



Women Teaching Women: From Learners to Leaders

Equipping Women to Teach the Word with Confidence, Clarity, and Compassion

Women discipling women is a biblical invitation and privilege. God equips ordinary believers for extraordinary spiritual impact. Today we'll explore the joy—and the challenge—of women leading in the Word, discovering how the Spirit works through faithful teaching to transform hearts and strengthen communities of faith.

Meet Your Presenter: Alycia Cameron



Her Mission & Ministry

Alycia's lifelong passion is to empower women in studying and sharing God's Word. As head of the **WELS Women's Ministry Titus 2 Team**, she creates Bible studies and resources that equip women to apply Scripture to daily life and share it with others. She has extensive experience leading women's groups and Bible studies in various church settings, always fostering connections among women over an open Bible.

Her Places

- Good Shepherd, Downers Grove, IL
- Luther Preparatory School (2005)
- Wisconsin Lutheran College (2009, Political Science & English)
- Light of Life Lutheran, Greenwood, IN (Bloomington)
- St. Paul's, Howards Grove, WI (Sheboygan)
- Christ the Lord, Brookfield, WI (Waukesha)



Her Roles

- Wife to Thomas
- Mom to Murray (11) and Arlo (9)
- Senior Director of Strategic Operations, Service Direct
- WELS Women's Ministry Executive Team
- HubSpot Consultant to WELS
- WELS AI Task Force

Our Goals Today



Root Our Work in Scripture

Ground everything in God's Word and his design for discipleship



Share Research Insights

Learn from reviewing 31 women's Bible studies and surveying 100+ leaders



Name Real Challenges

Acknowledge the honest struggles women face in leading

This session is designed to encourage, nurture, and equip women to shift from "I could never do that" to "Here I am, Lord." Whether you're a current leader, considering stepping into this role, or supporting women's discipleship in your church, you'll find practical tools and spiritual encouragement.

We're especially excited to introduce two key resources: **Equip Women to Teach the Word** and the **Women's Bible Study Leaders Forum**—both created because women asked for support for this important work.

Why Women Teaching Women Matters

Titus 2:3-5

Likewise, teach the older women to be reverent in the way they live, not to be slanderers or addicted to much wine, but **to teach what is good**. Then they can urge the younger women to love their husbands and children, to be self-controlled and pure, to be busy at home, to be kind, and to be subject to their husbands, so that no one will malign the word of God.

This passage reveals God's beautiful design: a pattern of **discipleship through relationship**. Women discipling women has always been part of the church's life and witness. This work is scriptural, relational, gospel-rooted, and done in partnership with pastoral leadership.

