

Discipleship Council Report

The Discipleship Council: (a) functions, as necessary, on behalf of the Annual Conference in between sessions; (b) ensures that Conference resources align to our vision, mission, and critical issues; and (c) discerns, develops, reviews, and evaluates the strategic direction of the Conference toward its vision and goals. It coordinates and consults with the Conference Council on Finance and Administration regarding the annual budget.

In the midst of leadership transitions, we have had a very productive year. In the Summer of 2018, our chairperson, Jen Ihlo, resigned due to unexpected work, General Conference, and family demands. In the Fall of 2018, the Rev. Jenny Cannon switched from being Secretary to serving as Interim Chair, and Carol Travis assumed the role of Secretary. In the Spring of 2019, the Rev. Jessica Hayden was named as Chair. In this year of experimentation, the chairs from the five interim boards participated with voice and no vote.

We accomplished the following:

1. Clarified our vision. The Baltimore-Washington Conference inspires and equips local churches to development disciples of Jesus Christ for the transformation of the world. Our vision includes that our discipleship agencies will provide the structure, support and opportunity for more engagement within and beyond the local church so that more transformed lives transform lives.
2. Approved Project Transformation (PT) DC as a BWC partnered ministry. This decision has zero budgetary implications and allows them to submit an institutional report each year as their ministry within our annual conference grows. PT DC's mission is to engage young adults in purposeful leadership and ministry, support children in holistic development, and connect churches with communities. Their first summer was 2018 where 98 children participated in summer programming at Hughes Memorial United Methodist in Ward 7, and Brighter Day Ministries in Ward 8. Ninety percent of them felt that they would do well in reading at school this year.
3. Created a simpler process for Ministry Relationship Oversight Committee to enable it to do its work. (<https://www.bwcumc.org/administration/ministry-relationships/>)
4. Clarified the BWC organizational structure and developed recommendations for realignment in collaboration with the Interim Discipleship Agency Boards, Connectional Table and the Rules Committee.

At the 2018 Annual Conference Session, more than 80% of delegates affirmed experimenting with refocusing and realigning our collective ministry for greater impact.

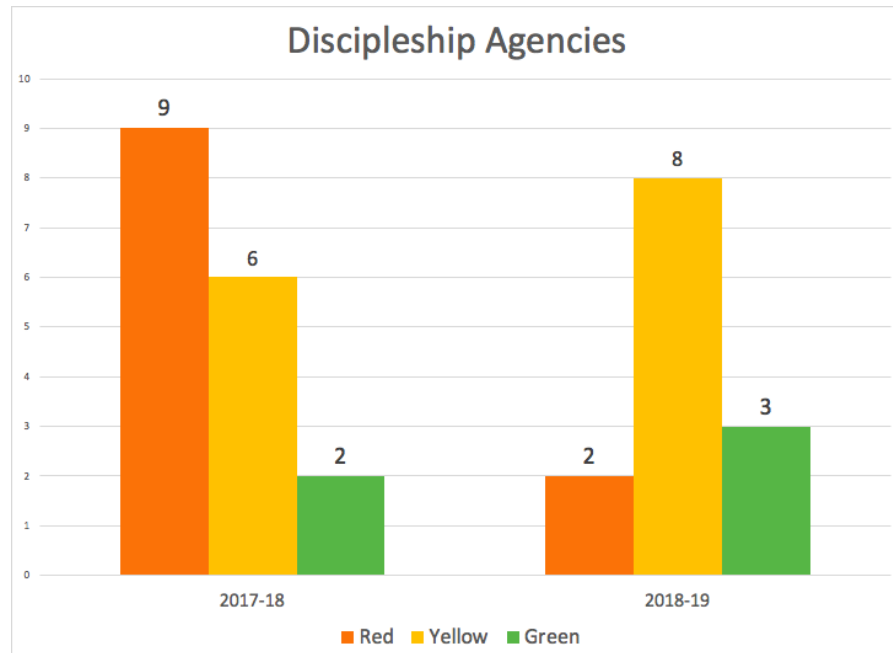
Since the 2018 Annual Conference Session, BWC leaders and staff continued having conversations with a wide variety of stakeholders to discern what our next steps should be. As of April 1, 2019, more than 630 people have been involved in providing feedback and engaging in conversations regarding one or more aspects of the realignment in the Discipleship Agency areas. The Discipleship Council affirms the following:

- The realignment and refocusing has enabled the BWC to invest more in local faith community efforts through the first round of Missional Innovation Grants for Young People's Ministry, Advocacy & Action, and Abundant Health.

