

# Women's Ministries

Inspire, Influence & Impact



G U I D E L I N E S

# **Women's Ministries**

**Inspire, Influence, & Impact**

United Women in Faith

## **WOMEN'S MINISTRIES**

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# “A Wreath for Your Excellent Leadership”

**T**hank you for assuming the important and awesome work of providing spiritual leadership to your congregation. The work of church leadership is shared and synergistic. Pastoral and laity leadership combine to provide the widest possible set of gifts, knowledge, abilities, skills, experience, and passions to fulfill our United Methodist mission to “make disciples of Jesus Christ for the transformation of the world” (*The Book of Discipline*, ¶120). What you do as a gifted, spiritual leader is of vital importance.

Spiritual leadership differs from other forms of leadership in the foundational ways it allows us to live out the vows and promises we make when joining the church: to uphold The United Methodist Church through our prayers, our presence, our gifts, our service, and our witness.

The first work of all church leaders is to pray for the ministry of the church: local, denominational, and global. Our work is always worshipful work. Our ministry of presence strengthens our church’s ministry and mission. By combining our gifts, knowledge, experience, and passion we can achieve wonderful things together through the guidance and empowerment of the Holy Spirit. Together, we strengthen our congregation for service to those within the community of faith and beyond. Accepting the mantle of leadership provides a powerful witness to the world of what it means to be a faithful disciple.

Together, we fulfill our mission of making disciples and transforming the world by reaching out and receiving people in the name of Jesus the Christ, relating people to God in covenant community, nurturing and strengthening people in their faith, and equipping and supporting people to live their faith in the world.

The *Guidelines for Leading Your Congregation* draw upon a wealth of experience and expertise to provide you with the basic resources you need to do effective, impactful ministry. Each Guideline focuses on a key area of ministry and church leadership, providing information and processes to help your working group—committee, council, board, or other configuration—excel and support all other working groups. See the accompanying Guide to the Guidelines for useful information on how the *Guidelines* and ministry areas work together.

We recommend that each group member read this Guideline and noted paragraphs from the *Discipline*. Take time at meetings to discuss ways to implement identified tasks and responsibilities, plan for the future, and assess and evaluate your work.

The apocryphal book of Sirach reminds leaders to be humble servant leaders, make sure the needs of others are cared for, and then receive “a wreath for your excellent leadership” (Sirach 32:2 NRSVue). We invite you to lead with humility, compassion, patience, and grace, that The United Methodist Church might be a witness to the light and love of Christ for all the world.

# Introduction

**L**ove in action can change the world. We believe that. In United Women in Faith, we come together in the joy and strength of sisterhood to serve, advocate, and make a difference as we grow in the Spirit and care for our bodies and souls. Our total program is a Christian mission that strengthens us from within and empowers us to reach out to the world in love to improve life for women, children, and youth. Our faith-driven acts of love impact our local communities, regions, nation, and world for good.

We have a **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.

We have a **Purpose:** United Women in Faith is 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.

We have a **Vision:** United Women in Faith turns our faith, hope, and love into action on behalf of women, children, and youth around the world so they can thrive and reach their fullest potential.

United Women in Faith members grow in faith, working together to address the challenges faced by women, children, and youth. We work in a variety of ways that allow each of us to tap into our God-given potential for compassion, strength, generosity, and creativity. Through programs, resources, and sisterhood, United Women in Faith:

- Equips women to become leaders in the church, their communities, and the world
- Supports organizations and individuals, projects, and programs that better the lives of women, children, and youth

“My favorite Scripture is Micah 6:8 NRSVue: ‘He has told you, O mortal what is good, and what does the LORD require of you but to do justice and to love kindness and to walk humbly with your God?’ The sisterhood of United Women in Faith exemplified this to me.”

—Kelly Grace Loeb,  
Missouri Conference  
United Women in  
Faith Communications  
Coordinator



Photo credit: Rachel Ohlhausen

- Mobilizes women to work for a more just, equitable, and peaceful world

Acting together, United Women in Faith members are a fearless, powerful force driven by God's love to act for justice and transform the world to reflect God's kin-dom. And we have a foundation set in our Christian faith and Methodist ethos.



Photo by Mike DuBose, UM News

"This group of very special bold, courageous, daring, and loving women opened their hearts and mentored me. In United Women in Faith, I found the purpose I sought and the sisterhood I yearned for."

—A'inise 'Isama'u, board president  
2020–2024

# Our Biblical & Theological Foundation

**U**nited Women in Faith is rooted in the Wesleyan tradition. At our core, we are a mission organization that seeks to expand our concepts of mission by increasing our understanding and practice of equitable partnerships and relationships. As our organization has developed over the years, so has our understanding of our Christian calling. Our sisterhood, programs, and outreach are a response to and reflection of our expanding experience of God's love and grace.

Our experience of faith starts by recognizing that God loves us, knows us, and is present with us always. God's grace is apparent in our lives. Through God's grace, we are offered the promise of a new life, which is an abundant life of joy, right relationship with self, others, and creation and connection in community. With new life, we are also invited into the deep love of God (personal holiness), which mandates us to deeply love our neighbor (social holiness) as we love our own souls. Our Christian spiritual formation happens as our love of God and neighbor become one—that is our practice of faith.

We believe the gospel is clear that practicing social holiness—something we can only do together—requires a radical transformation of our current social, political, and economic order. This equips us with a perspective that critiques injustice, calls for engagement and advocacy for women, children, and youth, and seeks abundant life for all.

## Our Wesleyan Lens

In line with our Wesleyan heritage, we use the Wesleyan Quadrilateral as a lens to interpret and implement our work. The quadrilateral uses four interconnected sources that John Wesley consistently drew upon in his work: Scripture, tradition, reason, and experience.

### Scripture—What We Believe

A foundational belief of United Women in Faith is that Scripture calls us—individually and communally—to experience freedom as whole persons through Jesus Christ. Drawing on texts such as Matthew 28:19–20, Luke 4:16–19, and Amos 5:24, we believe we are called to integrate spiritual growth and social action as a means of participating in the mission of God in the world. The biblical text is the primary lens we apply to our understanding of contemporary social issues, informing how we put our faith into action to identify justice advocacy priorities. It is primary as we develop programs to care for our bodies, minds, and souls. It is also primary in our support for projects focused on the needs of women, children, and youth.

## **Tradition—How We Build**

United Women in Faith programs and actions follow the Wesleyan tradition of loving the world that God so loves in word and deed. In 1869, eight Methodist Episcopal laywomen formed the Woman's Foreign Missionary Society to help ensure the church did not overlook the needs of women, children, and youth around the world. Today, as United Women in Faith with hundreds of thousands of members across the United States and partners around the world, we continue that tradition of Christian sisterhood and action, addressing the needs of women, children, and youth, which are still too often overlooked.

Like John Wesley, we have a deep belief that lay leadership is crucial to the ministry of the Church. United Women in Faith builds on this tradition as we continue to be a place for laywomen to find not only grounding and nurturing in their Christian faith but also access to the education, experience, and support to be leaders. United Women in Faith's focus on the development of laywomen includes encouraging women to read and interpret Scripture from the viewpoint of women and other groups that have been marginalized. We also seek to reveal, revive, and build on the tradition of women leaders in the church that is present in Scripture but buried by centuries of sexism. Our Deaconess and Home Missioner Office is an example of our support for the revival of the biblical tradition of women leaders in the early church as deacons and more (Rom 16:1).

