

January 31, 2026

Dear Friend,

2025 was the kind of year that demonstrates the need for VOCA. Workers are feeling pressure from all sides: massive layoffs in large firms, AI-driven demand for efficiency, fewer and fewer job openings, and higher prices on consumer goods.



This year, we celebrated a decade of service—10 years of impacting lives and helping people become all that God intended them to be. Thanks to your support, VOCA continued to provide professionally trained, Jesus-following coaches, cutting-edge research, operational excellence, and proven programs in career discernment, burnout prevention and recovery, and executive skills.

As we look back over 2025, we celebrate that we:

- **Developed VOCA AiSD**, our AI-powered spiritual coach, now publicly available.
- Relaunched the Career Navigator Podcast, with downloads **increasing by 234%** compared to 2024.
- **Completed the '24-25 10x Leadership Intensive**, with leaders sharing key takeaways with peers and guests.
- Published our annual research study, *Life@Work2025*, with the esteemed Barna Group, providing **insights into the current lived experience at work**.

As we look to 2026 and the next decade, we invite you to join us as we listen carefully, research strategically, and deliver experiences that equip workers and leaders to thrive and make Kingdom impact.

We invite you to partner with us in three ways:

- **USE our resources:** Explore our digital tools, individual programs, and institutional solutions to help people find purpose, unlock potential, and make a difference through their work.



- **REFER us to others:** Introduce VOCA to someone navigating career uncertainty, a leader planning for growth, or an organization or church in need of a cultural tune-up.
- **GIVE to our mission:** Your support changes work—and changing work changes lives. Every job is a space for spiritual formation and Kingdom impact.



Thank you for your critical support in 2025. We are deeply grateful for your partnership and your commitment to our mission of changing lives by changing work.

Warmly,



Ed Morgan, Treasurer
President Emeritus
The Bowery Mission



Craig Sider, President
Founder & President
InFOCUS Leadership



Ken Kinard, Secretary
Founder and CEO
Accent Interactive