



Annual Report 2022

of the United Evangelical Mission





Contents

About us

- 04 UEM: Many Churches – one Communion
- 06 Report of the General Secretary, Volker Martin Dally
- 08 Our organisational structure and our committees
- 10 The Management Team and organigram of the UEM
- 12 General Assembly and Council of the UEM

Project Funding

- 14 From the initial idea to implementation: the project cycle
- 18 Project example Africa
- 20 Project example Asia



The UEM General Assembly 2022

Educational Work

- 22 Education in the UEM
- 26 Impact Report 2022

Exchange Programmes

- 28 Volunteer programmes
- 30 Worldwide Personnel Exchange
- 32 Senior Expert Programme & Evangelism Contact Persons
- 33 Scholarship programme

Communication & fundraising

- 34 The path of your donation
- 36 United Action
- 37 UEM Foundation

Co-Operation

- 38 Regional Service
- 40 Networks

Financer Report 2022

- 43 Reconciliation of profit and loss account in accordance with the DZI
- 46 Balance sheet 2022
- 48 Management report
- 54 Remuneration structure of the UEM
- 55 Imprint

UEM: Many Churches – one Communion

The United Evangelical Mission (UEM) with offices in Wuppertal (Germany), Pematangsiantar (Indonesia) and Dar es Salaam (Tanzania) is an international and equitable communion with 39 members, including 38 Protestant churches in Africa, Asia and Germany, plus the v. Bodelschwingh Foundations Bethel. The UEM is steadfast in its pursuit of a holistic understanding of mission.

We regard mission as a holistic task. That is why we consider advocacy, diaconia, development, evangelism and partnership to be integral components of our mission to pass on the Gospel and its message. We are a global organisation, working locally in Africa, Asia and Germany. As a means of empowering each other in our mission, we share our resources and gifts and exchange staff and volunteers. To enable us to fulfil these tasks, jointly and responsibly, we have made the following voluntary commitments:



We take a stand against discrimination and racism. The link here will take you to our Code of Conduct related to this commitment.

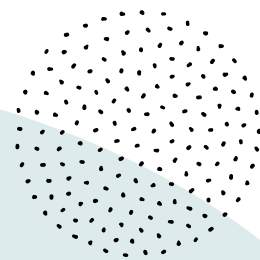


We do not tolerate any form of sexual harassment. These guidelines specify our measures.



Our »Code of Conduct against Corruption and for Transparency« is a voluntary commitment that is binding for all staff and members in all three regions.

The current »Global Learning in an Ecumenical Perspective« (GLEP) process focuses primarily on organisational forms and learning methods. How programmes are actually organised and implemented provides an insight into their goals. GLEP ensures that the way, in which issues are selected, goals set, learning groups assembled, lecturers appointed and curricula developed at the UEM is informed by our internationality and diversity.



Our mission statement

We live in a world torn apart. Some live in abundance, others have fewer rights and not enough to live on. People become isolated, relationships and community are lost, and the social and natural foundations of our lives are increasingly destroyed.

Knowing that we are all members of the body of Christ, we follow his example and invite people into a learning, serving and praying communion across continents and cultures. In following him, we work for a more just, peaceful world, the integrity of creation, and the sharing of the Gospel so that all people may enjoy life in abundance.



Delegates from the Asian Region singing together at the closing ceremony of the UEM General Assembly in the Bible village of Rietberg, Germany

We translate this conviction into the following 5 areas of work:

ADVOCACY

Because we believe that human beings are created in the image of God and therefore have inalienable dignity and rights:

- we promote and defend human rights
- we support initiatives to solve conflicts peacefully
- we join efforts to achieve just economic conditions and good governance
- we strive for the protection of the environment

DIACONIA

Because we confess that all human beings are created in the image of God:

- we support international qualification programmes for diaconal workers
- we work to improve peoples' living conditions, especially those with special needs
- we strive to improve medical care and promote physical and psychological health for all people
- we support churches as they assist people in need as a result of human or natural disasters

DEVELOPMENT

Because we are convinced that God's love continues to empower people:

- we support programmes that empower men, women and youth
- we carry out international training programmes
- we offer scholarships for higher education
- we contribute to overcoming poverty in all its forms

EVANGELISM

Because we believe in the Gospel as God's power of salvation and renewal:

- we jointly strengthen our spiritual life and develop and promote evangelistic projects to share the gospel with all people and invite them to trust in Christ
- we promote joint programmes
- we promote dialogue and theological exchange
- we encourage and support our members to learn mutual and respectful ways of encountering people of other faiths

PARTNERSHIP

Because we understand ourselves as parts of the one body of Christ:

- we foster and support various forms of partnership among
- our members based on respect, mutuality, and transparency
- we facilitate exchange visits for staff, experts, and volunteers
- we create partnership networks to open up and strengthen multilateral relations



Further information about the UEM, including our statutes and mission statement etc. is available at <https://www.vemission.org/en/downloads/uem-rules>

Back to the new normal

Report of the General Secretary, Volker Martin Dally



In 2022, most committees of the United Evangelical Missions were able to meet again in person. The meeting of the African Regional Board took place in February in Botswana, while the meeting of the Asian Regional Board was held in April in Indonesia.

And, in June, for the first time in two years, the UEM Council was also able to meet face to face in Indonesia. These international meetings were also partly preoccupied with preparations for the UEM General Assembly in September in Villigst, Germany. At the same time, from mid-June, the UEM was suddenly confronted with the challenge of undertaking these preparations without its Moderator, Rev. Dr Willem TP Simarmata, who died after a serious illness on 17th June 2022.

In this situation, the UEM system of having vice moderators in each of the regions proved its worth: under the direction of Rev. Rosmalia Barus, with support from Bishop Dr Abednego Keshomshahara and Church Councilman Dr Ulrich Möller, the General Assembly could be held successfully. Alongside questions concerning the reciprocal recognition of ordination among UEM members and the ordination of women, other key issues included discussions on anti-racism work, Management Team reports and, above all, the election of the UEM Council. Bishop Dr Abednego Keshomshahara from the North-West Diocese of the Lutheran Church in Tanzania was elected as the new Moderator. The Assembly also decided that the Moderator's term of office should be limited to six years, since the change to the legislative period from four to six years meant that a re-election of the Moderator would, in turn, mean that 12 years would elapse

before the post of Moderator could be transferred to another UEM region.

In addition to these vital face-to-face meetings, we also succeeded in developing a reasonable balance between online meetings, conferences, educational programmes and personal encounters. This also meant that we continued to make use of internet facilities.

We have grown up!

In September, the General Assembly also decided on the guiding theme of the UEM for the next few years. How this decision was reached and how it is going to be implemented exemplify how the UEM, over the past three decades, has truly developed into a community with equal rights and obligations for all. In the General Assembly minutes we read:



Both (youth delegates) reported on the meetings of the young adult network before and during the pandemic and how the issues of racism and post-colonialism had developed before they were discussed with the Africa Region. This led to the topic: »The beam in our eyes: discrimination in church and diaconia« against the background of Matthew 7:3.





Guests and staff of the UEM at an exhibition stand during the assembly of the World Council of Churches in Karlsruhe, Germany

The concise formulation of this finalised theme is the outcome of a process lasting several months. The German Region, whose task it was to come up with a topic for the future legislature, had reached agreement on the issue in an intensive discussion process. In October 2020, the Chairperson of the German Regional Board wrote to the Regional Boards in Africa and Asia¹ and, in the spirit of »Global Learning in Ecumenical Perspective« (GLEP), asked for feedback on the originally planned theme: »(Post-)colonialism, racism and discrimination«.

The theme was negotiated at the spring meetings of both Regional Boards. The Regional Board Africa was the first to respond, replying by letter in January 2021, in which it expressed concerns about the use of the terminology »colonialism« as part of a UEM theme, since, on the one hand, it could not be explored without looking at how present-day relations have been affected by colonialism. On the other hand, the formulation could be viewed as being too wide-ranging, differing greatly from

one country to the next and, thereby, a problematic theme. Moreover, a juxtaposition of the terms Christianity and colonialism was often used per se to discredit Christian faith.

The African Region suggested restricting the theme to »racism and discrimination« and dealing with the present-day considerations. This proposal was supported by the Asian Region.

The development of this process is a good example of how the UEM has succeeded in discussing issues carefully with each other and reaching common solutions. This will also help the UEM in other ongoing discussion processes on such issues as the recognition of ordination, the ordination of women, personal gender identity (LGBTIQ), the understanding of church partnership, colonial structures etc.. The UEM Communion is vibrant and strong enough to be able to do so.

¹ Further information on the structure of the UEM and its regional boards are available on page 8ff.

Our organisational structure and our committees

Our Members

We have 39 members: 15 in Africa, 17 in Asia and 7 in Germany.

AFRICA

BOTSWANA

Evangelical Lutheran Church in Botswana (ELCB)

DEMOCRATIC REPUBLIC CONGO

Church of Christ in Congo (ECC)

Baptist Church in Central Africa (CBCA)

Community of Disciples of Christ in the Congo (CDCC)

Association of Evangelical Churches of the Lulonga River (CADELU)

CAMEROON

Evangelical Church in Cameroon (EEC)

NAMIBIA

Evangelical Lutheran Church in the Republic of Namibia (ELCRN)

RWANDA

Anglican Church of Rwanda (EAR)

- Butare Diocese
- Cyangugu Diocese
- Kigeme Diocese
- Shyogwe Diocese

Presbyterian Church in Rwanda (EPR)

SOUTH AFRICA

Rhenish Church South Africa (RCSA)

Uniting Reformed Church in Southern Africa (URCSA)

TANZANIA

Evangelical Lutheran Church in Tanzania (ELCT)

- Karagwe Diocese (ELCT / KAD)
- North-Eastern Diocese (ELCT / NED)
- North-Western Diocese (ELCT / NWD)
- Eastern and Coastal Diocese (ELCT / ECD)

ASIA

CHINA

Chinese Rhenish Church - Hong Kong Synod (CRC-HS)

INDONESIA

Christian Protestant Church on Nias Island (BNKP)

Protestant Church of the Karo Batak (GBKP)

Evangelical Church of Kalimantan (GKE)

Evangelical Christian Church in the Land of Papua (GKI-TP)

Christian Church of North Central Java (GKJTU)

East Java Christian Church (GKJW)

Christian Protestant Church of the Angkola (GKPA)

Christian Protestant Church in Indonesia (GKPI)

Christian Protestant Church on the Mentawai Islands (GKPM)

Christian Protestant Church of Pakpak Dairi (GKPPD)

Christian Protestant Church of the Simalungun (GKPS)

Church of the Community of the Christian Batak (GPKB)

Christian Protestant Church of the Batak (HKBP)

Christian Church of Indonesia (HKI)

PHILIPPINES

United Church of Christ in the Philippines (UCCP)

SRI LANKA

Methodist Church of Sri Lanka (MC-SL)

GERMANY

Evangelical Church in the Rhineland (EKiR)

Evangelical Church in Westphalia (EKvW)

Evangelical Church of Hesse and Nassau (EKHN)

Evangelical Church of Hesse-Waldeck (EKKW)

Evangelical Reformed Church Bavaria and Northwest

Germany (ErK) Church of Lippe (LL)

v. Bodelschwingh Foundation Bethel (vBS Bethel)

1 financial advisor and
1 legal advisor

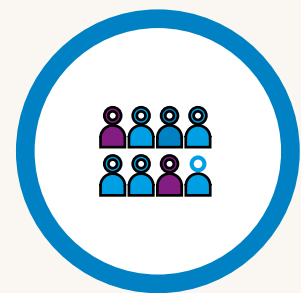
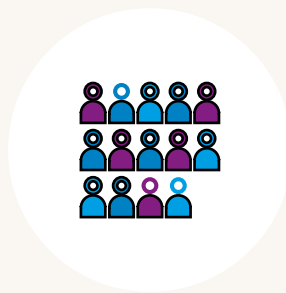
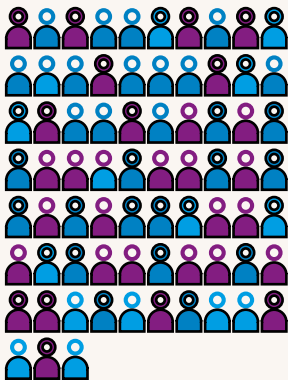
**International Finance
Committee of the
Council**
3 delegates

advises

advises

elects

advises and supervises



The General Assembly
(73 delegates, all non-remunerated) meets every three years.