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(<https://www.bwcumc.org/news-and-views/missional-innovation-grants-support-creative-discipleship/>)

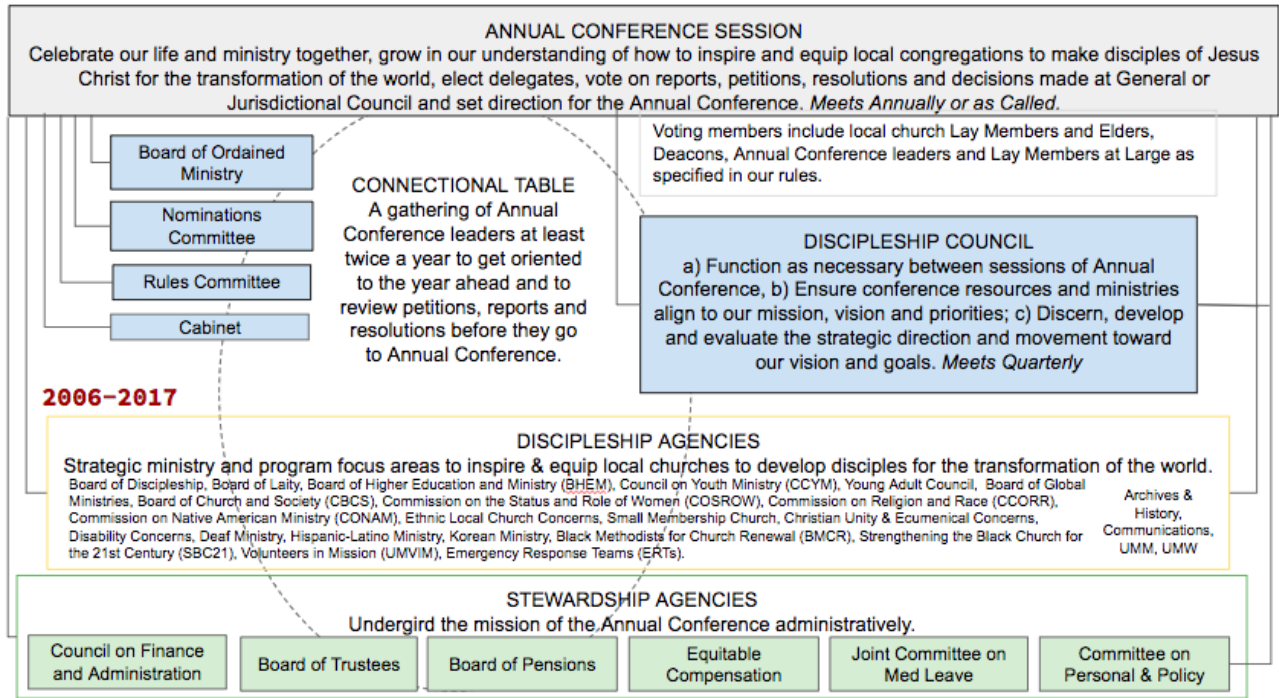
- The realignment and refocusing has resulted in stronger collaborative staff-agency relationships which means that Annual Conference leaders are at the center, not the periphery of decision making.
- The realignment and refocusing has allowed the BWC to have more flexibility, nimbleness and visibility with regards to urgent advocacy needs.
- More boards are functional and more people are engaged in ministry that is focused on grassroots.



