



IPHC WOMEN

Leader's Guide

Finding Your Place in Women's Ministries

This resource is produced by the IPHC Women's Ministries office in Oklahoma City, OK. Women's Ministries is part of IPHC Discipleship Ministries.



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Table of Contents

Introduction - 2

Why Minister to Women - 3

Then and Now - 6

Structure For Ministry - 11

Finding Your Place as a Leader - 15

Leading Well - 19

Helpful Resources - 24

Special Projects - 27

Partnership - 31

Mentorship - 33



Introduction

We are all on a journey. As followers of Christ, we are on a journey of becoming more like Jesus. There are twists and turns and sunshine and storms along the way. Women's Ministries is uniquely equipped to be the arm of the church that comes alongside women on their journey of life to point them to Jesus. Women's discipleship is the heartbeat of our organization. Our ministry creates atmospheres and opportunities for women to encounter Jesus. We are a faith community that cheers for others, serves, loves well, and believes in the gifts and purposes of women in the Kingdom of God.

As a leader in Women's Ministries, you are on an exciting journey. Women are unique with many different needs and challenges. As a leader, it is essential to understand these needs and find creative ways to serve and minister to all women. There will be challenges, roadblocks, and detours along the way, but the benefit of persevering through the hard times is the final, eternal destination on this journey. It is vital for you to catch the vision of Women's Ministries so that you can cast it to those you lead.

Use this Leader's Guide as a tool to help you navigate ministry to women in your context. Seek the Lord and ask Him for wisdom, guidance, and inspiration to help you as you lead. Surround yourself with a team of people who have a heart for Jesus and ministry to women and utilize their gifts. Stay rooted in Christ, pray bold prayers for your ministry, walk in obedience, and watch the Lord do the miraculous in the lives of the women you lead.

With you on the journey,
Whitney

The following books are recommended for further reading to help you as you lead women.

Women's Ministry with Purpose by Gena B. McCown
ReThinking Ministry to Women by Cyndee Ownbey



Why Minister to Women

God calls and appoints women into leadership roles to help extend the reach of His gospel. We see evidence of this throughout Scripture.

From the beginning of creation, God designed Eve to be a helper, a mother, and the one whose offspring would crush the serpent (Gen 3:15). From generation to generation, women bear children, teach children, and send these daughters and sons out into the world.

God called Deborah to lead the nation of Israel, chosen for a specific time. Similarly, Esther was chosen to lead “for such a time as this” (Esther 4:14). God is still doing this today. He is calling and equipping women to lead because their voice, wisdom, and perspective are needed today.

Naomi and Ruth exemplify the importance of mentoring relationships and multigenerational ministry.

As we fast-forward to the New Testament, we see several stories of women who model what it means to follow Christ. In Luke 8, “the twelve and the women” are referenced. In addition to the first apostles, many female disciples followed Jesus throughout his earthly ministry. These women were actively involved in advancing the Great Commission.

Joanna, a devoted follower of Jesus, helped provide for Jesus and the disciples through her resources. She followed Christ even to the tomb to help prepare His body for burial, making her one of the first witnesses of His resurrection.

Priscilla was a renowned teacher of the Word. She and her husband Aquila learned directly from Paul and often stayed behind to teach new converts throughout the ministry of Jesus on earth. Priscilla was considered to be the stronger, more influential teacher.

Phoebe played a vital role in organizing house churches in her city and was named a deaconess in Scripture. She was essential to the church.

Mary Magdalene followed Jesus closely throughout his ministry. She was present at His death, burial, and first to the tomb to witness His resurrection. Many consider her the first messenger of the gospel.

These are just a few examples demonstrating women's importance in the gospel story. We believe that women will play a vital role in advancing the Kingdom of God in the church and world in the days ahead. God continues to call, appoint, and equip women to leadership roles that will impact lives for His glory.

So why should we have ministry to women? Often for a woman, a genuine life change happens when someone connects with her emotionally and encourages her on a personal level. The Bible tells us that women are the best models of godly influence for other women. Therefore, ministry to women by women is an essential part of a healthy congregation. In Titus, the apostle Paul includes instructions on proper church conduct, including how older and younger women should interact to learn and grow. God created men and women differently, and a wise church pays attention to the distinctive needs of men and women. We recognize that, especially in today's cultural climate of gender confusion, having single-sex, biblically-based ministries allows women's different needs to be effectively addressed.

To minister well to all women, let's look more closely at who she is:

- 1.) She is in her 20s, in college, or beginning to establish herself in a career and find her role in life.
- 2.) She is a newlywed, adjusting to sharing life with another.
- 3.) She is a new mother, filled with joy yet struggling to adjust to a new normal.
- 4.) She is single and often feels alone as all her friends get married and start families.
- 5.) She is a single mom struggling to adjust to a new lifestyle following a divorce or the death of a spouse.
- 6.) She works multiple jobs to make ends meet.

- 7.) She longs to hold a child in her arms but has struggled with infertility for years.
- 8.) She suffers from anxiety and depression that make her feel isolated.
- 9.) She strives to overcome abuse or addiction.
- 10.) She struggles with same-sex attraction.
- 11.) She is 40-50 and is coping with empty nest syndrome.
- 12.) She's a new grandmother, adjusting to another life change.
- 13.) She is raising her grandchildren, wondering if she has the stamina to care for them, and worried about her own child.
- 14.) She is a senior adult caring for a disabled spouse.
- 15.) She is retired and in her prime, enjoying what she's worked so hard for.
- 16.) She is a caregiver to aging parents.