Council
(12 delegates, 1 youth delegate and the Moderator, all non-remunerated) advises and supervises the Management Team and determines the strategy for the implementation of General Assembly decisions as well as the practical orientation of the work of the UEM. Council meets twice per year.

The Management Team
all full-time, remunerated – 5 Executive Secretaries plus the General Secretary – is responsible for the implementation of the principles and guidelines decided by the General Assembly. This is achieved through programmes and projects carried out in the churches on a regional or international basis.

advises

The Regional Assemblies are regional committees of the General Assembly. Their purpose is to facilitate the collaboration among, and community building of, members in the regions. They can submit motions to the General Assembly and, on behalf of their region, prepare the General Assembly. They meet every three years.

Moderator (non-remunerated):
Rev. Dr Willem Simarmata (HKBP, Indonesia), Moderator since 2016, died on 17th June 2022);
Rev. Rosmalia Barus (GBKP, Indonesia), Vice-Moderator from 2016 to 2022, Interim-Moderator from 21st June to 28th September 2022, *Bishop Dr Abednego Keshomshahara* (ELCT/NWD, Tanzania), Moderator since 28th September 2022.

advises and
co-ordinates

The three Regional Boards advise and co-ordinate – between the Regional Assemblies – the work of the UEM in their Regions. Its members are all non-remunerated.

Management Team and organigram of the UEM

Press



Region Africa
John Wesley Kabango
Executive Secretary

Regional Office
Dar Es Salaam

Service Team **Projects**

Exchange Co-Worker



Region Asia
Dyah Ayu Krismawati
Executive Secretary

Regional Office
Pematangsiantar

Service Team **Partnership**

Exchange Co-Worker



Region Germany
Dyah Ayu Krismawati
Executive Secretary
John Wesley Kabango
Executive Secretary

Regional Office
Wuppertal

Service Team **Education**

Young Adults Network

Regional Service

Exchange Co-Worker



Volker Martin Dally
General Secretary



Global Programs I
Andar Parlindungan
Pasaribu
Executive Secretary

Development

Evangelism

Volunteers

Scholarships



Global Programs II
Jochen Motte
Executive Secretary
Deputy General Secretary

Justice, Peace and the
Integrity of Creation

International Diaconia

Interregional Women



Finance & Administration
Timo Pauler
Executive Secretary
Deputy General Secretary

Finance Controlling

Properties / Housekeeping

IT & Services

Human Resources

Communication &
Fundraising

The organigram is valid since 1st October 2022.

General Assembly and Council of the UEM

The assembly met in 2022 with new delegates from the member churches and elected the Moderator and internationally staffed Council.

The **General Assembly** is the highest decision-making body of the UEM and usually meets every three years. It is the only occasion when the representatives of all 38 member churches and the von Bodelschwing Foundations Bethel come together in one place to pray, deliberate and celebrate together.

The General Assembly elected the theologian **Bishop Dr Abednego Keshomshahara** as Moderator. Keshomshahara is the leader of the North-West Diocese of the Evangelical Lutheran Church in Tanzania and became acquainted with the UEM through its scholarship programme during his doctoral studies in Germany between 2003 and 2008. He has been a member of the UEM Council since 2016.

Council advises and supervises the work of the Management Team. It also prepares the General Assembly. Council consists of 14 delegates from the General Assembly: the Moderator, one youth representative and 4 delegates from each region. It also has two advisors. Council meets twice per year and is chaired by the Moderator.

The African Region is represented by the following on the UEM Council:

- Ms **Henriette Malinyota** from the Baptist Church in the Centre of Africa, in the Democratic Republic of the Congo
- Ms **Vuyokazi Christine Vinqi** from the Uniting Reformed Church in Southern Africa, in South Africa
- Bishop **Mothusi Letlhage** from the Evangelical Lutheran Church in Botswana
- Bishop **Gehaz Alex Malasusa** from the Eastern and Coastal Diocese of the Evangelical Lutheran Church in Tanzania

From the Asian Region the following were elected:

- Rev. **Simpon Ferdinand Lion**, General Executive of the Synod of the Kalimantan Evangelical Church in Indonesia
- Ms **Fransina Yoteni** from the Evangelical Church in Tanah Papua
- Ephorus **Robin Butarbutar** from the Batak Christian Protestant Church in Indonesia
- Bishop **William P. Ebenezer Joseph** from the Methodist Church of Sri Lanka



Members of the UEM Council after their election at the UEM General Assembly in Villigst, Westphalia, Germany in 2022

The German Region is represented by

- Church Council Woman **Wibke Janssen** from the Evangelical Church in the Rhineland
- Ms **Annette Salomo** from the Evangelical Church of Westphalia
- Rev. **Thomas Fender** from the Evangelical Reformed Church
- Rev. **Bernd Müller** from the Evangelical Church of Hesse-Waldeck

The youth of the three UEM Regions are represented by:

- Mr **Mikhael Sihotang** from Indonesia

Ms Salomo, Bishop Letlhage and Ephorus Butarbutar were also elected as Vice-Moderators by the delegates.

In 2022, the UEM Communion mourned the death of its Moderator **Rev. Dr Willem Tumpal Pandapotan Simarmata**, who died after a serious illness on 17th June 2022 at the age of 68. He was a member of the Batak Christian Protestant Church (HKBP), the biggest Protestant Church in Indonesia, which he led as Ephorus from 2012 to 2016.

From the initial idea to implementation: the project cycle

Through our project funding, we contribute to securing a life in dignity for all and to the building of inclusive communities.

Our principles

Projects receiving our support are planned and designed by our members on the ground. We primarily provide the resources required and requested by our member churches. With regard to financial support, we differentiate between projects with a volume up to 5,000 euros and those with a volume exceeding 5,000 euros. In the case of small-scale projects, the application procedure is simpler, and the departments concerned can make independent decisions on project applications within the scope of their budget. Decisions on projects exceeding a volume of 5,000 euros are made each month by an international project committee

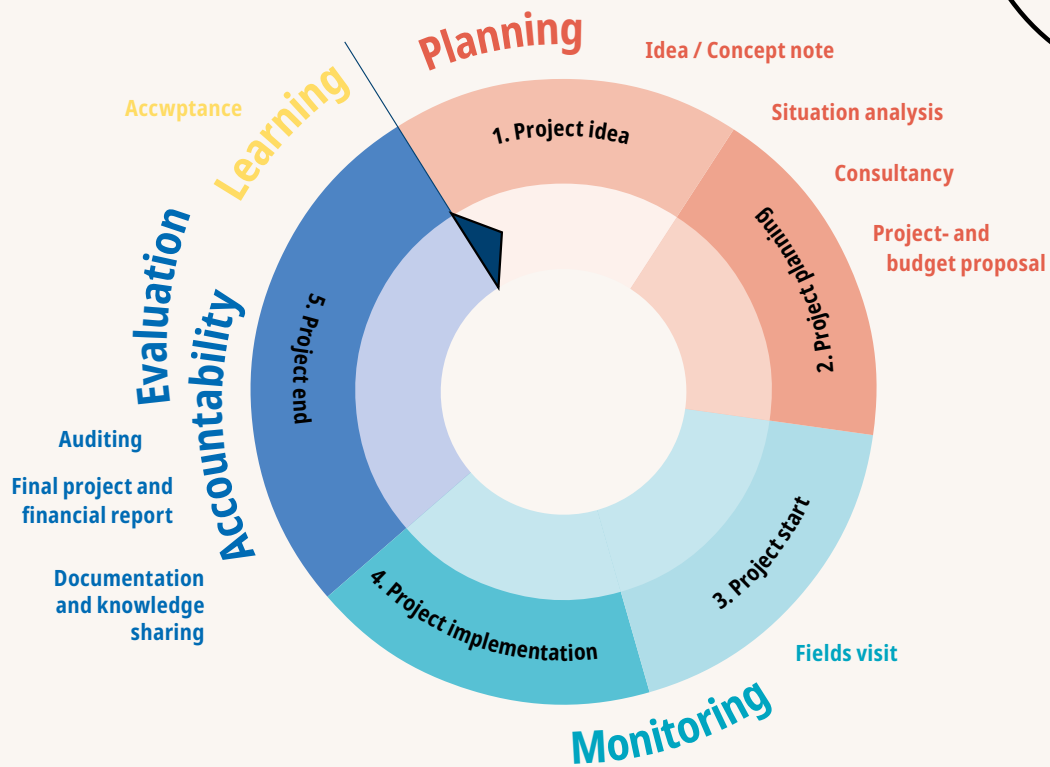
Planning

1. Project idea

For us, everything starts when members come to us with a project idea. This can be done in different ways: either by submitting a fully completed project application or with a request for help to further develop a project idea to make a funding application possible. The UEM project application must always define the project idea and baseline situation as well as identifying the problem to be resolved to enable formulation of the project goal.

2. Project planning

Before a project can be funded by us, it must be planned as comprehensively as possible. Alongside the formulation of goals with clear indicators, the most important components are the identification of target groups, a realistic timeframe and a project budget. This process is supported by our staff in the regional offices in Tanzania, Indonesia and Germany and by colleagues working directly with our members in a range of capacities. Once the project application is complete, it can be approved.



Monitoring

3. Project start

Once the project application has been approved, the project can begin. Monitoring of the impact and achievement of goals is conducted on the ground by our members, who maintain regular contact with us. In the event of deviations or problems, our colleagues are available to offer advice.

4. Project implementation

Where possible, projects receiving our support are visited at least once by our staff and discussed on site.

Accountability / Evaluation

5. Project end

The project is evaluated during its closing phase. A narrative report and a financial report are submitted. For specific projects, an external audit is also carried out. The evaluation analyses the goals, project and financial planning and the monitoring results. The purpose of the evaluation is to gain insights, create transparency and meet accountability requirements.

Learning lessons

At the end of the day, it is important that something is learned from the project: looking back has a key role to play in shaping today and tomorrow.

Our project funding 2022 – an overview



Africa

In 2022, the following projects were approved:

From earmarked donations	€1,040,628
Projects > 5,000 euros	€421,730
Projects < 5,000 euros	€117,036
Emergency aid	€43,700
Aid for the ministry of the churches	€836,819
	€2,459,913



Total project funding in 2022

€4,041,905

The total amount consists of allocations for projects in Africa, Asia and Germany (see tables) as well as personnel and other material costs.



Asia

In 2022, projects were approved as follows:

From earmarked donations	€154,686
Projects > 5,000 euros	€73,226
Projects < 5,000 euros	€179,015
Emergency aid	€40,500
Help for the ministry of the Churches	€303,756
	€751,183



Germany

In 2022, the following projects were approved:

From earmarked donations	€4,080
Projects > 5,000 euros	€15,000
Projects < 5,000 euros	€28,000
Emergency aid	-
Help for the ministry of the Churches	-
	€47,080

Projects according to country and working priority

	Advocacy	Diaconia	Development	Evangelism	Partnership	Emergency aid
Indonesia	7	4	32	4		2
Sri Lanka	2	1		1		
Botswana	1			1	1	
DR Congo	1	4	11	4	2	3
Cameroon					1	
Rwanda	1	2	4			
South Africa		3	1	1	4	
Tanzania	2	3	10	6	1	
Germany	3	6	2	3	4	
Namibia	1		1		1	
Philippines			1			2



Participants at a workshop: Marice Tiarlina Purba (left) and Ernawaty Munthe (right), both from the Christian Protestant Angkola Church (GKPA), a UEM member church, together with Irma Simanjuntak, UEM advocacy consultant for the Asian Region

PROJECT FUNDING

Naome Uwizeyimana, project manager for sustainable agricultural projects in Rusizi, checking the growth of her pepper plants.



Project example Africa



The RDIS (Rural Development Interdiocesan Service) of the Anglican Church of Rwanda promotes self empowerment in rural areas.

