

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.

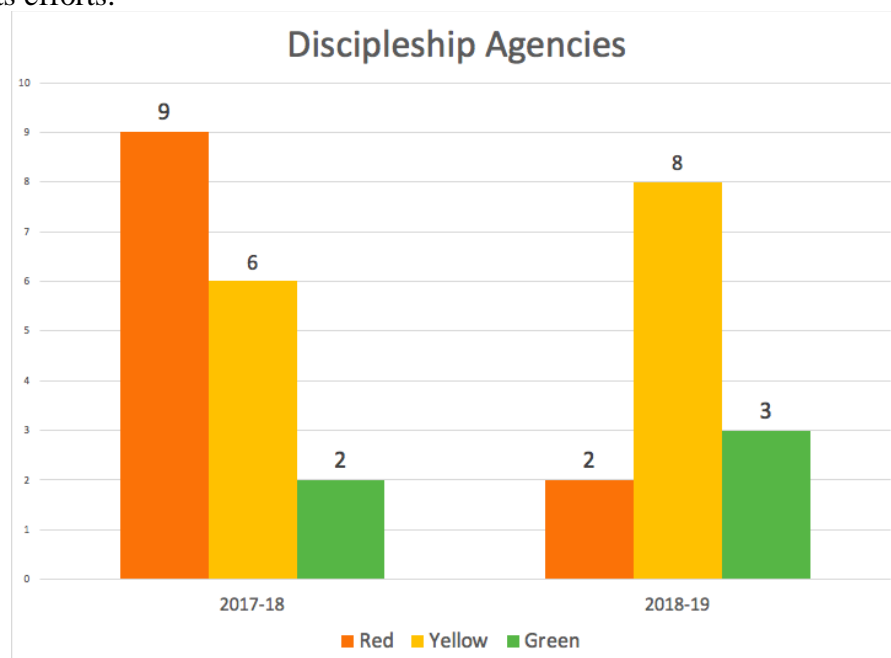
We accomplished the following:

1. Clarified our vision. The Baltimore-Washington Conference inspires and equips local faith communities to develop 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. The Agreement between Project Transformation DC and the BWC is online at www.bwcumc.org/ptdcagreement.
3. Created a simpler process for the 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 percent of members 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.
(<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.
- There are more functional boards and more people engaged in ministry that is focused on grassroots efforts.

