

STRENGTHENING THE BLACK CHURCH
Kentucky Conference



SBC
Twenty One

STRATEGIC PLAN
2018-2020

TABLE OF CONTENTS

	Page
GREETINGS AND MEMBER OF THE DESIGN TEAM	2
EXECUTIVE SUMMARY	3
MISSION, VISION AND CORE VALUES.....	4
. PRACTICAL VISIONS AND GOALS	5
.S.W.O.T ANALYSIS.....	6
GAP ANALYSIS.....	6
COMMUNICATION CHANNELS/MARKETING PLAN	7
RESOURCE INVENTORY.....	8
FINANCIAL STATEMENT.....	9
. FINANCIAL PLAN.....	12
∴ PATH TO DISCIPLESHIP/MEMBERSHIP ACTION PLAN	13
WORK PROCESSES/PERFORMANCE MANAGEMENT PLAN.....	16
BEST PRACTICE OUTCOMES.....	17
INTENTIONAL MENTORING ACADEMY	19
RISK MANAGEMENT PLAN.....	25
APPENDIX A (STAFF POSITION DESCRIPTION)	27
APPENDIX B (2019 PROPOSED BUDGET).....	28
. APPENDIX C (SURVEY TOOL)	29

Greetings members of the Kentucky Conference,

As we move forward with strategic planning, I want to update all of you on the past and ongoing efforts, of the Kentucky Conference Strengthening the Black Church for the Twenty-First Century (SBC21) Design Team, to shape our beloved conference for many years to come; thus this strategic plan.

With two years of meetings and planning behind us, you'll now be able to find, within these pages, sections that describe: the plan itself; the history of the planning effort; some of the research that went into the plan's development; and some of the names of the hard-working people helping to craft it. We invite you to read it, pray for its implementation and to do all within your power to be a part of what God is going to do through SBC21. Also look forward to our website where we will periodically place updates and new information.

As we complete the phase of our work and enter into a time of actively taking what is on these pages and putting it into action we solicit your prayers. After having identified the plan's foundational pieces, we are moving into its implementation as we prioritize the goals; work out exactly how they will be accomplished; and assign oversight and completion responsibilities to church leaders and committees.

We can say now that we believe the plan is focused, achievable, and forward-thinking. It will help clarify how the Kentucky Conference's Black church constituents can best serve and fulfill their role as disciples who make other Disciples of Jesus Christ for the transformation of the world. We see the Kentucky Conference as level playing ground, free of any obstacles and deterrents that might prevent these plans from being implemented as outlined.

With this plan, SBC21 will serve as the catalyst for future transformation of the Black Church in Kentucky. We hope the work will inspire each of you to strive for the greater good – individually and collectively – over the next three, 5, and even 10 years. Thank you for your interest and presence today.

Dr. Kathy Ogletree Goodwin

SBC21 Design Team Leader

Design Team Members:

Deborah Allen, Laity Coke Memorial UMC

George Burke, Co-Pastor Coke Memorial UMC

Shirley Burkes, Co-Pastor Coke Memoria UMC

Jonna Carter, Laity Wesley UMC, Lexington

Dr. Mathieu Gnonhossou, All Nations UMC, Lexington

Rev. Alvin R. Goodwin, Retired Elder, Asbury UMC, Owensboro

Thomas Moore, Pastor Genesis UMC, Louisville

LeTicia Preacely, Certified Candidate Wesley UMC, Lexington

Janis Brown Thompson, Laity Coke Memorial UMC, Louisville

Rev. Joseph Washington, Design Team Coach, HOPE Church Myrtle Beach, SC



EXECUTIVE SUMMARY

THE KENTUCKY CONFERENCE STRENGTHENING THE BLACK CHURCH FOR THE TWENTY-FIRST CENTURY

A COMPREHENSIVE PLAN

Presented to Bishop Fairley and Cabinet February 12, 2019

INTRODUCTION AND BACKGROUND

Kentucky Conference SBC21 Design Team: Our Work as a Planning Team

First Steps:

A group that came to be known as the Kentucky Strengthening the Black Church for the 21ST Century (SBC 21) Design Team convened to develop a comprehensive plan to strengthen the Black Church in the Kentucky Conference. Action words from the National SBC 21 initiative: “*revitalize, nurture, build, sustain*” provided energy and insights at the beginning of this process. This vision, undergirded by the mission of the United Methodist Church: *Making Disciples of Jesus Christ for the Transformation of the World*, and the mission of the Kentucky Annual Conference Strengthening the Black Church for the 21ST Century (KAC-SBC21) is *to have thriving African American congregations who are Christ-centered, mission-minded, loving, leading and learning while making disciples of Christ for the transformation of the world.*

National Strengthening the Black Church for the 21ST Century-The Work of the United Methodist Church

SBC21 is an initiative designed to assist United Methodist churches with predominantly black congregations to become effective in mission and ministry. It does this by linking Partner Congregations, [PCs] (Coke Memorial UMC, Wesley UMC, and Asbury UMC) who are in search of new ideas and revitalization with SBC21 coaches and trainers.

A major **goal** of SBC 21 is to offer the United Methodist Church a transformational learning model, enabling one congregation to share its gifts of vitality with other churches wanting to expand their gifts in mission and ministry, thereby revitalizing Black congregations and the United Methodist Church.

Mission Statement:

To have thriving African/African American congregations who are Christ-centered, mission-minded, loving, learning and leading while making disciples of Christ for the transformation of the world.

Vision Statement: The following vision statement guides our work:

Our vision is to provide resources that will discover, develop, and prepare passionate spiritual leaders within predominately African/African American Churches to make disciples of Jesus Christ for the transformation of the world. The Kentucky Conference Strengthening the Black Church for the 21st Century Design Team will take the lead in raising up a revitalized standard for leadership engagement (clergy and lay) that promotes healthy, vital, economically strong, and holistic intergenerational Black congregations that are equipped to live out the authority of the Great Commission.

Core Values:

Christ centered, making disciples, connecting, leading, loving, learning, engaging, supporting.

Strategic Directions:

After developing the vision statement and gleaning from recent and anticipated initiatives of the United Methodist Church including *Four Areas of Focus*, and *Rethink Church is our Call to Action for: rethinking, refocusing, restructuring, and revitalization*. These should help identify strategies and activities to occur over the next 3-5 years.

Practical Visions and Goals:

The Design Team identified Practical Visions and Goals, with Objectives and Strategies for each goal. The Practical Vision focus areas and goals are listed below.

