Korean American National Plan: Advancing United Methodist Ministries Among Korean Americans

“Our vision is that Wesleyan tradition and Korean spirituality will be integrated in a way that enables and encourages all persons to be involved in discipleship.”

“Making disciples of Jesus Christ” of all peoples and nations “for the transformation of the world” has been the primary focus of the mission of The United Methodist Church. We, the people of The United Methodist Church, have been inspired by the words of Jesus, “But you will receive power when the Holy Spirit has come upon you; and you will be my witnesses in Jerusalem, in all Judea and Samaria, and to the ends of the earth” (Acts 1:8). This mandate is now being carried out not only in far away lands but within the United States among the growing number of ethnic communities and newly arrived immigrants from all over the world, who bring so much diversity and vitality to American life, culture, faith, and ministry.

The year 2003 marked the centennial of the Korean immigration and Christian mission in the US. Of the first group of over 100 immigrants who sailed from Korea to Hawaii as contract workers in the sugar plantations in January 1903, more than half of them were professing Methodist Christians. They had heard and received the gospel witnessed by the American missionaries, such as the Rev. Henry Appenzeller, a young Methodist pastor from New Jersey. Thus, the immigration history of Korean Americans paralleled the history of the Methodist mission among Korean Americans in the US. Today, we witness the vital faith of the Korean United Methodist churches across the US as they seek to witness to the gospel of Jesus Christ in this land and to the ends of the earth, in a new way for a new day.

The Korean American National Plan is known as “Advancing United Methodist Ministries Among Korean Americans.” It represents the first comprehensive nationwide mission initiative of The United Methodist Church which seeks to develop and vitalize Korean American ministries in North America. After a comprehensive four-year study on the issues, needs, and mission opportunities of the Korean American United Methodist community, the 2000 and 2004 General Conferences consecutively and enthusiastically approved the National Plan. The growth of Korean American United Methodist churches means growth for the whole United Methodist Church! This motto reflects the core spirit of the National Plan. The Plan’s intention is that the Korean American churches and ministries will be an active and integral part of the connectional life of The United Methodist Church, and will make important contributions to vitalize the life, mission, and ministry of the entire denomination for the glory of God.

With this in mind, the National Plan developed the following vision statement for the current quadrennium:

“Our vision is that Wesleyan tradition and Korean spirituality will be integrated in a way that enables and encourages all persons to be involved in discipleship.”

To achieve this vision, the Plan identified four major areas of focus:

- Developing and nurturing new congregations;
- Developing leaders;
- Fostering and expanding Next Generation ministry;
Ministry resource development: small group ministry.

For the 2005–2008 quadrennium, the National Plan developed the following six specific goals:

1) Implement an effective servant-leadership formation strategy and program for clergy, professional staff, and lay leaders of first and next generations. Emphasis will be on spiritual servant-leadership formation, the United Methodist connection, community outreach and justice ministry, mission interpretation, intergenerational partnership, and cross-cultural communication.

2) Vitalize a leadership formation program and systematic integration strategy of Korean American clergywomen for the ministry to Korean United Methodist churches, as well as the overall United Methodist Church.

3) Strengthen existing Next Generation congregations, and establish 15 new Next Generation congregations and campus ministries.

4) Implement a productive strategy to recruit Next Generation young men and women to be trained in United Methodist-related seminaries for ordination in The United Methodist Church.


6) Expand culturally relevant resource materials and national data on Korean American United Methodist churches and pastors.

Based on the National Plan submitted and approved at the 2004 General Conference, the United Methodist Council on Korean American Ministries was re-organized to coordinate the National Plan’s overall implementation for its second quadrennium. The Council selected the Rev. Paul H. Chang as its executive director during this second quadrennium, and collaborated with the leadership of the General Board of Global Ministries in placing the executive director within the Evangelism and Church Growth unit of the Board. The Council adjusted the Plan from the original $3.2 million approved by the 2004 General Conference due to possible reduction of income from apportionments and increasing administrative expenses.

During this second quadrennium, the executive director, along with the leadership of the United Methodist Council, were involved in interpreting the National Plan and building partnerships throughout the connectional structure of The United Methodist Church. The United Methodist Council has not only overseen the overall implementation of the National Plan but has also on many occasions functioned as the implementing group for the advancement of the United Methodist Korean American ministry.

