

Page Number: Page 1 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

Report No. 8

Petition Number:

REPORT ON THE EVALUATION OF THE GENERAL PROGRAM-RELATED AGENCIES, AND GENERAL COMMISSIONS ON COMMUNICATION AND ARCHIVES AND HISTORY

Mandate

The Book of Discipline, 2000 assigned to the General Council on Ministries (GCOM) the responsibility of evaluating the performance of the general program agencies in assisting them with the process of fulfilling and supporting their ministries (§§ 905.3, 906.13, 906.14 and 702.3). In response to these requirements, the GCOM has coordinated a comprehensive self-evaluation of all general agencies and submits this report to the General Conference (§ 702.3). The purposes for the agency evaluations are: (a) to assist the agency in fulfilling and supporting its ministry, including the areas of program, administration, and budget, and (b) to fulfill the accountability requirement assigned to the General Council on Ministries.

Process of Evaluation

The GCOM designed the original evaluation process in 1972 and has since made adjustments each quadrennium to meet changing evaluation requirements. GCOM assigned the responsibility of general agency evaluation to the Agency Relationships Work Area which developed a *Process of Evaluation*. It continued the self-evaluation process in which the results are submitted to GCOM in a written report. Evaluation panels, composed of GCOM Agency Relationships Work Area members, were organized for the ten general agencies to be evaluated (Appendix I).

GCOM requested that each agency send background information to enable the GCOM evaluation panel to become familiar with the agency's ministry, such as an agency handbook, meeting agenda and minutes, newsletters, and regular mailings to the agency members. Panel members were invited to attend an agency meeting to observe its process and work. They were also encouraged to visit the agency's website and to interact with the agency general secretary.

Each general agency provided GCOM with a written self-evaluation report with responses to the following areas:

- Goals for addressing the Disciplinary responsibilities and the methods for measuring the achievement of those goals.
- Goals and a plan for addressing new or special assignments made by the 2000 General Conference.
- Plans, if appropriate, for addressing other initiatives (i.e., Shared Mission Focus on Young People, Strengthening the Black Church for the 21st Century, National Plan for Hispanic Ministries, Native American Comprehensive Plan, Asian American Language Ministry, Advancing Korean American Ministries, and the Bishops' Initiative on Children and Poverty).

Page Number: Page 2 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

- Description of the ongoing process for the agency to vision, plan, implement, and evaluate its program and ministry.
- A statement that the agency's work is in concurrence with the Social Principles (*The Book of Discipline, 2000*, ¶¶160-166) of The United Methodist Church.
- A few examples of the types of communication that are being shared with the constituencies (responsive and proactive).
- Incorporation of the concerns of the Ethnic Local Church.
- A description of how the general agency is addressing the following issues raised in the *Living into the Future* resolution adopted by the 2000 General Conference. (Calendar Item 836)
 - Center on Christian formation
 - Call forth covenant leadership
 - Empower the connection for ministry
 - Strengthen our global connection and ecumenical relationships
 - Encourage doctrinal and theological discourse.

Using these minimum criteria, each agency developed a self-evaluation document that would become a management tool to make its ministry more effective on an on-going basis. Each GCOM evaluation panel member received the general agency's written self-evaluation. The evaluation panels met via conference call with the agency general secretary or designee in April-May, 2003 to discuss the written report and to seek further information and clarification. Each report was reviewed for its completeness. The general agency submitted additional material if requested.

The work area leader appointed a five-member writing team to develop a General Conference evaluation report utilizing the materials submitted by the evaluation panels. The report was also shared with the general agencies for their understanding and learning. The GCOM Servant Leadership Team approved this evaluation report at its July 2003 meeting.

Certification of Agency Evaluations

The General Council on Ministries' evaluation panels reviewed the written evaluation reports. Together with the GCOM attendance at an agency meeting and a review of the agency information, the GCOM evaluation panels have certified that the criteria for evaluation as described in the *Process of Evaluation* has been met by these ten general agencies:

- General Board of Church and Society
- General Board of Discipleship
- General Board of Global Ministries
- General Board of Higher Education and Ministry
- General Commission on Archives and History
- General Commission on Christian Unity and Interreligious Concerns
- General Commission on Communication (UMCom)

Page Number: Page 3 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

- General Commission on Religion and Race
- General Commission on the Status and Role of Women
- General Commission on United Methodist Men.

Documentation for this certification is found in the reports of the Agency Relationships Work Area that are on file in the GCOM Office.

GENERAL COMMENTS ABOUT AGENCY SELF-EVALUATION REPORTS

Each of the general program agencies has fully cooperated with the GCOM in the evaluation process. All agencies are accountable to the general church, and all of them used the same basic model for evaluation. The general program-related agencies were also asked to use the transformational directions in *Living into the Future* as they developed priorities for 2003-2006. These principles were used in the self-evaluation process with the expectation that every organizational level of the church would begin to live this out. Further, the self-evaluation process asked agencies to illustrate how they were addressing major initiatives in general, how they were in concurrence with the Social Principles, and how they were incorporating the concerns of the ethnic local church.

