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# PACIFIC NORTHWEST CONFERENCE

## Ministry Priorities

November 2024

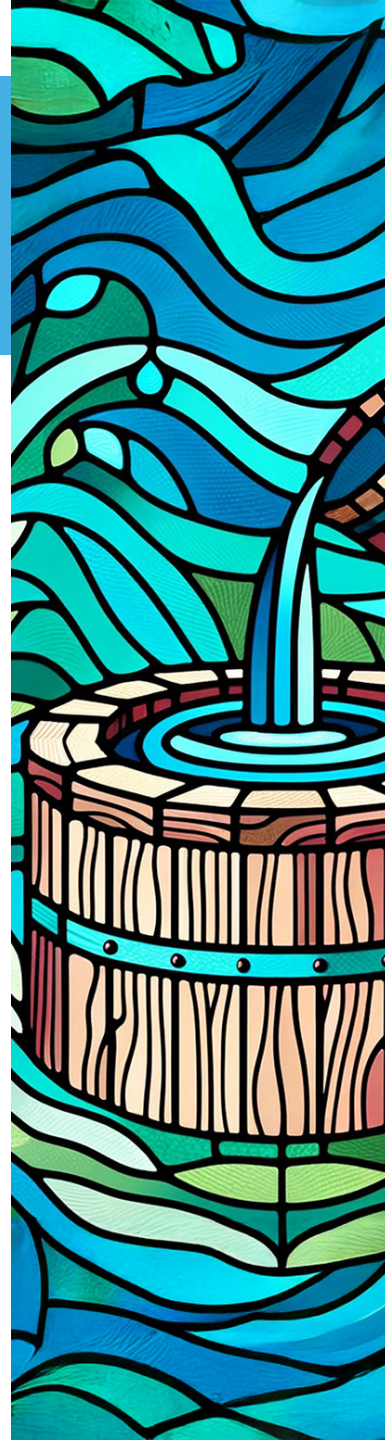


# YOUNG PEOPLE'S CONVERSATION

**Youth and young adults were asked: What would make you proud of your church? They said:**

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- Ways for them to connect
- Involvement in helping people
- Affirm people for who they are
- Care for people's basic needs
- Talk about and take on big issues
- Love and acceptance
- Realize regions of the state are different
- Being more involved with people in the community



## PROGRAMMATIC

Housing / Health /  
Hunger

Spiritual Formation /  
Discipleship

Equity / Anti-Racism /  
Inclusion

## ADMINISTRATIVE

Lay leadership trainings on  
roles & responsibilities

Engaging contextual/resources  
issues with others in similar context

Young people's ministry  
programming and development

Secure preferred vendor lists and  
in-common service providers

IT and tech support resources  
for local ministry teams

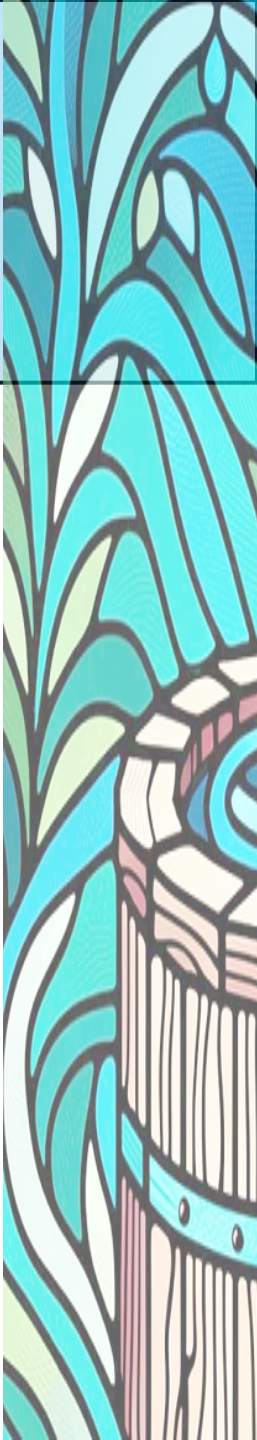
# GNW: Resource and Support

## PRINCIPLES / VALUES

- Leadership development
- Equity / Anti-racist
- Spiritual formation
- Discipleship
- Contextual

## PROCESSES / MEANS

- Training / Experiences
- Immersions / Cohorts
- Crowd source
- OnDemand
- Fees for service



# Understanding discipleship and equipping disciples: WHY

- **CREATE** space(s) for every disciple and faith community to discern their passion and emphasis, join with others on that journey, and grow together without waiting for another entity to bless it or give it permission.
- **MINISTRY PRIORITIES** are emphasized and engaged by those who have passion for it and allows everyone to engage in ways that matter in their context and according to their capacity.

**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**



# Understanding discipleship and Equipping disciples: WHAT

- **Deploy conveners** so that those with passions and affinities can connect and co-learn skills, share practices, and provide in-the-moment support to one another; and
- **Streamline access** to funding and consolidate funding sources to support a movement of ideas to plans, to actions, to evaluations, and on to next iterations; and
- **Try things**, let go of what's in the way, celebrate progress and leaders, learn through the process, apply learnings to future efforts, and affirm those who try new and different things.

**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**





# Understanding discipleship and equipping disciples: HOW

- Deploy conveners so that those with passions and affinities can connect and co-learn skills, share practices, and provide in-the-moment support to one another.
  - **Young People.** Emphasis the gifts of youth and young adults by providing opportunities for youth workers to connect, learn and plan together.
  - **Lay members.** Utilize a variety of mediums to increase knowledge and skills that apply across various ministries and activities within and beyond a local church. Affirm and support all forms of volunteerism and engagement.
  - **Clergy/Pastoral leaders.** Identify tasks and barriers that hinder effectiveness and dampens passion for the work. Provide spiritual and physical outlets that affirm healthy rhythms and choices that may be outside a typical congregant's understanding of what a pastor does or does not do.

