



ANNUAL REPORT 2021





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The 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. Bodelschwing Foundations Bethel. The UEM is steadfast in its pursuit of a holistic understanding of mission.

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.

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 build capacity in our member churches
- we contribute to overcoming poverty in all its forms

Group photo of the delegates at the UEM General Assembly in Parapat, Indonesia, in 2018

We regard mission as a holistic task. That is why we view advocacy, diaconia, development, evangelism and partnership as integral components of our mission to share the Gospel. 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 and have affirmed this in our statement »Equality before God!«. This means, for example, that the projects we fund should, where possible, involve all people, irrespective of their religion, gender, age and ethnic origin or if they belong to a minority.



We have committed ourselves to the »Code of Conduct against Corruption and for Transparency« as part of our effort to combat corruption. It applies to both our staff and our members in all three regions. The goal is to prevent and combat corruption at all levels.



For the last 15 years, we have received the seal of approval from the German Institute for Social Issues (DZI) for our statutory and responsible use of donations.

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, mission statement, etc. is available at www.vemission.org/en/downloads

Report of the General Secretary, Volker Martin Dally

The UEM communion: in the spirit of continuity and in the spirit of renewal

In 2021, we had intended celebrating 25 years of the UEM communion. However, our plans were thwarted by Corona. So much, including our planned anniversary celebrations and General Assembly, had to be cancelled due to the pandemic. But we did manage to celebrate – online in the three regions; on a small scale, but, nonetheless, enjoyably. 2021 was such an eventful year, in which so much changed in our communion, both in terms of structure and content. A year, in which we really changed something for the better. Despite the pressing concerns of some members of our communion. We cannot overlook the problems and challenges of individuals and are aware of how difficult it is to continuously live up to the expectations placed on us.

Still digital in 2021

Romans 5:3-5: »We also boast in our afflictions, knowing that affliction produces endurance, and endurance produces character, and character produces hope, and hope does not put us to shame, because God's love has been poured out into our hearts through the Holy Spirit that has been given to us.«

We had hoped to meet again, in person, in 2021. Unfortunately, the pandemic developed differently to what everyone had expected. In particular, the concentrated use of home office has changed the working culture. Daily devotions were partly held via Zoom, while our morning get-together during the coffee break was a rare occurrence.

With effect from 1st July, the UEM introduced modernised working time regulations, intended to allow home office three days per week – also in non-pandemic times. Other developments included ending core working time, extending the standard framework for working hours and introducing hybrid working. This allows for part of the working day to be worked on a mobile basis (home office) and part in the office.

However, visits to member churches in Tanzania underlined just how important it is to meet people, face-to-face, not just on screen. A number of issues and situations concerning our communion of churches cannot be discussed and resolved on a digital basis alone. We are, consequently, sticking to our planning for the General Assembly, scheduled to take place in September 2022 in Villigst, at the invitation of the Evangelical Church of Westphalia.

Roadside cross in Wuppertal-Beyenburg – in memory of the victims of the flood disaster in summer 2021 in Germany

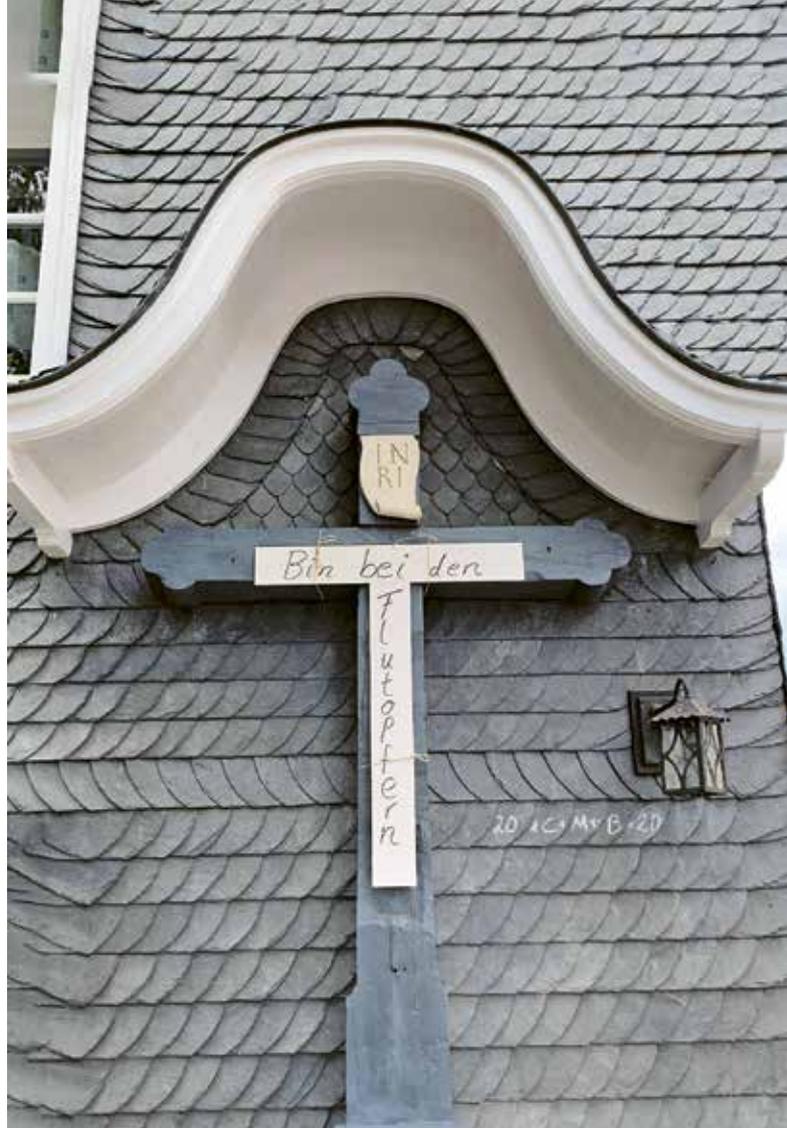
25 years of our Communion of Churches

Jeremiah 29:11: »For surely I know the plans I have for you, says the Lord, plans for your welfare and not for harm, to give you a future with hope.«

2021 was the anniversary year of the internationalisation of the United Evangelical Mission. 25 years of our communion of Churches in Africa, Asia and Germany. The von Bodelschwingh Foundation Bethel has also been part of this communion from the very beginning. The central celebration, scheduled to take place in Bethel in 2021, had to be postponed, and will now take place within the scope of the General Assembly in September 2022. Despite the pandemic, large-scale joint services in Africa and Asia were celebrated in digital or hybrid formats. In the German region, the anniversary was commemorated in smaller formats and in our publications. In the 25 years of our communion, we have learned together that solidarity is more than just a matter of »give and take«. And, in the past year, we have also experienced

25 YEARS
United in Mission – 1996-2021

that the customary ways of thinking about who gives and who receives are being overturned in the UEM communion.



Sticking together in times of need

Acts 24:17: »Now, after some years I came to bring alms to my people and to offer sacrifices.«

The remarkable support for the victims of the flood disaster in Germany by UEM members in Africa and Asia achieved a great deal, and not just through material assistance.

The transfer of 53,149.91 euros from Africa and Asia for German flood victims was particularly impressive. But this reversal of the usual positions also led to an intense discussion about »taking and giving« in the context of UEM partnerships. Moreover, this paradigm shift, through the solidarity of African and Asian members of the UEM, has made a significant contribution to intensifying discussions about stereotypes and discriminatory attitudes and behaviour. It is not the geographical borders that are problematic, but the borders in people's minds.

Global Learning in an Ecumenical Perspective

Proverbs 1:5+6: »Let the wise, too, hear and gain in learning, and the discerning acquire skill, to understand a proverb and a figure, the words of the wise and their riddles.«

Since 2016, the UEM has been developing a joint philosophy of learning entitled, »Global Learning in an Ecumenical Perspective« (GLEP). This approach to learning is being discussed among the UEM members. One of the goals is to overcome the traditional dichotomies of »we, here and they, there«. The GLEP principle was implemented in many areas of the UEM in 2021, which led to critical reflection on current concepts and innovative programmes. Several new programme titles emerged, including, »Global Learning as Ecumenical Practice« or »Global Learning in Ecumenical Partnership«. They show that the GLEP concept is being accepted and implemented in a creative way. The principle is not only being implemented within the context of education, but also in the area of human resources, with the aim of diversifying UEM staff across all levels and intensifying co-operation between the three regional offices.

To ensure structured international co-operation across all levels and in all working areas, the Management Team (Board) committees and all working groups are now international in composition. Since 2021, they have been working online with colleagues from all three regions.

The former regional programmes (for example, the human rights campaign or the interreligious »Jews-Christians-Muslims« programme) have been converted into international programmes of the three regions.

Combating racism and discrimination

James 4:12: »Who, then, are you, to judge your neighbour?«

This verse from the letter of James was taken as the theme of the human rights campaign, »Who, then, are you, to judge your neighbour?«, which continues the efforts to tackle the issue of racism and discrimination in all three regions. This remains a virulent issue in many places in the German region.

For many years, now, the UEM has been working to overcome racism in the Church, mission, partnership work and in wider society. In the past year, this working commitment has been expressed in such things as the blog »Racism and the Church«, the anti-racism seminars for various target groups including pastors, universities, probationary ministers, church employees and volunteers etc., as well as the creation of an anti-racist children's bible and an anti-racist faith course for parishes.

Location of our regional offices

Exodus 18:25: »Moses chose able people from all Israel and appointed them as heads over the people, over officers thousands, hundreds, fifties, and tens.«

The regional offices in Dar es Salaam, Pematangsiantar and Wuppertal coped well with the pandemic. In our Pematangsiantar office, the successful completion of the next construction phase means that we now have improved facilities here for conferences and informal meetings.

In Dar es Salaam, the Eastern and Coastal Diocese (ELCT-ECD) has made land available to the UEM. The process of legal acquisition has been underway since autumn 2021. We hope that, after our positive expe-

periences with the office in Asia, we now have a good location for our regional office in Africa and that, in 2022, we can already start planning and taking the first steps to open our own office.

Our base in Bielefeld was finally closed in August 2021. Five colleagues worked in what was designed as an educational centre with three conference rooms for between 10 and 50 people. In keeping with our strategic orientation of internationalising educational courses and programmes and developing them in a diverse, transcultural, people-centred manner in the spirit of GLEP, we no longer had any need to maintain our own additional conference rooms. We now usually rent rooms according to our courses and programmes or go directly to the people in the parishes and church districts and use their rooms. Following an assessment of the building's operational costs and the additional infrastructure costs for a second centre in Germany, the decision was made to close it down. There were no layoffs for operational reasons. Four of the five colleagues are now based in Wuppertal, while the fifth voluntarily left the UEM.

UEM 2030

Acts 15:6: »The apostles and elders met to consider this question.«

We started implementing the future structure of the UEM in compliance with the directive of the UEM Council. For this purpose, at a meeting of all members of staff on 25th November 2021, the Management Team informed the staff about the structural changes. These will lead to the simplification of decision-making processes without necessitating job cuts at all levels below the Management Team. This was followed by discussions with the various teams and individual members of staff before the new structure came into operation on 1st January 2022. (see page 12)

We will boldly and confidently implement the future structure of the UEM. It is important that we are clear about the tasks ahead and that we carry them out in a spirit of solidarity. The UEM will, thereby, move

on in the spirit of continuity and renewal. And as a consequence, the UEM 2030 will be a success!

