



**DISCIPLING
PARTNERSHIP
PATHWAY
MENTOR CHURCH**

2024-2025

“Strengthening the global church by
connecting people to people and people to
resources internationally”

WHO WE ARE

MISSION

WMI connects women who are trained and disciplined in the Reformed, covenantal theology of women's ministry with international pastors, church planters, and women leaders to strengthen homes, churches, and communities in every nation.

STRATEGY

WMI identifies qualified women in U.S. churches with the vision and capacity to equip others. We connect these women to international leaders to deploy a cultural, contextualized pathway for word-based and relationally driven training as a foundation for women's ministries.

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DEFINING TERMS

- WMI – Women’s Ministries International under the oversight of Christian Discipleship Ministries/CDM (a PCA Committee)
- PARTNERSHIP – The WMI discipling relationship between a US church and an international church
- MENTOR – Refers to the US church partner
- APPRENTICE – Refers to the International church partner
- TB/LC – “Thinking Biblically/Living Covenantally” curriculum (page 10)



Evah and Nosizo - MTW leaders serving on the WMI team

submit your inquiry to the WMI Team for consideration. The WMI Team meets monthly, so you can anticipate a “what’s next” response within a few weeks.

Two important introductory steps help our team to assess potential Mentor Church partners.

- The “Request for Partnership Consideration” provides basic get-to-know-you information about your church for our team.
- The “Discipling Partnership Pathway Agreement” requires pastoral/Session signatures from your church to become a Mentor Church (SAMPLE page 12).

The WMI Team Administrator will escort your church team through the introductory and on-boarding process.

GETTING STARTED

Congratulations! You are already on our “pathway” to partnership! We hope you will prayerfully consider the contents of this booklet, discuss the opportunity with a few trusted church members, and introduce the idea to your Pastor(s) and elders. If you have an interest in moving forward (and we hope you will!!!), you’ll want to reach out to the WMI Team Administrator (her contact information is at the end of this booklet) to let her know of your church’s interest. She will get the necessary information from you to

CHURCH LEADERSHIP AGREEMENT

This step is SO IMPORTANT! Before moving ahead with a WMI Discipleship Pathway Partnership, we require enthusiastic and full approval from your church leaders! This includes their endorsement of all of our training materials, our strategy and pathway plans, and the opportunity for your team members to raise funds if/when your team is asked to travel to be with your Apprentice Team partners for training. Our “Discipling Partnership Pathway Agreement” requires the signature(s) of your pastor as evidence of his full support.

BUT DON'T WORRY! We'll do everything we can to come alongside you, providing whatever is most helpful to educate your church leaders regarding WMI.

MENTOR CHURCH COORDINATOR

Mentor Church Coordinators are the link between our WMI Team and each Mentor Church! Once a Mentor Church is approved, a Mentor Advisor will be assigned to the Mentor Church to escort the team through the Discipling Pathway Process. Her first task is to help the Mentor Church launch its team by identifying one or two women who are willing to serve as Mentor Church Coordinator(s).

While every church is unique, in general we're looking for a Mentor Church Coordinator who will:

- Come with the strong support and enthusiasm of your church leadership!
- Recruit a WMI Pathway Partnership Mentor Team

- Coordinate & oversee the training of her team with her Mentor Advisor
- With WMI Advisors (Mentor & Apprentice), coordinate & oversee
 - The training of the Apprentice Team
 - Planning for an in-country conference
 - Travel for in-country conference
 - Plan for follow-up relational & training opportunities



South African leadership women with their Mentor Team

BUILDING A MENTOR TEAM

Once there's a Mentor Church Coordinator(s) in place, the next step is building a team! A WMI Mentor Advisor will work with your Coordinator as she identifies and recruits members from your church who will commit to:



*Briarwood Church Mentor Team with
Gospel Church Munich Apprentice Team
Training Event - Munich, Germany*

- A 3-year Discipling Pathway process,
- Training in the “Thinking Biblically/ Living Covenantally” (TB/LC) curriculum/philosophy,
- Building gospel friendships with the team at the Apprentice Church via ZOOM,
- Helping to facilitate training of Apprentice Church leaders via ZOOM in preparation for a potential in-country training,
- Raising funds for travel,
- Potential travel to the Apprentice Church to facilitate an in-country conference,
- Continue to support, care for, train, and encourage the Apprentice team in a follow-up plan that is developed uniquely for the context of their church/culture. These relationships may endure long after formal training is concluded.

Ideally, we hope your Mentor team members have the gift(s) of teaching, wisdom, discernment, and encouragement.

