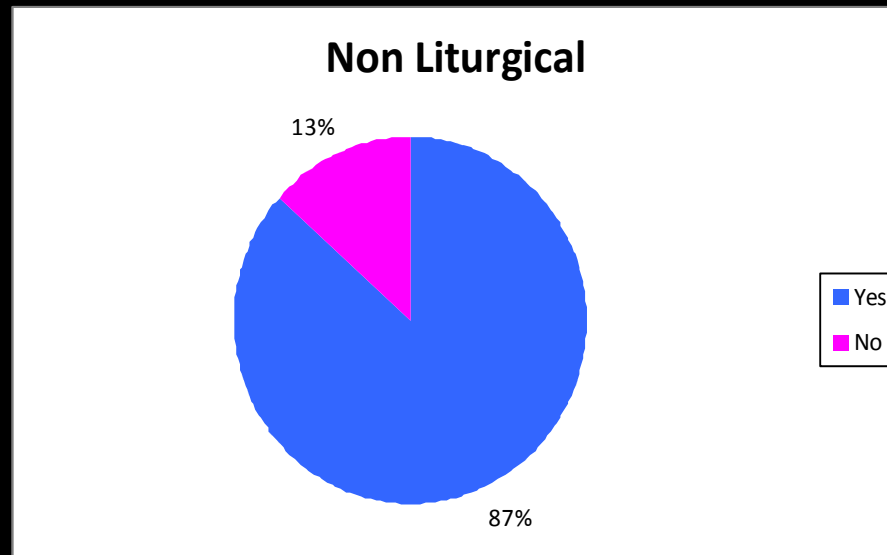
“...as this position is a Worship Pastor level, we need to remain grounded in the Scriptural guidelines for Elder.”

-Evangelical Baptist Church
Laconia, NH

Personal Survey

- Preconceived Notions
 - in American Christian culture, people are not willing to change
 - tradition is easier to continue with
 - specifically within non liturgical churches

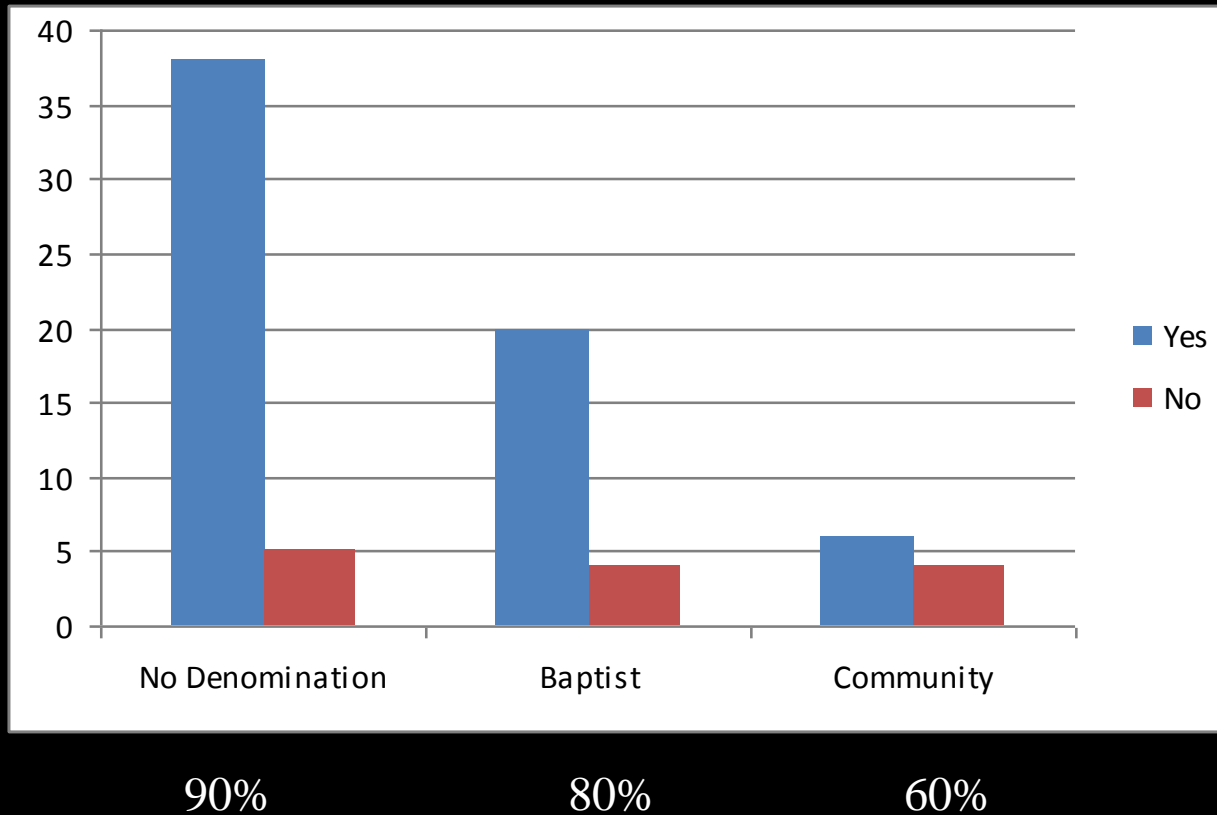
Previous Female Leadership?



