



YOUNG CLERGY WOMEN  
INTERNATIONAL

# ANNUAL REPORT

## 2022





# FROM THE CHAIR

Beloved,

Fifteen years ago, a group of young clergy women had an idea. Through their work and creativity, they started what would become Young Clergy Women International.

Today, YCWI is living out that idea in ways that no one could have ever imagined. It is hard to believe that from the humble beginnings of this group, we have grown to an international organization, spanning continents and denominations. As we recognize this anniversary, we celebrate all that this organization has meant and provided to the members of YCWI. We know the value that has come from the relationships that have been formed, the resources that have been shared, and the moments we have lived together.

We also see this point in our life together as a time to evaluate, learn, and grow into the future of the organization. This year, the board has taken on the intentional work of identifying the way racism has been a part of our organization and leaning into our anti-racism commitment for future generations of YCWI. We look forward to ensuring YCWI continues to be a space to support all young clergy women around the world.

Together, we look to where God is calling us next and the way we can continue to witness to the love of God that knows no bounds! Thank you for your continued support and celebration of YCWI. We are grateful for you and the way you live out your call in this world.

Blessings!

The Rev. Alina S. Gayeuski

Chair, Young Clergy Women International



Rev. Alina Gayeuski,  
photographed by Andrea Menta



# BY THE NUMBERS

## MISSION STATEMENT

Young Clergy Women International creates a holy and authentic community that sustains generous collaboration for Christian clergy women under 40.

With a growing membership body, the community can create and sustain holy connection worldwide.

# 1486

## ACTIVE MEMBERS

Members of YCWI around the world.

# 1169

## ACTIVE ALUMNI

Clergy women continuing to be in holy community after the age of 40.

# 118

## NEW MEMBERS

Members added to both YCWI and On the Road, the group for women still in the ordination process.



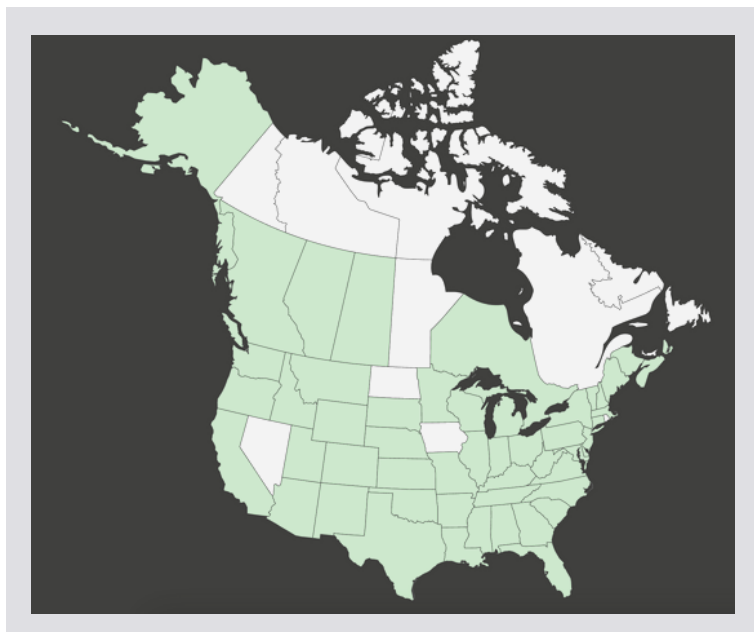
Rev. Rachel Meier Laughlin  
leading a baptism and confirmation service