**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**

# Understanding discipleship and equipping disciples: HOW

- Streamline access to funding and consolidate funding sources to support a movement of ideas to plans, to actions, to evaluations, and on to next iterations.
  - Create a single-access point application for all funding so that those seeking to do work are not tasked with determining the source of funds.
  - Identify all funding sources accessible within and beyond the conference or area and include them as options to consider when a request for funding is received.
  - Devise a simple evaluation process that supports the applicant's ability to get started and an evaluation that helps the applicant discern when its time to change funding levels, revamp an idea, or bring the project to a close.

**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**







# Understanding discipleship and equipping disciples: HOW

- Try things, let go of what's in the way, celebrate progress and leaders, learn through the process, apply learnings to future efforts, and affirm those who try new and different things.
  - Communicate what we are trying and funding, share progress and learnings along the way
  - Celebrate what God is doing, including those things we did not foresee or desire
  - Track and share learnings with the conference and area as a way of making learnings accessible vs. cautionary
  - Spotlight those who try as those we look to as champions of a new thing or a new way.

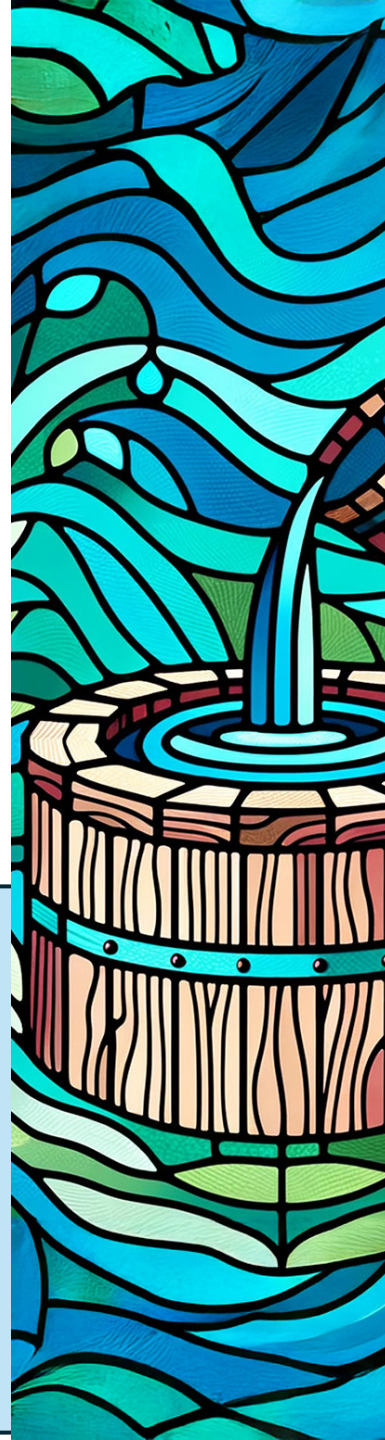
**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**

# GNW: Collaboration

- Lessening housing, hunger, & health disparities
- Young people's ministry development
- Training for lay leadership
- Securing preferred and in-common vendors
- Supporting IT and tech for local ministry teams

## CURRENT / ONGOING COLLABORATIONS

- Innovation Vitality Office (equity, new starts, innovation projects)
- Circle of Indigenous Ministries
- Shared Services (Pension, HR, Finance)



# Getting from here to there

- Continue Equity work with 1 staff person for the Area
- Temp staff coverage for 3 funding boards
- Conference convenes groups vs. designing programs
- Faith communities and collaboratives discern & decide what works in their context
- Fund less staff and more functions
  - **Conveners** (gather affinity groupings)
  - **Planners** (discover pathways)
  - **Grant writers** (request funds)
  - **Evaluators** (evaluate progress/process)
  - **Partners** (others doing the work)

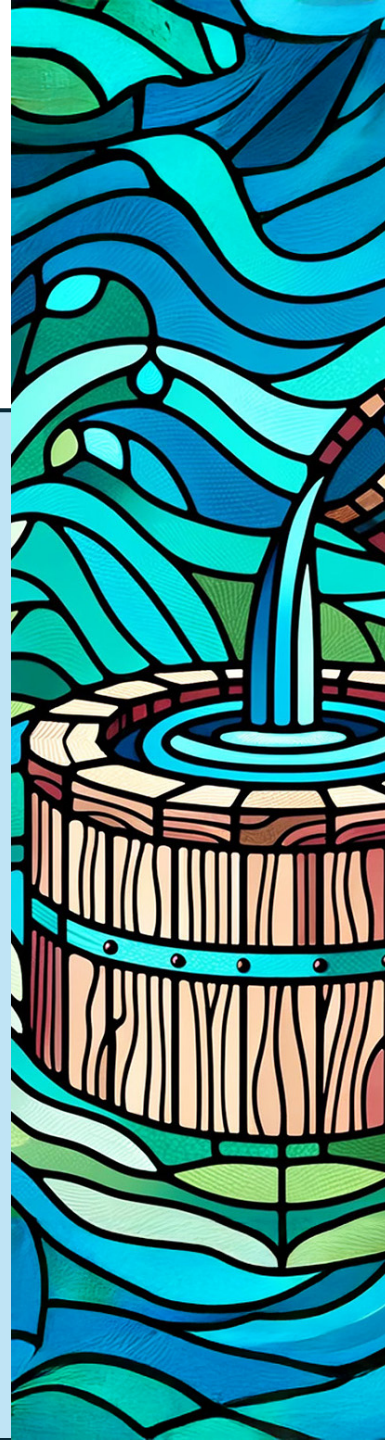
**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**