## **Reason—What We Think**

We use our intellect, senses, and spiritual discernment to contextualize our work for the transformation of the world. We believe that we show Christ's love for all through service and advocacy that are *informed* actions. We recognize that at times we have perpetuated colonialism, racism, and other forms of oppression. Reason calls us to educate ourselves so that our mission outreach is informed and helps rather than harms people. We continually evaluate our work and concepts of mission so that our actions are helping to create a more just world for all.

Reason appears in our work as we educate ourselves on current issues and organize to learn more and respond in kind. Reason is present in our justice campaigns, member care programs, and support for projects and institutions helping women, children, youth, and disempowered communities. We also engage reason through education that transforms us, which is an invitation to examine the patterns of this world, question how we have conformed to those patterns, commit to the practice of being transformed to the mind of Christ, and live out that transformation in the world. As we continue to adapt and make strategic decisions, reason acts as a guide.

## **Experience—How We Act**

Our experience is crucial to informing our understanding of how we live out the gospel, as this is where we experience God's grace in our lives. We recognize that a diversity of experiences enables us to get a more comprehensive—and more accurate—picture of our world. For this reason, at United Women in Faith, we are intentional about ensuring diversity in building leadership in our decision-making processes. As a mission organization, we

focus on the gospel call to relationship and solidarity with the oppressed, with an emphasis on impact and justice (Matt 25:40). While we have represented and advocated for women, children, and youth throughout our history, we also recognize that as a Western, Christian institution we have benefited from privilege and power throughout our history too. And so, our current practice of mission partnerships focuses on listening to and learning from marginalized persons and communities, particularly those we have harmed, and acting in mutuality with them.

# Our Ministries—What We Do

United Women in Faith's ministries are programs and outreach designed to share God's love for all, especially women, children, and youth, even as we care for our bodies, minds, and souls. Our mission and work call on each person to tap into their God-given potential for compassion, strength, generosity, and creativity. Our Christian faith is the foundation of all our programs, work, outreach, and resources. Together, our program is designed for United Women in Faith to inspire, impact, and influence our communities and world.

## Inspire: Spiritual Growth

Welcome to a journey of faith, connection, and transformation with United Women in Faith. We believe in empowering women to delve deeper into their spiritual journey, fostering sisterhood, and igniting meaningful growth that resonates within and beyond.

Our offerings are designed to enrich your spiritual path, nourish your soul, and nurture a sense of sisterhood that uplifts and inspires:

- **Daily Prayer Guide.** Dive into a year of intentional prayer with our *Daily Prayer Guide*. Join us as we lift up United Methodist mission personnel, programs, and partners worldwide, connecting our hearts in unified devotion.
- **The Program Resource.** Discover a wealth of faith-building experiences in our annual *Program Resource*. Crafted to infuse your meetings and gatherings with knowledge, inspiration, and joy, it's a roadmap to a year brimming with spiritual development and actionable faith.
- **Faith Talks.** Tune in to our bi-monthly *Faith Talks* podcast where vibrant discussions unfold from a Christian women's perspective. Engage with practitioners and leaders as they navigate personal and contemporary topics, illuminating pathways to deeper understanding and connection.
- **Voices from the Field.** Join us quarterly for *Voices from the*



Members browse United Women in Faith program resources at the 2022 Assembly.

Photo by Mike DuBose, UM News



*Field*, a captivating webinar series featuring leaders from national and international initiatives supported by United Women in Faith. Gain insights, perspectives, and inspiration as we explore the impact of faith-driven initiatives worldwide.

- **Mission u.** Embark on a transformative journey of spiritual exploration with Mission u, our cornerstone program dedicated to nurturing spiritual growth and social action. Delve into Scripture, wrestle with contemporary challenges, and emerge empowered to live out your faith authentically.
- **Thrive.** Find inspiration for your journey with our monthly e-newsletter filled with stories and tips for tending your body, mind, and soul.
- **response Magazine.** Stay abreast of United Women in Faith's love in action around the corner and around the world with our bi-monthly magazine for members.
- **Soul Care Retreat Resource.** Take a break from the hustle and bustle of life with our Soul Care Retreats. Designed to nourish your body, mind, and soul, these retreats offer a sanctuary for relaxation, rejuvenation, and deep connection. Invite a friend to attend, too!



Photo Courtesy Connie Teel-Jones

United Women in Faith at Woodlawn Faith United Methodist Church in Alexandria, Virginia, celebrated sisterhood and fellowship during a mini-retreat on board the Spirit of Baltimore. It's beautiful on the water, thinking about God's creation.

—Connie Teel-Jones, United Women in Faith

Woodlawn Faith United Methodist Church in Alexandria, Virginia

- **The Reading Program.** Enjoy a good read from our annual book list specially curated to deepen our understanding of critical issues and help us grow spiritually. The books are organized into five categories: education for mission, leadership development, nurturing for community, social action, and spiritual growth. Join in book discussions with other members and authors!



## Spreading Love with the Reading Program

"I am a hard-core book nerd. My church people knew this about me and someone from church approached me with the idea, helped me find the **Reading Program** book list, set it up, and advertise it. I love reading and spreading that love to others."

— *Jamie Leach, United Women in Faith Eastern North Carolina*

Photo courtesy Kim Rice Smith, Eastern North Carolina Conference United Women in Faith



- **The Office of Deaconess and Home Missioner.** We support the Office of Deaconess and Home Missioner, a community of people who feel called to a vocation of lay ministries for love, justice, and service. They are educators, health care providers, social workers, mental health counselors, and more. All understand their daily work as their Christian ministry, and they commit to a lifetime relationship to the church as a deaconess and home missioner.



Photo by Paul Jeffrey

Deaconess Kelly Tazuko Marciales, a community organizer and executive director of a nonprofit service agency in the Alaska Conference of The United Methodist Church, enjoys the spirit of sisterhood at 2022 United Women in Faith Assembly in Orlando, Florida.

## Influence: Leadership Development

At United Women in Faith, we are committed to nurturing women as leaders within the church, communities, nation, and world. We believe that providing women with opportunities to lead is essential to our mission of empowerment and advocacy.

Internationally, we collaborate with denominational, ecumenical, and grassroots partners to support the development of women's leadership. In the United States, we take an active role in cultivating women leaders within our organization.

Led by members at all levels—local, district, conference, jurisdictional, and national—our organization thrives on a culture of member-driven leadership. Our hybrid approach ensures accessibility, offering both in-person and remote training and networking opportunities. Additionally, thousands more engage in distance learning modules, ensuring our leadership development efforts reach far and wide.



Photo by United Women in Faith

United Women in Faith member documents the joy of sisterhood and leadership training by taking a selfie at the 2022 United Women in Faith Assembly in Orlando, Florida.

Hundreds of members gather annually for Leadership Development Days, a dynamic event that hones skills and broadens perspectives. Through Leadership Development Days, we prepare women to take on leadership roles confidently and competently within United Women in Faith and their communities.

Our conference and district organizations also offer various leadership development opportunities for member-leaders and organize more than 100 transformative education events through the Mission u program.