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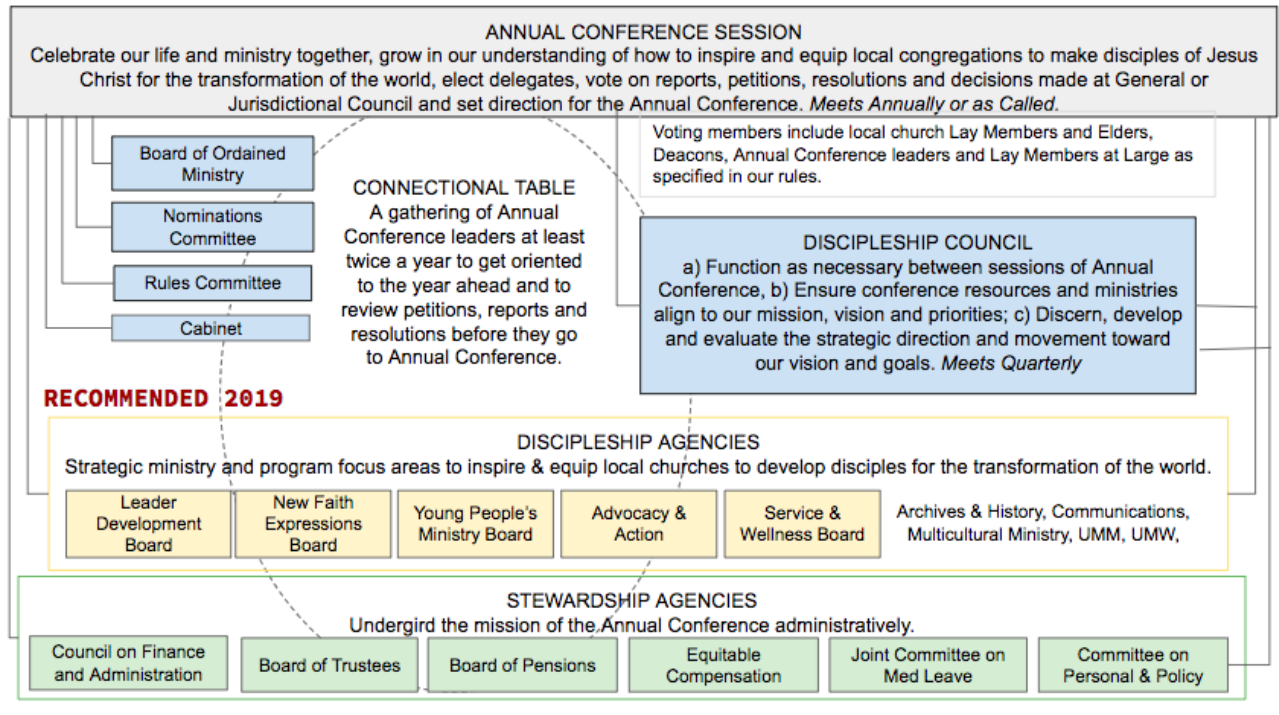
- Red = Not functional due to not meeting or meeting to write the journal report.
- Yellow = Meeting regularly, understand their why and not yet making desired impact. More than half of those in the yellow category this year believe they will be able to be green next year if given the opportunity to continue their work.
- Green = Fully functional and making progress toward their purpose.

71 **2006-2017 Baltimore-Washington Conference Agency Structure**



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73 **Recommended 2019 Baltimore-Washington Conference Agency Structure**



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75 The structural simplification of Discipleship agencies provides for more clarity of purpose,
76 cohesion, and clearer connection to the mission and ministry of local faith communities. All
77 requirements contained within the Book of Discipline are maintained.

