



STRATEGIC PLAN
FOR THE DEVELOPMENT AND GROWTH
OF THE EVANGELICAL METHODIST CHURCH OF
NICARAGUA
(IGLEMEN)

2004 - 2008

NATIONAL BOARD OF DIRECTORS
(IGLEMEN)

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Evangelical Methodist Church of Nicaragua

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Contents

I.	Preamble	4
II.	Introduction	6

III.	Goals.....	7
IV.	Methodology.....	7
V.	Methods.....	7
VI.	Timetable	7
VII.	Present Assessment.....	8
VIII.	Stages.....	9
IX.	Factors.....	9
X.	Objectives, Tactics, Strategies, Policies and Procedures.....	10
XI.	Schedule for the Plan.....	11
XII.	Definition of the Person Responsible.....	12
XIII.	Costs / Benefits of the Plan.....	13
XIV.	National Youth Ministry Plan.....	15
XV.	Women's Ministry Plan.....	18
XVI.	Stewardship and Finances Plan.....	21
XVII.	Life and Mission Activities Plan.....	25
XVIII.	Conclusion.....	27

I. PREAMBLE:

The Republic of Nicaragua is located in Central America, occupying the middle portion of the Central American isthmus, bordered by the Atlantic Ocean (Caribbean Sea) and the Pacific Ocean. Its territory measures 130,000 km² and its population exceeds 5,000,000 (five million) inhabitants. The capital is Managua, where one fifth of the population lives.

The name Nicaragua comes from the Náhuatl language, Nic-Anáhuac, which means "the Anáhuac came this far" a result of the migrations of groups from the central plateau of Mexico.

During the Spanish conquest, the current territory of Nicaragua was inhabited by various ethnic groups such as the Nicaraos, Chorotegas and Maribios of Mexican origin who settled on the Pacific Coast, the Úluas-Matagalpas in the central mountains of the country, and the Miskitos, Sumos and Ramas on the Atlantic Coast.

The official language of Nicaragua is Spanish, but English and the Miskito dialect are spoken on the Atlantic Coast. It is important to note that the English language is used in commerce, companies, and in the whole range of daily economic activities.

The official currency is the Córdoba, although the economy of Nicaragua is dollarized in general.

Although the Nicaraguan government is secular, the most Nicaraguans are believers, with the Catholic (70%) and Protestant (25%) religions predominating. There is a preponderance of Catholic festivities inherited from colonial times that are currently expressed in folkloric traditions that are supported economically by the government which demonstrates its political support by declaring national holidays for these Catholic celebrations.

Historically, Nicaragua has experienced long periods of political and military strife, military dynasties, wars of fratricide, and military and foreign intervention. In addition to these problems, nature has affected us through natural disasters such as earthquakes, hurricanes and droughts. The impact of all of this is that Nicaragua is currently one of the poorest countries in Latin America.

The majority of Nicaraguans survive on the equivalent of \$1.00 (one dollar) per day. In Nicaragua, the most of the population is young, between 15 and 25 years old, and has not finished primary school. The country does not offer stable jobs and, for this reason, the population is forced to emigrate to neighboring countries, exporting the social and economic problems experienced by Nicaraguans.

In the face of this reality, the Evangelical Methodist Church of Nicaragua (IGLEMEN) took its first steps in the 1990s with the support of brothers and sisters in Nicaragua, of the General Board of Global Ministries of the United Methodist Church in the United States and the Council of Evangelical Methodist Churches of Latin America and the Caribbean (CIEMAL). During that decade, Nicaragua re-examined its historical reality. In the face of the new challenges set forth by the historical situation, we appointed ourselves as agents for change and hope.

Within this reality, we proposed to be a church with an ecumenical spirit, respecting different expressions, a Protestant church that promotes a different lifestyle as Nicaraguan Church. For this, we set forth the following:

1. **Mission: Go into the world and make disciples for Jesus Christ and baptize them in the name of the Father, the Son and the Holy Spirit. (Matthew 28:19-20)**
2. **Vision: The redemption of all men and women through the gospel of our Lord Jesus Christ.**

For these purposes, we set forth the following objectives:

1. **Preach the gospel of our Lord Jesus Christ for the redemption of men, women and all creation.**
2. **Promote the distribution and study of the Bible and all evangelical literature so that the world learns the message of the Good News.**
3. **Build temples and pastoral houses exclusively dedicated to Christian worship.**
4. **Create charity centers, and promote health, culture, education and recreation.**
5. **Promote the integral development of people for greater enjoyment of life.**

We commit ourselves to achieving these objectives, availing ourselves of all means, provided that they do not violate the standards and laws of the country.