With this annual report you will also receive a brochure, which seeks to encourage you to continue to participate in the work of the UEM communion.

New Communication & Fundraising Team

Proverbs 16:23: »The hearts of the wise make their mouths prudent, and their lips promote instruction.«

The previous structure, in which Communication & Media and Fundraising were two separate teams within the UEM management structure, did not prove to be sustainably viable. Increasing digitalisation and the changed communication structure meant that restructuring was essential. Since 1st August 2021, Press Work has come under the direct jurisdiction of the General Secretary as a staff unit, and Communication & Fundraising has been integrated into the Finances and Administration Desk. The previous areas of Public Relations and Fundraising are now combined in the newly established »Communication & Fundraising« team. This restructuring came into effect on 1st August 2021.

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 OF CONGO

Church of Christ in Congo (ECC)

Baptist Church in Central Africa (CBCA)

The Community of the 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 in South Africa (RCSA)

Uniting Reformed Church in Southern Africa (URCSA)

TANZANIA

Evangelical Lutheran Church in Tanzania (ELCT)

- Karagwe Diocese (ELCT / KAD)
- Northeastern Diocese (ELCT / NED)
- Northwestern Diocese (ELCT / NWD)
- Eastern and Coastal Diocese (ELCT / ECD)

ASIA

CHINA

Chinese Rhenish Church Hong Kong Synod (CRC)

INDONESIA

Nias Christian Protestant Church (BNKP)

Karo Batak Protestant Church (GBKP)

Kalimantan Evangelical Church (GKE)

Evangelical Christian Church in Tanah Papua (GKI-TP)

Christian Church of North Central Java (GKJTU)

East Java Christian Church (GKJW)

Christian Protestant Angkola Church (GKPA)

Christian Protestant Church in Indonesia (GKPI)

Protestant Christian Church in Mentawai (GKPM)

Protestant Christian Pakpak Dairi Church (GKPPD)

Simalungun Protestant Christian Church (GKPS)

Batak Christian Community Church (GPKB)

Batak Protestant Christian Church (HKBP)

Indonesian Christian Church (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 of Westphalia (EKvW)

Evangelical Church of Hesse and Nassau (EKHN)

Evangelical Church of Hesse-Waldeck (EKKW)

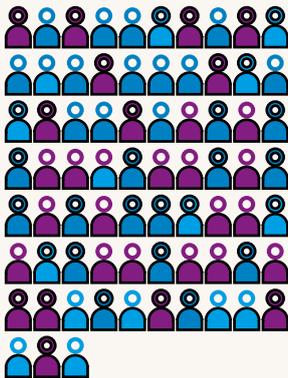
Evangelical-Reformed Church – Synods of the Evangelical Churches in Bavaria and Northwest Germany (ErK)

Church of Lippe (LL)

v. Bodelschwingh Foundations Bethel (vBS Bethel)

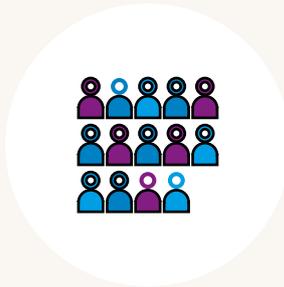
1 financial advisor and 1 legal advisor

advise



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

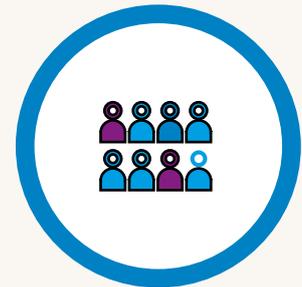
elects



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.

Moderator (non-remunerated):
Willem Simarmata
(HKBP, Indonesia)

advices and supervises



The Management Team
all full-time, remunerated – six 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.

advise

The Regional Assemblies
are regional committees of the General Assembly. Their purpose is to facilitate the collaboration 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.

advices

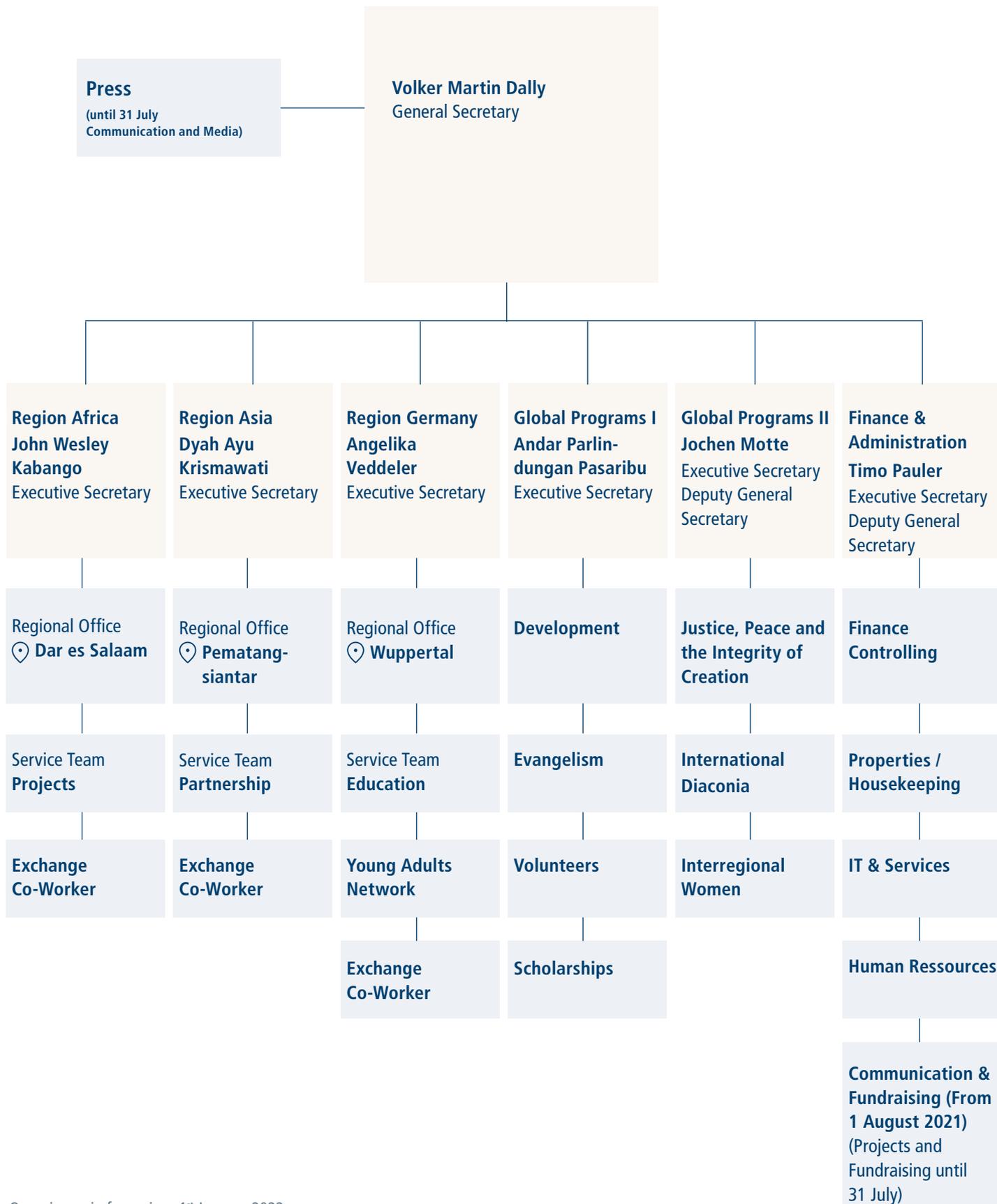
International Finance Committee of the Council
3 meetings per year
4 delegates



The UEM Management Team in June 2022:

Left to right: Andar Pasaribu Parlindungan, Volker Martin Dally,
Timo Pauler, Dyah Ayu Krismawati, Angelika Veddeler,
Jochen Motte and John Wesley Kabango

Organigram

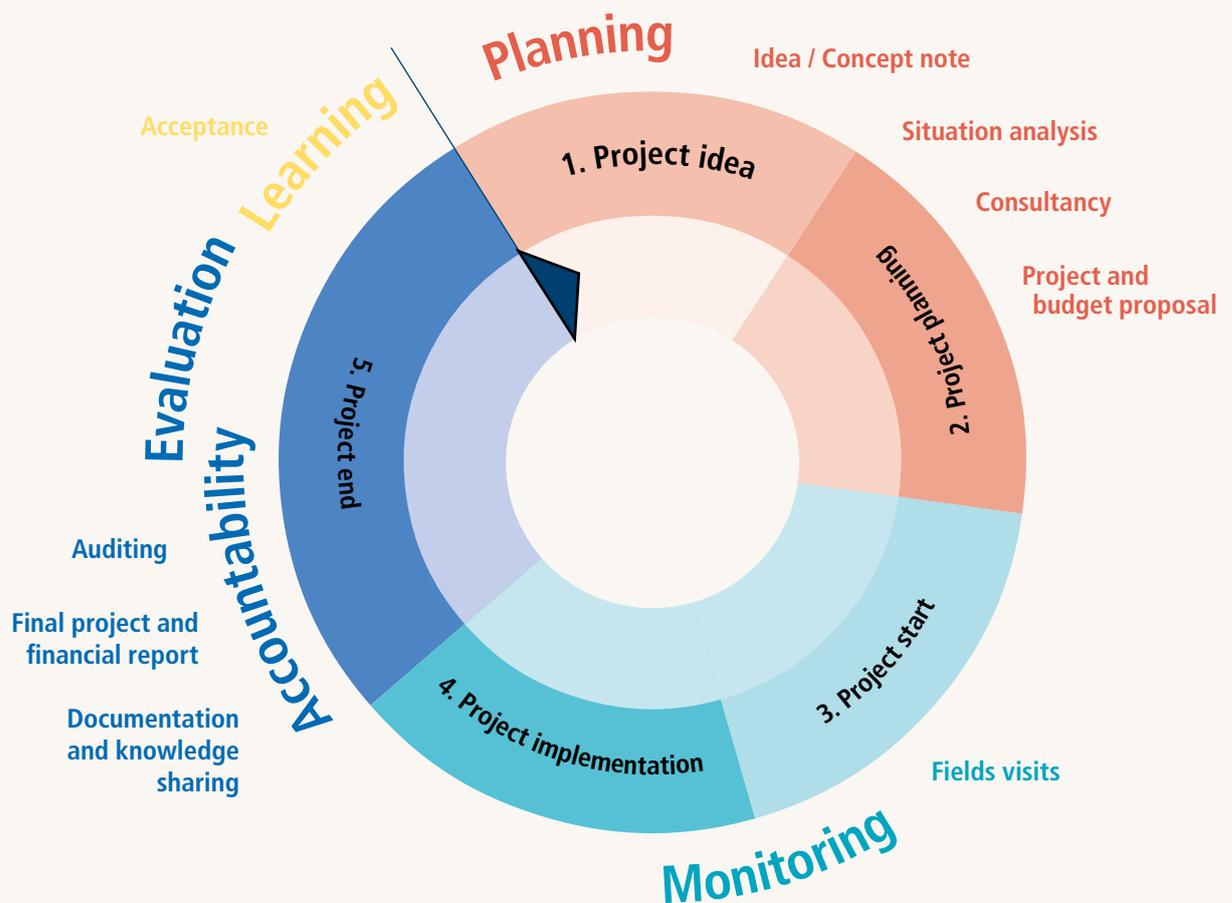


Organigram in force since 1st January 2022.

