

Asian American Language Ministry Plan

2017-2020 Quadrennial Report

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 eleven 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, 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."

During the extended 2017-2020 quadrennium, AALM awarded over \$1 million in grants to congregations to congregations across the United States to support new congregations, active congregational activities, and to revitalize congregations. During the 2020 COVID-19 pandemic, AALM awarded over \$90,000 in COVID-19 related grants to Asian American churches to supplement pastoral salaries and provide financial assistance for ministry-related needs (technology and worship resources).

2017-2020 GOALS, OBJECTIVES, AND RESULTS

Goal 1: 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.

During the quadrennium, AALM held over 40 training sessions for clergy and lay leadership and awarded over \$400,000 in leadership development grants. Leadership Development grants were used to support language and ethnic ministry gatherings and ministry opportunities. In 2019, AALM allocated \$25,000 and sent 16 pastors to the Festival of Homiletics to participate in pastoral and leadership development activities. Young adult and female clergy were encouraged to participate in the Festival of Homiletics leadership development opportunity.

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.

Between 2020 and 2022, AALM hosted a series of “Raise up your Voices” webinars, addressing issues around race, ethnicity, and racism and stereotypes. Each webinar had an average of 45 attendees and were attended by people across multiple races and ethnicities.

Goal 2: Church Growth

AALM focused 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 over 40 new faith communities in the quadrennium, partnering with annual conferences and sub-ethnic caucuses to reach this goal. Over \$415,000 in grants were awarded to congregations and annual conferences to support establishing new congregations and strengthening existing congregations.

Goal 3: Ministry with the Poor

While establishing new congregations and strengthening existing congregations has been a priority for AALM, AALM recognizes ministry beyond the walls of the church is an important component of ministry.

- 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.

While AALM did not award many Ministry with the Poor grants, AALM did work in partnership with the Global Ministries in supporting Asian American congregations engaging in ministry with communities in need.

Goal 4: 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, AALM awarded over \$60,000 in grants during the quadrennium 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.

2025-2028 AALM GOALS AND ORGANIZATIONAL STRUCTURE - Total Budget: \$1,210,000

Goal 1: 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 2025 and 2028. The objectives 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 over 1,400 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,**
- 10 Jurisdictional/Regional Trainings and Gatherings for clergy and lay after disaffiliation (wordsmith this to be better) post-pandemic training**

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

Output Indicators:

- 5 Women's leadership development trainings, programs and grants**
- 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.**
- 2 National Youth Gatherings**
- 5 Jurisdictional Youth Gatherings**
- 11 Sub-ethnic groups hosting these youth events/activities**

1.4 Develop young adult leadership by reaching out to them with programs and mission **and advocacy** 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)

5 Advocacy trainings

Goal 2: 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 2025-2028 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

5 Consultants deployed to the Annual Conferences

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

Goal 3: 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. 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 Accompany local churches serving these communities well by working strategically with their Annual Conferences and collaborating with GBCS and GCORR.

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.

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.)

Goal 4: 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 Equip and educate Asian American communities through Christian Education and Evangelism translated into at least 10 different Asian languages before 2028.

Output Indicators:

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

Goal 4.2 Develop a video in partnership with UMCOM to equip 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 in various languages**
- **10 events/activities where video is shared**

STRUCTURES AND RESOURCES

General Agencies Partnership

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

- 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 to:

- 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.