

Comprehensive Strategic Plan for Ministries with Hispanics in Cal-Pac.

2012 - 2022

Comprehensive Strategic Plan for Ministries with Hispanics in Cal-Pac

Introduction

We have powerful scriptural messages that will call us and under gird our effort to faithfully carry out Christ's mission as the Church: The Great Commission (Matt. 28: 18-20) calls us to: "go...and make disciples of all nations." The love of Christ compels us to go out seeking those who are lost (Luke 15), and not to sit back waiting for people to come to us. At the same time, God call us to "count the cost" and plan to use our resources wisely and to use them sacrificially in pursuing God's mission.

The Cal-Pac Comprehensive Strategic Plan for Ministries with Hispanics, if adopted, will provide guidance to the Annual Conference and its agencies in the area of starting new congregations, transforming existing congregations (revitalization), relocating churches and merging congregations where it is advisable and joining churches in cooperative parishes in order to be more effective in mission and ministry in the California Pacific Annual Conference.

The development of a Comprehensive Strategic Plan for Ministries with Hispanics was approved at last years Annual Conference (2010). This Plan will help chart the future of new Hispanic church starts and church revitalization in each of our Districts. In the past, our Cal-Pac Conference dealt with starting new churches, revitalizing, relocation and mergers without taking a comprehensive look at the present and the future needs for Hispanic ministry. The process when followed by Districts and Conference using this Comprehensive Strategic Plan will provide an opportunity to assess the present realities as well as assess future actions in this great Missional challenge that confronts us in this growing paradigm of faith and church growth.

District Superintendents in congregational development. (See the 2008 Book of Discipline of the United Methodist Church, ¶ 271).

The Plan is mindful that there are always more opportunities for mission and ministry than there are resources to respond (human and financial). Therefore, some criteria have been employed in order to facilitate making difficult decisions in the process of determining priorities:

- 1. What are those areas where there has been sizable population growth, and where we have no United Methodist Churches/Ministries with Hispanics? In on-site visits, evaluations are based on population potential areas designated by the Districts Hispanic Committees for new ministries, considering availability of UMC buildings for sharing facilities and mission partnerships, cost and the existing presence of other denominations and its impact on Hispanic population.**
- 2. What are those areas where growth has occurred, but has not yet impacted the vitality of an existing local United Methodist Church/Ministry with Hispanics? In general, churches in these areas that experience membership and financial decline and plateaus, which may indicate a need for “transformation/revitalization” targeting.**
- 3. What are those areas where previous majority population is stagnant or declining, and where it appears that a church is experiencing difficulty sustaining itself and where Ministry with Hispanics may flourish? These churches may be considered for mergers, relocation or cooperative parish churches designation.**
- 4. What are those areas where forms of mutual cooperation may enhance mission and ministry? In these areas cooperative (multilingual) parish models (see ¶ 205, 206 of the 2008 Book of Discipline UMC) ministries may be initiated and developed in both urban, small town and country settings.**

These criteria will be engaged separately among District Hispanic Committees (or its equivalent) and the Conference Hispanic Committee. The Conference Comprehensive Strategic Plan for Ministry with Hispanics will then be the result of serious consideration and strategic prioritizing of each district and constituency.

Process

Each District has already been asked to form a Hispanic District Committee (see Appendix 3) as indicated by the National Plan for Hispanic/Latino Ministries (a Missional Strategy of the United Methodist Church approved by General Conference for the last 4 quadrennial). These committees or their equivalent will be trained by the Office of Latino Ministries and the Hispanic Strategic Committee who will serve as consultant for these trainings. After these trainings the committees will study the information from the 2010 Census, their District statistical data, will receive input from local church pastors, the Office of Latino Ministries as well as other sources. The Hispanic District Committee will evaluate the needs for ministering among the communities present in their District (ages, income, education, generations, religious background and participation). The HDC will develop their own

- One member of the Cabinet.
- One representative from Congregational Development, Urban Ministries, CFA, Religion and Race, and Trustees, LAMAG, PACTO.
- The Director of the Office of Latino Ministry is an ex-officious member of this committee and will have voice but no vote. Likewise the chairperson of this committee will only be allowed to vote to break a tie on any issue.
- The Plan presuppose that it will be coordinated in its implementation and further development by the Coordinator of Hispanic/Latino Ministries, who will also provide follow-up for it's implementation, tuning and unfolding. It is expected that this person will be a Conference Staff at the same level of the position in existence today.

