

NETWORK OF WOMEN MINISTERS

NWM

# DIRECTOR GUIDE

Mobilizing Women to Fulfill their  
Ministerial Call

[NWM.AG.ORG](http://NWM.AG.ORG)



# **WELCOME TO THE NETWORK OF WOMEN MINISTERS!**

Thank you for saying yes to being a Network of Women Ministers Director. We are deeply grateful for your leadership to serve the credentialed women in your local Network by cultivating initiatives that will equip and empower women to fulfill their ministerial calling. You are not alone on this journey and we are excited to support you. This guide will serve as a roadmap as you launch NWM in your Network. Let's explore the five practices that will help you cultivate a healthy Network of Women Ministers in your Network. We are thrilled to have you on the team, and we really are better together!

**THE NWM TEAM**

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PRACTICES FOR CULTIVATING NETWORK OF WOMEN MINISTERS



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### **INTRODUCTION:**

# **Why does the Network of Women Ministers exist?**

“People don’t buy *what* you do, they buy *why* you do it.”

Simon Sinek

# EVERY GREAT MOVEMENT STARTS BY ANSWERING THE SIMPLE QUESTION: WHY?

SO, WHY DOES THE NETWORK OF WOMEN EXIST?

*Our mission is to mobilize women to  
fulfill their ministerial call.*

Scripture clearly states: "In the last days, God says, **I will pour out my Spirit on all people.** Your sons and daughters will prophesy, your young men will see visions, your old men will dream dreams..." Acts 2:17, NIV

The goal is to see women move from *recognition* of their ministry call to *placement* in higher levels of ministerial leadership.

This will be accomplished by cultivating a culture that identifies gifts and opens doors to position women in ministry. Growth within this culture is achieved by creating opportunities for connecting, coaching, mentoring, and equipping women in ministerial and leadership competencies. With this in mind, we aspire to fully integrate the women of this generation and the generations to come, into every organizational level of ministerial leadership.

Women have played an integral role in the Assemblies of God and since its inception in 1914, they have been ordaining women. Though this is true, the beliefs in our movement don't always align with our behaviors as women remain underrepresented at higher levels of leadership.

AT THE TIME OF THIS WRITING, THE ASSEMBLIES OF GOD USA HAS 37,773 MINISTERS. TWENTY-EIGHT PERCENT OR 10,753 OF OUR CREDENTIALLED MINISTERS ARE FEMALE.

## OF OUR 10,753 FEMALE MINISTERS:

- 2,319 are certified; 4,131 are licensed; and 4,303 are ordained.
- Of our 21,642 ordained ministers, 4,303 or 19 percent are female.
- Of our 12,749 churches, 662 are led by female pastors which represents 5 percent of our churches.
- 1,066 are missionaries (255 AGUSM and 811 AGWM).
- 22 are General Council general presbyters. The General Presbytery of the Assemblies of God is made up of approximately 375 elected representatives. As of the August 2021 meeting of the General Presbytery, 7 percent were female.
- 6 serve as District/Network officials.
- 58 are elected by their colleagues to serve as sectional presbyters representing a region of churches and sit on a District/Network Presbytery board of directors. There are 687 sections in the Assemblies of God USA, and female presbyters lead 8 percent of them.
- 3 are General Council executive presbyters. The Executive Presbytery consists of 15 members, 20 percent of whom are females.
- 1 is a member of the six-person Executive Leadership Team which is 17 percent of that group.\*

*\*from the Assemblies of God General Council Headquarters, 2022*







# THE CHALLENGE:

These statistics reveal the valuable and increasing contribution of women at every level of leadership within the Assemblies of God. However, the percentage of women serving in higher levels of leadership is disproportionate to the representation of credentialed women in our movement. In addition, credentialed women can often feel marginalized and isolated serving on predominantly male led teams.

We recognize and participate in the end-time Pentecostal outpouring. **We believe the image of God is best reflected and the church of Jesus Christ is healthiest when both men and women are empowered to fulfill their calling at every level of ministerial leadership.**

## NWM NETWORK DIRECTOR | MINISTRY DESCRIPTION

In your role as the NWM Network Director, there are specific expectations for your ministry. The job description below should help you understand the specific functions of this essential leadership position.

-  An Ordained credentialed woman representing her network.
-  Develops a team to engage in advocating, collaborating, and training.
-  Mobilizes women to fulfill their call within her network.
-  Develops and implements a strategy within her network that aligns with the national goals and objectives.
-  Initiates conversations related to women fulfilling their ministry call.
-  Works in collaboration with the National NWM framework.

# BREAKOUT QUESTIONS

1. How have you seen more women pursuing their calling in your Network?
2. What are the challenges or obstacles you have observed women in ministry experiencing?
3. What are the practical felt-needs you see among credentialed women in your Network?
4. How does our mission to “mobilize women to fulfill their ministerial call” resonate with addressing those needs?
5. Which part of the NWM Network Director job description resonates with you most, and why?

