

**GENERAL DEPARTMENT OF CHRISTIAN  
EDUCATION**

**CHRISTIAN METHODIST EPISCOPAL CHURCH**

---

**Quadrennial Report of the General Secretary**

**37<sup>th</sup> Quadrennial Session and 36<sup>th</sup> General Conference**

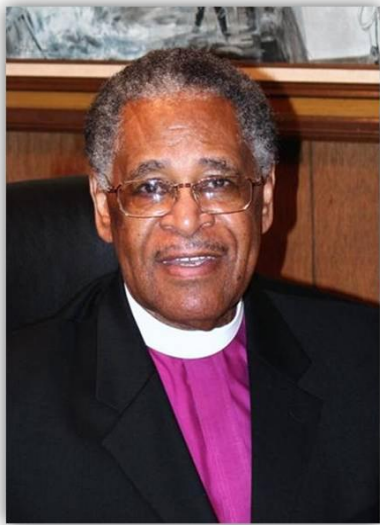
**Christian Methodist Episcopal Church**

**June 26 – July 4, 2010  
Mobile, Alabama**

**Carmichael D. Crutchfield, Ph.D.  
General Secretary**

**Bishop Othal H. Lakey  
Department Chairman**

## ORGANIZATION OF THE GENERAL DEPARTMENT OF CHRISTIAN EDUCATION



**Bishop Othal H. Lakey, Chairman**



**Dr. Carmichael D. Crutchfield,  
General Secretary**

### PROGRAM AND OFFICE STAFF



**Rev. Willa Ross**, D.Min. *Executive Assistant*. Rev. Ross received her Doctor of Ministry Degree from Memphis Theological Seminary in May, 2008. The title of her Doctoral Project is “*Preparing and Equipping Leaders as Christ Bearers Who Lead Youth in Mission*”. She presently serves as Adjunct Faculty at Memphis Theological Seminary and is part of the Ministerial Team of Greenwood CME Church.



**Ms. Reba Poe** served as *Administrative Assistant* through December, 2007 and part of the CYAC Leadership Team. Ms. Poe continues to serve the Department on a volunteer basis in numerous capacities. She is a committed and dedicated layperson and a member of Mother Liberty C.M.E. Church.



**Rev. Juanita Payne M.Div.**, served as *Children's Ministry Specialist* through December 2007 and was part of the CYYAC Leadership Team. Rev. Payne received her Master of Divinity Degree from Memphis Theological Seminary in May, 2009 and presently pastors Clayton Temple CME Church in Turrell, AR.



**Rev. Ocie Wallace, M.Div.**, served as *Resource Coordinator* through December 2007, and part of the CYYAC Leadership Team. Presently Rev. Wallace is the pastor of Fannie Chapel CME in Campbellsville, KY. He is presently working on his Doctorate of Ministry at Louisville Seminary in Louisville, KY.



**Ms. Eartha Grimes** served *Children's Resource Assistant* through December, 2007 and *Children's Ministry Coordinator* for CYYAC. She is a lay person with a strong passion for Children's Ministry. Ms. Grimes is a member of Mother Liberty CME Church.



**Rev. Jacqueline Yates, M.Div.** serves as in an adjunct capacity for the Department. She received her Master of Divinity from Memphis Theological Seminary in May, 2009 and presently is the Pastor of Taylor Chapel CME Church, Germantown, Tennessee.



**Mr. Charles Coney, Webmaster** is a dedicated and passionate Christian Educator. Charles is a member of Holsey Chapel in Fitzgerald, GA, where he serves as Director of the Board of Christian Education. He is a faithful layperson who has many responsibilities in the 6<sup>th</sup> Episcopal District. He also serves on the Connectional C.I.T. Team.

## **CONNECTIONAL MINISTRIES**

*Ms. Lisa Butler*, Interim Director, Children's Ministry

*Mrs. Rhonda Cantrell Dunn*, Connectional Director of Scouting

*Dr. Bryan Champion*, Director of Young Adult Ministry

*Ms. Cyreeta Collins*, Past-President Connectional Young Adult Ministry, Interim Director, Youth Ministry

*Rev. Cynthia Johnson-Oliver*, Past Director Youth Ministry

*Ms. Brittany Reffell Knight*, Past President, Council of Vice Presidents, Connectional Youth Council

*Ms. Laveeta LaVant*, Past Director Children's Ministry

*Mr. Brian Magwood*, President, Connectional Young Adult Ministry

*Mrs. Carole Richardson*, President, Connectional Christian Educator's Council

## **EDUCATION AND LEADERSHIP MINISTRY COMMISSION, NCCUSA**

*Dr. Carmichael Crutchfield*, ELMC Administrative Board Member, Past Chair Committee of Uniform Series, Committee on Black Congregational Ministries

*Mrs. Phedonia Johnson*, Committee of Public Education and Literacy

*Dr. Roderick Lewis*, Chair-Elect, Committee Uniform Series Received Doctor of Ministry 2008

*Rev. Juanita Payne*, Committee Uniform Series

*Dr. Willa Ross*, Families and Children Committee, Ecumenical Youth Ministries Team, Committee on Black Congregational Ministries

