



THE NATIONAL PLAN
FOR HISPANIC/LATINO
MINISTRY

2013-16 Report:
A Journey of
Accompaniment
and Service



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

The National Plan for Hispanic/Latino Ministry

OUR VISION

A new global community walking together, in which all of God's creation serve each other in love.

OUR MISSION

Walking with annual conferences in discerning and responding to the new realities of today's society, including those of Hispanic/Latinos.

OUR VALUES

- holistic
- connectional
- prophetic
- people-centered
- resourceful

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a journey of
accompaniment
and service.

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Introduction

More than a quarter of a century ago, The United Methodist Church approved the creation of the National Plan for Hispanic/Latino Ministry.

The vision was for all cultures to hear about the liberating acts of God, celebrate them in our own languages, and minister to the needs of others, particularly the needs of those who suffer most.

Today, in light of the demands of new realities, the Plan envisions a new global community walking together, in which all of God's creation serve one another in love. In an effort to fulfill this vision, the Plan now believes that its mission is to help create that type of community by collaborating with annual conferences in the discovery of principles and strategies in the formation of transforming communities; in forming leaders through educational, spiritual, and practical tools; and in accompanying annual conferences in the development and implementation of ministerial action plans.

Since the 1992 General Conference, the NPHLM has been steadily meeting some of the needs of the Hispanic/Latino population in the United States of America. Thanks to the opportunity of being in partnership with the four programmatic general agencies, more than 49 annual conferences, many local congregations, and committed leaders, the National Plan has been able to develop contextual leadership, creating relevant training resources, contributing with planting new congregations and revitalizing existing ones, and successfully accompanying our churches and communities on the issue of immigration.

These accomplishments have moved us closer to achieving the divine vision that the Plan started out with several decades ago and that has guided its steps until the present.



While the U.S.A. has continued to grow in population and complexity, the face of the Hispanic/Latino community (which now represents 17% of the entire population) has drastically changed in the last years, especially in the areas of language, citizenship, culture, and communication. Hispanos/Latinos born and raised here are automatically U.S. citizens; their first language is English, they are cultural products of the U.S. educational system, they are part of the standard U.S. workforce, and they are at least bicultural Americans. They are part of the emerging U.S. global culture of today and tomorrow.

To add to this situation, accelerated changes taking place in the areas of technology and communication have influenced the way in which Hispano/Latinos communicate, particularly between the X and Millennial generations, for whom English is their first language.

The Plan’s journey has been rewarding but not easy. New and complex realities are confronting The United Methodist Church.

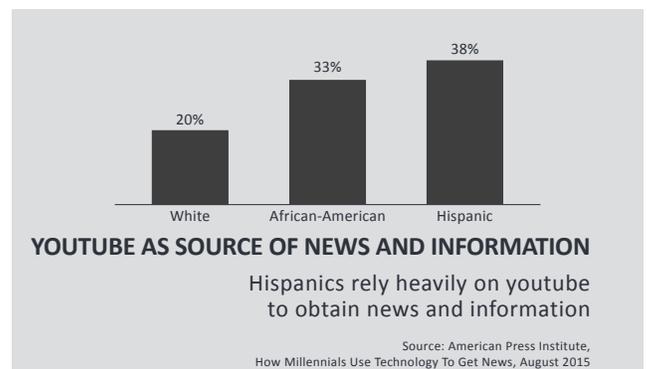
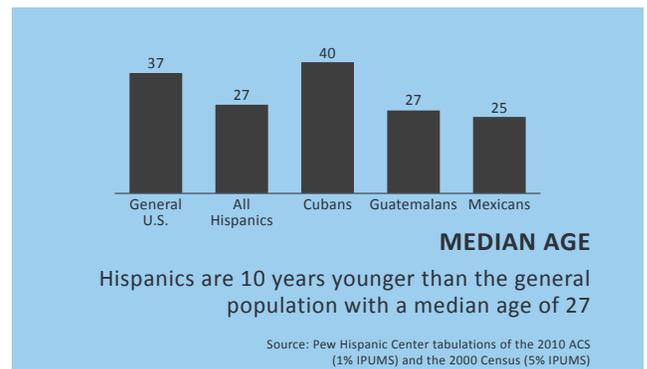
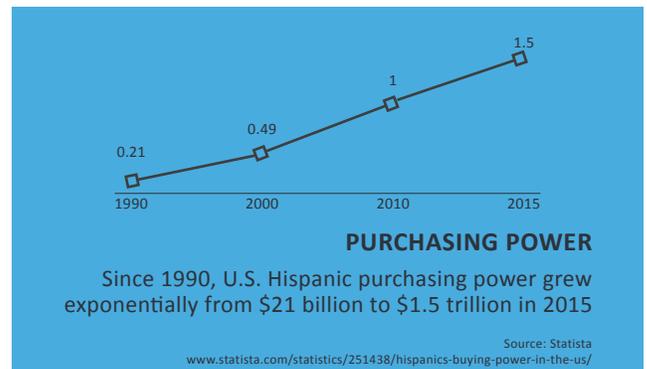
With respect to Hispanic/Latino leadership and representation in local churches, it is clear that The United Methodist Church is far behind in meeting the demands of our society; our efforts are not commensurate with U.S. demographics.