While the institutional church requires a formal evaluation process, a critical event occurred in 2001 in the U.S.A. While general agency responses were external to the formal process of evaluation, they demonstrate well the strength and vitality of The United Methodist Church through the general church agencies.

In response to the events of September 11, 2001, GCOM noted a good example of cooperation and concern for local churches. The general program agencies did not hesitate to provide numerous resources to assist local congregations and conferences minister to people in extreme distress and grief. It demonstrated how a connectional church can provide such a broad range of resources and responses in such a short time.

Worship liturgies, educational, and counseling resources were made available on the General Board of Discipleship website to assist pastors, church school teachers, and counselors to deal with grief and loss. Youth chat rooms offered opportunities for young people to post their thoughts and feelings on the *Devo'Zine* and *MethodX* Web pages. Within minutes of the collapse of the second World Trade Center tower, the General Board of Global Ministries (GBGM) began preparing a response that would meet both spiritual and material needs. The United Methodist Committee on Relief provided counselors, volunteers for low-income elderly people living near the disaster site; bilingual and Spanish-speaking resources to child care centers and for families who were in the midst of immigration applications when family members were killed; and assisted in the location of relatives outside the United States for immigrant children orphaned by the disasters. GBGM also supported local church "Welcome Centers", which offered counseling and care for all who entered and "Listening Posts" for grieving people who needed someone to talk to, "Family Coping Seminars", and worked to develop "Response Centers" in three regions of New Jersey.

In the midst of crisis the general agencies received hundreds of messages offering prayers and support from around the world.

Page Number: Page 4 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

Within days, the Igniting Ministry media campaign reached 58 million persons ages 25 to 54 who viewed United Methodist messages at least once. In addition the campaign spoke to an estimated 97.7 million total adults. UCom produced a series of local church resources, including three radio messages and a newspaper ad, that integrate the prayer theme during this time of fear and uncertainty. The message had such a positive response that two television networks, which previously rejected religious advertising, accepted the media spots. This message was also carried on a large billboard close to Ground Zero.

The General Board of Higher Education and Ministry (GBHEM) Section of Chaplains and Related Ministries identified chaplains and pastoral counselors in the areas of impact. A worship resource packet and other resource materials were developed and posted on the Web site www.gbhem.org/chaplains. The Campus Ministry Section kept in close touch with campuses in New York City, New York state, and across the nation. Staff resourced campus ministers and chaplains as they ministered to students, faculty, and administration.

The General Commission on Christian Unity and Interreligious Concerns (GCCUIC) answered hundreds of inquiries for resources on the Islamic faith and encouraged congregations to establish relationships with their Muslim neighbors. It changed the commission meeting agenda to make possible visits with Islamic communities and colleagues to demonstrate support and solidarity. Informational resources on Islam were developed for local congregations. The GCCUIC website supplied information about Islam, Christianity, and interfaith responses, and recommended strategies that pursue a ministry of reconciliation. The General Commission on Religion and Race and the General Board of Church and Society interpreted the Social Principles and warned about the danger of blaming innocent persons through generalization of stereotypes and prejudices. Resources and strategies to enable the church to proactively counter hate crimes were developed.

The General Commission on United Methodist Men (GCUMM) revised the publication of a devotional resource used during World War II. *Strength for Service* is now an interfaith devotional resource being distributed to men and women of the armed forces. The GBHEM Division of Chaplains assisted in making the appropriate contacts to enable the distribution of an initial 10,000 copies to the armed forces. The GCUMM continue to work to raise funds to distribute a million copies to the troops. Local congregations, districts, and annual conferences have been invited to share this resource in their communities with police, fire, and emergency rescue personnel.

General church offices opened their doors as acts of hospitality to public safety officials on Capitol Hill. Chapels were opened to the public as places of prayer and meditation. Special services were sponsored by the general agencies to support their staff members and the community at large.

In times of anxiety, pain, and death, the United Methodist connection brings together persons and develops timely resources to demonstrate Christian love. With God, we offer a broken world healing and wholeness.

Fiscal constraints continue to be a reality for all of the agencies. Agencies have expended reserve funds to meet mounting demands, while investment income has dwindled to almost nothing. Coupled with reductions both in the agency membership and in the staff, the general agencies have met increased demands with creativity and vision. The agencies are to be commended for their faithful service to the

Page Number: Page 5 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

church.

Each agency has continued to address its Disciplinary responsibilities and has done so based on a theological and biblical basis for its ministry. The new and special assignments from the 2000 General Conference have been addressed by the agencies and are reported in the paragraphs that follow. Each agency's actions are consistent with the Social Principles and the church's goals for inclusiveness have been taken seriously in all areas of the agency's life.

