

ALLEGHENY EAST CONFERENCE OF SEVENTH-DAY ADVENTISTS

WOMEN'S MINISTRIES STRATEGIC PLAN 2015-2017



LEADERSHIP TEAM



**CYNTHIA POOLE, DIRECTOR
WOMEN'S MINISTRIES
Allegheny East Conference of Seventh-day Adventists**

**PATRICIA O. LEWIS, ADMINISTRATIVE ASSISTANT
WOMEN'S MINISTRIES
Allegheny East Conference of Seventh-day Adventists**

BALTIMORE & EXTENDED AREA: Margaret Brown, Area Leader | Robin Scott-Lyles, Area Advisor | Norma Sauls, Area Advisor

BAY AREA: Jacqueline Ruley, Area Leader | Tina Smith, Area Advisor

DELAWARE VALLEY AREA: Emily Doggette, Area Leader | Audrey Booker, Area Advisor | Carol Kearny, Area Advisor

NORTHERN NEW JERSEY AREA: Rosalyn Ferguson, Area Leader | Nadine Hughes, Area Advisor | Patricia Nelson, Area Advisor

SOUTH JERSEY AREA: Betty Mason, Area Leader | Penny Rodgers, Area Advisor

VIRGINIA AREA: Helen Peace, Interim Area Leader | Gloria Mitchell-Lively, Interim Area Advisor

WASHINGTON METRO AREA: Denise Crarey, Area Leader | Paula Johnson, Area Advisor



TABLE OF CONTENTS

Acknowledgements 4

Foreword 5

History of Women's Ministries in the North American Division and the Allegheny East Conference 6

Mission, Goals, Objectives and Current Initiatives 7

Local Area Plans

 Bay Area 9

 Delaware Valley Area 14

 Northern New Jersey Area 15

 South Jersey Area 19

 Virginia Area 23

Appendix A: List of Churches by Area

 Baltimore & Extended Area Churches 25

 Bay Area Churches 26

 Delaware Valley Area Churches 27

 Northern New Jersey Area Churches 28

 South Jersey Area Churches 29

 Virginia Area Churches 30

 Washington Metro Area Churches 31

Appendix B: Summary of 2014 Pastoral Survey by Area

 Baltimore & Extended Area 32

 Bay Area 34

 Delaware Valley Area 35

 Northern New Jersey Area 37

 South Jersey Area 38

 Virginia Area 39

 Washington Metro Area 41



ACKNOWLEDGEMENTS

Any good strategic plan is not the product of a single mind. This plan is no different. I want to express my appreciation and gratitude for the inspiration, research, knowledge and motivation of a phenomenal woman Dr. Gina Brown. Gina took the time out of her impossible schedule to lead out in the process of developing this plan and was the primary catalyst for the collaboration of the area leaders and advisors.

I also want to thank each of the area leaders, advisors and friends who contributed to the plan. Thanks to Patricia Lewis for her invaluable contributions to the completion of the "Plan". And last but not least, a special thanks to the officers of the Allegheny East Conference for the quiet words of encouragement, the consistent financial support and the unwavering belief in the work of the Women's Ministries Department.

Cynthia Poole



FOREWORD

No One to be an Idler in the Vineyard

“Brethren and sister who have long claimed to believe the truth, I would ask you, “Have your practices been in harmony with your light? With your privileges? With the opportunities granted of heaven? This is a serious question. Why is it there is so little faith? So little spiritual power? Why are there so few who bear the yoke and carry the burden of Christ? Why do persons have to be urged to take up their work for the Master? Why are there so few who can unveil the mysteries of redemption? Why is it that the imputed righteousness of Christ does not shine through His professed followers as a light to the world?”

The Sun of Righteousness has risen upon the church, and it is the duty of the church to shine. Those who are connected with Christ will grow in grace, and in the knowledge of Jesus Christ, to the full stature of men and women. It is the privilege of every soul to make advancement. No ONE is to be an idler in the vineyard. IF ALL who claim to believe the truth had made the most of their opportunities and ability to learn all that they were privileged to learn, they would have become strong in Christ NO matter what may have been their occupation, if farmer, mechanics, teachers, or pastors, if they had wholly consecrated themselves to God, they would have been efficient agents to work for the heavenly Master. PH 0075.2

It is against this backdrop that the Women's Ministries Office of the Allegheny East Conference submits this Strategic Plan. The objective of the plan is to enlighten, equip, motivate, give direction, vision and clarity to the work of the women in the Allegheny East territory. Each area is encouraged to assess their territory, resources and challenges when developing the framework that will guide the work of women in the six local areas. It is to be noted that this is the plan for the work of women but it is not restricted to benefit only women. It is our desire to serve the home, the church and the community in any way the Lord so reveals and directs. We ask God's blessings on these plans and those who will execute the plan.



HISTORY OF WOMEN'S MINISTRIES IN THE NORTH AMERICAN DIVISION AND THE ALLEGHENY EAST CONFERENCE

“The work of Women’s Ministries began in the North American Division long before the official vote in 1995 to establish Women’s Ministries as an official department of the Church”¹. It has been documented as far back as 1898, when Sister White wrote to Sarepta Miranda Irish Henry encouraging her to exert her influence to set in operation lines of work where women could unite together to work for the Lord.. The General Conference (GC) gave Sr. Henry a ministerial license and she set about forming a Woman Ministry Committee. However with her demise in 1900 the work began to falter and by 1901, the organized work for women came to a halt. It took some 72 years before a formal committee, “The Role of Women in the Church”, was formed, met at Camp Mohaven, Ohio, and the work was set in motion again.

