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Girls Embrace Ministry desires for seventh through twelfth grade girls to understand that they are precious in God’s sight & He desires to shape & mold them to be used for His Kingdom. Girls Embrace Ministry teaches & trains teenage girls & their leaders in evangelism, discipleship & missions.

Girls Embrace Ministry, GEM, is a ministry of the Baptist State Convention of North Carolina that seeks to encourage seventh through twelfth grade girls to walk with Christ in their everyday circumstances & begin building a legacy of faithfulness.

**how does it mean to be a GEM?**

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GEM Training Manual, 2011

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**why have a ministry to teenage girls?**

Often when we think of ministry in the church we think of adults, children, and youth.

Churches value youth. Adults understand what it is like to be a youth, even though at times youth might not understand their current stage of life. However, even among our youth, boys and girls have different needs that are best addressed in gender-specific settings. As female leaders invest in the lives of teenage girls, they disciple the teenage girl and help her with life issues from a biblical perspective.

Unlike any other time in history, teenage girls need godly female influences in their lives. This influence might come from a mom, an older leader within the church or it might even come from another female student. Whatever the case may be, girls need a more mature female Christian to model for them what it means to follow Christ. Though they might never ever admit it, girls look to adults and their peers as role models. In a world that allows the media and society to decide what is right and what is wrong, what better legacy to have than to invest in someone else for the cause of Christ? 1

Believe it or not, Scripture does not mention “youth ministry” or “ministry to teenage girls.” This is partly because in Jewish culture girls were viewed as adult women at the age of 12 and guys were seen as men at 13 years old. For these individuals this meant that they were responsible for their own actions, they could read the Scriptures (Torah), they could be a part of the group of people who performed the religious services in the temple, they were old enough to marry, and they were required to follow the 613 laws of the Torah. 1

Ministry to young women is important and necessary in God’s eyes. The Titus 2 passage of Scripture, where GEM finds its biblical basis, is Paul’s encouragement to Titus to have the older women of the church teach and train the younger women of the church. The word “older” used in Titus 2:3 is the Greek word presbitudas and it means a person who is spiritually or chronologically more mature than a neas, or younger woman, who would be a new follower of Christ. 2 Paul gave four qualifications that should define the older women who work with the younger women of the church. The older woman is to be reverent in her behavior, not a malicious gossip, not enslaved to much wine, and able to teach what is good (Titus 2:3). The older woman who is teaching the young women needs to be an individual who is faithfully walking with the Lord. The four parameters that Paul identifies are indicators of the older woman’s walk with the Lord.

The older women of the church are to invest in the lives of the younger women in the areas of thought, action, and word.


Many older women in our churches often ask, “What am I supposed to teach the younger ladies?” Paul told Titus to have the older ladies train the younger women to “love their husbands, to love their children, to be sensible, pure, workers at home, kind, being subject to their own husbands” (Titus 2:4-5, NASB). All these areas are to be taught so “that the word of God will not be disdained” (Titus 2:5). This is discipleship in action. The older ladies were to teach the generations that came behind them how to act as God desires in their thoughts, actions, and words. Titus “was essentially told to tell the older women to teach the younger women to live lives of integrity in their homes, churches, and communities so as not to defame the Lord and who they claimed to be as believers.” GEM desires to see the older women of the church make an impact on the next generation by investing in the lives of teenage girls and passing down a legacy of faith. The girls of today’s church are the women of tomorrow’s church. As female leaders there is an important responsibility to teach and train the next generation.

Many times for teenage girls this teaching occurs as the more mature believers in Christ model what it means to follow after the Lord. This includes not only adult aged-women, but also their teenage peers.

Why Do We Minister to Women?

Ministry to women is important. Jesus valued women in His ministry and used women to minister to others. Scripture provides examples for ministry to women:

- Older and younger women – Titus 2:3–5
- Elizabeth and Mary – Luke 1:39–45, 56
- Ruth and Naomi – Book of Ruth
- Jesus and the Samaritan woman – John 4
- Lois and Eunice – II Timothy 1:5–6
- Dorcas – Acts 9:36–43

In all these examples of Scripture the Lord used women to minister in the church, in the home, to other women, and to serve Him. Today is not any different than biblical times because God has qualified each woman to minister.

