



United
Women
in Faith

United Women in Faith

In Leadership in the World

ANNUAL REPORT 2024





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GENERAL SECRETARY'S REPORT

The Best Is Yet to Come

There is a popular gospel song titled, "The Best Is Yet to Come!" by Donald Lawrence and the Tri-City Singers. The song encourages perseverance and faith through hard times, promising that God has an incredible plan and greater blessings ahead, with the uplifting reminder that "the best is yet to come."

Do you believe or can you believe that the best days for United Women in Faith are yet to come? I do! I have lived long enough to taste and see the goodness of the Lord every day. I awake every day with praise and thanksgiving that God is working all things out for my good.

I also awake every day praising and thanking God for United Women in Faith and for leading us to a future with hope, as promised in Jeremiah 29:11. I invite us to cast our eyes forward to what the best to come might look like.

When I think about what United Women in Faith might look like 20-50 years from now, I can envision a lot of things. Some of my hopes and dreams are that we will be recognized as a leading women's organization because of our mission and impact around the world with women, children, and youth, the Charter for Racial Justice legacy will be acknowledged and recognized for contributing to the dismantling of racism; and The Legacy Endowment will exceed over \$200 million due to continued growth, allowing the organization's budget to be fully funded by the interest.

I dream God-size dreams. Will all this happen? I don't know if any of these hopes and dreams will, but I say them today so that we might look to the future with boldness.

How do we get there? One year, month, and day at a time.

We have a vision and a plan to achieve some critical steps that will move us forward—for the best yet to come. I am confident and have faith that we will get where we need to be by the end of this quadrennium. We must take it year by year, month by month, day by day, step by step, and trust that the Lord will see us through. God's going to blow our minds. Believe it! **Together, we will accomplish some mighty acts that will lead future generations. Our time is now to put our faith into action like those who came before us! May it be so!**

Sally Vonner

General Secretary and CEO
United Women in Faith





PRESIDENT'S REFLECTION

Go United Women in Faith!

I came away with excitement from our program advisory group orientation and the first official board meeting of the new United Women in Faith quadrennium. These leaders are on fire! They are enthused, engaged, and eager to move our organization forward.

They want to make things happen!

I am very proud of United Women in Faith and am honored to be in a position to represent it as your national president. I am in awe of the many, strong, faithful women—not only our foremothers, but of you, today who are doing amazing things in your communities, our nation, and around the world. You have been influencing people to vote. You are influencing your churches to make changes to decrease our carbon footprint. Your work matters.

I keep getting the mental image of being a cheerleader. Were you ever a cheerleader, back in the day? I was not a cheerleader, but I was on the drill team, shaking my pom-poms and chanting the cheers for my high school teams.

We are all cheerleaders for this organization. We get to spread the word and tell people about where we are making a difference. We get to tell our story. With enthusiasm! I truly believe there are a lot of women who just need to hear of the work we are doing to inspire, influence, and make an impact, to establish a more loving and just world.

As we look into the year before us, we have a lot to cheer about. Pull out your mental pom-poms. Be loud. Be proud. Say it with enthusiasm, "Go United Women in Faith!"

A handwritten signature in black ink that reads "Jana L. Jones".

Jana L. Jones

National President

United Women in Faith







Inspire



United Women in Faith is at our heart and soul, a faith-driven organization. Our beliefs bring us together. Our spirituality pushes us to do more.

The Power of Inspiration

- ◆ UWFaith Digital grew by nearly **33%** in 2024 for a total membership of approximately **8,000 people**.
- ◆ The Soul Care Deck was introduced in November and **sold out (500 decks) in three weeks**.
- ◆ United Women in Faith secured **11 earned news media pickups**, expanding our reach and visibility.
- ◆ Monthly Community Gatherings host **50-100 members** to explore, learn, and be in conversation around the Program Resource theme of food, faith, and fellowship.
- ◆ **102 Mission u events** were held in 2024 with **5,609 people** in attendance.



INSPIRE

"I'm so excited to find you all,
the Sisterhood of Grace community
I've been longing for."
—UWFaith Digital user

UWFaith Digital

UWFaith Digital officially launched in January 2024 and is open to any member or friend of United Women in Faith as a place to grow in community and access resources. The platform offers a community with like-minded sisters and a place for some of our most beloved resources such as the Program Resource, Mission u curricula, and the Daily Prayer Guide. Members can join the main space or join special-interest groups, such as Soul Care or Reading Enthusiasts.

Highlights:

- UWFaith Digital grew by nearly **33%** in 2024 for a total membership of approximately **8,000** people.
- **12** Community Gatherings were held with Program Resource author Joyce del Rosario to discuss and explore the theme of food, faith, and fellowship.
- **352** Mission u leaders were trained in three curricula through this online space.

New resources available on UWFaith Digital include online learning courses (with more to come soon) and the Leadership Toolkit, which compiles resources from throughout the organization and Leadership Development Days into one convenient space.

UWFaith Digital

UWFaith Digital was created in response to conversations with women like you! What started as a response to a challenge is also an opportunity to offer more options for our members and reduce our carbon footprint in the world. Stacie Hawkins from Texas looks forward to what we can accomplish with this platform: "I am so grateful for this digital platform to learn and share ideas! I look forward to greater exposure to this platform so that more of our local units can be energized and re-engaged with our wonderful organization! United Women in Faith still has so much to offer!"



Soul Care



Soul Care

Soul Care events focus on nurturing your mind, body, and spirit while deepening your faith through spiritual practice and creating bonds of sisterhood.

Highlights:

- The **Soul Care Deck** was designed, produced, and launched, selling out 500 copies in three weeks! The Deck offers spiritually grounding practices, affirmations, and inspirational quotes to incorporate Soul Care into personal practice and group gatherings.
- The **Soul Care Group on UWFaith Digital** grew to over 500 members (doubled in size!) in 2024, under the leadership of Community Guide Janjay Innis.
- Soul Care launched the **Registration for Soul Care Retreats**, offering members support by hosting registration and offering retreat resources such as song recordings, workshops, and rituals.
- Soul Care and Digital Communities developed a **Soul Care Circles** program through the TIDEL Fellowship. Pilots will run in winter and fall 2025.



"I realize that, for me, right meant perfect and that perfection in this world is hard to achieve. I've realized that I could easily lose the good while striving for perfection."

—Member Anne Grant, responding to the prompt "How has accepting yourself and your journey made you happier and healthier?"



uwfaith.org/events/soul-care-retreats



"The conference leader had table names from ladies of the Bible. ***I was assigned to the Lydia table.*** You know how you go to an event and they have it set up that you sit with people you don't know. I sat with these ladies and by the end of the event I had a group of friends. ***My Lydia friends.***"

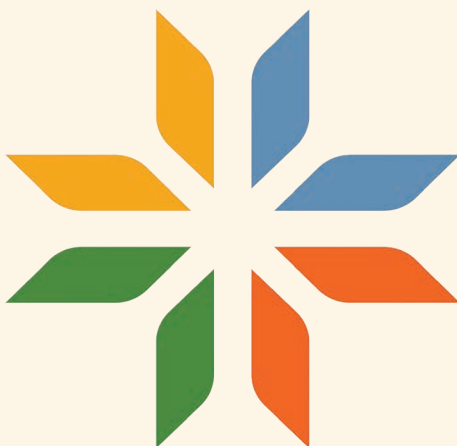
—Western North Carolina Conference
Mission u participant

Mission u

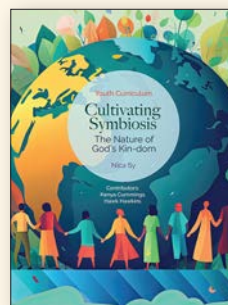
Mission u 2024 was centered on the theme, "The Kin-dom is Among You: Drawing Closer to God and One Another." Adults, youth, and children all explored what it meant when Jesus told his followers the kin-dom was among them (Luke 17:21).

Study Leader Training took place over two weeks in April. Training was conducted in cohorts of up to 23 study leaders and included an online course in UWFaith Digital and four live Zoom sessions led by a multiracial training team.

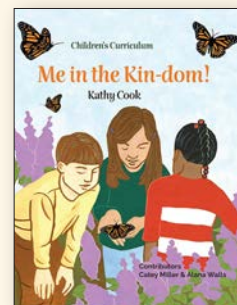
Some **5,609** people attended **102** conference Mission u gatherings in 2024.



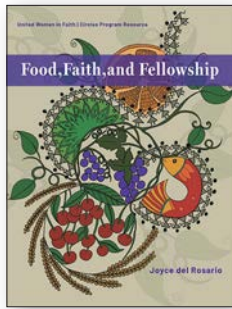
Welcome Home
by Neomi Fletcher
(Adult)



Cultivating Symbiosis: The Nature of God's Kin-dom
by Nica Sy
(Youth)



Me in the Kin-dom!
by Kathy Cook
(Children)



Program Resource

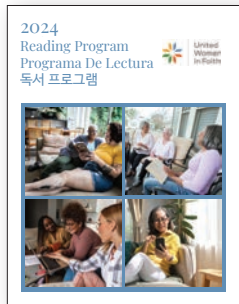
The 2024 Program Resource, *Food, Faith, and Fellowship* by Joyce del Rosario invites all to join at God's banquet table as we explore what it means to be a community—not just in our small group, but with all of creation. Participants embarked on a journey about food, spiritual practices together, and God who dwells with us at the table. To keep the focus on community and what can happen around the table, participants were encouraged to begin each monthly gathering with a shared meal.

The monthly online community gatherings on United Women in Faith Digital to preview and experience the upcoming program continued with 50-100 members and leaders joining to meet with the author.



Daily Prayer Guide

The 2024 Daily Prayer Guide, *Let Us Break Bread Together*, featured artwork and photographs from missionaries that reflected the theme of food and fellowship in community. Daily prayers and reflections, lectionary readings, advocacy days, and information about the many ministries our Mission Giving supports fill the pages of this guide.



Reading Program

In 2024, The Reading Program continued its tradition of offering books to challenge people of all ages in the areas of education for mission, leadership development, nurturing for community, social action, and spiritual growth. In 2024, Reading Program volunteer evaluators completed more than 700 evaluations, the behind-the-scenes work that makes this wonderful program possible.

