

1 **Cabinet Strategy 2017-2020**

2 **Four Areas of Focus of The United Methodist Church:**

- 3 1. Developing Principled Christian Leaders for the Church and the World.
4 2. Creating New Places for New People and Renewing Existing Congregations.
5 3. Engaging in Ministry with the Poor.
6 4. Stamping Out Killer Diseases of Poverty by Improving Health Globally.

7 The Bishop and by extension, the Cabinet's primary task is to provide spiritual and temporal
8 leadership to the Conference.

9 The key role to achieve this task is to lead as the primary Missional Strategists for the conference
10 as defined by the Book of Discipline.

11 **The Cabinet is tasked with:**

12 **General Conference Foci:** Developing Principled Christian Leaders for the Church and the
13 World.

14 **Strategic Initiative #1.** To continue deepening the Spiritual formation of congregations,
15 ministries, lay and clergy leaders for the current and next generation

16 **Goals:** To develop faithful followers of Jesus Christ of all ages and stages of life, and to move
17 them toward Spiritual Maturity.

18 **Plan to accomplish this strategic initiative:**

- 19 + Praying daily for the people and the communities of the California-Pacific Conference.
20 + Preaching and teaching throughout the conference.
21 + Creating opportunities for learning about Christian Discipleship, leadership and intentionally
22 Spiritual formation.
23 + Working with local congregations committed to growth and witness.
24 + Accompanying and resourcing struggling ministry settings.
25 + For all ministry settings provide intentional mentoring and/or coaching support.

26 **Measurable Outcomes/Benchmarks**

27 + Increase in worship attendance, professions of faith, baptisms, confirmations, increased
28 participation in small groups and greater fruitfulness in our stewardship; including
29 apportionment giving.

30 **General Conference Foci** = Creating New Places for New People and Renewing Existing
31 Congregations.

32 **Strategic Initiative #2.** The deployment of clergy and called leaders into communities (charges)
33 to lead the church in making disciples of Jesus Christ and bearing witness to the vision of the
34 California-Pacific Conference.

35 **Goals:** -To provide effective clergy to lead the revitalization of local congregations and the
36 planting of new ministries settings.

37 **Plan to accomplish this strategic initiative.**

38 + Identifying new places for new people and deploying clergy to lead in starting new
39 communities of faith.

40 + Assessing the vitality and health of local congregations to determine the clergy leadership that
41 they need.

42 + Evaluating the effectiveness of clergy to be deployed, and providing support systems to assist
43 them in being fruitful.

44 **Measurable Outcomes/Benchmarks**

45 + To lead in initiating 10 new communities of faith annually.

46 + To guide 40 churches to revitalization during the quadrennium.

47 + To identify the “Elijah” churches and assist them in passing the mantel.

48 **Strategic Initiative #3.** Identify financial and other resources for ministry settings through
49 collaboration with annual conference agencies, the jurisdiction and general church.

50 **Goals:**

51 + Grow a culture of abundance vs scarcity in every local congregation of the conference.

52 + Tap connectional dollars and other resources to assist the renewal of existing congregations
53 and the creation of new places for new people.

54 + Provide sustainable compensation plans for clergy and lay persons assigned.

55 + Provide training and mentoring to support clergy and lay leadership to renew and grow
56 communities of faith.

57 **Plan to accomplish this strategic initiative.**

58 + Provide models to nurture a culture of fruitful stewardship in local church settings.

59 + Cataloging, aligning and make more accessible available resources and application processes:
60 e.g. Equitable Compensation, New Ministries, grants and foundations.

61 + Strategically inviting and facilitating training opportunities for the development of leaders with
62 special emphasis on new leaders.

63 **Measurable Outcomes and Benchmarks**

64 + Use Salesforce to track clergy and laity attendance at training events and skill sets for better
65 deployment.

66 + Produce a catalog of financial resources updated annually.

67 + Work strategically with the Commission on Equitable Compensation to strengthen the
68 churches receiving funding.

69 + Work in partnership with CFA to assure that all churches work to fulfill apportionment giving.

70 + Track and evaluate the growth of ministry settings that have received connectional resourcing
71 to assure effective use of connectional resources.

72 **General Conference Foci:** This Strategic Initiative relates to all 4 foci.

73 **Strategic Initiative #4.** Intentionally create a culture of “team” in the Conference among lay
74 and clergy leaders. Our United Methodist commitment to be a connectional people calls us to
75 work in team within the conference and with leaders from throughout the connection. Our
76 commitment to ecumenism and interreligious relationships for the sake of the Church and the
77 World, further calls us to work in team with brothers and sisters from other Christian
78 communions and from other living faiths.

79 **Goals:** To work in team in order to leverage our collective wisdom and resources to grow the
80 ministry and mission of The United Methodist Church, and to serve a world that suffers because
81 of human sin and natural disasters.

82 **Plan to Accomplish this Strategic Initiative:**

83 + Working in collaboration with the Executive Directors of Connectional Ministries and Finance
84 and Facilities to assure that all conference agencies are working together to fulfill our mission
85 and vision.

86 + Creating a strategic team approach to our conference ministries particularly in the areas of
87 church revitalization, the planting of new communities of faith, leadership development, and
88 our witness of compassion and justice.

89 + Engaging the general agencies of The UMC in assisting and resourcing the conference in
90 responding to the opportunities for vital ministries that the context of the California-Pacific
91 Conference offers.

92 + Growing our conference’s participation in service and leadership throughout the mission and
93 ministry of our connectional church.

94 + Seeking partnerships with ecumenical and interreligious partners in responding to missional
95 needs including, starting new communities of faith, supporting smaller congregations,
96 responding to human needs including poverty, homelessness, immigration, and the killer
97 diseases of poverty locally and globally.

98 **Measurable Outcomes/Benchmarks**

- 99 + Cabinet will engage with the leaders and staff of the conference Essential Ministry Teams to
100 strategize and lead in the areas of renewing existing congregations and creating new places for
101 new people.
- 102 + Work intentionally with all 13 general agencies of The UMC so that by the end of the 2017-
103 2020 quadrennium they will all be assisting and resourcing the California-Pacific Conference
104 in its work.
- 105 + Help lead the conference to grow the number of mission teams serving through The UMC in
106 the World by 25%, and raising up leaders for the Western Jurisdiction and the General Church
107 by 10% by the end of the quadrennium.
- 108 + Intentionally build relationships with ecumenical and interreligious counterparts in each of our
109 districts and develop a strategy for ecumenical and interreligious partnerships.
- 110 + Assist in the reorganization of the conference agency responsible for leading in the
111 implementation of ecumenical and interreligious dialogue and projects.