In 1980 the GC President Neal Wilson promoted the idea that “the church must find ways to organize and use the vast potential represented by women’s talents”. In 1983, the North American Division Women’s Commission was founded through the Office of Human Relations. Elder Warren S. Banfield was the Director of Human Relations and a champion for the cause of women in the church. During the 1985 GC session in New Orleans an affirmative action was approved for the involvement of women in the church that did not require ordination. In October of 1985 the GC established the Women’s Ministries Advisory and in October of 1990 Rose Otis was elected director of the General Conference Office of Women’s Ministries. The North American Division appointed an Assistant Director of the NAD’s Office of Women’s Ministries the following month and in July of 1995 in the General Conference Session in Utrecht, full status to Women’s Ministries was voted. Four months later the North American division followed suit and granted departmental status to Women’s Ministries. The following year in October of 1996 Rose Otis was elected first woman Vice President of North American Division and Director of the NAD Woman’s Ministries Department.

Here in the Allegheny East Conference the mantel of service began with two faithful volunteers Sandy Hayden Green assisted by Gladys Brooks. Their service spanned the years of 1987 to 1997. In 1997 the office of Women’s Ministries was officially established and Minnie McNeil was the first voted Director. She also directed Adventist Community Services. In the spring of 2013, Mrs. McNeil resigned from the position of Women’s Ministries Director and Cynthia Poole was voted as Director of Women’s Ministries for Allegheny East Conference, while concurrently serving as Associate Superintendent of Education, Early Childhood/REACH.



ALLEGHENY EAST CONFERENCE WOMEN'S MINISTRIES MISSION/GOALS/OBJECTIVES

Mission

The mission of Women's Ministries is to encourage a warm environment of love, care, trust and acceptance among all women, helping women reach her full potential in Christ; discovering and utilizing her spiritual gifts and uplifting the name of Jesus.

Goals

- Establish Women's Ministries in every church in AEC regardless of language, culture or race.
- Develop strong relations with the Pastors to promote the facilitation and acceptance of Women's Ministries in the local churches.
- Provide opportunities for women to deepen their faith and experience spiritual growth and renewal.
- Mentor young women, teens and girls.
- Affirm and nurture the older women.
- Address the concerns of women in the church and the community through education and building networks among women.
- Promote opportunities for wider service for women.
- Challenge Adventist women to use their talents and spiritual gifts for the glory of God in the home, church, church school and community.
- Collaborate with other departments in the facilitation of ministry to more effectively utilize our resources.

Objectives

- Recruit committed women to serve in the local churches as Women's Ministries Leaders.
- Establish visitation plan to attend and/or speak at the local churches.
- Provide workshops, retreats and training. Encourage participation in local, national and international prayer lines.
- Promote the establishment of programs to address the specific needs of the youth.
- Promote the establishment of programs to address the specific needs of the seniors with opportunities for mentoring, etc.
- Promote participation in the Women's Ministries Leadership Certification Program.
- Provide Spiritual Gifts Inventories to help women identify and learn their gifts.



MISSION/GOALS/OBJECTIVES/CURRENT INITIATIVES (continued)

Objectives

- Provide an activity/venue where cross departments can collaborate to offer training, respite and recreation across gender, and generational gap.
- Initiate the Love Feast Program
- Institute conference-wide outreach projects in the local communities

Current Initiatives

- Adoption of women's shelters to address the needs of abused and homeless families.
- Reclamation of former members. Each church is challenged to re-claim at least one former Adventist woman per year.
- Support the IRide initiative of the office of education.
- Coordinate a joint retreat among Women's Ministries, Relationship Ministry and the youth program "WINGS".



LOCAL AREA PLANS: BAY

The Bay Area Women's Ministries Leadership Team encourages all women to use their gifts in Ministry. Learning to trust God by stepping out in faith and making themselves available to Him. As you review the following report, find your place in our 2015-2017 initiative of "every woman in ministry." Throughout the year, the ladies have been celebrating every woman's birthday, participating in the "End It Now" campaign, ministering to Nursing Home residents, reaching out to our youth, involved in DVD and flower pot ministry.

Programs for 2015

- Prayer Conference

As part of our 2015 Prayer Conference, the churches in the Bay Area collected 1,520 items, including linens, cleaning supplies, toiletries, juice, bottle water and personal care items for the Shepherd Place, a 30 bed emergency facility for homeless families and women in Dover, DE.

- Description: Use local talent, local church to host event
- Program length: Three hours
- Preparation hours: Six months
- Facility: Local church to host event
- Strength: Women across the Bay Area Working together
- Weakness: Resources
- Opportunity: Connecting the Women in the Bay Area
- Threat: Local church initiatives taking priority

- Shelter Initiative

Our churches have been involved in supporting the conference shelter initiative.