The executive committee of the United Methodist Council provided valuable leadership in executing the National Plan, while providing support and accountability for the office of the executive director. On a regular basis, the funding review committee approved many vital applications based on its funding policy. The committee has put in place a monitoring process in order to guide and support each approved ministry and project to achieve its goals and objectives.

For the actual development of resources and programs, the priority has been placed on intentional and effective collaboration with the various ministry groups of the national Korean United Methodist community and the general program agencies. Much progress has been made by these groups and agencies through their responsible participation, deep commitment, and generous support in making the Plan work.
During the 2005–2008 quadrennium a major emphasis was placed on working in full partnership with annual conferences and general program agencies for developing Korean American ministries as outlined in the action plan. As of June 2007, the National Plan allocated $170,000, which in turn generated matching funds of more than $2,580,000 from the Korean United Methodist churches, annual conferences, and general program agencies. This cooperative financial partnership is most evident in the $1,000,000 Matching Fund Campaign for Congregational Development among the Korean American United Methodist churches, which had already exceeded its goal by March 2007. The Plan’s program budget, which also includes grants for this quadrennium, is being allocated in the following way:

- Congregation development – 45%
- Next Generation ministry – 25%
- Leadership development – 20%
- Korean ministry models and resources development- 10%

**Congregational Development and Nurture**

Based on statements in the *Book of Discipline* which promote the connectional nature of The United Methodist Church, a high priority was placed on forming intentional partnerships for this effort with annual conferences along with the Korean missions and local Korean United Methodist churches. The primary goal of this area has been to help launch new viable congregations and develop them to become self-sustaining churches. The council developed a three-year funding plan for new ministries in the following way: $13,000 for the first year, $13,000 for the second year, and $14,000 for the third year (totaling $40,000 for each new ministry). In addition to that, we designated a Korean American United Methodist congregation as a partner congregation that gives at least $40,000 for each ministry plus the same amount from the annual conference in which it is located (totaling at least $120,000). We believe this funding plan is the most connectional and efficient way of developing new ministries.

Five jurisdictional Korean mission superintendents, or directors, provided valuable leadership and resources for developing and nurturing new congregations. As a result, numerous innovative Korean language congregations were organized, and many existing Korean mission congregations and Korean United Methodist churches were revitalized. We celebrate the vital leadership, commitment, and financial partnership of the annual conferences, including the New England, New York, California-Pacific, and Northern Illinois Annual Conferences, who are actively supporting this National Plan’s effort to start and develop new ministries.

The Plan has focused on developing new churches and nurturing existing churches. As of June 2007:

- Fifteen new Korean language congregations in close coordination with annual conferences (Long Island, NY; Boston, MA; Flushing, NY; Baltimore, MD; Atlanta, GA; Kapolei, HI; Santa Clarita, CA; etc.).
- Nurturing of six Korean mission congregations and chartered Korean United Methodist churches.
- Revitalizing strategies of supporting the Korean mission congregations that are struggling.
- Provided financial and ministerial support to the five jurisdictional Korean mission superintendents or directors.

**Developing Leaders**

The National Plan created the leadership development program for the purpose of identifying,
recruiting, and training present and new leaders. Through this program they can build bridges between clergymen and clergywomen, laity and clergy, first and next generations, the Korean American community and other ethnic communities, as well as Korean United Methodist churches and the larger United Methodist Church. To this end, the National Plan collaborated with the various ministry groups of the national Korean American community such as Trans-generation Ministry, Partnership Ministry, Cross-cultural Ministry, and the general program agencies in designing and implementing various clergy and lay leadership training events and projects. The Plan also provided direct funding support and leadership resources for several vital national and regional programs in this area.

**As of June 2007:**
- Forty-two national and regional projects/events for leadership development of clergy and laity.
- A network with fifteen national organizations related to the Korean American clergy, laity, and churches for leadership development.
- Cooperation with the National Association of Korean American Clergywomen to develop strategies in appointing Korean American clergywomen to Korean American United Methodist churches.
- An annual gathering of a Connectional Ministry Summit for Korean American United Methodist churches.
- An annual Lay Leadership Training Convocation in partnership with Partner Church and the General Board of Discipleship.
- Close partnership with the Korean American pastors serving in cross-cultural appointments, with their efforts to develop integrated leadership and strengthen their network. We have approximately 650 active clergy persons who are Koreans in The United Methodist Church, and approximately 45 percent of them are serving in cross-cultural appointments today.