By participating in the Reading Program, women can deepen their understanding of these important issues and connect with a community that shares their passion for social justice and spiritual growth.



Get the 2025 Reading Program Catalog:
uwfaithresources.org/prodDetail.cfm?productID=11990.

Shop on bookshop.org and support United Women in Faith at:
bookshop.org/shop/uwfaith.



Impact



For more than 155 years, we have been showing up and getting things done. Together we're making the world a better place: locally, globally, fearlessly.

The Power of Our Impact

- ◆ **172,456 women, children, and youth** were served by National Mission Institutions through United Women in Faith grants.
- ◆ A total of **1,432 people in Zimbabwe**, benefited through training in poultry and how to make home cleaning products. Participants also received broiler chicks, feed, and goats.
- ◆ More than **1,800 legislative actions** were taken for climate justice.
- ◆ Supported **350 Earth Day** celebrations across the United States.
- ◆ **3,000 emails** to support federal bills that would help interrupt the school-to-prison pipeline.
- ◆ At the end of 2024, we had **244 active deaconesses and home missionaries** appointed in **44 conferences** in the United States.
- ◆ Granted **192 scholarships** to students from 25 countries, totaling nearly \$570,000.



IMPACT

"Your Mission Giving brought women and children off the street, back into our programming. Your support allowed us to keep our doors open."

**— Kate Carver, Executive Director,
Dumas Wesley Community Center**

National Mission Institutions

United Women in Faith assists nearly 90 National Mission Institutions across the United States. They are community centers, colleges, and residences that provide vital services to vulnerable communities. Through their work, hundreds of thousands of individuals have had access to care and education that would have been otherwise impossible. In 2024, United Women in Faith provided support to make the following successes possible:

Moore Community House, Biloxi, Mississippi

Financial gifts from United Women in Faith's members supported 12 cohorts of low-income women to obtain national credentials in the skilled craft trades and participate in advanced leadership courses through Moore Community House's Women in Construction program.

Scott's Run Settlement House, Pursglove, West Virginia

With support from United Women in Faith, Scott's Run Settlement House's food pantry provided food for more than 10,478 individuals in rural West Virginia.

Gum Moon Residence Hall, San Francisco, California

With the support of a United Women in Faith annual grant, Gum Moon Residence Hall was able to upgrade its website and digital presence, which resulted in securing funding from two new private foundations, for approximately \$50,000, for its family support programs.

Camp Aldersgate Expands to Serve Adults and Young Adults

In 2024 Camp Aldersgate received \$10,000 from United Women in Faith to provide materials and supplies for their Weekend Camps, Summer Medical Camps, and Youth Volunteer program.



Camp Aldersgate launched its first-ever Adult Weekend Retreat in November 2023. Held at Mount Sequoyah in Fayetteville, Arkansas, this inaugural program welcomed 18 participants aged 19-55 and offered a range of engaging activities like lawn games, karaoke, oversized kickball, and a shared Razorbacks game viewing. This experience opened doors to further opportunities for this underserved population.

Building on the success of that inaugural retreat, we hosted our first Spring Young Adult Weekend Camp in April and our first weeklong Young Adult Summer Camp in July of 2024 for individuals aged 19-35 at Camp Aldersgate. This camp offered participants the chance to enjoy traditional activities like fishing, archery, and arts and crafts while fostering independence and confidence.

- 86%** — felt more independent
- 95%** — felt more confident
- 86%** — learned a new skill
- 97%** — learned more about nature and the environment
- 94%** — learned how to better manage their health
- 100%** — made new friends

"We are so impressed with the care and compassion that everyone has for each other... My son has not stopped talking about how much fun he had and how he has made new friends! He is ready to go back next year... Camp Aldersgate has made such an impact on his life! Thank you for making this camp for the young adults, you guys are terrific!"

—Camper Parent

Number served by United Women in Faith Grants

Women age 18+	89,145
Children and youth	87,786
Total number of women, children, and youth served*	176,931
Mothers with children under 5 yrs	8,009
Families	66,186
Below the Federal Poverty Line	202,998

Number served by National Mission Institutions in total

Women age 18+	224,489
Children and youth	218,474
Total number of women, children, and youth served*	442,963
Mothers with children under 5 yrs	38,665
Families	237,160
Below the Federal Poverty Line	572,398

* This is a sum of women (18+), children, and youth. It does not include fathers and young men served under families and below poverty line.

**75 out of 76 grantees reporting.





International Mission

United Women in Faith is committed to empowering women and girls in Africa, Asia, and Latin America to gain competence and skills through leadership development, economic empowerment, and skills building. Our goal is to have young women make up 50 percent of the participation in these programs.

- More than **40 families** received pigs from our pig distribution projects in **Mozambique**. Women will use the income from the pigs to feed their families, buy uniforms for their children/grandchildren, and meet other basic needs.
- A total of **1,432 people** in **Zimbabwe**, including 150 direct beneficiaries (women and girls), 950 children and youth, 150 families, and 123 pass-on beneficiaries, benefited through training in poultry and how to make home cleaning products. Participants also received broiler chicks, feed, and goats.
- In the **Democratic Republic of the Congo**, **120 women, youth, and young adults** received various skills training, including beading, crocheting, and making household cleaning products.
- **The Peruvian Country Team** organized national and district trainings to empower **175 Peruvian women**, with 66 being youth/young adults. The trainings found that lack of economic autonomy and violence against women were the most important issues affecting Methodist women in Peru.



With new skills, women in Sierra Leone can become financially independent.

Adapted from a United Women in Faith news article by Keziah Kargbo.

To help enhance economic prospects for women, the Betty Carew Skills Training Centre, in collaboration with United Women in Faith, unveiled its newest endeavor: a catering department.

This new venture opens doors to opportunities for female empowerment and sustainable income generation.

Full of enthusiasm and optimism, Princess George, a first-year student at Betty Carew Skills Training Centre, hailed the new catering division as “a valuable asset.” She believes the centre benefits not only herself and her peers but also the wider Kissy community. Initially enrolled in dressmaking, Princess can now excel in both dressmaking and professional cooking. Full of confidence, she envisions a future where she is self-employed in two fields, instead of facing unemployment in Sierra Leone.

The Betty Carew Skills Training Centre has a proven track record of nurturing and training women who are often overlooked by society. Many success stories have emerged from the centre, with individuals establishing themselves as self-employed professionals in various fields. Some women continue to serve as tutors at the centre, with some pursuing university degrees after being empowered by their training.

Read the full article online here:

uwfaith.org/latest-news/2024/betty-carew-training-centre-sierra-leone-catering.



CAMPAIGNS

"Being a part of United Women in Faith has helped me to be bold and courageous enough to speak up for that which I am passionate about and to call out against injustice wherever it occurs, even in the church."

—Gail Douglas-Boykin, UWFaith President, Northeast Jurisdiction



Just Energy for All Climate Justice



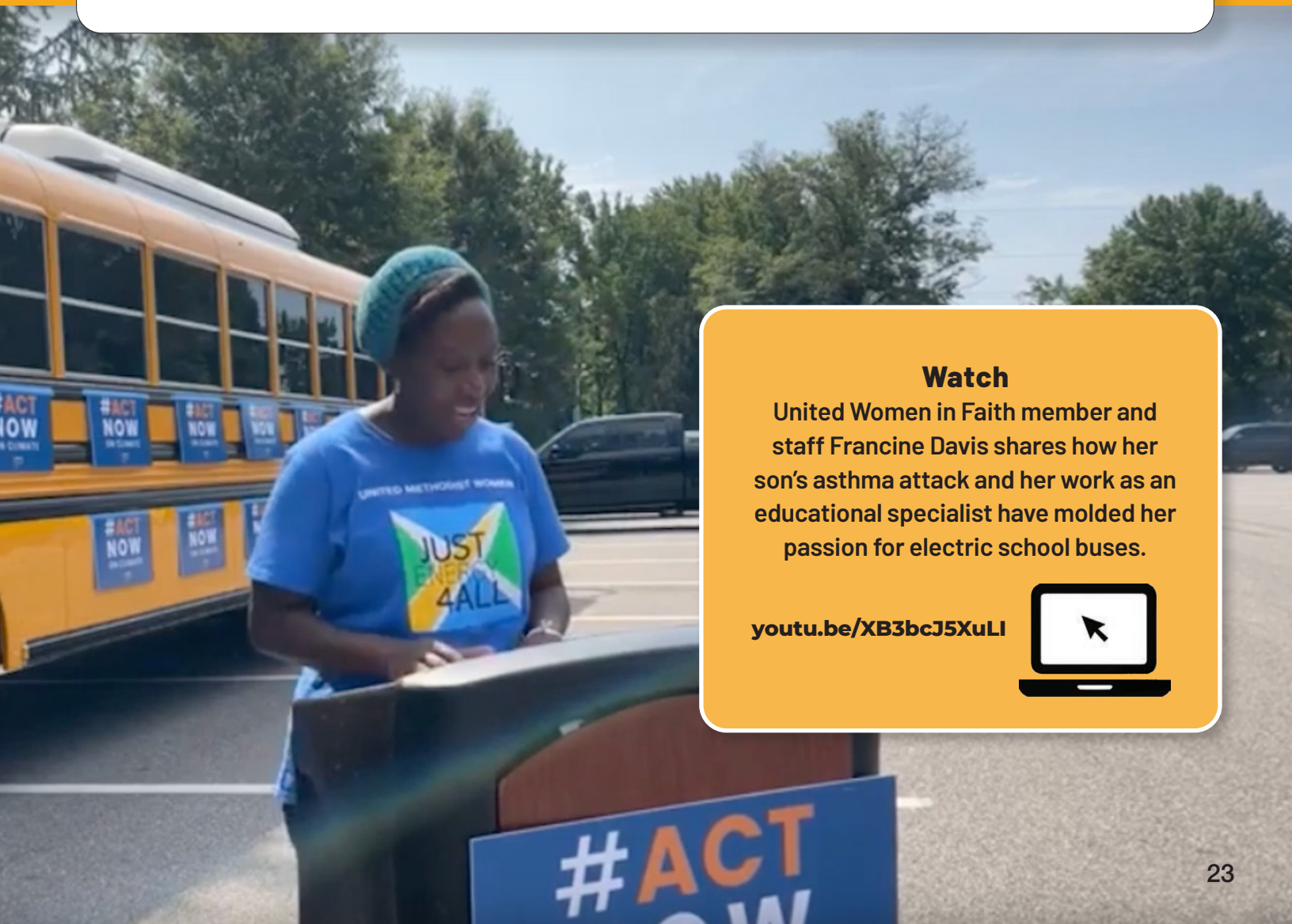
In 2024, we continued our commitment to climate justice work through our Just Energy for All Campaign and programs including educational events and advocacy. We supported environmental justice legislation federally and at the 2024 General Conference. We granted seed funding for local leaders advancing climate solutions domestically and abroad and developed and co-branded guidelines and resources to help our members and communities to be empowered in their commitment to sustainability. We held over 18 different climate and environmental justice events, including four Just Energy for All webinars with more than 2,000 total participants in partnerships with groups like Immigration Law and Justice Network, Church World Service, Espacio Migrante, the United Methodist General Board of Global Ministries, among others.

