CBE INTERNATIONAL
cbeinternational.org

Audited
Annual Report
April 1, 2024, through March 31, 2025

CBE exists to promote the biblical message (Gal. 3:28) that God calls women and men of all cultures, races, and classes to share authority equally in service and leadership in the home, church, and world. CBE's mission is to eliminate the power imbalance between women and men resulting from theological patriarchy.

CBE educates and advocates to ensure women worldwide know that God loves them and calls them equally to use their God-given gifts. When women discover that they are equally valued and called to lead and serve in God's work, their lives are changed, and their faith is renewed. When women are given a voice, they often speak prophetically and confidently, declaring the gospel that they were previously unable to fully express.

Through radio, podcasts, award-winning publications, international conferences, student scholarships, and international partnerships, the biblical truth of mutuality is transforming lives, communities, and institutions. As one donor told us, "For the first time in my life I have experienced the gospel in all its fullness and freedom. I will forever be grateful that CBE puts forth such academically rigorous and thoughtful literature. The humility, grace, and love that is evident in everything you do has been refreshing to my soul and my new quest is to educate as many people as possible about your mission."

As the only nonprofit organization dedicated to exposing sexist interpretations of Scripture, CBE promotes Scripture's teachings for a mutuality-based, empowering view of female/male service and leadership. People searching the internet looking for answers to why their churches treat women as inferior and subordinate often find CBE because we promote the most expansive online library of egalitarian resources on women, mutuality, and the Bible.

In FY2025, more than 1.4 million people accessed over 4,000 free CBE resources, our highest documented year ever. This historic increase in website traffic, reflects the growing global demand for content that proclaims God created women and men to lead and serve together as equals. CBE's expansion to diverse populations with little access to egalitarian content is evident in our web analytics and Google translate statistics that show a drastic rise in Spanish Google translate users, including a significant increase in visits from Spanish speaking countries like Mexico and Spain. Last year, the number of unique visitors to CBE's website grew 48% to 1,469,705. The increase in traffic is the result of several factors including improved marketing and SEO, alongside CBE's Spanish radio spots on Christian radio that includes CBE's Spanish webpages loaded with egalitarian resources in Spanish.

CBE uniquely engages an extensive global network of ministry partners that disseminate CBE's award-winning biblical resources to many cultures, denominations, ages, educational levels, and vocations worldwide. Together we skillfully advocate for biblical mutuality between women and men which flourishes marriages, churches, and communities.

CBE's 2024 international conference, "Tell Her Story: Women in Scripture and History," in Denver brought together over 300 Christians worldwide for a record-breaking event. The conference became a global gathering of worship, learning, and encouragement. A special highlight was welcoming more than 20 leaders from Asia, many from an international college campus ministry that has newly embraced egalitarian theology.

As you read through this report, I hope you are encouraged by the ways your partnership is equipping Christians worldwide with biblical truth, dismantling patriarchal distortions, and strengthening women and men to serve God side by side. Thank you for standing with CBE's international work!

Dr. Mimi Haddad, President/CEO

Advancing the Message of Mutuality on CBE's Website

People worldwide have access to CBE's 4,000+ free resources that inspire and mobilize Christians with the truth that God created women and men to lead and serve as equals. CBE's award-winning articles, journals, magazine, blog, radio spots, audio and videos from conferences, podcasts, and CBE's website is accessed by people speaking 112 languages and can be translated into 22 languages.

The growth of requests through our Spanish Google Translate shows CBE's expanding reach among diverse populations with limited access to egalitarian content. Of the top ten nations visiting CBE's website, only two were Spanish speaking nations at the end of FY2024. At the end of FY2025, six of the top ten nations visiting CBE's website were Spanish speaking: Mexico (nearly 3 times the visits as FY2024), Colombia (nearly 3 times the visits as FY2024), Venezuela, Argentina, Spain, and Peru.

