

Board of Congregational Development



**Developing
Leadership**

**Resourcing
the Church**

**Strategy for
the Future**

***2004 Comprehensive Plan
for Congregational Development***

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Hawaii District
2004 Congregational Development Strategic Plan & Priorities

1. CALVARY UNITED METHODIST MISSION

"Parented" by Christ UMC of Honolulu, Calvary is a "start-up church" that had its first worship service at Aliamanu Elementary School in the Salt Lake area of Oahu. Kyu Woo Nam, probationary elder in California-Pacific Annual Conference (transferring as an elder from KMC) is the start-up pastor. He previously served as associate pastor at Christ UMC, and is a graduate of Iliff School of Theology. Sunday worship service attendance is about 75 persons, mostly young professionals. Congregation is growing. Church growth training is recommended for the pastor. Assistance is needed from Church Location / Building and DPAS for growth over the next five years. Growth needs to include a permanent place for worship, education and fellowship; purchase of land and/or building. Current funding comes from members, with assistance from Christ UMC, Y.S. Mae Foundation, and other Korean United Methodist churches.

2. IMMANUEL UNITED METHODIST CHURCH

Founded in 1992 and chartered into the California-Pacific Annual Conference in 1995, Immanuel UMC serves a special population in the Northern Marianas islands on the capital island of Saipan. This population includes persons residing and working on Saipan who are from many countries of the world most notably from Samoa, Fiji, the Philippines, and the United States of America. This is the sole mainline denominational church on the island of 80,000 persons. Immanuel IMC was struggling after two difficult pastoral experiences. Under the leadership of Norma Kehrberg (six months interim) and current pastor, Ewing W. Carroll, Jr., the congregation attendance has doubled to 80 and financial giving is tripled. Has active Sunday school, UMW, choir. Congregation paid 100% apportionment in 2003. Salary support of \$18,000 has been very helpful, and pastor is urging movement toward self-support. Congregation is looking for property and/or building in order to move worship out of Korean Methodist Church, which does not allow enough space for this growing congregation. The church is used by a large, active Korean Methodist congregation, and a Filipino United Methodist Church. Because of the special situation (minimum wage is \$3.25 per hour, and more than half of the members are contract workers earning this amount or less, plus they are on 2-3 year contracts). this congregation must be considered a "Mission Church (Lung-Term)."

3. KAPOLEI UNITED METHODIST MISSION

With a successful and memorable "Launch Event" on July 8, 2001, this congregation meets for worship at Barbers Point Elementary School and core group meetings at the pastor's residence. Congregation is growing, with average Sunday worship attendance of 90 persons. Features children's choir, youth praise band, and chancel choir; meaningful "ministry of the baptized" and sound preaching. Plan for this congregation is to provide multi-lingual, multi-cultural worship in this strategically located NEW City area of Leeward Oahu. Congregation is actively involved in the community, providing education, law enforcement chaplaincy (HPD, Sheriff and FBI), ministry to families with children, and outreach ministry to the elderly. Searching diligently for land and/or building to begin more permanent place for worship, fellowship and education. Congregation receives \$18,000 in Conference support, which is very necessary at this time. This is a Start-Up Church.

4. ALDERSGATE UMC

This historic Filipino United Methodist church was started in 1912 for the "transients" who came to Honolulu from the plantation camps. Current members speak English as well as Ilocano, Tagalog and other Filipino dialects. Church is one of three largest churches in Hawaii District, with more than 400 members. Some are plantation descendants and others are newer arrivals. many professionals. Church sees its mission as helping new immigrants adjust to life in the United states--Hawaiian style. This church falls into the category of "Transitioning Churches", as payment of apportionment was 10% in 2003, and less than 50% in the past several years, under three different pastors. Does not receive salary support. Under current pastoral leadership of Rev. Consorcia Sanchez, this congregation should be able to move from Transitioning Churches to Revitalizing Churches. Congregation could use help in focusing on mission and goals to achieve that mission.

