

2018
ANNUAL REPORT

NATIONAL PLAN FOR
HISPANIC/LATINO
MINISTRY

OUR MISSION

LEADERSHIP DEVELOPMENT

Our commitment is to create more opportunities for Hispanic/Latinos to genuinely access a pathway to sit at the table as agents of transformation in society in the full establishment of God's Kingdom.

As we advance, Leadership Formation continues to be the heart of ministry - without it, the church cannot establish and nurture new congregations, address critical social issues and offer solutions, or develop effective strategies that can make significant impact in the life of the local church.

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FRAMING THE CONTEXT

“The moment you have a self at all, there is a possibility of putting yourselves first – wanting to be the center – wanting to be God, in fact that was the sin of Satan: and that was the sin that he taught the human race.”

*The Core of Corruption from Mere Christianity
C. S. Lewis*

C. S. Lewis, one of the most prominent theologians of the 20th Century, believed that the concept of religion as a personal experience was strongly inconsistent with the essence of belonging, an idea that has been re-affirmed since the time of the creation of humankind. **It’s because we all belong to His essence that we possess the inherent capacity of embracing each other and being part of His kingdom.**

In addition, he said that this idea of “being detached or selected” from the social-political context has precarious consequences for Christianity, particularly when it is intended to deny our direct participation as agents of change for the transformation of the world.

To disregard the current global madness, the imposition of values and rules that denigrates basic human rights, or the brutal indifference of our religious institution to the pain and sorrow of those who are victims of oppression in any form is a rejection of our basic mission as people of God and by consequence condemned by our denomination.

As active members of society and key leaders of the United Methodist movement, we, the leadership of the National Plan for Hispanic/Latino Ministry concur with the idealistic and practical conception of Paul, the apostle: “that we are all members of the same body...For in the one Spirit we were all baptized into one body...”[Corinthians 12:12].

It’s because of this deepest conviction that we define and understand the concepts of membership, mutuality, sharing and belonging beyond the boundaries of the misconstrued religious experience.

As residents of this nation and vital leaders of a global religious institution, we turn out to be promoters of the unequal distribution of assets, the cross racial, cross ethnic oppression and the bullying of people with a particular sexual identity when we adopt competitiveness and its path to the fullness of individualism as one of the values of His kingdom.

The endless promotion of individualism is one of the fundamental pillars utilized by the current administration to infuse the evil of this world by:

1. Glorifying bold individualism
2. Trivializing the denigration of human sexuality
3. Decriminalizing family fragmentation
4. Increasing the need for belonging

As an echo of what society is all about, some segments of our connection continue to deny others the right to serve, clothed in issues of race, ethnicity or sexual identity, which continuously corrupts our mission: *to create relevant opportunities for all people to genuinely access a pathway to sit at the table as agents of transformation in society in the full establishment of God’s Kingdom.*

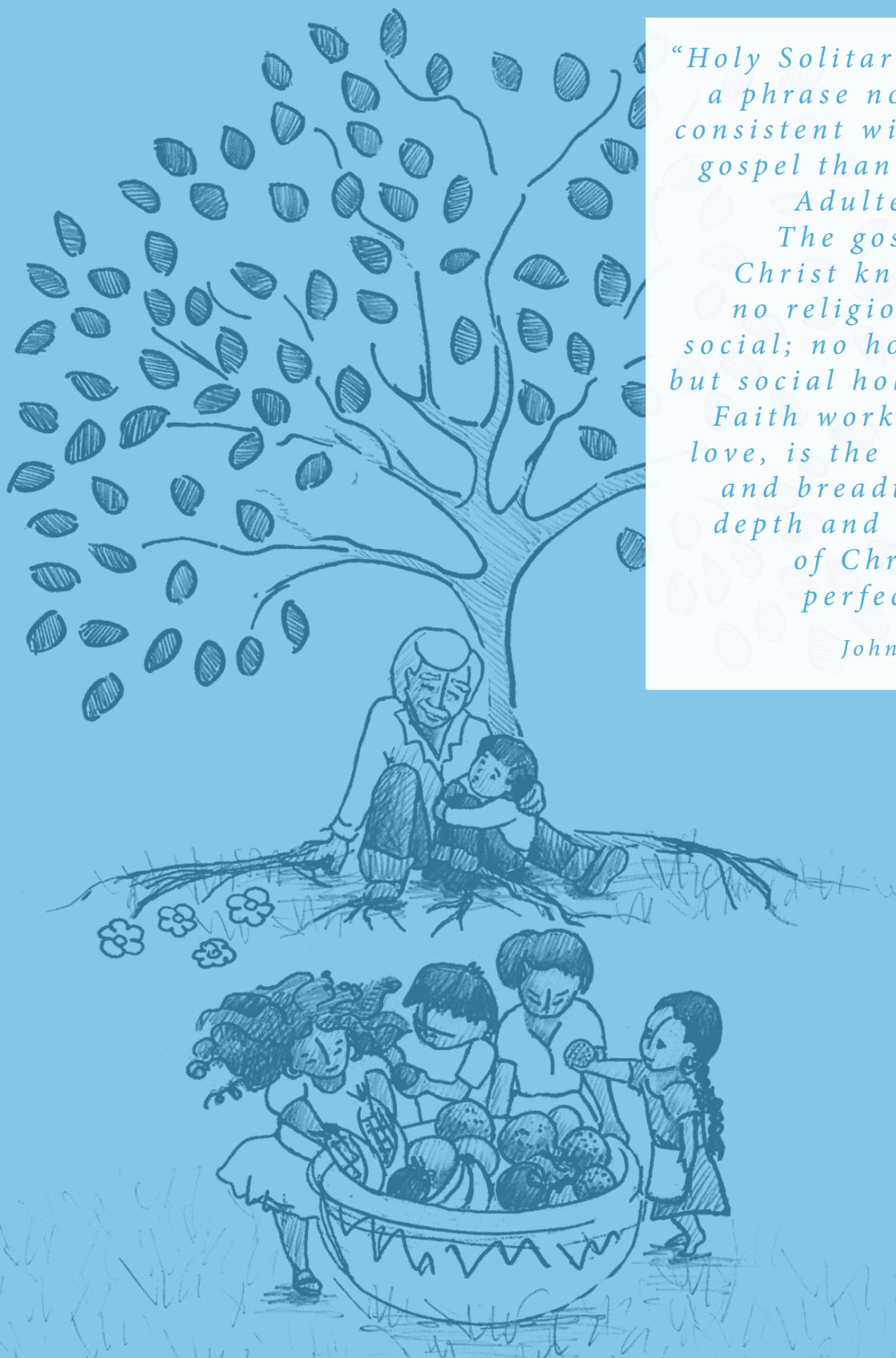
**The National Plan for
Hispanic/Latino Ministry
October 2018**

“Holy Solitaries” is a phrase no more consistent with the gospel than “Holy Adulterers.”

