TIMELY REFLECTIONS

United methodist women

INLAND MISSIONAL DISTRICT

THE PURPOSE

The organized unit of United Methodist Women shall be a community of women whose PURPOSE is to know God and to experience freedom as whole persons through Jesus Christ; to develop a creative, supportive fellowship; and to expand concepts of mission through participation in the global ministries of the United Methodist Church.

PRESIDENT'S PONDERINGS

As I travelled Across Many Mountains (a memoir by Yangzom Brauen in our Reading Program Nurturing for Community category) recently with a Tibetan family encountering seemingly insurmountable odds of danger from their oppressors, climate, terrain, I found myself pondering my own mountain journeys. Granted, I was doing my pondering in the comfort of my own home or in places of safety. My journeys included uncertainties, losses, seldom actual treacherous travelling. However, I realized this family and I shared a confidence in our faith, though different faith traditions, to help us over the steep climbs to the destinations we are called to reach. At this point of relative "calm" in my life, I feel a debt of gratitude to my faith community which includes my United Methodist Women sisterhood. Among the blessings I count through my United Methodist Women's experiences are visiting, and sometimes doing mission work at, several National Mission Institutions. Without them, ever so many women and children would not have been able to conquer their mountains. My life has also been enriched by Deaconesses I have met, some I served with in various roles. As we near the end of this calendar year, our Local Units are called to honor their Pledges to Mission and, if possible, do more to help us meet our Inland Missional District Pledge. I am concerned about the impact of our failure to meet that Pledge on those who depend on it. On US! Would you, as individual United Methodist Women and as Local Units, join me in making extra contributions to the extent you feel called and are able? Blessed to BE a blessing at this special time of Thanksgiving, Judy

NOVEMBER 2021



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TREASURERS

This is your Treasurer speaking.

Deadline for the 4th Quarter monies is Dec. 15th. If you can add \$10 per person for the Pledge to Mission, it would help us to come closer to our goal of \$22,000. We have received over \$17,000, but not all of that is towards the Pledge. I know it has been a hard year and thank you to all of those who have sent their money. Remember to empty out your treasuries and have your audits done by the end of the year. I also need your Pledge amounts for 2022. If you haven't sent them to me already, you can email them to me.

The new Treasurer, Roberta Headley, takes over in January.

Treasurer, Charlene Mullis

BOOK REVIEW

Hidden Figures by Margot Lee Shetterly

Hidden Figures is a true history book that follows the lives of four African American women, as well as others, who work in the aeronautics and the aerospace industry from the late 1940's to the early 1970's. Those women were Dorothy Vaughan, Mary Jackson, Katherine (Goble) Johnson, and Christine Darden. These women were called "computers" because of their mathematical prowess. They were former math teachers, mathematicians, young women right out of college. Langley Memorial Aeronautics Laboratory in Hampton, Virginia put out a call for workers who could perform higher level mathematics as well as physicists. These women applied for jobs at the Laboratory and were hired. They were known as "computers" and "come here's". They worked on calculations sent to them by the engineers who worked on development of better and stronger aircraft during WWII.

Over the years, each of these women were instrumental in being part of the legacy of the aeronautics and aerospace developments that have carried us into the 21st century. They were strong women who did not give up on their dreams of being productive citizens. They kept their faith and believed that they had a purpose to serve others in a difficult time in history. Segregation and civil rights were in the foreground throughout the book.

This book is an interesting read with lots of background into the work that was performed at what is now called Langley Air Force Base.

Reviewed by Patsy Charlton, Inland District V.P.



Timely Reflections is the newsletter of the Missional District United Methodist Women

The newsletter will be sent electronically when possible or a printed copy at District expense to: The Inland Missional District Team, Officers of the Pacific Northwest Conference United Methodist Women, District Presidents and District Communication Coordinators of the Pacific Northwest Conference, elected officers of Local Units, Pastors of local churches in the Inland Missional District, the Pacific Northwest Annual Conference office in Des Moines and the office of the Inland Missional District Superintendent. If you wish to submit an article, receive a copy of this

newsletter or wish to unsubscribe, contact the editor Sharon Stovall at timelyreflections@peoplepc.com.



