2020 Report

National Plan for Hispanic/Latino Ministry

“A Timeless Vision in a Fractured World”


The people of The United Methodist Church®
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 Kindom 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?
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

RESOURCES
REALITIES
POSSIBILITIES
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

<table>
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<tr>
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<th>OCTOBER 2019</th>
<th>FEBRUARY 2020</th>
<th>APRIL 2020</th>
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<tr>
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<td>$45</td>
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<td><strong>$963</strong></td>
<td><strong>$655</strong></td>
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</table>
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.
### 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

<table>
<thead>
<tr>
<th>Jurisdiction</th>
<th>Dialogue</th>
<th>Digital Workshops</th>
<th>Strategic Plan</th>
<th>GBGM Missionary</th>
<th>Matching Grant</th>
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<tbody>
<tr>
<td>North Central</td>
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<td>Jurisdiction</td>
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<td>Northeastern</td>
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<tr>
<td>Jurisdiction</td>
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<td>Jurisdiction</td>
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</tr>
<tr>
<td>Western</td>
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</tbody>
</table>

- ▶️ Previously Established
- 🡠 2020 Achievement
- 🡡 2021 Goal

**3. Digital “Encuentros”**

**4. Annual Conferences**

**72. Participants**
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.

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.

// curricula.nphlm.org

// LAY MISSIONER

// ENCUENTRO 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.

// ENCUENTRO 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.

//Mission

LEADERSHIP DEVELOPMENT

Lay Missioner
Certified Lay Missioner
Consultants
Facilitators

//Audience

First Generation
Emerging Generations
Ethnic Plans Collaboration

//Goal

Community Centers
New Places of Worship

//Sustainability = FUNDRAISING
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 continually 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

<table>
<thead>
<tr>
<th>Category</th>
<th>2020 Working Budget</th>
<th>2020* Actual</th>
<th>2021 Proposed Budget</th>
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<tbody>
<tr>
<td><strong>Leadership Development</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Leadership Development - NPHLM Programs/Grants</td>
<td>151,000</td>
<td>58,000</td>
<td>105,000</td>
</tr>
<tr>
<td>Consultants - Fees - NPHLM</td>
<td>30,000</td>
<td>11,460</td>
<td>50,000</td>
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<tr>
<td>Consultants - Exps. - NPHLM</td>
<td>8,000</td>
<td>833</td>
<td>20,000</td>
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<tr>
<td><strong>Congregational Mobilization</strong></td>
<td>105,000</td>
<td>30,722</td>
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<tr>
<td><strong>Program Support</strong></td>
<td></td>
<td></td>
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<tr>
<td>Conference Meetings, Workshops</td>
<td>10,000</td>
<td>(2,832)</td>
<td>10,000</td>
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<tr>
<td>Publicity/ Gen. Conf. exps.</td>
<td>3,000</td>
<td>420</td>
<td>3,000</td>
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<tr>
<td>Missionaries Serving the NPHM</td>
<td>25,000</td>
<td>23,356</td>
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<tr>
<td>Travel (Missionary)</td>
<td>2,000</td>
<td>1,407</td>
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<tr>
<td><strong>Program Services / Salaries &amp; Benefits</strong></td>
<td>225,522</td>
<td>156,911</td>
<td>183,021</td>
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<tr>
<td>Telephone, E-Mail, Faxes</td>
<td>3,000</td>
<td>3,000</td>
<td></td>
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<tr>
<td>Printing &amp; Duplications</td>
<td>2,000</td>
<td>1,000</td>
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<tr>
<td>Postage</td>
<td>1,000</td>
<td>500</td>
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<tr>
<td>Office Supplies</td>
<td>500</td>
<td>5,275</td>
<td>700</td>
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<td>Miscellaneous</td>
<td>1,500</td>
<td>537</td>
<td>1,000</td>
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<tr>
<td>NPHLM - Salary, Pension, FICA &amp; Insurances</td>
<td>169,207</td>
<td>124,299</td>
<td>94,715</td>
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<td>NPHLM - Travel</td>
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<td>NPHLM - Consultant Expenses</td>
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<td>4,064</td>
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<tr>
<td>NPHLM - GBGM Administration Cost (7.5%)</td>
<td>38,315</td>
<td>18,976</td>
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<tr>
<td><strong>Total</strong></td>
<td>$559,522</td>
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* 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

**2020 //**
- Agreements & Recruitment
  - Milestones
    - Hire Coordinators
    - Assemble Team

**2021 //**
- First Year
  - Milestones
    - Marketing Strategy
    - Donor Identification
  - EoY Goal: $1M

**2022 //**
- Second Year
  - Milestones
    - First Major Event
    - Request to Foundations
  - EoY Goal: $1M

**2023 //**
- Third Year
  - Milestones
    - Yearly Events
    - Second Phase Design
  - EoY Goal: $1M

Overall Goal:
3 Million Dollars
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.

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

<table>
<thead>
<tr>
<th>Category</th>
<th>Budget ($)</th>
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<tbody>
<tr>
<td>Personnel/Counsel</td>
<td>$125 K</td>
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<tr>
<td>Marketing</td>
<td>$69 K</td>
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<tr>
<td>Events</td>
<td>$139 K</td>
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<td>Support</td>
<td>$11 K</td>
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<tr>
<td><strong>Total</strong></td>
<td><strong>$344 K</strong></td>
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</table>

“...”
Beginning 2022

a new church

QUADRENNIAL BUDGET

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
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<tbody>
<tr>
<td>General Board of Global Ministries</td>
<td>$3,143,830</td>
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<tr>
<td>Conference Teams for Strategic Development</td>
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<tr>
<td>Ethnic Plans Collaborative Initiatives</td>
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<tr>
<td>New Places for Worship &amp; Communal Service</td>
<td></td>
</tr>
<tr>
<td>Program Coordinator Office</td>
<td></td>
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<tr>
<td>Administrative Fees</td>
<td></td>
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<tr>
<td>National Committee Training</td>
<td></td>
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<tr>
<td><strong>Grand Total</strong></td>
<td><strong>3,143,830</strong></td>
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</table>

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.
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
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.
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 Challenge Fund and to assist in the promotion of the Fund.

f. 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.

g. To monitor and assist in the evaluation of programs in Hispanic/Latino ministries by the general agencies and annual conferences.

h. To build a strong relationship with a holistic strategy for Latin America and the rest of the globe.

i. To have a representative in the UM Immigration Task Force.

j. 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.

//NPHLM.ORG