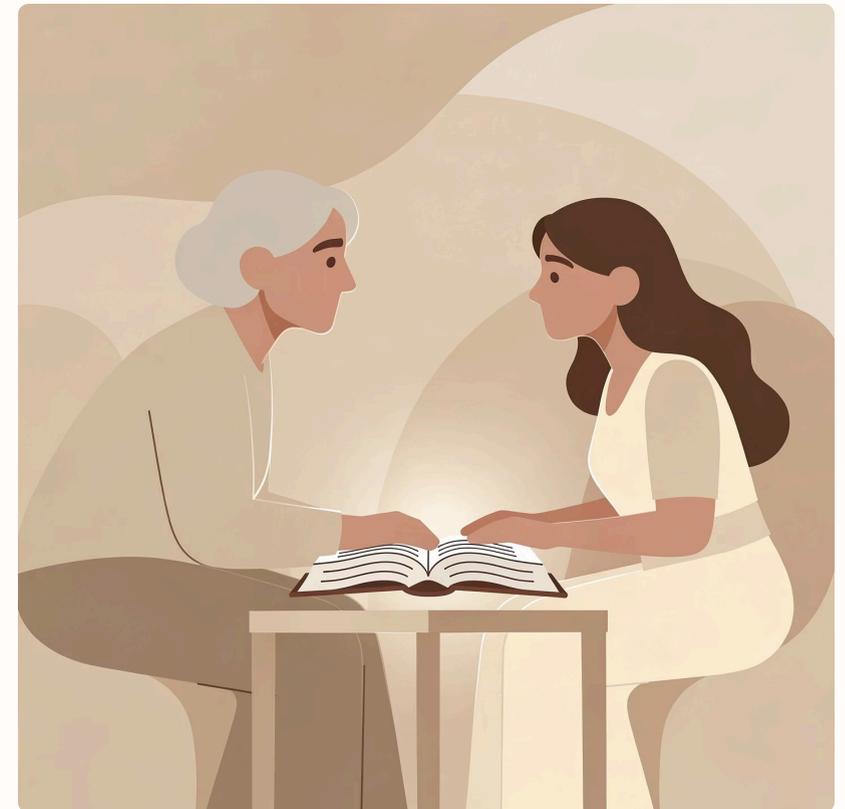
Luke 1:39-45

Mary stayed with Elizabeth for about three months and then returned home.

Relational discipleship is exemplified in Mary and Elizabeth as they both seek guidance and comfort from each other in a time of challenging circumstances. Women strengthening women in faith-filled conversation. Mary responds with the Magnificat.

More examples:

- The Samaritan woman evangelizes to her community
- Naomi mentors Ruth
- Women at the empty tomb as first witnesses to the resurrection
- Lydia's influence through hospitality



What This Means

- Not a trend—God's timeless design
- Stewardship of spiritual gifts
- Serving within God's order
- Rooted in humility and joy

Men & Women Teaching: A Complementary Design

As heirs together in Christ, men and women serve side by side, equipped to teach in ways that are distinct, biblical, and beautifully complementary.

MEN TEACHING WOMEN

Essential & God-Given

- Pastors teach the whole congregation through the **public ministry of the Word and Sacraments**.
- Provide **doctrinal oversight** and shepherding care.
- Proclaim Christ through **preaching and teaching**.
- Lead with **confessional clarity** and theological training.
- Guard the church in love as spiritual shepherds.

☐ Men teaching women is vital and irreplaceable in the church's life together.

WOMEN TEACHING WOMEN

Biblical & Uniquely Powerful

- Reflects God's design for women to **encourage and disciple one another** (Titus 2).
- Strengthens faith through **relational, life-on-life mentorship**.
- Creates space for **honest conversation, wisdom, and growth**.
- Applies God's Word to the lived realities of women's callings and seasons of life.
- Builds continuity and connection across generations.

☐ Women teaching women is a discipleship strength.

The Best Ministry Happens When Both Work Together

When men and women teach according to God's design, we serve not in competition—but as **heirs together**, united in Christ and equipped to build up his people.

See Heirs Together by WELS Women's Ministry, available by download through Northwestern Publishing House

Gathering Insights



In 2025 WELS Women's Ministry conducted a survey of over 100 Women's Bible Study leaders from across the synod. We gathered insights about:

- Their leadership experience
- Thematic interests
- Preferred study depth
- Challenges in preparing and leading
- Resource requests

We paired this survey research with an in-depth review of every WELS Women's Ministry resource currently available via WELS.net.

Women's Desires



Women asked for **Scripture-rich content** (Bible Study Material) and **reflective, application-focused studies** (as compared to doctrinal, analytical, or foundational material).

Leader Challenges



Leaders identified difficulties in **facilitating discussion**, guiding **application**, and meeting varied maturity levels, indicating a strong desire to connect women from a variety of circumstances in conversation around Scripture.