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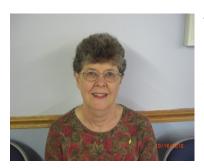
PACIFIC NORTHWEST CONFERENCE UMW ENDOWMENT FUND

One of the main changes for the Endowment Fund is the change of name where we invest our funds. It has been the Northwest United Methodist Foundation. The new name is Faith Foundation Northwest. The Endowment Giving Form has been corrected. You can access the Endowment Form under Resources on the UMW website: pnwumc.org/umw.

As a reminder, you may give a donation in honor or in memory of someone. It is important to have this form along with your donation when it is sent to the Conference Treasurer, Kendra Smith. It is then reported to me, as chair, so that I can send out acknowledgments to the donor and the recipient. At the close of 2021, we will determine how to distribute the earnings from this past year. Should you have any questions, please feel free to contact me.

Suellen Crettol, Chair screttol40@gmail.com

2021—2022 Inland Missional District Officers



Judy Dirks, President United Methodist Women has been a major part of my life for about 35 years. As a rather busy mother of six, sometimes more as we became foster parents of 12 at different times, host to several exchange students, my UMW journey beyond the Local Unit did not begin until most of the children were older. Attending my first School of Mission in 1995 opened the door to so many life-changing opportunities. I have now served in several Local, District and Conference offices, as Dean of Mission U, and, through Conference Social Action Coordinator, on the church Conference Board of Church and Society, currently in my 17th year. My passions are social action and missions. Topeka, Kansas was my birthplace. After graduating from Indiana University

School of Nursing I eventually went to work at Kansas University Medical Center where I met my husband of 55 years. Soon after we married we settled in his birthplace, Bonners Ferry, ID and became active members of Bonners Ferry United Methodist Church and the community. Of our 9 grandchildren, 4 are married and have given me 5 greatgrandchildren. My husband has been gone for 5 years now. My UMW "supportive community" has indeed been a treasured blessing to me. I look forward to what the journey may still hold, including attending another UMW Assembly in May with UMW sisters who befriended me at that first School of Mission and thus started my amazing, life-enriching United Methodist Women's journey!



Patsy Charlton, Vice President Patsy moved to Sandpoint, Idaho 36 years ago in 1985. Married her husband, Charles, in 1988 and was widowed in 2015. Patsy taught elementary school for 27 years beginning at Southside Elementary in Cocolalla, Id and finished her 27th year at Idaho Hill Elementary, Oldtown, Id, teaching 5th grade where she got to teach American History (her passion) to her students. She retired on September 1, 2018. Patsy joined Sandpoint United Methodist Women in September 2018. She has been the spiritual growth leader for three years. She became vice-president of the Inland District September 2019 and is continuing for another two years in that office. She loves to travel with her sister, gardening, reading, sewing, crocheting and crafts.



Suellen Crettol, Secretary

Suellen celebrates 62 years with her husband, Rich. They have 3 married children: Brian (Chenoa), Deborah (Robert), and Gregory (Sara), seven grandchildren and three great grandsons. Suellen has been an active member of the United Methodist church all her life serving in almost every capacity of church life. As Financial Secretary for the Sandpoint United Methodist Church she currently serves on the Finance Committee and Administrative Council. With the women her service began in WSCS in 1965 and presently serves as President and Treasurer for the Sandpoint unit. For Inland District, she served as Spiritual Growth Coordinator and President. For the Pacific Northwest Conference, she served as President and as a member of the Committee on Nominations which included two years as Chair. She has been on the PNWC UMW Endowment Fund Committee for sixteen years and is still serving as the Chair. Suellen completed four years as Mission u Business Manager and four years as the

Secretary. Suellen is a 62-year member of the P.E.O. Sisterhood. In 2013 she was honored in her community as a "Woman of Wisdom". In her spare time, she enjoys her family, maintaining their home, creating greeting cards, traveling, and boating with her husband on beautiful Lake Pend Oreille in Sandpoint, Idaho.



Roberta Headley, Treasurer

Roberta Headley is a member of Spokane Valley United Methodist Women and serves as treasurer for her circle. As a member of her church, she is presently the chair of the auction which benefits children and youth with scholarships to attend Twinlow Camp. She also has been a Sunday school teacher, led Vacation Bible School and has sung with the praise team. Roberta has an accounting degree and is a retired CPA. She presently works for Lilac Services for the Blind and Subway doing their books. Roberta and her husband Art have two grown daughters.