- God has given each believer a spiritual gift to use in His Kingdom service and for His Kingdom purposes. Passages of Scripture in I Corinthians 12, Ephesians 4:11–13, I Peter 4:9–11 and Romans 12 attest that God has given each believer in Jesus Christ a gift to be used in His service within the church.

- God has called us to minister. Matthew 28:19–20, commonly called “The Great Commission,” gives us a mandate to go into all the world and make disciples. This command, given directly from the Lord Jesus, is not exclusive to pastors, missionaries, or church staff. The command is given to all believers. As women and girls we are to take our part in evangelism, missions, and discipleship that is clearly outlined in this passage.

Teenage girls are young women who need to be ministered to and used in God’s desired ministry in reaching others with the Gospel.

1 Ashley Lane Allen, “A Study of Selected Factors Related to Mentoring in Women’s Ministry Leaders in Selected Southern Baptist Churches” (PhD diss., Southwestern Baptist Theological Seminary, Fort Worth, TX, 2009), 94.
The three intents of GEM

Similar to Embrace Women’s Missions and Ministries, GEM has three main intents: evangelism, discipleship, and missions. Each intent is based on the Great Commission in Matthew 28:18–20, “Go therefore and make disciples of all the nations, baptizing them in the name of the Father and the Son and the Holy Spirit, teaching them to observe all that I commanded you; and lo, I am with you always, even to the end of the age.” Jesus gave this mandate to all His followers — no matter their age.

Evangelism

Through evangelism we are to engage young women with the Gospel of Jesus Christ. We are to practice intentional evangelism and engage the culture by serving them at their point of need. Practicing “intentional evangelism” means we are deliberate and purposed about sharing Jesus Christ with a lost and dying world. In North Carolina, 5.6 million people do not know Jesus Christ as their personal Lord and Savior.1 Darrel Robinson notes four foundational principles for evangelism. These include that every person needs Christ (Romans 3:9, 23; John 3:16; 2 Corinthians 4:4; Ephesians 2:12; Isaiah 57:20–21; John 14:6). God loves every person and has provided for the salvation of each one (John 3:16; Romans 2:4). God desires to save and seeks to save every person (1 John 2:2, 1 Timothy 2:1–4). and God gives the message of salvation through people who have actually taken part and experienced the message they are sharing (Acts 1:8).2

Evangelism is a mandate believers need to take seriously. GEM, in working within the context of the larger youth ministry, needs to help young women not only foster a lifestyle of sharing Jesus Christ with the lost people they encounter in their homes, schools, and communities, but also help teenage girls come to a personal relationship with Jesus Christ. Often it is implied that because a person is at church they have a relationship with Christ or that they encounter the message they are sharing (Acts 1:8).1

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Evangelism means educating young women to prayerfully study and apply God’s Word in their lives. GEM, should help teenage girls establish a strong biblical foundation through discipleship and mentoring relationships. Often there is great confusion on what mentoring and discipleship is and how they are different or the same. Jimmie Davis explains this best when she says, “… mentoring can be defined as coming alongside a young woman to model godly womanhood, teach biblical truths, and train her through life’s experiences. Discipleship can be defined as leading and training a young woman to be a follower of Jesus Christ. Mentoring and discipleship go together like a car and tires. One does not fulfill its purpose without the other.”3 Many passages of Scripture focus on what it means to be a disciple of Jesus Christ. Some of these passages include Matthew 10:24–5, 38–39; Luke 6:40, 9:23–24; Acts 2:42–43, 2 Timothy 2:1–10, and 1 Peter 4:1–2.

As Christian women, regardless of age, we should look more like the Lord Jesus as He is reflected in Scripture, on a daily basis. This takes place as we spend time in His Word, in prayer, serving Him, and fellowshiping with other believers. Terri Stovall writes that “[a] fully developed follower of Christ possesses the character, quality, and behavior of Jesus.”4 GEM desires for young women to grow in their relationship with the Lord. We encourage GEM leaders to help the young women of their churches do this by providing Bible studies, prayer groups, mission opportunities, service projects, and fellowship events that help women become more fully devoted disciples of Jesus Christ.