GOALS:

1. Practical Vision A:
Develop, Encourage and Sustain Strong Passionate Spiritual Leaders
2. Practical Vision B:
Establish Black Church (SBC21) representation on all KAC committees to enhance an open channel of communication
3. Practical Vision C:
Develop Resource Center (Virtual and/or Physical)
4. Practical Vision D:
Discover 6 SBC21 Partner Churches
 - National SBC21 Coaches and trainers, a vital part of the initiative, have been selected and deployed for one year with opportunities for renewal.
 - Strengthen existing churches (New Possibilities/New Birth)
 - Create interest in Fresh expressions, New Church Starts
 - Representation on Kentucky Conference and District New Church Development Committees
5. Practical Vision E:
Develop a Financial Plan
6. Practical Vision F:
Develop a Path to Discipleship/Membership Growth Projection
7. Practical Vision G:
Develop and Encourage Youth and Young Adult Ministry Leaders
 - Intentional Mentoring Academy and other leadership training

The Design Team conducted both **S.W.O.T** and **GAP Analyses** to identify areas to address. Weaknesses and Threats identified in the S.W.O.T Analysis are addressed in the Risk Management Plan. Specific Actions plans were developed to address GAPS. Based on our mission and vision, three primary goals were developed.

SWOT Analysis
08/30/18 revised 01/11/19

<p style="text-align: center;"><u>Strengths</u></p> <ul style="list-style-type: none"> • Knowledgeable and capable leaders • Stronger Than We Think • Right time and Season, Renewed Purpose • Right People in place • Reclaiming and walking in our authority • Motivated to sacrifice so that Christ may live through us • Power, presence and inspiration • We are committed to power, presence and inspiration • Leader (Bishop) Gets It! 	<p style="text-align: center;"><u>Weaknesses</u></p> <ul style="list-style-type: none"> • We are in decline • Disconnected • We have followed too much • We have not operated in our full connectional power • Leadership abilities not being acknowledged and utilized
<p style="text-align: center;"><u>Opportunities</u></p> <ul style="list-style-type: none"> • We have the platform to dream • Inclusion of all emerging Black congregations • Renewed investment <ul style="list-style-type: none"> ○ Church growth that makes disciples of Christ ○ Growing disciples evident by church involvement ○ Regain self-sufficiency • “African American church in a new world order” • Identifying resources/needs (e.g., training, funding, leadership opportunities, administrative support, technical support) 	<p style="text-align: center;"><u>Threats</u></p> <ul style="list-style-type: none"> • Lack of advocacy for the Black Church at all levels <ul style="list-style-type: none"> ○ E.g., African refugees do not speak English; lack of translation equipment/processes • We have been improperly defined • Intentionally and/or unintentionally excluded • Lack of transparency within the conference office regarding established policies and procedures

G.A.P. ANALYSIS

Specific Action Plans were developed to address GAPS related to actual vs desired performance and/or goals. Weaknesses and Threats identified on the S.W.O.T Analysis will be addressed in the **Risk Management Plan**.

COMMUNICATION CHANNELS/MARKETING PLAN

To inform, connect and empower the local churches by using the SBC21 website and social media.

Objective

1. To create a SBC21 website conveying who we are; sharing our mission, vision and goals and to keep the Church updated regarding the ministry of SBC21.
2. To serve as support and guidance through the sharing of resource material and events, trainings and workshops, including the General Church that will promote spiritual growth and development.
3. To share information regarding capital resources and tools available that will help with developing and implementing new ministries.
4. To create Facebook, Facebook Live, Instagram, Twitter, Invite Cards, textually messages, etc., as a way to communicate and interact; promoting fellowship and community.

Discover

- Locate persons (adults) to set up website and social media accounts
- Identify the technology knowledge and needs of the local churches.
- Identify young adults and youth with technology knowledge who could help establish and maintain updated social media accounts

Develop

- Create intergenerational partnerships as a way to educate and enlighten those who are technologically challenged.

Send

- Appoint communication champions to the local churches so when issues arise, assistance is available (troubleshooting)
- Appoint persons to maintain and oversee SBC21 website

RESOURCE INVENTORY

Vision: To build an inventory where resources are available that aide SBC21 in carrying out our mission in an effort to Discover, Develop, and Prepare passionate, spiritual leaders for churches in the Kentucky Annual conference.

Objective:

1. To compile an inventory from which African/African American churches would be able to locate resources to use as a tool to enhance ongoing ministries and/or help to create new ministries within the local church.
2. To identify within the conference budget streams of income that will support a SBC21 director and an administrative assistant.
3. To identify a grant writer to help undergird the cost of implementing new and existing ministries for the local church.
4. To identify a resource center where ongoing training can take place
5. To identify leaders who can serve as a resource to the local church.

Discover

- To identify what resources are needed from the African/African American churches in order to do effective ministry.
- To assess the cost of the various resources and SCB21 leadership
- Research available grant writers within the local community
- To identify facilities that are equipped for training, workshops and meetings
- Locate people within the local congregations who have passionate leadership skills

Develop

- Gather resources and formulate a resource inventory that would be presented to African/African American churches
- Create a budget that will cover the cost of SBC21 leadership
- Develop leaders who have gifting and passion to serve as a resource leader
- Work with grant writers to develop and/or locate grants specific to the needs of the SBC21 initiative.

Send

- To inform and educate African/African American churches about the resources that are available and how they can be utilized
- Send leaders as a resource to the churches for training and education.
- Send leadership before CF&A to discuss the vision, work and needs of SCB21.

FINANCIAL STATEMENT FOR KAC SBC21 2017-2020

Support for the work of the Kentucky Annual Conference Strengthening the Black Church for the Twenty-First Century was resourced from several sources. First supported by funds (\$10K) allocated to the Ethnic Local Church Concerns Committee. Later the episcopal leader made a personal donation to cover expense of the initial contract (\$24K) with the National SBC21 office. The African American pastors, congregations and friends came together and donated over \$4000 to the budget; this expression of support moved the bishop to commit funds from the bishop discretionary fund to the work of SBC21; the first \$30K was transferred to SBC21 in 2018. Later a proposal was presented to CF&A requesting inclusion in the 2019 budget; this request was assigned \$30K in the 2019 budget.

Plans for future budget support has been a topic of discussion during several Design Team meetings and is included in the Strategic Plan. This plan includes continued petitions to CF&A for inclusion in the Conference budget, contract a grant writer to seek out RFPs and write grants to requestors, seek local church support and other available conference support. Ultimate financial goal is to seek out permanent Conference support such as is available for other counterpart ministries within the Conference.