# GNW: Collaboration

Training lay leadership on roles & discipleship

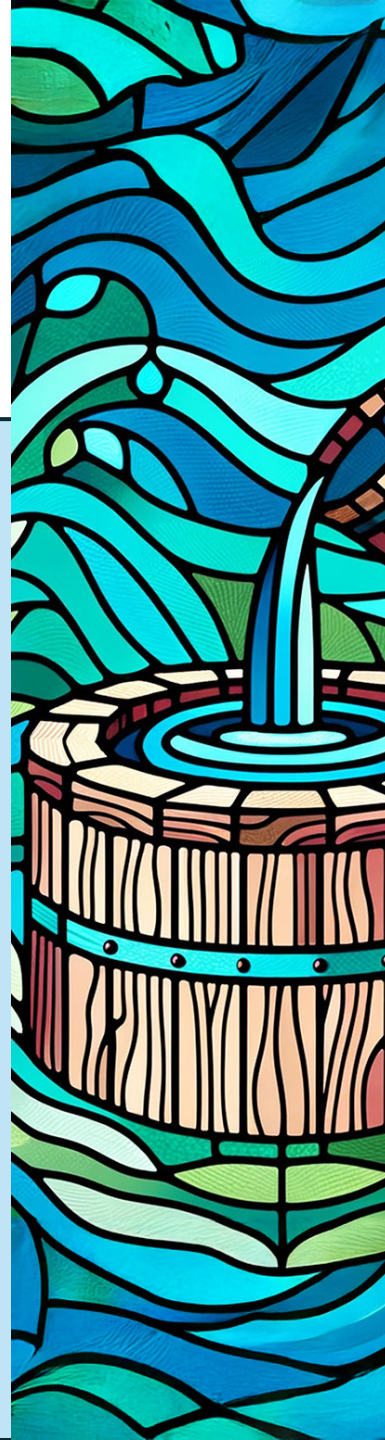
- Helping laity move an idea from a thought to a thing
- Identifying inspiration that galvanizes people and moves them to action
- Creating more space and opportunity for laity to dream, imagine and lead beyond the administrative tasks sought by the church
- Naming hearing and addressing hard things while also growing in faith and diversities
- Practicing mutual accountability with pastoral leaders that empowers all to discover and live out their call
- Relying on the resilience that is present in every faith community to try something new and bless what is no longer serving the mission



# GNW: Collaboration

Ministries with young people / ministry development

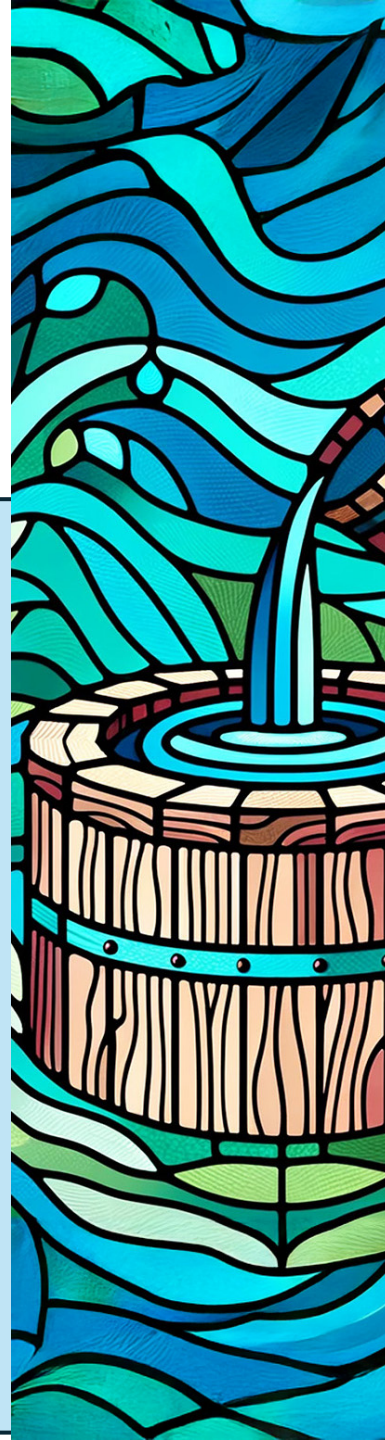
- Invite and train parents and guardians to partner as volunteer Young People's Ministry leaders;
- Form activities as intergenerational experiences;
- Plan regular mission-based activities for multiple churches in the region;
- Partner with local colleges and nonprofits for partnerships and places for internships and volunteer service;
- Train and deploy youth ministry volunteers across the conference.
- Sunday School, bible study, prayer meetings;
- Fun day/night (bowling, swimming, movies);
- Youth leadership (teams and on committees);
- Lock-ins/retreats/camping.