The landscape of women is vast, and it may feel overwhelming to meet these significant needs. I believe we will gain the wisdom and creativity needed to rise to the challenge through the Holy Spirit. We must first lead with love and care for women right where they are. Build relationships that foster spiritual growth. Be intentional and stay faithful in your mission to love and disciple well. Women often can't attend a function or event just because it is there. They have many demands competing for their attention. Women are highly educated and hold responsible positions. Their expectations are higher while their needs increase. Women need safe, authentic communities where they can gather to learn and grow in Christ. We must begin to provide creative opportunities to meet the many different needs of the women in our church and community.

Women's Ministries in your church and community matters. Emotionally healthy women make stronger homes, churches, and communities. God has gifted, called, appointed, and equipped women to play a vital role in His great big gospel story since the beginning of time. It's your turn- I believe you are here for "such a time as this." Don't quit. We are just getting started. There is much to be done, and the fields are ripe for harvest.



Then and Now

Women's Ministries has a rich history. In the early days of the Pentecostal Holiness Church, women who had received the baptism of the Holy Spirit were filled with an intense zeal for God. With hearts ablaze with passion for God and His Kingdom, they formed local groups known as the Ladies' Aid, Prayer Bands, and Missionary Circle. The welfare and spirituality of their homes, local churches, and communities were a primary focus. They were motivated by love for God, the fellowship of the believers, and service to others—concepts that inspire godly women everywhere today. Many saw the need for a national organization to bring women into a unity of purpose throughout the fledgling denomination. However, no one seemed to have the time, energy, or courage for such a formidable task.

God Raised Up a Leader

God had such a woman in Mrs. J.W. Berry. A public school teacher, wife of a PH minister and pastor, and the mother of eight children, Mrs. Lila Berry, was the vessel prepared to undertake the task and give birth to this great organization. In 1944, Mrs. Berry, with the cooperation of her conference superintendent, called a meeting of all the women in the North Carolina Conference. An almost equal number of women and men responded. On May 10, 1944, in the Falcon Church – the same place that had seen the denomination's formation 33 years earlier – the Woman's Auxiliary of the North Carolina Conference was organized. A year later, on June 14, 1945, she stood before the General Conference in Oklahoma City, OK, to present the Woman's Auxiliary Constitution of the Pentecostal Holiness Church. The report was overwhelmingly received, and the Women's Auxiliary was organized and "recognized as a connectional society of the church." Mrs. Berry was elected to serve as its first president. Later, when asked about her feelings surrounding this momentous occasion, she said: "I felt very confident. First, I knew the Lord had been dealing with me, and deep in my heart was such a desire to do something for my church. I also knew if the Lord was leading, we couldn't go wrong."

This vision also included ministry to the youth of our schools and institutions, our missionaries, and PHC ministry efforts worldwide. Those same elements are incorporated within today's IPHC Women's Ministries through special ministries, mission offerings, and ministry projects.

Vision and Organization

Vision and organization go hand in hand. Although the idea was initially cast in the North Carolina Conference, neighboring conferences soon organized for service. The first General Women's Auxiliary Convention was in June 1949. Delegates from 25 conferences were in attendance, which attested to the necessity and effectiveness of women organized to serve. Through the years, this ministry experienced significant growth. By consolidation and organization of efforts, it continued to perform a vital ministry in the church.

Around the World

As early as 1919, women of the PHC in South Africa, desiring to serve the Lord better, organized Woman's Prayer Bands under the leadership of their missionaries, Mrs. K. E. M. Spooner and Mrs. J. E. Rhodes. These prayer bands were officially reorganized and became a part of the Woman's Auxiliary of the PHC in April 1949. Mrs. D. D. Freeman served as their first president with oversight of the continent, which included organized ministries in each of the thirteen conferences. Other vibrant Woman's Auxiliaries were formed in Mexico, Central and South America, Costa Rica, Argentina, Canada, England, and Asia.

Ministry to Girls

Ministry to girls became a priority, and, beginning in 1946, programs were established to reach them for Christ. Pioneer Girls, Girl's Auxiliary followed the first organized Junior Auxiliary, and finally, in 1989, by "Girls Entering the Master's Service" (GEMS). In late 1999, the new Assemblies of God Missionettes program was adopted and customized by IPHC Girls' Ministries, and the first full-time general Girls' Ministries coordinator was appointed. Girls' Ministries has become an effective ministry reaching and evangelizing young girls through local churches.

From Generation to Generation

A self-evaluation of the Women's Auxiliary in the early '80s revealed a new generation of women in the church—women with many gifts and talents but whose time was at a premium. Changes were inevitable to meet the challenges of a new day. The first step was a name change to express the true nature of women's work through the local church. At the 1985 General Convention, Woman's Auxiliary officially became Women's Ministries. In 1989, Women's Ministries declared: "Three basic commitments: first, to the Lord; second, to our fellow believers; third, to our work and witness in the world." Women of the church joined the Target 2000 movement responding to the call of Christ on their lives and rising to reach and win the lost. At the fifteenth general Women's Ministries Convention in 2005, bold steps were taken to move Women's Ministries beyond the box of traditional ministry. The 2001-2003 Women's Ministries Task Force findings were presented. The previous structure was revamped to provide more options for local and conference Women's Ministries groups and encourage creativity and individuality in programming and outreach. At the 2009 General Conference, Women's Ministries was placed under IPHC Discipleship Ministries, further emphasizing the church's goal to help fulfill the great commission (Matthew 28:19-20).