1 **New Ministries Essential Ministries Team – Strategic Initiatives**

2 **Strategic Initiative #1 – Vitalization of Local churches** – training our current churches toward
3 vitality.

4 **Overall goal:** Increased vitality as measured through worship attendance growth of 5%: Year 1 -
5 - 20% of our churches; Year 2 -- 22%; Year 3 -- 25%.

6 **Underlying Core Values:** Inclusivity, relationships, Wesleyan Theology, Transformed lives,
7 Transforming Communities, at the core of everything must be in relationship to following Jesus.

8 **Vision Statement:** Inspiring the world as passionate “vital churches” & followers so all my
9 experience God’s life-giving love.

10 **4 Foci:** Grow Vital Churches-Growing New Places for New People, Develop Principled
11 Christian Leaders.

12 **Plans to accomplish this strategic initiate:**

13 + **Readiness 360-** This is an online self-assessment for congregations to understand their current
14 vitality.

15 + **Readiness360+** - This is a 15-month training for pastors and churches which builds on the
16 Readiness360 assessment.

17 + **Grants & Scholarships**– We offer grants, coaching, training and accountability for churches
18 recommended by the District for revitalization.

19 + **Institute for Vitalization** – This is open to pastors and laity who are recommended by their
20 DS, attend Launchpad and Trailhead and one other event, plus put together a project for their
21 local church’s growth toward vitalization.

22 + **Partnerships** with Conference ethnic ministries and age level ministries.

23 + **MissionInsite and other tools:** For meaningful connection with the community through
24 understanding our neighbors.

25 **Measurable Outcomes/Benchmarks:**

26 + 10 new churches a year in Readiness360+ 15-month process.

27 + 10 churches a year that are not in Readiness360+ take the assessment and meet with the Dir.
28 New Ministries to set up a plan for growth.

29 + 5-10% of grants are available for revitalization projects.

30 + 10-20 pastors/laity are part of the first Institute for Vitalization in 2016. This includes ethnic
31 and age level diversity.

32 + 10 Churches are visited by “mystery visitors” who report to pastor and leadership their
33 experience.

34 + 5-10 churches receive scholarship help to attend nationally respected church conferences for
35 leadership and church development and report back how this information has inspired and
36 transformed their congregation.

37 + 10-20 churches download demographical data (Mission in site) for their communities and
38 through study and sharing with church leaders reports on one change they have made to be
39 more welcoming to those in the community.

40 **Strategic Initiative #2 – Starting New Faith Communities –**

41 **Overall goal:** Starting a total of 62 new faith communities by 2024 (starting in 2013, 49 left to
42 accomplish our goal). This is the Western Jurisdictional goal.

43 **Underlying Core Values:** Inclusivity, relationships, Wesleyan Theology, Transformed lives,
44 Transforming Communities, At the core of everything must be in relationship to following Jesus.

45 **Vision Statement:** Inspiring the world as passionate churches/followers so all my experience
46 God's life-giving love. Starting new communities makes room for more to be inspired and for
47 more to experience God.

48 **4 Foci:** Grow Vital Churches-Growing New Places for New People, Develop Principled
49 Christian Leaders.

50 **Plans to accomplish this strategic initiative:**

51 + **Grants-** Grants are available for those starting new faith communities.

52 + **Scholarships-** Scholarships are available for Launchpad, Trailhead, Bootcamp, Exponential
53 and the School of Congregation Development for those starting new faith communities.

54 + **Coaching-** Path 1 coaches (or other skilled coaches) are available to work with new faith
55 community leaders.

56 + **Assessment and Monitoring:** A close partnership exists between new faith communities and
57 the NM EMT for ongoing assessment, resourcing and monitoring.

58 + **Institute for Missional Wisdom:** A yearlong program for those starting out of the box new
59 faith communities.

60 + **Institute for New Church Starts:** This is open to pastors and laity who are recommended by
61 their DS, attend Launchpad and Trailhead and one other event, plus put together a new faith
62 community project/work with an ongoing new faith community.

63 + **Messy Church, Dinner Church, Discipleship Huddles and other hands on trainings:** As
64 one tool to begin new communities.

65 **Measurable Outcomes/Benchmarks:**

66 + 5 new faith communities per year. Includes diversity for new communities as set forth in the
67 Western Jurisdictional Plan.

- 68 + 90-95% of grants are available for new start projects.
- 69 + 20 pastors/laity attend Trailhead yearly. 10 pastors and teams attend Launchpad yearly.
- 70 + All new faith community planters are assessed by Path 1/New Ministries EMT and receive
71 training before they receive grant funding.
- 72 + 10-20 pastors/laity are part of the first Institute for New Church Starts or Institute for Missional
73 Wisdom in 2016.
- 74 + Monthly monitoring, yearly benchmarks and yearly retreat for support, learning and growth
75 under the direction of the NM EMT.

1 **Justice and Compassion Ministries Team – Strategic Initiatives**

2 ***Strategic Initiative #1 - Organizing to Engage in Ministries with the Poor**

3 1) To be and grow the Church of Jesus Christ among the poor - Training, equipping and
4 organizing churches to be with the poor in their struggles for empowerment and justice and to
5 welcome and include the participation and leadership of the poor in the life of the church.
6 Organizing a powerful network of congregations for the transformation of their neighborhoods
7 and the world.

8 2) To strengthen and enable the prophetic voice and action of our connection in our work for the
9 alleviation of poverty, a more equitable distribution of wealth, and the building of the Beloved
10 Community both locally and globally, while intentionally reaching out to those seeking to root
11 their social justice activism in a community of faith and providing them a spiritual home.

12 **Overall Goal:** Within the next 5 years – 20 congregations strategically located in low income
13 neighborhoods (or near particularly marginalized populations-homeless, immigrant etc.) trained
14 and resourced by the JCEMT to expand from services for the needy to relational ministries of
15 transformation and empowerment with their neighbors, with at least 50% of their members
16 coming from the neighborhood. Within 3 years - At least one new “Transformational Covenant
17 Discipleship Community” established in a low income neighborhood in each of our Districts
18 with the goal that they would either become a new church start or the leaven to revitalize/restart
19 a church nearby within 5 years.

20 **Underlying Core Values:** God’s preferential option for the poor – Isaiah 58:6-11, Luke 4:18-19,
21 Matthew 25:31-40, James 2:1-7 ; Christ centered, relational, transformational, Wesleyan
22 emphasis on the interrelationship between social justice and evangelization, revitalization
23 through mission.

24 **Vision Statement:** Inspiring the world by embodying Christ’s passionate commitment to and
25 compassionate presence with the excluded and marginalized so that all of us together might
26 experience God’s life giving love.

27 **4 Foci:** Ministries with the Poor, Grow vital churches-Growing New Places for New People.

