



Women's Ministry: Personality Wise

A Guide to Leading and Growing Your Women's Ministry Group

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Introduction

If you are a leader in women's ministry, I know where you're coming from! I served in women's ministry in many capacities in the past twenty years. I've been a small group leader for many bible studies, a leader in women's ministry at my church and co-founder and leader in a non-denominational outreach ministry to women. I've mentored many women, and co-mentor married couples at my church with my husband.

I've served on the other end as well, being hired by women's ministry leaders to lead workshops, bring devotionals and teach at weekend retreats. I co-founded a local Christian speakers network for the purpose of praying, sharing and referring speakers.

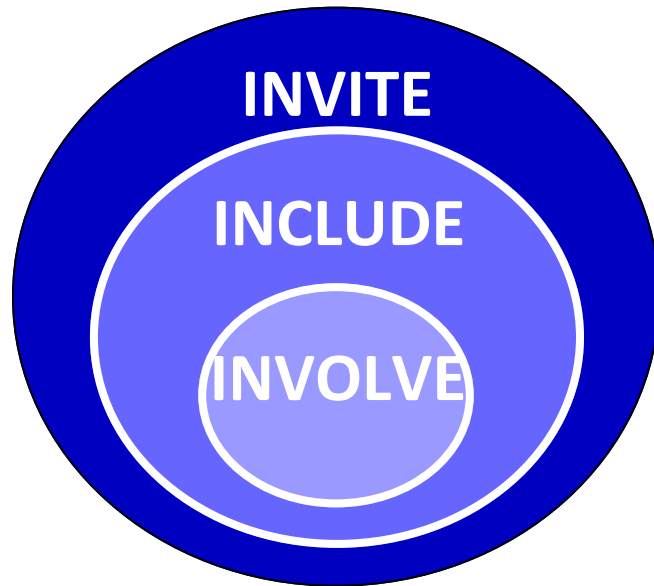
Since beginning my journey as a Christ follower in 1995, I've ministered to women in many capacities. I've also been studying, writing, and speaking about personalities since 2006. This short ebook is my attempt at bringing the two subjects together in a synergistic way; Women's Ministry: Personality Wise.

Based on the various needs and desires of different personalities, how should women's ministry look? What is our vision? How do we build a team of leaders and help them to grow spiritually? What techniques can we use to include those guests sitting on the sidelines to become involved? And what's the best way to reach out and invite the community around us?

I know you're busy, so I've kept this document as short as possible. I hope it blesses your ministry and your life.

...because U count, deb

The Vision for Women's Ministry



In a Barna study from 2000 – 9 out of 10 women in the U.S. call themselves Christian. Of those women, a full 69% are looking for a deep spiritual connection. Despite the rise of women's ministry in churches, there are still needs that are not being met.

Some of the ways we are attempting to meet those needs are through large events, bible studies, small group connections, and through one-on-one mentoring.

Providing for these needs requires organization. Women's Ministry groups supply the framework for that organization.

History of Women's Ministry

Let's look at a bit of history. How and when did Women's Ministry begin? Protestants were first to start formal women's ministry groups. Most of them began in the middle 19th century. Here are a few of them.

1888, Sothern Baptist Convention, Women's Missionary Union.
1925, Assembly of God churches, Women's Missionary Council.
1938, Mrs. Helen Duff Baugh, Christian Women's Business Council.
1948, CWBC expanded reach to all women, Stonecroft Ministries.
1958, Miss Audrey Wetherell Johnson, Bible Study Fellowship.
1970's, Southern Baptist Convention formalized women's ministry, Lifeway.
1975, Lee and Floyd Campbell, Community Bible Study.
1989, United Methodist, Renew.

In the Greek, "ministry" is "diakoneo". Literally, ministry means "to serve". From the very beginning, women's ministry was about women reaching out to missionaries and serving others together. Along the way, the needs of the women who were serving began to be addressed. Undoubtedly, these women connected to each other as they worked side by side. But eventually, Women's Ministry became more than knitting blankets and selling pies. Bible studies were introduced. And from there, things began to mushroom. Today we have a multitude of resources available for ministry to women. Women's Ministry groups are popping up in large and small churches.

It continues to serve women where they are, addressing the needs of bible study, spiritual growth, and connection. But Women's Ministry can be challenging. Three questions are:

How to reach out and **invite** women from the community.

