APPENDIX A

NUMBER OF DTS WOMEN GRADUATES
1977 – 2004

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<tr>
<th>Year</th>
<th>Number of Graduates</th>
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<td>2002</td>
<td>74</td>
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<td>2003</td>
<td>80</td>
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Total 923 women graduates

2004: 34 women graduates

Source: Gary Hoyer, DTS Director of Administrative Computing
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. Use 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 ALUMMAE 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”)

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<tr>
<th></th>
<th>NA</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<tbody>
<tr>
<td>a. I am valued by my supervisor.</td>
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<td>b. I am respected by my supervisor.</td>
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<td>c. I am respected by the men I work with in my ministry.</td>
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<td>d. I am respected by the women I work with in my ministry.</td>
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<td>e. I am included in the decision making process of the over-all leadership in my ministry.</td>
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<td>f. My opinions are valued by the over-all leadership in my ministry.</td>
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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”)

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<tr>
<th>Statement</th>
<th>NA</th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<tr>
<td>a. I am valued by my ministry supervisor.</td>
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<td>b. I am respected by my ministry supervisor.</td>
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<td>c. I am respected by the men I work with in my ministry.</td>
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<td>d. I am respected by the women I work with in my ministry.</td>
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<td>f. My opinions are valued by the over-all leadership in my ministry.</td>
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**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.
The following is a list of challenges/problems often faced in ministry. For each item, check the one box that best describes your experience with that challenge/problem related to your ministry since you graduated from Dallas Seminary. ("NA" means "Not Applicable")

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<thead>
<tr>
<th></th>
<th>Overly high expectations of myself</th>
<th>Comparing myself to other ministry leaders</th>
<th>Low self-esteem</th>
<th>A lack of confidence</th>
<th>Excessive depression</th>
<th>Over-commitment</th>
<th>Burnout</th>
<th>An excessive amount of criticism towards me</th>
<th>An excessive amount of loneliness</th>
<th>Balancing marriage and ministry</th>
<th>Balancing motherhood and ministry</th>
<th>Being single while in ministry</th>
<th>Being divorced while in ministry</th>
<th>Moving to a new location for ministry</th>
<th>Little support from my extended family members regarding my ministry.</th>
<th>Maintaining a close relationship with God</th>
<th>Prejudice towards me as a woman in ministry</th>
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</table>
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.

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

<table>
<thead>
<tr>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
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<tr>
<td>a. Women tend to lead differently from men.</td>
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<td>b. Women tend to communicate differently from men.</td>
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<td>c. I have found it easy to work with men in ministry.</td>
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</tbody>
</table>

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 receive 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.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Disagree</th>
<th>Disagree</th>
<th>Neutral</th>
<th>Agree</th>
<th>Strongly Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>a.</td>
<td>While attending DTS, the DTS faculty treated me as an equal with the male students.</td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>b.</td>
<td>While attending DTS, I was respected by the DTS faculty.</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c.</td>
<td>While attending DTS, I was accepted by the male DTS students.</td>
<td></td>
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<tr>
<td>d.</td>
<td>While attending DTS, I was respected by the male DTS students</td>
<td></td>
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</tr>
</tbody>
</table>

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.).

<table>
<thead>
<tr>
<th>Salaried?</th>
<th>Position</th>
<th>Length of Time</th>
<th>Yes</th>
<th>No</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tr>
</tbody>
</table>

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?

____ Texas                                     ____ Northwest U.S
____ Northeastern U.S.                        ____ Southwest U.S.
____ Southeastern U.S.                       ____ Alaska or Hawaii
____ Midwest U.S.                             ____ Outside the U.S.
4. What is your current marital status?