The Vision Continues

Women's Ministries continues to explore how best to minister to all generations of women today. The COVID-19 pandemic prompted the Women's Ministries Board to re-assess our vision, mission, structure, and method of ministry to women. The Lord has provided fresh vision and creative insight for the ministry as we move into the next quadrennium. IPHC women flourish as they become more like Christ through His Word, a life of worship, and dedicated witness in the home, church, community, and world. We inspire, equip, and support conference and local church leaders and women on their journey to become more like Jesus. Our primary focus is the discipleship of women in the local church. We seek to provide opportunities for women to grow together and be inspired, equipped, and supported to use their God-given gifts. The vision of uniting women to serve the Lord and His church continues as Women's Ministries presses forward to even more remarkable accomplishments for the glory of God.

We honor those who have paved the way for ministry to women in the IPHC.

These women, our past presidents/directors, are the anointed, dedicated women to whom God gave the vision for organizing, equipping, and leading the Women's Ministries of the International Pentecostal Holiness Church.

Lila Berry 1945-1949
Blanche L. King 1953-1961
Agnes B. Robinson 1977-1985
Dollie Davenport May-Aug. 1989
Mary Belle Johnson 1997-2001
Tamé M. Lambert 2009 – 2014
Whitney Davis 2018-present

Addie Muse/Lila Berry 1949-1953
Lila Isaac 1961-1977
Lois Tripp Van Dyke 1985-May 1989
Doris L. Moore 1989-1997
Jewelle E. Stewart 2001-2009
Samantha Snipes 2014-2018

Current Vision Statement

IPHC Women's Ministries exists to inspire, equip, and support women on their journey to become more like Jesus.

We want every woman to find her place in Women's Ministries. We believe in women – their effectiveness in ministry, influence in the home, and power in the workplace and community. We desire to encourage every woman in her journey and provide meaningful opportunities for discipleship.

Current Mission Statement

We create opportunities and resources to help women discover their gifts and be empowered to advance Christ's mission through the local church.

1.) Connect

Connect women of all ages and cultures through a faith community of love, fellowship, and service

2.) Cultivate

Cultivate relationships that lead to opportunities for discipleship

3.) Celebrate

Celebrate what God is doing in the lives of women

4.) Create

Create atmospheres where women can be empowered and released in their spiritual gifts.

Current Strategic Goals

It is our prayer that ministry to women develops:

1.) Women of the Word

2.) Women of Worship

3.) Women of Witness



Structure For Ministry

IPHC Women's Ministries functions at three levels: general, conference, and local. This section contains suggested organizational structures at all three levels of ministry.

The General Level

- The General Women's Ministries Board/Council helps set the ministry's vision and mission. This Board provides resources and opportunities to help conference and local church Women's Ministries leaders inspire, equip, and support the women they serve.
- The General Director of Women's Ministries will be recommended by the Executive Director of Discipleship Ministries and approved by the Discipleship Ministries Council.
- The Women's Ministries Director will appoint the General Women's Ministries Board in consultation with the Executive Director of Discipleship Ministries and approved by the Discipleship Ministries Council. Any woman who is a member of the IPHC may serve on the General Women's Ministries Board. She should be a follower of Christ, a faithful member of her local church, and have the heart to serve women. General Board members will be appointed for a four-year term during the General Convention year.

- The General Women's Ministries Board Members will each be assigned one of the following profiles:

- Resourcing/Discipleship
- Inspiration and Story-telling
- Girls' Ministries Collaborator
- International Liaison
- Special Projects

For the General Level, it is recommended that:

- The board includes multigenerational representation.
- The board consists of ethnic, international, and multi-cultural representation
- The IPHC demography be considered for board representation

In the event the Director's position becomes vacant, the Executive Director of the Discipleship Ministries, in consultation with the General Women's Ministries Board, will recommend a director to the Discipleship Ministries Council for approval. Suppose other vacancies occur on the General Women's Ministries Board during the quadrennium. In that case, the General Women's Ministries Director, in consultation with the Executive Director of Discipleship Ministries, will make an appointment to complete the term.

Although Girls' Ministries functions under the supervision of Kids' Ministries, Women's Ministries maintains a cooperative relationship with Girls' Ministries. Healthy handoff of girls from Girls' Ministries to Women's Ministries is essential in the collaborative relationship.

The Conference Level

The ideas expressed here are a suggested but flexible structure for ministry to women. Through prayer and consultation with the conference leadership, the conference-level Women's Ministries Board/Council may adjust this structure to best fit their ministry context.

-The Conference Discipleship Ministries Director appoints the Conference Women's Ministries Director (or Conference Superintendent if there is no DM Director). This appointment may be made in consultation with a nominating committee if desired. This appointment should be made and re-evaluated in conjunction with the conference quadrennial business session every four years.

-The Conference Women's Ministries Board will be appointed by the Conference Director of Women's Ministries in Consultation with her conference leader. She may use a nominating process/committee if desired. Conference Women's Ministries Board members can be selected from among women who are active and supportive of ministry to women in their local church.

-It is strongly recommended that Conference Women's Ministries Board includes: multigenerational representation (preferably at least three decades) and ethnic/international/cultural representation.

-It is suggested that the Conference Board Members adopt position profiles similar to the General Level Board Member profiles.

The primary function of the Conference Women's Ministries team is to provide intentional support and encouragement to local directors; this includes providing innovative ideas, practical training, helpful resources, and growth opportunities. You should host a yearly event for local church leaders that is fun, inspiring, encouraging, and full of strategy for ministry. The conference Women's Ministries team should equip every local church director with the tools and support needed to succeed as a leader and fulfill the vision and mission of Women's Ministries. Additionally, the Conference Women's Ministries team cooperates with the General Women's Ministries Board to execute the vision and mission for the women of the IPHC.

