



## Young Clergy Women International

[YOUNGCLERGYWOMEN.ORG](http://YOUNGCLERGYWOMEN.ORG)



# From the YCWI Board Chair

Dear Friends in ministry,

We all know what a wild and unpredictable year 2020 has been and Young Clergy Women International has not been exempt from the effects of such a year. YCWI continues the work that was ushered in by our 2017 name change from The Young Clergy Women Project to Young Clergy Women International. As we live more fully into the vision and values that YCWI embodies, we have taken up anti-racism work and the work of examining our own institutional structures and policies so that our space can truly be one that nurtures and supports the gifts of all who identify as young women clergy. As we look back on 2020 we are grateful for the ways that you, our membership, have supported us, encouraged us, challenged us, and helped us grow as an organization. We are thankful for your ministry and the ways you share yourselves with YCWI. May you know the Holy Spirit's strengthening presence and power as we move into this new year.

God's peace and love,

**THE REV. MEGAN CLAPP**  
CHAIR, YCWI BOARD

Left: The Rev. Heidi Carrington Heath officiates at a wedding in Sandown, NH, USA.

Cover: The Rev. Sadie Stone protests in San Francisco, CA, USA, for the unhoused during the pandemic.



The Rev. Ellen Green talks with a young member of her congregation.

## Pastoring in the Time of Covid

By the Rev. Lindsay Hills

"I did not go to seminary for this," may be the most thought and perhaps even verbalized statement of 2020, echoed by clergy around the world. In some ways a global pandemic has made Young Clergy Women International feel smaller than ever, while there has been great diversity in government approaches and our responses have varied, there has been an overwhelming sense of kinship that has been palpable over the past year.

While non profits struggled to pivot into online spaces, YCWI continued business as usual, in part because it's very founding was online. As a result members of the YCWI community know first-hand that virtual is real and that online relationships aren't fake, in turn making them more equipped to lead their congregations in this new space of online worship, welcoming newcomers via digital spaces, engaging in thoughtful and creative use of media and so much more.

***"The hardest part of this year has been the constant mental calculations around risk. If I forgo a grocery store trip, can I sit a couple feet closer when I talk a preschooler through her first experience of death? The question hurts my heart."***

***- The Rev. Ellen Green***

In the early days of the pandemic I remember being so grateful that my colleagues south of the border (in the United States) had already been dealing with illness, lockdowns and pivoting for three weeks, before we were hit full force in British Columbia. Members of YCWI, as always, were generous in sharing what they had learned, how they had already adapted, the mistakes they had made or wish they had done differently. The main board was quickly populated by liturgical resources for online worship, technology tips, policies and so much more. Clergy who were beginning new calls, moving cross country, were strengthened by others who were going through the exact same thing. In the meantime, subgroups have provided more localized topical support and strategy around key areas people were wrestling with.

“YCWI Aesthetics Group” offered people support around home filming and makeup recommendations to make folks shine onscreen. “YCWI Expectant/New Parent Subgroup” offered those who were expecting and birthing during such anxious times additional support and encouragement when there were so many unknowns about delivery with Covid precautions and regulations in place. While I may think all too often “I did not go to seminary for this.” The truth is I did. I went to seminary to journey with people through the ups and downs of life, and while it looks way different than I could have ever imagined, I know that I also went to seminary knowing that I would not be doing this work alone. I knew that I would be doing this work with faithful people, in community, and am so grateful for the brave, creative, talented clergy women who inspire, challenge, and support me to be the best pandemic pastor I can be.



The Rev. J. Paige Boyer serves communion to a parishoner at a drive-in communion for World Communion Sunday at Andover United Methodist Church in Andover, OH, USA.



The Rev. Laura Ann Phillips, Overland Park Christian Church (DOC) in Overland Park, KS, USA, along with two other DOC clergy, attends a #KCKCANTBREATHE A Unified Action for Justice: Black-Brown-White Unite rally on May 31 in response to George Floyd's murder.

## A Commitment to Anti-Racism

*By the Rev. Laura Terasaki*

The “Transition Task Force” seeks to address YCWI’s future organizational structure and to adopt anti-racist practices at every level. Both tasks are intersectional and significant work. We are actively discerning questions around our identity such as -- Are we a professional development organization or a clergywomen support network? What does “membership” mean?—and more. We have also wrestled with our failings. Women of color have been poorly served and included in YCWI since our founding. We have reserved board seats for women of color, yet they often go unfilled or board members have resigned due to micro-aggressions.

Currently, we are evaluating our entire board recruitment process and culture through an anti-racist lens. Our 2020 current board membership is 100% white, and we are committed to doing better. As for anti-racist work, the board currently allocates time for anti-racist education at each board meeting. We hope to work with diversity, equity, and inclusion experts in 2021.

# 109

clergy women joined  
YCWI or On the Road in 2020

# 173

clergy women graduated from  
YCWI in 2020

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2700+

## A Global Presence of Clergy Women

Young Clergy Women International creates a holy and authentic community that sustains generous collaboration for Christian clergy women under 40. In 2020, YCWI has over 2700 members and alumni across the globe. Our organization celebrates and champions the witness of female-identifying persons and the way their work continues to enhance the church throughout the world.

