



Connectional AMEWIM

QUADRENNIAL REPORT 2020 - 2024

Walking in Our Strengths: Iron Sharpening Iron
"As iron sharpens iron, so one person sharpens another." Proverbs 27:17



**Report to the 52nd Quadrennial Session
of The General Conference of The
African Methodist Episcopal Church**

Bishop Adam Jefferson Richardson, Senior Bishop
Bishop Frank Madison Reid, III, President of the Council of Bishops
Bishop Paul J. M. Kawimbe, President of the General Board
Bishop Frederick A. Wright, Sr., Commission on Women in Ministry, Chairperson
Rev. Dr. Erika D. Crawford, Connectional President, Women in Ministry

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COMMISSION ON WOMEN IN MINISTRY

*Bishop Frederick A. Wright, Sr., Chairperson
2020-2024 Commission Members*

<i>1st District:</i>	<i>Rev. Jocelyn K. Hart Lovelace</i>
<i>2nd District:</i>	<i>Rev. Dr. A. Qismat Alim</i>
<i>3rd District:</i>	<i>Rev. Dr. James H. Harris</i>
<i>4th District:</i>	<i>Ms. Angela T. Pettis</i>
<i>5th District:</i>	<i>Ms. Florette Hampson</i>
<i>6th District:</i>	<i>Rev. Michael Ephraim</i>
<i>7th District:</i>	<i>Rev. Rosalyn Coleman</i>
<i>8th District:</i>	<i>Ms. Sherry Peyton</i>
<i>9th District:</i>	<i>Rev. Dr. Agnes Lover</i>
<i>10th District:</i>	<i>Rev. Dr. John McCormick</i>
<i>11th District:</i>	<i>Rev. Michael K. Bouie</i>
<i>12th District:</i>	<i>Rev. Marcellus Fields</i>
<i>13th District:</i>	<i>Rev. Troy Thomas</i>
<i>14th District:</i>	<i>Mr. Isaac Kelly Martins</i>
<i>15th District:</i>	<i>Mr. Keith Links</i>
<i>16th District:</i>	<i>Rev. Florance Marie McElroy (deceased)</i>
<i>17th District:</i>	<i>Mr. Shone Sipopa</i>
<i>18th District:</i>	<i>Mr. Qiniso Tsabedze</i>
<i>19th District:</i>	<i>Ms. Ntsoaki Thula (YA)</i>
<i>20th District:</i>	<i>Rev. Rosetta Swinton</i>

At-Large Members:

*Rev. Tyronda Burgess
Mrs. Mickalia Becaroo-Reynolds (YA)*

CONNECTIONAL AME/WIM LEADERSHIP

THE EXECUTIVE BOARD

The Reverend Dr. Erika D. Crawford is the Connectional President of AME/WIM and now brings her 12 years of connectional service to AME/WIM to a close (Connectional President 2016-2024; 3rd Vice President 2012- 2016). She received her Bachelor of Science in Organizational Management from Voorhees College (Denmark, SC), her Master of Divinity from New York Theological Seminary (New York, NY), her Doctor of Ministry from Fordham University (New York, NY) and has done post-graduate work at Regent Park College of Oxford University (Oxford, UK).

Rev. Crawford is the Pastor of Mt Zion African Methodist Episcopal Church of Dover, DE. There, she led the congregation in total debt liquidation, land acquisition, and property re-zoning while making it a total tithing church.

In addition to her Pastoral responsibilities and commitment to Women In Ministry, she is a Chaplain/Pastoral Consultant for the WNBA Chaplains Association, Vice-Chair of the Delaware Annual Conference Board of Trustees, Chair of the Delaware Annual Conference Board of Examiners, member of the Pan-Methodist Commission; a co-founder and convener of High Heels Seeking Higher Ground Women's Retreat Ministry; a life member of the NAACP; Member of the Dover Alumnae Chapter of Delta Sigma Theta Sorority, Inc., a member of the Dover (DE) Chapter of the Links, Inc.. She holds several other leadership positions in the AME Church and community.

The Reverend Dr. Joy L. Gallmon, is the First Vice President of Connectional AME/WIM. Fondly known as "Pastor Joy," she is a native of Ft. Pierce, Florida. She is the daughter of Jacob and Earline Gallmon and the proud mother of two, David Jacob and Janis Annette.

Pastor Joy graduated from Tuskegee University, Tuskegee, Alabama with a Bachelor of Science in Marketing and holds a Master of Divinity degree from Candler School of Theology, Emory University, Atlanta, Georgia. She earned a Doctor of Educational Ministries degree from Columbia Theological Seminary, Atlanta, Georgia.

Responding to the divine call to preach the gospel, Pastor Joy delivered her initial sermon in April 1999 at Greater Bethel African Methodist Episcopal Church, Miami, Florida, and was ordained an Itinerant Elder in 2003.

Prior to her 2017 appointment to St. Mark AME Church, Milwaukee, Wisconsin, Pastor Joy served New Mount Pisgah AME Church, Lake City, Florida, for seven years, St. Paul AME Church, Ocala, Florida, for five years, and Allen Temple AME Church, Brooksville, Florida, for two years. Pastor Joy also served the 11th Episcopal District as the Director of Christian Education and the Connectional Church as the Chair of the Fellowship of Christian Educators.

Pastor Joy serves as the Wisconsin Council of Churches Board of Directors Vice-President. She is also a member of the Wisconsin Alzheimer's Association Board and the Milwaukee Interchange Food Pantry Board. Pastor Joy remains forever committed to serving God, the Church Universal, and the community.

The Reverend Joelynn T. Stokes, Esq., is the 2nd Vice President of the Connectional AME/WIM. She is a graduate of Vanderbilt University (BA), Hofstra Law School (JD), University of Detroit (MA in Religious Studies), and Ashland Theological Seminary (MA in Counseling). She has served as adjunct faculty for Michigan State Detroit College of Law and Ashland University Seminary. She served as pastor for the merged congregations of Saunders Memorial and Allen Temple AME Churches. During her five-year tenure (2018 to 2023), Rev. Stokes led the congregation in renovating the church fellowship hall, bathrooms, and sanctuary while assuring the church also ministered to the community. Joelynn now serves as Pastor of Community Engagement for the 4th Episcopal District. She was also elected to serve on the AME Church 2021-2024 General Board.

In addition to her private law practice, Rev. Stokes is the General Counsel for the 4th Episcopal District of the AME Church. She also serves on the Heritage Center for Religious Studies board and is the founder of Isaiah 58 Community Development Corporation. Additionally, she is a proud member of Delta Sigma Theta Sorority, Inc., serving in the Detroit Alumnae Chapter.

Joelynn loves to preach God's Word and is blessed to have sermons published in The African American Pulpit and The Living Pulpit, as well as her biblical insights quoted in *Joshua and Judges: Text @ Context*. She is also featured in *Pardon My Dust: I'm Under Construction*, a motivational book that highlights successful Michigan women.

The Reverend Tyronda Burgess is the 3rd Vice President for Connectional AME/WIM. She has come to this position with over 25 years of ministry experience and nearly 35 years of experience in Finance and Accounting. Reverend Burgess holds a Bachelor of Business Administration in Accounting and a Master's in Business in Administration in Human Resource Management and Organizational Behavior. She is a Certified Public Accountant (CPA).

Rev. Burgess has served congregations in the 13th Episcopal District, where she effectively revived and revitalized several declining congregations and procured a permanent worship facility for the Kairos Community AME Church. She currently serves in the 10th Episcopal District as the Presiding Elder of the Greater Dallas District.

She is the Executive Administrator for the Tenth Episcopal District of the African Methodist Episcopal Church. She is a proud member of Alpha Kappa Alpha Sorority. She is married to Rev. Lish Burgess Jr., and they have two sons, Lish III and Landon, and five grandchildren.

The Reverend Dr. Louise Jackson is the General Secretary of AME/WIM. Reverend Jackson served as Pastor of Jones Chapel AME in Elyria, OH, Greater Mitchell Chapel AME in Mansfield, OH, and St. John AME in Struthers, OH; all in the 3rd Episcopal District. Rev. Dr. Jackson was appointed Presiding Elder of the Youngstown District in October 2021. Rev. Jackson has been an active and financial member of WIM since 2001 on the local, conference, Episcopal, and Connectional levels. WIM offices formerly held: Presiding Elder District Coordinator of the Cleveland District for three consecutive terms; Second Vice President of the Third Episcopal District AME/WIM for two terms; and President of the Third Episcopal District AME/WIM for one term. Rev. Dr. Jackson retired October 1, 2024, from the City of Cleveland in Cleveland, Ohio, after twenty-seven years, responsible for administering direct service programs for the City. Possess over forty years of experience in administrative, financial, budgeting, and organizational management, as well as over twenty-five plus years of experience as a secretary in various organizations. Her educational background is as follows: the University of Georgia – BBA Degree in Business Information Systems, a Master of Divinity from Ashland Theological Seminary, and a Doctor of Ministry from Ashland Theological Seminary. Rev. Dr. Jackson is also a proud member of Delta Sigma Theta Sorority, Inc.

The Reverend Bettye Watson is the Communications Secretary for Connectional AME/WIM. The Reverend Bettye J. Watson, an Itinerant Elder in the 11th Episcopal District, currently serves as the pastor of St. Paul African Methodist Episcopal Church located in Leesburg, Florida. The immediate past president of the Episcopal District Women in Ministry, who served for two terms. Reverend Watson serves on the Enterprise Board of the 11th, which oversees all of the 11th Episcopal District properties and is currently serving on the Judicial Committee of her annual conference, the stewardship committee of her Presiding Elder's District.

Rev. Watson has a passion for women's ministry, the homeless and the hopeless. She participates with a community organization whose mission is to educate and pull others up. She serves as a member of Faith in Florida and the NAACP and is engaged in voter registration and Get Out to Vote initiatives.

Born the fifth of eight girls, raised in Savannah, Georgia, and is a graduate of Savannah State University. The mother of three adult children with seven grandchildren. Retired after thirty years from BellSouth Advertising and Publishing Company, served as the District Secretary for District 39 House of Representative State of Florida. While assigned to her charge in Brevard County, she served as the Presiding Elder's District Secretary and various other committee assignments. Reverend Watson's goal is to assist in promoting the mission of AME/WIM, helping in whatever area there is a need, trusting God along this journey for guidance to encourage women in ministry to bloom where they are planted.

The Reverend Robin Truitt-Duke is the Financial Secretary for Connectional AME/WIM.

She is originally from Gautier, MS, and she serves in the 8th Episcopal District under the leadership of Bishop Stafford J.N. Wicker, Presiding Prelate. She earned a Bachelor of Science in Biological Science in 2002, a Master of Business Administration from William Carey University in 2009, and a Master of Divinity from Regent University in 2024.

Rev. Truitt-Duke's journey of service has taken her through various congregations, each leaving an indelible mark on her. She has served at Bethel AME Church in McComb, MS, St Andrews AME Church in Gulfport, MS, and is currently serving at Greater Mount Zion AME Church in Pearlinton, MS.

Rev. Truitt-Duke's versatility shines through her roles within the South Mississippi Conference. She has held the position of Financial Secretary on the Conference level in the Woman in Ministry and the Southeast District Financial Secretary. Rev. Truitt-Duke served as the Committee Chair of the Health and Safety Committee during Bishop Wicker's Investiture, showcasing her ability to excel in diverse responsibilities. She serves as the Southeast District Administrative Assistant to Presiding Elder Michele R. Goodloe and the Engrossing Secretary to the South Mississippi Annual Conference.

Rev. Robin Truitt-Duke is married to George Duke. She is bi-vocational and employed at the Federal Emergency Management Agency. In 2024, she received the F2 award from the Deputy Administration for her leadership, partnership, and collaboration within the agency.

The Reverend Angelique Mason is the Treasurer for Connectional AME/WIM. She has served as the Pastor of Allen African Methodist Episcopal Church in Hillsboro, Maryland, on the southern Eastern Shore from October 2011 to the present. She served as Pastor to the historic Holy Trinity African Methodist Episcopal Church in Edesville, Maryland, from April 2007 until October 2011. She was ordained an Itinerant Elder in the African Methodist Episcopal Church in 1995.

Rev. Mason earned a Bachelor of Science in Business Administration from Morgan State University and a Masters of Divinity from Howard University School of Divinity. Rev. Mason's sermon titled "For Real, For Real" was published in "Those Sisters Can PREACH! 22 Pearls of Wisdom, Virtue, and Hope", edited by Bishop Vashti Murphy McKenzie. She also has contributed a commentary in "Sisters in Faith Holy Bible" commemorating the 100th Anniversary of Delta Sigma Theta Sorority Inc. She is a member of both the Baltimore Metropolitan Alumnae Chapter of Delta Sigma Theta Sorority Inc. and the NAACP.

The Reverend Carolyn Baskin-Bell is the Herstorlographer of Connectional

AME/WIM. faithful, fruitful and favored woman of God whose passion includes advocating for women and children. She has been blessed to serve Women in Ministry for 25 years and counting. Most recently, she served as Episcopal District President for two quadrennials and previously as First Vice President. She also served as Conference Coordinator, Assistant

Coordinator and Treasurer. God has blessed her to participate in the divine ministry of planting the Rose of Sharon AME Church by utilizing the God-given gifts of faith, nurturing, and development. It has also been her joy to serve as the First Female Pastor of two charges; Second AME Church, Los Angeles and presently First AME Church, Santa Monica, California.

She is also presently an Instructor for the Southern California Conference Board of Examiners and a member of the Trustee Board under the leadership of Bishop Clement W. Fugh. As a retired educator, preparation is essential and she is grateful to hold the following degrees: Master of Divinity from Claremont School of Theology; Master of Arts in School Management, University of La Verne; Master of Arts, Communication Disorders, University of California at Long Beach; Bachelor of Arts in Communication Disorders, Chapman University. She's grateful to God for my husband, Larry, and adult children, Larissa and Carmena, who have prayed and supported me through this journey of ministry.

She comes with great joy and excitement to serve Connectional AME WIM! The office of Herstoryographer is thrilling and offers me the opportunity to document the herstories of women as well as the overall activity agenda of AME WIM. As women soar and ascend in the ministry of Jesus Christ, the documentation of these stories is essential and of great value. Every accomplishment is worthy of acknowledgement and celebration. She has offered her gifts of organizing, mentoring, coaching, writing, and encouraging to fulfill the responsibilities of this most significant office. We aim to reflect on our WIM trailblazers and record every glass ceiling breaker in districts 1-20. As we reflect and record, our hearts rejoice to the glory of God for the great work that will come forth through all of us!

The Reverend Dr. Emily Annette Pardue serves as the Director of Worship and Liturgy for Connectional AME/WIM. Rev. Dr. Emily Annette Pardue is a published author, playwright, director, and choreographer. Her theatrical work has been performed across the United States, Bahamas, and Jamaica in churches, schools, unions, and political arenas. She has been called upon to lecture or teach in all of these areas. Her published works: *Notes from a Desert Place*, and *Sabbath Rest*, are books of inspiration; *The Drama of Dance in the Local Church*, is about liturgical dance and the role it plays in the local church.

She is the pastor of Chapel of Christ Our Redeemer A.M.E. in Kingston, Jamaica. She served as the Coordinator for the Jamaica Conference Women in Ministry and President of the 16th District Women in Ministry. She is the Chair of the 16th District Board of Examiners, and holds other offices in the Jamaica Annual Conference.

As founder of JAIA Sisters Ministries, Inc., her focus is Spiritual Formation, freeing saints and equipping them through seminars and small group in Formational Counseling and Spiritual Warfare. She has been an adjunct professor in Practical Theology at Ashland Theological Seminary, as well as an advisor for Doctor of Ministry Students. She has studied and ministered in Jamaica, Bahamas, Jerusalem, South Africa, and Oxford, England. Certified as a mentor in Formational Counseling with the Institute of Formational Counseling in Ashland, Ohio, her M.Div. and D. Min. in Formational Counseling is from Ashland Theological Seminary. Dr.

Pardue offers an eighteen-month certificate program for those who want seminary studies but do not have the time nor funds.

To quote Henri Nouwen, Dr. Pardue is a “Wounded Healer,” who seeks truth through listening beyond what she hears to what the Holy Spirit says. Although she loves her quiet, she thrives in community, and her family energizes her. She loves watching what God is doing in her life.

The Reverend Mamphethe Beatrice Motokoa (PE) is the Central Southern Africa Coordinator for Connectional AME/WIM. Rev. Beatrice Mamphethe Motokoa hails from the mountainous District of Mokhotlong in the Kingdom of Lesotho. She was educated in Maseru the capital of Lesotho.

She's a wife and a mother. She was called into Ministry in December 1999 and was accepted on trial in the Northeast Lesotho Annual Conference in October 2000.

She was ordained a deacon in 2002 by Bishop Vashti Murphy McKenzie and an Itinerant Elder in 2004 by Bishop Sarah Frances Davis .

She Pastored several churches in the Northeast Lesotho and the Lesotho Annual Conferences. From October 2009 to January 2020, she was the Pastor of Agnes Ball Temple AMEC in Maseru. In January 2020 she was appointed Presiding Elder and was assigned to the North District of the Lesotho Annual Conference. From 2016 to 2021 she served as the Episcopal WIM President for the 18th Episcopal District.

In January 2022 she was appointed the Administrative Assistant to Bishop Francine A Brookins Esq. and was later appointed to the Central District of the Lesotho Annual Conference where she currently serves.

Rev. Motokoa has served as a delegate to three General Conferences, 2012, 2016 and 2021 and in all three she served on the Revisions Committee.