The Process in Action:

The Process began in the summer of 2008 with the implementation of the National Plan for Hispanic/Latino Ministries in our Annual Conference (This United Methodist denomination-wide Plan was approved for the first time in 1992 and has continued to be approved by General Conference until today). We conducted trainings for lay and pastoral leadership and implemented Modules 1, 2 and 3 of the National Plan. We also developed an indigenous group of facilitators for these processes. We also had a Conference Wide Envisioning Meeting at Maywood UMC where we were assigned a consultant that was going to lead us through the entire process of implementation (Mr. Dionisio Salazar – GBGM). Two other training and implementations meetings were conducted: at Claremont School of Theology with participation and leadership of Bishop Mary Ann Swenson and the Rev. Sue D'Alessio. We applied for and received a grant from NPH/LM for \$ 75,000 for this quadrennial in order to begin the implementation process, and we entered into partnership with GBGM to establish a position for a Border Missionary in the San Diego District, of our annual conference. Now we were ready to take the final steps.

The Conference Hispanic Committee presented a Resolution to the Annual Conference session in 2010 for the development of a Comprehensive Strategic Plan for Ministries with Hispanics in Cal-Pac and the resolution was approved [see Appendix No. 2]. The resolution clearly stated that a process would be conducted during the Conference Calendar Year (7/2010 – 6/2011) and that its results (Comprehensive Strategic Plan for Ministry with Hispanics) would be presented to the Annual Conference Session of 2011 for approval and implementation by the entire California Pacific Annual Conference of the United Methodist Church.

This process was conducted with the assistance and cooperation of the Office of the National Plan for Hispanic/Latino Ministries: Rev. Francisco Cañas, the General Board of Global Ministries: Mr. Dionisio Salazar and Rev. Enrique Gonzalez [member of the Northern Illinois Conference] and the participation of all the District Superintendents (with the exception of the Hawaii District) (a-1) as well as some members of the Conference Leadership Team (a-2), the Conference Hispanic Committee (a-3) and the Hispanic Strategic Committee (a-4). Representatives from other agencies of the AC (a-5) The process led to an Envisioning/Planning Gathering that took place at Mater Dolorosa Retreat Center

2.- To Move into Growing Healthy Hispanic Churches and Ministries:

- a) Using Justice Focused Community Engagement. [2012 – 2022]
- b) Growing Healthy Multicultural, Multiracial, Bilingual Churches that will encompass all the Hispanic generations' spectrum. [2012 - 2022]
- c) By incorporating vital worship services that transcends generations, cultures and traditions. [2012 – 2022]
- d) With a strong Spiritual Formation and a strong Methodist core. [2012 - 2022]

3.- To Broadening the Connection in order to under gird long-range success.

- a) By establishing an innovative/effective communication system. [2012]
- b) By allowing institutional transformation where needed. [2012 – 2022]
- c) By strengthening partnership with annual conference and accountability with the districts structures. [2012 - 2016]
- d) By redirecting and updating resources to under gird success and stable growth in these ministries. [2012 – 2022]

4.- To Empower fruitful leaders to revitalize existing churches and ministries:

- a) By affirming the life and vitality present already at churches and ministries with a strong pastoral personal ministry with all in the congregation and helping them discover their own identity and call into active discipleship. [2012 – 2014]
- b) By building a balance between worship, community and witness. [2012 – 2022]
- c) By building strong financial stewardship bases to under gird the ministries and mission of the local congregation. [2012 – 2022]
- d) By intentionally engaging in training for transformational leadership empowerment for all their lay membership. [2013 - 2022]
- e) By emphasizing the areas of evangelization, compassionate effective social transformation, helping the congregation to keep its vision ever present in front of them. [2013 - 2022]