___ Single, never married  ___ Married
___ Single, divorced  ___ Separated
___ Single, widowed  ___ 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
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.
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

<table>
<thead>
<tr>
<th>Region</th>
<th>Number of Surveys</th>
</tr>
</thead>
<tbody>
<tr>
<td>on campus</td>
<td>30</td>
</tr>
<tr>
<td>International</td>
<td>94</td>
</tr>
<tr>
<td>Texas (outside of Dallas)</td>
<td>140</td>
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<tr>
<td>Dallas</td>
<td>275</td>
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<tr>
<td>Eastern/Southern U.S.</td>
<td>210</td>
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<tr>
<td>Midwest U.S.</td>
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<tr>
<td>Western U.S.</td>
<td>90</td>
</tr>
<tr>
<td>Texas (outside of Dallas)</td>
<td>140</td>
</tr>
<tr>
<td>Dallas</td>
<td>275</td>
</tr>
<tr>
<td>Eastern/Southern U.S.</td>
<td>210</td>
</tr>
<tr>
<td>APO</td>
<td>2</td>
</tr>
</tbody>
</table>

Postage:

First Mailout:
- 826 @ .60 x 2 = $991.20
- 94 overseas = $119.95
- 94 return postage @ 1.11 = $104.34
- 826 @ .23 = $189.98

Total $1597.97

Second Mailout (postcards):
- 630 @ .23 = $144.90
- 80 overseas = $47.60

Total $1597.97

Envelopes:
- 19-100 count boxes @ 7.90 = $150.10

Total $64.93

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
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 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
A11. Ministry Evaluations:  
0 - NA  
1 - Strongly Disagree  
2 - Disagree  
3 - Neutral  
4 - Agree  
5 - Strongly Agree

B1-32. Ministry Challenges  
0 - NA  
1 - Not at all a problem  
2 - Rarely a problem  
3 - Sometimes a problem  
4 - Often a problem  
5 - Continually a problem

B33. Top Three Challenges  
1 through 32 - Corresponds to list of challenges

B34. Number entered of additional challenges mentioned

C1. Leadership Issues:  
0 - NA  
1 - Strongly Disagree  
2 - Disagree  
3 - Neutral  
4 - Agree  
5 - Strongly Agree

C2. Role of Women in Ministry  
1 - Complementarian  
2 - Egalitarian  
3 - Neither

C4. Woman of the Bible  
1 - Mary (Jesus’ mother)  
2 - Proverbs 31 Woman  
3 - Deborah  
4 - Abigail  
5 - Ruth  
6 - Mary Magdalene  
7 - Martha  
8 - Woman with Blood  
9 - Rahab  
10 - Eve  
11 - Mary of Bethany  
12 - Hannah  
13 - Anna  
14 - Sarah  
15 - Esther  
16 - Miriam  
17 - Samaritan Woman  
18 - Leah  
19 - Priscilla  
20 - Peter’s Mother-in-law  
21 - Prostitute  
22 - Mary and Martha  
23 - Rahab and Mary  
24 - Shulamite in S of S  
25 - Lydia  
26 - Naomi  
27 - Phoebe  
28 - Woman with Alabaster Jar  
29 - Jael  
30 - Jocabed  
31 - Elizabeth  
32 - Lois/Eunice  
33 - Rebekah

C5. – Mentor:  
1 - Yes  
2 - No

D1. and D2. Age at DTS  
1 - 20-25  
2 - 26-30  
3 - 31-35  
4 - 36-40  
5 - 41-45  
6 - 46-50  
7 - 51-55  
8 - 55-60  
9 - 60+

D3. Year of DTS Graduation:  
1 - 1975-1980  
2 - 1981-1985  
3 - 1986-1990  
4 - 1991-1995  
5 - 1996-2000  
6 - 2001-2003
D4. DTS Degree
1 - Master of Theology
2 - Master of Sacred Theology
3 - Master of Arts in Christian Education
4 - Master of Arts in Cross-Cultural Ministries
5 - Masters of Arts in Biblical Counseling
6 - Master of Arts in Biblical Exegesis/Linguistics
7 - Master of Arts (Biblical Studies)
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 - Houston
2 - Philadelphia
3 - Austin
4 - Atlanta
5 - Tampa
6 - Wycliffe
7 - Chattanooga
8 - San Antonio

D6. Marital Status at DTS
1 - Single
2 - Single, then married during seminary
3 - Married
4 - Married, then divorced during seminary
5 - Married, then widowed during seminary
6 - Married, then separated during seminary
7 - Separated
8 - Divorced
9 - Divorced, then remarried
10 - Widowed
11 - Widowed, then remarried
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
1 - Strongly Disagree
2 - Disagree
3 - Neutral
4 - Agree
5 - Strongly Agree

E1. Placement
1 - less than a year
2 - more than a year
3 - not yet placed
4 - did not seek a position
5 - continued in same position after DTS
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.