The gospel of Christ knows of no religion, but social; no holiness but social holiness.

Faith working by love, is the length and breadth and depth and height of Christian perfection.”

John Wesley



GLORIFYING BOLD

individualism

For too long, Washington has tried to put us in boxes. They separate us by race, by age, by income, by place of birth, and by geography. They spend too much time focusing on what divides us. Now is the time to embrace the one thing that truly unites us. America!

- President-Elect Donald Trump. December 1, 2016. Cincinnati, Ohio

Nationalism, which Trump's speechwriters called "the doctrine of patriotism," is a lot like individualism. Everyone — liberals and conservatives alike — embraces individualism in the abstract because it implies the notion that people are responsible for their own actions and should be free from unjust coercion. But liberals and conservatives typically have very different ideas about what individualism means in practice.

At times we have fierce disagreements about how that theory is put into practice. Just as Jeffrey Dahmer and Charles Manson were individualists following their own path, states such as North Korea and Iran are acting on their own interpretation of "sovereignty" and "patriotism." Henry Nouwen proposes an alternative:

" There is a great wisdom hidden in the old bell tower calling people with very different backgrounds away for their homes to form one body in Jesus Christ. It is precisely transcending the many individual differences that we can become witnesses of God who allow his light to shine upon poor and rich, healthy and sick alike. But it is also in this encounter on the way to God that we become aware of our neighbor's need and begin to heal each other's wounds..."



Our Theological Task is Contextual and Incarnational

It is grounded upon God's supreme mode of self-revelation — the incarnation in Jesus Christ. God's eternal Word comes to us in flesh and blood in a given time and place, and in full identification with humanity. Therefore, theological reaction is energized by our incarnational involvement in the daily life of the Church and the world, as we participate in God's liberating and saving action.

BoD ¶105

The staff and board members of the United Methodist national ethnic plans currently engage in a process of discerning and creating new forms and methods that can help advance the fulfillment of the supreme call toward the transformation of the world beyond the year 2020. As the denomination anticipates a possible dismemberment resulting from the 2019 special session of General Conference because of issues relating to human sexuality, the national plans continue to construct a path for the entire connection to unify in light of the complexities of our current age.

We, the diverse communities represented by the six national ethnic plans, are persuaded by God's spirit that our unity rests in our diversity of color, race, language and theological and cultural perspectives. Unity is not a divine miracle but the result of our own efforts to honor the distinctiveness of each context and ethnic communities by embracing them, just as the creation nurtures and embraces us all with unlimited benevolence and care.

First, this mutual effort and comprehensive process must be compatible with the purposes of our respective ethnic plans. Secondly, those unique purposes must reflect a multitiered and multicultural partnership program design. Our obedience to the divine mandate is the only force behind our confidence, which will be sustained by working on partnership program development together. We will take intentional steps toward the production of synergy, the inherent by-product of interactive encounters with both internal and external partners.

The respective staff and appropriate board and committee members will continue to represent their own ethnic plans across the connection and will respond to the needs of our church partners in appropriate and relevant ways. Our strategy will manifest a clear programmatic context and expression of the total mission of The United Methodist Church.

Bishop Sally Dyck
Presiding Bishop

On behalf of the six national ethnic plans of the United Methodist Church

The Northern Triangle

Global conditions regarding migration are staggering - there are 65 million people displaced worldwide. An unprecedented number of people are being forced to migrate to escape war, poverty, the impact of climate change and persecution.

The location in the world that have witnessed the heaviest dislocations in just the last several years has been in Central America moving both northward to the US and south again.

In 2014, almost 70,000 unaccompanied children from the Northern Triangle countries of El Salvador, Guatemala, and Honduras made the treacherous journey to cross into the United States. While alarming in its own right, this figure does not accurately reflect the magnitude of out-migration from the Northern Triangle.

The 2016 Legislation calls the National Plan to:

Understand and monitor the unfolding situation affecting global migrants and the nations that send, transit, and receive them.

Seek and develop new partners to raise awareness and respond to the global migration phenomenon.

Global Ministries

Global Ministries relates to a variety of churches in Latin America and the Caribbean including autonomous Methodist denominations and ecumenical organizations. Missionaries are placed in collaboration with indigenous churches. Projects range from schools in the mountains of Chile to clean-water projects in Haiti; from clinics in Mexico to ministry among street children in Brazil. There is a strong focus is on maternal and child health, and ministries with young people.

The global migration crisis is a tremendous concern for Global Ministries. Every day, thousands of people leave and flee their homes in search of a better life for their families. Global Ministries is committed to providing support for refugees, migrants, and asylum seekers from all over the globe through partnerships.

Partnership's Timeline

NOVEMBER 2015

GBGM, NPHLM staff met with the presidents of the Churches from Guatemala, Nicaragua, El Salvador y Honduras to address the "unaccompanied children" crisis.

JANUARY 2018

Strategic Planning Session facilitated by NPHLM staff in the Honduras Mission

JUNE 2018

Immigration workshop facilitated by NPHLM consultants in the Honduras Mission

OCTOBER 2018

Process to contextualize NPHLM's lay development curriculum to Central American context

DECEMBER 2018

Immigration workshop facilitated by NPHLM consultants and staff in the Honduras Mission



**Asociación para
la Educación
Teológica
Hispana**

A network of people and institutions that since 1992 promotes and certifies the quality of Hispanic theological education programs to contribute to the development of the leadership of women and men who strengthen congregations and communities.