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Strategic Focus and Streamlining of Discipleship Agencies



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Notes on above:

- CBCS=Conference Board of Church and Society (now referred to as Advocacy and Action)
- COSROW=Commission on the Status and Role of Women (now referred to as Gender Equality).
- CCORR=Conference Commission on Religion and Race (now the executive team of Racial Justice).
- *Multicultural Ministry falls within the Advocacy and Action budget but impacts all five strategic areas. It includes: African American Ministry (Strengthening the Black Church for the 21st Century and Black Methodists for Church Renewal), Deaf Ministry, Hispanic/Latino Ministry, Native American Ministry (formerly known as CONAM).
- ** We seek to refrain from creating a committee when calling a meeting of leaders is sufficient. For example, an annual forum for leaders (lay and clergy) who are interested in learning and addressing ethnic local concerns/opportunities with follow-up action items taken by people who can implement them is more impactful than seven people on a committee. Annual forum notes and action items will be shared with all Discipleship board chairs and other leadership as deemed appropriate.

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Leadership Development Board

Purpose:

We seek to equip and mature leaders who develop disciples of Jesus Christ who know their purpose and use their gifts to build up the body of Christ for the transformation of the world. We nurture a culture in and through the Leadership Development Board of call, competency, and spiritual maturity through teams working together to equip vibrant lay and clergy leadership throughout the conference. The Leadership Development Board coordinates, supports and contributes to all leadership efforts within the conference.

Responsibilities:

- Coordinate and communicate a master Board calendar for all leadership training within the conference.
- Meet at least quarterly and additionally as necessary, with agendas distributed one week before each meeting, with a focused approach to each meeting.
- Ensure that new initiatives are aligned with the vision and strategic plan for leadership development in the conference.
- Engage others outside the Leadership Development Board through task forces, chaired by Board members in the following areas:
 - Develop a coaching network to equip coaches that will walk alongside leaders implementing discipleship systems.
 - Develop a partnership with the Leadership Academy Team to provide resources and opportunities for training.
 - Develop a partnership with the Call and Clergy Care office to work with clergy and laity who feel the call to ministry in the local church
 - Partner with our local seminaries to cultivate a pipeline of mature spiritual leaders.
 - Comply with all requirements of the Book of Discipline related to leadership development which aren't owned by other agencies and boards within the conference (§629.Board of Discipleship functions, ¶631 Conference Board of Laity).

Team Composition: 11 voting members including, BOOM Chair (or designee), Conference Lay Leader, Director of Lay Servant Ministries, up to 6 people with skills and demonstrated fruitfulness in discipleship and leadership development (3 lay, 3 clergy), one Youth and one Young Adult.

Ex Officio (voice no vote): Director of Leadership and Congregational Development, Executive Minister of Call and Clergy Care, Wesley Seminary rep.

Time Commitment: Quarterly meetings (3-4 hrs.) either in person or via Zoom. Taskforce and subcommittee meetings as needed (depending upon the task).

New Faith Expressions Board

Purpose:

We encourage the development of New Faith Expressions, which are communities of faith in-tune with our changing culture. These communities of faith are developed with those who are not yet a part of a church, in mind. We believe it will take all kinds of churches to reach all kinds of people. New faith expressions are not tied to a physical building (or even to keeping a church alive) but to a building of community for a purpose: to engage people in a life-giving relationship with Jesus.

Responsibilities:

Constantly cast a vision for a planting culture, where everyone feels freed up to plant a new place for new people in their community.

- By the grace of God, be able to lead people to do what they might think is impossible.

- 149 ● Encourage evangelism in order to create new places and spaces for new people within and
- 150 beyond the bounds of existing congregations.
- 151 ● Develop and oversee systems for identifying, training and supporting pastors and/or laity to
- 152 create new faith expressions.
- 153 ● Develop a strong cadre of clergy and laity who have the gifts and graces to lead new faith
- 154 expressions.
- 155 ● Identify and train potential partner churches to reach new people by creating new faith
- 156 communities.
- 157 ● Create an overarching strategic plan to accomplish the mission including vision, values,
- 158 goals, priorities, and strategies.
- 159 ● Assist the District Superintendents, in their role as chief mission strategists of the district, in
- 160 their work of starting new faith communities and transforming existing congregations to
- 161 reach new people.
- 162 ● Coordinate the use of Conference resources, in strategic ways, to help us live out our
- 163 mission of inspiring and equipping local faith communities to develop disciples of Jesus
- 164 Christ for the transformation of the world.
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166 **Team Composition:** 10 voting members (at least 1 from each District) selected by the Committee on
 167 Nominations using interest forms.