In FY2025, CBE's website received:

- 1,469,705 unique visitors (highest year documented)!
  - 47.57% increase from FY2024 (995,940)
- 2,264,389 total pageviews (highest year documented)
  - 39.39% increase from FY2024 (1,624,533)
- Average visit duration: 86 seconds
  - 17.15% decrease from FY2024 (104)
- Event count: 8,336,560
  - 32.97% increase from FY2024 (6,269,499)
- Average engagement time: 67.75 seconds
  - 16.87% decrease from FY2024 (81.5 seconds)
- Engagement rate: 44.03%
  - 11.72% decrease from FY2025 (49.87%)

Using Multimedia Resources to Reach More People

CBE SPANISH RADIO SPOTS

CBE produces Spanish radio spots on Salem Media's LaLuz – Spanish station in Dallas and on their website. Here listeners are introduced to women from Scripture and Christian history. They are also invited to learn more by visiting CBE's Radio Series: Women in Ministry - CBE International web page, deepening their understanding even further by following links to more CBE resources in Spanish.

CBE's radio landing pages that highlight women in Scripture and mission have maintained high visit rates. The number of visits to our website after each spot is aired on the radio remained above 44 average visits per airing. According to Salem Media, the industry standard is 4 average visits to a company website per airing.

A sharp increase in CBE website traffic shows the global reach of Salem Media's LaLuz Spanish station. It has listeners who access its station digitally around the world. Listeners from Argentina have been calling into their station, excited to hear about our 2025 conference in Buenos Aires.

CBE PODCAST

CBE published 33 podcast episodes of *Mutuality Matters* in FY2025. Two new hosts were added, Tara and Todd Korpi, to address headship theology themed, "Home, Church, and World: How Headship Theology Is Dysfunctional". CBE added the editing software program, "Descript," that allows staff to easily edit episodes and train other staff and interns to do the same. CBE's podcast expanded to video podcasting with episodes being added to YouTube. Audio versions of every episode were also added to SoundCloud. During FY2025, the podcast received 30,524 total downloads, views, and listens. That is a 9.8% increase compared to FY2024.

Distributing Life Changing Publications

CBE's *Mutuality* magazine received four Evangelical Press Association (EPA) awards: Fourth place, Critical Review, "Pink Mirror: The 'Barbie' Movie's Wry Reminders of Inequality" by Daniel Fan; fifth place, Single Blog Post, "Let God Reign: Ditching the Umbrellas of Hierarchy" by Julie R. Frady; an Award of Merit for *Mutuality* print; and Fifth place, Best in Class, vol. 31, no. 2 (Summer 2024), "Lost in Translation: How Understanding Translation Helps Us Understand the Bible." See all the *Mutuality* awards here. CBE's academic journal, *Priscilla Papers,* received first place, Student Writer of the Year, "Authority to Cover Her Head: The Liberating Message of 1 Corinthians 11:3–16" by Juliann Bullock. See all the *Priscilla Papers* awards here.

1,210 issues of *Mutuality* and 1,186 issues of *Priscilla Papers* were mailed to CBE subscribers. On CBE's website, *Priscilla Papers* received 416,055 pageviews and *Mutuality* received 415,243 pageviews. In addition, 297 printed copies of *Priscilla Papers* and 413 printed copies of *Mutuality* were distributed at events.

Our award-winning publications reached over half a million readers last year! They were available on prestigious websites like JSTOR, EBSCO, and Academia. *Priscilla Papers* received 5,768 requests and *Mutuality* received 4,774 requests on JSTOR's Open Community Collections, where millions of researchers worldwide can access these free of charge. ON EBSCO, *Priscilla Papers* received 15,658 views and *Mutuality* received 4,997 views.

CBE advocates for women's leadership at the international and highly influential Evangelical Theological Society (ETS) annual meetings. At these events, CBE holds a book/article table, and we co-lead a study section themed "Evangelicals and Women" sharing oversight of eight hours of invited and proposed papers. CBE's President presents a research paper yearly at ETS.

Bringing Voices Together to Consider Egalitarian Issues at CBE International Conferences

In July 2024, CBE's international community gathered in Denver for our international conference, "Tell Her Story: Women in Scripture and History". The event brought together more than 300 Christians from across the globe, including Canada, Mexico, Serbia, Great Britain, and Asia for a powerful weekend of worship, communion, and learning. Attendees included students, couples, and professionals in secular and ministry fields. Significantly, it also attracted more than twenty attendees from Asia; mostly staff members of an international college campus ministry that had been complementarian until recently. Their leadership is working to provide educational opportunities in egalitarian theology.