How to meet their needs and **include** them to make them feel part of the group.

How to **involve** them to the extent that they begin to grow into leaders themselves.

The three circles of the illustration above are Invite Community, Include Guests, and Involve Team. While many of us may want to begin by deciding how to invite the community, the sweet spot is really the core team, and how to involve them by creating and casting vision.

Women's Ministry cannot be successful unless the vision is understood at the core team level. If the team "gets" why they're doing what they're doing, and embraces it, everything else falls into place. Involving the team isn't just about putting reluctant women to work to plan an event. It's about casting the vision of serving women and personal growth in ministry.

How to include guests becomes clearer when the core team is clear on their vision. If the events are all large and impersonal, many will get lost in the shuffle. The key to including all guests is to harness the transforming power of small. Smaller meetings need to be taking place outside the larger events so intimate connections and conversation can take place.

And finally, if the first two circles are vibrant and growing, inviting the community at large becomes much simpler and clearer as well.

Creating Vision and Mission Statements

Whether you're starting a new women's ministry in your church or refreshing an existing one, a close look at your vision and mission is in order. The vision and mission go hand in hand in providing a roadmap for your ministry; they're the bedrock upon which your programs and events run.

The first step in developing a vision and mission is to consult with your pastor or church leadership team. Share your passion for women's ministry with them, ask them to pray with you, and include them in each step you take. Your church may already have done some work on a vision and mission. You will want to make sure your women's ministry vision and mission line up well.

A vision and mission will guide your selection of team members and activities your ministry will include. Each decision the group makes will begin with the question: does this fulfill our vision and mission?

A **vision** serves as the “north star”, or the focus of your ministry. It should be shorter and easy to remember so members can recall it. A favorite bible verse may provide a seed for a vision statement. The vision is a more general statement about the purpose of your women’s ministry. Here are a few examples:

Women Reaching Women (based on Titus 2:3-5)

One Thing (based on Psalm 27:4)

Gifted Girlfriends (based on 1 Peter 4:10)

Encouragers (Hebrews 10:24-25)

A **mission** is a little more specific. It’s a short statement that answers three questions about the ministry. What does the ministry do? Who does the ministry serve? How does the ministry do what it does? Here are a few examples that match the vision statements above.

Women Reaching Women: To equip the women of Community Church to encourage women in the community through bible studies, service and events.

One Thing: To provide a rich environment of learning, serving, and praying for the single-minded pursuit of holiness among the women of Community Church.

Gifted Girlfriends: To use our unique gifts in loving service to the women of Community Church; meeting needs through teaching, mentoring, and doing life together.

Encouragers: To seek opportunities to encourage the women of Community Church, spurring one another on to love, good deeds, and community.

There are a number of resources available for women's ministry. While you pray about this step in developing women's ministry, do some research. What are other churches doing? What resources are available to you? Here are a few ideas to get you started.

Go to **Women Speakers (www.womenspeakers.com/affiliate/2433/wm-training)** for many resources. At this site you can learn about how to grow your ministry, find valuable resources to help you plan and carry out events, and download templates and eBooks. I am an affiliate at this site, and highly recommend it. You may also register your women's event here if it's open to the community.

Lifeway (www.lifeway.com/womensministry) has a wonderful resource for women's ministry. They have a blog, resources, and a training program.

True Woman (www.truewoman.com) is a resource with many options to help small group bible study leaders, mentors, and women's ministry leaders.

You may have resources available in your denomination. Make sure you check those out.

Women's Ministry: Personality Wise



Oswald Chambers mentioned personality many times in his renowned *My Utmost for His Highest*. “Personality is that peculiar, incalculable thing that is meant when we speak of ourselves as distinct from everyone else.”

The root of personality theory goes back to ancient times. The originator is said to be Hippocrates, a Greek doctor born in 460 B.C. and known to this day as the “father of modern medicine.” Hippocrates believed there were four basic personality styles and he gave them Greek names. In our English language those designations are “choleric,” “sanguine,” “phlegmatic,” and “melancholy.” Many researchers have confirmed and further developed his findings, and most researchers believe there are indeed four styles.

It’s important to note that there are many factors that make us who we are; we are truly unique. Besides personality style, we have our gender, birth order, culture, life experiences, education, etc. So knowing someone’s personality doesn’t tell you *everything* you need to know about a person. But it does tell you *enough* to improve relationships.