**Next Generation Ministries**

The National Plan called for fostering and developing Next Generation ministries by investing in young leadership for the Next Generation ministries of the present and future. Significant progress has been made during this quadrennium in the following way.

**By June 2007:**
- Eight new Next Generation ministries in full partnership with annual conferences (Van Nuys, CA; New Haven, CT; Washington, DC; Chicago, IL; Plainview, NY; Lexington, KY; etc.).
- Three new campus ministries.
- Annual National Korean American Campus Ministry Convocation.
- “The EM Seminarian Leadership Development Project,” a comprehensive leadership development program in partnership with Wesley Theological Seminary.
- A Leadership Summit on Next Generation Ministry for ongoing strategies and networking for the Next Generation ministries.
- Trans-generation Internship Program for college students, who are interested in exploring ordained ministry in The United Methodist Church.
- “The Youth Initiative,” an annual summer gathering of youth leaders and adult workers for youth discipleship training, leadership training, and recruitment for ministry. Each year, we have more than 100 youth leaders participating in this program.

**Developing Resources**
The National Plan has also focused on developing culturally relevant resources for ministry:

**Small Group Ministry Resources**

In 2005 a task force was created to develop and test models and resources for small group ministry that brings together aspects of Wesleyan tradition and characteristics of Korean spirituality. Our intention is to utilize these resources to train small group leaders, both clergy and laity, in the next quadrennium. Our hope is that this identifies Korean United Methodist spiritual formation models that can be shared with the whole church as a gift. The General Board of Discipleship and the publishing house are also participating in this effort.

**Igniting Ministry**

Igniting Ministry of United Methodist Communications collaborated with the National United Methodist Council to develop several regional evangelism campaigns which include the TV/radio/newspaper ads on Korean United Methodist Church Igniting Ministries. Several regional training events have been offered for a large pool of pastors and lay leaders in major Korean American population centers throughout the country such as Hawaii, Chicago, New Jersey, and New York.

**National Statistics**

Developing and updating the National Data/Statistics on Korean American churches and pastors has been done in partnership with the Center for Asian American and Pacific Islanders Ministries at Claremont School of Theology, CA. The national data, along with other pertinent information and news on the Korean United Methodist community, is being placed on United Methodist Communication’s website on the Korean American United Methodist Church. This has been a vital source of information for strategizing for the future of Korean United Methodist churches.

**Training Manuals**

The National Council joined with the General Board of Discipleship, the publishing house and the National Caucus in developing Training Manuals for Lay Deacon/Elder/Exhorter (Discipleship Resources). It is providing direct support to our Korean United Methodist churches’ overall ministry, especially in their discipleship training. We celebrate the vision and leadership of this outstanding work.

**Work in Progress**

To summarize, significant constant work has been done during the 2005–2008 quadrennium to advance United Methodist ministries among Korean Americans. Much of this quadrennium’s work has been built upon the previous quadrennium’s foundational work.

As we submit this progress report of the Korean American National Plan for the 2005–2008 quadrennium we celebrate the above accomplishments and contributions of the Plan made to The United Methodist Church and ultimately the expansion of the Kingdom of God. Since this report is being written as we are just past the halfway point of this quadrennium, much of the work is in progress, and there is much left to be done. It is expected that additional work will continue to be implemented.

Here is some of the work in progress that will benefit the church and Korean United Methodist churches:

- Launching “College Initiative,” an annual leadership development program for Korean (Asian) American college students that will fill a link between Youth Initiatives and Trans-generation Ministry. Global Ministries’ Office of Asian Ministry and the Plan are forming a partnership on this program.
• Creating and enacting effective strategies to develop and vitalize mission congregations.
• Further development of resource materials and training programs for small group ministry.
• Education on the connectional nature of the church, including apportionments.
• More sharing of Korean United Methodist churches’ support of missions around the world through Global Ministries.
• Strategic planning and work for advancing Korean American clergywomen to serve Korean United Methodist churches.
• Recruitment of clergy and equipping lay leaders for English-speaking Next Generation ministries.
• Providing opportunities for enhancing partnership and cooperation in the midst of growing numbers of diverse subgroups within the Korean United Methodist community (women clergy, cross-racial ministry clergy, national caucus, trans-generation ministry group).

Appendix: New Church Starts

New Korean Language Ministries

• The Korean Central UMC of Fort Worth (Irving, TX)
• Church Planting & Ministry Plan of Antioch Korean United Methodist Church (Duluth, GA)
• Seattle-Bellevue Korean United Methodist Church /First Korean United Methodist Church (Bellevue, WA)
• Santa Clarita Korean United Methodist Church (Santa Clarita, CA)
• Guam Korean American United Methodist Church (Barrigada, Guam)
• Boston/Cambridge Campus Ministry (Lexington, MA)
• New Church Planting in Louisville/Louisville Harvest Church (Louisville, KY)
• Jesus Town Korean United Methodist Church (Oahu, HI)
• Yang Moon Korean United Methodist Church (Palatine, IL)
• Amen Korean United Methodist Church (Novi, MI)
• Korean Church of Newnan United Methodist Church (Newnan, GA)
• Kapolei Korean Ministry (Kapolei, HI)
• Chicago Downtown Ministry (Chicago, IL)
• New York Dream Korean United Methodist Church (Long Island, NY)
• Salem Korean United Methodist Church (Oakton, VA)

Next-Generation Ministries

• College Ministry for Korean American College Students (Van Nuys, CA)
• United Church of Westville (New Haven, CT)
• ST. John’s Korean United Methodist Church (Lexington, MA)
• Multi-Ethnic Next Generation Ministry (Lexington, KY)
• English Ministry for Plainview Korean United Methodist Church (Plainview, NY)
• Lighthouse Christian Fellowship/House of Peace (Herndon, VA)
• English Ministry for Young Adult Group (Westwood, NJ)
• Downtown Chicago Second Generation Korean American Ministry (Chicago, IL)

Recommendations for the 2009-2012 Quadrennium:
Advancing the Vision

“Our vision is that Wesleyan tradition and Korean spirituality will be integrated in a way that enables and encourages all persons to be involved in discipleship.”

The Korean American National Plan for the 2009-2012 quadrennium, based on its vision statement is formulated to create, nurture, and enable communities of faith to be disciple-making ministries that is, to be bridge builders in cross-cultural and cross-generational ministries, and to be agents of social justice. The key principal focus of the Plan is “Small Group Ministry.” The Korean United Methodist Church hopes to put this vision into effect by focusing on the development of three main areas in its churches:

- Congregational Development, Nurture and Revitalization
- Leadership Formation
- Next Generation Ministries

Based on these vision areas, the following are specific strategies to be implemented during the 2009-2012 quadrennium:

**Congregational Development, Nurture, and Revitalization**

In the first quadrennium, much of our energy and resources were focused on developing new congregations. In the second quadrennium, we continued to develop new congregations while enabling the existing mission congregations to become self-supporting and active participants in supporting the overall mission and ministry of The United Methodist Church. In the current quadrennium, our third, we hope to take what we have learned during the previous quadrennia and replicate improved versions of the most effective ministries. We also hope to enable the existing churches and new congregations alike to mobilize and serve, equipped with the resources and training for small group ministry developed in the second quadrennium as committed agents of disciple-making in their respective communities. We hope to achieve these goals by engaging the following objectives:

1) Developing 12 new Korean language ministries in full partnership with annual conferences, Korean Missions, and Korean United Methodist congregations, based upon the principles of “small group ministry.”
2) Nurturing the new mission congregations and existing mission congregations to become self-sustaining within a short period of time.
3) Providing direct support to local Korean United Methodist congregations as they develop innovative methods for the redevelopment and revitalization of ministries to grow in both their congregational life and mission.
4) Providing resources to mobilize Korean American United Methodist churches to develop community outreach and justice ministry opportunities.

**Leadership Formation - Small Group Ministry**

The Korean United Methodist Church realizes that leadership formation for clergy and laity is a vital part of a church’s sustainability and growth; thus, the Korean United Methodist Church plans on providing extensive training sessions on small group ministry. Our desire is to enable pastors and laity to become effective and committed small group leaders. However, we discovered early on in the implementation of the National Plan that leadership formation needs to have a broad scope in its approach, because the leadership of the Korean ministry has become increasingly diverse in terms of age, ethnic makeup, background, leadership style, and cultural orientation. Thus, a multifaceted
approach for developing leadership for small group ministry is necessary. Listed below are the ways we hope to pursue this task among this increasingly diverse population:

- Provide a comprehensive and focused leadership development strategy for small group ministry for pastors and laity who are directly involved with the Korean language ministry.
- Provide an effective mentoring program for young Korean pastors and new mission congregations.
- Provide a specific leadership formation program for effective ministry to support and empower a growing number of Korean American pastors serving in cross-cultural appointments and bicultural ministries in The United Methodist Church.
- Provide servant-leadership formation training for both clergy and laity to build bridges among those who come from different age, cultural, theological, and ministerial backgrounds.
- Provide a cultural orientation and sensitivity training for district superintendents and conference ministerial staff who are not familiar with Korean culture and customs, especially in church settings.

In addition, training on cross-cultural and cross-generational communication and United Methodist polity and the connectional system will allow the Korean American leadership to be more effective in reaching and understanding the hearts of its diverse laity and the extended United Methodist community. Thus, we anticipate such training will be supported by the spiritual vitality of the Korean American United Methodists as well as by the extended United Methodist Church community.

Next Generation Ministries

The new crop of college age students and young adults and the growing multi-ethnic population due to the marriages of second and third generation Korean Americans to non-Koreans in Korean American churches create the possibility for new ministries to form and challenges existing ministries to adapt to the changing nature of many congregations. Thus, it is a challenge to find the most effective ways to adjust to these changes and to foster and develop Next Generation ministries and servant-leadership so that the churches can continue to handle these new trends. Support services, therefore, must be developed in order to reduce the number of overwhelmed and burned out pastors and to allow creative new forms of ministry to be established by the new and more diverse congregations of Korean American church laity.

Therefore, the Korean American National Plan for the 2009-2012 quadrennium includes the call for vigorous recruitment plans to recruit and develop a new generation of spiritual servant-leaders among the laity for the ministry in The United Methodist Church. It is also critical that the new generation of leaders be equipped and supported as they address these new trends. In this light, the National Plan recommends that the following strategies be developed and implemented:

1) Continue to vitalize the Transgeneration Ministry of The United Methodist Church, the national coordinating body for Next Generation clergy and laity, which has been in existence since 1982.
2) Strengthen the summer internship program for college students.
3) Call upon UM-affiliated seminaries to develop recruitment programs, provide scholarships, and design relevant curriculum that includes modern praise and worship patterns that are familiar and appealing to Korean American youth, in order to attract Next Generation Korean American persons for ministry.
4) Develop seven new English language congregations in full partnership with annual conferences, Korean Missions and Korean United Methodist churches.
5) Continue to nurture the national and regional network groups for the Next Generation pastors and seminarians, as well as campus ministries.
6) Vitalize the “Flagship Next Generation English Ministry Churches Project,” a congregational development training program for selected Next Generation churches which, in turn, can help strengthen other Next Generation ministries.
7) Develop a workable mentoring program for our young Next Generation pastors with a particular emphasis on self-care, practical ministry, and servant-leadership formation.
8) Develop an effective and innovative lay leadership program for the Next Generation ministry.

**Action Plan: The 2009-2012 Quadrennium**

In order to fulfill the call that has been placed on the Korean American United Methodists, we seek to fully recognize and utilize the many spiritual gifts and resources that the Korean American United Methodist community brings to the common table of The United Methodist Church: stewardship and tithing, fervent prayer, vital spirituality, class meetings, a strong spirit for mission, and the ability to relate to those who are marginalized. We also seek to strengthen their participation in ministries in the areas of outreach, social witness, justice ministry, and participation in The United Methodist Church connectional system. With these gifts and goals in mind, we present the following specific goals for our Action Plan.

**Specific Goals**

1. Provide support and education about the justice ministry, partnering with the Reunification Committee of the National Caucus and diverse nonprofit organizations to work for the social and economic justice of the world.
2. Execute programs and training for the laity of Korean American United Methodist churches to enable them to become small group ministers in their own faith communities.
3. Implement effective training programs for clergy and professional staff of first- and next-generations. Emphasis will be placed on small group ministry, spiritual servant-leadership formation, the United Methodist connection, community outreach and justice ministry, mission interpretation, intergenerational partnership, and cross-cultural communication.
4. Strengthen existing next generation congregations, and foster growth for present ministries that are already established and in place. Create additional programs and training opportunities for the next generation communities.
5. Implement a productive strategy to recruit next generation young men and women to be trained in United Methodist-related seminaries for ordination in The United Methodist Church.
7. In partnership with the annual conferences, mission superintendents, and district superintendents, we foresee developing twelve new Korean-speaking congregations and seven new English-speaking next-generation congregations.
8. Expand culturally relevant resource materials and national data on Korean American United Methodist churches and pastors.

**Commitment of the United Methodist Connection**

The cooperation of the entire United Methodist Church will be necessary to make this National Plan work. Therefore, we propose the following collaborative work with annual conferences, general program agencies, and a variety of ministry groups in the national Korean United Methodist community.
Goal 1: Provide support and education about justice ministry, partnering with the reunification committee of the National Caucus and diverse nonprofit organizations to work for social and economic justice in the world.

As United Methodists, we are called to work for justice in the world. Many Korean Americans have been relatively unconcerned with immigration and racial issues of the day. Through education and constant reminders, we will make an effort to work together for the poor, oppressed, and alienated of the world.

We will achieve this goal by accomplishing the following:

a. Continuing our partnership with the reunification committee of the National Caucus for promoting peace in Korea;

b. Providing educational programs focusing on racial issues emerging in the United States in partnership with the General Board of Church and Society and the General Commission on Religion and Race;

c. Educating Korean American people about immigration issues currently being dealt with in the US;

d. Partnering with the diverse nonprofit organizations to work for social and economic justice in the world.

Goal 2: Execute programs and training for the laity of Korean American United Methodist churches to enable them to become small group ministers in their own faith communities.

This goal provides opportunities for the lay leaders of local congregations to be trained and equipped for small group ministry. The lay leaders will become participating partners in ministry for individual churches.

We will achieve this goal by accomplishing the following:

a. Supporting national programs and seminars for Korean United Methodist Women and United Methodist Men;

b. Providing support for, and identifying, key leaders to attend the National Lay Leadership Academy in partnership with the General Board of Discipleship and the Partnership Ministry Group;

c. Supporting biannual mission education programs;

d. Educating lay leaders about the importance of small group ministry and training them to become effective small group ministers for evangelism and discipleship.

Goal 3: Implement effective training programs for clergy and professional staff of first and next generations. Emphasis will be placed on spiritual servant-leadership formation, the United Methodist connection, community outreach and justice ministry, mission interpretation, intergenerational partnership, and cross-cultural communication.

This goal provides training and support for the local church pastors in the Korean American congregational settings who are on the front lines, building and enlarging the Kingdom of God. We need to provide them with all that is in our power to equip them to become effective pastors. Our primary focus for this quadrennium is “small group-/cell-based ministry.”

We will achieve these goals by accomplishing the following:

a. Supporting the Academy for Spiritual Formation for both clergy and laity in order to deepen their spirituality;

b. Providing support for the Clergy Women Annual Convocation, jurisdictional caucuses, and cross-racial appointed clergy in partnership with the General
Board of Higher Education and Ministry;
c. Providing small group ministry resources and related specialized training for individual contexts;
d. Providing mentoring programs for the younger and newly ordained clergy serving cross-racial appointments.

Goal 4: Strengthen existing Next Generation congregations, and foster growth for present ministries that are in place. Create additional programs and training opportunities for the Next Generation communities.

We are committed to investing much of our time and support to these programs in hopes of continuing our growth in the years to come. The future of our denomination depends on the health of our next generations and their leaders. Through these programs and partnerships, we believe we will carry out the great commission of “sharing the good news to the ends of the earth.”

We will achieve this goal by accomplishing the following:

a. Partnering with the English Ministry Center at Wesley Theological Seminary to recruit and promote seminary students to be in ministry;
b. Continuing with the already established Youth Initiative;
c. Starting a College Initiative to train young people;
d. Providing training for children’s ministry/Sunday school teachers;
e. Designing consultation teams to provide support for the local Next Generation churches;
f. Starting a flagship church leaders gathering to challenge and further educate designated leaders.

Goal 5: Implement a productive strategy to recruit next generation young men and women to be trained in United Methodist-related seminaries for ordination in The United Methodist Church.

With the lack of trained workers in the English ministry setting, we will identify those who are called into ministry and nurture them in terms of appropriate Methodist polity and doctrine. That is, we will provide them with support and guidance to become effective Methodist pastors.

We will achieve this goal by:

a. Partnering with a trans-generation internship program to identify future English ministry pastors;
b. Partnering with the English Ministry Center at Wesley Theological Seminary to provide seminars and conferences to encourage seminarians to consider English ministry;
c. Starting a national database to track those who are in ministry and those who are in the process of becoming ordained clergy;
d. Providing training to local church leaders to identify and encourage those who are called into ministry.

Goal 6: Nurture existing Korean American mission congregations to become self-sufficient, thus strengthening chartered Korean United Methodist congregations.

As a result of this effort we should make a difference in 25 churches that have been in need. These churches will benefit from resources, consultation, and financial help.

We will achieve this goal by:

a. Supporting seven to ten newly created churches during the 2009-2012 quadrennium who are in need of additional funding
b. Supporting 15 churches that are struggling but intending to grow and have
potential;
c. Creating a network of consultants to aid the churches that are in need;
d. Training the church laity to become small group leaders, and intentionally involving the network of Congregational Developers in aiding the struggling churches.

**Goal 7:** In partnership with the annual conferences, mission superintendents, and district superintendents, we foresee developing twelve new Korean-speaking congregations and seven new English-speaking Next Generation congregations.

By the end of 2012, the General Board of Global Ministries, in partnership with the Korean American National Plan, will have directly assisted in the development of 19 new Korean American churches in the United States.

We will achieve this goal by accomplishing the following:

a. Researching the demographics within the US to identify potential sites;
b. Partnering with annual conferences, mission superintendents, and district superintendents to locate sites, raise funds, and identify pastors for each church;
c. Training clergy as well as lay leaders in small group ministry to start new congregations;
d. Taking advantage of the Igniting Ministry campaign to promote new church sites for initial growth;
e. Providing financial support for the new church starts and engaging in a process of constant evaluation and enrichment to ensure the success of these ventures.

**Goal 8:** Expand culturally relevant resource materials and national data on Korean American United Methodist churches and pastors.

With small group resources that are culturally sensitive to Korean American people, individual small groups in a local church will be transformed to become evangelical and socially responsible disciples of Christ. The national database will help all clergypersons to be connected in order to be able to encourage each other in ministry. A resource-based website will be helpful for all of the Korean American ministries in the US and beyond.

We will achieve this goal by accomplishing the following:

a. Continuing to revise and improve small group resources;
b. Translating the small group resources into English;
c. Updating and adding information to the national Korean American database in partnership with the Center for Asian American Ministries at Claremont School of Theology.
d. Developing a ministry resource for new church membership assimilation;
e. Developing and launching a website to provide resources to the Korean American churches and their leaders.

**Organization 2009-2012**

3 Bishops named by the Council of Bishops
1 Executive Director (ex-officio)
2 Representatives of the National Association of Korean American United Methodists
3 Program Area Ministry Team Coordinators
1 Representative of the National Association of Pastors Serving in Cross-cultural Appointments
General Board of Global Ministries
Report of the United Methodist Council on Korean American Ministries

1 Representative of the National Korean American Transgeneration Ministry
1 Representative of the National Association of Korean American Clergywomen’s Association
1 Representative of the National Korean United Methodist Women
1 Representative of the National Korean United Methodist Men
2 Laity (1 male and 1 female) chosen by the Council of Bishops
At large members, as needed

The following resource/liaison persons are invited to attend the Council meetings as needed (with voice but no vote).
Representatives from the three general program agencies and other related agencies of The United Methodist Church (1 each from Global Ministries, the General Board of Discipleship, General Board of Higher Education and Ministry, General Board of Church and Society, General Commission on the Status and Role of Women, General Commission on Religion and Race, United Methodist Publishing House, and United Methodist Communications, who shall attend at the expense of their respective agencies)
5 Jurisdictional Korean Mission Superintendents
1 representative of the National Federation of Asian American United Methodists

Program Area Ministry Teams
7—Congregational Development
7—Leadership Development
5—Next Generation Ministry

Executive Committee
1 Chairperson
1 Vice-Chairperson
3 Program Area Coordinators
1 Finance Committee Chairperson
1 Executive Director, (ex-officio)

Conclusion
The United Methodist Council on Korean American Ministries believes that this report provides a clear sense that vital accomplishments have been made towards the fulfillment of the goals of the National Plan during our second quadrennium. We also believe that the recommendations for the 2009-2012 quadrennium will further advance United Methodist ministries among and through our Korean American brothers and sisters. We are confident that through this National Plan, a stronger bond will be created between the Korean American United Methodist community and the entire United Methodist Church for the common mission of our Lord Jesus Christ.

Report Submitted by:
The United Methodist Council on Korean-American Ministries