

KINGDOM FESTIVAL GOD BLESS NATIONS SUMMIT

KINGDOM FESTIVAL WOMEN EMPOWERMENT SUMMIT
Raising Kingdom She Champions



KINGDOM FESTIVAL- GOD BLESS NATIONS SUMMIT

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(Show pict of JBA Women – She Champions) in camps and various areas

Kingdom Global Genders and Group Agency will have a special division that will have various departments will work towards youth empowerment to care of the entire important women envisioned to be a mega empowered women movement. This will maintain a far sightedness in order to ensure that the funds are utilized well and run in an Excellent, professional and strong networks mobilizing and recruiting millions of women into groups to structure our funding accountability and monitoring developing networks with churches, religious institutions, Sacco's, work places, unions, sports clubs, constituencies, wards, counties, community groups, Primary Schools, Secondary schools, Colleges, Universities etc. The four pillars of this division will be in areas Networking, Empowerment, Ministry, Mentorship and welfare along with organizing one annual Business women Festivals, outings, retreats, life skills seminars, launch events and others in the countries as many as can be organized upto to form countries women networks that will facilitate the National network. Some of this can be co-hosted with Teens and Christian Unions departments in partnership with PR, Communication, Event Management department, Media and our other agencies that need audiences of the youth group or whose projects and programs are women and girl child centered.

To uphold, encourage, and challenge women in their pilgrimage as disciples of Jesus Christ and member of His global Kingdom of God. Uplifting and elevate women as persons of inestimable worth because they have been created and redeemed enable women to deepen their faith and experience spiritual growth and renewal, build networks among women in the world Kingdom of God to encourage bonds of friendship and mutual support and the creative exchange of ideas and information, mentor young women encouraging their involvement and creating paths for them as they reach for their potential in Christ, address the concerns of women in a global context, bring women's unique perspectives to the issues facing the Kingdom of God , seek expanding avenues of dynamic Christian service for women, challenge each woman with her potential to complement the gifts given to other women, Foster spiritual growth and renewal among women, affirm that women are of inestimable worth by virtue of their creation and redemption and to equip them for service in the Kingdom of God, Minister to the broad spectrum of women's needs across the life span being sensitive to multi-cultural and multiethnic perspectives, Liaise and cooperate with other specialized departments of the Kingdom of God to facilitate the ministry to women and of women, Build goodwill among women in the Kingdom of God that encourages bonds of friendship mutual support and the creative exchange of ideas and information, Mentor and encourage women creating paths for their involvement in the Kingdom of God as they reach for their potential in Christ, Find ways and means to challenge each woman to use her gifts to complement the talents of others as they work side by side to further the of the kingdom.

Some Specific objectives include meeting needs, value of networking and addressing challenges women face that include

1. Access to Education- A 2013 report by UNESCO found that 31 million girls of primary school age were not in school, and about one out of every four young women in developing countries had never completed their primary school education. That number represents a huge pool of untapped girl power: that same report suggests that educated women are more likely to get married later, survive childbirth, raise healthy kids, find work, and earn more money, among other positives.
2. Employment Opportunities- Even in a country as wealthy and developed as the US, women still experience major inequality in the workforce: By some estimates, women earn only \$0.77 for every \$1 earned by men. Globally, the gender gap is even wider: women earn only one tenth of the world's income despite working two thirds of the total work hours. Empowering women to earn their fair share could benefit their entire communities in a big way: women are likely to invest more of their money back into their families and communities than men typically do .
3. Reproductive Health & Rights- 225 million women in developing countries have an unmet need for family planning, contributing to 74 million unplanned pregnancies and 36 million abortions every year, according to figures cited by Women Deliver, a women's advocacy group. Helping women take charge of their baby-making reduces unsafe abortions and maternal deaths by over 70% each, and conserves precious resources that would otherwise have gone toward pregnancy-related costs.

4. Maternal Health- The World Health Organization estimates that 800 women die every day from preventable, pregnancy-related causes. That's nearly 300,000 lives per year needlessly lost during what is fundamentally a life-creating event. What more is there to say?
5. Gender-based Violence- 1 in 3 women experience physical or sexual violence in their lifetimes, according to WHO. Whether it's domestic abuse, rape, or sexual trafficking, gender-based violence denies far too many women the opportunity to live happy, healthy, and fulfilling lives.
6. Child Marriage- An estimated 140 million girls will become child brides between 2011 and 2020 . Girls who marry before age 18 are typically denied an education, at risk of complications related to premature childbearing, and more vulnerable to intimate partner violence.
7. Female Genital Mutilation- Female Genital Mutilation (or FGM), defined by WHO as including "procedures that intentionally alter or cause injury to the female genital organs for non-medical reasons," is a complex issue with religious and cultural implications for the groups who practice it. That said, the general consensus in the international community is that FGM imposes real health consequences, violates a child's rights, and promotes inequality between the sexes.
8. Water & Sanitation- When clean drinking water and hygienic sanitation facilities are in short supply, women and girls suffer most. Case in point: Girls whose schools lack proper bathrooms will often skip school during their menstrual periods for fear of embarrassment or stigma. It's also true that women in developing countries are frequently tasked with fetching water, which can be a time-consuming process. As my colleague Christina pointed out, the girls and women of the world have much better things to do with their time than shuttle buckets around.
9. Gender Equality- Equality (or the lack thereof) is a recurring issue when it comes to women and girls, whether it's unequal access to schooling for girls in developing countries, or unequal pay for women in the workplace. In a world where 95% of countries are led by a male head of state, it's clear that we as a global community have a long way to go before women are given a fair shake.
10. Being Treated Equally- One of the biggest challenges my female clients are currently facing is equality in the workplace. My advice for women leaders everywhere is to go for what they want in their careers and not to give up. Hone the skills necessary to give you those opportunities, such as your communication skills, leadership development, and emotional intelligence.
11. Building A Sisterhood- The biggest challenge my female clients face today is garnering support from other women. My advice to women worldwide is to support and empower each other, starting with our basic principles of who we are — our morals, values, integrity. We must be just. Be humbled, show togetherness, passion, excellence and enthusiasm toward laying the foundation for our progress through our work.
12. Generating Revenue- One of the biggest challenges my female clients currently face is growing their revenues. Money solves everything; it gives you freedom and choices. My advice is to focus on what generates revenue wherever you are. After all, if you don't have revenue, you don't have a business. For entrepreneurs, that's called a hobby.
13. Being Confident- One of the biggest challenges I see when I speak with females is their confidence. I tell them they need to get comfortable knowing that people will always try to take you off of "your game" or dislike you for no apparent reason.
14. Speaking Up- It's not enough to be in a role or to sit at the table. One must also speak confidently, regardless of odds faced. Women leaders fear being ostracized or rejected; however, respect comes when one's voice is heard. I coach leaders to share their voice and perspective because it can help shape policy, the workforce and perspective. Make your presence known as a leader and collaborator for good.
15. Building Alliances With Decision-Makers- My female clients come to me because they've been put down, pushed aside, or told they don't belong at the table. It's not easy to be bullied, but there is a way to get past it. I suggest women