28 **Plans to accomplish this strategic initiative:**

29 + Gather together and consolidate Task Forces to Strategize, resource and train in relation to
30 particular elements of Ministries with the poor: - homelessness, hunger, child poverty, the
31 displaced/migrant/refugee, victims of economic exploitation and human trafficking, etc., while
32 joining together to understand and address the intersectionality of these struggles

33 + Partner with New Ministries & District Superintendents in identifying the 20 strategically
34 located congregations mentioned above.

35 + Partner with New Ministries in developing trainings, supervision, support and evaluation – as
36 we seek to move these congregations to engage with their neighborhoods in new ways.

- 37 + General trainings would be held in each district regarding – establishing new ministries with
38 the poor – or moving from providing services to being in transformational partnership.
- 39 + Other trainings would be held – regarding particular areas of ministry with the poor, - the
40 homeless, the displaced, economically exploited, trafficked, migrant/refugee etc.
- 41 + Transformational Covenant Discipleship Communities would begin to be formed through the
42 careful selection of a team of 12 persons made up of a combination of members of the
43 community to be served and followers of Jesus called to be in ministry with the poor. We
44 would be seeking those with some experience and expertise in ministry, community organizing
45 or other gifts needed like education and music/worship. These discipleship communities
46 would be communities of prayer, worship and action, Christ centered, Spirit filled and
47 committed to Social Justice. We would partner with Campus Ministries and
48 Leadership/Discipleship in this task.
- 49 + Partner with New Ministries and District Superintendents in identifying the community and
50 location for the establishing of these communities.
- 51 + Partner with New Ministries & Leadership Discipleship in training, supervision and evaluation
52 in the development of these new ministries with the poor – with the goal of each becoming a
53 new church start or moving to revitalize a nearby church in the 5th year.
- 54 + The Criteria for Justice and Compassion Grants will be changed to emphasize Ministries with
55 the Poor which fit in with this strategic initiative, its vision and its goals. The ministries
56 mentioned above would be encouraged to apply for these grants.
- 57 + The JCEMT will also organize workshops & trainings on developing economically sustainable
58 ministries with the poor -where we will seek to focus on creative strategizing for stewardship,
59 and financial viability into the future.

60 **Measurable Outcomes/Benchmarks**

- 61 + Immigrant Welcoming Congregations Gathering/Training – April 23, 2016 – possibility of
62 beginning to identify congregations and possible members of covenant discipleship teams.
- 63 + Forum/Training on Homeless Youth – Fall of 2016 Organized jointly by the Hunger, Child
64 Poverty, LGBT, Economic Justice, Human Trafficking and Immigration Task Forces. – also
65 possibility of beginning to identify congregations and covenant Discipleship members.
- 66 + 5 Strategically located congregations selected by the end of January 2017. First Training in
67 February 2017.
- 68 + 5 additional strategically located congregations selected and first training held by the end of
69 2018, 5 more in 2019, 5 more in 2020.
- 70 + Transformational Covenant Discipleship Teams of 12 persons each are formed in 2 or 3 of the
71 Districts, trained and then deployed in a particular neighborhood, by the end of 2017. The goal
72 would be for each to have formed a covenant discipleship community of at least 30 by the
73 beginning of 2019 and to plant or to revitalize a church among the poor by the end of 2020.

74 + 2-3 additional district teams formed and deployed by the end of 2018 with the goal to plant or
75 revitalize a church among the poor by the end of 2021.

76 + Throughout this 5 year process the JCEMT will be working with these strategically located
77 churches and new Transformational Covenant Discipleship Communities, bringing them
78 together, and organizing them into a powerful network of congregations for the transformation
79 of their neighborhoods and the world.

80 ***Strategic Initiative # 2: Strengthening Missional Partnerships between Cal-Pac and the**
81 **Global Church**

82 + Cal-Pac is blessed to be part of a Global church. Cal-Pac is also blessed throughout our
83 congregations with members and neighbors from all parts of the world. This gives us a
84 marvelous opportunity to be more intentional in developing relationships and partnerships with
85 our sisters and brothers in Africa, Asia & Latin America, to support one another and to learn
86 from each other, as we work together to make disciples of Jesus Christ for the transformation
87 of the world God has given us to share.

88 **Overall Goal:** Within the next 5 years we will have:

89 + Established a pattern of holding at least 1 Mission Festival a year in each district;

90 + Increased our number of Mission covenant congregations by 10%;

91 + Exchanged Young Adult Mission Engagement Teams with the following areas of the Global
92 church: *Africa (possibly East Congo and/or Africa University); *Central America; *The
93 Philippines.

94 + Will have hosted at least one Young Adult Mission Fellow to work with Border Ministries.

95 **Underlying Core Values:** Relationship, mutuality & partnership; celebration of diversity;
96 justice and human dignity for all, Wesleyan commitment to the world as our parish. “Global”
97 orientation for ministry; God’s love for all.

98 **Vision Statement:** Led by the Spirit of Pentecost which brings mutuality in the midst of
99 diversity and a shared passion for the barrier breaking, border crossing love of Christ Jesus, we
100 will work together with our Global partners in ministry so that all might experience God’s life
101 giving love.

102 **4 Foci:** Global Health, Ministries with the Poor, develop Principled Christian leaders

103 ***Plans to accomplish this strategic initiative:**

104 + Mission Festivals: In partnership with District Superintendents and leading mission oriented
105 churches in each District the Global Ministries sub group of the JCEMT will plan Mission
106 Festivals, with the first to begin in 2017, which will include itinerating missionaries,
107 information on global health initiatives, on the Young Adult Mission Fellows program, the
108 exchange of Mission Engagement teams, becoming a mission covenant church and other
109 opportunities of mission involvement.

110 + 10% increase in Mission Covenant Congregations: This campaign will be planned and
111 implemented by our Global Ministries Sub group in partnership with our JCEM T
112 Communications Team and the District reps on the JCEMT. It will be launched in January of
113 2017.

114 + Young Adult Mission Engagement Teams: In partnership with Leadership/Discipleship we will
115 recruit, through our churches and campus ministries, diverse teams of quality young adult
116 leaders to be a part of Mission Engagement Teams who will travel overseas to establish a
117 missional partnership with United Methodist ministries there. We will also work with those
118 who host our teams to arrange to host a team from them. Through these exchanges of mission
119 engagement we hope to build lasting relationships and partnerships in mission. We have
120 targeted three areas of the world where the UMC or the broader Methodist movement is
121 present – and where we have familial and missional connections as a conference: 1) The
122 Philippines; 2) Central America; 3) Africa (we are particularly looking at East Congo and
123 Africa University).