Rwanda: new farming techniques for higher yields and greater resilience in times of climate change

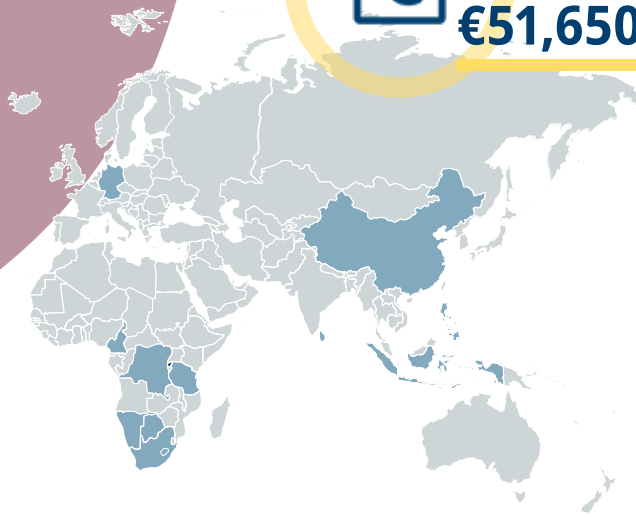
Background situation

More than 85% of Rwanda's population live from agriculture with low levels of productivity. Many families are facing problems such as food shortages and environmental degradation as a consequence of climate change. Deforestation has led to a reduction in the availability of firewood and other forestry products and resulted in a decline in biodiversity. Soils are impacted by erosion. The danger of water shortages is growing, yet, at the same time, there is a growing risk of flooding whenever there is heavy rainfall.

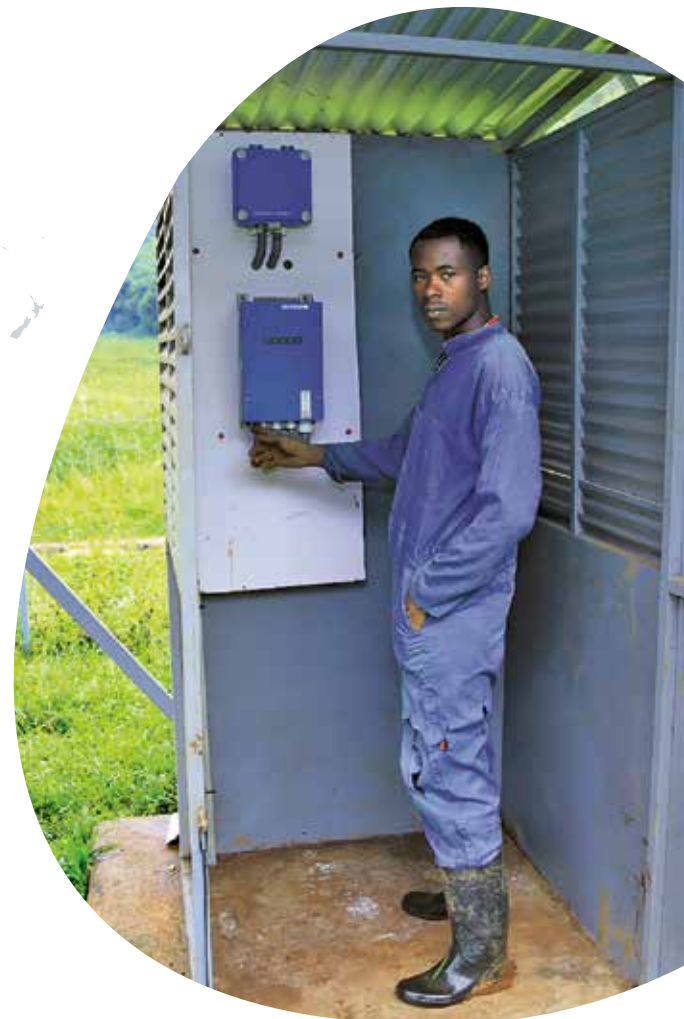


Project volume

€51,650



Staff use this control panel to manage the drip irrigation system according to current needs.



Measures

The Anglican Church of Rwanda (EAR) is running the project within the scope of its Rural Development Interdiocesan Service (RDIS). The plan is to train 400 farmers in two field schools in rural areas of in western Rwanda. Farmers learn that applying sustainable farming methods increases their productivity while simultaneously protecting the environment. Through locally provided practical training they learn how to use greenhouses, solar-powered pumping systems, drip irrigation and animal husbandry methods to produce natural fertiliser. These methods will assist them in adapting their fields to the impacts of climate change.

Target group

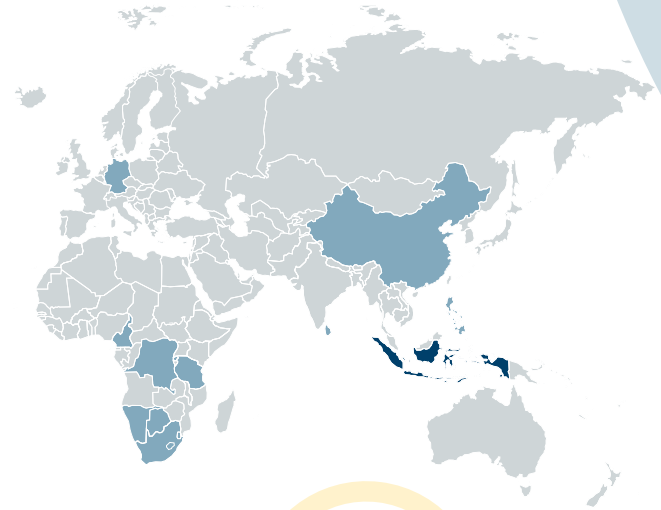
400 farmers and their families will benefit directly from the project. Assuming that a farming family consists of five to eight people, this means that around 2,000 to 3,200 men, women, children and the elderly will benefit.

Project goal

The new sustainable farming methods lead to an increase in productivity in the fields and, thus, in the income of farmers and their families. The new techniques protect the soil against erosion and are more effective in withstanding the effects of climate change.

Project example Asia

Indonesia: new educational courses in church reading centres



Background situation

Indonesia is a country with a broad diversity of ethnicities, cultures, religions, languages and lifestyles. The Indonesian government invites families, educational institutions and churches to contribute to the goal of fair and democratic education without discrimination, in which human rights, religious and cultural values are respected and maintained. Schools have been given the task of achieving these goals by improving the reading culture. That is often not feasible. The Covid pandemic led to sharp rises in food and fertiliser prices, affecting a large proportion of Indonesia's rural population. This is exacerbated by the fact that instead of books many families would rather buy internet packages for their children to enable them take part in online classes.



Measures

Through its educational work, the Batak Protestant Christian Church (HKBP) is supporting state objectives. In Tapanuli and on the island of Samosir it built two reading centres to improve the knowledge of children, young people and adults about issues as health, the environment and climate, gender equality and the development of peaceful, inclusive societies. They are part of the Sustainable Development Goals of the UN.

The reading centres were stocked with books, magazines, games and educational material. Children, young people and adults are invited to 4-week workshops with creative units including painting, craftwork and games. Books and other information material on diverse topics are available to all reading centre visitors.



A small group in an environmental protection workshop



PROJECT FUNDING

The opening of the reading centre in Tapanuli

In the Tapanuli centre, the focus is on health and sex education. For several years, the number of HIV cases in the region has been increasing. The main cause is a lack of knowledge about infection transmission and protective measures. HIV-infected people and their families are often subjected to social discrimination. More knowledge about HIV/AIDS helps build tolerance towards those affected.

In the centre on the island of Samosir, the main focus is on the environment and climate protection. A lack of awareness of the significance of natural resources leads to a reckless approach to nature. Intensive fish farming, chemical fertilisers and improper waste disposal are putting a huge strain on the ecosystem of Lake Toba.

Target group

The new educational courses are very popular. So far, 380 people have participated in the workshops.

Project goals

The reading centres invite children, young people and adults to broaden their knowledge and improve their awareness of topics they encounter every day.

Children making their own posters on the topic of waste reduction.





Education in the UEM

Learning together is a tradition within the UEM – across continental, linguistic and cultural borders.

Study day during the General Assembly.

Seminars:

In our seminars, people of different ages meet up online and face-to-face to learn together, sometimes outside of their normal everyday context but also as school groups or colleagues. This enables all parties to contribute key skills and perspectives. At the same time, all sides have to acknowledge that they do not know everything but often depend on others for support. This fundamental approach means that although our training staff are responsible for the running of the seminars, they often learn a lot and gain new insights from the participants.

In 2022, our education team worked on topics as

- global economic conditions
- theory and practice of missionary work through the ages
- international youth gatherings and co-operation
- anti-racism

Special mention should be made, of the training programme for young disseminators in anti-racism work: young adults provide anti-racist educational work for children, young people and others involved in children's/youth work. Many are already conscious of racism and know how to speak out against it. These skills are developed and formalised in the disseminator programme, ena-

bling them to pass on their know-how and activist perspectives to younger people in a structured manner. The programme is also worth mentioning in pedagogical terms. The minimal age difference helps to lower reservation when dealing with new material: learning from people of the same age is easier than from older people.

Podcast:

In a changing society, education no longer takes place exclusively in a traditional classroom setting, Diverse target groups also mean a diversification of the settings of education. The UEM podcast »Stachel und Herz« (Thorn and Heart) is particularly effective in reaching young people. It becomes part of its listeners' lives as they commute, jog and take coffee breaks. Moreover, professional teachers also use podcast episodes to introduce new topics to school classes and youth groups and to stimulate discussion. The open culture of the podcast, which is both critical and empathetic, makes a major contribution to learning about sensitive topics that are rarely discussed in German society. Thematically, »Stachel und Herz« always deals with racism and the church, but each time with a specific focus.

In 2022, the themes included issues as how to discuss racism with children, the World Cup in Qatar and the continuing refusal of a Protestant free church in Germany to ordain women. But the podcast also explores Christian dominance in German society and white fragility in social discourse. A special highlight of the series was an interview

at the beginning of the year with the bishop of a UEM member church that addressed the roles of both personal convictions and church leadership responsibility in dealing with racism. This enables the UEM to bring church leaders and interested grassroots members together – essential, because we need both if we are to combat racism effectively.

Book and readings:

Essay Contest:

The UEM launched an essay competition for the General Assembly, which met with a wide response in the member churches: 25 essays were collected and published. The title was »Building Inclusive Communities. How Can Churches Fight against Discrimination, Exclusion and Violence?«. An international jury awarded first prize to Rev. Norita Sembiring PhD for her essay on how churches on Sumatra are dealing with the Sinabung volcanic eruptions. Sembiring describes the situation faced by survivors, who are going on with their normal day-to-day lives. Simultaneously they have to face up to losing their homes and making a new start in officially designated resettlement areas and the abrupt upheaval of their lives and living conditions. In this context, Sembiring says that the churches have to establish the kingdom of God for the world. In concrete terms, this means standing alongside survivors, offering them justice and acceptance as they deal with their experiences of exclusion and discrimination.

Recent publication:

Sarah Vecera's book was published on 14th March 2022, »Wie ist Jesus weiß geworden? Mein Traum von einer Kirche ohne Rassismus« (How did Jesus become white? My dream of a church without racism). It is the first book in Germany to deal with issues of racism and the Church. Vecera is Senior Coordinator Global Education, with a focus on »Racism and the Church« in the German Region. She has been given time off by the UEM to work on, and publicise, her book. »Right from the start, the Church was supposed to be for all. Nevertheless, it also has racist structures that most *white* people don't even notice«, is how the author summarises the need for this book to be written. Vecera presented the book, now in its second edition, at 18 readings, discussing it with the 1,700 people in attendance. The issue has been addressed in five television reports as well as 86 interviews and articles in both public and private media.

IMADM degree course:

In Germany, Indonesia, South Africa, Tanzania and the Philippines, young people are studying the fundamentals of theology, economics and current management concepts. In our »International Master of Arts in Diaconic Management« (IMADM), young people prepare for leadership responsibilities in our members' diaconal institutions. For further information on the IMADM see our impact report on page 26.