The Conclusion

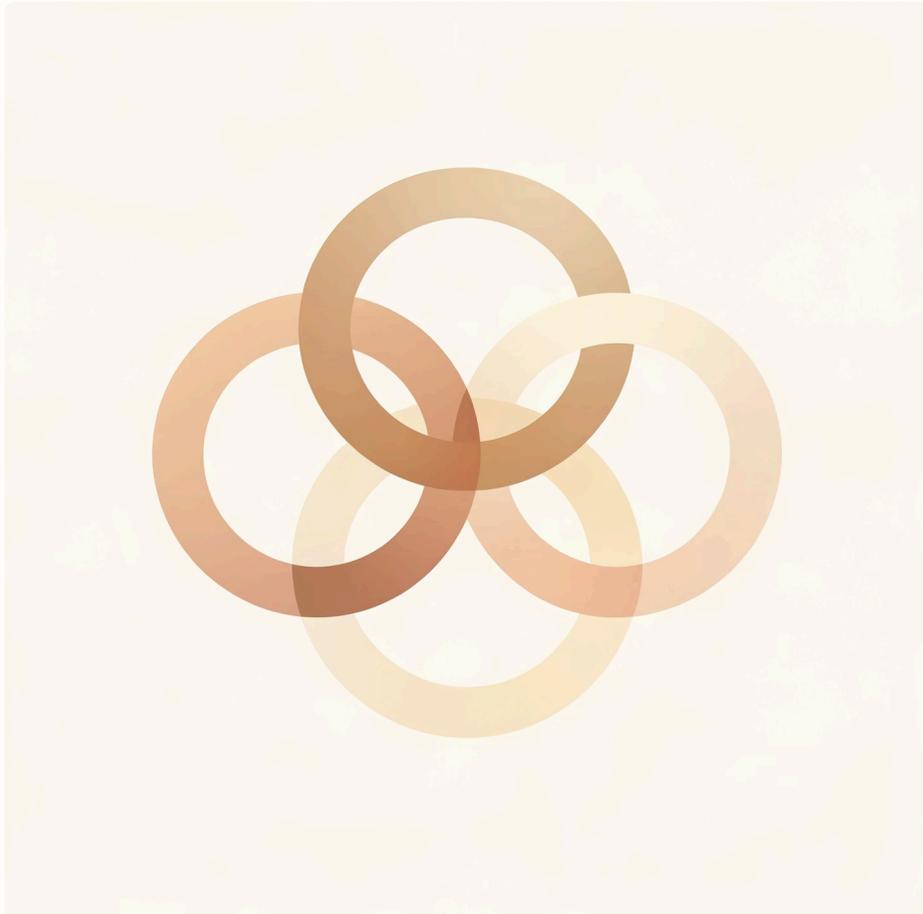


Thriving happens when God's Word is **faithfully taught, processed together, and applied to life.**

By training Bible Study Leaders we have an opportunity to deliver theological depth in ways women can engage and apply in any life or faith circumstance.

Reference: [Equipping Leaders Survey](#)

Women Thrive When Discussion + Application Meet Doctrinal Strength



What Women Really Want

Deep Truth

Solid theological grounding in Scripture and sound doctrine

Safe Conversation

Space for honest questions and meaningful dialogue

Real Application

Connection to daily life, struggles, and joys

Doctrinal strength anchors us. **Discussion** helps women wrestle and grow.

Application carries the Word into daily life.

When all these things work together, women flourish and grow in their relationships with Christ and with each other.

So what does that look like in real ministry?

Real-Life Challenges Leaders Face

From our Equipping Leaders Survey, we heard the real-world pressures and concerns that weigh on the hearts of faithful teachers. These challenges don't mean failure—they mean we're human, serving in the midst of full, complex lives. Here are the top challenges women identified:



Time to Prepare

Finding adequate hours to study, pray, and prepare quality lessons while balancing family, work, and other responsibilities



Finding Quality Materials

Discovering faithful, engaging resources that are both doctrinally sound and connect with women's real lives



Inconsistent Attendance

Managing busy schedules and competing commitments that make regular participation challenging for everyone



Leading with Confidence

Stepping into teaching roles while wrestling with self-doubt and feeling unqualified