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.

THE UEM PROJECT SUPPORT CYCLE



Planning

1. Project idea

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 through a request for help to further develop a project idea to make an application for funding possible.

The UEM project application must define the project idea and the baseline situation as well as describing the problem to be solved to enable the 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 time frame 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 – supervision / follow-up

3. Project start

Once the project application has been approved, the project can start. Monitoring of the impact and achievement of goals is carried out on site by our members, who maintain regular contact with us. In the event of any deviations or problems, our colleagues can be contacted and are available to offer advice.

4. Project implementation

Projects, receiving our support, are visited – where possible – at least once by our staff and discussed on site.

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 process is simpler, and the relevant departments can make independent decisions on project applications within the parameters of their budget.

Decisions on projects exceeding a volume of 5,000 euros are made each month by an international project committee.

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 evaluation is carried out and submitted. 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 – gaining experience

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 in 2021 –



Africa

In 2021, projects were approved as follows:

From earmarked donations	€988,448
Projects > 5,000 euros	€444,895
Projects < 5,000 euros	€140,311
Corona emergency aid	€384,578
Emergency aid	€36,000
Help for the ministry of the Churches	€894,890
	€2,889,122



Project funding amount in 2021

€4,941,645

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



Asia

In 2021, projects were approved as follows:

From earmarked donations	€179,370
Projects > 5,000 euros	€124,250
Projects < 5,000 euros	€138,490
Corona emergency aid	€130,699
Emergency aid	€15,000
Help for the ministry of the Churches	€379,014
	€966,823



Germany

In 2021, projects were approved as follows:

From earmarked donations	€105,700
Projects > 5,000 euros	€15,000
Projects < 5,000 euros	€30,450
Corona emergency aid	€9,000
Emergency aid	€20,000
Help for the ministry of the churches	€150,000
	€330,150



At a glance





Growing cabbages in the Democratic Republic of Congo

Project example Africa

Democratic Republic of Congo: climate-neutral biogas for the two church districts of Vayana and Kitsimba – energy sources of the future

Background situation

The Baptist Church in Central Africa (CBCA) is one of the largest churches in the eastern part of the Democratic Republic of Congo (DRC). It has more than 450,000 members across 18 districts, including Vayana and Kitsimba, both of which are situated on mountain slopes overlooking Virunga National Park and the Semuliki Plains. It is a very fertile area. However, the land in both church districts is threatened by erosion and landslides that are a direct result of advanced deforestation and extensive farming. The region is also one of the most populous in the DRC and, up until the 1990s, was considered one of the



country's most reliable bread baskets on account of the potatoes, beans, maize, onions, carrots and other vegetables grown here. Today, multiple land grabs have also provoked disputes and other conflicts between farmers and pastoralists and, consequently, to a significant drop in production.

To survive in such mountainous terrain, the villagers have to make the most of a range of resources: growing bananas, rice, beans, etc. or keeping goats, sheep and cattle, mining, timber management (firewood for household fuel, charcoal for commercial use), poaching for meat and to make some money as

well as the illegal cultivation of protected land, which represents a major threat to the ecosystem of Virunga National Park.

Measures

Within the scope of the Kivu sustainable biogas development project, the CBCA has set up two pilot biogas plants in Vayana and Kitsimba. As well as facilitating climate change adaptation and environment protection, this measure also contributes to raising public awareness of animal husbandry in sheds and using animal waste for domestic biogas production. Keeping livestock in sheds will improve social cohesion by reducing the conflicts that can arise between families when free-roaming animals destroy neighbours' crops.

Target group

The population of the two church districts of Vayana and Kitsimba.

Project goal

Sensitisation and awareness-raising for the concept of biogas production and its benefits for the local population, the environment and the climate.

Two personal reports

JEANOT MBUMBA

»My name is Jeanot Mbumba, from Kitsimba village. I am the father of six children.

From the very beginning, I was very curious about the training courses for biogas production.

I didn't know anything about keeping pigs in stalls. But after the training course, I set up my own pigsty with two pigs. Now I'm so proud watching them develop. I hope that after six months they will produce offspring and I can earn enough money to build my own biogas plant. I used to argue a lot with my neighbours because my pigs were always running around, destroying their fields. Last year, I paid 20 dollars to repair the damage they had caused. Today, I know that I lost so much nutrient-rich manure. But now, I have a good relationship with my neighbours and look forward to the results of our pilot biogas plant.«

JOHN SALAMBONGO

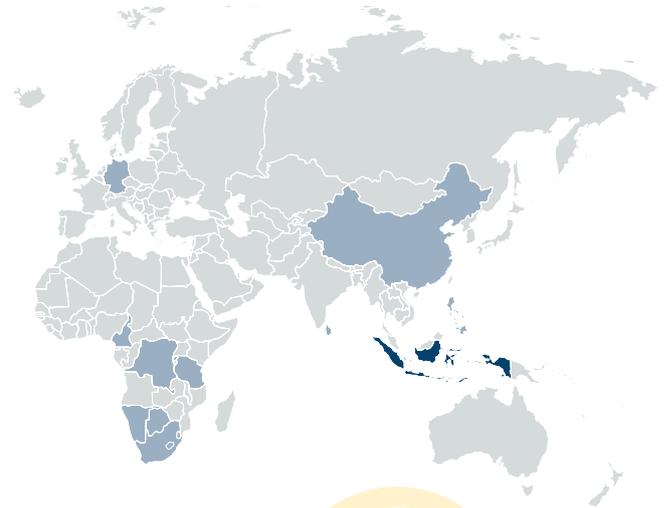
»My name is John Salambongo and I teach at the Vikanzu Secondary School. Through this project, I learned about biogas technology. I am so grateful for that.

I'm so pleased about the project, because I can now teach something I've actually seen myself and it's something concrete I can visit with my students.

During the course, the trainer explained the biogas technology to us. And now, I'm teaching my students something I had never seen before.«

Project example Asia

Indonesia: installing a drinking water supply and constructing a sewage disposal plant for two sub-villages in the Sungai Bingai district on the island of Sumatra



Background situation

Clean water is vital for human survival and a key component of basic public service provision. Yet, many people on Sumatra have no sustainable access to clean drinking water. This includes the residents of two sub-villages in Sungai Bingai district in the north of the island. They have a long, arduous walk of almost two kilometres to the nearest water point in the forest. Further upstream, residents of other villages use this water to clean their clothes, wash dishes, bathe and use it as a toilet. This, of course, contaminates the water. However, people from the two villages have no choice but to use the water available to them, even if it is not clean. The polluted water is detrimental to living conditions and, above all, has an impact on villagers’

general health, since good hygiene is impossible in the absence of clean water and sanitary facilities. Moreover, it is principally the task of women and their small children to fetch water. For lots of girls and boys, this often means dropping out of school. Many of them learn neither to read nor write.

The lack of a basic water supply also discriminates against women, who, for example, have to spend so much time fetching water. They have few educational opportunities and no chance of social participation.



They now have access to a basic drinking water supply.

Project implementation

The Karo Batak Protestant Church (GBKP) and its di-conal department (YAK GBKP) with the inhabitants of the two sub-villages.



Water is the basis of all life. In 2010, the United Nations recognised the right to access clean drinking water and sanitation as a human right.

Measures

Installing a drinking water supply and constructing a sewage disposal facility plant for two sub-villages in the Sungai Bingai district.

To ensure project sustainability, including the maintenance plan, the village community and administration, together with the relevant local stakeholders, were involved from the start of the project. A project committee was set up to closely co-ordinate each step with all those involved and supervised the implementation of project goals.

The villagers learned how to use water responsibly – a scarce resource in some parts of the world. The community has opted for a system, in which the villagers, themselves, assume responsibility and accountability for the maintenance of the water supply: each household is responsible for its own water consumption: managing and paying for it as well as paying a maintenance fee, thereby covering the costs of those who cannot afford to pay, such as the elderly and unemployed.

Target group

The inhabitants of the two sub-villages: 78 households, including 139 women, 127 men and 62 children.

Project goal

The goal of the GBKP project was to work through its diaconal station (Yayasan Ate Keleng – YAK GBKP) to build a sustainable water supply and sewage disposal plant for the population of the two sub-villages in the Sungai Bingai district on Sumatra. As a result, the villagers now have water throughout the year. By providing access to clean water, the church has contributed to a significant improvement in villagers' health and community sanitation, as well as increasing agricultural yields. An additional benefit is that women and children no longer have to waste so much time and energy fetching water. This, in itself, has made life much easier for the villagers.

Most importantly, however, through this project, the church has implemented the recognised human right to access to clean drinking water and has secured the long-term supply of water for drinking and personal hygiene for the village population. Ensuring the availability and sustainable management of water and sanitation for all is one of the 17 Sustainable Development Goals of the United Nations.



Water supply is one of the 17 Sustainable Development Goals of the United Nations.

»United against Covid-19«

Summary of the work of our Corona task force

Since 2020, Corona has been turning everything upside down across the globe. The UEM communion set up an emergency aid fund to support its member churches, especially in Africa and Asia. With money from the »United against Covid-19« emergency aid fund, the UEM supported measures by its member churches to thwart the spread of the virus and promoted projects to secure people’s basic needs. In 2021, the UEM supported in the fight against Covid-19 in Indonesia, Sri Lanka, Botswana, the Democratic Republic of Congo, Cameroon, Namibia, Rwanda, South Africa, Tanzania and Germany.

The five members of the UEM Corona Task Force, set up by the Management Team in April 2020, continued its work accordingly. Although the urgent need in churches in Asia and Africa for acute emergency aid within the scope of Corona support had subsided after the first waves of 2020, project support was maintained in the areas of medical care, education and digitalisation as well as support for vulnerable groups. This support can be itemised as follows:

Project regions and funding amounts 2021





Frequent, thorough hand washing prevents illness through Covid-19, as here on the campus of the University of STFT I.S. Kijne in Jayapura, West Papua.

The work of the Corona Task Force was wound up at the end of 2021. The respective regional departments will continue to supervise and support the projects. All UEM members can continue to submit corona-related projects, which will then be overseen by the regional departments.

Remarkable solidarity

Within the UEM communion, we experienced remarkable solidarity, something that was strikingly confirmed by the »United against Covid-19« aid fund.

This assistance is essential and possible because the UEM is an international communion, in which we need each other – and not because one is better than the other. Through all the necessary assistance, the people in the UEM have been sustained by prayer: with and for one another. Modern technology and online tools have been experimented with, and successfully created new forms of community.