Rev. Kaleigh Rasmussen  
at a United Methodist Jurisdictional Conference



# AROUND THE WORLD



**9**

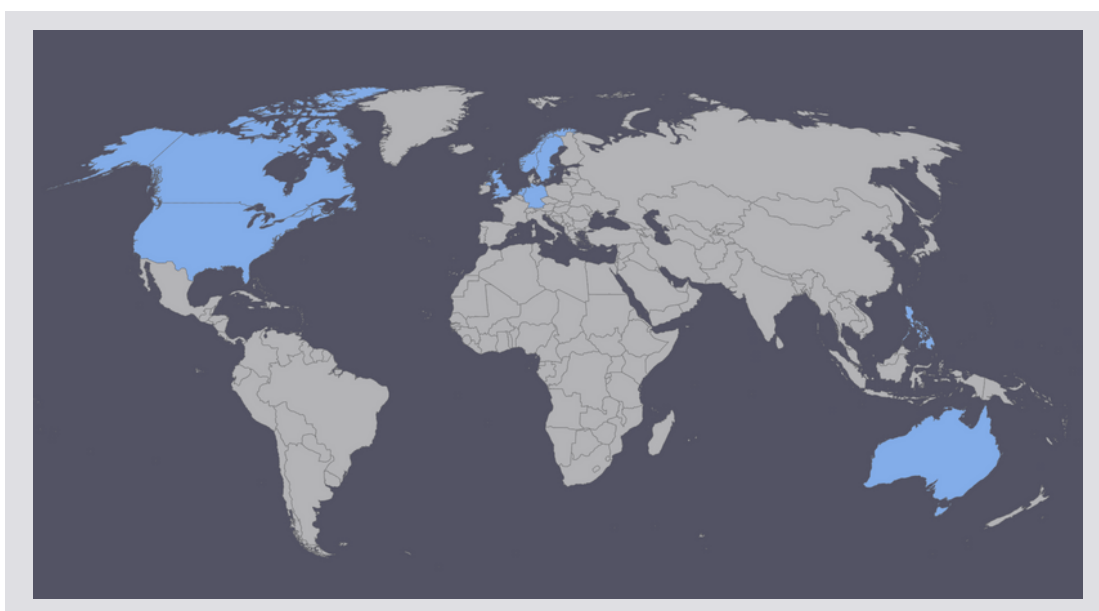
## **COUNTRIES**

YCWI has members from across 4 continents.

**49**

## **DENOMINATIONS**

Our membership supports each other across denominational lines.



**2600+**

**CLERGY WOMEN CONNECTED**



# GROUPS AND SUBGROUPS

As most members know, YCWI's main online presence is our facebook group, where posts range from ministry stories to resources to invitations to share your Gaudete Sunday looks and everything in between. While there is certainly plenty of connection, laughter, and commiseration to be shared there, young clergy women come to the group with a variety of experiences. Sometimes, you just need someone who *gets it*. That's where the YCWI subgroups come in.

In our 2020 annual report, we highlighted this statistic: "Our members participate in over sixty-four affinity groups (or subgroups) for support in specialized ministry, fellowship, and mutual care". Like all statistics, though, this number can't fully capture the wide and wonderful world of YCWI subgroups, which has only grown since that report. Subgroups are like moss (with thanks to Robin Wall Kimmerer): from the outside, they create the background green glow of the forest of YCWI, but when you truly look at them, you discover all the unexpected and vibrant ways fellowship can flourish.

Subgroups are smaller facebook groups, separate from our larger facebook group for all members. Some are what you'd expect from a group of clergy, like the Revised Common Lectionary subgroup, for those preaching from that collection of texts. Some are based on location, like YCWI Europe; others are formed around denomination affiliation; still others focus on the ins and outs of particular ministry positions, like chaplains, associate



Revs. Kate Hanch and Alexandra Lysdahl  
visit Rev. Kathleen Henrion



# GROUPS AND SUBGROUPS, CON'T

pastors, or youth ministers. There are also subgroups for different walks in life, acknowledging the unique joys and challenges that come with striving for mental wellness, being a single clergy woman, or expecting a baby. Subgroups also have a tendency to spark focused conversations around shared experiences, allowing for even deeper connection.

Ministry can be isolating. No one has ever needed to tell a young clergy woman that, even before the pandemic. Subgroups help us chip away at that isolation, if for no other reason than they show us that no matter what our situation, we're not alone. There is someone else out there who gets it. And who knows where that connection will spread next? Twitter? Instagram? Discord? TikTok? Community, much like moss, much like divine Love, has a way of finding itself in unexpected spaces.



Gathering with YCWIs in your area for the first time? Getting ready for Pride? Tired of wrestling your pet into the same old bandana for the Blessing of the Animals?

Have we got a shop for you!

YCWI's shop, powered by SpreadShirt, has a wide variety of items available, from our famous "This Pastor Loves You" apparel to coffee mugs with our logo for when you need to remind the other pastors in your online lectionary group that you're not the only young clergy woman out there, actually. Items are printed to order and new designs are being added all the time.

Head to [youngclergywomen.org/shop](https://youngclergywomen.org/shop) to see everything that we have in store!



# ANTI-RACISM UPDATE

Our commitment to adopt anti-racist practices at every level of YCWI moved into a new phase this year with the hiring of racial justice consultant, Jessica Davis. Board members shared this news with the membership in our October newsletter and through a piece in Fidelia, emphasizing the importance of addressing whiteness within YCWI and the commitment the Board has made to continue to pursue its anti-racist work, along with introducing Jess.