Many times the question is asked: what does a leader teach a teenage girl? This question is answered by turning to Scripture and examining Titus 2:3–5. As previously discussed, seven things are outlined that are to be taught to the younger women. While most teenage girls will not have a husband or children, an older woman can still mentor and disciple a young woman in this area as she teaches from Scripture and then supports what the Bible says as she applies that in her everyday life circumstances. While this is best exemplified in mother–daughter relationships, Jaye Martin notes that “everyone [has] godly parents.”5 Martin says that because everyone doesn’t have godly parents, “it is essential that [older women] become role models for the girls who need to see what a godly woman looks like – in the flesh . . . Just as God sent Jesus to show us what it means to be a Christian on earth, He sent women to show young girls what it looks like to be a child of the King.”6

1 North American Mission Board, November 2009
5 Ibid.
GEM desires for women to be equipped to do Kingdom work through service locally and globally. Once young women are equipped, it is necessary for them to respond to God’s call to missions through prayer and service for our community, country, and world. Avery Willis and Henry Blackaby define missions as “the activity of God’s people – the church – to proclaim and demonstrate the kingdom of Christ cross-culturally to the world.”¹⁰ Many passages of Scripture focus on the importance of sharing the Gospel of Jesus Christ among the nations. Acts 1:8 says we are to be His “witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth.”¹¹ Our Jerusalem is our city, our Judea is North Carolina, our Samaria is the United States and our ends of the earth are all the other lands. More than 230 language groups are represented in North Carolina. We are called to be on mission with our Lord. This includes all the aspects of praying that people around the world would come to know Jesus Christ as Lord and Savior and for our missionaries who work with them; giving to missions through the Southern Baptist missions offerings, North Carolina Missions Offering, and the Cooperative Program; and going and serving in missions service projects in our communities and around the world.

Through GEM in our churches, we desire for girls to be active and faithful in missions’ service, including praying, giving, and going. Today’s generation of girls desires to be used to make a difference in the world. They are not unlike any other individual in their generation. Tim Elmore notes that “[d]uring high school, about 50 percent of this generation participated in community service projects.”¹² Another author writes that “[t]his generation wants to be involved. They want to make a difference. They want to do hands-on missions and want to reach the world for Christ. They simply don’t know how.”¹³ What better way to direct that desire to serve than to share the Gospel of Christ with others through mission opportunities?

Each one of the three GEM intents is necessary for the ministry to be comprehensive. One cannot be accomplished without the other, as you see all three of the above circles overlap with one another. This is because evangelism cannot occur without discipleship; discipleship cannot occur without missions; and missions cannot occur without evangelism. All three intents are dependent on one another – that is how the Lord designed His Great Commission mandate. However, prayer is at the center of the interlocking circles.

Prayer is vital because ministry does not happen in our own strength. Ministry only occurs as we draw upon the power of the Holy Spirit and trust Him to work through us. All three intents of evangelism, discipleship, and missions are necessary to fulfill the Great Commission. Within GEM all three should be used in the ministry model to help young women grow in their relationship with the Lord. As the ministry is modeled to include all three intents, the Holy Spirit will transform teenage girls so that evangelism, discipleship, and missions are a natural overflow of their lifestyle.

As teenage girls are provided the tools and opportunities not only to grow in their relationship with the Lord, share Christ with others, and go out and engage in opportunities to serve, they begin to learn life lessons that will be foundational as they move into college and young adulthood. These are lessons that will serve them well as they encounter individuals who challenge their beliefs in Christ, as they navigate difficult life circumstances, and as they seek to make the most of their time, energies, and talents.

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Girls Embrace Ministry (GEM) is a model of ministry for girls and their leaders to use within the greater context of the youth ministry of their church. The idea is not to take the place of the youth ministry, but to come alongside and support what the youth ministry is doing and meet the needs of teenage girls. GEM does not stand alone, nor should it compete with other ministries within the church. GEM should work to enhance the overall ministry and mission of the church. GEM should be ongoing and continuous in order to meet the needs of the teenage girls in the church and enable and equip them to reach out to their peers in their schools and other areas of influence.

GEM will look differently in each church. This is because each church is different in size, people, and needs of the girls in the church. The following steps are practical ways to begin GEM in the church. GEM is adaptable for any size church and any group of teenage girls. The following steps are a guide for beginning the ministry. However, you might find that you need to tweak a step or two in order to make GEM work in your church. That is okay—ministry is not like a cookie-cutter, where every GEM is going to look exactly the same in every church in North Carolina. One important thing to keep in mind is that the ministry should be driven by Scripture and not by events. This means that Bible study is foundational to the stability and success of the ministry. Isaiah 40:8 says, “The grass withers, the flower fades, but the word of our God stands forever” (NASB). Building the ministry upon the foundation of Scripture is vital for the ministry to be all God desires of the ministry.