5. EWA BEACH UMC: Ewa Beach UMC is a former plantation church which saw its greatest growth during years of military activity at Barbers Point. About ten years ago, a Filipino start-up ministry moved its Waipahu membership into Ewa Beach, and makes up about 1/2 of the current 70 members. This is a language ministry, and has supported a part-time Tongan pastor in addition to a full-time English-language pastor. Although this congregation has been receiving salary support as a mission church for many years, the amount has been decreasing steadily, and plans are under way for this church to become self-supporting. This congregation could use guidance in transforming from a neighborhood church in a neighborhood that is largely Roman Catholic and Pentecostal to a worship center that provides services for the low income and homeless persons who make up much of the community. Ranch style building now serves as worship and is rented out to various groups for use. With assistance and support, programs could be developed by the congregation itself, or by a cluster of UMC or other congregations joining together, to provide community services, such as senior activities, after-school tutoring and other activities. A large grassy field could be adapted for youth activities. members say that an attorney told them they would be liable should they reach out to neighborhood young people. This "Mission Church" is really a "Transitioning Church" that could, with help, become a "Revitalizing Church."

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Long Beach District
2004 Congregational Development Strategic Plan & Priorities

1. San Pedro: Grandview & San Pedro: First

The initiative to merge by San Pedro Grandview with San Pedro First at their October 6, 2003 charge conference meeting. District Planning & Strategy Committee and Vision Our Future Committee were invited to their first meeting on January 5th, 2004 to meet with Grandview's Transition Team. We were invited to listen, observe, share in-sights into questions raised by Grandview on merging. Meeting was led by District Superintendent Lily Villamin. A second meeting was held with both churches and the two district committees. This meeting was led by Rev. Nicole Reiley on January 15, 2004. Her experience in having led her church through the merger experience helped everyone to understand better the issues to be expected in this process. Nicole focused on the purpose of the meeting, that the work would take trust and a loving relationship, that the difficulties are real and that merger is a spiritual issue. She brought with her a lay member of her congregation who shared his experiences and insights. After this very positive initial meeting, subsequent meetings have followed between the churches. Target date for merger is July, 2004.

2. South Gate Property & UMC of Maywood

At the September 23, 2003 meeting of our district committee, a motion was made to write a letter to the District Union requesting that the South Gate property be sold for the reason that no future plan for a United Methodist ministry exists at that site at this time. That proceeds from the sale be held for future ministries of the Long Beach District. Motion passed unanimously. A letter was written to the District Union on October 10, 2003.

District Union met on December 8, 2003 to discuss the recommendation of the committee. Previous to their Dec. 8th meeting, a task force committee had been set up to fully discuss this matter on November 17, 2003. The committee recommended selling the property with the proceeds being used as agreed upon the document of the South Gate and Maywood churches. At the District Union's December 8th meeting, after a lengthy discussion the full Board of Trustees of the District Union voted to sell the property as recommended by their task force. The first claim on the gross proceeds will be the renovation of the exterior and interior of the merged United Methodist Church of Maywood. The balance of the funds will be used for ministries in the Long Beach District. A letter was sent to the Bishop Mary Ann Swenson & the cabinet regarding this issue on December 9, 2003 by Rev. Dick Edgar, District Union secretary.

On March 1st at the District Planning and Strategy meeting, Dick Edgar reported that several offers had come in, and that property would be sold by June, 2004. Negotiations are still in progress. Maywood trustees have been informed of the proceedings all along and have given their in-put.

3. Cambodian American UMC

This church has been a major concern of our committee since their start-up in 2000. They have received Start-Up ministries funds since 2001. Since some internal problems began surfacing in 2002, the District Superintendent and District Planning & Strategy have been working with the pastor and lay leadership to correct the problems. A change in pastoral leadership and lay leadership has helped to re-start that church. Our committee is kept abreast of the ministry happenings through their monthly reports and regular visits by the D.S. and committee members.

Presently the ministry is showing signs of growth. Attendance is increasing, worship attendance averages 47 adults, their English language service for youth and young adult averages 20. They hold Wednesday and Saturday Bible study classes for adults. Youth and young adults have Thursday, Friday and Sunday afternoon Bible study, prayer and fellowship. Their trustees plan monthly objectives for maintaining their facilities. Their evangelism committee reaches into their neighborhood by visiting homes of their members and non-member each Friday.

