

2020

Report

National Plan for
Hispanic/Latino Ministry



Open Hearts.
Open Minds.
Open Doors.

The people
of The United
Methodist
Church®

“
A Timeless Vision
in a Fractured World
”

Our Mission

Leadership Development

If the church is to recreate itself with the purpose of being relevant in the 21st century, it must be understood that the development and sustenance of digital communities, from the perspective of justice for the marginalized and disadvantaged, constitutes a direct participation in God's purpose for humanity.

The new process model for leadership development seeks to respond in a practical and effective way to the demands of today's society, through the use of the knowledge and skills of "*el pueblo*" in the digital age for the construction of the Kingdom of God on Earth.



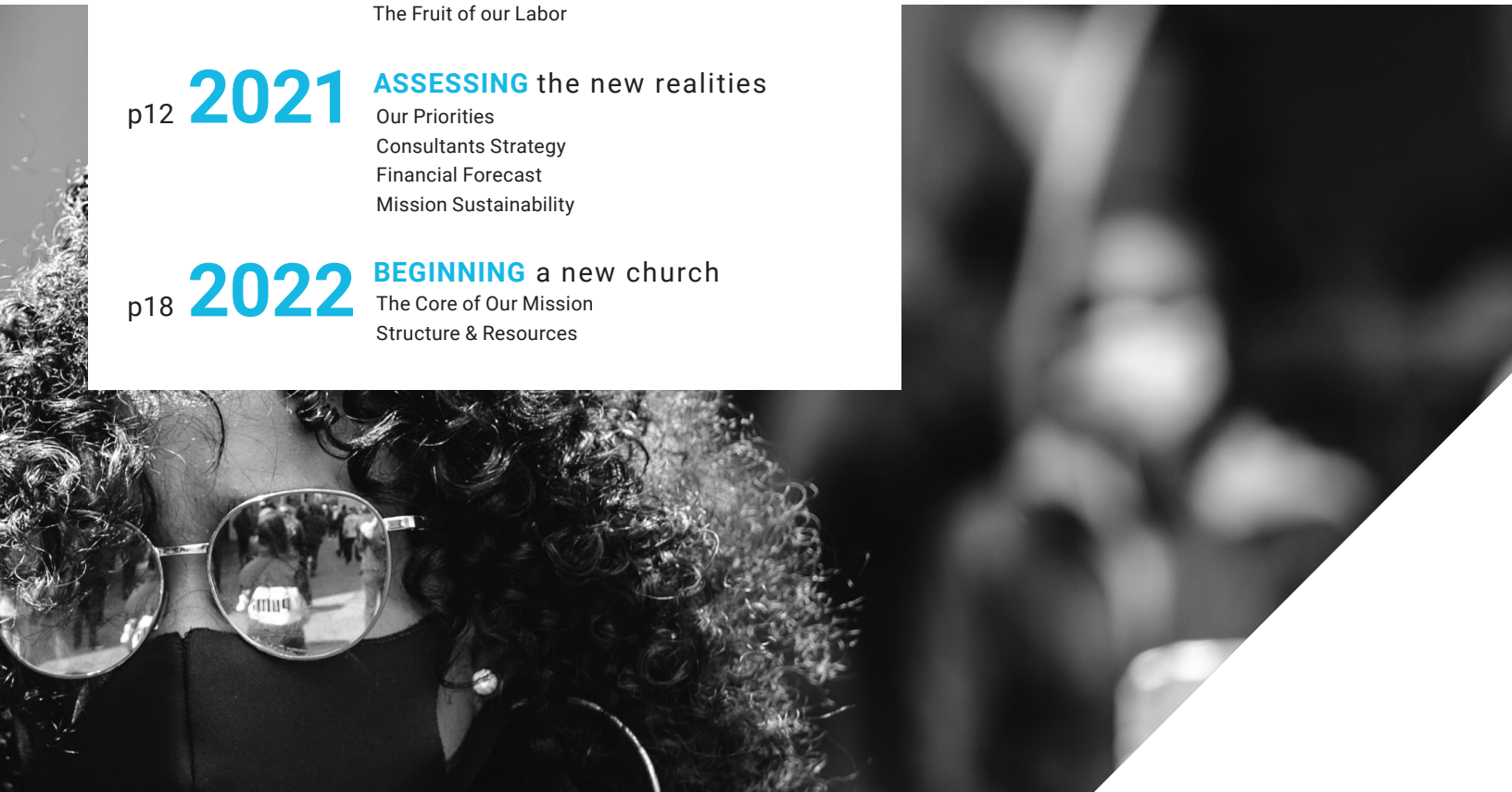
“


**Forget the former things;
do not dwell on the past.
See, I am doing a new thing!
Now it springs up;
do you not perceive it?**

”

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A TIMELESS VISION MAY BE SHAKEN, BUT ULTIMATELY IT CANNOT BE DEFEATED

The General Conference of 1992 reclaimed the Creator’s vision by asserting that the mission of the church is to be “discerning, unrestricted, and all-inclusive: wise and visionary in formulation, global in focus, and including all persons in God’s world.” The same year—more than three decades ago, The United Methodist Church faithfully birthed one of the six ethnic-national plans as part of God’s scandalous and enigmatic actions to reaffirm the inclusion of people from diverse cultural identities, family traditions, socio-economic status, sexual identity, and political affiliations.

The Lord of History continues yearning for the flourishing garden of dignity, equity and integrity for the entire creation. God’s commitment for a world full of abundant life has been infected by a pervasive and systemic sense of individualism that ignores the divine humanity with murdering the vulnerable, advocates family



separations, and caricatures the diversity of human experience. A crude tsunami of tragedies invade the consciousness of society and church as one by one—*notwithstanding their faith, race, or sexuality*—have been challenged to regather the shattered pieces in order to reimagine the sacramental meaning of life together.

The horizon that was once thought to be within a short reach seems vanished, yet the discovery of what was always there has emerged. Namely, the Hispanic/Latino Ministry Plan’s vision of Accompaniment and Service is created together with boundless courage with the underserved, underprivileged, and underrepresented for as long as it is needed.

Our vision continues to defy monolithic paradigms of life and ministry, particularly in the historical age that defines the 21st century. “Forget the former things: do not dwell in the past” has been exactly what the ethnic plans have been pursuing, as the consistent oppression toward people of color continues to demand new structures and models of service to each other (Isaiah 43:18). “See, what I am doing is a new thing! Now it springs up; do you not perceive it?” (Isaiah 43:19) persists a Creator whose vision longs for relevant leaders for the transformation of the world at such a time like this.

The following report is not only a confirmation that God is “making a way in the wilderness and streams in the wasteland” but also a roadmap to continue that discerning, unrestricted, and all-inclusive vision as we move on to new models and dynamics of the church in the third decade of the 21st century.

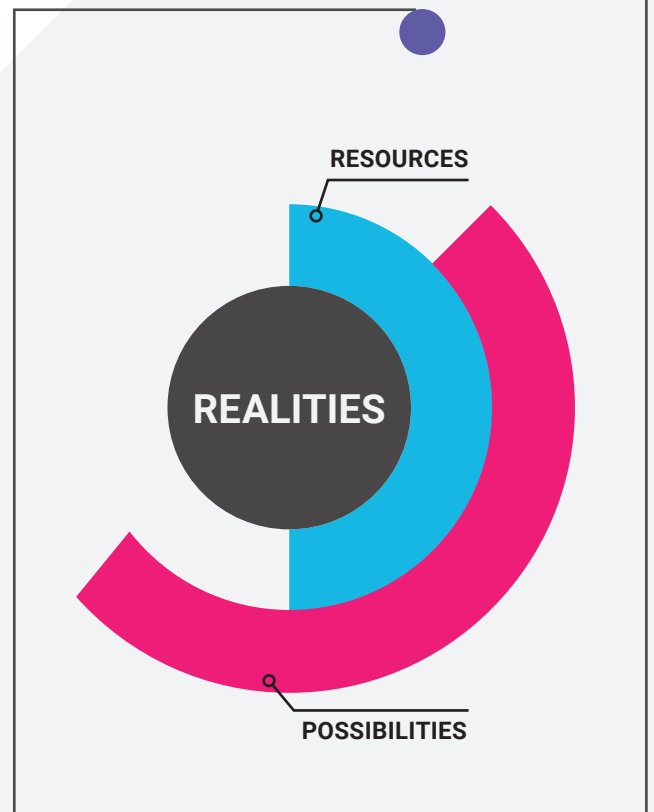


“
Our vision continues to defy monolithic paradigms of life and ministry, particularly in the historical age that defines the 21st century.

”

2020

Adapting to unexpected changes



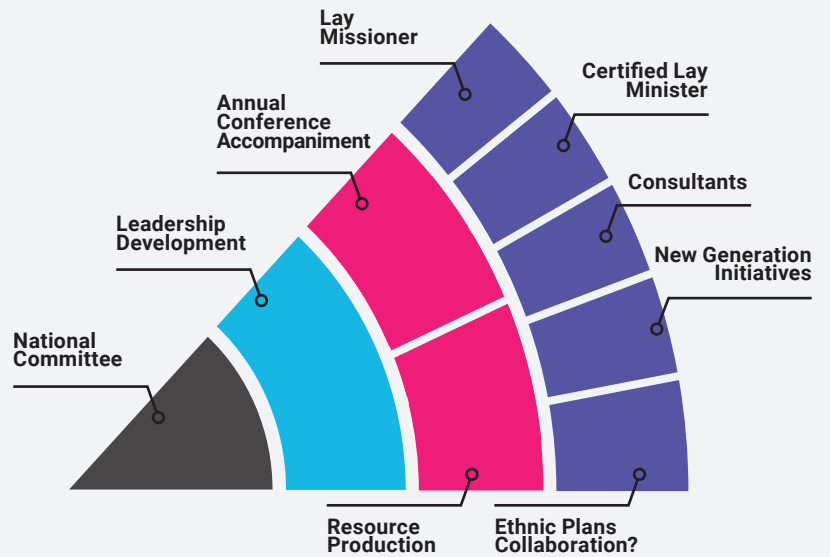


Our Response

As a mean to face the high levels of uncertainty that characterized the year, the National Committee decided to implement three major directives.

// Programmatic Priorities

To continue the process of Annual Conference Accompaniment in innovative ways while adjusting current resources and producing new that address the theology and praxis of contextual ministry.



// Fixed Costs

Adjust the organizational structure of the National Office by narrowing staff positions while capitalizing the Consultants Initiative as a mean to continue the implementation of the Plan.

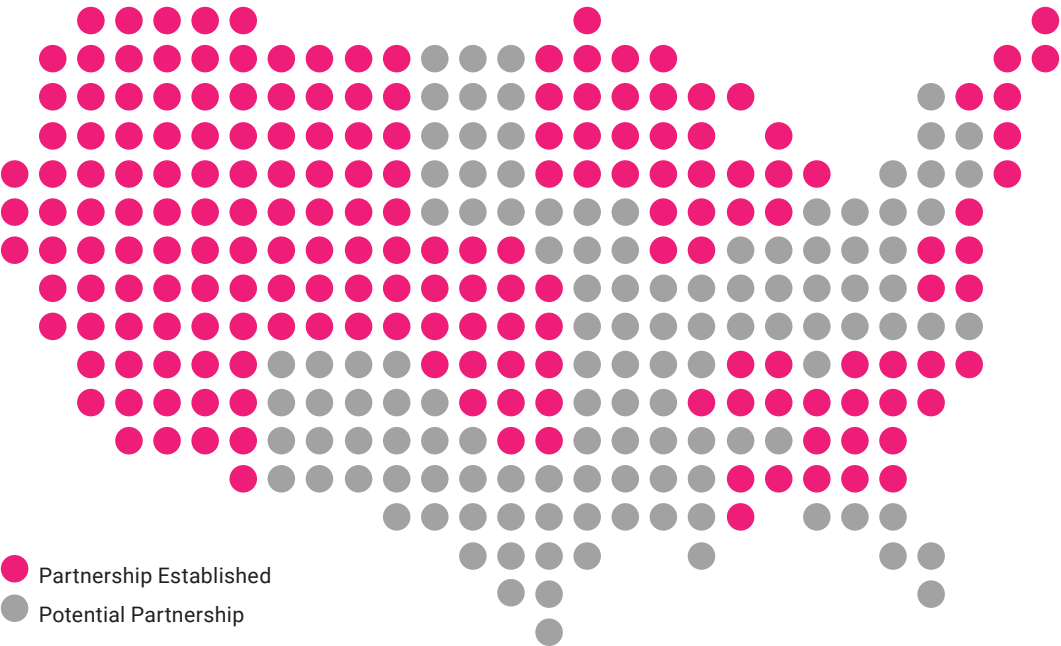
// Fundraising Strategy

Design a strong and realistic fundraising campaign to complement, expand and create programs and initiatives to continue implementing the vision of the Plan while ensuring long term sustainability.

2020 Budget Adjustments	OCTOBER 2019	FEBRUARY 2020	APRIL 2020
Grant	\$450	\$281	\$181
Program	\$234	\$167	\$133
Program Services	\$239	\$162	\$141
Administration	\$40	\$45	\$45
Total	\$963	\$655	\$500

Our Consistency

Regardless of the uncertainty of 2020, the Plan consistently continued to accompany annual conferences 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.



Annual Conference Partnerships

3

DIGITAL “ENCUENTROS”

4

ANNUAL CONFERENCES

72

PARTICIPANTS

- Previously Established
- ▶ 2020 Achievement
- 2021 Goal



DIALOGUE



DIGITAL WORKSHOPS



STRATEGIC PLAN



GBGM MISSIONARY



MATCHING GRANT

JURISDICTION	Area	DIALOGUE	DIGITAL WORKSHOPS	STRATEGIC PLAN	GBGM MISSIONARY	MATCHING GRANT
NORTH CENTRAL JURISDICTION	Michigan Area	▶	●	●		●
	Minnesota	▶	●	●	●	●
	Northern Illinois	▶	▶	●		
	Wisconsin	▶	▶	●	●	●
NORTHEASTERN JURISDICTION	Baltimore-Washington	●	●	●		
	Eastern Pennsylvania	▶	●	●	●	
	Greater New Jersey	▶	●	●	●	●
	New England	▶	●	●	●	●
	Peninsula-Delaware	▶	●	●	●	●
SOUTH CENTRAL JURISDICTION	North Texas	▶				
	Great Plains	●	●			
	Oklahoma	▶	●		●	
SOUTHEASTERN JURISDICTION	Alabama-West Florida	▶	●	●	●	●
	Memphis	●		●		
	North Carolina	▶	●	●		●
	North Georgia	●		●		
	South Carolina	●		●		
	South Georgia	●		●		
	Tennessee	●		●	●	
Western North Carolina	▶		●		●	
WESTERN JURISDICTION	California-Nevada	▶	●	●	●	
	California-Pacific	▶	●	●	●	●
	Desert Southwest	▶		●	●	
	Oregon-Idaho	▶	▶	●	●	
	Pacific Northwest	▶	▶	●	●	●
	Mountain Sky Area	●	●	●	●	

The Fruit of Our Labor

Based on an assessment of current realities, consultations, and the praxis of everyday-life ministry with Hispanic/Latinos, the Plan continued to develop new resources following the prioritized areas of ministry with the defined goals and objectives.



CENTRO DIGITAL PARA

DESARROLLO DE LIDERES

Plan para Ministerio Hispano/Latino

// curricula.nphlm.org

With the objective of using the knowledge and skills of “el pueblo” in the digital age, the Plan developed a platform to continue its mission of developing principled and relevant leadership.



LAY MISSIONER

// ENCUESTRO UNO

The first “Encuentro” consists of an introductory study in three main areas in the organization of local ministries for the development of ethnic communities.

// ENCUESTRO DOS

The second “Encuentro” offers basic knowledge and skills for the development of relevant ministries in the context of the United Methodist Church.



CERTIFIED LAY MISSIONER

// MODULO UNO

This Module’s objective is to expand and clarify the understanding of the call for ministry’s theology, explore vocational aptitudes, and develop a ministry covenant.

// MODULO DOS

The second Module provides basic tools for four aspects of the practice of ministry: Leading Worship, Sharing Faith, Discipleship Ministries, and Caring for a Congregation.



INICIEMOS EL ENCUENTRO

Developed in partnership with the Korean Ministry Plan, this Small Group Ministry Training introduces and equips leaders to the process of Longing to Meet You.



CAMINATA A EMAÚS

In 2019 in partnership with the Upper Room, the Plan initiated the process to update, translate, and publish the five Emmaus Ministries manuals in Spanish.



PRINCIPIOS SOCIALES

In partnership with the General Board of Church and Society the Plan is making available the Spanish version of the 2020 revised Social Principles for the whole church to use.



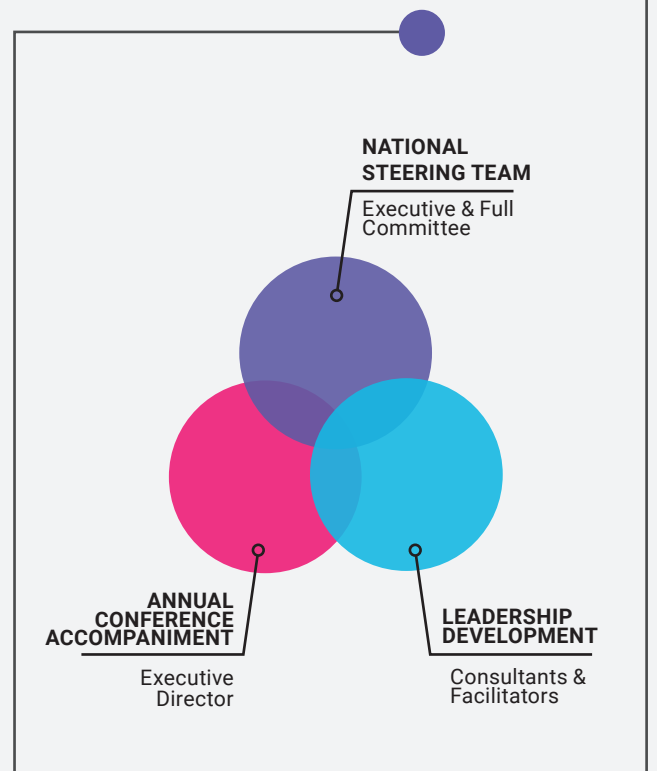
OUR CONEXIÓN PODCAST

A sacred space for dialogue that reflects the realities of ethnic communities where experiences and perspectives come together to contribute to the growth of our faith communities.



2021

Assessing the new realities

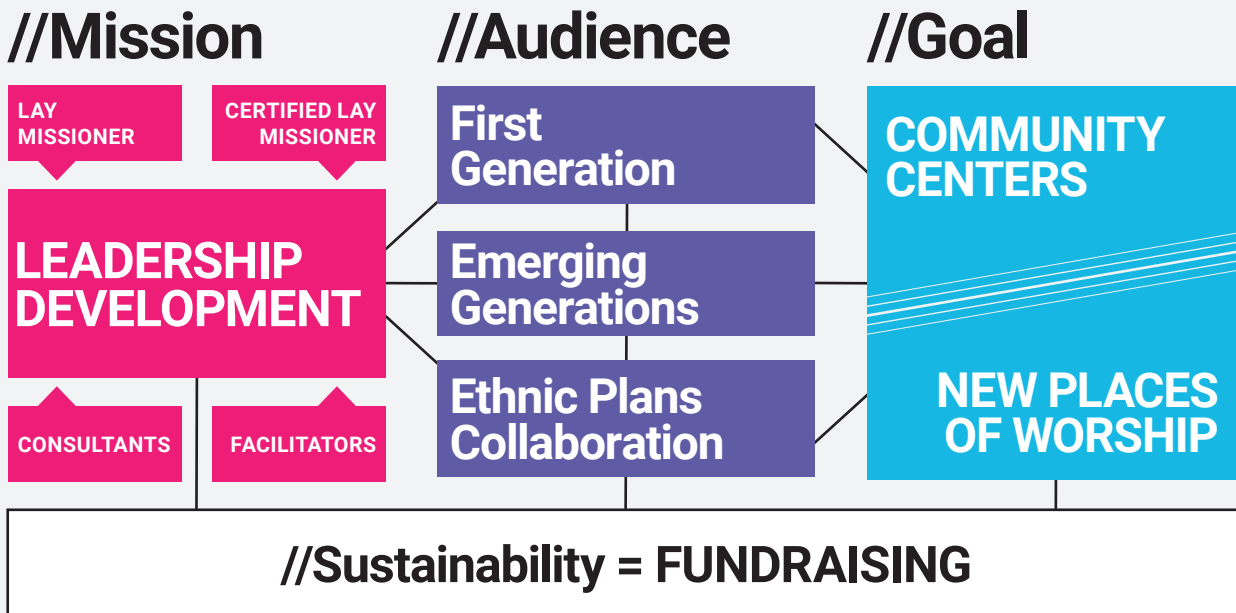




Our timeless vision may be shaken but it will not be defeated



The relevance of the church to transform the world depends on vibrant leadership, and to a great extent, the cultivation of laity into faithful disciples depends on committed and principled clergies who are bold enough to see the Christ in the other. It is by this conviction that the Plan is confident that the presented goals and recommendations will make the United Methodist Church become the source of the vibrant leadership needed to face a world that is consumed with social-political and religious divisions.



The Consultants Strategy

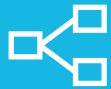
The establishment of new and innovative Hispanic/Latino Ministries is a priority for Global Ministries through the partnership with the Plan. One of the visionary and prophetic ways in which this partnership is moving the church to the future is by developing a core group of consultants. They collaborate with the national office and the annual conferences in the process of re-imagining and creating new places of worship, and transform the existing congregations on becoming relevant missional communities.



// STRATEGY CONSULTANTS

Serve annual conferences, districts and local congregations in the assessment, updating and design of relevant ministry strategies.

- Facilitate planning sessions.
- Aid conferences in their search for appropriate resources.



// WORKSHOP FACILITATORS

Lead processes to broaden the human and missional vision of the church while broadening knowledge and leadership skills for participants to become agents of change

- Facilitate face-to-face and digital workshops.
- Assist the process to continuously update the curricula.



// COMMUNICATION CONSULTANTS

In partnership with UMCOM, develop a team of younger and creative communicators to assist both the national office and UMCOM.

- Craft communicational content relevant to society to be published on NPHLM and UMCOM's outlets.

2021 Budget

	2020 WORKING BUDGET	2020* ACTUAL	2021 PROPOSED BUDGET
LEADERSHIP DEVELOPMENT	189,000	70,293	175,000
Leadership Development - NPHLM Programs/Grants	151,000	58,000	105,000
Consultants - Fees - NPHLM	30,000	11,460	50,000
Consultants - Exps. - NPHLM	8,000	833	20,000
CONGREGATIONAL MOBILIZATION	105,000	30,722	--
PROGRAM SUPPORT	40,000	22,351	13,000
Conference Meetings, Workshops	10,000	(2,832)	10,000
Publicity/ Gen. Conf. exps.	3,000	420	3,000
Missionaries Serving the NPHM	25,000	23,356	--
Travel (Missionary)	2,000	1,407	--
PROGRAM SERVICES / SALARIES & BENEFITS	225,522	156,911	183,021
Telephone, E-Mail, Faxes	3,000		3,000
Printing & Duplications	2,000		1,000
Postage	1,000		500
Office Supplies	500	5,275	700
Miscellaneous	1,500	537	1,000
NPHLM - Salary, Pension, FICA & Insurances	169,207	124,299	94,715
NPHLM - Travel	10,000	3,760	15,000
NPHLM - Consultant Expenses	--	4,064	34,220
NPHLM- GBGM Administration Cost (7.5%)	38,315	18,976	32,886
TOTAL	\$559,522	\$280,278	\$371,021

* Report from 01-01-2020 thru 10-06-2020

Mission Sustainability

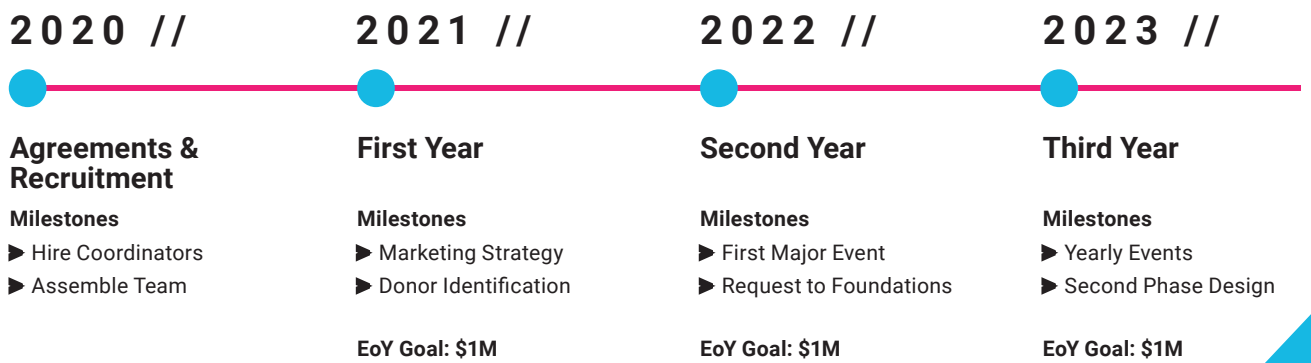
The Way Forward

In light of the realities of the new decade, uncertainty, and volatility seen in society and in the United Methodist Church, Hispanic/Latino Ministry requires a solid platform to continue that discerning, unrestricted, and all-inclusive vision of equity and integrity for the entire creation.

In this new paradigm of Hispanic/Latino ministry, we understand the caucus as a key ministry partner because of its call to advocacy and political role in the United Methodist Church. The Plan will continue to fulfil its programmatic duties within and outside the Connection.



Proposed Timeline



Overall Goal:
3 Million Dollars



Budget

The yearly budget is expected to be shared by MARCHA, the Plan and the Campaign itself.

Personnel/Counsel	\$ 125 K
Marketing	\$ 69 K
Events	\$ 139 K
Support	\$ 11 K
Total	\$ 344 K

“

The main purpose of the 25th Anniversary Celebration was not only to highlight the historical partnership between MARCHA and the NPHLM, but also to continue the critical process of inducing, developing and organizing relevant strategies to help our church shift its presence to the heart of its communities – a place where we know is not always fully engaged.

”

2022

Beginning

a new church



QUADRENNIAL BUDGET

General Board of Global Ministries	\$3,143,830
Conference Teams for Strategic Development	
Ethnic Plans Collaborative Initiatives	
New Places for Worship & Communal Service	
Program Coordinator Office	
Administrative Fees	
National Committee Training	
Grand Total	3,143,830

CONNECTIONAL TABLE'S PROPOSAL



Maintain Funding Levels

already printed in the proposed budget legislation for GC 2020. This would mean that the Plan would be exempt from any further reductions.



Make the Plan Fixed Charges

of the World Service budget as opposed to on-ratio, which would insure funding no matter the fluctuations in the payment of apportionments.

2022-2024 GOALS

Leadership Development



Conference Teams for Strategic Development

The Hispanic/Latino Ministry Plan will provide a process of acompañamiento (accompaniment) to annual conferences and the global church to strategically develop diverse teams at conference level. The objective of these teams is to lead the process of aligning resources available in the connection for the identification, recruitment and empowering of a new generation of principled leaders to impact their communities. This process is facilitated by the Plan by providing technical and financial assistance, and through the deployment of consultants and facilitators.

// Annual Conference Accompaniment

//// Strategy Teams and Grants

// First Generation H/L Leaders

//// Lay Missioner

//// Certified Lay Minister



New Places for Worship and Communal Service

Based on the challenges and opportunities of the ethnic communities in the 21st century, New Faith Communities must be understood as places of freedom to share and build community that will transform people and society from the perspective of God's Reign. The goal is to develop and equip leadership who will promote full congregational development by sharing faith, challenging each other, and seeking ways to be involved in whatever forms of ministry and advocacy for justice the Lord requires in their communities.

// Community Centers

// New Faith Communities with Emerging Generations



Ethnic Plans Collaborative Initiatives

The Plan will continue to invest energy and resources to strengthen ethnic and multicultural churches to grow with vitality and life-giving love by strategically reaching those in need through innovative methods in true partnerships, especially with youth and young adults.

// Ethnic Plans Collaborative Initiatives

Structures & Resources

The United Methodist Church's mission is to make disciples of Jesus Christ for the transformation of the world, a mission that calls all of us to go into a world of needs and challenges, in which the ethnic communities are now a priority. However, based on the experiences and assessments of previous quadrennia, the Plan is persuaded that God is calling the whole church to become fully engaged with all people to fulfil our United Methodist Church's mission.

GENERAL AGENCIES PARTNERSHIP

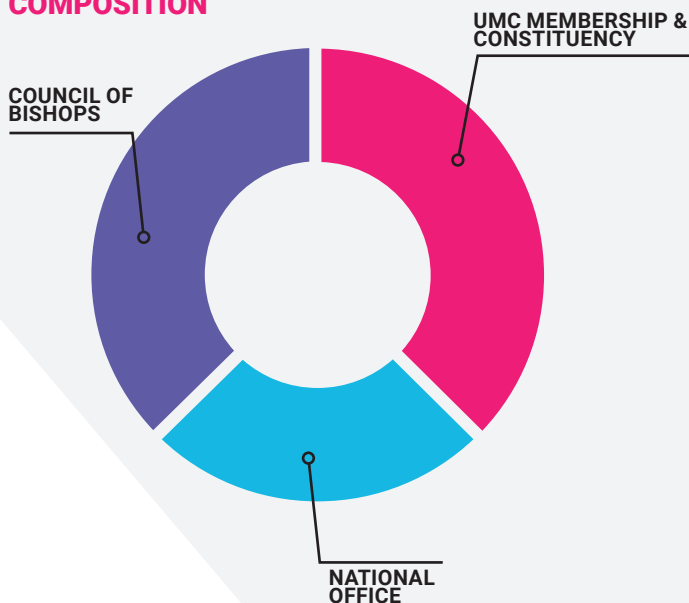
In ongoing collaboration with the Ethnic Ministerial Plans, each general agency is expected to continue collaborating in the implementation of their proposed programmatic goals and objectives for the 2021-2024 quadrennium, as described in this quadrennial proposal.

- 1** To provide processes of accompaniment to assist annual conferences on developing and assessing their strategic plans for ethnic ministries. This accompaniment will be based on guidelines developed under the direction of the respective Board or committees from each of the ethnic Plans by establishing holistic partnerships which includes financial and technical resources.
- 2** To design, create, contextualize, test, iterate, and implement programs, initiatives and resources that applies different methodologies to identify and respond to each particular ethnic community.
- 3** To design and produce contextualized written resources and workshops to address the systemic and structural issues related to ethnic communities such as immigration, health care, education, unemployment, housing and poverty, mass incarceration, retribution, and other social issues.
- 4** To support the licensing school for the development of missional placements by partnering with theological schools and general agencies to strengthen the Course of Study program.
- 5** To continue looking for alternative models of theological education for pastoral leaders with undergraduate United Methodist colleges, seminaries, and/or training centers to facilitate the pastors' transition for ordination.
- 6** To identify placement opportunities for missionaries that support the ethnic plans' stated strategies, priorities, and goals; and to recruit, train, commission, deploy, and accompany missionaries.
- 7** To promote and administer the National Challenge Fund for Hispanic Ministries and other pertinent fundraising initiatives recommended by the National Committee.

CURRENT NATIONAL COMMITTEE

The Plan recommends that the Committee on Hispanic/Latino Ministry Plan continues to be the entity responsible for overseeing and guiding the implementation of the HLMP and be composed of 15 members that reflect the broader constituency with regard to gender, age, lay versus clergy status, Hispanics/Latinos and non-Hispanics.

RECOMMENDED COMMITTEE COMPOSITION



FUNCTIONS AND RESPONSIBILITIES

- a.** To set policy and direction for the development, implementation, monitoring, and evaluation of the HLMP which include direct supervision of the Plan's office.
- b.** To lead the church in the development of guidelines for grants and programs for Hispanic/Latino ministries with the general agencies, seminaries, annual conferences, training centers, and others responsible for implementing components of the Plan.
- c.** To coordinate responses to the Plan of all the general agencies and annual conferences and facilitate interagency collaboration.
- d.** To undertake program initiatives in response to identified needs in collaboration with the general programmatic agencies, seminaries, training centers, and annual conferences.
- e.** To review grant applications and provide final approval of the distribution of funds allocated to the Hispanic/Latino Ministry Plan.
- To revise the existing guidelines, as needed, for the
- f.** Challenge Fund and to assist in the promotion of the Fund.
- g.** To promote and support the necessary ongoing research on issues affecting Hispanic/Latino communities and the mission of The United Methodist Church as a base for the implementation of programs.
- h.** To monitor and assist in the evaluation of programs in Hispanic/Latino ministries by the general agencies and annual conferences.
- i.** To build a strong relationship with a holistic strategy for Latin America and the rest of the globe.
- j.** To have a representative in the UM Immigration Task Force.
- k.** To make an oral report, in addition to a written report, to the 2024 General Conference of The United Methodist Church.

EXECUTIVE DIRECTOR OFFICE

In order to fulfill the work of the HLMP, a national office shall be continued with at least 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 HLMP. The executive shall be selected by the National Committee of the HLMP in consultation with Global Ministries.



Hispanic/Latino Ministry

The National Plan for Hispanic/Latino Ministry

THE UNITED METHODIST CHURCH

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nphlm.org

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