124 + Young Adult Mission Fellows at the Border: We will be working closely with the South
125 District border Ministries team to help bring 1 – three Young adult Mission fellows to help
126 with border ministries. Much is happening there with the Welcome Center at Escondido, the
127 JFON developing at el Centro, the El Faro Border Church and more.

128 **Measurable Outcomes/Benchmarks**

129 + 1 – 2 Districts will hold Mission Festival in 2017 with a goal to have on yearly from then on.
130 Another 1-2 additional districts will do the same in 2018 and an additional 1-2 districts will
131 join them in 2019.

132 + The campaign for 10% increase in Mission Covenant Congregations will be launched in
133 January of 2017 and will be lifted up at our Mission Festivals.

134 + Our Philippines Mission Team is already being planned for the summer of 2016. We will work
135 with our Philippines Task force and our Bishop's office to partner with the UMC in the
136 Philippines to invite and host a team from there to our conference in the summer of 2017.

137 + In consultation with our Bishop we will begin conversations this spring between UMC contacts
138 in Africa and Central America with the goal of scheduling a team to one of these areas in 2017
139 with a team from there to here sometime the following year. We would then schedule the same
140 arrangement for the remaining area in the summer of 2018.

141 + It would be our goal to have 1-3 Young Adult Mission Fellows in place with our Border
142 Ministries in 2017.

143 ***Strategic Initiative #3 – To Develop a New Generation of Young Adult leaders in** 144 **ministries of Justice and Compassion.**

145 1) We will work to seek out and identify the young leaders and potential leaders God is bringing
146 forth and lifting up in the diverse congregations throughout our conference, providing training
147 and support to nourish and support their leadership in the church's ministries of Justice and
148 Compassion.

149 2) We will seek out and identify young people in the broader community outside the UMC who
150 are hungry to follow Jesus' call to bring good news to the poor and liberty to the oppressed and
151 who are longing for a faith community that would feed that hunger. We will seek ways of
152 building relationship and offering them opportunities for mission that they might find that
153 community within the UMC.

154 **Overall Goal:** In partnership with Leadership/Discipleship, Campus Ministry and Camping, by
155 the end of January 2017, we will have identified and recruited 12 United Methodist Young
156 Adults who are passionately committed to Social justice. We will take care that this group is
157 representative of the full diversity of the conference. Together with this leadership team we will
158 plan a Justice and Compassion Young Adult Leadership Camp for the summer of 2017 Staffed
159 and resourced by Camping ministries, Campus Ministry and the leadership of our JCEMT Task
160 forces. The goal would be an attendance of 100, at least 25 of which would be young progressive
161 Christians still seeking a church home. We would focus on developing the leadership of all who
162 attend and provide specific ways, through the network of ministries connected to the JCEMT,
163 that they may use their leadership skills. We would follow up with these young people (including
164 those who come from outside the UMC) through our task forces to continue to build
165 relationships and provide opportunities for involvement, including our Young Adult Mission
166 Engagement Teams. This would be a pilot camp we would hope to repeat each year.

167 **Underlying Core Values:** The Wesleyan Emphasis on the interrelationship between Social
168 Justice and Evangelization, relationship, diversity, making disciples for the transformation of the
169 world,

170 **Vision Statement:** To inspire and be inspired by a new generation of passionate followers of
171 Jesus Christ as we build a community of spiritual support for them to live lives of compassion
172 justice and joy.

173 **4 Foci:** Develop principled Christian leaders, growing new ministries for new people, Ministries
174 with the poor.

175 **Plans to Accomplish Strategic Initiative:**

176 + Establish working partnership with Leadership/Discipleship, Campus Ministries, and Ethnic
177 Ministries & Camping.

178 + Work through these networks to identify 12 Young Adults for leadership team and form Team

179 + Work with Leadership/discipleship to train and orient the team.

180 + Schedule the Camp

181 + Work with Task Forces, and Camping & Campus Ministries to plan and staff the Cam.

182 + Work with Task forces and Campus Ministry to plan follow-up involvement for young adults.

183 + Connect Young Adults with Mission engagement teams

184 + Evaluate the pilot camp and plan the next one.

185 **Measurable Outcomes & Bench Marks:**

186 + By July 2016 – Camp is scheduled

187 + July 2016 – JCEMT meets with Camping, Leadership/Discipleship & Campus Ministry to
188 develop strategy to identify and recruit Young Adult Justice and Compassion Team

189 + November 2016 – Team Recruited –and initial training orientation completed

190 + January 2017 .Team , Task Force Chairs & Camping Ministries plan camp and begin to recruit
191 staff

192 + January – May 2017 – 100 campers are registered at least 25 from outside the UMC. Task
193 Forces and Campus ministry meet to plan follow up opportunities for involvement of young
194 adults following camp

195 + May or June – 2017 – Camp Staff Training

196 + July or August – Camp

197 + September – Evaluation next Camp Scheduled

198 + October 2017-May 2018 goal is 75 of Camp attendees will have been involved in some form of
199 leadership within the UMC, including 15 of those from outside the UMC.

1 **Office of Communications –Strategic Initiatives**

2 **Strategic Initiative #1:** Building creative and communications capacity in Conference, District,
3 and Local Church ministries

4 **Overall Goal:** Aim = To operate with a digital-and-collaboration-first communications
5 orientation

6 Values = Christ-like contextual

7 Communications Vision = Passionate followers of Jesus Christ

8 Focus = Developing Principled Christian Leaders

9 **Programs/Projects**

10 + c.school - bi-annual in-person conference-style skill-building gathering for clergy + staff

11 + c.lab - in-person mission area-based workshop on outwardly focused communications

12 + Academy – online skill-building workshop/library

13 + Research – strategic learning of psychographic dynamics, internal and external

14 + Design & Media Services – core communications services

15 **Outcomes/Benchmarks**

	c.school	c.lab	Academy	Research	Services
2017	(180)	5 Mission Areas	10 Videos 35 Views/Video	Internal Study – New Members External Study – Millennials+	Local Church Websites (66% "Not Old")
2018			20 Videos 35 Views/Video	Internal – New Members External Study – Millennials+	Local Church Websites (33% "Awesome") Social Media (33% "Not Old")
2019	(360)	15 Mission Areas	30 Videos 35 Views/Video	Internal – New Members External Study – Millennials+	Local Church Websites (66% "Awesome") Social Media (66% "Not Old")
2020			40 Videos 35 Views/Video	Internal – New Members External Study – Millennials+	Local Church Websites (99% "Awesome") Social Media (33% "Awesome")

16 **Strategic Initiative #2:** Raising awareness and spiritual desirability in the region

17 **Overall Goal:** Aim = for ethnic millennials to "pay attention to their souls"