Jimmie Davis, Girls’ Ministry Director at First Baptist Church Spartanburg, South Carolina, identifies the tasks of girls’ ministry:

- Meeting the unique needs of teenage girls
- Leading teenage girls to a personal relationship with Christ
- Discipling girls to become followers of Christ
- Teaching girls the Bible and how it applies to their lives as women
- Training girls in missions and evangelism
- Teaching girls how to fulfill their purposes as godly young women
- Teaching girls to love their families and be submissive to their parents

The above tasks are what GEM should do to minister to teenage girls at this point in their lives.

How do we begin GEM in our church?

The following seven steps are how the leadership can begin the process of starting GEM in the church. These are basic, practical steps, but it is necessary to keep in mind that after praying and speaking with the youth minister (pray and connect), things might not necessarily fall into perfect working order. However, keep pressing ahead with what the Lord has called your church to do as you seek to minister to teenage girls.

The steps of beginning GEM in your church are as follows:

1. Pray
2. Connect
3. Network
4. Refine
5. POG
6. Engage
7. Reflect

A detailed explanation of each step follows.

Pray

Prayer is vital to our lives as believers. Prayer is necessary for us as believers to live as Christ desires and allow Him to empower us to do His will. The same is true for ministry. The church is the Bride of Christ and everything that takes place within the church should be done for Christ’s Kingdom purpose, for His glory, and according to His will.

What do we pray as we seek God’s will?

One of the primary things to pray is “What does God desire of us as we minister to teenage girls?” Ministry to girls is God’s will and is outlined in Titus 2. However, the Lord’s plan for each church is different. Some of the following passages are a good starting point to pray through as you seek the Lord’s will for your church:

• That the Lord’s heart would be primary and zeal for His house would consume us (John 2:17)
• For continuous devotion to teaching, fellowship, and prayer (Acts 2:42–47)
• For one mind, love, spirit, and focus on one purpose (Philippians 2:2)
• That our agendas would be the Lord’s agenda (I Thessalonians 2:3–3:13)
• That the Lord would keep our motives in check (Proverbs 21:1–8)
• For reliance upon Him because apart from Him we can do nothing (John 15:5)
• For the mind of Christ and spiritual discernment in all things (I Corinthians 2:14–16)
• For the girls who will be ministered to through GEM (Philemon 4–6)
• For the teaching of the older women to the younger women (Titus 2:3–5)
• For the girls to put their confidence in the Lord and keep His commandments (Psalm 78:5–7)

Connect

As the undershepherd of the church, your pastor is God’s appointed leader of your particular body of believers. The youth minister is God’s appointed leader for the youth area and serves under the authority of the pastor. God’s Word speaks very clearly that we are to “obey [our] leaders” and submit to them (Hebrews 13:17). Because our pastors and youth ministers are accountable to the Lord for their roles, and they are His earthly-appointed leaders of the church, it is necessary that we go to our pastors and youth ministers and ask their direction and vision for the church and youth ministry (1 Peter 5:1–7). We should not usurp their authority. This is a vital step and to neglect it is to be outside the will of our Lord.

When you set up a time to speak to your pastor and youth minister, be prepared to share the vision the Lord has laid on your heart. Some key elements to cover with them would include the biblical basis of a ministry to young women, why a ministry to young women is important, how a ministry to young women would enhance and support the overall mission of the church and fit into the overall youth ministry, how the GEM leaders would be accountable, and what needs the ministry would be able to meet.

However, you also need to be willing to listen. Simply because you sense a nudging in this area of ministry does not mean it is part of the vision the Lord has given the pastor for the church. Be willing to accept that and trust God’s plan. However, moving forward with the ministry to teenage girls may very well be part of the vision the Lord has given the pastor for the church. If that is indeed the case, listen to what your pastor says.

One thing you need to assure your pastor and youth minister of is that you will only proceed ahead if they bless the ministry and believe it is part of God’s will for your particular church. All too often in churches today women charge ahead with their plans without speaking to the pastor. This should not happen. Additionally, it is necessary to assure your pastor and youth minister that if they do give you their blessing, the ministry will be accountable to the pastor, youth minister, and other church leaders.