From the beginning, our church, with its wisdom and mistakes, has leaned more toward mercy while seeking to achieve our objectives and to be consistent with the ideas of Jesus and John Wesley (**Matthew 25:34-40**) in the face of the cruel reality of Nicaraguan society.

Now, with the lived experiences of these thirteen years of being Church, it is the proper time to find a balanced practice between the two theological perspectives of global Methodism: mercy and piety (**Matthew 25:34-40**).

Mercy and piety demand that we renew ourselves and act in a participatory fashion, so that we may all share our faith and feel part of our Church, where we can all contribute to and be agents of change, and we can all be on the horizon of our Church together.

To achieve this horizon, we have proposed the development of this National Plan of the Evangelical Methodist Church of Nicaragua, so that we may respond to and face tomorrow with plans, avoiding mistakes that can distance us from our mission of being Methodist Church, to respond clearly and accurately to the expectations of our brothers and sisters in our communities and, above all, to be consistent with the Gospel in our practice.

We trust in God, that we will be supported by all Methodist brothers and sisters, whose solidarity and connectionality in the past have made this project of the Church in Nicaragua possible.

II. INTRODUCTION:

Our Church is at a juncture, a time that allows us to retrospectively evaluate what we have done. Where are we going? And what is it that we want to be as Church? What is our mission?

These moments require us to dialogue frankly among ourselves and express our concerns and hopes to recognize where we are and where we are going as Church.

From this perspective, we have proposed to respond to all those challenges in an organized and planned way in order to methodologically formulate and evaluate the future of our Church. In addition, the global context demands the rationalization of resources to obtain more results in God's work. With this reality and the problems that we face, we have a spirit of faith and hope that moves us to seek alternative feasible solutions which we set forth in the following plan.

The future will be different because we have proposed the following goals:

III. GOALS:

1. The construction of the national headquarters with its ministerial areas.
2. The construction of three temples with their congregations per year.
3. A pastor for each congregation with theological formation from a Methodist institute or an academically recognized institution, in five years.
4. Fifty percent (50%) growth of the national membership consecutively for five years.
5. Sunday school organized for each congregation in five years.
6. A leader in each local congregation with formation in church administration to work on the local Stewardship and Finances Commission, in five years.

These goals are aimed at achieving the following objectives:

1. Coordinate the ministries at the national level.
2. Consolidate the mission of the Evangelical Methodist Church in Nicaragua.
3. Unify the congregations in the Methodist doctrine.
4. Proclaim the Good News of our Lord Jesus Christ.
5. Have leadership trained in Christian formation.
6. Improve control and distribution of Church resources.

This is expressed in the following fashion:

Goals:	Objectives:
1. The construction of the national headquarters with its ministerial areas.	1. Coordinate the ministries at the national level.
2. The construction of three temples with their congregations per year.	2. Consolidate the mission of the Evangelical Methodist Church in Nicaragua.
3. A pastor for each congregation with theological formation from a Methodist institute or an academically recognized institution, in five years.	3. Unify the congregations in the Methodist doctrine.
4. Fifty percent (50%) growth of the national membership consecutively for five years.	4. Proclaim the Good News of our Lord Jesus Christ.
5. Sunday school organized for each	5. Have leadership trained in Christian

congregation, in five years.	formation.
6. A leader in each local congregation with formation in Church Administration to work on the local Stewardship and Finances Commission, in five years.	6. Improve control and distribution of Church resources.

To achieve these goals and objectives, the following methodology will be implemented:

IV. METHODOLOGY:

The Board of Directors will be the governing body for the strategic plan and the Life and Mission Commission will implement this national plan as it addresses the different areas that comprise the Church. The Life and Mission Coordinator will be responsible for the implementation of the plan and the Life and Mission Commission is the unit responsible for fulfilling the plan.