The wide range of lectures proved both thoughtful and inspiring. Newcomers to CBE soaked in biblical and historical materials at their own pace, while seasoned egalitarians engaged with deeper, more challenging scholarship. Together, we confronted the patriarchal assumptions that demean women's gifts, callings, leadership, and achievements in Scripture, throughout history, and in ministry, marriage, and service today.

One attendee said, "I felt so loved and seen in the best way: academic backbone, the abundance of resources, prayers in different languages, the Native [American] community inviting us to worship in their tongue, [and] the number of men there was life-changing for me." Another said, "This conference is almost a necessity for anyone within the church who needs the awareness and understanding of a woman's purpose and God's desire to use them."

> Your organization has been invaluable to me in providing resources that have helped change my point of view. For over 50 years, I have only ever been taught a complementarian point of view, and I now feel confident that I have moved to a perspective that aligns more with the heart of God. –Elizabeth

Preparing Women to Lead

CBE awarded $3,000 Alvera Mickelsen Memorial Scholarships to six women students pursuing master's degrees. The annual scholarships help women pursuing master's degrees in ministry fields related to preaching, communications, writing, youth ministry, pastoring, or nonprofit work.

The Lord has shown us that their presence and use of their education and spiritual gifts will help dismantle patriarchal bias and shape the next generation. As an AMMS applicant told us, "Receiving the AMMS award not only helps financially, but reminds me of the call to continually break barriers and address the unique gaps and gifts female clergy bring to the table alongside male colleagues." As these women become educators, pastors, nonprofit workers, theologians, and ministers, they will have a profound impact in their churches and communities for women's biblical equality. See the winners at this link to watch videos of how these scholarships have been a game-changer for women students.

Creating Gender-Accurate Bible Translations

An international team of Bible scholars has been translating more than 500+ Bible verses (nearly seventy different passages) to improve flawed translations that demean women and foster abuse. Their work will provide exegetically-sound, gender-accurate, and accessible English translations of Scripture, as well as commentary explaining the translators' revisions. Providing an accurate Bible translation will show more clearly that women and men are equally created in God's image and both are gifted and called to lead and advance the Gospel according to God's leading without limits due to bias.

CBE has hired a Bible consultant to meet regularly with the team and engage future translators in completing a whole Bible translation within 2–5 years. Our Bible consultant will also strategize the best publishing house for CBE's full Bible with three years of daily devotionals based on the full Bible translation.

Advancing Biblical Equality in sub-Saharan Africa

Through CBE's MOU collaborations, we have been equipping sub-Saharan Africa partners and their communities with biblical resources in their languages. These resources help them produce youth and adult curriculum, events, and programs that support women's daily needs, promote shared leadership of women and men, and challenge male-only authority and the abuses suffered by girls and women. Since 2013, CBE has been working with Courtship & Marriage Foundation (CoMaFo) in Zimbabwe and SheLearns in Uganda. Their workshops and conferences challenge patriarchy that has been causing gender-based violence, child marriages, and other injustices suffered by women and their communities. As a result of this healing and transformative work, CBE partners are influential in advancing the Gospel and God's equal love for women and men, and girls and boys.

