



THE UNITED METHODIST CHURCH

PHILIPPINES CENTRAL CONFERENCE

BAGUIO EPISCOPAL AREA

2/F, METHODIST MISSION CENTER

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A. Context for Ministry

The Baguio Episcopal Area is one of the three (3) Episcopal areas of the Philippines Central Conference of the United Methodist Church. At present, it has eight (8) annual conferences, namely: Northern Philippines Annual Conference (NPAC), Northwest Philippines Annual Conference (NWPAC), Northeast Philippines Annual Conference (NEPAC), North Central Philippines Annual Conference (NCPAC), Central Luzon Philippines Annual Conference (CLPAC), Pangasinan Philippines Annual Conference (PPAC), Northeast Luzon Philippines Annual Conference (NELPAC) and Tarlac Philippines Annual Conference (TARPAC). The area of responsibility extends from Tarlac province in the south to Basco, Batanes in the north and includes mission works in the country of Nepal.

At present, there are 25 districts in the Area and two (2) of which are mission districts, the Aeta Mission District and the Cordillera Mission District. These mission districts were created to cater the special contexts of the people in their respective areas. These are actually indigenous districts which means that majority of the memberships are indigenous or they belong to certain ethnic tribes.

B. PROJECTED GOAL

	2011 DATA	2012	2013	2014	2015
% of Highly Vital Cong. (% of high vital congregations compared to total # of congregations)					
a. Number of local churches	748	810	872	934	996
b. Number of High Vital Congregations/% of HVC	80/10.69%	120/14.81%	160/18.34%	200/21.41%	240/24.1%
Worship (Average worship attendance)	68,639	72,929	77,219	81,509	85,799
Evangelism (Number of people who will join by profession of faith)	1,369	1,711	2,053	2,396	2,738
Spiritual Formation (Number of small groups, Sunday school classes and Bible studies.)	6,403	6,803	7,203	7,603	8,003
Missions (Number of people from the congregation engaged in local, national and international mission/outreach)	8,379	8,903	9,427	9,951	10,475
Stewardship (The total amount given by your congregation to other organizations for support of benevolent and charitable ministries (this amount includes apportionments paid and support for all United Methodist and non-United Methodist organizations active in work such as advocacy, education, health, justice, mercy, outreach, and welfare anywhere in the world)	67,619,634.20	71,845,861.33	76,072,088.46	80,298,315.59	84,524,542.72

C. COMPARATIVE DATA

People and Ministry	BEA GUIDEPOST	
	2008	2011
Worship		
a. Membership	165,856	179,948
b. Average worship attendance/percentage to reported membership	45,916/27.68%	68,639/38.14%
Evangelism		
a. Number of people who joined the church by profession of faith	973	1,369
Spiritual Formation		
a. Average Attendance in Sunday School	25,674	36,713
b. Number of participants in Christian formation groups	16,784	28,261
Mission		
a. Number of people engaged in mission/outreach	7,602	8,379
Stewardship		
a. Average expenses for programs	PhP 41,931,026	PhP 67,619,634.20

D. BEA Program of Action Towards Vital Congregations

VISION

The Baguio Episcopal Area of The United Methodist Church shall have a great future, and will continue to grow in membership, committed to make disciples of Jesus Christ and train principled leaders to transform the society.

MISSION

Make Disciples of Jesus Christ for the Transformation of the World.

GOAL

Within four (4) years, the Baguio Episcopal Area will show:

- *25% increase in the number of membership*
- *80% increase of tithers*
- *Hold three Grand Evangelistic Crusades annually*
- *Plant at least ten (10) local churches in each District in four years*
- *Totally reconstruct the Episcopal Residence with a five-storey building*
- *Organize a “Disaster Reaction Team” for disaster and relief*
- *Launch Mission Support Fund (MSF) program*
- *Centralize salaries of Church Workers*
- *Hold intensive and extensive continuing education programs for Church Workers and Lay Leaders*
- *Conduct strict screening of candidates to the ministry for both Pastors and Deaconesses*
- *Build a Retirement Home (Workers’ Villages) within the quadrennium*
- *Develop “Retreat/Prayer Mountain” in strategic places*
- *Lay the groundwork for Radio/TV program*

Objective: To develop principled and proficient Christian leaders for the church and the world.

PROGRAMS	INPUTS or ACTIVITIES & RESOURCES	PROCESS or WORK PERFORMANCE REQUIRED	OUTPUT or SERVICES DELIVERED	OUTCOME or IMPACT OF SERVICES DELIVERED	KEY INDICATORS
<p>1. Continuing Education Programs for Church Workers and Lay Leaders</p> <p>1.1 Workers' Convocation</p> <p>1.2 Haggai Institute Seminars</p> <p>1.3 Lay Speaking Seminars</p> <p>1.4 Lay Congress</p> <p>1.5 Encountering God Retreats</p>	<ul style="list-style-type: none"> • Performance evaluation of church workers covering all the requisite skills for pastoral work. • Develop appropriate training and follow-through supervision modules to (a) eliminate the identified weakness of Church workers and lay leaders, and (b) enhance their capability to provide quality church services. • Provide supplementary resources for training, follow-through supervision, materials, facilities and equipment to ensure that the identified weaknesses are eliminated. • Establish institutional linkages for academic support and resource generation. • Conduct appropriate leadership development training and seminars to 	<ul style="list-style-type: none"> • Trainors must be specialists in their fields of expertise but with the added capability of synthesizing the skills they teach to the total skill requirement of church workers, church council and lay organization officers. 	<ul style="list-style-type: none"> • High quality training and seminars and educational supervision. 	<ul style="list-style-type: none"> • Church workers and lay leaders will develop the well rounded skills for excellent and effective ministry. • The quality of church management and service delivery to the congregation will be significantly improved. • The high quality of church services will increase member's participation and will 	<ul style="list-style-type: none"> • Number of continuing education programs and activities conducted and implemented. • Performance evaluation of church workers by the church through the Pastor-Parish Relation Committee.

	church workers, church council members, and lay organizations' officers.			attract new members.	
2. Recruitment and Screening of Candidates to the Ministry (Pastors and Deaconesses)	<ul style="list-style-type: none"> • Conduct strict screening of candidates to the ministry following the provisions of the Book of Discipline. • Establish a concrete policies and procedures in recruiting and screening of candidates to the church ministry. • Encourage promising youth and experienced lay leaders and professionals to pursue theological education. • Provide scholarships to Harris and Seminary students. 	<ul style="list-style-type: none"> • The members of the Board of Ordained Ministry (BOOM) and Committee on Deaconess Service (CODS) must be respected figure and well versed with their functions and responsibilities. • The members of the BOOM and CODS must be very strict in implementing the provisions of the Book of Discipline and in applying the Policies and Procedures approved by the conference in recruiting and screening of church workers into the ministry. 	<ul style="list-style-type: none"> • Spiritually, physically, academically, and professionally qualified church workers. 	<ul style="list-style-type: none"> • The reputation and latent abilities of church workers will be improved. 	<ul style="list-style-type: none"> • Impressive quality of church workers. • High level of acceptability of Pastors and Deaconesses in the Local Churches.

Objective: To create new places for new people by starting new congregations and renewing existing ones.

PROGRAMS	INPUTS or ACTIVITIES & RESOURCES	PROCESS or WORK PERFORMANCE REQUIRED	OUTPUT or SERVICES DELIVERED	OUTCOME or IMPACT OF SERVICES DELIVERED	KEY INDICATORS
1. Church Planting	<ul style="list-style-type: none"> • Organize Mission Societies in every conference and train them for mission and evangelism. • Procure equipment for mission and evangelism programs and activities. • Conduct mission and evangelism and endeavour to reach out to every barangay. • Hold at least three Grand Evangelistic Crusades annually. • Plant at least ten local churches in each District within four years. • Organize Small Group Ministries/Cell Groups for closer fellowship of members. • Launch a Mission Support Fund (MSF) program to finance the missionary works of the Area. 	<ul style="list-style-type: none"> • Effective performance by assigned church workers and leaders of the task assigned to them. • Effective planning, evaluation, communication and coordination. • Adequate skills and expertise vis-a- vis assigned work. • Dedication and commitment of assigned leaders. • Spirituality of members. 	<ul style="list-style-type: none"> • Fully equipped and functioning Mission Societies and Small Group Ministries/Cell Groups. • Establishment of Mission Support Fund Program. • Provision of standard salary of Mission Workers. 	<ul style="list-style-type: none"> • New congregations are organized and established. • Available finances for mission programs. 	<ul style="list-style-type: none"> • Number of organized Mission Societies and Small Group Ministries/Cell Groups. • Number of organized and established local churches.
2. Church Revival	<ul style="list-style-type: none"> • Assist small congregations to grow in number and in deeper commitment to God. 	<ul style="list-style-type: none"> • Coordinate with the concerned Districts and Local Churches 	<ul style="list-style-type: none"> • Enriching and inviting church revival 	<ul style="list-style-type: none"> • Revival of dying and inactive churches and 	<ul style="list-style-type: none"> • Number of revived local congregation

	<ul style="list-style-type: none"> • Hold church revival programs among dying and inactive churches and members. 	<p>for proper planning and implementation of needed programs and activities.</p> <ul style="list-style-type: none"> • Train church revival program leaders for a more effective performance of the assigned task. 	<p>programs and activities.</p>	<p>members.</p>	<p>s.</p>
3. Campus Ministry	<ul style="list-style-type: none"> • Organize Campus Ministry Programs to UMC related Schools and nearby Campuses. • Provide necessary skills and materials for Campus Ministers and Leaders. 	<ul style="list-style-type: none"> • Adequate skills and expertise vis-a- vis assigned work. • Dedication and commitment of assigned leaders. 	<ul style="list-style-type: none"> • Inspiring and interesting Campus Ministry programs and activities. 	<ul style="list-style-type: none"> • Increasing number of new audiences and youth leaders. • Growing number of young people accepting Jesus Christ and committing to church ministries. 	<ul style="list-style-type: none"> • Number of Campus Ministries and programs initiated and implemented . • Number of young people accepted Jesus Christ and committed to church ministries.
4. Multi-Media Ministry	<ul style="list-style-type: none"> • Employ experts in multi-media ministries. • Invest in high technology equipment. • Establish websites, Television and Radio programs, and Newsletter for Evangelism and Nurture. 	<ul style="list-style-type: none"> • Systematized policies and procedures. • Train program leaders and workers. • Effective performance by 	<ul style="list-style-type: none"> • Multiply effective audience and well informed membership of The United Methodist Church. 	<ul style="list-style-type: none"> • Increasing number of new converts. • Growing number of church membership 	<ul style="list-style-type: none"> • Number of new converts. • Number of established television and radio programs.

		assigned leaders of the tasked delegated to them.			<ul style="list-style-type: none"> • Available website and Newsletter.
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Objective: *To engage in ministry with the poor in order to help alleviate conditions that undermines the quality of life and limits the opportunity to flourish.*

PROGRAMS	INPUTS or ACTIVITIES & RESOURCES	PROCESS or WORK PERFORMANCE REQUIRED	OUTPUT or SERVICES DELIVERED	OUTCOME or IMPACT OF SERVICES DELIVERED	KEY INDICATORS
1. Church Cooperatives and Livelihood Programs.	<ul style="list-style-type: none"> • Organize Cooperatives by District. • Conduct Management Capacity Training to Church Cooperative managers to enhance their management skills. • Hold membership campaign and seminars to expend the membership of the cooperatives. • Conduct livelihood seminars to the members of the cooperative. • Provide considerable loan capital to cooperative members to start a business. • Create policies to 	<ul style="list-style-type: none"> • Effective planning, evaluation, communication and coordination. • Adequate skills and expertise of Church Cooperative Managers and Staff vis-à-vis assigned work. 	<ul style="list-style-type: none"> • Fully capacitated Coop Managers. • Expansion of Memberships. • Members are fully aware of their rights, privileges, and accountabilities. • Members are trained with skills to start and manage a livelihood program. • Provision of capital to members to support their livelihood program. • Policies on the provision of loans and collections are established. • 	<ul style="list-style-type: none"> • Competent managers. • Productive and growing cooperatives. • Membership growth. • Minimize or eliminate delinquent members. • Alleviate the economic life of members. 	<ul style="list-style-type: none"> • Productivity of the cooperatives. • Number of added members. • Number of supported livelihood projects. • Economic life of the members.

	improve collection of loans.				
2. Partnership and Linkages with NGOs and GOs for Pro-poor Programs	<ul style="list-style-type: none"> Establish partnership and linkages with NGOs and GOs for joint venture in the implementation of pro-poor programs. 	<ul style="list-style-type: none"> Effective coordination and partnership with NGOs and GOs through the help of church members working in the Government and Private Agencies. 	<ul style="list-style-type: none"> Establish and operationalize the pro-poor partnership programs. 	<ul style="list-style-type: none"> Access to pro-poor programs and services. 	<ul style="list-style-type: none"> Number of beneficiaries. Number of programs and projects implemented

Objective: To improve the health and welfare conditions of the church workers, church members, and the people of the community.

PROGRAMS	INPUTS or ACTIVITIES & RESOURCES	PROCESS or WORK PERFORMANCE REQUIRED	OUTPUT or SERVICES DELIVERED	OUTCOME or IMPACT OF SERVICES DELIVERED	KEY INDICATORS
1. Medical and Healthy Lifestyles Team 2. Health Insurances	<ul style="list-style-type: none"> Organize a Medical and Healthy Lifestyle Team by Annual Conferences to conduct Medical, Optical, Dental, Evangelism, Legal, and Livelihood (MODELL) program and to facilitate Health Awareness Seminars. 	<ul style="list-style-type: none"> Effective performance by assigned leaders and members to the task delegated to them. The social security program leaders and the pool of professionals or consultants must have substantial experiences and extensive connections in the 	<ul style="list-style-type: none"> Available Medical and Healthy Lifestyles Team by Annual Conferences Church workers are insured with PhilHealth. Group insurance package program is provided for church workers and members. Accessible and affordable 	<ul style="list-style-type: none"> Healthy lifestyles are promoted. Health conditions of the church workers, church members, and people of nearby communities are improved. Provision of relief goods and other services. Substantial and sustainable social security fund. 	<ul style="list-style-type: none"> Number of Teams organized. Number of patients served. Number of established Botika sa Kapilya. Number of beneficiaries both members and non-members.

3. Botika sa Kapilya	<ul style="list-style-type: none"> • Register all church workers to PhilHealth. 	<p>field of insurances and fund management.</p>	<p>medicines for the people.</p>		
4. Disaster Response Team	<ul style="list-style-type: none"> • Establish linkages with respected health insurances to open a mass Health Insurance Package program for church workers and members. 	<ul style="list-style-type: none"> • Dedication and commitment of assigned leaders. 	<ul style="list-style-type: none"> • Ever-ready and well equipped “Disaster Response Team” for disaster and relief operation. 		
5. Church Workers’ Salary	<ul style="list-style-type: none"> • Establish a Botika sa Kapilya in cooperation with Department of Health and NGOs. • Organize and equipped “Disaster Response Team” by Annual Conference to provide immediate disaster and relief operation in times of natural calamities. • Centralize and standardize the salaries of church workers. 		<ul style="list-style-type: none"> • Establishment of substantial and sustainable Mission Support Fund. 		

Objective: To intensify the Discipleship and Christian Education Programs of the churches to improve the quality of membership.

PROGRAMS	INPUTS or ACTIVITIES & RESOURCES	PROCESS or WORK PERFORMANCE REQUIRED	OUTPUT or SERVICES DELIVERED	OUTCOME or IMPACT OF SERVICES DELIVERED	KEY INDICATORS
<p>1. Development and Production of Curriculum Materials.</p> <p>2. Institutionalization of Confirmation and Membership Class</p>	<ul style="list-style-type: none"> • Conduct curriculum workshop and planning. • Produce curriculum materials for all age groups. • Regular conduct of confirmation and membership classes in every local congregation. 	<ul style="list-style-type: none"> • Adequate skills and expertise vis-à-vis assigned work. 	<ul style="list-style-type: none"> • Pool of curriculum writers. • Available four-year curriculum cycle for all ages. • Produced curriculum based materials for all age groups. • Young people and new members are well equipped with the UMC faith, beliefs, and practices. 	<ul style="list-style-type: none"> • Accessible materials for Christian Education programs. • Participatory and engaging Sunday school classes. • Quality membership. 	<ul style="list-style-type: none"> • Number of curriculum resource materials produced. • Attendance in Sunday school classes. • Graduates of confirmation and membership classes. • Level of spirituality among members.

Objective: To construct a well designed, more impressive, and economical Episcopal residence, church buildings, church worker's retirement homes and retreat centers.

PROGRAMS	INPUTS or ACTIVITIES & RESOURCES	PROCESS or WORK PERFORMANCE REQUIRED	OUTPUT or SERVICES DELIVERED	OUTCOME or IMPACT OF SERVICES DELIVERED	KEY INDICATORS
<p>1. Episcopal Residence</p>	<ul style="list-style-type: none"> • Totally construct the Episcopal Residence in Baguio City with a five- 	<ul style="list-style-type: none"> • The Church Building Program leader and the pool of Church 	<ul style="list-style-type: none"> • Better designed, more impressive and economical 	<ul style="list-style-type: none"> • More attractive and cost-efficient 	<ul style="list-style-type: none"> • Number of buildings designed and

<p>2. Church Buildings</p>	<p>storey building.</p> <ul style="list-style-type: none"> • Construct an Episcopal House in Cagayan Valley. • Build a Retirement Home in cooperation with the Habitat for Humanity, HUDCC, Pag-ibig, and NGOs. • Introduction of a face-lifting construction program of putting the church building and facilities under one mode of UMC distinct architectural design for old churches. • Adoption of uniform church building plan with variable options based on floor area, lot configuration, building materials, and construction budget. 	<p>building professionals and consultants must have substantial experience and extensive connections (e.g. procurement of materials, financing) in construction industry.</p>	<p>buildings.</p> <ul style="list-style-type: none"> • Standardized Manual for Church Building Design and Construction. 	<p>buildings.</p> <ul style="list-style-type: none"> • Shorter construction period. 	<p>constructed.</p>
<p>3. Prayer Mountains and Retreat Centers</p>	<ul style="list-style-type: none"> • Putting of UMC signage (name of the local church with cross and flame) in front of the church and along the highways to advertise local places of worship. • Establish central pool of architects, engineers, and construction crews to manage Church-building 	<ul style="list-style-type: none"> • The leaders assigned must establish connection with the Department of Environment and Natural Resources. • District Superintendents and Lay Leaders spearhead fund raising programs for 	<ul style="list-style-type: none"> • Established prayer mountain and retreat centers. • Available and convenient place for spiritual advancements activities. 	<ul style="list-style-type: none"> • Accessible and conducive place of prayer and spiritual retreats. • Number of Prayer Mountains established in every district/annua 	<ul style="list-style-type: none"> • Available Memorandum of Agreement with Department of Environment and Natural Resources.

	construction projects. <ul style="list-style-type: none">• Adopt a mountain and develop it into Prayer Mountains and Retreat Centers.	the construction of retreat and spiritual advancement centers.		I conference.	
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