Destination Guide

Finding your place in Women’s Ministries...
This book has been produced under the direction of the IPHC Women’s Ministries office in Oklahoma City, Ok. Women’s Ministries is a part of the Discipleship Ministries Division.

REVISIONS FOR 15TH EDITION
Tamé Lambert
Irvina Parker

LAYOUT & DESIGN
Lindsey Snider
Irvina Parker

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2013 – 2017
IPHC WM Board

Director
Tamé M. Lambert
tlambert@iphc.org

Assistant Director
Brenda Grasty
brendagrasty@yahoo.com

Secretary
Patsy Deese
hapyface@mail.clis.com

Board Members
Michelle Drake
r.drake@cox.net
Janice Marshburn
janicemarshburn@embarqmail.com

Lydia Trevino
chosenheart@sbcglobal.net

Samantha Snipes
samsnipes@gmail.com

Girls’ Ministries Director
Irvina Parker
iparker@iphc.org

MWF Director
Susan Beacham
sbeacham@okheart.com
Welcome to IPHC Women’s Ministries!

Don’t you just love a road trip? Since moving to Oklahoma four years ago my husband and I have mastered the art of road trips. We pack the cooler with drinks and a snack bag with goodies and set out for our destination. The most important part of the trip is setting the GPS to guide us along the way. It always tells us when we have made a wrong turn and then it recalculates to get us back on the right road.

In accepting the position as a leader in Women’s Ministries, you are embarking on the most exciting road trip of your life! Women are unique creatures with many different needs and challenges. As a leader it is important to understand these needs and find innovative ways to minister to every woman according to her interest.

While traveling this road there will be challenging times as you experience the many bumps along the way, but the benefits of reaching your destination far outweigh these challenges. Consider this Destination Guide to be your road map or GPS to a successful ministry to women in your local church. There will be times when you have to recalculate. However, the most important thing is for you to find God’s direction for the women in your local congregation and move forward. Ask the Holy Spirit for creative ideas that will help you have a dynamic ministry to women and get ready for the journey of a lifetime!

Remember, genuine life-change happens when someone enters a woman’s emotional world, connects with her, and encourages her on a personal level.

May the Lord bless you in your travels.

Tamé
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This Destination Guide is designed to help you find your place in Women’s Ministries. WM provides opportunities for women to come together to share God’s Word, to grow spiritually, while receiving inspiration and encouragement. WM offers ministry to women of all ages and cultures. Our goal is to inspire, challenge and encourage all women, by helping them understand their value as they enjoy their relationship with God, and each other, while having fun on this journey called life.

We understand that a successful Women’s Ministries requires both foundational structure and the development and nurture of life-giving relationships. Our hope is that, through the resources we provide, your Women’s Ministries will become unique while still remaining connected.

Reviewing this Destination Guide is the first step in getting you on your way to a successful Women’s Ministries. It contains the help you need to have an effective WM in your local church or conference. Topics include:

- Initiating Women’s Ministries in your church
- Understanding the C4 Mission of Women’s Ministries
- Structure: C Groups & Celebration events
- Women’s Ministries at the local, conference and general levels
- Finding your place as a leader in Women’s Ministries
- Creating an atmosphere of opportunity and excellence
• Incorporating next generation leaders
• Online resources & other tools for success
• Extended Structural Guidelines (WM Bylaws Report - adopted 7/13)
• Girls’ Ministries
• Glossary of terms used within WM and the IPHC
• Topical index

After studying this Guide:
• Complete the Concept Review at the back of the book or download it from our website.
• Mail the completed answer form, along with the $10 certification fee (check or money order made out to IPHC WM) to:

  **IPHC Women’s Ministries**  
  Attn: Leadership Development  
  PO Box 12609  
  Oklahoma City, OK 73157

  Your completed form will be reviewed by one of our staff.

• When your review is finalized, a Certification Kit will be mailed to you indicating you have completed this Destination Guide in Women’s Ministries.
• Each conference WM director is notified quarterly of women in her conference who have successfully completed the Destination Guide.

Finally, let this Destination Guide be a continuing resource as you develop your Women’s Ministries organization. Our prayer is that, as you walk through the following pages, God will give you an even greater vision of what can be done through Him and Women’s Ministries.
Introduction
This organization is known as Women’s Ministries (WM) of the International Pentecostal Holiness Church. It is a ministry, unique to and for women, which functions on the local, conference, and general level in full support of the vision and goals of church leadership.

WM operates in full support of the vision and goals of church leadership.

The purpose of Women’s Ministries is to be an extension of the local church. It is our goal to equip and empower you to have a fresh and innovative ministry for women of all ages and cultures in your local church and community. As a leader of women, it is important that you cast the vision to everyone around you. So catch the vision of our C4 Mission and become a vital link in the network of IPHC Women’s Ministries.

Vision Statement
There is a place for every woman in Women’s Ministries

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

Strategic Goals
(Romans 12)
1. Spiritual transformation and growth
2. Excellence and effectiveness in ministry
3. Optimum involvement in service

Mission
The C4 Mission of WM is the lens through which we evaluate everything we do. It is a tool for you as a leader, but also for every woman in your church.
CONNECT
...women of all ages and cultures through fellowship and service

CULTIVATE
...cultivate positive relationships that will provide opportunities for discipleship

CELEBRATE
...celebrate what God is doing in and through women

CREATE
...create an atmosphere where women can be released into their giftings
In the previous pages you’ve learned what the vision, mission, and goals are for Women’s Ministries. You’re excited, but how do you share this excitement and get others involved? Here are a few steps for casting vision and generating enthusiasm as you embark on this exciting journey taking one step at a time.

**STEP 1: Pray, Pray, Pray**

Ask key people to pray with you. These people should believe in what you are doing and also have a heart for a ministry to women.

**STEP 2: Schedule a Meeting with the Pastor**

Schedule a meeting with your pastor to gain his/her support for the vision of Women’s Ministries. Why?

- Your pastor is ultimately responsible for all the activities involving the local church and should be included in any decisions affecting its women.
- Your pastor will be able to share how WM fits into the overall ministry vision of the church. It is vital that WM leaders understand the vision of the house and ensure that Women’s Ministries is submitted to it and supporting it.
- The pastor’s influence and support will speak to other church leaders.
- Your pastor is an important partner as you lead WM.
- A good relationship with the pastor is key to the success of Women’s Ministries.
STEP 3: Choose and Equip Leaders

How to choose?

• We recommend that, for newly forming or revitalizing WM, the pastor appoint the WM Director.

• Together, pastor and director will choose a leadership team of at least three women to function during the start-up period. Make sure the women chosen correctly represent the demographics of your congregation.

• After a year of experience, choose leaders according to the guidelines on page 77.

• Individually or as a team, study the Women’s Ministries Destination Guide.

• Each team member should complete the Concept Review at the end of the Guide and follow instructions found on that page.

STEP 4: Cast the Vision

• Cast the vision by inviting all women of the church to a fun night out.

• Find a time that is best for everyone.

• Promote and publicize through newsletters, bulletins, email, social media, and phone contacts.

• Secure Facilities and Child Care – for women with preschoolers, child care is essential.

• Create an atmosphere that encourages women to attend and return.

• Help positive relationships to be formed.

• Be a team player on the Discipleship Ministries team.

✧ As new leaders it is important to keep the total picture in mind. Many ministries serve a local church. How WM relates to them will have far-reaching impact. Be supportive of all ministries and maintain an attitude of cooperation.

✧ Remember to coordinate WM activities and events with other departments to avoid overlapping.
• Make it a priority to know and understand the goals and C4 Mission of WM.
• Seek to understand the women you want to reach.
  ✧ Use the C4 Assessment Tool, (available at www.iphc.org/women).
  ✧ Evaluate which needs are being met and which require more attention. Set goals.
  ✧ Reviewing the results of the C4 Assessment Tool will help your leadership team determine goals for your WM.
  ✧ Ask: How can the C4 Mission meet the needs expressed through the C4 Assessment Tool?
  ✧ Make goals relevant, exciting, and challenging.

Plan C Groups and Celebration Events
• Be flexible. The goal is to meet the needs of your women. Adaptability increases your potential.
• Be selective. Don’t overly commit the women in activities that require time away from families or jobs.
• Be inclusive. The more C Groups you offer, the more women you will connect with. Use the C4 Assessment Tool as you decide which C Groups to offer first. Then, as new ideas present themselves, branch out and form more C Groups.
• Be purposeful—C Groups and Celebration events should:
  ✧ Be full of purpose
  ✧ Be handled with excellence and authenticity
  ✧ Send women out with a sense of fulfillment
• Be connected:
  ✧ Establish seasonal Celebration events where all the C Groups come together as a community to celebrate what God is doing in and through the women of your local church.
  ✧ Publicize and support Conference WM Celebration events. There is power and anointing when we are connected and unified.
STEP 7: Financial Accountability

Be intentional about financial accountability and record-keeping.
Faithful stewardship is a God-idea.
• Handle all funds (offerings/ticket-sales/support/fund-raising) with integrity.
• Put money where it is supposed to go.
• Send the appropriate tithes on to your Conference WM via ERS or using the downloadable report form from the IPHC website.
• Support your local and conference WM with a WM Day offering. (half is sent to the conference WM and half stays in the local church)
• Charter your local WM through your conference with annual charter fee.
• Make your C Groups and Celebration events aware of the special ministries IPHC WM supports. Different opportunities will appeal to different groups. (See Chapter 7)
• Records provide memories and inspiration.
• Determine who possesses organization and record management skills and release them into their gifting.

STEP 8: Connect with Leaders

Connect with conference and general WM leadership.
• Provide conference leadership with all your contact information and get the same from them.
• Add conference leadership to your WM mailing list.
• Attend leadership training and Celebration events provided by your conference WM.
• Participate on the IPHC WM Facebook page.
  ✤ Participate in discussions. Share opinions and suggestions. Ask questions.
  ✤ Use it to cultivate relationships with other WM Directors around the globe.
  ✤ Learn from and support each other.
  ✤ Prayers and creativity multiply exponentially.
Chapter 2

Finding Your Place as a Leader of Women

It is said that during a person’s lifetime, we all influence at least 250 people. We each have the responsibility of leadership. Every woman can be a leader. Yet results of surveys show that most women greatly 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 read themselves as well as others. Reading themselves includes knowing their strengths, skills, and weaknesses. This enables leaders to develop a leadership team that complements them. Leadership takes time to develop. It also involves time for women to recognize their leadership skills.
According to John Maxwell in *The 21 Irrefutable Laws of Leadership*, seven key areas are found in leaders.

1. **Character.**
   Leadership begins as you develop 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 potential, the ministry needs, and a vision for the future.

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

5. **Experience.**
   A leader needs experience to demonstrate abilities. It is possible for the experience to 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. When people no longer believe in your abilities, they 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. We want to make sure that you, as a leader, have the support you need. Make a connection with other WM Directors for support and encouragement. Please feel free to contact our office at any time during this journey. We are here for you!

Discovering Your Spiritual Gifts
The spiritual gifts of women need to be discovered and developed. Knowing a woman’s gifts and plugging her into a ministry where she can express them builds her sense of significance, competency, and contribution to the church. Encouraging a woman to serve as she is gifted lessens burn out. It is easy to become weary in well doing when a woman is working outside her area of expertise and effectiveness. But we are more energetic in our tasks when we are doing something we love and comes naturally. A number of tools are available to help women discover their spiritual gifts. Many books on spiritual gifts are available for study. We recommend: *Discovering Your God Given Gifts* by Don and Katie Fortune.

Create an Atmosphere of Opportunity
The last component of the C4 Mission of WM is to “Create an atmosphere where women can be released into their giftings.” We can connect women and then cultivate relationships by discipling them, and celebrate their spiritual growth, but if we do not release them to minister through the gifts and calling God has on their lives, we have failed to finish our task. And really, our task is not just to release them; it is to create an atmosphere where they can be released. We like to call it the “atmosphere of opportunity.”

What happens to all the leaders-in-training and NextGen Leaders you mentor? Knowledge and passion alone are not enough; there must be opportunity. It is important that WM Leaders start creating and identifying opportunities.
Mastering the Details
Leadership is invigorating, but it is also challenging. You won’t be the first woman to have to recalculate on this road trip because of the amount of time, energy, and effort required to fulfill your calling. When you feel inadequate, take this opportunity to become all God wants you to be.