- Description: Each church sponsors a local shelter
- Program length:
- Preparation hours:
- Facility:
- Strength: Women across the Bay Area Working together
- Weakness: Leaders who do not follow through on the vision
- Opportunity: Connecting the Women in the Bay Area
- Threat: Local church initiatives taking priority



LOCAL AREA PLANS: BAY (continued)

- Quarterly Meetings for the Area
 - Description: Meet quarterly with all of the churches in the Bay Area
 - Program length: Three hours
 - Preparation hours:
 - Facility: Local church to host event
 - Strengths: Each Leader gets to use their gifts
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority
- Heart Call
 - Description: Each church is responsible for reaching out to former female members who are no longer attending church
 - Program length:
 - Preparation hours:
 - Facility:
 - Strength: Women across the Bay Area Working together
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority



LOCAL AREA PLANS: BAY (continued)

Programs for 2016

- Retreat
 - Description: Date, place, speakers to be determined
 - Program length: 3 Days (Friday-Sunday)
 - Preparation hours: Two years
 - Facility:
 - Strength: Women across the Bay Area Working together
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority
- Quarterly Meetings for the Area
 - Description: Meet quarterly with all of the churches in the Bay Area
 - Program length: Three hours
 - Preparation hours:
 - Facility: Local church to host event
 - Strength: Each Leader gets to use their gifts
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority



LOCAL AREA PLANS: BAY (continued)

- Prayer Conference
 - Description: Use local talent, local church to host event
 - Program length: Three hours
 - Preparation hours: Six months
 - Facility: Local church to host event
 - Strength: Women across the Bay Area Working together
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority

Programs for 2017

- Prayer Conference
 - Description: Use local talent, local church to host event
 - Program length: Three hours
 - Preparation hours: Six months
 - Facility: Local church to host event
 - Strength: Women across the Bay Area Working together
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority



LOCAL AREA PLANS: BAY (continued)

- Quarterly Meetings for the Area
 - Description: Meet quarterly with all of the churches in the Bay Area
 - Program length: Three hours
 - Preparation hours:
 - Facility: Local church to host event
 - Strength: Each Leader gets to use their gifts
 - Weakness: Resources
 - Opportunity: Connecting the Women in the Bay Area
 - Threat: Local church initiatives taking priority



LOCAL AREA PLANS: DELAWARE VALLEY

Mission

To develop a program that will encourage and prepare all women both young and seniors to work together in harmony and love.

Vision

Bring all ages of women working in harmony in the church and in the community.

Goals

Plan seminars on Health Issues, Domestic Violence, Child rearing, and other issues women and teens face.

Activities in church:

- Bible studies
- Cooking school, bread making
- Birthday parties
- Book Club
- Exercise/weight loss classes
- Support group for the disabled
- Fashion show illustrating clothing for body types etc.

Goals Timeline

- Three months
 - Hopefully a leader will be appointed or confirmed
 - Have first meeting with local church Women's Ministries leaders
- Six months
 - Luncheon with church WM leaders
 - Set up conference call quarterly
- One year
 - Local Retreat
 - Have met or spoken with all of the Delaware Valley leaders
- Two Years
 - Conference Retreat



LOCAL AREA PLANS: NORTHERN NEW JERSEY

Mission

- To promote an atmosphere of Love and Acceptance for the diversity of women of all ages, cultures, experiences and talents in the Northern New Jersey Area.
- To encourage Local Church Women's Ministries to embrace the mission and vision of women's ministries at the local church level.
- To promote Evangelism and Reclamation of women & girls to the Family of God and The Gospel Call of Jesus in lives of females.
- To facilitate and create NJ Area opportunities for fellowship and spiritual growth of women
- To support the AEC development of women's ministries in the local area.

Vision

The Northern New Jersey Area's Vision for Women's Ministries is:

- Every Church will embrace the value of women and girls and prepare them to be strong witnesses for the love of Jesus and servant ministers for God's Church.
- Evangelism to women and girls will reach out to the hurting and troubled within and outside of the church to strength, heal and empower them to practical and spiritual new life.
- The opportunities for women and girls to share and develop talents / skills / life competencies will be increased personally and corporately within the local church.
- The North Jersey Area Leadership and its activities will be empowered by the Holy Spirit to actualize the mission and vision of Women's Ministries.

Objectives

- To Make Contact with each Local Church Leader and offer supportive consult and practical support to their ministry development.
- To Offer at least 2-4 Area Business Meetings a year for information, ministry development, local church sharing.
- To Create a vibrant NJ Area Council of Officers to support and activate the NJ Area Mission
- To Provide 1 Evangelistic Activity a year for collective local church NJ Area support
- To Provide 1 Fellowship Activity a year
- To Provide 1 Year End Activity a year to celebrate what God has done through women's ministries
- To Promote or Provide a Spiritual Retreat for Women & Girls



LOCAL AREA PLANS: NORTHERN NEW JERSEY (continued)

Objectives

- To Provide upon Request GC / North American Division Women's Ministries Leadership Certificate Workshops/Seminars (Levels 1, 2, 3, and 4)
- To Provide Life Skill and Topic Workshops upon local church request.

Challenges

- Local Churches don't all have women's ministries leaders.
- Local Church Leaders not making themselves known to or participating in area and AEC/conference goals / initiatives.
- Local Church Leaders enact women's ministries more like a club than ministry for the church to communicate with all female members and visitors.
- Local church promotion of intergenerational (all ages and stages of female life) participation in women's ministries.
- Resource Funding of Area and Local Church women's ministries projects.

Opportunities:

- Communicating the needs of women and girls in the area.
- Increasing awareness of Evangelism Opportunities / Friendship Outreach toward women within church life, as well as community and special need groups.
- Introducing opportunities for joint or cluster (Sister) church projects.
- Providing and encouraging the sharing of women's talents among area churches.
- Affirming women and girls throughout the Northern New Jersey Area.
- Special Projects: (1) Outreach to women's Shelters 2) Reclamation of missing women in the local church 3) Kindness Projects 4) Love Feasts – Discipling Women/Girls for Jesus.