Taken as a whole, the evaluations of the general agencies demonstrate a number of directions that merit special mention:

- **Global Connection** All agencies have given deliberate attention to The United Methodist Church's global connection. Every general agency participated in the Africa Holistic Strategy meeting held in Senegal, conducted workshops on spirituality and aging at the World Assembly on Aging in Madrid, printed the Social Principles in several languages (English, Nigerian, Korean, Polish, and Spanish), made resources available in language dialects, and deployed agency staff to resource the needs of annual conferences in the central conferences. This quadrennium saw an increase in the central conference members and participation in the governing boards of the general agencies. Agencies have made special efforts to accommodate these persons by providing translators, enabling members to become more fluent in English, providing special briefings to the central conference members, and acting on concerns these members bring.
- **Inclusivity** All of the agencies have given deliberate attention to the inclusion of all people. Each agency has made efforts to increase the diversity of its staff during this quadrennium. This attention to inclusiveness is evident in the response of the agencies to general church initiatives. In addition, agencies have given special attention to grants and scholarships for women and racial/ethnic persons.
- **Interagency Coordination** Interagency coordination prevents duplication and overlapping of efforts. There is a high level of collaboration and cooperation among the agencies addressing the mission and ministry of the whole church. Examples include coordination of efforts in evangelism by GBGM, GBOD, GBHEM, and GCCUIC; collaborating efforts with the church initiatives by GBCS, GBOD, GBGM, GBHEM, GCORR, GCSRW, GCUMM, and the GCOM; working collaboratively helps to strengthen the connection for ministry.
- **Technology and Communication** The general agencies have improved communications through the effective use of technology to share information with the local church, district, and annual conference. These resources have proven to be invaluable. This is evident in the creation of local church websites through the general agencies; web chat sites for conversation among church leaders; toll-free telephone lines; e-mail; satellite telephones and fax machines. Almost every agency has a website with updated information that local church leaders can download when needed. The development of audio and visual resources reflect an exciting era in communication technology.

General agencies are open to new possibilities for both their individual agency and the connection as a whole. Agencies are committed to look holistically at issues and are willing to do things differently than in the past. Perhaps the most notable instance of this forward thinking is greater participation of the boards of

Page Number: Page 6 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

directors in making decisions for the general agencies.

The work of the general program-related agencies is described in the following pages. Website addresses are listed at the end of each section for those wishing more complete and recent information.

GENERAL BOARD OF CHURCH AND SOCIETY

A century ago, Clarence True Wilson and his wife, Maude, traveled the length and breadth of the Methodist Church sharing their vision of a bold presence for our denomination on Capitol Hill. They raised coins and dollars in local churches and from women's groups to make their vision a reality. Today, the General Board of Church and Society (GBCS) and its presence on Capitol Hill and at the United Nations stand as the on-going realization of the Wilsons' dream. Originally envisioned as the home for the church's temperance work, the denomination's vision for the board's ministry has grown to encompass all areas of social justice. The prime responsibility of GBCS "is to seek the implementation of the Social Principles and other policy statements of the General Conference on Christian social concerns...provide forthright witness and action on issues of human well-being, justice, peace, and the integrity of creation..." (¶1004)

GBCS has sought to implement the five transformational directions at every level of its ministry. Christian Formation is the foundation from which all of the board's work and ministry springs. Understanding the church's mission to make disciples of Jesus Christ to include a call to social holiness as well as personal piety, the board takes as its task not only Christ's call to make a difference in the world, but to make the world itself different. Covenant leadership is called forth through the board's work in the areas of justice and mercy. In an effort to educate and equip persons at every level of the denomination on issues of justice and mercy, the board has continued to publish and distribute *Christian Social Action* to 48,000 readers, launched a new web-based advocacy tool called UMPower that enables United Methodists to contact their elected leaders and voice their concerns or opinions on any matter of public policy, held national legislative briefings where more than 400 key lay and clergy leaders came to Washington, DC, to understand and formulate plans for action on issues important to the Church and community.

GBCS has empowered the connection for ministry of justice and mercy by equipping church leaders at every level to engage in social justice ministries. Vigorous in its attempts to connect every part of the United Methodist connection, it has hosted more than 150 groups of church leaders for various seminars and other gatherings at the United Methodist Building. Staff members have visited every annual conference in the U.S and in every central conference. It has worked to partner with several ethnic constituency task forces and caucuses. Strengthening our global connection and ecumenical relationships is primarily accomplished through the Board's United Nations ministries. As our church's courageous and prophetic voice on social justice matters, the board has worked endlessly on behalf of the world's poor, sick, marginalized, and voiceless. Holding permanent consultative status with the United Nations, the board has established our church as a highly respected non-governmental voice in global decision making. Finally, doctrinal and theological discourse is encouraged through the board's primary ministry responsibility to increase education and awareness of our Social Creed and the Social Principles. To that end, the board has launched a new website designed around the Social Principles, completed an estimated annual distribution of 90,000 copies of the Social Principles in English, Nigerian, Korean, Polish, and Spanish and began in 2003 to focus each of the six issues of *Christian Social Action* on one of the six areas

Page Number: Page 7 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

of the Social Principles.