You can download the Essay Contest from https://www.ve mission.org/fileadmin/Bilder/DOWNLOADS/VEM_Building_Inclusive_Communities_2022.pdf

EDUCATIONAL WORK

Our educational programmes used the following formats:

27

Selected events
on TV and online

69

Publications

138

Seminars, workshops
courses, schools,
study programmes

Participants in non-broadcasted
programmes
(total number)

6,560

MEN 1,134

WOMEN 1,410

CLERGY 690

LAITY 937

OPEN TO ALL 99

BY INVITATION 39

REGIONAL 118

INTERREGIONAL 20

ONLINE 27

FACE-TO-FACE 105

HYBRID 6

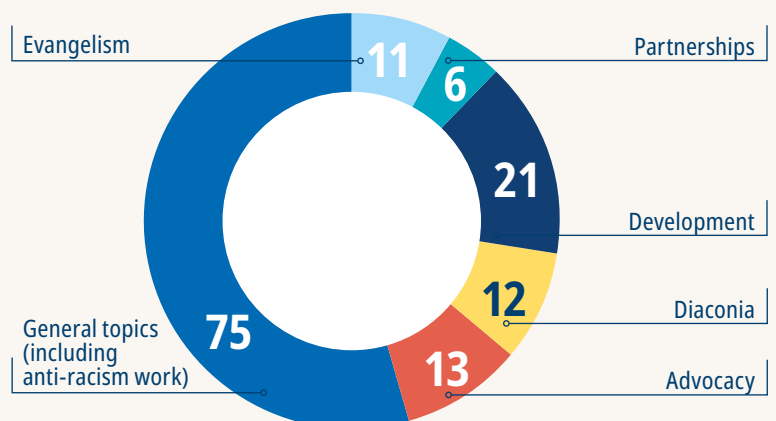
Listeners/viewers
of broadcasted
programmes

726,246

Total number
of projects
implemented

234

Focus of the seminars and workshops:



Total expenditure on the
education team 2022:

€357,144

Source: German Region, UEM 2022

EDUCATIONAL WORK

Kigamboni. Here, among other facilities, a centre for education in the African Region of the UEM will be created.



A very special gift

On 25th August 2022, the ELCT/ECD* donated a 6,000 square meter plot of land to the UEM in Kigamboni district in the city centre of Dar es Salaam. This will also be the new home for the office for the African Region of the UEM. Future meetings and conferences will be held at this location. It has easy access to the airport and the other side of the harbour.

Volker Martin Dally, UEM Secretary General, says, »This is a further milestone for the future viability of the UEM. After Wuppertal in Germany and Pematangsiantar in Asia, the UEM will now have its own office in the African Region with corresponding staffing levels. This is an important step for the equality of the three regions.«

* ELCT/ECD = Evangelical Lutheran Church of Tanzania, Eastern and Coastal Diocese

The signing of the donation contracts by representatives of the ECD and the UEM.



Impact Report 2022

Master's degree in diaconal management

1. Background situation, target group, problem analysis and causes

All members of the UEM communion are diaconally active: they run schools, hospitals, universities or occupational training centres, or they offer support services for people who need help, for example because of their old or young age or because they are living with a disability. UEM members offer a broad range of diaconal services. Discourse among the members has shown that many members see a need for well-trained, qualified managers in their respective institutions.

Our target groups, therefore, include not only our members and managers of their diaconal institutions, who want to add to their skills and qualifications, but also young people interested in taking their first steps towards a diaconal career.

The background situation has its roots in the one-sided training of many leaders working in the diaconia sector, who, although highly skilled as theologians or social workers, have, in some cases, little experience in other areas. Up to 2011, the reason for this was that no training existed, which was specifically tailored to international diaconal leadership tasks – a hospital, for example, had to decide whether it wanted to be headed by a theologian or an economist. A combination of both did not exist. This is where IMADM steps in.

2. What is our vision and how do we want to achieve it?

Our vision in all three regions of the UEM – Asia, Africa and Germany – is to be able to provide professional, specialist staff for the management of diaconal institutions, who are qualified in theology, social work, entrepreneurial thinking, ethics, management and leadership. Although the training comprises reflected theory, it focuses, above all, on

Photo above right: The diploma award ceremony for the 4th year of the IMADM course during an alumni meeting in Batangas, Philippines.

Bottom: Ten Students of the international course for diaconic management together with UEM staff.



the comparison and critical examination of theories and practices of diaconal work. This enables us to strengthen our member churches in all three regions.

3. What activities do we undertake to achieve our goals and what resources do we use?

The *International Master of Arts in Diaconic Management* (IMADM) has been an accredited course of study at Bielefeld University since 2011. The students study at locations in Germany, Indonesia, South Africa, Tanzania and the Philippines. The curriculum includes fundamental economics and theology as well as current management concepts, which, during field research are compared with concrete diaconal work. Alongside our financial commitment, our most important resource is our long-term working relations with the academic institutions. They make the programme successful - academically, socially and financially. In 2022, we made three personal visits to our partner organi-



and co-operation partners and is, indeed, a remarkable outcome: the complexity and international structure of the course mean that funding in the form of scholarships is unavoidable, since students from all our three regions not otherwise cover the costs of the course. Nevertheless, there are significantly more applications than places allowed by current financial capacities. The UEM is, therefore, working continuously to expand these capacities, since the financial limitation on student numbers is our greatest challenge and will remain so in the future. However, we are convinced that even a limited number of well-trained managers can make a difference in the work of our members.

5. What is the source of the impact results?

On one hand, the results are directly based on the examination results passed on to us by the examination offices of the participating universities, above all, of course, the University of Bielefeld, which ultimately awards the degrees. On the other hand, we are in frequent contact with the students and alumni of the course, the UEM members and the diaconal institutions, in which the course graduates are working. We use their feedback to gauge the success of our work, while their criticism helps us to continue its development.

sations in Bielefeld, Dumaguete and Stellenbosch, thereby ensuring the long-term maintenance and continuous development of the course.

4. What have we achieved and what not?

In 2022, the fourth course of students successfully completed the international programme (K4). This means that a total of 52 graduates have mastered the course and are now available to their home churches as competent leaders in international diaconic management. The number of 52 graduates is the result of long negotiations with sponsors

VOLUNTEER PROGRAMMES:

For over 30 years now, the UEM has been sending young adults to its member churches. The three programmes are oriented to the UEM regions: in the **South-North** programme, young adults from Asian and African member churches work with a UEM member church in the German Region. In the **South-South** programme, Asian volunteers support projects in African member churches and vice versa. In the **North-South** programme, young people from Germany work in a member church in Asia or Africa.

Each year, around 40 participants from UEM member churches travel out to start their voluntary service. Working together, cultural exchange and learning each day with, and from, each other are at the heart of volunteering. It is where and how UEM member churches get to know each other in an informal way: such things as the route to work, everyday tasks and shared leisure time enable the volunteers to settle and feel at home in their new surroundings. Through this grassroots work, the volunteer programme is an important supplement to the committees and statutory bodies that formally bind the member churches to each other.

A key development in 2022 was the gradual resumption of the volunteer programme. While the 2019/2020 intake of volunteers had to cut short their service because of the pandemic, in the course of 2021, young people were finally able to apply again to become a volunteer for a year in another UEM member church.



Ridho Simamora, officer for the South-South volunteer programme in the UEM Asian regional office draws a positive conclusion: »I am so grateful we can send two young people from Indonesia to carry out their voluntary service in Tanzania. We are also awarding places to two volunteers from the African Region. From our meetings and discussions with volunteers, we know it isn't easy to start working in the church or institution, to which they have been assigned. But I'm glad they are all coming to terms with the situation and their challenges. They report that they are enjoying themselves and have good relations with the people where they are working. I think it's quite extraordinary that our volunteers are prepared to share their experiences and encourage other young people to apply to the programme. I'm so proud of them.«



The *weltwärts* programme reimburses a maximum of 75% of the costs incurred by the UEM for the South-North and North-South programmes. This is the development voluntary service of the German Federal Ministry for Economic Co-operation and Development (BMZ).

The UEM volunteer programmes would not be possible without the support of the BMZ. In addition, the UEM takes on the cost of services that are not covered by the weltwärts programme. For instance, the South-South programme is funded exclusively by the UEM with no refinancing. In all three volunteer programmes, it is the staff (remunerated and non-remunerated) of the UEM and its member churches, who take on the task of mentoring the volunteers alongside their normal workload.

Christy Angela Munthe, a South North volunteer in 2022, describes her volunteering as follows:



My experiences with the UEM are important to me and they will remain with me in the future.



In 2022

- 4 South-South volunteers
- 16 North-South volunteers
- 10 South-North volunteers

Started their voluntary service with the UEM.

Christy Angela Munthe (right) together with Rev. Ursula Thomé, from the Regional Service of the UEM, at the UEM stand at the Climate Synod of UEM member Evangelical Church in Westphalia



EXCHANGE OF SPECIALIST STAFF

Sending qualified staff is an important part of our work. The international UEM Communion sends staff from, and to, all three regions: Africa, Asia and Germany.

In 2022, for example, two Tanzanian pastors came to Germany to join the team of the newly created UEM Regional Service: Yoram Karusya and Dr Elizabeth Silayo have been organising the ecumenical grassroots work in two regions in the EKIR*: Karusya at the Lower Rhine and Silayo at Middle Rhine and Lahn.

One other example is Rev. Yessy Kapitan, a theologian and social worker from Indonesia, who is sent to our Hong Kong member church, CRC-HS*. She is supporting migrants from Indonesia, who are working as domestic workers in Hong Kong. The programme, »Ministry of Indonesian Migrant Workers in Hong Kong«, is open to all domestic workers with a migration background. Here they build networks and support structures. Most of the about 60 people coming to the programme are Muslims (reflecting Indonesia's religious demographics, where 80% of the population is Muslim). The programme has, thereby, become a meeting place for different religions and cultures. It offers courses in cooking and legal training, but also celebrates the Christian and Muslim festivals of Christmas and Ramadan.

For Yessy Kapitan, 2022 was a year of extremes. On the one hand, the pandemic and the accompanying restrictions in Hong Kong had a considerable impact on her and her family. On top of this, the »Migrant Training Center«, which she primarily ran, had to leave its place. Since 2004, this had been the base for vital empowerment work and networking. Such circumstances severely restricted Kapitan's work, and the centre faced imminent closure.

This situation demonstrated that the UEM's greatest strength is its member churches. The CRC-HS recognised the need of the 60-strong community around Yessy Kapitan and took over the programme. It is now based in new places at two different locations. The group meets for prayers and services in rooms provided by the Wan Chai Congregation of the CRC-HS, while it holds meetings and runs workshops in the »Rumah Gayatri« facility run by a network of ethnic minorities in Hong Kong. Under these new circumstances, the work of the Ministry of Indonesian Migrant Workers is again in a position to work. It continues providing not only a home to the community of Indonesian migrant workers but also a network of solidarity, in which people support each other: thanks to specialist Yessy Kapitan sent by UEM, thanks to the rooms of the Rumah Gayatri and thanks to an open Wan Chai community.

*EKIR = **Evangelische Kirche im Rheinland (Evangelical Church in the Rhineland)**

*CRC-HS = **Chinese Rhenish Church – Hong Kong Synod**

Note:

Within the framework of the Development Workers Act, 75 per cent of financing for the contracts of staff sent out from Germany to work in member churches overseas is provided by the »Service Overseas (DÜ)«.

Between 50 per cent and 75 per cent of financing for the contracts of pastors sent to German member churches is provided by the host church.



Total cost in 2022

€1,343,224

Africa:

Tanzania:

Zakaria Mnkai, Tanzania, programme officer
 Albert Muhindo Kighuta, DR Congo, doctor
 Jean Bosco Kambale Kahongya Bwiruka, DR Congo, JPIC consultant
 Ernest William Kadiva, Tanzania, Deputy Executive Secretary Africa
 Caroline Shedafa, Germany, project management specialist
 Almut Birkenstock-Koll, Germany, pastor

DR Congo:

Laurent Kabuyaya Kakombi, DR Congo, financial consultant

Namibia:

Christoffel Lombard, South Africa, theology lecturer

Rwanda:

Richard Madete, Tanzania, capacity-building specialist
 Hannah Mandela, Germany, project manager for technical education
 David Fechner, Germany, peace worker

Asia:

Indonesia:

Petrus Sugito, Indonesia, Deputy Executive Secretary Asia
 Terri Lynn Smith, South Africa, project and fundraising officer
 Irma Riana Simanjuntak, Indonesia, JPIC consultant

Raquel Lipata, Philippines, English teacher
 Ridho Sunelju Haholongan Simamora, Indonesia, programme officer
 Uwe Hummel, Germany, theology lecturer
 Raymond Gbombo Bachongo, Rwanda, HIV/AIDS expert

Philippines:

Martongo Sitinjak, Indonesia, theology lecturer

China:

Yessy Puspitasari Kapitan, Indonesia, social worker

Germany:

Grace Daeli, Indonesia, pastor
 Kanjo Tjinyeka, Botswana, pastor
 Faraja Mwakapeje, Tanzania, diaconal co-worker
 Yoram Kailu Karusya, Tanzania, pastor
 Mika Purba, Indonesia, pastor
 Dennis Solon, Philippines, diaconal studies lecturer
 Elizabeth Elias Silayo, Tanzania, pastor
 Albert Purba, Indonesia, pastor
 Lusungu Mbilinyi, Tanzania, education co-ordinator
 David Dawson Mushi, Tanzania, pastor
 Emmanuel Nkolito Boango, DR Congo, pastor
 Godwin Gladson Delase Ampony, Ghana, education co-ordinator
 Abram Pehulisa Barus, Indonesia, pastor



Rev. Yessy Kapitan (centre, wearing the white stole) with members of her congregation in Hong Kong.

