

Agency: Asian American Language Ministry (General Board of Global Ministries)

Title of Report: Quadrennial Report of the Asian American Language Ministry Plan

The 1996 General Conference authorized the creation of the Asian American Language Ministry Study which in turn became the body that led the development of resources for ministry with twelve different Asian American communities in the United States. Successive General Conferences maintained the support for this work and the group adapted to include the significant populations of Asian Americans migrating and settling in communities across the country. The twelve ethnic subgroups who have been officially recognized by the Asian American Language Ministry committee over this past quadrennium are: Cambodian, Chinese, Filipino, Formosan, Hmong, Indian, Japanese, Korean, Lao/Thai, Middle East, Pakistani and Vietnamese.

The formal mission statement of the Asian American Language Ministry continues to be in line with the denomination’s mission statement and contextualized for the focus of AALM’s work. The mission statement is:

“To make disciples of Jesus Christ for the transformation of the world in a cultural and sensitive language relevant to the Asian American social context.”

AALM submitted a strategy with specific benchmarks in the Four Areas of Focus in 2016 to General Conference. Below is a snapshot of the results of the work over the last quadrennium. The table reflects a glimpse of what the Asian American communities in the US look like and how each sub-ethnic group is engaged.

Sub-Ethnic Groups	US Population (mostly from 2010 Census)	# of UMC Churches	# New Church Starts	# of Leader Training Activities	# of Grants Received	Primary Annual Conference Partnerships
Cambodian	276,667	1	8	6	7	Cal-Pac, Cal-Nev
Chinese	3,347,229	30	2	3	5	Cal-Pac, Cal-Nev
Filipino	2,555,923	37	1	3	4	Multiple
Formosan	193,642	2	0	0	0	N/A
Hmong	260,073	16	6	3	9	Ca-Nev
Indian	2,843,391	3	1	0	1	N. Illinois
Japanese	763,325	28	0	1	1	Cal-Pac
Korean	1,548,449	275	0	0	0	N/A
Lao/Thai	437,639	5	2	2	4	Upper New York
Middle East	3,437,512	10	1	1	2	N. Illinois
Pakistani	363,699	1	1	0	0	N/A
Vietnamese	1,548,449	21	18	6	24	Multiple
Pan-Asian	UNK	UNK	2	4	6	Multiple

2016-2019 OBJECTIVES AND RESULTS

LEADERSHIP DEVELOPMENT:

AALM set three particular objectives in this area of focus:

- 1.1 Training and recruiting clergy and lay leadership by identifying, recruiting and cultivating people who can offer pastoral leadership and community organization.
- 1.2 Develop youth leadership by identifying, recruiting and encouraging young leaders on a regular basis.
- 1.3 Develop young adult leadership by reaching out to them with programs and mission opportunities that are aimed at encouraging them to contribute to the church.

To date AALM has held 39 training sessions for clergy and lay leadership, distributed over \$50,000 in youth development programs including sending a group of Asian American high school students to the Duke Youth Academy for spiritual formation and development. In addition to those accomplishments, over 200+ young adults were reached through leadership development and training activities supported by the sub-ethnic caucus groups. AALM also joined the other five plans in hosting the first multi-ethnic Young Adult Leadership Gathering in Chicago, Illinois in the summer 2019.

CHURCH GROWTH:

AALM focused in on two objectives in this area of focus:

- 2.1 Develop new and existing language ministries through partnering with annual conferences to see the larger picture and realize the importance of ministries among Asian Americans to assist with resources (financial, human, technical, etc.) for a fruitful and productive ministry.
- 2.2 Develop multi-racial, next generation ministries by directly assisting in the development of several new intentional multi-racial/cultural, next generation church starts.

*AALM was able to help launch **42** new faith communities in the quadrennium, partnering with annual conferences and sub-ethnic caucuses to reach this goal. We also supported the planting of three innovative experiments seeking to reach multi-racial, next generation ministries. We are still gathering the information from these experiments and hope they can be used to continue to develop new church start models for the Asian American community.*

MINISTRY WITH THE POOR:

Following the four areas of focus that were relevant to the work of AALM, the objective in this area was to:

- 3.1 Develop community outreach ministries by partnering with districts and annual conferences in responding to ministry with the poor in their respected Asian American areas.

This was one area where we have not had much success. Two grants were disbursed in 2017-2018. AALM would like to help sub-ethnic communities and annual conferences understand more about these resources by offering training, information and accompaniment opportunities for churches starting or developing community outreach ministries.

LANGUAGE RESOURCES:

Because many of the newer sub-ethnic groups have English as a second language, resources in native languages are particularly important as we seek to accompany disciples on their faith journey. This objective continues to be critical for the mission.

- 4.1 Develop relevant resources, culturally sensitive written materials and audio-visual resources that are needed for particular Asian language groups.

