

TASK FORCE FOR LATINO/HISPANIC CONGREGATIONAL DEVELOPMENT AND SUSTAINABILITY

Membership

Mr. Antonio J. Gallardo, Ph.D., <i>Chair</i>	Los Angeles, VIII	2018
The Rev. Tom Callard	Western Massachusetts, I	2018
The Rev. Victor H. Conrado	Chicago, V	2018
The Rt. Rev. Dan T. Edwards	Nevada, VIII	2018
Ms. Karla Fernandez Parker	Texas, VII	2018
The Rev. Ed Gomez	Texas, VII	2018
The Very Rev. Miguelina Howell	Connecticut, I	2018
Ms. Wendy Pineda	Texas, VII	2018
The Rev. Oscar A. Rozo	Milwaukee, V	2018
Ms. Teresa Taboas	Puerto Rico, IX	2018
The Most Rev. Michael Bruce Curry, <i>Ex-Officio</i>	North Carolina, IV	2018
The Rev. Gay Clark Jennings, <i>Ex-Officio</i>	Ohio, V	2018
The Very Rev. Dr. Brian Baker, <i>Liaison of Executive Council</i>	Northern California, VIII	2018

CHANGES TO MEMBERSHIP

In September 2016, The Rev. Oscar Rozo replaced The Rev. Roberto Arciniega (Oregon, VIII), and in October 2016 Ms. Ariana Gonzalez-Bonillas (Arizona, VIII) requested to be released from her membership in the Task Force.

Mandate

Resolution 2015-A086:

The House of Bishops concurring, That the 78th general convention affirm the work that the office of Latino/Hispanic ministries has done to identify congregations located in areas with high Latino/Hispanic populations and to provide them with detailed demographic reports, leadership training, training in cross-cultural awareness and marketing and advertising resources to help these congregations and other resources; and be it further

Resolved, That the Presiding Bishop and President of the House of Deputies, with the advice of the Missioner for Latino/Hispanic Ministries, create a Church wide Network of Partners on Latino/Hispanic Congregational Ministry Development to provide coaches and mentors who will work with congregations, lay leaders, clergy, and diocesan staff to implement the provisions of General Convention [GC] Resolution A-o86.

That the 78th General Convention direct the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, to continue creating formation and leadership development resources and programs to meet the needs of clergy and lay leaders currently serving in Latino/Hispanic ministries, including the programs with the Evangelical Lutheran Church in America and other ecumenical partners focused on the continuing education and leadership development of clergy and lay leaders; and be it further

Resolved, That the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, create mechanisms for mentoring and coaching of clergy currently working in Latino/Hispanic ministries; and be it further

Resolved, That the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, create resources for congregational development and redevelopment intended for diocesan staff, clergy, and lay leaders who are exploring establishing Latino/Hispanic bilingual, multiethnic, and multicultural worship ministries in their communities; and be it further

Resolved, That the Office of Latino/Hispanic Ministries, in collaboration with the Network of Partners on Latino/Hispanic Congregational Ministry Development, create an intensive cultural-competency training program for diocesan staff members, seminarians, clergy, and lay leaders to gain language and cultural skills for ministry in bilingual, multiethnic, and multicultural Latino/Hispanic communities, including collaborations with Evangelical Lutheran Church in America and other ecumenical partners; and provided educational and media resources that are easily accessible; and be it further

Resolved, That the Network of Partners on Latino/Hispanic Congregational Ministry Development conduct an annual evaluation of programs and review of the use of resources based on a survey of those being served.

Summary of Work

EXECUTIVE SUMMARY

The Office of the Latino/Hispanic Ministries aims to accomplish its work through: “Building Capacity, Building Communities, Making Disciples.”

The Episcopal Church has recognized the radically changing demographics that show that Latino/Hispanics are one of that fastest growing groups in the United States. The Church has also decided, as stated in the Strategic Vision for Reaching Latinos/Hispanics (2009), to strive to be “courageous, resourceful, passionate and enthusiastic in its response to these new circumstances.” Moreover, in that same strategic vision document, the Church has stated that “We can grow vibrant

and fruitful Churches by inviting the Latino/Hispanic community to a welcoming and inclusive environment, sharing our rich liturgy and implementing innovative and pertinent program.”