The implications are loud and clear. As we enter into the second decade of the twenty first century, an age in which the forces of globalization and the extraordinary advances of technology and communication impose new paradigms and challenges to the church, The United Methodist Church must read the signs of current times and reassess its goals and priorities in light of the actual demands of our communities. Our need to develop new systems of contextualizing our mission and role in society with greater speed than in the past is imperative.

Thus, it is urgent for our church to create a new and vital generation of Hispanic/Latino leaders and communities who are equipped with a good understanding of the extensive range of world views, cultural backgrounds, and perspectives represented in the world today, particularly within the emerging needs and challenges affecting the Hispanic/Latino community in the U.S. and the nation as a whole.

Moreover, we must press the church to move from its shallow understanding of ethnic and cultural inclusiveness to a solid strategy of recruitment of young adult candidates for the different range of ordinances of our structure. There is so much we have to be thankful for, and yet the road ahead is demanding.

DID YOU KNOW?



2013-16 Quadrennium

A Church where all persons may experience the transforming power of the good news of the Gospel in their own language and in their own cultural context and traditions



**THE HISPANIC/LATINO
SOCIAL REALITY CONFIRMS
THE NEED TO FOCUS OUR
MINISTRY ON FOUR BASIC
PRIORITIES**

1 NEW LEADERSHIP DEVELOPMENT

Seek new innovative approaches to open wider access to theological education for the preparation of clergy and laity for our local churches, annual conferences and denomination as we discern new, innovative, non-traditional pathways to develop leaders.

2 CHURCH GROWTH

Accompany established and new Hispanic/Latino congregations to revitalize their mission and ministries and become centers of evangelization, of justice, of domestic and global mission, for equipping leaders of worship and nurture.

Footprints of Recent Walk



In early 2005, the Committee on Hispanic/Latino ministry commissioned a taskforce to design and carry out an assessment of the National Plan for Hispanic/Latino Ministry. The assessment included on-site interviews with conference leaders in annual conferences that were selected based on statistical weighing taking into account Latino population and Latino membership in the UMC.

The taskforce collected and analysed data to discover that the National Plan has served to jump-start ministries in several conferences, opening the door for more comprehensive involvement, especially by those who focused their efforts on the basic ministry priorities.

3 ANNUAL CONFERENCE AND LOCAL CHURCH STRATEGY

Provide a process of accompaniment to assist Annual Conferences with a process that includes training and equipping conference committees, cabinet and staff to develop and assess strategic plans for Hispanic/Latino ministries while providing matching grants.