In total, we offered \$63,000 between 2016-2018 in grants to several sub-ethnic groups requesting support for the development of culturally sensitive and relevant resources for these Asian American communities. The languages in which resources were translated include: Lao, Karenni, Vietnamese, Middle Eastern, Hindi and Urdu. Three out of the six languages had documents developed. There is still a need for resources translated in Cambodian, Chinese and Hmong in the near future.

2021-2024 AALM GOALS AND ORGANIZATIONAL STRUCTURE - Total Budget: \$1,210,000

LEADERSHIP DEVELOPMENT

AALM financial resources supplement opportunities for Leadership Development amongst the sub-ethnic groups, by collaborating, connecting and engaging with other partners like Annual Conferences, Caucuses and local churches to expand the reach of churches serving these communities. The Asian American Language Ministry Plan will continue to develop principled Christian United Methodist leaders by focusing on specific measurable goals between 2021 and 2024. The goals are:

- 1.1 Train and recruit clergy by identifying recruiting and cultivating people who can offer pastoral leadership and community organization.

Output Indicators:

Currently there are **1,426** Asian American clergy in the UMC. This number has stayed relatively stagnant since 2011 while the Asian American membership in the United Methodist Church has grown tremendously. Through partnership with each of the 12 sub-ethnic Asian-American communities, we would like to increase the number of trained clergy by offering the following.

**10 Scholarships for seminary training,
10 Sub-ethnic clergy training grants, and
5 Community development training grants in collaboration with Community Developers Program (CDP) at GBGM. These could include 50% matching grants with CDP.**

1.2 Develop new lay leaders and strengthen existing leadership through lay leadership development and training.

Output Indicators:

10 Lay leadership development: trainings, programs and grants

1.3 Develop youth leadership by identifying, recruiting and encouraging young leaders on a regular basis. We will support sub-ethnic group youth events aimed at educating, strengthening and sustaining mission and ministry that is culturally relevant for 1st and 2nd Generation + youth.

Output Indicators:

10 Grants offered for sub-ethnic youth events/activities with intentional training opportunities.

11 Sub-ethnic groups hosting these youth events/activities

250 Youth participants between 12-18 years of age participating in these youth events/activities.

251

1.4 Develop young adult leadership by reaching out to them with programs and mission opportunities that are aimed at encouraging them to contribute to the church through leadership development and mission service.

Output Indicators:

10 Leadership development programs/trainings offered by AALM and/or sub-ethnic groups aimed at reaching young adults (18-30 years of age)

200 Young adult participants reached through these programs/trainings

CHURCH GROWTH

New Places for Worship & Revitalizing existing Congregations

AALM will continue to resource annual conferences by partnering with them as they identify areas with the greatest potential for reaching underserved Asian American populations within their boundaries. Since Annual Conferences are the primary body of the connection, AALM plans to work collaboratively with other Program Agencies, the five other Ethnic Plans and the Annual Conference cabinets to strengthen and enhance the Annual Conferences' strategy to bring resources together to reach these underserved Asian American communities. The goal for 2021-2024 in this area of focus will be to:

2.1 Accompany US Annual Conferences in developing a strategy for strengthening and enhancing Asian American Ministries.

Output Indicators:

10 Annual Conferences will develop a strategy in Asian American ministries

200 Asian American participants in these trainings

5 Consultants deployed to the Annual Conferences

20 Seed grants contributing to Annual Conference strategy for increasing churches serving Asian American communities

2.2 Develop a cadre of leaders, at least 2-3 per sub-ethnic group, trained in equipping, supporting and strengthening the work Annual Conferences are doing in growing churches and revitalizing churches in densely populated Asian American communities.

Output Indicators:

30 Leaders participating in Conference Strategist trainings and committed to being available as a Conference Strategist.

6 Trainings offered for Conference Strategist (at least one per year)

10 Annual Conferences using Conference Strategist and AALM constituents for reaching sub-ethnic communities.

MINISTRY WITH THE POOR

One of the key areas of need in engaging with Asian American communities is accompanying first generation migrants as they move to US cities throughout the country. According to the 2010 census, US residents who identified as Asian grew by 43% between 2000 – 2010. With the population changes already shifting, the census predicts that nearly 40.6 million Americans will identify themselves as Asian or of Asian descent. Churches who seek to accompany Asian American communities will need to look at a holistic approach for changing people's lives and through them, transforming the world.

3.1 The primary goal in this area of focus for AALM over the next quadrennium will be to accompany local churches serving these communities well by working strategically with their Annual Conferences and collaborating with GBCS and GCORR. The output indicators that will help us measure our progress in this area are below.

Output Indicators:

12 Churches assisted in developing programs addressing racial justice concerns including immigration, job-skill development, etc. through training, programs, and grants.