As the United Methodist Church continues its desperate need to develop a new and vital generation of Hispanic/Latino ministers who are equipped – at the very least - with a basic understanding of the extensive range of world views, cultural backgrounds and theological perspectives represented in society today – and most in particular - within the Hispanic/Latino community in the U.S; the National Plan has partnered with AETH to design and implement the *Programa Capacitacion Contextual* to develop new systems of contextualizing our mission and role in society with greater agility than in the past.

INITIATIVE GOALS:

- 1. Establish a robust alternative pathway to theological education*
- 2. Develop new systems and processes to contextualize our mission and role in society*
- 3. Create new forms to facilitate dialogues and work with ministry candidates*

This alternative experience is key to the development of lay and clergy leadership, taking into account the historical moment of the Church in the face of such challenges of poverty, violence, and natural disasters.

The program is composed of eight courses at the master's level that will be offered over 3 years during the spring, summer and fall. By enrolling in this intensive hybrid program, the participants will commit to the common requirements of each class readings and reports prior to the face-to-face class, presence in an intense week of study, and a brief plan for a practical project after class.

PROGRAMA DE CAPACITACION CONTEXTUAL
First Course

La Historia de Ayer para la Vida de Hoy

*An overview of Christian history
and how it is interrelated with
the present.*

*From February 24 to
March 2, 2019*

*Dr. Justo González
Lecturer*

*Calvin Center
Hampton, GA*

Church Development



HONDURAS MISSION

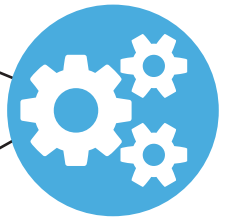
As the NPHLM continues its partnership with the Honduras Mission, at the beginning of the year, PATH 1 started to provide support through the NPHLM to assess the ministry in Honduras as part of a plan to better equip laity and clergy for church multiplication. The Honduras Mission has effectively multiplied churches through a “Mother Church” model centered at the Danlí Central Church, the first established UM church in Honduras. Path 1 was asked to assess their model as part of a longer-range goal of developing a strategic plan for planting new faith communities.

Youth Development

SENTIDOS

The working team, starting with Pax Escobar from Path 1 at DM and Naomi Annandale from DM, is in the process of developing a 10-month implementation plan with a desired outcome to offer transferable principles and processes as a result of phase one of this research project.

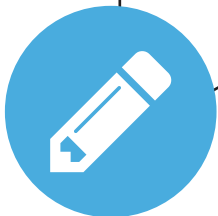
Because of the project's focus on appreciative inquiry, interviews were held during HYLEA and MARCHA emphasizing on understanding ‘how we can design better and more vibrant ministries for those already affiliated to the UMC?’



Laity Formation

CLM

The Certified Lay Minister program is a joint project between the General Board of Discipleship, the General Board of Global Ministries and The National Plan for Hispanic/Latino Ministry as recommended by General Conference 2016.



Lay Missioner



Certified Lay Minister

There may not have been a time in recent history when the church's response to migration issues mattered more.

The current executive branch of the United States has prioritized a strenuous immigration rhetoric and enforcement as part of their governing agenda. However, the struggles of migrant communities have always been there. Global migration is a historical and current concern of The United Methodist Church, addressed in the Social Principles and frequently by General Conference action. The latest legislation from General Conference calls the NPHLM to continue working closely with Global Ministries, the General Board of Church and Society, and the United Methodist Immigration Task Force to understand and monitor the unfolding situation affecting global migrants.

DESIRED OUTCOMES OF THE GLOBAL MIGRATION WORK OF THE UNITED METHODIST CHURCH

Empower United Methodists to respond to the needs of migrants and address the impact of forced migration upon their areas

Facilitate a growing engagement of bishops and other leaders in influencing global policy work related to migration

Generate opportunities for conference leaders to assist The United Methodist Church in understanding and addressing the root causes of forced global migration

Connect the whole United Methodist Church in the global work of the denomination

THE FOUR POINTS ALONG THE PATH OF GLOBAL MIGRATION WHERE SUPPORT CAN BE LENT TO HAVE COLLECTIVE IMPACT



Right to Stay

Facilitate people's capacities to transform the realities in which they live



Safe Passage

Support people's ability to travel safely along the migration corridors



Welcoming & Belonging

Work together to meet the needs of welcoming, integration and belonging



Support for the Returned

Support the dignified reintegration to the countries of origin

TRIVIALIZING THE DENIGRATION OF

human sexuality

In 2006, Tarana Burke coined the phrase "Me Too" as a way to help women who had survived sexual violence. Fast-forward more than 10 years, and the phrase has been reignited as the slogan of the anti-sexual harassment movement. A movement that has rocked some of the most powerful men in entertainment and politics. A movement whose timeline continues to rapidly build.

#MeToo

The UMC Social Principles state that "all people are persons of sacred worth. This calls us to honor the human dignity of all persons and we believe that it is the calling of the church to be about the eradication of all forms of suffering. It is our sacred obligation to work to end suffering everywhere, that all might be free. We do this in order to live into our calling to be the hands and feet of Christ in the world."

It is crucial that the Plan continues to honor the sacred experiences of children, women, and LGBTQ+ persons in their fullness as the Plan develops and implements its programs and resources. The courageous and marginalized voices do not only heighten the awareness and the magnitude of people's suffering but also the responsibility of the United Methodist church to garner support at a local and national level.



ANNUAL CONFERENCES RELATIONS

The Plan celebrates the substantial progress that The UMC continues to make in the area of collaboration and partnership with annual conferences in order to develop effective strategies for the formation of transforming communities.

