

APPENDIX A

Practical Vision focus: Youth & Young Adults

Raising up skilled, engaged, and accountable youth and young adults to be effective leaders in their churches and communities

GOAL: Develop and maintain a system to identify and follow up with those answering the call to leadership.

Objective	Strategies	Who- Individuals, Partners, Collaborators	Timeline	Resources needed (persons, printed and online resources money)
<p>Establish and promote an intentional culture and context for identifying those with leadership gifts.</p> <p>Team Members (Board Representation)</p> <p>Team Leader?</p>	<ul style="list-style-type: none"> • Appoint a NIC SBC21 Youth & Young Adult Coordinator • Empower coordinator to connect with local congregations to identify youth/young adults with leadership gifts • Develop a job description for the coordinator with a mission statement for the position grounded in scripture for the work • Create a resource portfolio for the Coordinator with contact information for all the pastors, youth and young adults coordinators, lay leaders, and BMCR Youth & Youth Adult Initiative and Pembroke Institute Committee members; • Expect coordinator to meet with those who have been identified as emerging leaders at least twice a year, working collaboratively with the leadership stated above • Encourage each congregation to include youth/young adults on committees and in leadership capacities • Encourage youth/young adult participation in UM structures such as the NIC Youth Adult Newtork • Conduct a S.W.O.T. Analysis to facilitate a self-assessment and 	<p>Coordinator SBC21 BMCR Pembroke & Youth and Young Adults Pastors SPPRC Committees Youth & Young Adult Coordinators Lay Leaders Leadership Development Committees NIC Camps Prayer partners</p>	<p>Begin process in 1st Quarter 2013</p>	<p>Funds to pay coordinator Identify Coordinator Grant writer Fund Raiser event</p>

<p>Establish and promote an intentional culture and context for developing those with leadership gifts.</p> <p>Team Members Team Leader?</p>	<ul style="list-style-type: none"> • Work with BMCR Pembroke & Youth and Young Adults Committees to expand its outreach, identifying and proactively reaching out to other Black UM Churches not actively participating or under-represented • Give youth/young leadership opportunities in local, churches, districts, and annual conference during worship, in administrative activities, small groups, support groups, missions, specially designed activities and the like (teen fathers programs) • Ensuring the institution of Safe Sanctuary programs • Encourage participation in training programs (in Lay speaking training for youth/young adults, district leadership academies, district conferences, etc) • Implement specially designed training opportunities within and outside the UMC on an annual basis • Establish accountability groups for youth and for young adults representing needs of each group • Maintain connections with students away at college through partnership with Higher Education Ministry committees in the local church, local church pastors, and youth/young adults coordinator 	<p>BMCR-Harambee Pastors SPPRC Committees Youth/Young Adults Coordinators Lay Leaders Leadership Development Committees GBOD Global Ministries GBHEM NIC Camp Prayer Partner</p>		
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<p>Develop a data base of those known persons who have answered the call to ministry/ leadership</p> <p>Team Members Data base manager?</p>	<ul style="list-style-type: none"> • Ascertain who has answered the call by working with the BMCR Pembroke Institute, District Superintendents, and District Committees on Ministry Registrars • Ascertain the ministry track for each person • Maintain and update data on a regular basis • Timely documented communication on a regular basis 	<p>BMCR Pembroke Institute & Youth and Young Adult Initiative SPPRC Committees Spiritual Formation Coordinator Youth Clergy Task Force Districts- Church Conference Reports District COM</p>	<p>Initially by 3rd Quarter 2013</p> <p>Annually by Dec of each year</p>	
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Goal: Develop and maintain a system for following up and supporting those answering the call to ministry

Objective	Strategies	Who-Individuals, Partners, Collaborators	Timeline	Resources needed (persons, printed and online resources money)
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<p>Assign a support person for each known candidate</p> <p>Team Members Team Leader?</p>	<ul style="list-style-type: none"> • Identify local mentors (lay and clergy) working with the SSPRC to pair the candidate with the pastor & to ensure the assignment of a candidacy mentor through DCOM • Convene support persons twice a year to annually evaluate progress and outcomes, and make revisions • Develop goals, activities, and training for support persons • Develop contact forms to stay connected with each candidate • Keep abreast of whereabouts of each person and continued state of discernment of call 	<p>Clergy and lay support persons Clergy and lay mentoring groups with BOD SPRC in each church-looking to BMCR Pembroke Institute & Black Pastors as resources</p>	<p>Annually 2013</p>	
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Goal: Conduct and annual SBC21 evangelism event to excite and engage youth/young adult leadership.