Highlights:

- United Women in Faith members and allies took more than **1,800 legislative actions** in 2024 for climate justice.
- Supported **350 Earth Day celebrations** across the United States including an Earth Day ceremony at First UMC Charlotte, connecting with the broader United Methodist Creation Justice Movement network and promoting climate justice and intersectionality.
- Funded **five projects** through the **Just Energy for All** seed grants in Louisiana, Colorado, Texas, Ghana, and Zimbabwe to advance green energy technologies, reforestation, and other local initiatives.
- **Fostered partnerships with organizations and campaigns** endorsing the faith principles for sourcing transition minerals and the Fossil Free UMC efforts, cobranded water and energy efficiency checklist with the Energy Star Program of the EPA, and participated in US Climate Action Network Groups such as the 5F Fossil Fuel Phase Out, and Breathe Again Collaborative. We also collaborated in a webinar by the Women's Environment and Development Organization on a feminist approach to a just transition, highlighting the intersectionality of climate justice, gender justice, and ethics of care promoted by faith traditions.
- Collaborated with the Immigration Law and Justice Network for a webinar on climate displacement bringing in over **1,000 registrants** for that event.



Musa Dube, the distinguished professor of New Testament at the Candler School of Theology in Atlanta, preaches during an Earth Day Vigil for Creation on April 22 organized by United Women in Faith, United Methodist Creation Justice Movement, UMCOR, and other partners. The gathering took place at First United Methodist Church of Charlotte on the day before the United Methodist General Conference began.



Watch

United Women in Faith member and staff Francine Davis shares how her son's asthma attack and her work as an educational specialist have molded her passion for electric school buses.

youtu.be/XB3bcJ5XuLI



Interrupt the School-to-Prison Pipeline

Racial Justice



United Women in Faith joins The National Council for Incarcerated and Formerly Incarcerated Women and Girls in the 2024 FreeHer March and Rally in Washington, DC in April 2024.



United Women in Faith continued its work to interrupt the school-to-prison pipeline and end mass incarceration through educating and mobilizing members and friends. In 2024, many United Women in Faith conferences engaged in special projects focused on the Charter for Racial Justice or hosted special events. The Charter for Racial Justice was also a guiding principle for all five United Women in Faith Jurisdiction Gatherings.

Watch



If you haven't seen it, yet, please check out *Never Give Up: Cynthia and Michelle's Faithful Fight Against Mass Incarceration*, the powerful film we premiered in 2024, featuring United Women in Faith leader Cynthia Holland and her daughter, Michelle Morrison, and made by Ania Freer.

youtu.be/XB3bcJ5XuLI



Would you like to host a discussion group in your church or community? We can help!

Download the *Never Give Up Discussion Guide* online:

uwfaithresources.org/prodDetail.cfm?productID=12759.

Charter for Racial Justice Event

The North Carolina Conference United Women in Faith Charter for Racial Justice Team hosted an event for all women on Saturday, August 24, at Garner United Methodist Church. The event was designed to raise awareness of the challenges minority women still face today in the workplace, community, and our churches.

Listen to the perspectives of the participants in this special event: vimeo.com/1002933711.



"The best thing about being a deaconess/home missionary is knowing that the love and support of my deaconess and home missionary siblings is always with me and that we are truly a caring and loving community pursuing justice, and serving others!"

—Marcia Florkey, West Ohio

Office of Deaconess & Home Missioner

Deaconesses and home missionaries are laypeople who are called by God to be in a lifetime relationship in The United Methodist Church for engagement with a full-time vocation in ministries of love, justice, and service.

At the end of 2024, we had 244 active deaconesses and home missionaries appointed in 44 conferences in the United States.

Highlights:

- Launched our **"We're Still Here"** campaign to help bring awareness to the Order of Deaconess and Home Missioner.
- We welcomed **26 new deaconesses and home missionaries** and four transferring deaconesses to the Order of Deaconess and Home Missioner.
- We held **seven virtual discernment events** and hosted **four in-person events**, each in a different jurisdiction.



At General Conference, 26 deaconesses and home missionaries were consecrated to a lifetime of service. We also passed legislation to broaden church membership requirements to support deaconesses and home missionaries who work remotely, allowing them to hold membership in a church where they work or reside, and we passed legislation to remove the gendered language relating to deaconesses and home missionaries from the *Book of Discipline*.

United Methodist Jurisdictions Meet

Adapted from a United Women in Faith news article by Tara Barnes.

All five U.S. jurisdictions gathered for their quadrennial Jurisdictional Conferences on July 10–13, 2024. They assigned bishops to their episcopal areas, established and populated jurisdiction-level committees, elected their representatives to general boards and agencies, determined annual conference boundaries, and promoted the “evangelistic, educational, missionary, and benevolent interests of the Church,” as tasked by the denomination’s *Book of Discipline*.



United Women in Faith organizes at a jurisdictional level as well and hosts its own meetings to elect its own national board of directors.

The former Central, North, and Northwest Texas conferences united to become Horizon Texas, a plan formed by the three conferences and supported by delegates to the 2024 South Central Jurisdiction Conference. The unification conference will be held Sept. 28, 2024.

This means that the United Women in Faith in these conferences will unite as well. A unification transition team comprising United Women in Faith leaders from all three conferences has been working on bringing the conferences together.

At its 2022 special session, the Southeastern Jurisdiction established a task force to study the impact of racial bias during the selection of episcopal candidates. The group brought its findings and recommendations to the body to help work for a bishop election process more free of racial bias. The Western Jurisdiction established and supported a Western Jurisdiction Committee on Native American Ministries, and the North Central Jurisdiction passed a resolution to conduct a racial audit and another to help ensure the audit can be used to move the jurisdiction to be more racially inclusive.

All conferences included monitoring and reporting by their jurisdiction’s Commission on Religion and Race and Commission on the Status and Role of Women.

The Western Jurisdiction elected Kristin Stoneking and Sandra Olewine as its new bishops. These elections moved women to become 53 percent of active bishops in the United States and 33 percent of all active bishops in The United Methodist Church.

In addition to being voting delegates, several United Women in Faith members were elected to jurisdictional committees and general agency boards.

Other highlights include lay addresses by United Women in Faith leaders Lisa Maupin and Darlene Alfred, lay leaders of the Great Plains and Central Texas Conferences, and South Central Jurisdiction United Women in Faith President Ellen Lipsey's report to the jurisdiction.

In the Southeastern Jurisdiction, United Women in Faith program advisory group member Karen McElfish took time to share about the climate justice legislation that passed General Conference and encouraged them to start Creation Care programs in their annual conferences.

Every day United Women in Faith members inspire, influence, and impact their churches and communities. Those who have answered the call to leadership in The United Methodist Church have made their presence known, and our church is blessed for it.

Read the full article online here:

uwfaith.org/general-conference/2024/united-methodist-jurisdictions-meet.



A woman with short, wavy brown hair and round glasses is speaking at a conference. She is wearing a grey V-neck top and a beaded necklace. A name tag on her chest reads "Susan S. Kim", "Board of Directors", and "United Women in Faith". She has her hands raised in a gesture while speaking. The background is blurred, and the entire image has an orange tint. On the left side, there are three large, light-colored, stylized arrow-like shapes pointing right.

Influence



Connecting together as community leaders, justice champions, and brave change-makers, we are women with more than a cause. We are on a mission to boldly act and transform communities and ourselves.

The Power of Our Influence

- ◆ The Legacy Endowment Fund reached an end of year milestone of **\$46,062,552**.
- ◆ **18** of United Women in Faith's 19 petitions passed at General Conference.
- ◆ **More than 1,000** member leaders registered for Leadership Development Days.
- ◆ Donors gave **\$2,781,247** in planned and major gifts to United Women in Faith.



INFLUENCE

Being an All-Access Member has empowered me to grow in my faith, connect with women across the country, and take action for justice all from my home!”

—All-Access Member,
Jelisa Harvey, Jackson, Mississippi

Membership

United Women in Faith members are bold, spiritual women who work together to transform communities by fostering spiritual growth, developing leaders, and advocating for justice. United Women in Faith’s All-Access Membership connects women nationwide through digital engagement, offering resources, events, and advocacy opportunities.

- 2,475 individuals enjoy the benefits of All-Access Membership.
- All-Access members receive member-focused emails with information about United Women in Faith projects and opportunities.



Leader & Officer Development

United Women in Faith leaders and officers are the life force of the organization, faithfully providing leadership at all levels of the organization, from the local unit to district, conference, jurisdiction, and national organizations.

2024 provided deeper opportunities for leaders to be equipped. More than 660 conference officers registered to attend United Women in Faith’s Conference Officer Briefing where they were inspired and challenged to join in our strategic vision and direction and received the latest resources and opportunities offered through United Women in Faith.

Based on leader feedback, the Officer Resource Page (uwfaith.org/members-and-leaders/officer-toolkit) was created as a “one-stop-shop” where essential information and links are available to every United Women in Faith leader.

Leadership Development Days

Held in November, with the theme “Revive and Lead: Empowered by Resurrection,” Leadership Development Days 2024 included diverse workshops, networking options, soul care lounges, Spirit-filled worship, and dynamic plenaries featuring member leaders. Six Leadership Tracks created opportunities for leadership cultivation across the organization.