18 Values = Christ-like contextual communications

19 Vision = Inspiring the world + so all may experience God's life-giving love

20 Focus = Creating New and Renewed Congregations

21 **Programs/Projects**

22 + Magazine – publication focusing on the experience of ethnic young adults discerning vocation
 23 in light of social and spiritual conditions

24 + Podcast – audio series on above focus

25 + Film Series – film series on above focus

26 + Special Events – in-person experiences of the digital content

27 **Outcomes/Benchmarks**

	Magazine	Podcast	Film Serie	Special Events	(Outcomes of readers/listeners/viewers/attend
2017	Printed Annual Instagram (500)	(500 listens)	(500 views)	Christmas (90 attendance)	45% consider [media] helpful for vocational discernment 35% willing to recommend [media] to others 25% willing to seek UMC ministries for help 10% actually seek UMC ministries
2018	Printed Annual Instagram (1,000) Blog (3,000)	(1,000 listens)	(1,000 views)	Christmas (180 attendance)	48% consider [media] helpful for vocational discernment 38% willing to recommend [media] to others 28% willing to seek UMC ministries for help 13% actually seek UMC ministries
2019	Printed Annual Instagram (2,000) Blog (6,000)	(2,000 listens)	(2,000 views)	Christmas (360 attendance)	51% consider [media] helpful for vocational discernment 41% willing to recommend [media] to others 31% willing to seek UMC ministries for help 16% actually seek UMC ministries
2020	Printed Annual Instagram (4,000) Blog (12,000)	(4,000 listens)	(4,000 views)	Christmas (720 attendance)	54% consider [media] helpful for vocational discernment 44% willing to recommend [media] to others 34% willing to seek UMC ministries for help 19% actually seek UMC ministries

1 **Camp and Retreat Ministry Council – Strategic Initiatives**

2 **Seeking to Provide the California Pacific Conference:**

- 3 1. Deep encounters with God in time spent apart
- 4 2. Inspiration through experiences in Creation
- 5 3. Powerful learning in the Way of Jesus
- 6 4. Shared experiences in intentional community
- 7 5. Leadership development for ministry in the world
- 8 6. Physical activity outside and FUN!

9 **Strategic Initiative #1 – Grow Cal Pac Summer Camp and Retreat Programs**

10 **Overall Goal:** Increase the number of participants and leaders in summer camp and retreat
11 programs such as Confirmation Camp, Young Adult Retreat, Strength for the Journey, Hispanic
12 Family Weekend, Spanglish, No Estan Solos, Winter Camp and newly developed programs to
13 nurture and call more passionate followers of Jesus Christ.

14 **Underlying Core Values:** Hospitality and safety for all, programs based on missional
15 outcomes, cultural competence and diversity, wellness: spiritual, emotional and physical, culture
16 of call to ministry, family-friendly, care for and inspiration from Creation.

17 **Vision Statement:** Inspiring the world as passionate followers of Jesus Christ so that all may
18 experience God's life-giving love.

19 **4 Foci:** Developing Principled Christian Leaders for the Church and the World AND Creating
20 New Places for New People and Renewing Existing Congregations AND Engaging Ministry
21 with the Poor.

22 **Plans to accomplish this strategic Initiative, including measurable outcomes:**

23 + Focus on growing the elementary summer camp enrollment by 10% per year and grow overall
24 enrollment by 2% per year.

25 + Recruit, train and deploy 20 new program leaders each year who will also deploy these
26 leadership skills for children, youth, young adults and adults in local congregations year-round.

27 + Initiate one new retreat or summer camp program each year such as Creation Care Camp,
28 Retreat for LGBTQ Youth, continuation of No Estan Solos events for immigrant refugee
29 youth, ecumenical summer camp in Hawaii, etc.

30 + Develop new strategies for transportation of campers and retreat participants from urban areas
31 of the conference.

32 + Increase by 10% per year the amount of scholarships provided for all events.

33 **Strategic Initiative #2** – Grow the quality and quantity of United Methodist church retreats.

34 **Overall Goal:** To increase the number of United Methodist churches, leaders and members
35 which do camp and retreat events for all ages and provide resourcing to support missional and
36 outcome-based results from these events.

37 **Underlying Core Values:** Hospitality and safety for all, programs based on missional
38 outcomes, cultural competence and diversity, wellness: spiritual, emotional and physical, culture
39 of call to ministry, family-friendly, care for and inspiration from Creation.

40 **Vision Statement:** Inspiring the world as passionate followers of Jesus Christ so that all may
41 experience God's life-giving love.

42 **4 Foci:** Developing Principled Christian Leaders for the Church and the World AND Creating
43 New Places for New People and Renewing Existing Congregations AND Engaging Ministry
44 with the Poor.

45 **Plans to accomplish this strategic Initiative, including measurable outcomes:**

46 + Develop and share a written and web-based planning guide for local church leaders including
47 how to promote, plan and lead spiritually renewing retreats.

48 + Recruit and host at least one new United Methodist retreat group each year per site.

49 + Each camp director initiating 10 new relationships per year (through visits to local church
50 sites) and grow relationships with district leaders and conference staff.

51 + Overall increase of United Methodist use of our sites 1% per year during the quadrennium.

52 **Strategic Initiative #3** – Develop better, larger and fewer camp and retreat centers.

53 **Overall Goal:** To reduce the number of camp and retreat centers owned and operated by the
54 Cal-Pac Conference through the selling of some existing sites to raise funds for the development
55 and improvement of the remaining sites.

56 **Underlying Core Values:** Sustainable operations and care for Creation.

57 **Vision Statement:** Inspiring the world as passionate followers of Jesus Christ so that all may
58 experience God's life-giving love.

59 **4 Foci:** Creating New Places for New People and Renewing Existing Congregations

60 **Plans to accomplish this strategic Initiative, including measurable outcomes:**

61 + Complete the selling of camps Sturtevant, Cisquito and Arroyo Grande.

62 + Pay back the Cal Pac Conference operations to eliminate remaining debt.

63 + Establish a fund with the remaining revenue from the camp sales for the modernization and
64 development of the remaining sites.

- 65 + Create a list of priority projects for each of the remaining sites that can be resourced by this
66 fund.
- 67 + Create a long-term donor based development program for each site and for the Cal Pac Camp
68 and Retreat Ministry program as a whole.
- 69 + Continue to develop a feasibility study and plan for a Korean Spiritual Center at the South
70 Pasadena site.
- 71 + Complete a strategic assessment of camp and retreat ministry needs for the Hawaii District, the
72 future use of Camp Mekokiko and Camp Koke'e, and potential ecumenical partnerships with
73 other existing camps on the islands.

1 **Kainga For Christ Ethnic Ministries**

2 **Strategic Initiative #1.** Extended family events toward vitality.