Objective	Strategies	Who-Individuals, Partners, Collaborators		Resources Needed (Persons, printed and online resources, money)
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<p>Expect youth/young adults to develop agenda and activities for event to include worship, plenary sessions, and workshops</p> <p>Team Members</p>	<ul style="list-style-type: none"> • Create separate track for youth and for young adults with specific to training, assignments, and follow up • Create track for urban and rural geographic regions 	<p>Youth/Young Adults Coordinators Youth.Young Adult Leaders Church Councils Local church youth coordinators District and conference groups Conference youth adults ministries, youth director, Youth, Young Clergy Group</p>	<p>Semi-annual 2013</p>	<p>Funds to sponsor event-Advertising, speaker, correspondence</p>
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Goal: Develop ministries and activities that reflect the needs of communities allowing young people to take the lead.

Objective	Strategies	Who-Individuals, Partners, Collaborators		Resources Needed (Persons, printed and online resources, money)
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<p>Include youth and young adults in decision making around community needs.</p> <p>Team Members Leader/Convener</p>	<ul style="list-style-type: none"> • Conduct a needs assessment around community needs and youth needs • Provide forum for addressing and providing solutions for social concerns: HIV/AIDS, domestic violence, teen pregnancy, violence, suicide, depression, and bullying (i.e. anger and stress management; restoring families) • Train youth and young adults who have been identified as emerging leaders on strategies of faith based community organizing • Explore opportunities for developing activities for youth and young adults that would serve as community service projects 	<p>Local church Outreach Committees Church Councils UMW/UMM/UMYF District Mission Committees Youth/Young Adult Coordinators Potential Consultants- BMCR Church Mobilization and Youth & Young Adult Initiative Committees Midwest Academy Community Organizing Trainers</p>		
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<p>Create activities aimed at helping African American youth and young adults</p>	<ul style="list-style-type: none"> • Assign co-coordinators to institute rites of passage programs on each District of the NIC-Daughters of Imani and Young Lions for example, Freedom School using young adults as leaders • Create mentorship, coaching, and internship programming opportunities 	<p>Pastors, Local Church Leaders, UMM & UMW, and Social Justice Organizations such Black Star Project, PUSH, NAACP, and UM General Agencies</p>	<p>On-going</p>	<p>Funding for each program, Leadership</p>
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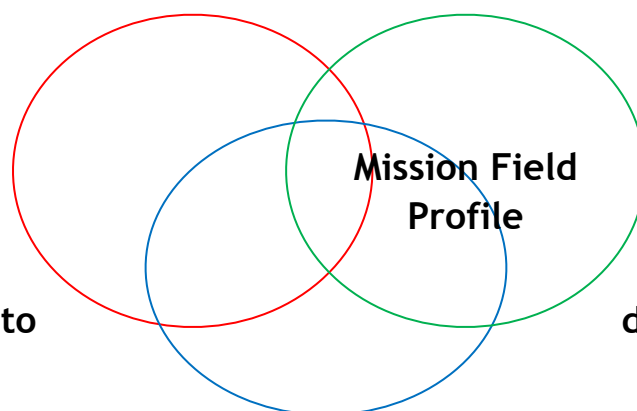
APPENDIX B

Practical Vision Focus: Church Growth

Vision 10-10-10:

- Create ten new Black Churches (Faith Communities)
- Develop a targeted revitalization of existing Black Churches to achieve a ten percent growth per year over the next ten years (2022).