8 new conference strategies

6 committees redefined

8 grant applications

| | DIALOGUE | COMMITTEE REDEFINED | STRATEGIC PLAN | GBGM MISSIONARY | GRANT |
|---|----------|---------------------|----------------|-----------------|-------|
| <ul style="list-style-type: none"> • Previously Established • 2018 Achievement ○ 2019 Goal | | | | | |
| NORTH CENTRAL JURISDICTION | | | | | |
| East Ohio | • | • | ○ | | |
| Illinois Great Rivers | • | | | | |
| Indiana | • | | | | |
| Michigan Area | • | • | • | • | • |
| Minnesota | • | | • | | • |
| Northern Illinois | • | • | • | ○ | • |
| West Ohio | • | • | • | | • |
| Wisconsin | • | • | • | ○ | • |
| NORTHEASTERN JURISDICTION | | | | | |
| Baltimore-Washington | • | • | • | | • |
| Eastern Pennsylvania | • | • | ○ | • | • |
| Greater New Jersey | • | • | • | | • |
| New England | • | • | • | • | • |
| New York | • | | | | |
| Peninsula-Delaware | • | ○ | ○ | | • |
| Susquehanna | • | | | | |
| Upper New York | • | • | ○ | | |
| SOUTH CENTRAL JURISDICTION | | | | | |
| North Texas | • | | | | • |
| Great Plains | • | | | | |
| Louisiana | • | | | | |
| Northwest Texas | • | | | | |
| Oklahoma | • | | • | • | • |
| SOUTHEASTERN JURISDICTION | | | | | |
| Alabama-West Florida | • | | ○ | • | |
| Florida | • | | | | • |
| Holston | • | | ○ | | • |
| Kentucky | • | | | | • |
| Memphis | • | • | • | ○ | ○ |
| North Alabama | • | | | | |
| North Carolina | • | • | • | | • |
| North Georgia | • | | • | | • |
| South Carolina | • | | ○ | | |
| South Georgia | • | | ○ | | |
| Tennessee | • | • | • | ○ | ○ |
| Western North Carolina | • | • | • | | • |
| WESTERN JURISDICTION | | | | | |
| California-Nevada | • | | • | | • |
| California-Pacific | • | | • | • | • |
| Desert Southwest | • | • | • | • | • |
| Oregon-Idaho | • | • | • | • | • |
| Pacific Northwest | • | • | • | • | • |
| Rocky Mountain | • | • | ○ | | • |
| Western Jurisdiction | • | • | • | • | • |

2018 ANNUAL CONFERENCE CONSULTATIONS

12

During 2018 the Plan consistently continued to accompany annual conferences and the global church to strategically align the resources available in the connection for the identification, recruitment, and training of a new generation of principled leaders for impacting their communities.

| | | N | D | J | F | M | A | M | J | J | A | S | O | N |
|----------------------|------------------------|---|---|---|---|---|---|---|---|---|---|---|---|---|
| NORTH CENTRAL | Minnesota | | | • | | | | | | | | | | |
| | Northern Illinois | | | | | | • | • | | • | | • | | |
| | Wisconsin | | | | | | | | | | | | | • |
| NORTHEASTERN | Baltimore-Washington | | | | • | | | | | | | | | |
| | New England | | • | • | | | • | | | | | | • | |
| | Peninsula-Delaware | | | | | | | • | | | | | | |
| SOUTH CENTRAL | Oklahoma | | | | | | | • | | | • | • | | |
| | Nashville Area | | | • | | • | • | | | | • | | | |
| | North Carolina | | | | | | | | • | | • | • | | |
| SOUTHEASTERN | South Georgia | | • | | | | | | | | | | • | |
| | Western North Carolina | | | | | | | | | | • | | | |
| | California-Nevada | | | | | • | | | | | • | | | |
| WESTERN | California-Pacific | | | | | | | | • | | | | | |
| | Jurisdictional Council | | | | | | | | | | | | • | |
| | Oregon-Idaho | | | | | | | | | | | | • | • |

2018 GRANT REQUESTS

Based on an assessment of current realities, prayers, consultations, and the praxis of everyday-life ministry with Hispanics/Latinos, the Plan continues investing efforts, energy and resources following the focus areas of ministry with the defined goals and objectives.

8
Applications

4
Jurisdictions

\$.9M
Total Investment

| | Annual Conference | Project | Request | Match | Total |
|------------------------------|--------------------|---|--------------|--------------|--------------|
| STRATEGY | New England* | Conference Strategy | 150.0 | 150.0 | 300.0 |
| | Northern Illinois | Conference Strategy | 60.0 | 60.0 | 120.0 |
| | Wisconsin | Conference Strategy | 72.0 | 150.0 | 222.0 |
| SOCIAL JUSTICE CENTER | Northern Illinois* | NW Chicago Social Justice Ministry Center | 25.0 | 71.0 | 96.0 |
| TRAINING CENTER | AETH | Expanding Capacity | 25.0 | 25.0 | 50.0 |
| YOUTH DEVELOPMENT | California-Pacific | Kid City Hope Place | 25.0 | 25.0 | 50.0 |
| | North Texas | Taos Civil Rights Pilgrimage | 15.0 | 15.0 | 30.0 |
| | Minnesota* | Youth Programming | 25.0 | 25.0 | 50.0 |
| | | | 397.0 | 521.0 | 918.0 |

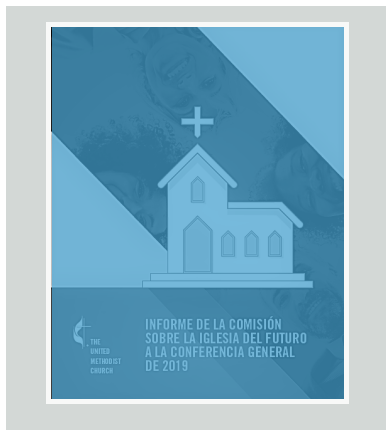
*Approved by Executive Committee on January 16, 2018

CURRICULUM DEVELOPMENT

With respect to Hispanic/Latino leadership and representation in local United Methodist churches, it is clear that The United Methodist Church is far behind in meeting the demands of society; our efforts are not commensurate with U.S. demographics.

COMMISSION ON THE WAY FORWARD REPORT

As a tool to inform and equip the United Methodist people whose primary language is Spanish, the report to the Special Session of the General Conference submitted by the Commission on a Way Forward was translated into Spanish. This project was done in collaboration with MARCHA and the Council of Bishops of the United Methodist Church.