God empowered Moses to do what needed to be done, and He will give you what you need for the journey. We have listed some skills you need to develop in order to be more effective as a leader. God has not changed. He will be with you as you begin to develop these leadership skills in your own life.

Time Management
Busy women are frequently chosen for leadership. Why? They’ve already proven themselves capable of multi-tasking. Time management is a necessity for every busy woman, but especially a WM leader.

Proof Reading
- Every document that leaves your ministry is a representation of you. The quality of that document reflects directly on you as a leader.
- Decide as a team that no document will be sent out or distributed until it has been reviewed in detail by at least two WM board members.

Record Keeping
- A good representation of your WM should be available through your records, financial and otherwise.
- Copies of all brochures, handouts, reports, event programs, listing of WM board, annual calendars, etc. help create a picture of your WM.
- Keep adequate records and help pass history on to your successors.
Reporting
• Reporting is an important link in the communication process.
• The wonderful statistics and announcements made in various publications and meetings are frequently based on your reporting.
• Reporting is also a valuable tool to assist each group in evaluating itself.
• Reporting helps groups stay accountable.

Reporting details in Extended Structural Guidelines
page 74 for conference and page 81 for local

Publicity
Communication is critical in the success of any endeavor. If people are not informed, they cannot be involved and any effort will become ineffective. Appoint a publicity team or assign this portfolio to one of your board or advisory council members.
• Think creatively. Keep in mind that people respond to exciting, creative forms of advertisement. Facebook, Twitter, Instagram, email, videos, and giveaways are great ways to publicize special events.
• Involve your younger women. The younger generation is tech-savvy. Have them create advertisements and event announcements for Facebook and Youtube. They can also do a great job designing layouts for posters, hand-outs, post-cards, and even graphic ads for your church’s website.

View your WM as the unique group it is. You have stories of goals met, projects completed, new ministries formed, C Groups, Celebration events, and outreaches. We would love to hear about your stories. Post something on our Facebook page, or send us an email... and remember to include digital photos.

Striving 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.
I am careful not to confuse excellence with perfection. Excellence I can reach for; perfection is God’s business.

- Michael J. Fox
For a woman, genuine life-change happens when someone enters her emotional world, connects with her, and encourages her on a personal level. Obviously, it would be unhealthy for a male pastor or leader to have this type of relationship with a woman in his congregation. The Bible clearly tells us that women are the best models of godly behavior for other women. This is why ministry to women, by women, is a vital part of a healthy congregation.

Why have a Women’s Ministries? Scripture commands it. In his letter to Titus, the apostle Paul includes instructions on proper church conduct. After describing the qualifications for elders, Paul instructs Titus on what to teach older men and “likewise” to teach older women so that older women can teach younger women (Titus 2:1-5).

God created men and women differently, and a wise church pays attention to the distinctive needs and temptations of men and women. We recognize that some of those issues are best learned and applied in single-sex groups, and having a deliberate, biblically-based, Women’s Ministries allows the different needs of women to effectively be addressed.
To minister effectively to the 21st century woman we need to look more closely at who she is:

1. She is in her early to mid-20s beginning to establish herself in a career and finding her role in life.
2. She is a newlywed, adjusting to sharing responsibilities.
3. She is a single mom struggling to adjust to a new lifestyle following a divorce or the death of a spouse.
4. She is over 40 and childless.
5. She is 40 to 50 and coping with the empty nest syndrome.
6. She is a grandmother, adapting to this new role in life.
7. She is a middle-age woman who is rearing her grandchildren. She wonders if she has the stamina to keep up with them.
8. She is a senior adult over 60, sometimes caring for a disabled husband.
9. She is over 65 and retired. She is adjusting to a different lifestyle.
10. She is a caregiver to aged parents.
11. Women no longer attend a function just because it is there. They have many demands competing for their attention.
12. Women today are highly educated and hold responsible positions. Their expectations are higher while their needs increase.
Leadership

- The leaders of each local WM is called the WM Board.
- Each member of the WM Board shall be selected from active and supportive members of her local Pentecostal Holiness Church.
- The Women’s Ministries executive committee will consist of a director, assistant director, and secretary-treasurer.
- The WM board will consist of the executive committee, the Girls’ Ministries coordinator, and the senior pastor’s wife.
- The WM advisory council will consist of the executive committee, the Girls’ Ministries coordinator, the senior pastor’s wife, and the leader of each C Group.
- We recommend that you appoint a NextGen leader to be a part of your WM board for the purpose of mentoring and helping them find their place in the kingdom. You will find more information about NextGen leaders in chapter 8.

C Groups

We all long for a place where everyone knows our name… C Groups can provide just that! They will provide a place where friendships deepen and relationships are cultivated. These smaller shared interest groups let women bond with each other.
- Women want to connect and C Groups are the place for that to happen.
• C Groups can happen weekly, biweekly, or monthly. The goal is to meet the needs of your women, and adaptability increases your potential. The more C Groups you offer the more women you will connect with.

• Use the C Group Assessment Tool to determine which C Groups to start first. Then, as new ideas present themselves, branch out. The C Group Assessment tool can be downloaded at www.iphc.org/women.

• C Groups do not need to be large. Any size can work, as long as the women in the group feel connected.

• C Groups provide opportunities to cultivate positive relationships.

• C Groups can form around fellowship, study, exercise, similar life circumstances, hobbies, fund-raising, volunteerism, etc. The following ideas are:
  ✦ Zumba (Fitness)
  ✦ Cooking
  ✦ Bible Study
  ✦ Scrapbooking
  ✦ Knitting
  ✦ Shopping
  ✦ Movie Night
  ✦ Prayer

• Make sure you give your C Group a fun name that adequately represents what you are doing.

• C Groups should:
  ✦ Be full of purpose
  ✦ Be handled with authenticity and excellence
  ✦ Send women out fulfilled and empowered

Celebration Events
Establish semi-annual or seasonal Celebration events where all the C Groups come together in unity of heart and purpose to celebrate what God is doing in and through the women of your local church.

✦ These events could take the form of an evening service, a banquet, a brunch, local conference/retreat, etc. They are a great way to reach out to all women in your church and
surrounding community and help women find their place in Women’s Ministries.

✧ Since one-time events don’t require ongoing commitment by participants, they are also good opportunities for women to invite friends.

✧ These events allow you to communicate to the majority of women in your church at the same time, generating excitement and a sense of community.

✧ Plan to include announcements of upcoming activities, projects, and opportunities.

✧ Consider introducing C Groups through Powerpoint or tables at the back and allow women to sign up for involvement.

• Celebration events are a great place to offer leaders in training opportunities to be released into their giftings.

• Celebration events take the place of the monthly WM meeting. Except in extreme cases, most business should be handled in WM board meetings.

**Balance the types of Celebration events you offer.**

**WM Day**

Every year the General WM office prayerfully selects a theme and provides ideas and resources for you to use this theme on WM Day or at another time when you choose to celebrate what God is doing in and through the women in your church and in the IPHC around the world.

Set up a time with your pastor to discuss ways to celebrate WM Day. Here are just a few ideas:

• Emphasize WM Day the second Sunday in March, in the morning or evening service.
  ✧ Use the provided theme events or create your own.
  ✧ Invite a woman to preach about the theme.
  ✧ Have your pastor preach about the theme.
  ✧ Use your ladies to present the provided program.
  ✧ Show video or powerpoint with photos of your women in action through the year.

• Women’s evening event during the week following tea, brunch or luncheon the day before.
In addition to the resources provided on the general WM website (www.iphc.org/women), brainstorm with your WM Board for more ideas that will celebrate the women in your congregation. This is also a great time to promote your C Groups and upcoming Celebration event.

Consider doing an outreach to women during WM Week. Provide a meal or hold a mini-Celebration event at a local women’s shelter, hold a fundraiser for breast or cervical cancer, provide a one day women’s medical clinic at a nearby apartment complex or senior center. The possibilities are endless.

**Reporting and Finance**

1. The local WM Board will devise methods of involving all C Groups in fundraising for special projects. All monies raised shall be channeled through the local WM treasurer.
2. Local WM reports (including tithe) are due in the conference office monthly. If your church does not use the Electronic Reporting System (ERS) you may download a monthly church report form at the following link: [http://www.iphc.org/news/monthly-report-forms-now-downloadable-iphc](http://www.iphc.org/news/monthly-report-forms-now-downloadable-iphc)
3. Initial Charter fee: Send your initial charter application (provided by your conference WM) and fee with your monthly report immediately following the organization of your Women’s Ministries.
4. Annual Charter fee
   - An annual $75 charter fee is due January of each year after the initial charter.
   - Complete the charter application form provided by your conference WM.
   - Send your annual charter renewal application and fee with your January report.
5. Receive an offering on WM day:
   - This offering is split 50/50 between your local WM and conference WM.
   - Send half of this offering to conference WM treasury the month following your observance of WM day.
6. Special ministries funds (Feast of Ingathering, Harvest Train, Christmas 4 Missionaries, Blanche King Scholarship Fund, etc.) may be sent through the conference WM treasury or presented at the appropriate conference WM event.
Conference WM Leadership

- The conference WM Board is comprised of the director, assistant director, secretary-treasurer, and a minimum of two board members, to be selected at the quadrennial WM Business Session.
- The Women’s Ministries Executive committee will consist of a director, assistant director, and secretary-treasurer.
- The conference WM Board shall be selected from among women who are active and supportive members of their local women’s ministries and IPH church.
- The Conference GM Director will have seat and voice on the conference WM Board.
- The conference Superintendent’s wife will have seat and voice on the conference WM Board.

Method for Selecting Leadership

There are several options to choose from when selecting the leadership on the conference level. The conference WM Executive Committee, in consultation with the conference Superintendent, will determine the method of selection from options listed below:

- **Appoint**
  - Appointment by conference Superintendent (or DM board, as applicable) in consultation with conference WM director.
  - A WM nominating committee composed of the current
WM Executive Committee and at least 2 representatives of the WM membership at large, will submit a slate of officers for approval by the conference superintendent (or DM board, as applicable) and ratified by the convention.

- **Elect**
  - ✤ Nominations will be received from the floor of the quadrennial WM business session.
  - ✤ A WM nominating committee composed of the current WM Executive Committee and at least 2 representatives of the WM membership at large, will prepare a list of nominees for each position. This list will be approved by the conference superintendent and voted on at the quadrennial WM business session.

- **Composite**
  - ✤ WM Executive Committee: The Conference Superintendent (or DMD board, as applicable) in consultation with the Conference WM director, will appoint the WM Executive Committee for the next quadrennium.
  - ✤ WM Board: A WM nominating committee composed of the current WM Executive Committee and at least 2 representatives of the WM membership at large will prepare the slate(s) of nominees for the WM board members, to be approved by the conference superintendent, DMD director, and voted on at the quadrennial WM business session.

Detailed information can be found in the Extended Structural Guidelines beginning on page 68 and 69.

*We encourage conferences to embrace diversity of age and culture in the make-up of their WM Board.*
Conference WM
Celebration Events

It is vital that we celebrate the things we value. The C4 Mission was crafted with this in mind. We must celebrate what God is doing in and through women.

- **Celebration Event Definition:** Big theme-based events that gather as many women as possible from the churches in your conference for a weekend or evening of contagious laughter, encouragement, connecting, inspiration, and celebration.
- When women from all the churches in your conference come together to celebrate what God is doing and to inspire one another to run with excellence the race set before them. There is power and anointing in unity.
- If your conference holds a campmeeting or other type of annual gathering, schedule a WM Celebration event during that time.
  - It could be a luncheon, a service, a banquet, etc. Be creative!
  - Take every opportunity to celebrate what God is doing in and through the women in your conference.
- Multiple-day destination events (aka women’s conferences, retreats, spring flings, etc.) are also Celebration events.