Our jurisdiction organizations play a pivotal role in the democratic process of electing our national board of directors and selecting our Program Advisory Group every four years, ensuring that our leadership reflects the diversity and values of our membership.

At United Women in Faith, we are dedicated to empowering women to step into their leadership potential, advocate for change, and make a meaningful impact in the world. Join us as we journey toward a future where women's voices and leadership are celebrated and valued.



Photo by Priscilla Dickson/Gittings

"I never saw myself as a leader. United Women in Faith helped me gain the confidence and skills to grow outside my comfort zone."

—Dawn Armstrong,  
United Women in Faith  
Dakotas Conference

## Impact: Service & Advocacy

We believe love in action can change the world. Our actions have always spoken as loud as our words. Acts of love. Acts of faith. Acts of change. For more than 150 years, our members have been showing up and getting things done. In our local groups, we put love in action in our communities, volunteering and providing support for women's shelters, schools, food pantries, and wherever we see a need. Together, our service and advocacy efforts extend beyond borders, supporting U.S. and international partners and programs while championing policies that uplift women, children, and youth.

From 2022 to 2023, we allocated more than \$7 million to U.S. and international mission programs. This includes nearly 500 scholarships totaling more than \$1 million to students worldwide. Some of our grants go directly to specific organizations or projects, including schools, hospitals, agricultural projects, micro-enterprise projects, and more. Other grants go to United Methodist and other women's societies, ecumenical organizations, and grassroots groups, enabling women to decide what work is needed most in their countries.

Together, we're making the world a better place: locally, globally, fearlessly.

"Through my opportunities of learning and leading within United Women in Faith over the past several decades, I have



Photo by Kristina Krug

grown bold in my faith, my convictions, and my call to the justice work around us while knowing that the sisterhood will be there to support me, encourage me, and walk with me."

—Carmen Vianese,  
United Women in Faith  
Upper New York  
Conference

### National Ministries

United Women in Faith supports more than 90 National Mission Institutions and programs that help women, children, youth, seniors, and families across the United States. Our National Mission Institutions are community-based organizations that respond to local and regional needs. Through our institutions, we offer a lifeline to vulnerable individuals and families, providing essential services and fostering empowerment via daycare for small children, transportation and meals for seniors, after-school tutoring and recreational programs for youth, job skill training, financial literacy workshops for young adults and women, and so much more. Our National Mission Institutions include:

- Community centers
- Schools and colleges
- Health care centers
- Mental health counseling agencies
- Residences for domestic violence survivors, special needs children, and women in transition and striving to rebuild their lives

## A Place to Heal

by Audrey Stanton-Smith, *Editor response magazine*

Killingsworth is a United Women in Faith National Mission Institution in Columbia, South Carolina, for women in transition. Some of the women are just out of prison. Others are survivors of sex trafficking. Others still battle addiction. All of them are loved—and now living safely and soberly in the eight-bedroom brick home while getting the skills and counseling they need to rebuild their lives.

Killingsworth began in the 1940s when Corrie Killingsworth, who answered phones at Washington Street Methodist Church, kept getting calls from parents looking for a safe place for their daughters to board while attending business or nursing school in Columbia. Women from Methodist churches in the area raised funds to purchase and renovate a house, which opened in 1947 as a boarding house for Christian girls.

By the late 1950s, more and more women were stepping out independently, so the Methodist women purchased a larger, pricier home a few doors down. But the old brick structure needed work, and the women of The Methodist Church were ready to help. The organization contributed additional funding to purchase and renovate 1831 Pendleton Street. United Women in Faith now owns the building, and Killingsworth staff and board of directors handle its operations.

By the early 1970s, there were fewer young women in need of a boarding house and more young women in need of help with issues like alcoholism, drug addiction, prison release, and domestic violence. The church, now The United Methodist Church, was beginning to talk more in-depth about women's issues, particularly women in crisis, so Killingsworth adapted.

Since 1972, Killingsworth has helped hundreds of women live safely and soberly while undergoing counseling and learning the skills that help them get back on their feet.

"I want members of United Women in Faith to know that the dollars they have invested in Killingsworth have saved lives," said Susan Sirmons, Killingsworth executive director. "They have put families back together again. What they are doing is not a small thing."

And though the residents may not be aware of United Women in Faith's monetary contributions, some say they can feel support in other ways. "It's definitely their prayers that have helped us," one resident said. "I can feel it."



Photo by Audrey Stanton-Smith

Our National Mission institutions make a difference in the lives of tens of thousands of people across the United States.