1. The mission of the Kentucky Annual Conference is to discover, develop and send passionate spiritual leaders and resources who make disciples of Jesus Christ for the transformation of the world. The mission of SBC21 is aligned with that of the Kentucky Conference in that the priorities and foci are *Leadership Development* Retreats for Laity and Clergy, Coaching and Training in *Discipleship*, *Resourcing* churches with information necessary for their individual growth, and *Equipping* congregational leaders to “go”...get out and make disciples. The budget for these priorities and ministries is as follows:
2. 2020 Budget request: Expense Category is included in one or more of the funding categories: *Discover, Develop, Send and Administration*.

Coaching:	\$ 24,400
Retreats:	\$ 27,600
Marketing:	\$ 26,000
Outreach Training:	\$ 19,000
Mentoring:	<u>\$ 32,000</u>
TOTAL	<u>\$129,000</u>

3. The KAC-SBC21 Design Team and other laity and leaders from Black congregations will spend time with a coach who will provide strategic guidance in leadership development training. Team building will be key in assisting leaders in discovering their greatest leadership-building and disciple-building potential. Leaders will create vision and mission statements for their ministry and personal life. Church leaders will be encouraged to attend Retreats to focus on church, personal and spiritual growth. The group meets monthly to share experiences in loving, learning and leading...and laughter.

The past year has been filled with many reasons to celebrate:

- (1) The increase in the general morale amongst leadership in the Black Church,
- (2) The Fifth Sunday Worship and Fellowship Gatherings,
- (3) Three churches (Asbury UMC, Owensboro; Coke Memorial UMC, Louisville; and Wesley UMC, Lexington) received personal coaches and are making great strides in leading and learning for the purpose of making disciples for the transformation of the world,
- (4) The Strategic Plan; with Vision and Mission statement and future movement toward visibility within the conference has been developed,
- (5) The establishment of the Intentional Mentoring Academy (IMA) equipping youth and young adults with knowledge and skills to navigate the UMC system,
- (6) Twelve young adults from varying churches have committed to the Academy, and to making planning toward a Spring YAYA Conference in 2019,
- (7) An increased presence of African American youth and young adults during conference events, such as Winter Blitz, Confirmation, Annual Conference and District Training Events; are among the prior year results.
- (8) In the Owensboro District over nine African Americans are participating in LACE; five received certificates in 2017 and four new recipients in 2018. Also, an African American lay leader has been added to the District LACE Team.

The following are being listed as determinants for the realization of the plan; coach/clergy relationship outcomes, number in worship, stewardship, leadership development and ministry involvement. Vitality of churches, potential for church growth, fiscal health of church, number of baptism and conversions, increase in number of ministries to address needs of congregation and community. Youth and young adults' involvement in training and leadership events.

STAFF

Requesting the appointment or hiring and financial sustainability of a **Director of SBC 21 Black Church Initiative** to be included in the permanent fabric of the Kentucky Conference is the hallmark and foundation of this plan. In 2019-2020 this request will become imperative to fulfilling the goals and objectives and to the success of Strengthening the Black Church. Black congregations within the Kentucky Conference United Methodist Church today are commissioned by Jesus Christ, our LORD and Savior to *“Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.”* (Matt. 28:19-20). This is our mission and ministry.

Why this position is needed?

- It will address a unique opportunity to advance the Conference efforts in aligning with a direct, consistent and measurable way to pour its resources into the Black church. This would be a thoughtful, coordinated process of linking the needs of local black churches with the resources, programs and mission of the United Methodist **SBC21 National Plan**.
- It will ensure that our local Black churches will become knowledgeable of the program and services offered by the National Plan via direct contact with **SBC21**. This effort will ensure that the resources offered by both **SBC21** and **Conference ministries** are flowing seamlessly into the Black church setting when needed and in a timely manner where the resources are coordinated for greater impact.
- An **SBC21** staff position is needed to strengthen the coordination with Conference Ministries to meet the needs of the local Black church by securing first-hand connectional opportunities through **SBC21** initiatives. This effort would include informing the *Bishop, Cabinet and Ministry Program Directors* of specific needs and opportunities for affecting change in local Black church settings in a relevant and timely manner.
- This coordination can also ensure that established partnerships built with the Annual Conference SBC21 and the **National SBC21** will meet identified needs of struggling churches who need these resources but may not be connected to them.

This **SBC21 position** will strengthen the conferences' capacity to be a stronger liaison, helping to connect and build the relationships needed for greater impact between local churches, annual conferences and board agencies; particularly Discipleship Ministries, providing avenues for UMC resources, training, research and networks designed for local Black churches standing in need of urgent help. There is a need for **this position** to be added to the conference staff and to serve as a liaison between the conference and the SBC21 National Director who will assist with developing goals, implementing plans and consistently focusing on the mission of the conference and **SBC21**. The salary for this position should be commensurate to work level and to that of other conference staff with similar title and position; including but not limited to Salary, Housing, Health and Pension, and Travel.

FINANCIAL PLAN

S.M.A.R.T. Goal: To DEVELOP A PLAN TO FINANCIALLY SUPPORT THE WORK AND MINISTRY OF SBC21

TASKS TO REACH GOAL:

- **Petition CF&A for inclusion in the On-going Budget of the Kentucky Conference**
- **Secure a Grant writer**
- **Petition Bishop to designate funds to support SBC21's budget**
- **Local Churches to include SBC21 in Annual Budget**

Team Leader: Kathy Ogletree Goodwin

Action Step/Task	Desired Outcome	Start Date	End Date	What needs to be communicated	Measure of success	Responsible person(s)	Reporting	Comments
Petition CF&A for inclusion in the 2020 Budget	Requested amount & inclusion in ongoing budget approved	10/01/18	11/01/20	The mission, goals, vision, successes and needs of SBC21.	At least 90% of requested amount granted	K. Goodwin	Design Team	Complete KAC Budget request form and find out date and time of the CF&A Interviews for submitting proposals for requested amount.
Secure a Grant writer	Grant writer secured	09/01/18	10/31/19	The needs of SBC21 and Requests for Proposals (RFP) to possible grant writers	Three completed proposals to RFP with at least one awarded.	K. Goodwin Grant writer Design Team	Design Team	GCORR grant, ELCC Grant, The Lily Foundation, and the KAC Good Samaritan Grant these are just a few granting opportunities.
Petition Bishop to designate funds to support SBC21 budget	Funds secured	09/01/18	11/01/20	The budget, needs and successes of SBC21	An amount granted from bishop's discretionary funds and other leadership	K. Goodwin	CF&A and Design Team	Bishop has committed funds to SBC21 in the past and this is a request for continued support of mission, needs and budget.
Request Local Churches to include SBC21 in Budget	Each church donating at least \$10/week to SBC21	01/01/19	12/31/21	The mission, goals, vision, successes and budget needs of SBC21 to each church.	At least 80% of churches complying.	K. Goodwin Connectional Champions	Design Team	Send Letters to churches explaining benefits. Not contributing will not disallow participating in SBC21 events.