Question #3: Have you ever had a female in a leadership position (paid or unpaid) before in your church?

Previous Female Leadership?

Number of Churches that Responded



Question #3: Have you ever had a female in a leadership position (paid or unpaid) before in you r church?

Staff or Pastor

“...we are open to whoever the Lord guides us to and is the best candidate for the position.”

-Anonymous

Staff or Pastor

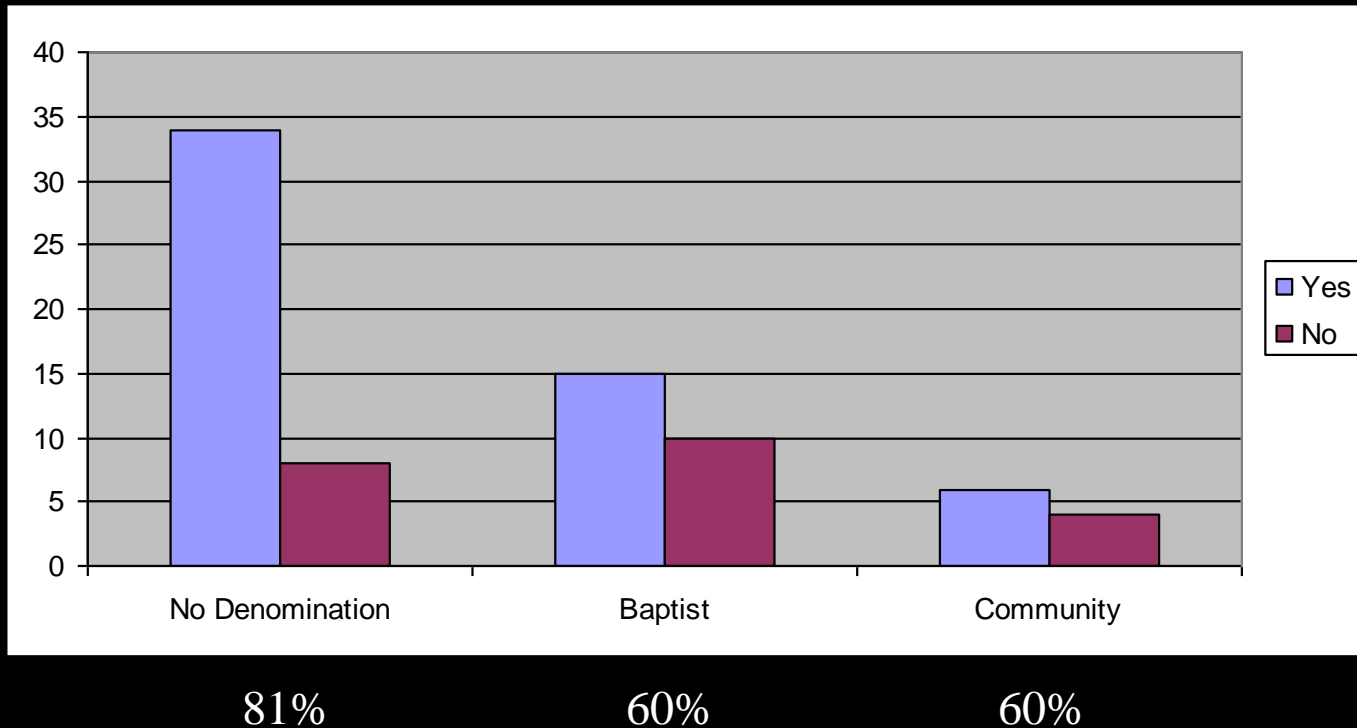
“Part of the mission of our church is to be a diverse community of faith and to represent the Kingdom of Heaven where there is no discrimination.”