With this Vision in mind, and as stated in its website, the Church has tasked the Latino/Hispanic Ministries [LHM] office with providing guidance in “forming hospitable communities of faith that nourish, strengthen, and develop disciples of Christ in the Anglican tradition within Spanish-speaking communities.”

At the 78th General Convention, the Church affirmed the great work that the LHM Office has done in support of the Church’s Strategic Vision of vibrant and fruitful Churches, and recognized the need to invest additional resources, through the approval of Resolution 2015-A086.

To determine the most effective and efficient way to invest these funds the leaders of the task force were tasked with designing and implementing a plan to further the work of the Church in support of existing and new Spanish-speaking communities, while addressing the systemic challenges that these communities may face, and that only support from Church-wide efforts could address.

To date, the work of this Task Force has strengthened and expanded existing program activities of the LHM office, and it has created new program activities and resources to support dioceses, congregations, and individuals in their journey to serve Latino/Hispanics. These comprehensive efforts are aimed to provide support for those considering to serve Latino-Hispanics, those who are in the exploration phase, as well as for those already serving this population.

For those in the exploration phase, the task force is building upon two (2) existing program activities: New Camino and the Mission Developer Training. New Camino is a two (2) day conference intended to encourage and equip Dioceses to start and support Latino/Hispanic ministries. Ten (10) years ago, Dioceses and parishes that started Latino-Hispanic ministries may not have had a solid foundation to know about what it takes to serve Latino-Hispanics as the one provided by New Camino. In this triennium, the task force has set the goal of supporting at least nine (9) Dioceses, five (5) of which it has already supported.

Once Dioceses and/or parishes decide to serve Latino-Hispanics, there will be resources available to support clergy and administrative staff in their journey. This Task Force has developed an extensive array of congregational development resources such as social media training, digital evangelism, cultural competency programs and specific social media and evangelism resources. By the end of 2017 there will be an initial supply of twelve (12) bilingual e-blast templates, twenty (20) Facebook videos, and twenty-five (25) memes that congregations serving Latino-Hispanics can use in their outreach and formation efforts.

To address the reality of a very limited pipeline of ordained clergy of either Latino-Hispanic background, or clergy who are linguistically and culturally competent to serve Latino-Hispanics, this Task Force has designed and implemented a cultural-competency program in conjunction with three (3) Episcopal seminaries (Seminary of the Southwest, Bexley-Seabury, and Bloy House).

Moreover, for congregations, lay leaders, clergy, and diocesan staff serving Latino-Hispanics, the task force will train thirty-one (31) mentors / coaches that will work with them. These unprecedented number of coaches will be available to assist clergy, Church planters, diocesan staff, seminarians, and others in enhanced decision-making skills, greater interpersonal effectiveness and increase confidence in serving Latino-Hispanics.

To complement and strengthen the work of diocesan / parish clergy and staff, the Task Force will complete the development of the resources needed for a fully scalable lay formation program: The Academia Ecu mica de Liderazgo. To date, more than two hundred (200) facilitators, from more than seventy-five (75) congregations representing twenty-five (25) Dioceses, have been equipped to deliver the self- contained and fully portable formation materials aimed to foster Latino/Hispanic lay leadership.

All of these efforts to provide Church wide resources for Dioceses and congregations in support of the Church’s vision for Spanish-speaking communities will be strengthened, be known, disseminated and enhanced through the increasingly extensive Church wide network of partners on Latino/Hispanic congregational ministry development. The network of Latino Diocesan Ministers is an example of such effort to promote support for their own ministries, and increase awareness of the resources available through the LHM office. National conferences like Nuevo Amanecer and Nuevos Horizontes, with a constant increasing attendance, are proving to be the gathering place for Latino-Hispanics and their allies in embracing the gifts of the Latino-Hispanics in the Episcopal Church.

In this report, we are sharing with you how much has been done with the resources under Resolution 2015-A086 to advance the vision of the Church to embrace Latino-Hispanics. We all know that there still much more to be done, and we hope that at the very least, the seeds of hope that have been planted through these efforts continue to be nourished to grow into the fullness of what the Church has envisioned.