## NOTES:





A background image of two women standing on a beach. The woman on the left is wearing a burnt orange suit, and the woman on the right is wearing a light beige suit. They are both looking towards the camera. The background shows a sandy beach, the ocean, and a clear sky.

## **Cultivate Practice #2**

### **VALUES: Who are we?**

“Your values are the deeply held beliefs that authentically describe your soul.”

John Maxwell

# WHO ARE WE?

Our values define who we are. The Network of Women Ministers desires to build bridges between men and women ministers to accomplish the work of the Great Commission to bring the hope of Jesus to the world. Before learning how we will do that, it's essential that we know who we are and what we value. The values below reflect the heart of the Network of Women Ministers. We invite every NWM leader to reflect these core values at every level of what we say and do.

**Values:** "Let love be genuine. Abhor what is evil; hold fast to what is good. Love one another with brotherly affection. **Outdo one another in showing honor.** Do not be slothful in zeal, be fervent in spirit, serve the Lord. Rejoice in hope, be patient in tribulation, be constant in prayer" (Romans 12:9-12, ESV).

## HONOR



Devoting ourselves to one another, we will respect and serve ministry colleagues in humility valuing them above ourselves.

## AUTHENTICITY



Sharing our ministry stories, we will speak words of truth and model grace.

## FORGIVENESS



Releasing real and perceived ministry offenses, we will rely on God's redeeming love.

## HOPE



Engaging in the mission and living by our values, we will step into our best days as women ministers.

A woman in ministry recently said, "I have a call, not a cause." The heart of ministry is simply saying yes to Jesus and following where He leads. Too often, women in ministry are mislabeled or misunderstood. There are many double standards we encounter as we lead. For example, men who are direct and charismatic leaders are often perceived as strong and capable leaders. However, women who display the same characteristics can be perceived as overbearing or rude. While we can't change the inequities, we can focus on being led by the Spirit and displaying the heart of Jesus in our leadership.

# BREAKOUT QUESTIONS

1. Have you seen any negative perceptions of women in ministry in our movement or in your Network? What are the factors that contributed to this?
2. How can you personally integrate these values in your leadership in practical ways?
3. What steps can you take to share these values with the women in ministry you serve?
4. How can you challenge women in ministry to live out these values in their leadership?

## NOTES:



## **Cultivate Practice #3**

### **VISION: What is our goal?**

“Where there is no vision,  
the people perish.”  
Proverbs 28:19

# WHAT IS OUR GOAL?

Having a clear vision is essential to everything we do. The Network of Women Ministers has a three-fold vision to advocate, collaborate and train women in ministry.

## ADVOCATE

- ✓ Cultivating a diverse culture that identifies gifts and opens doors to position women in ministry.

We recognize that opportunities for women in ministry are often limited. The NWM promotes and advocates for women in ministry by encouraging them to prepare for ministry by being biblically engaged, spirit empowered, applying for credentials, working/upgrading to ordination, engaging in continuing education, and actively applying for ministry opportunities.

## COLLABORATE

- ✓ Creating opportunities for women through connecting, coaching, and mentoring.

Women in ministry often feel isolated while serving on predominantly male-led teams. Harvard Business Review reports that women who support women are more successful. The NWM creates spaces for women to network, share ideas, and build community. Collaboration is at the heart of the culture of the NWM. We celebrate one another recognizing that a win for one, is a win for all!

*HBR article: <https://www.forbes.com/sites/shelleyzalis/2019/03/06/power-of-the-pack-women-who-support-women-are-more-successful/?sh=2b3d31511771>*

## TRAIN

- ✓ Equipping women in ministerial and leadership competencies.

Ministry in the 21st century is complex and requires adaptive leadership. The NWM recognizes that women in ministry benefit from ongoing training that will equip them to bring the hope of Jesus to an ever-shifting culture. Practical training for ministers provides skills that can be applied in any leadership context.

Recognizing and participating in the end-time Pentecostal outpouring, the Network of Women Ministers mobilizes women to fulfill their ministerial call.

# BREAKOUT QUESTIONS

1. What are the greatest felt-needs among the women in ministry you know?
2. What part of the vision addresses those needs?
3. How can you communicate the vision to the women in ministry in your Network in practical ways?
4. What are ways you have already started to advocate, collaborate, and train in your Network?

## NOTES:





## **Cultivate Practice #4**

### **STRATEGY: How will we do this?**

“The most effective way to do  
it, is to do it.”  
Amelia Earhart

# HOW WILL WE DO THIS?

Execution makes vision a reality. How we implement the vision of the NWM will determine our impact. As you consider how you will lead NWM in your Network, consider the following:

## BUILD A NETWORK OF ADVOCATES

- ✓ Contact your Network leadership and ask how you can collaborate with them to serve the credentialed women in your Network. Share the vision and values of the NWM along with your strategy to come alongside your leadership to serve women in ministry.