A visitor to the rotunda of the United Methodist Building in Washington, DC will find inscribed there two verses of Scripture which have guided the work of the board since its inception—“They shall beat their swords into plowshares and their spears into pruning hooks” (Isaiah 2:4) and “What does the Lord require of you but to do justice, and to love mercy, and to walk humbly with your God?” (Micah 6:8). It is a ministry to which GBCS has given itself tirelessly in the past quadrennium and it is a ministry to which it has pledged itself with renewed vigor and enthusiasm for the future.

The overarching goal of the GBCS is to provide a vision, an analysis of issues, and resources that challenge the members of The United Methodist Church to work through their own local churches and society toward personal, social and civil righteousness. It represents The United Methodist Church in advocating for our Social Principles and for related materials in *The Book of Resolutions*. The mission of the Board is to encourage all in the church "to become the people of God" working toward a world where peace and justice reign. Website: www.umc-gbcs.org.

GENERAL BOARD OF DISCIPLESHIP

The General Board of Discipleship (GBOD) attends to the work of supporting conferences and congregations in their work of making disciples of Jesus Christ. *The Book of Discipline* is the framework for the work of the GBOD. The Board works to respond to the world-wide church and particularly to the tasks outlined in the document, “Fulfilling Christ’s Mission in the Life of The United Methodist Church.” The programs of ministry are set forth in the context of interacting and mutually supporting accountability processes used by the elected board members and the staff. The Board establishes goals, priorities, organizational structure and the allocation of financial resources at the first two Board meetings of the quadrennium. The Executive Committee and the Standing Committee on Long-Range Strategy monitor progress of GBOD throughout the quadrennium.

Programs are developed through customer-focused units (Administrative, Discipleship Ministries, Upper Room, Study and Learning Resources). Additionally, the Curriculum Resources Committee (CRC), which is made up of GBOD board members and additional at-large members, provides direction, feedback, and evaluation for the development of United Methodist curriculum. CRC provides feedback and assessment of the interpretation and promotion of UM curriculum by the United Methodist Publishing House (UMPH) and GBOD. CRC reviews progress made by GBOD and UMPH in responding to General Conference legislation related to curriculum resources.

GBOD received a number of special assignments and referrals from the 2000 General Conference. Specifically they addressed Holy Communion Study, Science and Theology Study, and Young Adult Study. These study committees report to GBOD and the 2004 General Conference. The Comprehensive Plan for Older Adult Ministries was given oversight through GBOD’s Center on Aging and Older Adult Ministries and the Committee on Older Adult Ministries. As with other initiatives of the General Conference, GBOD funded new, creative and innovative ministries and supported the ethnic initiatives.

It communicates with its many constituencies in a variety of ways. Most units produce newsletters, books, videos and maintain web sites. News releases, catalogs (including Korean and Spanish editions) are also

Page Number: Page 8 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

regularly produced to educate the constituents and to encourage participation in telephone and video conferencing.

GBOD seeks to do the following in fulfilling its mission: invite and nurture people in spiritual growth, centered in scripture and our United Methodist heritage; develop lay and clergy leaders empowered by the Holy Spirit to lead the church in spiritual transformation and service; to build Christ-like community and love our neighbors through acts of compassion and justice; share the gospel of Christ with all people using traditional and innovative ways; practice hospitality, celebrate differences and affirm gifts; participate in God's saving acts for all creation; and teach stewardship, as a grateful response to God's generosity that evokes abundant gifts for ministry throughout the church. The quantity and quality of programs offered through GBOD are a major support of mission in The United Methodist Church. Website: www.gbod.org.

GENERAL BOARD OF GLOBAL MINISTRIES

The General Board of Global Ministries (GBGM) has responsibilities outlined in *The Book of Discipline, 2000* in ¶1302. Primary among them is to be the missional instrument of The United Methodist Church, its annual conferences, missionary conferences, and local congregations in the context of a global setting.

GBGM's planning and evaluation processes are developed and supported by the Board's planning staff under the direction of the General Secretary and guided and overseen by policy-making directors in the Mission Development Committee. The Mission Development Committee organizes and oversees planning designs and timelines through its Evaluation Review and Program Planning Subcommittees. Specific staff support for the planning process comes through cooperative efforts of the Board, Cabinet and the individual units coordinated by the Deputy General Secretary for Planning and Research.

The Mission Development Program Planning Subcommittee identifies global trends and emerging mission issues for study and development across the board. The resulting reflections have evolved into a mission context statement that outlines the world situations in which we are called to be in mission and ministry. The statement remains a working document, always subject to revision and renewal.

In this process, directors and staff related to the Mission Development Committee review various materials in context from specialized sources to gain insight into contemporary trends and projections for the future. In addition, time is dedicated at committee meetings and board plenaries to review major problems and their contexts in order to gain further understanding of the needs and opportunities for mission and ministries that are present or emerging in those situations. On the basis of those understandings, it is then possible to start proposing strategies and programs that might be appropriate responses. The emerging draft of this statement was shared with the Board of Directors, and with missionaries and other constituency groups for their discussion and feedback.