LOCAL AREA PLANS: NORTHERN NEW JERSEY (continued)

Activities for 2015

- January 25 - Local church leaders meeting
- April 26 - Area officers meeting
- May 24* - Area prayer and praise service (benefit shelter project)
- July 26 - Local church leaders meeting
- August 28 & 29 - Area prevention abuse/DV weekend emphasis
- September - Area fellowship dinner cruise
- November 15 - Area officers' meeting
- December 6 - Local area churches year-end celebration

Activities for 2016

- January 24 - Local church meeting
- March 21* - Area prayer conference
- April 17 - Area officers' meeting
- May 15* - Area fellowship trip to Longwood Gardens
- June 12 - Local church leaders' meeting
- *July 17 - Ladies Flea Market Outreach (special shelter guests)
- *August 20&21 - Area Prevent Abuse/DV Weekend Emphasis
- *September & October - TBA AEC/Union Women's Ministries Retreat
- November 20 - Area officers' meeting
- *December 4 - Local church year-end celebration



LOCAL AREA PLANS: NORTHERN NEW JERSEY (continued)

Activities for 2017

- January - Local church meeting
- March - Area prayer conference
- April - Area officers meeting
- May* - Area fellowship trip
- June - Local church leaders meeting
- July* - Ladies Tea Party outreach (special guests, shelter and missing members)
- August* - Prevent Abuse/DV Weekend Emphasis
- September & October* - Northern New Jersey Area women's ministries retreat
- November - Area Officers' Meeting
- December* - Local church year-end celebration

3 Year - Activity Calendar

2015 ADOPT A WOMEN'S SHELTER	2016 KINDNESS PROJECTS	2017 FRIENDSHIP PROJECTS
<p>January 25 - Area Local Church Leaders Meeting</p> <p>April 26 - Area Officers Meeting</p> <p>*May 24 - Area Prayer & Praise Service (Benefit Shelter Projects)</p> <p>July 26 - Area Local Church Leaders Meeting</p> <p>*August 28-29 - Area Prevention Abuse/DV Weekend Emphasis</p> <p>*September 2015 - Area Fellowship Dinner Cruise</p> <p>November 15 - Area Officer Meeting</p> <p>*December 6 - Area Local Church Year-end Celebration</p>	<p>January 31 - Area Local Church Meeting</p> <p>*March 5 - Sabbath Afternoon Area Prayer Group for Female Elders</p> <p>*March 6 - Joint NJ Area Prayer Breakfast</p> <p>April 17 - Area Officers Meeting</p> <p>June 12 - Area Local Church Leaders Meeting</p> <p>*July 17 - Ladies Flea Market Outreach (special shelter guests)</p> <p>*August 26-27 - Annual Healing Tamar Area Prevent Abuse/DV Weekend Emphasis</p> <p>*October 7,8,9, 2016 - NJ Area WM Retreat at EDDY FARMS</p> <p>November 20 - Area Officer/Leader Meeting 3-6pm</p> <p>*December 4 - Area WM Local Church Yearend Celebration 2-5pm</p>	<p>January - Area Local Church Meeting</p> <p>March - Area Prayer Conference</p> <p>April - Area Officers Meeting</p> <p>*May - Area Fellowship Trip</p> <p>June - Area Local Church Leaders Meeting</p> <p>*July - Ladies Tea Party Outreach (special guests shelter & Missing Members)</p> <p>*August - Area Prevent Abuse/DV Weekend Emphasis</p> <p>*September - October 2017 AEC/ WM Retreat</p> <p>November - Area Officer Meeting</p> <p>*December - Area Local Church Yearend Celebration</p>



LOCAL AREA PLANS: SOUTH JERSEY

Activities for 2014/15

- Donations to the various Women's Shelters.
- Collection of clothing for the children of Haiti.
- Day of Prayer.
- Domestic Violence Seminar – Enough is Enough.
- Picnic
- Heart Call – Each One Reach One

Planning for 2014-2017

- October 11, 2014
 - Leaders are to contact the women's shelters in their areas to see what they need and how we can be of service to them.
 - It was determined that we need to compile a registration form for the seminars so we can develop a mailing list.
 - We need to buy name tags and markers for future seminars.
- November 15, 2014
 - Future seminar on domestic violence to be led by Marcia Watkins.
 - Domestic violence seminar to be entitled "Enough is Enough"
 - Seminar to be open to both men and women
 - Pastor Thornton or Pastor Sinclair will be asked to speak to the men.
 - Elder Sarah Jones to write a skit for the seminar
 - Soup and sandwiches will be served
 - Program to run from 1:00PM to 6:00PM
 - Continue to collect items for women's shelters



LOCAL AREA PLANS: SOUTH JERSEY (continued)

- December 2014
 - Donations for various Women's Shelters delivered before Christmas.
- February 1, 2015
 - Women's Day of Prayer will be March 14, 2015
 - Sister Peace will be the guest speaker and will bring her sister for a personal testimony.
 - Each leader will determine when the Day of Prayer will fit into their churches schedule.
 - We have been asked to collect clothing for the children of Haiti.
 - Domestic violence seminar will be April 11, 2015
 - Revised schedule, 3:00PM to 6:00PM
 - Marcia Watkins and Pastor Howard Duncan guest speakers
 - Elder Jones skit to be 15 minutes
 - Sign language presentation – "I Loved Her First", A Father's song
 - Lunch – soup and sandwiches
 - Sister Brewer suggested that we collect different items each month for the women's shelters
- March 1, 2015
 - Abuse seminar April 11, 2015
 - Soup and Sandwiches for lunch
 - SJWM will buy veggie meat for the sandwiches
 - Bethany SDA will bring two pots of soup and various cakes
 - Seashore SDA will bring additional pots of soup
 - Newtonville SDA will buy the bread and make the sandwiches
 - Elder Jones has written the skit
 - Activities for children who attend. Possible movie, supervised activities.
 - Lunch will be over promptly at 3:15PM. Seminar to start at 3:30PM
 - Collected clothing for children in Haiti