4. Lynwood UMC & Wesley UMC

Identifying churches that are struggling fiscally and spiritually and responding to their request for support in strengthening their church has kept our committee and the Vision Our Future committee busy. Members of both committees were invited to meet with Lynwood UMC's pastor and their lay leadership to listen to their plans on revitalization. They asked to meet quarterly. We have met twice since the January meeting. They are showing signs of moving in the right direction. Wesley UMC also needed immediate pastoral leadership when their pastor encountered medical problems. The D.S. has stepped in to administrate the church's work. There will be a new appointment in July, in the mean time Rev. Ted Hampton, who retired in January from Dominguez, is stepping in as worship leader until June. Zaferia Shalom Zone continues to minister to the neighborhood and is fiscally sound under the leadership of Lisbeth Lockwood and the ZSZ Board.

5. Long Beach District Vision Our Future Committee

Long Beach District Vision Our Future committee will be forming Vision Our Future Visiting Teams of two persons, one clergy and one laity. There are twelve members on this team, eight are clergy and 4 are lay. Meetings will be set up with any church that responds to the "Spirit" article and requests a visit. Meetings will include the pastor and key leaders of the church. Meeting times could be either prior to the monthly ad board/church council meeting or tied to charge conference.

Purposes of the meeting are 1) to celebrate what is going well and share that information through future "Spirit" articles, 2) to understand what resources local churches need from District to help them with their identified projects that the team member agree will make their church healthier, 3) to set up cluster training events in local churches on specific topics of interest shared by churches in the same cluster. We can use resource persons from Conference, District, or even other Districts, 4) for churches that are in deep trouble, the meeting may be geared more toward helping the leaders understand the realistic options that are available to them. a) Turn Around Church Information (such as using Barna material for possible local church workshop) b) Share information from the Discipline and Conference on what is involved with closure, merger or other alternatives.

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Los Angeles District
2004 Congregational Development Strategic Plan & Priorities

1. Korean Ministry in downtown Los Angeles

In conjunction with the development of the Los Angeles First UMC new sanctuary/building project, we have envisioned a new Korean Ministry start up there at the LA First site. With a large sanctuary and building projected for this prime downtown location, a Korean ministry seems very feasible.

2. Immanuel United Methodist Church (Missionary Church)

This congregation is due to be chartered in 2005-2006. Recently located at the St. Luke's UMC, this is a strong congregation (100+ members), pastored by a United Methodist clergyperson. This church plans to charter in the next two years. They are very happy to be in this new setting, and I anticipate a strong ministry growing here. We will not be putting any funds into this ministry, and they are even voluntarily giving an apportionment amount this year, though not required to do!

3. Native American Gathering in downtown Los Angeles

This small gathering of Native Americans (15-20 people) is a remnant of the Native American gatherings instituted by Rev. Marv Abrams. They worship weekly and have a mid-week bible study. They receive a worship bulletin from the Native American Church in Norwalk. Our LA District provides an Elder once a month to preach and serve Holy Communion. This ministry has strong promise, as the demographics for Native Americans in central Los Angeles is very high, and with the right leadership, this could be a growing and vital ministry.

4. St. Luke's UMC

The small anglo congregation has dwindled down to 3-5 members, and the Hispanic congregation is down to 6-8 members. Subsequently, they cannot afford to maintain the church. Immanuel UMC, mentioned earlier will be taking on much of the financial burden for the church. The LAD has assumed Executive leadership for the charge. The plan is to have a supply pastor care for the congregation on a Sunday only basis. We are also looking into hiring a Hispanic Community Developer.

5. Rosewood UMC

In the year 2002 the appointed Minister abandoned the church, and the membership dwindled down to 2-3 people. There was no financial revenue coming in and no new minister was appointed. Last year, a new part time minister was appointed, but the church has only 20 or so people. The LA District is providing financial support for the church. Our plan is to develop an indigenous congregation while maintaining the building.

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Pasadena District
2004 Congregational Development Strategic Plan & Priorities

No submission was made by the District Committee on Planning & Strategy or its equivalent.