The GBGM identified four major program goals this quadrennium to be in mission to the whole church. They are:

1. Make disciples of Jesus Christ.
2. Strengthen, develop, and renew Christian congregations and communities.
3. Alleviate human suffering.

Page Number: Page 9 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

4. Seek justice, freedom and peace.

The various programming units developed program strategies under the above goals that identified specific objectives, implementation plans, and priorities for a particular period.

Board goals and program strategies come together into a document entitled the “Comprehensive Plan for Mission”, which is the Board’s basic planning document. This document is developed on a quadrennial basis and adopted by the whole board of directors at the end of each quadrennium. A revision or update document has at times been developed for the last two years of the quadrennium to allow for changes in contextual realities or mission strategies.

In 2001, the GBGM continued this quadrennium fulfilling two programs initiated by action of the 1996 General Conference and affirmed with new plans by the 2000 General Conference: Comprehensive Plan for Town and Country Ministries and the emphasis on Restorative Justice.

GBGM was a major participant with personnel and financial resources for the initiatives from the General Conference: Substance Abuse and Related Violence; Shared Mission Focus on Young People; Strengthening the Black Church for the 21st Century, National Plan for Hispanic Ministries, Native American Comprehensive Plan; Asian-American Language Ministry; Advancing Korean American Ministries; Communities of Shalom, and Deaf Ministries.

The Board did its work in concurrence with the Social Principles. It was also responsive at all levels of the Board life in addressing issues raised in *the Living into The Future* resolution adopted by The 2000 General Conference.

The Board continues to offer a variety of ways to keep the church in the information loop. GBGM website is resourceful. Making the Internet accessible for local churches and districts has been of great help. *New World Outlook* and *Response* magazines, newsletters, toll-free information line, the *Global Praise* song book, and other audio-visual materials help to keep the church informed about the Board’s work. During the quadrennium, the Board has worked hard to make sure that as issues of finance and personnel happened, communicating such action to the church was always done in a timely way.

The challenge for GBGM will be to continue fulfilling its Disciplinary responsibilities and making the vision a reality for our global church within the ongoing limitations of personnel and finances. Website address: www.gbgm-umc.org.

GENERAL BOARD OF HIGHER EDUCATION AND MINISTRY

The General Board of Higher Education and Ministry (GBHEM) leads The United Methodist Church in the recruitment, preparation, nurturing, education, and support of Christian leaders – lay and clergy – for the mission of Christ in the world. The Board’s Disciplinary responsibilities are contained in ¶¶1404-1406. As the church’s primary advocate for higher education and theological development within and throughout the denomination, it takes seriously its mission of preparing Christian leaders for the church who will commit boldly to Jesus Christ and be characterized by intellectual excellence, moral and spiritual courage, and holiness of heart and life. GBHEM has a high degree of commitment, integrity, and professionalism

Page Number: Page 10 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

with a complete grasp of its mission and functions effectively in pursuit of its own goals and objectives in an inclusive and collegial style. In particular, the Board continues to enlist, encourage, and equip persons who are called to various forms of ordained and certified ministry by providing program support, supervision, scholarships, loans, consulting, and technical assistance.

GBHEM is responsive to special assignments from the General Conference by funding student scholarships, providing support for the eleven United Methodist historically black colleges, Africa University, the National Hispanic Plan, The Shared Mission Focus on Young People, and the program of Strengthening the Black Church for the 21st Century. GBHEM also has oversight of the Fund for Theological Education in Post-Communist Europe, the Historically Black Colleges and Universities Endowment Fund, and the Seminary Student Scholarship Endowment Fund. In addition, the Board is fully responsible and accountable for four major apportioned fund programs: Africa University, the Black College Fund, the HANA Fund, and the Ministerial Education Fund. Leadership development within these assignments is essential for the overall effectiveness of the entire United Methodist Church and the larger church and community as well.

GBHEM continues to streamline its work, negotiating relationships and networking, developing funding sources, structuring for effectiveness, and identifying creative ways to establish its national and global goals through the implementation of a staff-driven strategic plan which has been incorporated into the work of the two program divisions and all intra-agency teams. The process is designed to facilitate greater effectiveness, alignment, and cost savings, while meeting the Disciplinary mandates for the board's programmatic work.

The evaluation team was clearly able to recognize the board's effectiveness in its collaborative work with the Ethnic Local Church. Noteworthy are matters related to funding, networking, and leadership development. A special emphasis has been placed upon grant writing and guiding racial ethnic students into higher education.

The Board has prepared internal procedures for communicating effectively and is exploring options for enhanced dialogue with the church in the United States and globally. Leadership development issues are critical across the church. The Board is making good use of technology to facilitate interaction with its various constituencies, and represents its concerns well with staff deployment to strategic events and locations both nationally and internationally. The Board continues to function in a collegial way, is collaborative and connectional. Website address: www.gbhem.org.