# GNW: Collaboration

## Housing, hunger, & health disparities

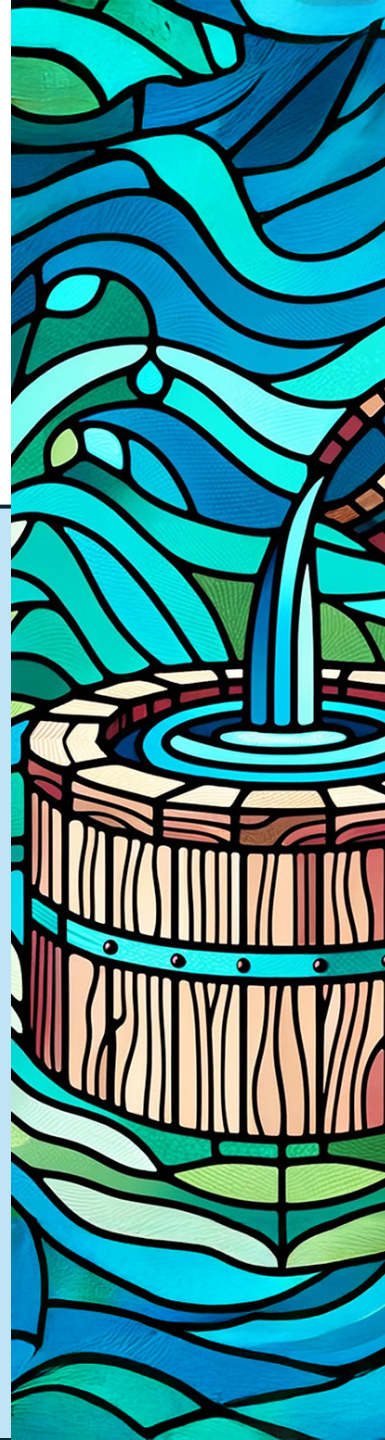
- Approach housing, hunger, and health as intersectional opportunities/challenges;
- Lean more about manageable steps to help people move toward safe housing and secure health;
- Collaborate with ecumenical and community partners;
- Advocate for sustainable educational process development;
- Offer challenge or matching grants for ongoing and emerging programs that part of coops or collaboratives.
- Advocate to change policies that perpetuate hunger and homelessness;
- Provide financial and administrative support to ministries exploring housing options related to property use or re-development;
- Share learnings and best practices from current ministries;
- Provide and support community meals, food banks/pantries;
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# GNW: Collaboration

Securing preferred and in-common vendors

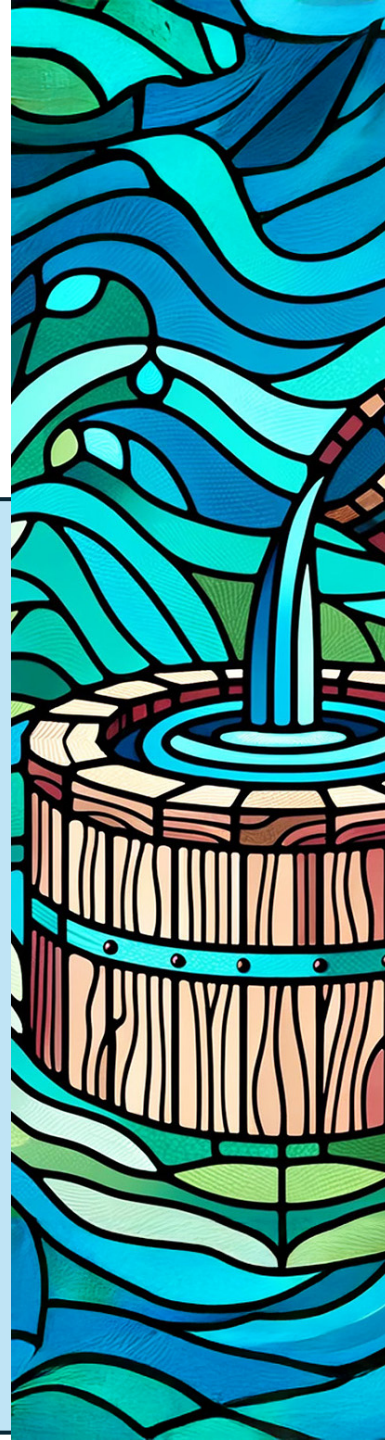
- Bookkeepers
- Auditors
- Tech providers
- Online giving platforms
- Licensing
- Hiring platforms & practices



# GNW: Collaboration

Supporting IT and tech for local ministry teams

- Training teams to lead media ministries
- Provide FAQ's about common issues with tech used by local ministries
- Share best and next practices with media teams
- Identify vendors that work with churches
- Establish regional tech/media hubs to lessen travel to central locations for big meetings

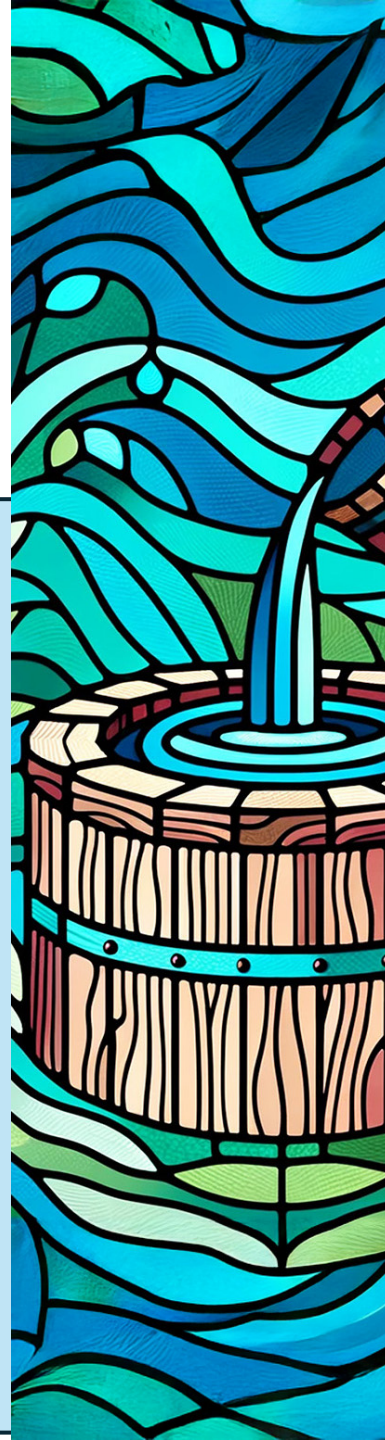




# GNW: Collaboration

## Circle of Indigenous Ministries

- Commit to reparations, land back and other efforts that move us and our native siblings toward healing
- Support current native ministries and leaders
- Nurture friendships with native communities in the area
- Connect UM leaders with native communities
- Hold the UM system accountable for repentance and reparations
- Develop or provide resources that support native people, ministries, and leaders
- Fund and participate in the Truth-Telling Project