4 IMMIGRATION MINISTRY AND OTHER SOCIAL CONCERNS

Commit to develop a national strategy and ministries at local church and conference levels to work in support of immigrants by developing community centers to facilitate immigrants to live and fully enjoy their basic human rights.

2013-16 Quadrennium

National Office / Global Ministries



The explosive growth of colourful demographics and the cultural shifting from a local to a global state requires new forms of being and doing church.

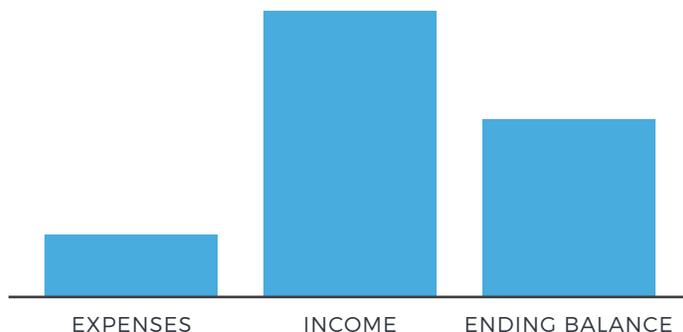
Since the approval of the National Plan, the task of overseeing its implementation has been misunderstood by the programmatic agencies. This arises from the exercise of the Plan’s autonomy and ownership over the resources as it is described in the legislation approved at the 1992 general conference and reaffirmed by the 2012 General Conference.

It is in this new and convulsive cultural and institutional context that the National Team has been working hard to sustain the space and maintain the resources that have been approved for the work over the quadrennia, consistently pressing our partners in ministry.

FINANCES

Financial Status as of July 31, 2016

EXPENSES	\$352,988.79	INCOME	\$1,088,659.44
Grant Payments	\$190,000.00	Carry over 2009 -2012	\$829,451.97
Programs	\$42,269.12	World Service Fund	\$225,961.37
Program Services	\$103,764.09	Other Income	\$33,246.44
Administration	\$1,955.58		
ENDING BALANCE			





ANNUAL CONFERENCE STRATEGY

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. To this end, progress has been reached in the ministries of collaboration, leadership development, and accompaniment.

		DIALOGUE	COMMITTEE REDEFINED	STRATEGIC PLAN	MISSIONARY	GRANT
NORTH CENTRAL JURISDICTION	Detroit	•		•		•
	East Ohio	•	•	•		
	Illinois Great Rivers	•				
	Indiana	•				
	Minnesota	•				
	Northern Illinois	•	•	•		•
	West Michigan	•		•	•	•
	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	Central 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	•	•	•	•	•

New Strategy Process

22 Annual Conferences participated in a new strategy-development process to simplify the implementation of the National Plan, based on principles that address ministry priorities.

Committee Redefinition

18 Conference Committees were restructured to reflect the diversity of the Annual Conference as well as 21st century Hispanic/Latinos to ensure coordination of the conference's structure and the local communities through linkage with Cabinet.

Missionaries

13 National Plan missionaries deployed in twelve annual conferences.



ANNUAL CONFERENCE STRATEGY

2016 GRANTS

Essential to the “accompaniment” process are the National Plan Grants. In the total amount of \$398,075.00 for 2016, these grants are tangible means of assisting annual conferences in the development and implementation of strategic plans for Hispanic/Latino Ministry. These grants are considered seed money that will generate an additional \$744,345.00 for programs in conferences, districts, and local communities.