Jess joined the Board in November for its first in-person retreat since 2019 to lay the groundwork for their time with us. The conversation was rich and challenging; though thorough work on the by-laws and other organizing documents still lies ahead, they were able to identify structural barriers and offer insights that have continued to resonate in the months since. The work ahead will be the combination of individual reflection and growth and organizational investigation that many are familiar with by now, though familiarity doesn't take away the difficulty of the task.

Still, the Board remains committed to the work and is both thankful for and encouraged by the wisdom and experience that Jess brings to this process. Follow our monthly newsletter for continuing updates on our anti-racism work, and be in prayer that the Spirit continues to move us toward something more like God's kin-dom here on earth.



Consultant Jessica Davis. Find their work at [facebook.com/jessicadaviscc](https://facebook.com/jessicadaviscc).

Board members gather for worship during their November retreat





# CONFERENCE 2022/2024

Our 2022 Conference, "In Every Place: Cultivating Subversive Community," was YCWI's first stab at a hybrid conference format, with two Zoom virtual sessions streamed to each of the in-person sites. The conference featured Preacher Rev. Dr. Irie Lynne and Keynote Speaker Brandi Miller, along with liturgy from Barn Geese Worship. Attendees had the opportunity to connect with each other at their satellite locations. As with so many other situations in 2022, the hybrid conference format was an attempt to find a balance between our desire to gather together while maintaining some necessary distancing, and it was a joy to see how our conference planning team and satellite site hosts stepped up and delivered.



We are pleased to announce that YCWI's next conference will be an in-person gathering, taking place in May 2024. Discussions are already underway to confirm the exact dates and location for

the conference, and with more than a year of lead time, the Board will be able to focus on both their anti-racism work and preparing our first in-person conference since 2019.

lieu of offering another virtual or hybrid conference, we invite YCWI members and alumni to restart (or start!) local and regional gatherings.

We've been honored by the support of our sponsors and volunteers for previous conferences, and are glad to offer these opportunities again. Email [conference@youngclergywomen.org](mailto:conference@youngclergywomen.org) if you'd like to participate in the 2024 conference in this way.





# FIDELIA 2022

Fidelia, YCWI's online magazine, featured an astounding 68 articles from young clergy women in 2022, more than the previous two years combined. As more churches returned to in-person worship, Fidelia shared prayers, litanies, communion settings, and sermon series in its Living Liturgy column, including "Famous Last Words," a four-part worship series exploring the last words of various books of the Bible, and "No Christmas Without Her," an Advent sermon series focused on the women in Jesus' genealogy.

As the Supreme Court in the United States ruled on abortion rights, writers filled the Such a Time as This and Here I Stand columns with passionate and compassionate discussions about healthcare, just as they lifted up the importance of reading banned books, calling for debt forgiveness, and knowing the land you stand on when current events called for it.

As ministry continues to shift and change in the wake of the COVID-19 pandemic, Fidelia revived the Ask a Young Clergy Woman column to answer questions about changing calls and featured reflections across the magazine on the challenges and opportunities of leaving traditional ministry for something new.



Rev. Sarah Terlouw  
leading worship



What shines through in Fidelity's work this year, though, are the reflections on life: life in ministry, life in extraordinary times, life amid grief, and life as a mother. Second in pieces published only to Living Liturgy is the Ministry Lab column, where writers imagined ministry innovations and new ministry paths, sometimes with a little wisdom from heroines. "The Heroine's Journey" series takes readers through the story arc of the "hero's journey" through the eyes of a young clergy woman. Reviews and the considerations of fandom bring books and pop culture into the conversation. The rhythm of the Christian year beats throughout Fidelity's publications from Lent to Advent, and layered on this foundation are the quotidian aspects of life brought into holy examination: joy, grief, boundaries, periods, and conversations with loved ones.

With posts from more than thirty authors, Fidelity captured a snapshot of 2022 from several different angles and perspectives. The editors would like to thank each contributor, content writer, and writer-in-residence for their work this year. And remember, you are part of the Fidelity team as well: you can help us amplify the voices of young clergy women from around the world, including your own. Learn more at [youngclergywomen.org/fidelity-submission-guidelines/](https://youngclergywomen.org/fidelity-submission-guidelines/).