<table>
<thead>
<tr>
<th>Ages of children</th>
<th>1 - 0-5</th>
<th>6 - 26-30</th>
<th>11 - 50+</th>
</tr>
</thead>
<tbody>
<tr>
<td>2 - 6-10</td>
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</tr>
<tr>
<td>3 - 11-15</td>
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<tr>
<td>4 - 16-20</td>
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<tr>
<td>5 - 21-25</td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

Full-time mother: 1 - Yes 2 - No

F7. Church affiliation or denomination

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

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); Discipler 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
10th 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
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>
<thead>
<tr>
<th>Item</th>
<th>Issue</th>
<th>Not</th>
<th>Rare</th>
<th>Som</th>
<th>Oft</th>
<th>Contin</th>
<th>Total resps</th>
<th>NR/NA</th>
<th>% Oft or Contin</th>
<th>% one of top 3 issues</th>
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<tbody>
<tr>
<td>1</td>
<td>Overly high expectations of myself</td>
<td>15</td>
<td>42</td>
<td>114</td>
<td>50</td>
<td>23</td>
<td>244</td>
<td>10</td>
<td>29.9%</td>
<td>12.6%</td>
</tr>
<tr>
<td>2</td>
<td>Comparing myself to other ministry leaders</td>
<td>26</td>
<td>83</td>
<td>100</td>
<td>29</td>
<td>6</td>
<td>244</td>
<td>10</td>
<td>14.3%</td>
<td>7.1%</td>
</tr>
<tr>
<td>3</td>
<td>Low self-esteem</td>
<td>60</td>
<td>96</td>
<td>69</td>
<td>15</td>
<td>4</td>
<td>244</td>
<td>10</td>
<td>7.8%</td>
<td>2.4%</td>
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<tr>
<td>4</td>
<td>A lack of confidence</td>
<td>43</td>
<td>91</td>
<td>84</td>
<td>21</td>
<td>5</td>
<td>244</td>
<td>10</td>
<td>10.7%</td>
<td>9.1%</td>
</tr>
<tr>
<td>5</td>
<td>Excessive depression</td>
<td>138</td>
<td>58</td>
<td>30</td>
<td>9</td>
<td>2</td>
<td>237</td>
<td>17</td>
<td>4.6%</td>
<td>2.4%</td>
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<td>6</td>
<td>Over-commitment</td>
<td>19</td>
<td>54</td>
<td>98</td>
<td>56</td>
<td>15</td>
<td>242</td>
<td>12</td>
<td>29.3%</td>
<td>19.3%</td>
</tr>
<tr>
<td>7</td>
<td>Burnout</td>
<td>49</td>
<td>70</td>
<td>100</td>
<td>22</td>
<td>2</td>
<td>243</td>
<td>11</td>
<td>9.9%</td>
<td>9.8%</td>
</tr>
<tr>
<td>8</td>
<td>An excessive amount of criticism towards me</td>
<td>120</td>
<td>91</td>
<td>23</td>
<td>4</td>
<td>3</td>
<td>241</td>
<td>13</td>
<td>2.9%</td>
<td>2.4%</td>
</tr>
<tr>
<td>9</td>
<td>An excessive amount of loneliness</td>
<td>92</td>
<td>68</td>
<td>54</td>
<td>24</td>
<td>3</td>
<td>241</td>
<td>13</td>
<td>11.2%</td>
<td>6.3%</td>
</tr>
<tr>
<td>10</td>
<td>Balancing marriage and ministry</td>
<td>38</td>
<td>66</td>
<td>99</td>
<td>30</td>
<td>8</td>
<td>241</td>
<td>13</td>
<td>15.8%</td>
<td>13.0%</td>
</tr>
<tr>
<td>11</td>
<td>Balancing motherhood and ministry</td>
<td>19</td>
<td>39</td>
<td>64</td>
<td>42</td>
<td>12</td>
<td>176</td>
<td>78</td>
<td>30.7%</td>
<td>26.0%</td>
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<tr>
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<td>Being single while in ministry</td>
<td>13</td>
<td>4</td>
<td>3</td>
<td>1</td>
<td>1</td>
<td>22</td>
<td>232</td>
<td>9.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>13</td>
<td>Being divorced while in ministry</td>
<td>6</td>
<td>3</td>
<td>3</td>
<td>0</td>
<td>0</td>
<td>10</td>
<td>244</td>
<td>10.0%</td>
<td>0.0%</td>