2018 WORKSHOPS

APRIL 13-15
North Central Jurisdiction
Encuentro I | 51 Participants

APRIL 27-28
Michigan, Minnesota &
Wisconsin
Encuentro I | 39 Participants

NOVEMBER 9-10
Baltimore-Washington
Encuentro I | 20 Participants

NOVEMBER 16-18
Northern Illinois
Encuentro II | 40 Participants

**The heart of the
Plan's work is to
develop principled
Christian leaders
whose work is
relevant to the
realities and needs
of the current
generations of
Hispanics/Latinos
in U.S. and foreign
places.**

FACILITATORS WORKSHOP

During the month of September, the Plan gathered a team of seventeen facilitators representing different jurisdictions with the purpose of strengthening the Conferences strategies through the implementation of NPHLM curriculums, which include the Lay Missioner Program, Certified Lay Minister, among others specialized materials. The implementation of updated curriculums into the life of the annual conferences is vital for equipping leaders for relevant ministries.

5

Workshops
Held

150

Workshop
Participants

17

Facilitators
Equipped

DECRIMINALIZING FAMILY

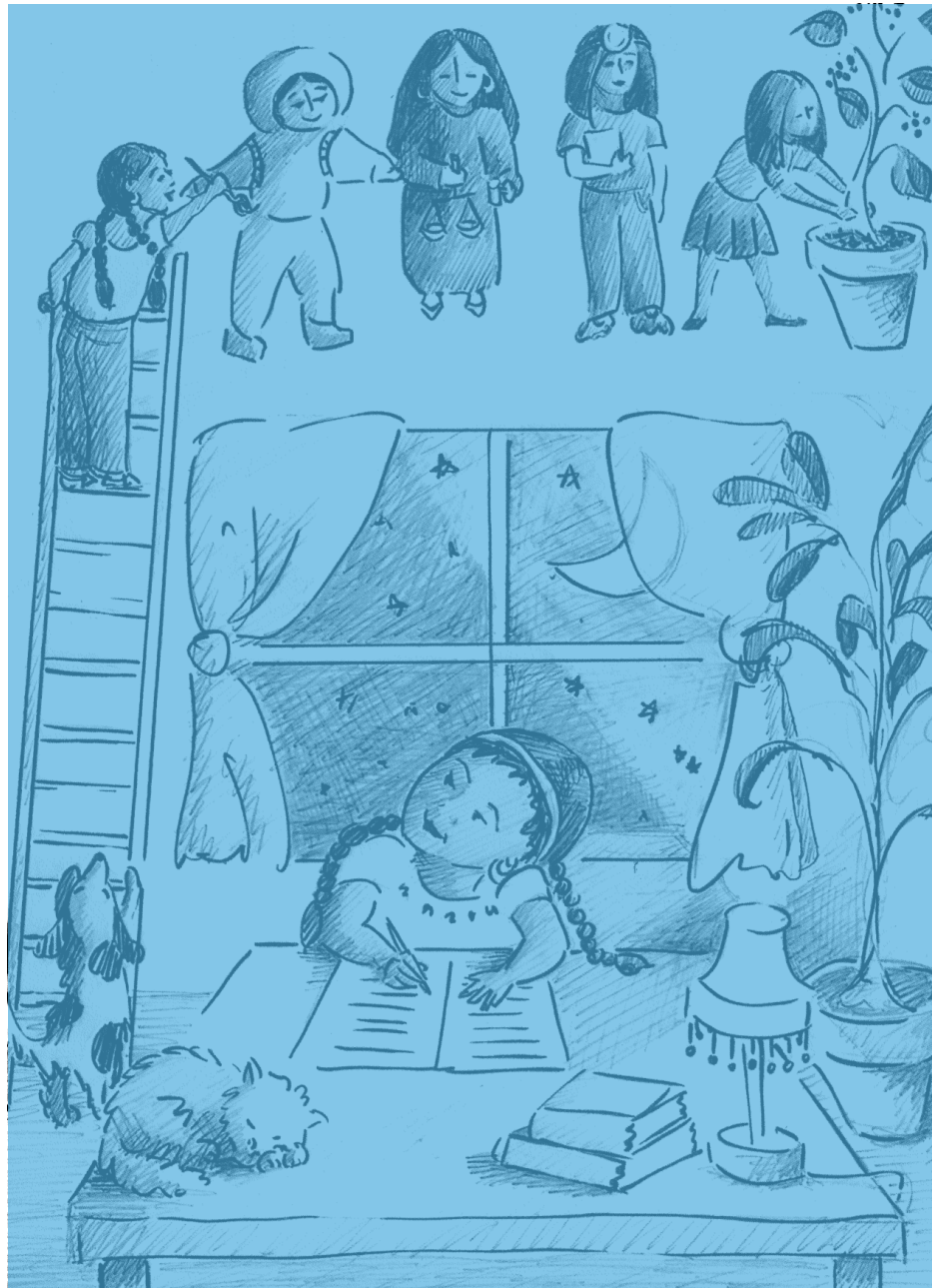
fragmentation

More than 600 members of the United Methodist Church issued a formal complaint against Attorney General Jeff Sessions, a fellow church member, charging that his "zero tolerance" policy on immigration violates church rules and may constitute child abuse.

The complaint charges Sessions with violating the United Methodist Church's Book of Discipline. The United Methodists' complaint lists four charges: child abuse, immorality, racial discrimination and "dissemination of doctrines contrary to the standards of doctrine of the United Methodist Church."

"The case against Sessions nevertheless raises wider questions for politicians across the religious spectrum. To what extent should religious organizations hold their members accountable for legislative positions they take on issues that defy their church's perspective? To what extent should political stances — be they on immigration, income inequality, abortion, or capital punishment — be held by religious institutions to the same, or higher, standards than personal or private behavior?"

For Wesley, the outreach of the church springs from working through a connectional polity based upon mutual responsiveness and accountability. Connectional ties bind us together in faith and service in our global witness, enabling faith to become active in love and intensifying our desire for peace and justice in the world.



THE NATIONAL COMMITTEE

We are an effort of religious people who carry relevant ideals and traditions that long to respond to the needs of society at large.

According to General Conference 2016, the National Committee on Hispanic/Latino Ministry is the entity responsible for overseeing and guiding the implementation of the NPHLM. These are the functions and responsibilities of the Committee:

- To set policy and direction for the development, implementation, monitoring, and evaluation of the NPHLM.
- To lead the church in the development of guidelines for grants and programs for Hispanic/Latino ministries.
- To coordinate responses to the National Plan of all the general agencies and annual conferences and facilitate interagency collaboration.
- To give direction and support to the Office of the National Plan.
- To promote and support the necessary ongoing research on issues affecting Hispanic/Latino communities and the mission of The United Methodist Church in these communities.
- To build a strong relationship with the holistic plan for Latin America and the Caribbean because of the global nature of these ministries.
- To make an oral report, in addition to a written report, to the 2020 General Conference of The United Methodist Church.

| | | CONFERENCE | JURISDICTION | | | | | ROLE | | GENDER | |
|---------------------------|-----------------------------|----------------------|--------------|----|----|----|----|------|----|--------|----|
| | | | W | NC | SC | NE | SE | L | C | F | M |
| COUNCIL OF BISHOPS | Bishop Sally Dyck | Northern Illinois | | • | | | | | • | • | |
| | Bishop La'Trelle Easterling | Baltimore-Washington | | | | • | | | • | • | |
| BOARD MEMBER | GBOD | Patricia Peña | | | | • | | | • | • | |
| | GBHEM | Eduardo Bousson | | | • | | | | • | • | |
| | GBGM | Ismael Ruiz-Millan | | | | | | • | • | • | |
| | GBCS | Raul Alegria | | | | | • | | • | • | |
| AGENCY STAFF | GBOD | Bener Agtarap | | | • | | | | • | • | |
| | GBHEM | David Martinez | | | • | | | | • | • | |
| | GBGM | Amy Valdez-Barker | | | | | | • | • | • | |
| | UMCOM | Gustavo Vasquez | | | | | | • | • | • | |
| | GBCS | Neal Christie | | | | • | | | • | • | |
| REPRESENTATIVES | MARCHA | Bishop Elias Galvan | • | | | | | | • | • | |
| | PUERTO RICO | Glorymar Rivera | | | | | | • | • | • | |
| | BRAZILIAN | Marcelo Gomes | | | | • | | | • | • | |
| AT LARGE | Rosy Rios | California-Pacific | • | | | | | | • | • | |
| | Dan Dick | Wisconsin | | • | | | | | • | • | |
| | Craig Nelson | Florida | | | | | | | • | • | |
| | Laurie Day | Rocky Mountain | • | | | | | | • | • | |
| | Ella Luna | Central Texas | | | • | | | | • | • | |
| | Natalia Olivares | Desert Southwest | • | | | | | | • | • | |
| NATIONAL OFFICE | Luis Velasquez | North Georgia | | | | | | | • | • | |
| | Lilia Ramirez | Tennessee | | | | | | | • | • | |
| | Manuel Padilla | North Georgia | | | | | | • | • | • | |
| | Francisco Cañas | California-Pacific | • | | | | | | • | • | |
| | | | 5 | 2 | 4 | 4 | 8 | 6 | 18 | 10 | 14 |

Based on more than twenty years of journey, we have learned that even as we are centered on local congregations, districts and Annual Conferences, there is much work to be done by the office of the National Plan outside the structure of the UMC.

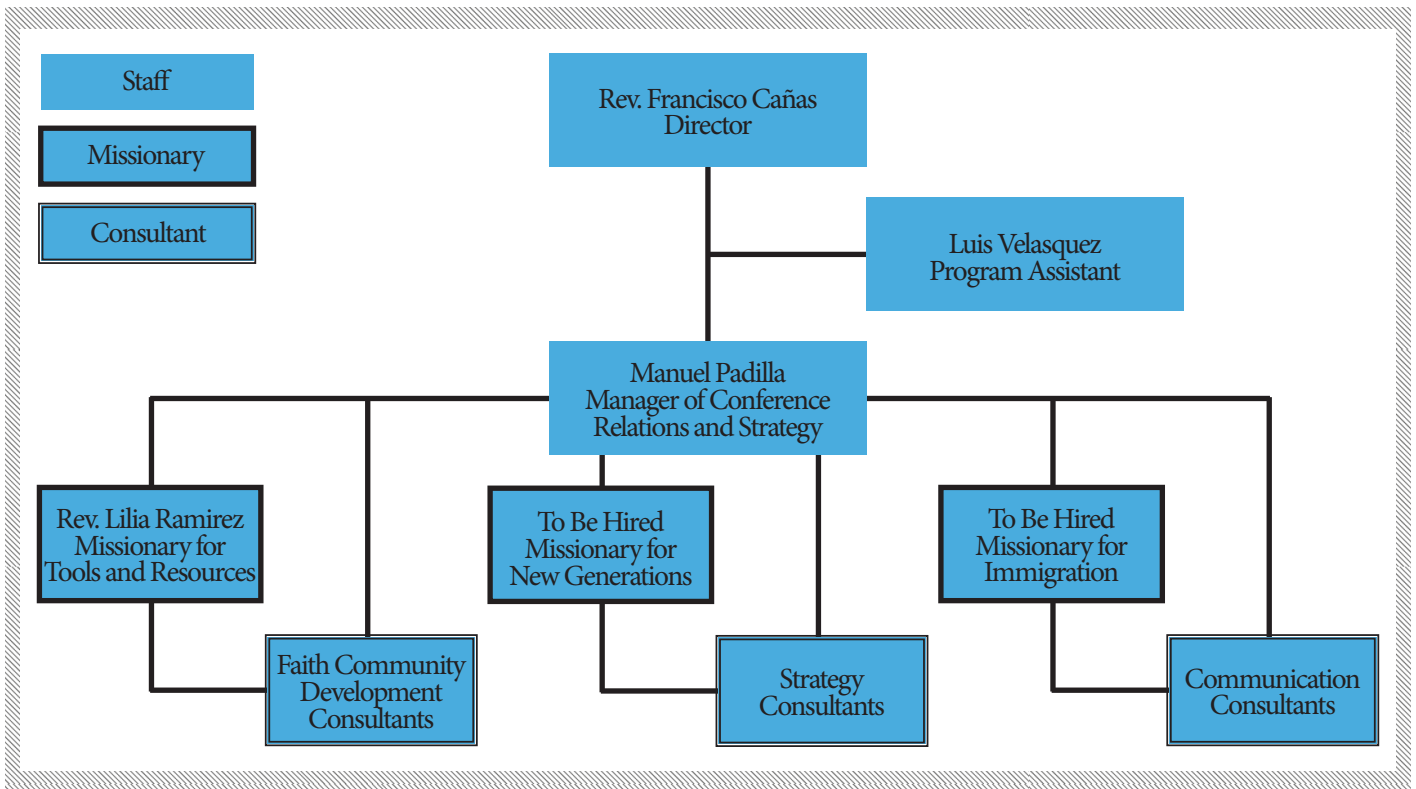
According to General Conference 2016 legislation; in order to fulfill the work of the NPHLM, a national office shall be continued with one full-time, unencumbered executive staff person, with additional staff as needed and financially possible, administratively placed within Global Ministries under the direction of the National Committee of the NPHLM.

The Director is needed to coordinate the work with the General Agencies, to facilitate interagency work as well as to develop and strengthen ecumenical relations and those with other organizations.

Only the national office can provide the regular communication and exchange of success stories asked for by annual conference leaders.

The current structure of the National Office proposes a Manager of Conference Relations and Strategy with support from three Global Ministries' Racial Ethnic Plans Missionaries and a grade of consultants to address the mission and programs assigned by General Conference. The teams are supervised by the Director and their primary function is the implementation of the National Plan within the Annual Conferences.

NATIONAL OFFICE STRUCTURE



FINANCES

The 2016 General Conference approved \$3,194,226.00 for the continuation of the implementation of the National Plan for Hispanic/Latino Ministry during the 2017-2020 quadrennium.

According to the 2016 General Conference approved legislation, all the funds allocated to Global Ministries through the NPHLM, with the exception of those funds designated for the national office, the coordinator, staff, and the National Committee of the NPHLM, shall be used for program initiatives to strengthen and support annual conference and local church ministries with Hispanic/Latino people, according to the priorities and criteria of the National Plan for Hispanic/Latino Ministry.

FINANCIAL REPORT

| | 2019 BUDGET | 2018 BUDGET | *2018 ACTUAL |
|--|---------------------|---------------------|---------------------|
| ANNUAL CONFERENCE STRATEGIES | \$357,000.00 | \$357,000.00 | \$179,212.90 |
| Annual Conference Grants | \$300,000.00 | \$300,000.00 | \$163,000.00 |
| Empowering First Generation of H/L | | | |
| - Consultant Fees | \$40,000.00 | \$37,000.00 | \$7,250.00 |
| - Consultant Expenses | \$17,000.00 | \$20,000.00 | \$8,962.90 |
| CHURCH GROWTH | \$210,000.00 | \$218,000.00 | \$60,811.06 |
| Ministry Team on New Places of Worship | \$40,000.00 | \$50,000.00 | - |
| Team Ministry Empowering Grants | \$150,000.00 | \$150,000.00 | \$55,758.78 |
| Brazilian Ministry | \$15,000.00 | \$15,000.00 | \$3,303.83 |
| Accompaniment | \$5,000.00 | \$3,000.00 | \$1,748.45 |
| MINISTRY WITH THE POOR | \$20,000.00 | \$20,000.00 | \$4,428.69 |
| Global Migration | \$20,000.00 | \$20,000.00 | \$4,428.69 |
| NATIONAL OFFICE | \$336,397.00 | \$339,897.00 | \$246,148.87 |
| Program Support | \$97,000.00 | \$103,000.00 | \$26,980.33 |
| Program Services | \$18,000.00 | \$18,500.00 | \$2,689.93 |
| Salaries and Other Benefits | \$221,397.00 | \$218,397.00 | \$216,478.61 |
| ADMINISTRATION COST | \$40,230.00 | \$40,230.00 | \$27,279.08 |
| GBGM Administration Cost (7.5%) | \$40,230.00 | \$40,230.00 | \$27,279.08 |
| TOTAL | \$963,627.00 | \$975,127.00 | \$517,880.60 |

*Report from 01-01-2018 thru 10-15-2018

For questions or concerns about the NPHLM Finances please contact GBGM's COO & General Treasurer Roland Fernandes (rfernandes@umcmssion.org)

INCREASING THE NEED FOR belonging

Political polarization simply measures overlap between the two parties. A high level of political polarization means that Republicans agree with Republicans and that Democrats agree with Democrats.

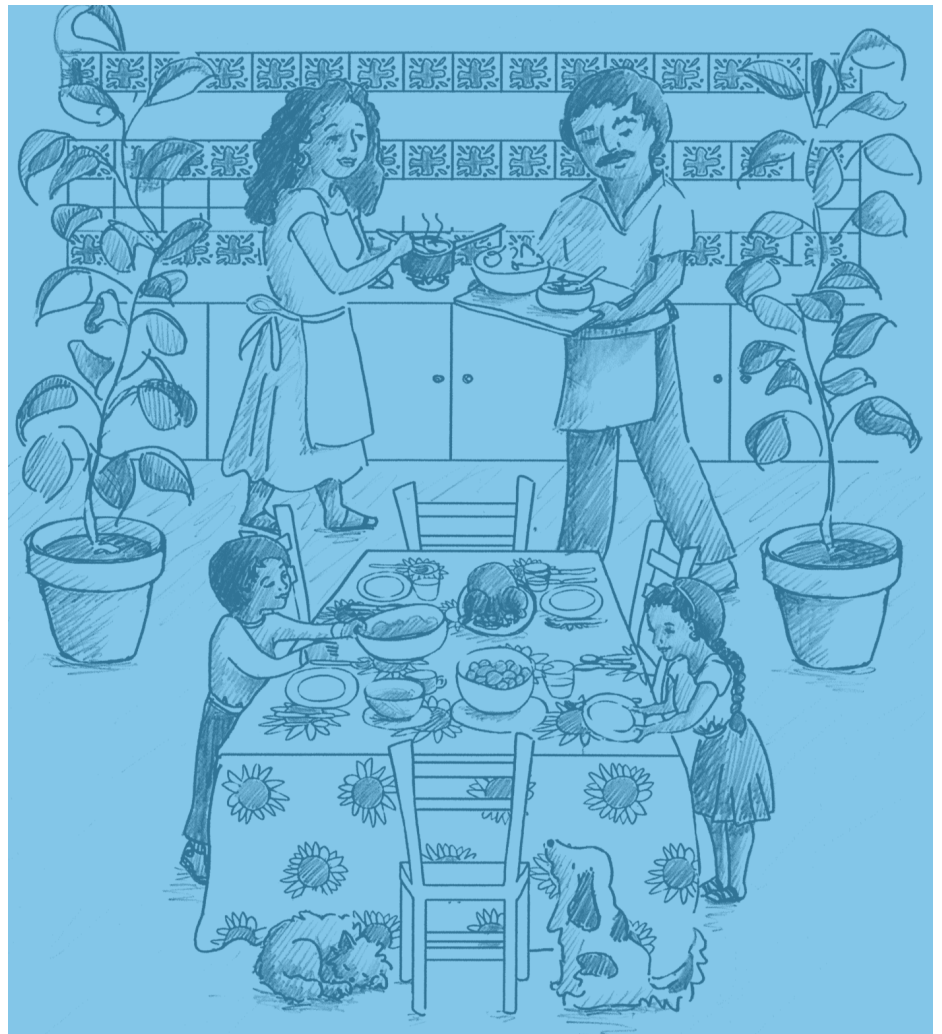
There was a time, not so long ago, when this wasn't true — when many elected Republicans agreed more with the Democrats than with other Republicans, and vice versa — and leading political scientists thought it a great crisis for our democracy.

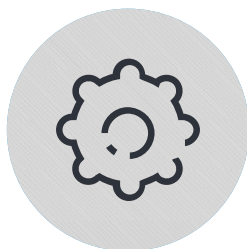
In 1950, the American Political Science Association's Committee on Political Parties released a report calling on the two parties to sharpen their disagreements so that the American people had a clearer choice when casting their ballots.

The political scientists eventually got their wish. According to the polarization measures, party polarization is higher in today's Congress than at any time since the late 1800s.

The problem with any type of polarization is that like-minded groups are prone on isolating themselves in order to advance their own interests and priorities.

The United Methodist Commission on the Way Forward provides another alternative: "We should be open to **new ways of embodying unity** that move us beyond where we are in the present impasse and cycle of action and reaction around ministry and human sexuality."





LEADERSHIP DEVELOPMENT

OBJECTIVE 1.1 ANNUAL CONFERENCE AND CHURCH STRATEGY DEVELOPMENT

Accompany annual conferences and the global church to strategically align the resources available in the connection for the identification, recruitment and training of a new generation of principled leaders for impacting in their communities.

OUTCOME

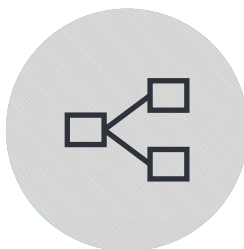
At the end of the 2017-2020 quadrennium, there will be a minimum of 24 annual conference strategies developed and in implementation. In addition, there will be a regional Central America strategy in the process of implementation.

OBJECTIVE 1.2 EMPOWERING FIRST GENERATION HISPANIC/LATINO LEADERS

Strategically identify, recruit and train new leaders for ministry among members of first generation of Hispanic immigrants to address the needs of their ever-changing local communities

OUTCOME

In collaboration with the annual conferences, train a minimum of 480 Spanish-speaking lay missionaries



CHURCH GROWTH

OBJECTIVE 2.1 MINISTRY TEAMS FOR NEW PLACES OF WORSHIP AND COMMUNAL SERVICES

Intentionally identify, recruit and train Local Mission Teams (pastor-mentor and at least five lay missionaries) for ministry among members of second and third generation of Hispanic/Latino Americans, who will create new faith communities and community-based ministries.

OUTCOME

In concert with the annual conferences, train 480 second and third generation Hispanic and Latino American lay missionaries will be trained. They will be bilingual (English-Spanish or English-Portuguese) and with their primary language is English.

OBJECTIVE 1.2 MINISTRY TEAM EMPOWERING GRANTS

Provide financial grants to empower the unfolding ministries of the Local Mission Teams created by the ministry team formation process, and the pastor-mentor and lay missionary teams formed by the Module I-II process.

OUTCOME

Twenty seed and capacity-building grants will assist Local Mission Teams and annual conferences in the ongoing support and development of their new places and ministries for new people, particularly in the areas of youth ministry.



MINISTRY WITH THE POOR

OBJECTIVE 3.1 GLOBAL MIGRATION AND OTHER SOCIAL CONCERNS

Continue working closely with Global Ministries, the General Board of Church and Society (GBCS), and the United Methodist Immigration Task Force to understand and monitor the unfolding situation affecting global migrants and the nations that send, transit and receive them.

OUTCOME

Create a process for regular sharing of information and concerns on issues of global migration with the National Plan connection to improve the plight of migrants and a demonstrable reduction in the suffering, pain and anguish faced by poor, deprived and vulnerable migrants, especially children and women.

THE NATIONAL PLAN STRIVES TO REDIRECT CREATIVITY, ENERGY AND RESOURCES TO REINVENT THE WAY IT CONTEXTUALIZES ITS MISSION AND ROLE IN SOCIETY

Art developed by
Lisa Katzenstein
and The National Plan for
Hispanic/Latino Ministry



Hispanic/Latino Ministry

The National Plan for Hispanic/Latino Ministry

THE UNITED METHODIST CHURCH

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