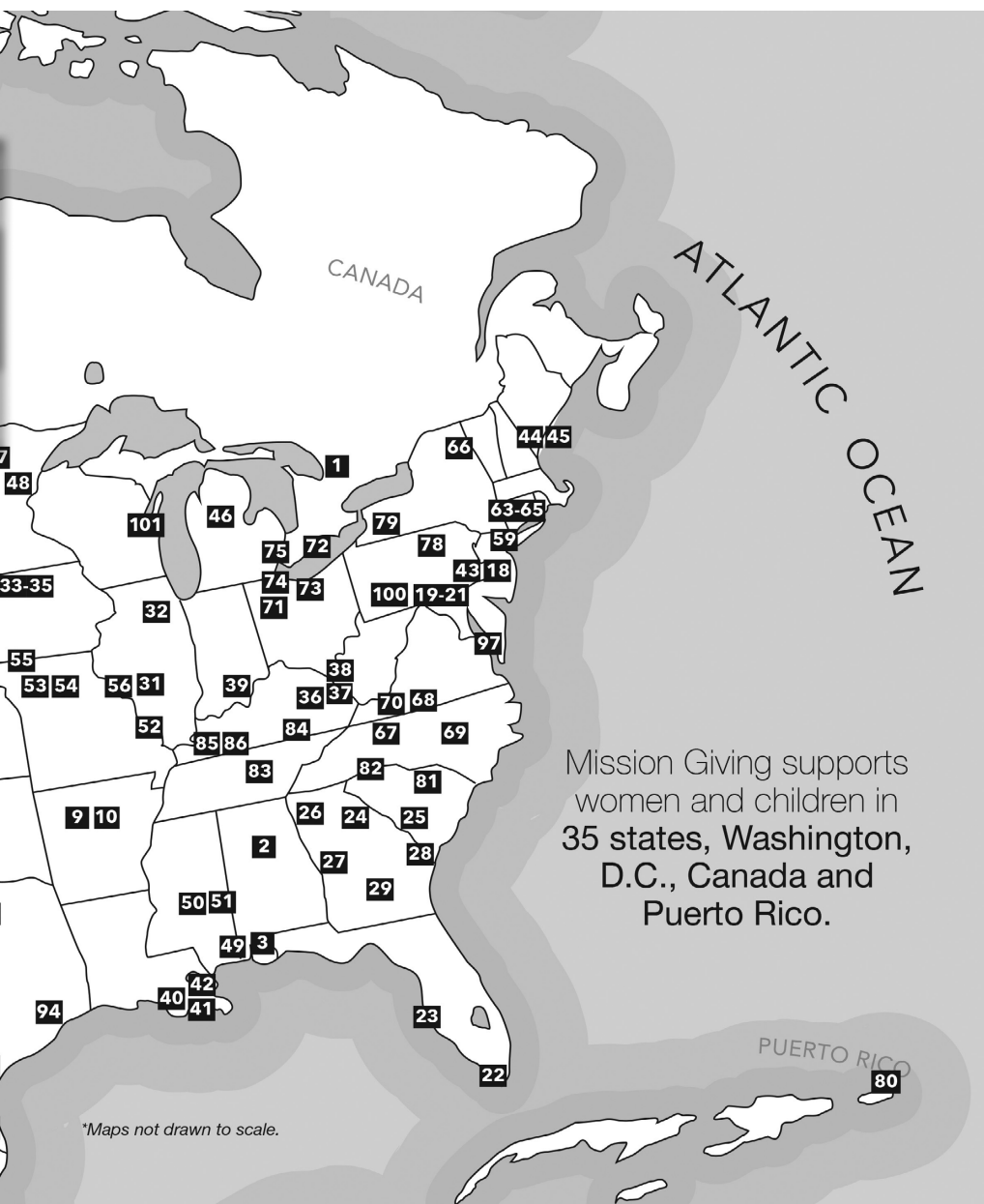






Photo taken by Martha B. Dobboh

## **Breaking Free From Poverty & Hunger: A Remarkable Journey**

*by Martha B. Dobboh, coordinator of Young Women Network of West Africa, Central Conference of The United Methodist Church*

Women in Liberia Episcopal Area of The United Methodist Church are making waves with a new agricultural project to end poverty and hunger in the region and economically empower women. The project is a joint venture of Liberia Episcopal Area United Methodist Women and the Young Women Network Small Agro Business (SAB) with support from United Women in Faith.

The women are cultivating three vital crops: okra, corn, and cassava. They are also growing peppers in their nursery and planning to introduce even more vegetables.

The project also operates in the Lofa River District where a team of eight women and young women are leading the charge. They've received the necessary tools and seed money, with the district generously providing the land.

Nana Kru District team leader Hanna Doe Nagbe is effusive with gratitude, especially towards Liberia Episcopal Area United Methodist Women and the United Women in Faith. She extends a special acknowledgment to the conference president Muriel V. Nelson, for recognizing the importance of Nana Kru's women and young women.

Ms. Nagbe says, "Serving as a project leader has opened my eyes to a profound truth: leadership isn't confined to the well-educated."

"My goal now is to complete high school," Ms. Nagbe says. "I hope I can inspire others and take on more leadership roles. I want to inspire other young women to become leaders."

## International Ministries

United Women in Faith supports more than 1,000 projects or people in 39 countries. Our international work empowers women and youth to find local solutions and make positive, measurable changes in their communities. United Women in Faith works internationally with denominational, ecumenical, and grassroots partners to help alleviate poverty by empowering local and regional women and youth in their respective nations. Our partners include United Methodist and Methodist women's groups, ecumenical bodies, and grassroots organizations.

Our international work includes:

- **Regional Missionaries** work with women and youth in Africa, Asia, and Latin America on leadership development and women's economic empowerment.
- **Grants** to support international partners helping women and youth develop as leaders, learn income-generating skills, and expand their capacities for economic development. This includes vocational training and women's empowerment workshops.
- **Academic scholarships to women and youth participants** in our international partners' programs.
- **Partnering with United Methodist and Methodist women on laywomen leadership development** to ensure women are included in decision-making processes in church and society.

## Justice Advocacy Campaigns

In our pursuit of justice and equity, we advocate for systemic change on pressing issues such as climate justice and ending mass incarceration. Through our **Just Energy 4 All Campaign**, we mobilize communities to advocate for cleaner, renewable energy and environmental protection. Additionally, we work tirelessly in our campaign to **Interrupt the School-to-Prison Pipeline**, advocating for fair and equitable treatment for all, especially marginalized communities.

Girls Embracing Mothers (GEMS) empowers incarcerated mothers and their daughters through monthly visits that include art therapy, a meal, workshops, and, most of all, time to strengthen their bond of love. United Women in Faith's support of GEMS is part of our Interrupt the School-to-Prison Pipeline Campaign work.



Photo by Hunter Lacey



At United Women in Faith, we're committed to making a meaningful impact, one act of love and advocacy at a time. Together, we strive to create a world where justice, compassion, and equality flourish for all. Join us as we continue to empower, uplift, and inspire change, locally and globally.



Photo credit: Samantha Nyachoto

From left, United Women in Faith members Roseanna Koehler, Rebekah Duchette, and Ilka Vega, the executive for Economic and Environmental Justice at United Women in Faith, join in the March to End Fossil Fuels on September 17, 2023, in New York City. Just Energy for All is United Women in Faith's campaign mobilizing members and communities to advocate for a cleaner, 100 percent renewable, and just energy—for people and creation.

# The Joys & Benefits of Membership

Joining United Women in Faith offers myriad benefits for women seeking spiritual growth, meaningful connections, and opportunities to make a difference. As a member, you will enjoy access to valuable resources and events tailored to your interests, and opportunities to take action in the areas that fit your passions. Here are a few:

- **Spiritual Growth:** Engage in enriching study materials, discussions, and experiences like Soul Care or Mission u that deepen your understanding of faith and spirituality.
- **Meaningful Connections:** Forge lasting friendships with like-minded women from around the world who share your values and aspirations.
- **Opportunities for Service:** Participate in impactful service projects that uplift your local community and beyond. As well as advocate for positive change on major issues, like climate change and racial justice that impact the world around us.
- **Personal Empowerment:** Find encouragement, mentorship, and support to explore and develop your unique talents, passions, and strengths through happenings like Leadership Development Days or United Women in Faith Digital, our online community and webinar platform.

Ready to take action? Then, get involved!

## Get Involved! How to Organize Your Group

Are you ready to be part of a community dedicated to prayer, giving, study, action, and more? United Women in Faith welcomes women from all walks of life to join us in our mission of empowerment and service. Whether you're seeking spiritual growth, meaningful connections, or opportunities to make a difference, there's a place for you here.

Here's how you can get involved:

- **Local Church Groups:** Connect with like-minded women in your church community by joining a local group that meets in person. Share fellowship, study together, and engage in service projects that impact your church and beyond.
- **Circles/Subgroups:** Dive deeper into specific interests or activities within your local church group by joining a circle. These subgroups offer focused discussions and activities tailored to your passions and talents.
- **Local Groups Outside of Church:** Not a member of a church? No problem. You can still participate by forming or joining local groups that adhere to our standards

and guidelines. Come together with women in your community to support one another and make a difference.

- **Cluster Groups:** Expand your network by joining a cluster group, which brings together women from multiple churches or communities. Meet at designated locations and collaborate on projects that impact your district or region.
- **Virtual Groups:** Join our online community of women from across the nation through virtual groups. Utilize communication technology and web resources to connect, study, and serve together, regardless of geographical barriers.
- **All-Access Membership:** Do you prefer the flexibility of online participation? Opt for our All-Access Membership, which grants you individual digital access to our programs, services, and resources. Engage at your own pace and convenience while still being part of our vibrant community.

Organizing a local United Women in Faith group is a straightforward task.

**Step 1: Determine Interest.** Talk with women to determine who is interested in organizing a United Women in Faith group

**Step 2: Plan an informational meeting** with interested women to explain the Purpose, Mission, and Vision of United Women in Faith, as well as the flexible membership models. The *Excite Invite* resource is helpful for planning your gathering, [www.uwfaithresources.org/prodDetail.cfm?productID=9936](http://www.uwfaithresources.org/prodDetail.cfm?productID=9936). Sign on to the member portal on our website for even more resources at [www.uwfaith.org](http://www.uwfaith.org).