Network

One important aspect in beginning GEM in the church is to get feedback, insight, and input from the girls in the youth ministry. Whether they are a seventh grade girl who is brand new to the youth ministry, or a high school senior girl who is a seasoned veteran of the youth ministry, each will have a perspective and goal for what they want to do through a ministry targeted to the youth girls. This is good. Why is this good? The more the youth girls have input, the more likely they are to be involved in the ministry, which means they are more likely to take leadership roles, which then prepares them to continue in ministry as adults. When the girls are involved and have input, they are more likely to invite their friends to be a part of what is going on at church. This provides an avenue for them to bring a friend from school or extracurricular activities who doesn’t know Christ but is willing to attend because they have a friend helping plan a Bible study or event. Teenage girls themselves are the most effective at reaching other teenage girls for Christ.

Often church leaders do not understand why we can’t get youth to attend a Bible study, a retreat, or take part in a missions project. Many times it is because church leaders have failed to take into account those for whom the activity is for: the people. In order to design GEM that will best meet the needs of the teenage girls of your church, you need to network with them to determine their needs.

How do you determine their needs, wants, and desires?

Asking open-ended questions to gather feedback from the girls in the youth ministry is vital to the launch and development of the ministry. But, what do you ask and how do you ask? Here are some suggested questions to ask the girls in your church:
1. When you think about your life, your family, your future, and your relationship with God, what comes to mind?

2. If you were to pick any topic/subject to study in Scripture, what would it be?

3. When you think about the needs in our community, what do you think of and how would you address them?

4. If there was one thing you could do to share Christ with your friends, what would it be?

5. What are the things you feel you need to know right now in order to grow in your walk with the Lord?

Teenage girls enjoy communicating with their friends and with adults. However, this doesn’t always happen in the methods and modes that many adult leaders are accustomed. Social networking sites and texting dominate the universe of teenage girls and are their preferred methods of communication. Email, snail mail, and even face-to-face interaction are either foreign or not quick enough for their tech-savvy minds. In light of this, how do you get feedback from the girls?

Leaders might approach this differently, but here are some suggestions:

1. Set up a Facebook group that allows the girls to respond to these questions. Some will find this a great way to respond and it could possibly spark ideas and feedback from other girls.

2. Grab a cup of coffee with some of the girls in the youth group. Asking these questions with them face-to-face will allow them to respond and elaborate on some of their responses and ideas. Also, you begin to hear their hearts and begin building relationships of trust with the girls.

3. Plan a chick-chat for the girls in the youth ministry for a time of fun and input. A Friday night chick-chat for girls only that includes some feedback, food, and fun is a great way to gather some observations from the girls. This would work for either a small church with a group of girls, or a large church where dividing by grade would foster better dialogue and responses.

Whichever method you choose to network with the girls, be sure as a leader you do one key aspect: listen. As a leader who is trying to reach teenage girls for Christ and minister to them, listen to what they are saying. When the teenager sees that you have listened, she will trust the adults more. Additionally, as you listen, see where some of the girls are rising as natural leaders because of their passion and vision for the ministry. Is there a teenage girl with a desire to reach the homeless in your community and knows how it should be done? There’s your potential leader for that ministry opportunity. Does another girl identify what she needs to know right now in her walk with Christ? There’s your likely PR person because she will know other girls who need to know the same things.

Girls desire to have a role in the ministry and the ministry will work most effectively and influentially when the girls have made their opinions known, see that the ministry will meet not only their needs, but those of their friends, and can take an active role in the ministry.

Refine

Proverbs 27:17 says, “Iron sharpens iron, so one man sharpens another.” Leaders should be people who refine others. For GEM this is true of both the adult leaders and the girl leaders. Leadership is all about influence. One person wrote that, “A Christian leader is a servant with the credibility and capabilities to have influence.”14 Malphurs says that influence happens through persuasion (Acts 17:1–4; 18:4; II Corinthians 5:11); encouragement (II Samuel 11:25); and a godly example (Hebrews 13:7).15

Leaders come in all forms and ages. At any age a woman can lead by persuasion, encouragement, and a godly example. This might mean a teenage girl leading another teenage girl, or an older woman leading a teenage girl. Leadership is not bound by age.