In 2021, we offered workshops, seminars, lectures and panel discussions on the issue of »Racism and the Church«.

Our educational programmes

We have a long tradition of learning together and training together – spanning the frontiers of continents, nations, cultures, and languages. Against such a background, we are continuously developing and refining the profile of our training and further education programmes. The figures in the graphic below show that education is an important mainstay of the UEM. In 2021, we ran 172 programmes. Through our broad range of educational courses, we address the numerous issues of our members and learners' individual needs.

The graphic shows what the UEM is doing with respect to education. It also identifies, for example, our target groups and thematic priorities as well as the number of regional and national programmes on offer. For example, most programmes are »open to all«, whereas only a few are »by invitation«. Our educational programmes reach more lay people than clergy, while the numbers of women and men are roughly equal. And there are more regional than interregional programmes. Due to Corona, the number of online programmes greatly exceeds face-to-face programmes.

Impulses and outlook

The good, intensive co-operation between the regional offices in Africa, Asia and Germany will be continued and further improved: for example, through joint GLEP training or regular online meetings focusing on joint programmes. In principle, increased training capacity is required, particularly in the regional offices in Africa and Asia. In addition, more effective public relations work to highlight the UEM's educational programmes is required to increase awareness of the UEM's work in this field.



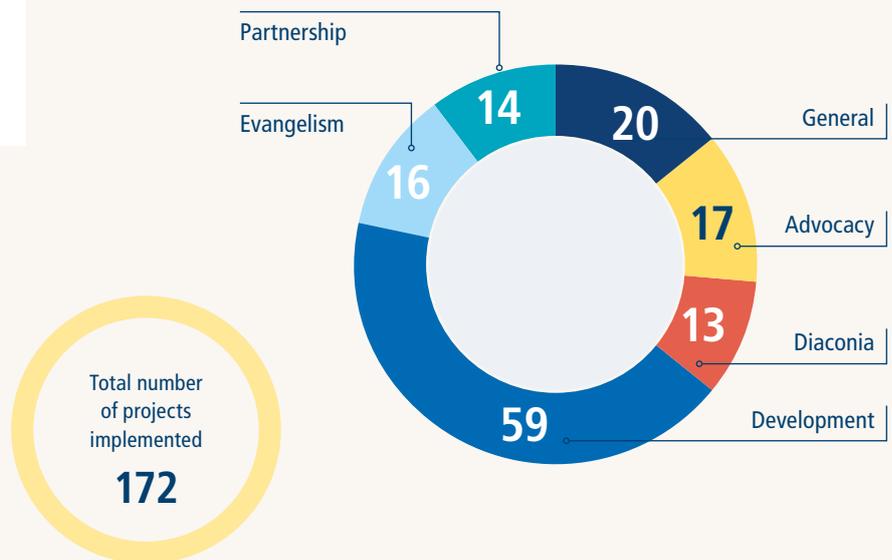
Our educational programmes
<https://www.vemission.org/en/education/seminars/conferences>

Our educational programmes used the following formats:

<p>26</p> <p>Selected events on TV and online</p>	<p>7</p> <p>Publications</p>	<p>139</p> <p>Seminars, workshops, courses, schoolings, study programmes</p>
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<p>Participants in non-broadcasted programmes (total number)</p> <p>6,692</p> <table border="1"> <tr> <td>MEN</td> <td style="text-align: right;">1,312</td> </tr> <tr> <td>WOMEN</td> <td style="text-align: right;">1,486</td> </tr> <tr> <td>CLERGY</td> <td style="text-align: right;">696</td> </tr> <tr> <td>LAYITY</td> <td style="text-align: right;">2,016</td> </tr> <tr> <td>OPEN TO ALL</td> <td style="text-align: right;">134</td> </tr> <tr> <td>BY INVITATION</td> <td style="text-align: right;">38</td> </tr> <tr> <td>REGIONAL</td> <td style="text-align: right;">140</td> </tr> <tr> <td>INTERREGIONAL</td> <td style="text-align: right;">32</td> </tr> <tr> <td>ON-LINE</td> <td style="text-align: right;">121</td> </tr> <tr> <td>FACE-TO-FACE EVENT</td> <td style="text-align: right;">51</td> </tr> </table>	MEN	1,312	WOMEN	1,486	CLERGY	696	LAYITY	2,016	OPEN TO ALL	134	BY INVITATION	38	REGIONAL	140	INTERREGIONAL	32	ON-LINE	121	FACE-TO-FACE EVENT	51	<p>Listeners/viewers of broadcasted programmes</p> <p>1,012,212</p>	<p>Foreseen in the annual programme (long-term planning)</p> <p>119</p> <table border="1"> <tr> <td>PLANNED AND SCHEDULED WITHIN THE YEAR (SHORT TERM PLANNING)</td> <td style="text-align: right;">53</td> </tr> <tr> <td>PLANNED AND IMPLEMENTED IN CO-OPERATION WITH EXTERNAL ORGANISATIONS</td> <td style="text-align: right;">35</td> </tr> </table>	PLANNED AND SCHEDULED WITHIN THE YEAR (SHORT TERM PLANNING)	53	PLANNED AND IMPLEMENTED IN CO-OPERATION WITH EXTERNAL ORGANISATIONS	35
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Priorities of the seminars and workshops



Source: German Region, UEM, 2021

Impact report 2021

»Racism and the Church« – an educational programme of the UEM in the German Region

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

According to a micro-census, 25 per cent of all adults and 41 per cent of all children in Germany have a migration background. Consequently, the realities of their day-to-day lives are different from most white German people. The Church must be more serious about bearing its share of responsibility for their protection. It must place itself at the heart of the responsibility for all that threatens those who live, love, pray and work in the Church.

People of colour are, of course, part of the Church and, up to now, little consideration has been given to the day-to-day reality of their lives, which are affected by structural, institutional and individual discrimination.

We are well aware of many forms of discrimination and exclusion, prevalent not only in our own societies and churches, but also in our wider communion. These may be based on our gender, our economic lifestyle, our specific political context or religion, our health or physical appearance. We regard racism as a specific form of discrimination that can take many forms and which, through its history up to the present day, has an impact on attitudes, behaviour, political developments and systems, and that, consequently, requires our specific, urgent attention.

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

Churches, parishes, mission societies and faith communities – and all of us in the UEM – are called upon to critically examine our own attitudes, systems and behaviour as well as our – conscious and unconscious – »othering« processes, which have discriminatory impacts and lead to oppression and injustice. In many countries, including Germany, populist, extremist

and far-right political parties use race, skin colour, religious identity or ethnicity to promote and justify discriminatory practices and laws, to create division, spread hate and reinforce the supremacy of some people over others. Such legitimisation must be exposed and demolished – through research, open/public communication and protests as well as in individual discussions and encounters. We work together with non-members, people of other faiths, global and local social and political actors and non-governmental organisations (NGOs).

Unity in diversity (1 Corinthians 12:12-31). Our fight against racism and discrimination is motivated by, and rooted in, the biblical vision of unity for the fullness of life.

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

In our activities, we focus on »learning from one another«, one of our basic principles. Seminars on racism and the Church, therefore, include not only information and education about racism, definitions of terms, how it came about and its impacts, but also plenty of scope for discussion and exchange through personal encounters – and in online formats, which came about in response to Corona in 2021. We give talks at pastoral conferences, in parishes and universities and welcome visitors to events in Mission House in Wuppertal.

There was a series of digital seminars for beginners on the issue of »Racism and the Church« in 2021, which were fully booked with 30 people participating each time.



»How can the white church become a »safer space« for BIPOC« – the theme of the study day in Villigst, Westphalia.

In our publications and other formats, including online communication, blogs and podcasts, we not only raise awareness of diverse issues, but also encourage dialogue with our listeners and readers.

4. What have we achieved and what not?

Our educational project »Racism and the Church« received considerable attention in the German Region of the UEM in 2021. Our commitment has led to the first signs of a change in attitudes within German churches. People in our parishes are becoming more sensitive to discrimination and exclusion. This is also confirmed by the steady growth of the number of requests for lectures, seminars, workshops and educational material.

In 2021, as a result of a professional reappraisal of our work and dialogue with different people across all levels of the Church in Germany, we have refined the skills required to engage in professional dialogue and deliver well-evaluated programmes, which enable us to recognise potential defence mechanisms in society and to respond to them accordingly.

The great demand for our educational formats in 2021 also pushed us to the limits of our human capacities. In some cases, we had to turn down requests from parishes, universities and church or diaconal institutions and draw up waiting lists for further participants. But such high demand encourages us to continue our work and develop further activities and

formats. That is why it was so important to create a network of disseminators and speakers, who, in the future, will support our anti-racism work. The development of a workshop including educational material for churches and the publication of an anti-racist children's Bible are planned for late 2022 or early 2023.

The impact of our activities is also evident in the formation of a BIPOC network (BIPOC = Black, Indigenous, People of Colour), which promotes empowerment. Our work is an important signal for people affected by racism in Germany, who, through their own anti-racism commitment, experience affirmation and support.

5. What is the source of the impact results?

All activities linked to the »Racism and the Church« project are listed and evaluated in the monthly »Reports about Implemented Joint Programmes«. These evaluation reports, presented regularly to the UEM Management Team, include not only the number of participants, event goals, financial input and the impact achieved, but also potential future adjustments and changes to increase the effectiveness of the format. Feedback from individual participants is also included.

Requests for lectures or for participation in events in the form of panel discussions, as well as from the media (e.g. the press) for interviews and official statements are a good indication of the increased social relevance of the issue. In addition, the analyses of our social media channels give us an indication of how many people view, comment on or share our posts, or listen to and download our Podcast »Stachel und Herz/ Thorn and Heart«. In 2021, around 100,000 euros was invested in the »Racism and the Church« project. This comprises personnel and material costs.

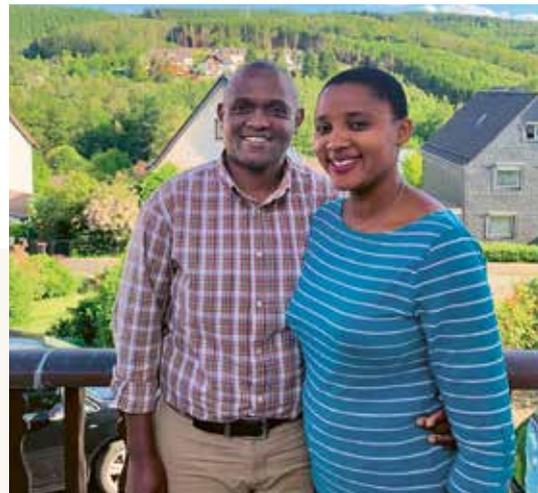
Our exchange of specialist staff

People work for us in many places throughout the world. The diversity of these working locations are similarly reflected in the diversity of what they do and the countries, in which they are based. In our offices in Wuppertal (Germany), Dar es Salaam (Tanzania) and Pematangsiantar (Indonesia), administrators, theologians and other professionals work hand in hand. We also send out pastors, development experts, administrators, peace workers, doctors and many others to work in the institutions of our member churches.