The members of the Task Force saw this Resolution as an opportunity to expand the work of the Office of the Latino/Hispanic Ministries [LHM], while planting some seeds for future work. The Task Force also started its work from the principle that the Resolution was not a new beginning or a restart, but rather a mandate to expand the existing efforts of the Office of Latino/Hispanic Ministries, and to create new resources that, in the past, had only been a dream.

To accomplish our mandate in a systematic and productive manner, the Task Force organized itself into the following sub-committees:

- Church-wide network of partners on Latino/Hispanic congregational ministry development: Ms. Wendy Pineda, and the Very Rev. Miguelina Howell;
- Formation and leadership development resources and programs to meet the needs of clergy and lay leaders currently serving in LHM: Ms. Teresa Taboas, and the Rev. Oscar Rozo;
- Mentoring and coaching of clergy currently working in LHM: The Rt. Rev. Dan Edwards, and the Rev. Ed Gomez;
- Congregational development and redevelopment intended for diocesan staff, clergy, and lay leaders who are exploring establishing Latino/Hispanic bilingual, multiethnic, and multicultural worship ministries in their communities: The Very Rev. Tom Callard, and Ms. Karla Fernandez Parker.
- Cultural-competency training program for diocesan staff members, seminarians, clergy, and lay leaders: The Rev. Victor Conrado, the Rev. Oscar Rozo and the Rev. Ed Gomez.

During this triennium, the Task Force has met twice in face-to-face gatherings, and via video conferencing quarterly. Each subcommittee developed a vision for their work area, stating how they would like to see the Latino/Hispanic Ministry in the Church at the end of the triennium, and from that vision they developed work plans. The work plans were also developed building upon the strengths of the existing work, the potential in other opportunities identified, and minimizing existing weaknesses.

Each subcommittee also had an initial budget allocation, which was revised along the way according to the progress made in the implementation of the work plans, and as opportunities and challenges were identified.

The subcommittees have followed this approach in their work:

- Full understanding the existing work being done by the Office of Latino/Hispanic Ministries of the Episcopal Church;
- Continue the work already on the ground;
- Taking an inventory of additional existing efforts;
- Defining specific, measurable, attainable, realistic, and time-limited [SMART] goals for their work during the triennium;
- Defining the baseline for the current status of the intended outcomes;
- Integrating the work of all the sub-committees to avoid duplication and promote synergies;
- Seeking opportunities to work along with other Task Forces on areas of common vision (like Resolution 2015-D005: Create a Church-wide Network for Planting Churches).

Below you will find, in detail, the accomplishments achieved in each work area in the implementation of the vision and mandate of Resolution 2015-A086.

CHURCH-WIDE NETWORK OF PARTNERS ON LATINO/HISPANIC CONGREGATIONAL MINISTRY DEVELOPMENT

The vision for the work of this subcommittee is that at the end the triennium: “We have expanded the existing Church-wide network of ministry leaders.”

Even before the Resolution, the Office of Latino/Hispanic Ministries has been diligent in the area of creating a Church wide network of partners, through various efforts such as: its biannual conference *Nuevo Amanecer*; mission developer training and strong social media presence. The Office has focused on building capacity for many years, and the goal of this area of the Resolution was to expand that work. This part of the implementation focused on three (3) under-represented groups in Latino/Hispanic Ministries: Province IX, the Latino Diocesan Missioners, and Seminarians. The selection of these groups was strategic, as we considered the overarching power of these constituencies in the life of the Church, and because they have been on the fringes.

Province IX is composed of seven (7) dioceses across Latin America and the Caribbean. For many years, the bishops and lay leaders of Province IX have expressed a sense of isolation and separation from the ministry of the wider Church. In an effort to strengthen the bond of ministry, and its partnership with Province IX, the Office of Latino/Hispanic Ministries and the Task Force identified ways in which partners in Province IX would experience a greater connection with the wider Church. As we live and serve God in the 21st Century, it was also imperative to recognize the power of digital evangelism, social media and virtual connectivity.

As a result, we conducted two (2) intensive communication trainings focused on the following areas:

- Digital evangelism
- Social media management
- Written communications
- Video production
- Interviewing skills

The first training was hosted in the Dominican Republic from September 6 – 9, 2016. Three (3) participants from each diocese as well as their bishops were invited to attend. A total number of thirty-one (31) persons, mostly lay, attended from all seven (7) dioceses of Province IX, plus a representative each from Mexico, Costa Rica, El Salvador, and Panama. Five (5) bishops also attended. The four (4) day intensive training provided the fundamentals of photography, video editing, video conferencing and social media. A final product was the sharing of a strategy that each group would initiate in their

respective dioceses. Two (2) of the attendees from this event were selected to serve as trainers for the second training session in Panama.

