

Compañeras/os Ministry Plan



Hayward, California

www.edenucc.com

Adopted at the 146th Annual Meeting
Sunday, June 26, 2011

**Compañeras/os Ministry Plan
Eden United Church of Christ
Hayward, California**

The Compañeras/os Ministry Charter

We, the members of Eden United Church of Christ in Hayward, California, set forth this Compañeras/os Ministry Plan at the 146th Annual Meeting of our congregation, held on Sunday, June 26, 2011. This plan is grounded in a partnership of solidarity and community action involving Eden United Church of Christ and first-generation Latina/o immigrants who are part of Eden Church and who reside in the Eden Area—particularly those with whom we are engaged in community organizing work.

We established this ministry because **we believe** that God has called us to be a multicultural church, because we believe that the wellbeing of Eden Church is inextricably intertwined with the wellbeing of the community in which we are situated, and because we believe that God has called people of faith in every time and place to offer hospitality and companionship to pilgrims and foreigners in our midst.

The **goals** of the Compañeras/os Ministry are based on the needs of our congregation and our neighbors, many of whom (particularly in our neighborhood) include Latino/a immigrants. These needs have been expressed in the Eden Area Livability Initiative (EALI) and discerned through our community organizing ministry currently known as Eden–Cherryland COR. Our ministry goals align with the fulfillment of Eden Church’s Mission, Vision, and Values as affirmed at our congregation’s Annual Meeting in 2008. (A copy of the EALI Livability Vision and Strategic Plan is posted here: <http://www.acgov.org/edenareavision/index.htm>.)

Eden United Church of Christ’s Compañeras/os Ministry incorporates the following **components** described below.

Eden Area Needs Assessment

Eden Church leaders have heard the needs and vision of our neighbors expressed through participation in numerous one-to-one conversations and town hall meetings initiated by Congregations Organizing for Renewal (COR) over the past decade, and through a community-wide charrette organized by Alameda County Supervisor Nate Miley in 2008.

The community-wide charrette was held on the Eden Church campus in April 2008 and provided community members with an opportunity to vote on top priorities for the Eden Area for the years 2008–2012.

Four of the several priorities expressed in the EALI plan were embraced by Eden Church and our Local Organizing Committee (LOC), Eden–Cherryland COR. These priorities included the following:

- ⊙ Safe Schools & Neighborhoods
- ⊙ Access to Affordable Healthcare
- ⊙ Access to Job Training & Meaningful Employment
- ⊙ Immigration Reform

Shortly after the results of the charrette were tabulated in the spring of 2008, Eden Church adopted a strategic plan which included a reaffirmation of its Mission Statement and an updating of its Vision and Values Statements. If successful, the Compañeras/os Ministry will contribute to the fulfillment of the Eden Area Livability Initiatives (EALI) and the fulfillment of the congregation’s Mission, Vision, and Values, as detailed below.

Biblical & Theological Foundations for Eden's Compañeras/os Ministry

◎ Biblical Foundations

The Judeo-Christian scriptures recount our ancestors' immigration stories. In the Hebrew Bible these stories commence from Abraham and Sarah's sojourn into Egypt to the Hebrew's Exodus from Egypt to the Promised Land, and on to the Exiles' march to Babylon and their return from captivity.

The stories of migration and immigration continue in the Christmas story where we meet the Holy family and the Magi on the road, and learn how their pilgrimages were affected by a corrupt government. These pilgrimage stories continued to unfold as the disciples migrated throughout Palestine with Jesus, and as the apostles took the mission of Christ to the ends of the earth.

All of these immigration and migration stories are part of God's holy history, and each day, we write another page in God's history.

For those who are on the road, and for those who seek to be companions with fellow travelers and newcomers to our community, we are reminded that the Judeo-Christian scriptures are unequivocally clear about God's concern for our new neighbors, as illustrated in the Biblical passages cited below.

'When aliens live with you in your land, do not mistreat them. The aliens living with you must be treated as your native-born. Love the aliens as yourself, for you were aliens in Egypt. I am the Lord your God. (Lev. 19:33-34)

Do to others as you would have them do to you. (Lk. 6:31)

◎ Eden UCC Mission Statement

The members of Eden Church worship God and strive to follow Christ's example by welcoming all, seeking God's wisdom, growing spiritually, caring for each other, enriching our neighborhood, and sharing the good news of God's creative and unfolding work in the world.

◎ Eden UCC Vision Statement

The vision of Eden Church is to grow in spirit, fellowship, and number by offering many opportunities for spiritual growth; becoming a more culturally diverse congregation; strengthening our capacity to serve our neighbors; caring for each other as Christ cares for us; inviting others to be a part of our community of faith; and working to transform individual lives and our community through the power of God's love in human action.