Facilitating Discussion

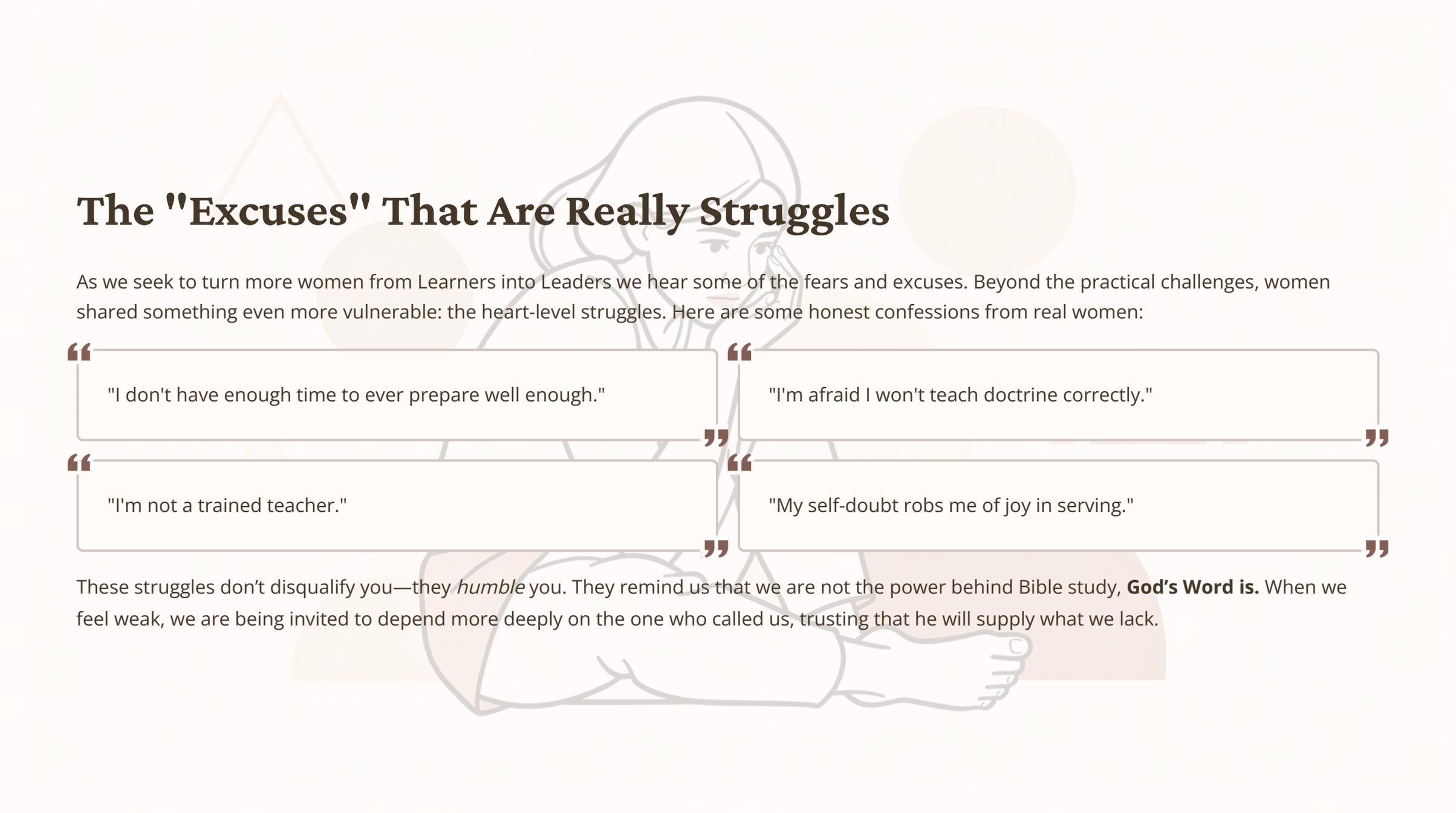
Creating safe, meaningful conversations that go deeper than surface-level sharing while keeping groups on track



Mixed Maturity Levels

Serving women at vastly different places in their spiritual lives—from new believers to seasoned saints

 **You are not alone.** These struggles are shared across ministries, churches, and locations across the world. Ministry happens inside full, real lives—and God meets us there with grace.