EXCHANGE PROGRAMMES



ECP workshop in Rwanda
in September 2022

SENIOR EXPERT PROGRAMME

The members of the United Evangelical Mission benefit from people with considerable life and work experience. These may be people, who want to take time-out from their normal work or who, although retired, would like to put their knowledge and experience to use working for UEM members.

That is why we offer such people an opportunity to work for our members as a volunteer senior expert for a period of up to three months.

The initiative must come from the church

When arranging such assignments, the UEM works closely with the respective member church in the country of assignment. But the initiative to employ a specialist must always come from the member church in the respective country. The project description of the assignment is prepared by, or in consultation with, the member church. Senior experts can only be deployed when the expertise required is not available in the country of assignment itself. The assignments are a wonderful opportunity for specialists to share their know-how and experience with others, while the cultural differences can encourage them to reassess what they previously took for granted.

The assignments are always preceded by a minimum two-day preparation phase in one of our regional offices in Africa, Asia or Germany, depending on the country of origin. The assignments are supervised by the local churches and the relevant UEM regional department.

EVANGELISM CONTACT PERSONS

How can one be engaged in inviting to faith in Jesus Christ and at the same time work well together with people of other faiths? How can one recognize and formulate the concrete message of the Gospel for the people in their respective life situations without becoming overbearing? Therefore, since 2017 there has been a programme of so-called »Evangelism Contact Persons« (ECPs) who have taken on a special task in the field of evangelism.

There were a total of 23 ECPs in 2022: ten in Africa, twelve in Asia and one in Germany.

In early September 2022, the ECPs assembled for a training workshop in Rwanda. Most ECPs were newly appointed, yet they quickly became acquainted with how the UEM works and with basic questions relating to the theology and practice of evangelism. They studied Bible texts and looked in detail at such issues as evangelism and interreligious dialogue, diverse forms of, and approaches to, evangelism and attempted to identify visions that gave them strength.

The ECP programme also continues to co-operate with former ECPs and supports projects in their home churches.

€ Total cost in 2022:
€7,628

€ Total cost in 2022:
€93,000

SCHOLARSHIP PROGRAMME

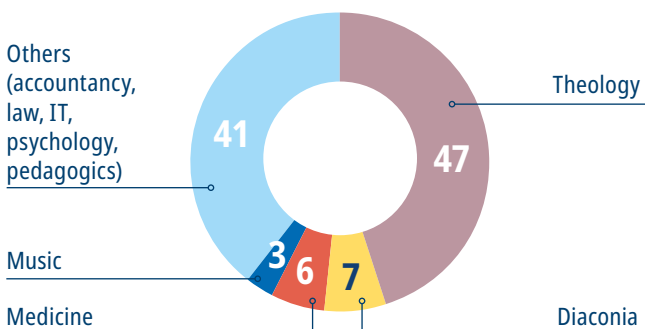
The UEM scholarship programme supports students as a means of building the personnel capacities of member churches, something it has been doing for around 170 years. Students and sending members commit themselves to a long-term post-graduation employment relationship. The fact that the churches contribute to the financing of the scholarships guarantees a responsible employment relationship. Around 850 scholarship holders have benefited from a UEM scholarship since 1950. In 2022, 94 students throughout the world received a UEM scholarship: 44 women and 50 men. A further 10 students completed their studies.

Examples of key positions within UEM member churches filled today by successful graduates:

- staff in church leadership positions (bishops, general secretaries, programme heads)
- lecturers in various faculties of church-run universities
- doctors and medical professionals in church-run clinics



UEM scholarships according to faculty 2022



PARTNERSHIPS:

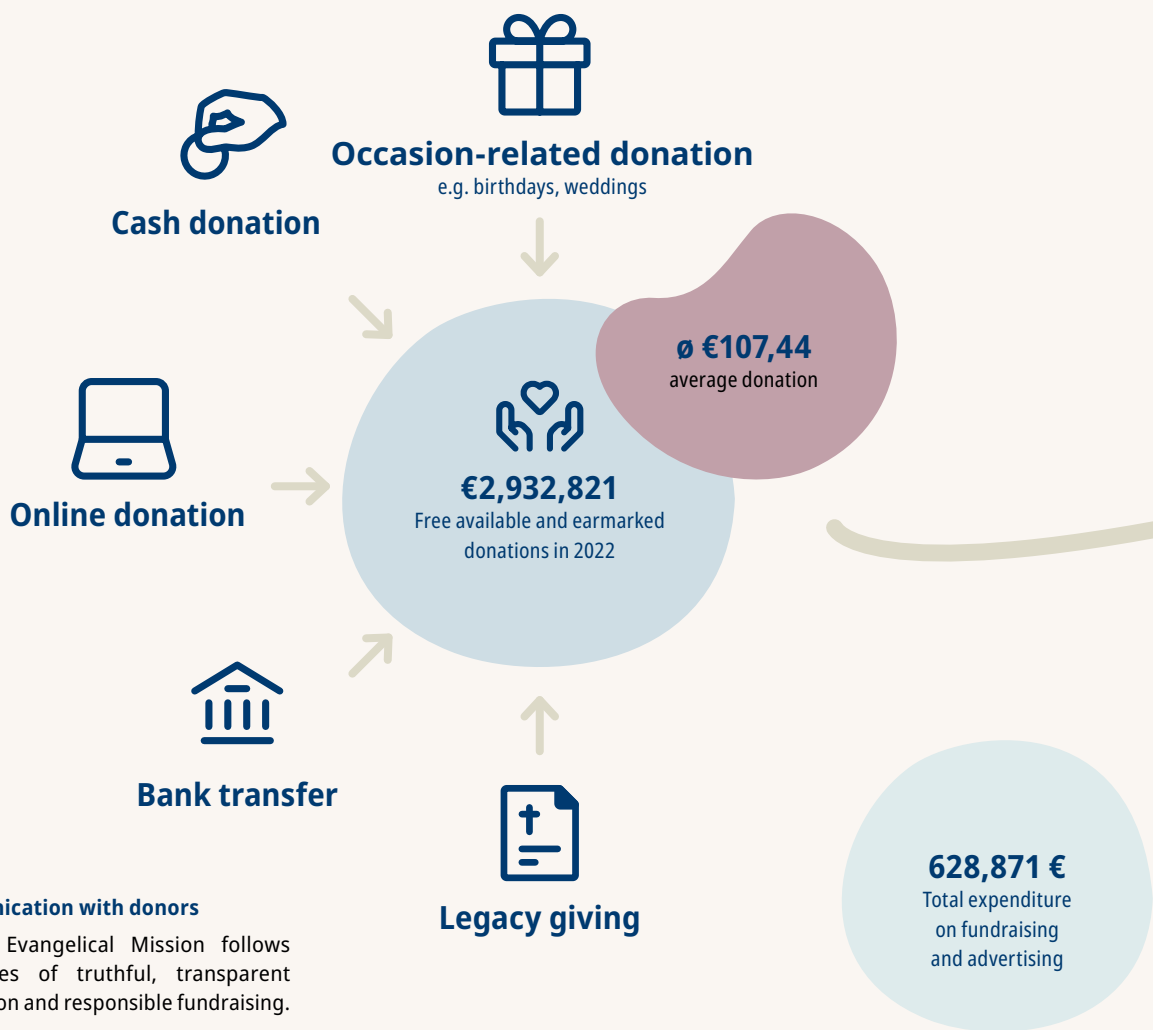
Where do you have closer relations than in a partnership? This also applies to our work. And that is why we maintain and nurture a partnership network of around 100 partnerships between German and African and/or Asian church parishes and districts. The partnership network is also growing as a result of the active search for new forms of partnerships. These do not always necessarily have to be between one church district and another, but can also be issue-based, for example on women's rights, or between one institution and another, e.g. universities or hospitals. In recent times »trilateral partnerships« have also come into being, i.e. partnerships between church groups or institutions in three countries.



Scholarship holder Carine Akure (EPR), who received her Master's degree in development studies at the University of Rwanda (Kigali) in November 2022.



The path of your donation



Our communication with donors

The United Evangelical Mission follows the principles of truthful, transparent communication and responsible fundraising.



DZI donation seal

www.dzi.de

Since 2006, we have been awarded the renowned seal of approval for donations by the »German Central Institute for Social Issues« (DZI). The DZI thereby certifies that we use the money entrusted to us in a statutory manner and handle our administrative and advertising expenses with care. The United Evangelical Mission is recognised as a non-profit organisation, in accordance with the notice of exemption from the Wuppertal-Oberbarmen Tax Office from 5th January 2022. Donations are, therefore, tax deductible in Germany.

Mailing campaigns

The United Evangelical Mission sends donation letters to donors and interested parties. In 2022, nine mailings were sent out as part of six mailing campaigns. Donations received in response to mailings are an important component in the funding of our programmes and projects and substantially exceed the production costs plus postage. They also enable us to stay in contact with our donors and inform them about the working commitment of the UEM. The address data is subject to the current provisions of the General Data Protection Regulation and are not passed on to third parties.

Team Communication & Fundraising

In 2022, our team consisted of four full-time and three part-time staff.

External service providers in the area of communication and fundraising

In 2022, the following service providers worked for the Communication & Fundraising team: van Acken Fundraising, Media Company, ipanema, Deutsche Post Dialogpost, Ströer, Bonifatius Druckerei.

External service providers are selected in compliance with the UEM tendering guidelines and commissioned at customary market rates.



Emergency relief

Supporting churches in their efforts to help people in need, irrespective of whether this is a consequence of human-made catastrophes or natural disasters



Project funding

Funding for our members' projects, for example: to overcome poverty, promote education, evangelism the protection of human rights and the preservation of creation



Educational programmes

Our faith is global – that is why we offer seminars and workshops in all three regions of the UEM, face-to-face and online, in such formats as podcasts, blogs, newsletters or specialist publications and events



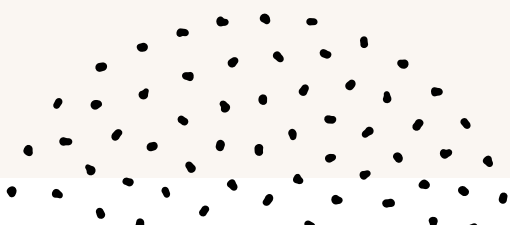
Scholarships

The capacity building of our members' staff in all 3 regions by awarding scholarships for further vocational training and qualification



Personnel exchange

We are learning and working together for the future of our churches, for example within the scope of the volunteer programme and the exchange of specialist staff



United Action

Our fundraising in Africa and Asia

United Action symbolises the joint efforts of all UEM member churches in all three regions, Africa, Asia and Germany, to work together to improve people's lives and living conditions.

With support from the regional offices in Dar es Salaam, Tanzania, and Pematangsiantar, Indonesia, we launch donation campaigns every two years in our member churches with a new thematic focus, for example, education, social justice for children and young people or medical care. The donations raised are used to support the corresponding projects and programmes of the UEM on the ground.

An important contribution to the success of United Action is made by local representatives, called »United Action Coordinators«. These committed individuals are in a position to contribute funding and/or motivate others within their personal and professional networks to follow suit. They are involved in the planning and implementation of local fundraising activities, such as charity runs or community festivals. They are bearing witness to the enormous solidarity and community spirit within the UEM Communion.



Terri-Lynn Smith,
project and fund-
raising officer for the
Asia Region



United Action symbolizes the common aspiration of all UEM members churches in all three regions to work together. In South Africa the term Ubuntu is commonly used while in Indonesia they use the term Gotong Royong. These expressions perfectly embody the spirit of United Action. A togetherness regardless of the little or much that one has.



The JCM conferences on Jewish-Christian-Muslim dialogue are the responsibility of the local organisers, as are the fundraising activities of United Action.



UEM Foundation for Mission and Global Responsibility

Why do people make endowments?