	JURISDICTION	CONFERENCE	PROJECT	REQUEST	MATCH	TOTAL
STRATEGY	Southeastern	Western North Carolina	Conference Strategy	47.3	47.3	94.6
	Western	Oregon-Idaho	Conference Strategy	46.0	46.0	92.0
	Western	Pacific Northwest	Conference Strategy	99.5	134.0	233.5
SOCIAL JUSTICE CENTER	North Central	Northern Illinois	Humboldt Park Community Center	25.0	71.4	96.4
TRAINING CENTER	Northeast	Greater New Jersey	Theological and Leadership Training Center	20.0	25.0	45.0
	Northeast	Eastern Pennsylvania	Escuela Teologica Evangelica Latina	15.0	15.0	30.0
	Southeastern	Florida	Hispanic-Latin Academy	25.0	53.7	78.7
YOUTH DEVELOPMENT	North Central	West Ohio	Developing Young Multicultural Leaders	25.0	53.7	78.7
	North Central	Wisconsin	Urban Poiema Church	25.0	115.0	140.0
	Northeast	Eastern Pennsylvania	Casa del Pueblo Latino Ministry	20.0	20.0	40.0
	Northeast	New England	Casa Raices Latinas	5.0	13.2	18.2
	South Central	North Texas	Wesley-Rankin Community Center	25.2	151.5	176.7
	Southeastern	North Georgia	The Nett Church	20.0	20.0	40.0
				398.0	744.2	1,142.2

Total Investment

1.1 Million Dollars

Youth Development

43% of Total Investment

Partnerships

12 Annual Conferences

Seed Money

65% Monies come from partners

Heart of Ministry

Leadership Development

The National Plan for Hispanic/Latino Ministry is committed to empower the new generations to perpetuate the values and principles of the Kingdom.

Truly Connectional

5 Jurisdictions in partnership



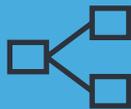
IMMIGRATION AND OTHER SOCIAL CONCERNS

GLOBAL MIGRATION

During the quadrennium the office of the National Plan has participated in global migration dialogues by sending young leaders to participate in these events as speakers. We have invested resources in designing and implementing hospitable and networking programs for migrants in Central America and the U.S., in cooperation with Methodist Churches in that region, as well as keeping leaders and churches informed about immigration-related issues at the national and state levels.

15 Ecumenical Partners

- Central American University
- Human Rights Office of the Central-America University
- Anglican Church of El Salvador
- Salvadoran Lutheran Church
- Methodist Church of El Salvador
- Honduras Methodist Mission
- Episcopal Church of Honduras
- Christian Lutheran Church of Honduras
- Catholic Church in Honduras
- CIPRODEH and Covenant House, and the Observatory on Violence
- Autonomous University of Honduras
- Methodist Church of Mexico
- National Commission on Migration
- Salvation Army
- Global Migration Team



MOBILIZATION AND NEW LEADERSHIP DEVELOPMENT

350 Events

Laity Development

During the quadrenium the National Plan has continued equipping and supporting lay missionaries and pastor-mentor teams, facilitators, consultants, and other leaders for Hispanic/Latino ministry throughout the whole connection.

300 Participants

National Consultation

The Consulta offered an opportunity to hear all that the Spirit is doing in and through Hispanic/Latinos in ministry in the UMC. The process of the Consulta was designed to listen and to discern communally the direction and guidance of the Spirit in our midst towards the future of our work.