One of the most important benefits of knowing personality theory, to me, is the way it helps me improve relationships. And working with women's ministry is all about relationships! Understanding the gifts of your leadership core team will help to ensure each woman is appreciated and working in her area of giftedness. It will allow the team to work together synergistically.

To get started, I have a free online personality assessment found at www.personalitykey.com. Each member of your team is welcome to take the assessment. I've provided a worksheet at the end of this chapter for you to enter the personality results for each team member, and list the gifts she brings to the group.

The following information will add to the free report you will receive after taking the assessment. This should help you understand each personality style a bit better.

First of all, it's important to know that each person is a blend of all four personality types: the sanguine heart, the phlegmatic soul, the melancholy mind and the choleric strength. But usually one or two of these types will be very prevalent, and the others will be more recessive. The assessment results for Personality Key will be provided in four percentages. For instance, one result may be:

10% sanguine heart
25% phlegmatic soul
50% melancholy mind
15% choleric strength

This person would have a strong preference for the melancholy mind way of doing things. She would have the least preference for the sanguine heart way of doing things.

Just a quick note about the population at large. Many wonder: are there more sanguine heart personalities than any other? Which personality style is the most rare? It's really difficult to say. Some organizations refuse to guess, claiming that the population is equally divided, 25% are found in each category.

My experience has been there are many more phlegmatic soul personality types than any other. And those who prefer the choleric strength personality style are most rare. This makes sense, when you think of it. Wouldn't God give us the right mix to make our world run well? We don't need nearly as many leaders (choleric strength) as we need worker bees (phlegmatic soul).

There isn't a blood test for personality type. We have to rely on people understanding themselves and accurately taking an assessment. So when you look at your results or the results of your team, ask yourself if they make sense. Sometimes people really don't know what kind of impression they make on others. That's why I always recommend when taking a personality assessment to have one or two other people who know you well take it for you as well. Then compare the answers. Personality Key will allow you to do that. Click [Personality Key](#) to get started.

The following pages list attributes of each personality style to help you get to know them better. Keep in mind that literally no one has *all* the gifts of any one personality style. Or *all* the garbage!

Sanguine Heart

The Gifts of the sanguine heart personality style include:

- Friendship
- Enthusiastic
- Expansive
- Sees the good in others
- Good up front
- Team oriented
- Sees the big picture
- Good with people
- Creative
- Approachable
- Shows affection
- Unconditional love
- Trusts others
- Storyteller, verbally adept
- Salesmanship
- Delegates well
- Poised
- Confident
- Speaks well “off the cuff”
- Conversationalist
- Influences others
- Promoter
- Accepting of others
- Verbal skills
- Relieves tension
- Strong interpersonal skills

The Garbage (weaknesses) of the sanguine heart personality style include:

- Naïve
- Too optimistic
- Unbelievable
- Too cute
- Too easily persuaded
- Impulsive
- Overly emotional
- It’s all about me!
- Gets lost in details
- No follow through
- Fears other’s disapproval, loss of social acceptance, self-worth
- Fears too much structure
- Loves status symbols
- Desires prestige
- Judges others by ability to verbalize and be flexible
- Gives up when they are not loved
- Standards too low for others, too much praise
- Careless
- Disorganized
- Often late

Characteristics of the sanguine heart personality style include:

- Lives in the moment
- Asks: Can God love me?
- Sees environment as favorable
- Feels more powerful than environment
- Most optimistic of all
- High energy
- Any way as long as it’s the fun way
- Thrives on people, variety and mobility

- Extroverted: energized by being with people, drained by being alone
- Speaks in love more than speaks in truth
- Excels at sales, presentations, human resources, customer care.