build healthy relationships with advocates, create a strong personal brand, establish guidelines before each project, position themselves as experts in their field, and communicate with confidence.

16. Becoming A Member Of The C-Suite- Women everywhere are making auspicious moves in the workplace. They are taking more risks and preparing themselves to take on more challenging roles. That said, one of the greatest obstacles they face is making their way to the C-suite. My advice is that they take the bull by the horns: Know what you want and be relentless in your preparation. Equivocation will always be your worst enemy

17. - I have led women entrepreneurs to their next levels in business, and often the challenge is sales and anything related to income — not charging enough, being afraid to ask, underpricing, marketing, promoting, "bragging" to establish authority, and giving away services for free. My advice is to learn to master sales and get confident in your skills so you price properly and gain respect.

18. Standing In Their Success- Some women leaders shy away from speaking on their accomplishments for fear of being boastful or conceited. Women tend to think that it's needed to shrink themselves to seem non-intimidating.

19. Tackling Imposter Syndrome- The biggest challenge my female clients face is an inability to internalize their accomplishments. We first get to the root of why this belief exists, then adjust their locus of control by making accurate assessments of their performance, then get feedback from other leaders to confirm their strengths.

11. Overcoming Perfectionism- Many of the women leaders I coach get paralyzed by their perfectionist tendencies. I often recommend reflection for clients when they get really stuck. It might be a shorter pause, such as a few deep breaths or short meditation, or a longer activity like a walk, journaling exercise, or a Brené Brown book excerpt or TED Talk. All of these approaches have worked well to help manage perfectionism.

12. Trusting Their Own Voice- In conversations with leaders, there is one recurring theme that haunts me. It is the virtually inaudible question I hear women asking themselves too often: "Who am I to...?" What I tell my clients is that right now, now, they are among the wealthiest, most educated and powerful women on the planet. They have not risen to their current title by accident.

13. Shifting Their Word Choice- Women share the challenge of reconciling an internal conflict between being perceived as a respected leader versus a bossy woman. Professional women can resolve this issue and own the respected leader role by shifting from judgmental to neutral words. This subtle transition positively influences the way a listener digests the message and perceives the speaker's authority and leadership

14. Dealing With Negative Thoughts- One of the biggest challenges my female clients face is they allow for the negative thoughts that arise in their mind to take control of their life. My advice for women everywhere is to take control of their thoughts by becoming consciously aware of them and to either replace them with more positive and encouraging thoughts or to accept them and decide to move forward despite them.

15. Re-Entering The Paid Workforce- Relaunching a career after a long hiatus as a full-time caregiver for children or aging parents is challenging. It requires combating ageism, rebuilding confidence, reconstructing a network, dusting off old skills or developing new ones, and catching up on technology.

16. Flexible Work Arrangements—Working flexibly is an issue for many women.

Flexible work arrangements (FWAs) define how, where, and when employees' work, allowing them to best manage their career and personal priorities. Once seen as an employee benefit or an accommodation for caregivers (primarily women), flexible work arrangements are now an effective tool for organizations to attract top talent as well as a cost-savings measure to reduce turnover, productivity, and absenteeism.

What can leaders do?

- Switch their focus to productivity and results, and not time spent at the desk.
- Seek out managers who currently work flexibly and find out what works and what doesn't.
- Encourage your own team to be a role model and consider utilizing FWAs.

17) Equal Pay—It's 2017, and women still make less than men.

Women around the world continue to face a wage gap. In fact, women on average will need to work more than 70 additional days each year just to catch up to the earnings of men. Our research shows that even after taking into account prior experience, time since degree, job level, industry, and global region, women MBA graduates were paid \$4,600 less than men in their first job after graduation.

What can leaders do?

- Ensure that there are no gaps in your workplace by doing a wage audit.
- Implement a "no negotiations" policy.
- Support pay transparency.
- Evaluate recruitment, promotion, and talent development systems for gender bias.

18) Through the Festival we seek to address Economic exclusion, Financial systems that perpetuate their discrimination, Limited participation in political and public life, Lack of access to education and poor retention of girls in schools, Gender-based violence, Harmful cultural practices and Exclusion of women from peace tables,

19) Defying social expectations- Most female business owners who have attended networking events can relate to this scenario: You walk into a crowded seminar and can count the number of women there on one hand. When women entrepreneurs talk business with primarily male executives, it can be unnerving. In this sort of situation, women may feel as though they need to adopt a stereotypically "male" attitude toward business: competitive, aggressive and sometimes harsh. But successful female CEOs believe that remaining true to yourself and finding your own voice are the keys to rising above preconceived expectations. "Be yourself, and have confidence in who you are," said Hilary Genga, founder and CEO of Trunkettes. "You made it to where you are through hard work and perseverance, but, but most importantly, you're there. Don't conform yourself to a man's idea of what a leader should look like."

20) Accessing funding- Not all startup founders look for investors to help get their businesses off the ground, but those who do know how difficult the pitching process can be. Raising capital is even more difficult for women-owned businesses. A 2014 Babson College report found that less than 3% of companies with venture capital funding had female CEOs.

21) Struggling to be taken seriously - At one time or another, most women CEOs find themselves in a male-dominated industry or workplace that does not want to acknowledge their leadership role. Alison Gutterman, CEO and president of Jelmar, had this experience early in her career. "As a female entrepreneur in a male-dominated industry, earning respect has been a struggle," she said. Because Jelmar is her family's business, she faced presumptions that she was living off her father's and grandfather's reputations.