She has also served as a member of the General Board from 2016 to date and last but not least, From August 2021 to August 2024, she serves as the Central and Southern Africa Coordinator for the Connectional AME/WIM.

The Reverend Lerato Pitso is the Statistician for Connectional AME/WIM. Reverend Pitso, affectionally known as Rev Rato, is an Itinerant Elder (2018) in the 19th Episcopal District. In 2016, Rev. Pitso established a missional church in Cosmo City, Johannesburg. Her first appointment was at AME Church in Ivory Park (now Grace A.M.E. Church) in the D.S. Modisapodi District, where she pastored for six years before moving to the United States in June 2023 for further studies. In 2021, she served as the Interim Central-Southern African Coordinator for AME/WIM.

Rev. Pitso was appointed the East Conference Secretary in 2022/2023, making her the first ordained woman clergy member to hold this position in the conference's 70-year history. She is also part of the GDC Secretariat team. She serves on the Connectional Church School GDC task team, established by the President/Publisher of AMEC Publishing, Rev. Dr. Rodrick Belin, at the Liberia GDC General Meeting in February 2023.

While studying, she served as a Student Assistant Pastor at the United Methodist Church until June 2024. Rev. Pitso graduated with honors from Drew Theological School, earning an MDiv in May 2024.

The Connectional Consultants

Our Consultants embody the wisdom, grace, and breath of giftedness of AME Women in Ministry. They represent the academy, the pastorate, and the chaplaincy. Our Consultants are leaders and administrators who diligently serve in the local and connectional church context. We are honored to have them serve as our consultants.

- **The Reverend Sandra Smith Blair** is a former Connectional President of AME/WIM and serves as an Associate Minister at St. Paul AME Church, Berkeley, CA (5th Episcopal District)
- **The Reverend Teresa Fry Brown, Ph.D.**, is a General Officer serving as Director of Scholarship and Research Historiographer for the AME Church and the Bandy Professor of Preaching at Candler School of Theology. (6th Episcopal District)
- **The Reverend Jacquelyn Grant Collier, Ph.D.**, the former AME/ WIM Ad-Hoc Chair and leading theologian who significantly contributed to Womanist Theology. Dr. Grant Collier is the founder and director of the Office of Black Women in Church and Society and the Fuller E. Callaway Professor of Systematic Theology at the Interdenominational Theological Center. (7th Episcopal District)
- **The Reverend (Chaplain) Benita Livingston** is an ordained Itinerant Elder in the AME Church who 30 years of experience in ministry. She is a retired Veterans Administration (VA) Chaplain with over 20 years of service. She is currently the pastor of St. Paul – Agnew AME Church in Pulaski, TN. (13th Episcopal District)
- **The Reverend Brenda Payne**, a Presiding Elder, and preacher who has served in various Conferences and Districts. She currently serves as the Presiding Elder of the South Houston District (10th Episcopal District).

GREETINGS FROM THE WOMEN IN MINISTRY COMMISSION CHAIR

To the 52nd Quadrennial Session of the General Conference, Greetings in the Name of Our Lord.

I am blessed to have served as the Commission Chair for Women in Ministry.

To our most effective and efficient AME Women-In-Ministry Connectional President, Rev. Dr. Erika D. Crawford, the AME/WIM Executive Board Members, and the entire membership, it has been an honor and joy to work alongside you to fulfill the work assigned to your hands.

God has ordained our timing to meet and greet each other to perfect our vision and plans for AME/WIM. We have carried out positive actions and developed a positive vision. We've gathered for worship, webinars, and work. We intentionally worked together for the benefit of others and the elevation and education of clergywomen across the connection.

Thus, we close this quadrennial, having implemented our theme, "Iron Sharpening Iron," by allowing God to stir our hearts and by daring to believe that God could and would raise us to new levels of ministry.

May God bless us with success as we strive for a better future. I remind you to remain encouraged in the faith and committed to the call. Don't allow yourself to be detoured or dispirited by closed doors because closed doors aren't always looked at.

Blessings,

Bishop Frederick A. Wright, Sr.

20th Episcopal Church AMEC
Commission Chair

GREETINGS FROM THE CONNECTIONAL PRESIDENT OF AME/WIM

The Lord Be Praised!

God's Blessings to each of you!

I am grateful for the opportunity to submit this report to the Commission on Women in Ministry in the African Methodist Episcopal Church. Serving as the Connectional President of AME/WIM has been my honor and joy over the last eight years. AME/WIM has made great strides in advocating for equity and parity and promoting women's involvement and leadership within our church.

As we look to the future, I am confident that God will continue to bless our efforts as we continue to strive for equality and justice for all women in ministry. We can bring positive change to our denomination through God's grace and guidance. The work, our work, is far from over, and there is much more that needs to be done as we labor and look for our Zion to become her best self.

Over the last three years, we have focused our efforts on the quadrennial theme, *WALKING IN STRENGTHS: IRON SHARPENING IRON*. We believe our webinars, projects, and meetings have equipped and empowered the more than 4,500 women serving God in a ministerial capacity through the AME Church.

I trust I have led, represented, and served AME Women in Ministry well over the last eight years. Your prayers and support have blessed me, and I am confident that the next Connectional President will continue to lead AME/WIM in a positive direction. Together, we can accomplish great things for God's church and serve as a shining example of women in leadership and service.

As we move forward, let us remember to always rely on God's blessings and guidance. Let us continue to lift each other up and support one another in our callings. Above all, let us never forget the power of prayer and the strength that comes from walking in unity with our sisters in Christ.

In conclusion, I am forever grateful for the opportunity to serve alongside such incredible women of faith and for the unwavering support of our Commission Chair, Bishop Frederick A. Wright, Sr.. May God bless every one of us as we continue to serve and lead in Christ's name. Let us press forward with strength, love, and unity as we strive towards a better future for all women in ministry within the AME Church. Together, we can make a difference and bless those around us.

May God's grace and blessings be upon us all as we Maximize Our Ministries.

Rev. Dr. Erika D. Crawford

Rev. Dr. Erika D. Crawford, President

ABOUT WOMEN IN MINISTRY

African Methodist Episcopal Women in Ministry (AME/WIM) is the official professional organization for women pursuing excellence in ministry in the African Methodist Episcopal (AME) Church.

AME/WIM is an international organization serving the 20 Episcopal Districts of the AME Church in the United States, Canada, the Caribbean, and the continents of Africa, Asia, South America, and Europe.

AME/WIM is led by an Executive Board elected by the active membership, which consists of women preachers from across the Connectional AME Church.

AME/WIM currently serves, supports, and encourages more than four thousand women serving in ministerial capacities at every level throughout the African Methodist Episcopal Church.

AME/WIM 2020 - 2024 QUADRENNIAL THEME

This Quadrennium AME/WIM continues its intentional focus on the future of our church. With a forward and upward-looking faith, we are focused and committed to individually and collectively perfecting our gifts, fulfilling our purpose, and possessing the promises of God. With a shortened quadrennial of three years, the executive board of AME/WIM met in September 2021 to set the tone and tempo for these three years. It was a time of reflection and evaluation, looking ahead and planning for the future. We believe the outcome of our preparation will significantly impact the AME/Wim's trajectory in the coming years.

In our preparation and discernment, we selected "WALKING IN STRENGTH: IRON SHARPENING IRON" based on Proverbs 27:17. "As iron sharpens iron, so one person sharpens another." This theme reminds us of the importance of community and working together to achieve our goals.

We remain steadfast to the cause of equity and parity for women as integral members and contributors to the AME Church – a justice-founded work of Christ. We remain keenly aware that in addition to our call for justice in the church, beyond the walls, women of color continue to fight battles on every hand related to the pandemic, economic instability, food insecurity, racism, sexism, and a plethora of other social ills.

During this quadrennial preparation, we took a holistic approach by focusing on the organization's structure and goals as well as individual strengths and talents. Our discussions and evaluations identified areas where we could improve and work towards maximizing our potential, and we planned our Webinars, Projects, and Conferences around that conviction.

Our theme speaks to AME/WIM's unified focus on empowering and encouraging while preparing and positioning women at every ministry level across the connection for the post-pandemic present-age ministry.

AME/WIM 2020-2024 QUADRENNIAL GOALS

Realizing that we can't become what we need to be by remaining what we are, we established two priorities for this quadrennial: leadership development and membership.

Leadership is essential for any organization to thrive and succeed. It sets the direction, establishes goals, motivates individuals, and guides decision-making processes. Without strong leadership, an organization will become stagnant

and fail to adapt to changing circumstances, missing the opportunity to serve God in the present age. Therefore, we poured our leadership efforts into two principal projects: First, Maximizing Ministry webinars, which provided invaluable information and insight, enabling WIM to assume their authority. Second, we provided more than 300 books on the doctrine and discipline of the AME Church in districts 14-20 to ensure our sisters and brothers were equipped with knowledge of church policies and procedures and to make them effective leaders in our Zion.

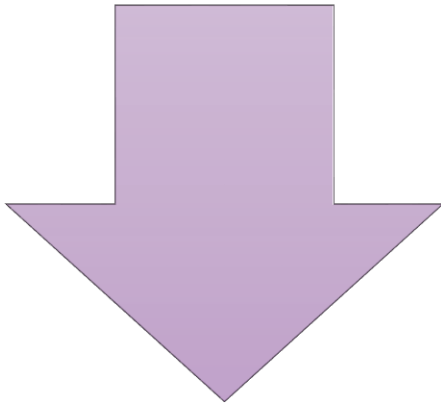
Understanding that an organization can exist without membership, we took the important step of appointing a statistician to gather, survey, and collect important information. We continue to work on our communication methods, encouraging the dissemination and distribution of the information to the body, redeveloping our website, expanding our email capabilities, building a newsletter, and maintaining a social media presence.

Under the leadership of the Connectional President, the board undertook a Strengths, Opportunities, Aspirations, and Results (SOAR) analysis during the meeting.

A summary of the results is as follows:

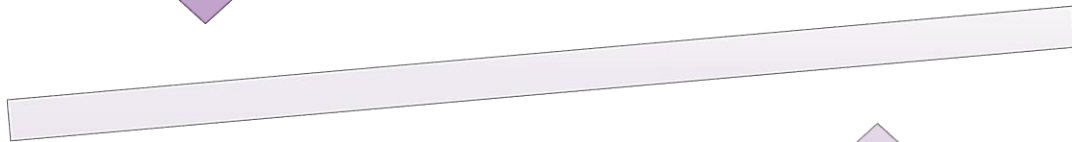
<h2 style="text-align: center;">Strengths</h2> <ul style="list-style-type: none">• Experience (personal and professional)<ul style="list-style-type: none">• Collective Power & Resources• Global Presence• Multiple Gifts• Creativity and Resourcefulness<ul style="list-style-type: none">• Visionary change agents• Unified	<h2 style="text-align: center;">Opportunities</h2> <ul style="list-style-type: none">• Communicate at every level• Captitalize on our momentum• Partner with Male Clergy-Colleagues<ul style="list-style-type: none">• Use organizational power• Ecumenical Partnership• Make education/training accessible• Develop a succession plan
<h2 style="text-align: center;">Aspirations</h2> <ul style="list-style-type: none">• See women in key leadership positions at every level of the church• Ensure Annual Conference Coordinators are the best the conference has to offer<ul style="list-style-type: none">• Work on a succession plan for leadership in AME/WIM• Have an active AME/WIM in every Annual	<h2 style="text-align: center;">Results</h2> <ul style="list-style-type: none">• Increased number of women in position of leadership at every level of the church• Proportional increase of clergy women in the General Conference• Strengthen Connectional, Commission, and Component relationships• Effect use of Technology – creation of a membership

Upon review of the Analysis, the board adopted the following as priorities for the 2021-2024 Quadrennium:



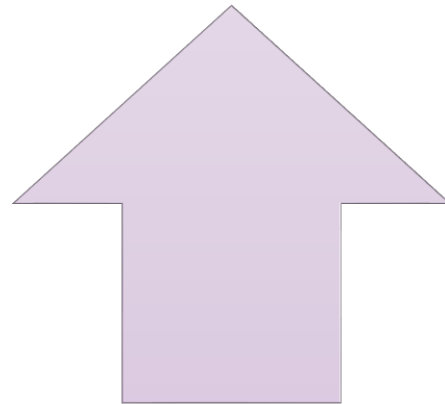
Leadership

- 1.To seek out leaders
- 2.To position leaders
- 3.To establish the Jarena Lee Women in Leadership Institute to mentor and train emerging leaders
- 4.To develop a succession plan for leadership in AME/WIM



Membership

- 1.Create a user-friendly Membership Management System
- 2.Develop an archivable statistical database
- 3.Produce a gifts/needs inventory database
- 4.Establish an active membership in every Annual Conference



AME/WIM 2021-2024 LOGO



Keeping with our Quadrennial Goal of collaborating with other components and embracing the gifts of others as “Iron Sharpening Iron,” we solicited the help of Sister Martinique Mix, a graphic designer, and the connectional RAYAC president. After sharing our vision, Sis. Mix designed several logo options to use for this quadrennium.

SUMMARY OF OUR WORKS

Connectional AME/WIM engaged in a plethora of works this quadrennial to further our mission of advocating for equity, parity, and justice in the church while preparing clergywomen to lead at every level. Over the course of four years, our programming, webinars, projects, worship experiences, and conferences touched hundreds of women.

We believe that our most impactful and noteworthy efforts in this quadrennium are as follows:

THE 11TH QUADRENNIAL CONFERENCE

We are grateful to God for the privilege of assembling for our 11th Quadrennial Conference, August 2 - 4, 2022, in Detroit, Michigan. We were well hosted in the 4th Episcopal District, where we started with a pre-worship experience at Central Grove AMEC, Harrow, Canada, under the pastoral leadership of Rev. Denise Johnson. We were blessed by the presence of the other AME Clergy Women of the Canadian Annual Conference - Rev. Kenesha Blake Newell of Grant Chapel in Toronto and Rev. Tracey Thomas of Chatham and members of their congregations who traveled with them for the Sunday Morning Worship Experience. What a time we had!!

The **Quadrennial Conference** convened with more than 300 registrants at the MotorCity Casino Hote, a Detroit luxury hotel, conference, banquet hall, and hotel meeting facility. The Executive Board, the meeting planner for the AME Church, and the subcommittees planned, worked, and prayed for a life-changing, ministry-enriching, and Holy Spirit-filled experience. Believers from across the connection and other denominational bodies came to support the work and witness of women in ministry in the African Methodist Episcopal church.

Before the heavy lifting was done, we hosted a night of **Jesus, Jazz, and Jokes** to set the atmosphere for building lifelong friendships and sisterhood. Rev. Kim Jordan, an accomplished Jazz Musician, and KWebb, a local comedian, entertained us.

As we sought to manifest an Iron Sharpening Iron Week, attendees were encouraged and inspired by preachers, presenters, and panelists from multiple generations, diverse calls, and various gifts and graces.

Preachers included:

- The Opening Worship Preacher: Rev. Dr. Elaine Flake, Pastor of Greater Allen Cathedral AMEC, Jamaica, NY
- The Ecumenical Worship Preacher: Rev. Dr. Traci Blackmon, Associate General Minister, Justice & Local Church Ministries United Church of Christ
- The Thursday Morning Worship Preacher: Bishop Frederick A. Wright, Sr. Commission Chair of AME/WIM, Presiding Prelate, 20th Episcopal District

- The Late-Night Worship Preacher: Rev. Chania Dillard, Reid Temple AMEC, Glen Dale, MD

Presenters included:

- Bishop Adam J. Richardson, Senior Bishop of the AMEC, Presiding Prelate, 10th Episcopal District
- Bishop E. Anne Henning Byfield, Presiding Prelate, 13th Episcopal District
- Bishop Francine A. Brookins, Presiding Prelate, 18th Episcopal District
- Bishop Carolyn Tyler Guidry, Retired
- Chaplain (COL) Monica Lawson, U.S. Army Chaplain
- Presiding Elder Betty Holley, PhD, Presiding Elder of Columbus – Springfield – Xenia District, Academic Dean and Director of the Master of Divinity Degree Program, Payne Theological Seminary, Xenia, OH
- Erica Hall, a wealth advisor
- Ramona Pearson, a wealth advisor

The President's Luncheon was an opportunity to celebrate the work of the Episcopal District Presidents, with presentations to each president from their districts and the Connectional President. The Connectional President also presented **Rev. Dr. Ammie Davis** with the 2016-2020 Presidents Award for her commitment to assisting the present with the work of AME/WIM. We wished Dr. Davis well as she resigned from her position as Connectional First Vice President to take her authority as the President/Dean of Turner Theological Seminary at the Interdenominational Theological Center in Atlanta, GA.

The Conference culminated with a semi-formal gathering for **The Jarena Lee Awards**. Our hostess for the evening was **Rev. Sherita Moon Seawright**, Episcopal Supervisor of the 9th Episcopal District, who did a marvelous job moving the program along and entertaining us with her humor and wit. The Grammy Award Winning Recording Artist **Vickie Winans** was the psalmist for the evening as we celebrated the work of those who have advocated and labored for equity, parity, and justice on behalf of women serving in ministry through the AME Church. The Awardees were:

- Bishop John F. White, Sr.
- Bishop E. Anne Henning Byfield
- Chaplain (COL) Monica Lawson, U.S. Army Chaplain

We are thankful for the presence, encouragement, and leadership of our Commission Chair, Bishop Frederick A. Wright, Sr., the hospitality of Bishop John White, Supervisor Penny White, the Fourth Episcopal District, the Michigan Annual Conference WIM, and the support of Pastor Cindy Rudolph and members of Oak Grove AME Church.