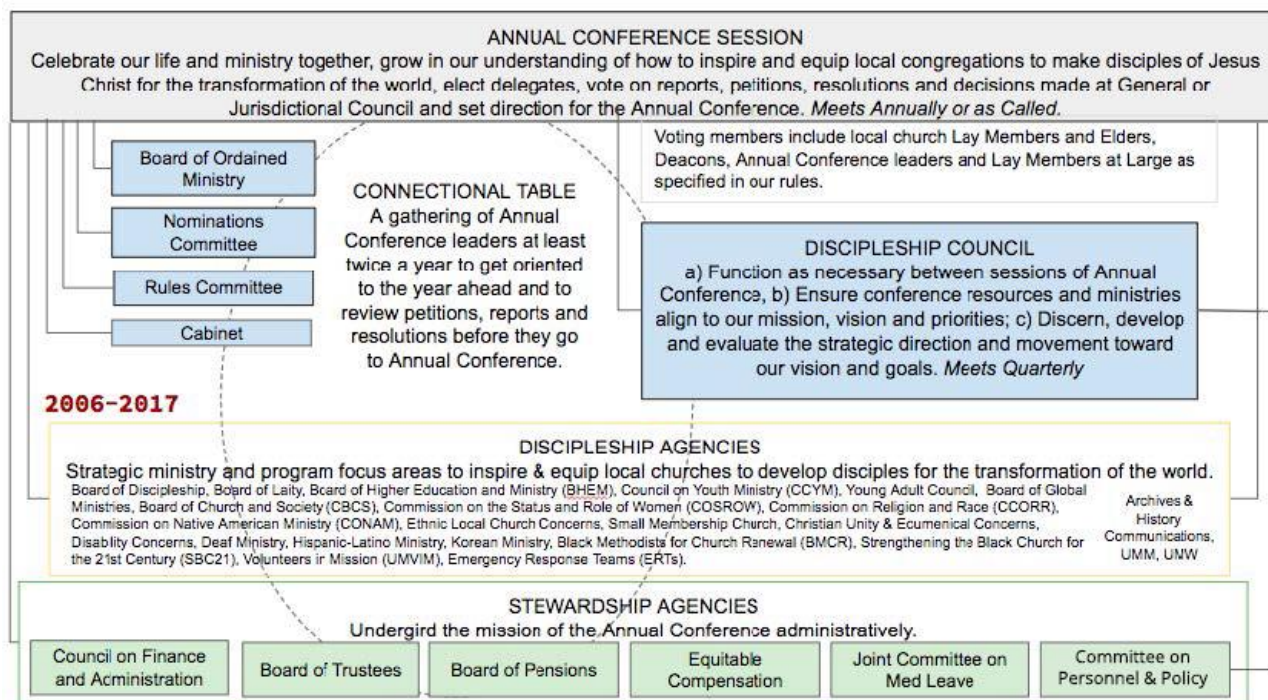


Red = Not functional due to not meeting or meeting to write the journal report.

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.

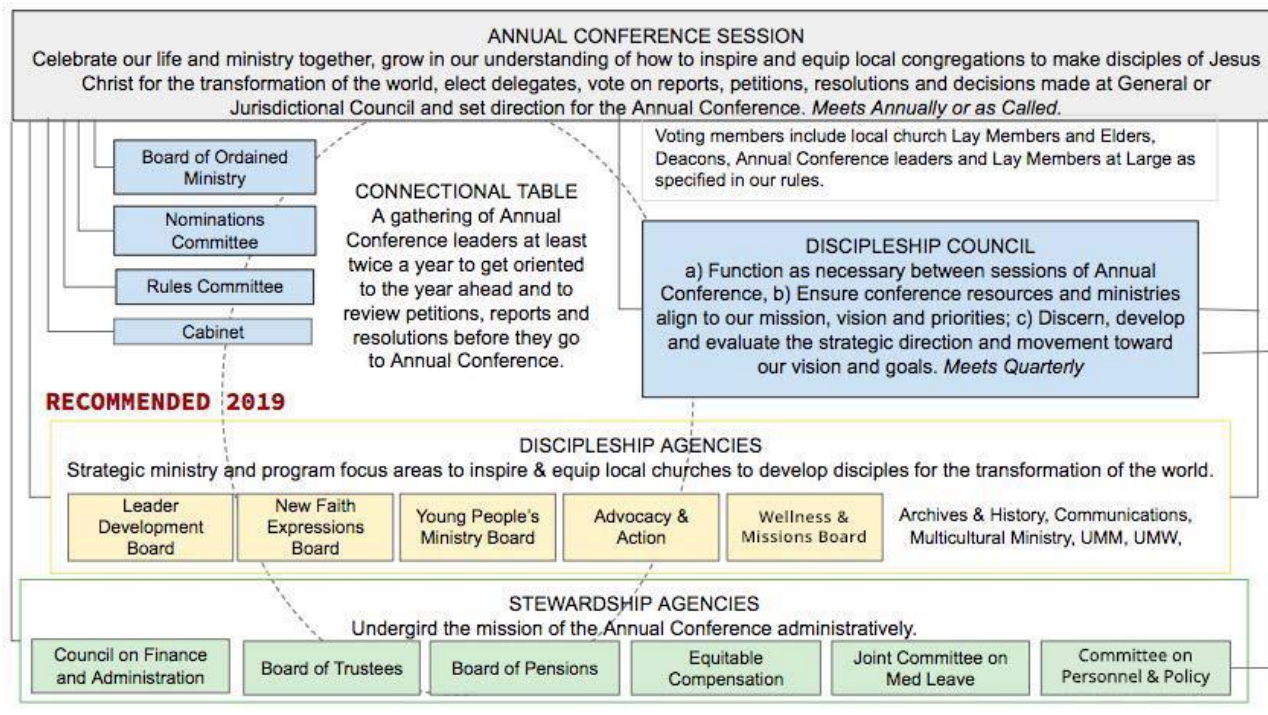
Green = Fully functional and making progress toward their purpose.

73 2006-2017 Baltimore-Washington Conference Agency Structure



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75 Recommended 2019 Baltimore-Washington Conference Agency Structure



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

80

Strategic Streamlining of Discipleship Agencies



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.