5 Consultants

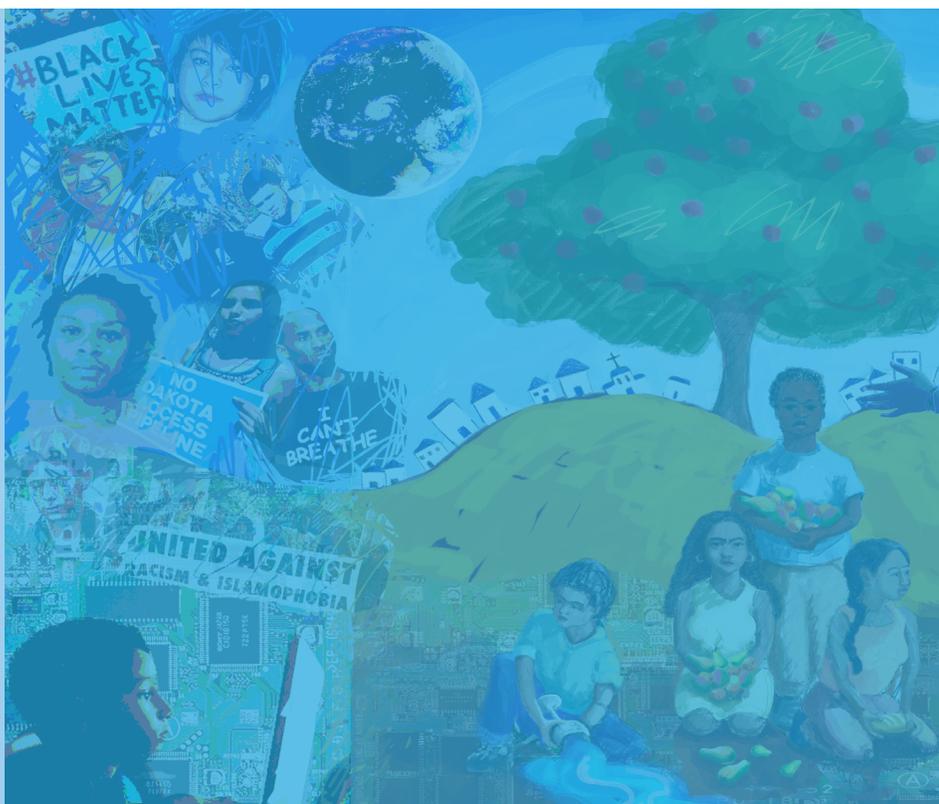
Communications Team

In partnership with United Methodist Communications (UMCOM), the National Plan has developed a cradle of young people to share the voices of our communities across the five jurisdictions.

2017-20 Quadrennium

Based on an assessment of current realities, prayers, consultations, and the praxis of everyday-life ministry with Hispano/Latinos, General Conference approved the investing of efforts and energy in the 2017-2020 quadrennium on three focus areas of ministry.

OUR NEED TO DEVELOP NEW SYSTEMS OF CONTEXTUALIZING OUR MISSION AND ROLE IN SOCIETY WITH GREATER SPEED THAN IN THE PAST IS IMPERATIVE



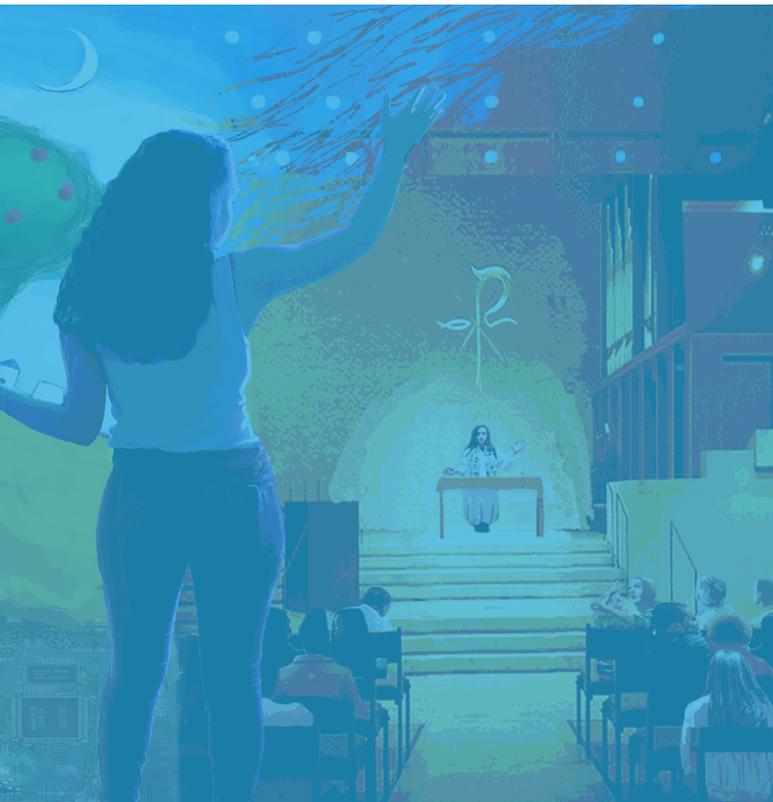
1 LEADERSHIP DEVELOPMENT

To develop principled Christian leaders whose work is relevant to the realities and needs of the current generations of Hispano/Latinos in U.S. and foreign places.