THE DEVELOPMENT OF LEADERS

The Global Pandemic, COVID-19, created a coveted opportunity for AME/WIM to virtually partner mentors and mentees together to elevate leaders, exposing participants to excellence in ministry and opening doors of dialogue between generations, continents, and calls.

Our Maximizing Ministry Mentoring Series beckoned hundreds of men and women monthly to hear from experienced leaders. Subjects and Mentors were:

2020:

- Bishop Carolyn Tyler Guidry - Communicating at Every Level of The Church
- Rev. Dr. Anne Lightner Fuller - Bloom Where You Are Planted: Nurturing & Growing A Congregation
- Bishop & Episcopal Supervisor Bryant, Presiding Elder Elaine Gordon, Rev. John & Maria White - Maximizing Marriage & Ministry: A Conversation with Clergy & Spouses

2021

- Bishop E. Anne Henning Byfield - The Unspoken Culture, Protocol, and Policies of the AME Church
- Leading When You're Not the Pastor - A Tribute to Jarena Lee
- Sis. Deborah Taylor King, Presiding Elder Michelle Goodloe, Sis. Martinique Mix, Sis. Starr Battle, Esq. - Between Sisters – A Conversation Between Women in Leadership
- Bishop Vashti Murphy McKenzie - Navigating New Spaces (When You're the First or Experience A First)
- Rev. Teresa Fry Brown, PhD., Rev. Casandra Gould, Evangelist Jackie Ross-Roy - Ministry Beyond the Walls (Chaplaincy & The Academy)
- Politics and Collective Power at The General Conference
- Br. Marcus Henderson – Economic Stability
- Rev. Melinda Contreras Byrd, PhD – The Psychology of Sisterhood

2022:

- Rev. Dr. Natalie Mitchem and Rev. Lisa William, MD – New Year, New You!
- Mr. Ako Cromwell – Safe Faith
- Rev. Jessica Bass – Trauma Informed Ministry
- Rev. Thema Bryant, PhD. – Become Your Best Self
- Judge Patricia Mayberry, Esq – Understanding Church Law
- Supervisor Brailsford, Katurah York Cooper, Presiding Elder Rosetta Swinton – Becoming Global Sisters
- Bishop Francine Brookins and Supervisor Burnette – Justice and Ministry
- Rev. Dr. Jessica Ingram – Preparing for the Next Season

2023:

- Rev. Matthew Watley – Casting Vision
- Rev. Raquel Lettsome, PhD – Seeing Ourselves in the Scriptures
- The Azulay Group – Recognizing Red Flags (Mental Health)
- Rev. Dr. Marion Crayton – Ministry to the Differently Abled
- Dr. Christina Dickerson-Cousin, PhD – History and Legacy of AME Women
- Sis. Wanda Simms – Parliamentary Procedures
- Sis. Kathy Drayton – Personal Budgeting

2024:

- Bishop Fred Wright – Episcopal Wisdom
- AMESADA and Dr. Nicolas – Supporting Connectional Work
- Rev. Dr. Ann Marie Addison Bentsi-Posey – Facts about Women’s Health
- Rev. Yulies Waters, Esq. – Understanding Systems
- Rev. Dr. Charles Boyer – Passionate Ministry

JACQUELINE GRANT SCHOLARSHIP

This quadrennium, the Executive Board was encouraged to establish the Jacqueline Grant scholarship to celebrate Dr. Grant’s contributions to AME/WIM, the AME Church, the academy, and womanists worldwide.

Bishop Carolyn Tyler Guidry made the first contribution towards establishing this scholarship, which will be awarded to a woman in ministry pursuing an advanced degree focusing on work in or through the academy.

JARENA LEE LEADERSHIP ACADEMY

On February 11, 2022, the birthday of The Reverend Jarena Lee, Connectional AME Women in Ministry, in partnership with Turner Theological Seminary, proudly established the Jarena Lee Women’s Leadership Academy (JLWLA). The JLWLA will be a leadership enrichment program for empowering and advancing women in ministry attending Turner Theological Seminary.

The JLWLA aims to enhance women's skills, gifts, and talents, preparing them to lead, develop, organize, and administer AME ministry programs in the connectional, local church, parachurch, and mission environments.

At the investiture of President Dean Ammie L. Davis, the 8th President Dean of Turner Theological Seminary and the first woman to serve in that position, Connectional AME/WIM announced a gift of \$10,000 from Connectional AME/WIM to establish the program.

The JLWLA will offer two tracks for women in ministry, one focusing on those serving in rural and small congregations/communities and a second focusing on emerging woman leaders under 40 serving through the AME Church.

The program's participants will be supported by an accomplished group of instructors, coaches, and facilitators to help deepen their sense of calling and service. The range of subjects will reflect the myriad demands of modern ministry, including strategic leadership, effective communication strategies, networking, and ministry-work-life balance.

SUPPORT IN DISTRICTS 14-20

Global Quadrennial Conference

This quadrennial we were privileged to sponsor our second Global Quadrennial Conference, hosted by the 14th Episcopal District, in Monrovia, Liberia, West Africa. The meeting was in conjunction with the 2023 GDC meeting at the Grand Royal Hotel on February 21-22, 2023.

We had representation from the 1st Episcopal District, 6th Episcopal District, 7th Episcopal District, 8th Episcopal District, 11th Episcopal District, 12th Episcopal District, 13th Episcopal District, 14th Episcopal District, 15th Episcopal District, 16th Episcopal District, and 19th Episcopal District. The meeting began with a fellowship dinner on Monday evening and reconvened on Tuesday morning with workshops and presentations by President-Dean Ammie Davis (Turner Theological Seminary), Presiding Elder Betty Shroder (15th ED), Presiding Elder Toni Belin (6th ED), and Presiding Elder Nomgando Matyumza (19th ED).

We were blessed with sermons from Rev. S. Odell Swen of the 14th Episcopal District, who preached our noon hour of power, and our Connectional President, Rev. Dr. Erika D. Crawford, who preached the closing service.

We offer our profound thanks to Bishop Paul J.M. Kawimbe, Supervisor Kawimbe, Rev. Rosaline Barnes and the 14th Episcopal District AME/WIM, Doctor Alvin Attah, and all of the great people of the District who planned for us and hosted us well.

Doctrine and Discipline Drive

Our Connectional President volunteered to teach a course on AME History, Doctrine, and Polity for the Turner Theological Seminary certificate program and was met early on with a challenge. The students from Episcopal Districts 14-20 enrolled in the course could not access current or past copies of AME the Doctrine and Discipline. This matter was brought to the attention of the Connectional AME/WIM Board.

The board supported a “Discipline Drive” project, committing to securing and sending more than 300 copies of the 2021 Doctrine and Discipline of the AME Church to Districts 14-20 at no cost to those districts or students. More than 450 disciplines have been purchased, and more than 350 have been distributed.

AME/WIM and AME-SADA

Many are ill-equipped to do ministry because of the lack of access to resources and revenue-generating means.

One way to address this issue is by utilizing online platforms and technology to reach a wider audience and potentially generate revenue. With the rise of social media and streaming services, it has become easier than ever to share content and connect with people worldwide.

However, some things must be done with boots on the ground while standing and working hand in hand. With that understanding, Connectional AME/WIM invited AME-SADA to join us for a webinar about the mission and humanitarian work done by the organization daily. At the end of the presentation, AME/WIM committed to:

- Promote AMESADA Sunday (on the 3rd Sunday in May annually)
- Send funding individually and at each level of AME/WIM directly to AMESADA
- Make ourselves a resource for the work of AMESADA

EXECUTIVE BOARD REPORTS

LITURGY AND WORSHIP

The AME/WIM Liturgy and Worship Committee convened on October 15, 2021, under our quadrennial theme. Armed with a mandate from our Executive Board to help sharpen Women in Ministry by finding ways to connect with and encourage ministers across the connectional, we began immediately.

We have provided monthly meditation videos of five minutes or less. “Reset 5” allows Women in Ministry to be refreshed and rejuvenated. These short videos present different ways of encouraging ministers, including but not limited to quotes, poetry, liturgical dance, music, and pieces of art.

To date, we have produced thirty monthly resets, which are distributed to our membership and also Available on the Connectional WIM’s YouTube channel (<https://www.youtube.com/@connectionalAME/WIM3734>)

We look forward to creating more ways to be of support from the Connectional arm of Women in Ministry.

GENERAL SECRETARY REPORT

Each month, the focus is on capturing the official business of the Connectional WIM to ensure there is a permanent record of all official meetings, including conference calls and onsite meetings. To ensure there is a permanent record, an electronic filing system of the business minutes of monthly WIM Connectional meetings has been created, starting with the September transition meeting, the December 2016 General Board meeting, and all other meetings.

The minutes also include all meeting agendas from the Connectional Officers, informational handouts, and information from Episcopal District Presidents to ensure they are included in the electronic file. The file also includes any attachments and other special WIM correspondence.

Ongoing evaluation of the most effective and economical way to develop and house electronic file-syncing and storage systems. The increased use of “artificial intelligence systems” that record, transcribe, and store documents electronically will require further research but would be a great asset. That type of system will not only provide the sharing of documents but will create a permanent house for the historical records of the Connectional Women-In-Ministry. Developing a cloud-based storage system with access to upload information and limited access to amend the minutes would move us forward via an “Administrator.”

HERSTORIOGRAPHER REPORT

We encouraged the work of the Herstorioographer at every level of Women in Ministry. One of the factors involved in our theme, “Iron Sharpens Iron,” is the acknowledgement, identification and celebration of those women who have paved the way as well as those who are excelling in all aspects of ministry.

- 1) We promoted acknowledgment and celebrated the accomplishments of Women in Ministry at all levels and in all offices including itinerants, locals, licentiates, exhorters, evangelist, pastors, preachers, professors, military chaplains, hospital chaplains and special ministries represented in Districts 1-20. As a result, conference, district, and connectional efforts evolved through the development of videos, slide presentations, and publishing of literature such as articles, books, and newsletters focused on the achievements of WIM.

- 2) The Connectional AME WIM *Standing Committee of Public Relations* encouraged **Women's Herstory Month** activities in collaboration with Connectional AME WIM Statistician, the Reverend Lerato Pitso. **Herstory Month project for 2022**, celebrated WIM by posting two profiles on the AME WIM Facebook page daily during the month of March. As a result of 15 Episcopal Districts submitted at least one or two profiles. The WIM profiles reflected exemplary accomplishments as: pioneers in WIM; glass ceiling breakers; Bishops; Presiding Elders; Connectional Officers; Episcopal Presidents; Church Planters; Church Builders; Chaplains: Military, Hospital, Community); Academia/Scholars/Professors; Published Authors; Journalists; Social Activism; Political Community Activity; Dean of Board of Examiners; Chair of Essential Committees. **In 2023**, every District was encouraged to submit videos of WIM sharing their story in relation to our Connectional Quadrennial theme: "Walking In Strength: Iron Sharpening Iron." **The Herstory month celebration for 2024** invited Episcopal Districts to acknowledge and share the profiles of WIM age 45 and under. This was an excellent opportunity to observe the gifts of evolving WIM leaders.
- 3) We responded to the request of the *AME Review* Co-Editor, the Reverend Kimberly Detherage, Esq by soliciting WIM of all levels and offices to submit articles, biographies, autobiographies, poetry, spoken word, liturgy or history of AME WIM for a volume concentrating specifically on WIM. The entries addressed topics focusing on our Connectional Quadrennial themes, such as mentoring, sistering, unsung sheroes/heroes, women, and the church, ministry challenges, and support as related to WIM.

We praise God for the outstanding gifts of Connectional AME Women in Ministry in Districts 1-20, who continue to shine and soar to higher heights in ALL aspects of Jesus Christ's ministry!

CENTRAL SOUTHERN AFRICA (CSA) COORDINATOR REPORT

The Central and Southern African Women in Ministry (CSA/WIM) exists in six Episcopal Districts quite far from each other. Even though technology has bridged the gap of long-distance travel, internet connection and a lack of appropriate gadgets remain a huge challenge for women in Ministry across the continent of Africa, hindering communication.

To embrace the quadrennial theme, we embarked on virtual sessions where women shared their stories on different topics and lessons, as well as in-person activities and outreach programs. Several of the Districts also embarked on programs that raised the consciousness of the AME church on women's issues, such as 16 days of activism against Women and Children abuse.

1) Global Conference

The CSA hosted the Global conference in the 14th Episcopal District (Liberia) in February 2023, and we are grateful for the continued support of our connectional President, board members, and several sisters from the USA.

2) Virtual Sessions

- i. Domestic Abuse/Gender violence, A Victim's Voice - Sis. Johanna Hlahasoane (19th ED)
- ii. How to Manage Your Finances - Rev. Nomgando Matyumza, PE (19th ED)
- iii. Your Credentials Matter - Rev. Audrey Ngamlana PE (15th ED)
- iv. Seven Last Words of Jesus on the Cross, where each district, including the 16th ED, participated in teaching the meaning of the words.
- v. Ministering to the Differently Able - Rev. Dr Marion Crayton (2nd ED)
- vi. She's Not Your Competition, She's Your Sister - Supervisor Carol Messiah, Judge Starr Battle, Rev. Vuyo Gwarube and Dr. Beauty Tshabalala (15th ED), focused on building unity and collaboration between CSA/WIM
- vii. AME/WIM Bylaws Engagement for MM Mokone Annual Conference.

3) In-person Activities and Outreach Programs

The below-listed activities have also been carried out throughout the CSA:

- i. Soup Kitchens for Street Kids
- ii. Distribution of feminine products and food packages to underprivileged girls in AME and non-AME schools and nearby communities.
- iii. Secondhand clothing banks for orphans and vulnerable Children.
- iv. Visited Female and Juvenile Correctional centers/Prisons and provided toiletries.

4) Training

- i. With the assistance of Turner Theological Seminary, thirteen (13) Women in Ministry in the 15th, 18th, and 19th Episcopal Districts were trained and received their Certificate in Theology.
- ii. Two women in the 18th also completed their Trauma Informed Spiritual Care Certificate from Turner.
- iii. The Rev Dr Mmannini A. Mahloko received her PhD in theology and biblical studies from the 19th ED.
- iv. Our Connectional AMEWIM Statistician was in residency at Drew Theological Seminary and received her Master of Divinity in May. She has been accepted to several Doctoral programs.

5) Recommendations

To maintain effective and efficient communication throughout Africa, the President and the (1st) first Vice President of each Episcopal District should join the WhatsApp groups and the mailing list.

To accurately reflect that AME/WIM serves throughout Africa and not Central or South Africa, legislation has been proposed for the 52nd Quadrennial Session of the General Conference to affirmatively change the title to the African Regional Coordinator.

6) In Conclusion

The presence of AME/WIM has significantly impacted Annual Conferences in most African districts. There has been a noticeable change in how AME/WIM is recognized and appreciated.

STATISTICAL REPORT

Background

Connectional AME/WIM has historically secured its statistics through various sources, including Annual Conference Secretaries, Coordinators, and Episcopal District Presidents, culminating in nearly 100% participation.

Realizing we cannot plan our future without first knowing where we are, our statistician embarked upon the gargantuan task of acquiring statistics to inform us where the AME Church stands statistically. The attached table is a summary sheet of the 2023/2024 District Reports. It's noted that the statistical reports from the Sixth, Eleventh, and Seventeenth Episcopal Districts are not reflected in this data. The data has been aggregated based on the 2024 statistics, which include 116 Annual Conferences and 266 Presiding Elder Districts throughout the Connection.

Revised Data Collection Sheet

A new data collection tool has been created. Some variables have been broken down to understand better the statistics provided. As a result, new variables have been added to the 2023/2024 census. It is recommended that these new variables, including the number of ordained women in the Judicial Council, the number of ordained women in Connectional Executive Boards (separate from Connectional officers), the number of ordained women

who are Deans of the Board of Examiners, and the number of ordained women who are Conference Treasurers, be used to guide future actions in the following quadrennium.

The new variables also distinguish between theological doctoral and non-doctoral degrees. Additionally, a new variable has been added to be collected at the end of each quadrennial as the Connectional AME Church prepares for the General Conference. The General Conference component tracks the number of delegates and alternate delegates elected ordained women, including the number leading their conference delegation.

Data Analysis

The missing data can be safely ignored because it is not used to impute anything. The data from past years, including the 2023/2024 data, reflect the work and progress done by each Episcopal leader, highlighting some of the systemic challenges women in ministry face in their districts. Our data reflects the following information:

- Women in Ministry remain underrepresented in connectional leadership, with only one WIM in the General Officer position.
- Of the 1474 women Itinerant Elders, **2.7 % are Deans of Boards, 2.1 % are Conference Treasurers, and 3.7% are Presiding Elders.**
- Out of 1,847 fully ordained Itinerant Elders and Locals, **68 serve in institutional ministries** such as chaplaincy and other settings. This presents an opportunity to encourage women in ministry to consider serving Christ in different and perhaps “non-traditional” capacities.
- The number of WIM receiving an MDiv during the quadrennium has **increased from 489 to 846.** However, notable disparities exist between the United States Districts and those outside the continental. **Of the 846 MDivs conferred this quadrennium, only nine (9) were in the GDC Districts.**
- The number of ordained women serving as General Conference delegates **has increased by 56 from 122 in 2021 to 178 in 2024.**
- Most notably, **the number of ordained women leading their conference delegation to the General Conference has tripled, rising from nine (9) to twenty-two (22);** of the twenty-two, eleven (11) are from GDC Districts.