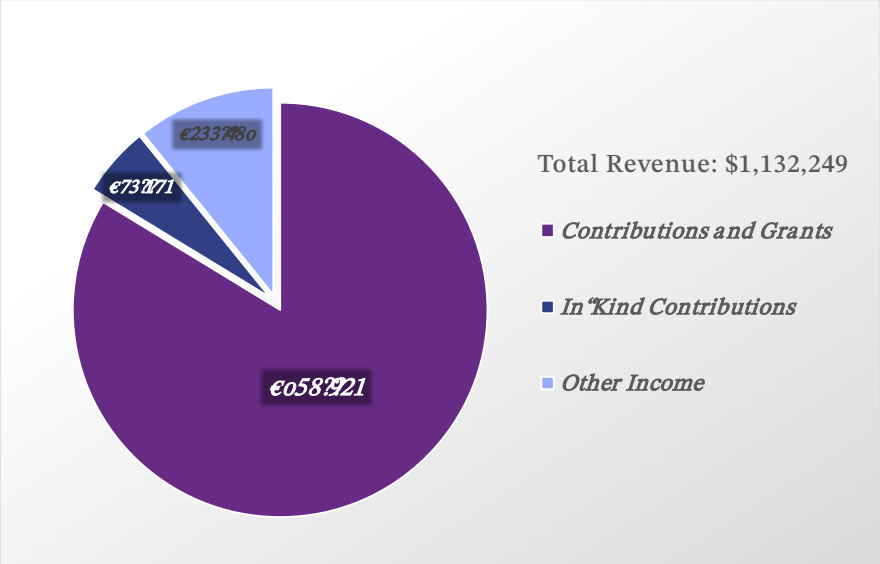
CoMaFo held their Women in Ministry workshop in September 2024 in association with the Evangelical Fellowship of Zimbabwe (an alliance of 900+ denominations) at Acadia Dam in Zimbabwe with an attendance of 24 women ministers and pastor's wives. It was transformative for both married and single women. The event featured teaching by Directors Mr. and Mrs. Mazonde focusing on essential skills for building and maintaining healthy relationships and marriages, and for handling marital rape in church leaders' marriages. Women shared their experiences in ministry as pastor's wives or as women pastors within a patriarchal church structure. Many women expressed gaining valuable knowledge and tools to enhance their relationships and ministries.

SheLearns held their annual conference in Najjanankubi village, Kampala, at the Winston Main Hall in November 2024. There were 231 young adults in attendance with an average age of 17 years old. The conference focused on women and men serving God without limitations based on Gal. 3:28. Speakers taught that academic excellence and living a purpose driven life is not limited to boys and men but are God's blessing for both women and girls who were made in his image (Gen. 1:27). Pre-and Post-Survey Results showed there was an increase in embracing biblical

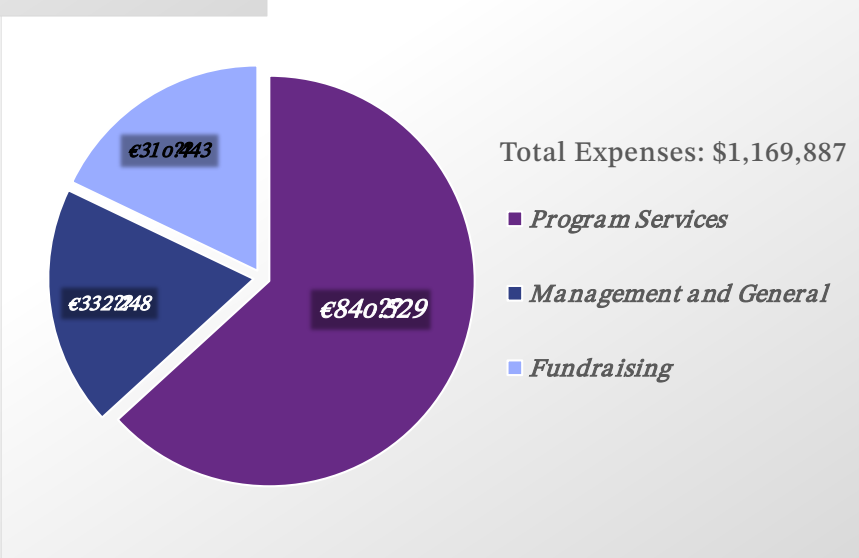
equality (for women and men) by 15 percent, meeting our standard of raising understanding by a minimum of 10 percent. Notably none of the attendees had a low understanding of biblical equality. This is thanks to SheLearns' efforts as they have been working in Kampala for several years.

Change in Net Assets ($37,638) – Audited

Ending Net Assets $533,054



CBE is compliant with the Evangelical Council of Financial Accountability, earning a 100 percent four-star rating from Charity Navigator, a Transparency Certificate from Excellence in Giving, and a Platinum Transparency award from GuideStar.



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