These Four Distinctive Objectives will manifest themselves in:

[1] Transformational Leaders:

1.a - Building the next generation:

- Reaching the middle to upper class among Hispanics. [2014 - 2022]
- An up-to-date system to reach the youth. [2013 - 2022]
- Incorporation of the youth into the leadership core. [2012 - 2022]
- Contextualizing the Gospel to the community. [2012 – 2022]
- Offering new Christian Discipleship classes. [2012 – 2022; ie: Confirmation, etc.]
- Establishing Home Groups. [2012 - 2022]
- Outreach Ministries directly related to children. [2014 - 2022]

- Develop funding asset resources and community mapping trainings. [2012 - 2022]
- Engage existing Hispanic ministries in mission field experiences. [2012 - 2022]
- Develop spiritual accountability groups at local and district levels. [2013 - 2014]
- Create/Use models/pathways of engaging discipleship. [2015 - 2018]

2.b – Growing Healthy Churches and Ministries:

- 7 new self sustaining Hispanic churches. [2017 - 2022]
- 3 new churches in Santa Ana, Moreno Valley, San Diego. [2017 - 2022]
- 4 new churches in Pasadena, Long Beach and Santa Barbara. [2017 - 2022]
- 7 revitalized churches per district every quadrennial. [2013 - 2017]
- Mandatory Stewardship Trainings and funding development strategies. [2012 - 2022]
- Organizational Development in every Hispanic Congregation. [2012 - 2022]
- Incorporation of Covenant on Shared Facilities in Hispanic Congregation at present sharing facilities with others and establishment of a path for facilities inheritance for Hispanic Congregations when needed. [2012 - 2022]

2.c – Vital Worship that transcends generations, cultures and traditions:

- 5 Contextual Musical trainings during the 10 years strategic plan. [every other year beginning in 2012 - 2022]
- Worship Leaders as interns to clone new worship leaders in local churches as a new model. [every 3 years 2013 - 2021]
- Incorporation of all types of music (live, CD, music classes, etc.) for the liturgical and celebration life in the Hispanic context. [2015, 2019]
- 3 Multimedia training events, as well as Conference. [2013, 2016, 2021]
- 3 Training events on Liturgy and modern forms of worship (Dance, Mimes, etc) [2014, 2017, 2021]

2.d - Strong Spiritual Formation and Methodist Core:

- 4 Trainings of Methodist Polity, History and Doctrine. [2012, 2014, 2016 & 2018]
- Training on the 5 Vows of Membership: attendance, devotion, gift, service, sharing & praying. [2012 - 2022]
- 5 Walk To Emmaus Ministries in Spanish during the next 10 years. [2012 - 2022]

- Use of resources from BCD to earmark Hispanic Ministries funds in new Hispanic's Ministries Development. [2012-2022]
- Implement a Capital Conference Stewardship Campaign in consultation with CFA, EMTS, and CHC with a goal to raise \$ 3,000,000 dollars over a period of 10 years for the Development of New Hispanic Ministries (\$ 300,000 per year) to cover the Comprehensive Strategic Conference Plan for Ministry with Hispanics. [2013 – 2016]

4.- Empower fruitful leaders in order to revitalize existing ministries:

- To establish a by annual 'Pastor's School Camp', to assist the pastors in keeping up to date with techniques, programs and trends that will allow them to continue being effective and fruitful in their appointed tasks as pastoral leaders. [2013-2022]
- To celebrate five Walks to Emmaus in Spanish during the Plan's life in order to develop a vital culture of discipleship, witness and serving. [2012 - 2022]
- To implement the Church Mobilization Program of the National Hispanic Plan at the beginning, middle and end of the Conference Plan projected life, to keep actualizing the life of every congregation in the redevelopment process. [2013, 2017 and 2022]
- To celebrate and evaluate a Stewardship Program every year during the Plan's life with a full membership participation as a goal using different existing models. [2014-2022]
- To conduct every three years a Pastoral Leadership Evaluation with the participation of SPRC, District Superintendent, Hispanic District Committee and DPAS Committee. [2014. 2017, 2020]

A Resource Center for Transformational Leadership Development [known before as The Hispanic Methodist Academy [Conference Rule No. VII – Organizations: A, 1, 2 & 3]:

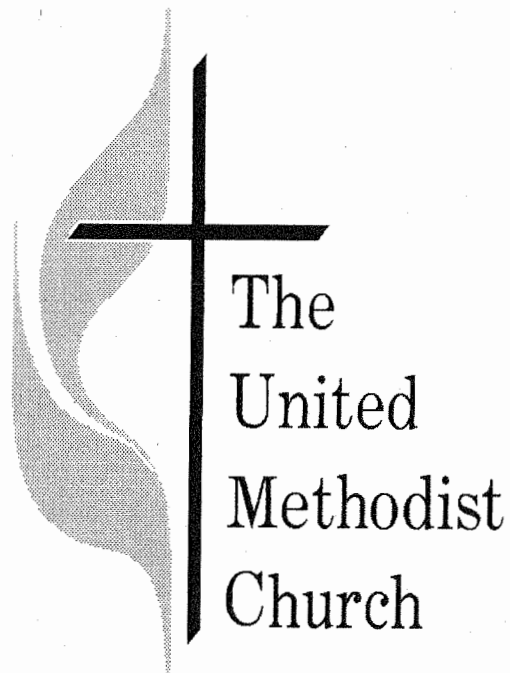
For the last 2 quadrennial the Cal-Pac Annual Conference hoped to establish a Hispanic Methodist Academy, knowing that this will be critical for the preparation of the needed laity and clergy leadership (local pastors and continuing education) and we can all read that intention in the Conference's Rules in our Journal on item VII Organizations:

A.- Academia Metodista Hispana.

1. Ultimate goal of the Conference is the establishment of the Academia Metodista Hispana as a training center for Hispanic laity and clergy, directed toward the development of new Hispanic congregations; with a full time Dean.
2. The Dean will work under the Council, in collaboration with the Mission Director, to provide training at a basic level leading toward attainment of Lay Missioner, Diaconal Minister, and/or Ordained Ministry status.
3. Pending the appointment of a Dean, the Mission Director will give leadership to the Council in providing training for persons called to the ministry.

- d.- The Program considers the fact that the new church/ministry will assume more every year on their share of the budget and that by the middle of the second quadrennial the new church or ministry will be receiving only 10%-15% of the total budget for their] operational budget. And that it will be completely self supporting by the end of the second quadrennial of the life of the new church or ministry.
- e.- It is also expected that the local host congregation will see itself as part of this missional effort and that by it they will cooperate with proper in kind assistance during the first years of the project and will not see itself as in a owner-renter relationship with the new church growth/ministry that shares the use of their facilities or that has become parts of their outreach to the community were the UMC present congregation dwells.

**"This Is A Strategic Conference Plan For All United Methodist
Congregations In The California Pacific Annual Conference!"**



Appendix No. 2:

Conference Resolution: June 2010.

RESOLUTION:

CAL-PAC ANNUAL CONFERENCE STRATEGIC, COMPREHENSIVE PLANS FOR HISPANIC/LATINO MINISTRIES.