</tr>
<tr>
<td>14</td>
<td>Moving to a new location for ministry</td>
<td>21</td>
<td>24</td>
<td>57</td>
<td>7</td>
<td>2</td>
<td>111</td>
<td>143</td>
<td>8.1%</td>
<td>3.1%</td>
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<tr>
<td>15</td>
<td>Little support from my extended family members regarding my ministry</td>
<td>125</td>
<td>46</td>
<td>31</td>
<td>12</td>
<td>8</td>
<td>222</td>
<td>32</td>
<td>9.0%</td>
<td>4.3%</td>
</tr>
<tr>
<td>16</td>
<td>Maintaining a close relationship with God</td>
<td>29</td>
<td>78</td>
<td>109</td>
<td>21</td>
<td>6</td>
<td>243</td>
<td>11</td>
<td>11.1%</td>
<td>13.4%</td>
</tr>
<tr>
<td>17</td>
<td>Prejudice towards me as a woman in ministry</td>
<td>93</td>
<td>72</td>
<td>51</td>
<td>8</td>
<td>9</td>
<td>233</td>
<td>21</td>
<td>7.3%</td>
<td>6.3%</td>
</tr>
<tr>
<td>18</td>
<td>Acceptance by the male leadership in my ministry</td>
<td>97</td>
<td>76</td>
<td>44</td>
<td>7</td>
<td>5</td>
<td>229</td>
<td>25</td>
<td>5.2%</td>
<td>9.8%</td>
</tr>
<tr>
<td>19</td>
<td>Sexual harassment</td>
<td>204</td>
<td>12</td>
<td>4</td>
<td>0</td>
<td>1</td>
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Table 3A. Correlation with Challenges: Alumnae working in a small church. N =106.

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

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

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

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

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

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<td>61</td>
<td>13.7%</td>
<td>6.3%</td>
</tr>
<tr>
<td>23</td>
<td>Holding a volunteer ministry position that should be a part-time paid position</td>
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<td>20</td>
<td>28</td>
<td>10</td>
<td>11</td>
<td>134</td>
<td>58</td>
<td>15.7%</td>
<td>3.6%</td>
</tr>
<tr>
<td>24</td>
<td>Unequal salary to what men in similar positions are being paid</td>
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<td>9</td>
<td>7</td>
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<tr>
<td>25</td>
<td>Not qualifying for a ministerial tax exemption</td>
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<td>7</td>
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</tr>
<tr>
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<td>Implementing change in ministry</td>
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<td>40</td>
<td>66</td>
<td>15</td>
<td>6</td>
<td>171</td>
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<td>12.3%</td>
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</tr>
<tr>
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<td>Conflict resolution</td>
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<td>9.9%</td>
</tr>
<tr>
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<td>Time management</td>
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<tr>
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<td>Decision making</td>
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<td>Public speaking</td>
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<tr>
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<td>Adequate skills in counseling women</td>
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<tr>
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<td>A lack of confidence in teaching God's Word effectively</td>
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