The second training (hosted at the request of the Damas Episcopales [ECW] of Province IX) took place in Panama on August 14 – 17, 2017. This training was designed to strengthen the Provincial Women’s Network for better communication and promotion utilizing social media. Out of this training each diocese presented a plan that they would put into practice over the coming months after the training. All seven (7) dioceses from Province IX participated, along with the Diocese of Panama. There were twenty-three (23) women in attendance to this training.

Overall, providing these opportunities for capacity building and connectivity has already shown fruits as our partners in Province IX are actively engaging the wider Church in numerous and varied ways.

The Latino Diocesan Missioners. It was an initiative of this Task Force to bring together a diverse group of diocesan leaders to form a network to help support their local ministries, as well as to be more connected to the leadership provided by the Office of Latino/Hispanic Ministries. Few dioceses have a full- or even part-time Latino Missioner, and so in many cases the diocesan leader is the chair of their Latino ministry commission. Thirty-three (33) of the seventy-two (72) missioners that we identified gathered in Miami, Florida, on August 8 – 11, 2017. Four (4) of the participants came from Province IX. They explored ways to connect with the Office of Latino/Hispanic Ministries more fully; create a support network; and share more widely the work being done across the Church in this network. This network is a matrix of collaboration that will work in collaboration with the LHM Office.

This newly formed network of partners will be a key component of the next stage of growth for the Latino/Hispanic Ministries of the Episcopal Church.

Their vision is that, as a united culture, they will empower and connect themselves and those in the ministry to better serve all God’s people. A resource list is being created so new parishes don’t need to reinvent the wheel, and the Episcopal Asset Map is being enhanced so that those who wish to start a new ministry can find people with whom to connect. A subgroup will reconvene in the spring of 2018 to develop plans, and create SMART goals before the next meeting in Fall 2018.

Seminarians who are interested in participating or learning about Latino Ministries may not have opportunities to expand their knowledge or connect with a network because of their studies and limited financial resources. Through the funding of Resolution 2015-A086, our Task Force created an opportunity for seminarians to attend Nuevo Amanecer 2016 [NA2016]. This conference is a hub of networking and development for the core leadership of the communities where approximately thirty thousand (30,000) Latino Episcopalians worship in the United States. This event also includes a small representation from Province IX. This four (4) day program is designed to connect Latinos and non-

Latinos involved in this common ministry through capacity building, fellowship and sharing of best practices.

Seminarians who received scholarships to attend Nuevo Amanecer were asked to share their experience in a formal setting at their sponsor parish as a way of spreading the word and creating interest in our ever-growing ministry. Seminarians were also required to present a digital testimony of the impact of their presence at NA2016 in the context of their interest and future involvement in Latino/Hispanic Ministries. Thanks to this effort, nine (9) seminarians attended Nuevo Amanecer in 2016 and the Task Force plans to increase the number of participants in Nuevo Amanecer 2018.

In the past eight (8) years, the number of Episcopalians attending Nuevo Amanecer has more than doubled, from one hundred and eighty-nine (189) attendees in 2008 to four hundred and sixty-two (462) attendees in 2016.

FORMATION AND LEADERSHIP DEVELOPMENT RESOURCES

The vision for the work of this subcommittee is that at the end the triennium: “We have accessible resources to provide formation and training for lay and clergy leaders. There is a training program up and running. We partnered with others to expand opportunities.”

Academia Ecu mica de Liderazgo. The Jesus Movement in our ministry is encountered in many ways. One of the most important pieces of LHM has been to offer Christian formation for lay leaders, and to promote their leadership skills in their congregation as well as in the entire Church. Academia Ecu mica de Liderazgo is a hybrid program (online and face to face in small groups) created in conjunction with the Evangelical Lutheran Church of America [ELCA], and that is guided by lay leaders who serve as facilitators for the lay participants.

