

# GREAT PLAINS HISPANIC MINISTRY STRATEGIC PLAN



## VISIONING TASK FORCE PARTICIPANTS – DECEMBER 2014;

*Miriam Peralta de Garcia, Sherri Sanchez, Brad Wheeler,  
Sergio Tristan, Kay Scarbrough, Marvin Neubauer, Don Hasty,  
Mike Chamberlain, Evelyn Fisher, Corey Daniel Godbey*

### **We value:**

*What are the principles that guide us in this ministry?*

- A "Church for all the Nations, where all can hear the mighty works of God in their own tongue" (Acts 2:8).
- Starting where vision is alive in the people (not where the conference is).
- Focusing our conversations to include learning and actionable next steps.
- Developing creative partnerships that reach our changing mission field.
- Discovering new funding models that are both culturally sensitive and sustainable.
- Leading people to Jesus Christ. ... Keeping the main thing the main thing.

### **Our Vision:**

*What do we want to see in place over the next decade?*

Our vision is to reach a growing Hispanic/Latino population in the Great Plains Conference through a partnership in which the conference supports and equips vital congregations.

We will move toward this by:

- A. Equipping effective leaders for Hispanic ministry.
- B. Developing congregations who are contextually aware and culturally competent to reach multiple generations of Hispanic/Latinos (H/L).
- C. Encouraging cross-cultural and bi-vocational appointments by providing resources to the cabinet.

### **We will measure:**

*How will we know if we are moving closer to our vision?*

For the overarching vision -

1. Increase the number of ministries reaching H/L populations.
2. Increase the number of H/L members recorded in table 1: racial ethnic membership, line 9c

For vision component A -

1. Identify language skills for Great Plains Conference pastors in Shelby database/Arena.
2. Increase the number of bilingual persons in the Certified Lay Minister (CLM) and Lay Servant Ministry (LSM) processes.
3. Increase the number of candidates for ministry from Hispanic congregations.
4. Increase the number of non-Hispanic pastors proficient in Spanish.

For vision component B -

1. Increase the number of identified partners.

For vision component C -

1. Increase the number of cross-cultural and bi-vocational appointments.

## **Our strategies:**

*What actions will we take to move us toward our vision?*

For the overarching vision –

**Our vision is to reach a growing Hispanic/Latino population in the Great Plains Conference through a partnership in which the conference supports and equips vital congregations.**

### **I. Benchmark Process**

**including three “touches” per year for visioning, learning, benchmark and budget review.**

Hispanic Ministries will enroll and complete the three touches during the year, and in that way be eligible for a conference grant. This process will officially begin in the summer of 2015 with regional clusters (Touch 2). An overview of the three touch process is as follows;

#### **Touch 1:**

*When: Spring    Who: Pastor, Lay Leaders, Partners, DS, Hispanic Ministries coordinator    Where: Local church    What: Visioning, Review and revision of benchmarks, review of total operating budget*

#### **Touch 2:**

*When: Summer    Who: Pastors, Lay Leaders    Where: Regional site for cluster of 3-5 ministries    What: Learning, visioning and accountability component for pastors and lay leaders.*

#### **Touch 3:**

*When: Fall    Who: Pastor, Lay Leaders, Partners, DS, Hispanic Ministries coordinator    Where: Local church    What: Visioning, review and revision of benchmarks, review of total operating budget*

## **FUNDING STRATEGY PRINCIPLES:**

Given that Hispanic Ministry is a mission priority of the Great Plains Conference, and due to the often fluid nature and the instability of many of those being served, we are committed to discovering new funding models that are both culturally sensitive and sustainable. Hispanic Ministry will develop and communicate a funding strategy based on the following principles;

1. There will be ongoing financial support needed for Hispanic Ministry for many years to come.
2. There is an expectation of growth and multiplication, from the Hispanic congregation and from supporting partners of Hispanic Ministry, which will in turn generate funding support to offset “outside” subsidies (partner, district, conference funds).
3. Support and tools for consultation and coaching are available through the district superintendent and the conference coordinator of Hispanic Ministry.
4. Ministries are responsible for generating a portion of their own operating expenses, and are not funded at 100% by “outside” subsidies (partner, district, conference funds).
5. The percentage of “outside” subsidies (partner, district, conference funds) diminishes over time.
6. Conference grants are paid monthly to the local church.
7. The annual conference will not assume the responsibility for paying salaries or setting budgets for local church ministries.
8. Great Plains Hispanic Ministry grant amounts are established, as a part of the benchmark process, in conversation with the district superintendent, Hispanic Ministry pastor, local leadership, and in consultation with the Great Plains director of congregational excellence and the Great Plains treasurer/director of administrative services.
9. The Great Plains Hispanic Ministry budget, including grants, is submitted to Council on Finance & Administration by Vital Congregations.