◎ Eden UCC Core Values

- Worship and spiritual practices that are both traditional and contemporary
- Religious education for all that is grounded in a progressive theology
- Caring relationships that honor differences and foster unity and growth
- Enriching experiences for children and youth in our church and community
- Programs and partnerships that serve those in need while addressing the root causes of social problems

Compañeras/os Ministry Purpose and Plan

The members of Eden United Church of Christ envision that the Compañeras/os Ministry Plan will advance the mission, vision, and values of Eden Church, the goals of first-generation Latino/a immigrants living in Cherryland, and the priorities of Eden Area residents, as a whole, as defined in the Eden Area Livability Initiative.

To promote these results, the members and leaders of Eden Church will contribute time, talent, and treasure to advance the following goals, objectives and initiatives:

Goal #1: Help reduce youth violence occurring in the Cherryland neighborhood and the schools which Cherryland youth attend

Objective 1A) Facilitate Cherryland and South Garden Community Round Table

Initiatives:

- 1) Launch a **Design Team** to implement the Round Table's vision for Youth Empowerment Programs (YEP) and Parent Engagement Programs (PEP), and a Federally Qualified Health Clinic (FQHCC) at **Hayward High School**
- 2) Serve as a catalyst for **youth and young adult job training and employment opportunities** in Cherryland

Objective 1B) Establish an Adopt-A-School relationship with Cherryland Elementary School for the purpose of advancing the students' and the school's academic performance and wellbeing

Initiatives:

- 1) Develop a stronger partnerships with the Cherryland Elementary Administration, Faculty, PTA, HUSD Board of Trustees
- 2) **Raise funds** and raise awareness about the needs of the HUSD, beginning with Cherryland Elementary School
- 3) Invite **in-kind donations** of goods and services for Cherryland Elementary

Objective 1C) Promote school improvement through a leading with equity approach

Initiatives:

- 1) Create a small group to **study equity approaches** to school reform
- 2) Monitor **background screening policies** of the HUSD, and respond as appropriate to protect the wellbeing of first-generation students

Goal #2: Contribute to economic development in the Eden Area

Objective 2A) Establish and nurture effective partnerships with organizations engaged in **urban gardening and farming** in the Eden Area

Initiatives:

- 1) Help **promote** urban gardening and farming opportunities in Cherryland
- 2) **Communicate** the Congregation's support of urban garden and farming programs in Cherryland to public and private officials and agencies, including prospective partners and funders
- 3) Participate in community **assessments of green space** and the identification of available land for community urban gardening and farming purposes in Cherryland
- 4) **Survey interest** among Eden members and friends for participation in urban gardening and farming classes and projects in Cherryland
- 5) Research the viability of creating a **demonstration garden** on the Eden Church campus

Objective 2B) Explore the value of bringing a **co-op market** to the unincorporated area

Initiatives:

- 1) Host **informational events** about co-op markets on the Eden campus
- 2) **Assess the Congregation's and wider community's support** for establishment of a co-op market in Cherryland
- 3) **Communicate the Congregation and community's wishes** to potential public and private funders

Objective 2C) Encourage public and private investment in the **economic development** of Cherryland

Initiatives:

- 1) Identify and learn more about the goals, objectives, and funding patterns of public and private **grantors** who have recently funded projects in the Eden area
- 2) Explore **best practices** for community investment in economic development
- 3) Identify the most promising **potential partners** for future collaborations in Cherryland
- 4) Participate in plans that **promote public and private investment in the economic development of Cherryland**

Goal #3: Advocate for policy reform on the local, state, and national levels to improve the lives of first-generation immigrants

Objective 3A) Reduce the economic burden that current law enforcement towing policies place on low income and immigrant residents

Initiatives:

- 1) Educate and advocate for a change in the City of Hayward's towing policy and practices
- 2) Educate and advocate for a change in the Alameda County Sheriff's towing policy and practices

Objective 3B) Support **higher educational attainment** for all Cherryland children

Initiatives:

- 1) Educate and advocate for the passage and implementation of the “California Dream Act”
- 2) Encourage and assist Cherryland youth in the pursuit of higher education

Objective 3C) Foster more truly secure communities in which relationships between local law enforcement and first-generation immigrant communities may be strengthened

Initiatives:

- 1) Educate and advocate for the passage of a state-wide policy, whereby, local law enforcement agencies may opt out of participation in the Immigration and Custom Enforcement’s (ICE) Secure Community’s (“**S-Comm**”) Policy
- 2) Support and defend Cherryland residents who courageously testify about the negative impact of S-Comm on our community

Objective 3D) Ask President Obama to sign an **Executive Order** initiating federal immigration policy reform

Initiatives:

- 1) Participate in "Change Takes Courage" Rally in Oakland
- 2) Organize a Whitehouse call-in campaign in support of the Executive Order

Goal #4: Create and implement cultural integration opportunities in Cherryland

Objective 4A: Identify ways to increase the integration of Spanish language and Hispanic culture into the worship, fellowship, and educational ministries of Eden Church, and to share Eden’s welcome with more community members

Initiatives:

- 1) Host traditional Christian **holiday observances** in Spanish and English, *al Mexicano*
- 2) Integrate the use of Spanish language, Hispanic music and visual arts into **Sunday worship**
- 3) Organize a **Spanish-language conversation and cultural learning group** at Eden Church