Charlene Mullis, Mission Coordinator for Education and Interpretation

Charlene is a member of Bonners Ferry UMW and served as Treasurer for 20 years. Charlene helps with church dinner at the Bonners Ferry United Methodist Church. She has lived in Bonners Ferry for 50 years. She was born and raised on a farm in South Dakota. She has worked at the Kootenai River Inn in the Deli for 16 years. Charlene has served as treasurer for the Inland Missional District United Methodist Women for the past 6 years. She is leaving that position and will be the Missional Coordinator for Education and Interpretation.



Linda Hansen, Mission Coordinator for Social Action

I was born and raised in Montana. Since childhood I have wanted to be a nurse. In 1965 I started as a nurse's aide then attended Northern Montana State College for my Associate Degree in Nursing. I also attended Boise State University and received my Master's Degree. I have two grown children and two grandsons. In 2006 I moved to Coeur d'Alene to be closer to my parents and we joined Community United Methodist Church. Due to my work schedule I was not able to join United Methodist Women until I retired in 2113. I have admired several United Methodist women members including Nancy Burk, Annamae Sauerwein and Nancy Jones, all were great role models. My favorite hobbies

include sewing, reading and crafting. Joining UMW has been such a blessing. I have made many new friends and found many opportunities to serve. I thank all members of United Methodist Women for this opportunity to serve.



Sue McGovney, Program Resources

I was born and raised in Mullica Hill, N. J. We moved out here in 1989. I started attending Audubon Methodist with my neighbor, Dorothy Colness and joined the UMW, which was called The Circle. Over the years I have attended the Garland Alliance and went there for a number of years, where I volunteered in the church office. My work background is Admin. Assistant. I found Fowler United Methodist by pure accident. I wanted to go to another Methodist church because that is what I was raised in. Now I have found my family. I have

been Secretary of our unit and now in charge of the Reading Program. I'm also a member of our Worship Committee. I am mom to one son and Nana to a 4-year-old granddaughter.



Sharon Stovall, Communications Coordinator

Sharon has been a longtime member of United Methodist church and United Methodist Women. She was first an officer in her circle, local unit, district and then conference. Now she serves as president of her local unit and communications coordinator for the Inland District. She has attended many Cooperative Schools of Christian Mission and now Mission u. She has made many friends in UMW while traveling to district and conference annual meetings, jurisdiction quadrennial events and Assemblies. She has also served as recording secretary for the conference board of global ministries. In her local church she has been secretary and chair of the board, Sunday School teacher, lay member at annual conference and church secretary and treasurer. She lives in Spokane with her husband, Larry, and two cats. In her spare time, she likes to garden, read, knit and embroider. She has two sons and one grandson.



Madelyn Bafus, Nominations Chair

Madelyn Bafus serves her local unit as President. She has served Pacific Northwest United Methodist Women Conference as Membership Nurture and Outreach Coordinator and for the Inland Missional District she has served as Vice President, Social Action Coordinator and President. Madelyn presently is the chair of nominations. She was the 2012 Dean of the Cooperative School of Christian Mission. She is an active member of Spokane Valley United Methodist Church and serves as Chair of Mission Service Ministry Team. She and her husband Gerry have three wonderful children and five beautiful grandchildren.



Tana Truscott, Nomination Committee member

I am a retired school nurse, have two sons and three grandchildren. I am married to Tom Truscott and have been a member of the Clarkston United Methodist Church and women since 1974. My husband and I taught Sunday school for almost 20 years. I have served as president, Vice president, and I'm currently treasurer of our local unit. I have played in the handbell choir for many years and I'm currently learning the dulcimer. My hobby is gardening, and I have been a master gardener since 2012. I have attended three mission's u, and several retreats.



Linda Jones, Nomination Committee member

I have been a member of the Rockford UMW for about the last 10 years and am currently the President. We have a very fun group and work well together. I grew up on a farm in the Rockford area and graduated from Freeman High School. My sister Pat lives in Liberty Lake and brother Bob lives in Olympia. Jim is my husband, and he has two children, 5 granddaughters and 2 great grandchildren. I have two boys and 5 grandchildren. Sorry to say, none live in this area. I spent 29 years working for the US Forest Service, 26 were stationed in Ketchikan and Anchorage, Alaska. I retired in 2007. Since joining UMW I have enjoyed meeting and working with lots of new people. I believe that the work that we do and the support to children and women is very important and am happy to be able to participate in this group.