QUESTION: What can we expect from this group in our effort to making sure the requested budget and needed staff position (Director & admin asst) is satisfied?

PATH TO DISCIPLESHIP/MEMBERSHIP GROWTH PROJECTION

S.M.A.R.T Goal: Discover the Need for Training, Intentional Mentoring & New Ministry Possibilities

Team: Connection Champions (George Burke, Leticia Precely, Thomas Moore, and Shirley Burke, Team Leader)

Action Step/Task	Desired Outcome	Start Date	End Date	What needs to be communicated	Measure of success	Responsible person(s)	Reporting	Comments
1. Create Contact List of all Black (<i>African, African American</i>) clergy & their churches of appointment, as well as Caucasian pastors with AA charges in the KAC	Quantify number of those clergy, churches & charges	11/1/17	11/30/17	<p>1) accurate addresses, email, phone contact info</p> <p>2) How many: -lead pastors -clergy (not lead pastor) -AA charges -diverse charges -non AA pastors -non AA charges -elders -local pastors -supply pastors -pastor with 2-pt charges</p>	<p>1- Document completed after each clergy member contacted for info</p> <p>2- used list to invite clergy to 2017 Holiday Gathering & 2018 Spring Retreat (one exception— W. Gallerie just added to list late Sep. 2018)</p>	S. Burke	<p>Contact list created. Numbers quantified below:</p> <p>29 clergy: 26 lead pastors, 3 not lead pastor (<i>of which one was restricted by senior pastor from SBC21 involvement</i>), 4 African, 2 Caucasian, 22 African American, 1 African American/Native American,</p> <p>3 full time elders, 25 part-time local pastors, 1 full-time local pastor, 2 pastors with 2-point charge, 4 are co-pastors, 2 supply pastors</p> <p>29 churches: 3 diverse, 3 predominantly Anglo, 21 African American; 2 African</p>	<p>28 clergy & N. KY DS were contacted by Connection Champions G. & S Burke for contact info</p> <p><i>KYUMC.org website has incorrect Church address for Seddon & Elmarch UMCs and incorrect phone number for Pastor G. Williams. Emailed J. Starkey 12/12 so changes can be made</i></p>

Action Step/Task	Desired Outcome	Start Date	End Date	What needs to be communicated	Measure of success	Responsible person(s)	Reporting	Comments
3. Make Face-to-face visits with each clergy-person & capture survey info from them in 2 Phases: PHASE I: 9/1/18-12/4/18 (Heartland, Owensboro & Pennyriple Districts) = 15 pastors PHASE II: 11/6/18- 2/23/19 (Lexington, Bluegrass & N. KY Districts) = 14 pastors	Foster connection with each clergy: -Close gap of distance & disconnection -Remove vulnerability -Be encouraging -Obtain honest input -obtain desired data -capture training needs -Foster hope -Increased or stronger involvement in SBC21, district & conference	9/1/18	2/23/19	-The JOY of connection -The VALUE of connection - The BENEFITS of connection - The NECESSITY of connection - FULFILLMENT of accomplishment - Support is both HERE and ON THE WAY - VICTORY one step at a time—and we MUST take those steps—one at a time, both individually and collectively -plans underway to have group training for all our pastors & all our churches facilitated by UMC subject matter experts, held @ KY Conference Center	1) Collect input from each clergy: Phase One: Heartland, Owensboro & Pennyriple Districts by Dec. 4, 2018 Phase Two: Lexington, Bluegrass & Northern KY Districts by Feb. 23, 2019	Phase One visits: G .Burke & S Burke Phase Two visits: L. Preacely, G. Burke S Burke and T. Moore	Phase One: (14 out of 15) visits completed & input received by 11/6/18 and remaining (1) contact made by 12/4/18. TRAVELED TO: As of 11/19/18 Hardinsburg Irvington Garrs Lane Mosaic Breath of Life LaGrange As of 12/4/18: - Maysville Cynthiana As of 12/7/18: Lexington TOTAL MILES: 636 Five Pastors were contacted by :phone: Riley, Gallerie, Carr-Seals, Turley, Cunningham	<i>All PHASE I pastors were contacted by 12/4/18</i>
4. Compile PHASE I: initial data in bar chart by Nov. 6, 2018	-At-a-glance summary of input & outliers -at-a-glance training needs	11/5/18	11/6/18	Strengths & opportunities for improvement & training needs for pastors & charges (under action steps #1-3), Design Team, Districts, & KAC	Initial data collected and captured in bar charts, etc., PHASE I by Nov. 6, 2018		Data Compiled & submitted. <i>(It is a fluid, working document</i>	
5. Compile PHASE II data in bar chart by Feb. 28, 2019	-At-a-glance summary of input & outliers -at-a-glance training needs	11/6/18	2/28/19	Strengths & opportunities for improvement & training needs for pastors & charges (under action steps #1-3), Design Team, Districts & KAC	Data collected and captured in bar charts, etc., PHASE II by Feb. 28, 2019	S. Burke	PHASE II five pastors contacted by 12/10/18. One pastor has no email & non-responsive to cell phone messages.. <u>DS</u> shared they have same experience. Remaining 4 pastors w/be visited by 2/23/19	
6. Compile PHASE I & II data in bar chart by Feb. 28, 2019	-At-a-glance summary of input & outliers -at-a-glance training needs	2/24/19	2/28/19	Strengths & opportunities for improvement & training needs for pastors & charges (under action steps #1-3), Design Team, Districts & KAC	Roll-up of PHASE I & PHASE II captured in bar charts by Feb. 28, 2019	S. Burke	Pending	

Action Step/Task	Desired Outcome	Start Date	End Date	What needs to be communicated	Measure of success	Responsible person(s)	Reporting	Comments
7. Compile 2018 Professions of Faith per church/charge by end of PHASE II (Feb. 28, 2019)	At-a-glance summary of growth trends via Professions of Faith	2/1/19	2/27/19	Numbers of baptisms, confirmations, and professions of faith (confirmations) per church/charge for 2018	Ability to get those numbers as reflected in the “end of year reports” submitted to and obtained from each D.S.	All Connection Champions		
8. Send completed survey results gathered on 2/28/19 to each pastor	At-a-glance summaries of KYUMC pastors’ input	3/1/19	3/10/19	All the data points from questions answered in surveys	Pastors visibly see the connection to each other by district and make efforts to be strengthened	All Connection Champions		
9. Revamp Survey Form, adding Professions of Faith & attendance at Training(s) & YAYA retreats	Data points to reflect the addition of professions of faith & attendance at training(s) & YAYA retreats	1/22/19	1/22/19	Same as under Action Step #2, but adding Baptisms, Confirmations & Professions of Faith and attendance at Training(s) & YAYA retreats	Completed document as desired by Design Team	S. Burke		
11. Re-contact each pastor, obtain information on survey	Check trends & track improvements from 2018-2019 survey results to 2019-2020	6/23/19	9/23/19 & ongoing	Same as items 1-7 above	Trends and improvements between 2018-2019 captured in charts	All Connection Champions		

WORK PROCESSES/PERFORMANCE MANAGEMENT

WHAT IS WORKING?