Highlights:

- More than **1,000** member leaders registered for LDD 2024.
- Attendees represented all **51** conferences.
- **30+** workshops, networking, and leadership track sessions were offered.
- More than **30** National Mission Institutions were represented.

"LDD always energizes me to move forward with new ideas to share from our shared stories on what is working in our conferences."

–Leadership Development Days
2024 attendee

LEADERSHIP TOOLKIT

The Leadership Toolkit takes the rich resources presented at past Leadership Development Days and makes them available through UWFaith Digital. Content includes devotionals, sessions on leading in the midst of anxiety, inspirational messages, and more. Access the toolkit here:

uwfaith.mn.co/share/bBihRNnMK3erFk7-?utm_source=manual

A visual notetaker illustrated the content and discussions that took place during Leadership Development Days 2024. The top half illustrates the homily by Deaconess Norma Dollaga. The illustrator also included key points from the worship and plenaries. Other activities and content were incorporated throughout the illustration. This beautiful graphic captured many highlights from LDD and was shared with participants as a reminder of the event.



Leadership Development Days

*Adapted from an article by Maryann Vergheze for the March/April 2025 issue of **response**.*

Leadership Development Days 2024, November 21-23, explored the theme “Revive and Lead: Empowered by the Resurrection.” This event presented an opportunity for leaders within and beyond United Women in Faith to pause, connect, and reflect on their journey as women engaged in faithful leadership.



Centered on the story of Jesus’ followers’ experience after the resurrection in John 20-21, Leadership Development Days asked the question: “What does it mean to lead in a post-resurrection world?”

Francine Davis, executive for education and leadership development, described this as “LDD reimaged” with a “robust leadership focus for United Women in Faith leaders at all levels. It now also includes leaders in The United Methodist Church as well as spiritual women who are exercising leadership in their local communities.”

All 51 United Women in Faith conferences were represented with 1,049 people registered for Leadership Development Days 2024. Participants also joined from Brazil, Guyana, Kenya, Mozambique, Sierra

Leone, Switzerland, and Uganda. For at least 151 participants, it was their first time participating in Leadership Development Days. Forty of the people who registered identified as non-members. The ages of registrants ranged from early 20s to 90.

“You are sacred. You are worthy of taking time to pause, attend to soul care, and be in community.” During opening worship on Thursday night, Elizabeth Chun Hye Lee, director of mobilization and advocacy at United Women in Faith, shared this and encouraged participants to engage LDD “in a contemplative posture.”

Noting that it can be difficult to pause in the challenges of our world, Lee encouraged leaders to do so and attend to their soul care.

A portion of each of the three plenaries included guidance and time to create a personal timeline documenting events related to their circumstances and identity as a woman, their faith journey, and their relationship to justice and social issues. Participants used this timeline throughout LDD to reflect on how their stories influence their journey as women leaders.

Participant Laura Pfeffer shared, “As I placed reminders of the role of women and United Women in Faith on my timeline, I was able to reflect on these ways in which being a part of this organization has shaped and strengthened me. This is what I also want to share with other women as we invite them to be a part of our organization. It is a place of Purpose and sisterhood.”

To read the full article, see:

uwfaith.org/latest-news/2025/march-april-response-leadership-development-days-2024.



Distance Learning

Distance learning allows us to provide education for leaders and members online so they are accessible to all. In 2024 we began the process of moving 150 courses from the Bridge platform to UWF Digital to increase accessibility. As part of this process, we are also reviewing and updating each course to ensure the content is relevant, aligned with our brand, and engaging for members. Some courses are being reimagined to better accommodate different learning styles and new virtual learning technology.

Public Relations

The Position team works to elevate United Women in Faith's visibility, firmly establishing the organization as a leading voice among women's Christian groups within the broader faith community and the world.

Highlights:

- The **Project 2025 Faith Talks episode**, produced in collaboration with the Samuel DeWitt Proctor Conference, placed us at the center of critical political discourse. This initiative not only attracted new members but also deepened engagement within our existing community.
- Our video assets were strategically integrated into our digital ad campaigns with SilverTech, which drove **50,000 new users** to our website in 2024.
- Following the election, we launched the **Micah 6:8 Pledge** to reaffirm our commitment to justice beyond any single election. United Women in Faith remains dedicated to racial, climate, and gender justice; environmental protections; women's health; immigrants' rights; and human rights, standing in solidarity with marginalized communities and urging ongoing advocacy.
- In 2024, United Women in Faith garnered over **11 earned news media pickups**, expanding our reach and visibility.



One of our top-performing YouTube videos, Give Bravely, encouraged viewers to act bravely and create a world where we want to live by joining the United Women in Faith movement. The 57-second video resonated strongly with younger audiences (ages 25–35), particularly those passionate about community support and engagement.



Watch the video
online here:
[youtu.be/
v09QtkG1osg](https://youtu.be/v09QtkG1osg).



General Conference

United Women in Faith made its presence known at General Conference 2024, which took place April 23-May 3, 2024, in Charlotte, North Carolina. United Women in Faith members and staff served as delegates, legislative committee officers and monitors, administrative committee members, presenters, and volunteers. With the General Commission on the Status and Role of Women, United Women in Faith also brought women delegates together for briefings before the conference began.

"We commend the church for uplifting women, children, and youth at the 2024 General Conference. When women's voices are heard, positive changes follow."

—Sally Vonner, United Women in Faith General Secretary and CEO

Highlights:

- **Eighteen out of 19** of United Women in Faith's petitions passed the General Conference. These include calls to action on racial and climate justice, gender equity, protecting the girl child, and supporting deaconesses and home missionaries.
- **26** deaconesses and home missionaries were consecrated.
- United Women in Faith co-hosted a climate vigil, a laity dinner, a central conference women's briefing, and a briefing for all women delegates.

United Women in Faith Makes Its Presence Known at General Conference 2024

Adapted from a September/October 2024 article in response by Tara Barnes.

The United Methodist General Conference met from April 23 to May 3 in Charlotte, North Carolina. For 11 days, more than 700 elected delegates from around the world reviewed more than one thousand petitions focused on how The United Methodist Church wants to be God's love in the world.

The time together also included worship, communion, prayer, meals, exhibits, missionary commissioning, deaconess and home missionary consecration, actions, vigils, and other ways United

Methodists come together as a body as part of the church's mission to make disciples of Christ for the transformation of the world.

United Women in Faith submitted 19 petitions to General Conference. These included calls to action on racial and climate justice, gender equity, protecting the girl child, and supporting deaconesses and home missionaries. Eighteen of our petitions passed on the consent calendar.

Our petition seeking annual conference voting rights for retired deaconesses and home missionaries missed the two-thirds majority required by less than 4 percent.

The headlines to come out of this United Methodist General Conference are different than those in years past. This year, United Methodists, by a large majority, lifted the

bans on gay clergy and same-sex wedding ceremonies and removed the antigay language from our Social Principles. They also approved regionalization, a denominational restructuring plan to help de-center the United States and bring more parity to the church's decision-making.

United Women in Faith also celebrates the support of petitions submitted by fellow agencies, racial and ethnic ministry plans, those working for creation justice, and other groups and individuals aligned on the causes of racial and climate justice and gender equity.

Our own Harriett Olson, former CEO and general secretary of United Women in Faith, was elected to the Judicial Council. Members served as legislative committee chairs, and many of our members will now also serve on general agency boards and jurisdictional committees.

"I feel like we can finally say with authenticity that we're a church of open minds, open hearts, and



open doors,” said United Women in Faith member Christina Krost, longtime climate justice advocate and General Conference delegate from the Illinois Great Rivers Conference.

Krost also acknowledged the heartache of the slim loss of voting rights for retired deaconesses and home missionaries.

Deaconesses and home missionaries are part of an order of The United Methodist Church, one of three orders in the denomination and the only lay order.

“It is important that we have voting parity with the other two orders of our denomination,” Deaconess Katelin Hansen said.

While together in Charlotte, United Women in Faith also partnered with Creation Justice Ministries, the Love Your Neighbor Coalition, and the General Boards of Church and Society and Global Ministries for an Earth Day vigil at First United Methodist Church Charlotte.

In the leadup to General Conference, United Women in Faith joined the General Commission on the Status and Role of Women to host two women’s briefings, one for central conference women delegates on Saturday, April 20, and a second for all women delegates on Monday, April 22.

The briefings were a chance for the women to meet one another and share their experiences and stories.

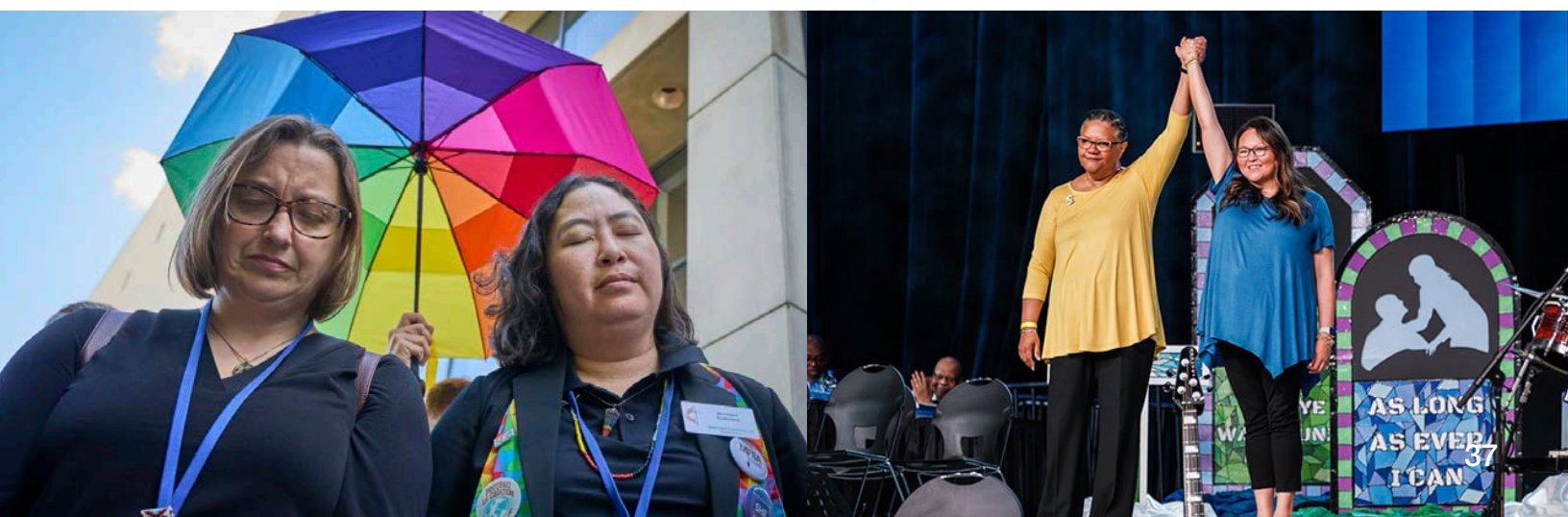
The briefings helped set the stage for ongoing collaboration throughout the conference. The time together featured panels, testimonies, and table discussions by legislative committee so women delegates could work to support one another.

