Theological opposition particularly when it is

underhand or masked in a joking manner

feeling the need to justify being a working mother and how to keep the momentum going

Balancing family/calling

Questioning confidence/ability not putting ourselves forward - pressure to be better than male peers in order to be considered

Struggling as the church to move forward on this issue

'Boys club'

Being perceived as being pushy

Being misunderstood

Gate-keeping

Invisibility of power and privilege

What are the pressure points which restrict your leadership?

Style/model of leadership

Women reinforcing a

Not having role models

Churches/organisations not practising what they preach Language & theology

negative view

Culture Traditional & patriarchal

Different opinions on 'go-getter' attitude - perceived as being power-hungry

Practical issues

Childcare, getting to work, flexible Not having existing structures and working environment models in place

Being the token women

Harmful understanding of gender Men are from Mars, women are from Venus

Setting up forums & dialogue

Remember THERE IS HOPE!

Be proactive in recognising young leaders to bring through Don't hog the table!

Surround ourselves with encouragement Be better leaders

Redefine what leadership is

Have a variety of

role models

Laugh about it Remember that leadership is It's not just the platform time but the day-today responsibilities

Tell stories of women's successes don't just focus on the agenda

not about power or building an empire

Be confident to put yourself forward Say yes before you are completely ready

How can we be proactive in growing leadership?

Look for others to raise up

Promote each other

Find mentors

Don't see the sacred/secular divide

just focus on sex

Help young people - don't How do we do this? Need a conversation about women mentoring women & how to do this well. Think about expectations and formal vs informal relationships

Actively learn & have an active relationship with God Be a woman of substance not just confidence

Tackle theology

Avoid gender stereotyping

Deal with negative inner voices

Forums to get together without judgement

Small groups and personal advocates to put one another forward for opportunities

Own the term 'leadership'

Be more 'pushy'

## Start young!

- don't create a divide at a young age: - encourage good relationships
- provide training through youth work
- encourage feminine in boys & masculine in girls

### Internet

- Creating dialogue
   Engage non-technical/on internet people

# Positive discrimination

- support
- encouragement
- celebrate difference

Don't cut ourselves off from those who disagree with us

How can we be proactive in moving forward the equality of men & women in the church? Fight for women across the world

Encourage men to speak out for us

Avoid complacency

Education

Be deliberately inflammatory

Challenge assumptions - on both sides

BAN 'feminisation of the church' phrase

Don't keep people happy Masculinity

Lots of other women would benefit

> Foster friendship & communication

Online & offline

Facebook wall allows connections to be made

What next?

Therapeutic element

Create a Facebook group

Need criteria for inviting others

Initial meetings just for women and then involve men

# Proactive about developing leadership Values/Purpose Holistic Celebratory not competitive Collaborative

Supportive AND Prophetic strategic

# Restored

www.restoredrelationships.org

Other groups to involve

Awesome

www.awesome.org.uk

Female academics