LOCAL AREA PLANS: SOUTH JERSEY (continued)

- March 29, 2015
 - Seminar – General meeting in Auditorium
 - Jeanette St Bernard to do sign language, “I Loved Her First”, at the end of the seminar.
 - Skit, “A Real Man” to be performed before the groups separate
 - SJWM will pay for building rental and meat for sandwiches
 - Salem will provide all paper products, cups, bowls, silver and long table cloths
 - Glassboro will bring round table cloths and additional cakes
 - B. Brown will bring small folding table.
 - Brandis from Bethany SDA will be asked to be the wife in the skit
 - Ahmad Smith will be the child
 - Steven Wood or Eric will be asked to be the husband
 - B. Brown will be the mother
 - Elder Will Gallon will do sound system and has equipment for children’s movies
 - Time frame: 40 minutes for general assembly, hour and a half for individual seminars, 30 minutes for summary in the auditorium.
Cassandra Freeman guest soloist.



LOCAL AREA PLANS: SOUTH JERSEY (continued)

Proposed Events for 2016

- Trip to Sight and Sound Theatres
- One Day Retreat

Christmas for children in shelters

- Donations to women's shelters
- Heart Call
- Picnic

Proposed Events for 2017

- Donations to women's shelters
- Heart Call
- Picnic
- South Jersey Women's Ministries play, to be written by Elder Sarah Jones

**** Event Planning is done at the monthly meetings***



LOCAL AREA PLANS: VIRGINIA

Mission

The Virginia Area Women's Ministries exists to engage women, internally and externally, in service for Christ utilizing their unique talents.

Vision

To actively engage each woman in service for Christ.

Goals

- Pinpoint challenges women are facing in the church today by using personal assessments (abuse); questionnaires; gift assessments and personal interactions.
- Teach others to reach out to others, identifying personal needs.
- Show compassion, love and understanding towards one another.
- Meet and Greet - Getting to know each other through social gatherings.
- Extend and encourage women to participate in various activities utilizing their talents.
- Plan seminars on Health Issues, Domestic Violence and other challenges women face.
- Organize a WM Choir, Drama Group, Book Club - or the like.
- Set up a "Dress Women of the Community for Success" Closet - Focus on Women's Shelters.
- Establish Support Groups - Mental Health; Grief and Loss; Substance Abuse... (Be Inclusive)
- Sponsor Financial Literacy Classes to relieve financial pressure in the home - Budget 101



LOCAL AREA PLANS: VIRGINIA (continued)

Goals Timeline

- Three months
 - Bi-monthly WM meetings and activities.
 - Compile list of women and young ladies who are not engaged in WM and/or not attending church.
- Six months
 - Make contact with ladies from compiled list.
 - Report and follow through with invitation to a well-planned activity - "Everybody's Birthday Party" or Quarterly Gathering, i.e. Tea Party, Nite of Pampering.
- One year
 - Increased participation in WM by five ladies minimal.
 - Reclaimed at least two to five women/young ladies from compiled list.
- Two years
 - Virginia Area WM Retreat.
 - Initiated Collaboration with women groups in various churches and the community.



APPENDIX A - AEC CHURCHES BY AREA

BALTIMORE & EXTENDED

CHURCH	LEADER
Baltimore Hebrew Adventist Group	
Berea Temple Adventist Church	Ti-Wanda Stroman
Crown of Life Worship Center	
Edmondson Heights Church	Cynthia Carroll
Emanuel Spanish	Emanuel Spanish
Emmanuel SDA Church (St. Leonard)	Emmanuel SDA Church (St. Leonard)
Harrisburg Spanish Church	Dolores Lopez
Hillside Seventh-day Adventist Church	Sharon Thomas
Liberty Seventh-day Adventist Church	Denise Cox
Miracle Temple Adventist Church	
New Beginnings Adventist Church	
Re-creation Church	
Sharon Adventist Church (Baltimore)	Robin Scott Lyles
Truth Tabernacle Church	Valerie Pittman
United in Christ Church	



APPENDIX A - AEC CHURCHES BY AREA

BAY

CHURCH	LEADER
Angaza Sharon Adventist Church	
Bethuel Seventh-day Adventist Church	Crystal Thompkins
El Evangelio Eterno	
El Remanente	
Faith Seventh-day Adventist Church	Joyce Horsey
First Church (Millsboro)	Denise Foreman
Getsemani Adventist Group	Nora Santeliz
Mitzpah Haitian Adventist Mission	
Mount Carmel Church (Harrington)	Tina Smith
Mount Zion Miracle Station	Patricia Pompey
New Life Adventist Church (Salisbury)	Victoria Venable
Sharon Temple Adventist Church	Darneice Hampton
Templeville Spanish SDA Church	Ruby Escobar
Voice of Truth Adventist	DeAnn Blake