“I had a lot of hope heading to General Conference for our church’s future, and I was not disappointed,” said Rita Smith, a member of United Women in Faith’s program advisory group and a General Conference delegate from Northern Illinois.

Women’s representation at General Conference increased from 36 percent at the 2016 and 2019 General Conferences to 42 percent at the 2024 meeting of the postponed 2020 General Conference.

Read the full article online here:

uwfaith.org/general-conference/2024/united-women-in-faith-makes-its-presence-known-at-general-conference-2024.





"I give to The Legacy Endowment Fund because I love United Women in Faith. It has given me wonderful friends, great challenges in study and learning, and opportunities for leadership and service – many ways to grow closer to God. It reaches corners of the world where I cannot go myself."

—Opal Lee, 1869 Society Member
& Friend of Legacy

The Legacy Endowment Fund

The Legacy Endowment Fund of United Women in Faith is a permanently invested endowment that supports the work of improving the lives of women, children, and youth at home and abroad. Gifts to the Legacy Endowment Fund build financial resources that ensure United Women in Faith can carry out our vital programs and activities for many years to come.



United
Women
in Faith

Highlights:

- The Legacy Endowment Fund has had an exceptional year, reaching an end-of-year milestone of **\$46,062,552**.
- Donors gave **\$2,781,247** in planned and major gifts to United Women in Faith.
- The 1869 Society, made up of individuals who have made planned gifts to the organization, has grown to **136 members**.



A Planned Gift with Great Meaning

*Adapted from an article by Christi Campos for the November/December 2024 issue of **response**.*

When new United Women in Faith board member Kelly G. Loeb first moved to Kansas City, Missouri, to attend school, she was blessed to find a church home at St. Andrew United Methodist Church. There she met a very special mentor, Mai Gray, the first African American national president of our organization.



The beloved Gray served from 1976 to 1980 as president of the Women's Division and was instrumental in drafting our Charter for Racial Justice. Many of us knew and admired her.

"I can remember Ms. Gray having me over to her beautiful home for lunch many times and talking with me about my future," Loeb said. "She was an amazing woman."

"Shortly after Ms. Gray's passing in 2010, I was driving past her house on Benton Boulevard and saw a 'for sale' sign," Loeb explained. "I remember thinking, 'someone nice should buy that house.' Then I heard God's voice say, you're nice; you should buy it. I was able to get a first-time homeowner's loan, and less than a week later I was signing papers. It was meant to be!"

Loeb speaks of how much it means to her to live in Rev. and Mai Gray's home and how she has kept in contact with their children, who are pleased she is caring for the home.

Loeb thought it was also in God's plan to graciously donate her special home as a planned gift to The Legacy Endowment Fund so that Mai Gray's legacy, and her own, will live on.

"I dated my letter of intent for my planned gift August 20th because that was my beloved grandmother Grace's birthday," explained Loeb. "She was born in 1922, the same year as Mai Gray, and would have been 102 this year. It feels wonderfully fitting to mark this legacy designation with that date."

Read the full article online here:

uwfaith.org/latest-news/2024/nov-dec-response-home-sweet-legacy-home.



Annual Report Financials



TREASURER'S REPORT

Tamara Clark, CPA

Mission is made possible through the financial commitments of our dedicated members. We are so grateful for the support to continue the work that United Women in Faith is called to! We need the support of members more than ever at this time.

Operating Revenue

Conference Giving

Conference Giving totaled \$6.2 million, a decline of \$799,000 from the prior year. We remain thankful to all our members for their giving, especially for those conferences that increased their Mission Giving and pledge for the year! Out of 53 conferences, 21 conferences met their pledge, and seven not only met their pledge but increased their giving.

Interest & Publications Income

Interest income totaled \$2.6 million, an increase of \$305,000. Publications income totaled \$413,000, a decrease of \$71,000 due to declining subscriptions and sales.

Rental, Service Fee, & Other Income

Rental and Service Fee income, which includes the operations of **Brooks-Howell Home** and the **Church Center for the United Nations**, totaled \$7.5 million. There was an increase of \$892,000, which is primarily due to the Brooks-Howell Home increasing the number of health care beds available. Other Income totaled \$1.4 million, a decrease of \$388,000 compared to the prior year. The decline was due to an employer retention credit received in 2023 that was not repeated in 2024.

In total, Operating Revenues totaled \$18 million, a decrease of \$62,000 or 0.3%.



Operating Expenses

Programs Rendered by United Women in Faith

The total for Programs Rendered by United Women in Faith was \$7.4 million, an intentional decrease of \$211,000, as we managed the budget to be in line with the expected Conference Giving.

The Transformation, Position, Engage, and Mobilize budgets experienced some variations due to a change in reporting, but overall, their change only nets to a difference of \$25,000. International Mission decreased due to the retirement of a Regional Missionary. National Missions decreased due to a reduction in the insurance premiums we pay.

Programs Rendered by Other Organizations

Our support to other organizations totaled \$2.5 million, a decrease of \$1.7 million due to budget reductions and awarding fewer grants from designated funds.

Program Support

Program Support, which includes expenses for the Church Center for the United Nations and Brooks-Howell Home, totaled \$8.4 million.

Supporting Services

Supporting Services, which includes management, general, and fundraising expenses, totaled \$3.7 million. This was a decrease of \$1.6 million compared to the prior year and represents 17% of the total Operating Expenses. Although this section includes what we typically think of as non-programmatic work (finance, property management, grants, human resources, fund development, etc.), the staff who perform these necessary functions often work directly with members and carry out some program activities.

Operating Expenses totaled \$21.9 million, a decrease of \$3.6 million or 14%.

Non-Operating Activity

Our Non-Operating Activity includes the appreciation (or depreciation) in our investments, the change in post-retirement costs, gains on the sale of property, and contributions to our endowments, such as The Legacy Endowment Fund. The value of our investments appreciated by \$6.2 million due to the market. There was an improvement in post-retirement and pension benefit costs of \$942,000 due to investment performance and the decrease in census.

In total, Non-Operating Activity was \$8.4 million.

Summary

Our Operating Revenue totaled \$18 million, Operating Expenses totaled \$21.9 million, and our Non-Operating Activities totaled \$8.4 million. Overall, we experienced an increase in Net Assets of \$4.6 million.

Financial Summary 2021-2024

OPERATING REVENUE *

	2024	2023	2022	2021
CONFERENCE GIVING				
Mission Giving	5.77	6.50	8.21	10.63
Designated Giving	0.38	0.45	0.49	0.64
Total Conference Giving	6.15	6.95	8.70	11.27
INTEREST INCOME				
Investment Income (Net of Fees)	2.15	1.98	1.39	1.91
Bequests, Trusts, & Other Long-Term Gifts	0.41	0.27	0.91	0.41
Total Interest Income	2.56	2.25	2.30	2.32
PUBLICATIONS				
response magazine	0.19	0.21	0.22	0.31
Mission Resource Center	0.23	0.27	0.21	0.66
Total Publications	0.42	0.48	0.43	0.97

(*ALL FIGURES SHOWN QUOTED IN MILLIONS OF DOLLARS U.S.)

	2024	2023	2022	2021
RENTAL & SERVICE FEE INCOME				
Brooks-Howell Home	4.82	4.18	5.76	4.27
Church Center for the United Nations (CCUN)	2.66	2.41	2.16	2.52
Total Rental & Service Fee Income	7.48	6.59	7.92	6.79
OTHER INCOME				
Benefit Trust	1.04	0.96	1.05	0.77
Miscellaneous Income	0.40	0.87	2.04	2.18
Total Other Income	1.44	1.83	3.09	2.95
TOTAL OPERATING REVENUE	18.05	18.10	22.44	24.30

OPERATING EXPENSES *

	2024	2023	2022	2021
PROGRAM SERVICES				
Programs Rendered by UWFaith				
Transformation	0.45	1.76	1.97	0.00
Position	0.21	0.31	0.32	0.00
Engage	1.12	0.16	0.20	0.00
Mobilize	0.55	0.13	0.19	0.00
Connectional	0.48	0.42	0.57	0.00
National Missions Office	0.93	1.09	1.25	1.95
International Missions Office	0.89	1.04	0.00	0.11
Mission Education	0.59	0.74	0.76	1.81
response magazine	0.28	0.35	0.22	0.39
Mission Resource Center	0.41	0.36	0.43	0.97
Deaconesses, Home Missioners Office, & Network	0.53	0.43	0.38	0.41
Other Programs Rendered by UWFaith	0.95	0.81	1.19	1.61
Total Programs Rendered by UWFaith	7.39	7.60	7.48	7.25
Programs Rendered by Other Organizations				
United Methodist Organizations National & International				
National Missions	1.04	1.27	1.65	2.08
International Missions	0.33	0.39	1.21	1.45
Ecumenical Organizations	0.04	0.04	0.05	0.26
Grants from Designated Funds	1.05	2.44	1.87	2.53
Total Programs Rendered by Other Organizations	2.46	4.14	4.78	6.32