3 **Overall goal:** Increased vitality as measured through more involvement of families in the church
4 and increase worship attendance growth of 5%.

5 **Underlying Core Values:** Inclusivity, relationships, Wesleyan Theology, transformed lives,
6 Transforming Communities, at the core of everything must be in relationship to following Jesus.

7 **Vision Statement:** Inspiring the world as passionate “vital churches” & followers so all **may**
8 experience God’s life-giving love.

9 **4 Foci:** Grow Vital Family Churches - Develop Principled Christian Leaders, Multilingual and
10 Multicultural.

11 **Plans to accomplish this strategic initiative:**

12 + 6 mos. - Develop Bible Study resources for families gathered around the table.

13 + 8 mos.- Provide models of intergeneration gatherings for local churches.

14 + 1 yr - Hold a connectional “Family Table” event like “Come To The Feast”

15 + Partnership: New Ministries (see Institute of Vitalization) and age level ministries. GCORR
16 and Other agencies who teach about Multicultural and Family

17 + MissionInsite and other tools: For meaningful connection with the community through
18 understanding the families in our neighborhoods.

19 **Measurable Outcomes/Benchmarks:**

20 + Create materials Bible Study Material in the languages needed in the Cal-Pac.

21 + Create a workshop to train about different models of integration in local churches. Use
22 Workshops of GCORR.

23 + Create an event for Families in Cal-Pac. This includes ethnic and age level diversity.

24 + Other???

1 **Strategic Plan for Conference Commission on Religion and Race/Cross-Cultural**
2 **Bridge Building Team, 2016-2017**

3 **Strategic Initiative # 1 – Vitalization of Local churches** – provide and support training
4 throughout the California Pacific Annual Conference to “develop interculturally competent
5 leaders who are engaged in ministry that promotes intentional diversity and equity,” (General
6 Commission on Religion and Race).

7 **Overall goal:** To build the capacity of the Local Church to be contextually relevant so all may
8 experience the love of God.

9 **Underlying Core Values:** Our Core Values align with GCORR asserting that our values are
10 “Biblical based, imperative of right relationships with God and one another – relationships of:
11 Love, Grace, Equity, Justice and mutual Accountability.”

12 **Vision Statement:** CCORR/CCBB’s work reflects and values the diversity of God at all levels
13 in the Church. We are committed to developing new leaders that will support the Church adapt
14 to changing times.

15 **4 Foci:** Work towards the goal of eliminating racism while enabling the Church to become
16 contextually relevant and equitable in ever changing global communities.

17 **Plans to accomplish this strategic initiative:**

18 + Develop a working profile (strategic plan) utilizing the three ministry models; Institutional
19 Equity, Vital Conversation, and Intercultural Competency.

20 + Provide resources and training to enable the work of the local church ministry area of religion
21 and race as specified in ¶252.2b, with particular emphasis placed on pastors and congregations
22 involved in cross-racial/cross-cultural ministry.

23 + Review and make appropriate recommendations for total inclusiveness and equity within the
24 conference staff and on all of the conference boards, agencies, commissions, and committee.

25 + Partner with annual conference boards and agencies as they seek to develop programs and
26 policies of racial equity and inclusiveness.

27 + Consult with the Board of Ordained Ministry, the Cabinet, and Claremont School of Theology
28 to ensure racial/ethnic inclusion and equity in the recruitment, credentialing and itinerancy
29 process of the conference.

30 + Consult with local churches that are experiencing changing demographics in the neighborhoods
31 where they are located that may be different than the church’s racial/ethnic constituency and
32 are in ministry with the community.

33 + Support and provide programs of education in areas of cultural competency, racial justice and
34 reconciliation at every level of the conference.

35 + Partner with the appropriate denominational bodies to assist in resolution of complaints of
36 racial/ethnic discrimination made by clergy or laity.

37 + Develop an adequate budget for operation as a commission to be included within the annual
38 conference budget.

39 **Partnerships:** The Cabinet, Claremont School of Theology, Justice and Compassion, the Local
40 Church, and the various supporting ministries on the conference and district level.

41 **Missioninsite and other tools:** For meaningful connection with the community through
42 understanding our neighbors.

43 **Measurable Outcomes/Benchmarks:**

44 + Identify the percentage of diversity that exist within the conference, district, and the local
45 church (e.g., age, gender and cross-racial/cross-cultural ministry).

46 + Provide resources and training within the conference, district and local church.

47 + Consult with the Board of Ordained Ministry and the Cabinet.

48 + Identify the number of local church's that are experiencing changing demographics and consult
49 with the pastor and congregation to provide programs of education in areas of cultural
50 competency, racial justice, and reconciliation.

1 **Strategic Initiatives for Ministries with Hispanics in Cal-Pac 2014-24**

2 Note: The following initiatives are part of the Strategic Plan for Ministries with Hispanics
3 approved in 2012 and the 2014 review of the plan. These overlap with New Ministries,
4 Leadership, Justice and Compassion, Camping Ministries and Y & YA initiatives.

5 **Strategic Initiative #1 – Revitalization of Local churches** – training our current churches
6 toward vitality.

7 **Overall goal:** (the same as NMEMT) Increased vitality as measured through worship attendance
8 growth of 5%

9 **Underlying Core Values:** Inclusivity, relationships, Wesleyan Theology, Transformed lives,
10 Transforming Communities; at the core of everything must be in relationship to following Jesus.

11 **Vision Statement:** Inspiring the world as passionate “vital churches” & followers so all may
12 experience God’s life-giving love.

13 **4 Foci:** Grow Vital Churches-Growing New Places for New People, Develop Principled
14 Christian Leaders, Bilingual and Bi-cultural.

15 **Plans to accomplish this strategic initiative:**

16 + **CHREM**¹ – This is open to Spanish speaking pastors and laity who are interested in know
17 more about the United Methodist ethos.

18 + **Campamento de Famiia (Family Camp)** - This is a conference effort with Camping
19 Ministries to bring the unity and revitalization of Hispanic/Latino families in the Cal-Pac
20 Conference.

21 + **Partnership:** New Ministries (see Institute of Vitalization) and age level ministries. GBHEM
22 and National Plan for H/L Ministries

23 + **Process to Introduce the Complexity of Hispano/Latino Ministry** - This is an online self-
24 assessment for non-Hispanic congregations to understand their willingness to start vitality
25 welcome the Hispano/Latino community. This is a process of 3-Encounters for pastors and
26 leaders of churches, which express the desire to start Ministries with Hispano/Latino.

27 + **MissionInsite and other tools:** For meaningful connection with the community through
28 understanding our neighbors.