If your group will be based in a local church, the women or pastor should issue the meeting invitation to build support for the event. Invite all women of the church to the informational meeting.

- You may organize as a local group in your church. Find the local group form at [www.uwfaithresources.org/searchresults.cfm?searchText=Application+for+Organizing+Form](http://www.uwfaithresources.org/searchresults.cfm?searchText=Application+for+Organizing+Form). or
- You may start an online All-Access group. Find the All-Access group form at [www.uwfaithresources.org/prodDetail.cfm?productID=10301&catid=2196](http://www.uwfaithresources.org/prodDetail.cfm?productID=10301&catid=2196).
- For additional information, go to [www.uwfaith.org/members-and-leaders/organize](http://www.uwfaith.org/members-and-leaders/organize).

**Step 3:** Complete your application of choice.

**Step 4:** Return the packet at least two weeks before your celebration to the United Women in Faith/Office of Membership, Church for the United Nations, 777 United Nations Plaza, 11th Floor, New York, NY 10017, [membership@uwfaith.org](mailto:membership@uwfaith.org).

**Step 5: Plan a Service of Celebration** for organizing a new group of United Women in Faith. This is a time of rejoicing and thanksgiving! Your District United Women in Faith membership coordinator and/or district president can help you organize this fun event. Invite friends and other United Women in Faith groups in your area as well as conference United Women in Faith executive committee members!

The celebration service agenda would include:

- Greetings and meditation

- Explanation of purpose and expectations
- Election and installation of officers
- Presentation of Certificate of Organization
- Comments by the district membership coordinator and/or district president

**Step 6: Schedule future meetings.** Most groups select a regular place and time for meetings—monthly or quarterly, for example, be flexible to meet the needs of your members. Be creative and remember your primary goal for the meeting is to build community, grow spiritually, support United Women in Faith programs, and expand your concepts of mission as you inspire, influence, and impact your community.

**Step 7: Develop group goals** by evaluating the programmatic needs and interests of members. Listen to one another's suggestions. What goals would your group hope to achieve in a year?

**Step 8: Plan and conduct programs and be in mission!** Consider United Women in Faith's many programs and decide which ones best meet your group's needs. For example, would your group thrive participating in the Reading Program? How about inviting non-member friends to a weekend Soul Care Retreat? Or what if you plan to respond to Call to Action announcements advocating for legislation benefiting women, children, and youth?

This is your last step to organizing a United Women in Faith group. Hit the ground running and *do* the work you set out to do!

## Selecting Structure & Leaders

On every level—whether local, district, conference, jurisdiction, or national—United Women in Faith is administered by laywomen who use their God-given gifts to engage in God's mission in the world. United Women in Faith is committed to developing strong member-leaders through education and training that equips women with leadership skills.

While any woman can join United Women in Faith as a member, our elected leaders must be laywomen who are willing to commit their talents, time, energy, and effort to serve God's mission. As a United Women in Faith member, you can serve at the local, district, conference, jurisdiction, and national levels.

How you structure your United Women in Faith group will depend on your group's size and needs. Larger groups may need a more traditional structure with enough officers to be responsible for conducting group business and coordinating mission outreach. Smaller local groups may choose a more flexible structure using only the **required leadership team** that at minimum consists of a **president, vice president, treasurer, secretary, and committee on nominations** (*The Book of Discipline*, cf. 256.5).

Additional leaders are chosen and committees or task groups are formed as needed. Members can also organize in subgroups or circles to focus on special mission interests in smaller groups. They provide greater flexibility and freedom for participation, nurture, and leadership development. Some women find that their circle is their primary connection for prayer, study, action, and spiritual growth. Subgroups and circles may also relate to the local

group by selecting representatives to be members or connect with the leadership team and/or other committees, as appropriate.

## **Elected Leaders**

The local group should be structured so that the work of administration, finance, program planning, planning for mission, recordkeeping, and nominations can be conducted. A member must be chosen president and she or someone chosen by the team must serve as the contact person for the district organization and, for local groups that are part of a local church, serve on the local church council. The local group leadership team includes:

- President
- Vice President
- Treasurer
- Secretary
- Chair, Committee on Nominations
- Member at large
- Pastor, ex-officio, for groups based in local churches

Other group members may also be recruited to plan programs and coordinate the group activities promoting **spiritual growth, mission education, advocacy work, and hands-on mission efforts**, according to the needs of your group and community. In short, your local group should recruit the leadership needed to make sure opportunities to inspire, influence, and impact your communities are available to members throughout the year.

## *Elected Leadership Responsibilities & Duties*

The president, treasurer, chair of the Committee on Nominations, and secretary of the local organization each have a counterpart in the district and conference organizations of United Women in Faith. Your district counterpart will be available to give you practical advice about how to carry out your duties and will be a source of support as you learn more about being a leader of United Women in Faith.

## *Term & Tenure of Elected Leaders*

Leaders are elected for terms that are determined by their local or district unit. Tenure, or the maximum amount of time a woman may serve is described in the Bylaws of United Women in Faith, available online at United Women in Faith resources at [www.uwfaithresources.org](http://www.uwfaithresources.org). The following is a brief description of the role of elected officers for your local group:

- **President:** Convener and official organizational representative; chairs meetings and the general coordination of the work of the organization. Shares fiduciary responsibility with the treasurer.
- **Vice President:** Convenes meetings or actions that may be needed in the absence of the president; coordinates the work of the organization with the president; takes on specific tasks and roles such as program planning.

- **Treasurer:** Keeps financial records, receives, and distributes funds, and provides financial reports.
- **Secretary:** Keeps member lists and records of meetings; communicates information to groups; shares fiduciary responsibility with the treasurer.
- **Committee on Nominations Chairperson:** Coordinates the committee's work in identifying potential leaders.

It is up to your group to determine how mission tasks and functions should be carried out through various leadership roles. These roles can be determined after assessing your context and needs. Some groups are evaluating and streamlining or combining roles and tasks. Some have found a team approach helpful to share leadership, plan, and implement their program. Shared leadership might include experienced, new, and emerging leaders for short periods for specific tasks in positions that are not tenured. Other groups function well with elected and tenured leadership roles that have been in place for many years. This flexibility respects the diversity of United Women in Faith members, their varied contexts, and leadership needs.

# Our Connectional Organization

**L**ike The United Methodist Church, United Women in Faith is connectional and organized on the local, district, conference, jurisdiction, and national levels. District organizations resource local groups, while our conference organizations oversee area programs. Jurisdiction organizations are responsible for the quadrennial meetings where conference delegates elect leaders to serve on our national board of directors. Jurisdiction groups also have a special focus on implementing the United Methodist Charter for Racial Justice.

Our 25-member board of directors is responsible for managing the organization's program policies, finances, property, and its chief executive. The board members are also members of our Program Advisory Group, which may have 80–90 members in total. Every conference has a representative at the national level on the Program Advisory Group. The advisory group also includes representatives from several international mission partners and United Methodist agencies.

Our board of directors sets and approves our annual budget by vote. Decisions about budgets and giving are based on a strong belief in mission education, leadership development, social action, and the centrality of the needs of women, children, and youth.