The program consists of twelve (12) courses presented through videos and small group reflection. Topics include: Evangelization and Mission in the 21st century, the Bible, Church History, Liturgy, Book of Common Prayer and Stewardship, among others. The idea is for the group to watch video segments of approximately thirty (30) minutes and then have a theological reflection about the topic. The concept of theological reflection is synthesized to be able to encounter God in that specific situation, including those simple things that happen in daily life. The method used for the reflection is one of the most common approaches used in Latin America and consists of three (3) steps: *ver (see)*, *pensar (think)*, *actuar (act)*.

1. See and understand what is being presented.
2. What is God trying to tell us? How can we see God’s presence there?
3. What is God inviting me to do? In what ways can I respond to God?

A typical class will include prayers, hymns, games, the video presentation and the theological reflection.

We have presented this training more than fifteen (15) times: at least nine (9) times in the USA (Los Angeles, CA; Alexandria, VA; New York, NY; Miami, FL; Houston, TX; Dallas, TX; Chicago, IL; Connecticut; New Jersey). and in the following dioceses of Province IX: Honduras, Ecuador Litoral, Ecuador Central, Dominican Republic and Colombia. We have trained two hundred (200) facilitators from seventy-five (75) congregations representing at least twenty-five (25) dioceses. These dioceses are doing or are ready to start hosting these small groups of formation and reflection across the Church.

This adult Christian formation program is not limited to this training. We also offer mentoring and accompaniment for each of the lay leaders who have received the training to serve as facilitators of the small groups discussions. During the training, we provide many tools for the facilitators to lead the small groups in their congregation.

The formation also includes the mentoring and accompaniment we offer to the facilitators. We have trained twelve (12) mentors to walk along with the new facilitators to answer questions, guide them and offer them support on their needs. There are many signs of what is happening in the congregations with the small groups, excitement, commitment and many people who have come closer and into a better relationship with God and The Episcopal Church.

MENTORING AND COACHING CLERGY WORKING IN LATINO MINISTRIES

The vision for the work of this subcommittee is that at the end the triennium: “We have an accessible network of coaches being used to support people working on Latino/Hispanic Ministry.”

Resolution 2015-A086 called for a Church-wide Network of Partners to provide coaches and mentors who will work with congregations, lay leaders, clergy and diocesan staff.

The subcommittee decided that the best way to accomplish the vision for this work area was to recruit and train coaches utilizing a coach training institute with experience in working with Churches. The subcommittee also met with the D005 Church Planting Task Force to explore possibilities to work together, but it was decided that each group had unique needs and we decided to work independently.

The subcommittee started its work by identifying a culturally competent coach trainer, using among other criteria, the input provided by clergy already doing Latino/Hispanic ministry work, as well as the recommendations from other denominations that provide coaches for their clergy; such as the Presbyterian Church and the Evangelical Lutheran Church in America. Another consideration was to

determine our best option: a face-to-face weeklong training or online training. As the subcommittee contacted several coach training providers, it became clear that online training afforded us the opportunity to train more coaches than if we provided an intensive week-long in-person training. After some research, the subcommittee recommended CoachNet as the best provider to train clergy and laity as certified coaches. CoachNet would provide the training and the preparation for the new coaches to be certified by the International Coaching Federation (ICF).

With a training provider selected, the subcommittee set the goal to train thirty-one (31) trainers, based on the budget available. The first cohort of trainers started February 21, 2017, with nine (9) trainees. They are scheduled to complete their training by March 15, 2018. The second cohort of twenty-two (22) trainees will begin in April 2018, and should complete their training by March 2019.

The training consists of sixty-four (64) hours of coach training and ten (10) hours of Mentor Coaching. After four (4) months of training, the trainees begin to coach others, as they are required to attain one hundred (100) hours of coaching before they can take the certification test. By the end of the triennium the Church will have thirty-one (31) ICF certified coaches. These coaches will be available across the Church to assist clergy, Church planters, diocesan staff, seminarians and others in enhanced decision-making skills, greater interpersonal effectiveness and increased confidence.

Denise Trevino-Gómez, from the Episcopal Diocese of Texas said the following about her experience: "Learning new coaching approaches through CoachNet was instrumental in developing the necessary skills to help people think through their potential to reach their own personal and professional goals. The practical tips and tried and true methodologies of how to engage people as you guide them through sometimes challenging crossroads can be applied in so many church settings with individuals and whole groups. I am excited to be part of this initiative to grow new Hispanic ministries."