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 169 **Ex Officio** (voice no vote): Director of New Faith Expressions and Coordinator of Hispanic
 170 Ministries

172 **Young People’s Ministry Board**

173 **Purpose:**

174 We nurture a culture, in and through the Young People’s Ministry (YPM) Board, of loving, joyful,
 175 and hard-working teams working together to create and sustain a vibrant young people’s ministry
 176 throughout the conference. The YPM Board coordinates, oversees, supports and contributes to the
 177 crafting of the vision of all young people’s ministry within the conference (including, but not
 178 limited to, ROCK, campus ministry, the work of Conference Council for Youth Ministry, the work
 179 of Young Adult Council, the work of the Board of Higher Education and Ministry, and camping and
 180 retreat ministry).

182 **Responsibilities:**

- 183 ● Speak into, endorse, support, and share a three-year strategic design and execution process
- 184 for young people’s ministry in the conference.
- 185 ● Ensure that clear communication takes place between the various areas of young people’s
- 186 ministry in the conference.
- 187 ● Coordinate and communicate a master calendar for all board-related young people’s
- 188 ministry programming in the conference.
- 189 ● Meet at least quarterly and additionally as necessary, with agendas distributed one week
- 190 before each meeting, with a calm, confident, and focused approach to each meeting.
- 191 ● Ensure that new initiatives are aligned with the vision and strategic plan for young people’s
- 192 ministry in the conference.
- 193 ● Engage others outside the Interim Young People’s Ministry Board through task forces,
- 194 chaired by Board members in the following areas (see Appendix A for descriptions):
 - 195 ○ Database
 - 196 ○ Training
 - 197 ○ Grants and Scholarships
 - 198 ○ Campus Ministry (many functions of BHEM)

- 199 ○ Young Adult Ministry (formerly Young Adult Council)
- 200 ○ Student Leader Cohort (many functions of CCYM)
- 201 ○ ROCK
- 202 ● Comply with all requirements of the Book of Discipline related to young people’s ministry.
- 203 ● Assess strategic ministry needs and troubleshoot key pressure points efficiently and
- 204 effectively.

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206 **Team Composition:** 10 voting members (at least 4 of which are youth) selected by the Committee

207 on Nominations using interest forms completed by youth and young adults and ensuring there is

208 balanced representation from all areas (Student Leadership Cohort, campus ministry, Retreat and

209 Camping ministry, and Young Adult Ministry)

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211 **Ex Officio** (voice no vote): ROCK event coordinator, Retreat & Camping Ministry rep, Campus

212 Ministry rep, two advocate advisers who hold leadership roles in the local church and have

213 extensive experience with young people, and a staff rep.

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215 **Advocacy & Action Board**

216 **Purpose:**

217 We inspire and equip faith communities to develop disciples of Jesus Christ for the transformation

218 of the world by collaborating with others to transform systems that disenfranchise, marginalize, and

219 oppress. The Advocacy and Action Board is tasked with establishing a clear, consistent and impact-

220 driven BWC presence on urgent policy matters at local, state, and national levels, and helps set

221 Conference-wide justice priorities rooted in our Social Principles.

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223 **Responsibilities:**

- 224 ● Develop, share, and implement a strategic plan for justice ministry throughout the conference
- 225 that includes vision, values, goals, priorities, and execution strategies that is revised and re-
- 226 evaluated annually.
- 227 ● Coordinates, oversees, supports, and contributes to the implementation of its vision through the
- 228 work of social action teams, specialized committees, and forums:
 - 7 Social Action Teams
 - Climate/Environmental Justice
 - Gender Equality (COSROW ¶644)
 - Gun Violence Prevention
 - Immigration Reform
 - Racial Justice (CCORR ¶643)
 - Restorative Justice (R/CJAMM)
 - Wealth Equity
 - 3 Committees:
 - Native American Ministry (CONAM ¶654)
 - Deaf Ministries
 - Commission on Disability Concerns (¶653)
 - 3 Annual Forums:
 - Small Membership Church
 - Ethnic Local Church Concerns (including the Grow Church through Ministries for Asian Americans, Black Methodists for Church Renewal (BMCR), Strengthening the Black Church for the 21st Century (SBC21) and Hispanic/Latino Ministries ¶655)
 - Christian Unity and Interreligious Relationships

229 ● Comply with all requirements of the Book of Discipline related to Advocacy & Action (e.g.