Therefore, we propose implementing the goals and objectives with the following methods:

V. METHODS:

The overall national plan will have four phases:

1. Formulation and presentation.
2. Implementation.
3. Execution and Monitoring.
4. Conclusion and final evaluation.

VI. TIMETABLE:

Phases	2004	2005	2006	2007	2008
1. Formulation and Presentation	Jan. 5 to Feb. 18, 2004				
2. Implementation	Mar. 1, 2004				
3. Execution and Monitoring	Mar. 15, 2004	X	X	X	Nov. 30, 2008
4. Conclusion and Final Evaluation					Dec. 30, 2008

- The unit responsible for the national strategic plan will provide annual reports on the fulfillment of this plan and its phases through follow-up, verification and monitoring of the goals and objectives of the plan to its donor bodies or institutions.
- Duties and responsibilities will be established for positions for each goal in this plan.
- Scheduling of tasks and activities.

Due to the short time for formulation and presentation of this strategic plan to donor organizations and institutions, we attach the details of this methodology.

It is expected that, during the implementation phase of the plan, we will be able to duly adjust the methodology for each approved goal and its objective to be implemented according to the resources assigned for its respective implementation.

VII. PRESENT ASSESSMENT

Currently, the Church in Nicaragua is endeavoring to re-examine its mission and vision contextually, in order to consolidate its project.

In this process of transformation and changes, consensus is sought among all sectors of the Church, with the Strengths – Weaknesses – Opportunities – Threats (SWOT) tool.

Strengths:

- Leadership with theological preparation and experience in the work, in theology, the Bible and pastoral areas.
- Openness of the national leadership to the development and growth of the Evangelical Methodist Church in Nicaragua.
- Internal and external pastoral support and solidarity.

Opportunities:

- The human resources of the Church make it possible to formulate and implement a strategic plan that enables integral growth; and to strengthen the practice of piety and mercy (spiritual life, social life).
- The decision made by the Evangelical Methodist Church of Nicaragua to be a mission of the UMC enables us to deepen our knowledge and practice of the Methodist doctrine.
- The theological formation of our leaders enables us to promote ecumenism.

Weaknesses:

- There is not a uniform and consistent liturgy.
- There are no ordained pastors.
- Most of the churches and advances do not have properties.
- Most of the churches and advances do not have temples.
- There is no economic support for pastors of advances.
- There is no budget for administrative expenses.
- There is a lack of communication between the national Board of Directors and the local leaders.
- There is not an activities plan; a calendar for liturgies, evangelization, workshops and seminars.
- There is little ecumenical practice.

Threats:

- Desertion of members.
- Little growth in the work of the Lord.

- Distortion of the Methodist identity.
- Departure of leaders with theological preparation and pastoral experience.

What are we doing now regarding the mission and vision of the Church?

We are working in the churches: organizing Sunday school, worship services, evangelization, deaconate, women's ministry, youth ministry and children's ministry.

What are the characteristics that differentiate us from other Churches? We are a Church in process of formation; this limits us from having the same capacity for growth and development as other Churches with a longer history and better organization.

What are our parameters for understanding our growth and development?

Historically, the Church has had a qualitative development in five stages:

VIII. STAGES:

1. **1987-1993:** First attempt at formation of the United Methodist Church in Nicaragua.
2. **1993-1995:** Process of legalization and constitution of the Evangelical Methodist Church of Nicaragua. (IGLEMEN)
3. **1995-2001:** First process of growth and development with the formation of advances.
4. **2001-2003:** Process of church organization and administration. First and second annual conferences are held.
5. **2004:** Process of annexation to the United Methodist Church (UMC)

What are the internal or external factors that have affected and continue to affect the proper development and growth of the Church? As with any institution, the Church has been affected by various factors in its environment.

IX. FACTORS:

Internal	External
1. Centralization of decision-making power. funded by the	1. Being a project of CIEMAL and
2. Centralization of resources.	Global Ministries Board.
3. Limitation of resources. dependency of the country.	2. The Socio-economic

What has most affected us as leaders in the performance of our responsibilities?

The following have affected leadership performance:

- We do not have the proper infrastructure to perform our duties. For example: an office, temples, pastoral houses, etc.
- Lack of economic support for the pastors of advances. Therefore, they devote themselves to other activities which are outside the mission of the Church.
- Lack of Methodist ecclesiology.