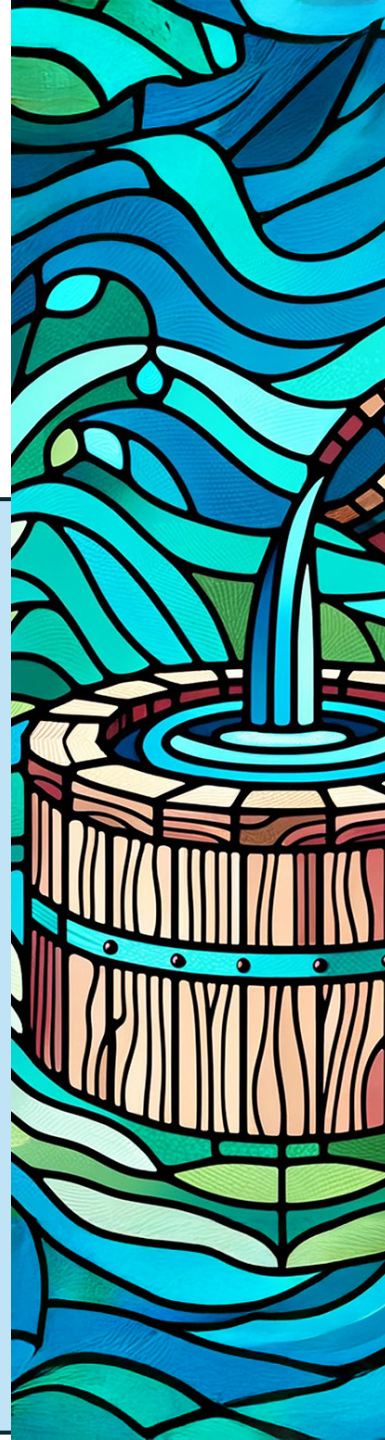


# GNW: Collaboration

Innovation Vitality Office  
(equity, new starts, innovation projects)

- Staff the three (3) congregational and ministry funding boards
- Provide resources to further our equity work, including
- Gather planters and innovators for connection and learning
- Debrief projects and support project leaders throughout the year
- Integrate congregational funding sources and streamline application processes

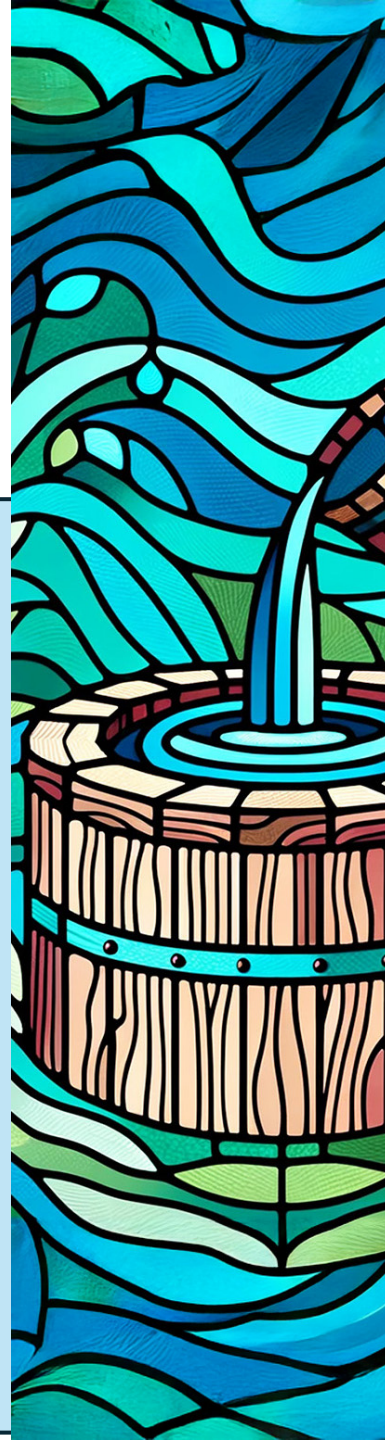
**We will process where we've been and chart a new future with clear and consistent practices for supporting new things, continuing our equity work, and doing no harm.**



# GNW: Collaboration

Shared Services (Pension, HR, Finance)

- Streamline process and communications
- Share staff and integrate systems across the GNW
- Support ministries and ministers with pension, insurance, and staff issues
- Integrate all funding and reporting processes to eliminate redundancies

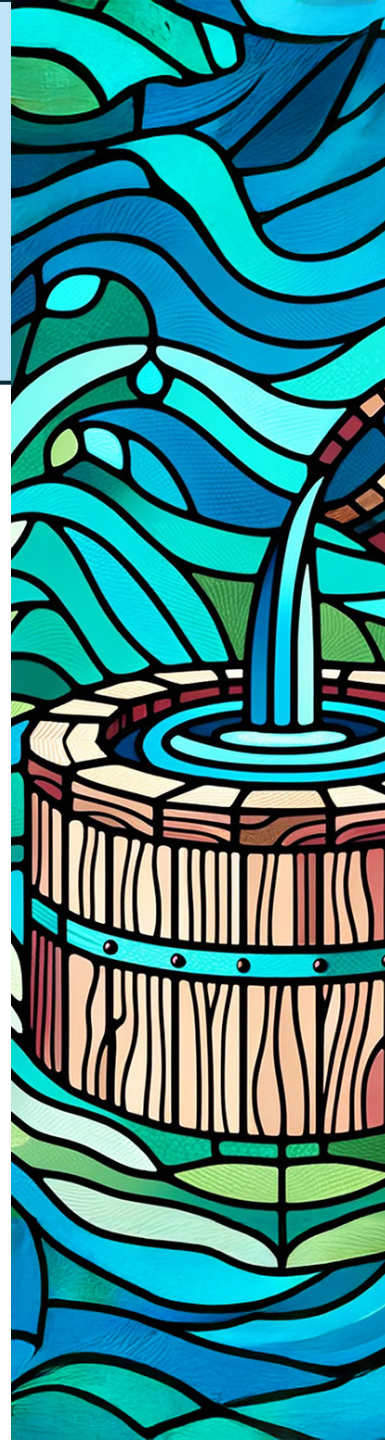


# GNW: Action(s)

Each conference will receive a motion to approve the priorities for the Greater Northwest Area (GNW).