The exchange is always based on the concept of »Global Learning from an Ecumenical Perspective« and includes acknowledgment that we are all on the path of learning together. Working assignments are usually scheduled to last three years, but can be extended by a further three years, if necessary. They are preceded by an intensive preparatory phase focusing on the culture of the country, its economic and political situation and the distinctive features of the place of assignment, and include language lessons. The assignments are supported by colleagues on the ground and by our team in the respective offices.



UEM South-South member of staff, Dr Raymond Gbombo Bachongo, with a young patient.



UEM South-North member of staff, David Dawson Mushi, with his wife Elizabeth David Bukwimba.

South-South:

The physician and HIV specialist, Dr Raymond Gbombo Bachongo, from the Democratic Republic of Congo works in an HIV and AIDS clinic run by the Evangelical Christian Church in Tanah Papua. He is also active in health stations, schools and church institutions.

South-North:

David Dawson Mushi from Tanzania has been a pastor since 2019, working both in the church parish of Klafeld and in the two church districts of Siegen and Wittgenstein. Mushi was a pastor in the Tanzanian church district of Magharibi, which is a partner church of the Evangelical Church District of Siegen.



UEM North-South member of staff, David Fechner (centre) with Laurent Tuyisenge (left) and Marguerite Uwizeye.

North-South:

David Fechner from Germany has been working as a peace-worker since 2018 in Kigali, Rwanda. He is pictured above, in discussion with Laurent Tuyisenge, a pastor of the Presbyterian Church in Rwanda (EPR) and head of the EPR project »Teenage Mothers« (left), and Marguerite Uwizeye, pastor of the EPR parish of Rubengera.

Specialist staff exchange 2021

Within the framework of the Development Workers Act, seventy-five 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 seconded to German member churches is provided by the host church.



In 2021, the following people were involved in our exchange programme:



AFRICA

DR Congo

Bibiane Ciragane, DR Congo, nurse

Désiré Safari Kanyena, DR Congo, development worker

Namibia

Prof. Dr Christoffel Lombard, South Africa, lecturer

Rwanda

Hannah Borowski, Germany, project management specialist

David Fechner, Germany, peace-worker

Richard Madete, Germany/Tanzania,
project management specialist

Tanzania

Almut Birkenstock-Koll, Germany, pastor

Dr Furaha Kahindo, DR Congo, doctor

Dr Kasereka Lolwako, DR Congo, doctor

Caroline Shedafa, Germany, project management specialist

Regional Office Africa, Tanzania

Dr Ernest Kadiva, Tanzania, pastor, head of the regional office

Prof. Dr Kambale Kahongya Bwiruka, DR Congo, pastor,
advocacy consultant

Zakaria Mnkai, Tanzania, programme officer



ASIA

Hong Kong

Yessi P. Kapitan, Indonesia, social worker

Philippines

Mary Msafiri Mbilu, Tanzania,
lecturer (until 30th November 2021)

Dr Msafiri Mbilu, Tanzania, pastor,
lecturer (until 31st August 2021)

Dr Josephat Rweyemamu, Tanzania,
pastor, lecturer (until 30th May 2021)

Indonesia

Dr Raymond Bachongo, DR Congo, doctor

Dr Uwe Hummel, Germany, pastor, lecturer

Raquel Lipata, Philippines, teacher

Nursini Sihombing, Indonesia, teacher

Regional Office Asia, Indonesia

Ridho Simamora, Indonesia, programme officer

Irma Simanjuntak, Indonesia, advocacy consultant

Terri-Lynn Smith, South Africa, projects and
fundraising officer

Petrus Sugito, Indonesia, pastor, head of regional office



GERMANY

Godwin Ampony, Ghana, pastor, education co-ordinator

Favor Bancin, Indonesia, pastor (until 31st May 2021)

Emmanuel Boango, DR Congo, pastor

Lusungu Mbilinyi, Tanzania, education co-ordinator

David Dawson Mushi, Tanzania, pastor

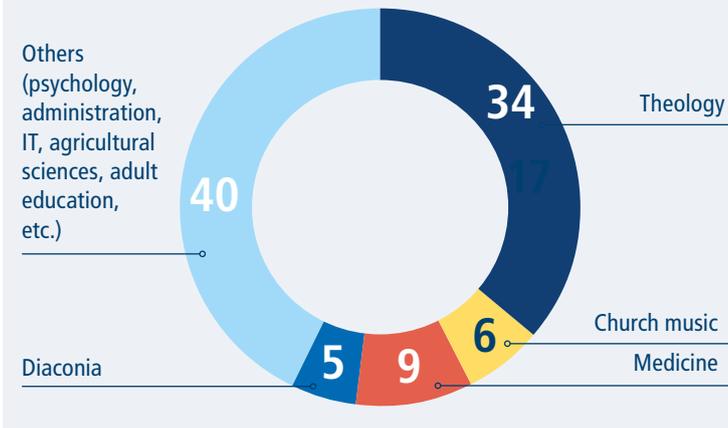
Albert Purba, Indonesien, Pfarrer

Mika Purba, Indonesia, pastor

Dr Dennis Solon, Philippines, pastor, lecturer

Our scholarship programme

UEM scholarships according to faculty 2021



The UEM scholarship supports students as a means of building the personnel capacities of member churches. And it has been doing so for around 170 years. Students and seconded 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. Throughout the world in 2021, 95 students received a UEM scholarship: 46 women and 49 men.

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 (Disseminators)
- Staff in leading positions in church-run universities and teaching institutions
- Doctors and medical professionals in church-run clinics
- Staff working in the churches' communication and administration



Our Evangelism Contact Persons

The 16 Evangelism Contact Persons (ECP) are staff from various UEM member churches, who are released to work on a part-time basis as ECPs. As part of an international team, they have the task to develop new forms of evangelism. Due to the pandemic, the group could only hold virtual meetings in 2021. Nevertheless, monthly Zoom meetings and a three-day video conference in May 2021 facilitated the sharing of experiences and theological work on current issues. Particularly in the second half of the year, local and regional seminars and workshops could take place again in many places: more than 50 training courses with over 2,300 participants in 18 member churches. They ranged from further training for evangelists and pastors to training for staff involved in children's worship and seminars with young people. Other ECPs developed virtual formats through Zoom and YouTube videos; some published written training material.



Our volunteer programme

The United Evangelical Mission, a communion of churches in Africa, Asia and Germany, sends out young adults aged between 18 and 28 as volunteers to work in its member churches for a period of one year. Every year, volunteers from Germany and from Asian and African member churches travel to another region, where they learn about global relations and interdependencies, benefit from intercultural encounters away from the beaten track and commit themselves to sustainable development. Working co-operation, cultural exchange and everyday learning together are at the heart of the UEM volunteer programme.

In 2021, eleven South-North volunteers were able to come to Germany. Despite some corona-related cancellations, some delays and entry problems, the young adults were finally able to start their service in Germany. Some support seminars had to take place digitally, which hampered the pedagogical support and contact with one another. However, new formats, digital meetings and the intense discussions between volunteers more than made up for this. All volunteers had a very fulfilling, eventful period of service, packed with stimulating learning experiences. Volunteers were active within the EKvW in the following areas:



- Protestant Youth in Dortmund: working with youth and young adults, e.g. in workshops and seminars, preparing and leading JuLeiCa (Youth Leader Card) training courses.
- Office work / regional office for adult education in the church district of Gütersloh: various adult education activities.
 - Assisting in the One World shop and educational work in the church district of Gütersloh / Diakonie Dortmund, the central counselling centre for the homeless: various diaconal activities in Dortmund; initially working with the homeless, later also in the railway mission.
- OGS Kreuz primary school in Dortmund: after-school supervision.

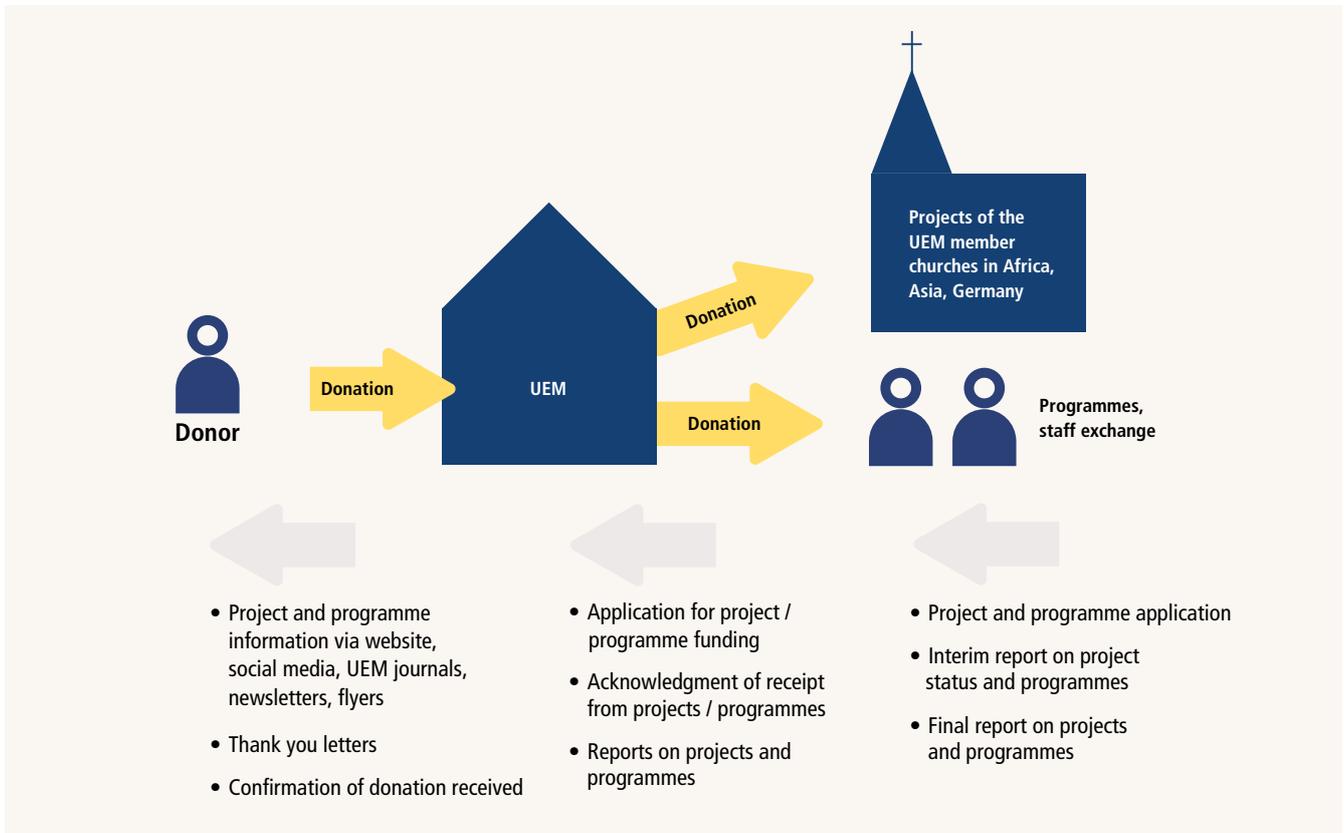
The quality of the South-North programme was painstakingly and positively evaluated in December 2021: it was awarded the QuiFd (quality in voluntary services) seal of approval, thereby confirming the high quality of the programme. The UEM has received the QuiFd seal of approval each year since 2015.