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The Rev. Dr. Katie Nix and her family pose in their YCWI swag.

*By the Rev. Sarah Hooker*

Young Clergy Women International merchandise continues to be a popular way for our members and friends to show their support of our organization and is a great way to publicly share our mission! You can find many merch options with the YCWI pitcher logo available. Our YCWI Pride line remains our most popular way for clothing to be an expression of love. This fall we made some additions to the line, with new ministry roles on the slogan, new styles including long sleeve options, clergy spouse designs, and face masks. We love to see our merchandise in “the wild” so please share your pictures with us. Our ministries take us to so many places and it's always a pleasure to see how you represent YCWI in those spaces. In 2020, YCWI made a profit of \$2,500 from our merchandise. The Board is in the process of refining our policy on how profits from our stores are distributed among our organizational funds. We are looking forward to expanding our options in the future, particularly into digital media.

***"Thanks to the YCWI swag  
our whole family can  
declare God's love and look  
adorable for our Christmas  
cards at the same time!"  
- The Rev. Dr. Katie Nix***

## Shop YCWI

Look for shopping links coming soon!



## Fidelia's

*By the Rev. Amber Inscore Essick and the Rev. Alison VanBuskirk Philip*

Fidelia Magazine offers a public space for Young Clergywomen International members to express their experiences, thoughts, and insights through the written word. We publish 4 to 6 articles per month on the YCWI website. Authors are encouraged to submit essays, reflections, poetry, and prayers to our editorial team at [submissions@youngclergywomen.org](mailto:submissions@youngclergywomen.org). As we are an outward-facing publication, pieces that center on the experiences of women clergy, edify the church, and highlight the unique gifts of women in ministry are some of our strongest publications. As YCWI commits to dig deeper to uproot systemic racism in our organization, Fidelia Magazine must do the same. We believe that all women should be paid for their work.

In an effort to address pay gaps for Black, Indigenous, and women of color (BIPOC), we pay authors who identify as BIPOC \$40 per published article and authors who identify as white \$25. We seek to increase representation of Black, Indigenous, and clergywomen of color both in our editorial work group and as advisors. Contact Managing Editor Amber Inscore Essick or Content Editor Alison VanBuskirk Philip for more information. This year has brought many challenges to young clergywomen. As clergy have been asked to over-produce in their ministry settings during the COVID-19 pandemic, many have expressed feelings of writer's block. Thus, we cherish the pieces we have received and published in 2020.



The Rev. Kate Mackereth Fulton (right) along with clergy colleagues joins Bishop LaTrelle Easterling (second from the right) of the Baltimore-Washington Conference (United Methodist Church) for the Bishop's Lenten Day Apart in late February.

## YCWI Board

**The Rev. Megan Clapp** | Chair

Evangelical Lutheran Church in America



*The Rev. Megan Clapp*

**The Rev. Dr. Katie Nix** | Vice Chair

United Methodist Church



*The Rev. Dr. Katie Nix*

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**The Rev. Heidi Carrington Heath**

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Evangelical Lutheran Church in America

**The Rev. Sarah Sparks-Franklin**

Presbyterian Church (USA)

**The Rev. Sarah Godbehere**

Presbyterian Church (USA)



*The Rev. Kelsie Theiss*

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# 2021 Budget

	2020 Budget	2020 Actual	2021 Budget
<b>Revenue</b>			
Chalice	\$500	\$435.98	\$1700
Conference	\$46250	\$5244.23	\$9000
Donations	\$45000	\$33935.56	\$30000
Other	\$7130	\$2966.82	\$8050
<b>Total Revenues</b>	<b>\$98880</b>	<b>\$42852</b>	<b>\$48750</b>
<b>Expenses</b>			
Administrative	\$20794	\$21587	\$24305
Anti-Racism	---	---	\$5000
Board	\$14500	\$1000	\$1000
Community Life	\$3500	\$2458.79	\$3000
Development	\$12000	\$1690.2	\$1600
Editorial	\$3000	\$590	\$3000
<b>Total Expenses</b>	<b>\$83694</b>	<b>\$34849.99</b>	<b>\$41905</b>
<b>Operating Revenue</b>	<b>\$15186</b>	<b>\$7732.60</b>	<b>\$6845</b>



The Rev. Carol Holbrook Prickett, the Rev. Marcella Gills, and the Rev. Laura Ann Phillips share photos of virtual worship from their homes and congregations.

# 1600+

YCWI has over 1600 members around the world serving in diverse ministry settings

# 7+

Our members live in and serve in more than seven countries on four continents

# 39+

Our membership consists of women clergy from over thirty-nine denominations and ecclesial bodies around the globe

# 64+

Our members participate in over sixty-four affinity groups (or subgroups) for support in specialized ministry, fellowship, and mutual care

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