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: Eleven voting members including: BOOM Chair (or designee), Conference Lay Leader, Director of Lay Servant Ministries, up to six people with skills and demonstrated fruitfulness in discipleship and leadership development (three lay, three 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 hours) 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 faith communities 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.
- Encourage evangelism in order to create new places and spaces for new people within and beyond the bounds of existing congregations.
- Develop and oversee systems for identifying, training, and supporting pastors and/or laity to create new faith expressions.
- Develop a strong cadre of clergy and laity who have the gifts and graces to lead new faith expressions.
- Identify and train potential partner churches to reach new people by creating new faith communities.
- Create an overarching strategic plan to accomplish the mission including vision, values, goals, priorities, and strategies.
- Assist the District Superintendents, in their role as chief mission strategists of the district, in their work of starting new faith communities and transforming existing congregations to reach new people.
- Coordinate the use of Conference resources, in strategic ways, to help us live out our mission of inspiring and equipping local faith communities to develop disciples of Jesus Christ for the transformation of the world.

Team Composition: Ten voting members (at least one from each district) selected by the Committee on Nominations using interest forms.

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

Young People's Ministry Board

Purpose:

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

Responsibilities:

- Speak into, endorse, support, and share a three-year strategic design and execution process for young people's ministry in the conference.
- Ensure that clear communication takes place between the various areas of young people's ministry in the conference.
- Coordinate and communicate a master calendar for all board-related young people's ministry programming in the conference.
- Meet at least quarterly and additionally as necessary, with agendas distributed one week before each meeting, with a calm, confident, and focused approach to each meeting.
- Ensure that new initiatives are aligned with the vision and strategic plan for young people's ministry in the conference.
- Engage others outside the Interim Young People's Ministry Board through task forces, chaired by Board members in the following areas:
 - Database
 - Training
 - Grants and Scholarships
 - Campus Ministry (many functions of BHEM)
 - Young Adult Ministry (formerly Young Adult Council)
 - Student Leader Cohort (many functions of CCYM)
 - ROCK
- Comply with all requirements of the Book of Discipline related to young people's ministry.
- Assess strategic ministry needs and troubleshoot key pressure points efficiently and effectively.

Team Composition: Ten voting members (at least four of which are youth) selected by the Committee on Nominations using interest forms completed by youth and young adults and ensuring there is balanced representation from all areas (Student Leadership Cohort, campus ministry, Retreat and Camping ministry, and Young Adult Ministry).

Ex Officio (voice, no vote): ROCK event coordinator, Retreat & Camping Ministry rep, Campus Ministry rep, two advocate advisers who hold leadership roles in the local church and have extensive experience with young people, and a staff rep.

Advocacy & Action Board

Purpose:

We inspire and equip faith communities to develop disciples of Jesus Christ for the transformation of the world by collaborating with others to transform systems that disenfranchise, marginalize, and oppress. The Advocacy and Action Board is tasked with establishing a clear, consistent and impact-driven BWC presence on urgent policy matters at local, state, and national levels, and helps set Conference-wide justice priorities rooted in our Social Principles.

Responsibilities:

- Develop, share, and implement a strategic plan for justice ministry throughout the conference that includes vision, values, goals, priorities, and execution strategies that is revised and re-evaluated annually.
- Coordinates, oversees, supports, and contributes to the implementation of its vision through the work of social action teams, specialized committees, and forums:
 - Seven 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
 - Representation from the following:
 - Commission on Disability Concerns (¶653)
 - Committee on Hispanic/Latino ministries (¶655)
 - Deaf Ministries
 - Grow Church through Ministries for Asian Americans
 - Native American Ministry (CONAM ¶654)
 - Strengthening the Black Church for the 21st Century
 - Three Annual Forums:
 - Small Membership Church
 - Ethnic Local Church Concerns
 - Christian Unity and Interreligious Relationships
- Comply with all requirements of the Book of Discipline related to Advocacy & Action (e.g. ¶629, ¶642, ¶643, and ¶644 and relevant parts of ¶632, ¶645, ¶653, ¶654, ¶655).
- Ensure that new initiatives are aligned with the vision and strategic plan for BWC's justice ministry.
- Organize needed training for local churches and leaders on community organizing, intercultural proficiency, and justice as a spiritual discipline to grow and multiply disciples.
- Coordinate with the Office of Leadership and Congregational Development/Leader Development Board to hold Annual Forums (see above).
- Assess strategic ministry needs and troubleshoot key pressure points efficiently and effectively.