	2024	2023	2022	2021
PROGRAM SUPPORT				
Church Center for the United Nations (CCUN)	2.84	2.41	2.40	2.79
Brooks-Howell Retirement Center (BHH)	4.58	4.43	5.25	0.00
Retired Deaconess, Missionary Pension, & Health Benefits	0.77	1.57	2.22	3.44
Scarritt Bennett Education Center	0.00	0.00	0.10	0.10
Organization-Wide Program Support	0.16	0.11	0.12	0.23
Total Program Support	8.35	8.52	10.09	6.56
TOTAL PROGRAM SERVICES	18.20	20.26	22.35	20.13
SUPPORTING SERVICES				
Management & General				
Leadership & Management	2.81	4.42	4.67	5.93
Total Management & General	2.81	4.42	4.67	5.93
Fundraising				
Development Office	0.87	0.82	0.53	0.43
Total Fundraising	0.87	0.82	0.53	0.43
TOTAL SUPPORTING SERVICES	3.68	5.24	5.20	6.36
TOTAL OPERATING EXPENSES	21.88	25.50	27.55	26.39

EFFECT ON NET ASSETS *

	2024	2023	2022	2021
Operating Deficit	(3.83)	(7.40)	(5.11)	(2.19)
Apprn./ (Depn.) in investments	6.17	11.17	8.65	(7.57)
Endowment/Sale of Properties	1.30	1.18	6.41	2.07
INCREASE/(DECREASE) IN NET ASSETS	3.64	4.95	9.95	(7.69)

NET ASSETS *

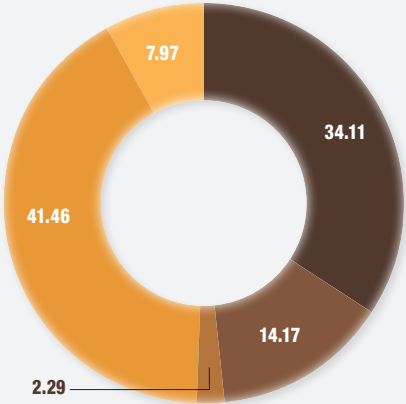
	2024	2023	2022	2021
Without Donors Restriction	37.34	35.12	40.09	30.57
With Donors Restriction	71.59	69.92	86.28	55.97
TOTAL NET ASSETS	108.93	104.34	126.37	86.54

Financial Summary 2024–2025

OPERATING REVENUE

The total operating revenue comes from conference giving; sale of publications; income from interest, rentals, and service fees; events; and other sources.

TOTAL OPERATING REVENUE
for 2024 was \$18.05 million



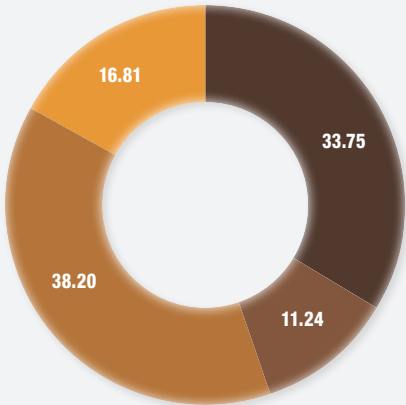
UWFaith 2024 OPERATING REVENUE

Conference Giving	34.11 %
Interest Income	14.17 %
Publications	2.29 %
Rental & Service Fee Income	41.46 %
Other Income	7.97 %

OPERATING EXPENSES

The total expenses include services provided through programs rendered by the UWFaith national office. The total expenses also include programs rendered by other organizations such as the National Mission Institutions, the program support expenses at places like CCUN and BHH, and our supporting services expenses which reflect the administrative costs of running the organization.

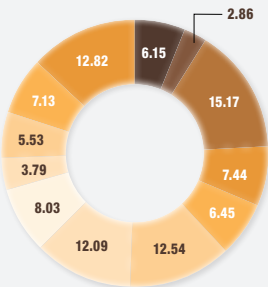
TOTAL OPERATING EXPENSES
for 2024 was \$21.88 million



UWFaith 2024 EXPENSE CATEGORIES

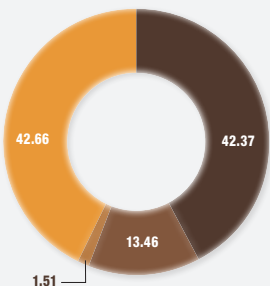
Programs Rendered by UWFaith	33.75 %
Programs Rendered by Other Organizations	11.24 %
Program Support	38.20 %
Supporting Services	16.81 %

PROGRAMS RENDERED BY UWFaith



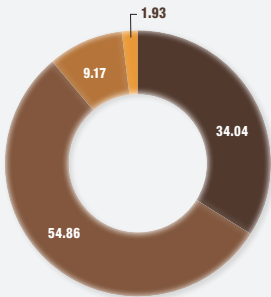
Transformation	6.15 %	response Magazine	3.79 %
Position	2.86 %	Mission Resource Center	5.53 %
Engage	15.17 %	Deaconess, Home Missioners Office, & Network	7.13 %
Mobilize	7.44 %	Other Programs rendered by UWFaith	12.82 %
Connection	6.45 %		
National Missions Office	12.54 %		
International Missions Office	12.09 %		
Mission Education	8.03 %		

PROGRAMS RENDERED BY OTHER ORGANIZATIONS



National Missions	42.37 %
International Missions	13.46 %
Ecumenical Organizations	1.51 %
Grants from Designated Funds	42.66 %

PROGRAM SUPPORT



Church Center for the United Nations	34.04 %
Brooks-Howell Retirement Center (BHH)	54.86 %
Retired Deaconess, Missionary Pension & Health Benefits	9.17 %
Organization-Wide Program Support	1.93 %

Report on Conference Giving

A total of 21 conferences met their pledge.

The seven conferences listed below met their pledge and increased their giving:

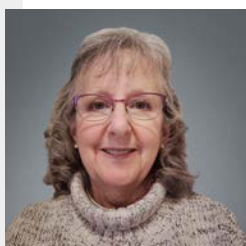
- California-Nevada
- California-Pacific
- Central Texas
- Missouri
- North Texas
- Peninsula-Delaware
- South Georgia

Conferences with the highest giving amounts:

- Great Plains
- Illinois Great Rivers
- Iowa
- Virginia
- Western North Carolina

Conferences with the largest dollar increase compared to the prior year:

- California-Pacific
- Central Texas
- North Georgia
- South Georgia
- Upper New York



"For 155 years, United Women in Faith has been steadfastly committed to the mission of empowering women and transforming lives locally and globally. Our Mission Giving is a testament to the power of our collective action as women and our unwavering faith in God's hope for the world."

— Julia Paradine-Rice, United Women in Faith director, finance committee chair

BUDGET NARRATIVES 2025



“ United Women in Faith, is a 155-year-old powerful force for God’s kin-dom, connecting spiritual women to act boldly for justice and transform communities around the world. We equip women to be leaders, and we have a legacy of a presence here at General Conference as bold leaders, bringing about the change that is needed to make sure that women and girls are lifted up and that legislation is mindful of inclusiveness and women in particular.”

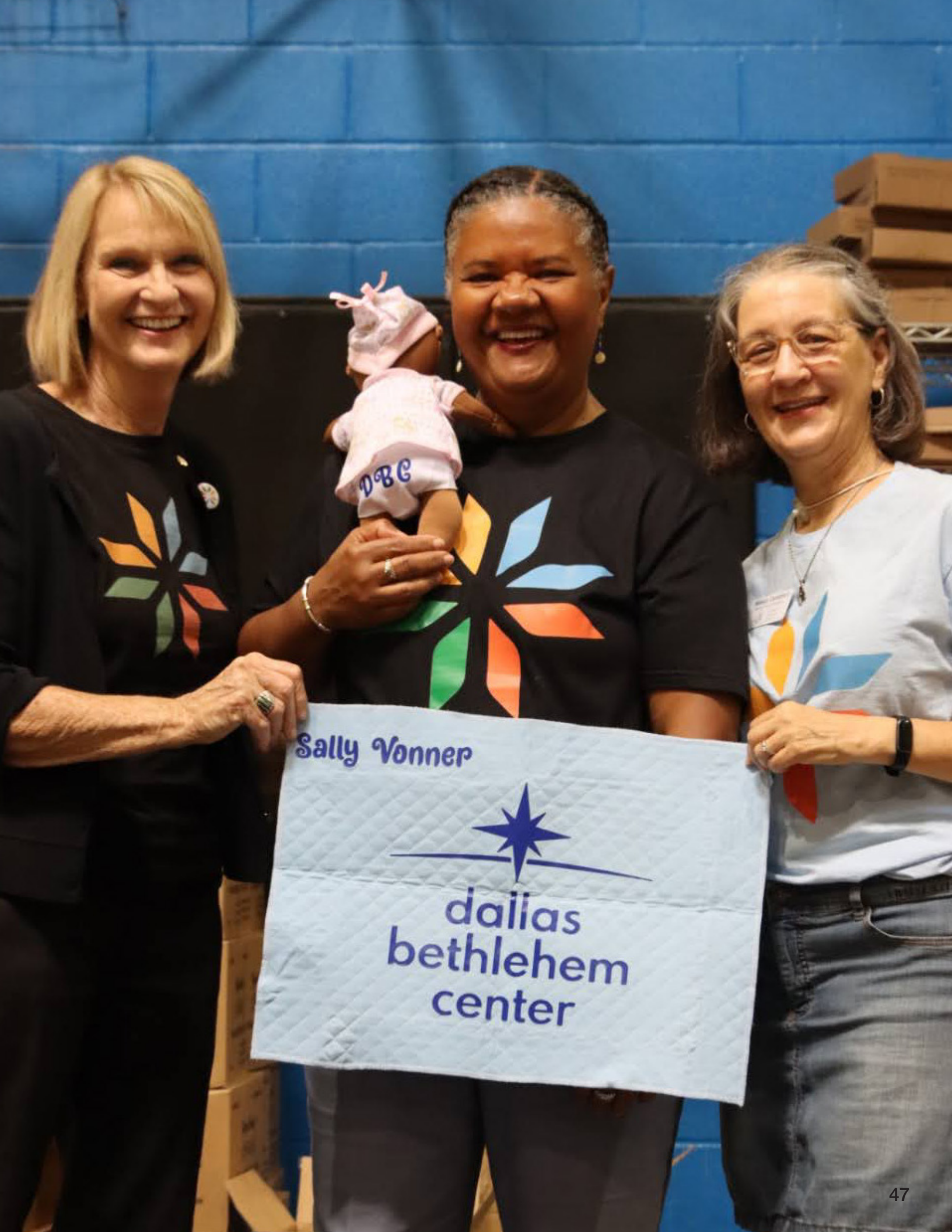
Sally Vonner, to women delegates at General Conference 2024

General Secretary

The General Secretary’s budget includes resources for the General Secretary to oversee the national office while also connecting to members at conference, district, and local events. She also participates in meetings of The United Methodist Church General Secretary’s Table and the Council of Bishops. The budget includes expenses related to annual reporting, newsletters, travel, professional development, and office expenses.