KAC SBC21 operates by the following *core values*: Christ centered, making disciples, connecting, leading, loving, learning, engaging, supporting.

Design team performance management includes spiritual, inclusive, educated, experienced and dedicated leadership to ensure that the Mission and Vision of KAC SBC 21 are met. All design team leaders are held accountable for his/her assignments. Goals are established, action plan developed, evaluation and after-action assessments occur to identify opportunities for improvement. The Design Team is intentionally inclusive. Prayerful, consensus decision-making is key for the design team.

The Following BEST PRACTICES are noted: (Outcomes begin on page 19)

- Spring 2018 Clergy and Laity Empowerment Retreat
- Fall 2018 Clergy Retreat
- Holiday SBC21 Gathering and Community Service Project
- Inclusiveness (Intentional)
- Intentional connection activities – Retreats, Fifth Sunday Worship, Holiday Gathering, Intentional Mentoring Academy

WHAT IS NOT WORKING?

The following processes have been identified as not being effective to support the mission and vision.

- Lack of fulltime Director, administrative and technical support (e.g.webmaster, grant writer, interpreter and/or equipment for African Refugee communication barriers.
- Lack of committed /designated funding for SBC21
- Lack of transparency within the conference office regarding established policies and procedures
- Specific training needs for Churches and Pastors
 - **STEWARDSHIP-** 11 REQUESTS
 - **EVANGELISM-** 11 REQUESTS
 - **DISCIPLESHIP: BECOMING MATURE-** 10 REQUESTS
 - **LEADERSHIP DEVELOPMENT-** 6 REQUESTS
 - **CONFIRMATION-** 6 REQUESTS
 - **GRANT WRITING-** 2 REQUESTS
 - **LOCATING GRANTS-** 2 REQUESTS
 - **CONNECTIONALISM TO OTHER CHURCHES & MINISTRIES-** 2 REQUESTS
 - **HOW TO START CHILDREN'S MINISTRY AND ATTRACT CHILDREN -** 2 REQUESTS
 - **VISIONING AND STRATEGIC PLANNING-** 2 REQUESTS

- ANNUAL CONFERENCE SCHEDULE DOES NOT ALLOW FOR BI-VOCATIONAL LOCAL PASTORS OPPORTUNITIES TO PARTICIPATE; REQUIRING TIME FROM WORK IN ORDER TO ATTEND
- LACK OF PRESENCE BY AFRICAN AMERICAN LEADERSHIP ON DISTRICT AND CONFERENCE BOARDS, COMMITTEES AND WORK GROUPS.
- THE UNITED METHODIST CHURCH IS NOT UNITED PERTAINING TO RACE. UMC AS A WHOLE IS NOT UNITED.
- INADEQUATE AND/OR LACK OF COMMUNICATION ACROSS CULTURES, DISTRICTS AND THE CONFERENCE
- LACK OF AFRICAN-AMERICAN PRESENCE ON DCOM COMMITTEE
- LACK OF SENSITIVITY TOWARD BI-VOCATIONAL PASTORS & PASTORS WHO ARE CARE-GIVERS
- LACK OF SPIRITUAL MENTORS
- BLACK CHURCHES ARE OFTEN WITHOUT FINANCIAL FOUNDATION TO BUILD UPON
- DS HAVE DIFFICULTY RELATING TO AND COMMUNICATING WITH BLACK CHURCH PASTORS DUE TO THEIR CULTURAL INHIBITIONS

Best Practice Outcomes:

2018 CLERGY AND LAITY EMPOWERMENT RETREAT

The goal of this retreat was to empower clergy and laity in the Kentucky Annual Conference as we strive to become and develop passionate, spiritual leaders for the black church in the 21st century.

Our First Annual Empowerment Retreat for the Kentucky Annual Conference African American Pastors and Laity (2 key leaders) was held on March 23-24, 2018 at the Kavanaugh Conference and Retreat Center in Crestwood, Kentucky. The theme for this retreat was: "Developing Passionate, Spiritual Leaders for the Black Church in the 21st Century. There were 4 workshops: 1. The Value and Importance of the Presence of African American Laity in the Life of the Kentucky Annual Conference (local and conference level); 2. Spiritual Discipline; 3. Leadership: Making and Shaping of 21st Century Leadership (Raising up the next generation of leaders for the local church); and 4. The Value of being in a Connectional System. We had opening worship on Friday evening and closed Saturday afternoon with Communion. Several young adults were present at the retreat; and because of their experience, this created a need for young adult mentoring.

Outcome: We had a total of 43 participants. This was a successful retreat and we look forward to our second empowerment retreat in March 2019.

FUTURE ACTION PLAN: Plans for the Second Annual Empowerment Retreat for the Kentucky Annual Conference African American Pastors and Laity are in motion; scheduled for March 2019. The Retreat is being planned with a continued focus on developing passionate, spiritual leaders. Anticipate speakers from the Discipleship Ministries, United Methodist Communications, the SBC21 Design Team Coach. The goal of this retreat is to continue to empower clergy and laity in the Kentucky Annual Conference as we strive to become and develop passionate, spiritual leaders for the black church in the 21st century.

FIFTH SUNDAY FELLOWSHIPS:

Fifth Sunday Fellowship was created as another way for the KAC black church to connect to worship our God, support the local church and to fellowship with the saints. This connection is also another way to empower as we continue to do ministry in the 21st century.

The first Fifth Sunday Fellowship was held on April 29, 2018, at Duncan Chapel, Terry Cunningham, Pastor. The second Fifth Sunday Fellowship was held on July 29, 2018 at Sycamore Chapel, Steve Traynham, Pastor. Our final Fifth Sunday Fellowship scheduled on September 30, 2018 at Talbert Chapel, Greg Shannon, Pastor, was held at Asbury UMC, Owensboro due to pastoral conflict. The December fellowship took place during the Christmas celebration. A community service project was conducted for the Neighborhood House to provide toys for children.

The attendance at the Fifth Sunday Fellowships average 40-50 people. The past two fellowships were hosted by young adult pastors. We wanted to sow into the ministry and be a blessing to the local host church, so we asked everyone present to give an offering of at least \$21.00. Each of the offerings collected averaged \$425 and was left with the host congregation.