Suggested Women's Ministry positions for the sanguine heart personality style:

- Idea generator, sees the big picture
- Greeter, usher
- Lead Games
- Plan parties, outings, decorating
- Speaker or MC

Phlegmatic Soul

The Gifts of the phlegmatic soul personality style include:

- Calmness
- Adaptable
- Unflinching in the face of trouble, defeat or loss
- Empathy
- Supportive
- Harmonizes
- Servant heart
- Humble
- Stable and predictable
- Listener
- Negotiator
- Intercessor
- Emotionally steady
- Determined
- Anchor of reality in emotional group
- Moderate
- Accommodating
- Consistent
- Short term planner
- Predictable
- Easy going
- Good in an emergency
- Easy to get a long with
- Tolerant
- Faithful without fanfare
- Works in background

The Garbage (weaknesses) of the phlegmatic soul personality style include:

- Lazy
- Sluggish
- Indecisive
- Cowardly
- Procrastination
- Wavering
- Judges others by commitment to tolerate and include others, competence, friendship standards
- Compromises in face of conflict
- Fears dissension and conflict, family dysfunction
- Door mat
- Wall flower
- Painfully shy
- Lets others take advantage
- Gives up when they're not respected
- Won't take risks
- Resistant to change, innovation
- Susceptible to Groupthink
- Avoids conflict

Characteristics of the phlegmatic soul personality style include:

- Lives inside her head, philosophical
- Asks: Can God give me peace?
- Relationship oriented
- Lower energy
- Sees environment as favorable
- Feels less powerful than environment
- Any way as long as it's the easy way

- Introverted: drained by being with people, energized by being alone
- Speaks in love more than speaks in truth
- Maintain the status quo
- Excels at support, negotiations, counseling, emergency worker.

Suggested Women's Ministry positions for the phlegmatic soul personality style:

- Behind the scenes worker: set up, etc.
- Small group leader or mentor
- Use her anywhere you need a calming presence
- Computer work, fliers, etc.
- Prayer warrior

Melancholy Mind

The Gifts of the melancholy mind personality style include:

- Competence
- Restrained, cautious
- Predictable
- Precise
- Attention to detail
- Accurate
- Conscientious
- Thoughtful
- Quality
- Loving friend
- Chooses friends
- Meticulous
- Methodical
- Orderly
- Organized
- Loyal
- Genius prone
- Deeply caring
- Self-disciplined
- Finishes what they start
- Relies on facts
- Determined
- Tenacity
- Break down complex problems
- Correctness
- Thinks logically
- Uses facts, data and logical arguments
- Proper
- Discreet
- Ponders
- Humble
- Proficient
- Artistically inclined
- Fights for the underdog
- Compassionate
- Seeks to right the wrongs

The Garbage (weaknesses) of the melancholy mind personality style include:

- “Down”
- Overly negative
- Picky
- Woe is me
- Any way as long as it’s the right way
- Judges others by impossible standards; position, promotions, self-discipline
- Unrealistic expectations of others
- Perfectionistic
- Stuck in the schedule
- Sees faults in everyone and everything
- Stuck in details, analysis paralysis
- Fears mistakes
- Inflexible
- Too many checks and balances
- Overdependence on what worked in the past
- Wants to identify who is responsible for problems
- Won’t forgive, holds grudges
- Martyr complex
- Too choosy, may not have any friends
- Fears doing things differently
- Hesitates
- Low self-esteem, critical of self
- Suspicious of others

- Blunt
- Internalizes conflict
- Afraid to set goals for fear they will never accomplish them
- Gives up if it's not perfect
- Worrier
- Restrained
- Overly sensitive to criticism
- Caustic when things are not going right
- Susceptible to depression

Characteristics of the melancholy mind personality style include:

- Lives in the past
- Asks – can God forgive me?
- Accomplishment oriented
- Sees environment as unfavorable
- Feels less powerful than environment
- Most pessimistic of all
- Any way as long as it's the right way
- Lower energy
- Fears crowds, invasion of privacy, sharing too much, ridicule, being put on the spot
- Introverted: Drained by being with people, energized by being alone
- Speaks in truth more than speaks in love
- Excels at finances, detail-oriented positions, working alone, teaching.

Suggested Women's Ministry positions for the melancholy mind personality style:

- Behind the scenes worker, set up
- Finances, cashier, budget
- Bible study teacher
- Any task that needs organization
- Music

Choleric Strength

The Gifts of the choleric strength personality style include:

- Decisive
- Resolute
- Firm
- Grit
- Willpower
- Persevering
- Purposeful
- Energetic
- Forceful
- Capable
- Powerful
- Effectual
- Able
- Industrious
- Diligent
- Accountable
- Initiator
- Embraces change
- Tangible results
- Pace setter
- Ground breaker
- Confronts issues that others avoid
- Won't pass the buck
- Solves problems creatively and innovatively
- Not emotionally needy
- A people mover
- Strong verbal skills
- Loud, commanding voice
- Won't back away from confrontations
- Rugged individualist
- Works quickly, won't procrastinate
- Doggedness
- Persistent
- Trailblazer
- Leader