## CREATE A NWM LEADERSHIP TEAM

- ✓ Identify gifted women in ministry to recruit for your team.
  - Consider having women from different regions of your Network.
  - Be intentional about building a diverse team that includes women from different generations and ethnicities.
  - Write clear expectations for team members and consider asking them to serve one-year terms.
  - Determine how often you will meet (quarterly seems to work best).
  - Create roles to share responsibilities with the team such as social media lead, team administrative support, etc.

## IDENTIFY YOUR INITIATIVES

- ✓ How will you create opportunities to advocate, collaborate, and train in your ministry Network?
  - Start small and build on existing opportunities like your annual conference or other Network sponsored events.
  - What works best in your context to meet the current needs of women in ministry? Consider sending a survey to all credentialed women to discover needs and share with Network leadership. Data is your friend!
  - Work with your team to determine what initiatives to launch: social media page, conference, mentoring groups, leadership development cohorts, quarterly Zoom meet-ups, etc. **Note:** the national NWM will be launching opportunities for women that will be open to all credentialed women nationwide. (No pressure to reinvent the wheel!)



## CREATE A BUDGET



What funds will you need to accomplish your initiatives? Sit down and create a spreadsheet with actual numbers to reflect what you need.

- Consider events that will pay for themselves. For example, selling tickets to a leadership development event will pay for the speaker and other costs.
- Once your budget is determined, share it with your Network leadership and ask if they would consider investing into this initiative that serves a large percentage of credential holders. (Find out what percentage of ministers are women in your Network and use that number!) Share that other Networks across the country are fully funding the NWM initiatives as an investment into their ministry leadership. Some Networks give up to \$10,000 a year toward the NWM out of the General Fund.

## LAUNCH YOUR NWM INITIATIVES



How will you create momentum to launch your NWM initiatives in your Network?

- Utilize your team to promote at Network events and on social media
- Ask your male advocates to promote
- Consider having a page on your Network web site. Here is an example for you to look at: <https://nwministry.com/Ministries/Network-of-Women-Ministers>
- Be consistent. Never underestimate the impact your initiatives have on helping mobilize women to fulfil their calling.
- Track your progress. When you have a virtual or live event, record attendance and share the win with your Network leadership. Include quotes from women who communicate how the NWM has equipped and developed them for ministry.
- Do what works for you! Every culture has unique needs, so be free to lead initiatives that work in your Network. Let's not fall into the comparison trap, pray, hear from God, and remember that obedience is success!

# BREAKOUT QUESTIONS

1. What steps of the implementation strategy seem most exciting to you?
2. What pieces seem to be the most challenging and why?
3. What support will you need as you build the NWM in your Network?
4. Where can you recruit that support system from?

## NOTES:





## Cultivate Practice #5

### **NEXT STEPS: What's next?**

"Strategy is a commodity,  
execution is an art."

Peter Drucker

# WHERE TO START?

IT'S TIME FOR YOU TO CREATE YOUR UNIQUE NEXT STEPS TO CREATE THE NETWORK OF WOMEN MINISTERS INITIATIVES IN YOUR NETWORK.

- Focus on outlining S.M.A.R.T. goals for each below. (Specific, Measurable, Attainable, Realistic, Time-oriented.)
- How will your goals align with the vision to advocate, collaborate, and train?
- Be sure your goals have an estimated timeframe.

## ✓ BUILD A NETWORK OF ADVOCATES

My next steps:



# NEXT STEPS

✓ **CREATE A NWM LEADERSHIP TEAM**

My next steps:



✓ **IDENTIFY YOUR INITIATIVES**

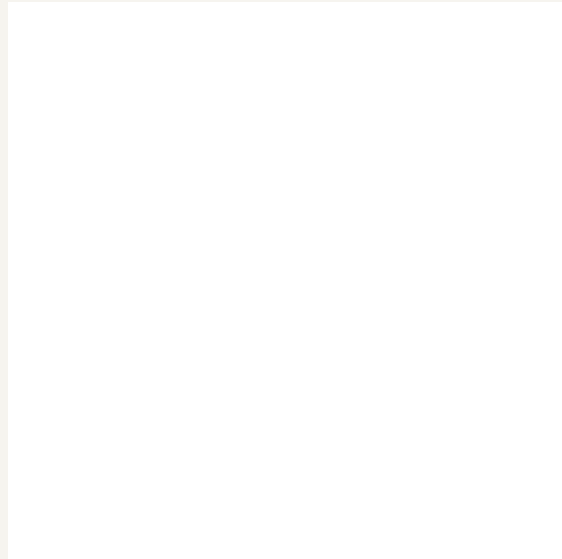
My next steps:



# NEXT STEPS

**CREATE A BUDGET**

My next steps:



**LAUNCH YOUR NWM INITIATIVES**

My next steps:



# RESOURCES



We have created a resource station for you to download things you might find helpful in branding your local NWM events: logos, banners, slides, promo cards, and more.

Head over to our website and click on **Downloads** to check it out!

[NWM.AG.ORG](http://NWM.AG.ORG)



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