-Field of Grace Community of Faith

Wilkes-Barre, PA

Open to Female Leadership?

Number of Churches Responding



Question #1: Is your church and church leaders open to a female applicant for the music position that is open in your church?

Female Applicant

“I am surprised by this question. Are there any churches in 2010 that would not be open to a female musician?”

-Newell Presbyterian Church

Female Applicant

“I would not participate in the recruiting process, as a member of the church session or administrative committee if gender, race, age or other illegal limitations were placed on the position. ”

-First Cumberland Presbyterian Church

Female Applicant

“We have several staff members in the music department. Several of which are and have been women. One of the aspects concerning women on a church staff is the cost of insurance. It costs about 25% more to employ a female than it does a male.”

-Family Worship Center
Florence, SC

Female Applicant

“This is hard to say. The leaders discussed female candidates and most were ok with it from a Biblical standpoint, however they were unclear about where they stood on the matter.”

-Arundel Christian Church

Female Applicant

“Needs to be able to lead and play an instrument. Not just a vocalist.”

-Northland Christian Church

Female Applicant

“I do see a change in the way even traditional churches are viewing female worship leaders, especially in the Baptist denomination. It is slow. In our church, I have been able to lead in contemporary service but most members would not be comfortable in the traditional service with the female leader.”

-Shiloh Baptist Church

Personal Conclusions

Romans 12:1-8

Therefore, I urge you, brothers, in view of God's mercy, to offer your bodies as living sacrifices, holy and pleasing to God – this is your spiritual act of worship.

Do not conform any longer to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is – his good, pleasing and perfect will.

For by grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordancy with the measure of faith God has given you.

Just as each of us has one body with many members, and these members do not all have the same function, so in Christ we who are many form one body, and each member belongs to all the others.

We have different gifts, according to the grace given us. If a man's gift is prophesying, let him use it in proportion to his faith.

If it is serving, let him serve:
if it is teaching, let him teach,
if it is encouraging, let him encourage;
if it is contributing to the needs of
others, let him give generously;
if it is leadership,
let him govern diligently;
if it is showing mercy,
let him do it cheerfully.

Contemporary Opportunities

- Support for Women in Ministry
 - W.O.W. (Women of Worship Ministries)
 - A Company of Women International
 - Synergy
 - The Women in Vocational Ministries Network
 - Wynhoop Center for women in Ministry

Contemporary Opportunities

- Church expand position expectations/job titles
 - Music ministers
 - Worship Leaders
 - Youth Leaders specializing in Music
 - Praise Band Members
 - Choir Member

Contemporary Opportunities

Job Advertisements

- Websites
 - www.churchstaffing.com
 - www.christiancareercenter.com
 - www.kingdomcareers.com
 - www.churchjobs.com
 - www.christianjobs.com
- Magazines
- Denominations

Contemporary Opportunities

Job Advertisements

- Church's Name
- Location
- Position Title
- Church Size
- Worship Style
- Date Added
- Education

Contemporary Opportunities

- Undergraduate Program
 - Robert E. Webber Institutes for Worship Studies
 - Dallas Baptist University
 - Indiana Wesleyan
 - Lancaster Bible College
 - Spring Arbor
 - Valley Forge Christian College
- Graduate Programs
 - Azusa Pacific University
 - Dallas Baptist University
 - Bream Center
 - Regent Theological Seminary
 - West Coast Bible College

Conclusion

- Encouraging and exciting prospects for women in ministry
- Variety of options including denominations, states, and worship style no matter sex, background, or concern

Ultimate Goal:

Taking the gifts God has given them and serving Him to the best of their ability.

Q & A