58. Owning your accomplishments - The communal, consensus-building qualities encouraged in young girls can leave women unintentionally downplaying their own worth.

59. Building a support network - A robust support network is essential for entrepreneurial success, so it's no surprise that 48% of female founders report that a lack of available advisors and mentors limits their professional, business growth.

60. Balancing business and family life -Parent entrepreneurs have dual responsibilities to their businesses and to their families; finding ways to devote time to both is key to achieving that elusive work-life balance, said Genga.

61. Coping with fear of failure - Failure is a very real possibility in any business venture, Failure should not be viewed as a negative or an excuse for relinquishing your goals.

62. Race and Gender Bias—Women of color continue to deal with some of the workplace's most entrenched hurdles. Everyone has unconscious biases—even the best-intentioned people—which play out in their everyday lives and interactions such as those in the workplace. Working women of color face a unique set of challenges that intersect across race/ethnicity, gender, and culture. Because of this, many women of color who oftentimes have to deal with daunting roadblocks such as other people's beliefs, attitudes, and experiences.

What can leaders do?

- Don't shy away from talking about uncomfortable or difficult topics. Each of us—regardless of our race or gender—has a role to play.
- Be open to feedback and learning.
- If you see harmful behavior in your workplace, say something. Otherwise, your silence makes you complicit in

it.

- Build trust and confront inequities head on through organization-wide strategies.

63. Access to Hot Jobs—Why don't women have the same access to career-making roles as men?

Not all leadership opportunities are created equally, and not all jobs provide the same degree of career advancement. Today, women still get offered fewer of the high visibility, mission-critical roles, and international experiences (what we call "hot jobs") that are important to reaching the highest levels of leadership.

What can leaders do?

- Make a deliberate investment to help women colleagues.
- Model inclusive leadership behaviors.
- Empower employees to negotiate their roles.

64. Role Models—There are few powerful examples of women role models in workplaces.

You can't be what you can't see. Our research shows that almost two-thirds of women reported a lack of senior or visibly successful female role models as a major obstacle to their career advancement. While women are almost half of the US labor force, they make up less than 5% of CEOs and less than 10% of top earners in the S&P 500; and for women of color are nearly invisible on both S&P 500 boards and Fortune 500 boards.

What can leaders do?

- Be intentional about appointing highly qualified women to your executive team, corporate board, C-suite, and/or CEO position.

65. Sponsorship—Not enough leaders are sponsoring highly qualified women by speaking up on their behalf.

In any work culture, relationships are necessary for employees to attain high-visibility assignments, promotions, and connections. For women, sponsors—advocates in positions of authority who use their influence intentionally to help others advance—are essential to ensuring career advancement and professional development. We know that women have a lot of mentors; but they also need sponsors who will give them visibility, talk about their accomplishments behind closed doors, and promote them for stretch opportunities.

What can leaders do?

- Recognize sponsorship is something that anyone can do, including and especially, men who can take several powerful actions.
- Carefully and humbly listen to women colleagues, which can help them feel more included.
- Take a look at your "go-to" people at work; is it a diverse group? Are you looking broadly and deeply for talent? Are women included in the informal activities and socializing that is also important for advancement?
- Offer "air cover" to defend and support women colleagues' innovative ideas.
- Learn more about sponsorship at Catalyst Women On Board™.

66. Sexual Harassment—Women at all levels of employment and all levels of workplace are affected.

Sexual harassment remains a widespread problem, and at least one-quarter of women having reported some sort of harassment on the job. This inappropriate behavior costs employers in many ways: increased absenteeism, persistent job turnover, and low productivity and engagement. Individually, women become depressed, experience anxiety, or quit all together in the hope of avoiding continued harassment.

What can leaders do?

- Develop and implement prevention strategies such as a highly visible community education campaign.
- Ensure access to workplace reporting mechanisms.
- Train managers to report any complaints or observations of harassment.
- Thoroughly investigate all complaints of harassment and take corrective action.

67. Non-Inclusive Workplaces—Women often feel dismissed or ignored.

When women (or any employee) feel like outsiders in the workplace because of their unique qualities or differences (e.g., gender, race/ethnicity, nationality, age, religion, sexual orientation), they feel excluded. Exclusion comes at a great cost to organizations in the form of lowered job satisfaction, reduced work effort, diminished employee voice, and greater intention to leave. Building an inclusive workplace means creating a culture that fully engages and supports all employees.

What can leaders do?

- Create conversation ground rules and hold yourself and your team accountable for following them.
- Develop a shared understanding and language about inclusion and exclusion.
- Sign up for a free CatalystX/edX course, "Communication Skills for Bridging Divides," to learn simple skills to talk across differences and build more tolerant and inclusive workplaces, communities, and schools.

68. Double-Bind—Women's ability to lead is often undermined by gender stereotypes.

The stereotype that men "take charge" and women "take care" puts women leaders in various double-binds. For

example, women are judged as being too hard, too soft, and never just right. Women leaders are also seen as competent or liked but not both. Also, men may be seen as having the “default” style when it comes to their ability to lead effectively, meaning women spend part of every day repeatedly proving they too can lead. This effort leads to women working twice as hard as their male counterparts.

What can leaders do?

- Do not discredit the effectiveness of women leaders based on gender stereotypes.
- Challenge yourself whether you are judging people fairly—reverse the gender of the person in question and see if it makes a difference in your thinking.
- Expose employees to peers—including men—who are willing to advocate for women leaders.
- Provide diversity and inclusion training to help employees understand the effects of gender stereotyping.

69. LGBT Protection—Many LGBT women feel like “outsiders” in the workplace.

Misperceptions and exclusionary behavior can make LGBT women feel like the “other” at work, leading them to choose to stay in the closet by not disclosing their sexual orientation. This can push them to further separate themselves from developing relationships with colleagues and hold them back from bringing their whole selves to work and being their most innovative and engaged. Ultimately, this causes them to be set apart from the power structures at the top.

What can leaders do?