230 ¶629, ¶642, ¶643, and ¶644 and relevant parts of ¶632, ¶645, ¶653, ¶654, ¶655).

231 ● Ensure that new initiatives are aligned with the vision and strategic plan for BWC’s justice

232 ministry.

- 233 ● Organize needed training for local churches and leaders on community organizing, intercultural
- 234 proficiency, and justice as a spiritual discipline to grow and multiply disciples.
- 235 ● Coordinate with the Office of Leadership and Congregational Development/Leader
- 236 Development Board to hold Annual Forums (see above).
- 237 ● Assess strategic ministry needs and troubleshoot key pressure points efficiently and effectively.
- 238 ● Create and/or identify systems to track progress and maintain connection with Advocacy &
- 239 Action servant leaders and other engaged persons.
- 240 ● Ensure clear communication between all aspects of the Advocacy & Action network.
- 241 ● Coordinate and communicate an external master calendar for all Advocacy & Action board-
- 242 related programming throughout the conference.
- 243 ● Meet at least quarterly and additionally as necessary, with meaningful and productive agendas
- 244 that foster a calm, confident, and focused approach to each meeting.
- 245 ● Establish and maintain work groups, task forces, and/or subcommittees, chaired by Board
- 246 members or designees, to ensure effective implementation of the strategic plan. (Appendix B)

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248 **Team Composition:**

249 15 voting members with passion and commitment to justice and service to include: 7 chairs of each

250 A&A Social Action Team; 3 annual forum leaders (see above), and 4 others whose collective gifts

251 span grant administration, project management, legislative advocacy, and data analysis and

252 evaluation, selected by the Committee on Nominations using interest forms as well as ensuring at

253 least three board members are young adults.

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255 **Ex Officio** (voice no vote): Representatives from: Deaf Ministries, Committee on Disability

256 Concerns, Justice For Our Neighbors (JFON), UMW rep, UMM rep, Native American Ministries

257 (CONAM), and a staff representative.

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259 **Wellness & Service Board**

260 **Purpose:**

261 We nurture a culture, in and through the Wellness & Service (WS) Board, of loving, passionate, and

262 committed teams, working together to create and sustain programs and ministries that develop

263 disciples of Jesus Christ through alleviating human suffering, meeting human needs, and

264 proactively improving health and well-being for individuals and communities.

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266 **Responsibilities:**

- 267 ● Speak into, endorse, support, and share a long-range strategic design and execution process for
- 268 wellness and service ministry throughout the conference (revise and re-evaluate annually)
- 269 ● The WSBoard is responsible for crafting the vision of all health ministry and mission outreach
- 270 work within the conference. It coordinates, oversees, supports, and contributes to living out that
- 271 vision through specialized programs, ministry offerings, and organizational efforts including,
- 272 but not limited to:

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| 273 ● Volunteers in Mission (VIM) | 282 ● Health advocacy and linking individuals |
| 274 ● Early Response Teams (ERT) / | 283 to health services |
| 275 Disaster Response | 284 ● Collaborating on Mission u |
| 276 ● HIV-AIDS Ministry / Quality of Life | 285 ● The work of Seeds of Security / Domestic |
| 277 Retreats | 286 Violence/Intimate Partner Violence |
| 278 ● Global and national missionary | 287 Prevention (DV/IPV) |
| 279 itineration | 288 ● Wellness & Preventive Health Care |
| 280 ● Holistic health ministry training and | |
| 281 events | |