The Garbage (weaknesses) of the choleric strength personality style include:

- Angry
- Volatile
- Impatient
- Obstinate
- Stubborn
- My way or the highway
- Too self reliant
- Won't change direction or give up
- Controlling
- Frustrated with others who don't move as fast or accomplish as much
- May not delegate well
- I'll do it myself
- My way or the highway
- Sees things as black and white
- Judges quickly, won't reconsider
- Judges others by their own standards: personal power, strength, character
- Bored with routine work
- Workaholic
- Uses or manipulates people to achieve their own results
- May refuse to follow rules
- Fears boredom
- Intimidating
- Ends justifies the means
- Manipulative
- Quarrelsome
- Belligerent
- Gives up when they're losing

- Egotistical
- “win-lose” competitive
- Won’t participate in a team
- Overbearing

Characteristics of the choleric strength personality style include:

- Lives in the future
- Asks: Can God solve my problems?
- Accomplishment oriented
- Optimistic
- Sees environment as unfavorable
- Feels more powerful than environment
- High energy
- Fears loss of social status, weaknesses, others will take advantage of them, slowness, being a pushover
- Any way as long as it’s my way
- Extroverted: Energized by being with people, drained by being alone
- Speaks in truth more than speaks in love
- Excels at leadership, management, solving problems, networking.

Suggested Women’s Ministry positions for the choleric strength personality style:

- Founder, leader, advisor
- Teacher or speaker
- Mentor
- Liaison to church leadership, public
- Public Relations

The following table can be used to chart your core team’s personality assessment results. In the column marked “gifts”, fill in the positive traits *you see* in each person. You may use the charts on the previous pages for ideas. The final column can be used to enter the women’s ministry role for each woman on your team.

Name	Sanguine Heart %	Phlegmatic Soul %	Melancholy Mind %	Choleric Strength %	Gifts	Role

Involve Your Team



Prayer

The quality of a core team is crucial to the success of any women’s ministry program. So once you have a core team in place, your work is not over! Make sure you have the support of your church leaders in any new endeavor. Build a prayer team to cover the ministry in prayer.

Here are some suggestions on how to pray:

- For leaders who will be suitable “spiritual mothers” to the ministry participants.
- For leaders who have a heart for the women of the church, and a passion for meeting the felt needs of your congregation and community.
- For leaders who have a strong faith and prayer life, who have been members of the church long enough that their spiritual fruit is obvious.
- For leaders who are humble and work well with others.
- For leaders who would be willing to respond to a call with “Yes, Lord, take me.”
- For a core team who will work together well, and be sensitive to the challenges facing the women in the church.
- For a core team who represents different gifts and abilities and approaches.

Growth

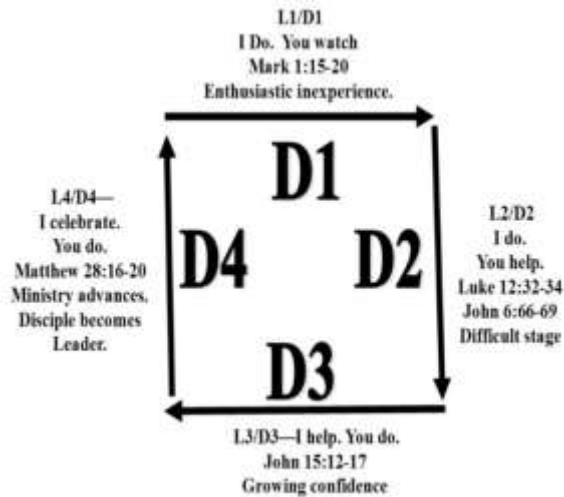
A women's ministry team is going to change over time. As new needs are discovered in the church and the community, new women may be needed to bring the necessary gifts to the table. As more experienced women take new responsibilities, there are holes that need to be filled. Working in women's ministry can be a time of exponential spiritual growth for women, an exciting time. But it can also be challenging for leaders who are unsure how to bring new members up to speed. Everyone seems to be so busy, and many women are unwilling to commit to a responsibility they are unsure of. Women's Ministry can sound daunting to many!