X. OBJECTIVES, STRATEGIES, TACTICS, POLICIES AND PROCEDURES

Objectives	Strategies	Tactics	Policies	
1. Consolidate the mission of the Evangelical Methodist Church of Nicaragua.	Organization. Training. Leadership Formation.	Formation of a local structure. Integration of leaders into the strategic plan.	That the Life and Stewardship and Finance Commission coordinate the strategic plan.	
2. Unify the congregations in the Methodist doctrine.	Organization. Training. Leadership Formation.	Involve local membership in the objective.	That the Life and Stewardship Commission coordinate the achievement of objective.	
3. Proclaim the Good News of our Lord Jesus Christ.	Organization. Training. Leadership Formation.	Involve local membership in the objective.	That the Life and Stewardship Commission coordinate the achievement of objective.	
4. Have leadership trained in Christian formation.	Organization. Training. Leadership Formation.	Involve the local leadership in Christian education, forming and training teachers in the Sunday school, establishing smooth communication with the pastor.	The teachers receive required training or didactic education pedagogy.	
5. Improve control and distribution of Church resources.	Organization. Training. Leadership Formation.	Have a Stewardship and Finance Commission in each local church.	Coordinate the administrative and financial activities.	

XI. SCHEDULE FOR THE PLAN:

Ref:	Goals:	Start Date:	End Date:	
1	The construction of the national headquarters with its ministerial areas.	March 1, 2004	November 30, :	
2	The construction of three temples with their congregations per year.	March 1, 2004	November 30, :	
3	A pastor for each congregation with theological formation from a Methodist institute or an academically recognized institution, in five years.	March 1, 2004	November 30, :	
4	Fifty percent (50%) growth of the national membership consecutively for five years.	March 1, 2004	November 30, :	
5	Sunday school organized for each congregation, in five years.	March 1, 2004	November 30, :	
6	A leader in each local congregation with formation in Church Administration to work on the local Stewardship and Finances Commission, in five years.	March 1, 2004	November 30, :	

XII. DEFINITION OF PERSON RESPONSIBLE:

Ref.	Objectives	Committee	Position	
1.	Coordinate the ministries in the national context.	National Board of Directors	President	
2.	Consolidate the mission of the Evangelical Methodist Church of Nicaragua.	Life and Mission Commission	Coordinator	
2.	Unify the congregations in the Methodist doctrine.	Life and Mission Commission	Coordinator	
4.	Proclaim the Good News of our Lord Jesus Christ.	Life and Mission Commission	Coordinator	
5.	Have leadership trained in Christian formation.	Life and Mission Commission	Coordinator	
6.	Improve control and distribution of Church resources.	Stewardship and Finances Commission	Coordinator	

XIII. COSTS / BENEFITS OF THE PLAN:

Ref.	Goals	Costs	
1.	The construction of the national headquarters with its ministerial areas.	\$ 80,000.00	
2.	The construction of three temples with their congregations per year.	Properties \$ 10,000.00 each Construction <u>15,000.00 each</u> Total \$ 25,000.00 \$25,000.00 x 3 temples per year: \$75,000.00 \$ 75,000.00 x 5 years: \$ 375,000.00	
3.	A pastor for each congregation with theological formation from a Methodist institute or an academically recognized institution, in five years.	Scholarship of \$100.00 x month to each pastor. \$100.00 x 12: \$1,200.00 each year \$1,200.00 x 5 years: \$6,000.00 \$6,000.00 x 15 pastors: \$90,000.00	
4.	Fifty percent (50%) growth of the national membership consecutively for five years.	150 current members (January 30, 2004). 150 + 75 = 225 (2004) to 225 + 113 = 338 (2005) 338+ 169 = 507 (2006) to 507+ 253= 760 (2007) 760+ 380 = 1140 (2008) to 1140 members by November 30, 2008	

5.	Sunday school organized for each congregation, in five years.	$\$50.00 \times \text{congregation} \times 8 = \$ 400.00 \text{ per month.}$ $\$ 400.00 \times 12 = \$ 4,800.00 \text{ (2004)}$ $\$50.00 \times 11 = \$ 550.00 \times 12 = \$ 6,660.00 \text{ (2005)}$ $\$ 50.00 \times 14 = \$ 700.00 \times 12 = \$ 8400.00 \text{ (2006)}$ $\$ 50 \times 17 = 850.00 \times 12 = \$ 10,200.00 \text{ (2007)}$ $\$ 50.00 \times 21 = \$ 1,050.00 \times 12 = \$ 12,600.00 \text{ (2008)}$
6.	A leader in each local congregation with formation in Church Administration to work on the local Stewardship and Finances Commission, in five years.	$8 \text{ leaders} \times \$150.00 = \$ 1200.00$ $\times 3 \text{ years} = \3600.00

Total Budget for the Overall Plan: \$561,200.00 (Five hundred and sixty-one thousand, two hundred dollars)

this overall plan, we are attaching (below) the activity plans for the commissions and the ministries for 2004.