Vision	Strategies	Who	Timeline	Resources Needed
<ul style="list-style-type: none"> • Create <u>ten</u> new Black Churches (Faith Communities) • Achieve a <u>ten</u> percent growth per year over the next <u>ten</u> years of existing Black Churches. 	<ul style="list-style-type: none"> • <u>Total</u> of 3 New Faith Communities/ Congregations by 2015 • <u>Total</u> of 6 New Faith Communities/ Congregations by 2016 • <u>Total</u> of 10 New Faith Communities by 2020 	<ul style="list-style-type: none"> ▪ Districts Strategy Team ▪ NIC Office of Congregational Development. ▪ SBC21 	<ul style="list-style-type: none"> ▪ ON-GOING - District Strategy Team Meetings 	<ul style="list-style-type: none"> ▪ Demographic data ▪ Church, Mission Field and Pastoral Profiles



Goal 1: Perform “research” to mission field

determine the landscape of the

Objective	Strategies	Who	Timeline	Resources Needed
Demographic studies on specific mission sites for new faith communities and redevelopment.	<ul style="list-style-type: none"> Use demographic data to develop “member profiles” 	<ul style="list-style-type: none"> District Strategy Team and Office of Congregational Development. 	<ul style="list-style-type: none"> ONGOING - District Strategy Team meetings and as needed. 	<ul style="list-style-type: none"> Demographic service by the Office of Congregational Development
Building relationships with communities.	<ul style="list-style-type: none"> Use “community organizing” model to identify unmet needs 	<ul style="list-style-type: none"> District Strategy Teams and local congregations 	<ul style="list-style-type: none"> 1st Quarter 2013 - Monthly Reports from congregations 	<ul style="list-style-type: none"> Aldermen’s office, city planner’s office, etc.
Develop “ <i>baseline data</i> ” using mission field, pastoral and church profiles for benchmarking.	<ul style="list-style-type: none"> Review/ enhance congregational & pastoral profile documents to reflect strategic objectives. Develop “mission field profile.” Create 	<ul style="list-style-type: none"> Office of Congregational Development District Strategy Team 	<ul style="list-style-type: none"> 2nd Quarter 2013 	<ul style="list-style-type: none"> Office of Congregational Development BMCR SBC21

Goal 2: Leadership Development

Objective	Strategies	Who	Timeline	Resources Needed
Recruitment <ul style="list-style-type: none"> Recruit 3 “planters” by 2013 Identify 6 people by 2013 Spring and Fall each year thereafter 	<ul style="list-style-type: none"> Identify leadership by Passion, Gifting & Calling Identify leadership by Leadership style 	<ul style="list-style-type: none"> Lay leadership (specifically within targeted churches) Clergy (in the NIC and beyond) 	<ul style="list-style-type: none"> 2nd Quarter 2013 	<ul style="list-style-type: none"> BMCR Conference Board of Ordained Ministry Cabinet - GBGM SBC21 Harvest 2020 Higher Education

<p>Train</p> <ul style="list-style-type: none"> ▪ Create Lay & Clergy Academy for Church Revitalization ▪ Send potential African American Church Planters to ICD (Institute for Congregational Development) ▪ Pembroke Institute ▪ Create “<i>Lay Missioner</i>” Training/ Institute for African American Churches ▪ Grant writing ▪ Turnaround Church Boot Camp 	<ul style="list-style-type: none"> ▪ Develop comprehensive training plan ▪ Develop “<i>outcome based</i>” strategic curriculum for Institutes ▪ Develop “<i>outcome based</i>” strategic curriculum for Institutes ▪ Review existing trainings to determine strategic effectiveness to achieve desired outcomes 	<ul style="list-style-type: none"> ▪ Office of Congregational Development ▪ District Strategy Team ▪ SBC 21 Academy Interns ▪ SBC 21 Resource Centers 	<ul style="list-style-type: none"> ▪ 2nd Quarter 2014 - Train 3 planters by 2014 ▪ Turnaround Church Boot Camp Fall 2012 ▪ Train 6 people between 2014 - 2015 	<ul style="list-style-type: none"> ▪ Black Congregational Ministries of GBOD ▪ Ethnic Ministries of GBGM ▪ Congregational Resource Centers • SBC 21
<p>Deploy</p>	<ul style="list-style-type: none"> ▪ Match the pastors to mission field/church profile (see Circle Illustration above) ▪ Match pastors based on our congregational goals and unmet mission field needs. 	<ul style="list-style-type: none"> ▪ The Cabinet 	<ul style="list-style-type: none"> ▪ Place a total of 3 planters by 2013 ▪ Place a total of 6 planters by 2015 ▪ Place a total of 10 planters by 2020 	<ul style="list-style-type: none"> ▪ Harvest 2020 ▪ Pastor profile, mission field profile, and church profile
<p>Mentor & Coach</p>	<p>Develop system to identify planters</p>	<ul style="list-style-type: none"> ▪ Identify mentors based on plant type/ church profile 	<ul style="list-style-type: none"> ▪ September 2012 	<ul style="list-style-type: none"> ▪ Office for Congregational Development

