



# 2023 WOMEN IN MINISTRY SUPPORT SCHEME (WIMSS)

## INFORMATION FOR APPLICANTS

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### **About Anglican Deaconess Ministries (ADM)**

Since 1891, ADM has been supporting, equipping, and encouraging Christian women as they faithfully serve Christ in the Church, the community, and the world.

Today, we run The Greenhouse, Mary Andrews College and the Mental Health and Pastoral Care Institute. We also offer funding schemes and initiatives that continue ADM's legacy of supporting Christian women, including the ADM Fellowships Program and the Women in Ministry Support Scheme (WIMSS).

### **About the Women in Ministry Support Scheme (WIMSS)**

Christian women are serving God faithfully in an incredible variety of ways in churches and ministries across Australia. Women are discipling others and evangelising in their communities. They are involved in church governance, providing pastoral care, preaching, leading bible-studies, children's ministries, English classes, serving vulnerable groups and much more.

ADM's Women in Ministry Support Scheme (WIMSS) is designed to support women as they faithfully serve Christ in churches across Australia.

WIMSS provides small grants of between \$200 – \$2,000 to be used for ministry resources, or for professional and theological development. The scheme is open to women in both paid and unpaid ministry roles, to those who are ordained and those in lay ministry.

ADM will award up to a total of \$30,000 in the 2023 WIMSS scheme. Applicants can apply for a minimum of \$200 and a maximum of \$2,000.

## **WIMSS funding categories include:**

- **Professional development and ministry training**, including costs for attending conferences and training
- **Resources** such as books, commentaries, apps and devices/computers
- **Theological education** (up to a maximum of \$1,000)
- **Set-up expenses** for a ministry, such as design, printing, resources, equipment
- Contribution to lost income during a period of **maternity leave** from a paid, continuing ministry position.

## **Key dates**

Monday 21 August 2023: Applications open

Monday 18 September 2023, 12.30-1.30pm AEST: Information session for applicants (Hybrid: at ADM office or join us online via Zoom)

Tuesday 17 October 2023, 1pm AEST: Applications close

Tuesday 31 October 2023: Notification of outcome of applications

## **Eligibility**

To be eligible to apply you need to:

- Be a citizen, resident or refugee of/in Australia
- Be 18 years or older
- Be a Christian woman
- Have a personal commitment to ADM's [theological principles](#)
- Be serving in ministry at a church or parachurch organisation in Australia that is aligned with ADM's [theological principles](#)
- Not be a current or past (last 5 years) employee, consultant to or board member of ADM
- Not have received funding from ADM in the last 5 years.

## Assessment Criteria

The following criteria will be used to assess applications:

- **Eligibility:** Each point of the eligibility criteria is met.
- **Demonstrated ministry needs:** The application provides a strong case for the ministry needs identified, and the value of WIMSS funding in meeting these needs.
- **Demonstrated financial need:** Financial needs are clearly identified in the application, as well as a budget/plan for addressing these needs using WIMSS funding.

## What do we mean by “Women in Ministry”?

“Women in ministry” refers to women in ordained or lay ministry and mission work, both paid and unpaid. It also includes women who are completing theological education and training for ministry and mission.

“Ministry” includes evangelism, bible teaching, discipleship, pastoral care, and compassionate ministries. For the WIMSS program, “women in ministry” are based at a church or parachurch organisation.

## Application Process

To apply, you will need to complete an online application form and provide four short written answers in the form. In your answers, you will be asked to share about your ministry, your Christian faith, and your funding support needs. You will also be asked to provide a statement of support from your minister or supervisor, as well as a mini-budget explaining how you plan to use WIMSS funds.

Applications will also need to state the amount of funding they are applying for (within the range of \$200 – 2,000), and how they plan to use these funds in support of their ministries.

## In your online application you will be asked to provide:

- **A short paragraph about your ministry role:** In this section, you will be asked to provide a short summary of the ministry you are involved in, and what your role involves.
- **A short paragraph about your Christian faith:** In this section, you will be asked to share about your Christian faith, and to explain how your faith aligns with ADM’s [theological principles](#). You will also need to provide a copy

or link to the statement of faith of the church or parachurch organisation which your ministry is connected to.