CONGREGATIONAL DEVELOPMENT AND REDEVELOPMENT INTENDED FOR DIOCESAN STAFF, CLERGY, AND LAY LEADERS WHO ARE EXPLORING ESTABLISHING LATINO/HISPANIC BILINGUAL, MULTIETHNIC, AND MULTICULTURAL WORSHIP MINISTRIES IN THEIR COMMUNITIES

The vision for the work of this subcommittee is that at the end the triennium: "Many dioceses that understand this evangelistic opportunity to embrace Latino/Hispanics, also know that they need tools and training. Dioceses recognize that strengthening Latino/Hispanic Ministries strengthens the Church. We have marketing resources which are badly needed as well as sufficient Latino clergy, and prepared Anglo clergy and lay leaders to share in the ministry."

This subcommittee intends to accomplish its vision during the triennium through the following efforts:

- Develop the position of Associate Missioner for Latino/Hispanic Ministries and Program Development to oversee implementation of Resolution 2015-A086, and hire the Associate Missioner;
- Build on existing programs to create a comprehensive LHM congregational development plan;
- Develop and organize new LHM resources for congregational development;
- Assess the current activity and interest among Dioceses in order to focus resources; and
- Publicize LHM congregational development and redevelopment within the Episcopal Church.

Develop the position of Associate Missioner for Latino/Hispanic Ministries and Program Development to oversee LHM implementation of Resolution 2015-A086 and hire an Associate Missioner: in its meeting in November 2016, the Task Force recognized the need for additional staff support for the LHM office for implementing the activities of the Task Force.

The Task Force approved funding from its budget, and a job description was created. On April 16, 2017, the Rev. Samuel Borbón was hired as the Associate Missioner for Latino/Hispanic Ministries and Program Development. The new Associate's primary responsibility is to oversee the training for the Academia Ecuánica de Liderazgo, as well as the New Camino program, and the Mission Developer Training. In just seven (7) months Samuel has been invaluable in moving these programs forward as is evidenced in other parts of this report.

Build on existing programs to create a comprehensive LHM congregational development plan: the subcommittee started its work building on two existing LHM ministries: New Camino and the Mission Developer Training.

The subcommittee proposed to promote and present more New Camino conferences during the triennium. New Camino is a two (2) day program developed by the Office of LHM to encourage and equip Dioceses to start and support LHM. It has been held six (6) times to date. As of November 2017, the Dioceses of New York, Newark, Southern Virginia, Idaho and Northern California have participated in the New Camino conference, and four (4) dioceses have either scheduled New Camino (San Joaquin, March 2018; San Diego, May 2018), or are in the process of doing so (Chicago and Pennsylvania).

The Mission Developer Training is a program based on the Mission Developer work of the ELCA to prepare lay and ordained leaders to plant new churches and redevelop existing ones. The Office of Latino/Hispanic Ministries has adapted Lutheran materials, and has presented the training several times in recent years. Currently, the Mission Developer Trainings are being reassessed. In May 2017 members of the Task Force attended the Genesis training presented by the Do05 Task Force and the Office of New Church Starts under the leadership of the Rev. Tom Brackett to see how this new program might be applicable to the goals and aims of LHM and other ethnic ministries. We are currently working with the Rev. Mike Michie, the new Staff Officer for Church Planting Infrastructure,

to develop a new mission developer training in Spanish in 2018, as well as one in English that would encompass the other ethnic ministries.

Canon Lucinda Ashby from the Episcopal Diocese of Idaho said: “The presenters at New Camino opened many hearts and minds to the richness and mutuality of ministry among our Latino brothers and sisters. People in our diocese refer to the New Camino retreat, even if they haven’t yet found a way to engage in Latino Ministry, because of the breadth of the material presented. Because of New Camino, there are simple things emerging: welcoming signs, questions about La Virgen de Guadalupe and new conversations around DACA.”

Develop and organize new LHM resources for congregational development: the main intent of these efforts is to promote participation in existing and new training programs developed by LHM under this Resolution: social media training, Digital Evangelism, provincial, Diocesan and ELCA training programs, transgenerational Latino ministries programs and Cultural Competency Training.

