

Theological opposition particularly when it is underhand or masked in a joking manner	Balancing family/calling feeling the need to justify being a working mother and how to keep the momentum going	Questioning confidence/ability not putting ourselves forward – pressure to be better than male peers in order to be considered
Struggling as the church to <u>move forward</u> on this issue	'Boys club' Being misunderstood	Being perceived as being pushy Gate-keeping
Invisibility of power and privilege	What are the pressure points which restrict your leadership?	Style/model of leadership
Women reinforcing a negative view	Not having role models Culture Traditional & patriarchal	Churches/organisations not practising what they preach Language & theology
Practical issues Childcare, getting to work, flexible working environment	Not having existing structures and models in place	Different opinions on 'go-getter' attitude – perceived as being power-hungry
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 Laugh about it	Redefine what leadership is It's not just the platform time but the day-to- day responsibilities
Have a variety of role models	Remember that leadership is not about power or building an empire	Be confident to put yourself forward Say yes before you are completely ready
Tell stories of women's successes don't just focus on the agenda	How can we be proactive in growing leadership?	Look for others to raise up
Promote each other	Find mentors 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	Don't see the sacred/secular divide Actively learn & have an active relationship with God Be a woman of substance not just confidence
Help young people – don't just focus on sex	Forums to get together without judgement Small groups and personal advocates to put one another forward for opportunities	Deal with negative inner voices Own the term 'leadership'
Tackle theology		
Avoid gender stereotyping		
Be more 'pushy'		