GENERAL COMMISSION ON ARCHIVES AND HISTORY

The General Commission on Archives and History (GCAH) operates from the assumption that its work is a ministry to the church and to the world of research and scholarship. A review of the work of the GCAH indicates the professional staff members and those serving on the Commission are clear about the Disciplinary responsibilities and that the Commission's activities are in keeping with the Social Principles.

Five committees (Archives and Library, Executive, Heritage Landmarks, History and Interpretation, and Nominating) guide the basic work of GCAH. The Commission's goals for the 2001-2004 quadrennium reflect a concern for the global church, women's history and promoting an awareness and appreciation of

Page Number: Page 11 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

the contributions of United Methodist racial/ethnic groups to the history of the church. The archives staff has completed the massive task of processing agency accessions and placing them under information control. Archival catalogues for agencies have been published in paper copy and are accessible on its website. Competitions for awarding grants and prizes have been established to encourage continuing research in women's and racial/ethnic history. A revised Heritage Landmarks guidebook has been prepared and is available for sale and is posted on the Commission's website. Microfilming important records that are threatened with decay continues.

The published works and archival data shared with various constituencies inside and outside of The United Methodist Church are both significant and impressive. The Commission has been proactive in focusing on the Ethnic Local Church in many ways, including the encouragement of the use of the four racial ethnic histories published in 1992. Other noteworthy areas include the active participation of the Commission in the ecumenical history community, the volume of accessions transferred to the archives of various collections, plus the developed video resources and the visible "service perspective" evidenced by the staff. The Commission also develops the themes for Heritage Sunday observances and is sponsoring the fifth Historical Convocation at Drew University in August 2003 on the theme "John Wesley: His Life and Legacy". Website address: www.gcah.org.

GENERAL COMMISSION ON CHRISTIAN UNITY AND INTERRELIGIOUS CONCERNS

The General Commission on Christian Unity and Interreligious Concerns (GCCUIC) exercises a unique leadership role within our connection in 1) working toward God's gift of unity of the whole Body of Christ and 2) strengthening interreligious relationships. GCCUIC strives to fulfill its Disciplinary responsibilities within the context of the biblical and theological understanding that through faith in Jesus Christ we are called to work for the unity of the human community and the renewal of God's creation.

Program priorities include:

- Inter- and intra-denominational relationships: to pursue opportunities to develop greater understanding of diverse perspectives within the UMC as well as among others rooted in the Wesleyan and evangelical heritage. Examples include the Commission's scheduling of a series of dialogues on homosexuality and the unity of the church, and its continued discussions with the historical Black Methodist denominations.
- Conciliar relationships: to engage the UMC in discussion, reflection and conversation about Christian-Jewish relationships; to provide continued support for dialogues between United Methodist and Native American traditional religions; to foster the study of the church's role in racism and to develop resources for the subsequent acts of repentance; and to strengthen conversations with Buddhist, Hindu, and Muslim faith communities.
- Covenanting relationships: to support the unity of the church through United Methodist involvement in existing ecumenical agencies and to pursue new forms of ecumenical relationships that will result in greater visible unity of members and ministries, including the World Methodist Council, Pan-Methodist initiative, the Commission on Union, National Council of Churches and World Council of Churches, as well as dialogues with the Evangelical Lutheran Church in America and the Episcopal Church.
- Ecumenical formation: to facilitate the forming of persons within the church in the understanding of and commitment to ecumenism, particularly among youth, young adults, clergy, and lay leadership of

Page Number: Page 12 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

the church.

GCCUIC is in compliance with the Social Principles both in its structure and in its work. They are committed to diversity and inclusiveness in all that is done and said. Further, they value and support the Scripture's prophetic insistence on justice and advocacy for those whose voice is often unheard.

GCCUIC regularly distributes various communications to its constituencies. Study and information resources have included: *Basic Facts about Islam*, *Guidelines for Interfaith Dialogue*, *Steps Toward Wholeness*, *Called to be Neighbors and Witnesses*, *Building New Bridges in Hope* and *Our Common Ground*. Website address: www.gccuic-umc.org.

GENERAL COMMISSION ON COMMUNICATION (United Methodist Communications)

United Methodist Communications' (UMCom) responsibilities are outlined in ¶¶1801-1809 of the *Book of Discipline, 2000*. UMCom, a ministry of The United Methodist Church, communicates values of Christian faith and hope to help shape and support the church, the culture and the world.

UMCom developed strategic planning steps early in 2001. Realizing that storytelling, connection and technology are the agency's three major foci, the commission members identified core values and outlined strategic directions. The planning steps include refining the agency's mission, identifying key customers, clarifying customer needs, defining characteristics of the marketplace, determining core products and services, and articulating a vision for the future.

The first meeting of the quadrennium was a planning meeting for the board members of UMCom. After the goals and directions were established, constant monitoring and review, and revising the goals ensured appropriateness and shifts of emphases as needed.