Within the scope of the German Government's weltwärts programme, the volunteer programme receives funding of up to a maximum of 75 percent of total expenditure. This is not only an acknowledgment of the quality of our work, but also valuable financial support, without which the continued existence of the programme would be at risk.

weltwärts



The path of your donation



Our Communication & Fundraising team consists of four full-time and three part-time members of staff, responsible for the following working areas.

Mailing campaigns

The United Evangelical Mission sends donation letters to donors and interested parties. Four mailings were issued in 2021. These letters present the programmes and projects of our member churches that require financial support. Donations received in response to mailings are an important component in the funding of these programmes and projects and substantially exceed the production costs plus postage. They also facilitate contact with our donors and inform them of our working commitments. The address data is subject to the current provisions of the General Data Protection Regulation and are not passed on to third parties.

Print advertising and supplements

The United Evangelical Mission distributes advertising motifs to newspapers and magazines for publication either free of charge – so-called »free ads« – or in return for a fee. In 2021, supplements, as part of a mailing campaign, were published three times by the church newspaper, »Unsere Kirche«.

Our publications

The UEM-Journal for the German Region, Mission Sparks for the Asian Region and Mission Echo for the African Region appear several times per year. They present our working areas, staff, programmes and projects as well as current mission-related issues from all three regions. They are available as a print version by subscription or can be downloaded from our website. This annual report is published in the spring of each year.

Poster campaigns

To mark International Human Rights Day on 10th December each year, we launch our own human rights campaign in the form of posters, postcards and a brochure, which we make available free of charge to parishes and individuals on request. Our aim is to raise awareness of human rights violations in all three UEM regions and present our member churches' programmes and projects, on behalf of which we ask for donations.

Online communication

Online, we communicate with the public, interested parties and donors through our website, newsletters, podcasts and social media channels.

Our website www.vemission.org was visited 21,773 times last year. In 2021, we launched a blog page www.rassismusundkirche.de for the German Region, in which different people share their experiences, thoughts and expertise on the issue of racism.

Four newsletters (African Region, Asian Region, German Region and Young Adults Network) regularly inform their respective target groups about current issues, report on their local activities and invite them to share information and become involved.

In the **»Stachel und Herz (Thorn and Heart)«** podcast for the German Region, we present issues from an ecumenical perspective and discuss the issue of racism and the Church with guests.

On our social media channels – Facebook, Instagram and YouTube – we offer our followers in all three UEM regions insights into our mission. In terms of style, language and content, they are relevant to specific target groups and consist of pictures, short information and videos.



Our website, social media and a selection of our publications in 2021



Our commitment in the area of communication and fundraising

The images we use reflect our mission statement and our concept of what it means to be a communion with equal rights. We do not use images that are in any way discriminatory. Photographers in all three regions accept and adhere to our obligatory standards. The language we use is respectful and gender-sensitive and takes account of our cultural diversity.

Resource-efficient public relations work is also part of our self-commitment: for all print media, we use only FSC-certified printing paper and, where possible, ecological ink. Our promotional giveaways are made exclusively from sustainable and fairly traded materials, including pens made from recycled or renewable materials and bags made from fairly traded organic cotton. All information and work-related materials are available electronically and can be downloaded from our website www.vemission.org

External service providers in the area of communication & fundraising

In 2021, the following service providers worked for the Communication & Fundraising team: van Acken Fundraising, Kai Fischer Mission Based Consulting, MediaCompany, ipanema, Deutsche Post Dialogpost, Ströer, Bonifatius Druckerei and the Profi Center advertising agency. External service providers are selected in compliance with UEM tendering guidelines and commissioned at customary market rates.



Your donation helps!

DZI Seal of Approval. Since 2006, the UEM has 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. www.dzi.de



United Action

Our fundraising in Africa and Asia: »United Action«

»United Action« – This is the title of our fundraising campaign, which we launch every two years with a thematic focus on Africa and Asia. The funds donated are used to support projects and programmes in UEM member churches. In 2021, the campaign theme was: »Children in Need«.

United Action is more than just a fundraising campaign. United Action symbolises the common aspiration of all UEM members in all three regions, Africa, Asia and Germany, to work together to improve people's lives and living conditions. The huge willingness to provide donations and the solidarity shown by African and Asian members in response to the flood disaster in the Ahr Valley in Germany, attracted sustained attention within the UEM communion and beyond. Through the United Action campaign, each UEM member stands alongside the people, who need help.

UEM ambassadors

An important contribution to the implementation of United Action is made by local representatives, who provide their support voluntarily. These committed



UEM General Secretary, Volker Martin Dally (left), alongside Dr Dyah Ayu Krismawati, Executive Secretary for the UEM Asian Region, and many dedicated individuals participated in the »Walk a Mile« charity walk in support of the »United Action« fundraising campaign of the Batak Protestant Christian Church in Indonesia, the UEM and eight other UEM member churches in Northern Sumatra.

individuals are in a position to contribute funding and/or motivate others within their personal and professional networks to follow suit. They are supported by UEM staff in the regional offices in Dar es Salaam and Pematangsiantar, who also help them plan and conduct local fundraising activities such as sponsored runs/walks or community festivals.



Children and young people demonstrated for the implementation of the rights granted by the UN Convention on the Rights of the Child with homemade placards: »Children have a right to life«, »Children have a right to education«, »Children have a right to protection from violence« and »Children have a right to medical care«.

Local faces of the UEM

Interview with Edith Stotz, who mentors UEM South-North volunteers on a voluntary basis

Many people in Germany give up their free time to engage in voluntary work. Edith Stotz is one of them. Born in Heidelberg, she has lived in Wuppertal for 30 years, the last five of them in the multi-generation house next door to UEM Mission House. Edith Stotz has been supporting UEM South-North volunteers since 2018: young adults from countries in Africa and Asia, who spend a year learning to find their feet in everyday life in a different culture.

How did your voluntary work for the UEM come about?

It's certainly not something I had planned. It was actually more or less a surprise. It all started in the spring of 2018, when Gaston Uwayezu, a UEM South-North volunteer, moved into a small flat in the multi-generation house in Rudolfstrasse in Wuppertal – next door to Mission House. We all knew that the young man from Rwanda had moved in, but we didn't see him at first. My birthday is in April and I simply invited him to my barbecue party in the yard. And that's how I met him. It later turned out that it does actually make sense for someone outside the UEM or, for example, here in the building to accompany these young people. Initially, I explained a lot to Gaston. Quite often it was about everyday things that we take for granted, such as how to turn up the heating or adjust the hot water in the shower or shopping in the supermarket. And I had already taught Gaston his first German words before the language course started. He used to come over and ask me, ›Could you please help me?‹ or ›I don't understand that.‹ We developed a close friendship relatively quickly. At the time, I wasn't yet officially working on a voluntary basis for the UEM. After completing his year as a volunteer, Gaston flew back to his home country of Rwanda. However: with the promise of an apprenticeship as a geriatric nurse in Langenberg (near Wuppertal) in his luggage. Gaston has now started his apprenticeship

»I get so much back from these young people«



Edith Stotz

and is living in our house again. Then, in April 2019, El Pacific Miyisa Binagha arrived from the Democratic Republic of Congo. He was the second UEM volunteer to live here in the house and work in Mission House. The UEM then asked me officially if I would like to mentor El Pacific on a voluntary basis. Because of my positive experience with Gaston, I was more than happy to say ›Yes.‹

What has been your favourite experience working with volunteers?

That's not something I can really describe, because there hasn't been ›one‹ best experience. I used to be a special needs teacher and, following that, I had so many positive experiences working in literacy programmes with people from different countries such as Syria, Bulgaria or Romania. I had never had anything to do with anyone from African countries. What struck me most about Gaston was his kind-heartedness and openness. And I think – and I mean this in a positive way – I seem to have retained a certain amount of naivety. I am open to many things without holding any prejudice and try to be tolerant at all times. One of my principal concerns is the dignified equality of all people. And that's how I experienced Gaston. It's something that gives me enormous satisfaction. One wonderful experience was meeting Gaston's family at

the airport in Kigali. Gaston wanted to show me his country, so, last November, I flew with him to Rwanda for two weeks. His whole family met us at the airport. Gaston introduced me, saying, 'This is my white mum in Germany'. That is something that really moved me.

What is your day-to-day work really like? What do you exactly do?

As well as all the day-to-day things, I accompany the volunteers to government offices, for example, or help them fill out forms. Sometimes I also help with translation. For people from another culture, many of the rules and regulations here, which we take for granted, often require further explanation or background information. In our free time, we eat together, have a barbecue or take trips around the area so that the volunteers can get to know their new surroundings. In El Pacific's case, he got off to a relatively easy start in Wuppertal. He learned so much from Gaston, who had started his training as a geriatric nurse and came to visit regularly. The two got along well. This meant I didn't have to explain so much. Gaston had taken care of it.

What does your voluntary work here mean to you?

I don't regard the time I invest in this work for the UEM in any way as a burden. I find it enormously enriching. I enjoy being with people. Working with, being challenged by, and dealing with other people keeps me on my toes. I also like having fun with them. I enjoy a laugh and spending time with the young volunteers. I'm learning about a world I don't know. I find that really exciting. We learn from each other, exchange ideas and continue to develop.

The UEM runs many seminars for the volunteers. They get the chance here to get to know other volunteers. I remember El Pacific sometimes inviting other young volunteers to the house and, so, I was also able to get to know people from different cultures. Such experiences are a gift. It makes me feel good to realise that I can help and mentor these young people and, in return, receive their trust and affection. Without this, I don't think I would have become a teacher. I get so much in return from these young people.

In April 2022, a young South-North volunteer will arrive, the first from Indonesia. I am really looking forward to it.

Thank you for the interview!



El Pacific Miyisa Binagha was a UEM South-North volunteer from 2019 to 2020.