God has equipped women – both older and younger – in His church to lead in a special capacity as they serve the greater body of believers and the young women of the church. As the church moves forward with GEM, it is necessary to realize that one woman cannot do all the work of the ministry herself. God did not call her to do all the work herself, nor did He equip her to do so. Just as the Lord Jesus Himself modeled team ministry with His disciples, it is important for GEM to be led by a leadership team.

Who’s on the team?

When picking a team it is important to remember that all areas are covered. North Carolina is college basketball country. The individuals who make up the college basketball team are all varied in skill and ability. The point guard cannot do the same job as the forward, and the forward cannot do the same job as the guard. Additionally, the center and power forward have different responsibilities. Though each has a different responsibility and a different

15 Ibid.
skill set, they are all on the same team and need one another. Together, by using their skills and doing their jobs, they comprise a team with the same goal and purpose: winning.

For GEM it is necessary to have a team made up of different skill sets and abilities. This includes girls from the youth group, as well as the adult leaders. Just as in the basketball example each member of the team has a different responsibility, all the members serve on the same team and are working to accomplish the same goal.

On a ministry team not everyone can have the same responsibility, and not everyone is gifted in the same way. Where one team member is weak, one is strong. Also, no two people see a situation the same way. An eighth grader has a different view of life than a high school sophomore, yet both perspectives are important. Adult women will view a situation with a different perspective and lens than a seventh grade girl, but the input of each is necessary. Because of all these differences, it is important to make sure that the leadership team is made up of women and girls who are different in ages, grades, spiritual gifts, talents, passions, and abilities. You might wonder how you find out about an adult leader or girl leader’s spiritual gifts, talents, and abilities. The answer is simple: ask.

When putting together your leadership team, you need to look at the gifts, talents, and abilities of women and girls, but also look at some other areas. Questions you might ask yourself are:

- Does this woman/girl model Christlikeness? In our church? In the home? In the community?
- Does the potential girl leader model Christlikeness in her school?
- Does the potential girl leader respect her parents?
- Do others look up to her for leadership?
- Is she credible and respected?
- Is she an encourager?
- Is she faithful in the small things?
- Does she live her life with integrity?
- Is this who God desires in this ministry role?
- Can she work in a team environment?
- Is she a role model for the girls in GEM?

While outward things are important, it is necessary to remember that the outward things are an expression of what is occurring internally. As believers, our transformation process begins inwardly and manifests itself outwardly.

Leader and Apprentice

Ministry is about involving and reaching as many people as possible and helping them use the gifts God has given for His purposes and for His glory. One of the things GEM ought to do is teach the teenage girls how “to do” ministry. Therefore, it is necessary that as one adult leader serves in a leadership capacity she is simultaneously teaching one of the teenage girls the tools for ministry.

Ideally, for every adult leader who serves on the GEM leadership team, there will be one or two girls also on the team she will apprentice.

In the above leadership team example two age grades are assigned to one leader. The two girls in the respective age grade work with that leader to see things implemented. This does not mean that she doesn’t help in other areas, or that other girls cannot participate. What it does mean, though, is that the girls learn the tools of ministry from the leader. Through this they are equipped for service, but mentoring and discipling is also occurring. This is just an example and churches should structure the GEM Leadership Team in a manner that fits their particular church.
By apprenticing the girls for a ministry role, more girls will be able to serve in the church and use the gifts God has given them for His Kingdom. Also, it allows them to gain the skills and confidence for ministry, and as they are more involved they will encourage their friends to be involved.

POG

Setting the POG is an important step in the process of preparing to minister to the teenage girls of your church. POG stands for

P – purpose

O – objectives

G – goals

Prior to determining the POG for GEM, it is necessary to examine the church’s mission statement and youth ministry purpose statement. Everything the church does should be designed and done to help support and accomplish the church’s mission statement. For example, a church youth ministry could have the following purpose statement:

Impacting young people with the Gospel of Jesus to create young men and women who love Jesus and reach the world for Christ

Everything that is done within the youth ministry is done to impact the young people with the Gospel in order to help them love Jesus and reach the world for Christ. This aligns with what the church is doing as a whole. GEM should fall under the greater context of the youth ministry. GEM should help the youth ministry accomplish the greater purpose statement that is inclusive of all the students in the youth ministry.

P – Purpose

What is the purpose of GEM? What is GEM trying to accomplish in relationship to the youth ministry’s purpose statement? These are the questions that the GEM purpose statement should answer. A purpose statement should provide all the girls and their leaders direction in understanding why GEM exists.