- Demonstrate inclusive leadership behaviors.
- Take steps to be a visible ally so LGBT women and others will know they can come to you and count on you.
- Lead intentionally through empowerment, accountability, courage, and humility—or the EACH behaviors.
- Protect the psychological safety of LGBT women at work (and all employees), which will help them feel more included and feel more innovative.
- Benchmark and learn from other organizations that are committed to LGBT Inclusion through the HRC Corporate Equality Index.
- Learn more about LGBTQ+ rights to help build a more inclusive workplace culture and society.

70. Need for networking -Networking is an approach to bringing women together for encouragement and support.

During the first networking meeting, we allowed time for each woman to express concerns. I was amazed at the honesty. The experience opened my eyes to personal struggles and struggles in ministering to other women. They shared concerns for family and Kingdom of God, wanted direction for beginning a women’s ministry, and expressed excitement at having this ministry offered. Yes, women need encouragement. As you open your heart to those women, you will form meaningful relationships.

71. Networking is a way for women to identify and use their spiritual gifts.

Many women either do not know their individual gifts or do not know how to use them in the body of Christ. Paul explains spiritual gifts are “for the training of the saints in the work of ministry, to build up the body of Christ” (Eph. 4:12). At each networking meeting, we encouraged the women to help other women in their Kingdom of God discover their gifts and explore ways to use them in the Kingdom of God. The goal of networking meetings was to involve as many women as possible in leadership. Coming together for fellowship alone will not result in successful networking. Each woman must ask, “What can I do to make a difference?”

72. Networking is a way to help women mature in their faith.

God’s Word is at the heart of networking. All we do should originate with God’s Word. Its study and works of service help mature women in their faith. Networking encourages maturity in faith through providing and encouraging mentoring relationships. Mentoring friendships encourage growth. A mentor is a tutor, coach, or counselor. The idea is more experienced persons help the less experienced. Paul labored to “present every man complete (teleios, mature) in Christ” (Col. 1:28-29). As women network, they can mentor each other.

73. Networking is a place to exchange information and ideas.

It was critical to discover a contact woman in every Kingdom of God in my association who could funnel information to her congregation. This included details about the next networking meeting. She would encourage the women in her Kingdom of God to participate. We established a database with all women’s addresses, telephone numbers, and e-mail addresses to provide several avenues to send and receive help and ideas. When God gathers His women, borders expand, dreams become reality, and ministry occurs.

74. Networking is an opportunity to identify the needs in our communities.

If we are to reach the lost around us and minister to our women and their families, we must first identify their needs. Jesus identified needs and met them. Many organizations are glad to volunteer time and information. Peruse your phone book or search online for organizations that connect best with the women in your area.

75. Networking is a chance to share resources among all in Kingdom of God.
I quickly discovered that most of the women who attended the first meeting had not participated in the most recent Bible studies and were unaware of the many opportunities available to help them grow spiritually. One network meeting, I collected extra copies of each Bible study our Kingdom of God had offered in the last few years and created a display for the next meeting. I distributed brochures, flyers, and booklets and collected enough resources to fill two large boxes and four milk carton bins. As a result, women were excited and began Bible studies in their Kingdom of God.
76. Networking is a place to pray for one another, our pastors, and our Kingdom of God.
We must constantly pray for our pastors; they are under enormous pressure. Encourage the women you lead to pray for pastors and Kingdom of God. At the end of each networking meeting we distributed one prayer burden card for each woman. After a few moments, we collected the cards and prayed for each request. Oh, how my heart was burdened for those women. Women poured out their hearts to the only One who could help them. All of us need ministry at times. Remember as you reach out to someone with the compassion of Christ that you may one day need someone to reach out to you.
77. Networking is an approach to bringing women together for encouragement and support.
78. During the first networking meeting, we allowed time for every woman to precise concerns. I was amazed at their honesty. The experience opened my eyes to non-public struggles and in ministering to other women. They shared concerns for family and Kingdom of God, wanted direction for starting a women's ministry, and expressed excitement at having this women's ministry themes the ministry offered. Yes, women need encouragement. As you open your heart to those women, you'll form meaningful relationships.[ips](#).
79. Networking may be a way for ladies to spot and use their spiritual gifts.
80. Many women either don't know their gifts or don't use their skills within the body of Christ. Paul expounds spiritual gifts are "for the training of the saints within the work of ministry, to make up the body of Christ" (Eph. 4:12). At each women's Kingdom of God group meeting, we encouraged the ladies to assist other women within their Kingdom of Godes to discover their gifts and explore ways to use them in the Kingdom of God. The goal of networking meetings was to involve them as possible in leadership. Coming together for fellowship alone won't end in successful networking. Each woman must ask themselves, "What am I willing to do to make a difference?"
81. Networking may be thanked for helping women mature in their faith.
82. God's Word is at the guts of networking. We should originate with God's Word. Studying its works of service helps mature women in their faith. Networking encourages maturity in teaching by providing an inspiring mentoring relationship. Mentoring friendships promote growth. A mentor may be a tutor, coach, or counselor.
83. The thought is experienced persons help the less experienced. Paul labored to "present each man whole in Christ" (Col.1:28-29, NASB). As women network, they will mentor one another. Networking may be a place to exchange information and concepts.
84. It was critical to get a woman in every Kingdom of God in my association who could funnel information to her congregation. This included details about subsequent networking meetings. She would encourage the ladies in her Kingdom of God to participate. We established a database with all women's addresses, e-mail, telephone numbers, to supply several avenues to send and receive help and concepts. When God gathers His women, borders expand, dreams become a reality, and ministry occurs.
85. Networking is a chance to spot the requirements in our communities, Fun activities for women Kingdom of God groups. If we are to succeed around the ministry, to our women and their families, we must first identify their needs. Jesus identified needs and met them. Many organizations are glad to volunteer time and knowledge. Peruse your phone book or search online for organizations that connect best with the ladies in your area.
86. To assess the needs of women in the local Kingdom of God and community utilizing surveys and interviews and in counsel with the pastor and Kingdom of God leaders;
87. To brainstorm, develop strategies, and cooperate with other specialized departments of the Kingdom of God to foster programs and activities which minister to women;
88. To plan and implement these and other initiatives which relate to women's specific and varied needs, in cooperation with the pastor, departmental specialists and other Kingdom of God leaders;
89. To facilitate local participation in annual programs and activities initiated by the kingdom Festival in county and national level
90. Developing Bible study instruction, groups, and resource materials "by women for women."
91. Making available self-esteem seminars, books, magazines, resource materials, videos, and CDs
92. identifying and encouraging the use of spiritual gifts.
93. helping women network with other women for support, encouragement and enjoyment.
94. **Enable women to deepen their faith and experience spiritual growth and renewal**