- Create and/or identify systems to track progress and maintain connection with Advocacy & Action servant leaders and other engaged persons.
- Ensure clear communication between all aspects of the Advocacy & Action network.
- Coordinate and communicate an external master calendar for all Advocacy & Action board-related programming throughout the conference.
- Meet at least quarterly and additionally as necessary, with meaningful and productive agendas that foster a calm, confident, and focused approach to each meeting.
- Establish and maintain work groups, task forces, and/or subcommittees, chaired by Board members or designees, to ensure effective implementation of the strategic plan.

Team Composition:

Fifteen voting members with passion and commitment to justice and service to include: 7 chairs of each A&A Social Action Team; 3 annual forum leaders (see above), and 4 others whose collective gifts span grant administration, project management, legislative advocacy, and data analysis and evaluation, selected by the Committee on Nominations using interest forms as well as ensuring at least three board members are young adults.

Ex Officio (voice, no vote): Representatives from: Deaf Ministries, Committee on Disability Concerns, Justice for Our Neighbors (JFON), UMW, UMM, Native American Ministries (CONAM), Committee on Hispanic/Latino Ministries, and a staff representative.

Wellness & Missions Board

Purpose:

We nurture a culture, in and through the Wellness & Missions (WM) Board, of loving, passionate, and committed teams, working together to create and sustain programs and ministries that develop disciples of Jesus Christ through alleviating human suffering, meeting human needs, and proactively creating abundant health for individuals and communities.

Responsibilities:

- Speak into, endorse, support, and share a long-range strategic design and execution process for wellness and service ministry throughout the conference (revise and re-evaluate annually).
- The WM Board is responsible for crafting the vision of all health ministry and mission outreach work within the conference. It coordinates, oversees, supports, and contributes to living out that vision through specialized programs, ministry offerings, and organizational efforts including, but not limited to:
 - Volunteers in Mission (VIM)
 - Early Response Teams (ERT) / Disaster Response
 - HIV-AIDS Ministry / Quality of Life Retreats
 - Global and national missionary itineration
 - Holistic health ministry training and events
 - Health advocacy and linking individuals to health services
 - Collaborating on Mission u
 - The work of Seeds of Security / Domestic Violence/Intimate Partner Violence Prevention (DV/IPV)
 - Wellness & Preventive Health Care

- Comply with all requirements of the Book of Discipline related to Board of Global Ministries ¶633.
- Ensure that new initiatives are aligned with the vision and strategic plan for BWC Wellness and Missions.
- Assess strategic ministry needs and troubleshoot key pressure points efficiently and effectively.
- Ensure that clear communication takes place between all areas of Wellness and Mission Service.
- Coordinate and communicate an external master calendar for all Wellness and Mission Service programming throughout the conference.
- Meet at least quarterly and additionally as necessary, with meaningful and productive agendas that foster a calm, confident, and focused approach to each meeting.
- Establish and maintain work groups, task forces, and/or subcommittees, chaired by Board members or designees, to ensure effective implementation of the strategic.

Team Composition:

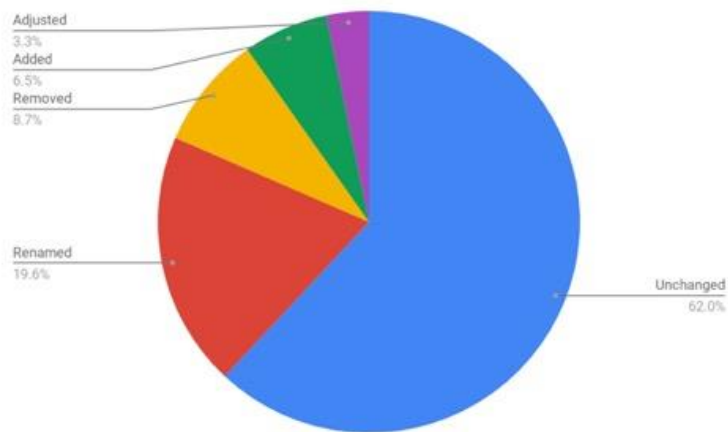
Thirteen voting members with passion and commitment to health and missions ministry including the Conf. Secretary of Global Ministries, VIM Coordinator, and Disaster Response Coordinator, one youth or young adult, and nine others who have gifts in grant administration, project management, training and instruction, and/or data analysis and evaluation, selected by the Committee on Nominations using interest forms.