- **A short paragraph explaining your ministry needs:** In this section, you will be asked to clearly explain the needs of your ministry (or your professional/theological development needs), and how WIMSS funding will help to address these needs.
  - **Please Note:** Women applying under the category of 'contribution to lost income during period of maternity leave from a continuing paid ministry position' will not need to provide a response to this question, as this funding supports a period of leave from ministry.
- **A short paragraph explaining financial needs:** In this section, you will be asked to clearly state the financial needs associated with your ministry, and why you need funding from WIMSS to meet these needs.
- **A short letter of support from your minister or supervisor:** This can be an email or a formal letter. You will need to upload a copy or photo of this during the application process.
- **A mini-budget showing how you intend to use the funds:** This can also include copies of receipts for past purchases (up to January 1, 2023), or quotes for proposed purchases (up to June 30, 2024).
  - **Please Note:** Women applying under the category of 'contribution to lost income during period of maternity leave from a continuing paid ministry position' will not need to provide a budget and receipts/quotes. Instead, you will need to provide evidence of continued employment and lost income during maternity leave, taking into account any other income sources such as the government's paid parental leave. You can only apply for an amount equal to or below the amount of lost income. For example, an Assistant Minister on a salary of \$60,000, who while on maternity leave is receiving \$10,000 from her church and \$18,000 from the government will have an income loss of \$32,000. As a result, she could apply for the maximum WIMSS grant of \$2,000.

## Application Submission

Applications must be made using the online application form. To access the form, visit: [www.deaconessministries.org.au/women-in-ministry-support-scheme](http://www.deaconessministries.org.au/women-in-ministry-support-scheme)

When you submit your application online, you will receive an email confirming that it has been received.

ADM will also run an information session to provide further information about the WIMSS program and application process, and to answer any questions you may have. This session is optional, and will be held in 'hybrid' format (both in person at the ADM office in Sydney and online) on **Monday 18 September, 12.30-1.30pm.**

Once applications have closed, an ADM committee will assess the applications, and may also include reviewers from outside of ADM in this process. Applicants will be informed of the outcome of their application in a letter of outcome sent via email.

## **Benefits and Conditions of Receiving Funding from the ADM Women in Ministry Support Scheme**

1. Successful WIMSS applicants (grantees) will receive an award of money between \$200 and \$2,000.
2. ADM awards funds to individual women (not organisations or churches) through WIMSS. Funds are awarded directly to the successful applicant.
3. WIMSS grantees will provide ADM with a short summary (150 words) of how their funds have been used 6 months following receipt of their grant funds.
4. If the WIMSS grantee is unable to receive the funding for any reason, ADM may choose at its discretion (and in consultation with the grantee) to defer the award for a later date, reallocate it to another applicant, or withhold the funds.
5. ADM reserves the right to award a different amount to the funding requested in the application.
6. ADM WIMSS grantees may be featured in web, social media and print.
7. ADM does not endorse the organisations that receive funding or commit to any further support or funding.
8. ADM WIMSS grantees should acknowledge their ADM funding where appropriate.
9. ADM WIMSS grantees are expected to use the funding only for the ministry and items listed in their application.

### **Please note:**

- ADM reserves the right to seek assistance from experts outside ADM to evaluate an application.
- ADM determines the final selection of WIMSS awards.
- ADM also reserves the right not to select any applicants.
- No correspondence will be entered into about unsuccessful applications.
- ADM is unable to provide taxation advice regarding awarded grants; grantees are responsible for their own tax arrangements.
- Where a reviewer declares a conflict of interest or conflict of duties in respect of an applicant or organisation, it will be addressed according to the ADM Conflict of Interest policy, including recording the nature of the conflict on a register, and determining whether the reviewer is excluded from reviewing the application.

## **Enquiries**

If you have questions about your application, please don't hesitate to get in contact with our team.

Email: [hello@deaconessministries.org.au](mailto:hello@deaconessministries.org.au)

Phone: 1300 896 530