FINDING A PARTNER

As the Lord allows, the WMI team will partner your church (specifically your Mentor Team) with an Apprentice (International) Church. IF YOUR CHURCH HAS AN EXISTING RELATIONSHIP WITH AN INTERNATIONAL CHURCH, we would welcome the opportunity to establish that church as your Apprentice Church. We want to help you capitalize on the investment already made. Our “Request for Partnership Consideration” provides opportunity to share information regarding well-established international relationships at the outset of the Partnership process.

TRAINING THE MENTOR TEAM

Once your Mentor team is assembled, we can begin training at any time. The training may be customized for a particular context, but in general it includes:

- A two-day introductory conference that familiarizes the participants with the “Thinking Biblically/Living Covenantally” material.
- Eight to ten monthly meetings led by your Mentor Coordinator to help team members prepare for partnership while digging deeper into the TB/LC material. TB/LC topics include:
 - Four Foundations,
 - Covenant,
 - Church,
 - Biblical womanhood, and
 - Kingdom Discipleship
- Training for cross-cultural ministry, general and/or country specific, is an important component of Partnership Pathway training.



ZOOM training & relationship-building with South Africa partners

TRAINING/GETTING TO KNOW THE APPRENTICE TEAM

Once Mentor Team training is complete and an Apprentice Church partnership has been established, your Mentor Church Coordinator will plan for monthly ZOOM meetings with the Apprentice Team for the purpose of building gospel friendships and facilitating training -- typically using the “Thinking Biblically, Living Covenantally” Curriculum (page 10).

Monthly meetings also offer the Apprentice Team the opportunity to offer feedback regarding contextual application of the content being

taught. This prepares both teams for in-country training and is a means to consider “best practices” in ministry in their own context/culture.

In addition to monthly ZOOM meetings with both teams together, each Mentor Team member should be seeking ways to build a relationship with one Apprentice Team member. These relational connections are VITAL to effective cross-cultural ministry and often lead to friendships that endure far beyond the season of formal training!

PLANNING A DISCIPLING PARTNERSHIP CONFERENCE

The goal of the Discipling Partnership is ultimately to develop cross-cultural, long-term, gospel-centered relationships that are mutually beneficial --- strengthening biblical women’s ministries to serve their churches around the world. One of the primary ways we hope to build a solid foundation is by offering training in the Thinking Biblically/Living Covenantally (TB/LC) curriculum by the Mentor Team in-country for the Apprentice Church(es).

But in-country training (typically a short-term “conference”) will be minimally effective without strategic and intentional preparation. To help you prepare, we have developed a two to three year pathway for both Mentor and Apprentice Church Teams (as described on page 5). Through creating opportunities for relationship and training, the goal is growth and vitality for both teams/churches.



Women Leaders in South Africa with their Mentor partners - WMI Conference

With all of that in mind, planning the timing for these trainings/conversations requires foresight and long-term thinking. There is not a definitive “map” that every Discipling Partnership must follow. Careful consideration is given by the Advisors with their Coordinators to plan for a pathway that best suits both partners. Our expectation is that teams will be meeting, studying, praying and planning for months prior to their first international training conference. And ideally, their relationship does not end after the conference! In fact, the discipling partnership is deepened and strengthened as Mentor and Apprentice teams continue to grow and learn together in the months following international travel!

PREPARATION FOR AN IN-COUNTRY CONFERENCE

Typically, your Mentor Church Coordinator will be the designated leader of your Mentor team as they travel and teach.

Conference content will be determined by both teams, led by their Coordinators and Advisors. Preparation for a conference includes:

- Preparing teaching/participant materials
- Raising travel funds
- Working with local translators
- Planning conference details (with Apprentice Team)
- Making travel/accommodation arrangements (with WMI Team assistance and Apprentice Team)

Your Mentor Church team will need to be thoughtfully engaging their Apprentice Church team partners to determine how best to present the planned content. This includes thinking for cultural context as well as expectations regarding the structure of the conference.

Elements such as small group discussion, and prayer time may be included in the schedule, depending on the audience and circumstances. Will childcare be provided? Meals? Music? In much the same way that we might plan a retreat for our women's ministries, Mentor Church Team members and their Apprentice Team friends will want to be thoughtfully working together to plan for the conference.



Women from Gospel Church Munich - WMI Conference

"Through WMI the women at Gospel Church Munich are getting a deeper understanding of the Covenantal love of our great God and they become more mature disciples who joyfully serve in the local church. In addition the women in Munich are so grateful that the Ladies from WMI have become deep friends with whom they can share anything and who will pray with them and for them."