FUTURE ACTION PLAN:

Three different churches will be selected in 2019 to host the Fifth Sunday Fellowships. We anticipate asking pastors who are either new to Methodism or who have not quite connected, so that lasting connections can be made as we are strengthened and empowered together. The following are dates for the 2019 Fifth Sunday Fellowships: March 31, 2019; June 30, 2019; and September 29, 2019. Local Choirs will be invited to join in worship and increase participant.

The goal is the same: another way for the Kentucky Black churches to connect and to worship God, support the local church and to fellowship with the saints. This connection is also another way to empower as we continue to do ministry in the 21st century.

YOUTH AND YOUNG ADULT INTENTIONAL MENTORING ACADEMY

The Kentucky Annual Conference Strengthening the Black Church for the 21st Century Design Team seeks to discover, develop and send spiritual leaders in the Kentucky Annual Conference with an emphasis on the African/African-American Congregations. Our goal is to strengthen the African/African-American churches and establish them as vital congregations, not only in our conference, but in the communities where God has called us to serve.

The focus of this transformational work will be on identifying and mobilizing young adults, 40 years of age and under, encouraging them to maximize their spiritual gifts and skills as they engage in ministry in their respective congregations. To that end, we have established an "Intentional Mentoring Academy" that will seek to train and grow leaders while mentoring and supporting them in an educational and nurturing environment.

Our first class of participants for the Intentional Mentoring Academy was identified during the 2018 Clergy and Laity Leadership Retreat under the direction of Minister Jessie Washington of the HOPE Church, Myrtle Beach, South Carolina (pictured below with mic in hand). The class has begun to meet and set goals for the upcoming year. The following has been determined:

- Officers appointed/responsibilities of officers
- Meeting dates/tentative locations
- Conference call dates
- Tentative plans/a draft for a Youth and Young Adult Conference in Spring 2019 (see the attachment)
- The importance of participation and involvement in KYUMC trainings/events and SBC21 trainings/events

Intentional Mentoring Academy Participants

Brandon Addison – Amazing Grace UMC- LOUISVILLE
Terry Cunningham – Duncan Chapel UMC - LEXINGTON
Jacqueline Cunningham – Duncan Chapel UMC - LEXINGTON
Shelby Gipson – Sycamore Chapel UMC - LOUISVILLE
Brittany Hardeman – Coke Memorial UMC - LOUISVILLE
Wayne Lewis – Wesley UMC – LEXINGTON
LeTicia Preacely – Wesley UMC – LEXINGTON
Charice Traynham – Sycamore Chapel UMC - LOUISVILLE
Steve Traynham – Sycamore Chapel UMC – LOUISVILLE
Aaron Turner – Amazing Grace UMC - LOUISVILLE



KAC SBC21 INTENTIONAL MENTORING ACADEMY

S.M.A.R.T. Goal:

Intentional Mentoring Academy - To provide resources that will discover, develop, and prepare passionate spiritual young adult leaders within predominantly African American Churches, to make disciples of Jesus Christ for the transformation of the world.

Team Leader: Jan Brown Thompson, KAC SBC21 Design Team Member & Mentor; Dr. Kathy Goodwin, KAC SBC21 Design Team Director & Mentor

Action Step/Task	Desired Outcome	Start Date	End Date	What needs to be communicated	Measure of success	Responsible person(s)	Reporting	Comments
(1).To identify young adults, up to age 40 years of age in the African American Church congregations who are currently in leadership roles in their churches and those who desire to grow in their leadership roles, through training opportunities, exposure to resources in the Kentucky Annual Conference and group and individual mentoring. These will be the participants In the first Intentional Mentoring Academy	(1). Develop relationships among young adults of the predominantly African American Churches through the Intentional Mentoring Academy, providing support for one another as each maximizes their spiritual gifts and becomes more involved as leaders in the Connectional System.	Relating to Action Step / Task (1) Mar. 2018	Relating to Action Step / Task March 2018 - Oct. 2020	(1). Participants in the Intentional Mentoring Academy from various churches	(1). IMA participants are taking advantage of the KAC resources, training, and other offerings they have learned about through IMA sessions and group mentoring.	Dr. Kathy Goodwin, KAC SBC21 Design Team Director and Mentor Jan Brown-Thompson, KAC SBC21 Design Team member and Mentor	(1)KAC-SBC21 Design Team	(1). IMA participants are very committed to the work of the IMA and are anxious to strengthen their leadership skills and increase their knowledge of the Connectional System.
(2). To begin regularly meeting	(2) IMA participants	2) Oct. 2018		(2). Contact dates/meeting dates	(2) IMA participants are growing as		(2) KAC Extended Cabinet	(2) They are willing and ready to serve on conference committees, sharing their knowledge

<p>with IMA participants</p> <p>(3). To initiate Phase I - A. Planning the IMA Young Adult Conference B. To do Group Mentoring with IMA participants</p> <p>(4) To initiate Phase II - .A. Planning for IMA Youth Conference - B. To continue Group mentoring</p>	<p>have committed to reaching out and inviting other youth to become more involved in the KAC Youth Ministries.</p>	<p>(3) Nov 2018</p> <p>(4) May 2019</p>		<p>(3). Officers/Roles of Officers</p> <p>(4). Group Mentoring/Ongoing Mentoring</p>	<p>leaders in their respective churches and serving as IMA officers</p> <p>(3) IMA participants have taken ownership of the planning and implementation of the ½ day Young Adult conference. There will be a pre-test and post-test to monitor the knowledge gained at conference and in the implementation process.</p> <p>(4). IMA participants have taken ownership in the planning and implementation of the ½ day Young Conference, serving as workshop leaders and mentors for youth participants. There will be a pre-test and posttest to monitor the knowledge gained at conference and in the implementation process.</p>		<p>and expertise, building relationships throughout the KAC and strengthening the Connectional System with their unique experiences.</p> <p>(3).They are very interested in providing transforming ministries at their churches and growing their churches, but they realize their resources are limited and there are many obstacles to overcome.</p> <p>Two IMA participants are member of SBC21 Partner churches.</p>
--	---	---	--	--	---	--	--