The Local Level

Local Church Women's Ministries Leaders are the heroes! You are the reason we do what we do. The impact made on women in the local church is the focus of our entire ministry. Our chief aim is for women to be disciplined so they can then disciple- which happens in the local church.

- The pastor of a church should appoint the Local Church Women's Ministries Leader. This leader should be an active and supportive member of her local church who desires to serve women.

- In consultation with her pastor, the local church Women's Ministries leader may appoint a team to help lead the ministry to women in her church. These team members should be active and supportive members of the local church and have the heart to serve women.

- The local pastor should determine a set time period for the local Women's Ministries leader to serve and evaluate whether the leader will continue to serve at the end of the specified period. The same should be considered for the local church's Women's Ministries leadership team.

All IPHC Women's Ministries leaders (general, conference, and local level) will:

- Be active and supportive members of the IPHC and involved in ministry to women

- Plan and promote ministry to women in full support of Women's Ministries vision, mission, and strategic goals

- Strive to attend all meetings and events promoted by Women's Ministries

- Commit to being knowledgeable of the information in this Leader's Guide and participate in ongoing training provided by Women's Ministries

- Function well as a team by respecting and honoring the gifts of others and being faithful to the ministry profile assigned

- Implement and promote resources and opportunities provided by Women's Ministries

- Promote Vision Partnership

- Support Special Projects

- Commit to mentoring/training other leaders

This organizational structure for Women's Ministries exists to help guide your ministry development. Work with your pastor or conference leader to devise a plan/structure that works best for your ministry context. Feel free to contact the Women's Ministries Director at women@iphc.org with questions or if you need advice.



Finding your Place as a Leader

It is said that we each influence at least 250 people during our lifetime. We all have the responsibility of leadership. Every woman can be a leader, yet surveys show that most women vastly underestimate their influence.

What is a leader? A leader is a person who influences people to accomplish a purpose. How do you become a leader? A leader correctly assesses a situation and knows how to take the next step. Being a leader is more than having a title or overseeing others. Leaders view life experiences from a leadership perspective. Some are born with this ability, while others develop it. Good leaders learn to evaluate themselves as well as others. This evaluation includes recognizing one's strengths, skills, and weaknesses and helps the leader develop a team that complements them. Leadership takes time to develop. It also involves time for women to recognize their gifts and leadership skills.

According to John Maxwell in *The 21 Irrefutable Laws of Leadership*, seven key areas are found in leaders.

1.) Character

Leadership begins by developing your inner self, enabling others to see your character. Character is necessary for trust, and trust makes leadership possible.

2.) Relationships

Leaders have followers. Relationships make it easier for people to follow. The deeper the relationships with followers and those involved in the ministry, the easier it is for them to follow.

3.) Knowledge

The leader must comprehend the ministry's potential, needs, and vision for the future.

4.) Intuition

As essential as knowledge is, leadership requires more than raw data. A leader can communicate a passion for the present and a vision for new ministry strategies.

5.) Experience

A leader needs experience to demonstrate abilities. The experience can be in a related but transferable field. Experience is not a guarantee, but it encourages people to give you opportunities to show your abilities.

6.) Past success

Proven experiences show what you've accomplished. Additionally, each success is another example of leadership ability.

7.) Ability

People will follow as long as you demonstrate the ability to lead. People who no longer believe in your abilities will stop following you.

Leadership is an exciting challenge, but every journey is easier when you have someone on your side that has been down the road before. As a leader, we want to ensure that you have the support you need. Make a connection with other Women's Ministries leaders for support and encouragement. Please feel free to contact our office at any time during this journey- women@iphc.org. We are here for you!

Discovering your Spiritual Gifts

The spiritual gifts of women need to be discovered and developed. Knowing your skills and using them in ministry where they can be adequately expressed builds your sense of significance, competency, and contribution to the church. When you serve where you are gifted, you decrease your risk of burnout. It is easy to become weary in well-doing when working outside your area of expertise and effectiveness. We are more energetic in our tasks when we are doing something we love that comes naturally. Several tools are available to help you discover your spiritual gifts. We recommend: *Discover Your God Given Gifts* by Don and Katie Fortune.

Mastering the Details

Leadership is invigorating, but it is also challenging. You will not be the first woman to have to recalculate on the journey because of the amount of time, energy, and effort required to fulfill your calling. When you feel inadequate, take this opportunity to seek the Lord and commit anew to become all God has purposed you to be.

1.) Jesus First

Your relationship with Christ is your priority. You cannot serve from an empty tank. Commit to cultivating a personal relationship with Jesus above all else. Spend time daily in His Word and live a life of worship and witness. As you seek to know Christ more, you will grow to love, trust, and obey Him more. Out of this abundance, you will be able to serve and lead your family, friends, and others well.

2.) Time Management

Busy women are frequently chosen for leadership. Why? They live a life of proving they are capable of multi-tasking. Time management is necessary for every active woman, especially for Women's Ministries leaders.

3.) Communication

Communication is a vital part of leadership. If people are not informed, they cannot be involved. We live in an information age which makes communicating well challenging sometimes. People receive information from so many sources and often experience information overload. Communicating regularly and through several methods will be important to ensure you distribute information effectively. To ensure you communicate well, utilize phone calls, text messages, postal mail, email, and social media. Involve younger women in your communication system. Every new generation is more tech-savvy and has a better eye for compelling graphics and marketing ideas. Think creatively and be excited as you communicate!