Findings and Insights

The momentum for change is underway, yet there is a need for a swifter pace in increasing the involvement of women in ministry in administrative roles at the conference level. As a whole, clergywomen are actively pursuing the credentials to better serve, and this progress should be met with deliberate recognition from Episcopal leadership of the talent, gifts, and abilities within WIM.

One of the most pressing issues facing women in ministry is access to theological education. Out of the 1,847 Itinerant and Local Elders in the Connection, less than 1% (11 women) in Episcopal Districts 14-20 have received a Master of Divinity. Thus, women-ordained Itinerant Elders in the GDC Districts are disadvantaged in full participation and elevation at many levels.

Connectional Statistics, 2023/2023 update Detailed Variables and Summary Data	Conferences			116
	Preising Elder's Districts			266
RECORD	2021	2021/2022	2022/2023	2023/2024
Number of female ITINERANT Elders reported in your Episcopal District	2548	1876	2018	1474
Number of female ITINERANT Deacons reported in your Episcopal District		430	509	373
Number of female LOCAL Elders reported in your Episcopal District	1008	753	610	478
Number of female LOCAL Deacons reported in your Episcopal District		225	364	316
Number of female EVANGELISTS & EXHORTERS reported in your Episcopal District	298	506	406	506
Number of female LICENTIATES reported in your Episcopal District	270	204	208	174
How many of the WOMEN BISHOPS were members of your Episcopal District when they were elected and consecrated?	3	3	4	3
NEW NUMBERS / ADDITIONAL				
Female NEW LICENTIATES admitted to the Annual Conference in your Episcopal District in the LAST YEAR			91	86
Female SUPERANNUATES (newly retired preachers) reported in your Episcopal District in the LAST YEAR	270	327	383	89
Number of WOMEN IN MINISTRY reported who have died in your Episcopal District in the LAST YEAR	39	62	61	40
Number of women serving in an active Pastoral capacity (actively pastoring) in your ED	1210	1425	1069	1034
Number of women serving in INSTITUTIONAL MINISTRIES (as chaplains of schools, hospitals, etc.) in your ED	114	63	81	68
Number of ASSOCIATE MEMBERS reported in your Episcopal District	122	240	199	222
NEW NUMBERS / ADDITIONAL				
How many Ordained Women who GENERAL OFFICERS are members of your Episcopal District		1	1	1
How many Ordained Women who JUDICIAL COUNCIL judges are members of your Episcopal District				0
How many Ordained Women who CONNECTIONAL OFFICERS are members of your Episcopal District				7
How many Ordained Women who serve in CONNECTIONAL BOARDS are members of your Episcopal District				26
What is the total number of Women PRESIDING ELDERS in your Episcopal District	51	70	65	55
What is the total number of Ordained Women who are DEANS OF BOARDS in your Episcopal District				40
What is the total number of Ordained Women who are TREASURERS in your Episcopal District				32
EDUCATION AND ADVANCEMENT				
Total number of Ordained Women with NON-THEOLOGICAL Doctoral Degree in your Episcopal District				102
Total number of Ordained Women with THEOLOGICAL DOCTORAL Degree in your Episcopal District	33	150	136	175
Total number of Ordained Women receiving a THEOLOGICAL DOCTORAL Degree in your ED in the last year				32
Total number of Ordained Women with MASTER OF DIVINITY Degree in your Episcopal District	38	489	358	846
Total number of Ordained Women receiving a MASTER OF DIVINITY Degree in your Episcopal District in the last year				59
GENERAL CONFERENCE STATS				
Total Number of Ordained Women Elected as DELEGATES to the 2024 General Conference				178
IF POSSIBLE: The number of ordained women elected as DELEGATES at the 2021 General Conference				122
Total Number of Ordained Women Elected as ALTERNATE delegates to the 2024 General Conference				90
IF POSSIBLE: The number of ordained women elected as ALTERNATE delegates at the 2021 General Conference				95
Number of ordained women leading the 2024 GENERAL CONFERENCE DELEGATION				22
IF POSSIBLE: Number of ordained women leading the 2021 GENERAL CONFERENCE DELEGATION				9



EPISCOPAL DISTRICT REPORTS

1ST EPISCOPAL DISTRICT

Rev. Dr. Jacquita Wright-Henderson, President

The 1st Episcopal District AME Women in Ministry (WIM) embraced the Connectional theme, “Walking in Strength: Iron Sharpening Iron” (Proverbs 27:17) and used Ephesians 4:12 to remind all to “equip God’s people for works of service so that the body of Christ may be built up.”

Immediately after the November 2021 election, President Jacquita Wright-Henderson led the team in a listening tour, including meetings with Bishop Julius H. McAllister, Sr., Rev. Dr. Erika D. Crawford, the existing and newly elected Conference Coordinators, and various WIM throughout the First Episcopal District. A pressing need emerged for a focus on self-care. In response, WIM presented several programs and workshops including two Sister to Sister Self-Care Forums (2021 and 2022), led by Rev. Dr. Melinda Contreras-Byrd; a 2022 Health and Fitness workshop series featuring sessions led by Rev. April Beckles (Empowering the Body); Rev. Dr. Ann Marie Bentsi-Addison Posey, “Healthcare Disparities in Women of Color” (Engaging the Mind), and Rev. Dr. Cheryl Auguste, “Soaking Session” (Edifying the Soul); along with a 2023 virtual leadership series featuring Rev. Dr. Henrietta Fullard, Rev. Dr. Erika D. Crawford, and Rev. Dr. Teresa L. Fry Brown. In 2022, WIM sponsored a Celebration of Leadership and Service for outgoing WIM Officers, an Installation Service for incoming officers, and presented annual gifts of appreciation to each Coordinator at their respective Annual Conferences.

In addition, the Rev. Jarena Lee Leadership Award (honoring outstanding clergywomen in each Annual Conference) and the Diane Nash Community Award (honoring youth who exhibit leadership and advocacy) were created, with the following recipients: The Jarena Lee Award recipients: 2022: Rev. Dr. Emilygail Dill, Bermuda; Rev. Dr. Erika D. Crawford, Delaware; Presiding Elder Jocelyn Hart Lovelace, New England; Rev. Ratona Stokes-Robinson, New Jersey; Rev. Kimberley L. Detherage Esq., New York; Presiding Elder Faye Banks Taylor, Western New York; and Presiding Elder Janet J. Sturdivant, Philadelphia. 2023: Rev. Betty L. Furbert-Woolridge, Bermuda; Rev. Dr. Iola E. Williams, Delaware; Rev. Margaret Bailey, New Jersey; Rev. A. Iona Smith Nze, New England; Presiding Elder Jo-An L. Owings, New York; Reverend Makeeda E. Brooks, Western New York; and Rev. Dr. Esther L. Seales, Philadelphia. The Diane Nash Award recipients: 2022 - Delaware State University Lacrosse Team; 2023 - N’Darrri Symone Bentsi-Addison Posey, New York.

In 2022, the devotionals in the District’s Annual Lenten Journal were read concurrently on Bermuda radio and stateside conference calls. The Journal expanded to include artwork and poetry in 2023 and 2024, respectively. Other initiatives during this Quadrennial include the District’s First Thursdays Prayer Call, featuring prayer warriors from every conference; New York Annual Conference’s First Thursday Power of a Conference Call and Third Thursday Empowerment Sessions; Delaware Annual Conference’s monthly 20-minute Self-Care Call; and the Philadelphia Conference’s Annual Legacy Luncheon, which honors those who uphold the mission and objectives of WIM. In November 2023, the inaugural publication of the district’s “WIM Connector” Quarterly Newsletter was released. The 1st District AME/WIM supported all Connectional initiatives, including the WIM Quadrennial, Maximizing Ministry, the Virtual Prayer Vigil, and the donation of Disciplines to sister districts. In closing, we acknowledge the service of Rev. Lillie B. McMullen, Philadelphia Annual Conference, and Rev. Dr. Stephanie D. Castro, New England Conference, who transitioned to be with the Lord during this quadrennial.

2ND EPISCOPAL DISTRICT

Rev. Anna E. Mosby, President

The Second Episcopal District Women in Ministry (SEDWIM) has embraced and incorporated the Quadrennial theme, “Walking in Strength, Iron Sharpening Iron” (Proverbs 27:17). We are convinced that to effectively walk in strength, clergy caregivers must practice personal self-care. To that end, emphasis was placed on emotional, physical, social, financial, and spiritual wellness. Information was disseminated through webinars, workshops, forums, monthly meetings, newsletters, and regular intercessory prayer sessions. Coordinated relaxation included an

evening of bowling while attending a District meeting, a 3-day rejuvenating retreat at Sunset Beach, NC, and many virtual and in-person gatherings.

We honor our Episcopal leadership, Bishop James L. Davis, and Mother Arelis B. Davis, for their love, support, and encouragement. Bishop Davis has been intentional regarding inclusion, affirmation, and opportunities to serve in all areas of ministry and leadership across the Second District. He has made historic appointments, assignments, and available access in support of clergywomen. WIM has preached Annual Sermons, hosted Annual Conferences, chaired key committees, presented meditations, facilitated workshops, participated on panels, and prominently served in all Annual Conferences, Planning Meetings, and Mid-Year gatherings.

We are proud of the exemplary leadership demonstrated across all five Annual Conferences, and we celebrate those who have modeled excellence over the last quadrennial.

- The following women serve(d) as Presiding Elder:
 - Rev. Evelyn G. Dunn (in her 24th year!)
 - Rev. Dr. Anita M. Thompson (retired in 2023)
 - Rev. Wanda E. London (appointed in 2023)
 - Rev. Dr. A. Qismat Alim (appointed in 2023)
- Rev. Dr. Vanetta Brice, SED Treasurer, has served with excellence since 2016
- Current Conference Treasurers include Rev. Dr. Brice (Washington Conference), Rev. Vanessa Copeland (Virginia Conference), and Rev. Dr. Theresa Holmes (North Carolina Conference)
- Board of Examiners leadership includes Chairs Rev. Dr. Joan A. Wharton (Baltimore), Rev. Dr. Andrea Cornett-Scott (Virginia), Rev. Dr. Theresa M. Holmes (North Carolina); and Dean Rev. Dr. Marlene Mitchell (Washington)
- Clergywomen make up 39% of our Delegation to the 2024 General Conference; this is a 9% increase over the 2021 General Conference

We provided support and encouragement to sisters in the Board of Examiners and financial support to new pastors and those pastoring developing congregations. We also celebrated those on whose shoulders we stand as they “retired” into a new season of ministry. Monthly Districtwide virtual gatherings, entitled WE Speak (WIM Empowered Speak), provided a platform for conversation on various topics, such as diverse ministry roles and how to use our gifts to fulfill our calling.

The SEDWIM Executive Board has been phenomenal, creative, supportive, and hard-working. WIM Conference Coordinators, along with their Cabinets and PE District Caucus Leaders, have planned and executed inspiring gatherings during every Annual and PE District Conference. Outreach efforts included donating AME Disciplines and clergy robes to our sisters and brothers in the Global Districts as well as partnering with community organizations and outreach ministries. SEDWIM continues to work collaboratively and stand, not separately, but in solidarity with all called by God to the vocation of ministry. We still dare to believe – and we know that we are the difference!

3RD EPISCOPAL DISTRICT

Rev. Dr. Mila Cooper, President

The new administration of the Third Episcopal District Women in Ministry began its work in November 2021 with enthusiasm, ambition, boldness, and a #NextLevel mindset. The newly elected executive board, installed by Bishop Errenous E. McCloud at the November planning meeting, presented an electrifying video report that embraced the District’s mantra - We are Better Together. After soliciting input from women in ministry present at the planning meeting, the Board participated in an all-day virtual planning retreat in December.

While embracing the Connectional Theme – Iron Sharpens Iron, during this first retreat, we also developed a vision statement to guide our work for the next three years: “to be a prolific, prophetic, and revolutionary voice for women in ministry.” A priority for this administration was to be intentional about increasing our participation and visibility in the 3rd Episcopal District while raising a standard of excellence or #NextLevel Ministry. As a result, our impact was felt throughout the district. We extend gratitude to Bishop Erreuous E. McCloud for his support in allowing us to have major district-wide events at his Planning and Midyear Meetings.

One strategy for increasing participation and representation was to expand the Executive Board by adding new positions (3rd Vice President, Assistant Secretary, and Assistant Worship Leader) and adding local ministers as advisors or at large members. This also ensured representation from all seven presiding elder districts.

In addition to our business meetings and special gatherings during the Bishop’s Planning and Midyear meetings, we implemented three signature events during the 2021-2024 triennium: a Virtual Prayer Revival for the New Year, a district-wide Praise Breakfast, and a summer retreat for women in ministry.

VIRTUAL PRAYER REVIVAL for THE NEW YEAR

We launched our inaugural Virtual Prayer Revival in January 2022 with the Rev. Dr. Jessica Kendall Ingram as our preacher. Prayer (zoom) rooms focused on deliverance, forgiveness, healing, holiness, humility, kingdom mindset, lament, love, revival, and unity. Over 200 people were in attendance. Subsequent Virtual Prayer Revivals were held in January 2023 and January 2024. With members of the 3rd Episcopal District, both clergy and lay, teaching and leading prayers.

DISTRICT-WIDE PRAISE BREAKFAST

For the first time in the 3rd District, Women in Ministry was given the opportunity to host a district-wide ministry event at the Bishop’s district meetings. Our inaugural event was the Morning Glory Praise Breakfast in April 2022 during the Midyear gathering in Charleston, West Virginia. Bishop Vashti Murphy McKenzie was our preacher for the sold-out event. Operating with the “We are Better Together” mindset, all components supported in attendance, sponsorship or service as hosts and hostesses. We were especially grateful to have the Sons of Allen Men’s Ministry as our primary hosts for the event. We were blessed to host our second sold-out Praise Breakfast on April 15 at the 2023 Midyear gathering in Pittsburgh, Pennsylvania. Four members of the 3rd District (the Rev. Dr. Norma Lynn Felts, the Rev. Shane Floyd, Licentiate Andrew Coleman (young adult) and layperson First Lady Fran Allen) presented anointed messages during a dramatic presentation entitled #Resurrected. We were then afforded an unplanned opportunity to host a third sold-out Praise Breakfast on November 4 during the 2023 Planning Meeting held in Dayton, Ohio. The theme was Hallelujah! and included powerful messages by the Revs. Deborah Widget and Tisha Reid as well as liturgical dance, flag ministry, a duet of word and mime presented by the Rev. Dr. Mila P. Cooper and Dr. Monica Woods and ministry in song from the Rev. Dr. Brandon Davis and Sis. Juanita Kelly. Each Praise Breakfast was attended by Bishop McCloud, all Presiding Elders, Pastors and Clergy, laity and leaders of all components. We were blessed with the attendance of the Rev. Dr. Ammie Davis, President-Dean of Turner Theological Seminary and former First Vice President of AME/WIM in April 2023, and the Rev. Tyronda Burgess, 3rd Vice President of AME/WIM, in November 2023. In addition to the spiritual impact, each breakfast was a financial blessing to the 3rd District College Assistance Fund and 3rd District Women in Ministry.

WIM RETREATS

Our third signature event was an enhanced summer retreat open to all women in ministry. Under the capable leadership of our First Vice President, Rev. Jeannette Hubbard and her hard-working committee, the retreats during this triennium embodied next level ministry. The first retreat, “It’s Your Time to Shine,” was held August 12-13, 2022, in Geneva on the Lake, Ohio. Women in Ministry gathered “on the lake,” for an unforgettable experience of fellowship and spiritual enrichment. Charged by our District President to go even higher, the next retreat did just that and kept with the tradition of being “by the water.” Held July 13-15, 2023, in the Queen City - Cincinnati, Ohio, Women in Ministry gathered under the theme “Radiant Renewal: Reclaimed, Restored and Reconciled. This was the first two-night 3DWIM retreat. Attendees enjoyed informative and uplifting sessions, self-care activities and a dinner cruise. The WIM retreats offer an opportunity for clergywomen to unplug from their busy lives and schedules to recharge for the ministry to which they have been called.

ANNUAL CONFERENCE SERIES

Two of the three Annual Conferences (2021 and 2022) during this triennium were held virtually due to the ongoing Covid pandemic. During the 2023 Annual Conference Series, we were given the responsibility to oversee Friday evening's worship. In each conference, we implemented *Friday Night Live* under the theme "You've Got Power: From Discussion to Dynamic Worship," that included a teaching component on church growth followed by the preached word. The teaching was presented by a diverse panel of clergy (women and men including those from other denominations). In the spirit of ecumenism, the preacher in each conference was a fellow woman in ministry from another denomination in the local area. We extend thanks to Bishop McCloud for the opportunity as well as the financial blessing during each conference offering.

ANNUAL CONFERENCE WOMEN IN MINISTRY

Each Annual Conference WIM has been excellent in support of district initiatives and collaborating among themselves while holding phenomenal ministry events in their own conferences. Highlights include "Walking the Road of Healing, A Journey of Faith" which was a virtual event focusing on self-care, monthly virtual gatherings, Prayer and Praise by zoom, and mental health focus in the Pittsburgh-West Virginia Conference; "Fresh Wind Fridays," held every week on Facebook, the "Just Breathe," and "It's Time to Breathe, Again" WIM Retreats and Prison Outreach in the North Ohio Conference and Wellness Care Calls, "Zoomin with my Soul Sista" Series, "Expressions of Worship" virtual revival, and focus on mental health and mindfulness in the Ohio-South Ohio Conference.

We salute and thank the amazing Annual Conference Coordinators who lead with distinction and are also integral and active members of the 3rd District Executive Board – the Revs. Emma Barnes (Ohio-South Ohio), Aisha Tate (Pittsburgh-West Virginia) and Deia West (North Ohio).