95. Promoting women's prayer networks , conferences, groups, chains, journaling, and seminars.
96. Facilitation women's spiritual retreats.
97. training women to disciple and mentor new members, young women and others desiring to be disciplined.
98. **Build networks among women in the Kingdom of God to encourage bonds of friendship and mutual support and the creative exchange of ideas and information**, planning and conducting retreats, holding programs and get-togethers of interest to women such as teas, Mom to Mom programs, Mother's Night Out, and other such programs, joining other women around the world in networking, raising advocates for women, speaking up for them as appropriate and empowering them to seek solutions to the challenges they face.
99. **Creating an opportunity for mature women to mentor younger by encouraging their involvement, and creating paths for them as they reach for their potential in Christ**, encouraging women in leadership to mentor young professional women with leadership potential, providing resources on the benefits and role of a mentor, promoting Secret Sister type programs in local Kingdom of God, keeping the benefits of mentoring before women in the Kingdom of God, planning programs and resources to help adolescents and young women maintain sexual purity, providing role models, providing leadership opportunities.
100. **Promote** Literacy empowering women training trainers and tutors, developing, finding, and adapting teaching materials, securing funding for literacy programs.
101. **Promote** Poverty eradication among women through groups , independently, or cooperating sacco, or other agencies, assisting women in acquiring a trade or profession, establishing "Women's Centers " for practical skill training, establishing small business enterprises and helping women learn money management.
102. Mitigating health Risks to provide printed resource materials, videos, and seminars in cooperation with the Health training through our festival and institutions, training women to work in undeveloped areas teaching hygiene and basic health principles to women, conducting women's Breathe Free stop -smoking clinics and other programs to help women overcome addictions including rehabilitation of prostitutes
103. Mentorship of balanced life and managing workloads sponsoring spiritual growth programs support groups, and educational opportunities at times convenient for working women, being involved as advocates for women's fair employment practices within employment and work places, helping women to have time motivation and tools for personal spiritual growth.
104. Advocacy against abuse helping to educate women regarding abuse through seminars appropriate counseling and resource materials, making women aware of opportunities for counseling financial and legal assistance safe shelters in their own communities and assisting women in finding safe shelters when appropriate.
105. Facilitating Leadership and entrepreneurship Training and Mentoring providing leadership training providing training materials /seminars /videos, encouraging mentoring, providing role-models, helping women find leadership / business opportunities and advancement.
106. **Bring** women's unique perspectives to the issues facing the world Kingdom of God

Educating Kingdom of God leaders of the value of including women's perspectives in decision making bodies through leadership conferences, advocacy, and shared examples.
Recommending capable women to serve in leadership positions, Kingdom of God boards, and committees.
Publishing and distributing the Women's Ministries newsletter, News from the World of Women's Ministries.
Using the Internet faxed memos, or any other media to communicate with Kingdom of God leaders.
Supporting and affirming women in the spirit of Proverbs 31:8, 9, which calls upon us to "Speak up for those who cannot speak for themselves, for the rights of all who are destitute. Speak up and judge fairly; defend the rights of the poor and needy," (NIV).
Speaking on behalf of fair employment practices for those employed by the Kingdom of God.
Educating the Kingdom of God as to the needs of women.
Speaking out in all arenas in behalf of women and girls who are forced into immoral lifestyles because of destitution or poverty.
Being an advocate for women and girls who are the victims of physical, sexual, and psychological abuse.
Speaking out against cultural practices which are physically and psychologically harmful to women and which mar or disfigure the temple of God.
107. **Seek expanding avenues of dynamic Christian service for women**
Assisting women in identifying their individual spiritual gifts.
Providing training seminars and other programs to equip women to use their gifts.
Helping to create opportunities for women to use their spiritual gifts, including public evangelism.
Educating on Kingdom of God leadership as to the benefits and necessity of the use of these gifts.
Encouraging and choose representatives and delegates that reflect the gender balance of the congregation as much as possible.

108. Challenge each woman with her potential to complement the gifts given to other women and men as they work side by side to further the global mission of the Kingdom of God.

Encouraging gender balance on committees, study groups, task forces and boards at all levels of the Kingdom of God.

Creating opportunities for discussions between men and women.

Cooperating on Global Mission projects.

Working together in lay-evangelism.

Reclaiming former members.

Working together in discipline new members.

109. To advocate the Elevation of women as persons of inestimable worth by virtue of their creation and redemption.

110. To Enable women to deepen their faith and to experience spiritual growth and renewal.

111. Underscore the broad spectrum of needs and concerns of women across the life span from multicultural and multiethnic perspectives.

112. Liaison and cooperate with other specialized departments of the Kingdom of God to meet the needs of women.

113. Build networks among women in the global Kingdom of God that encourage bonds of friendship, mutual support, and creative exchange of ideas and information.

114. Mentor and encourage young Adventist women, creating paths for their involvement in the Kingdom of God as they reach for their full potential in Christ.

115. Bring women's unique perspectives on issues facing the Kingdom of God to decision making bodies.

116. Seek expanding avenues of dynamic Christian service for women, challenging each Adventist woman to use her gifts to complement the talents of others as they work side by side to further the global mission of the Kingdom of God.

117. Assist divisions in achieving their objectives for the women in their constituency.

118. Advise and counsel divisions in the structure, organization, and direction of Women's Ministries.

119. Provide leadership training seminars and workshops for Women's Ministries personnel at the division level and, by division request to union personnel.

120. Develop manuals, training materials, and other program resource materials, in cooperation with the divisions, to meet the multicultural and multiethnic needs of women worldwide.

121. Heighten awareness of the talents and resources that women bring to the Kingdom of God.

122. Assist women in identifying their spiritual gifts and inspire them to cultivate these gifts for use in the Kingdom of God's global mission.

123. Promote spiritual growth among women in the World Kingdom of God.

124. Reclaim women who have left the fellowship of the Kingdom of God.

125. Assist in developing strategies that increase opportunities to win back children who no longer walk in the faith of Jesus.