29 **Measurable Outcomes/Benchmarks:**

30 +2 churches a year per District in CHREM workshops with 10 people per District taking
31 History, Polity of the UMC and other workshops offered by GBHEM

¹ CHREM is an acronym of Centro Hispano de Recursos para la Excelencia Ministerial
(Hispanic Resource Center for Ministry Excellency)

32 + Create a bilingual-bicultural Camp experience in Camp Colby to involve the families of pastors
33 and laity of eight Hispanic/Latino churches in the mainland in 2016. This includes and age level
34 diversity.

35 + (See New Ministries Outcome) 5 bilingual-bicultural pastors/laity are part of the first Institute
36 for Vitalization in 2016. This includes ethnic and age level diversity.

37 + (See New Ministries Outcome) 5 Non Hispano/Latino churches walk to 3 encounters process
38 that includes download demographical data (Missioninsite) for their communities and through
39 study and sharing with church leaders reports on one change they have made to be more
40 welcoming to those in the community.

41 **Strategic Initiative #2 – Starting New Faith Communities –**

42 **Overall goal:** Starting in Partnership with New Ministries a total of 20 new Hispanic/Latino
43 faith communities by 2024. This is the Western Jurisdictional goal.

44 **Underlying Core Values:** Inclusivity, relationships, Wesleyan Theology, Transformed lives,
45 Transforming Communities; at the core of everything must be in relationship to following Jesus.

46 **Vision Statement:** Inspiring the world as passionate churches/followers so all may experience
47 God's life-giving love. Starting new communities makes room for more to be inspired and for
48 more to experience God.

49 **4 Foci:** Grow Vital Churches-Growing New Places for New People, Develop Principled
50 Christian Leaders. Bilingual-Bicultural.

51 **Plans to accomplish this strategic initiative:**

52 + **Grants-** Grants are available by New Ministries for those starting new faith communities.

53 + **Scholarships-** In partnership with New Ministries, scholarships are available for Spanish
54 Launchpad, Trailhead, Bilingual Bootcamp, Exponential and the School of Congregation
55 Development for those starting new faith communities.

56 + **Coaching-** Path 1 coaches (or other skilled coaches) are available to work with new faith
57 community leaders.

58 + **Assessment and Monitoring:** A close partnership exists between new faith communities and
59 the NM EMT for ongoing assessment, resourcing and monitoring.

60 + **Institute for New Church Starts:** In partnership with New Ministries this is open to bilingual-
61 bicultural pastors and laity who are recommended by their DS, attend Launchpad and
62 Trailhead and one other event, plus put together a new faith community project/work with an
63 ongoing new faith community.

64 + **Fiesta Church, Discipulado en Grupos Pequeños and other hands on trainings:** these are
65 the equivalent of the proposed by New Ministries as one tool to begin new communities.

66 **Measurable Outcomes/Benchmarks in coordination with New Ministries:**

67 + 2 new Hispano/Latino faith communities per year. Includes diversity for new communities as
68 set forth in the Western Jurisdictional Plan.

69 + 90-95% of grants are available for new start projects.

70 + 6 pastors/laity attend Trailhead yearly. 3 pastors and teams attend Launchpad yearly.

71 + All new faith community planters are assessed by Path 1/New Ministries EMT and receive
72 training before they receive grant funding.

73 + 3-6 pastors/laity are part of the first Institute for New Church Starts or Institute for Missional
74 Wisdom in 2016.

75 + Monthly monitoring, yearly benchmarks and yearly retreat for support, learning and growth
76 under the direction of the NM EMT.

77 **Strategic Initiative #3 – Rise up Bilingual-Bicultural Leadership for Hispanic/Latino**
78 **community –**

79 **Overall goal:** discover and training 1-2 bilingual-bicultural leaders in each of our current
80 Hispanic/Latino churches,

81 **Underlying Core Values:** Advocacy, Inclusivity, relationships, Wesleyan Theology,
82 Transformed lives, Transforming Communities; at the core of everything must be in relationship
83 to following Jesus.

84 **Vision Statement:** Inspiring the world as passionate “vital churches” & followers so all may
85 experience God’s life-giving love.

86 **4 Foci:** Discover and train Bilingual and Bi-cultural Youth, Young Adult and Adults, Develop
87 Principled Christian Leaders.

88 **Plans to accomplish this strategic initiative:**

89 + **CHREM²** – This is open to Spanish speaking pastors and laity who are interested in know
90 more about the United Methodist ethos.

91 + **Spanglish** - This is a conference effort with Camping Ministries and age level ministries to
92 bring identity and leadership development of Hispanic/Latino Youth and Young Adult in the
93 Cal-Pac Conference.

94 + **Partnership:** Justice and Compassion EMT, Camping Ministries and age level ministries.
95 GBHEM and National Plan for H/L Ministries

96 **Measurable Outcomes/Benchmarks:**

² CHREM is an acronym of Centro Hispano de Recursos para la Excelencia Ministerial (Hispanic Resource Center for Ministry Excellency)

- 97 + 2 churches a year per District in CHREM workshops with 10 people per District taking
98 History, Polity of the UMC and other workshops offered by GBHEM
- 99 + Create a bilingual-bicultural Camp experience in to involve Youth and Young Adults of 10
100 Hispanic/Latino churches in the mainland in 2016. Expect attendance of 100 kids.
- 101 + One district gathering a year in the mainland districts as a follow up of Spanglish camp (Nite of
102 Worship-NOW) Expect all the campers attend with a friend. This includes ethnic and age level
103 diversity.
- 104 + In partnership with Justice and Compassion EMT create opportunities to serve to involve 3-6
105 Youth and Young Adults in the Justice and Compassion leaderships trainings or programs in
106 place (i.e. You are not alone – No están solos camp)
- 107 + Each DS will identify at least 2 Hispanic/Latino licensed or certified pastoral leader to advance
108 to the next level of the candidacy/ordination process each year. That means 10 new Local
109 Pastors and 10 Hispanic Local Pastors become in Full connection for 2024.
- 110 + To have 5-10 bilingual and bicultural MDiv students in the Seminary from the Hispano/Latino
111 Community during 2014-2024.

1 ***Comprehensive Strategic Plan for Pacific Islanders in Cal-Pacific Annual***
2 ***Conference 2016***

3 **Strategic Initiative #1: Youth and Young Adult Leadership Development**

4 **Overall goal:** Train current and future youth and young adult leaders of Pacific Islanders
5 churches and ministries.

6 **Underlying Core Values:** Wesleyan Theology, UMC Polity, Building Relationships with
7 Jesus Christ and others; inclusivity, advocacy,

8 **Vision Statement:** Inspiring the world as passionate followers of Jesus Christ so all may
9 experience God's life-giving love.