<p>(5). Continuous group mentoring</p>		<p>(5) Oct 2018-2020</p>		<p>(5) Objectives of IMA Phase I (A). Establish relationships through regular and consistent communications/contact with the Intentional Mentoring Academy Participants. (B). Provide group mentoring for the Intentional Mentoring Academy participants. (C). Become familiar with the connectional system, its resources and operations. (D). Plan a ½ day conference focusing on areas of leadership development and knowledge of the KYUMC Connectional System as it relates to the needs of individual participants and growth of the ministries they lead in the respective churches. (E). Encourage not only the IMA participants, but also those up to 40 years of age in the predominantly African American Churches to attend the ½ day conference.</p>				
<p>(6) Completion of Level I – 1st Class – IMA - Graduation</p>		<p>(6).Oct. 2018</p>		<p>(6).Objectives of IMA Phase II (A). Continue the group mentoring with the first class of the IMA participants.</p>				

				<p>(B). Continue sessions on the connectional system training.</p> <p>(C). Plan and implement a ½ day conference to include youth in the African American congregations who have shown an interest in becoming leaders & are involved in the life of the church through the youth ministry activities.</p> <p>(D). Prepare the Intentional Mentoring Academy participants to serve as workshop leaders for the Youth Conference and confirm topics of interest to this age group to be shared through interactive workshops.</p> <p>(E). Invite new participants in the Intentional Mentoring Academy and repeat Level I</p> <p>(G). Provide next steps for the first Intentional Mentoring Academy to continue to Level II</p> <p>(F) Plan a graduation for the first IMA participants having completed Level I to promote them to Level II. They will receive certificates of completion.</p>				
--	--	--	--	---	--	--	--	--

(7). Begin Level I of IMA – 2 nd Class		(7). Oct. 2018 – Oct. 2019						
(8). Begin Level II Class – 1 st Class		(8). Oct. 2018 – Oct. 2019						
(9) Completion of Level I – 2 nd Class and Level II 1 st class= IMA Graduation		(9). Oct. 2019						
(10) Begin Level I of IMA – 3 rd Class		(10). Oct. 2018 – Oct. 2019						
(11). Begin Level II Class – 2 nd Class		(11). Oct. 2019 – 2020						
(12). Completion of Level I – 3 rd Class and Level I 2 nd Class.		(12) Oct. 2020						

Questions:

1. Would you record the names (See above list) of the Intentional Mentoring Academy participants and consider them to serve on a conference committee?
2. Would you be available to serve as a workshop leader on a topic of interest to the IMA participants?
3. Would you be willing to give a scholarship to an IMA participant and support their attendance at the Kentucky Annual Conference?

RISK MANAGEMENT ACTION PLAN

An initial SWOT analysis was performed to help identify potential concerns or obstacles that might threaten the work of the KAC - Strategic Design Team or the African/African-American churches in the Kentucky Conference. The purpose of the Risk Management Action Plan is to share processes that will be taken to help reduce risks and help churches continue to be strengthened and keep moving forward in the pursuit of making disciples of Jesus Christ for the transformation of the world.

Actions have been developed to address the following weaknesses and threats that were identified as part of the current reality of many of the ethnic minority churches. Additional objectives have been identified that will manage the evaluation and progress of the Strategic Plan processes and make improvements or periodic adjustments to ensure ongoing implementation.

Weaknesses:

- We are in decline.
- We are disconnected.
- We have followed too much.
- We have not operated in our full connectional power or strength.

Threats:

- Lack of advocacy for the Black church at all levels (district, conference, etc.)
--African refugees do not speak English – translation equipment/processes are unavailable.
- We have been improperly defined.
- We are intentionally and/or unintentionally excluded.
- Lack of transparency within the conference offices regarding established policies and procedures.

*QUESTIONS: Would you want to be the one who would make someone, or some church feel excluded?
Are you one who will be an advocate for all people?*

GOAL: To DEVELOP A RISK MANAGEMENT ACTION PLAN TO CONTROL OR LESSEN INHERENT RISKS OR BARRIERS TO ACHIEVING THE GOAL OF STRENGTHENING THE POTENTIAL FOR ALL CHURCHES TO BE RELEVANT AND VIABLE.

TASKS TO REACH GOAL:

- **Design a Strategic Plan that is realistic, achievable, and on-going by regularly monitoring it, and communicating progress.**
- **Establish and manage an evaluation process to assess how the objectives of the Strategic Plan are progressing, make improvements and offer follow-up/feedback.**
- **Conduct relevant training opportunities and provide resources for clergy, laity, churches, and others.**
- **Partner with others by creating a communication and best-practices sharing process among the churches and SBC21.**
- **Develop a strategy for identifying any new or emerging risks that might develop as changes are being implemented and goals are met.**

Plan Leader: Jonna L. Carter

Action Step/Task	Current State (Area of Concern)	Desired Outcome (TARGET)	Measure of Success	Responsible Person(s)	Frequency of Evaluation	Reporting Structure
(1) Design a Strategic Plan that is realistic, achievable and on-going by regularly monitoring it, and communicating progress – the successes and limitations.	African/African-American churches / leaders in the Ky. Annual Conference need to be strengthened, accepted, and supported.	All steps of Strategic Plan will be implemented, and A/AA church growth will become evident.	65 % of targeted churches/leaders are invested in the Plan, exhibiting growth and connection.	KAC Design Team SBC21 Leaders	Progressive implementation and continuous monitoring at all phases.	KAC -Design Team & Coach to report to Bishop/Conf. leaders quarterly.
(2) Establish and manage an evaluation process to assess how Strategic Plan objectives are progressing, make improvements, and offer feedback to stakeholders.	We are committed to power, presence, and inspiration but know that our plans could be easily derailed if we do not stay intently focused.	Appropriate media will be developed and used for evaluation, to monitor progress, to adjust, and to offer feedback.	Connections will be improved, more Black people will be seen and affirmed at functions, feedback will be received, etc.	KAC Design Team (Jonna Carter) SBC-21 Leaders Proposed staff person	Progressive implementation and continuous monitoring at all phases. Monthly mtg.	Ongoing feedback & dialogue with churches. Report to Bishop at least quarterly.
(3) Conduct relevant training opportunities and provide resources to clergy, churches, conference leaders, and others.	A/AA leaders are not present, recognized, or considered as qualified enough at the district/ conference levels.	Leaders will attend training opportunities, take advantage of resources, and other needs will be identified.	Participation of the targeted group at each event. Resources used by ≥ 75%. District & conference rep. increased by ≥ 25%.	Education Coord. Resource/tech staff support KAC Design Team	Issue evaluation forms at each event. Conduct site visits, etc.	Ongoing feedback & dialogue with churches. Report to Bishop at least quarterly.
(4) Partner / collaborate with others in a communication and best-practices sharing process among the churches and SBC21.	Churches feel disconnected from each other, from conference leadership, and inadequately informed.	Most A/AA churches will participate in the exchange of relevant information.	65% of targeted partners will benefit from the available resources.	Communications/ KAC Design Team SBC-21 Leaders	Progressive implementation and continuous monitoring.	Report to Bishop at least quarterly.
(5) Develop strategy for identifying any new risks that may arise to hinder the flow of the Strategic Plan or Design Team work.	When fewer A/AA churches /leaders seem left behind, or excluded, new concerns may result from inclusion.	A/AA churches will be represented and fully connected; able to see what’s coming next.	Monitoring will reveal problem areas. Other people will share concerns they have.	KAC Design Team SBC21 Leaders	Intentional interactions and dialogue at all levels.	Ongoing dialogue with churches. Bishop - quarterly

APPENDIX A

Responsibilities and Qualifications for the Position of Director of KC-SBC21

MAJOR DUTIES:

1. Serve as program liaison between conference Black Church Constituents, Clergy and lay (leadership) and National SBC21 Office.
2. To solidify interactive collaboration and planning among The Conference and National Plans.