The "Excuses" That Are Really Struggles

As we seek to turn more women from Learners into Leaders we hear some of the fears and excuses. Beyond the practical challenges, women shared something even more vulnerable: the heart-level struggles. Here are some honest confessions from real women:

“I don't have enough time to ever prepare well enough.”

“I'm afraid I won't teach doctrine correctly.”

“I'm not a trained teacher.”

“My self-doubt robs me of joy in serving.”

These struggles don't disqualify you—they *humble* you. They remind us that we are not the power behind Bible study, **God's Word is**. When we feel weak, we are being invited to depend more deeply on the one who called us, trusting that he will supply what we lack.

You Don't Need a Theology Degree to Lead Faithfully

The Beautiful Truth

God delights in using **ordinary believers** to accomplish his extraordinary purposes. Throughout Scripture, he consistently chooses the unlikely, equips the insufficient, and works through the willing. You don't need a theology degree to lead a faithful Bible study. You need a heart rooted to Christ, a love for his Word, and a willingness to serve, paired with consistent personal spiritual growth.

You Are a Guide—Not an Expert

There's tremendous freedom in understanding your role correctly. You're not called to have all the answers. You're called to walk alongside other women as you explore God's Word together, to create space for the Holy Spirit to work, and to guide conversations with grace and wisdom.

Embrace Your Calling

Let go of the pressure to be perfect. Embrace the privilege of being used by God—limitations and all.

📌 **Remember:** Your pastor is your partner in this work. When difficult theological questions arise, it's not only okay but wise to say, "That's a great question—let's ask Pastor about it." This models humility and honors the structure God has established for his church.

What Confidence Looks Like

What does it look like when women are equipped and empowered to lead well? Here's the hopeful vision we're working toward—the spiritual outcomes that matter most:



Trust the Spirit's Work

Confident that God's Word accomplishes his purposes, resting in his power rather than our own



Teach with Grace & Preparation

Balancing thoughtful study with reliance on the Holy Spirit's guidance



Foster Healthy Discussion

Creating safe spaces for honest questions, deep reflection, and authentic sharing



Stay Connected to Church Leadership

Maintaining partnership with pastors and integration with congregational life

The Fruit of Faithful Service

This vision isn't about perfection—it's about **faithfulness**. It's about women who know they're called, equipped, and deeply loved by God as they serve. It's about ministry that flows from grace, not guilt; from joy, not pressure.

Practical Pathways for Women's Discipleship

Explore diverse models for women's ministry, fostering connection and spiritual growth through various formats.

Traditional Study Models

- Weekly in-person Bible study (60 min) — consistent group discipleship.
- Monthly longer format (90–120 min) — for women with busy schedules.
- Short series (3–5 weeks) — great for seasonal entry points (Advent/Lent/Summer).

Relational Discipleship Models

- Mentor Pairing (1:1 or 1:2) — mature believer + newer believer.
- Intergenerational "Titus 2 Tables" — mixed ages, guided conversation + Scripture.
- Small-group discipleship circles (4–6 women) — prayer + Word + accountability.

Flexible / Low-Barrier Formats

- Bible + Coffee / Morning group — low intimidation, high connection.
- Evening "Working Women" group — after work, childcare-aware.
- Rotating host home studies — builds belonging and spiritual friendship.
- Drop-in discussion nights — stand-alone lessons for irregular attendance.

Hybrid / Digital Formats

- Hybrid study (in-person + Zoom option) — increases access.
- Online asynchronous study — weekly video/audio + discussion thread.
- Text Message-based devotional study — short weekly readings + prompts (easy on leaders).

Service Opportunity + Word Formats

- Word + Service nights — Scripture + practical ministry together.
- Bible study + skill-building (e.g., prayer workshop, grief support, hospitality).

Outreach-Friendly Formats

- "Bring-a-Friend" topical series — anxiety, identity, parenting, grief, purpose.
- Women's event + follow-up study — connects relationships to ongoing spiritual growth.

✓ The best format is the one that helps women gather around the Word faithfully and consistently.

A Resource Designed for You

Equip Women to Teach the Word



Designed specifically for women who lead or want to lead Bible studies, this program provides the theological grounding, practical skills, and spiritual confidence for women to teach God's Word faithfully.