10 **4 Foci:** Train current leaders and future leaders for the second and future generations of Pacific
11 Islanders churches and ministries. Develop Principled Christian Leaders.

12 **Plans to accomplish this strategic Initiative:**

13 + PIMP (Pacific Islanders Ministry Plan) The Plan funds training events to be held in areas
14 where the majority of Pacific Islanders churches and ministries are located. (eg. California,
15 Hawaii, Rocky Mountain Annual Conference and Seattle.)

16 + Partnership: With Justice and Compassion EMT; Camping Ministries; New Ministries EMT;
17 GBHEM.

18 + Coaching: Path 1 and other coaching entities available through Annual Conferences.

19 + Assessment and Monitoring: Intentional connection of these leaders at the local churches to
20 District and Annual Conference leadership positions.

21 + Requiring a report from these leaders to PIC (Pacific Islanders Commissions) entities: Working
22 Committees, Pulega etc.

23 **Measurable Outcomes/Benchmarks:**

24 + Have all the current youth and young adult leaders go through the events sponsored by PIMP.

25 + Create age appropriate camping experience for Pacific Islanders Youth and young adults.

26 + Identify at least 2 Pacific Islanders each year and lead them toward Ordained Ministry.

27 + Hold events in areas of PI concentrations that focus on issues of those specific areas.

28 + Connect these leaders with the community at large.

1 **Laity Council Strategic Plan Report California-Pacific Conference April 2016**

2 Without a congregation, there would be no church. Without a church, the mission, “To make
3 disciples of Jesus Christ for the transformation of the world”, could not be fulfilled. Without the
4 mission, the vision, “Inspiring the world as passionate followers of Jesus Christ so all may
5 experience God’s life-giving love”, could not be achieved. But more importantly, without a
6 strong clergy/laity partnership, a vital congregation capable of “inspiring the world” could not be
7 retained. Moreover, all of these are dependent upon one another. So, identifying, developing
8 and training principled Christian leaders in our local churches is both a necessity and a
9 challenge! A challenge that also requires a strategy, and one that involves all racial and ethnic
10 groups.

11 This strategy is the major role of the California-Pacific Conference Laity Council, which is led
12 by the Conference Lay Leaders. The membership includes District Lay Leaders, some Associate
13 Lay Leaders, Directors of Lay Servant Ministry and Lay Ministry Academy, as well as the
14 representatives of the United Methodist Women, the United Methodist Men and young adults.
15 The goal is threefold:

16 + To increase communication to and from the local church Lay Leaders

17 + To schedule orientation sessions for new local church Lay Leaders

18 + To provide on-going training to all local church Lay Leaders, as well as newly identified
19 church leaders.

20 Two strategies to accomplish these goals have been developed and are being implemented:

21 + An e-newsletter is being e-mailed bi-monthly to all local church Lay Leaders. It contains news
22 and a calendar of events from each district, as well as helpful information from the California-
23 Pacific Conference. It is expected that the content in these newsletters will be shared with the
24 local church congregations and will also demonstrate our connectionalism.

25 + Training events for all laity are being held annually in some districts. The subjects that are
26 covered include personnel policies; tables 1, 2 and 3; trustees; finance; developing lay
27 leadership, children’s ministries, evangelism, older adult ministries, young clergy initiative and
28 making disciples.

29 There are 363 churches in the California-Pacific Conference: 81 are in the East District, 39 are
30 in Hawaii, 82 are in the North District, 75 are in the South District and 86 are in the West
31 District. Working with the Superintendent and leadership of each district, it is the plan to
32 provide annual leadership training conferences in each district for three consecutive years:

33 + East District, 27 churches per year

34 + Hawaii District, 13 churches per year

35 + North District, 27 churches per year

36 + South District, 25 churches per year

37 + West District, 29 churches per year

38 (2)

39 It is the expectation that all of the selected core leadership of the 363 Conference churches will
40 be trained within a three year period. This group of trained leaders will then be responsible for
41 conducting training programs throughout their district until all of the identified leaders have been
42 trained.

43 Fortunately, the following ministries are additional Conference training resources that are also
44 available:

45 **Lay Ministry Academy:**

46 The Lay Ministry Academy, led by Doug and Judy Lewis, prepares laity to fulfill a wide variety
47 of roles in the church. Before we inspire the world, we must know where we have come from
48 and where we are going spiritually. The vision calls us to discover personal strengths and
49 connections with others by sharing, deepening, and implementing purposeful actions. One
50 trained, themselves, the Lay Ministry Academy participants are then equipped to inspire the
51 world as the passionate followers of Jesus Christ that they are. As leaders and partners with
52 clergy, they help others to experience God's life-giving love.

53 **Lay Servant Ministries:**

54 This year, 2016, the Lay Servant Ministries, led by Pat Hogan, are called to move their activities
55 to more extensive outreach outside the church and to take the love of Christ to the communities
56 that surround our churches. Lay Servants are called to inspire ... through education about the
57 many concerns affecting our communities, through innovative worship, through caring for the
58 afflicted, through reaching out to those who have not met Christ and carrying His love to the
59 world today. We are called to proclaim the gospel and witness through word and action of God's
60 love for all of us. We intend to be the hands and feet of Christ here on earth.

61 It is important to note that faithful and well-trained laity hold leadership positions in their local
62 churches. They are normally heavily involved in the outreach programs that impact the
63 communities that surround their churches. By their example, these passionate followers of Jesus
64 Christ "inspire the world ... so all may experience God's life-giving love."

65 Submitted by: Phil and Connee Freeman, Conference Co-Lay Leaders

1 **Foundation for a Strategic Plan Human Resources**

2 The Conference Human Resources department works to “give legs to the vision” by serving
3 those who serve. This is demonstrated in several ways.

4 + By providing resources to local congregations via the pastors and Staff-Parish Relations
5 Committees in the form of district and local church training events, website and written
6 information, and telephone and in-person consultations in the area of lay staff employment,
7 helping to ensure fair employment practices, and the prevention of costly claims that can erode
8 financial resources intended for ministry.

9 + By researching, through the work of the Board of Pension and Health Benefits, all possibilities
10 and methods for the provision of health insurance to active clergy and local church lay staff
11 that ensure adequate coverage choices as economically as possible in today’s volatile insurance
12 market, and by managing the cost (through apportionments) to the local churches for retiree
13 health insurance benefits.

14 + By providing ongoing support in the implementation of abuse prevention policies and
15 programs that help ensure that our churches are safe places for everyone.

16 + By working to build relationships and skills among the staff of the conference, so that those
17 who work on behalf of the conference have a strong core from which to serve.

18 + By cultivating a culture of team among the staff of the conference, helping them to see
19 themselves as part of the larger community of faith.