It's crucial to have a plan for how will follow you in ministry. None of us is called to stay put in one place forever. That attitude stymies growth in us and in our ministries.

Discipleship is a method that can be used to help newer members of the team grow to become the leaders God intends for them. Offering a discipleship plan may convince women to take the plunge and try it. Invite women to be assistants and commit to walking with a leader through 6 or 12 months while asking God if this is where they are called to serve.

One easy-to-use discipleship model has four stages that are simple to understand and follow. This model originated with Ken Blanchard, and is simply known as the Discipleship Square. Instead of "throwing them to the wolves", this model encourages a leader to walk with a disciple through all four steps producing a disciple who is prepared and experienced to step into a new role.

On the next few pages I'll walk you through the four stages.



In Stage 1 of the Discipleship Square, we see enthusiastic inexperience. In this stage the leader does the work, and the disciple watches.

I do. You watch.

Jesus illustrated this step when he called men to follow him. They were enthusiastic followers, leaving everything behind.

“The time has come,” he said. “The kingdom of God has come near. Repent and believe the good news!” As Jesus walked beside the Sea of Galilee, he saw Simon and his brother Andrew casting a net into the lake, for they were fishermen. “Come, follow me,” Jesus said, “and I will send you out to fish for people.” At once they left their nets and followed him. When he had gone a little farther, he saw James son of Zebedee and his brother John in a boat, preparing their nets. Without delay he called them, and they left their father Zebedee in the boat with the hired men and followed him” (Mark 1:15-20 NIV).

In Stage 2, some challenges begin. The disciple is asked to stop watching and start helping. This is when the commitment is tested. It’s important for the leader to carefully assign

responsibilities that are within the scope of the disciple but at the same time challenging to her. This is the difficult stage. In this stage, the leader still does the work, but now the disciple helps.

I do. You help.

This is a time for encouragement, and some may decide they are not willing to do the work. It's better to learn this now, before the entire responsibility is given to them. That's another advantage of this model. The disciple is testing the waters. So is the leader.

Jesus encountered the disappointment of losing disciples too. But those who stayed were truly called to the ministry.

“From this time many of his disciples turned back and no longer followed him. “You do not want to leave too, do you?” Jesus asked the Twelve. Simon Peter answered him, “Lord, to whom shall we go? You have the words of eternal life. We have come to believe and to know that you are the Holy One of God” (John 6:66-69 NIV).

Look for women who treasure the kingdom of God. “Do not be afraid, little flock, for your Father has been pleased to give you the kingdom. Sell your possessions and give to the poor. Provide purses for yourselves that will not wear out, a treasure in heaven that will never fail, where no thief comes near and no moth destroys. For where your treasure is, there your heart will be also” (Luke 12:32-34 NIV).

Stage 3 of the discipleship square is categorized with growing confidence on the part of the disciple. Now the leader moves into a helper role and the disciple does the work.

I help. You do.

The basics have been taught and illustrated. The disciple will be growing in confidence and competence.

“My command is this: love each other as I have loved you. Greater love has no one than this: to lay down one’s life for one’s friends. You are my friends if you do what I command. I no longer call you servants, because a servant does not know his master’s business. Instead, I have called you friends, for everything that I learned from my Father I have made known to you. You did not choose me, but I chose you and appointed you so that you might go and bear fruit – fruit that will last – and so that whatever you ask in my name the Father will give you. This is my command: Love each other” (John 15:12-17 NIV).

Stage 4 is the final stage, and is categorized by the disciple becoming a leader and the ministry advancing. The leader takes a step back and looks on in approval, celebrating the accomplishments of the disciple.

I celebrate. You do.

Jesus’s famous words at the end of the book of Matthew reveal his joyful commissioning of the eleven. “Then the eleven disciples went to Galilee, to the mountain where Jesus had told them to go. When they saw him, they worshiped him; but some doubted. Then Jesus came to them and said, “All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age” (Matthew 28:16-20 NIV).

This simple model is not used as often as it should be. So many times a new role is assigned to someone and the former leader disappears into their new responsibility after a short introduction. Another thing I’ve seen is a new person being brought in to “help” but the leader just sort of disappears, leaving the new person feeling abandoned and resentful. This happened to my husband and I years ago. We were flabbergasted.