COLLEGE ASSISTANCE FUND

Bishop McCloud has entrusted 3DWIM to administer the new 3rd District College Assistance Fund. We coordinate disbursements to all college students during the academic year. Close to \$85,000 has been raised by local churches, components including Women in Ministry and offerings during Annual Conferences, District Planning and Midyear Meetings.

CONNECTION, COLLABORATION AND CELEBRATION

3DWIM has supported all AME/WIM connectional initiatives and collaborated across the District.

- Attendance at each Connectional AME/WIM Maximizing Ministry events
- Participation in each Holy Saturday Prayer Vigil
- Regular attendance at monthly meetings for District Presidents
- A large delegation attended the Connectional AME/WIM Quadrennial Conference in Detroit, Michigan in August 2023.
- Attended the installation of the Rev. Ammie Davis, first women appointed to serve as President-Dean of Turner Theological Seminary
- Attendance at General Board & Connectional WIM meetings in 2022 and 2023
- Hosted the Rev. Dr. Erika Crawford, Connectional President at the joint Founder's Day Worship Celebration in Cleveland (North Ohio Conference), Presiding Elders Louise Jackson & LaCreta Clark.
- AME Review Submission
- Herstory Celebrations and Submission to AME/WIM Under 45 Recognition
- Collaborated with the 3rd District Women's Missionary Society – Diapers for Dayton

We celebrate the leadership, appointments and accomplishments of women in ministry.

- 4 of 6 Presiding Elders
- District Accountant
- 2 of 3 Deans of the Board of Examiners
- 3 of 3 Annual Conference Treasurers
- 3 of 3 Annual Conference Secretaries
- Chair, Board of Christian Education
- Assistant, Board of Christian Education
- 1 of 3 Chair, Ministerial Efficiency Committee

General Conference Delegation

- 42.5% of clergy delegates are women, compared to 30.2% in 2021 (North Ohio Conference has 53.3% women compared to 27.2% in 2021).
- 44% of clergy alternate delegates are women.

Women in Ministry are also leading in various capacities in the hosting of the 2024 General Conference.

- General Chairperson – Rev. Dr. Aimee Anderson
- Chair of Hospitality – Rev. Dr. Mila Cooper
- Host Presiding Elder – Rev. Dr. Aimee Anderson
- 2 of the 3 host pastors – Rev. Gertrude Komani & Rev. Dr. Ruth McCants Locke

Women in Ministry receiving doctoral degrees 2021-2024

- Mila P. Cooper, Norma Lynn Felts and Renita Green.

Worth noting is our enhanced social media presence and excellence in graphic design. The 3DWIM Facebook presence has been enhanced by our Second Vice President, the Rev. D'Lynn Harrison and each Annual Conference has updated their social media presence as well. Our graphic designs, flyers, programs and other promotional materials are professional and exemplary. We acknowledge our in-house graphic designer, the Rev. Emma Barnes. We also awarded the \$1,000 3rd District Jarena Lee Scholarship for Theological Education to the Rev. Jameelah O'Neal who matriculated at Payne Theological Seminary, and we look forward to resuming the scholarship during the next quadrennium.

The 3rd District Women in Ministry is constantly praying, extending benevolence, supporting one another, and advocating for justice while striving to make an impact in the Kingdom. We remain optimistic about our future and the next administration. We thank God that we were able to raise the bar with next level faith, next level ministry and next level praise! To God be the Glory!

4TH EPISCOPAL DISTRICT

Rev. Janice Cummings, President

We thank God that this has been a glorious and fruitful year. Much of our effort across the 4th Episcopal District addressed three primary themes: Wellness, Sisterhood, and Growth. Our growth efforts entailed expanding the membership, increasing our representation in leadership positions in church and community, and personal development.

One of our major District-wide initiatives was our springtime wellness project entitled, “The Color Purple.” Based on the movie, we developed a three-part curriculum to address major themes including trauma, healing, and the value and power of sisterhood. Our objective was to address our own needs as clergy and the needs of our parishioners. With the financial support of a local healthcare provider, we were able to utilize well-established psychologists and a prominent national domestic violence trainer. There was also a community outreach component to the project, targeting women in institutions such as prisons and domestic violence shelters.

Yearlong, special emphasis was placed on supporting members as they grieved the loss of loved ones through a ministry of presence, resolutions, floral displays, and the like. Additionally, a variety of wellness and self-improvement projects were held within our Annual Conferences.

WIM members preached throughout the Connection, including special annual days. Retirees were supported and community outreach was practiced. Board members purchased and distributed Covid prevention and testing supplies. At the Midyear Convocation we hosted an informational table and presented members with a small gift bag with useable items. And for Christmas, we provided financial support to AME India.

Our inaugural scholarship in memory of Rev. Dr. Ida V. James blessed the membership, other District components, and the award recipient. Sharing the contributions of Rev. Dr. James with the District and Connectional WIM was impactful.

We hosted a powerful Jarena Lee Birthday celebration. The special guest proclaimer was Bishop E. Anne Henning Byfield who was elected from the “Fabulous Fourth.” Moreover, we supported Bishop Byfield’s mission trip to the Dominican Republic, and by attending her retirement celebration.

We are pleased to report that our Illinois Conference engaged in strategic voter registration resulting in one of our members being elected to the State of Iowa House of Representatives. Additionally, a member in the Michigan conference received posthumous honors from the United States Congress for her service in the church and the community.

We continued to reach the masses with our WIM newsletters, including a special edition that featured members’ caregiving journeys with the aim of garnering understanding and compassion, i.e., “sisterhood” in action.

Finally, to God’s glory, the District was blessed to provide tangible support to Connectional WIM initiatives including the purchase of AME Disciplines for the AME Global Districts, as well as via active participation in the Holy Saturday Prayer Vigil, HERStory, and the Maximizing Ministry series.

5TH EPISCOPAL DISTRICT

Rev. Mercedes Tudy-Hamilton, President

It is an honor to share the anointed service of the 5th Episcopal District Women in Ministry under the leadership of our Presiding Prelate, Bishop Clement W. Fugh and Supervisor Alexia B. Fugh. Our district is comprised of Six Annual Conference that work together harmoniously to edify the calling of Christ. We are honored to have among our membership the Connectional Herstorlographer, Rev. Carolyn Baskin-Bell.

- The District Worship Leader, Rev. De Jeanne Taylor, organized Quarterly district prayer and annual conference series zoom prayer prior to the beginning of every annual conference. She also organized our participation in Connectional WIM’s, 24 Hours of Prayer on Resurrection Saturday.
- We planned, developed and implemented seminars, and workshops with activities and worship services that reflected our Connectional theme, "*Walking In Our Strengths, Iron Sharpening Iron*" Prov. 27:17 and District Theme, "*Think Big*" Numbers 27:6.
- We led our WIM Annual Days in all six annual conferences and hosted the WIM Hour of power on the opening day of each Annual Conference. In each conference a dynamic Woman in Ministry preached the word of God in Spirit and truth. At our Mid-Year Convocation WIM led an Hour of Power service.
- We were intentional in Sistering one another by promoting the practice of Sisterhood to women clergy outside, as well as, inside our organization. We provided activities to come along side other women in ministry, in the Board of examiners, at the local churches and in the community to show the viability and practicality of WIM. We were also intentional in the recruitment and utilization of associate members in our activities to foster comradery among clergy.
- **Marjorie Casson Scholarship** – This 5th District WIM scholarship is over 30 years old. We were thankful this year to present two scholarships for \$900 to two deserving WIM seminary students. Bishop Fugh was kind enough to provide matching funds through a district program enabling the students to receive \$1,800 each for their seminary education.

- We celebrated the accomplishments of WIM District wide on the 5th District WIM Facebook page in coordination with our Herstorlographer Rev. Marianne Williams who was assisted by Secretary Rev. Johnetta Toodle Tarkington. We knew it was important to lift the visibility of all the activities that WIM sponsored/hosted throughout the district. Utilizing this platform gives our ministry greater visibility throughout the district and the connection.
- We are coming into the final stages of our manuscript for our book about the Herstory of the Women in Ministry of the 5th Episcopal District. **We expect the book to be published by late Summer of 2024.** Prayerfully, it has been labor intensive; with the collaboration of six annual conferences. Bishop Fugh challenged us to “Think Big!” This has been a Big, Hairy, Audacious, Goal! Praise God for bringing it to fruition!!!

6TH EPISCOPAL DISTRICT

Rev. Veronica Lewis, President

The **6th Episcopal District** (SED) Women in Ministry led into the Triennial theme of “IRON SHARPENS IRON” by tapping into the talents of WIM in our Episcopal District. We have advocated, fostered sisterhood, and supported women throughout the SED who faced major life challenges. Since October 2021 SED Women in Ministry, led by our President Veronica Anderson-Lewis and the Executive Board has worked to present various workshops thematically entitled “Terrific Tuesdays.” Topics have focused on self-care, ministry enhancements and technology. We are blessed to have in our midst Retired Bishop Carolyn Tyler- Guidry, who has been an actively engaged wealth of knowledge and support to women throughout the Sixth Episcopal District.

Each year Bishop Reginald T. Jackson has graciously included WIM in the Annual Conference worship series. Most recently, two annual sermons were preached by women, the Rev. Mary Powell and the Rev. Debra Chaney (2024) and three women preached annual sermons in 2023, the Rev. Rhunette Haire, the Rev. Mavis Brown, and the Rev. Akia Stone White. Bishop Jackson also included women in preaching, organizing and presenting at every 6th District meeting!

We expect to end this triennial with a bang! As General Officer the Rev. Dr. Teresa L. Fry Brown, Historiographer/Executive Director, Department of Research and Scholarship, retires we hope to replace her with her endorsed protégé, the Rev. Dr. Cynthia McDonald. We also are praying that the two 6th Episcopal District candidates for AME/WIM Connectional Executive board, the Rev. Lola Scott G. Russell (President) and the Rev. Sandra Simmons (Herstorlographer) are elected at the General Conference!

A significant highlight of this Triennial is the increased involvement of WIM. At each Episcopal District meeting we wore a fashion print (Animal print, Zebra print, houndstooth, camouflage) that identified WIM, fostered unity, and brought us a sense of exuberance and excitement!! We were able to identify those who are WIM out of the crowd of many and develop new relationships with our sisters across the annual conferences. We offered a WIM information table at most Episcopal district meetings. Held a Chuck’s & Chill Luncheon, and Unsung Shero Breakfast, recognizing many pioneers of WIM from the 6th.

Additional highlights include the 6th district attending in record numbers, the Connectional WIM Quadrennial in Detroit, Michigan. We participated annually in the Connectional 24-Hour Prayer Vigil and Maximizing Ministry.

MINISTRY

- Numerous women have been the first woman assigned as pastors.
- Bishop Jackson appointed the Rev. Mavis Brown as the SED Chairperson of Finance, the Rev. Dr. Garland Higgins as SED Christian Education Director, and the Rev. Dr. Greta Fowler as Director of Church Growth and Evangelism.

SOCIAL ACTION:

- Bishop Reginald T. Jackson led many women to hold political rallies and Get Out the Vote activities.
- Rev. Hope Sims Sutton serves as Deputy Director of the Social Action Committee
- Rev. Karren Bennett continues to serve in the Georgia House of Representatives
- Rev. Dr. Dee Haigler is a candidate for the Georgia House of Representatives

EDUCATION/PUBLICATIONS:

- Several women wrote books, including our very own E-board member, Rev. Dr. Andrea Lewis.
- The Rev. Dr. Garland Higgins was the Editor & Publisher of the annual 6th District Advent and Lenten devotional books.
- Rev. Cynthia McDonald- SHIFT director
- Numerous women received master's and doctoral degrees.

HONORS:

- The Rev. Dr. Ammie L. Davis became the 8th President/Dean of Turner Theological Seminary. Dr. Davis was also inducted into the Morehouse Board of Preachers and Scholars in 2024.
- Each year, SED WIM have been selected and inducted into the Turner Hall of Fame.
- Women who continue their roles as Deans of the Board of Examiner, namely the Rev. Dr. Maria Gordon and the Rev. Dr. Debra Knight.

GENERAL CONFERENCE 6th District Delegation

- Rev. Dr. Maria Gordon was appointed 1st Vice Chair
- Rev. Dr. Hope Sims Sutton was appointed Secretary
- Rev. Dr. Sharon Adair-Harden was appointed Coordinator for the Marshalls
- Rev. Pamela Eason Hobbs was selected as a Marshall.
- 26 women were elected 6th District delegates or alternates

HIGHLIGHTS FROM OUR CONFERENCES:

- (South Conference- Rev. Berlinda Hart-Love & Rev. Renee Gee-Theophile) (2024) Meet & Greet for new WIM members, WIM Host of 2023 Mid-Year meeting Rev. Gee-Theophile; helped to support a sister who had a stroke.
- (Southwest- Rev. Donna Devoe Baker & Rev. Monica Spencer) (2024) Jarena Lee Program.
- (Old Georgia- Rev. Akia Stone White & Rev. Dr. Gloria Reviere) Increased membership tremendously.
- (Macon- Rev. Cathy Dargen Harper) One-night revival featuring President/Dean Davis
- (Augusta- Rev. Terrie Patterson) Weekly Prayer Call; Prayer Brunch; 1st Annual Black History Community Breakfast, Read for Readiness, to encourage reading with area Daycare Centers.
- (Atlanta North- Rev. Hope Sims Sutton) Lavender and White Affair honoring WIM that have served 25+ years, Virtual Esther Room Series, and Sold-Out Theatre Pre-Viewing of The Color Purple, movie day to see The Woman King with Bishop Carolyn Tyler Guidry (retired) as special guest, hosted a retirement celebration for Rev. Dr. Fry-Brown.

6th District Women in Ministry understands the true purpose of WIM; however, as women and nurturers, we attempt to support each other in every way we can. We are looking forward to a fantastic Quadrennial- "Why no eye has seen, what no ear has heard, and no human mind has conceived, the things God has prepared for those who love Him (1 Corinthians 2:9)

7TH EPISCOPAL DISTRICT

Rev. Dr. Mary Rhodes, President

The Women in Ministry of the 7th Episcopal District (7DWIM) has steadfastly committed to fostering spiritual growth, supporting community initiatives, and empowering individuals within and beyond our church community. This commitment has been guided by the leadership of Bishop Samuel L. Green, Sr., our Presiding Prelate, Dr. Phyllis N. Green, our Episcopal Supervisor, and Presiding Elder Rosalyn G. Coleman, WIM Consultant. Under their guidance, our WIM has made significant strides in various areas of ministry, embodying the spirit of service and dedication.

Inclusive Engagement: One of our key initiatives, the Parade of Districts program, has been instrumental in fostering inclusivity within our organization. This program actively includes and honors associate members, including male pastors and laity, in our activities. It is a testament to our commitment to solidarity and collaboration within the broader church community. We also extended significant financial support to the projects of other component ministries, further strengthening our bonds. Regular communication channels ensure timely sharing of announcements and support during sickness and loss.

Celebrating Heritage and Contributions: 7DWIM celebrates and honors the memory of Jarena Lee by acknowledging the invaluable contributions of women of distinction from each annual conference. These women are the backbone of our organization and play an integral role in fostering unity and strength within the community. Our prayer warriors at 7DWIM provide a spiritual foundation through prayer ministries on various levels. Bishop Green gifted WIM with a copy of Supervisor Green's publication, "Life Behind the Veil: Meditation Guide for Clergy Spouses," to help enrich the spiritual journey of clergy spouses and others.

Financial Support and Community Outreach: Our organization not only provides financial support for educational initiatives but also actively engages in community events. We make a yearly donation to Allen University, demonstrating our commitment to education. We sponsor students in Haiti and the Dominican Republic through Compassion International Ministries, extending our educational support globally. We have purchased thirty African Methodist Episcopal Church Doctrine and Disciplines for clergy WIM and Associates members in the Global Districts, furthering our educational initiatives. In addition, we actively participate in community events such as Allen University's homecoming, football games, and graduation ceremonies, showing our support for local institutions and celebrating achievements in the community.

Empowerment and Mentorship: WIM actively mentors new pastors and licentiates, providing guidance and support as they navigate their ministry journey. We extend financial assistance to seminary graduates and trailblazers, minimizing barriers to education and advancement. WIM believes in empowering and supporting those starting their journey in ministry while also honoring and remembering those who have paved the way for us. We vowed not to forget those whose shoulders we are standing on in ministry.

Cultural and Spiritual Enrichment: Our shared spirituality and creativity led to the creation and acceptance of the WIM Benediction, which reflects our commitment to nurturing faith and tradition. WIM regularly attends annual retreats focused on wholeness, providing opportunities for spiritual renewal and personal growth, and emphasizing the importance of holistic well-being.

As we look to the future, the Women in Ministry of the 7th Episcopal District are committed to building relationships, empowering individuals, and making a positive impact on the lives of others. We remain dedicated to serving our community and working collaboratively to embody the guiding principles of faith, community, and empowerment that define our ministry.

This quadrennial report is a testament to our achievements, challenges, and aspirations as we move forward with love and service. We are proud of our role in intentionally spreading the gospel and leading others to believe and accept faith in the birth, life, death, and resurrection of our Lord and Savior, Jesus Christ. This is a responsibility we hold dear and one that we are committed to fulfilling with utmost dedication.