People, who have accomplished something in life, may want to fulfil their social and missionary commitment in a way that enables it to have a lasting impact. Many of them reflect on what they want to leave behind for future generations. That is why more and more people are making endowments, bequeathing real estate or settling their personal estate in favour of a charitable foundation.

Donations – endowments: What's the difference?

A donation provides direct, short-term support for the projects and programmes of the UEM member churches. It must be used directly for the statutory tasks of the UEM Communion.

The establishment of the UEM Foundation for Mission and Global Responsibility created a long-term, reliable financial basis. This basis – the assets of the Foundation – remains untouched. Only the income from these assets is distributed to support the work of the UEM Communion.

What does »endowment« mean?

Your endowment is a donation to the assets of the UEM Foundation for Mission and Global Responsibility and, thus, an opportunity for you to become socially involved on a long-term, sustainable basis without having to set up your own foundation.

What are the goals of the UEM Foundation for Mission and Global Responsibility?

The UEM Foundation for Mission and Global Responsibility was established on 1st October 2004. The statutes of the foundation state that the purpose of the foundation is to support and promote the statutory tasks of the United Evangelical Mission. It exclusively and directly pursues charitable and church purposes.

**Foundation assets
as of 31.12.22:
€8,011,000**



Would you like to get more information?
Please contact us!

The Regional Service of the UEM

On 1st April 2022, the UEM launched a new Regional Service team, with seven members of staff. Four pastors were given leave from the Evangelical Church in the Rhineland (EKiR) to take up contracts with the UEM. They were joined by two new South-North staff members from Tanzania, while a team management position was set up in Wuppertal.

The aim of the Regional Service, on the one hand, is to support and encourage the efforts of the EKiR to be a local church in international communion and solidarity, in openness and diversity. On the other hand, the aim is to contribute the experience, skills and developments of its church parishes and districts to the international UEM Communion. To achieve this, the Regional Service works in the church parishes, districts and groups of the EKiR.

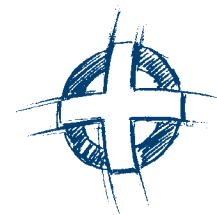
Approximately one hundred people are active in the Regional Service on a voluntary basis.



EKiR regions

- Region Lower Rhine
- Region Cologne-Bonn
- Region Western Ruhr Valle
- Region Middle Rhine-Lahn
- Region Bergisches Land
- Region Saar-Nahe-Mosel

The UEM Sisters Community

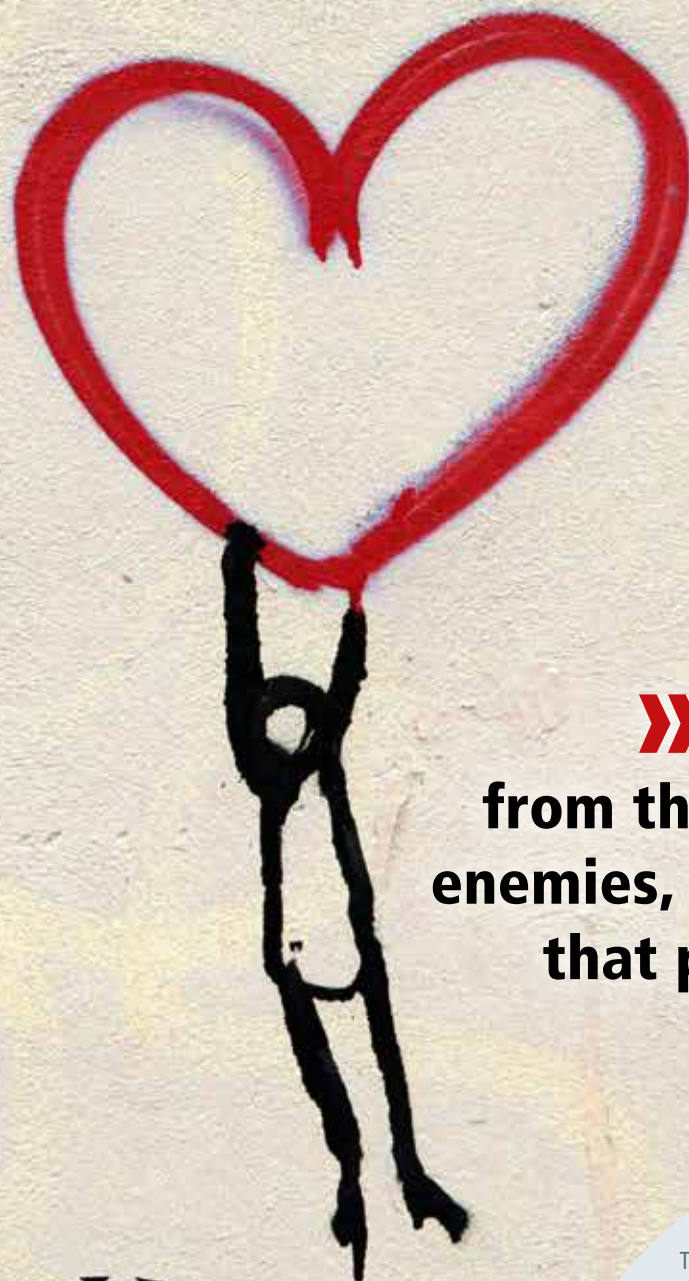


The Sisters Community is a community of women whose Christian faith has led them to serve in and for the worldwide ecumenical communion. The sisters are active in their local communities and in partnership work and follow a set of principles. At regular intervals through-

out the year, the sisters meet for prayer and discussions in their respective regions, in which regional leaders are elected. There are five regional groups in Germany and one in Indonesia. The sisters meet once per year for the central Sisters Day.



<https://www.vemission.org/en/participation/uem-sisters-community>



**» Deliver me
from the hand of mine
enemies, and from them
that persecute me!«**

Psalm 31,15

To mark International Human Rights Day on 10th December each year, we launch our human rights campaign with the publication of posters, postcards and a brochure. We draw attention to human rights violations in all three UEM regions and provide information on the programmes and projects of our member churches.

**For Human Rights. Protecting human rights defenders
and victims of violence and prosecution**



For Justice, Peace and the Integrity of Creation
www.vemission.org/humanrights2023



CO-OPERATION

Networks

We are a member of a range of international, national and regional organisations and work in close co-operation with various networks, alliances and campaigns focused on specific issues. We help ensure that the potential of the Church and civil society throughout the world is used to bring about social change.



The complete list can be found on our website
<https://www.ve mission.org/en/about-uem/cooperation/links>

ASSOCIATION



Klima-Kollekte

The UEM has been a shareholder in Klima-Kollekte (Climate Collect) since June 2018. Climate protection has been a working priority of the UEM since 2008. The reduction of, or compensation for, CO2 emissions within the UEM is just one of the many climate protection projects supported by the UEM since then. Klima-Kollekte is a CO2 compensation fund run by Christian churches in Germany, Switzerland and Austria, through which organisations, institutions, companies and individuals can offset their emissions. The compensation contribution is channelled into climate protection projects in emerging and developing countries in the areas of renewable energies and energy efficiency.

www.klima-kollekte.de

SHAREHOLDING



Maendeleo Bank

The UEM holds a stake of 650,000 euros in the Maendeleo Bank in Tanzania. The UEM, thereby, holds a share of 17 per cent of the total capital of the bank. One priority of the bank is the financing of small businesses and credit co-operatives. It can also invest parish funds and provide low-interest loans to finance the construction projects of church parishes.

www.maendeleobank.co.tz

FOUNDATIONS



Archives and Museum Foundation of the UEM (AMS der UEM)

In accordance with its statutes, the Archives and Museum Foundation of the UEM supports the United Evangelical Mission and its members in Africa, Asia and Germany. The AMF of the UEM enjoys a high level of interest as well as scientific and international recognition. The AMF of the UEM also sees itself as a part of the public relations of the UEM. Members of the UEM work here on legal and historical issues. They also continue to use the expertise of the AMS of the UEM for the continued development of the museum and archives. At a local and regional level, the AMS of the UEM provides insights into the history of the Bethel Mission and the Rhenish Mission through exhibitions, seminars and co-operation.

www.amsdervem.de



Kivu Foundation

The name of the foundation, established in 1997, is taken from the Kivu region in the Eastern Democratic Republic of the Congo. The foundation was established by a group of heirs in Germany with the purpose of raising funds for the promotion of religion and development aid through the Baptist Church in Central Africa (CBCA).

www.kivustiftung.de

MEMBERSHIPS

**ACT Alliance**

ACT Alliance is a coalition of 135 churches and faith-based humanitarian and development organisations working together in over 120 countries throughout the world. ACT stands for »Action by Churches Together«. Its purpose is to improve the co-ordination of the churches' global humanitarian aid and, through compliance with shared quality standards, make it even more effective.

www.actalliance.org

**FRESH-X**

Fresh Expressions of Church – that's the name of the nationwide renewal movement (originating in England) with around one hundred projects. »Fresh-X« projects are aimed at people who no longer feel at home in traditional churches and parishes and are seeking an alternative. »Fresh-X« parishes preach the faith in a sensitive, empathetic manner. The UEM has been involved for many years in the »Fresh-X« movement.

www.freshexpressions.de

Association of Protestant Churches and Missions in Germany

The Association of Protestant Churches and Missions in Germany (EMW) is an umbrella organisation and professional association of Protestant churches, Protestant free churches and regional mission organisations as well as individual missionary associations and institutions with their headquarters in Germany. The umbrella organisation advises its members on a wide range of legal and personnel-related issues, facilitates exchange between members across various professional levels, while pooling and communicating their political interests. The United Evangelical Mission is member of the umbrella organisation.

www.emw-d.de

**Ecumenical Network Central Africa (ÖNZ)**

The ÖNZ is an association of church-based agencies working together with churches and civil society organisations in the Great Lakes Region (DR Congo, Rwanda, Burundi) for peace, human rights and development. The ÖNZ campaigns politically on behalf of the region and against the continuing marginalisation of countries in the Great Lakes Region of Africa.

www.oenz.de

**West Papua Network**

The Network is a forum of human rights, solidarity and environmental groups, church district partnership groups, Protestant and Catholic church organisations and individuals in Germany working for peace and justice in West Papua.

www.westpapuanetz.de

The plenary session during the UEM General Assembly in Villigst, Germany in 2022



Finance Report 2022

Reconciliation Profit and Loss (P&L) account in accordance with the DZI

Code (HGB) as in the case of a large corporation. The structure of the P&L corresponds to this.

exchange, as well as the support and supervision of the core business.

On the following three pages, the P&L is divided into the core business areas as stipulated by the statutes of the UEM: projects, programmes and

They also present the expenditure on advertising, administration and asset management.

Income	Total
	2022
1. Sales revenues	1,214,855 €
of which: income from rentals	1,129,813 €
2. Increase or decrease in inventories	-196 €
3. Other operating income	12,226,351 €
of which: membership fees	6,922,290 €
of which: free donations	1,393,341 €
of which: earmarked donations	1,539,480 €
of which: public grants and third-party funds	1,255,988 €
of which: sales of investment	786,939 €
of which: other income	328,313 €
8. income from equity investments	2,189 €
9. Income from securities	340,006 €
10. Other interest and similar income	17,254 €
Total	13,800,459 €

Third-party funds include €330k in grants from »Brot für die Welt«. €300k of this will be used for the human rights networks, »West Papua Network« and »Sri Lanka Advocacy«. €30k are earmarked funds for four scholarships for the Master's Degree in Diaconic Management.

The earmarked donations also include a €300k grant from the »8 per Mile« allocated by the Waldensian Church in Italy. The contributed funds are earmarked for project funding.

Expenditure, see next page.