The 2000 General Conference authorized and approved funds for UMCom to develop evangelism tools, highlighted by a series of national cable network commercials. UMCom developed the Igniting Ministry television and welcoming ministry to help the local church reach out, especially targeting people 25-54 years old. The purpose of Igniting Ministry is to proclaim the gospel by increasing awareness and recognition of The United Methodist Church's basic beliefs; fostering among non-members a positive feeling and willingness to visit a United Methodist church; and renewing a sense of commitment in United Methodists. From the systemic, independent tests to monitor success in each jurisdiction, there has been huge success in meeting these goals.

UMCom has also responded to the General Conference initiatives by providing a range of services for the initiatives including ongoing coverage by United Methodist News Service; providing scholarships to mentor and train communications specialists who have gone on to work for general agencies and annual conferences; writing articles on youth and adults in the *Interpreter*; producing and distributing promotional videos; distributing donated computers in the Native American communities; providing resources in Spanish, Korean and English; and maintaining a website for the Bishops' Initiative on Children and Poverty. All these efforts are evidence that UMCom has incorporated the concerns of ethnic local church as they have responded to the various initiatives.

Page Number: Page 13 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

UMCom has a vital function in providing a variety of resources to local churches and annual conferences. UMCom provides analysis to identify the audience and how it might receive certain products embodied in The United Methodist Church. Training has been a key component in the empowerment of local church and annual conference communicators who need to strengthen their skills, increase their knowledge and create change. Newsletter writing, multi-media presentations, marketing, crisis training and basic local church communications remain foundational. For annual conference communicators, the needs are publications, web casts, information on the web, e-mail discussions, online courses, workshops and seminars to build their abilities while strengthening the connection through effective communications. Website address: www.umcom.org and www.umc.org.

GENERAL COMMISSION ON RELIGION AND RACE

The General Commission on Religion and Race (GCORR) has a Disciplinary mandate to challenge the various institutions and structures of The United Methodist Church *“to a full and equal participation of the racial and ethnic constituency in the total life and mission of the church through advocacy and by reviewing and monitoring the practices of the entire church so as to further ensure racial inclusiveness.”*

GCORR works to effectively partner with the church at all levels. In particular, participation at the annual conference level has increased as the commission has been involved in several conference Acts of Repentance Services either as a resource or through direct participation. The staff continues to be visible at the local church level by visiting, preaching and resourcing many local churches. Workshop manuals on racism, inclusiveness and diversity are available as church resources. A new workshop resource manual on *The Ministry of Racial Reconciliation* has been written to follow-up on *The General Conference Acts of Repentance Service for Racism*. A *Cross-Cultural and Cross-Racial Appointment Resource Manual* is now available.

GCORR is exploring avenues to strengthen its global connection as it is becoming involved in the Holistic Strategy for Africa. One commission meeting was focused on “calling forth covenant leadership.” The Commission has made its concerns known regarding the importance of racial inclusiveness as the church looks at possible new structures involving the boards and agencies.

It is resourcing and monitoring the church's response to the “Advancing UM Ministries among Korean Americans.” The commission continues to strengthen its work with Strengthening the Black Church for the 21st Century, National Plan for Hispanic Ministries, the Native American Comprehensive Plan and the Asian-American Language Ministry Study.

The Commission's new Vision Document was adopted in February 2003. This is a forward-looking document that will take the work of the Commission into the 2005-2008 Quadrennium. There is an ongoing effort to make sure that the work of the Commission concurs with *The Book of Discipline* and the Commission's Vision Document. The Commission has its own Internal Monitoring Committee to ensure full participation of its members.

GCORR was authorized as a study commission in 1968 and became a general commission in 1972. Although progress has been made, the Commission must continually challenge the denomination and the world to full and equal opportunities for all persons, regardless of race or ethnic origin. There is a longing

Page Number: Page 14 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

for the day when this Commission will no longer be needed. However, that day has not yet arrived in The United Methodist Church. The Commission will continue to strive to make that day a reality. Website address: www.gcrr.org.

GENERAL COMMISSION ON THE STATUS AND ROLE OF WOMEN

The General Commission on the Status and Role of Women (GCSRW) serves as an advocate with and on behalf of women collectively within The United Methodist Church. It seeks creative ways to redress inequities of the past and to prevent further inequities against women within The United Methodist Church. It also monitors to ensure inclusiveness in the programs and administrative functions of The United Methodist Church.

GCSRW fulfills its Disciplinary mandate working within six broad areas of concentration: advocacy and education; enabling status and role of women ministries in local churches and annual conferences; leadership and networking; ministry of presence; monitoring for inclusiveness; and research and data gathering. It worked with the Rocky Mountain Annual Conference to develop a national training event in the U.S. in 2001 to equip congregational and annual conference leaders for ministries of advocacy, prevention, intervention, and healing in response to misconduct of a sexual nature. It sponsored women from the central conferences engaging in discussion with commission members in an effort to be responsive to the global church. It has plans to place greater focus on addressing the ministry concerns shared by central conference women in the next quadrennium.