Each conference will determine its budget and staff allotments to support the GNW priorities.

New rules and policies will be developed to support GNW collaborations.



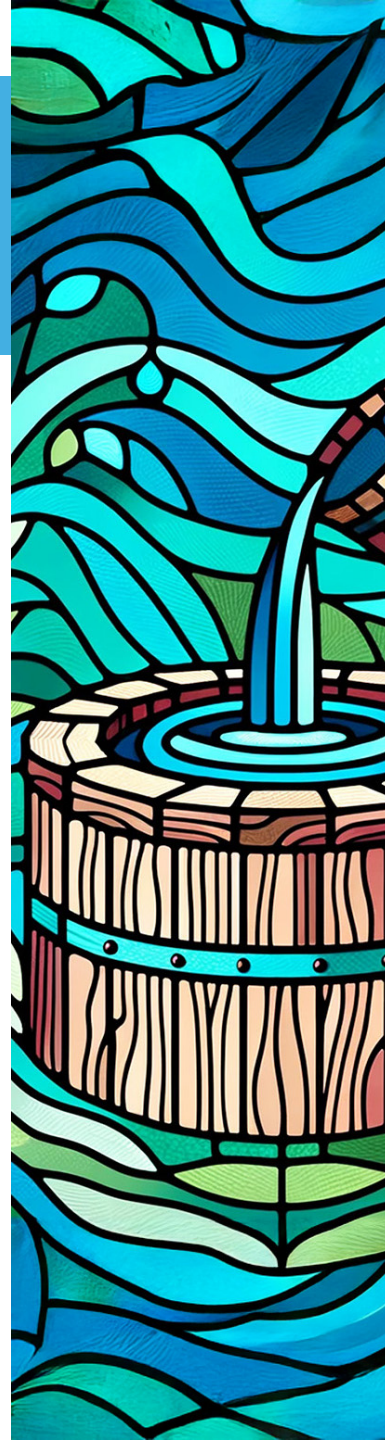
# PACIFIC NORTHWEST

## Administrative, Supportive, & Programmatic Priorities

### PRINCIPLES / VALUES

- Leadership development
- Equity / Anti-racist
- Spiritual formation
- Discipleship
- Contextual / Collaborative

- |  |
|--|
| • Lay leadership trainings on roles & responsibilities (discipleship/call) |
| • Secure preferred vendor lists and in-common service providers            |
| • IT and tech support resources for local ministry teams                   |
| • Increase administrative and financial support for local ministries       |
| • <b>Creation Care / Climate Change</b>                                    |
| • <b>Housing / Health / Hunger</b>   |
| • <b>Young People (ministries)</b>   |



# PACIFIC NORTHWEST

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**LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION**



# PACIFIC NORTHWEST: Getting from here to there

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LEADERSHIP DEVELOPMENT-EQUITY-SPIRITUAL FORMATION



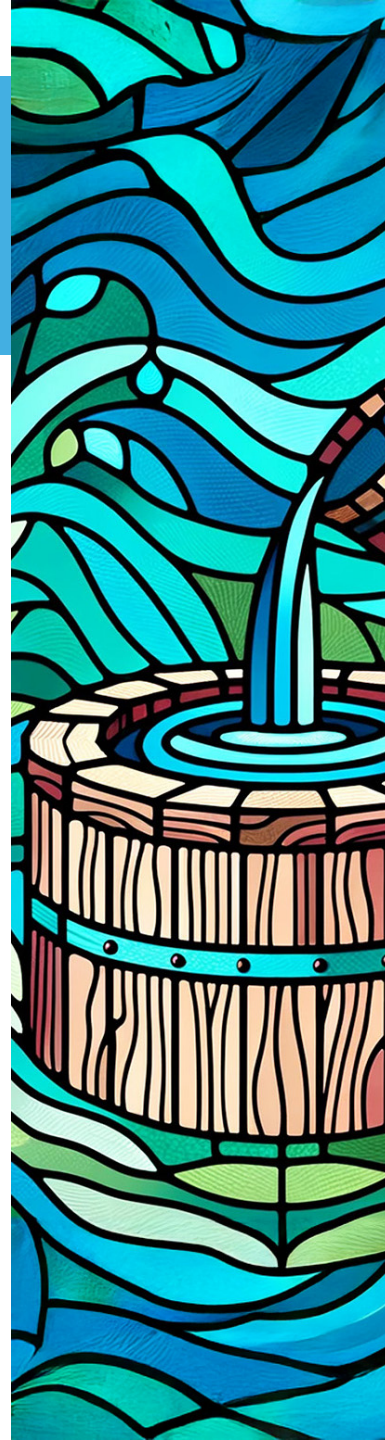
# PACIFIC NORTHWEST (1/5)

## Climate Care/Climate Change

Leading our communities to a cleaner and sustainable future so that the world is safer and better for future generations. "...do justice and to love goodness, and to walk humbly with your God. Micah 6:8 (NASB)

### T A S K S

- Develop sustainable community through discipleship, worship, and service;
- Include creation care as a core discipline to observe in all planning;  
Integrate planet-saving practices into all activities in each local ministry;
- Educate all conference entities about resources available steps everyone can take toward a sustainable future.





# PACIFIC NORTHWEST (2/5)

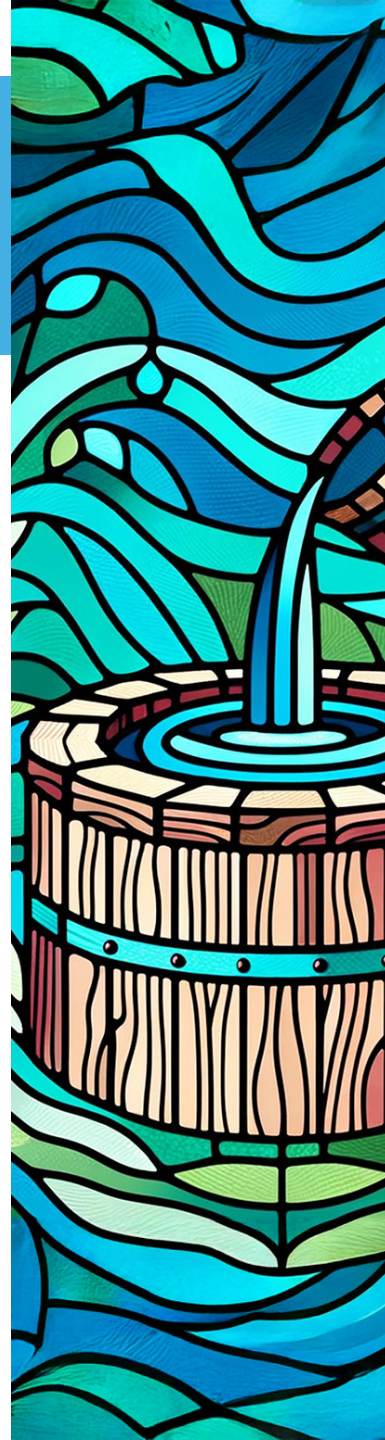
GNW  
PRIORITY

## Youth / Young People

Bridging the gap from childhood to adulthood with meaningful, intergenerational, and spiritual experiences in spaces where they belong.

### T A S K S

- Invite and train parents and guardians to partner as volunteer Young People's Ministry leaders;
- Form activities as intergenerational experiences;
- Plan regular mission-based activities for multiple churches in the region;
- Partner with local colleges and nonprofits for form partnerships and places for internships and volunteer service;
- Train and deploy youth ministry volunteers across the conference.



# PACIFIC NORTHWEST (3/5)

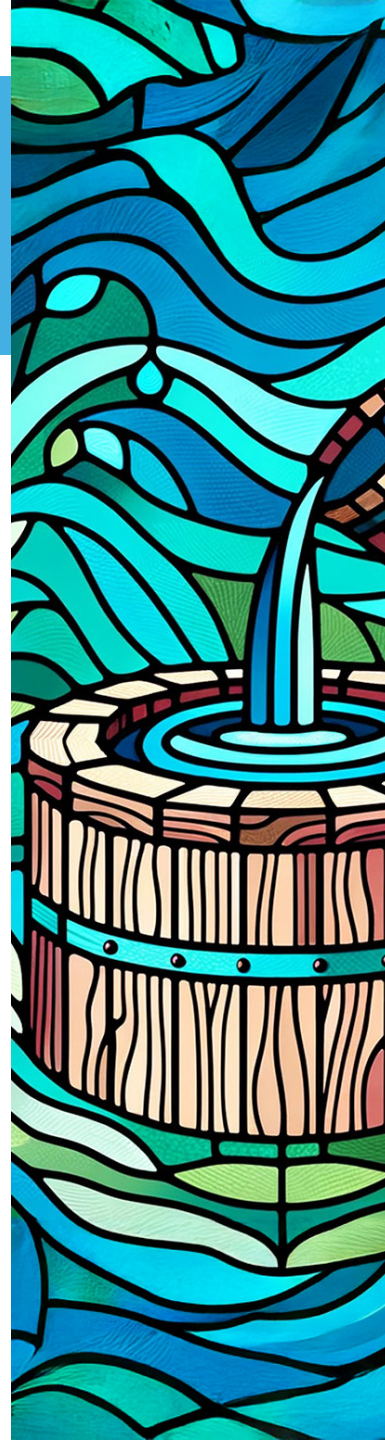
GNW  
PRIORITY

## Housing / Hunger / Health

Bridging Identifying existing assets, local and long-term needs, and partnerships so that we use all of what we have and who we are to serve holistic human need.

### T A S K S

- Approach housing, hunger, and health as intersectional opportunities/challenges;
- Learn more about manageable steps to help people move toward safe housing and secure health; Improve community collaboration;
- Advocate for sustainable educational process development;
- Offer challenge or matching grants for ongoing and emerging programs that part of coops or collaboratives.