4.) Strive For Excellence

John W. Gardner says, "Excellence is doing ordinary things extraordinarily well." We are all ordinary women, but we can make an impact in our sphere of influence in extraordinary ways. As a leader of women, our goal should be to strive for excellence in everything we do, in everything we say, and in how we conduct ourselves. We obtain excellence when we require more of ourselves than others do.

If you have been called and appointed to lead, we want you to know that you are not alone. Reach out to other leaders in your region or conference. You can also contact the General Office of Women's Ministries for advice and encouragement. You can email us at women@iphc.org. We are better together, and we want to come alongside you on your journey to lead and serve the women of our church well.



Leading Well

So far, you have learned the vision, mission, and goals of Women's Ministries. We want you to take your excitement and get others involved. Here are some things to remember for casting vision and generating enthusiasm as you embark on this exciting journey.

Leading Well In the Local Church

Pray

Before you begin anything, spend some time praying and perhaps fasting to hear from the Lord regarding the ministry you will lead. Ask key people to pray with you. These people should believe in what you are doing and have a heart for ministry to women.

Meet With Your Leader

Schedule a meeting with your pastor to gain their support for the vision of Women's Ministries. Your pastor will be able to share how ministry to women fits the vision of the church. It is vital for the local Women's Ministries leader to understand the vision of their local church to ensure Women's Ministries operates in harmony and support. Your pastor is an important partner as you lead Women's Ministries.

Choose and Equip Leaders

In consultation with the pastor, the local leader will choose the leadership team for the church. Make sure these women correctly represent the demographic of your congregation. Help each team member adopt a leader's profile that fits their giftings as they serve the women of your church. Make training resources available to local church leaders.

Executing Vision Mission and Goals

Remember the vision, mission, and strategic goals already mentioned and filter everything you plan for ministry to women through these elements.

Vision Statement

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2.)Cultivate

Cultivate relationships that lead to opportunities for discipleship

3.)Celebrate

Celebrate what God is doing in the lives of women

4.)Create

Create atmospheres where women can be empowered and released in their spiritual gifts.

Strategic Goals

It is our prayer that ministry to women develops:

1.) Women of the Word

- Bible Study, Small Groups, Bible Reading Plan, The Journey

2.) Women of Worship

- Prayer Groups, Worship Events/Services, Prayer Guides, Spiritual Disciplines

3.) Women of Witness

- Gather Podcast, Special Projects, NextGen, Mentorship

Cast the Vision

Gather the women of your church for a fun event. Promote the gathering and provide childcare. Choose a time that works best for most women. Create an atmosphere that welcomes all women and encourages them to return. Seek to form positive relationships. Share your heart and excitement for ministry. Listen to the needs of the women in your church and seek to meet those needs.

Evaluation and Feedback

Establish a routine of evaluating your ministry and fostering an environment for healthy feedback. Celebrate what goes well and work with your team to make improvements where needed.

Financial Responsibility

Handle finances with integrity for fundraising or special projects. Faithful stewardship is God's idea. If you support your local Women's Ministries Day or participate in Vision Partnership at the conference or general level, handle this money correctly and with accountability.

Connect with Leaders

Connect with Conference and General Women's Ministries Leadership. Please provide them with your contact information and get the same information from them. Attend leadership training and other events provided by your conference. Participate in social media and communication efforts from the conference level. Learn from and support other local church leaders. If you do not have a Conference Women's Ministries leader, please reach out to the General Women's Ministries at women@iphc.org.

Practical Ideas for Ministry

If you have women in your church, you must include ministry to these women. Even if you are part of a small congregation and don't have a team to help you lead, hosting a Bible Study is a great place to start- that is ministry to women. Don't despise small beginnings. Ministry to women in your context may begin small. Stay faithful and consistent and watch the ministry grow and flourish.

Practical Ideas for ministry to women:

-Gather for fellowship and fun- host meals, paint nights, exercise classes, games, and outings. This helps to build relationships.

-Gather for discipleship- Bible Study, small groups, prayer, and worship nights. These help women grow in their relationship with Christ.

-Gather to serve- partner with a ministry in your church or community to serve others. This helps to fulfill the Great Commission.

Leading Well as a Conference Women's Ministries Board/Council

All information already discussed for local-level leaders applies to your role. Additionally, you will need to consider the following:

1.) Relationships with your local church leaders should be one of your primary areas of focus. Know who your local church leaders are. Work with congregations that do not have a leader in establishing a ministry to women in those churches. Communicate regularly with these local leaders to encourage them and help provide resources. You can share this responsibility of caring for your leaders among the Conference Women's Ministries Leadership team.

2.) Discipleship comes first. We have traditionally been a ministry known for our service and fundraising efforts. While this continues to be a part of who we are, we must focus first on women's discipleship in the local church. Women will be mobilized to disciple and serve from the overflow of lives transformed by Christ. General Women's Ministries provides free resources to help our local churches on this discipleship journey.

3.) Plan to attend Women's Ministries Leadership Summits hosted every other year (on odd years) by the General Women's Ministries office.

4.) Remember that the General Women's Ministries Board exists to serve the local church and you, the conference leadership. You know the landscape of your women best and hear from the Lord about how best to minister to the women you serve. You have gifts, talents, and creativity. We celebrate that and want to support and come alongside you in your work.