126. Affirm women who serve the Kingdom of God as laypersons, denominational employees, and in the ministry.

127. Promote education, spiritual growth, and bonding among young women in the Kingdom of God.

128. Encourage Christian education for young women by providing scholarships through the division Department of Women's Ministries, as funds permit.

129. Identify opportunities for service and leadership in the Kingdom of God.

130. Heighten awareness regarding the inclusion of women's perspectives in the decision -making process of the World Kingdom of God (boards, committees, etc.).

131. Establish and maintain a close liaison with Kingdom of God leaders and administrators through frequent consultation.

132. Facilitate the building of networks among women in the world Kingdom of God to encourage bonds of friendship and mutual support, and to encourage the creative exchange of ideas and information.

133. Encourage women and to encourage women authors and motivational speakers.

134. Maintain a statistical database in order to determine trends and give direction to the work of the department.

135. Recommend policy relative favorable to Women's Ministries.

136. Assist divisions in achieving the objectives of Global Mission through Women's Ministries.

137. Advise and counsel divisions in Women's Ministries (structure/organization, etc.).

138. Create an awareness of the talents and resources women bring to the Kingdom of God and inspire

them to develop and dedicate their gifts to the global mission of the Kingdom of God.

139. Promote spiritual growth among women in the world Kingdom of God.
140. Develop program resources for the divisions that meet the multicultural felt needs of women.
141. Assist in developing strategies that increase opportunities to win back our children who no longer walk in the faith of Jesus.
142. Affirm women who serve the Kingdom of God as lay persons, denominational employees, and in the ministry.
143. Promote education, spiritual growth, and bonding among young women of the Kingdom of God.
144. Encourage education and identify opportunities for service and leadership in the Kingdom of God.
145. Recommend the inclusion of women's perspectives in the decision-making process of the World Kingdom of God (boards, committees, etc.).
146. Facilitate the building of networks among women in the Kingdom of God to encourage bonds of friendship and mutual support and the creative exchange of ideas and information.

147) Building a Women Empowerment and Conference centers within our County Mega all inclusive Complexes establishment across all counties in the country in the malls etc

1. Upgrading existing women centres of other organization in partnership with New Development department to upgrade livelihood and facilities and network all.
 2. Upgrade the training centers in and Sponsoring Training Women leaders to provide door for access to all women through churches, community women groups, constituency women leaders, women representatives parliament write invitations to all this in the launch.
 3. Conducting seminars on Parenting
 4. Working with women to ensure all women in the streets and children are taken care and absorbed in homes and facilitated as a charity.
 5. Financing and packaging Programs for women to go to children homes by providing buses and gifts expressing charity being your sisters keeper initiative.
 6. Organizing regular women empowerment festivals and summits across the country
 7. Organizing County and National talents shows, fashion industries, beauty pageant and honoring Talent and sponsoring talents.
 8. Organizing outings and holidays for women to bond and move
 9. Engaging women on entrepreneurship to be empowered to care for children through training and financing program of Ufalme capital on business Ideas, feasibility studies, business planning, pilot activities and development.
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10. Packaging women mentorship at various levels single, divorced, Comprehensive across learning domains, Depth for each covered learning domain, Specific learning goals, Well-designed learning activities, Responsive teaching, Supports for individualized instruction, Culturally and linguistically responsive, Ongoing assessments, Professional development opportunities, Family involvement material, Functional Objectives
 11. Support positive women development across families, children in all platforms in church and schools.
 12. Strengthen-based approach where women are engaged within their communities, schools, agencies, peer groups and families
 13. Creating opportunities for women to develop positive relationships
 14. Create opportunities for women to acquire knowledge and skills those who dropped out of elementary school of primary and secondary or University to be restored back to their dream of finishing school.
 15. Focus on resilience and on building the protective factors in women environment to help them to overcome adversity especially those that are vulnerable or abused in any way of sex , emotional and infected with H.I.V / Aids protect them from vulnerable to mental health challenges. .
 16. Based on the social determinants of health, protective factors include but are not limited to engagement in community and school activities, access to mental health care, positive family relationships of submission, prosocial peer groups, cultural belonging, etc.
 17. Tap into potential of women in community development projects individual or joints socio economic can draw to Package initiatives to Safeguard children from various youth factors different risk factors.
 18. Motivate meaningfully engagement to create platforms for women to develop relationships and skills that promote resilience, and agencies and communities benefit from a greater understanding of issues.