This Resource Helps Women:

1

Gain Confidence Handling Scripture

Learn practical skills for studying, interpreting, and teaching the Bible accurately

2

Stay Grounded in Law & Gospel

Understand how to distinguish and apply both in every teaching context

3

Recognize False Teaching

Develop discernment to identify and address theological errors with grace

4

Teach with Clarity & Compassion

Communicate truth clearly while caring for the hearts of those you serve

5

Serve in Partnership with Your Pastor

Understand your role within the church structure and work collaboratively

6

Grow Spiritually as You Serve

Experience personal transformation as you dig deeper into God's Word

We encourage both leaders and pastors to explore this program together. It's designed to support and equip servants. This is about growing faithful teachers who love Jesus, love his Word, and love the women they serve.

You Don't Have to Lead Alone

Women's Bible Study Leaders Forum



Leading can feel isolating, but it doesn't have to be. The online **Women's Bible Study Leaders Forum** creates space for leaders across experience levels to connect, learn, and grow together in community.



Learn Together

Grow in your understanding of Scripture and teaching skills through shared learning



Share Ideas & Resources

Exchange practical tools, study recommendations, and creative approaches



Ask Honest Questions

Bring your real struggles and uncertainties to a safe, judgment-free space



Pray Together

Lift up one another's ministries, challenges, and joys before the Lord



Build Confidence

Gain encouragement and skill through connection with other leaders



Encourage One Another

Give and receive the support that makes faithful ministry sustainable

Coming Soon: The next session of the **Women's Bible Study Leaders Forum** begins later this year. This is designed to create community for those in this role. It's about knowing you're not alone in this beautiful, sometimes challenging calling.

Let's Learn From Each Other

Consider these questions, and share with your neighbor or the room:

01

What keeps women from stepping into teaching roles?

What barriers—practical, emotional, or spiritual—do you observe or experience?

02

How can churches support women without overburdening them?

What would meaningful support look like in your context?

03

How can pastors and women's ministry leaders partner well?

What does healthy collaboration and mutual support look like?

 **A word of encouragement:** There are no wrong answers here. Share with love, listen with grace, and know that we're learning together. Thank you in advance for your courage in contributing to this conversation.

Let's Pause and Process Together

Gather in groups of 3-4 people and discuss these questions together:

1

Which challenge feels most real for you?

What resonated deeply as you heard the struggles other women face? What made you nod or think, "Yes, that's exactly how I feel"?

2

How have you seen God meet you in your limitations?

When have you experienced God's strength made perfect in your weakness? Share a story of his faithfulness in the midst of your inadequacy.

3

What "next faithful step" might God be calling you toward?

This isn't about grand commitments—it's about listening for the Spirit's gentle nudge.

- A word about this time:** Focus on listening well rather than fixing or advising. Create space for honest sharing without pressure. After your small group time, we'll invite 1-2 people to share with the larger group. Thank you in advance for your courage, honesty, and grace with one another.

From "I Could Never Do That" to "Here I Am, Lord"

God delights in using ordinary women to accomplish his extraordinary purposes. Your weakness does not disqualify you—it **reminds you to depend on him.**

Where Leadership Begins



Humility

Acknowledging your need for God's wisdom and strength



Faithfulness

Showing up consistently, even when it's hard



Love for the Word

Treasuring Scripture as your source of truth and life

Remember These Truths

- God equips those he calls
- Your limitations show his strength
- You cannot teach flawlessly this side of heaven
- You don't serve alone—the Spirit works through you and through those around you
- You are deeply, completely loved by the God you serve

Maybe you walked in today thinking, "I could never teach a Bible study." If the Spirit is stirring something new in your heart, perhaps he's inviting you to whisper back, *"Here I am, Lord. Use me—weakness and all."*

The gospel truth is that **you are equipped, you are called, and you are not alone.** Whatever your next step—whether it's leading your first study, continuing to serve faithfully, or supporting other women in this work—know that God is with you.