XIV. NATIONAL YOUTH MINISTRY PLAN

1. Introduction:

This plan will be developed in Nicaragua in each of the local congregations of the Methodist Church. This plan will be implemented by the national coordination of the Youth Ministry of the Methodist Church of Nicaragua, supported in the local congregations. The General Board of the Church will provide follow-up and accompaniment to the work of the youth in development of this plan.

2. Goals:

In 2006, have a National Youth Ministry Board organized.
Between 2004 and 2007, have all the local Youth Ministry Boards organized.
By the end of 2008, have achieved 50% integral growth in youth membership.
By the end of the period, have conducted five training workshops.

3. Objectives:

Develop a creative evangelization campaign in a local congregation each month.
Conduct local meetings with the support of national leaders.
After a process is completed, organize the local Board.
Upon completion, evaluate each local organization process.
Organize workshops to train youth leaders in creative and holistic evangelization.

4. Reality:

Youth are developing in a society in crisis, and we are no exception. The different groups that contribute and have contributed to our development are also immersed in that crisis: family, school, university and others. As a result, the great majority of

youth organize for crime and not to build the nation. This sector does not feel motivated to get an education.

The youth of society are seen as people who do not offer solutions to the critical situations of Nicaraguan society. This overall feeling of adults toward youth results in a lack of spaces for youth to build our country using our abilities.

As youth of this new century which brings such great challenges and constant changes, we do not have to be on the sidelines. We should organize ourselves, train ourselves and thus prepare ourselves to face the challenges and changes.

Problems such as:

- 1) Relationships with social groups (family, university, school, friends).
- 2) Quality of life, related to a growing culture of consumerism and a profound crisis of values.
- 3) Social problems (unemployment, low income, limited access to education, drug addiction, premature mothers and fathers, etc.).
- 4) Apathy about the knowledge of the wisdom of God affects our lives. Therefore, it is fundamental that we develop new visions and mission strategies for the work of our youth in Nicaragua, responding actively and seriously to all these situations.

We are sure that if we organize and obtain training, young people can be more useful in resolving the problems that society presents to us; these problems affect the Church as it is not disconnected from this reality.

Organizing and training is primarily aimed at providing the Methodist Church with young men and women that are well-equipped to announce the Gospel of Jesus, so that these youth become instruments for the integral growth of the Methodist Church.

5. Budget

Estelí	Two Activities	C\$ 3,500.00
Transportation, Paper and Meals		
Masaya	Two Activities	2,000.00
Transportation, Paper and Meals		
Mateare	Two Activities	2,000.00
Transportation, Paper and Meals		
San Marcos	Two Activities	2,000.00
Transportation, Paper and Meals		
Carlos Marx Neighborhood	One Activity	1,500.00
Transportation, Paper and Meals		
Loma Linda	One Activity	1,500.00
Transportation, Paper and Meals		
Hialeah	One Activity	1,500.00
Transportation, Paper and Meals		

National Coordination 3,000.00
 Per Diem for Coordination, Administration

Total----- C\$17,000.00 U\$ 1,096.00

6. Conclusions:

For this plan to work, it is very important that it receives the support of the administration of the Methodist Church at the national level.

The involved youth are willing to give of their time and resources for the implementation of the plan. They have an attitude of giving to serve and not serving to receive.

To continue what remains of the plan in upcoming months, we are willing provide as much support as we can, taking into account that the Church now has almost nothing with which to work with youth.

The local congregations will provide support within their possibilities in order to develop the planned activities.

The major goal of this plan is to support the Methodist Church of Nicaragua in reaching the goals and objectives outlined through the General Board; the youth want to be a support for the work teams.

Everything related to evangelization will be done in conjunction with the Evangelization and Mission Commission.

The budget that appears in this document must be applied or allocated in the same amount every two years.