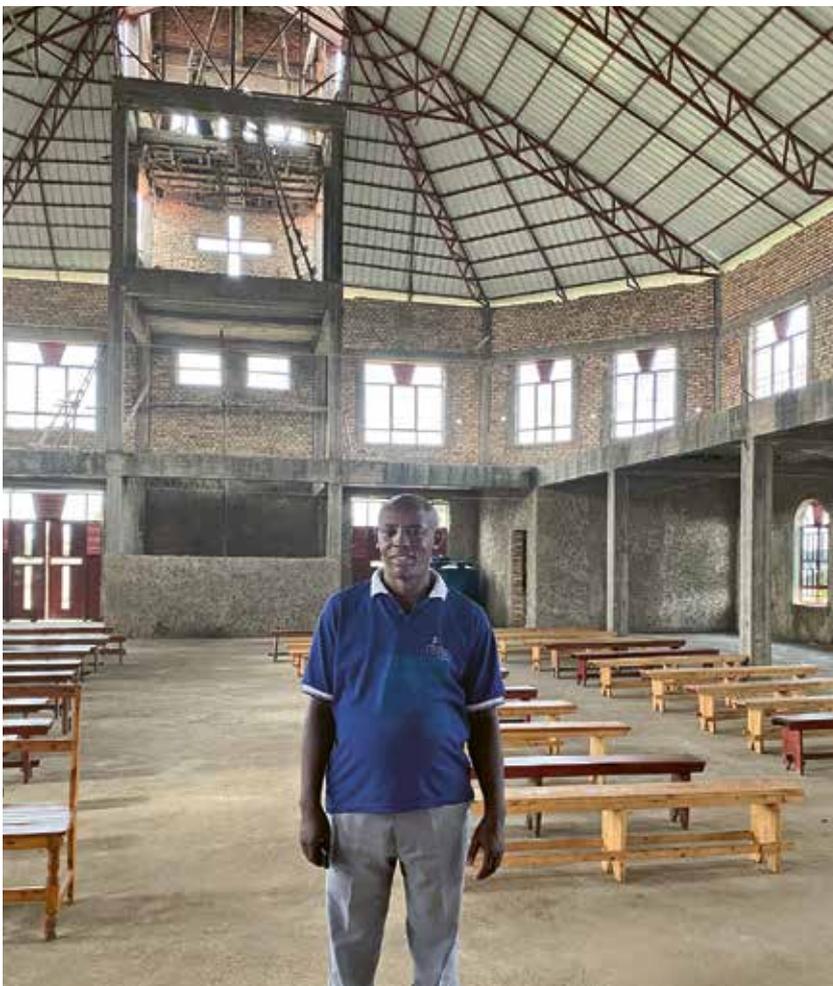
The MYTEC School in Muhonga offers, among other things, a degree in bricklaying. The institution responsible for the vocational school is the Shyogwe Diocese of the Anglican Church.

UEM Foundation for Mission and Global Responsibility

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.

Our UEM Foundation for Mission and World Responsibility was founded on 1st October 2004, with the intention of creating a reliable, long term financial basis

for our work. This is clearly formulated in the purpose of the Foundation. The endowment assets, the capital, remain untouched. The proceeds are distributed and flow into the projects and programmes of the United Evangelical Mission. This revenue enables the Foundation to provide long-term, sustainable support of our work. This form of long-term support meets the wishes of many people to contribute part of their wealth to a good cause, either during their lifetime or after their death, in a way that enables it to bear fruit and have a lasting impact.



Pastor Joseph Hategekimana has built up something in his life. His congregation in the Shyogwe Diocese of the Anglican Church of Rwanda is growing steadily. Located in a rural area in central Rwanda, he has a vision for a new church. Large enough to accommodate future generations with a parish office and a community hall. The rental income from the hall will cover the running costs of the church building.

The United Evangelical Mission supported his working commitment and provided financing for the church roof. This secures the unfinished structure of the building for further expansion. But, even before that, prayers are already being said during Sunday services.

We would be happy to send you further information on the UEM Foundation.

WORKING 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.

ASSOCIATIONS



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.

<https://klima-kollekte.de/en/>

FOUNDATIONS



Archives and Museum Foundation of the UEM (AMF of the 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. Once again, the number of written, verbal and digital inquiries increased many times over in 2021. 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.

<https://www.vemission.org/en/museum/archives>

The complete list can be found on our website



www.vemission.org/
VEM_Jahresbericht_2021_Netzwerke
As of: 31st December 2021

SHAREHOLDINGS



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



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). At the end of 2021, the capital of the foundation amounted to 2,254,856.04 million euros.

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



The Sisters Community of the UEM

The Sisters Community within the UEM is comprised of women, who closely identify with the work and goals of the UEM. Several of them also worked on our behalf in different countries. The sisters are involved in their local communities and in partnership work and follow a set of principles. At regular intervals throughout the year, the sisters meet together 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. In 2021 the theme of the meeting was »Trauma and Resilience«. This Sisters Day was also conducted as a hybrid event, to enable sisters from Indonesia, Congo and Germany to take part online. A new sister was welcomed into the Sisters' community during a special service online.

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



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 a member of the umbrella organisation.

<https://mission-weltweit.de/en/>



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 Youth Climate Action day 2021 was a great success.

Financial report 2021

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

The annual accounts of the UEM are drawn up in accordance with the German Commercial Code (HGB) as in the case of a large corporation. The structure of the P&L corresponds to this.

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

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

Income	Total		
	2021	2020	dif.
1. Sales revenues	1,076,821 €	1,134,594 €	-57,772 €
of which: income from rentals	983,129 €	1,026,622 €	-43,493 €
2. Increase or decrease in inventories	-3,406 €		-3,406 €
3. Other operating income	12,045,914 €	13,345,367 €	
of which: membership fees	6,225,898 €	6,027,072 €	198,827 €
of which: free donations	1,364,337 €	1,313,145 €	51,191 €
of which: earmarked donations	1,526,378 €	2,732,665 €	-1,206,288 €
of which: public grants and third-party funds	1,128,037 €	1,147,230 €	-19,193 €
of which: sales of investment	289,486 €	497,399 €	-207,913 €
of which: settlements with the regional offices	641,716 €	496,536 €	145,181 €
of which: other income	870,060 €	1,131,320 €	-261,259 €
8. Income from equity investments	2,103 €	2,080 €	
9. Income from securities	970,900 €	320,860 €	
10. Other interests and similar income	16,330 €	14,511 €	
Total	14,108,662 €	14,817,411 €	

The third-party funds include €330,000 in grants from Brot für die Welt (Bread for the World). €300,000 of this will be used for the human rights networks, "West Papua Network" and "Sri Lanka Advocacy". The remaining €30,000 are earmarked funds for four

scholarships for the master's degree in Diaconic Management. Earmarked donations also include a €300,000 grant from the "8 per Mile", allocated by the Waldensian Church in Italy. The contributed funds are earmarked for project funding.

Expenses see next page



Expenses	Total			Projects		Programmes	
	2021	2020	dif.	2021	2020	2021	2020
4. Cost of materials	-419,351 €	-378,889 €	-40,461 €			-145,887 €	-113,712 €
5. Personnel expenses	-5,737,969 €	-6,234,405 €	496,435 €	-63,792 €	-63,927 €	-1,537,544 €	-1,649,604 €
6. Depreciation	-546,414 €	-523,130 €	-23,284 €				
7. Other operating expenditure	-7,498,747 €	-9,106,939 €		-4,877,853 €	-6,129,152 €	-1,219,641 €	-1,172,172 €
of which: allocations from donations, current and previous year	-1,327,089 €	-1,625,221 €	298,132 €	-1,327,089 €	-1,625,221 €		
of which: allocations for projects	-4,199,898 €	-4,907,818 €	707,920 €	-3,281,596 €	-4,156,439 €	-918,302 €	-751,379 €
of which: travel expenses	-132,890 €	-181,023 €	48,133 €	-21,143 €	-13,175 €	-78,605 €	-131,161 €
of which: contributions for memberships	-194,535 €	-216,760 €	22,225 €	- €	- €	- €	- €
of which: expenses for advertising	-173,272 €	-192,519 €	19,247 €	- €	- €	-15,155 €	-13,480 €
of which: expenses for events + meetings	-120,141 €	-176,460 €	56,319 €	-549 €	-61 €	-67,680 €	-112,916 €
of which: expenses for IT	-124,515 €	-109,284 €	-15,230 €	-788 €	- €	-16,215 €	-14,746 €
of which: expenses for PPE	-421,977 €	-589,780 €	167,803 €	-45,550 €	-42,321 €	-23,671 €	-27,198 €
of which: expenses for training	-27,228 €	-34,950 €	7,721 €	- €	-518 €	-4,800 €	-12,869 €
of which: expenses for auditing and consultations	-128,153 €	-132,000 €	3,846 €	- €	- €	- €	- €
of which: other expenses	-649,050 €	-941,125 €	292,075 €	-201,140 €	-291,417 €	-95,212 €	-108,424 €
11. Depreciation of financial assets	-14 €		-14 €				
12. Other interest/expenses	-203,429 €	-100,559 €					
of which: interest expenses BilMoG	-18,751 €	-22,646 €					
of which: interest expenses to partner churches	-184678,24	-77913,26					
Total	-14,405,923 €	-16,343,922 €	432,677 €	-4,941,645 €	-6,193,079 €	-2,903,071 €	-2,935,488 €

Personnel exchange		Accompaniment /Support		Advertising /Marketing		Administration		Asset management	
2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
								-273,464 €	-265,177 €
-1,034,010 €	-1,213,902 €	-1,077,601 €	-1,014,813 €	-328,282 €	-431,137 €	-1,575,383 €	-1,721,859 €	-121,358 €	-139,163 €
						-546,414 €	-523,130 €		
-26,401 €	-109,177 €	-29,809 €	-41,721 €	-220,832 €	-268,818 €	-774,071 €	-905,420 €	-350,141 €	-480,479 €
-9,612 €	-4,866 €	-12,215 €	-23,509 €	- €	- €	-10,260 €	-7,448 €	-1,054 €	-865 €
- €	- €	- €	- €	- €	- €	-194,535 €	-216,760 €	- €	- €
- €	- €	- €	- €	-158,117 €	-179,039 €	- €	- €	- €	- €
- €	-1,326 €	-2,802 €	-4,269 €	- €	- €	-49,110 €	-57,888 €	- €	- €
- €	- €	-1,590 €	-1,426 €	-7,585 €	-15,952 €	-97,772 €	-76,843 €	-566 €	-318 €
-1,277 €	-16,264 €	- €	- €	- €	- €	-23,080 €	-34,002 €	-328,399 €	-469,995 €
-13,296 €	-8,168 €	- €	-145 €	- €	-1,751 €	-5,507 €	-10,950 €	-3,625 €	-547 €
- €	- €	- €	- €	- €	- €	-128,153 €	-132,000 €	- €	- €
-2,215 €	-78,552 €	-13,202 €	-12,372 €	-55,130 €	-72,076 €	-265,654 €	-369,529 €	-16,497 €	-8,754 €
						-14 €	- €		
						-203,429 €	-100,559 €		
						-18,751 €	-22,646 €		
						-184,678 €	-77,913 €		
-1,060,411 €	-1,323,079 €	-1,107,410 €	-1,056,534 €	-549,114 €	-699,955 €	-3,099,310 €	-3,351,527 €	-744,962 €	-884,819 €

Balance sheet 2021

Balance sheet in accordance with HGB (German Commercial Code)
as of 31st December 2021

UEM including the UEM Foundation

ASSETS	31.12.2021 EUR	31.12.2020 KE
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		
II. Tangible assets		
1. Land, immovable property rights and buildings including buildings on thirty-party land	5,532,389.42	5,917
2. Technical equipment and machinery	157,001.30	111
3. Other plant and equipment	211,281.03	295
4. Prepayments on tangible assets and construction in progress	40,568.86	68
III. Financial assets		
1. Equity investments	455,001.00	455
2. Capital shares in cooperatives	69,977.22	70
3. Long-term securities of which: Securities in UEM Foundation €7,343,801.46 (previous year: K€7,344)	33,628,410.48	33,998
4. Other loans receivable of which: Receivables from Treuhand e.V. €1,230,987.81 (previous Year: K€1,231)	1,543,251.08	1,571
B. Current Assets		
I. Supplies		
1. Raw materials and supplies	888.75	4
2. Prepaid expenses	8,288.00	5
II. Accounts receivable and other assets		
1. Trade accounts receivable	1,449,968.81	1,080.00
2. Other assets	1,325,682.66	841
III. Cash in hand, bank balances and cheques		
C. Prepaid expenses and deferred charges	47,615,593.47	48,072