APPENDIX A - AEC CHURCHES BY AREA

DELAWARE VALLEY

CHURCH	LEADER		CHURCH	LEADER
Allentown Spanish Adventist Group	Julissa Tejada		Mizpah Seventh-day Adventist Church	Cynthia Scriven
Bethlehem French Adventist Church Reading	Marie Pierre Deilinne		New Life Adventist Church (Philadelphia)	Ann Hill
Brazilian Adventist Church (Al East)			New Maranatha Haitian Company	
Coatesville First Seventh-day Adventist	Robin Blackwell		Obed-Edom Spanish Adventist Group	
East Landsdowne SDA Church	Pamela Alexander		Philadelphia Ghana Adventist Church	
Ebenezer SDA Church (Philadelphia)	Marlon Turner		Philadelphia Korean Adventist Church	
First Coatesville Spanish Group			Pine Forge Seventh-day Adventist Church	Emily Doggette
Germantown Seventh-day Adventist Church	Francica Taylor		Rehoboth Adventist Spanish Group	
Grace Tabernacle Church	Tesa Boyd		Rehoboth Seventh-day Adventist Church	
Iglesia Hispana de Philadelphia	Elena Herrera		Shekina Seventh-day Adventist Church	Yanick Vernet Auguste
Jerusalem French Adventist Church			Shekinah Adventist Group	
Lebanon Spanish Group	Cecilia Vazquez		Southwest Philadelphia Adventist Church	
Lehigh Mission			Walnut Street Community Church	
Macedonia Seventh-day Adventist Church	Toni Laury		West Philadelphia Church	
Maranatha Adventist Romanian			Willow Grove SDA Church	Melvine Shaw



APPENDIX A - AEC CHURCHES BY AREA

NORTHERN NEW JERSEY

CHURCH	LEADER		CHURCH	LEADER
Berean Seventh-day Adventist Church	Johnnie Jones-Tucker		First Indonesian Church	Christine Rotinsulu
Beth-el Seventh-day Adventist Church	Linda Matonda		Fort Lee Korean SDA Church	
Bethel French Adventist Church	Sandra Saint Fleur		Genesis Seventh-day Adventist Church	Joan Vanderstoop
Bethlehem Adventist Church (E. Orange)	Rosana Desarme		Hillcrest Seventh-day Adventist Church	Lori Nwaro
Bethsaida Haitian Church			Irvington Seventh-day Adventist Church	Andrene O'Connor
Canaan Seventh-day Adventist Church	Carole Gauthier		Living Faith Adventist Church	Elizabeth Enniss
Capernaum French Adventist Church			Metropolitan Church (Plainfield)	Esther Vanhorne
Community Seventh-day Adventist Church	Zahra Phillip		Mount Olivet Adventist Church (Neptune)	Violet Foster
Eben-Ezer French (Elizabeth)	Adyng Laurent		Mount Sinai Church (Trenton)	Claudette Jones
Ebenezer Spanish Company (Union City)			Muongano Seventh-day Adventist Church	Herine Odera
Ephesus Seventh-day Adventist Church			New Jersey Ghana Adventist Church	Eunice Amoah
First Church (Montclair)	Sabrina Crichlow		Salem French Adventist Church	Clairina Bouzy
First Church (Paterson)	Monica Tyrell		The SDA Church of the Oranges	Marthe Leveille
First Church (Teaneck)			University Heights Church	



APPENDIX A - AEC CHURCHES BY AREA

SOUTH JERSEY

CHURCH	LEADER
Bethany Seventh-day Church	Joyce Brewer
Burlington County Brazilian Mission	
First Church (Glassboro)	Sarah Jones
First Church (Newtonville)	Betty Mason
Mount Calvary Adventist Church (Salem)	Deborah Warren
Mount Olivet Adventist Church (Camden)	Charmaine Waterman
Seashore Seventh-day Adventist Church	Margaret Andrew



APPENDIX A - AEC CHURCHES BY AREA

VIRGINIA

<i>CHURCH</i>	<i>LEADER</i>		<i>CHURCH</i>	<i>LEADER</i>
Alpha and Omega Adventist Group			Maranatha Church (Fredericksburg)	
Bread of Life Adventist	Patricia Mayes		Mount Calvary Church (Williamsburg)	
Calvary Seventh-day Adventist Church	Cheryl Hiers		New Hope Adventist Church (Tappahanock)	
Campostella Heights Adventist Church	Valerie Young		New Life Adventist Church (Hampton)	Shantelle Green
Capernaum Adventist Church (Suffolk)	Ruth Abramsen		Northern Virginia Korean SDA Church	So Kim
Cedars of Lebanon Adventist Church	Renita Satterfield		Penuel Seventh-day Adventist Church	
Coastal Shores Mission			Prentis Park Adventist Church	Snow Johnson
Ephesus Adventist Church (Richmond)	Saundra Rollins		Restoration Seventh-day Adventist Co.	Diane Jackson
First Church (Franklin, VA)				



APPENDIX A - AEC CHURCHES BY AREA

WASHINGTON METRO

<i>CHURCH</i>	<i>LEADER</i>		<i>CHURCH</i>	<i>LEADER</i>
Beacon Light Spanish Group	Miguelina Matos		Horeb Haitian Adventist Church	
Bethany Haitian Adventist Company			Maranatha Adventist Fellowship Church	Yewande Aigbedion
Bladensburg Seventh-day Adventist Church	LaChandrea Turnbull		Maryland Central Korean Adventist Church	
Breath of Life Adventist Church	Delores Smith		Metropolitan Church (Hyattsville)	Elizabeth Jones
Capitol Hill Adventist Church			Mitchellville Adventist Church	Berle Henry
Columbia Community Center			New Hope Community Church (Frederick)	Natalie Ruff-Moore
Dupont Park Church	Mary Johnson		New Life Seventh-day Adventist Church	Gail Ellison
Easton Spanish Group	Margarita Ayala		Pisgah Seventh-day Adventist Church	Linda Mahoney
Emmanuel Temple Church	Merrell Jones		Reaching Hearts Adventist Church	
Emmanuel-Brinklow Adventist Church	Kathleen Coleman		Remnant Seventh-day Adventist Church	Mary Abraham
First Church (Washington)	Doreen Rhoden		Remnant Seventh-day Adventist Church	Raji John
Four Corners Spanish Church	Miguelina Matos		Serenity Seventh-day Adventist Church	
Fourth Street Friendship SDA Church	Yvonne Henry		United Telegu Company	
Fourth Street Friendship SDA Church	Mechelle Smith		Virginia Korean Church	
Glenridge Seventh-day Adventist Church	Maxine Smart			