*Where else can you gather with so many like-minded women for encouragement, prayer and support?*

Equipping and Impartation

Conference WM Leadership Summit

- The conference WM Leadership Summit meets annually and is attended by all local WM Directors and boards in that conference.
- The purpose is to provide equipping and impartation for local leadership to fulfill their role on the WM team.
  - This event should be full of useful information, innovative ideas, effective strategies, encouragement and excitement.
  - Make it fun.
  - Make it significant.
- Each conference WM is responsible to provide this time of training every year.
It’s important to understand that the main function of the Conference WM is to provide intentional support and encouragement to local directors, in addition to providing innovative ideas, step-by-step training, and exciting conference Celebration events. We want to equip every local director with the tools she needs to succeed as a leader and fulfill the C4 Mission.

What you don’t celebrate, you don’t reward; What you don’t reward, you don’t recognize; What you don’t recognize, you will eventually lose!”

-Tony Miller
General WM Leadership

• The general director of Women’s Ministries will be recommended by the executive director of Discipleship Ministries and approved by the DMD council.

• The general Women’s Ministries board will be comprised of the director, assistant director, secretary, and four board members.

• The Women’s Ministries executive committee will consist of a director, assistant director, and secretary.

• The general WM board will be selected from among women who are active and supportive members, of their local and conference Women’s Ministries.

• The general WM director operates out of the general WM office at the Global Ministry Center in Oklahoma City.

• Women’s Ministries has a cooperative relationship with Girls’ Ministries.

• The general Women’s Ministries Director will have seat and voice on the General GM board.

• The general Girls’ Ministries director will have seat and voice on the general WM board.

• The Presiding Bishop’s wife will have seat and voice on the general WM board.

- Extended Structural Guidelines page 61 -
General Celebration Events

The General WM Convention
• The General WM Convention, held once every four years, is our time to celebrate what God is doing in and through IPHC women around the world.
• A business session is also held during the General WM Convention, for the purpose of choosing leadership and refining our Extended Structural Guidelines.
• The General WM Convention ends with an eloquent banquet, sponsored by Women’s & Men’s Ministries.

National Women’s Conference
The Diamond Experience
• The National Women’s Conference is open to all women of the IPHC along with all levels of WM and GM leadership.
• The National Women’s Conference will meet every four years at the discretion of the general WM board.
• The purpose of the National Women’s Conference is to provide:
  ◇ Specialized training for conference WM and GM leadership
  ◇ Discipleship and training for all women
  ◇ Unified vision and direction
  ◇ Strategies for developing effective WM and GM
  ◇ Spiritual motivation
  ◇ A time for women from all conferences to connect and celebrate

The Lila Isaac Award
This award is a tribute to Mrs. Isaac’s servant heart and love for Women’s Ministries. As a former WM President, her desire was to see women fulfilling their destiny. She helped establish the firm foundation we stand on today. It is our desire for the legacy of Lila Isaac to continue for years to come. This award will be presented to a worthy recipient every four years at our National Women’s Conference.

WM Missions Trip: Flourish Together
The Flourish Together Missions trip is hosted by IPHC Women’s Ministries every other year. Our purpose is to help women in other regions realize their value and to flourish emotionally and
spiritually. This trip is open to all IPHC women who have a heart for ministry to women. Our focus is to celebrate what God is doing in and through women all over the world and help them flourish in their giftings.

Equipping and Impartation

General WM Leadership Summit
• The WM Leadership Summit will meet every four years at the discretion of the general WM board.
• This specialized training is by invitation only and is for conference WM and GM directors and boards.
• The purpose is to:
  ᵃ  Receive training to help fulfill their role as leaders in Women’s and Girls’ Ministries.
  ᵃ  Provide feedback regarding needs and interest of women in the local church.
  ᵃ  Receive motivation and inspiration to be transmitted to their local WM and GM groups.
  ᵃ  Give opportunity for leaders to network together in fellowship while sharing resources and ideas.

Power Boost Training
Our Power Boost training is held every four years in conjunction with our quadrennial Girls’ Ministries event, Power Chicks. This is an intimate time of one-on-one training for all Conference WM Directors. The purpose is:
  ᵃ  Extended Training
  ᵃ  For conference WM directors to experience Power Chicks
  ᵃ  For encouragement, inspiration, and fellowship

Leader’s GPS
A place of Generosity, Passion, and Service
• Impressive and informative digital magazine sent quarterly to all conference WM directors.
• Relevant content for women who lead women.
• Communication from each general WM Board member about their area of concentration.
• Communication from the MWF director and GM director.
• Materials to assist local and conference WM leaders as they carry out the different aspects of the C4 Mission.
• Designed to make your role as WM director easier.
• Everything is available to be reprinted or copied for your conference training events.
• Digital format makes it easy to forward ideas.

**Online Tools**
Women’s Ministries offers multiple online tools for local and conference leaders to connect, to cultivate positive relationships, and to celebrate what God is doing in and through women.

• Website – www.iphc.org/women
• Facebook - facebook.com/IPHCwomen
• Twitter - twitter.com/IPHCwm

✧ Use these tools to connect with General WM staff and to cultivate relationships with WM directors in other areas.
✧ Participate in discussions. Share opinions and suggestions. Ask questions.
✧ Learn from and support each other.
✧ Remember, prayers and creativity multiply exponentially.

“We aren’t truly flourishing until we are helping others flourish.”
-Lisa Bevere
Giving and Serving
We want to provide opportunities for every woman to be released into her giftings, whatever those gifts are. Some have the gift of administration, others helps, giving, mercy, etc. There is a place for every gift in WM.

Women’s Ministries was established out of a desire to serve others. We provide funds to many worthwhile ministries. Over our 60+ years, we have branched out into many other areas of ministry, but we still have that heart of service. There are ministries that depend on our financial gifts.

Not every woman will get excited about giving and fundraising. That's okay. Start a C Group for women in your local church who enjoy fundraising or feel a connection with some of our causes listed in this chapter.

Missions Emphasis:
Christmas 4 Missionaries offering
• Annual WM sponsored offering.
• Provides a much-needed Christmas bonus to full-time and retired IPHC missionaries.
• Women and girls from all over the United States send in their Christmas 4 Missionaries offering to provide funds for the bonus.
• This offering was formerly known as the Agnes Robinson Missions Fund.
• As our roster of IPHC missionaries grows, this offering also needs to grow.

Scholarships for children of missionaries
• Funded by WM.
• Provides scholarship assistance to children of full-time IPHC missionaries who attend one of our denominational institutions of higher learning.
• WM groups send in contributions to the scholarship fund every July.
• Known as the Blanche King Scholarship Fund.

Sewing Machine Project
• Started in Zambia, the Sewing Machine Project is moving into other nations.
• It offers an opportunity for women in the local church to provide ongoing economic opportunities for women in other countries.
• A sewing machine is provided, as well as training in how to use it.
• Sewing machines are used to provide clothing for orphans, as well as to provide extra financial help as needed for the women in the church.

Oasis: A place of refreshing
• Ministry to female missionaries who return to the US on furlough.
• WM group provides one or more of those updates that make a woman feel confident.
  ◆ A gift card for some new “foundational garments”
  ◆ Appointment with a hairstylist
  ◆ A new outfit (including shoes)
  ◆ An afternoon of babysitting while she gets a manicure and pedicure
• Stay in touch with your local or conference Missions director so you will know when missionaries are coming to your church.
• Be ready to send that lady missionary to a place of refreshing, courtesy of WM.

Stay in Touch
• A ministry of prayer and encouragement to our IPHC missionaries, chaplains, and military.
• A few missionary families are assigned to each conference WM.
• The WM board promotes them to local WM groups as the assigned missionaries.
• Local WM groups send letters and emails of encouragement to the missionaries.
• Some WM groups send small gifts on birthdays and anniversaries, but this is not required. Always remember, when a missionary receives a package there is a required fee to get it out of customs.
• Missionaries love this type of contact and emotional support.

Benevolence:
Falcon Children’s Home Harvest Train
• For almost 100 years Falcon Children’s Home (FCH) has served as an orphanage, and now provides out-of-home placement for families in North Carolina.
• FCH is a ministry of the IPHC.
• FCH also gives oversight to The Royal Home Ministries.
• Harvest Train is a time to celebrate the ministries of Falcon Children’s Home.
• WM groups attend while bringing financial offerings and commodities to assist Falcon in their ministry to children.

The Children’s Center Baby Basics
• A private, non-profit pediatric hospital serving critically ill children with medical and physical disabilities.
• Based in Bethany, Oklahoma
• WM groups are invited to celebrate and support the work
of the Children’s Center by contributing to their Baby Basics Campaign every Christmas.

**Metro Ministries Christmas Stocking Project**
- Metro, an IPHC affiliate, touches the lives of thousands of children every year.
- Metro founder, Bill Wilson, challenges WM and GM groups to prepare a quantity of felt stockings, according to a prescribed pattern, and stuff them with candy/toys.
- Boxes of stockings are shipped to Metro where they are gathered and then distributed every year in December.
- For many of the precious boys and girls Metro ministers to, this will be the only Christmas gift they receive.
- Stocking patterns and other great tips are available on our website (www.iphc.org/women).

**Education:**
Held in the autumn, Feast of Ingathering is a special time for the IPHC Institutions of higher learning to receive financial support raised by Women Ministries throughout the preceding year.

Local WM groups raise funds for this special ministry in a variety of ways. These funds are sent to the perspective conferences and the conference WM Director presents the total offering from their conference to the various institutions on the designated day. A program and meal/reception is provided by the institution on this day of celebration. In support of our unified education program, we encourage the support of the following institutions by all conferences.
- Advantage College
- Holmes Bible College (affiliate)
- Emmanuel College
- Southwestern Christian University

**DRUSA**
Disaster Relief USA (DRUSA) was first organized in 1993, a joint effort between Men’s Ministries and World Missions. DRUSA is governed by the DRUSA committee in consultation with the executive director of Discipleship Ministries. They are responsible
for the implementation of disaster relief in keeping with the Disaster Relief USA Manual. The Men’s Ministries director serves as the national Disaster Relief director. When a disaster has been declared by the general superintendent, Men’s Ministries is responsible for raising funds for DRUSA through the conferences and congregations of the IPHC, in addition to scheduling relief and response efforts.

Women around the IPHC participate in the relief efforts of DRUSA. Many have taken the necessary training to work in the disaster site mobile feeding kitchen. For WM, the main off-site focus for assisting DRUSA is through Personal Care Kits. PerCaKits are distributed to individuals affected by disasters and should contain the following:

- 1 ziplock bag (gallon size) to hold the following items
- Toothbrush, toothpaste, and mouthwash
- Shampoo
- Soap and washcloth
- Deodorant
- Disposable Wipes
- Sunblock
- Insect repellant
- Lip balm
- Comb/compact brush
- Card with a scripture and the name of your local church and WM group

All conference Women’s Ministries are encouraged to stockpile PerCaKits so they will be instantly available in case of a disaster. Consult with your conference superintendent or DRUSA coordinator regarding storage possibilities. This will determine how many kits you stockpile. We recommend that each conference have at least 500 PerCaKits available, in boxes, ready to
ship. Local WM groups can send them to the conference office, or you can collect them at conference WM events. If every woman at your retreat brought one PerCaKit with her, you would go a long way toward filling your quota in one day.

PerCaKits are also a great way to involve Girls’ Ministries in DRUSA. Not only will the girls love bringing supplies for the kits, but also putting the kits together. You can actually have an event for your girls to bag PerCaKits and eat pizza. They will enjoy the fellowship and the feeling of making a difference.

During a disaster, stockpiled PerCaKits can instantly be shipped to the disaster site. This will meet the immediate need. Preparations can then begin to gather additional PerCaKits for distribution. Remember, we always want to end any disaster relief efforts with a stockpile for the next situation. For more information about DRUSA and Women’s Ministries, visit our website at www.iphc.org/women or call our office at 405-792-7132.
Next Generation Leaders

Next Generation (NextGen) Leaders is about trust—trusting God and trusting the younger women in our movement. While we grew up in a time of not trusting anyone over 30, today’s young adults seek supportive mentoring relationships with older leaders. For several decades the face of WM has been aging. The number of women under 35 who participate in our events is decreasing. To correct this, WM is encouraging leaders to take the first step. Our goal is to have NextGen Leaders participating on all levels of WM. Without all generations, we are missing the full purpose and anointing God has for us.

Women’s Ministries can provide a place for young ladies to learn their limitations. At the same time offering a safe risk environment that offers opportunities for growth and learning.
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

A new study from the Barna Research Group shows 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.