In addition to the promotion, through this effort, the Task Force intends to provide social media and evangelism resources: videos, memes, graphics/e-blasts and Facebook page improvements and resources, among others.

To date, these resources are all in the development process. The expected completion date is by December 31, 2017. By then, the LHM we will be equipped with an initial supply of:

1. Fifteen (15) Bilingual Graphics/E-blast templates (for events/occasions such as Las Posadas, Quinceañeras, etc.)
2. Twenty (20) Facebook Videos (short format series on topics like prayer, diversity, welcoming to the Episcopal Church, etc.)
3. Twenty-five (25) Memes (mix of Spanish, English and bilingual with a variety of themes like inclusion, the Gospel, etc.)
4. Facebook Audit, Strategy and Content Plan

Also, the current Latino Ministries Facebook page has had a thorough user interface audit and a strategic assessment has been completed. Currently, a draft plan is underway to maximize the page as an outward-facing LHM page, and to build a private group within the page for clergy/administration. A best practice review of Facebook by other churches is being conducted and ultimately, we will have a comprehensive strategy, content strategy, content (including ads and posts), as well as training the LHM team on engagement best practices. This is also expected to be completed by the end of December 2017.

Facebook videos were recently shot during gatherings of clergy and lay participants. Selections from the nine (9) plus hours of footage are being edited with an introduction and call to action to produce ten (10) English and ten (10) Spanish videos. The videos are in progress and will be presented to the LHM office with the goal of being completed by the end of December 2017.

Assess the current activity and interest among Dioceses in order to focus resources: the subcommittee has issued a survey on LHM across the Church which is expected to be completed by December 2017. Through this survey the subcommittee aims to determine what LHM already exist across dioceses, and where there is potential and interest for more.

The subcommittee also intends to gather information about all dioceses and individuals who have participated in both the New Camino and Mission Developer Trainings to provide follow through and continued support and offer new resources that have been developed.

Publicize LHM congregational development and redevelopment within the Episcopal Church: under this effort, the goal of the subcommittee is to create promotional materials for every major LHM ministry, to be shared within TEC. This includes Mission Developer Trainings, Nuevo Amanecer, New Camino, Nuevos Horizontes and the Academia Ecuánica.

CULTURAL-COMPETENCY TRAINING PROGRAM

The vision for the work of this subcommittee is that at the end the triennium: “Clergy and lay leaders have cultural competency training and are prepared to serve the Church in the future. We understand the question ‘How does ministry work across generations of Latinos?’.”

Combining academic learning with hands-on experience, the purpose of this multi-faceted intensive course is to provide cultural competency on the history, culture, socio-demographic, and religious aspects of the Latinos/Hispanics in the United States, and to provide the foundational tools necessary for Church leaders to discern and explore the type of Latino/Hispanic ministry that best fits a congregational setting and its context.

Participants from dioceses across the country who complete the Episcopal Latino Ministry Competency [ELMC] Training Course will:

- Show a familiarity with the general Latino culture and “religiosity” context of Latino worship and sacramental pastoral care.
- Learn to manage and address the worshipping needs of a dual language congregation, or to prepare for a special liturgical event involving English and Spanish speaking attendees.

- Acquire a fundamental competency in learning the general aspects of the pastoral and congregational ministries aimed at the immigrant and first generation, plus the ministry focused especially on the more acculturated and English-language speaking Latinos of the second and third generation.
- Define and interpret the broad historical and demographic profile of the Latino/Hispanic population in the United States through designated readings, course lectures, written reflections, class participation and experiential trips.
- Acquire first-hand knowledge of the Church in mission in the borderlands and identify the political, social and pastoral issues revolving around immigration from Mexico as well as Central and South America and the Caribbean. (Borderlands refers to either the US/Mexico border or immigrant entry points in urban centers.)

ELMC was offered in 2017 in Austin, TX at the Seminary of the Southwest (June 18-27, 2017 with 27 in attendance, and in Chicago, IL, at the Nicholas Center, St. James Commons, St. James Cathedral (October 15-24), with 26 in attendance.

ELMC is scheduled for 2018 in Claremont, CA, at Bloy House (June 11-18), and in Sewanee, TN, at the School of Theology (August 6-13).