The example youth ministry purpose statement has already been stated. In light of this, the GEM leaders should develop a purpose statement for GEM. An example GEM purpose statement could be:

To equip young women to live transparent, holy lives for Christ and serve Him in our community and around the world

This GEM purpose statement should support the purpose statement of the overall youth ministry. In the example purpose statement the girls’ ministry is trying to:

• Equip young women for the purpose of living transparent, holy lives for Christ
• Equip young women for the purpose of serving Him in our community and around the world

O – Objectives

Objectives define what the ministry is trying to accomplish in very practical terms. Objectives are written in very broad terms. Objectives are indeterminate, meaning that the objective does not have a definite ending. However, the objectives are directly dependent upon the youth ministry purpose statement and the GEM purpose statement. For example, based on the example mission statement from the girls’ ministry, they could have the following objective for their ministry year:

To bring teenage girls into a personal relationship with Christ in our church and our city through God’s Word

This statement is very broad, yet also comes from the youth mission statement and the girls’ ministry purpose statement. Ideally, GEM should have two objectives for the ministry year.

G – Goals

Goals are written in light of the objective and the needs of the girls in the church; goals are how the objective will be accomplished. Goals are typically short-term, measureable, specific, and more narrowly written. When writing goals, it is a good rule of thumb to look at quarters, or three months of the year, or six-month periods. Well-written goals will be able to stand up to the SMART test. The SMART test is a test to determine if goals are Specific, Measureable, Attainable, Relevant, and Trackable, or SMART.16 In light of the SMART test, it is necessary to determine if:

• The objectives and goals are specific enough
• Will the GEM leaders know when the goals have been met?
• Can the goals be accomplished with the time, budget, and other resources provided?
• Is the goal relevant to GEM?
• Can you track the process of goal accomplishment along the way?  

For the above objective there are two goals. One is well-written according to the SMART test and one is not. Try to pick out the SMART goal.

Goal One: To design and implement quarterly outreach events for the girls of the church by encouraging them to enter into a relationship with Christ through the teaching of God’s Word

Goal Two: To begin a girls’ Bible study that will meet once a week and will grow by four girls each quarter

Look at the first goal in light of the SMART test. Is the goal specific? Yes. GEM will have outreach events. Is the goal measurable? Not really. There will be quarterly events, but how many? And how will GEM leaders know if the girls have entered into a relationship with Christ through His Word? Is the goal attainable? Yes. This is an achievable goal. Is the goal relevant? Yes. This goal is relevant to what the church is trying to accomplish. Is the goal trackable? No. There is not a number that helps the GEM leaders determine how the ministry is growing.

Look at the second goal and put it against the SMART test. Is the goal specific? Yes. GEM will have a weekly Bible study and a plan for growth within the quarter. Is the goal measurable? Yes. The Bible study will meet weekly and will grow by four new girls each quarter. Is the goal attainable? Yes. This goal is attainable. It is not too easy to accomplish, but not too hard, either. Is the goal relevant? Yes. This goal helps meet the objective, which undergirds the GEM purpose statement, which supports the youth ministry purpose statement. Is the goal trackable? Yes. GEM leaders will track the growth of the Bible study by four new girls each quarter.

The second goal is the more well-written goal.

For each objective two goals should be written to help accomplish the objective.

Engage
After all the work planning, this is the part of ministry that allows you to get the girls involved! Based on your mission statement, objectives, goals, and time spent talking with the girls to determine their needs (networking), you will be able to begin engaging the girls in Bible studies, events, and mission projects. Of these, Bible study, or small groups, is foundational to GEM.

Bible study
A great deal of ministry and teaching takes place in small group settings and it is during the small group times that the girls will not only learn God’s Word, but also learn to lead a godly life as they watch this displayed in the older woman who is their small group leader. The majority of ministry to the girls will occur during the quarter or Bible study time – often more than we give credit. A good idea is to have an upperclassman high school girl help teach the small group for the junior high girls. Junior high girls look up to high school girls and high school girls have a great influence in their lives – whether intentional or unintentional.