7. Timetable

Time	2004	2005	2006	2007	2008
Mesoamerican Meeting	X				
Organize the National Coordination		X	X		
Local Support and Organization		X	X		
Walking in the Vision and Mission				X	X
Evaluation		X	X	X	X

XV. WOMEN'S MINISTRY PLAN

CELEBRATIONS DURING THE YEAR:

- *FEBRUARY 14: DAY OF LOVE AND FRIENDSHIP*
- *MARCH 8: INTERNATIONAL WOMEN'S DAY*
- *APRIL 8 – 9: DEATH AND RESURRECTION OF OUR LORD JESUS CHRIST*
- *MAY 30: CELEBRATION OF NICARAGUAN MOTHER'S DAY*
- *JUNE 1: DAY OF THE CHILD*
23: NICARAGUAN FATHER'S DAY
29: NICARAGUAN TEACHER'S DAY.
- *SEPTEMBER 14-15: CENTRAL AMERICAN INDEPENDENCE*
SEPTEMBER 26: CELEBRATION OF NATIONAL BIBLE DAY
- *OCTOBER 12: DAY OF THE RACE, SHARING TYPICAL FOOD*
- *NOVEMBER 14: DAY OF THE PASTOR*
- *DECEMBER 25: MONTH OF ADVENT (CHRISTMAS)*

NEEDS:

1. *Form the new National Women's Ministry Board.*
2. *Closer relationship and communication among all sisters and brothers from the congregations.*
3. *Implement productive projects to generate income and be self-sufficient.*
4. *Pastors and National Board of Directors support the women in the projects in each congregation.*
5. *Conduct Methodist liturgy workshops in the new congregations.*
6. *Space for a Women's Ministry Office, for meetings.*
7. *Strengthening of the spiritual growth of the congregations.*
8. *Purchase of Bibles, a filing cabinet, metal desks.*

MONTH	OBJECTIVES	ACTIVITIES	GOALS	PLACE	MATERIALS	BUDGET
JANUARY	Encourage women and adolescents from the Church and the community to organize locally for better work in the Church as well as in the community.	Visit the churches and help the sisters organize.	Work in the context of the Church and the community, in unity and love.	All the churches and advances.	Paper and transportation	U\$ 40.00
FEBRUARY	Provide continuity to the organization and encourage the sisters. Provide incentives to the sisters by giving them a Bible.	Conduct a workshop on organization. Share Biblical studies encouraging the mission of the Church.	70% organize so that the sisters have an understanding of the Bible.	Local churches at the level of all churches.	Paper, crayons, pencils, pens and markers.	U\$ 150.00
MARCH	Promote the values of women in society. Training workshop.	Celebrate Women's Day, sharing a self-esteem workshop with the women. Typical food in the afternoon.	Raise self-esteem, sharing lived experience.	Mateare and Carazo.		U\$ 220.00
APRIL	Encourage the organized women to elect their National Board. Celebration and commemoration of the death and resurrection of our Lord Jesus.	Conduct workshops on leadership, spiritual retreats with the theme of women in Jesus' ministry.	Women understand the responsibilities of their posts. Share the death of Jesus with others.	Local churches. Hialeah.	Paper.	U\$ 100.00
MAY	Promote holistic health, conducting natural medicine workshops, making use of the divine nature of our God. Visit from sisters, Rosangeles and Nancy.	Syrups and medications for our illnesses. Medicinal plants. Nancy Bon and Rosangeles Olivera conduct workshops.	All the sisters prepare the medicines that their families use and share them with the community. Share the unity among us with the sisters.	All the churches and the advances. Pending.	Photocopy the natural medicine brochures. Paper, photocopies.	U\$ 200.00
JUNE	Train the sisters in handicrafts. Promote socio-economic workshops. Encourage children on their day. Evaluate the first six months.	Make piñatas. Visit the churches. Celebrate Children's Day with piñatas and Bible teaching. Share ideas about the work done.	Gain knowledge and have a source of income. All women will know how to value themselves and help support their families. Children understand their value in society. Evaluate the activities implemented and those that could not be undertaken.	Carlos Marx, local churches and advances.	Paper, clay pots, rope and glue.	U\$100.00