- 289 ● Comply with all requirements of the Book of Discipline related to Board of Global Ministries
290 ¶633.
- 291 ● Ensure that new initiatives are aligned with the vision and strategic plan for BWC abundant
292 health ministry
- 293 ● Assess strategic ministry needs and troubleshoot key pressure points efficiently and effectively
- 294 ● Ensure that clear communication takes place between all areas of abundant health ministry
- 295 ● Coordinate and communicate an external master calendar for all abundant health ministry
296 programming throughout the conference
- 297 ● Meet at least quarterly and additionally as necessary, with meaningful and productive agendas
298 that foster a calm, confident, and focused approach to each meeting.
- 299 ● Establish and maintain work groups, task forces, and/or subcommittees, chaired by Board
300 members or designees, to ensure effective implementation of the strategic plan (see Appendix
301 C).

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303 **Team Composition:**

304 13 voting members with passion and commitment to health and mission ministry including the
305 Conf. Secretary of Global Ministries, VIM Coordinator, and Disaster Response Coordinator, 1
306 youth or young adult, and 9 others who have gifts in grant administration, project management,
307 training and instruction, and/or data analysis and evaluation, selected by the Committee on
308 Nominations using interest forms.

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310 **Ex Officio** (voice no vote): UMW representative, UMM representative, and a staff representative

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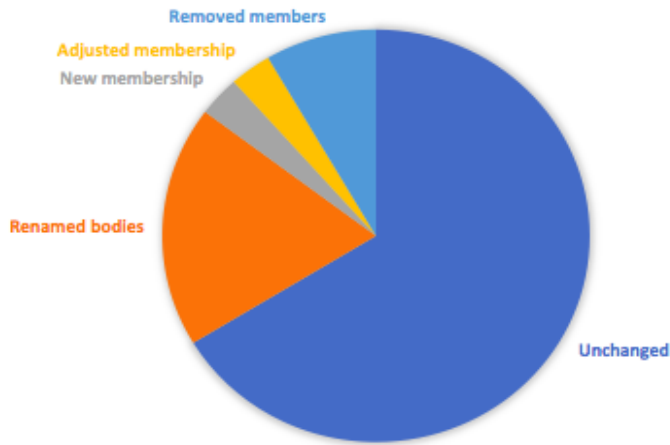
312 **Connectional Table**

313 Some conference leaders believe that instead of the Connectional Table we should simply call
314 meetings of Annual Conference leaders as necessary: once in the fall for orientation and any
315 generative work needed to the coming year; and then again to review petitions, reports and
316 resolutions before they go to Annual Conference. Furthermore, voting concurrence/non-concurrence
317 doesn't hold the weight that many attribute to it as often the issues are complex and members have
318 admitted not really understanding what they are voting on.

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320 There was discussion at the Connectional Table and Discipleship Council about the purpose and,
321 ultimately, the need for the eight district reps who currently hold no other Annual Conference leadership
322 position. The original logic for this was so that the votes of Connectional Table on resolutions
323 represented something of the Annual Conference as a whole and not just Conference leadership.
324 However, eight votes out of 89 isn't significant and the need for those persons given the current
325 function of the table isn't clear.

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- 326 In the event that the Connectional Table is continued, we are recommending a less than 10% decrease in the number of voting members from 89 to 81 as follows:
- 57 members remain the same
 - Rename 18 member bodies to reflect the new Discipleship Agency structure;
 - Remove the 8 District Reps with “no other Leadership position;”
 - Adjust the numbers of members from three bodies; and
 - Add 3 new members (VIM coordinator and chair plus one from New Faith Expressions).

Membership of the Connectional Table is as follows with recommended changes in bold.