## **Fidelity's Editorial Team**

Rev. Brittany Baurle Kooi, content editor

Rev. Alison VanBuskirk Philip, content editor

Rev. Shannon E. Sullivan, managing editor

## **2022 Writers**

Rev. Danielle K. Bartz

Rev. Katie Callaway

Rev. Merianna Neely Harrelson

Rev. Kendra Joyner

Rev. Diane Kenaston

Rev. Sarah McWhirt-Toler

Rev. Elaine Murray

Rev. Katharine L. Steele

Rev. Ashley Updegraff

Rev. Ali Van Kuiken

Rev. Victoria Wick

Rev. Courtney Young



# FINANCIAL OVERVIEW

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YCWI continued to seek out new revenue streams for the organization in 2022, even as we continued to benefit from the on-going generous support of our members in meeting our financial obligations. In addition to continuing residuals from books in YCWI's line with Chalice Press, we received income from our SpreadShirt merchandise shop, AmazonSmile, and our new Bookshop.org shop. With the addition of an administrative assistant, we were able to reduce certain administrative expenditures and open up time for the Board to benefit from their time with our anti-racism consultant, Jessica Davis, who we contracted in mid-2022. We are in a strong position as we enter 2023 to not only continue in our justice work but also grow throughout this year and into 2024.



2022 saw the launch of YCWI's Bookshop.org shop. All of the books printed through our book line with Chalice Press are available on Bookshop, and we've collected them for easy access. We've also gathered together a list of the books that have been reviewed in Fidelia in another list, providing you with plenty of options for further study, enlightenment, and enjoyment. Best of all, when you purchase these or any other books on Bookshop.org after visiting our shop, YCWI receives a commission. Bookmark <https://bookshop.org/shop/ycwi> for your next book-buying session!



# 2022 REVIEW & 2023 BUDGET

	2022 Budget	2022 Actual	2023 Budget
<b>Revenue</b>			
Donations	\$30,000	\$27,958.20	\$30,000
Conference	\$8,500	\$5,679.18	
Other (includes sales and residuals)	\$5,500	\$4,218.82	\$4,750
<b>Total Revenue</b>	<b>\$44,000</b>	<b>\$37,856.20</b>	<b>\$34,750</b>
<b>Expenditures</b>			
Administrative (includes website, banking, insurance, and software fees)	\$14,000	\$11,529.77	\$11,550
Anti-Racism	\$5,000	\$4,960.00	\$5,500
Staff	\$11,140	\$8,685.68	\$11,140
Expenses (includes conference expenses, honorariums, and board expenses)	\$17,700	\$15,267.51	\$12,700
<b>Total Expenses</b>	<b>\$47,840</b>	<b>\$40,442.96</b>	<b>\$40,890</b>
<b>Net Operating</b>	<b>-\$3,840</b>	<b>-\$2,586.76</b>	<b>-\$6,140</b>



# BOARD AND STAFF INFORMATION

YCWI is guided by a volunteer board, supported by an administrative assistant. We are grateful for the work of Board members who served in 2022 and all Board members that came before them, and for the organizational efforts of our administrative assistants.

## **YCWI Board**

Alina Gayeuski, chair

Kate Mackereth Fulton, vice-chair

Laurel Cluthe, secretary

Kelsie Theiss, treasurer

Hannah Adams Ingram

Becca Ajer Frantz

Heidi Carrington Heath

Megan Clapp

Katie Cooper Nix

Sarah Godbehre

Lindsay Hills

Diane Kenaston

Laura Kisthardt

Bethany Nelson

Sarah Sparks-Franklin



## **YCWI Staff**

Amy Diller Guida, administrative assistant

Jo Schonewolf, administrative assistant

To learn more about our Board and staff, go to [youngclergywomen.org/about/board-members](https://youngclergywomen.org/about/board-members) and [youngclergywomen.org/staff](https://youngclergywomen.org/staff).



# THANK YOU

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Donors are what continue to make the work of Young Clergy Women International possible. Through your donations, YCWI is able to provide scholarships for those attending our conference, we are able to compensate our writers and ensure that our online magazine stays free, and we are able to share resources that meet the specific needs of our membership.

Sustaining donors help to ensure that this work is continued throughout the year. They also share their commitment to the work of YCWI through their financial support. You can support our work and help us make a difference in the lives of young clergy women, their ministries, and their families all over the world. Visit [youngclergywomen.org/donate](http://youngclergywomen.org/donate) to learn more.

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