All leaders should be committed to growing in Christ and growing in our leadership. Furthermore, we lead by example. As leaders, we should be committed to serving our local church and community well. We should create atmospheres where women can be released and empowered to use their gifts. We can connect with women and cultivate relationships by discipling them and celebrating their spiritual growth. Still, we have failed to finish our task if we do not release them to minister through God's gifts and calling on their lives. We should create atmospheres of opportunity for all women.



Helpful Resources

IPHC Women's Ministries Leader's Guide

This guide serves to help guide the general, conference, and local levels of ministry to women for the IPHC.

Yearly Theme

Every year, Women's Ministries has a theme for the year promoted in conjunction with Women's Ministries Day. We provide graphics and resources that reflect this theme. We encourage conferences and churches to adopt and utilize this theme and the free resources available to them. We also understand that conferences and churches often feel led to promote a theme specific to their women. We support this and provide flexibility and freedom for this.

Women's Ministries Day

Every year the General Women's Ministries office prayerfully selects a theme for the year and provides ideas and resources for local churches to use as they celebrate ministry to women. Traditionally, we acknowledge this day on the second Sunday in March, but congregations have the freedom to choose a date and time that works best for them. The goal is for each church to celebrate what God is doing in and through the women in their congregation. The local church Women's Ministries leader should work with her pastor to discuss how their church will recognize this day.

Here are some ideas of how Women's Ministries Day can be celebrated:

- Use the provided theme events and resources or create your own
- Invite a woman to preach/speak for the service
- Have your pastor preach about the theme
- Show a video with pictures of women serving in your church
- Plan a women's event during the week to celebrate instead of a Sunday morning service
- Be creative! Have fun celebrating!

Book of the Year

Every year a book is selected to help challenge and encourage the women of our church. We encourage you to read this book and possibly lead a book club with the women of your church or conference to discuss what you learn. A book club guide is available under the resources tab at iphc.org/women.

Virtual Women's Event

Every year Women's Ministries hosts a Virtual Women's Event during the last week in March. This event includes worship, encouragement, a message, stories from women like you, and more. We encourage all churches to gather the women in the congregation and community and tune in live to this event. It can also be streamed at a different date and time if the scheduled time does not work best for you. This event is a powerful time for us to gather together in all corners of the world, to worship and grow collectively. The virtual event can be accessed on our website, FB page, or YouTube.

Monthly Newsletter

Every month a newsletter is available to keep you informed of the latest happenings in Women's Ministries. It's available in Spanish and can be found on our website and sent out via email. To subscribe to our email list, inquire at women@iphc.org.

Gather Small Group Resource

Gather is a monthly small group resource from IPHC Women to help you connect women in your local church to Jesus Christ and each other. Gather can be hosted in the church or homes. We provide you with a devotion, conversation questions for discussion, and practical life application. This is a powerful tool to promote connection and community and grow together. Gather is available in Spanish as well. Gather can be downloaded for free under the resources tab at iphc.org/women

The Journey

Discipleship Ministries has created a fantastic resource that can be used for small groups or bible studies to promote more profound spiritual growth. This helps support our strategic goal of becoming women of the Word. A Leader's and Participant's Guide is available for this resource and is available for free download at iphc.org/thejourney. You will explore how to Know Jesus, Love Him, Trust Him, Obey Him, Abide in Him, and Be Blessed by Him.

Gather- Women Better Together Podcast

Women's Ministries has a podcast. We feature faith-filled encouragement and incredible stories of women in our church. Be sure to check it out at iphc.org/gatherpodcast. It is also available on Spotify.

Recommended Resources

Follow us on Social Media or check out our resources tab at iphc.org/women for a list of continually updated resource recommendations for ministry to women.



Special Projects

For decades Women's Ministries has supported several special projects, many of which are directly connected to the IPHC. In recent years, we have seen a need to streamline these efforts to focus on discipleship and be more effective with these partnerships.

We encourage you to inform your churches of these opportunities at the conference and local level. Rather than hosting traditional fundraising drives, we encourage you to partner with the pastors of your conference to take up offerings. Additionally, we encourage you to appeal to business owners and donors to help support these projects. We hope that the IPHC movement will collectively catch the vision to support these projects in the future.

If you are a local church leader, please communicate with your conference leader about how to send funds raised to the general office. If you do not have a conference Women's Ministries leader, you may give directly to the General office online, through ERS, or by mailing funds to the general office.

The following are special projects Women's Ministries partners with and supports.

1.) Christmas 4 Missionaries

Formerly known as Agnes Robinson Missions Offering, this is an annual opportunity for people to help provide a monetary Christmas bonus for our full-time and retired missionaries. Payments are made to the missionaries in late November to help with Christmas expenses. This offering tells a story that is still being written. It is the story of dollars given by IPHC Women around the United States, dollars that spread heartfelt smiles, holiday meals, needed medicine, precious memories, and more in their wake. These dollars tell a story of care to countless missionaries and their children. But they tell other stories as well. Russell Board, Director of Missions for Asia/Pacific, overcame tight finances caused by the falling dollar value in Japan and brought increased Christmas cheer to his family. Gifts were purchased, meals were shared, children came home, equipment was repaired, emergencies were covered, and the list goes on and on. Missionaries can decide how best to use these funds. It is an honor to partner with and bless our IPHC Missionaries at Christmas. We promote this offering from the general level in July as a "Christmas in July campaign." If possible, these funds should be submitted to the General Women's Ministries office by October 1st.