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

Connectional Table

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

There was discussion at the Connectional Table and Discipleship Council about the purpose and, ultimately need for the 8 members who have no Annual Conference leadership position. The original logic for was so that the votes of Connectional Table on resolutions represents something of the Annual Conference as a whole and not just Conference leadership. However, 8 votes out of 89 isn't significant and the need for those persons given the current function of the table isn't clear.



In the event that the Connectional Table is continued, we are recommending a slight decrease in the number of voting members from 89 to 84 as follows:

- Rename 9 member bodies (2 members each) to reflect the new Discipleship Agency structure;
- Remove 8 members with no other Annual Conference position;
- Adjust the numbers of members from three bodies; and
- Add 6 new members (VIM Coordinator; one member from each

caucus without current representation (B-WARM, MFSA, and WCA); and chair plus one from New Faith Expressions Board.

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 AC Leadership Position	0-District Reps with No Other AC Leadership Position
1-Nominations	same
1-Conference Secretary of Global Ministries	same
	1-VIM Coordinator
<i>Reps from chapters of local caucuses</i>	
1-Black Methodists for Church Renewal	same
1-Korean Caucus	same
	1-Baltimore-Washington Area Reconciling Methodists
	1-Methodist Federation for Social Action
	1-Wesleyan Covenant Association
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 Caucus ³	Committee on Hispanic/Latino Ministries
2-Commission on Religion & Race	same
2-Commission on Disability Concerns	same

¹ Per 2014 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-Youth Ministries	Young People's Ministry Board's Youth Reps (or equivalent)
2-Young Adult Ministries	Young People's Ministry Board's Young Adult Ministries Team (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
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 & Missions 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 ELCC Forum
2-Commission on Christian Unity & Interreligious Concerns	1-Convener of CUIC Forum
	2-New Faith Expressions Board
<i>Non-Voting Membership</i>	
Assistant to the Bishop	
Director of Connectional Ministry	
Director of Communications	
Conference Treasurer	

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

- Progress on Discipleship Agency board goals (see ministry report for details) which are essential to the BWC's mission of inspiring and equipping local faith communities to

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

365 develop disciples of Jesus Christ for the transformation of the world so that more
366 transformed lives *transform* lives.

- 367 ● Number of people:
 - 368 ○ Engaged and
 - 369 ○ Maturing in Wesleyan discipleship
- 370 ● Impact being made in communities in which our churches and ministries reside.

371

372 **Discipleship Council Recommendations:**

- 373 1. The adoption of a BWC vision statement that includes the tagline: transformed lives
374 *transform* lives.
 - 375 2. The approval of a ministry partnership with Project Transformation DC, a ministry that
376 seeks to bring together young adult interns, local United Methodist congregations, and
377 children/youth of underserved neighborhoods for academic and personal enrichment during
378 the summer months. The agreement between the Project Transformation and the BWC,
379 which was approved by the Ministry Relations Oversight Committee, Discipleship Council
380 and reviewed by the Chancellor, is at www.bwcumc.org/ptdcagreement.
 - 381 3. The realignment of Discipleship Agencies to allow for more effective, focused and nimble
382 ministry by re-forming Discipleship Agencies into these five boards:
 - 383 a. Leadership Development
 - 384 b. New Faith Expressions
 - 385 c. Young People's Ministry
 - 386 d. Advocacy and Action
 - 387 e. Wellness and Missions
- 388 This includes allowing Discipleship Agencies to modify task forces as needed to address
389 ministry needs while maintaining Book of Discipline requirements.
- 390 4. The modifications as noted to the Connectional Table which allow for appropriate
391 interfacing with new Discipleship Agency structure and remove eight members who have no
392 Annual Conference Leadership Role.
 - 393 5. Update language within BWC's Policies and Procedures manual as needed to reflect the
394 name changes contained within this report.

395

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

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399 *The Connectional Table voted concurrence on this report.*