SUMMARY OF 2014 PASTORAL SURVEY

Baltimore & Extended Area

-
1. Is a Women's Ministries Program established in your church?
 - 9 yes
 - 1 no

 2. If yes, is it functional?
 - 3 yes
 - Not like it should be
 - Yes, functioning well

 3. If no, what is the reason?
 - Leader of ministry having family issues and marital problems
 - We don't have the personnel to run it

 4. What are the strengths of the Program?
 - Provides in-reach ministry
 - Coordinates lunch ministry at the church
 - Women's prayer ministry
 - Women have consistent plans, programs and bonding events
 - Weekly prayer conference calls and a retreat each year. During the calls they review different books
 - Continue to move the women in one direction
 - Keeping the women focused on why they are here
 - Leadership very involved
 - Cooperation and reaching out into the community

 5. What are the weaknesses of the Program?
 - Inconsistent leadership
 - Not addressing women's needs
 - Not sure how they minister to the needs of the women in the congregation outside of their events
 - Not sure how they draft new women into the program
 - Pulling people away from their church
 - No one else doing anything but them
-



SUMMARY OF 2014 PASTORAL SURVEY

Baltimore & Extended Area (continued)

6. What is your vision of an ideal Women's Ministries Program?

- Strong vibrant community outreach ministry
- A strong leadership with vision and to address the issues in family and church through seminars and community awareness
- A ministry that identifies the needs of women across the spectrum and established plans to meet those needs
- Mentoring young women. Teaching unchurched women to be more relationally healthy, and have a great reputation in and out of the church
- Be part of soul winning of the church
- Stay in the mission and vision of the church
- One that is holistic in addressing women's spiritual, emotional, and social needs and help to "pass on" training to younger women on how they can mature into womanhood
- Programs for young ladies. Teach them to watch for the hunters. Teach them to have dignity. Address issues that women confront such as single mothers, etc.

COMMENTS:

- If you can help us we would open our hearts and church to you and your staff
- Every church should have at least three women's ministry small groups that meet consistently
- Thanks for helping keep our women in the right direction to hasten the second coming as we fellowship together
- Mentor young women, teach unchurched women to be more relationally healthy and have a great reputation in and out of the church



SUMMARY OF 2014 PASTORAL SURVEY

Bay Area

1. Is a Women's Ministries Program established in your church?

- 4 yes

2. If yes, is it functional?

- 4 yes

3. If no, what is the reason?

-

4. What are the strengths of the Program?

- Compliments pastoral visitation ministry
- Provides hospitality services
- Supports ministry for community women
- Fundraising
- Spiritual growth
- Soul winning
- Women ministries gathering
- A very talented and visionary leader
- Well organized
- Attention to the women of church and youth

5. What are the weaknesses of the Program?

- Ministry leaders do not meet as regularly
- Most ministry conducted on Sabbaths only
- Attendance at regular meetings

6. What is your vision of an ideal Women's Ministries Program?

- Outreach ministry into the community ministering to women in need
- Christian women empowerment and motivation
- To continue to grow and produce souls for the kingdom of Christ
- To be aware of needs of every female in our church, mobilizing them to care for needs of those in the church and in the community

COMMENTS:

- None
-



SUMMARY OF 2014 PASTORAL SURVEY

Delaware Valley Area

-
1. Is a Women's Ministries Program established in your church?
 - 14 yes

 2. If yes, is it functional?
 - 10 yes
 - 4 no

 3. If no, what is the reason?
 - Most departmental ministries focus on having an event and not a ministry

 4. What are the strengths of the Program?
 - Very evangelistic
 - It connects the women of the church to work together.
 - It encourages the women to be better mothers, spouses and leaders
 - Organized, well supported and active
 - The leader
 - The program is vibrant and building relationships among women
 - All night prayer meetings
 - Regular meetings
 - Luncheons
 - Brings women together for spiritual growth
 - They are great at planning programs
 - They are outreach minded
 - Strong leader who is able to rally the women well
 - They meet periodically at a leader's home to encourage and plan women's ministries day
 - Addresses women's concerns
-



SUMMARY OF 2014 PASTORAL SURVEY

Delaware Valley Area (continued)

5. What are the weaknesses of the Program?

- We need to have more consistency and more programs to educate the young women
- Lacks community involvement
- Less time for meetings
- Consistency
- Leader is head strong, abrasive, difficult to work with, doesn't coordinate, cooperation or communicate well
- It does not have an ongoing ministry to the women, it is more event focused
- It is not a real ministry. They only organize two or three programs per year
- Plan a day, invite a speaker, host a dinner, have a seminar is the extent of the ministry
- They are not looking at developing a ministry
- Less time for programs