19. Build Strong intergenerational partnerships, which are developed as women to grow as allies to support, advocate for, and collaborate with women throughout their positive development journey. These partnerships acknowledge that women have historically been excluded from organizational and community decisions that directly affect them.
20. Create constructive partnerships between women /parents and children to support young people in their right to participate, to develop the programs designed to serve them and to have a voice in shaping the systems affect them through outings, sports, debates, joint projects etc
21. Engage young women in simple entrepreneurship skills they can begin to earn in simplicity and we encourage them to open accounts in Ufalme Capital / Kingdom with benefits.
22. Sponsor Sports days in women Schools and other special days in Partnership with PR and engage schools as partners and can also buy uniforms, balls, games kit to nursery schools.
23. Create platform for all talents development program in sports , art , entertainment , games etc in coaching, packaging and sponsorships
24. Sponsor graduation ceremonies in women schools in children by buying gowns and gifts to motivate in Partnership PR.
25. Mentorship and creating opportunity for positive relationships and interactions among women in exhibitions for business, talents and socio economic success.
26. Creating platforms women of different age groups can be free to express themselves openly and authentically without fear of discrimination based on their gender, sex, sexual orientation, race, class, appearance, (or other identifying factors).
27. Developing important skills that can contribute to their own overall development prepare them for the future and help them build healthier communities in our schools, special seminars etc. Engaging women on issues that affect them personally, to develop a sense of social connectedness and responsibility to the world around them.
28. Training women on godliness and ministry through bible schools and clubs.
29. Engaging environments to support young women developmental success, and build active citizens and healthy children.
30. Personal and Social Assets That Facilitate Positive women Development
31. Motivating women to charity, community work and patriotic projects visiting children in children homes during special events easter / Christmas and jointly in Good Samaritan Festival National and County inviting women and their families to bring gifts during such events.
32. Training and mentorship of women on life skills good health habits, domestic efficiency and protection from sickness venereal diseases and HIV / Aids along with Good health risk management skills.
33. Mentorship and motivation towards Intellectual development ensuring all women are schooled and sponsoring them to schools through our bursary department.
34. Exposing and mentoring them on essential simple vocational skills.
35. Mentorship and motivation towards success through motivation talks or sponsoring etc
36. Creating environments and motivation rational habits of mind—critical thinking and reasoning skills encouraging innovation in technology, industry by sponsoring and participation in science congress, art festivals, sports & games, drama festivals, music festivals in county / national level through our PR & Schools Department for elder women to nurture the younger ones.
37. Mentoring women on patriotism and diversity of culture more than one culture and diversity of cultures and exposing them to Knowledge of skills needed to navigate through multiple cultural contexts in the future.
38. Mentoring and exposing them to opportunities that will sharpen Good decision-making skills through simple drills.
39. Engaging them in activities and mentorship to ignite Psychological and emotional development during joint meeting and conduction TOT of women group leaders from all dimensions.
40. Engaging women in activities and mentorship to instill Good mental health including positive self-regard.
41. Reaching out to street women offering them love, shelter, cloths, foods, school through women Reaching to Streets / homeless women program and offering them opportunity to bond in sports and outing invitations.
42. Engaging them in activities and mentorship to build Good emotional self-regulation skills to be factored in the TOT.
43. Engaging them in activities and mentorship to build Good coping skills to be factored in the TOT.
44. Engaging them in activities and mentorship to women Development to stir up Leadership potential and abilities support without political division those who aspire leadership positions to be factored in the TOT.
45. Supporting and motivating them to research and innovation in all field and scopes to be factored in the TOT.
46. Promoted activities and experiences that help women develop social, ethical, emotional, physical, and cognitive competencies.
47. Inspire and motivate young women leadership skills by appreciating great prefects and captains and other leaders from all schools to a join county and national dinners or outing to motivate and inspire them.

48. To put women to position of igniting ability to analyze his or her own strengths and weaknesses, set personal and vocational goals, and have the self-esteem, confidence, motivation, and abilities to carry them out (including the ability to establish support networks in order to fully participate in community life and effect positive social change);
49. To empower women to the ability to guide or direct others on a course of action, influence the opinions and behaviors of others, and serve as a role model
50. Promote healthy women development through programs and activities in schools and communities.
51. Research and implement effective programs and interventions recognize women strengths and seek to promote positive development rather than addressing risks in isolation.
52. Engage women on constructive involvement in learning and doing and who are connected to positive adults and peers to protect them from risky or self-defeating behaviors drugs, etc.
53. Providing the conditions for positive women development is a responsibility shared by families, schools, and communities. The conditions for healthy youth development reside in families, schools, and communities.
54. Provide support ensuring needs are met through employment in our companies during holidays.
55. In liason with Men & Women departments conduct joint parenting forums to mentor / coach parents on parenting skills to have positive family communication, get involved in their school, have clear rules and consequences and monitor their adolescent's whe reabouts, provide positive, responsible role models for other adults, adolescents, and siblings, expect their adolescent to do well, spend time together, expect commitment from youth, have a caring school climate, have clear rules and consequences, provide positive, responsible adult role models, expect youth to do well, adults advocate for youth, neighbors monitor youths' behavior; adults model positive, responsible, and healthy behavior; youth model positive, responsible, and healthy behavior;
56. Identify research, fund and launch local development projects to engage, network and use their skills and energy along with profitability.
57. Identify research, fund and launch women leaders initiatives, to increase the capacity of children, partner organizations, and communities to collectively participate in and benefit from community-driven development initiatives.
58. Identify research, fund and launch inter-institutional capacity building and learning forums to strengthen community-level responses to basic health and environmental challenges through the sustained participation of children in local initiatives.
59. Identify research, fund and launch various learning forums to Increase the capacity of children, with a focus on the inclusion of parents, to play meaningful roles in the sustainable development of their communities, including the protection and enhancement of basic health and the environment.
60. Increase the capacity and support youth-serving organizations and institutions to design, implement, and evaluate programs of excellence for women volunteering in the sectors of basic health and the environment activities such as tree planting, cleaning cities counties.
61. Promote cooperation and collaboration among and between other women-serving organizations and organizations working in the sectors of basic health and the environment across the country and nations and continents global networking after 3 National networks international festivals to be launched through our regional's and national offices and management. Sponsor and support network organizations.
62. Promote linkages and networks among and between the women nation / nations to collectively address key development challenges in the sectors of health and the environment.
63. Evaluate school experience during holidays and where possible work with parents to transfer women who may be abused or with extreme discomfort from certain school especially orphans to our schools to ensure they enjoy school life where possible. This can also work by engaging there teachers to sort certain problems that are bringing discomfort to effectiveness. .Especially for students who are economically disadvantaged.
64. Providing technology exposure through our community, county, IT hurbs we shall launch through our IT department across the country to take care of Young whose schools are not equipped with IT facilities and libraries brimming with real-world equipment for students to use..
65. Helping women get an understanding and respect for diversity in our physical, social, and cultural environments.
66. Mentorship on relationships and the importance of community and valuable culture, The power of respect for diversity in a world where this balance is currently threatened, could be one of the most important lessons we hope our teens learn.
67. Package mentorships and coaching programs that are evidence-based that Shows effects on women outcomes
68. Comprehensive mentorship and coaching across learning domains
69. Formulate Specific learning goals for various age groups within Children / Teen / Youth and senior groups within the women department
70. Formulate curriculums well-designed with learning activities for seminars and outings, team building activities
71. Formulating policies and manuals with responsive teaching