2 CHURCH GROWTH

To assist in the development of new places of worship and established Hispanic/Latino churches in a process of revitalization and transformation so they become missional congregations.

Next Steps in the Journey



To achieve the goals and objectives, 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. This amount will be allocated to Global Ministries in consultation with the National Committee on Hispanic/Ministry. 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 NPHLM.

In ongoing collaboration with the National Committee, each general agency is expected to continue collaborating with the implementation of the National Plan and toward its proposed goals and objectives for the next quadrennium.

3 MINISTRY WITH THE POOR AND MIGRATION

To equip and support the church for compassionate global service.

Quadrennial Budget Request 2017-2020

General Board of Global Ministries	\$3,194,226.00
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- Annual conference and local church strategy
- Conference missional team development
- Recruiting new generation of lay missionaries
- Candidacy process local missional development
- Local missional team empowering
- Global migration
- Program coordinator office
- National committee training
- Administrative fees

Grand Total:	\$3,194,226.00
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2017-20 Quadrennium

Looking at the Road Ahead



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 Hispano/Latinos are now a priority.

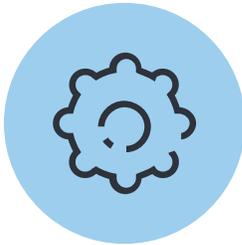
However, based on the experiences and assessments of previous quadrennia, the Plan now believes that God is calling the whole church to engage this sector of the population with a more focused, renovated work, as part of The United Methodist Church’s mission. We are confident that, by the grace of God, the general agencies will continue to partner with the National Plan to face the complexity of challenges and opportunities provided by a world that more than ever prioritizes inequality, individualism, and violence instead of the principles of God’s kingdom.

FINANCES

Comparative Budget Between 2016 and 2017

2016	\$838,369.00	2017	\$1,063,627.00
ANNUAL CONFERENCE STRATEGIES	\$300,000.00	ANNUAL CONFERENCE STRATEGIES	\$340,000.00
Annual Conference Grants	\$300,000.00	Annual Conference Grants	\$300,000.00
Consultant Fees NPHLM		Empowering First Generation of H/L	
Consultant Expenses		- Consultant Fees	\$30,000.00
		- Consultant Expenses	\$10,000.00
MOBILIZATION AND NEW LEADERSHIP DEVELOPMENT	\$117,000.00	CHURCH GROWTH	\$217,000.00
Leadership Development Program (Programs and Grants)	\$100,000.00	Ministry Team on New Places of Worship	\$50,000.00
Brazilian Ministries	\$15,000.00	Team Ministry Empowering Grants	\$150,000.00
Accompaniment	\$2,000.00	- Brazilian Ministry	\$15,000.00
		- Accompaniment	\$2,000.00
IMMIGRATION & OTHER SOCIAL CONCERNS	\$10,000.00	MINISTRY WITH THE POOR	
Program Development	\$10,000.00	Global Migration	\$10,000.00
Grants		- Social Justice Center Grants	\$75,000.00
NATIONAL OFFICE	\$411,369.00	NATIONAL OFFICE	\$422,127.00
Program Support	\$145,000.00	Program Support	\$145,000.00
Program Services	\$18,500.00	Program Services	\$18,500.00
Salaries and Benefits	\$247,869.00	Salaries and Other Benefits	\$258,627.00

MISSION AND PRIMARY PROGRAMS



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

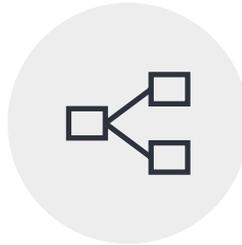
At the end of the 2017-2020 quadrennium, there will be a minimum of 24 annual conference strategies developed and in implementation. In addition, there will be a regional Central America strategy in the process of implementation.