8TH EPISCOPAL DISTRICT

Rev. Richelle Lewis Castine, President

The 8th Episcopal District WIM has utilized Zoom and teleconference platforms to traverse the pandemic to hold meetings, prayer services and workshops to enhance and unite AME/WIM. There are 4 Annual Conferences who have all done great jobs of staying informed and fellowshiping so that the Gospel is spread, and our relationships are enhanced. We had the privilege of celebrating with our own, the Rev. Dr. Ammie L. Davis who was installed as the 8th President/Dean of Turner Theological Seminary. WIM had an awesome showing representing the 8th District of approximately 15 members. We also had representation at the General Board in Nashville, Tennessee.

Many of the highlights from the Annual Conference and Presiding Elder District levels include:

-Friday Night Fire, which is a service, held the Friday evening before Pentecost. Workshops on insurance and financial planning which coordinates with Bishop Wicker's 8 C's campaign for the District. In July we will begin a monthly series focused on "iron sharpening iron" AND the 8 C's of ministry. Recognized and celebrated Women's History month during March and the Rev. Jarena Lee's birthday in February with various programs. A revival sponsored by the Central North LA Conference which featured preachers from the other 3 Annual conferences. Assisted Rev. Nettie Ranel, Pastor of Mary Springhill AME in Shreveport, LA by blessing the WIM of Malawi that were assisting her during her missionary/evangelistic tour there.

Central North Louisiana and North Mississippi conferences both have books/meditations being published. Rev. Dr. Patricia Brown of the Louisiana Conference has written a book of sermon meditations based on preached during the pandemic. With Bishop Wicker's approval a book club was started for the episcopal district first title used was "Increase! A Path to Abundance for the Local Church" by Rev. Dr. James Miller. (sponsored by the WIM)

We thank God for the opportunity to be in His service for the kingdom.

9TH EPISCOPAL DISTRICT

Rev. Dr. Carmen Avery Walker, President

To embrace the notion of Sisterhood, we must first believe a foundation of unity can exist between women. The 9th Episcopal District WIM found that the intensity of the Covid 19 pandemic allowed us to draw closer to each other to unify our congregations and Presiding Elder Districts by employing the "Sisterhood of Grace". "The Sisterhood of Grace" promotes the notion that we should apply grace towards each WIM Sister in order to build relationships and sharpen our various skills in a God honoring way. The result has been an overall new confidence, kinship and supportive nature across the State. We are proud of the following appointments in our District:

We are strengthened by the fact that we have WIM serving as Presiding Elders in 3 of the 5 Presiding Elder Districts. Rev. Gloria Hall in West Birmingham Ensley Greensboro, Rev. Dr. Letitia Watford in Tuskegee and Rev. Jacquelyn Denson in Alabama River Region. We also have WIM representation on the General Board in the person of Rev. Dr. Agnes Lover.

This unity has given us opportunities to encourage, uplift and sharpen each other through the following activities, events and programs:

- We completed the "2200 Pledge" of the Turner Theological Seminary
- Purchased a brick for the 9th District Prayer Garden

- Provided mentorship and resources to BOE candidates to assist them in having the necessities for successful completion of the classes, including Books of Worship and Book of Discipline, in addition to in-person support.
- Created a Scholarship for those WIM who are pursuing higher education and a Gift program for those assigned to their first congregation
- We hosted Unity Days of Service in April, during which WIM across the District did special community outreach.
- Every Presiding Elder District WIM held Virtual Women's Conferences. A few of the concerns addressed were Self-Care, Mental Health, Depression, Technology, Service/Life balance, and Financial Literacy.
- Promoting the collection of robes for an upcoming Robe Exchange
- Highlighted those WIM among us who have published books, articles, and papers in a Literary Zoom. This will be a yearly project.
- Given in-person support to new WIM Pastors throughout the year
- Have increased visibility on 9th District worship services with WIM being selected to preach Opening, Closing and Ordination services throughout the State in addition to sharing in the WIM Hour of Power in our Annual Conference series.
- Our WIM Sisters have enjoyed the Maximizing Ministry series and held small discussions to find ways to implement the information.
- We have an ongoing membership drive Statewide in hopes of increasing our membership percentage.

10TH EPISCOPAL DISTRICT

Rev. Dr. Carol W. Echols, President

The mission of the AME/WIM is to define, enhance, support and expand the presence of women in ministry in leadership in the African Methodist Episcopal Church at every level.

Under the leadership of Senior Bishop Adam Jefferson Richardson, III, and feeling empowered to do ministry in new ways, we focused on renewal, retooling, and reaching outward.

We began with the addition of 3 new Director positions for Prayer, Sister Care, and Social Action. A Third Watch Sunday Midnight Prayer ministry was begun, and a Prayer Breakfast was held at the Heaven on Earth Event Mansion in Houston, with Connectional President Rev. Dr. Erika Crawford as our speaker. A day relaxing, rejuvenating, yet instructive WIM Retreat was held in the San Antonio Hill Country with Rev. Dr. Claudette Copeland as our closing speaker.



Hampton University Ministers Conference offered us an opportunity to travel together, grow in an ecumenical environment, and explore 21st century ministry practices. A record 19 persons from Texas also traveled to Detroit for the AME WIM Quadrennial Convention where Bishop Richardson served as one of the presenters.

Women in Ministry across all Annual Conferences poured out with Panel Discussions themed “Doing Ministry in the Era of Diversity, Equity, and Inclusion”, holding Informative, frank discussions on Voting Rights, Abortion, Mental Health, LGBTQIA and the Church, and Microaggressions and female senior pastors. And we are just getting started...

11TH EPISCOPAL DISTRICT

Rev. Dr. Marcia Allen Owens, President

Consistent with the AME Connectional Women in Ministry (WIM) Theme, “Walking in our Strengths: Iron Sharpening Iron,” the 11th Episcopal District AME/WIM focused on leadership development and infrastructure building. Starting with 456 women in the various phases of the ministerial process, the 11th Episcopal District continued to embrace its Episcopal Theme of “Memorable in Mission, Membership & Ministry” throughout 2021-2022, as we focused on the mission of providing for our collegiate and global partners, membership support, and the spiritual development of our WIM.



Mission & Membership:

In 2022, our membership in the AME/WIM organization peaked to nearly 200 women in ministry, marking our highest number of members to date. Along with this growth, 11th Episcopal District AME/WIM instituted its first “Third Thursday Conversations” Leadership series in 2023 with WIM throughout the District, designed to increase knowledge and understanding of the mission and goals of AME/WIM. In 2024, the number of women in ministry grew to 461, comprising 47.2% of the clergy across our six episcopal districts. Reaching out globally, with the support of Presiding Elders and ministers, the 11th Episcopal District WIM raised more than 3,000 US dollars for the purchase of clergy robes for women in the 19th Episcopal District.

Through recent annual conference elections for 2024 General Conference delegates, the 11th Episcopal District generated its greatest representation of clergy women to the Conference, with 13 WIM delegates and 18 WIM alternates across our six annual conferences. Additionally, Presiding Elder Elizabeth E. Yates’ herstoric election makes her the first woman to lead an annual conference delegation.

In keeping with the mission of AME/WIM to support women in specialized ministries and encourage academic training for the ministry seeds were planted and fruits were realized. We began a new scholarship initiative for AME/WIM seminarians. During this quadrennium, nearly 15 AME/WIM have earned doctoral degrees. Additionally, two members of the District, Reverend Robin Dixon-Floyd and Reverend Dr. Missouri McPhee, were inducted into the Turner Theological Seminary Henry McNeal Turner Hall of Fame.

Our 11th Episcopal District President, Reverend Dr. Marcia Allen Owens made herstory by becoming the first woman to be promoted to tenured Full Professor of Environmental Science at Florida A&M University. Fewer than 1% of full professors in the U.S. are Black women. Speaking on religion and ecology, she has also represented the

11th at *The Power of a Thinking Church* (2022) and *The Power of a Wholistic Church* (2024), sponsored by the AME Department of Scholarship & Research.

Mentoring has been a quadrennial focus. Reverend Dr. Caroline Shine (11th Episcopal District AME/WIM First Vice President) released a book on Amazon, *Developing Intentional Ecclesiastical Mentors for Women in Ministry using Biblical Principles: "Encouraging and Strengthening Others*, which is being used to develop mentoring programs for each annual conference.

Ministry:

Under the Episcopal Leadership of Bishop Frank Madison Reid, III, the AME/WIM was granted WIM Hour of Power services in the body of the annual conferences, which were held virtually in 2021 and 2022. In 2023, the services were held in-person in all six conferences, as we ended this quadrennium.

Our signature project of generosity to Edward Waters University (EWU) students was successful over three years, providing a total of \$30,725 in gift cards donated by WIM members, local churches, and ministry components. These gift cards were distributed during Black Heritage Weekend and after the EWU Spring Football games.

12TH EPISCOPAL DISTRICT

Rev. Allison Howell, President

The 12th District Women in Ministry have been continually active and engaged in promoting the Quadrennial Theme in our Episcopal Revival and workshops on our Conference and District levels. We provided books of Disciplines to our sisters WIM in the 14th – 20th Districts to show a commitment to sharing resources and supporting each other's spiritual growth and development. The 12th Episcopal District WIM has shown enthusiasm in participating in Maximizing Ministry reflecting a dedication to learning and staying informed about relevant topics and issues within the church community. It is inspiring to see such proactive involvement in nurturing faith and fostering community connections by Bishop Fredrick A. Wright Sr. Commission Chair and Rev. Dr. Erika Crawford, WIM Connectional President.

Under the leadership of Bishop Michael Leon Mitchell and Supervisor Cordelia Mitchell, the Women in Ministry of the 12th District have been given significant opportunities for leadership and participation within the Episcopal meetings. Whether through Zoom or in-person gatherings, Bishop Mitchell has ensured that the voices and talents of the WIM of the 12th Episcopal District are heard and utilized.

Our involvement spans various roles, from serving as worship leaders, program participants, and preachers to chairing committees and delivering annual sermons. Additionally, Bishop Mitchell's appointments have been instrumental in fostering gender diversity and leadership within the District. Notably, Rev. Charlene Boone's appointment as chair of the Board of Examiners and the appointments of three women as Presiding Elders and a successor, including Presiding Elder Angela Brewster, the late Presiding Elder Lanell Ross, the late Presiding Elder Barbara Butler, and Rev. Shalane Jenkins in training, demonstrate a commitment to empowering women within the church hierarchy. This dedication to inclusivity and gender equality is commendable and sets a positive example for the broader community.

We will continue our annual events that the 12th District Women in Ministry organize to foster unity and solidarity within the sisterhood. The Music Festival and Fashion Show Extravaganza are vibrant celebrations of creativity and talent within the WIM. The four-night Spring revival in each Annual Conference provides an opportunity for spiritual rejuvenation and fellowship across different areas of the district.

The fellowship luncheon at the Christian Leadership Congress offers networking, sharing experiences, and strengthening bonds among the WIM. Moreover, The Ross-Butler Book Scholarship is commendable; we were

excited to give our first participants, the Reverends Angela Rogers and Ain-Martin, providing them with resources to further their studies and enhance their ministry. These events and initiatives reflect a commitment to nurturing both the spiritual and intellectual growth of the WIM of the 12th Episcopal District, fostering a sense of support and empowerment among our Members of WIM.

The 12th Episcopal District of Women in Ministry is humbled to announce the obtaining of our Federal income tax exemption status under IRC Section 501(c)(3) for the International Women of Purpose (IWOP) organization! This is a significant milestone that opens numerous opportunities for our organization to further its mission of promoting the health, wellness, and education of Women in Ministry.

As a recognized public charity or private foundation, IWOP can now pursue grants and endowments to support its future projects and initiatives. This status not only provides financial benefits but also enhances our organization's credibility and legitimacy, making it more attractive to potential donors, partners, and collaborators.

With this newfound status, IWOP is well-positioned to expand its reach, impact, and resources, empowering more Women in Ministry to thrive and contribute to their communities. It is an exciting step forward for our organization, and I am sure it will lead to even greater achievements in the future.

13TH EPISCOPAL DISTRICT

Rev. Stephanie Raglin, President

West Tennessee Women In Ministry

During the last four years, 2020 – 2024, the West Tennessee (WTN) WIM has engaged in the following key events.

Rev. Dr. Terri Strong served as the WTN WIM Coordinator during 2020 – 2021 and 2021-2022. We, like everyone, were challenged during 2020 – 2021 due to the pandemic. All in-person activities were cancelled.

- June 10-11, 2021, **Annual WTN WIM Revival** virtually via Zoom with Connectional AME WIM President, Rev. Dr. Erika Crawford as our guest preacher.
- June 26, 2021, we held an **Author's Workshop** via Zoom. Rev. Joy W. Yancy spoke on *Discipline for Writing* and Athena Shack, owner of CEO/Publisher of Watersprings Media House spoke on *Marketing and Publishing*.
- April 29, 2022, we held a virtual self-care event via Zoom: **"Slowing to Embrace Self-Care via Sacred Stillness & Sacred Openness"** guided by Rev. Dr. Teleah Phillips, D.O., Brown Chapel AMEC & Dr. Christy S. Woodbury-Moore, Assistant Professor Spiritual Formation, Memphis Theological Seminary
- June 15-16, 2022, **Annual WTN WIM Revival** in-person at Ward Chapel AMEC Church. Wednesday's revivalist was Rev. Dr. Barbara Ross and Thursday's revivalist was Bishop E. Anne Henning-Byfield.

Rev. Joy W. Yancy was elected as WTN WIM Coordinator during the 148th session of the West Tennessee Annual Conference (WTAC) for the 2022 – 2024 biennium. She founded *WTN WIM Connect*, a monthly newsletter where WIM can share events happening at their churches allowing us to be more informed about what is going on and be better able to support each other.

We had a general WIM meeting via Zoom on November 10, 2022, prior to the 13th District planning meeting for members to get to know each other. We held another general WIM meeting via Zoom on January 17, 2023, to plan our key events for the year and assign chairpersons. Below is a list of the three events held during the 2022 – 2023 conference year:

- **WTN WIM Bar-B-Q & Movie Night** on Saturday, April 22 hosted by Rev. Cynthia Pearson at her home. It was an awesome time of food, fun and relaxation after a busy year and Easter season.

- **WTN WIM Revival June 21 -22**, chair, Rev. Dr. Barbara S. Green and co-chair, Rev. Regina H. Jones. The revival was held at Mt. Zion AMEC, where the coordinator, Rev. Joy W. Yancy serves as First Lady. The theme was “The Anointing Makes the Difference” based on Isaiah 10:27 KJV. We opened on Wednesday with a Word from Rev. Dr. Dianna Watkins-Dickerson who challenged us to “Keep Our Head in the Game!” We closed on Thursday with a Word from Rev. Dr. Felicia Ingram who encouraged us to stop asking “Who Am I?” and respond, “Here Am I!”
- **Pre-Annual Conference Brunch on September 23**, chair, Rev. Dr. Erica B. Mack and co-chair, Rev. Regina H. Jones. The brunch was held in the Fellowship Hall of St. Andrew AMEC. Almost 60% of our forty-nine dues paying WIM members registered for this event. We began the morning with a wide array of foods from fruits and pastries, chicken sausage, shrimp and grits and salmon croquettes. Following the scrumptious meal, we participated in some WIM trivia which allowed the participants to receive some wonderful prizes including a SmartWatch and select gift cards. We ended the day by creating personal Prayer Boards. We had plenty of space and tools to create. We are trusting God for the manifestation of the prayers we posted on our boards.

During Annual Conference we had ten (10) men who paid associate dues at the local level. We plan to have a joint activity with the men in 2023 – 2024 year. Below are the activities currently planned for the year:

- **WTN WIM Rejuvenate Spa Day** – Saturday, April 27th from 10:00 am – 2:00 p.m. at Amani Bath House, a female African American owned and operated business. Self-care is essential for the level of ministry in which we engage.
- **WTN WIM Annual Revival – “Journey to Freedom”**, Luke 4:16 CEV. Wednesday and Thursday, June 12 – 13, 2024 at 6:15 pm and 6:30 p.m. nightly. June 12 will open with teaching at 6:15 pm. Wednesday, June 13 is Worship only. The revivalist is Rev. Dr. Robin Wilson, Associate Minister, Bethel AMEC, Kansas City, MO, Organizational Specialist at National Education Association (NEA) & live Mindful Certified Trainer.
- **WTN WIM Pre-Annual Conference Brunch/Lunch** – Saturday, October 12, 2024. Host Church, Greer Chapel, Rev. Sherri Cowley Scott, Pastor.

East Tennessee Women In Ministry (WIM) Report

The WIM of the East Tennessee Conference would like to take this opportunity to praise and thank God for allowing us to serve in our various congregations as pastors and associate ministers. Over the past eight years, our conference has experienced growth and challenges.

We have had the opportunity to create several women’s conferences to minister to women’s spiritual, emotional, and physical well-being. In 2017, the East Tennessee WIM hosted a conference with the theme of “It Is Well.” The conference was held at St. John AME Church, in Mulberry, TN. The speakers were Rev. Valorie Johnson, Elder Yvonne Stone, and Minister Angela Knott. The Psalmist was Sis. Lisa Corder.

In 2019, we hosted a conference entitled, “I’m Every Woman – Renewing Spiritually, Refreshing Mentally, and Revitalizing Physically” It was held at Bethel AME Church in Chattanooga, TN. Guest speakers/ministers were Dr. Tanja Holsey, Rev. Beryl Basden, Minister Joyce Taylor, Minister Lisa Wigall and Sis. Lori Hammond.

Next the East Tennessee WIM, virtually presented A Service of Restoration in 2021, and the theme was “Women, It’s Time To Take Off The Mask.” Our guest presenter was Rev. Dr. Stephanie Raglin, pastor of Emory Chapel AME Church.