The research, conducted with 2,660 young adults in their twenties, shows that they are significantly less likely than any other age group to attend church services, to donate to churches, to be absolutely committed to Christianity, to read the Bible, or to serve as a volunteer or lay leader in churches.

With the knowledge of these statistics, it is imperative that we reach the next generation of women and help them find their place in Women’s Ministries.

**Identifying**

WM Directors on every level need to be proactive in seeking out women under 35 with leadership potential. They are out there. Many younger women have given up on being used in the church and are busy making a difference in the secular world through their marketplace influence. But their hearts yearn for a place at the table of ministry. Perhaps the one you identify has never been a part of Women’s Ministries. That’s okay. Next Generation leaders need to know there is a place for their abilities to be used for Kingdom purposes.

**Incorporating**

**Suggested Guidelines for NextGen Leaders**

It isn’t enough just to notice a gifted young woman’s existence.
We must include her. That doesn’t mean you simply invite her to your next meeting. Having a NextGen Leader is about offering her a place at the leadership table.

- Appoint a NextGen Leader every year. It’s very easy to fall in love with these young ladies and want to keep them on board, but by doing so you’re closing the door for a connection to be made with other young women in your church or conference. Relationships with former NextGen Leader’s will continue but will take on a new shape.
- Offer her seat and voice on your WM board.
- When planning for events, make sure she has a visible, meaningful purpose. This doesn’t preclude her help with ordinary, everyday tasks, but it does let her know she is valued.
- Take time off between NextGen Leaders if you need to refuel yourself.

Your NextGen Leader does not want you 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.

**Inspiring**

You must focus on inspiring your Next Generation Leader. Make her a regular part of your life of leadership. Whatever you are doing as the leader, bring her alongside. As she walks with you, she will soon be ignited with the same passion you have to see women connected to each other and released in their gifts. She will feel the same urgency to touch unreached women around the globe with the power of the gospel. Inspiring NextGen Leaders to catch the vision of Women’s Ministries is imperative as a WM director.

**Mentoring**

Women’s Ministries believes that every woman can be a mentor. A mentor is:

- someone farther on down the road from you
- going where you want to go
- willing to give you some light to help you get there

Wherever we are on the road, there is always someone behind who can learn from our experiences. As a mentor, we are shining a light for someone else to follow on the path we have already
traveled. It’s clear from God’s Word that each generation has a responsibility to those who will follow—to pass on how God has worked in their lives.

For Christian women, the instruction in Titus 2:3-5 is explicit. The “older women” are to “train the younger women.” WM is a great place to develop a mentoring relationship with a younger woman. But remember, there is no age requirement. A mentor is a woman willing to pass on her convictions and passions, pain and joy, successes and failures. Remember: Everyone is older than someone... therefore, the passage in Titus 2 applies to all women!

Discover an exciting sense of purpose and deep fulfillment as you share what you have received in your own journey as a woman of God. Reach and take hold of the relationship that God has planned between older and younger women. The mandate is clear, and the privilege is ours.

**Mentoring through Discipleship**

We believe a small group is the perfect setting for discipleship to occur with NextGen Leaders. That is why C Groups are such a vital part of our mission.

- They provide fellowship and mutual support for life’s journey.
- They are as varied as the interests and needs of the women in your local church.
- They provide a safe place for women to belong.
- They provide a place to cultivate and grow strong friendships.
- As relationships are cultivated over time, they will provide care, accountability, and the encouragement that women need.
The challenges our girls face today are mind boggling, and the pressures can be overwhelming. Without the guidance of Christian parents and mentors, girls can quickly get caught in the traps of peer pressure, loneliness, depression, self-destruction, and so much more. They are bombarded with images and messages that portray values that are contrary to our Christian beliefs. In our girls clubs, they learn how to take a stand for Christ by memorizing scripture, discussing relevant topics, and learning how to live by the girls code that comes straight from Philippians 4:8.

The connection between Women’s and Girls’ Ministries is as natural as cake and ice cream. As part of the Discipleship Ministries Division, these two departments work hand in hand to connect women to girls as outlined in the Titus 2 mandate. As we strive to win our girls to Christ, women must cultivate a discipleship ministry to girls that is second to none. The need to connect was clear to the IPHC founders of Women’s Ministries because they began their ministry to girls within a year of orga-
nizing their own ministry. If that need was clearly evident in 1945, then how much more compelling do you think it is today in what seems more and more like a Godless culture? The times dictate that we, as women of God, step up to the plate and connect to the girls in our congregations and communities as never before.

**Connect the Dots**

As children, most of us learned how to create a picture using the “connect the dot” technique. If you knew how to count, the picture began to emerge as the simple shape of an animal or other object. If you jumped ahead of yourself or missed some of the sequential steps, you ended up with a strange creature or displeasing image. The same is true of ministry.

There is a strong focus these days on connecting the generations on all levels. While Women’s Ministries began its NextGen focus a few years ago, it is taking on a new urgency. A study of generations and involvement in church shows an ever-widening gap that we must stop. The NextGen approach of Women’s Ministries challenges leaders to find young ladies who are ready to receive that baton of leadership and to prepare them for that transition.

However, in order for those young ladies to be ready to transition into leadership, there are a lot of dots that need to be connected in their lives along the way. They must connect to Christ as Lord and Savior. They must develop as followers of Christ, which takes a whole series of dots in a season of preparation. All of these dots have to be connected along the path in order to produce a willing NextGen participant. That is exactly what happens in the Girls’ Ministries clubrooms of the IPHC. Are you doing your part to cultivate relationships, impart knowledge, and connect to girls of all ages? Are you helping girls connect to and develop their God-given talents? Are you producing girls who are ready and willing to help connect the dots? As the dots are connected, the picture that emerges is one of a beautiful young lady and willing servant of God.
Find Your Unique Approach
Every local church is different and must find its own unique approach for connecting girls and cultivating a rewarding ministry to the girls of its families and the surrounding community. Regardless of the method you choose, our goal is to win girls to Jesus Christ, to disciple them, and to make an impact with eternal significance.

Explore and evaluate the following options for connecting to the girls in your church/community…

• Our main discipleship focus uses weekly girls’ clubs which are split into three divisions:
  ✦ Mpact Kids Clubs for pre-school boys and girls
  ✦ Mpact Girls Clubs for girls in elementary school
  ✦ Teen Girl Ministries (TGM) for middle school and high school girls
• The weekly girls’ club curriculum is an achievement-based program, but it can be used without awards as well.
• As an alternative to using the weekly girls’ club curriculum, use our monthly “Ideas Packet” to connect with the girls in your church and community on a regular basis. It is available as a free download on our website (www.iphc.org/girls/ideas-center).

The Cultivation Process
One of the four key words for Women’s Ministries is cultivate. The online version of the Miriam Webster dictionary identifies four definitions for this word and each one uses words and phrases such as prepare the soil, improve, refine, encourage, make friends with, and to foster growth. All of these describe exactly what we are striving to do for and with girls through IPHC Girls’ Ministries as they journey from childhood to adolescence.

• In the early years when girls are very impressionable and eager to learn, Rainbows and Daisies help impart the basic core values that all children need to learn.
• As girls move into the elementary school age, the innocence is gone and the need to belong becomes central. Prims curriculum helps girls discover who they are and how they fit into God’s kingdom.

• As girls move into their later years of elementary school, they begin to develop their independence. The Stars curriculum reinforces the strengths of this age group and helps them develop skills they will need to combat the emerging peer pressure and decision-making processes. The lessons become deeper and more focused.

• As girls move to middle school, they move into the Friends Club and the teenage years and then on to high school and Girls Only. Introspection gives way to involvement as these girls begin to realize who they are and how they can give back to society and the church.

Even if your local church chooses another approach over the club approach highlighted above, remember that cultivating Godly women means reaching girls wherever they are in life’s journey and connecting them to each other and to God. Whether it is for a short season or for an extended period of time, you can make an impact on the life of every girl as you help her connect to Christ and His plans for her life. Remember, you add value to her life with every dot you connect.

Connect Your Girls to the World
While our goal in Girls’ Ministries is to provide a ministry that sets girls apart from the world, we must never lose sight of our mandate to “go ye therefore.” That’s why we provide several helps and outreach opportunities to encourage girls to live out their Christianity by example and by getting involved in these “Live It” opportunities. Check out all these ideas on our website.

• Baby Hope Club
• PenFriends
• Going Global missions project (and other outreach opportunities)
• Girls’ Ministries Week
• Social Butterflies
• Power Chicks—our quadrennial national girls event
Connect Through Social Media
While our “Social Butterflies” focus is geared toward navigating the dangers of the web, it is obvious that technology has opened up a great line of communication as well. So we invite you to expand (and share) your knowledge through these media connections.

Website:
www/iphc.org/girls

Facebook:
www.Facebook.com/iphcgirls
www.Facebook.com/powerchicks

Twitter:
www.Twitter.com/iphcGM
www.Twitter.com/powerchicksIPHC

Pinterest:
www.pinterest.com/iphcgm/
Chapter 10
The Road Paved Before Us

The History of Women’s Ministries in the IPHC

In the Beginning...
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, fellowship of the believers, and service to others—concepts that motivate godly women everywhere today.

Many saw the need of a national organization to bring women into unity of purpose throughout the fledgling denomination. However, there was no one who seemed to have 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 formation of the denomination 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 Constitution of the Woman’s Auxiliary of the Pentecostal Holiness Church. The report was overwhelmingly received, and the WA 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.”

The vision of its founder also included ministry to the youth of our schools and institutions, our missionaries, and PH ministry efforts around the world. Those same elements are incorporated within today’s IPHC Women’s Ministries through special ministries, missions offerings, and ministry projects.

Vision and Organization...
Vision and organization go hand in hand. Although the vision was first cast in the North Carolina conference, neighboring conferences soon organized for service. The first general WA Convention was in June 1949. Delegates from 25 conferences were in attendance, which attests the necessity and effectiveness of women organized to serve.
Through the years, this ministry experienced great 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 better serve the Lord, united 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 of 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. The first organized Junior Auxiliary was followed by Pioneer Girls, Girl’s 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 a fast-growing, effective ministry reaching and evangelizing young girls through local churches.

**From Generation to Generation...**

A self-evaluation of the WA 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. In order to meet the challenges of a new day, changes were inevitable. 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, WM declared: “Three basic commitments: first, to the Lord; second, to our fellow believers; third, to our work and witness in
Women of the church joined the Target 2000 movement responding to the call of Christ on their lives and rising up to reach and win the lost.

At the fifteenth general WM Convention in 2005, bold steps were taken to move WM beyond the box of traditional ministry. The findings of the 2001-2003 WM Task Force were presented and the previous structure was revamped to provide more options for local and conference WM groups and to encourage creativity and individuality in programming and outreach.

The Vision Continues...

IPHC Women’s Ministries (WM) grows and changes as the women of the church grow and change. At the 2009 General Conference, WM was placed under IPHC Discipleship Ministries, which further emphasizes the goal of the church, which is to help fulfill the great commission (Matthew 28:19-20). WM seeks to connect local women’s groups, not as a means of control, but to cultivate positive relationships, and celebrate what God is doing in and through IPHC women. On every level of service, WM desires to create an atmosphere where women of all ages are encouraged, strengthened and released to use their God-given gifts within their homes, churches, communities, and around the world. The vision of uniting women to serve the Lord and His church continues as WM presses forward to even greater accomplishments for the glory of God.
The Road Has Been Paved for Us....
These ladies, our past presidents/directors, are the anointed, dedicated women to whom God gave the vision for organizing, equipping, and releasing the Women’s Ministries of the International Pentecostal Holiness Church.

Lila Berry  1945-1949
Addie Muse/Lila Berry  1949-1953
Blanche L. King  1957-1961
Lila Isaac  1961-1977
Agnes B. Robinson  1977-1985
Lois Tripp Van Dyke  1985-May 1989
Dollie Davenport  May-Aug. 1989
Doris L. Moore  1989-1997
Mary Belle Johnson  1997-2001
Jewelle E. Stewart  2001-2009
Tamé M. Lambert  2009 - Present
Extended Structural Guidelines

Women’s Ministries
Bylaws Report
16th General WM Convention
Tuesday, July 23, 2013
Dallas, Texas

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Chapter 1 - Distinctives

Statement of Purpose
This organization shall be known as Women’s Ministries (WM) of the International Pentecostal Holiness Church and is part of the Discipleship Ministries Division. It is a unique ministry to and for women which functions on the local, conference, and general levels in full support of the vision and goals of church leadership.