Objective 4B: Organize a **border immersion** experience for members and friends to learn about the realities of border crossing along the US/Mexico border and the multifaceted relationship of our two countries

Initiatives:

- 1) Sponsor a **cultural immersion trip to Church of the Good Shepherd** and participate in the water ministry along the Arizona border, *or*
- 2) Sponsor a **cultural immersion trip to Centro Romero** and learn about the economic impact of the North American Free Trade Agreement (NAFTA) and its impact on the Mexican, Central American, and United States economies

Internal Partners

The Senior Minister and Pastoral Associate are responsible for day-to-day coordination of the Compañeras/os Ministry, which will be carried out with the Church Council, Spirit-in-Action Team, Eden-Cherryland COR, E-Team, Worship Team, Deacons, and the members and friends of the Congregation.

External Partners

The Compañeras/os Ministry Plan will be distributed to Eden Church's current community partners in the Eden Area including the following: Alameda County District 4 Supervisor Nate Miley, Alameda County Healthcare Services Agency (ACHSA), Alameda County Workforce Investment Bureau (ACWIB), Ashland Cherryland Garden and Arts Network (ACGAAN), Cherryland Community Association (CCA), Deputy Sheriff's Activity League (DSAL), "Dig Deep" Farms, Congregations Organizing for Renewal (COR), Eden Youth and Family Services Bureau (EYFSB), Eden Area Foundation (EAF), East Bay Agency for Children (EBAC), Family Emergency Shelter Coalition (FESCO), Hayward Community Action Network (HCAN), Hayward Unified School District (HUSD), Cherryland Elementary School, Hayward High School, South Hayward Parish, Tiburcio Vasquez Healthcare Center (TVHC), and the United Church of Christ (UCC) congregations, associations, conferences, and national bodies whose ministries are related to this plan. Eden Church will also actively seek partnerships with other groups in the area whose missions are concomitant with ours and that hold significant potential to help fulfill this plan.

Human and Financial Resources

The scale of Eden's Compañeras/os Ministry will be largely determined by the degree of involvement that members and friends are able to contribute to the fulfillment of the objectives summarized above, such as community organizing, volunteering to support school-based program development, and advocating for public-policy changes, and the number and degree of community partners who join us in these endeavors.

The majority of the direct costs to develop this ministry are associated with employee compensation for the Pastoral Associate. The Church Council has committed sufficient funds to cover this expense for the first year of implementation, through a draw from the Outreach Reserve Fund during fiscal year 2011–2012. Other direct program costs will be drawn from the Education, Spiritual Life, and Outreach section of the church's 2011–2012 Operating Budget.

Professional support provided by the Senior Minister, Church Administrator, ESL Coordinator, Bookkeeper, Night Sexton, and Daytime Sexton will be considered in-kind support from the church.

The long-term sustainability of the Compañeras/os Ministry will depend on developing and sustaining staff and volunteer leaders who will undergird and develop this ministry as it grows, and increasing the church's membership and revenue sources to cover the direct costs of the ministry.

Work Plan

A rolling work plan which serves as a tool for coordinating the implementation of the goals, objectives, and initiatives described above is included as an insert to this ministry plan. The work plan will be regularly monitored by key stakeholders. The work plan will be reviewed and updated on a quarterly basis. Updates to the work plan will be posted on the church website, and distributed to key stakeholders.

Supervision

The Church Council will supervise the Compañeras/os Ministry as a whole, and conduct an annual evaluation of the ministry plan and staff implementation, and report the status and results to membership and community partners, on an annual basis. The Senior Minister is responsible for supervising the staff and guiding the day-to-day implementation of this plan, including the supervision of the Pastoral Associate, and supporting the governance groups whose portfolios are directly related to the implementation of this plan.

Reporting

The Pastoral Associate will provide monthly written reports on the ministry to the church staff, Church Council, and the Education, Spiritual Life, and Outreach Committee on his contributions to the fulfillment of this plan. The Senior Minister will provide monthly written reports to the Church Council and other governance groups regarding her role in guiding this plan's implementation. These written reports will be posted on the church website.

Evaluation

The goals of the Compañeras/os Ministry Plan are necessarily ambitious and complex. The correlates between the specific actions that Eden Church and its partners take toward the fulfillment of these goals represent only a portion of the effort and strategies being exercised in our community to achieve these goals. Therefore the most reliable evaluative data that can be garnered in association with this plan will be quantitative results associated with attendance and participation in specific events, the effect that this plan has on the spiritual and numerical growth of the Eden Church membership, the dollars and in-kind donations raised from benefits hosted in conjunction with this plan, and the project deliverables, such as the number and quality of programs that are developed as part of the implementation of this plan.

A qualitative evaluation of participants' experience of plan activities will also be conducted annually and reported through the same processes as the quantitative results.

Results achieved from the initiatives described in this plan will be summarized in the Senior Minister and Pastoral Associates' monthly reports, and in the annual evaluation of the plan conducted by the Church Council.