6. What is your vision of an ideal Women's Ministries Program?

- A ministry that motivates all the women of the church at every level to become the best she can be
- A healthy and active program that meets on a regular basis.
- Ministers to the needs of both the female members and community females
- To see a vibrant ministry involved in all aspects of the church
- Working with young women and children
- Develop outreach missions
- Women's department supporting church with more organization of women
- More women participating in Bible study and prayer
- What they do plus having women who are available to be friends to women outside the church who need emotional support
- To create a support system of encouragement for women and the whole church
- To support women's needs in and outside of the church
- One that provides ongoing spiritual, social and emotional support
- Regular women's Bible study taking place as well as monthly meetings to address and minister to women's needs
- Older women modeling and training the younger women to become better leaders in the church and the community and to be the best they can be
- A vibrant women's ministries that is involved in the various aspects of the church's ministries
- One that teaches women how to cope with the primary issues in a group context
- Support and prayer groups etc.
- Bible discussions in small groups among women

COMMENTS:

- I would like to see more community involvement and evangelism
-



SUMMARY OF 2014 PASTORAL SURVEY

Northern New Jersey Area

1. Is a Women's Ministries Program established in your church?

- 7 yes
- 1 no

2. If yes, is it functional?

- 6 yes

3. If no, what is the reason?

4. What are the strengths of the Program?

- To unite women and draw them closer to Christ
- They are trying new initiatives
- In-reach and outreach ministries

5. What are the weaknesses of the Program?

- Not sure yet
- Still need help appealing to younger women/young adults
- Finances
- Commitment, regularity and enjoyment
- Not regularly functioning

6. What is your vision of an ideal Women's Ministries Program?

- One that impacts on a comprehensive level, not just prayer breakfasts and prayer lines.
- It needs to find ways to empower women, mentor younger women, affirm specialized ministries to women, treat with uniquely female issues
- A ministry that focuses on ongoing projects/programs and not one-day feel-good events
- Department not called Women's Ministries Event Planning Committee
- Active and inclusive of all generations
- A ministry that is active in nurturing women beyond the women's ministry calendar day
- In-reach and outreach—ministering to the needs of people
- Have women's ministries a very active one in helping people outside the church to meet Christ and be saved
- One in which women are nurtured to develop their personal value and competency, self-esteem, physical and emotional health, spiritual vibrancy, and interpersonal skills
- Regular weekly small group meetings based on age within the female population

COMMENTS:

- It would be good to produce age-appropriate study guides for small group study
-



SUMMARY OF 2014 PASTORAL SURVEY

South Jersey Area

1. Is a Women's Ministries Program established in your church?

- 1 no

2. If yes, is it functional?

-

3. If no, what is the reason?

- We are a church plenty

4. What are the strengths of the Program?

-

5. What are the weaknesses of the Program?

-

6. What is your vision of an ideal Women's Ministries Program?

-

COMMENTS:

-
-



SUMMARY OF 2014 PASTORAL SURVEY

Virginia Area

-
1. Is a Women's Ministries Program established in your church?
 - 7 yes
 - 1 no

 2. If yes, is it functional?
 - 6 no

 3. If no, what is the reason?
 - Personnel
 - Lack of interest

 4. What are the strengths of the Program?
 - They have regular meetings
 - They have frequent fellowship and discuss church activities and programs
 - Not apparent
 - Women's fellowship and ministry among the local women
 - Good leadership
 - Strong leadership
 - Connects with women's needs
 - Annual women's conference
 - It brings our ladies together in fellowship strengthening the bonds of relationships
 - It is a source of encouragement and spiritual growth in our ladies

 5. What are the weaknesses of the Program?
 - They need more trainings how to visit church members and lead small groups
 - More attention is needed by the leadership
 - Needs to be more evangelistic
-



SUMMARY OF 2014 PASTORAL SURVEY

Virginia Area (continued)

6. What is your vision of an ideal Women's Ministries Program?

- Let all the women participate in some kind of sharing program of Christ through their talents
- Would like to see improvement
- A more community outreach perspective
- For the women of the church to be healed emotionally
- More regular
- One that builds every woman into a community of strong, empowered Christian believers
- To be a ministry that produces and enhances their spiritual life
- Preparing them to be the kingdom women and mentors that God has called them to be
- Women that are empowered in developing, fostering and mentoring young women in the local congregation

COMMENTS:

-
-



SUMMARY OF 2014 PASTORAL SURVEY

Washington Metro Area

-
1. Is a Women's Ministries Program established in your church?
 - 17 yes
 - 3 no

 2. If yes, is it functional?
 - 13 yes
 - 3 no

 3. If no, what is the reason?
 - New to congregation and identifying challenges

 4. What are the strengths of the Program?
 - Togetherness of women
 - Fellowship
 - Caring, visitation, hospitality
 - They have prayer ministry
 - They conduct monthly mid-week prayer meetings
 - They conduct yearly weekend Sabbath services
 - Encouragement to the women of the church
 - Very involved women's day
 - Engaged with yearly women's day retreat

 5. What are the weaknesses of the Program?
 - Consistency
 - Distance between members
 - Tends to limit activity to women's day
 - No conference leadership at the local church level
 - Developing and sustaining women's support groups
 - Education programs
 - We are not getting more people involved
 - After selecting right person for the department we will encourage the dept. to make strategic plan and as much as possible to support the plan of the conference and the area
-



SUMMARY OF 2014 PASTORAL SURVEY

Washington Metro Area (continued)

-
6. What is your vision of an ideal Women's Ministries Program?
- Consistent ministry that enables women to be all that God desires them to be
 - Evangelistic women's ministries, changing our world one person at a time
 - Addresses holistic needs of females
 - More involved in the evangelistic outreach
 - To have a ministry in full operation 2015
 - Functioning equally in all areas and departments of service for the master

COMMENTS:

- It would be good to produce age-appropriate study guides for small group study
 - Ministry leader at conference level should visit and interact with their local church representatives and create a rapport between them and those they lead
-