Vision Statement
There is a place for every woman in Women’s Ministries

Strategic Goals (Romans 12)
• Spiritual transformation and growth
• Excellence and effectiveness in ministry
• Optimum involvement in service

C4 Mission
The C4 Mission of Women’s Ministries is the lens through which we evaluate everything we do. It is a tool for leaders as well as every woman in the church. The C4 Mission is:
• Connect women of all ages and cultures through fellowship and service
• Cultivate positive relationships that will provide opportunities for discipleship
• Celebrate what God is doing in and through women
• Create an atmosphere where women can be released into their giftings

Colors – I PETER 2:9
• Purple for royalty
• White for purity
Membership Structure

1. All women who desire membership in local Women’s Ministries (WM) and who participate in any of its programs or activities may be considered members.

2. Local Women’s Ministries groups with active charters are members of their Conference Women’s Ministries.

3. Conference Women’s Ministries Directors are members of the General Women’s Ministries Directors Council.
Chapter 2, Organizational Structure – General Level

General WM Leadership

1. The general Women’s Ministries Board will be comprised of the director, assistant director, secretary, and four team members.

2. The Women’s Ministries Executive Committee will consist of a director, assistant director, and secretary.

3. The General Women’s Ministries Board will be selected from among women who are active and supportive members of their local and conference Women’s Ministries.

4. The general Women’s Ministries Director operates out of the general Women’s Ministries office at the Global Ministry Center in Oklahoma City.

5. The general Women’s Ministries Director, in consultation with the Executive Director of the Discipleship Ministries Division, has determined the following method of selection for the Women’s Ministries Board.

6. Women’s Ministries Director: The Director of Women’s Ministries will be recommended by the Executive Director of Discipleship Ministries and approved by the Discipleship Ministries Council.
   a. Nominating Committee: Will consist of five members: General Women’s Director, two current members of the General Women’s Ministries Board, and two representatives from the Women’s Ministries membership at large.
   b. Women’s Ministries Executive Committee: The Women’s Ministries nominating committee, under the guidance of the Executive Director of Discipleship Ministries, will prepare a slate of nominees for the positions of Women’s Ministries Assistant Director and Women’s Ministries Secretary. This slate will be ratified at the quadrennial business session. The Director, Assistant Director, and Secretary will constitute the Women’s Ministries Executive Committee.
   c. Women’s Ministries Board Members: A Women’s Ministries nominating committee will prepare slates of nominees for the 4 board positions, to be approved by the Discipleship Ministries Executive Director and voted on
at the quadrennial Women’s Ministries business session.

4. In the event the director cannot serve out her term the Executive Director of the Discipleship Ministries Division, with recommendations from the General Women’s Ministries Board, will appoint a director to fill the position.

5. If any other vacancy occurs on the general WM board during the quadrennium, the General Women’s Ministries Director, in consultation with the Executive Director of Discipleship Ministries Division, will appoint someone to complete the term.

6. Women’s Ministries has a cooperative relationship with Girls’ Ministries. The General Women’s Ministries Director will have seat and voice on the General Girls’ Ministries board. The general Girls’ Ministries Director will have seat and voice on the general Women’s Ministries board.

7. The Presiding Bishop’s wife will have seat and voice on the General Women’s Ministries board.

Duties of General Women’s Ministries Leadership

They will:

1. Plan and promote Women’s Ministries in full support of the mission, vision, and goals of the general church.

2. Implement the Women’s Ministries program with an emphasis on the C4 Mission.

3. Work together as a team implementing assigned portfolios and job descriptions.

4. Upon appointment by the general Women’s Ministries Director, preside over conference Women’s Ministries business sessions.

5. Attend all scheduled board meetings and general Women’s Ministries sponsored events.

6. Develop and nurture the cooperative relationship with Girls’ Ministries throughout the IPHC.

7. Keep individual Women’s Ministries certification up-to-date: study the current Women’s Ministries Leadership Guide (published quadrennially), complete the concept review and mail it to the General Women’s Ministries office.

8. Attend a conference-sponsored Girls’ Ministries LTC; complete the open book tests in the Girls’ Ministries Leader’s Training Guide, and mail it with the certification fee of $5.00 to the General Girls’ Ministries office. Continue
advanced training by attending conference and district Girls’ Ministries leadership training when offered.

9. General Board members will tithe into the general Women’s Ministries treasury on offerings received for WM ministry, with the exception of credentialed ministers, who will follow the guidelines in the current IPHC manual.

Duties of General Women’s Ministries Director

She will:

1. Be an active and supportive member in her local Pentecostal Holiness Church.
2. Participate in a Women’s Ministries group in her local Pentecostal Holiness Church as her schedule allows.
3. Plan, promote, and implement the work of Women’s Ministries with an emphasis on the C4 Mission.
4. Assign portfolio and job descriptions to each general board member at the first official board meeting following the general Women’s Ministries quadrennial business session.
5. Communicate regularly with conference Women’s Ministries leadership.
6. Preside over conference Women’s Ministries business sessions or designate an appointee.
7. Endeavor to organize Women’s Ministries in every conference.
8. Develop training materials and resources for conference Women’s Ministries leadership teams.
9. Provide training resources for Women’s Ministries Field Directors and work with them in communicating the Women’s Ministries program.

Duties of International Leaders

1. Manage Women’s Ministries communications on IPHC website.
2. Report regularly to the Executive Director of Discipleship Ministries division regarding her activities as general Women’s Ministries director.
3. Serve as a member of the Discipleship Ministries Division Council with seat and voice privilege.
4. Fulfill all the responsibilities of this office as the General Conference, Council of Bishops, and Executive Committee of Council of Bishops shall mandate.
5. Have a seat and voice on the General Girls’ Ministries.

**Duties of Assistant Director**

She will:
1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Assist the director.
3. Perform the duties of the director in her absence.
4. Implement assigned portfolio and fulfill other specific duties assigned her by the general Women’s Ministries board.
5. Share periodic updates to general Women’s Ministries Director regarding her Women’s Ministries related activities.

**Duties of Secretary**

She will:
1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Keep minutes of all general Women’s Ministries board meetings and officially present them for adoption at successive meetings.
3. Keep minutes and records of the general Women’s Ministries business session.
4. Implement assigned portfolio and fulfill other specific duties assigned her by the general WM board and/or director.
5. Share periodic updates to general Women’s Ministries Director regarding her Women’s Ministries related activities.

**Duties of Board Members**

They will:
1. Be active and supportive members in their local Pentecostal Holiness Churches and actively involved in a their Women’s Ministries groups in that church.
2. Implement assigned portfolio and fulfill other specific duties assigned by the general Women’s Ministries board and/or director.
3. Help with the planning, promotion, and programs of Women’s Ministries.
4. Share periodic updates to general Women’s Ministries Director regarding their Women’s Ministries related activities.
Duties of Reporting and Finance

1. Provide conference Women’s Ministries Directors with chartering guidelines and application.

2. The preferred method of reporting and sending funds to the General Women’s Ministries is through the Electronic Reporting System (ERS). Downloadable forms will be used where ERS is not available.

3. Prepare and furnish general Women’s Ministries board members an annual report of ministry funds sent to General Women’s Ministries.

4. Prepare and furnish the membership of the quadrennial Women’s Ministries business session a financial and statistical report based on what conference Women’s Ministries and Girls’ Ministries have sent to General Women’s and Girls’ Ministries respectively.

5. General Women’s Ministries board members will tithe into the general Women’s Ministries treasury on offerings received from WM ministry, with the exception of licensed and ordained ministers who are required to tithe into their respective conference treasuries.

6. General Women’s Ministries officials will receive the standard travel allowance, per IRS regulations, from the general Women’s Ministries treasury. In addition, conference Women’s Ministries may give them an honorarium for their services at conference Women’s Ministries functions.

NATIONAL WOMEN’S CONFERENCE

1. The National Women’s Conference is open to all women of the IPHC along with all levels of Women’s Ministries and Girls’ Ministries leadership.

2. The National Women’s Conference shall meet during the quadrennium at the discretion of the general Women’s Ministries board.

3. The purpose of The National Women’s Conference is to provide:
   a. Specialized training for conference Women’s Ministries and Girls’ Ministries Leadership.
   b. Discipleship and training for all women.
   c. Unified vision and direction.
   d. Strategies for developing effective Women’s Ministries and Girls’ Ministries.
e. Spiritual motivation.
f. A time for women from all conferences to connect and celebrate.
g. A time to honor the memory of former President Lila Isaac by recognizing the recipient of the new Lila Isaac award (given once each quadrennium).

**LEADERSHIP SUMMIT**

1. The general Women’s Ministries and Girls’ Ministries Leadership Summit is comprised of all conference Women’s Ministries and Girls’ Ministries Directors and boards.
2. Summit will meet during the quadrennium at the discretion of the general Women’s Ministries board.
3. The purpose is to:
   a. Receive training to help fulfill their roles as leaders in Women’s and Girls’ ministries.
   b. Provide feedback regarding needs and interest of women in the local church.
   c. Receive motivation and inspiration to be transmitted to their local Women’s Ministries and Girls’ Ministries groups.
   d. Give opportunity for leaders to network together sharing resources and ideas.

**General WM Business Session**

1. The general Women’s Ministries business session will be held quadrennially. The time and place will be announced according to the location of the quadrennial General Conference.
2. Membership in the general Women’s Ministries business session requires holding active membership in a local Women’s Ministry that complies with conference and general reporting and chartering guidelines; and may include
   a. General Women’s Ministries Directors and Board (past and current).
   b. General Girls’ Ministries Directors and Board (past and current).
   c. Conference Women’s Ministries officials (past and current).
   d. Conference Girls’ Ministries directors and Boards (past and current).
e. Current District Women’s Ministries Directors.
g. Local Women’s Ministries representation as follows:
   • Women’s Ministries Director and Board (Current).
   • Girls’ Ministries Coordinator and sponsors (Current).
   • One elected Women’s Ministries delegate (or 1 elected delegate per 20 members).
   • Senior pastor’s wife.
h. Other eligible delegates include:
   • Pentecostal Holiness women ministers, missionaries, and chaplains.
   • Wives and widows of Pentecostal Holiness ministers.
Chapter 3, Organizational Structure – Conference Level

Conference Women’s Ministries Leadership

1. The conference Women’s Ministries Board is comprised of the director, assistant director, secretary-treasurer, and a minimum of two board members, to be selected at the quadrennial Women’s Ministries Business Session.

2. The Women’s Ministries Executive Committee will consist of a director, assistant director, and secretary-treasurer.

3. The conference Women’s Ministries Board shall be selected from among women who are active and supportive members of their local Women’s Ministries and IPH Church. It is recommended that the conference Women’s Ministries Director not hold any other conference-level director’s position (elected or appointed).

4. The conference Women’s Ministries Executive Committee, in consultation with the conference Superintendent, will determine the method of selection from options listed below:
   a. Appoint
      1) Appointment by Conference Superintendent (or DMD board, as applicable) in consultation with Conference Women’s Ministries Director.
      2) A Women’s Ministries Nominating Committee, composed of the current Women’s Ministries Executive Committee and at least 2 representatives of the Women’s Ministries membership at large, will submit a slate of officers for approval by the Conference Superintendent (or DMD board, as applicable) and ratified by the convention.
   b. Elect
      1) Nominations will be received from the floor of the quadrennial Women’s Ministries business session.
      2) A Women’s Ministries Nominating Committee, composed of the current Women’s Ministries Executive Committee and at least 2 representatives of the Women’s Ministries membership at large, will prepare a list of nominees for each position. This list will be approved by the Conference Superintendent and voted on at the quadrennial Women’s Ministries
business session.

c. Composite

1) Women’s Ministries Executive Committee: The Conference Superintendent (or DMD board, as applicable), in consultation with the Conference Women’s Ministries Director, will appoint the Women’s Ministries Executive committee for the next quadrennium.