Pastor Steffen Mueller, Gospel Church Munich

FOLLOW-UP

We believe that what begins with TB/LC training is actually the opportunity to live that philosophy out together. The challenge is that such future thinking cannot always be scripted. As is true for almost every step of this Discipling

Partnership, our pathway plan can (and should) be nuanced for the specific situation, but we anticipate that both teams will at least take the following into consideration as possibilities for further friendship and development.

strengthening the global church by connecting people to people and people to resources internationally

- Additional monthly ZOOM meetings to do a book study together or a deeper dive into some of the specifics of the training already received. We have several options/resources available for this option.
- The opportunity for a follow-up conference in the future to continue growing together.
- The opportunity to provide support/training/materials for the Apprentice team to host/teach their own follow-up conference with long-distance (as opposed to on-site) prayer, care, support from their Mentor Team partners!
- Potential travel for some Apprentice church partners to the States to be with their Mentor Team friends at Leadership Training or other gatherings (<https://women.pcacdm.org>), as it seems helpful and appropriate.

We pray that your friendships will deepen and mature and that your relationships will be LIFE-GIVING to both churches and their leaders.

"We can come together...seeing Melanie and Tatiana [from the US] for the first time when they came to South Africa and it was like we knew each other because of how we have encouraged each other, walked the journey together in our ZOOM meetings, prayed for our sisters because they are very dear to us!"

Ongeziwe Cloete
Capetown, South Africa



*Onge, Tatiana and Melanie
Capetown, South Africa*

THINKING BIBLICALLY, LIVING COVENANTALLY CURRICULUM

A covenantal framework for life and ministry

WHAT IS IT?

This material has been developed by CDM Women's Ministries Trainers and deployed in hundreds of churches across the United States and in several international settings.

WHAT DOES IT COVER?

The content includes the following topics:

- God Is Our Reference Point
- His Word Is Our Authority
- His Glory Is Our Purpose
- His Presence Is His Promise
- Thinking Biblically about Covenant
- Thinking Biblically about Church
- Thinking Biblically about Womanhood
- Thinking Biblically about Kingdom Discipleship

HOW IS THE CONTENT PRESENTED?

Each training opportunity is unique and the content can be adapted to suit the setting, audience, and time frame. Typically, a trained teacher will lecture for 30-45 minutes and a discussion time follows.



Elder's Wives training event - Uganda, Africa

DOES THE CONTENT TRANSLATE TO OTHER COUNTRIES AND CULTURES?

The content is based thoroughly on God's Word and is, therefore applicable to EVERY country and culture. However, the presentation of the material must be culturally and contextually sensitive. Teams are carefully guided through preparation to teach/lead with their particular audience in mind.

"The TBLC training ..has been so rich for me personally and for how I think about women's ministry. The conversations around the material have forced me to ask [fundamental] questions ...providing a strong foundation for the direction and focus of our women's ministry at Briarwood."

Kristie Harrick, Women's Ministry Director
Briarwood Presbyterian Church

OUR TEAM 2025-26

The WMI Team serves under the authority of the Presbyterian Church in America Committee on Discipleship Ministries Women’s Ministries, Our Team members serve a term of at least three years. The team is populated according to the partnerships in place at any given time.

The WMI has three “branches”. These include

- Admin/Oversight Team
- National Team (USA)
- International Team

ADMIN/OVERSIGHT TEAM

This team includes members who provide direction and oversight in the areas of finances (budgeting), media & print materials, training resources, prayer partners, conference and travel assistance, and resourcing/interfaces with other ministries and non-profit organizations.

NATIONAL TEAM (USA)

This team provides direction and oversight for all of our Mentor Advisors and, as needed, their Coordinators and Teams from the Mentor Churches. If you are considering becoming a Mentor Church, this team will be your connecting point to WMI!



INTERNATIONAL TEAM

This team includes the Coordinators of 6 continents:

- Africa
- Asia
- Australia/New Zealand
- Europe
- South America
- North America

Each Coordinator provides direction and oversight for all the Apprentice Advisors, Coordinators, and Teams in her geographic area.

EXECUTIVE LEADERSHIP TEAM

Our Executive Leadership Team includes the members of the Admin/Oversight Team and the Coordinators of both the National and International Teams.

(Not pictured: Kristie Harrick)

FREQUENTLY ASKED QUESTIONS

WHAT REQUIREMENTS ARE NECESSARY TO BECOME A WMI MENTOR CHURCH PARTNER?