FINANCES

Expenditure	Total	Projects	Programmes
	2022	2022	2022
4. Cost of materials	-457,755 €		-117,657 €
5. Personnel expenditure	-6,011,222 €	-133,711 €	-1,806,794 €
6. Depreciation	-511,808 €		
7. Other operating expenditure	-7,622,787 €	-3,908,194 €	-2,065,417 €
of which: allocation from donations, current and previous year	-1,199,394 €	-1,199,394 €	
of which: allocation for projects	-3,864,605 €	-2,693,078 €	-1,171,527 €
of which: expenditure for travel costs	-810,999 €	-14,047 €	-406,134 €
of which: contributions for memberships	-208,547 €	- €	- €
of which: advertising expenditure	-151,350 €	- €	-30,644 €
of which: expenditure for events + meetings	-365,777 €	-447 €	-288,680 €
of which: expenditure for IT	-128,287 €	- €	-11,345 €
of which: real estate expenditure	-410,126 €	- €	-45,859 €
of which: expenditure for further education and training	-24,978 €	- €	-3,442 €
of which: expenditure for conclusion and consulting costs	-64,096 €	- €	- €
of which: other expenditure	-394,628 €	-1,228 €	-107,786 €
11. Depreciation on financial assets	- €		
12. Other interest/expenditure	-98,673 €		
of which: interest expenses BilMoG	-12,598 €		
of which: interest expenses to partner churches	-86,075 €		
Total	-14,702,245 €	-4,041,905 €	-3,989,868 €

Personnel exchange	Accompaniment	Advertising	Administration	Asset management
2022	2022	2022	2022	2022
				-340,098 €
-1,096,537 €	-956,810 €	-404,660 €	-1,527,820 €	-84,890 €
			-511,808 €	
-246,687 €	-176,284 €	-224,211 €	-690,376 €	-311,618 €
-83,549 €	-88,340 €	-14,975 €	-202,529 €	-1,425 €
- €	- €	- €	-208,547 €	- €
-6,164 €	-2,685 €	-110,342 €	-1,515 €	- €
-4,241 €	-17,787 €	-5,908 €	-48,714 €	- €
-423 €	-1,636 €	-23,908 €	-89,868 €	-1,107 €
-45,444 €	- €	- €	-42,653 €	-276,170 €
-9,042 €	-130 €	-1,730 €	-10,634 €	- €
- €	- €	- €	-64,096 €	- €
-97,824 €	-65,706 €	-67,348 €	-21,820 €	-32,916 €
			- €	
			-98,673 €	
			-12,598 €	
			-86,075 €	
-1.343.224 €	-1,133,094 €	-628,871 €	-2,828,677 €	-736,606 €

Balance sheet 2022

Balance sheet in accordance with the HGB (German Commercial Code) as of 31st December 2022
UEM including the UEM Foundation

ASSETS	31.12.2022 Euros		31.12.2021 Thousand Euros	
A. Fixed Assets				
I. Intangible assets Concessions, industrial property rights and similar rights and assets or licenses in such rights or assets acquired for valuable consideration		4,119.00		12
II. Tangible assets				
1. Land, immovable property rights and buildings including buildings on thirty-party land	5,147,902.19		5,532	
2. Technical equipment and machinery	134,610.49		157	
3. Other plant and equipment	226,971.03		211	
4. Prepayments on tangible assets and construction in progress	41,725.36		41	
		5,551,209.07		5,941
III. Financial assets				
1. Equity investments	455,001.00		455	
2. Capital shares in cooperatives	167,971.22		70	
3. Long-term securities of which: Securities in UEM Foundation €7,674,774.59 (2021: €7,344k)	32,246,823.25		33,628	
4. Other loans receivable of which: Receivables from Treuhand e.V. €900,005.68 (2021: €1,231k)	1,566,055.13		1,543	
		34,435,850.60		35,696
B. Current Assets				
I. Supplies				
1. Raw materials and supplies	693.07		1	
2. Prepaid expenses	72,848.13		8	
		73,541.20		9
II. Accounts receivable and other assets				
1. Trade accounts receivable	1,380,894.87		1,450	
2. Other assets	1,211,339.64		1,326	
		2,592,234.51		2,776
III. Cash in hand, bank balances and cheques		3,017,098.93		2,592
C. Prepaid expenses and deferred charges		653,538.14		589
		46,327,591.45		47,615

EQUITY AND LIABILITIES	31.12.2022 Euros		31.12.2021 Thousand Euros
A. Equity			
I. Capital of the association	7,324,809.30		7,656
II. Capital of the UEM Foundation			
1. Initial capital	200,000.00		200
2. Capital from endowments	7,810,814.58		7,413
III. Reserves of which: for the UEM Foundation €188,944.13 (2021: €189k)	27,041,430.73		27,041
IV. Balance sheet profit/-loss - of which: Annual net profit/loss of UEM €901,787.14 (2021: -€297k) - of which: Annual net profit/loss of UEM Foundation €1,727.66 (2021: -€2k)	-6,164,650.64		-5,261
		36,212,403.97	37,049
B. Provisions			
1. Provisions for pensions and similar obligations	635,025.00		866
2. Other provisions of which: for UEM Foundation €1,700.00 (2021: €2k)	1,141,734.22		950
		1,776,759.22	1,816
C. Liabilities			
1. Trade accounts payable of which: - Liabilities with maturities of up to one year €76,947.41 (2021: €131k)	76,947.41		131
2. Other liabilities - of which: Liabilities with maturities of up to one year €8,220,190.70 (2021: €8,513k) - of which: Liabilities with maturities of more than one year €0.00 (2021: €78k) - of which: Tax liabilities €32,443.62 (2021: €78k)	8,220,190.70		8,591
		8,297,138.11	8,722
D. Deferred Income		41,290.15	28
		46,327,591.45	47,615

Management report

Certified annual financial statements

We prepare our annual financial statements, consisting of balance sheet, profit and loss account, appendix and management report in accordance with § 317 HGB (German Commercial Code). We voluntarily submitted our annual financial statements to be audited by the auditors Solidaris Revisions GmbH. You can download the unqualified auditors opinion and management report with detailed clarification of the situation of the UEM, financial details and risk assessment from our website (www.vemission.org).

Developments / distinctive features in 2022

Restructuring in line with the strategy »UEM 2030«

Council regularly receives a document, »UEM 2030«. This includes a best-case and worst-case calculation of finances with the purpose of serving as an aid for further organisational development. This has already previously engendered vital measures for our business operations.

Part of the strategy is the streamlining of the Management Team. It was reduced from eight people to seven in 2021 and, since October 2022, to six. The three regional departments, Africa, Asia and Germany, were previously managed by three board members, and now by two.

The two programme departments are now »Global Programmes 1« and »Global Programmes 2«. Global Programmes 1 comprises the areas of Training & Empowerment (scholarships, volunteer programmes and leadership training) and Evangelism while Global Programmes 2 encompasses the entire area of Justice, Peace and the Integrity of Creation, women's rights work and international diaconia.

There has been a further development in the GLEP teams: the working areas of projects, part-

nerships and education are now administered in international teams, with team members from all three offices.

Regional Service

Since 1st April 2022, the new Regional Service Team, with seven members of staff, is in operation. Four pastors were given leave from the Evangelical Church in the Rhineland to take up contracts with the UEM. They were joined by two new South-North staff members from Tanzania, while a team management position was set up in Wuppertal.

A new structure for the Department Germany

At her own request, the former Management Team member and Executive Secretary of the Germany Department took over the leadership of the Regional Service team. The vacancy she left was not refilled. A new function was created in its place, which, although acting as de facto head of the Department Germany, reports to the two Management Team members of the African and Asian Departments.

Through this, two objectives are being pursued: firstly, to bring the regional departments into closer alignment and, secondly, to explore whether one Management Team member can subsequently manage all three regional departments, and to make the appropriate preparations for this.

A new structure for our project work

The »Projects« team is now also being run according to GLEP standards. The African Region has overall leadership responsibility. The two colleagues supervising the operational project work of the UEM are stationed in the offices in Dar es Salaam and Pematangsiantar. This ensures that they are closer to local projects and better able to facilitate regional support.

A new structure for finances

The preparations for a comprehensive update of the UEM financial system were completed in 2022. Final implementation will be carried out in May

2023, thereby combining the accounts of the three regions into one. Invoicing and payments are then made on a regional basis. The international team meets online to discuss business transactions.

This achieves two objectives in accordance with GLEP: the receiving churches no longer receive the money directly from Germany, but from one of the other offices, which again underlines that the UEM is an equitable communion and not a German organisation in a stricter sense.

Invoices and allocations can be processed locally and, thus, closer to the context of the expenditure.

New property in Dar es Salaam

In July, a 6,000m² plot of land in Kigamboni, Dar es Salaam was transferred to the UEM. This is to be the site of a new regional office with apartments, an archive and a chapel. It is anticipated that the »New Home for the UEM Africa Region« project will have a budget of more than one million euros and be a landmark for the future of the entire region.

Corona pandemic

Corona remained an important issue in 2022. As the year began, the home office requirement was still in operation and continued until late spring. International travel was only possible from May onwards. Nevertheless, the situation gradually eased throughout the year, even though we experienced frequent absences and sick days as a result of Corona. Globally, most Corona restrictions have been lifted.

General Assembly

After a four-year gap, the UEM General Assembly, postponed by a year because of Corona, was held from 29th September to 1st October 2022.

The new Council, elected at the General Assembly, will hold its first regular meeting in March 2023.

Other decisions and issues at the assembly were summarised on our UEM website:

<https://www.vemission.org/en/information/general-assembly-2022-1>



Death of our Moderator

On 17th June 2022, the UEM Moderator, Rev. Willem Simarmata, succumbed to his long-fight against cancer.

At a meeting on 21st June 2022, Council decided to appoint the previous Vice-Moderator, Rev. Rosmalia Barus, as interim Moderator until the General Assembly.

Impact of energy prices

In an extraordinary service agreement between the departmental management and staff representatives in Wuppertal, energy-saving regulations were introduced. This included a home-office requirement on Fridays, cooler offices (19 degrees) and a temporary reduction of the number of rooms heated in Mission House. The service agreement is valid until the end of March 2023.

Membership fees

The UEM is currently largely dependent on membership fees. In the reporting year, €6,704k (2021: €6,007k) was contributed to the UEM by German members, €133k (2021: €137k) from Asian members and €82k (2021: €82k) from African members.

Donations

Donations Africa and Asia

The donation targets for Africa and Asia remain well below the pre-pandemic level. In 2022, only €49k was received, instead of the planned €100k.

In contrast to the German churches, Asian member churches are almost exclusively financed through donations and dependent on collections. This means that their income is significantly more dependent on the local population's current economic situation and church worship attendance. For 2023, the total donation goal for Africa and Asia is 700,000 euros and 1,500,000 euros for Germany.

Donations Germany

Income from donations has a variety of sources. On one hand, from individuals, who donated a total of €817k (2021: €798k) for the work of the UEM

FINANCES

Communion. On the other hand, from church collections and contributions of German members, which achieved a volume of €1,702k.

Donations amounting to €138k were also received for disaster relief.

Total income from donations amounted to €2,932k.

Interest rate development / income from investments

At the close of the financial year, total UEM securities amounted to €24,512k.

The capital investments of the UEM are invested in accordance with the sustainability criteria of the EKD (Umbrella organization of the Protestant Churches in Germany) and managed by an investment committee (sub-committee of the Management Team) in co-operation with the banks.

At the close of the financial year, the value of the investment at Union Investment was €32,134k / 314,432 shares. The performance of the shares was -15.36%. At the Munich Ergo Asset Management Group (MEAG), the value of our investment was €20,237k / 303,936 shares. The performance of the shares was -10.87%.

Income from securities in 2022 totalled €1,091k.

Income from property

The occupancy rate of the total of 96 leased out units in 2022 was 97.9%. Due to the ongoing pandemic, rents were not further increased in the reporting year. However, further modernisation was carried out. Income amounted in 2022 to €860k.

FINANCIAL POSITION	31.12.2022		31.12.2021		Difference
	€K	%	€K	%	€K
ASSETS					
LONG-TERM ASSET					
Intangible assets	4		12		-8
Tangible assets	5,551		5,941		-390
Financial assets	34,436		35,697		-1,261
Prepaid expenses and deferred charges	439		459		-20
	40,430	87.3	42,109	88.5	-1,679
SHORT-TERM ASSETS					
Supplies	74		9		65
Raw materials and supplies	1,381		1,450		-69
Other assets	1,211		1,326		-115
Prepaid expenses and deferred charges	215		129		86
Liquid funds	3,017		2,592		425
	5,898	12.7	5,506	11.5	392
	46,328	100.0	47,615	100.0	-1,287

Personnel costs

Personnel costs in the financial year amounted to €6,011k and were, thus, €342k higher than in the previous year. This increase in personnel costs can be largely attributed to the new regional service team consisting of seven new staff members.

Annual result 2022

The P&L result is -€903,514.80 (2021: -€299,123.62) and has thus fallen by €604,391.18.

Financial position

Liquidity position

The UEM was financially solvent at all times.