2) Women’s Ministries Board: A Women’s Ministries Nominating Committee composed of the current Women’s Ministries Executive Committee and at least 2 representatives of the Women’s Ministries membership at large, will prepare the slate(s) of nominees for the Women’s Ministries board members, to be approved by the Conference Superintendent, DMD Director, and voted on at the quadrennial Women’s Ministries business session.

5. In the event a director cannot serve out her term, the assistant director will assume the duties of the director. If any other conference Women’s Ministries Board member cannot fulfill her duties, the conference WM Executive Committee, in consultation with the conference Superintendent, will appoint someone to fill the position until the next quadrennial Women’s Ministries Business Session.

6. The conference Women’s Ministries Board will set a goal to organize a Women’s Ministries and Girls’ Ministries in every church in the conference.

7. There will be a Director’s Council comprised of all local WM Directors within the Conference.

8. District directors may be appointed by the conference Women’s Ministries Board, as desired.

9. If your conference structure places Girls’ Ministries under the jurisdiction of the Women’s Ministries Board, that board will appoint a Conference Girls’ Ministries Director. (Otherwise this appointment is the responsibility of the DMD director in consultation with the Conference Superintendent) The Conference Girl’s Ministries Director will have seat and voice on the Conference Women’s Ministries Board.

10. The conference Superintendent’s wife will have seat and voice on the Conference Women’s Ministries Board.
**Duties of Conference Women’s Ministries Leadership**

They will:

1. Serve as liaisons between the conference Superintendent and local Women’s Ministries.
2. Plan and promote Women’s Ministries in full support of the vision and goals of conference leadership.
3. Work together as a team keeping each other apprised of all upcoming Women’s Ministries events and activities.
4. Conduct leadership training at least once a year to equip local Women’s Ministries Boards.
5. Educate, motivate, and assist local Women’s Ministries in the development of Connect Groups.
6. At least once during the quadrennium, have a General Women’s Ministries official participate in a conference-wide Women’s Ministries function. (In addition to the business session)
7. Develop and nurture the cooperative relationship with Girls’ Ministries in the conference.
8. Implement the Diamond Incentive and Awards Plan for the conference Women’s Ministries. Encourage each local church Women’s Ministries to set a goal of becoming a Carat Women’s Ministries by meeting the requirements of the Diamond Incentive Plan.
9. Keep individual Women’s Ministries certification up to date: study the current Guide to Effectiveness in Women’s Ministries (WM Manual 15th edition), complete the Concept Review and mail it, with $10.00 certification fee, to the General Women’s Ministries office.
10. Attend a conference-sponsored Girls’ Ministries LTC; complete the open book test in the GM Leader’s Training Guide, and mail it with the certification fee of $5.00 to the General Girls’ Ministries office. Continue advanced training by attending conference and district Girls’ Ministries leadership training when offered.
11. Women’s Ministries Leadership will tithe into the Conference Women’s Ministries treasury on income received from Women’s Ministries work (unless the official is a minister who is required to tithe into the conference treasury).


**Director**

She will:

1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Inform, train, and motivate local Women’s Ministries directors.
3. Implement the Women’s Ministries program in her conference with an emphasis on the C4 Mission.
4. Endeavor to organize Women’s Ministries in every church within her conference.
5. Implement the Chartering Guidelines established by General Women’s Ministries.
   a. Work with local Women’s Ministries Directors to ensure they are chartering on an annual basis.
   b. Work with the Conference Women’s Ministries Treasurer to ensure half of the charter fees are forwarded to the General Women’s Ministries correctly.
6. Review monthly reports provided by the Conference Treasurer.
7. Encourage local participation in the Diamond Incentive Program and honor local Directors according to their level of achievement.
8. Develop and nurture the cooperative relationship with Girls’ Ministries.
11. The Conference Women’s Ministries Director may, at the discretion of Discipleship Ministries, have seat and voice on the Conference DM Board.
12. Seek to involve existing IPHC women’s groups who have not yet connected with the conference.
13. Arrange and preside over conference Women’s Ministries Board meetings and planning sessions.
14. Notify the General Women’s Ministries Director of date and time of her conference Women’s Ministries quadrennial business session so a presiding officer can be assigned.
15. At least once during the quadrennium invite a general Women’s Ministries official to participate in a conference-
wide Women’s Ministries function (in addition to business session).

16. Assign portfolios and job descriptions to each Women’s Ministries board member.

17. Participate in the General Women’s Ministries Leadership Summit.

18. Update the General Women’s Ministries Director regularly on her conference Women’s Ministries activities and progress.

19. Distribute pertinent information received from the General Women’s Ministries to local Women’s Ministries Directors and/or church contact persons.

20. Maintain a good working relationship between the Conference Women’s Ministries and Superintendent, apprising the Superintendent of activities and events of the Conference Women’s Ministries.

21. Initiate a planning meeting with the Conference Superintendent and Discipleship Ministries Director for the purpose of maintaining a good working relationship with other ministries.

**Assistant Director**

She will:

1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.

2. Assist the Director.

3. Perform the duties of the Director in her absence.

4. Implement assigned portfolio and fulfill other specific duties assigned her by the Conference Women’s Ministries Board.

**Secretary-Treasurer**

As secretary, she will:

1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.

2. Keep minutes at all Conference Women’s Ministries board meetings, planning sessions, and quadrennial Conference Women’s Ministries Business Sessions.

3. Keep records of all Conference Women’s Ministries functions.

4. Send copies of minutes to each Women’s Ministries
board member, the Conference Superintendent, and the Discipleship Ministries Director within two weeks following the meeting.

5. Compile and maintain statistical information on the conference Women’s Ministries and Girls’ Ministries, if applicable.

As treasurer, she will:
1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Keep an accurate record of all receipts and disbursements of the Conference Women’s Ministries treasury.
3. Monitor charter applications and ensure half of charter fees are forwarded to the General Women’s Ministries.
4. Prepare monthly financial and statistical Women’s Ministries reports as follows:
   a. If using ERS (Electronic Reporting System) reports are to be given to the Conference Bookkeeper and will be filed as part of the monthly conference report.
   b. If not using ERS, complete the downloadable monthly forms from the IPHC website and follow the mailing instructions established by your conference.
   c. Copies of this report should be provided for the Women’s Ministries Director, Conference Superintendent, and Conference DMD Director (if applicable).
5. Disburse funds only as authorized by the Conference Women’s Ministries Board following Conference and General Women’s Ministries Guidelines.

Board Members
They will:
1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Work with the Director, Assistant Director, and Secretary-Treasurer in transacting conference Women’s Ministries business.
3. Be assigned a portfolio with job description.
4. Help promote and implement the ministry and events of the Conference Women’s Ministries and Girls’ Ministries.
District Directors
They will:
1. Fulfill specific duties assigned by the conference Women’s Ministries Board.
2. Upon invitation, meet with the conference Women’s Ministries Board in planning meetings.

Reporting and Finance
1. Report and tithe monthly into the general Women’s Ministries Treasury on all funds. Special ministries offerings and charter fees are exempt from tithe.
2. Ensure half of charter fees are forwarded to the General Women’s Ministries.
3. Encourage Women’s Ministries Day offering on the local level. This offering is split 50/50 between the local Women’s Ministries and the Conference Women’s Ministries. This offering stays in the Conference Women’s Ministries treasury.
4. Promote IPHC Women’s Ministries Special Ministries offerings (Feast of Ingathering, Harvest Train, Christmas 4 Missionaries Fund, and Blanche King Scholarship Fund).
5. In Conferences where there is central bookkeeping, provide that office with explanations of and the due dates for special ministries funds.
6. Forward funds designated for Christmas 4 Missionaries and Blanche King Scholarship with your monthly report.
7. Present Feast of Ingathering and Harvest Train offerings at the appropriate events.
8. Conference Women’s Ministries reports (including tithe, fees, and special ministries funds) are due in the General Office monthly.

LEADERSHIP SUMMIT
1. The Conference Women’s Ministries and Girls’ Ministries Leadership Summit is comprised of local Women’s Ministries and Girls’ Ministries Directors. (Local WM and GM boards may be included at the discretion of the Conference WM Board) They will meet annually.
2. The purpose is to give opportunity for local leaders to:
   a. Receive training to help fulfill their roles in Women’s and Girls’ Ministries.
   b. Receive motivation and inspiration to be transmitted
to their local Women’s Ministries and Girls’ Ministries groups.
c. Give opportunity for local leaders to network together, sharing resources and ideas.

**Business Session**

1. A quadrennial Women’s Ministries Business Session will be held for the purpose of selecting Conference Women’s Ministries officers and transacting business. The General Women’s Ministries Director or her appointee will preside over the quadrennial business session.

2. The time and place for the Women’s Ministries Business Session will be determined by the Conference Women’s Ministries Board in consultation with the Conference Superintendent and Conference Discipleship Ministries Director.

3. In the event a business session becomes necessary in any of the other three years, it may be called and incorporated into a retreat or women’s conference. The Conference Director may preside over these at the appointment of the General Women’s Ministries Director.

4. Membership in the Conference Women’s Ministries Business Session may be comprised of:
   a. Conference Women’s Ministries Director and Board (past and current).
   b. Conference Girls’ Ministries Director and Board (past and current).
   c. District Women’s Ministries and Girls’ Ministries Directors.
   d. Appointed Women’s Ministries Conference Ministries Coordinators.
   e. Local Women’s Ministries officers and one elected/appointed delegate.
   f. Local Girls’ Ministries Coordinator and Sponsors.
   g. General Women’s Ministries and Girls’ Ministries officials (past and current).
h. When actively involved in a local Women's Ministries group:
   i. Wives and widows of PH ministers.
   ii. PH women ministers and PH women missionaries.
   iii. Conference Women’s Ministries shall determine the criteria for the local Women’s Ministries to send representation to the Conference Women’s Ministries business session.
Chapter 4 – Organizational Structure - Local Church Level

Local Women’s Ministries Leadership

1. The leaders of each local Women’s Ministries will be known as the Women’s Ministries board. Each member of the Women’s Ministries Board shall be selected from active and supportive members of her local Pentecostal Holiness church.

2. The Women’s Ministries Executive Committee will consist of a Director, Assistant Director, and Secretary-treasurer.

3. The Women’s Ministries Executive Committee will work together as a team, keeping each other apprised of all upcoming events and activities.

4. The Women’s Ministries Board will consist of the Executive Committee, the Girls’ Ministries Coordinator, and the senior pastor’s wife.

5. The Women’s Ministries Advisory Council will consist of the Executive Committee, the Girls’ Ministries Coordinator, the senior pastor’s wife, and the leader of each Connect group.

6. The local Women’s Ministries Executive Committee, in consultation with the senior pastor, will determine the method of selection of the local Women’s Ministries Executive Board from the options below.
   a. Appoint
      1) Appointment by pastor in consultation with local church Administrative Council.
      2) The Women’s Ministries Board will submit a slate of officers for approval by the pastor and local church Administrative Council.
   b. Elect
      1) Nominations will be received from the floor of the local Women’s Ministries Business Session.
      2) A Women’s Ministries Nominating Committee, composed of the current Women’s Ministries Executive Committee and at least 2 representatives of the Women’s Ministries membership at large will prepare a list of nominees for each position. This list will be approved by the pastor and voted on at the Women’s Ministries Business Session.
7. The term of office for the local Women’s Ministries Executive Committee:
   a. Will not be less than one year.
   b. Will be determined by the senior pastor in consultation with the Women’s Ministries Board.

8. In the event a Director cannot serve out her term, the Assistant Director will assume the duties of the Director. If a vacancy occurs on the Women’s Ministries Executive Committee, the pastor, in consultation with the Women’s Ministries Director, will appoint someone to fill the vacancy. If this occurs while the local church is without a pastor, the local church Administrative Council may make an interim appointment to be ratified when the pastorate is filled.

**Accountability and Evaluation**

1. As a ministry of the church, the local Women’s Ministries Board serves under the oversight of the senior pastor.
2. It is recommended that the same type evaluation process be applied to Women’s Ministries leadership as is applied to other church ministry leaders.