Resist this kind of “recruitment.” Be up front with possible disciples and explain honestly what will happen. Make sure they know the discipleship time will be one of evaluation for disciple and leader. Feel free to use [Personality Key](#) to help you get to know the disciple better.

No one desires a ministry that limps along with leaders who are resentful and unprepared. But with a little foresight and planning, applying this model can serve to strengthen your ministry with leaders who are properly prepared and equipped to serve and grow. Remember, disciples are made, not born. When we are willing to put in the time to mentor and partner with disciples we produce leaders who can multiply themselves and grow our ministries far beyond our imaginations.

Include Your Guests



At this point you have a women's ministry team, you are prayed up and discipling. You are anxious to plan some events, begin some bible studies, and maybe plan a retreat. You've got a motley crew of women at your church. How do you satisfy their needs. Do you even know what their needs are?

This is another place where knowing something about personalities may help you. Remember from the first chapter, that a large percentage of people will probably be phlegmatic; quieter women, servants, and not so likely to ask for help or express their needs. How do you plan events that will be loud and flashy enough for the sanguine hearts but not scare the melancholy mind personality types away?

Here are some questions to think about:

- You have a neighbor who obviously prefers the sanguine heart. She is always talking, loves everyone. She is not a Christian. What kinds of things could you invite her to, do with her; that might draw her to Christ?

- You have a relative who leads like the choleric strength. She prayed to receive Christ years ago, but doesn't seem to be growing. She attends a church, but doesn't seem to like it. She said she would do a Bible study with you. What type would you pick, who would you invite, how would you organize it?
- You have a friend who appears to be a phlegmatic soul and has just gone through some intense family turmoil. They are one of those families that everything that could go wrong seems to go wrong. You aren't sure if she is a Christian or not, she holds everything inside and doesn't reveal a lot about herself. How can you reach her, what ideas do you have to touch her life with the peace of Christ?
- Your co-worker has in intense melancholy mind. You love your church; a loud, rock music playing seeker church. People stand and wave their hands when they sing. Your co-worker tried it one time, and that was it! Now she won't answer your phone calls. How could you encourage her to grow?

Each personality is communicating to you in many different ways. Each personality has a different view of God, different views of worship and different avenues of spiritual growth that work best for them. We are not a one size fits all in God's kingdom.

Of course, you know you can't please everyone every time. Think of the ministry as a whole like a menu. Some will choose to only join a bible study. Others will join everything you offer and want to serve as well. Meet each woman where she is, as she is. Here is a list that may help you understand the spiritual needs of the personality types.

- The Sanguine Heart loves the group atmosphere of a bible study, but may struggle to get homework done. They tend to get discouraged and may drop out. Studies with little or no homework may be best. They need to be encouraged that they

don't have to read the bible through every year, and if they find a non-traditional way of spending time in prayer, that's good. She may have trouble sticking with a reading plan, but might enjoy listening to the audio bible. And she may prefer to get her theology from music. Christian fiction may be her preferred reading material, consider a book club along with a bible study. Too often we have a prescribed way to grow spiritually that may not fit the free-wheeling sanguine heart. They can quickly get discouraged and give up even trying because they can never study as much as the melancholy mind types. This personality type needs accountability, and having a mentor who is not like her, personality-wise is a good idea. The sanguine heart will usually love corporate worship and music and dance.

- The phlegmatic soul personality type usually loves to study and ponder and pray. Ask them to sit in a chair and read and think; that's heaven! They love to journal, and don't like to be in a hurry. They may resist praise and worship, but might love being part of the prayer team. In bible studies, they will usually do the homework, but leaders need to make sure they get a chance to answer in the small group. They will rarely jump in and offer their answers. And they need time to ponder answers. So allow a few seconds of quiet after posing a question. Try to communicate this plan at the beginning of a bible study so the more talkative members know to hold back until everyone has had a chance to share.
- The melancholy mind personality type is the perfect student. They love the colored pencils and marking up scripture. They love reading through the bible in a year. They love teaching and following a plan. They love memorizing scripture.

They will usually offer their opinions in bible study. In large events and retreats, they may not want to participate. Make sure there are options for quieter women so they feel included too. A craft might be a great alternative to Zumba at a retreat, for instance.