In 2023, during the Bishop Henning Byfield’s 13th Episcopal District Women’s Conference, Rev. DuJuana Wilson and Rev. Kini Spady conducted workshop sessions.

The East Tennessee WIM, met monthly by ZOOM to pray for each other, encourage each other, and support each other.

During this time frame, the following ministers were ordained as Itinerant Elders: Rev. Dr. Donna Love, Rev. Donna Perkins, Rev. DuJuana Wilson, Rev. Alma Herbert, and Rev. Vanessa Holmon.

Rev. Dr. Love earned her PhD.

Members of WIM have served diligently in leadership roles on the Board of Examiners and Finance Committee.

The members of the East Tennessee WIM may be small in numbers, but we are BIG in heart and service. We are striving to be all that God has called us to be and look forward to all that God has for us.

Kentucky Women In Ministry

November 2019 Prayer Breakfast – Theme: Going Higher. This event was very successful and nourishing for our physical bodies as well as our spiritual bodies. We were lead in prayer by different women - prayer for -church growth, deliverance and salvation, mentally and emotionally disturbed, Christians suffering persecution, government, our children, our families, and sick. Rev. Dujuana Wilson proclaimed the word.

January 2021 SOS (Supporting Our Sisters) Rev. Louise Spencer was the honoree of this event. The goal was to show our sisters who may not have many members to support them spiritually and financially. Rev. Linda Jackson proclaimed the word.

March 2021 Level-Up Conference - this was an opportunity to add value to other women. This would allow women desiring to go to the next level in their spiritual life, equipping women for ministry.

TN Conference Women In Ministry 2021-2024

- Welcome New Officers October 2021
- Planning Meeting November 2021
- Prayer Breakfast February 2022
- WIM Retreat (Support) August 2022
- Celebrate Officers Graduation May 2022
- AC Noon Day Service Preacher (Rev. Green) October 2022
- Elect Officers /Dues October 2022
- Planning Meeting November 2022
- MLK Breakfast (Speaker) January 2023
- She Shall Wear A Crown (WIM Prayer Team) January 2023
- Lenton Devotion March 2023
- Loads Of Love (Faith In Action Event) April 2023
- Learning Academy (Spoken Word) July 2023
- WMS Support (Clarksville, TN) July 2023
- WIM Works of Art (CANCELLED) July 2023
- Ashbury Meeting (Lexington) August 2023
- AC Hour of Power (Rev. Cobbins) October 2023
- Planning Meeting January 2024
- WIM Retreat (Charlston) January 2024
- Book Review March 2024

14TH EPISCOPAL DISTRICT

Rev. Roseline Barnes, President

Membership in WIM means joining your voice with the prophetic voice of others in the African Methodist Episcopal Church in pursuit of parity, justice, and equity for AME clergywomen. The 14th Episcopal District, which consists of Liberia (Central Liberia Annual Conference and Liberia Annual Conference), Cote D'Ivoire, Togo-Benin, Nigeria, Ghana, and Sierra Leone annual conferences, has forty (40) Women in the Ministry.

Liberia, being the seat of the 14th Episcopacy, has taken the lead in pursuit of parity, justice, and equity not only for clergywomen but for those suffering domestic violence and injustices.

The Voice of Women in Ministry is an advocacy movement of the 14th Episcopal District Women in Ministry.

Our Presiding Prelate Bishop Paul J. M. Kawimbe of the 14th Episcopal District, at the seat of the General Conference held in Nashville, USA, had the opportunity to hear the very passionate Mrs. Bridget Gibson of “Tell the Truth” share her vision of a movement to end domestic violence. A seed was planted in the heart of our Bishop. He called his administrative assistant, the Reverend Roseline Barnes, and shared with her his desire to see a replica of this movement here in our district. A meeting was set up between Mrs. Gibson, Rev. Barnes, and Rev. Dr. Alice Crenshaw, pastor of Turner Chapel AME Church Greenwood, USA, and the fireworks sparked.

A vision was birthed on November 6, 2021, in a gathering of eight members of the Women in Ministry of both Annual Conferences of Liberia.

A vision dedicated to working strategically with women and girls on Domestic Violence. A movement dedicated to providing assistance with the legal, advocacy, trauma healing, and counseling of those who are hurting as a result of domestic violence. A vision bearing the name Voice of Women in Ministry (VOWIM).

A vision dedicated to providing support, advocacy training, and collaborative initiatives aimed at promoting Women's Empowerment and leadership.

Today, VOWIM is a newly established Non-Profit NGO aiming to work strategically with women and girls on Domestic Violence.

We exist to:

- Help reunite children with parents
- Counseling women and girls who have been abused or violated.
- Strengthening marriage and-or supporting marriage reunion as well as providing counseling for struggling marriage couples.
- Holding seminars and relevant programs/training
- to build reinforce, and or strengthen women self-esteem/confidence.
- Initiate and or support programs/ activities for the purpose of creating a platform/forum to Study God's word and provide biblical teachings aimed at strengthening faith in God and as well as God's will and purpose for mankind.
- Support advocacy training and collaborative initiative aimed at promoting Women Empowerment and leadership.

We Stand for:

- Honesty · Integrity · independence · · Teamwork · Respect for Diversity and Confidentiality
- Scope of Operation:
- Legal,
- Advocacy,
- Trauma healing & Counseling

In this quadrennial, we were honored to host the second Global Quadrennial Conference of AME/WIM, organized by the 14th Episcopal District in Monrovia, Liberia, West Africa. The conference was in parallel with the 2023 GDC meeting at the majestic Grand Royal Hotel on February 21-22, 2023.

We had the privilege of listening to the divine sermons from Reverend S. Odell Swen of the 14th Episcopal District, who delivered an inspiring midday service, and our esteemed Connectional President, Reverend Dr. Erika D. Crawford, who graced us with the closing sermon.

We extend our most profound appreciation to Bishop Paul J.M. Kawimbe, Supervisor Kawimbe, Reverend Rosaline Barnes, the 14th Episcopal District AME/WIM, Doctor Alvin Attah, and all the wonderful inhabitants of the District who coordinated and hosted this conference excellently.

15TH EPISCOPAL DISTRICT

Rev. Dr. Betty Schröder, President

We thank our Episcopal Leadership of the 15th Episcopal District (ED), the Bishop, Right Rev. Silvester Scott Beaman, and Supervisor, Mother Renee Palmore Beaman, for faithfully supporting and praying with us this past year. As we reflect on the year under review, we praise God for the blessing to report no deaths for Women In Ministry (WIM) in the 15th ED.

Spiritual, mental, emotional, economic, and socio-economic difficulties did not stop *the 15th District WIM* from staying committed to their assignments. We continue to support and recognize the outstanding and visionary leadership of our Episcopal Connectional WIM President, Rev. Dr. Erika Crawford, and her Executive Board, as well as our Statistician, Rev. Lerato Pitso, Rev. Beatrice Motoko, Central/Southern Africa Coordinator, and her dedicated Central/Southern African regions sisters, including those from the 15th ED.

Our Episcopal leadership continues to encourage, without discrimination, fear, or favor, the role of women in administration through intentional exposure through preaching and teachings during Annual and Episcopal gatherings and expose WIM to serve on strategic committees of the same equally. All seven conferences are organized but face challenges in being fully functional WIM on the Annual and District levels. We, however, improved after the 2023/2024 elections in some of the Annual Conferences, and we prioritized the payment of dues and commitments.

Episcopal District – Annual Conferences

Annual Conference elections are held as appropriate and within the framework of the WIM Bylaws. However, some conferences still need help with commitment from ordained females.

The 15th District continued to build on the 2021-2024 Quadrennial Theme, based on Proverbs 27:17, which reads, “As iron sharpens iron, so one person sharpens another.” **Walking in Our Strengths: Iron Sharpening Iron** further cemented our need for engagement and ministry. Our 15th ED WIM Conventions since 2021-2024 were successfully held back-to-back with our Mid-Year Conventions, online in 2021&2022, in Kimberly, Kalahari Annual Conference -South Africa under the theme, “Bring Your case before the Lord” with a focus on Numbers 27:5 and how we need to position ourselves, change the status quo and taking it in a petition to the Lord, during 2023 and in Windhoek, Namibia under the theme; “ Women on the frontline- Called to battle in the Spirit realm,” during 2024, where Brigadier General Chaplain Rev. Monwasbisi Andrew Jamangile presented on Women serving as Leaders in the Community and Church and also preached the closing worship service.

We were blessed to have a supporting Presiding Prelate, who ensures that WIM has a dedicated worship service during each Annual Conference and that women are always well-represented during his programs and activities.

Women are now more aware of their role within the church and are becoming more outspoken about the equitable sharing of duties and responsibilities. We are actively involved in ecumenical activities, and some of our WIM members serve on different ecumenical bodies, including as executive members of the Council of Churches and Social Justice committees.

The Cape Annual Conference held its Herstory Prayer breakfast at the Bethel Memorial AME church in Cape Town. Some other annual conferences held sister-to-sister meetings and conducted yearly meetings, such as joint retreats with the Women’s Missionary Society. In contrast, others have funeral support initiatives for WIM sisters who have lost family members. Some Annual Conferences encourage more training and growth through Evangelists. We are actively involved in discussions with the Global Development Council on strategic matters related to Leadership

empowerment and Church growth.

Involvement and support to the Central/Southern Coordination (CSA) Coordinator

In support of the activities and responsibilities given by the CSA Coordinator to the Episcopal Districts, we organized some and participated in the following events, to mention a few.

- Memorial Service in honor of the late Rev. Dr. Katura Cooper, one of Africa's most dynamic women. May her soul continue to rest in peace.
- She's Not Your Competition
- The seven Cross Words teachings
- Reporting, Motivation, and Prayer meetings
- Central Africa Coordination and online meetings.
- Celebrating Women of the Bible with lessons, e.g., Rev. Zanele Mhlungu and others
- Charlotte Maxeke - "Leaders Leave a Legacy"

Connectional

On a connectional level, we were represented in attendance during the GDC WIM held in Monrovia, Liberia, where we had an opportunity to share our knowledge on different topics and their impact on the church. The 15th ED President, Rev. Dr. Betty Schroder, presented on "Engaging Communities."

We consistently attended the Maximizing Ministry sessions once a month and actively participated in the Virtual Prayer Vigil during Lent. In terms of upcoming events, all Annual Conferences are scheduled for elections during the forthcoming annual conferences. We initially planned the Episcopal elections for a different date, but it was rescheduled for December 2024 during the Episcopal Planning meeting.

Finally, issues of opportunities for WIM in our Episcopal District were addressed through the Central and Southern African Coordinator and Connectional WIM platforms, if and when necessary. We support the entire Central/Southern WIM program and feed into Connectional WIM activities.

Challenges:

Coordination of Annual Conferences requires proper coordination on all levels, the necessary resources, awareness raising, ongoing capacity, knowledge development on WIM's core objectives, and education of WIM about their rights as Ministers in the AME Church. As a challenge, we recognize that the role of lay women (those on trial for the itinerant ministry, evangelists, and lay preachers) needs more support and mentors who can guide and protect them when they enter the ministry.

We still observe and face challenges where women are seen as less and not equal to men. Many sisters wish to follow the Maximizing Ministry discussions, but the time difference makes it challenging.

As the 15th ED, we intentionally empower and support the exposure of female leadership in all spheres of the Connectional Church and appreciate the AME Church for this platform through WIM.

16TH EPISCOPAL DISTRICT

Presiding Elder Lucinda V. Burgess, President

The 16th District AME/WIM stands firm on our core principle of providing support and assistance to WIM.

The vastness of our district is one of the greatest challenges that we face. We are separated by four time zones and many countries: UK, Europe, the Caribbean, South America and Central America. Our membership speak five different languages: English, French, Spanish, Portuguese and Creole.

We thank God for the introduction of platforms like Zoom, WhatsApp, and Microsoft Teams which has enabled us to face such a challenge while allowing us to become more environmentally sustainable as we can reduce our carbon footprints.

Using these social media platforms, we have held regular meetings, hosted our annual Advent service, and facilitated workshops for spiritual development:

- Why am I Under Attack – Rev. Dr. Emily Pardue
- Going Deeper – Rev. Dr. Emily Pardue

We have also been able to participate in the Global Development Council in Liberia and in Johannesburg. AME/WIM Maximizing Ministry and Connectional meetings, workshops, and other events. With the assistance of Bishop Zanders and the Connectional AME/WIM, six WIM from across the 16th District traveled to Detroit, Michigan, to participate in the 2022 WIM Quadrennial.

Continuous Education

WIM continues to strive for academic excellence. This Quadrennial, we have seen the following WIM earn degrees:

- Deborah Jackson - PhD
- Neila Ingram - MDiv
- Opal Morrison-Dunkley MA
- Teslyn Roofe MA

Deaths

In August 2022, we mourned the death of Presiding Elder Rev Florance Marie McElroy (Rev Flo) of the Jamaica Conference.

Statistical Information

- Rev. Dr. Emily Pardue, Connectional Director of Liturgy and Worship
- Itinerant Elders - 25
- Itinerant Deacons – 15
- Licentiates - 10
- Local Elders – 4
- Local Deacons - 6
- Evangelists & Exhorters - 2
- Superannuates - 7
- Connectional Officers – 1
- Serving in an Active Pastoral Capacity (Actively Pastoring) - 22
- Presiding Elders - 3
- Associate Members - 1

17TH EPISCOPAL DISTRICT

Rev. Margaret Nkana Mwanza, President

Introduction

As the Presiding Elder overseeing women in ministry within the African Methodist Episcopal (AME) Church, I am honored to present this narrative report summarizing the significant achievements and challenges encountered by our women in ministry over the past four years. This report aims to provide a comprehensive overview of our collective journey, celebrating our milestones and acknowledging our obstacles.

1. Increased Representation and Leadership Roles

Over the past four years, we have witnessed a notable increase in the representation of women in key leadership positions within the church. Several districts have appointed women as Presiding Elders and District Superintendents, showcasing our commitment to gender equality and empowerment.

The establishment of mentorship programs has prepared women for higher leadership roles, resulting in a 30% increase in women candidates for episcopal offices.

2. Educational and Professional Development

Our focus on continuous education has led to the successful organization of annual women's conferences and workshops. These events have provided valuable theological, leadership, and pastoral care training, equipping our women clergy with the skills needed to excel in their ministries.

We must facilitate partnerships with theological seminaries to enhance scholarship opportunities for women pursuing theological degrees.

3. Community Outreach and Social Justice Initiatives

Women in ministry have been at the forefront of various community outreach programs, addressing critical issues such as poverty, domestic violence, and educational disparities. These initiatives have provided much-needed support to vulnerable populations and strengthened the church's role in social justice advocacy.

The establishment of women-led social justice committees has amplified our efforts to advocate policy changes at local and national levels, resulting in measurable impacts on legislation related to women's rights and social equity.

4. Spiritual Growth and Congregational Engagement

Innovative worship services and spiritual retreats led by women clergy have contributed to our congregations' spiritual growth and revitalization. These efforts have fostered a more profound sense of community and engagement among church members.

The introduction of women-focused Bible study groups and prayer meetings has provided safe spaces for women to explore their faith, share their experiences, and support one another in their spiritual journeys.

Challenges

1. Workload and District Assessments

One of the primary challenges has been the substantial workload associated with assessing the performance of numerous districts. The expansive geographical coverage and varying district resources have made maintaining consistent oversight and support complex. As you may be aware, the 17th Episcopal District has 12 Conferences, stretching to Kenya, Congo, Burundi, and Rwanda. To this effect, we face a language barrier.

The administrative demands of performance assessments have often detracted from the time available for direct ministry work, leading to a need for more efficient assessment methods and additional support staff.

2. Resource Limitations

Limited financial and human resources have constrained our ability to implement specific initiatives fully. While we have made significant strides, the lack of adequate funding and personnel has impeded the scalability and sustainability of some programs.

The resource disparity between urban and rural districts has exacerbated these challenges, with rural areas often facing more significant hurdles in accessing training and development opportunities.

3. Cultural and Institutional Barriers

Despite progress, cultural and institutional barriers to gender equality persist within the church. Resistance to women in leadership remains challenging in some quarters, necessitating ongoing advocacy and education to shift attitudes and promote inclusivity.

Efforts to dismantle patriarchal norms have sometimes met with opposition, highlighting the need for continued dialogue and structural changes to support the full inclusion of women in all aspects of church life.

4. Work-Life Balance

Balancing the demands of ministry with personal and family responsibilities remains a significant challenge for many women in ministry. The high expectations and constant demands of pastoral care can lead to burnout and affect overall well-being.

Strategies to promote work-life balance, such as flexible scheduling and mental health support, are essential to sustaining our women clergy's long-term effectiveness and health.

Conclusion

Significant achievements and challenges have marked the past four years for women in ministry within the African Methodist Episcopal Church. Our progress in increasing representation, fostering educational and professional development, and leading community outreach initiatives is a testament to the dedication and resilience of our women clergy.

However, workload, resource limitations, cultural barriers, and work-life balance challenges require ongoing attention and strategic action. Our commitment to supporting and empowering women in ministry remains unwavering as we move forward. By addressing these challenges and building on our successes, we can continue to advance the mission of the AME Church and ensure that women in ministry thrive in their calling to serve and lead.

Recommendations

1. Developing Efficient Assessment Systems:

- Implement digital tools and platforms across districts to streamline performance assessments.
- Recruit and train additional support staff to assist with administrative tasks.