GCSRW staff continues to offer workshops, training and other field services to annual conferences and conference commissions. It has also developed various resources for its constituents across the church. It works in collaboration with the GCORR, GCFA, GBHEM, and other general agencies to fulfill its responsibilities in monitoring for inclusiveness. It continues to conduct a local church survey to determine the extent of women's participation in the leadership of local churches with results to be shared at the 2004 General Conference

It has worked diligently to advocate with and on behalf of women. However, the Commission realizes much remains to be done to bring all women into full and equal participation in the total life of the church. Website address: www.gcsr.org.

GENERAL COMMISSION ON UNITED METHODIST MEN

The General Commission on United Methodist Men (GCUMM) was established by action of the 1996 General Conference. During its first quadrennium, the Commission produced new resources for United Methodist Men, promoted chartering and annual re-certification of local church units, and provided resources and support for scouting. The methods for evaluation of goals, receiving evaluations from the constituents through an evaluation instrument and interviewing are done by evaluating staff. Feedback of participants at events guides planning for future events.

The initiatives of Shared Mission Focus on Young People and Strengthening the Black Church for the 21st Century were included in the overall goals and addressed in significant ways. United Methodist bishops, clergy, and laymen were involved in the 2001 Congress of United Methodist Men. The Commission also

Page Number: Page 15 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

has a close working relationship with civic youth-serving ministries such as the Boy Scouts, Girl Scouts, Campfire U.S.A., and 4-H.

The process for visioning, planning, implementing, and evaluating program and ministry enabled a vision to be formed. From this vision, the Commission developed a process for planning and setting goals for the next quadrennium based on the trends and information shared. It has aligned its work with the five transformational directions.

Many kinds of communications including the web page, quarterly magazine, “*Tool Chest Catalog*,” and various spiritual formation guides, brochures, training videos, and written resources for United Methodist Men’s groups have been produced. Letters, giving feedback from the constituents, are printed in the quarterly magazine.

GCUMM has worked hard to respond to the cry for men’s ministry in The United Methodist Church. Annual conference leadership has expectations and the commission has responded by providing leadership and producing professional resources to guide the work of United Methodist Men. Fulfilling the goals for a quadrennium and making the vision come to life within the limitation of staff and finances will continue to be a challenge. Website address: www.gcumm.org.

SUMMARY

The General Council on Ministries affirms the Process for the Evaluation of the General Program-Related Agencies used in this accountability report. The process has been consistently improved to meet the changing needs of the agency ministries and continues to be a cooperative effort between the Council and each general agency.

GCOM panel members acknowledge with appreciation the efficient work done by the agency members and staff who effectively carried out the self-evaluation on schedule. The final documents were descriptive of important, critical ministries representing the entire Church and expanding the work of the local church, which otherwise would not be possible.

The Council affirms the special effort of general agencies in improving relationships throughout the quadrennium with annual conferences, central conferences, jurisdictional conferences, and local churches. Commendable also is the integration of evaluation into each agency’s planning process and the use of evaluation reports in budget planning.

In cooperation with the GCOM, each agency has assessed its mission and ministry according to its mandates, goals, and funds. The Council, therefore, commends to the 2004 General Conference the excellent work of the general agencies on behalf of the whole Church.

Signed _____
Bishop Edward W. Paup, President

Signed _____
Daniel K. Church, General Secretary

Page Number: Page 16 of 16

Agency: GCOM

Title: Evaluation of the General Program- Related Agencies and General Commissions on Communication and Archives and History

Financial Implications: None

Appendix I

General Agency Evaluation Panel Membership

General Council on Ministries Members

- GBCS—Burnham A. Robinson (Panel Leader); *J Robert Burkhart*; Joel Mooneyhan; *Namiqa Shipman*
- GBOD—*Danita A. Anderson* (Panel Leader); *T. Michael Morgan*; *Victor Perez*; Thomas J. Watson
- GBGM—*Marcus Matthews* (Panel Leader); Solomon Chiripasi, Betty G. Ellison; *John L. Hopkins*
- GBHEM—*G. Edwin Zeiders, Sr.* (Panel Leader); A Turner Arant; Marilina de Carvalho; Seong Kwan Rhee
- GCAH—*W. Earl Bledsoe* (Panel Leader); Mary Hayenga; *Thomas Langford, III*
- GCCUIC—Donald Williams (Panel Leader); *Rhymes H. Moncure, Jr.*; Laura Simmons
- GCORR—Steven Furr (Panel Leader); Pasepa Parker; *Robert T. Hoshibata*
- GCSRW—William Walker II (Panel Leader); Betty Ellison; Larry P. Powell, Sr.
- GCUMM—*Richard H. Jones* (Panel Leader); Darlene V. Amon; Raul Francisco
- GCOC—Mary Silva (Panel Leader); *Ray W. Chamberlain, Jr.*; *Carl L. Schenck*