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Riverside District
2004 Congregational Development Strategic Plan & Priorities

The Top 5 priorities for the Riverside District Board of Congregational Development are developing new congregations in French Valley and Cherry Valley, Coachella Valley, reallocation of district resources together with conference funding to realize a new congregation in the Dairy Preserve, Unified Hispanic ministry in the San Bernardino-Fontana areas.

1. French Valley

French Valley is a booming bedroom community located between Murrieta and Perris between Murrieta Road and the 215. This project is currently underway at the district level. This project will include 5 churches in the area providing support for this new start. Phase 1 of the project is underway with the appointment of a 2 point charge associate pastor to Hemet and Winchester that will serve both of those churches. This new pastor will begin to do an analysis of potential ministry opportunities in the Hemet, Winchester and French Valley areas and begin an in depth demographic analysis of French Valley. Phase 2 will be to appoint a new start pastor into French Valley with financial and leadership support being provided by the Sun City, Murrieta and Murrieta congregations. Our goal is that by the 3rd year, the new leadership team will be ready to receive funding from the conference to do a full new start.

2. Cherry Valley

Cherry Valley is another booming community that is located 3 miles north of Beaumont. We have kept an eye on this area and it appears to be booming. We see that this area will be ripe for congregational development attention next year. The District will be continuing to study this area and begin to draft a plan over the next year.

3. Coachella Valley

The Coachella Valley is a large area stretching from the Cabazon/Whitewater area in the west to Thermal and the Salton Sea in the east—a distance of some fifty miles—with 9 incorporated cities. In ten years the population doubled (from under 200,000 to a little over 400,000 people) and is projected to double again in the next fifteen to twenty years to about 800,000 people. There are 3 churches in this area that see the need to add an additional congregation in the city of Palm Desert. Palm Desert whose Anglo growth over the next five years is projected at 27.8%. We have no churches in that area but have large numbers of United Methodists living in Palm Desert, Sun City and La Quinta. Along with a new Anglo ministry, there is a need for Hispanic Ministry in this area as over 50% of the population speaks Spanish. Palm Springs and Indio have talked of sharing an associate whose responsibilities the first year would be to develop small groups in both congregations and in the mid-valley area. In the second year the focus would move to growing the small groups which would form the nucleus of a new congregation beginning during the third year.

4. “The Dairy Preserve”

The Dairy Preserve is located along Interstate 15 between the 60 Freeway on the North and the Santa Ana River to the South. This area is being rapidly converted from dairy and vineyard lands to residential and commercial use. With the conversion of the Ontario Airport to an international Airport and commercial hub this area has been changing rapidly. This area will grow from having a couple thousand residents to over 65,000 residents in the next 5-10 years. We are looking at relocating resources of the district within the next 2 years to allow for the planting of a new congregation in this area.

5. Fontana/San Bernardino Hispanic Ministry

The Riverside District’s Hispanic population is booming and needs to be ministered to. We are looking at putting together a comprehensive plan for Hispanic ministry in the Fontana-San Bernardino areas. The Fontana, San Bernardino St. Paul’s and San Bernardino Trinity congregations have all been in discussions with the Riverside District Board about Hispanic ministries in their congregations. The board has contacted Rev. Fernando Santillana and will be working with him to put together a unified plan for ministry that will serve all these congregations.

The Riverside District Board of Congregational Development has identified many other projects that we will be embarking on over the next 5 years. We have been studying all the areas of the district and are currently preparing a comprehensive plan for growth and revitalization which we hope to have completed this fall. According to the Riverside Counties General Plan population forecasts, the Inland Empire (Riverside & San Bernardino) will increase from 20.4% to 25.3% of the total population in the Southern California Region and is projected to grow from 3.4 Million in 2000 to 5.6 Million by 2020.

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
San Diego District
2004 Congregational Development Strategic Plan & Priorities

No submission was made by the District Committee on Planning & Strategy or its equivalent.