Board & Governance

The 2025 Board and Governance budget supports the work and leadership development of the board of directors and program advisory group. The budget covers the cost of directors and officers insurance and travel insurance. Directors and program advisory group members attend a variety of meetings throughout the year, such as executive committee meetings, board of directors meetings, program advisory group meetings, and working teams and committee meetings. These meetings include business and team-building activities that strengthen relationships and contribute to more productive virtual meetings throughout the term. There is also a small travel reimbursement line for the program advisory group and board members who travel to other meetings as part of their position.



Sally Vonner



dallas
bethlehem
center



“Connections will continue to develop and maintain relationships with agency partners, caucuses, and ecumenical partners; and work on equipping members of United Women in Faith to be leaders in the church and beyond.”

Sung-ok Lee and the Connections Homeroom

Connectional Office

Connections

In 2025, the Connectional Office will be following up on actions from General Conference 2024, such as guiding the process for ratification of legislation approved at General Conference in 2024: 1) Regionalization and 2) Paragraph 4, Article IV, *Book of Discipline*, 3) Paragraph 5, Article V, *Book of Discipline* for United Women in Faith.

Connections will continue to develop and maintain relationships with agency partners, caucuses, and ecumenical partners; and work on equipping members of United Women in Faith to be leaders in The United Methodist Church and beyond.

The office will also guide the newly elected jurisdiction leadership teams and train the Jurisdiction Committee on Nominations.

Connections will continue to coordinate cultivation requests for national speakers at annual meetings for United Women in Faith. The Connectional Officer will continue to guide the Governance Committee work, including decisions on policy and bylaws revisions for the new quadrennium.

International Mission

United Women in Faith national staff members will continue working with the United Methodist Women leaders in the priority countries in Africa, Asia, and Latin America on leadership development, economic empowerment, and skills-building in the areas that they select, and assist in designing projects to address these needs and determine the implementation process. The office will continue to fund international scholarships and grants. The women's peace dialogue will continue carrying on its work.



Country Teams Strategy

National staff will continue coordinating eight country teams to:

- Train local women in their church and community
- Conduct post-training assessments
- Prioritize identified needs

In addition to leadership, economic development, and skills-building, relevant training and team enhancements will be offered as needed.

The work uses a country team model which includes:

- National staff
- Regional Missionaries
- Project coordinators
- Women's Desk coordinators
- Youth representatives
- Local journalists
- Other local women leaders

The national staff will plan and conduct a site visit to Africa and/or Latin America to monitor the project implementation and provide technical assistance to the field staff.

Educational gatherings with missionaries:

We will continue innovating around a plan to engage our members in international work, including cross-cultural exposure and mission opportunities. Funds will also support efforts to gather information and tell the story through *Voices From the Field* and similar programs. Building on the success of the 2023 itineration, we will explore and plan further awareness-building and educational gatherings with missionaries and project coordinators around annual and district meetings to promote international mission work.

Church Center for the United Nations (CCUN)

The chaplain at CCUN will support our partnership with the World Council of Churches, special ministry, connecting with the Gender Justice Reference Group. She will continue our work with Ecumenical Women, the UN-Commission on the Status of Women, the UN-Permanent Forum on Indigenous Issues, and Thursday morning prayers at CCUN.

Office of Deaconess & Home Missioner (D/HM)

The Office of Deaconess and Home Missioner is an office of The United Methodist Church administered by United Women in Faith. The D/HM community has been rapidly growing in the past four to five years. In 2025, the D/HM office will engage in:

- **Deaconess and Home Missioner Education** – This includes expenses such as professor and academic advisor stipends; mental health professional stipends, and scholarships for D/HM candidates and community.
- **Consecration** – This includes orientation, training, and consecration service, with travel and housing.
- **Other programs and administration needs** – Fenton Memorial Deaconess Home, self-care retreats, financial planning, cutting-edge grants, D/HM coaching, and a nurture and care team.
- **Training** – Intercultural competency and racial justice training to provide opportunities and Safe Sanctuary training and background checks for each D/HM as they enter the D/HM relationship.
- **Church and ecumenical connections** – The Office of Deaconess and Home Missioner engages in multiple conferences and meetings and holds membership in professional organizations which include DOTAC, DIAKONIA, NADHM.
- **Consultants** – Consultants support the work of D/HM through the discernment process, serving as liaisons, organizing interviews, and coaching. Additionally, another consultant works with the weekly newsletter.

The Office of Deaconess and Home Missioner also works with two coordinators who assist with those transferring their deaconess relationship from the Philippines and supporting the new deaconess/home missioner movement in Africa. Each of these coordinators also receives a stipend.

The Office of Deaconess and Home Missioner intentionally connects with other agencies in The United Methodist Church and tables at conferences that future deaconesses and home missionaries would attend to raise our visibility and educate others on the deaconess and home missioner relationship.

National Mission

The majority of the National Mission office budget supports grants to National Mission Institutions and insurance for NMI's operating on United Women in Faith property. In addition, funds cover staff travel to NMI's, consultant fees for increasing the visibility of NMI's throughout our membership, and operational costs like rent and supplies. Staff salaries and benefits are also included, allowing the United Women in Faith National Office to support NMI's through board training sessions and consultations, member connections, and peer resourcing, as well as ensuring compliance with the Covenant Agreement.





“Operations seeks to provide the structure and support that allows United Women in Faith to serve women, children, and youth around the world while building capacity to equip the next generation of women leaders.”

Mollie James-Vickery and the Operations Homeroom

Operations

The 2025 Operations budget aims to support our staff by maintaining and optimizing systems and processes that further our strategic goals and provide a sustainable hybrid culture for our staff and members. The operations team creates print and digital resources that complement and enhance one another, designing engaging virtual events to meet the needs of our members, making the best use of the technology we have, identifying what is needed, equipping member leaders to do the same, and building a workplace that reflects the values of our members and honors their stewardship and trust in our staff.

Operations seeks to provide the structure and support that allows United Women in Faith to serve women, children, and youth worldwide while building capacity to equip the next generation of women leaders.

Communications

The Communications office continues to undergird the strategic goals and priorities of the organization. It engages with members and new audiences through affordable and effective channels such as print materials, social media, web content, e-newsletters, texts, and videos. We provide ongoing support to members and leaders with print and digital resources designed to educate, inspire, and foster leadership development.

The team also works with national office stakeholders to develop content and identify best practices for communications. The webstore is continuously being improved with cost-effective bundle options—offering print and digital resources that cater to the needs of our members and leaders. We are continuing to offer translations of our key resources. In 2025, we will be producing a publication celebrating 125 years of Mission u curricula.

We are also exploring new ways to enhance engagement, generate revenue, and create group opportunities through UWFaith Digital, an online platform designed to offer digital resources and foster community building at a sustainable cost. In 2025, we are also transferring content from Bridge to United Women in Faith Digital courses.

Additionally, we provide support to conference program resources and language coordinators in their work.

Information Technology

IT manages telecommunications services, hardware, and software supporting all aspects of work at United Women in Faith. These systems provide the tools necessary to achieve the goals outlined in our Strategic Blueprint. Since United Women in Faith has gone fully remote, IT has focused on upgrading technology and software for useability and security. Two IT additions to the 2025 budget will provide increased security and interoperability.

Human Resources

HR is dedicated to overseeing the entire employee life cycle, including recruiting, hiring, onboarding, professional development, training, employee appraisal systems, and more. HR is also responsible for planning and executing employee recognition programs, organizing staff-in events, producing the monthly employee newsletter, and conducting live meetings. We continuously seek innovative approaches to support staff in a remote work environment, striving to promote a healthy work/life balance and enhance overall employee well-being.

Events Management

Events Management is pleased to be working again with Engage, Mobilize, Development, IT, Communications, and more to further the larger strategic plan goals for the organization.

Some examples of Events Management support are below:

- Soul Care programs: resources and data collection
- Mission u: worship programming and logistics
- Leadership Development Days: worship and events management

We also provide support for all board/program advisory group meetings and virtual events such as Reading Program events, *Faith Talks*, and *Voices From the Field*.

Additionally, we support conference vice presidents as their staff liaisons.

In 2025 we will be providing significant support and creative assistance for Assembly 2026 and testing new models for sponsorship, community partners, and in-person giving.



“ We continue visioning for the future of how we engage United Women in Faith leaders from the local unit to the board of directors.”

Khia Shaw and the Transformation Homeroom

Transformation

The 2025 Transformation Budget will continue to support the strategic work of United Women in Faith to inspire, influence, and impact our members and the lives of women, children, and youth around the world. We do this through four strategic goals under three organizational priorities: Positioning the organization, engaging and attracting new women and funding opportunities, and mobilizing women to act. The budget gives particular emphasis to these priorities as we seek to grow our membership and giving and market and promote our new brand, and continue to transform lives within and beyond The United Methodist Church.

Position

The POSITION organizational goal calls for United Women in Faith to be positioned as a leading women’s Christian organization within the wider faith community and in the world. The 2025 budget continues to focus on achieving this through:

- Marketing and public relations that uplift the new brand offerings and missional programs for women to give and join.
- Expanding paid advertising and UWFaith Digital footprint through short video and ad placement on social media and online search engines. This will include Mission u, UWFaith Digital, Soul Care Retreats, social justice priorities, and leadership development opportunities.
- Working with our public information officer consultant to highlight United Women in Faith’s unique personalities and production of our Faith Talks podcast.
- Welcomed Dominique Francisco, the new Position lead to drive the innovative process and expansion efforts based on the strategic goals.