Our National Office acts as a steward of United Women in Faith's Mission Giving, which is disbursed according to the board-approved budget.

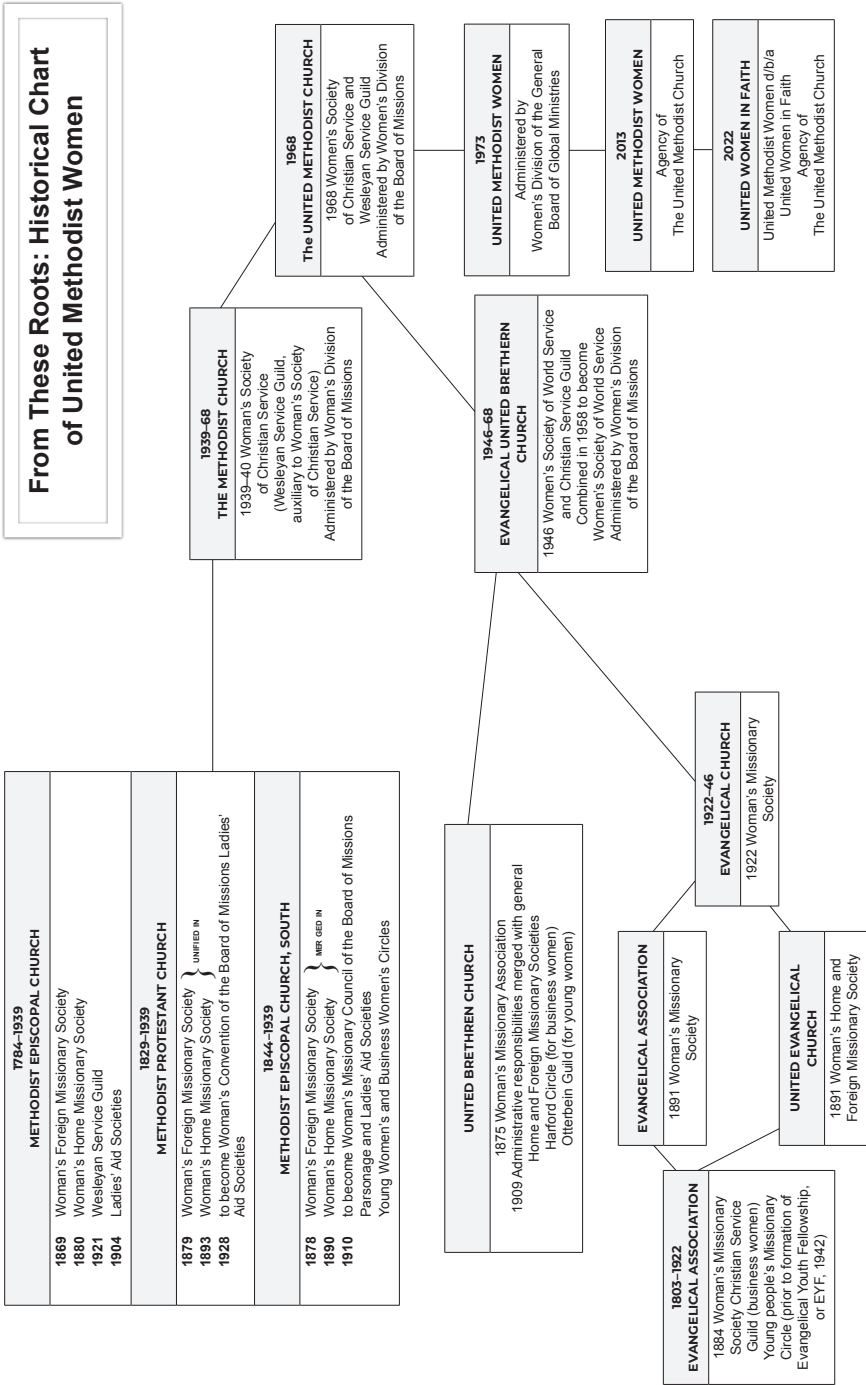


Jana Jones, President, United Women in Faith Board of Directors, 2024–2028.”

## Our Place in The United Methodist Church

Since 2022, United Women in Faith is the public-facing name of the women's mission organization in The United Methodist Church. Our story dates back to 1869 when eight Methodist Episcopal women formed the Woman's Foreign Missionary Society to help meet the needs of women, children, and youth in India. Women of denominations that later came together to form The United Methodist Church were also organizing to serve women, children, and youth. United Brethren Church women organized their mission outreach in 1875, Methodist Protestant Church women in 1879, and Evangelical Association women in 1884. In 1972, shortly after these denominations became The United Methodist Church, the women banded together as United Methodist Women. Raising and administering their funds, the women sent hundreds of women missionary doctors, nurses, and educators all

## From These Roots: Historical Chart of United Methodist Women





over the world and supported countless U.S. and international projects, and advocated for justice, children, women, and disenfranchised communities.

In our more than 150 years in mission, we have operated under more than 25 names, each reflecting how we related to the church and society and how we lived out our faith in the world.

In 2022, we began a new chapter in our life in mission with United Women in Faith as the public-facing name of United Methodist Women in the United States.

Our local church groups have a Purpose, adopted in 1972 shortly after the church union that formed the then-new denomination. It is detailed in *The Book of Discipline of The United Methodist Church* in ¶256.5.

We often recite our local church group Purpose when we gather.

We are... 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.

Our national organizational Purpose was adopted in 1972 also and is detailed in ¶1902 of *The Book of Discipline*. It states:

United Methodist Women shall be actively engaged in fulfilling the mission of Christ and the Church and United Methodist Women's national organization shall interpret the Purpose of United Methodist Women for the whole organization. With continuing awareness of the concerns and responsibilities of the Church in today's world, United Methodist Women shall support ministry with and advocate for the oppressed and dispossessed with special attention to the needs of women, children, and youth; shall work to build a supportive community among women; and shall engage in activities that foster growth in the Christian faith, mission education, and Christian social involvement throughout the organization.

United Women in Faith is building on this legacy by adding our own courageous and compassionate actions to improve life for women, children, and youth of today.



Photo by Janet Joyner

and making plans to achieve it. We are moving forward with a sense of urgency as we prepare to embrace the next generation.”

—Sally Vonner, CEO, United Women in Faith

“God is doing a new thing and ushering in a season of hope that our world so desperately needs. I recently visited National Mission Institutions in North Texas, Louisiana, and Minnesota, and I am excited to share that I saw love in action in every place!

“United Women in Faith is part of God’s season of hope! We are making shifts, changes, and navigating new ways of showing up in the church and the world. Our new name and brand include new pathways for more women to join, experience nurturing sisterhood, and put their love into action on behalf of women, children, and youth.