2. Enhancing Resource Allocation

- Seek additional funding and grants to support women-led initiatives and programs.
- Ensure equitable distribution of resources to bridge the gap between urban and rural districts.
- Continue the program by visiting female correctional centers and helping with sanitary and hygienic items for female inmates.
- Create a plan for the care of inmates' children. We observed women in correctional centers who had small children.

We have spread this program to all our Conferences with the help of the Women Missionary Society.

3. Advocacy and Education

- Continue advocacy efforts to address cultural and institutional barriers to gender equality.
- Provide ongoing education and awareness programs to promote inclusivity and support for women in leadership roles.

4. Promoting Work-Life Balance

- Develop policies and programs to support work-life balance for women in ministry, including mental health resources and flexible work arrangements.
- Encourage a culture of self-care and wellness within the church community.
- Provide communication gadgets, i.e., iPhones, to enhance communication within the District with Women in Ministry.
- Please continue to provide AMEC Discipline Books for the Women in Ministry to expose them to our Doctrine, which will balance their knowledge.

This report reflects our collective efforts and the ongoing journey of African Methodist Episcopal Church religious women in ministry. Together, we can overcome challenges and continue to make impactful contributions to our church and communities.

18TH EPISCOPAL DISTRICT

Rev. Tuelo Nicolette Aedige, President

The Women in Ministry of the 18th Episcopal District consists of five Annual conferences, sparsely populated and geographically far apart. The geographical challenges make it difficult to work together, enabling poor attendance at physical meetings. Despite the circumstances, our District managed to serve the Lord. We were able to participate in

the Bishop's planning Meeting and midyear Convocation. The activities that our district has participated in since the last planning are the following:

- We participated in international activities like prayer meetings and Workshops.
- We are currently participating in Connectional meetings and other WIM webinar conferences.
- We care for orphans, vulnerable children, and WIM members by contributing 1000 of any suitable currency within our district.
- We provide ministerial support to our members.
- Conferences Retreats
- Exchanging pulpits also enhance working relations.

We achieved our mission and goals of the auxiliary through different activities such as:

- Psychosocial support to the needy and vulnerable members.
- We held workshops at our conferences and other activities like retreats.
- The 18th District WIM participated in continental activities such as Gender-based Violence and national prayers.
- Participate in Passover services, revivals, prayer activities, and outreach events such as soup kitchens and taking care of the girl child in our churches and schools.

CHALLENGES

- Because most members lacked theological training, the Turner Theological Seminary blessed the 18th District. Eleven (11) women received training from the institution and a Certificate of Theology.
- Social and physical ills of members.
- Geographical setup hinders physical meetings, and language barriers sometimes contribute to communication breakdown.
- Poor economic background hinders contributing to and participating in WIM activities.
- Internet Access remains a challenge throughout the district. As a result, virtual meetings do not bear the expected fruits.

19TH EPISCOPAL DISTRICT

Presiding Elder Nomgando Matyumza, President

INTRODUCTION

Lamentations 3:22-23 sums up our 2021 – 2024 year.

“Because of the Lord's loving-kindness, we are not consumed because His [tender] compassions never fail. They are new every morning; Great and beyond measure is your faithfulness”.

Following the Episcopal Executive Board's elections, the executive committee was officially installed into office during Bishop Brailsford's 2021- 2022 Planning Meeting. We had to make a few **adjustments after** the Rev. Lerato C Mlangeni resigned from the Connection. We **are deeply grateful to God for His unwavering guidance and for** allowing us to **reflect on this term's activities.**

ACTIVITIES

Our Conferences have organized themselves and have all elected Executive Committees, which were all formally installed into office at the sitting of the 2022 Annual Conferences. All conferences have managed to update their membership with the Connection.

All our Conference WIM showed up where expected and participated in all Episcopal events:

- The Bishop and Supervisor intentionally made time to meet and hear WIM at the start of each Annual Conference, and the Hour of Power was set aside as WIM's Worship Experience Services during all Annual Conferences.
- In September 2022, we held a successful virtual Dinner with My Sister in 2023. The event's theme was "Hurt and so What?" and was an evening of good food, music, and great conversation.
- In March, we held a collective Bible study on the Women of the Bible. Each conference gave a lesson on their selected women's character and strength and the lessons learned. The Conference Coordinators facilitated the session presented by their conference members. In May 2023, we held an Empowerment Seminar on Biblical Keys to Successful Ministry, looking at various aspects of Church growth.

We participated in CSA Seminars hosted by the CSA Coordinator.

- In January 2022, our President, Rev. Matyumza, gave a Financial Wellbeing Seminar.
- In September 2023, the 19th hosted the CSA WIM honoring Charlotte Mannya-Maxeke at the Leaders Leave a Legacy Workshop with our CSA Coordinator, The Rev. B. Motoko, PE facilitating. The event boasted renowned speakers, including our Connectional President, the Rev. Dr. E. Crawford, SADC Regional President of Women of Africa Arise, Dr. M. Nyangulu, Executive President – Sasol Human Resource and Stakeholder Relations, Ms. C. Mokoena and The 19th Episcopal District CMLF President, Sis. M. Khanye enlightened us on topics varying from Visionary, Committed, and Competent Leaders to Leaders leaving a Legacy, respectively.

We have also participated in Connectional Meetings - we attended the February 2023 Connectional Meeting at the Global Development Council (GDC) Meeting in Liberia. We excitedly welcomed all the WIM who participated at the GDC in Johannesburg, South Africa, in February 2024. The Rev. Mmalorato M. Kgositlou offered a Word on Resurrection in the 2023 Monthly Connectional Worship Experience. We successfully organized the District to participate in the Annual 24-Hour Silent Saturday Prayer Vigil for the 2024 season.

We continue to honor "Herstory," celebrating our women in all their achievements, and two of our sisters were featured in the Connectional Herstory 2022 and 2024, respectively.

- The Reverend Felicity L. Montsitsi was the first female to be appointed Conference Director of the Board of Christian Education in the 19th Episcopal District.
- The Reverend Dr. Thandeka Z. Ngcana, a Neuro-Paediatric Oncologist at the Chris Hani Baragwanath Academic Hospital and a visiting Fellow at St. Jude Children's Research Hospital in Memphis, TN, is the only such Fellow in the continent of Africa.

Our President led the Charlotte Mannya Maxeke Institute's National Worship, a prestigious annual event organized by the national government in honor of our mother, Charlotte Mannya-Maxeke, who was the first woman to lead the Women's League of our country's current governing party, the African National Congress Women's League.

We also have several women appointed as Chairpersons and Convenors of Annual Conference Committees – heading the Ministerial Efficiency Committees, the Board of Examiners, Rules Committees, and other Literal Committees.

Our Herstorigrapher regularly contributes to The Christian Recorder and has even made the front page.

TERM HIGHLIGHTS

The Rev. Lerato Pitso was awarded a prize for achieving the best academic record in her first year of Master of Divinity Studies at Drew Theological School. She graduated with honors in May 2024. Let's also celebrate The Rev. Dr. Mmannini A. Mahloko on her Ph.D. in Theological Studies.

Rev. Matyumza, our President, attended the WIM meeting of the 11th District and established our partnership, agreeing on how each district will support the other. The 11th District has since donated USD 3000 to assist with the 19th District initiative of uniformed clerical gowns.

We received donations from the Connectional Drive of The Doctrine and Discipline of the Church, 2021 Ed., and were able to share with the Women in Ministry members who indicated that they were in need and newly ordained Ministers of 2023.

Our President was part of the Connectional Nomination Committee, and two of our Executive Board members have been nominated for the coming term's Connectional Elections – The Rev. Lerato R. Pitso for Third Vice President and The Rev. Mmalorato M. Kgositlou for Worship Leader. We stand behind them in prayer.

CHALLENGES AND PLANS OF ACTION

- We still need more presence and visibility of WIM at the Presiding Elder District level; we, therefore, need our Presiding Elders to encourage the organization of WIM at the District Level.
- We intend a drive to recruit and teach the status and role of Associate members and spark their interest in standing with WIM in solidarity against injustice.
- Due to the time chosen, we cannot join the Connectional Maximizing Ministry programs. The Connectional WIM should consider choosing time slots more accommodating to all Episcopal Districts.

GRATITUDE

We are thankful to Bishop Ronnie Elijah Brailsford, Sr. and Rev. Caroline Brailsford for leading open conversations on WIM at the start of every Annual Conference; the 11th District WIM for their generosity - a gift that also enables us to empower two (2) women given the task of making the robes; and the Executive Board and District membership for their dedication to the ministry.

CONCLUSION

To God be the Glory, great things He has done. In His vineyard

20TH EPISCOPAL DISTRICT

Rev. Fanny D. Mdzeka, President

The 20th Episcopal District has seven conferences in five countries: Malawi, Uganda, Tanzania, Mozambique, and Zimbabwe. We have fourteen (14) Itinerant Elders, seven (7) itinerant Deacons, a local elder, and two (2) licentiates. We are delighted by our Bishop Fredrick A. Wright, Sr., for his encouragement in engaging the female preachers who participated and worked in various positions within our Episcopal District. We have six (6) female Presiding Elders within the district. Through his encouragement, WIM members can engage in various forums inside and outside the church. We are incredibly grateful for electing the four (4) WIM members out of ten as delegates to represent the 20th District in the General Conference.

Through the Bishop's initiative on theological training through Turner Theological Seminary, female pastors can access theological training apart from the three doing their studies in different theological seminaries.

Accomplishments

- WIM members could participate in Connectional and Central–South Africa programs through visual space like Zoom.
- Every conference was able to conduct its WIM programs during its annual conferences.
- Some WIM members preached during the opening service of the annual conferences.
- The president traveled to three conferences (Malawi Central, Malawi South, Malawi North, and Tanzania) to teach WIM members and participate in the WIM program during the Annual Conferences.
- We received 12 Discipline Books in February and distributed them to WIM Members through the Connectional WIM President initiative.

- One of our goals was and is to train WIM members, and we are happy to report that three WIM members have been ordained as Itinerant Deacons. Two WIM members were admitted to the Board of Examiners. One WIM was promoted to Presiding Elder in one of the districts in Mozambique in the Zimbabwe North Conference.

Challenges

- Female pastors have no access to the internet because they do not have Android phones or computers and lack an internet bundle. As a result, members cannot enroll in virtual theological programs.
- Communication: Most of our pastors have no access to an Android phone and cannot use virtual participation or communication.
- Scholarships: Accessing AME church scholarships is challenging for women in the ministry of the 20th District.
- Culture is still one negative impact and significant challenge to WIM members because some male members still do not accept female pastors to lead them. As a result, female pastors face many challenges when leading their appointed local churches.
- Finances: pastors are pastoring without any salary, and it is hard for WIM members to take care of their families because we depend on subsistence farming. Due to climate change (floods and drought), they have insufficient food in their home and need help.

Future Plans

Our goal is to encourage WIM members to enroll in theological training and train them on gender-based violence so that they can have knowledge and be independent life. Empowering one another in education, small-scale business, and girl-child initiatives for better lives in ministry.

APPENDIX



Adopted Commission on Women In Ministry Recommendations to The General Board

Year	Request/Recommendation	Status
2023	General Board members encourage and advocate for their Episcopal Districts to work towards connectional leadership on all levels that visibly reflects the body of believers in the African Methodist Episcopal Church, ensuring that there is the seating of leadership that reflects a diversity of gifts, generations, and gender representation.	To Be Determined
2023	<p>General Board members, particularly Episcopal District representatives, be intentional in advocating for parity in the election of 2024 General Conference delegates, as committed to by the General Board in 2019. They should do so, ensuring that the Annual Conference delegations justly represent and reflect the Annual Conference’s clergy members.</p> <ul style="list-style-type: none"> I. Annual Conferences that have not already elected 2024 General Conference delegates, be purposeful in assuring that clergywomen are represented. II. All Episcopal Districts, commit to assuring that women clergy, as distinguished from lay women, are included in major committee appointments for the 2024 General Conference, like: <ul style="list-style-type: none"> a. The Episcopal Committee, in which 95%of the ministerial seats were male clergy in 2021; and b. The Revisions Committee, in which 75%of the ministerial seats were male clergy in 2021. 	To Be Determined
2023	The General Board intentionally assigns male members of the General Board (with equal representation of clergy and lay) to the Commission on Women in Ministry.	To Be Determined
2022	In response to the December 2016 General Board adoption of the following policy/statement:	To Be Reported

	<p><i>We, The African Methodist Episcopal Church, affirm that all men and women were created equally by God and therefore, entitled to equality in employment, responsibility, promotions, and ministry. Therefore, we urge that each of our members work to eliminate gender-role stereotypes in all aspects of voluntary and compensatory participation in the Church and society. We urge our communities to champion economic parity and justice by affirming the right of women to equal treatment by placing them in key leadership decision-making positions at all levels of our Church, our Institutions, and our society. We affirm the right of all women to live free from violence and abuse by urging our elected officials and government agencies to retain and enact legislation and policies that protect women against all forms of violence and discrimination.</i></p> <p>AME Church shall set aside the 3rd week of November, from Sunday to Saturday, to preach, study and provide programming around Gender-Based Violence against women. This time period is chosen in recognition of the 16 Days of activism against Gender-Based Violence, an annual international campaign held between November 25 and December 10.</p> <p>In response to the December 2016 recommendation adopted by the General Board recognizing March as International Women’s History Month, every Local Church, Christian Education Department, and Lay Organization shall affirm, study and lift in meetings, Worship, Church School and Bible Study women from scriptures and/or women who have served in the AME Church, during March. Additionally, members of the AME Church shall be intentionally engaged in learning about the historical accounts of Mother Charlotte Maxeke, Reverend Jarena Lee, and the ordination of women in the AME Church through inclusion in the Ministerial Institute, Christian Education programming, new members classes, and History of the AME Church in seminary classes alongside the four horsemen of the AME Church.</p>	
2021	Not Available – None Submitted	
2020	Not Available – None Submitted	
2019	Connectional Executive Board of AME/WIM request that the Commission and subsequently the General Board accept the following recommendations, that all Episcopal Districts commit to assuring that male clergy are included in	Pending

	appointments to the Women in Ministry Committee in 2020, which was 1% male clergy in 2016.	
2019	<p>Connectional Executive Board of AME/WIM request that the Commission and subsequently the General Board accept the following recommendations, that all Episcopal Districts, commit to assuring that women clergy, as distinguished from lay women, are included in major committee appointments for the 2020 General Conference, like:</p> <ul style="list-style-type: none"> a. the Episcopal Committee, in which 95% of the ministerial seats were male clergy in 2016; and b. the Revisions Committee, in which 75% of the ministerial seats were male clergy in 2016. c. The General Board, in which 84% of the ministerial seats are male clergy 2016-2020. 	Pending
2019	Connectional Executive Board of AME/WIM request that the Commission and subsequently the General Board accept the following recommendations, that Annual Conferences who have not already elected 2020 General Conference delegates, be purposeful in assuring that clergywomen are equitably represented.	Pending
2019	Connectional Executive Board of AME/WIM request that the Commission and subsequently the General Board accept the following recommendations, that on the 5th Sunday in September, (September 29, 2019) that local churches lift up the work and witness of the now, Reverend Jarena Lee in celebration of her being the first woman to be licensed to preach in the African Methodist Episcopal Church in 1819, 200 years ago this year.	Pending
2018	<p>We believe that the time has come for us to collectively and intentionally fulfill the commitments already made to the daughters of the church by re-visiting the wanting, unfinished, pending, and incomplete recommendations before the church.</p> <p>Therefore, the single recommendation of the Executive Board of AME/WIM is that the Commission and subsequently the General Board recommit itself to the incomplete recommendations of 2012-2017</p>	Pending
2017	That the General Board empowers each WIM Commission Member to complete an introspective analysis of its Episcopal District’s key leadership positions regarding female clergy and report the same to the commission within 90 days.	<p>Ongoing</p> <p>We continue to be challenged in receiving information from Episcopal Districts and Annual Conferences</p>

<p>2017</p>	<p>That the General Board empowers the Commission Members to encourage WIM leadership at the Presiding Elder District and Conference Coordinators level to work in collaboration with their respective Presiding Elders to prepare and provide workshops and training to assist congregations in fulfilling the church's intentional commitment to gender justice and equality.</p>	<p>Pending AME/WIM is preparing to meet with the Presiding Elders Council to discuss this project</p>
<p>2016</p>	<p>The adoption of this policy/statement regarding the equality and the value of women: <i>We, The African Methodist Episcopal Church, affirm that all men and women are created equal by God and therefore, entitled to the value of personhood, parity in employment, equal distribution of responsibility, and promotion in ministry.</i></p> <p><i>We, the African Methodist Episcopal Church, will work to eliminate gender-role stereotypes and discrimination in all aspects of voluntary and compensatory participation in the Church and society.</i></p> <p><i>We, the African Methodist Episcopal Church, will champion economic parity and justice by affirming the right of women to equal treatment and placement in key leadership decision-making positions at all levels of our Church, our Institutions, and our communities.</i></p>	<p>Completed This statement was adopted by the General Board in December 2016</p>
<p>2016</p>	<p>That the General Board urges our elected officials and government agencies to retain and enact legislation and policies that protect women against all forms of misogyny, violence, and discrimination.</p>	<p>Ongoing We are unable to determine if General Board members followed through on this request. However, to date, there has been no public statement from the church regarding such an effort</p>
<p>2016</p>	<p>That the General Board recognizes March as International Women’s History Month and strongly encourages local churches to recognize and celebrate the work of women in our Zion.</p>	<p>Ongoing The recommendation was adopted by the General Board in December 2016. AME/WIM continues to work and push for every local church to celebrate the theological, social, historical, and cultural significance of women.</p>