MONTH	OBJECTIVES	ACTIVITIES	GOALS	PLACE	MATERIALS	BUDGET
JULY	Provide training on the rights that women have in society. Workshop on social justice, John Wesley.	Seminar on the rights of women. Group studies. Gain a greater understanding about social justice for women. Questions and answers.	Women defend their rights in society and the Church.	In local churches and in Loma Linda.	Photocopy brochure from the Women's Network. Paper and markers.	U\$ 100.00
AUGUST	Conduct spiritual retreat Strengthen the life of each woman spiritually.	Fasting and prayer. Dynamic games and sharing.	Women can reach out in the ministry of the Church.	In each church.	Promoted by women's ministry. Paper.	U\$ 150.00
SEPTEMBER	National celebration of the Day of the Bible.	United worship.	Disseminate the Gospel to everyone.	Hialeah.	Sound system, signs and transportation.	U\$ 100.00
OCTOBER	Training on Sunday school and gender and violence for leaders in each organized church.	Panel presentation and role play.	Each leader can conduct Vacation Bible School. Women in the Church understand their rights, denounce discrimination, and understand that they have value.	Masaya.	Paper, markers, etc.	U\$ 150.00
NOVEMBER	Celebration of the Day of the Pastor	Retreat in the countryside.	Communion among brothers and sisters.	Pending	Transportation and gift.	U\$ 200.00
DECEMBER	Advent celebration and year-end celebration. Evaluation of the second six months.	Celebration of Christmas. Christmas party with the children in each community. Questions, gift exchange. Refreshments.	Be in harmony with the different churches and children. Examine the achievements, progress and difficulties.	Local churches. Outside of Managua.	Refreshments and gifts.	U\$ 300.00

Total Budget: \$ 1,960.00 (one thousand, nine hundred and sixty dollars net)

XVI. STEWARDSHIP AND FINANCE PLAN

INTRODUCTION:

In the last conference of the Evangelical Methodist Church of Nicaragua, the General Assembly proposed the formation of the Stewardship and Finances Commission to provide an ecclesial sense to the management of Church resources. The Stewardship and Finance Commission took on the work that had previously been done by the Goods and Resources Bookkeeping Commission.

GOALS:

- Ensure that each church forms its Stewardship and Finance Commission.
- Train sisters and brothers to enable them to serve the Lord in this area.
- Provide better management and distribution of Church resources.
- Foster the integral growth of the Church, both spiritual and temporal.
- Ensure that all the congregations have the capacity to present reports and budgets.

OBJECTIVES:

- Hold meetings with the Commission to evaluate the administrative work.
- Conduct meetings with local leaders to learn about difficulties and progress.
- Organize administrative training workshops with national and local leaders.
- Ensure that all congregations are able to work transparently and can respond to requests for accountability.

RATIONALE:

The Evangelical Methodist Church has had some weaknesses in its management and distribution of resources. This has caused a marked imbalance in receiving and managing resources. This plan endeavors to seek a solution in which the Church is seen as a national project and not a local project. We believe that we can make a difference by working in an organized fashion, with Christian feeling and good will.

BUDGET:

Office Expenses		\$ 1,050.00
Paper	\$ 400.00	
Photocopies	\$100.00	
Printing	\$150.00	
Transportation	\$100.00	
Per Diem	\$300.00	
Training	\$350.00	\$1400.00
4 Workshops for local leaders	per workshop	
Follow-up and Strengthening of Training	\$20.00	\$480.00
1 visit every 3 months to each congregation	per visit	
24 visits per year		
TOTAL		\$2,930.00

Two thousand, nine hundred and thirty dollars.

CONCLUSION:

We trust in God and in our Commission that, upon completion of this project, we will have local and

Timetable for the National Stewardship and Finances Plan

national leaders with the capacity for good management and distribution of the resources that our Church receives, so that we will have balanced development.

	Jan.	Feb.	Mar.	Apr.	May	Jun.	Jul.	Aug.	Sept.	Oct.
Basic Accounting	X	X	X							
Project Formulation and Evaluation				X	X	X				
Project Administration							X	X	X	
Formulation of Strategic Plan										

XVII. LIFE AND MISSION ACTIVITIES PLAN

Overall Objective:

The transformation of Nicaraguan society through the Good News of salvation, the works of faith and mercy, witness, education in the faith, prophetic action, commitment, making use of faith and reason.

Specific Objectives:

Evangelization and Discipleship:

1. Proclaim the Good News and be disciples, establishing a relationship between the Church and society, enabling the holistic integration of the two.
2. Organize the area of evangelization and discipleship in each local church.
3. Prepare local leaders in this area in the Methodist tradition.
4. Make the Methodist work known through the communications media.

Diakonia and Ministry:

1. Organize the area of Diakonia and Ministry in each local church.
2. Foster the acquisition, improvement and recovery of IGLEMEN properties.
3. Cover the Life and Mission communication activities under this area.
4. Promote the development of lay ministries in the local churches in coordination with the other areas.

Liturgy:

1. Organize the liturgy area in each local church.
2. Educate the local churches in the Methodist liturgical tradition, expressed in the different elements of Nicaraguan culture.
3. Provide liturgical resources to the local churches.
4. Provide oversight to the development and orientation of the liturgical ministry as a national IGLEMEN body.