OBJECTIVES & GOALS:

1. Achieve increased penetration within Black congregations.
2. Develop a more reliable and accurate database/ mailing list of all conference Black Congregations.
3. Develop a set of different paradigms including new strategies and efficient tactics for acquiring new Black church partners while sustaining existing congregational partners.
4. To enhance particular collaboration and planning among SBC 21, ELCC, Religion and Race, and Black Methodists for Church Renewal, Inc. The driving philosophy behind its work will clearly be one of a team-approach in providing training, encouragement, and support for sustained strength, growth in congregational witness, and mission.
5. Help to reduce the rate of Black church attrition by improving relationships.

JOB STANDARDS:

This section describes the minimum knowledge, skills and abilities needed to perform the essential job functions.

Position requires the incumbent to be a person of hope and vision, deeply rooted in Christian faith and practice and have a profound sense of the importance of the making of Christian disciples; demonstrated proficiency in planning, flexibility, organizing, leadership development, team building, decision making; motivational skills and administrative/organizational skills; experience working in a vital congregation of the United Methodist Church; knowledge of the United Methodist church structure and theology and membership in the United Methodist Church; demonstrated ability to work collaboratively and sensitively with culturally diverse groups and individuals; visionary, creative and critical thinking skills; knowledge about budgeting; verbal and written communication skills, ability to express faith/or personal commitment to growing in faith; personal passion for the needs of and issues related to the Black church; computer and electronic media skills.

- **Education:** M.Div. minimum level of formal education required
- **Other Specialized Knowledge:** A working knowledge of Social Media and general clerical skills
- **Experience:** Organizing, leading groups and directing small groups, event planning and community organizing

APPENDIX B

2019 PROPOSED BUDGET

RESOURCES

Kentucky Conference Budget	\$30,000	
Registration Fees	\$ 1,500	
Donations	\$ 4,000	
Local Churches	\$ 3,500	
Discretionary Funds		\$6,900 (Not committed)

TOTAL **\$39,000**

EXPENSES

Coaching Fees	\$18,000
Retreat	\$ 7,000
Administrative Fees	\$ 3,000
Marketing	\$ 6,000
Outreach Training	\$ 3,700
IM Academy Conference	\$ 8,200

TOTAL **\$45,900**

GAP **\$6,900**

APPENDIX C

CONNECTION CHAMPION SURVEY

Today's Date: _____

Pastor: _____ **District:** _____

Church(es): _____

Nationality: __ African __ African-American __ Caucasian __ Hispanic __ Other (Specify) _____

Circle all that applies: Elder Local Pastor Bi-Vocational Sr. Pastor Supply Pastor Part-time 2-Pt Charge

Circle Congregational Demographics: African /African -American Caucasian Multi-Cultural Other (specify) _____
(Please circle your answers)

1. Did you and/or your church support SBC21 giving campaign (\$250)? Y N
If no, state reason: _____

2. Attended SBC21 Holiday Gathering? Circle all years that apply 2016 2017 2018
If no, state reason: _____

3. Plan to attend 2019 SBC21 Holiday Gathering? Y N
If no, state reason: _____

4. Attended Clergy/Laity Retreat? Circle all years that apply 2018 2019
If no, state reason: _____

5. Attended KY Annual Conference? Circle all years that apply 2016 2017 2018 2019
If no, state reason(s): _____

6. Attended Oct. 2018 Black Clergy & spouse retreat @ Myrtle Beach with Bishop Fairley? Y N
If no, state reason: _____

7. Have you met the Conference annual requirements for continuing education? Y N
If no, state reason: _____

8. Attended 2019 training(s) provided by SBC21 Design Team? Y N
If no, state reason: _____

9. Did you or your young adults attend the Intentional Mentoring Young Adult Retreat? Y N
 If no, state reason: _____

10. Did your youth attend the 2019 Intentional Mentoring Youth Retreat? Y N
 If no, state reason: _____

On a scale of 1-5, how well is your church doing in the following areas?

	Poor	Struggling	Average	Good	Great
1. Discipleship	1	2	3	4	5
2. Stewardship	1	2	3	4	5
3. Evangelism	1	2	3	4	5
4. Worship Attendance	1	2	3	4	5
5. Dist. Apportionments	1	2	3	4	5
6. Conf. Apportionments	1	2	3	4	5
7. District/Conference Participation/Training	1	2	3	4	5
8. Leadership Development	1	2	3	4	5
9. Property Maintenance	1	2	3	4	5
10. Confirmation Training	1	2	3	4	5

WORSHIP QUESTIONS (circle your responses)

- a) What is your church’s worship style? Traditional Contemporary Traditional/Contemporary Blend
- b) Do you have worship Leaders? Y N
- c) Is your worship service multi-lingual? Y N
- d) Do you use liturgies/litanies? Y N

11. Write in the number of the following for 2018: Baptisms _____ Confirmations _____ Professions of Faith _____

Plans are being made to provide group training on UMC subject matters for ALL African/African American laity and pastors in the KY Conference. Most training will be held at the Conference Center in Crestwood. With this in mind, what are the top 3 training needs of your church? (example: visioning, evangelism, discipleship, financial stewardship, confirmation, etc.).

- 1-
- 2-
- 3-

State other pressing concerns not listed above: _____.

Thanks for your participation!

SBC 21 DESIGN TEAM MEMBERS



REV. DR. KATHY O. GOODWIN
MRS. DEBORAH BALDON ALLEN
MRS. JAN BROWN THOMPSON
PASTOR SHIRLEY BURKE
PASTOR GEORGE BURKE
MRS. JONNA L. CARTER
PASTOR S. MATHIEU GNONHOSSOU
REV. ALVIN R. GOODWIN
PASTOR THOMAS MOORE
MRS. LETICIA PREACELY

REV. JOSEPH WASHINGTON (SBC 21 COACH)