Goal 3: Evangelism (Outreach)

Objective	Strategies	Who	Timeline	Resources Needed
<p>Discover new ways to reach the various communities & develop outreach strategies (specifically reach out to local youth)</p>	<ul style="list-style-type: none"> ▪ Develop “<i>Curriculum Development</i>” Team ▪ Develop specific plan for community outreach/ community organizing ▪ Use church facilities for mission making intentional connections ▪ Reach out with youth and children’s ministries ▪ Intentional evangelism ▪ Implement Servant (or need based) Evangelism ▪ Create a presence in a community. ▪ Create relationships with leaders in the community (alderman, police, school, etc.) ▪ Take existing ministries outside the Church ▪ International & Service Oriented Missions to help people belong (even before they believe) 	<ul style="list-style-type: none"> ▪ District Strategy Team 	<ul style="list-style-type: none"> ▪ 2nd Quarter 2013 	<ul style="list-style-type: none"> ▪ Black Congregational Ministries of GBOD ▪ Ethnic Ministries of GBGM ▪ Congregational Resource Centers ▪ SBC 21

Goal 4: Member Care: In order to grow by ten percent per year for ten years existing churches need to create ways to maintain and grow attendance in existing churches.

Objective	Strategies	Who	Timeline	Resources Needed
Create strategies for measuring and maintaining membership and attendance	<ul style="list-style-type: none"> ▪ Follow-up with existing non-attending members ▪ Follow-up with visitors ▪ Investigate avenues for providing transportation to church • Local Congregations • Identify “partner congregations” ▪ Develop Criteria for partners 	<ul style="list-style-type: none"> ▪ SBC21 ▪ District Strategy Team 	<ul style="list-style-type: none"> ▪ ON-GOING 	<ul style="list-style-type: none"> ▪ SBC21

Goal 5: Accountability

Objective	Strategies	Who	Timeline	Resources Needed
Put in place accountability systems so that resources are used effectively.	TBD	<ul style="list-style-type: none"> ▪ Office of Cong. Development ▪ SBC 21 	<ul style="list-style-type: none"> ▪ ON-GOING 	<ul style="list-style-type: none"> ▪ Office of Congregational Development ▪ SBC21

APPENDIX C

Practical Vision Focus: Increase the Understanding & Commitment by the Northern Illinois Conference to Urban Ministry as Experienced by Black Churches in Changing Communities

**Goal:
Develop
goals
consistent
with the**

Objective	Strategies	Who- Individuals, Partners,	Timeline	Resources Needed
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SBC21 Northern IL Conference

1) Define “urban ministry” especially as it pertains to Black churches in the NIC	a) Review academic and church literature for assistance in defining “urban ministry” as term.	D.S., Conference Racial Ethnic Staff Clergy/Laity Recognized experts within UMC and beyond	4 th Quarter 2012 (ongoing)	<ul style="list-style-type: none"> • GBGM – Urban Ministry Area • Dedicated staff time to put together materials for review by volunteer
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<p>2) Identify issues, concerns and unique challenges with regard to urban ministry as they pertain to Black congregations and communities in the midst of changing communities, recognizing that there may be different issues in different communities (i.e. regentrification).</p>	<p>a) Develop questionnaire/focus group of NIC Black clergy and laity asking about issues, concerns and challenges b) Review literature regarding urban issues from church, academic, agency and parachurch organizations about issues, unique challenges facing urban areas (i.e., Marcy-Newberry Assoc.;</p>	<p>D.S., Conference Racial Ethnic Staff Clergy/Laity Recognized experts within UMC and beyond</p>	<p>1st Quarter 2013 (ongoing)</p>	<ul style="list-style-type: none"> • Dedicated staff time to develop questionnaire conduct focus group and review information and report back on results • Expertise in gathering information and making contacts
	<p>Urban Pastoral Education (SCUPE); Samuel Proctor Conference, U of Chicago; UIC; Loyola, Northeastern University, etc.) as well as models of success a) Host focus group/forum of local urban experts to glean information and ask questions regarding issues affecting Blacks in urban areas in changing communities, especially those faced with reurbanization, regentrification, poverty, violence, mass incarceration, etc.; as well as models of success</p>			