To give directly to the general office:

- Online: <https://give.iphc.org/project/womens-christmas-4-missionaries>
- ERS project code 02114P
- Mail: Women's Ministries, P.O. Box 12609, Oklahoma City, OK 73157
(ensure you note funds to Christmas 4 Missionaries)

2.) Vision 4 Education

For over 75 years, the women of the IPHC have seen the importance of education, especially the need for it in a Christian environment. IPHC Women's Ministries has worked in local churches for many years to provide aid and assistance to students attending our denominational institutions. The students attending Advantage Bible College, Emmanuel College, Holmes Bible College, and Southwestern Christian University continue to be blessed by your giving.

Vision 4 Education is a special time for each of our denominational colleges to receive funds raised by IPHC women throughout the year. This effort provides scholarships for students and resources for IPHC institutions. We invite everyone to participate by giving.

To give directly to the general office:

-Online: <https://iphc.org/discipleship/women/vision4education/>

-ERS project codes: Advantage College- 02165P, Emmanuel College- 02101P, Holmes Bible College- 02177P, Southwestern Christian University- 02163P

-Mail: Women's Ministries, P.O. Box 12609, Oklahoma City, OK 73157 (note funds to Vision for Education and include which school)

Falcon Children's Home and Family Services

For over one hundred years, Falcon Children's Home has provided a home for children who cannot live with their parents. Established in 1909, it has been estimated that approximately ten thousand lives have been directly or indirectly touched by the various programs offered by Falcon Children's Home. This ministry now provides care for teenage mothers and babies, a foster care and adoption program, and a recovery home for victims of human sex trafficking, and their reach continues to grow. The Harvest Train offering provides for this organization, but more importantly, ministers to those they impact. Each year, Falcon Children's Home hosts this special event on Tuesday before Thanksgiving called Harvest Train. Harvest Train offerings may be collected throughout the year; however, this offering will be presented annually at Harvest Train. The highlight of the Harvest Train service is a special program presented by the children and staff of Falcon Children's Home. For more information on Falcon Children's Home, visit: <https://www.falconchildrenshome.org/>

To give directly to the general office:

-Online: <https://give.iphc.org/project/harvest-train>

-ERS project code 02155P

-Mail: Women's Ministries, P.O. Box 12609, Oklahoma City, OK 73157
(ensure you note funds to Harvest Train)

Blanche King Scholarship

The Blanche L. King Scholarship program is funded by the Women's Ministries of the International Pentecostal Holiness Church to assist children of IPHC Missionaries in furthering their education at one of the denominational colleges. The scholarship is named in honor of the third General Woman's Auxiliary (now Women's Ministries) President and the wife of Bishop J.H. King.

Mrs. King had the distinction of being the first teacher hired for Franklin Springs Institute (now Emmanuel College) in 1919 and gave the baccalaureate address for the 50th anniversary of the college in 1969. She had a deep love for the education of children of missionaries.

Scholarship amounts vary yearly due to the number of applications and the funds raised. To apply for this scholarship, the form can be downloaded on our website and submitted to women@iphc.org by July 1st. Applicants must apply for the scholarship every semester. More information can be found at: <https://iphc.org/discipleship/women/womens-ministries-scholarships/>



Partnership

Our efforts combine to make a more successful ministry when we work together. Women's Ministries exists to partner with the conference and local Women's Ministries leadership teams for fruitful ministry.

Prayer Partnership

Ministry to women must be grounded in prayer. We encourage you to establish a prayer team and encourage the women you serve to pray for Women's Ministries. Pray for the Lord's will to be done in the lives of women that they might be transformed for His glory.

Vision Partnership

We believe Women's Ministries exists to be an arm of the church, uniquely designed to equip women for the work of discipleship. Vision Partnership is your opportunity to link arms with our ministry as we seek to impact and invest in the lives of women. Local churches are encouraged to send a \$100 yearly partnership contribution to their conference office in January. The conference divides this contribution- fifty percent stays to help fund the Conference Women's Ministries, and fifty percent is sent to the General Women's Ministries fund.

Benefits of Becoming a Vision Partner include:

- Partnering with the vision, mission, and goals of IPHC Women's Ministries
- Investing in ministry to women that includes spreading hope, freedom, and empowerment
- Investing in making resources available to local churches to disciple women. Many resources are created and made available free of charge to our IPHC church family. Your investment helps offset the cost of this resourcing.

- Receiving quality content, support, and opportunities to grow in your discipleship and leadership journey.

- Partnering with a movement that aims to make disciples who make disciples.

Individuals and churches can contribute any amount to partner with Women's Ministries. Online giving is available at <https://give.iphc.org/project/womens-ministries-general-fund>.

Partner through a Women's Ministries Day Offering

We also encourage those who have a Women's Ministries Day event to collect an offering to support your local and conference Women's Ministries. This offering is divided evenly between your local church Women's Ministries, and half is sent to your Conference Women's Ministries. This offering can help fund your ministry efforts at the local and conference level.

Partner through Involvement

Commit to being involved in Women's Ministries. Catch the vision and run with it. Utilize the suggested structure and resources to help you as you lead the women you serve.

Ways you can be involved include:

- Attending the Quadrennial Women's Ministries Convention.
- Plan with your team in harmony with the vision, mission, and goals of IPHC Women's Ministries
- Make the discipleship of women in the local church your chief aim
- Participate in celebrating Women's Ministries Day

Reach out for help when you need it. Support and cheer for others on the journey.

Partner Online

Join our online platforms and stay involved through Facebook and Instagram. Use these tools to connect with the General and Conference Women's Ministries team and cultivate relationships with others involved in ministry to women. Participate in discussions. Share opinions and suggestions. Ask questions. Learn from and support others.