A variety of Bible study materials are available specifically designed for teenage girls and their needs. Many issues face teenage girls today and often they look to the world for answers to their questions and needs. Occasionally we might view teenage girls as though they are simply young women who have the same needs as adult women. This is an inaccurate perspective. Teenage girls have different needs than adult women. Their lives are different spiritually, emotionally, relationally, physically, and intellectually. It is important for Bible study leaders to teach what Scripture says about these issues. This helps the teenage girl learn to go to Scripture – instead of the world – for answers. Bible study leaders must remember that teenage girls ask questions and they do have a deep desire to learn. A good Bible study leader will patiently walk alongside the girls she is discipling and look for the answers in Scripture with the members of her small group.

Events
Events to meet teenage girls’ needs abound! Whether a mani/pedi afternoon, mother/daughter tea, daddy/daughter date, conference designed only for girls, fashion show or game night, events will allow the girls to be together in a safe environment, fellowship, learn from their leaders and invite friends. These are avenues to engage.
the teenage girls in the planning process, as well as the implementation. Each event should be designed to teach life lessons and should work within the overall youth ministry of the church.

Mission projects

We understand this generation of young people is very service-oriented. They have big ideas to impact the world and big plans to see those ideas implemented. While talking with the girls during the network time of starting GEM, listen to what they say as you ask them question three, “When you think about the needs in our community, what do you think of and how would you address them?” The girls who answer this question with a need and an idea have a vision. They may be the natural leader for this mission project and impacting your community with the Gospel. Help her. Help her get a plan, gather other girls to help, and get moving. This is a generation that deeply desires to serve and impact the world.

Reflect

Reflection and evaluation are important in any ministry. After every Bible study, event, or mission project, GEM leaders should reflect on what took place. Did things run smoothly? Were girls engaged in the ministry opportunity? What went well? What did not go well and why? What can be done differently next time? Asking reflective questions such as these are necessary because leaders should have a desire to improve continually in ministry. The important step of reflection will help GEM be as effective as possible.

CONCLUSION

Thank you for taking the time to read this manual. We pray that as you have read the contents you have gained better insight into the biblical basis of ministry to teenage girls, evangelism, discipleship, and missions. Additionally, we are prayerful that you now have an understanding of how to begin GEM within your local body of believers.

Remember that this ministry will not occur overnight. However, by clinging steadfastly to our Lord, seeking His direction and will, and remaining faithful and diligent to what He has called your church to do, the Lord will make the ministry happen. Just as the Apostle Paul planted and Apollos watered, it was God Who gave the increase (I Corinthians 3:5-9). The same will take place in your church as you are unwavering in your commitment to see His desires fulfilled for the teenage girls of your church. Trust the Lord for what He is going to do in your church as He uses you to help young girls grow in their walk with Him, be faithful in sharing the Gospel of Jesus Christ unashamedly, and take His message to the ends of the earth.

Should you have further questions, please feel free to contact our offices at GEM@ncbaptist.org or at (800) 395-5102, ext. 5561. We are here to help and serve you.
The following is a list of recommended resources for women’s ministry leaders and their churches. The list includes resources focused on women’s ministry implementation, leadership, evangelism, discipleship, and missions. For more resources not included on this list, please contact Girls Embrace Ministry at gem@ncbaptist.org or 1.800.395.5102, ext. 5561.

Women’s Ministry and Leadership


Girls’ Ministry


North American Mission Board. 4Truth.net. http://www.4Truth.net. This website is an apologetics website hosted by the North American Mission Board of the Southern Baptist Convention.


Evangelism


Discipleship

Baptist State Convention of North Carolina. Discipleship Guidebook. This item can be received by contacting the Discipleship Ministries at the BSCNC at 1-800-395-5102 ext. 5651.


Reid, Topper. *Beyond the Walls: Focus on Adults and Young Adults.* Nashville: LifeWay, 2000.


*For information on Bible studies and discipleship groups for your girls’ ministry, please visit www.lifeway.com/girlsministry.

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**Missions**


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**Websites**

Embrace Ministry: www.embracenc.org

Embrace Resource website: www.ncbaptist.org/store

Girls Embrace Ministry: www.ncbaptist.org/gem

International Mission Board: www.thetask.org


North American Mission Board: http://www.world-changers.net/wc/

Join our Facebook group "Embrace – NC Baptist Women’s Missions and Ministries" to receive ministry and event updates or follow us on twitter.com/embracenc.
...so that the proof of your faith, being more precious than gold which is perishable, even though tested by fire, may be found to result in praise & glory & honor at the revelation of Jesus Christ... 1 Peter 1:7