Each inquiry is prayerfully considered by the WMI Executive Leadership Team. In general, we are looking for:

- Active participation in the PCA, and in PCA Women's Ministries in particular,
- Familiarity with PCA Women's Ministry resources,
- Trained in/open to training in the "Thinking Biblically, Living Covenantally" curriculum/philosophy of ministry,
- One or two women who are interested in shepherding their church members to join the WMI ministry effort,
- Enthusiastic pastoral support.

We want to be certain WMI is a good "fit" for each church partner. Toward that end, we have a helpful on-boarding process to assist our team and the church leaders in determining partnership potential.

DOES IT COST MONEY TO BE A WMI MENTOR CHURCH?

There will be costs associated with a WMI Partnership. Our team is prepared to assist churches in planning for these costs, which may include but are not limited to:

- facilitating training for the Mentor Team (bringing in a CDM trainer/materials),
- funding for Mentor Team members to attend CDM Women's Ministry Leadership Training (in Atlanta, February of each year),
- International travel to facilitate training with the Apprentice Church women's ministry.

HOW MANY WOMEN SHOULD WE PLAN FOR IN FORMING A WMI MENTOR CHURCH TEAM?

The number of women on each team will vary, but a team of at least four women and no more than ten is recommended. This size team allows for shared responsibility among team members and manageable oversight for team leaders.

CAN SEVERAL CHURCHES COME TOGETHER TO FORM A WMI MENTOR CHURCH TEAM?

It is generally recommended that all members of a Mentor Church team be from the same church.



*Claudia - Gospel Church Munich
Kristie - Briarwood Presbyterian Church*



DISCIPLESHIP PARTNERSHIP PATHWAY AGREEMENT/Mentor Church

Our church leadership (Pastors, elders, staff) affirm and support the efforts of the PCA Women's Ministries International team as they seek to connect women who are trained and disciplined in the reformed, covenantal theology of women's ministry (as laid out in "Thinking Biblically, Living Covenantally Curriculum") with women who desire such training for the purpose of strengthening their church, their homes and community.

We understand and affirm:

- the WMI team's efforts to work with our leaders to identify qualified women in our church who have the vision and capacity to equip others in the reformed, covenantal theology of women's ministry (this will be a "Mentor Team").
- this team of qualified women to be fully committed to a specific training process (time frame and content).
- the team will then be deployed to train and equip others in an international church (the "Apprentice Church") under the authority of our Pastoral staff and leaders and with the direction of the WMI Executive Leadership Team.

We anticipate:

- the probability of our Mentor Team's travel to the Apprentice church for an in-country training, the content of which will be formulated by the TB/LC theological foundation but may be contextualized to the Apprentice church culture/circumstances.
- funds for this trip to be raised by team members in advance of travel.
- this fund-raising effort to be processed by our church finance department (or its designee). The budget for this trip will be under the oversight of the WMI Oversight/Admin team.

We affirm the desire for our Mentor team to build relationships with the women on the Apprentice team such that both our church and the Apprentice church are strengthened and encouraged. These relationships are anticipated to last (formally) for at least three years.

Signed _____

Position _____

Date _____

o I affirm that I have read and approve the "Thinking Biblically/Living Covenantally" curriculum.

ONE LAST THING...

A note from our Coordinator:

As the wife of a missions pastor, I have seen first-hand the pressing need for theologically sound, practical, cross-cultural training for women in the church. Additionally, it has been such a delight to form meaningful relationships with my sisters in churches all over the world. What a privilege to bring together solid teaching and deep relationships between women who live thousands of miles apart -- but whose hearts are knit together by the Gospel, and by their love for the church! That's what God is doing through Women's Ministry International!

It is my joy to see God opening doors all over the world to give PCA women the opportunity to be uniquely and directly involved in discipling international women who are hungry to be taught God's Word and to follow Christ in such a way that they too can become disciple makers in their own church and beyond, into their communities and country.

Come join Women's Ministry International as we "go to the nations" through

- Small group partnerships
- Zoom trainings
- In-country conferences
- Lifelong friendships

"Come, let us magnify the Lord together!" (Psalm 34:4) proclaiming Jesus as Lord and may God use us to help build and strengthen His church around the world!

Love,

Connie



Connie and friends!

Inaugural training event for Bulawayo Presbytery, Zimbabwe

For more information, or to receive the "Request for Partnership Consideration" form, please contact us by email:

- susanpcawmi@gmail.com (Administrator) OR
- cmiller@pcanet.org (Coordinator)

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