10 Trainings supported by AALM grants in areas of justice, equity, peace, and outreach.

200 Participants in trainings

10 Trainings aimed at developing family care support programs through Annual Conferences for local church ministries in Asian American populations. (Specific targeted populations include elderly women and single young mothers.)

LANGUAGE RESOURCES AND MATERIALS

Although many Asian American immigrants and migrants have learned English in the US and their second and third generation children have mastered the English as a second language, many 1st generation migrants still prefer to worship in their native languages. If we are to accompany these communities well, The United Methodist Church cannot neglect their role and responsibility in providing discipleship and worship materials that are culturally and contextually relevant for these communities. We hope to partner with Discipleship Ministries and UMCOM to translate specific United Methodist resources so that Asian American churches can use them to educate new community members and youth about The United Methodist Church core values and beliefs.

- 4.1 The goal for equipping and educating Asian American communities through Christian Education and Evangelism for this quadrennium will be to translate the UMC Handbook into a total of 10 different Asian languages before 2024.

Output Indicators:

Completed translations for UMC Handbook into: Chinese/Formosan, Cambodian, Gujarat, Vietnamese; and an additional six Asian languages.

1 UMC Handbooks translated and 1,250 printed copies distributed to these communities

Additional Languages - UMC Handbooks translated into a total of 10 different languages - accessed and downloaded from the website

- 4.2 The second goal for this area of focus will be to develop a video in partnership with UMCOM aimed at equipping youth from Asian American communities on what it means to be a United Methodist Christian.

Output Indicators:

Completed 2-3 minute video or video series about being a United Methodist

10 events/activities where video is shared

600 participants at events/activities where video is shared

Unified Plans Collaborative Programs

In an effort to continue to strengthen and enhance the collaborative efforts across all six-racial ethnic plans, we will set aside 5% of the programmatic budget to create and develop activities and programs that are planned across all six-racial ethnic plans.

STRUCTURES AND RESOURCES

General Agencies Partnership

AALM will continue to be administratively located within Global Ministries. The agency will provide AALM with:

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- staff support, staff evaluation and supervision
- administrative support and oversight through personnel policies, financial accountability processes, financial policies and other administrative policies adopted by the Global Ministries Board of Directors.
- Avenue for representing AALM’s work to General Conference through reports and legislation.

This collaborative relationship allows the AALM Committee to focus their time and energy on programmatic matters related to the mission of AALM.

AALM will continue to work collaboratively with the other General Agencies and invite the three other Program Boards to the committee meetings in order to connect, collaborate and even align work geared towards reaching Asian American communities in the US.

AALM STAFF

A full-time executive staff member will be assigned to the AALM Committee. The AALM Staff will be accountable to the AALM Committee for all programmatic work of AALM. As noted above, all other administrative accountabilities will come under the HR hiring, evaluating and releasing policies and procedures of Global Ministries. The funding for the staff members of AALM will be out of the AALM budget.

Committee Members Organization

Each member of the Committee on Asian American Language Ministry is to establish and maintain regular two-way communication with the constituencies they represent, and this shall include at least one annual written report to such constituencies.

AALM Committee Members	#	SOURCE OF FUND
Council of Bishops	1	Council of Bishops
NFAAUM Caucus Chair	1	AALM
12 – Sub-ethnic Caucus Representatives (Chair of each caucus + 1 additional clergy/lay – depending on status of the chair)	24	AALM
Young Adult	1	AALM
Youth	1	AALM
Agency Staff Resource Persons (Voice/No Vote): GBGM, GBOD, GBHEM, GBCS, UMCOM	5	Paid by Agency
AALM Staff (Program Manager/Program Assistant (Voice/No Vote)	2	AALM
Total Voting Members:	28	
Total Members:	35	

Functions and Responsibilities

The Plan recommends that the Committee be charged:

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- a. Determine direction of programmatic ministry as reported and supported by General Conference.
- b. To lead the church in the development of guidelines for grants and programs for Asian American ministries with the general agencies, seminaries, annual conferences, training centers, and others responsible for implementing components of the Plan.
- c. To coordinate responses to the Plan of all the general agencies and annual conferences and facilitate interagency collaboration.
- d. To undertake program initiatives in response to identified needs in collaboration with the general program agencies, seminaries, training centers, and annual conferences, and to provide final approval of the distribution of grant funds allocated to the AALM.
- e. To promote and support the necessary ongoing research on issues affecting Asian American communities and the mission of The United Methodist Church in these communities as a base for the implementation of programs.
- f. To monitor and assist in the evaluation of programs in Asian American Ministries by the general agencies and annual conferences.
- g. To have a representative in the UM Immigration Task Force.
- h. To make a written report to the 2024 General Conference of The United Methodist Church.