Melissa Jaquette, Spiritual Growth Coordinator had to resign. She has moved to Havre, MT.

These are the standing rules for NOMINATIONS AND ELECTIONS (Bylaws Article V, Section 1, page 125)

- A. District officers will be elected at the District Annual Meeting for a two-year term. During elections, there will be an opportunity for nominations from the floor; however, the nominee must have agreed previously to the nomination. The nominee must have tenure remaining to complete a term in accordance with the Bylaws, (Bylaws, Article V, Section 2)
- B. Elected in even years if possible: President, Secretary, Mission Coordinator for Education and Interpretation, Mission Coordinator for Spiritual Growth and Secretary of Program Resources.
- C. Elected in odd years if possible: Vice President, Treasurer, Communications Coordinator, Mission Coordinator for Social Action and Mission Coordinator for Membership Nurture and Outreach.
- D. New officers and members of the Committee on Nominations assume duties following election, with the exception of the Treasurer who assumes duties the following January.
- E. Valid voters are all members of Units of United Methodist Women, and all United Methodist Women of Inland Missional District in attendance at the District Annual Meeting.
- F. Officer Transition: Each officer will pass on procedural files to her successor. This should include handbooks, schedule of events and duties, samples of counterpart letters, usual reports and records and any other material pertinent to the office. It is recommended the outgoing officer and new officer meet for a transition time and training.
 - G. Qualifications for laywomen to be elected or not as an officer are outlined in the Bylaws Article V, Section 1, p. 125.

PACIFIC NORTHWEST CONFERENCE UNITED METHODIST WOMEN EXECUTIVE TEAM

PRESIDENT

Ja net' Crouse (2018) (2020) 2124 Valley View Blvd. E Wenatchee, WA 98802 crousejw@crouses.com 509-884-8415 (h) 509-679-4087 (c)

VICE PRESIDENT

Linda Hay (2021) 767 SE Magnoni Dr. College Place, WA 99324 hay 77@hotmail.com 509-876-4418 (h) 509-520-3351 (c)

SECRETARY

OPEN

TREASURER

Kendra Smith (2018) (2020) 17420 93rd Ave. NE Bothell, WA 98011 kendradornsmith@gmail.com 425-485-1585 (h) 206-390-9736

PROGRAM RESOURCES

Janice Catrell (2018) (2020) 201 N. Forest Bellingham, WA 98225 jcatrell@yahoo.com 360-223-5938

COMMUNICATIONS COORDINATOR

Jenny Bygland (2020) 21445 94th Place S Kent WA 98031 jbygland@kentmethodist.com 253-852-3900 (h) 206-794-3379 (c)

EDUCATION AND INTERPRETATION

OPEN

SPIRITUAL GROWTH

Sharon McDaniel (2021) 501 Debbie Drive SW Sedro Wooley, WA 98284 <u>sharongarymcdaniel@gmail.com</u> 360-724-3246

SOCIAL ACTION

Elizabeth Williams 1005 Pinecone Court Spokane WA 99208 emaxwilliams@gmail.com 509-994-3302

MEMBERSHIP NURTURE AND OUTREACH OPEN

NOMINATIONS

CHAIR Linda Key 7213 Perry Ave. SE Auburn WA 98092 Imkey1021@comcast.net 509-830-1960

MEMBER
Carol Gruen
2205 Lakemoor Dr. SW
Olympia WA 98512
gruencl1941@gmail.com
360-352-9703 (h)
360-359-1295 (c)

INLAND MISSIONAL DISTRICT 2021 – 2022 OFFICERS

PRESIDENT

Judy Dirks (2020) 1888 Crossport Rd. Bonners Ferry ID 83805 judydirks37@gmail.com 208-267-3859 (h) 208-661-9752 (c)

VICE PRESIDENT

Patsy Charlton (2019) (2021) PO Box 40 Laclede ID 83841 <u>1patchas@gmail.com</u> 208-263-8545 (h) 208-659-0584 (c)

SECRETARY

Suellen Crettol (2021) (1 yr.) 1202 Birch St Sandpoint ID 83864 screttol40@gmail.com 208-263-1731 (h) 208-290-4105 (c)

TREASURER

Roberta Headley (2021) 17008 E. Bill Gulch Rd. Mead WA 99021 beancounter87@yahoo.com 509-238-7683 (h) 509-994-5208 (c)