Participants in the ELMC represent a wide variety of interests from across the Church coming from the following states: California, Washington, Kansas, Texas, Illinois, Indiana, Ohio, Tennessee, Virginia, North Carolina, New York, New Jersey, Pennsylvania, Massachusetts, and Ontario, Canada. The entire course in Austin was also simultaneously offered by live video streaming using Zoom video conferencing. In Chicago, the entire course was recorded and it is currently being edited, it will be available on the <http://www.episcopaleslatinos.org/> website along with other educational and media resources that are easily accessible.

Both courses underwent evaluations by the participants as well as team members. Additionally, many of the participants were interviewed during the course to give us some immediate response to what they were experiencing and learning. The short videos were posted on Facebook, and have served as promotional resources.

We are grateful for the opportunity that has allowed us to meet face-to-face three times, hold over thirty (30) Zoom and other phone planning meetings, create the ELMC course, and offer it twice, in two (2) different cities. The benefits in terms of mission and goals is tremendous. The reception of the course has been extremely positive. The classroom aspects of the course, about one-half of the course are now a “package,” and can be taken on the road with a minimal amount of additional planning.

The site-visits and interviews comprise the other one-half of each ELMC offering, and these are location sensitive, resulting in many planning hours required for the recruiting and logistics related to site-visits and interviews at a given city.

ELMC has been possible thanks to the support of the following team members:

- The Rev. Victor H. Conrado, Associate for Ministries, Diocese of Chicago; Associate Rector, St. Mark's, Glen Ellyn, IL, Diocese of Chicago; Adjunct Faculty Instructor, Bexley-Seabury Seminary;
- The Rev. Edward Gomez, Vicar, San Pablo/St. Paul's Houston, TX, Diocese of Texas;
- The Rev. Al Rodriguez, Adjunct Faculty Instructor and Interim Director of Latino/Hispanic Studies at Seminary of the Southwest, Diocese of Texas;
- The Rev. Ema Rosero-Nordalm, Deacon, Diocese of Massachusetts, Iglesia Nuevo Amanecer, ELCA, East Boston, MA;
- The Rev. Oscar A. Roza, Priest-in-Charge, St. Mark's, Beaver Dam, WI, Diocese of Milwaukee; Church Planter/Priest-in-charge, Comunidad de Todos los Santos, Watertown, WI, Diocese of Milwaukee - ELCA South Central Synod of Wisconsin;
- Virginia Vagt, Vestry Member, St. Mark's, Glen Ellyn, IL, Diocese of Chicago
- Jaime Briceño, Digital Recruiter and Missioner, Bexley-Seabury Seminary; seminarian, Bexley-Seabury Seminary, Hyde Park, Chicago, IL
- The Rev. Canon Anthony Guillén, Episcopal Church Missioner for Latino/Hispanic Ministries; Diocese of Los Angeles.

EVALUATION

In the last year of the implementation of the efforts under this Resolution, the Task Force will contract with an independent evaluator to conduct an evaluation of programs and review the use of resources by means of quantitative and qualitative methods. The results of this evaluation will not only serve to demonstrate the extent of the accomplishment of the goals set by this Task Force, it will also include lessons learned and best practices that could serve as a guide for future efforts.

Budget

The financial report for the Task Force (below) is broken down by subcommittee, and it includes actual expenses for 2016, estimated expenses for 2017, and estimated expenses for 2018. In addition to the actual and estimated expenses for each subcommittee, the report includes travel and administrative expenses. The travel expenses are for the Task Force face-to-face meetings, and the administrative expenses include salary and benefits for the Associate Minister staff position proposed by the Task Force.

Budget

Work Area	Total 2016	Estimated 2017	Estimated 2018	Total Triennium
Network of Partners	\$82,511	\$66,942	\$(963)	\$148,490
Formation & Leadership Development	\$47,333	\$89,484	\$66,965	\$203,781
Mentoring & Coaching		\$87,595	\$3,358	\$90,954
Congregational Development & Redevelopment	\$57,550		\$199,901	\$257,450
Cultural Competency		\$92,970	\$75,030	\$168,000
Task Force Evaluation		\$6,250	\$46,911	\$53,161
Travel and Administration	\$24,453	\$83,303	\$70,407	\$178,164
TOTAL A086 Expenses	\$211,847	\$426,545	\$461,609	\$1,100,000