72. Create forums for Supports for individualized instruction and coaching.
73. Package Culturally and linguistically responsive seminars to boost leadership acumen and improve child in all areas.
74. Package mentorship and coaching that has ongoing assessments
75. Offer a wholistic mentorship that has professional development opportunities
76. Package mentorship with involvement materials
77. Functional Objectives
78. Incorporate a developmental program that helps women at all levels develop attitudes more wholesome, healthy and rewarding
79. Deal with the women social disorientation and provide a course of readjustment rehabilitation from drugs , alcohol, smoking, dealing with sexual abuse and substance abuse.
80. After assessment of potential, purpose and weakness develop personalized instruction for women in camps for intensified coaching and mentorship.
81. Package teachings and team building activity that encourage the development of character, including the skill of appropriate decision making, encompassing honesty, integrity and persistence in adversity.
82. Mentor Teens and youth on how to combine school and work for those who must work because of personal and/or financial need and deployment in our companies so that they don't lose academic excellence for temporary work engagement.
83. Mentorship & coaching in the development of parenting skills for our teen parents
84. Increase access to and coordination of quality mental health care, AODA, and medical services through our hospitals to Teens and Youth
85. Develop wholistic competence in a number of areas, including: physical, social and emotional health, employability, intellectual curiosity and learning, confidence and character education, and parenting skills.
86. Offering career orientation mentorship and coaching in environmental Studies and Advanced Manufacturing, teens become prepared for a variety of careers in the sciences. Through hands-on experimentation, field and lab work, high-tech machinery operation, internships and college-level courses, they get an exciting taste of what their futures could be. They are provided with all the tools and guidance necessary to make their dreams a reality.
87. Supporting the social and emotional growth of lady teens assign Adult men & women counselors, advisors and advisees work together to create unique programming, while meeting grad level-specific benchmarks. The Advisory team explores values of awareness, diversity, and action while strengthening relationships with Teens, helping the whole learner in both the head and the heart.
88. Evaluate school experience during holidays and where possible work with parents to transfer lady Teens who may be abused or with extreme discomfort from certain school especially orphans to our schools to ensure they enjoy school life where possible. This can also work by engaging there teachers to sort certain problems that are bringing discomfort to effectiveness. .Especially for students who are economically disadvantaged.
89. Providing technology exposure through our community, county, IT hurbs we shall launch through our IT department across the country to take care of lady Children, Teens & Youth whose schools are not equipped with IT facilities and libraries brimming with real-world equipment for students to use.
90. Developing manufacturing herbs, lab facilities as research vessel and learn about ecology and water sources as hands-on learning experiences to allow women to engage with their social and biological communities as well as gain useful, career-based training with new technologies.
91. Provide seminars to mentor Primary School graduate entering secondary life, Secondary graduates of University and College life transition and College to work place employability skills writing letters of job request, CVs, ethics of interviews, Work ethics to fit well into job markets with follow ups to ensure counseling in work cycles experience.
92. Establish Career herbs and curriculums to direct women to projects from studies in an area of self-directed interest, thesis-based research paper, a portfolio reflecting the scholar's growth over the course of their high school career, and a presentation in front of a panel of judges.
93. Sponsoring and rewarding creativity that they are capable and that they are invested in their own progress – entering "life after s chool" with vigor and maturity.
94. Helping women gain an understanding and respect for diversity in our physical, social, and cultural environments.
95. Mentorship on relationships and the importance of community and valuable culture, The power of respect for diversity in a world where this balance is currently threatened, could be one of the most important lessons we hope our teens learn.
96. Through close instructors and mentors focus on nurturing the whole young adult, making for a truly "competitive" individual.
97. Grounding women in child development principles
98. Package mentorships and coaching programs that are evidence-based that Shows effects on women

99. Comprehensive mentorship and coaching across learning domains
100. Formulate Specific learning goals for various age groups within women Children / Teen / Youth and senior groups
101. Formulate curriculums well-designed with learning activities for seminars and outings, team building activities
102. Formulating policies and manuals with responsive teaching
103. Create forums for Supports for individualized instruction and coaching.
104. Package Culturally and linguistically responsive seminars to boost leadership acumen and improve child in all areas.
105. Package mentorship and coaching that has ongoing assessments
106. Offer a wholistic mentorship that has professional development opportunities
107. Package mentorship with involvement materials
108. Functional Objectives
109. Assist women in achieving highest education level they can and skills essential for success in a technical college, career and work
110. Incorporate a developmental program that helps women develop attitudes more wholesome, healthy and rewarding
111. Deal with the women social disorientation and provide a course of readjustment rehabilitation from drugs , alcohol, smoking and substance abuse.
112. After assessment of potential, purpose and weakness develop personalized instruction for women in camps for intensified coaching and mentorship.
113. Package teachings and team building activity that encourage the development of character, including the skill of appropriate decision making, encompassing honesty, integrity and persistence in adversity.
114. Mentor women on how to combine school and work for those who must work because of personal and/or financial need and deployment in our companies so that they don't lose academic excellence for temporary work engagement.
115. Mentorship in the development of marketable job skills
116. Mentorship & coaching in the development of parenting skills for women parents
117. Increase access to and coordination of quality mental health care, AODA, and medical services through our hospitals to women especially the financially disadvantaged.
118. Develop wholistic competence in a number of areas, including: physical, social and emotional health, employability, intellectual curiosity and learning, confidence and character education, and parenting skills.
119. Package programs that boost Women's sense of self -worth.
120. Mentor men on women right to have and determine choices as they still remain submissive..
121. Advocate on women right to have access to opportunities and resources.
122. Advocate on women right to have the power to control their own lives, both within and outside the home; and
123. Advocate on ability to influence the direction of social change to create a more just social and economic order, nationally and internationally.
124. Expand women economic opportunity; strengthen their legal status and rights; and ensure their voice, inclusion and participation in economic decision-making. means: more and better jobs for women across a wider range of sectors; a business climate that supports women in starting and growing businesses, and building their management and entrepreneurial skills;
125. Establishing women empowerment division in Ufalme capital to provide women with effective access to a range of financial services and products tailored to their needs, including especially credit and savings instruments; and, in times of high food and fuel prices, greater livelihood security for women, especially in rural areas and vulnerable environments.
126. Establishment of baselines of women micro entrepreneurs and workers in microenterprises
127. Set-up or enhancement of service delivery mechanisms.
128. Enhanced programs and services necessary for scaling up enterprises and/or improving productivity
129. Conduct of community orientation/information sessions encouraging women to avail of our empowerment programs and services
130. Information dissemination on enhanced programs and services for women economic empowerment
131. Development of knowledge products
132. Integration of gender mainstreaming , framework, indicators and tools