Adjusted liquidity (taking account of the financial assets of the UEM available-for-sale at

all times) amounted to €21,386k as of the balance sheet date (2021: €22,568k). With an average monthly financial requirement of €1,183k (2021: €1,088k), this means a coverage factor of 18.1 months (2021: 20.7 months).

Income from German members is a reliable source of liquidity for the UEM. At the end of each year, the financial commitments for the following year are available for perusal by all members. This is supplemented by income from property and capital investments.

Although income from donations is reliable, the amount cannot be planned in full.

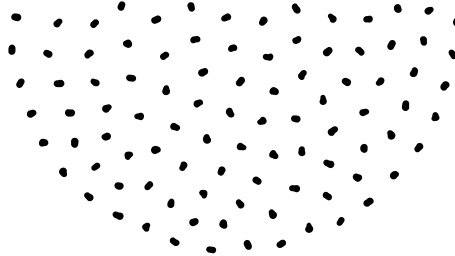
Investments

There were no major investments in fixed assets in 2022.

FINANCIAL POSITION	31.12.2022		31.12.2021		Change
	€K	%	€K	%	€K
LIABILITIES					
NON-CURRENT ASSETS					
Equity capital	36,212		37,049		-837
Pension provisions	635		866		-231
Other provisions	330		342		-12
Remaining liabilities	33		78		-45
	37,210	80.3	38,335	80.5	-1,125
CURRENT ASSETS					
Other provisions	812		608		204
Liabilities from goods and services	77		131		-54
Other liabilities and prepaid expenses	8,229		8,541		-312
	9,118	19.7	9,280	19.5	-162
	46,328	100.0	47,615	100.0	-1,287

With a total of €36,212k, the UEM has an equity ratio of 78.16%. Borrowed capital is divided into provisions amounting to €1,777k, liabilities amounting to €8,297k (of which €6,755k to the UEM

Foundation) and prepaid expenses and deferred charges amounting to €41k.



Forecast 2023 / Budget

The budget for 2023 approved by the General Assembly in the autumn of 2022 was finalised with a forecasted deficit of €61,160 (2022: -€434,053). Overhead costs account for 22% of core business costs. This means that the budget still fails to comply in full with the General Assembly resolution from 2016 to present nothing other than a balanced budget with a maximum overhead of 25% from 2020 onwards. Nevertheless, a reduction of the overhead to 22% has been achieved.

Since a sizeable proportion of these are fixed costs (about 80%), short-term savings are not possible. This budget will, therefore, continue to pursue the medium-term approach of reducing costs permanently and initiate targeted measures to either stabilise or increase income.

General risk assessment

1. High inflation rates throughout the world, particularly in the euro zone, and the overall development of currencies represent a risk for the financial development of the UEM. The calculation of personnel costs and other expenditure is based on information concerning the estimated tariff increases and cost developments that were available in mid-September 2022.
2. The corona pandemic and global economic situation are leading to further economic problems in all three regions. Accordingly, all members are experiencing significant income losses. Income from United Action and donations in Germany declined during the last two pandemic years. The full impacts of high inflation and the weakened euro on income from donations cannot yet be estimated. We may have to adjust forecasts in the course of 2023. Both of these factors must be scrupulously monitored in the coming months. In the event of any significant changes, a supplementary budget may become necessary.

Opportunity and risk report

Communion

Our Communion thrives on encounters and contact with one another. This is promoted by over 120 educational programmes, trips and meetings.

Even though digital media became increasingly significant during Corona and enabled many encounters to take place, we are repeatedly reminded that they cannot fully compensate for face-to-face encounters, field visits, sharing thoughts and ideas in person and celebrating our spiritual life together.

We are now discovering how difficult it often is to establish new contacts or intensify existing ones. New leaders have been elected in many churches. Working with them to build trust in the UEM as a Communion of Churches is difficult online. If the pandemic were to last for several years to come, making contacts increasingly difficult, especially in more remote regions, our Communion could suffer damage as a result.

Development of our programme work

Alongside the financial support for projects, programmes are becoming an increasingly important working area for the UEM. By »programmes« we mean, for example, running events on a wide range of topics, but also encounter programmes and solidarity visits at times of crisis. The variety of themes ranges from workshops for treasurers to women's rights, youth programmes or such theological issues as interreligious dialogue or deliverance. Since the end of 2020, one priority has been the issue of »Racism and the Church«.

Since the UEM, as an international communion, has been combating structural racism for 25 years, we are often asked for our expert opinion, especially within the German region. This is an indication of German members' huge interest in the issue. The UEM is able to take up a clear position on the issue and make its mark. In September 2022, the General Assembly passed a Code of Conduct against racism and discrimination.

Organisation and leadership

The average age of our workforce is around 43 years.

In the coming years, a large number of colleagues, with many years of service and a wealth of experience, will retire. This also includes managers at middle and Management Team levels.

Preparations must be made for such an impending loss of experience and knowledge about the UEM. The search for suitable colleagues and managers will be a vital undertaking.

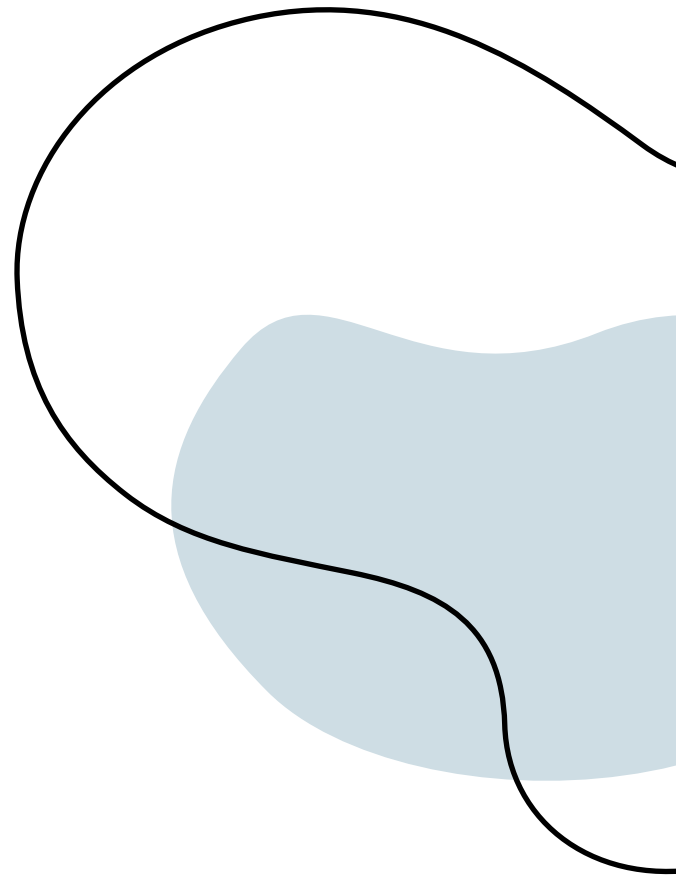
No shortage of skilled workers

The UEM has not yet been impacted by the shortage of skilled workers on the German labour market. However, it is obvious that Germany currently finds itself in a workers' market.

This meant, for example, that we had to re-advertise an office worker vacancy since no satisfactory candidate had applied first time around.

Yet, in response to international advertisements, we can comfortably choose from a large selection of applications from qualified individuals throughout the world.

The UEM is prepared to invest in its workforce. We offer frequent in-house training courses, including comprehensive »on-boarding«, anti-racism seminars, English courses and further basic training including Office and Windows courses. While the training budget amounts to 40,000 euros, an employment agreement on further/advanced training is intended to enable staff to go on to acquire further qualifications. The UEM is currently funding extra occupational studies for three colleagues.



Our Remuneration Structure

The full-time Management Team of the UEM comprises five members of staff. Total remuneration in 2022 amounted to 776,307.35 euros (2021: 791,043.35 euros).

	2021	2022
Management General Secretariat (3 members)	376,003.89 €	380,458.00 €
Other Management Team members (3 / 2 members)	415,039.46 €	395,849.35 €
Total	791,043.35 €	776,307.35 €

Note: Gross salaries paid by employer, including pension contributions, taxes and statutory contributions

On 1st October 2022, Angelika Veddeler stepped down from her position as a member of the Management Team.

The UEM pays its staff in accordance with the federal collective agreement for church employees (BAT-KF).

Housekeeping/Technical staff	EG 3 bis EG 8
Assistants	EG 8 ODER EG 9
Officers/ Team leaders	EG 10 BIS EG 13

Marital status, job requirement profiles, protection of vested rights and allowances influence the level of salaries.

Management Team members are paid at remuneration level EG 14/EG 15. The General Secretary, a church official of the Evangelical Church in Hesse-Waldeck, is paid at remuneration level A16. In addition, members of the General Secretariat are paid monthly allowances of up to a maximum of 560 euros.

Non-remunerated members of statutory bodies (e.g. Council, General Assembly) receive attendance fees at a flat rate of 90 euros. If regular meetings are extended, an additional 10 euros per day is paid.



More information on the collective agreement and salary scales:
<https://www.kirchenrecht-ekir.de/document/3994>

IMPRINT

ANNUAL REPORT 2022

Published by

United Evangelical Mission
Rudolfstrasse 137
42285 Wuppertal
Phone +49 202 89004-0
Email info@vemission.org
Web www.vemission.org

Edited by

Malte Möring, Susanne Seiler, Timo Pauler

Translation

John McLaughlin

Layout

MediaCompany
Agentur für Kommunikation GmbH
www.mediacompany.com;
Cover design: Johannes Schermuly, UEM

Print

Bonifatius GmbH, 33100 Paderborn

Photos

p. 1 Title: UEM
pp. 6, 11 (left), (bottom), 25 (bottom):
Johannes Schermuly / UEM
pp. 2f, 10f, 13, 20, 40: Lara Diederich Foto-
design
pp. 5, 7: Susanne Seiler / UEM
p. 16f: Viateur Ntarindwa / RDIS
p. 18f: Terri-Lynn Smith / UEM
p. 25 Top: Matthias Börner / UEM
p. 27: Anja Cours / UEM
p. 30: Charles Mugabo / Revival Studios
p. 31: private
p. 39: Nick Fewings / Unsplash, Savvapanf
Photo / stock.adobe.com
All other photos, UEM or private

© United Evangelical Mission, Wuppertal,
August 2023



REGIONAL OFFICES

Germany

Rudolfstrasse 137
42285 Wuppertal
☎ +49 202 89004-0
✉ info@vemission.org

Asia

Jl. Pdt. J. Wismar Saragih
Bane, Kec. Siantar Utara
Kota Pematangsiantar (101)
North Sumatera 21142
Indonesia
☎ +62-(0)-62-27357681
✉ asiaregional@vemission.org

Africa

Luther House, Fifth floor
Sokoine Drive
PO Box 75240
Dar Es Salaam
Tanzania
☎ +255-222-125980
✉ africaregional@vemission.org

The United Evangelical Mission follows a
ressource-efficient and sustainable
production method for printed material.



This printed matter has been awarded
the Blue Angel



Our donation accounts

UEM Germany
KD-Bank eG
IBAN DE45 3506 0190 0009 0909 08
SWIFT/BIC: GENODED1DKD



UEM Africa:
CRDB BANK PLC - branch: 3319 - account#
1950299692300 - Swift code: CORUTZTZ

UEM Asia:
Bank BNI - account# 0128002447 -
Swift code: BNINIDJAMDN



Would you prefer to donate online?

*Simply scan the qr code or
donate on the internet at*

<https://www.vemission.org/en/donation/donate>

Many Thanks

to all, who support our mission!



United Evangelical Mission

Communion of Churches
in three Continents

Africa

📍 Luther House, Fifth floor
Sokoine Drive, PO Box 75240
Dar es Salaam
Tanzania
☎ +255-222-125980
✉ africaregional@vemission.org

Asia

📍 Jl. Pdt. J. Wismar Saragih, Bane,
Kec. Siantar Utara
Kota Pematangsiantar (101),
North Sumatera 21142
Indonesia
☎ 62-(0)-62-27357681
✉ asiaregional@vemission.org

Germany

📍 Rudolfstrasse 137
42285 Wuppertal
Germany
☎ +49 202 89004-0
✉ info@vemission.org
🏦 KD-Bank eG
IBAN DE45 3506 0190 0009 0909 08



*#united
in mission*



Member of

actalliance

www.vemission.org/en/