(Financial Implications: To be determined at Annual Conference 2011)

WEREAS, God calls us to proclaim God's mighty acts (1 Peter 2:9) and to be good stewards of God's manifold grace, serving one another with whatever gift each has received (1 Peter 4:10), and to organize ourselves for the work of ministry. (Ephesians 4: 7-13); and

WHEREAS, our United Methodist heritage integrates missional action with organizational support; and

WHEREAS, *The Book of the Discipline – 2008* declares that “the mission of the Church is to make disciples of Jesus Christ by proclaiming the good news of God's grace and thus seeking the fulfillment of God's reign and realm in the world” (§ 121) and that “each annual conference is responsible to focus and guide the mission and ministry of The United Methodist Church within its boundaries by... envisioning the ministries necessary to live out the mission of the church in and through the annual conference; ... providing encouragement, coordination, and support for the ministries of nurture, outreach, and witness in districts and congregations for the transformation of the world;... developing and strengthening ethnic ministries, including ethnic local churches and concerns;... providing for advocacy and monitoring functions to ensure that the church is consistent with its stated values.” (§ 608.1, 3, 5, 6.); and

WHEREAS, according to the 2006 United States census analysis, the people group in the United States called Hispanic/Latino has increased 56% from 2000 to 2006 and projected to be 35% of the United States population by 2030; and

WHEREAS, these figures represent and under count and do not reflect information about undocumented persons; and

WHEREAS, according to the General Board of Global Ministries Office of Research's analysis of the census data, every annual conference of the United Methodist Church in the United State has within its boundaries a growing Hispanic/Latino population (in the state of California is 39% of its total population at the present time); and

WHEREAS, for more than four quadrennial the General Conference approved time and again the National Plan for Hispanic Ministry as a mission initiative of the whole church, and it is a comprehensive plan of evangelization with Hispanic/Latino communities by the whole church; and

Appendix No. 3:

a-1 = District Superintendents:

Rev. Kathey Michelle Wilborn – Long Beach District; Rev. Cedrick Bridgeforth – Los Angeles District; Rev. Adiel A. DePano – Pasadena District; Rev. Bau Dang – Riverside District; Rev. Myron D. Wingfield – San Diego District; Rev. Mark Ulrickson – Santa Ana District; Rev. Catie Coots – Santa Barbara District; Plus: Bishop Mary Ann Swenson – Cal-Pac Conference Presiding Bishop.

a-2 = Leadership Team:

Rev. Gary Keene – CLT; Rev. Brian Suck-Boo Lee – CLT; Rev. Sandra Olewine – CLT; Rev. Terry Van Hook – CLT; Rev. Siosaia Tu’itahi – CLT.

a-3 = Conference Hispanic Committee:

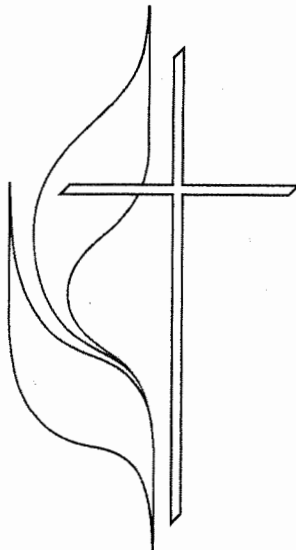
Ms. Ana Haydee Urda CHC; Rev. Emilio E. Müller – OLM/Staff; Rev. Joel Hortiles – L.A.M.A.G.;

a-4 = Hispanic Strategic Committee:

Ms. Leah Gallardo – CCO/Staff; Rev. Alexandro Vilches – Huntington Park UMC/LBD; Rev. Ivan Sevillano – La Trinidad UMC LAD; Rev. Ruben Esponda – Getsemani UMC SAD; Rev. Sergio Camacho – Orangethorpe UMC SAD; Ms. Vilma Cruz-Baez Pico Union Shalom LAD;

a-5 = Other Agencies Representatives from the Annual Conference:

Rev. Judy Chung – BCD; Rev. David Jamir – BCD; Rev. Jennifer Gutierrez – Urban Ministries; Rev. Kelvin Souls – NCDU/Staff.



Appendix # 5

Funding Proposal for Cal-Pac Comprehensive Strategic Plan:
Probationary Budget for the Plan: