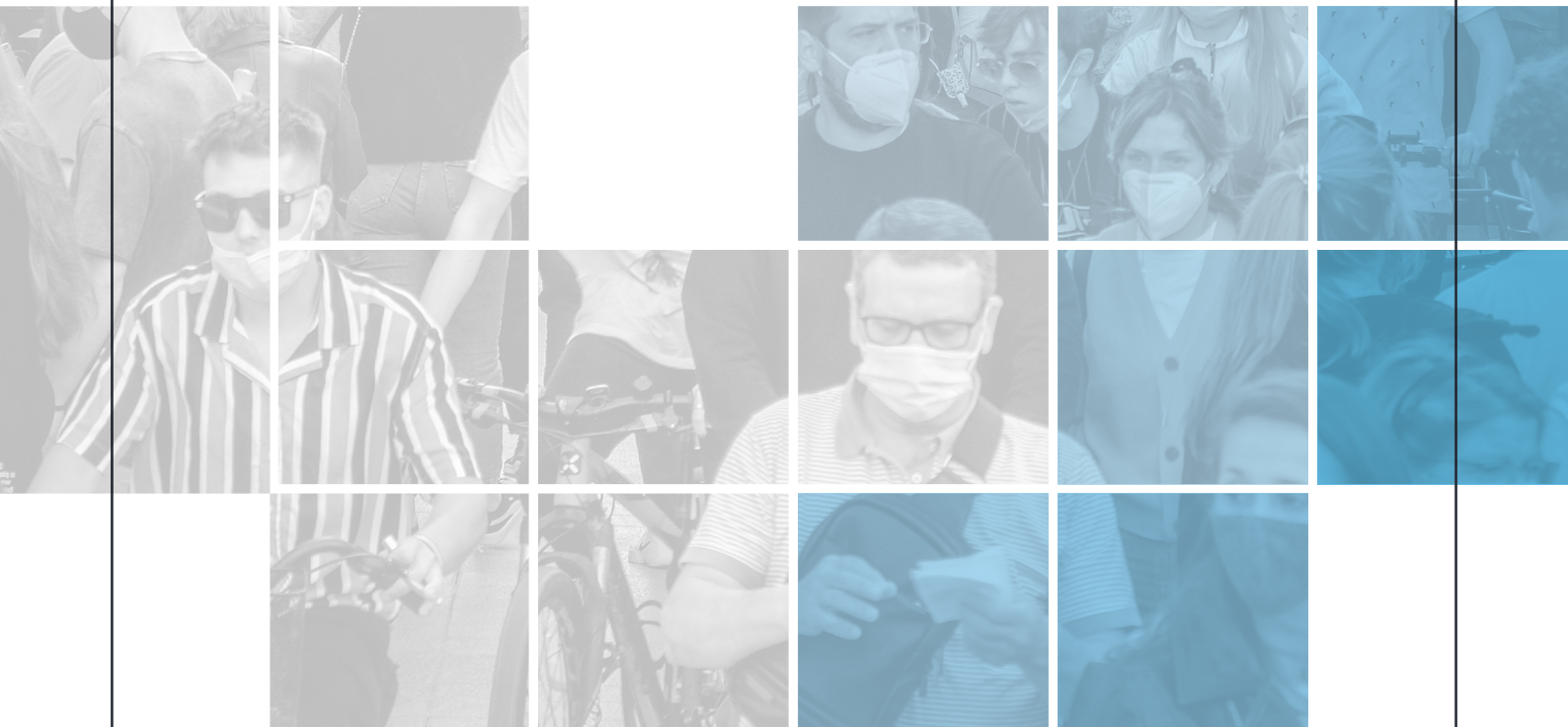


NATIONAL PLAN FOR **HISPANIC/LATINO** MINISTRY



Assessing
the new realities



Open Hearts. Open Minds. Open Doors.
The people of The United Methodist Church®

2021
Annual Report

our mission

LEADERSHIP DEVELOPMENT

For almost 30 years the National Plan for Hispanic/Latino Ministry has been preaching that 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.

After a multitude of challenges, victories, and defeats, we continue to believe that the relevant future of the church is founded in committed lay leaders waiting for an institution to see in them more than a charitable mission but to recognize and honor their leadership, the Christ in them.

KEY FACTS ABOUT U.S. HISPANIC/LATINOS IN 2021

4 in 5

ARE U.S. CITIZENS

80% of Latinos living in the country are U.S. citizens, up from 74% in 2010.

2 in 5

HAVE COLLEGE EXPERIENCE

About 42% of U.S. Hispanic adults ages 25 and older had at least some college experience in 2019, up from 36% in 2010.

7 in 10

SPEAK ENGLISH

72% of Latinos ages 5 and older spoke English proficiently, up from 59% in 2000.

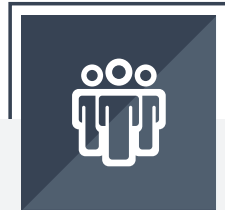
Source: <https://www.pewresearch.org/fact-tank/2021/09/09/key-facts-about-u-s-latinos-for-national-hispanic-heritage-month/>

our process



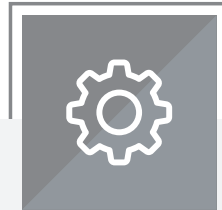
CABINET COVENANT

Statement of commitment for mutual accountability between the Annual Conference and the Ethnic Plan to implement the Leadership Development Program.



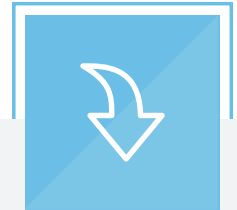
LAY LEADERSHIP DEVELOPMENT

The process 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 the "people/pueblo."



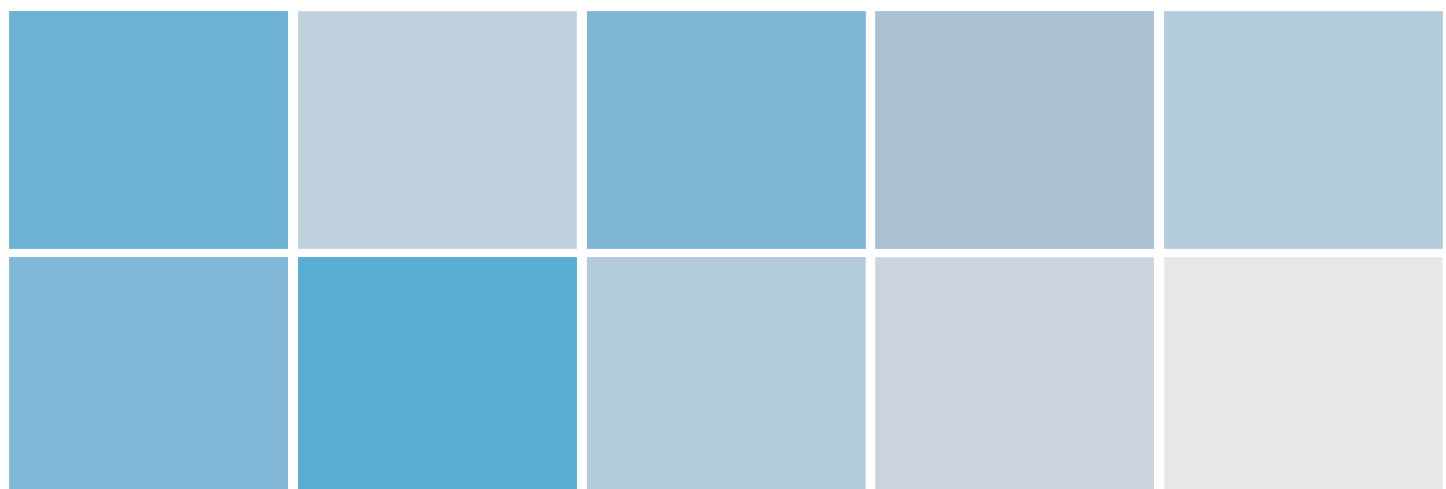
CONFERENCE TEAMS FOR STRATEGY

Out of the development process a diverse team is assembled at conference level with the objective to empower a new generation of leaders to impact their communities.



NEW PLACES FOR WORSHIP & SERVICE

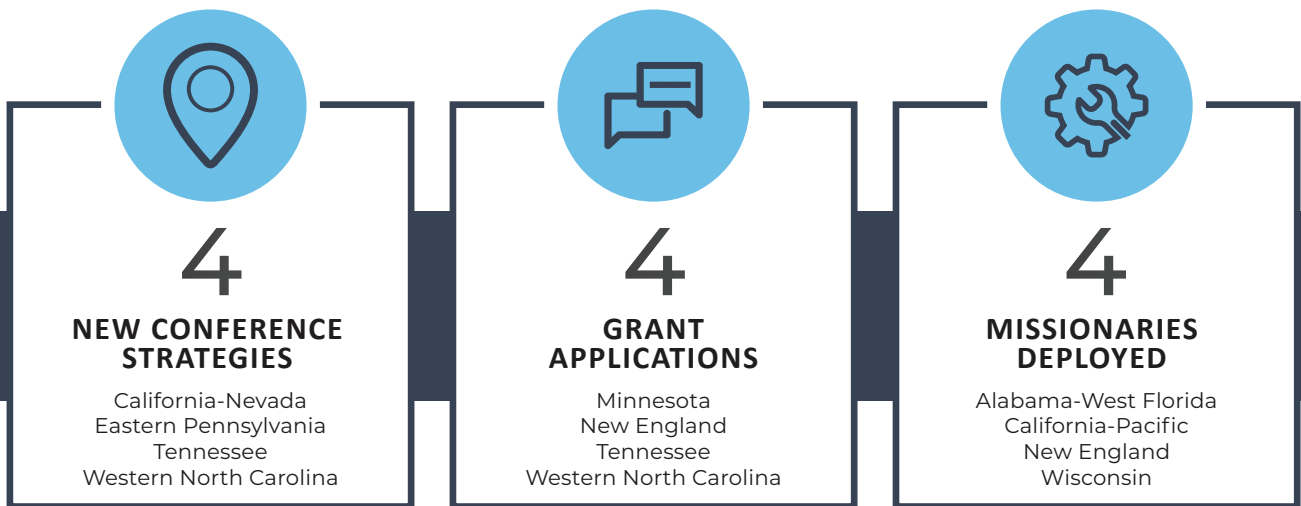
The end goal is the creation of places of freedom to share and build community that will transform people and society from the perspective of God's reign.



our task

Annual Conference Accompaniment

Regardless of the uncertainty of 2021, 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.



The Lay Missioner process is composed of two Encuentros that seek to equip with biblical, theological and practical tools those called to work as a team with their pastor in a specific ministry.



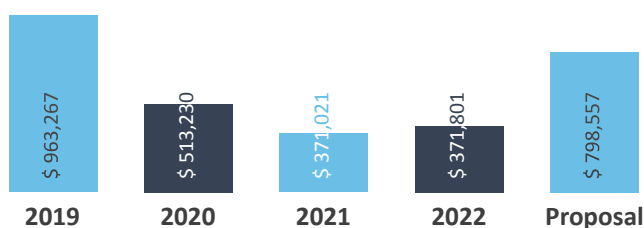
our financial statement

2021 BALANCE SHEET
Initial Balance \$380,178
Projected Income \$385,119
Projected Expenses \$371,021
Projected End Balance \$394,276

	2021 working budget	2021 actual expenses*	2022 proposed budget
LEADERSHIP DEVELOPMENT	175,000	75,059	155,000
Leadership Development - NPHLM Programs/Grants	105,000	37,619	105,000
Consultants - Fees - NPHLM	50,000	37,440	30,000
Consultants - Exps. - NPHLM	20,000	--	20,000
PROGRAMM SUPPORT	13,000	1,233	13,000
Conference Meetings, Workshops	10,000	942	10,000
Publicity/ Gen. Conf. exp	3,000	291	3,000
PROGRAM SERVICES	183,021	103,991	203,801
Telephone, E-Mail, Faxes	3,000	910	3,000
Printing & Duplications	1,000	--	1,000
Postage	500	--	500
Office Supplies	700	--	700
Miscellaneous	1,000	--	1,000
NPHLM - Salary, Pension, FICA & Insurances	94,715	79,122	149,715
NPHLM - Travel	15,000	--	15,000
NPHLM - Consultant Expenses	34,220	28	--
(%7.5) NPHLM- GBGM Administration Cost	32,886	23,962	32,886
TOTAL	371,021	180,181	371,801

* Report from 01-01-2021 thru 09-30-2021

ANNUAL BUDGET COMPARISON

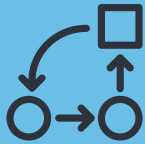


CONNECTIONAL TABLE PROPOSAL

The Connectional Table is proposing to maintain the funding levels of the budget legislation approved by General Conference while making the Plan's income "Fixed Charges" of the World Service Budget as opposed to on-ratio.

our 2022-24 institutional 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 OF 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

our projection for the future

COLORING OUR NEIGHBORHOODS

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.

By initiating a fundraising campaign from 2021 to 2024, the Plan for Hispanic/Latino Ministry projects to strengthen the life of our communities and make possible the prevalence of fairness and justice through the following initiatives.



EMBRACING THE FIRST GENERATIONS OF NEWCOMERS

To continue implementing processes of acompañamiento (accompaniment) to global and local communities and churches to strategically develop diverse teams of leaders. These teams' objective is to connect, identify, recruit, and empower a new generation of principled leaders to impact their communities. This process is facilitated by providing technical and financial assistance through the dynamics of dialogue.



OUTREACHING ACROSS GENERATIONS

Based on the challenges and opportunities of the ethnic communities in the 21st century, places of freedom to share and build community to transform people and society are required. The goal is to develop and equip leaders who will challenge each other by seeking ways to be involved in various forms of service in their local communities.



BRIDGING SOCIAL, ECONOMIC, AND RELIGIOUS REALITIES

By investing energy and resources in the ethnic and multi-cultural communities across the land, we intend to enrich the quality of life and understandings of the social, economic, and religious dynamics. The objective is to provide services by strategically reaching those in need through innovative methods in genuine partnerships, especially with youth and young adults.

our structure

Executive Director's Office

In order to fulfil the work of the NPHLM, 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 NPHLM. The executive shall be selected by the National Committee of the NPHLM in consultation with Global Ministries.

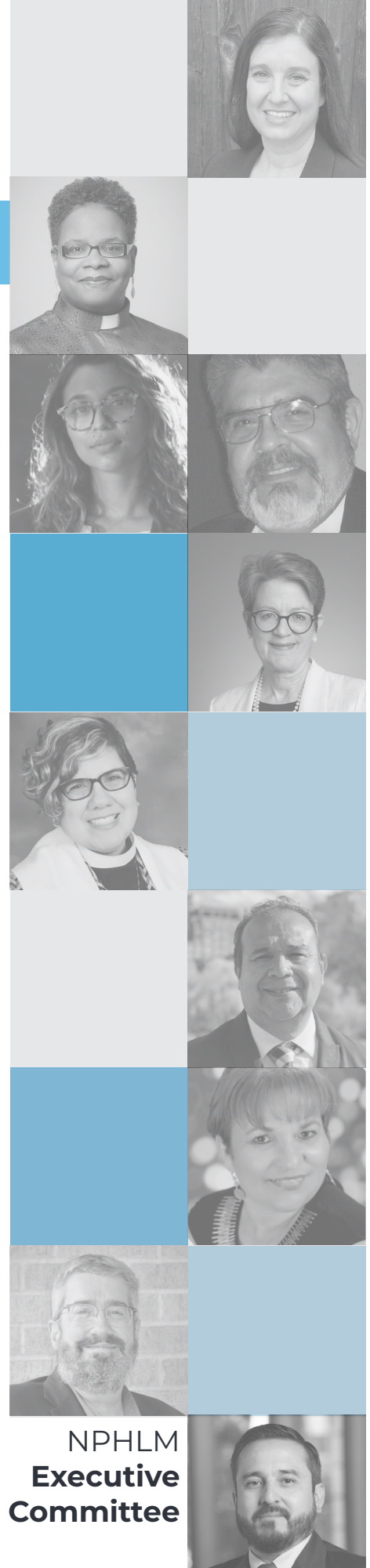
The primary responsibilities of the Executive Director is to work with the national committee of The National Plan for Hispanic/Latino Ministry in its coordination and oversee the implementation of all components of the national plan with general agencies and annual conferences.

THE NATIONAL COMMITTEE HISPANIC/LATINO MINISTRY

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.

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.



**NPHLM
Executive
Committee**

our structure & 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 PARTNERSHIPS

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 the 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.

STRENGTHENING OUR BONDS

In obedience to the supreme mandate to be one, we are confident that, by God's grace, the partnership between the National Plan for Hispanic/Latino Ministry and the General Agencies will become stronger by enhancing communication and clarifying roles and expectations.

The suggested collaboration process between the Plan and the General Agencies seeks to strengthen and support the ministries of annual conferences, districts, and local churches as they make disciples for the transformation of the world.

Q4

Priorities Identification

General Agency
General Secretary
Staff

Ethnic Plan
Executive Committee
Staff

Q1

Project Plan

General Agency
Staff

Ethnic Plan
Staff

Q2-3

Progress Review

General Agency
Staff

Ethnic Plan
Taskforce
Staff

Q4

Annual Report

General Agency
General Secretary
Staff

Ethnic Plan
Full Committee
Staff



nphlm.org

In a Journey of Accompaniment
& Service to Emerging Leaders



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Hispanic/Latino Ministry

The National Plan for Hispanic/Latino Ministry

THE UNITED METHODIST CHURCH