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 EMPOWERING FIRST GENERATION HISPANIC/LATINO LEADERS

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 MINISTRY TEAMS FOR NEW PLACES OF WORSHIP AND COMMUNAL SERVICES

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.

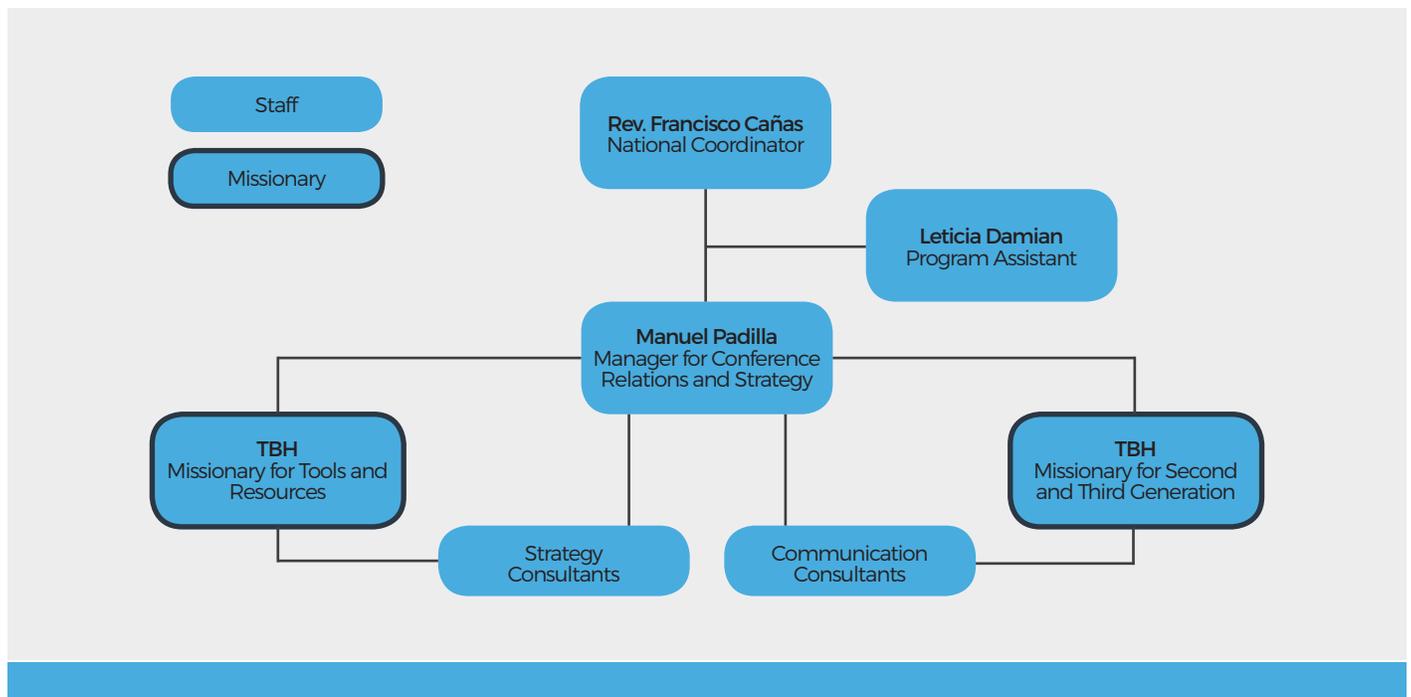
**THE NATIONAL PLAN
STRIVES TO REDIRECT
CREATIVITY, ENERGY AND
RESOURCES TO REINVENT
THE WAY IT CONTEXTU-
ALIZES ITS MISSION AND
ROLE IN SOCIETY**

The Road Ahead

Based on more than twenty years of journey, we have learned that even as we are centered on the local church, and, therefore local communities through the Annual Conferences there is much work to be done by the office of the National Plan outside the scope of the Annual Conferences.