“Our generation is dreaming the future we want to see

## Global Connections

Mutuality is basic to United Women in Faith's understanding of mission, and consequently, how we work. We collaborate with organizations worldwide that address the condition of women, children, and youth around the world. By working with other faith-based groups and groups that share concerns similar to United Women in Faith, we amplify what we can do to end oppression, discrimination, injustice, abuse, and violence in the world. Our global connections include:

- World Federation of Methodist and Uniting Church Women [www.wfmucw.org](http://www.wfmucw.org)
- Church Women United [www.churchwomenunited.net](http://www.churchwomenunited.net)
  - ♦ (You are a member of both the World Federation and Church Women United by your United Women in Faith membership.)
- Church World Service [www.cwsglobal.org](http://www.cwsglobal.org)
- United Methodist agencies and work:
  - ♦ General Commission on the Status and Role of Women [www.gcsrw.org](http://www.gcsrw.org)
  - ♦ General Board of Global Ministries [www.umcmmission.org](http://www.umcmmission.org)
  - ♦ United Methodist Committee on Relief [www.umcmmission.org/umcor](http://www.umcmmission.org/umcor)
  - ♦ United Methodist Global AIDS Fund [www.umglobalaidsfund.com](http://www.umglobalaidsfund.com)
  - ♦ Ecumenical Women at the United Nations [www.ecumenicalwomenun.org](http://www.ecumenicalwomenun.org)
  - ♦ National Council of Churches and World Council of Churches [www.nationalcouncilofchurches.us](http://www.nationalcouncilofchurches.us)
- Immigration Law and Justice Network (Formerly Justice for Our Neighbors) [www.iljnnetwork.org](http://www.iljnnetwork.org)
- World Day of Prayer [www.wdp-usa.org](http://www.wdp-usa.org) and [www.worlddayofprayer.net](http://www.worlddayofprayer.net)
- U.N. Women [www.unwomen.org/en](http://www.unwomen.org/en)

It's an exhilarating time to be part of our bold sisterhood!

United Women in Faith members are a powerful, fearless force driven by God's love. Together, we can act for justice and transform communities. We are called by God to boldly put our love into action. United Women in Faith is the place for women like you. We invite you to put your talents, energy, and ideas to work because your efforts make all the difference.

# Mission Giving: How We Fund Our Work

**M**ission Giving makes the United Women in Faith mission possible. As a member of United Women in Faith you join others who understand our calling to work for a more just and fair society, to protect our natural environment, and to improve the lives of women, children, and youth around the world. Our commitment to racial justice, climate justice, transformative education, leadership development, spiritual growth, and the sharing of our resources are long-term and historic and continue today. There is still work to be done to build a world that supports the thriving of women and children:



Photo by Paul Jeffrey

“We give to the work of United Women in Faith to make new beginnings possible for women, children, and youth. Through our Mission Giving, God is at work, and we have the opportunity to change lives around the world.”

– Heidi Careaga, Board Member and Finance Committee Chair, 2020–2024

- One in five girls does not complete lower secondary school and four in 10 girls do not complete upper secondary school today.
- Women are underrepresented in comparison to men in government, academic, and corporate leadership roles.
- The climate crisis is not gender-neutral. Women and girls experience the greatest impacts of climate change, which amplifies existing gender inequalities and poses unique threats to our livelihoods, health, and safety.

Mission Giving enables United Women in Faith to be at the forefront of these issues, working with agencies, caucuses, and ecumenical partners to advocate for change, raising a voice at the United Nations as a recognized nongovernmental agency, and working locally to support policy change.

We raise Mission Giving dollars in several ways, starting with our basic Five Channels of Giving. These *channels* are:

- **Pledge to Mission** is the amount each member prayerfully decides to give to Mission Giving each year. You can contribute a pledge from personal means or raise

funds to meet the pledge through local group-sponsored activities such as bake sales, craft auctions, luncheons, and other creative ventures.

- **World Thank Offering** is an opportunity for spontaneous gratitude for God's abundance and everyday blessings. Throughout the year we add funds to World Thank containers that we may keep on our desks or around our homes in appreciation of everyday blessings, and then we bring those gifts to a special World Thank Offering service usually held in local groups during November ([www.uwfaith.org/?s=World+Thank+Offering](http://www.uwfaith.org/?s=World+Thank+Offering)).
- **Gift to Mission** is a gift of \$5 or more made in honor of a person. A card is sent by the donor to the honoree to commemorate a variety of occasions from birthdays to recognition of mission service. Cards may be obtained from your district treasurer or ecards can be sent online at [www.uwfaith.org/give](http://www.uwfaith.org/give).
- **Gift in Memory** is a gift of \$5 or more made in memory of a person who is deceased. Gift in Memory cards are available from your local treasurer. Gifts may also be made online at [www.uwfaith.org/?form=memory](http://www.uwfaith.org/?form=memory) with the option of sending an ecard.
- **Special Mission Recognition.** You can honor a special person by ordering a pin through your local treasurer for any amount shown in the following list. There are cross pins and logo pins available for each option below.
  - Gold Pin \$40
  - Sapphire Pin \$60
  - Pearl Pin \$100
  - Emerald Pin \$200
  - Ruby Pin \$500
  - Diamond Pin \$1,000
  - Double Diamond Pin \$2,000

### Other Ways to Give

United Women in Faith Supplemental Giving and Special Offerings are financial gifts designated for a specific purpose. These include:

- The Call to Prayer and Self-Denial Offering, designated for a selected need in four-year cycles.
- Assembly Offering is a special offering for a designated need and collected during our quadrennial Assemblies.
- Online Giving can also be designated for National Ministries, International Ministries, Social Action/Advocacy work, or for the Deaconess/Home Missioner Office.

### *The Legacy Endowment Fund*

The Legacy Endowment Fund was established in 2014 as a permanently invested endowment to be a source of income for United Women in Faith in perpetuity. It is a gift that grows! Gifts to The Legacy Fund will remain untouched and invested while income will support the core expense of the organization. The Legacy Endowment Fund ensures that

future generations of women will be connected to our focused work on women, children, and youth.

### *Bequests*

Bequests are gifts made through a will or other legal document to support our work. Bequests can be undesignated or designated to a specific program or project of United Women in Faith.

### *Designated Giving*

Designated gifts are targeted to support specific programs or projects that United Women in Faith funds such as international missions, National Mission Institutions, spiritual growth, social action, education, and leadership opportunities. For the the current list of designated projects see [bit.ly/designatedgiving](http://bit.ly/designatedgiving).

### *Planned Gifts*

A planned gift can be made during a donor's lifetime or upon their death as part of their estate, with funds designated by the donor to United Women in Faith. Planned gifts can be made from proceeds from the donor's will, life insurance policy, sales proceeds from personal property, retirement fund, or a charitable trust. Contact our Office of Development for more information at [www.legacy150@uwfaith.org](mailto:www.legacy150@uwfaith.org) or visit our Planned Giving website at [www.uwfgift.org](http://www.uwfgift.org).

## **How to Give**

Gifts can be made through your local treasurer, by texting "GIVE" to 20503, giving via the United Women in Faith website at [www.uwfaith.org/give](http://www.uwfaith.org/give), or by mailing a check to the national office:

United Women in Faith  
Church Center for the United Nations  
Attn: Office of Development  
777 United Nations Plaza, 11th Floor  
New York, NY 10017

### *Financial Stewardship*

United Women in Faith is trusted with contributions from members, mission partners, and donors who have a heart for the work we do with women, children, and youth. We are committed to good stewardship of this generous support. For transparency, we post our annual reports and disclosures so that our members and supporters can see our impact yearly. We work with our finance committee and board of directors for the approval of annual budgets as well as significant grant awards.