<p>3) Identify resources for urban ministry within the UMC, Northern Illinois Conference and beyond; and maximize our capacity for identifying and utilizing resources. (Note: Chicago is a recognized hub of expert training and education for persons engaged in understanding issues and offering practical models that affect urban</p>	<p>a) After gleaning information for Objectives #1 and #2, “match” models of success for certain issues b) Create hub of resources (i.e., online, conferences, experts, books, etc.) that can be easily accessible by clergy and laity (The idea here would be to create a website where persons could do an online survey that would let them know what models, resources, conferences might best help them with their issue. It could also be a place where there</p>	<p>D.S., Conference Racial Ethnic Staff Clergy/Laity Recognized experts within UMC and beyond</p>	<p>1st Quarter 2013 (ongoing)</p>	<p>Dedicated staff time for coordination and supervision of creation of hub with support from volunteer board</p>
<p>In addition to universities and colleges, there are many community and ministry-based persons, programs and resources available within the area.)</p>	<p>facebook pages, etc. where persons could ask questions, post success stories, etc.)</p>			

<p>4)Develop marketing and educational materials to educate the NIC on 1) definition of “urban ministry;” 2) issues, concerns and unique challenges facing Black churches in the midst of changing urban communities; and 3)models and resources for helping Black churches and clergy create and develop strong, growing, vital new and existing churches.</p>	<p>a) Based on Objectives 1,2 and 3, there needs to be a series of marketing materials that educate persons on what has been discovered regarding urban ministry at a wide variety of levels (i.e., some simple materials that the Bishop and conference staff can use to do a quick overview, web materials, Facebook, Twitter, etc., as well as more intensive training for District committees with urban congregations)</p> <p>b) To make sure the NIC understands that the work of Urban ministry is not the work of Black churches alone, there needs to be a series of materials, workshops, ongoing programs that can help create dialog and partnerships</p>	<p>Bishop, D.S, Conference Racial Ethnic Staff Clergy/Laity Recognized experts within UMC and beyond</p>	<p>2nd Quarter 2013 (ongoing)</p>	<p>Dedicated staff time for coordination and supervision of creation of hub with support from volunteer board</p>
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	<p>between urban, rural and suburban congregations</p> <ol style="list-style-type: none"> i. Review of differences between how Blacks and whites understand process faith (the book <u>Divided By Faith</u>, workshops by Chicago Urban Reconciliation Enterprise); ii. Creation of “Breakfast Clubs” between churches in different areas to expand intercultural understanding beyond pulpit exchanges, etc. iii. Opportunities for frank discussions on race, class, privilege, etc. 			
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APPENDIX D

<p>Practical Vision Focus D:</p> <p>Enhance Church</p>
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Northern Illinois Conference SBC 21 Design Team-Plan of Action—May 2012

Action Framework: Assisting congregations to connect to resources in the larger society available through technology and a wide range of media

Goal 1: Provide technical assistance to congregations to enable clergy and lay persons to be more effective in ministry

Goal 2: Identify mechanisms to increase the use of technology that enable congregations to access a wider range of ministry supports and resources-United Methodist and others.

Practical Vision Focus E:

Stewardship

Action Framework: Teaching the biblical principles of giving as a response to what God has done for us through Jesus Christ

Goal 1: Use a variety of methods, resources, and presenters to teach principles of stewardship and giving including one's time, talent, and resources.

Practical Vision Focus F:

Administration

Action Framework: Developing goals that are consistent with overall goals of the Northern Illinois Conference

Goal 1: Develop goals consistent with the Northern Illinois Conference also taking into account District and United Methodist Church initiatives.