- The choleric strength personality type doesn't usually enjoy bible studies. They are in a hurry and get frustrated when the talkers get going! They operate better doing a study with one person who is like them, personality-wise. This personality type loves to work, and they feel more useful when there's something to do. They may enjoy a discussion group of a few women who walk in the mornings as they talk. Keep them moving and you keep them happy! Service projects are great ways for them to plug in. They prefer short studies, not long ones, but they usually prefer deeper studies and devotionals. They love to set spiritual goals and learning about their spiritual gifts. They love bible software and teaching.

Try to take the needs of each personality type into consideration when planning events.

Let them know there are equally good options for everyone in bible study and prayer. You won't be able to please everyone all the time, but your women will appreciate that your team was thoughtful enough to think of their needs.

Invite the Community



Discover felt needs

Why does women's ministry exist? The younger generation seems to be seeking more than decorating tips and sharing recipes. There's a movement among Christian women for more authenticity and more in-depth discipleship. Women's ministry of the past may be regarded as too safe, too shallow and inauthentic. If you're having difficulty navigating women's ministry, here are some tips on how to discover felt needs.

Start with your group first

To begin this project, start by researching the women of your church. What are their needs and desires for women's ministry? There are several ways to discover these needs.

Try a survey. www.surveymonkey.com is a great place to start. Through this free survey tool, you can develop your own survey or adapt their tested questions. Assign this task to someone who is detail-oriented – but give her a deadline so she doesn't go into analysis paralysis!

You might want to make the survey anonymous. If you have women without computers, you can print the survey once it's finished and provide a paper alternative. Here's a sample I created for you to copy and personalize. <https://www.surveymonkey.com/s/HF266S3>

Ask your pastor. What general needs has he seen among the women? What issues does he get calls about? Without revealing identities, he may have a pulse on the issues going on in women's lives.

Ask other women leaders. Are there other women in your church in leadership positions? Sunday school teachers, bible study leaders, church secretaries and other leaders will also tend to know the issues your women are dealing with. Even children's workers may hear things that give a different perspective on the lives of your women.

Needs of women in general

Now that you have a picture of the needs your own church's women, ask yourself some questions. Who else in your community would you like to draw into your ministry and your church? Is there a group of unreached women just waiting to be reached?

For instance many smaller churches have predominately older women involved in ministry. In order to draw younger women, their needs will have to be understood and met.

If your women's ministry is predominately younger women, you may want to draw older, more mature women to help with leadership and discipleship. What are their needs?

- What are the current best-sellers in the genre of women's issues? A quick search on Amazon.com will provide lots of information.

- What are current trends in women's ministry? Google that – I found over one million entries!
- What are the general trends in your geographical area? Is immigration or jobs or teen suicide in the news?
- Do the businesses in your community draw foreigners who may appreciate learning English?
- Does your community have a military base nearby filled with lonely women who long for connection?
- Is there a jail or prison in your community where women are hungry for hope?

Meeting felt needs

Once you have a clear picture of the felt needs in your church and in your target group of women, prioritize them. Here is a list of general needs that are often included in women's ministry. What is the priority of each in your church?

- Connection and fun
- Serving and outreach
- Support and crisis care
- Evangelism
- Discipleship and spiritual growth

The one thing we can always depend on is change. Because our world is constantly changing, women's ministry needs to be 'on their toes' to meet the needs of women God puts in our paths. While it's comfortable and familiar to minister in the same way to the same saints, Jesus's example is to minister in new ways to new people.

“Then Levi held a great banquet for Jesus at his house, and a large crowd of tax collectors and others were eating with them. But the Pharisees and the teachers of the law who belonged to their sect complained to his disciples, “Why do you eat and drink with tax collectors and sinners?” Jesus answered them, “It is not the healthy who need a doctor, but the sick. I have not come to call the righteous, but sinners to repentance” (Luke 5:29-32) NIV).

Connect with the Author



My greatest joy is sharing the wisdom God has given me about forgiveness, healing, and destiny. I do that in coffee shops and in auditoriums; in speaking and in writing; with humor and with candor.

I'm a mentor and a coach. I'm fascinated by people, and love to weave something about our unique personalities into all of my work.

At the age of 40, God called me to Himself just at the brink of a family tragedy. I love to share my amazing journey of healing with anyone who will listen.

You can connect with me at <http://www.debpotts.com>. Subscribe to my blog; join me on [Facebook](#), [twitter](#) and [Pinterest](#). Let me know how I can serve your Women's Ministry group. I would love to hear from you!

...because U count, deb