Please visit our financials webpage at [www.uwfaith.org/who-we-are/financials](http://www.uwfaith.org/who-we-are/financials) to view our annual reports and learn more about our impact. We invite any questions that arise to be sent to [www.missiongiving@uwfaith.org](mailto:www.missiongiving@uwfaith.org).



Photo by Paul Jeffrey

United Women in Faith members give an offering to mission during the 2022 United Women in Faith Assembly in Orlando, Florida.

# Resource Lists & Links

## United Women in Faith Resources

All of the resources below are available at [www.uwfaithresources.org](http://www.uwfaithresources.org). Some resources are also available digitally through United Women in Faith Digital, which offers additional support and opportunities around these resources. See [www.uwfaith.org/digital](http://www.uwfaith.org/digital) for more information.

*United Women in Faith Purpose Poster* (Available in English, Spanish, and Korean)

*The Program Resource* (Available in English, Spanish, and Korean in print. Digital versions can be found online United Women in Faith Digital.)

*Mission u Study Books* (Available in English, Spanish, and Korean in print. Digital versions can be found online United Women in Faith Digital.)

**response** Magazine is the voice of women in mission. Monthly Bible studies, stories of faith, and mission opportunities are just part of what you'll find. Available while supplies last. Information online at [uwfaith.org/resources/response-magazine](http://uwfaith.org/resources/response-magazine).

*Daily Prayer Guide*. A daily guide to prayer for mission workers and mission projects in the United States and around the world. Includes mission personnel birthdays, special prayers, daily Scripture readings, testimonies, and colorful pages showing mission projects around the world. (Available in print while supplies last. A digital version can be found online at United Women in Faith Digital.)

*Five Channels of Giving Brochure* (Available in English, Spanish, and Korean)

*Call to Prayer and Self-Denial Brochure* (Available in English, Spanish, and Korean)

*United Women in Faith Handbook, Constitution, and By-Laws* (Available in English, Spanish, and Korean in print. Digital versions can be found online at United Women in Faith Digital.)

### Programs:

Information on all of these programs is available on our website ([www.uwfaithresources.org](http://www.uwfaithresources.org)): Leadership Development Days, Mission u, Mission maps, and so much more.

### Advocacy Campaigns:

Just Energy for All Campaign [www.uwfaith.org/what-we-do/serve-and-advocate/just-energy-4-all](http://www.uwfaith.org/what-we-do/serve-and-advocate/just-energy-4-all)

Interrupting the School-to-Prison Pipeline [www.uwfaith.org/what-we-do/serve-and-advocate/mass-incarceration](http://www.uwfaith.org/what-we-do/serve-and-advocate/mass-incarceration)

United Women in Faith Digital online community and workshops  
[www.uwfaith.org/latest-news/2024/jan-feb-response-united-women-in-faith-digital](http://www.uwfaith.org/latest-news/2024/jan-feb-response-united-women-in-faith-digital)

## Social Media

Instagram [www.instagram.com/uwomenfaith](http://www.instagram.com/uwomenfaith)

Facebook [www.facebook.com/uwomenfaith](http://www.facebook.com/uwomenfaith)

YouTube [www.youtube.com/uwomenfaith](http://www.youtube.com/uwomenfaith)

X [www.twitter.com/uwomenfaith](http://www.twitter.com/uwomenfaith)

*The Book of Discipline of The United Methodist Church. The Book of Discipline* includes the constitution of United Women in Faith. (Available from Cokesbury; [cokesbury.com](http://cokesbury.com); 1-800-672-1789). [www.cokesbury.com/book-of-discipline-book-of-resolutions-free-versions](http://www.cokesbury.com/book-of-discipline-book-of-resolutions-free-versions)

*The Book of Resolutions of The United Methodist Church. The Book of Resolutions* lists official United Methodist Church position statements on a variety of social issues as approved by the General Conference. Available from Cokesbury; [cokesbury.com](http://cokesbury.com); 1-800-672-1789). [www.cokesbury.com/book-of-discipline-book-of-resolutions-free-versions](http://www.cokesbury.com/book-of-discipline-book-of-resolutions-free-versions)

## Audio/Visuals

United Women in Faith YouTube Channel [youtube.com/uwomenfaith](http://youtube.com/uwomenfaith). Find the following resources and more on our YouTube channel:

- United Women in Faith Promo Videos (30-second and 3-minute versions)
- Soul Care Promo video
- Mission u Promo video
- Mission u study topic videos
- *Faith Talks* Promo video
- Deaconess and Home Missioner Promo video
- Videos featuring work at our National Mission Institutions
- Videos featuring the work of our international partners
- Videos from members about their work, life, and experiences in mission
- United Women in Faith Speak Out for Racial Justice video
- School-to-Prison Pipeline videos
- Climate Justice videos
- Just Energy 4 All videos

## Podcasts & Webinars

Links to all of our podcasts and webinars can be found at [www.uwfaith.org/resources/podcasts](http://www.uwfaith.org/resources/podcasts).

- *Faith Talks*. Monthly conversations with United Women in Faith. Each conversation explores themes and resources that empower us to put faith, hope, and love into action.
- **response** podcast: The **response** podcast features audio versions of some of the articles from each issue.



- *Voices from the Field*, a quarterly webinar featuring national and international mission partners.

## UMC Agencies & Helpful Links

The United Methodist Church, [www.umc.org](http://www.umc.org)

General Commission on Archives and History, [www.gcuh.org](http://www.gcuh.org), Madison, NJ,  
973-408-3189

General Board of Church and Society, [www.umbc.org](http://www.umbc.org), Washington, DC,  
202-488-5600

United Methodist Communications, [www.resourceumc.org/communications](http://www.resourceumc.org/communications),  
[www.umns.org](http://www.umns.org), Nashville, TN, 615-742-5400; InfoServ 1-800-251-8140

General Board of Discipleship, [www.umbd.org](http://www.umbd.org), Nashville, TN, 877-899-2780;  
Discipleship Resources, <http://bookstore.upperroom.org>; The Upper Room,  
<http://www.upperroom.org>.

General Board of Finance and Administration, [www.gbfa.org](http://www.gbfa.org), Nashville, TN

General Board of Global Ministries, [www.umbg.org](http://www.umbg.org), Atlanta, GA, 800-862-4246

General Board of Higher Education and Ministry, [www.gbhem.org](http://www.gbhem.org), Nashville, TN,  
615-340-7413

General Commission on Religion and Race, [www.gcorr.org](http://www.gcorr.org), Washington, DC,  
202-495-2949

General Commission on the Status and Role of Women, [www.gcsrw.org](http://www.gcsrw.org), Chicago, IL,  
1-800-523-8390

General Commission on United Methodist Men, [www.gcum.org](http://www.gcum.org), Nashville, TN,  
615-340-7145

The United Methodist Publishing House, [www.umph.org](http://www.umph.org), [www.abingdonpress.com](http://www.abingdonpress.com),  
[www.cokesbury.com](http://www.cokesbury.com), [www.ministrymatters.org](http://www.ministrymatters.org), Nashville, TN, 615-749-6000

United Women in Faith, [www.uwfaith.org](http://www.uwfaith.org), New York, NY, 212-682-3633

Wespath (retirement/benefits), [www.wespath.org](http://www.wespath.org), Glenview, IL, 800-851-2201

**For additional resources, contact your annual conference office.**