SECRETARY OF PROGRAM RESOURCES

Sue McGovney (2018) (2020) 515 S Perrine Spokane Valley WA 99206 smcgovney@gmail.com 509-924-1555 (h) 509-475-3988 (c)

MEMBERSHIP NURTURE AND OUTREACH

Sue McGovney (2020) (See above)

SOCIAL ACTION

Linda Hansen (2019) (2021) 13406 E 14th Ave Spokane Valley WA 99216 <u>tweetiword@yahoo.com</u> 208-620-0158

SPIRITUAL GROWTH

OPEN

EDUCATION AND INTERPRETATION

Charlene Mullis (2021) 6731 Chippewa Dr Bonners Ferry ID 83805 <u>charlenemullis@gmail.com</u> 208-267-9262

COMMUNICATIONS COORDINATOR

Sharon Stovall (2020) 2311 E Marshall Spokane WA 99207 shrstovall@peoplepc.com 509-534-2083 (h) 509-939-8677 (c)

NOMINATIONS:

CHAIR

Madelyn Bafus (Class of 2024) 13221 E 25th St Spokane Valley WA 99216 maddyb47@msn.com 509-869-8213

MEMBERS

Linda Jones (Class of 2024) 20815 E Stoughton Rd Rockford WA 99030 <u>Iljones745@gmail.com</u> 509-291-3193

Tana Truscott (Class of 2024) 2620 6th Ave Clarkston WA 99403 tnttruscott@gmail.com 509-295-1626

MEMBERSHIP NURTURE AND OUTREACH

We are in the season of Thankfulness and I was thinking about all of the reasons to be thankful for United Methodist Women in my life. I have formed lifelong friendships. With covid causing moving many meetings to zoom, it has made me aware of how much I have missed seeing many of you in person. Hopefully 2022 will be a better year.

United Methodist Women has opened up opportunities to travel. I am really excited about attending Assembly this year. Also, the leadership training that is available is outstanding.

Now that I have told you a little about my experience in UMW I hope that many of you will help spread the advantages of membership to women in your congregations. The program book offers program ideas and the national website unitedmethodistwomen.org offers many resources.

I would like to recognize the Davenport UMW unit for their many years of service. Do any of you know how long this unit has been active? I remember attending several District annual meetings there and always felt very welcome. I hope to see you all at future UMW functions.

Did you know that district officers are available for programs and installations? We would all be available to visit you units in the coming year weather permitting. Also, I am excited about the fact that Moran Prairie is forming a new unit. They will begin meeting in the new year.

Again, I am thankful for all of you.

Sue McGovney

smcgovney@gmail.com



EDUCATION AND INTERPRETATION

The World Thank Offering is one of the five channels of Mission Giving of United Methodist Women. (The others are Pledge to Mission, Special Mission Recognition, Gift to Mission and Gift in Memory.) The World Thank Offering provides an opportunity for daily,

individual thanksgiving for God's blessings. It began with one woman's gratitude.

Mrs. H.E. Taylor, president of the Lansing District of the Michigan Conference, inspired the first World Thank Offering observance in Lansing, Michigan in 1881. "Mrs. Taylor had been made a Life Member by her district and the \$20 raised for that purpose seemed to be to her like a very wonderful gift, in return for which she wanted to give something in a special way" as quoted in the October 1940 issue of *The Methodist Woman*.

"What shall I render unto the Lord for all his benefits?" she asked. She had a five-dollar gold piece earned from the sale of dried apples. She thought of the money and gave it gladly. She appealed to the five hundred and more women members of the Women's Foreign Missionary Society in Lansing District to make an offering of one dollar apiece.

The idea spread from the district to the conference to the Branch. Similar Thank Offerings were developed by the Woman's Home Missionary Society and by The Woman's Foreign Missionary Society. The practice was maintained through the Women's Division of the Evangelical United Brethren, and United Methodist Women.

Charlene Mullis

charlenemullis@gmail.com

SOCIAL ACTION

United Methodist Women announced on October 20, 2021 that new and improved programs and rebrand launch is set for 2022. The web site is being redone to make it easier for new searchers to find out about us. There will be a portal for existing members to go to retrieve the programs needed. A new approach to Mission u, national membership model, ways to meet online and ways to give will be released throughout the next year.