I want to lead, but I don't know where to find good materials.

WELS Women's Ministry has provided over 30 Bible Studies available at <https://wm.welsrc.net/womens-ministry-bible-studies/>

Strong Doctrinal Integrity

Studies maintain theological faithfulness while engaging hearts and minds with the truth of God's Word

Well-Designed Format

Excellent match to 60-minute group formats, allowing meaningful engagement without overwhelming busy schedules

Rich Variety

Beautiful selection including Books of the Bible, topical studies, and character studies that serve different needs and seasons

Strong Exemplars Include:

God's Love

Deep theological exploration of God's character and grace

Acts

Walking through the early church's powerful story

Your Identity in Christ

Understanding who we are as God's beloved children

Work with your pastor to identify what materials are clear, doctrinally sound, and appropriate for the group.

Key Takeaways

Women discipling women is biblical and beautiful

This is God's design, not a trend—it's part of his plan for the church

Women hunger for Scripture-centered, application focused study

The research confirms women want deep engagement with God's Word to take into their everyday circumstances

Leaders face real—and shared—challenges

Your struggles are not signs of failure; they're the reality of ministry in everyday life

Training and support matter deeply

You don't have to figure this out alone—resources and community exist to help you

Women thrive when doctrine, discussion, and application meet

Integration, not compromise, creates environments where hearts and minds engage with truth

God equips those he calls

He doesn't call the equipped; He equips the called—and that includes you

You are deeply loved—and your service matters

Whether you teach one woman or one hundred, whether you feel confident or inadequate, whether you've been leading for decades or are just beginning—your faithful service in God's Word matters eternally. He sees you. He equips you. He delights in using you. And He loves you completely.

Recommended Tools & Supports

Here are key resources designed specifically to support women in Bible Study teaching ministries:

Equip Women to Teach the Word

Comprehensive training program providing theological grounding, practical teaching skills, and spiritual confidence for women leading Bible studies

Available through: WELS Congregational Services



<https://welscongregationservices.net/equip-women-to-teach/>

Women's Bible Study Leaders Forum

Ongoing community for current and aspiring leaders to connect, learn, share resources, pray together, and encourage one another

Next session: Beginning later this year



<https://wels.net/wm-webinar/>

WELS Women's Ministry Resources

Curated collection of theologically sound Bible studies, practical ministry tools, and additional support materials

Access online: WELS Women's Ministry



<https://wels.net/serving-you/christian-life/womens-ministry/womens-ministry-bible-studies/>

For Pastors & Church Leaders: We strongly encourage you to support the women in your congregation by actively promoting these tools and resources. Consider providing funding for training, creating space for the Leaders Forum, and partnering with women's ministry leaders to build sustainable support structures. When churches invest in equipping women teachers, the entire body of Christ benefits.

Taking Your Next Step

Whether you're a leader seeking deeper training, a woman considering stepping into teaching for the first time, or a pastor wanting to support women's discipleship more effectively—these resources are here to help. Explore what resonates with your context and calling, and remember: God equips those He calls. You are not alone in this beautiful work.

Closing Prayer

Lord Jesus,

Thank you for your Word and for the people you have gathered here today. Thank you for calling us to this beautiful work of discipling one another, of opening Scripture together, of pointing each other to your grace.

Strengthen us to love your truth deeply. Give us courage to speak it with grace. Root us firmly in your gospel. Guard our hearts from pride and from fear. Help us to trust that you equip those you call—that our limitations are opportunities for your strength to shine.

Use us, Lord—for your glory and the good of your church. May we serve with humility, teach with clarity, love with compassion, and rest in the knowledge that you are working in and through us.

In your precious name we pray,

Amen.

Thank you for being here today. Thank you for your faithful service, your honest questions, and your willing hearts. Please reach out to womensministry@wels.net with any follow up questions.

You Are an Influencer

Discover how God designed you to make an impact—*right where you are.*



Online Webinar
Feb. 19 | 7 p.m. (Central)
Register at wels.net/women

women's
MINISTRY
WELS.NET/WOMEN