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Santa Ana District
2004 Congregational Development Strategic Plan & Priorities

1. Orangethorpe UMC – Latino Ministry

The western part of Fullerton continues to have an increase in Hispanic population. The area became very attractive for cultivating a Latino Ministry. Orangethorpe UMC perceived the potential and initiated a Latino Ministry needed in their facility. They set aside a financial resource to support this ministry. Rev. Teresa Santillana works with potential. Rev. Karl Stuckenberg supports and cooperates with Teresa's leadership. Even as this Latino ministry has been there for two years I would categorize it as a NEW ministry of the conference as GBGM discontinued financial support for Teresa beginning July 1, 2004.

2. Artesia-Cerritos UMC - Gujarati Indian Ministry

Over 50,000 Gujarati Indians reside in this area of Artesia and Cerritos. A portion of pioneer Blvd. On a stretch of a 1/2 mile is occupied by robust and retail Gujarati Indian business'. This comes to us as a missional opportunity that a Gujarati Indian Ministry has begun at Artesia-Cerrito UMC. I continue to categorize this ministry as new ministry because its budding process takes a little more time with the cultural barrier. Rev. Shantilal Gohil works diligently and his schedule of appointment must be increase for a better prospect for the ministry.

3. Various District Mergers

Santa Ana district has three major pockets f areas where several churches need to be merged together for reorganizing congregational energy to build up a viable ministry in the future. A typical profile of the following congregations includes elderly, European, Americans with lack of inter-generational activities and without viable and realistic vision for growth.

- Pocket 1 – Grand Avenue, Santa Ana First, Spurgeon
- Pocket 2 – West Anaheim, St. Mark's, La Palma
- Pocket 3 – Evangelical: Whittier, East Whittier

California-Pacific Annual Conference of the United Methodist Church
Board of Congregational Development
Santa Barbara District
2004 Congregational Development Strategic Plan & Priorities

1. Nipomo

The Santa Barbara District Committee on Planning and Strategy, meeting on March 18, 2004, identified Nipomo as our #1 priority. We recommend that the BCD fund a third year pastor's package of \$79,000. Although we thought the parachute model would be effective, we now think that it is a good model for a suburban setting but not for the semi rural setting of Nipomo. We do think that given a few more years of financial assistance, Nipomo will become self-sustaining. Many of our existing churches would be happy to be in the place in which Nipomo finds itself today. Your generous attention to this request will be much appreciated.

2. Fillmore: First

Fillmore: First is revitalizing. There is a desire to see growth. New people are taking leadership positions. The upkeep and cleanliness are encouraging. The adult Sunday School has increased. There is heightened zeal in worship and fellowship. Contemporary and/or Spanish language services may be started. Preaching encourages fulfilling mission in the community. A Spanish language counseling service is made available. Although not in 2003, apportionments were met 100% in 2001 and 2002.

3. Paso Robles

The Paso Robles congregation is leaning toward transitioning: revitalization is taking place and thoughts of possibly relocating following the earthquake. 49% of the congregation have left in the last five years; however, 41% of the current congregation have joined in the past five years. The congregation has moved from a committee structure to a "ministry teams" format, with the core functions accomplished by Servant Leaders, spawning a School of Music, Saturday Lunch Program, Youth Authority Ministry, Lay Visitation, Worship Team, and a variety of short term projects. An energized, blended weekly worship experience including the Sacrament has resulted in a more ethnically diverse congregation of a lower mean age. The Leadership Team is embracing the call to make disciples, not a need for a few new families to help pay the bills.

4. San Fernando Valley Consultation

Perhaps through merger, some of our congregations need to move to new life rather than die slow deaths. Beginning in the late summer, we would like our District Superintendent to meet with some of the SFV pastors to initiate a year of discussion to open up options. We intend to gain wisdom from other districts which have gone through this very slow process.

5. Santa Maria: Bethel Korean

Bethel Korean is a WJ Korean mission effort that seems to be going well. Because it has GBGM provenance, its funding is in serious jeopardy and it seeks some assistance to help it over this time and into an era of self-support. Kang Won Lee is a young, vibrant, committed pastor who has labored long to build this congregation, with the help of Mark Moon, a retired pastor from the Cal-Nev. AC. A request for EQ will likely come this next year.