Ainese Isaman, President of UMW Board of Directors states new online classes and programs will be available. The local units will continue to function as they have. There will be an emphasis on soul care retreats and the value of sisterhood in soul care. A new newsletter titled *Thrive* is now available.

Sally Vonner, Transformation officer for UMW states that discernment came from prayer, listening to UMW participants, research done by the UMW board, and many discussions. These changes will better enable us to put our faith, hope, and love into action.

Blessings to all.

Linda Hansen

tweetiword@yahoo.com



ASSEMBLY 2022

MAY 20 – 22, 2022 ORLANDO CONVENTION CENTER

WWW.ASSEMBLY2022.ORG

Come to Orlando to care for your spirit, worship with your sisters and celebrate the positive impact women create in the world.



WHY YOU SHOULD REGISTER

In 2022 we will reflect on today's challenges and together find comfort and strength to move forward, building new ways for faith-filled women to make a difference in our communities and the world. We will recommit to our purpose, but also more. For such a time as this we will **TURN IT UP!**

At ASSEMBLY 2022 we will **TURN IT UP!** for spiritual healing and renewal. We will **TURN IT UP!** for rebirth in a new time. We will **TURN IT UP!** for women leaders. We will **TURN IT UP!** for justice for women, children and youth. And it all begins with you. Will you **TURN IT UP?**

PRICF

Assembly is a great value at the early registration fee of \$330. Few other faith-based conferences offer the following for such a low fee:

- Soul-stirring worship infused with music and performing arts
- Impactful workshops and riveting Town Hall meetings with important leaders
- Action opportunities and an Experience Hall with interactive experiences

SAVE FOR ASSEMBLY

Start now! Calculate the costs as broken out below for your location, then divide by 12 for a monthly savings amount. Now it doesn't seem so daunting. The unforgettable experience of Assembly will make it worth every dollar.

Early Registration fee: \$330 (available Sep 1 – Nov 30, 2021, which includes lunch on Friday and Saturday)

Hotel expenses: \$158 - \$203 per night for up to four people (double / double room)



Inland Missional District United Methodist Women 3928 N. Howard Spokane WA 99205

2022 CALENDAR

January 15 PNWC UMW Exec Meeting-Zoom January 22 E. WA Legislative Conference - Zoom February 10 Interfaith Advocacy Day—Olympia February 5 Inland Missional District UMW Exec Mtg-Zoom February 8 Timely Reflections articles due February 15 Timely Reflections publishing date February 6 Idaho Legislative Event #1 6 PST-Zoom February 13 Idaho Legislative Event #2 6 PST-Zoom March 18-20 PNWC UMW Exec Meeting-Lazy F March 23 Legacy Fund Day of Giving May 7 Inland Missional District UMW Exec Mtg.—Bonners Ferry May 8 Timely Reflections articles due May 15 Timely Reflections publishing date May 20-22 Assembly-Orlando, FL

June 9-12 GNW Annual Conf. WA State Fairgrounds, Puyallup

July 21-22 PNWC UMW Exec Meeting-Selah UMC July 22-24 Mission u-Wesley UMC Yakima, WA

August 6 Inland Missional District UMW Exec Mtg.-Spokane Valley

August 8 Timely Reflections articles due
August 15 Timely Reflections publishing date

Sept. 17 Inland Missional District UMW Ann. Mtg.-Spokane Valley

Oct. 13-14 PNWC UMW Exec Meeting-Bothell UMC
Oct. 14-15 PNWC UMW Annual Meeting-Bothell UMC
Nov. 5 Inland Missional District UMW Exec Mtg.-Zoom
2024 W. Jurisdiction UMW Quadrennial Meeting-TBD



OUR FACEBOOK PAGE helps us

promote upcoming District, Conference, Western Jurisdiction and National Events. It is also a great place to share and learn about Social Issues and Action Alerts. Help

us utilize this tool in our mission work by sharing local events or social issues that you are aware of.

Find this information and more at our website:

http://pnwumc.org/umw

Other UMW websites include:

www.unitedmethodistwomen.org

facebook.com/UMWomen facebook.com/pnwumw Instagram.com/UMWomen

www.wjumw.com

Pinterest.com/UMWomen
Twitter.com/UMWomen

Youtube.com/user/UmWomen Flickr.com/photos/UMWomen