To support and coordinate the National Plan's implementation, General Conference 2016 approved the continuation of a national office headed by a coordinator and guided by a national committee hosted at the facilities of Global Ministries. The National Coordinator is needed to work with all the general agencies, to facilitate interagency work as well as to develop and strengthen ecumenical relations and those with other organizations.

The current structure of the national office proposes a Manager of Conference Relations and Strategy with support of a two NPHLM Missionaries and a cradle of consultants. This person is supervised by the National Coordinator and its primary function is the implementation of the National Plan within the Annual Conferences.



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.

NATIONAL COMMITTEE MEMBERSHIP 2017-2020												
			CONFERENCE	JURISDICTION					ROLE		GENDER	
				W	NC	SC	NE	SE	L	C	F	M
COUNCIL OF BISHOPS		Bishop Sally Dyck Bishop LaTrelle Easterling	Northern Illinois Baltimore-Washington		•		•			•	•	
AGENCY BOARD MEMBER	GBOD	Patricia Peña	New England				•			•	•	
	GBHEM	Vacant										
	GBGM	Ismael Ruiz-Millan	North Carolina					•		•		•
	GBCS	Raul Alegria	Tennessee					•	•			•
AGENCY STAFF	GBOD	Samuel Rodriguez	Texas			•			•			•
	GBHEM	David Martinez	Texas			•				•		•
	GBGM	Malcom Frazier	Baltimore-Washington				•			•		•
	GBGM	Sonia Brum	South Carolina					•		•		•
	GBCS	Neal Christie	Greater New Jersey				•			•		•
REPRESENTATIVES	MARCHA	Bishop Elias Galvan	Desert Southwest	•						•		•
	PUERTO RICO	Glorymar Rivera	Puerto Rico						•		•	
	BRAZILIAN	Vacant										
AT LARGE		Delia Ramirez	Northern Illinois		•				•		•	
		Craig Nelson	Florida					•		•		•
		Laurie Day	Rocky Mountain	•					•		•	
		Vacant										
		Vacant										
NATIONAL OFFICE		Leticia Damian	East Ohio		•				•		•	
		Manuel Padilla	North Georgia					•	•			•
		Francisco Cañas	Callifornia-Pacific	•						•		•
				3	3	2	4	5	7	11	8	10

NATIONAL OFFICE RECOMMENDATIONS VACANT AT-LARGE MEMBERSHIP	
Ella Luna Clergy Female Rio Texas South Central	Paul Barton Clergy Male Rio Texas South Central
Natalia Olivares Lay Female Desert Southwest Western	Luis Velasquez Lay Male North Georgia Southeastern

NATIONAL COMMITTEE’S FUNCTIONS AND RESPONSIBILITIES

- 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 of ce 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.



TODAY IS THE DAY - HOY ES EL DIA

Today, more than ever before, is the day that Sandra Bland and Eric Garner and scores of others who have been killed from Black and Latino communities must be remembered. Today is the day that Black Lives Matter most, and the victims of Orlando will not be forgotten. Today is the day we must push for justice for the Berta Cáceres of the world who fight to defend the sacred waters of indigenous communities.



ARTWORK: LISA KATZENSTEIN

Today is the day that young leaders are rising up to create a new and vibrant garden for a global and complex tomorrow, bringing with it the challenges and opportunities that fulfill Her vision for all people. Young leaders are defiant and determined to serve in a different way with new understandings that confront us as the older generations. May the breath of the Holy Spirit sweep us in the direction of righteousness and justice as we welcome and encourage this new generation.

THE NATIONAL PLAN
FOR HISPANIC/LATINO
MINISTRY

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