**Duties of Local Women’s Ministries Board**

They will:

1. Serve as liaisons between the senior pastor and all Women’s Ministries Connect groups.
2. Plan and promote Women’s Ministries in their church with an emphasis on the C4 Mission,
3. Train and nurture Connect group leaders.
4. Coordinate special ministries and events of Connect groups.
5. Establish guidelines for each Connect group to report to local Women’s Ministries Secretary.
6. Initiate new Connect groups as needed.
7. Implement Diamond Incentive and Award Plans in the local Women’s Ministries.
8. Plan periodic Celebration events for all the women of the church.
9. Promote all calendar events, Special Ministries fund drives, and annual themes in their local churches.
10. Promote ministry opportunities sponsored by IPHC Women’s Ministries.
11. Keep individual Women’s Ministries certification up to
date: study the current Women’s Ministries Leader’s Guide (Women’s Ministries Manual 15th edition), complete the Concept Review and mail it, with $10.00 certification fee, to the General Women’s Ministries office.

12. Develop and nurture the cooperative relationship with Girls’ Ministries in the local church.

13. Consider attending a conference-sponsored Girls’ Ministries LTC; complete the open book test in the Leader’s Training Guide, and mail it with the certification fee of $5.00 to the general office. Continue advanced training by attending conference and district leadership training when offered.

**Director**

She will:

1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.

2. Enlist, inform, and motivate women, for the purpose of implementing the Women’s Ministries program with an emphasis on the C4 Mission.

3. Preside over all Women’s Ministries Board meetings.

4. Initiate/direct periodic celebration events for all the women of the church.

5. Maintain good working relationships between the local Women’s Ministries and the pastor, apprising him/her of activities and events of the local Women’s Ministries.

6. Renew local Women’s Ministries charter annually in accordance with guidelines established by the General Women’s Ministries.

7. Make sure reports are completed and submitted, with accompanying funds, in accordance with the guidelines established by the general church and your Conference.

8. Will participate in the Conference Women’s Ministries Leadership Summit.

9. Encourage the development of Girls’ Ministries in the local church according to Conference Guidelines.

10. Attend a Conference-sponsored Girls’ Ministries LTC; complete the open book test in the Leader’s Training Guide, and mail it with the certification fee of $5.00 to the General Office. Continue advanced training by attending Conference and District leadership training when offered.
Assistant Director
She will:
1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Assist the Director.
3. Perform the duties of the Director in her absence.
4. Perform specific duties assigned her by the Women’s Ministries Board.

Secretary-Treasurer
She will:
1. Be an active and supportive member in her local Pentecostal Holiness Church and actively involved in a Women’s Ministries group in that church.
2. Keep minutes of the Women’s Ministries Board meetings, activities, and ministries of the local Women’s Ministries.
3. Receive reports and funds from each Connect group.
4. Keep an accurate record of all receipts and disbursements of the total Women’s Ministries.
5. Disburse funds only as authorized by the local Women’s Ministries Board following Conference and General Women’s Ministries guidelines.
6. Keep statistical information on the Women’s Ministries, including all Connect groups, to use in monthly reporting.
7. Prepare monthly financial and statistical Women’s Ministries reports as follows:
   a. If using ERS (Electronic Reporting System), reports are to be given to the local church secretary/treasurer and will be filed as part of the monthly church report.
   b. If not using ERS, complete the downloadable monthly report forms from the IPHC website and follow the mailing instructions established by each Conference Women’s Ministries.
   c. Provide a copy of this report to the Women’s Ministries Director and Senior Pastor.
8. Fulfill specific duties assigned her by the Women’s Ministries Board.
Reporting and Finance

1. The local Women’s Ministries Board will devise methods of involving all Connect groups in fundraising for special projects. All monies raised shall be channeled through the local Women’s Ministries treasurer.

2. Local Women’s Ministries reports (including tithe and ministry funds) are due in the conference office monthly (whether using ERS or downloadable form).

3. Initial charter fee: Send your initial charter application and fee with your monthly report immediately following the organization of your Women’s Ministries.

4. Annual charter fee
   a. An annual $75 charter fee is due January of each year after the initial charter.
   b. Complete the charter application form provided by your Conference Women’s Ministries.
   c. Send your annual charter renewal application and fee with your January report.

5. Receive an offering on Women’s Ministries Day:
   a. This offering is split 50/50 between your Local Women’s Ministries and Conference Women’s Ministries.
   b. Send half of this offering to each Conference Women’s Ministries treasury the month following your observance of Women’s Ministries Day.

6. Special ministries funds (Feast of Ingathering, Harvest Train, Christmas 4 Missionaries, Blanche King Scholarship Fund, etc.) may be sent through the conference Women’s Ministries treasury or presented at the appropriate Conference Women’s Ministries event.
   a. Establish deadlines when each special fund is due to Conference Office.
   b. Work closely with local church secretary/treasurer to meet these deadlines.
Whatever work we do, we will align ourselves with the bylaws established at General Conference.

Respectfully Submitted,
2013 – 2017 WM Bylaws Committee

Tamé M. Lambert, Chairman
Brenda Grasty
Patsy Deese
Michelle Drake
Tammy Fountain
Irvina Parker
Kimberly Wilkerson
Paula Rains
Jeana Altman
Girls’ Ministries Committee Report

Girls’ Ministries (GM) is the official name of the IPHC discipleship ministry to girls (and preschool boys) from birth through 12th grade, which functions on the local, conference, and general levels. It is part of the Discipleship Ministries Division and has a cooperative relationship with Women’s Ministries. It is a tool used by the local church to introduce girls to Jesus Christ and to train them to follow Him. It is a place for girls in the local church to invite their friends to meet Jesus and to gather with other girls who love God. Through Girls’ Ministries, girls are nurtured, trained, and mentored by a sponsor who cares about them. While the primary focus is on a weekly girls’ club approach, each local church must find what works best for its size, budget, volunteer base, etc.

In 1999, the IPHC adopted the girls club discipleship program known then as Missionettes. These clubs have since been split into three divisions: Mpact Kids Clubs for ministry to nursery and pre-school boys and girls, Mpact Girls Clubs for elementary girls, and Teen Girl Ministries (TGM) for middle school and high school girls. (The Missionettes name is no longer used although you will still find it in the printed curriculum. As future updates are made, you will see the term Girls’ Ministries or a specific reference to one of three divisions.)

Mission Statement

Teaming with individuals and ministries on the local, conference, and general levels to reach and teach girls in such a way that they will have the greatest opportunity to become fully developed followers of Jesus Christ.

Five-Fold Purpose of Girls’ Ministries

1. To win girls to Jesus Christ through love and acceptance.
2. To teach them to obey everything Jesus commanded—developing girls spiritually and mentally.
3. To provide encouragement, support, and accountability.
4. To provide an environment for girls to develop their gifts and abilities.
5. To acquaint them with the Great Commission of Jesus Christ our Lord.
Girls' Ministries Clubs include:

Mpact Kids Clubs:
- Sunlight Kids: for girls and boys birth to 36 months
- Rainbows: 3-5 year-old girls and boys (not yet in kindergarten)

Mpact Girls Clubs:
- Daisies—“The Sonshine Club:” kindergarten girls
- Prims—“The Discovery Club:” 1st & 2nd grade girls
- Stars: 3rd - 5th grade girls

Teen Girl Ministries (TGM) Clubs:
- Friends: 6th - 8th grade girls
- Girls Only: 9th - 12th grade girls

Guidelines

General
1. The General Girls’ Ministries will be recommended by the Executive Director of Discipleship Ministries and approved by the DMD Council.

2. The structure and governance of Girls’ Ministries are determined by the Girls’ Ministries Board and the policies and procedures of the program. Girls’ Ministries will have a cooperative relationship with Women’s Ministries.

3. The members of the Girls’ Ministries Board, other than the Chairman, shall be recommended by the Executive Director of Discipleship Ministries in consultation with the Director of Girls’ Ministries and approved by the Discipleship Ministries Division Council. The Girls’ Ministries Board shall consist of at least the following members:
   a. Director of Girls’ Ministries, Chairman
   b. One Conference Girls’ Ministries Director
   c. One Conference Women’s Ministries Director
   d. Two members at large
   e. The Director of Women’s Ministries shall have seat and voice on the Girls’ Ministries Board

4. The General Girls’ Ministries Director will:
   a. Work closely with Discipleship Ministries and Women’s Ministries to develop and promote Girls’ Ministries in every conference.
   b. Be responsible for the development and/or customization of all curriculum, resource materials, and products.
c. Process leadership training exams and certificates for all levels, basic and advanced, of Girls’ Ministries training.
d. Develop and send a quarterly communication to conference Girls’ Ministries directors.
e. Use electronic mass media to communicate with a broader base of local churches, leaders, and members.
f. Maintain and update pages related to Girls’ Ministries on the IPHC website with pertinent information.
g. Develop and send the annual theme and Girls’ Ministries Week planning packet.
h. Process Miriam awards sent from conference GM directors.
i. Promote Girls’ Ministries and the varied outreach opportunities such as Baby Hope Club, PenFriends, Going Global, etc., and strive to create others.
j. Offer leadership seminars for conference Girls’ Ministries directors and boards/teams in conjunction with Women’s Ministries.
k. Develop and implement a plan for the quadrennial national girls event, Power Chicks, which began in 2007.
l. Develop and nurture the cooperative relationship with Women’s Ministries throughout the IPHC.
m. Have seat and voice on the General Women’s Ministries Board.
n. Serve as a member of the Discipleship Ministries Division council with seat and voice privilege.

Conference
1. The Conference Girls’ Ministries Board /leadership team will work with Women’s Ministries and/or Discipleship Ministries to organize a Girls’ Ministries in every church in the conference.
2. All conference Girls’ Ministries directors and Board/team members are expected to attend a Girls’ Ministries Leader Training Course (LTC) for proper certification.
3. All conference Girls’ Ministries Board/team members are expected to complete the Girls’ Ministries Leader Training Guide. The open book test is to be completed and mailed to the general Girls’ Ministries office along with the testing fee of $10/test.
4. All conference Girls’ Ministries Board/team members are
expected to attend the courses for the three MOMENTUM Leadership Development Units: Bronze (Education), Silver (Community), and Gold (Personal Growth). The open book test in each book is to be completed and mailed to the general Girls’ Ministries office along with the testing fee of $5/test.

5. The Conference Girls’ Ministries Board/leadership team shall provide annual leader training courses (basic and advanced) for local Girls’ Ministries leaders as well as other pertinent conference and district training.

6. LTC trainers must be certified through the Girls’ Ministries office as outlined in the Conference Girls’ Ministries Director’s Manual.

7. Conference Girls’ Ministries Board/leadership team will promote the annual General Girls’ Ministries Day/Week.

8. The Conference Girls’ Ministries Board/leadership team, the Conference Women’s Ministries Board, and Conference Discipleship Ministries Board should work together to give special promotion to the Girls’ Ministries (Mpact/TGM) achievement program and to encourage participation in these programs.

9. The conference Girls’ Ministries Director will have seat and voice on the Conference Women’s Ministries Board.

10. The Conference Girl’s Ministries Director may, at the discretion of Discipleship Ministries, have seat and voice on the Conference Discipleship Ministries Board.

Local

1. The Girls’ Ministries coordinator, sponsors, and helpers are to be born again, sanctified, and Spirit-filled or earnestly seeking the Baptism in the Holy Spirit. (Chapter 7 of the Girls’ Ministries Leader Training Guide discusses these three experiences.)

2. Their character and conduct should be exemplary including:
   • Living a consistent Christian life
   • Faithful in church attendance and supportive of programs and the local church leadership
   • Interested in the spiritual welfare of girls

3. Girls’ Ministries coordinators and sponsors should be active and supportive members of in their local Pentecostal Holiness Churches.
4. The pastor will appoint the Girls’ Ministries coordinator in consultation with the Women’s Ministries Director and/or Discipleship Ministries Director based on the local church structure.

5. The Girls’ Ministries coordinator, with the pastor’s approval, will select the sponsors for Girls’ Ministries.

6. All Girls’ Ministries coordinators and sponsors are expected to complete the study of the *Girls’ Ministries Leader Training Guide* and to attend basic and advanced conference and district leadership training seminars.

7. The Girls’ Ministries Leader Training Course (LTC) shall be completed in a group training session held by the conference GM leadership team. If an LTC is not scheduled in your conference to meet your immediate needs, the LTG may be completed by correspondence. However, as soon as the group training is offered, it must be attended to complete the two-part sponsor certification process. The open book test is to be completed and mailed to the general Girls’ Ministries office along with the testing fee of $10/test.