EQUITY AND LIABILITIES	31.12.2021 EUR	31.12.2020 KE
A. Equity		
I. Capital of the association	7,655,782.43	7,656
II. Capital of UEM Foundation		
1. Initial capital	200,000.00	200
2. Capital from donations	7,413,084.47	7,404
III. Reserves of which: For UEM Foundation €188,944.13 (previous year: K€189)	27,041,430.73	27,041
IV. Balance sheet profit/-loss of which: Annual net profit/loss of UEM €-297,261.94 (previous year: K€1,526) of which: Annual net profit/loss of UEM Foundation €-1,861.68 (previous year: K€-2)	-5,261,135.84	-4,962
B. Provisions		
1. Provisions for pensions and similar obligations	866,327.00	900
2. Other provisions of which: for UEM Foundation €1,750.00 (previous year: K€2)	949,877.60	836
C. Liabilities		
1. Trade accounts payable of which: Liabilities with maturities of up to one year €130,838.67 (previous year: K€162)	130,838.67	162
2. Other liabilities of which: Liabilities with maturities of up to one year €8,512,981.71 (previous year: K€8,732) of which: Liabilities with maturities of more than one year €78,275.85 (previous year: K€78) of which: Tax Liabilities €78,275.82 (previous year: K€124)	8,591,257.56	8,810.00
D. Deferred Income	47,615,593.47	48,072

Management report

Certified annual financial statements

We prepare our annual financial statements, consisting of the 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 auditors' report and the management report with detailed clarification of the situation of UEM, financial details and a risk assessment from our website (www.vemission.org).

Developments / distinctive features in 2021

Closure of the Bielefeld centre

Our centre in Bielefeld was finally closed in August 2021. Five colleagues worked in what was designed as an educational centre with three conference rooms for between 10 and 50 people. In keeping with our strategic orientation of internationalising educational courses and programmes and developing them in a diverse, transcultural, people-centred manner in the spirit of GLEP, we no longer had any need to maintain our own additional conference rooms. We now normally rent rooms in accordance with our courses and programmes or go directly to the people in the parishes and church districts and use their rooms. Following an assessment of the building's running costs and the additional infrastructure costs for a second centre in Germany, the decision was made to close it down. There were no compulsory redundancies. Four of the five colleagues are now based in Wuppertal, while the fifth voluntarily left the UEM.

Membership fees

The UEM is currently largely dependent on membership fees. In the reporting year, €6,006,000 (2020: €5,809,000) was contributed by German members,

€137,000 (2020: €135,000) by Asian members and €82,000 (2020: €83,000) by African members to the UEM.

Donations

Donations Africa and Asia

Although, the donation targets for Africa and Asia are still well below the pre-pandemic level, they did increase from €52,000 to €136,000. 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 reliant on the current local population's economic situation and church worship attendance.

Donations Germany

The donations have a variety of sources. On the one hand, from individuals, who donated a total of €798,000 (2020: €788,000) for the work of the UEM communion. On the other, from church collections and contributions of German members, which reached a volume of €1,584,000. In addition, €248,000 was donated for disaster relief. A total of €2,630,000 was received in donations.

Interest development / income from capital investments

At the close of the financial year, total UEM securities amounted to €26,175,000.

The capital investments of the UEM are invested in accordance with the sustainability criteria of the EKD 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 €32,133,000 / 348,567 shares. The performance of the shares was 5.96%. At the Munich Ergo Asset Management Group (MEAG), the value of our investment

was €20,580,000 / 325,503 shares. The performance of the shares was 5.58%. Income from securities in 2021 totalled: €1,980,000.

Income from property

The occupancy rate of the total of 96 rented units was 97.5% in 2021. Because of the ongoing pandemic, rents were not increased in the reporting year. However, further modernisation was carried out. Income from property in 2021 amounted to €805,000.

Personnel costs

Personnel costs in the financial year amounted to €5,737,000 and were, thus, €497,000 lower than in the previous year. This reduction in personnel costs can be attributed to two factors:

1. The last two North-South secondments have completed their service in Africa and Asia and returned to Germany. Currently, only development workers are deployed in the North-South exchange, 75% financed by Brot für die Welt.
2. Long-term illnesses and vacancies also resulted in considerable savings in personnel costs.

Annual result 2021

The result of the income statement amounts to €-299,123.62 (2020: €-1,528,394.29) and has, thereby, improved by €1,229,270.67.

Financial position

Liquidity position

The UEM was financially solvent at all times. At the date of balance, adjusted liquidity amounted to €2,568,000, compared to current liabilities of €355,000 on the same date.

Income from the 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 from 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 2021.

Assets position

With a total of €29,114,493, the UEM has an equity ratio of 77.67%. Borrowed capital is divided into provisions amounting to €1,814,000 and liabilities amounting to €9,668,000 (of which: €6,755,000 to the UEM Foundation) and prepaid expenses and deferred charges amounting to €28,000.

FINANCIAL POSITION FIGURES IN T€	2021	2020	Difference
LONG-TERM ASSET			
Intangible assets	12	19	-7
Tangible assets	5,941	6,391	-351
Financial assets	28,284	28,410	-126
Prepaid expenses and deferred charges	459	480	-21
	34,696	35,300	-1,012
SHORT-TERM ASSETS			
Supplies	9	9	0
Raw materials and supplies	3,062	2,168	894
Other assets	160	447	-287
Prepaid expenses and deferred charges	130	144	-14
Liquid funds	2,569	2,787	-219
	5,921	5,555	-365
	40,625	40,856	-231

Forecast 2022 / budget

In these difficult Corona times, it was not possible to deliver a balanced budget. The budget for 2022, approved by Council at its September meeting, was finalised with a forecasted deficit of €434,053 (2020: €199,012). Overhead costs account for 26% of core business costs. This means that this budget also fails to comply with the General Assembly resolution from 2016 to present nothing other than a balanced budget with a maximum overhead of 25% from 2020 onwards.

To present a balanced budget, in compliance with a maximum of 25% overhead costs, would require a saving of approximately €115,000 in overhead costs and €330,500 in core business costs. Since a large proportion of costs are fixed costs (about 80%), short-term savings are not possible. This budget, therefore, will continue to pursue the medium-term approach of reducing costs permanently and to initiate targeted measures to either stabilise or increase income. The following general assumptions are taken into account: increase in personnel costs: 2% in line with the collective agreement (a collective agreement increase of 1.8% from April 2022 has already been decided); the corona pandemic has led to further economic problems in all three regions and thus to considerable income losses for all members, something that is clearly reflected in the income of the UEM.

Income

Membership fees: It is assumed that membership fees will increase by around €576,000 in Germany and by 5% in Africa and Asia. The substantial increase in Germany is attributable to the new "Regional Service" programme, which will cost more than €600,000 in 2022, but is covered by a €660,000 increase in membership fees for 2022.

Donations Germany: Due to temporary church closures in Germany over a period of several months and declining attendance at Sunday services, a further massive decline in collections for the UEM is expected. Consequently, it is calculated that total donations for 2022 will be lower, at a level of €1.5 million (€1.9 million in 2019).

United Action: Development in our member churches in Africa and Asia cannot currently be predicted. In some countries, church services are only permitted on a very restricted basis or not at all, which poses enormous financial challenges for the churches. For the 2022 budget, the revenue through »United Action« was reduced from the targeted €650,000 to €150,000 in accordance with a General Assembly resolution. On the basis of these assumptions, probable income is calculated to be €10,947,000.

Expenditure

When it came to spending, it was generally assumed that travel restrictions would still be in place in the first half of the year, which could be compensated for by an increased demand for visits to churches and institutions two years later.

Annual result

In the planned annual result, this predicted fall in income could not be fully compensated, producing a deficit of € -434,053. This must be offset by UEM reserves.

Opportunities and risks

War in Ukraine / energy prices

The UEM has no direct relationships with Christians in Ukraine. And no one can predict the extent, to which the war will impact on the UEM. However, since the outbreak of war on 24th February 2022, the first reports on our capital investments have suggested that we should expect losses. But we will have to wait until further information is available.

Increases in energy costs will only have a minor impact on the annual result, since we essentially only purchase gas and electricity for our head office. The more important question for us and our context, however, is how energy prices and other geopolitical developments will affect the cost of air travel. Here, too, no forecasts can be made.

Community

Our community thrives on encounters and contact with one another. This is promoted by over 100 educational programmes, trips and meetings.

Although digital media have grown in significance during Corona and enabled many encounters to, nevertheless, take place, we keep discovering that they cannot fully compensate for the absence of face-to-face encounters and personal exchange.

We are now discovering how difficult it can be to make new contacts or deepen existing ones. In many churches, new leaderships have been elected. Working with them to build trust in the UEM, as a communion of churches, is difficult online. Consequently, if the pandemic lasts for a few more years and makes contacts more difficult, especially in remote areas, our communion could suffer.

Income

Approximately 90% of our financial resources still come from Germany. This applies to both membership fees and donations. This proportion does not reflect the economic development of some members in Africa and Asia – in the pre-pandemic era. In recent years, however, there appears to have been a tendency towards a slight change in respective shares. While German members tend to pay less in membership fees, they also generate less income through collections for the UEM. In contrast, membership fees from Africa and Asia increased by 5% before the pandemic.

For more details on the management report, please visit our website: www.vemission.org/en/downloads



Our remuneration structure

The full-time Management Team of the UEM comprises seven members of staff: the General Secretariat consisting of the General Secretary and two Deputy General Secretaries plus four other Executive Secretaries. Their total remuneration in 2021 amounted to 791,043 euros (2020: 879,117 euros).

	2020	2021
General Secretariat (3 members)	369,184.57 €	376,003.89
Other Management Team members (4 members)	509,932.75 €	415,039.46
Total	879,117.32 €	791,043.35

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

At the beginning of 2021, Rev. Dr Währisch-Oblau stepped down from the Management Team. The position will not be refilled.

The UEM pays its staff in accordance with the federal collective agreement for church employees (BAT-KF). Marital status, requirements profile, protection of vested rights and additional allowances determine the level of the salary paid.

Calculated on the basis of full-time positions, the remuneration is as follows:

Housekeeping/ Technical staff:	EG 3 to EG 8	38,380 TO 40,747 EUROS
Assistants:	EG 8 OR EG 9	40,594 TO 61,666 EUROS
Officers/ Team leaders:	EG 10 TO EG13	55,174 TO 70,739 EUROS

Members of the Management Team are paid at the remuneration level EG 14 / EG 15. The General Secretary is a church official of the Evangelical Church of Hesse-Waldeck and is paid at the 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 the regular meetings are extended, an additional 10 euros is paid per day.



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

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