Component A:

## **Equipping effective leaders for Hispanic Ministry.**

### **I. Great Plains Hispanic Ministry sub-team of Vital Congregations**

*This sub-team of Vital Congregations will serve to explore, develop and communicate opportunities for networking and training for Hispanic Ministry. It will be comprised of leaders from each region of the Great Plains Conference and meet quarterly (or as needed). A couple of the opportunities that this sub-team will address for 2015-2016 are;*

- **Expanding the Lay Servant Ministry (LSM) and Certified Lay Ministry (CLM) programs in Spanish.**

*Will be collaborating with the appropriate LSM teams within our conference as those continue to develop.*

- **Exploring Hispanic Ministry workshops**

*Regional workshops for churches exploring methods of outreach to their Hispanic/Latino community. Workshops to be conducted in English, with a focus of providing encouragement, tools and assistance to non-Hispanic UMC's.*

### **II. Summer Interns for Hispanic Ministry**

*The Hispanic Ministry Summer Interns program is a collaborative effort with other ministry areas/disciplines of the Great Plains ([www.greatplainsumc.org/internships](http://www.greatplainsumc.org/internships)). The HM Interns will work with local ministries as well as lead during the Hispanic Youth Leadership Academy (HYLA).*

*The 10 week program will be separated in the following phases: 1) week 1: three day retreat for training, with all Great Plains Interns, 2) weeks 2-4: working alongside teaching church of a Hispanic ministry in the local church/community, 3) week 5: leading and learning during HYLA, 4) weeks 6-9: presenting/sharing in other Hispanic ministries, 5) week 10: celebration and reflection retreat with all Great Plains interns.*

Component B:

## **Developing congregations who are contextually aware and culturally competent to reach multiple generations of Hispanic/Latinos.**

### **I. Annual "Partners" retreats/trainings**

*Workshops help in central locations for the purpose of learning and networking. We will plan two trainings per year; spring/summer and summer/fall. Invitations to be extended to Partners with Hispanic ministry. Trainings will be conducted bilingually (in Spanish and English).*

*Spring/Summer 2015: Leading Size Transitions in Hispanic Ministry: with Ruben Saenz (May 1-2), location: TBA*

### **III. 20 by 20: CORE Group / Church Planting Incubator**

*We will collaborate with New Church Development (NCD) on this bold new process for church planting, and develop contextualized (language and culture) components relevant to Hispanic/Latinos. The Hispanic Ministry budget will be responsible for the funding of church plants whose focus is on the Hispanic/Latino population.*

*(from NCD's strategic plan – "20 by 20")*

**"CORE Groups are Church Planting Incubators that multiply** a cohort of planters appointed July 1 and are part of a group that meets monthly to cover planter competencies, build a planter team which will provide both a deep support system for one another as well as a place to work on benchmark development and accountability."

### **IV. Reaching New Neighbors**

*A collaborative effort with the Congregational Excellence Team for exploration and development in cross-cultural ministry. We have been awarded a grant from the General Commission on Religion and Race (GCORR) that will cover the cost of this program to take place during 2015-2016. From that grant application: "Using a model of Reflection, Action, Replication, and Evaluation to generate successful strategies for preparing congregations in the Great Plains Annual Conference to reach and/or be led by those who are not from the dominant culture. The effort will begin with a two-day retreat for teams from 10 to 12 congregations who are already experiencing success in cross-cultural ministry. These leaders will reflect on their experience to identify best practices and challenges. They will then be partners in designing an action plan to train and enlist 40 more congregations. Finally, our model will be evaluated and adjusted and made available to the entire conference."*

Component C:

**Encouraging cross-cultural and bi-vocational appointments by providing resources to the cabinet.**

**I. Provide annual reports to bishop and cabinet that include specifics on ;**

- Demographics and growth trends
- Partners work and conversations
- Vital congregations with specific (define) qualities as partners for HM
- Vital leaders with specific (define) qualities as partners for HM
- Case studies and national United Methodist trends in HM
- Snapshots (that come from benchmark enrollment processes)
- Interns/candidates/recruits/leadership "pool"