8. All Girls’ Ministries leaders are encouraged to attend courses for the three MOMENTUM Leadership Development Units: Bronze (Education), Silver (Community), and Gold (Personal Growth), which shall be completed in a group training session held by the conference Girls’ Ministries leadership team. The open book test in each book is to be completed and mailed to the general Girls’ Ministries office along with the testing fee of $5/test.

**“LIVE IT!” Emphases**

*Girls’ Ministries Outreach Ministries*

- Baby Hope Club—financially helping babies born to young women living in IPHC maternity homes.
- PenFriends—a letter-writing club between club members and daughters of missionaries and chaplains.
- Operation Teaching Tools—partnering with this IPHC ministry allows girls to get a great sense of accomplishment and blesses missionaries with some great teaching tools!
- Going Global—A special endeavor to raise funds to help provide Girls’ Ministries training and curriculum to missionaries and/or nationals.
• Other special missions projects will be chosen and endorsed by the Girls’ Ministries office from time to time.

Girls’ Ministries Day/Week
This annual event celebrating the achievements and activities of Girls’ Ministries begins on the second Sunday in September and goes through the following Saturday. Each local church is encouraged to receive an offering for Girls’ Ministries Day. Churches with an active Girls’ Ministries charter may keep one-half of the Girls’ Ministries day offering in the local GM treasury and the other half is to be sent to the conference GM treasury for use in conference GM related expense.

Getting Started
1. The pastor will appoint the Girls’ Ministries coordinator in consultation with the Women’s Ministries Director and/or Discipleship Ministries Director based on the local church structure.
2. Select sponsors and helpers with the pastor’s approval.
3. As soon as sponsors have been selected, each will need a copy of the *Girls’ Ministries Leader Training Guide* (LTG).
4. Girls’ Ministries coordinators and sponsors are expected to complete the *Girls’ Ministries Leader Training Guide* (including the open-book test) and to attend conference and district leadership training seminars (see “Guidelines, Local” for details).
5. Coordinator should contact the conference Girls’ Ministries director with phone and mailing address for conference communications and other help.
6. Select time and place for club meetings.
7. Plan financing. (see “Financial Guidelines” in this chapter.)
8. Order supplies. (All club curriculum should be purchased from LifeSprings Resources. Call 1-800-541-1376 for a Girls’ Ministries catalog.) Products are available online at www.lifespringsresources.com.
9. Apply for club charters prior to your first club meeting, according to conference policy (charter certificates and individual membership cards are sent from the conference).
10. Frame and display the charter certificate in the church.
11. Publicize.
12. Cover with prayer.
Leadership Training
Local Girls’ Ministries coordinators and sponsors must meet a two-part Certification requirement as outlined in steps 1 & 2. Advanced training is outlined in step 3.
1. Attend a conference-sponsored basic Leader Training Course. Training dates may be obtained from the conference Girls’ Ministries director. If the director is unknown, contact the general Girls’ Ministries director at 405-792-7134.
2. Complete the Girls’ Ministries Leader Training Guide. The open-book test must be completed and mailed, along with the applicable processing fee, to the General Girls’ Ministries office for scoring. Certificates will be issued for those passing the test.
3. Attend the conference-sponsored advanced leadership training seminars when the Momentum Leadership Development units are taught. Then complete the open book test for each level. Follow the instructions on the IPHC customized answer form in each book.

Financial Guidelines
General
1. The General Girls’ Ministries office will provide Conference Girls’ Ministries Directors with chartering guidelines and application.
2. The preferred method of reporting and sending funds to the General Girls’ Ministries is through the Electronic Reporting System (ERS). downloadable forms will be used where ERS is not available.
3. Prepare and furnish the Girls’ Ministries financial and statistical report for membership of the quadrennial Women’s Ministries business session (based on what conference Girls’ Ministries officials have reported).
4. General Girls’ Ministries Director and Board members will tithe into the General Girls’ Ministries Treasury on offerings received from Girls’ Ministries work with the exception of licensed and ordained ministers who are required to tithe into their respective conference treasuries.
5. General Girls’ Ministries Director and Board will receive the standard travel allowance, per IRS regulations, from the General Girls’ Ministries treasury. In addition, they may
receive an honorarium for their services at conference and/or local GM functions.

**Conference**

1. The Conference Girls’ Ministries office will provide local Girls’ Ministries Directors with chartering guidelines and application.
2. Report and tithe monthly into the General Girls’ Ministries Treasury on all funds using either the preferred Electronic Reporting System or downloadable forms.
3. Forward one-half of each charter fee on to the General Girls’ Ministries Treasury in the month immediately after receipt.
4. Encourage observation of Girls’ Ministries Day/Week and the Girls’ Ministries Day offering on the local level.
5. Promote Baby Hope Club and other Girls’ Ministries outreach ministries. When funds are received from local churches, forward funds on the next monthly report.
6. Promote IPHC Women’s Ministries Special Ministries Funds (Feast of Ingathering, Harvest Train, Christmas 4 Missionaries, and Blanche King Scholarship Fund). Include girls at an early age in these ministry opportunities.
7. In conferences where there is central bookkeeping, provide that office with the due dates and pertinent information for reporting any special ministries.
8. Ensure that all funds sent to the General Girls’ Ministries Treasury have a clear designation as to their purpose (use appropriate codes designed for the Electronic Reporting System).
9. Conference Girls’ Ministries leadership will pay their tithe on income received from Girls’ Ministries work into their Conference Girls’ Ministries Treasury (unless the official is a minister who is required to tithe into the Conference Treasury).
10. Conference Girls’ Ministries Reports (including tithes, fees, and special ministry funds) are due in the general office on a monthly basis.
Local

The Local Girls’ Ministries Coordinator and/or Leadership team shall:

1. Apply for a charter as soon as Girls’ Ministries is organized in the local church. Charter fees are assessed at $75 per church regardless of the number of clubs and are filed with your conference Girls’ Ministries Director. Charters must be renewed in January of each year. All charter applications are processed through the conference Girls’ Ministries office unless otherwise designated by your conference.

2. Establish a treasury (in accordance with the policy of your church) as soon as any club is organized. It is recommended that you have one treasury for all clubs. Funds may be raised in various ways, including regular offerings from the girls or a subsidy from the church and/or Women’s Ministries group. Some clubs charge membership dues.

3. Work with your local church to prepare one statistical and one financial report for all ministries of the church, including Girls’ Ministries.

4. Report and tithe monthly into the conference Girls’ Ministries Treasury on all funds using either the preferred Electronic Reporting System or downloadable forms.

5. Included in the monthly financial report should be the following funds:
   a. One-tenth (tithe) of all the money received during that month, whether through fundraisers, dues, offerings, etc.
   b. Initial and annual renewal charter application fees when due
   c. Any other funds such as Girls’ Ministries Day offering, Baby Hope Club, missions projects or support, Women’s Ministries special Ministries funds, etc.

6. Observe Girls’ Ministries Day and receive an offering for IPHC Girls’ Ministries to be split half and half between the conference and local Girls’ Ministries Treasuries. Please forward one-half of this offering to the conference Girls’ Ministries treasury with the next monthly report.
7. Promote Baby Hope Club and other Girls’ Ministries outreach ministries and send funds on monthly report to the conference Girls’ Ministries treasury.

**Girls’ Ministries Committee Members:**

Irvina Parker, Chair
Kimberly Wilkerson
Frances Still
Tamé Lambert
Meta Russo
**Glossary**

**IPHC** - International Pentecostal Holiness Church  
**GMC** - Global Ministry Center, operations center of IPHC  
**WM** - Women’s Ministries  
**GM** - Girls’ Ministries  
**Conference** - Grouping of IPHC churches in a particular geographical area  
**General** - the national level of the IPHC  
**C Group** - Connect Group, a small group of women meeting regularly on the local level  
**Celebration Event** - A semi-annual or seasonal event on the local or conference level, where all C Groups or churches are joined together to celebrate what God is doing in and through women  
**FOI** - Feast of Ingathering  
**DRUSA** - Disaster Relief USA  
**Special Ministries** - Those ministries that WM has given to financially for many years (FOI, Harvest Train, Christmas 4 Missionaries, Scholarship Fund)  
**Mpact Kids Clubs** - Ministry to preschool boys and girls  
**Mpact Girls Clubs** - Ministry to elementary school girls  
**Teen Girl Ministries Clubs (TGM)** - ministry to middle school and high school girls
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If you are unable to find the information you need, please visit our website (www.iphc.org/women) or call the General WM office (405-792-7132).
1. What is the vision statement for Women's Ministries?
   ____Today's Woman Touching Tomorrow's World
   ____Developing a 21st Century Woman
   ____This is a Place for Every Woman in Women's Ministries
   ____Celebrate what God is doing in and through Women

2. The purpose of Women's Ministries is:
   ____To prepare women for ministry
   ____To cultivate positive relationships through discipleship
   ____To be an extension of the local church
   ____To raise funds for special ministries

3. What is the first step to begin a new WM in your local church?
   ____Call your Conference WM Director
   ____Choose leaders
   ____Schedule a meeting with your pastor
   ____Pray

4. The leaders of each local WM is called:
   ____WM Council
   ____WM Board
   ____WM Team
   ____WM Advisory Council

5. C Groups are:
   ____Smaller interest groups to cultivate relationships
   ____A weekly exercise class
   ____Fundraising group
   ____Monthly meeting

6. C Groups should:
   ____Be full of purpose
   ____Be handled with authenticity and excellence
   ____Send women out fulfilled and empowered
   ____All of the above
7. Women’s Ministries Day is the:
   ____ Second Sunday of September
   ____ First Sunday of June
   ____ Second Sunday of March
   ____ Third Sunday of May

8. Local WM Reports are due in the Conference Office:
   ____ Weekly
   ____ Quarterly
   ____ Monthly
   ____ Annually

9. Local Women’s Ministries are to charter to their Conference WM:
   ____ Weekly
   ____ Quarterly
   ____ Monthly
   ____ Annually

10. A $75 charter fee is due every:
    ____ June
    ____ September
    ____ January
    ____ December

11. WM Leaders are selected from:
    ____ Any woman that wants to participate
    ____ Only women that are 40 and above
    ____ Active and supportive IPHC and WM members
    ____ Only women that are 35 and under

12. The National Women’s Conference, The Diamond Experience is held:
    ____ Once a year
    ____ Twice a year
    ____ Once a quadrennial
    ____ Every other year
13. The Christmas 4 Missionaries offering:
   ____Provides funds for the WM Missions trip
   ____Provides a Christmas bonus for IPHC Missionaries
   ____Provides an offering for Global Outreach
   ____Provides monies for the Sewing Machine Project

14. NextGen Leaders are to be appointed every:
   ____year
   ____two years
   ____four years
   ____six months

True or False

1. ____Celebration events are a great place to offer leaders in training opportunities to be released into their giftings.

2. ____Celebration events do not take the place of the monthly WM meeting.

3 ____The WM Day offering is split 50/50 between your local WM and conference WM.

4. ____The Conference GM Director will have seat and voice on the conference WM Board.

5. ____The conference Superintendent’s wife does not have seat and voice on the conference WM Board.

6. ____Each conference WM is responsible to provide a time of training for local WM boards every year.

7. ____The Lila Isaac award will be presented to a worthy recipient every four years at our National Women’s Conference.

8. ____NextGen Leaders are between the ages of 15-25.
9. ___ The Mpact Girls' Club is for middle school and high school girls.

10. ___ The C4 Mission of WM is connect, cultivate, celebrate, and create.

11. ___ The National Event for girls is called Chic Mix.

12. ___ The General Women's Auxiliary of the Pentecostal Holiness Church was organized in 1944.
Thank you for taking time out of your busy schedule to complete the WM Concept Review. Please mail the completed answer form, along with the $10 certification fee (check or money order made out to General WM) to:

WM Leadership Development
PO Box 12609
Oklahoma City, OK 73157

Your completed answer form will be reviewed by one of our staff.
• When your review is satisfactory, a Certification Kit will be mailed to you indicating you have completed the requirements.
• Conference WM directors are informed of the women in her conference who have successfully completed the Guide.

This Concept Review can also be downloaded from our website. www.iphc.org/women