Mentorship

We know that we must emphasize the importance of mentoring the next generation of women and leaders in the church. A mentor is someone a little ahead of you on the journey of faith and life, someone going where you want to go, and someone willing to invest in helping you get there. We should seek this type of relationship from those wiser and farther down the road than we are. Additionally, we should be committed to making ourselves available to mentor others. All women in leadership roles in Women's Ministries should intentionally mentor at least one to two women. You do this by giving of your time, inviting these women into your life, and doing life with them. You provide mentorship by meeting with your mentees regularly to check their physical, emotional, and spiritual lives. You can provide support and insight when needed. Celebrate with them. Be authentic and honest with them. Help them set goals for growth and respectfully hold them accountable. Give them opportunities to serve and lead with your support. You should always be "working yourself out of a job" by helping to raise up the next leader for your position. Lee Grady's book *Follow Me* is an excellent resource to help you navigate mentoring and discipling the women in your life.

NextGen Leaders

We believe recognizing and including Next Generation women in your ministry is vital. They are the future of the church, and we need them. Today's young adults seek a supportive mentoring relationship with older leaders. For several decades the face of Women's Ministries has been aging. The number of women 35 and younger participating in our events is decreasing. To remedy this, we encourage leaders to take the first step. We want NextGen Leaders to be involved at all levels in Women's Ministries.

According to Barna's Research group: "From age 20 to 29, most individuals face many life-shaping decisions," such as:

- whether to finish college
- what career to pursue
- where to live
- whether or not to get married
- who to marry
- if and when to have children

Barna Research also reveals that millions of Americans in their twenties, who were active in church during their teens, go through their most developmental decade while putting Christianity on the backburner. This age group is significantly less likely to attend church services, donate to churches, and commit to Christianity.

With knowledge of these statistics, we must reach the next generation of women and help them find their place in Women's Ministries. These statistics confirm our belief that the healthy handoff from Girls' Ministries to Women's Ministries is vital.

Women's Ministries leaders on every level should be identifying women in their twenties with leadership potential. Many women have not found a place or been able to use their gifts in the church and are now busy making a difference in the secular world through their marketplace influence. Many women in this age group long for a place at the table in ministry to women. When we notice these leaders, we must include them. Be diligent in appointing these leaders to your team. When planning, make sure this leader's input is valued and utilized. Listen to what she says and consider it when planning for your ministry. Your NextGen leader does not want to change who you are. She does want you to embrace her as she is. Do not try to make her be like you. Just give her a place. Focus on inspiring your NextGen leader. Make her a regular part of your personal life and leadership. Whatever you do as the leader, bring her alongside. As she walks with you, she will soon be inspired with the same passion you have to see women thriving in Christ. She will catch the vision for ministry to women and be empowered on her journey to serve.



Remember

You are valuable in the Kingdom of God and vital to IPHC Women's Ministries. We are grateful that you have partnered with our ministry to serve the women of our church. You have incredible gifts and God-given potential, and we are cheering you on as you use your skills and talents to help women become more like Christ. We are here to serve you. When ministry gets difficult or feels overwhelming, please reach out to us. We want to encourage and help you on the journey.

Here are a few statistics regarding women today:

1 out of 8 women will suffer from depression

Almost 25% of women suffer from anxiety

Females attempt suicide twice as often as males

1 in 5 women will suffer from rape

42 percent of women suffer from gender discrimination

72 percent of women suffer from loneliness

4 out of 5 women have low self-esteem

Not only is there a world full of women who do not know Jesus walking through these statistical realities, but these are also the women sitting in our churches every Sunday. Women are crying out to be seen, valued, and heard, and I believe the church and we as believers must be a place that offers what the world can't give. Jesus. We are a place of hope and people of promise. Let's come alongside women to support them on their journey, for this is discipleship.

The Great Commission to “Go and make disciples” assumes that to make disciples, we must be a disciple. As we seek to learn and grow in our personal journey with the Lord, we are extending our hand to invite other women to journey with us.

Are we helping women learn to be more like Christ? Are we teaching women how to study God’s Word? Are we showing them how the power of God’s Word can transform their lives? Are women’s lives different because Scripture affects their decisions, the ways they prioritize their time, and their impact on others?

Let us create space within our existing ministries that fosters a lifestyle of welcome, a lifestyle of coming alongside people in the everyday ordinary. Let’s walk with women those six days between Sunday on the journey.

Let’s be a community of women gathered together to live more whole-heartedly. Let’s sharpen, challenge, love and inspire one another to scatter back out to our worlds bearing the mandate to be women that love.

We want to see women grow in their relationship with the Lord, their identity in Christ, and their faith journey. We want to see women emerge into holy purpose with the gifts they have been given to come alongside and disciple other sisters and friends in the faith. We want to become cultivators of community in the places where we live and work outside the church walls. Let’s be real and intentional about getting to know our acquaintances and neighbors. Let’s be witnesses in our Jerusalem. The long-term investment in these relationships will produce the fruit of discipleship. Keep showing up. Be consistent. Love as He loves. We are ready to see women rise and take their seat at the table, find their voice, and raise it to advance the Kingdom of God.

We are here for you. Thank you for your service to the Kingdom of God. If we can ever serve you or assist you, please reach out to women@iphc.org.

With you on the journey,

Whitney Davis and the IPhC General Women’s Ministries Board

Thank you so much for all the ways you serve
Jesus Christ and the women of the church.

You can reach out at women@iphc.org

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