# PACIFIC NORTHWEST (4/5)

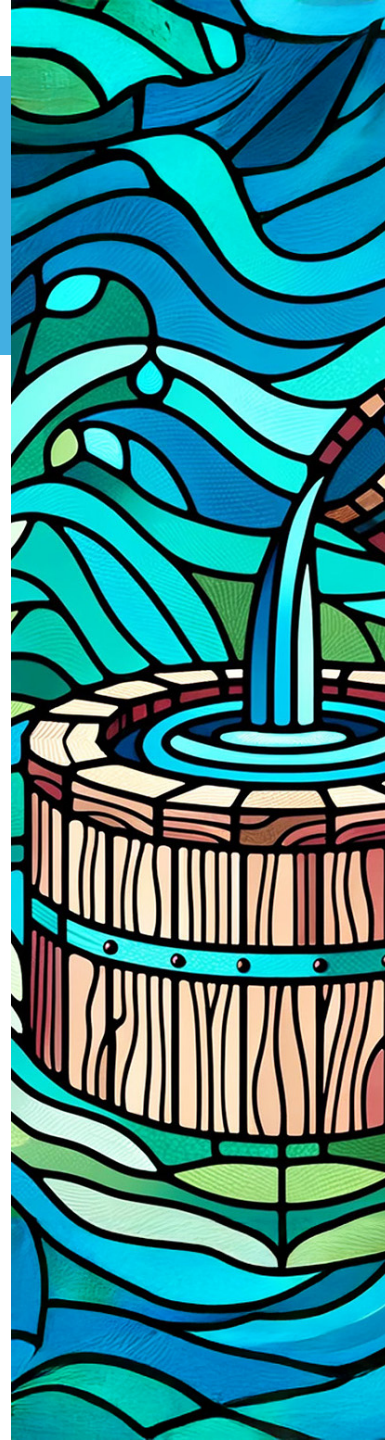
GNW  
PRACTICE  
VALUE

## Equity / Justice / Anti-Racism

Centering those who are most impacted and excluded so that we create new systems and policies that address racism, micro-aggressions, and all inequities in our ministries and our communities.

### T A S K S

- Highlight multiple pathways for people engage in the work based on where they are in their journey;
- Prepare every congregation to receive a cross-racial/cross-cultural appointment or assignment;
- Practice equity in appointment making and compensation standards for lay and clergy;
- Set equitable standards that inform our movement toward justice.



# PACIFIC NORTHWEST (5/5)

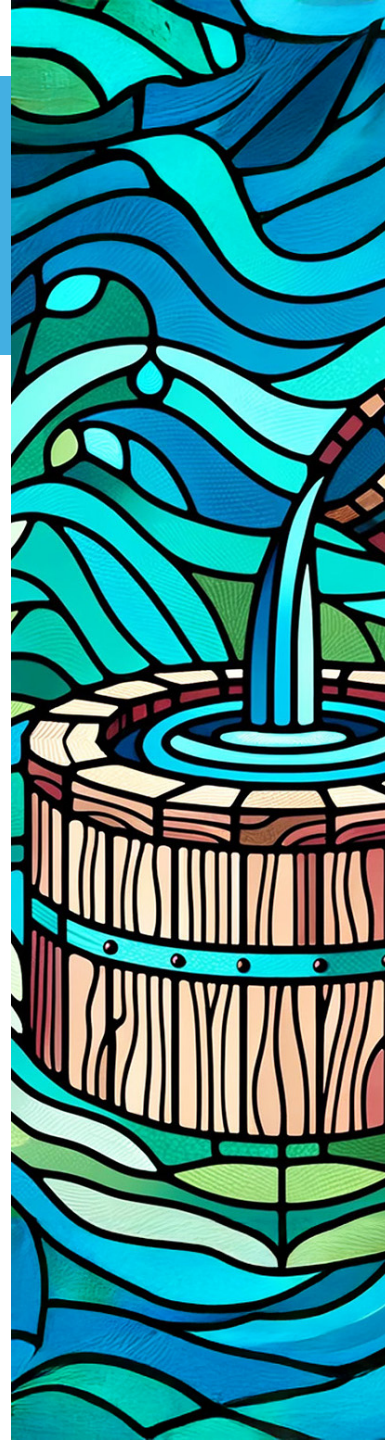
GNW  
PRACTICE  
VALUE

## Spiritual Formation / Discipleship

Making disciples of Jesus Christ - equipping, enabling, and encouraging people to discern and use their gifts to transform the world so that others may be equipped, enabled, and encouraged to flourish as disciples.

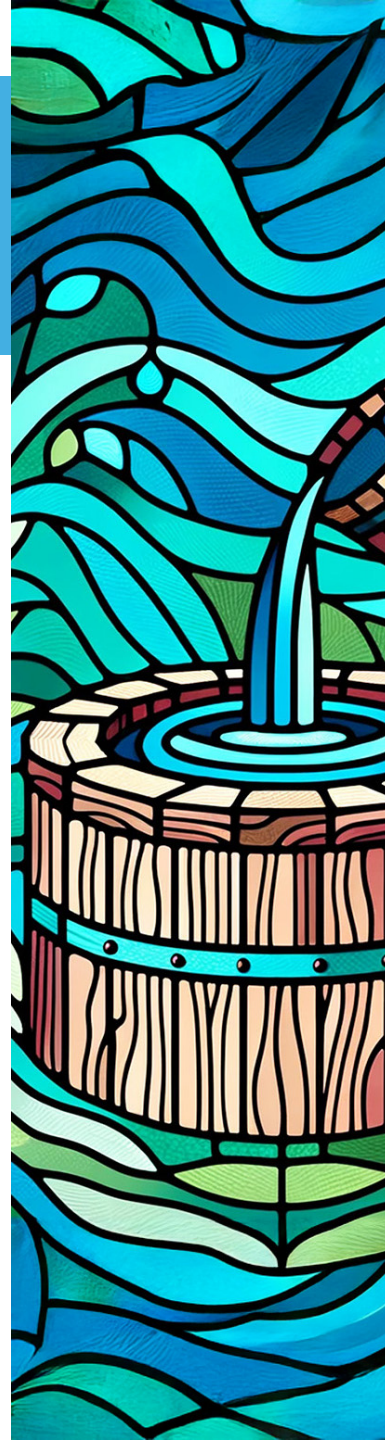
### T A S K S

- Access curriculum and resources through the media center to cut costs for local ministries;
- Use Lay Servant Ministries as a discernment process for those considering all forms of leadership;
- Direct engagement and dialogue about important matters – vary the voices;
- Do studies and discussions together;
- Share what is working in various communities.



# PACIFIC NORTHWEST BUDGET

## BUDGET PRESENTATION



# PACIFIC NORTHWEST MOTION(S)

**Motion 1:** Approve the GNW priorities

**Motion 2:** Approve the PNW priorities

**Motion 2:** Approve the 2025 budget