Engage

The ENGAGE organizational goal seeks to attract and engage women for increased membership, funding, and donations. Engage work also encompasses being a reliable source for women's spiritual growth. The 2025 budget will support expansive opportunities for membership and spiritual growth and engagement, developing new resources and merchandise, and scaling innovative program designs:

- All-Access membership will continue to be promoted as the official way for all members to access resources, communications, and event happenings at the national level with a membership campaign soft launch in late summer/early fall 2025.
- Spiritual growth with offerings of Soul Care programs will strategically be marketed at all levels as the newest welcoming experience.
- Mission u program is looking to grow beyond the conferences and continues to develop flexible and adaptable curricula.
- Programs like Soul Care, and resources, like Excite and Invite, and Thrive will be scaled to support districts and units for ongoing, successful recruitment, retention, and re-engagement of women.
- In 2025, distance learning will move to UWFaith Digital, as it continues to be a supportive tool for virtual events, training, and building capacity for interactive learning experiences.
- As part of the strategic blueprint, new ways to fund the work of United Women in Faith is a continual priority. A cross-functional team has developed a funding roadmap with implementation from 2024 and will continue throughout 2025.

Mobilize

The MOBILIZE organizational goal is to mobilize members to inspire, influence, and impact their communities and the world. The 2025 budget requests continue to support this strategic work by:

- Expanding leadership and leadership development opportunities to serve as a national vehicle to strengthen and develop the leadership of United Women in Faith officers, members, and potential members through the Influence membership track.
- Continuing resource development for member leaders including conference officer welcome toolkit, district office survey, and developing templates.
- Offering educational forums on tech and social media for conference leaders to better equip members.
- Providing social action and justice campaign support including developing resources for social justice priorities to be scaled for the new quadrennium.
- Continuing to expand the audiences for our two advocacy campaigns—Interrupt the School-to-Prison Pipeline and Just Energy for All—to members, non-members, and partners.
- Building awareness of justice priorities and expanding participation, which will lead to a 15% increase in tangible action by the end of 2025.
- Supporting participation in our Reading Program, engaging an expanding group of volunteer evaluators, and offering quarterly live virtual programs including author talks and book discussions.



“ We aim to handle our responsibilities by emphasizing accountability, accuracy, and consistency as we relate to our fellow staff, our board, and the faithful members of United Women in Faith.”

Tamara Clark, Treasurer and CFO, United Women in Faith

Finance, Grants, & Property

Accounting handles the day-to-day work of depositing and recording receipts, disbursing and recording payments, and financial reporting. Our finance staff oversees all of our bank accounts, investment accounts, and the related internal controls to handle our financial activities. Our grants staff coordinates the review and disbursement of grants and scholarships. Our property staff oversees the national and international properties we own, lease, insure, and provide grants for. Overall, we aim to handle our responsibilities by emphasizing accountability, accuracy, and consistency as we relate to our fellow staff, our board, and the faithful members of United Women in Faith.

Fund Development

The Fund Development budget for 2025 focuses on strategies to enhance donor engagement, secure new revenue streams, and maintain relationships with key contributors. Major allocations include professional services for external consultants, grant writing, and marketing, aimed at increasing United Women in Faith’s funding base.

Key line items in the 2025 budget include:

- Investments in consultants for fundraising strategies and grant writing to diversify funding.
- Costs for Day of Giving and other donor cultivation campaigns, including postage, printing, and mailing materials.
- Travel expenses for development staff to engage with donors, attend events, and lead solicitation efforts.
- Donor cultivation and recognition events designed to strengthen relationships and encourage ongoing support.
- Continuing efforts to produce high-quality promotional and informational materials to engage donors.

FIND UNITED WOMEN IN FAITH ONLINE



UNITED WOMEN IN FAITH WEBSITE

uwfaith.org is our primary website. Here you will find the latest news and information about United Women in Faith programs, initiatives, and events. You'll also find links to our many resources and the e-store. Find new brand elements, member materials, programs, and catalog at **uwfaithresources.org**.



UNITED WOMEN IN FAITH DIGITAL

uwfaith/digital Connect with the United Women in Faith community online with opportunities to explore and participate in discussion groups with others as well as access online resources and inspirational content. Paid resources are also available such as the Program Resource, Daily Prayer Guide, and more.



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INSTAGRAM

instagram.com/uwomenfaith If you're on Instagram, be sure to follow us there for inspiration and news.

PHOTO CAPTIONS & CREDITS

Cover: Photo by Paul Jeffrey.

Pg. 2: United Women in Faith at the End Fossil Fuels Climate March, September 17, 2023, in New York City. Photo by Ilka Vega.

Pg. 4: Sally Vonner, General Secretary & CEO, United Women in Faith. Photo by Janet Joyner.

Pg. 5: Photo by Katie Pryor.

Pg. 6: Jana Jones, National President, United Women in Faith. Photo by Jana Jones.

Pg. 7: United Women in Faith program advisory group meeting, March 2025, at Scarritt Bennett Center in Nashville, Tennessee. Photo by Mike DuBose.

Pg. 8: Photo by Reflections HD Photography (ReflectionsHD.com.)

Pg. 10: Photo by iStock.

Pg. 11: Photo by Rae Grant.

Pg. 12: Photo courtesy of WNCC Mission u 2024.

Pg. 14: United Women in Faith at the End Fossil Fuels Climate March, September 17, 2023, in New York City. Photo by Samantha Nyachoto.

Pg. 17: Photo courtesy of Camp Aldergate.

Pg. 18: United Methodist Community House Fresh Market in Grand Rapids, Michigan. Photos courtesy United Methodist Community House, Grand Rapids, Michigan.

Pg. 19: Photo by Katie Pryor.

Pg. 20: Top: Rudo Mundondo in her chicken coop. With support from United Women in Faith, women in Zimbabwe began chicken farming businesses to become economically independent. Photo by United Women in Faith.

Bottom: A woman shows her wares at a church fair in Peru. Photo courtesy Mabel Barreto Quineche.

Pg. 21: Both photos by Keziah Kargbo.

Pg. 22: Top: Photo by Priscilla Dickson | Gittings.

Bottom: Photo by United Women in Faith.

Pg. 23: Top: Photo by Paul Jeffrey, UM News.

Bottom: Photo by United Women in Faith.

Pg. 24: Top: Photo by United Women in Faith.

Pg. 25: Top: Photo by Paul Jeffrey/UM News.

Bottom: Deaconess and Home Missioner Consecration at General Conference 2024. Photo by Rev. David S. Lake

Pg. 26: Photo by Rodney Steele.

Pg. 27: Photo by Mark Doyal, Michigan Conference.

Pg. 28: Photo by Mike DuBose.

Pg. 30: Photo by United Women in Faith.

Pg. 33: Photo by United Women in Faith.

Pg. 35: Dancer Briana Hanson from United Methodist-related Pfeiffer University helps introduce a report from United Women in Faith during the 2024 United Methodist General Conference in Charlotte, N.C. Photo by Mike DuBose, UM News.

Pg. 36: Members of United Women in Faith take a selfie on April 29 during the 2024 United Methodist General Conference in Charlotte, N.C. Photo by Paul Jeffrey/UM News.

Pg. 37: Bottom left: Amanda Mountain and Bridget Cabrera pray outside the Charlotte Convention Center on May 2 following a decision by the 2024 United Methodist General Conference to approve a revision of the denomination's Social Principles. The newly approved document eliminates a statement that the practice of homosexuality was incompatible with church teaching. Photo by Paul Jeffrey/UM News.

Bottom right: Sally Vonner, United Women in Faith top executive, and Bethany Amey Sutton, secretary of the group's executive board, join hands on stage at the United Methodist General Conference in Charlotte, N.C., on April 29. Photo by Corbin Payne.

Pg. 39: Kelly Loeb sits on the steps outside the former home of Mai Gray, United Women in Faith's first Black president. Loeb, who currently owns the home and was mentored by Gray, donated the property as a planned gift to The Legacy Endowment Fund. Photo by Nicole Clifford.

Pg. 41: Tamara Clark. Photo by Roland's Photography.

Pg. 45: Julia Paradine-Rice. Photo by Julia Paradine-Rice.

Pg. 46: Sally Vonner. Photo by Janet Joyner.

Pg. 47: Photo by Katie Pryor.

Pg. 48: Sung-ok Lee. Photo by Janet Joyner.

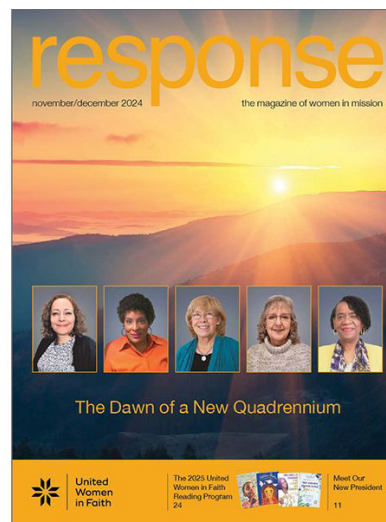
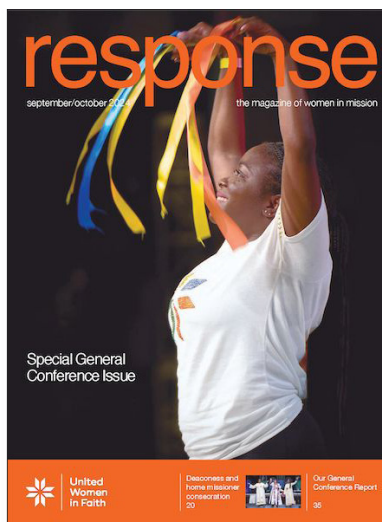
Pg. 49: Photo by United Women in Faith.

Pg. 51: Photo by Katie Pryor.

Pg. 52: Molly James-Vickery. Photo by Janice Joyner.

Pg. 54: Khia Shaw. Photo by Janice Joyner.

Pg. 56: Tamara Clark. Photo by Janice Joyner.



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United Women in Faith

Vision

Turning faith, hope, and love into action on behalf of women, children, and youth around the world.

Mission

United Women in Faith seeks to connect and nurture women through Christian spiritual formation, leadership development, creative fellowship, and education so that they can inspire, influence, and impact local and global communities.

Purpose

To be a community of women whose purpose is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the church.

faith

action

sisterhood



United
Women
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