Activities:

Evangelization and Discipleship:

1. Request that the local churches review and update the membership registration books.
2. Promote the house-to-house visitation plan, beginning with inactive members.
3. Use recreational evangelism through the formation of sports teams or the practice of sports, the cultivation of handicrafts, presentation and discussion of films and videos, and the distribution of Christian literature.
4. Establish contact with radio and television stations in order to make known the life and mission of the Methodist work in Nicaragua.

Diakonia and Ministries:

1. Make contact with sister Methodist churches in the exterior, in order to establish sister relationships with Nicaraguan Methodist churches.

Liturgy:

1. Prepare and distribute liturgical aid materials for study and application in the local churches.
2. Prepare a cassette and booklet of children's songs for the local churches.
3. Offer an annual liturgical gathering for local leaders in this area. The western area and the central areas will be established for this purpose.
4. Foster the creation of songs for the liturgy and work with children, and the celebration of a composers' gathering.

Christian Education:

Overall Objective:

Develop an integrated training program, forming monitors that serve as multiplying agents for the pastoral action of the Church in its diverse ministries in order to strengthen the grassroots national Methodist community and its evangelizing mission.

Specific Objectives:

1. Create a strategy to support the local churches.
2. Form leaders to facilitate Christian education.
3. Produce materials for Christian education.
4. Develop theological – pastoral training workshops.

SLOGAN: Give evidence of our faith

Biblical Text of the Year: 2 Timothy 2:15

Slogan Hymn: Anhelo trabajar por el Señor

Strategic Plan:

The national evangelical church is comprised of small base communities in poor neighborhoods of Managua and the surrounding provinces. They are congregations in formation, within the framework of Christian mission and the Methodist tradition, rooted in the Nicaraguan context. With the objective of building healthy communities with a connective spirit, with a clear awareness of the mission to announce the Gospel of the Reign of God, a national quarterly program must be established to provide the Biblical – theological basis and the pastoral orientation for ecclesial actions. Our national program seeks to contribute, from the grassroots of each local church, the proper tools to achieve our objective through seminars, workshops, consultations, formation of educators in the faith, the edition of a national newsletter – “*Semilla*” (“Seed”), the bimonthly distribution of “*Aposento Alto*” (“Upper Room”) and educational materials for our Sunday schools called “*El Camino*” (“The Way”).

Schedule:

March to May:

- First bimonthly edition of the newsletter “*Semilla*”.
- Edition of the first quarter of educational material, “*El Camino*”, for Sunday schools.
- Distribution of *Aposento Alto*.
- First national training seminar for educators in the faith.
- Local workshops for Sunday school teachers.
- Local workshops for lay preachers.
- Graduation on May 24, Global Methodism Day.

June to August:

- Edition of the second quarter of educational material, “*El Camino*”, for Sunday schools.
- Second bimonthly edition of the newsletter “*Semilla*”.
- Distribution of *Aposento Alto*.
- Second national training seminar for educators in the faith.
- Second cycle of local workshops for Sunday school teachers.
- Local workshops for lay preachers.

September to November:

- Edition of the third quarter of educational material, “*El Camino*”, for Sunday schools.
- Distribution of *Aposento Alto*.
- Third bimonthly edition of the newsletter “*Semilla*”.
- National celebration of the Day of the Bible.
- Celebration of Protestant Reformation Day.
- National consultation of educators in the faith.
- Preparation of resource materials for the celebration of Advent and Christmas.

December:

- Annual evaluation.

BUDGET FOR LIFE AND MISSION:

- This budget will be allocated for operating costs, supplies and materials, in order to fulfill this plan effectively.

Life and Mission	Budget
Evangelization and Discipleship:	\$ 1,500.00
Christian Education:	\$ 1,500.00
Liturgy and Song:	\$ 1,300.00
Diakonia and Ministries:	\$ 900.00
Total:	\$ 5,200.00

Total Cost of the Activities of the Commissions for the year 2004 to 2005: \$ 11,186.00
(Eleven thousand, one hundred and eighty-six thousand dollars net)

XVIII. CONCLUSION:

This plan has been developed for the purpose of making known the development and growth of the Evangelical Methodist Church of Nicaragua, and with the hope that we will achieve our objectives with the help of the Lord and the United Methodist Church.

Sincerely,

Editing Commission for the General Plan

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