2014-2017 Membership ¹	2019 Membership Changes
1-Conference Lay Leader	same
1-Conference Secretary	same
1-Resident Bishop	same
16-District Superintendents and District Lay Leaders	same
8-District Reps With No Other Leadership Experience	0-District Reps with No Other Leadership Experience
1-Nominations	same
1-Conference Secretary of Global Ministries	same
<i>Reps from chapters of local caucuses</i>	
1-Black Methodists for Church Renewal	same
1-Korean Caucus	same
	1-VIM Coordinator
2-Discipleship Council	same
2-Retreat and Camping Ministries (RCM) ²	Young People’s Ministry Board’s RCM Reps
2-Committee on Hispanic/Latino Ministries and Korean Caucus³	Committee on Hispanic/Latino Ministries
2-Commission on Religion & Race	same
2-Commission on Disability Concerns	same
2-Youth Ministries	Young People’s Ministry Board’s High School Youth Reps (or equivalent)
2-Young Adult Ministries	Young People’s Ministry Board’s Young Adult Reps from Young Adult Ministries (or equivalent)
2-United Methodist Women	same
2-United Methodist Men	same
2-Council on Finance and Administration	same
2-Board of Ordained Ministry	same
2-Rules Committee	same
2-Board of Trustees	same
2-Board of Pensions	same

¹ Per 2006 Journal. The number indicates the number of people represented

² The BWC hasn’t had a Retreat and Camping Ministry Board since 2005

³ Per 2006 structure author’s annotation, the Korean Caucus should show up under the local caucuses and not be listed as a part of Hispanic/Latino Ministries

2-Commission on Equitable Compensation	same
2-Commission on Archives/History	same
2-Communications	same
2-Personnel & Policy	same
2-Episcopacy	same
2-Deaf Ministries	same
2-Board of Church & Society	Advocacy & Action Board (or equivalent)
2-Board of Discipleship ⁴	Leader Development Board (or equivalent)
2-Board of Global Ministries	Wellness & Service Board (or equivalent)
2-Board of Higher Education and Ministry	YPM Board's Campus Ministry Task Force (or equivalent)
2-Commission on the Status and Role of Women (COSROW)	Advocacy & Action Board's Gender Equity (COSROW) or equivalent
2-Commission on Native American Ministry (CONAM)	Advocacy & Action Board's Native American Ministry Team (CONAM) or equivalent
2-Commission on Small Member Church (SMC)	1-Convener of SMC Forum
2-Commission on Ethnic Local Church Concerns (ELCC)	1-Convener of ELC Forum
2-Commission on Christian Unity & Interreligious Concerns (CUIC)	1-Convener of CUI Forum
	2-New Faith Expressions Board (or equivalent)
<i>Non-Voting Membership</i>	
Assistant to the Bishop	
Director of Connectional Ministry	
Director of Communications	
Conference Treasurer	

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In the coming year, we seek to identify shared metrics that are meaningful for all and keep us aligned and focused on our mission.

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- Progress on Discipleship Agency board goals (see ministry reports for details) which are essential to the BWC's mission of inspiring and equipping local faith communities to develop disciples of Jesus Christ for the transformation of the world so that more transformed lives *transform* lives.
- Number of people:
 - Engaged and
 - Maturing in Wesleyan discipleship
- Impact being made in communities in which our churches and ministries reside.

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359 Discipleship Council Recommendations:

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1. The adoption of a BWC vision statement that includes the tagline: transformed lives *transform* lives.
2. The ministry partnership with Project Transformation DC.
3. The realignment of Discipleship Agencies to allow for more effective, focused and nimble ministry by re-forming Discipleship Agencies into these five boards:
 - a. Leadership Development
 - b. New Faith Expressions
 - c. Young People's Ministry

⁴ BWC has been operating without a Board of Discipleship for many years

- 368 d. Advocacy and Action
- 369 e. Wellness and Service

370 This includes allowing Discipleship Agencies to modify task forces as needed to address
371 ministry needs while maintaining Book of Discipline requirements.

- 372 4. The modifications as noted to the Connectional Table which allow for appropriate
- 373 interfacing with new Discipleship Agency structure and remove 8 members who have no
- 374 Annual Conference Leadership Role. (Pending input from the Rules Committee.)
- 375 5. Update language within BWC's Policies and Procedures manual as needed to reflect the
- 376 name changes contained within this report.

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378 Submitted by Rev. Jessica Hayden, Discipleship Council Chair, and Christie Latona, Director of
379 Connectional Ministries.