## **2006-2010 STANDING COMMITTEE**

*Bishop Othal Hawthorne Lakey, Chair*

*James Perkins, Secretary*

*Rev. Dr. Roderick D. Lewis, Sr., Asst. Secretary*

*Ms. Kathy Bryant*

*Rev. Dr. Essie Clark George*

*Rev. Cyreeta Collins*

*Mrs. Helen Crowder*

*Rev. Stephen J. Delaine*

*Mrs. Gwendolyn Gibson*

*Mrs. Rosemary Hill*

*Mrs. Marie Johnson*

*Mrs. Phedonia Johnson*

*Mrs. Deedra Jordan-Hardrick*

*Rev. Arnold Joyner*

*Ms. Bettye Moore*

*Miss Susie Ann Owens*

*Mr. James Perkins*

*Mrs. Yvonne L. Peters*

*Rev. Dr. James E. Russell*

*Rev. Betty Ruth Stephens*

*Ms. Shadene Stewart*

*Mrs. Ida Suggs*

*Mrs. Earline Wynn*

# THE GENERAL SECRETARY'S QUADRENNIAL REPORT

## Introduction

Mr. Chairman, distinguished members of the College of Bishops, General Officers, delegates, alternate delegates, members, and friends of the 36<sup>th</sup> Quadrennial Session and the 37<sup>th</sup> General Conference of the Christian Methodist Episcopal Church; I greet you in the name of the One in whom we are formed and nurtured, Jesus the Christ. I am honored, thankful, and humbled to have the privilege of making my second quadrennial report of the mission, ministry, and accomplishments of the work of this general secretary and the Department of Christian Education.

Our Almighty God, creator, redeemer and sustainer, has provided the Department of Christian Education the immense opportunity and grave responsibility of designing and disseminating Christian nurture resources, projects, events and viable experiences for use throughout the length and breath of this denomination. Over the past four years, we have sought to be faithful servants and fulfill this mandate by being fruitful in our work.

The primary driving force for our ministry has been centered on our understanding and interpretation of the "Great Commission" of Jesus found in Matthew 28:19-20. In this commission, Jesus bids his followers, especially His true disciples, to *Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything that I have commanded you. And remember, I am with you always, to the end of the age.*" (NRSV) This scripture continues to form the basis for our mission throughout the quadrennium, *"Making Disciples through events That Form and Transform."*

This General Secretary and staff continue to work diligently yet with deliberate speed to help Christian Educators across the Denomination understand more about Christian Formation and Discipleship. We have sought not just to be purveyors of information, but about teaching and helping people with formation of their lives into the likeness of Jesus Christ. Furthermore we have modeled several pedagogical methodologies in an attempt to help Christian Educators not be limited to "in the box" ministry. We have lifted up as we had opportunity issues of learning and how we as educators can connect with people in various ways.

Immediately after the 2006 General Conference, the General Secretary and staff continued its work and planning for the 2008 Connectional Youth and Young Adult Conferences (CYYAC). In line with the Quadrennial theme of "From Good to Great: The Jesus Challenge," the General Secretary began to plan its work and curriculum for the church that addressed the strategies outlined in the Episcopal Address. Bishop Williamson lifted up a strategic plan which emphasized four areas, three of which relate directly to Christian education; Discipleship, Leadership, and Male Ministry.

Additionally the Department emphasized throughout this quadrennium the theme from CYYAC, "Doing a New Thing," and the formula on which we crafted our work, "Formation + Nurture + Leadership = Mission."

The General Secretary began the quadrennium with a staff of five part time employees. Three of the staff members were enrolled in Seminary and serving as pastors in the First Episcopal District. The other two were lay persons who had taken early retirement from their jobs and devoted their time to the ministry of

Christian education. The General Secretary is extremely grateful to these dedicated and committed individuals who understand the urgency of Discipleship and the urgency to develop and provide Christian education resources to the Connectional Church. During 2007, it became necessary to change the staffing due to reduction in resource sales. Rev. Ross came on board full-time as Executive Assistant to the General Secretary and all other employees had to be laid off. Although the four former employers are no longer paid employees of the Department, each of them continue to volunteer whenever needed. I am extremely appreciative of their love and dedication to the Department however I regret deeply that the Department is unable to compensate them for their dedicated service.

### *The Purpose of the Department of Christian Education*

Chapter 50 ¶1126 of the Book of Discipline of the Christian Methodist Episcopal Church states that, “the purpose of the Division of General Christian Education is to provide opportunities for educational ministry to the various agencies, boards, departments and age groupings of the church, to promote Christian nurture, growth, and development at all levels.”

### **The Objectives of the Department**

- ✓ To promote life-long learning as a way of forming disciples of Jesus Christ for 21<sup>st</sup> Century
- ✓ To promote Christian Youth Fellowships in establishing one annual mission project
- ✓ To promote Annual young adult retreats and/or Leadership Institutes
- ✓ To provide Leadership curriculum especially for Youth
- ✓ To promote small group ministry
- ✓ To promote mentoring for African American Adolescent Males and Females
- ✓ To promote Scouting ministry for boys and girls
- ✓ To support and provide insight for CME Institutes of Higher Education
- ✓ To develop and recommend resources that promote formation, nurture, leadership and mission at every level of the Church
- ✓ To develop and recommend curriculum for Leadership Training Schools
- ✓ Continual resource and curriculum development for congregations
- ✓ To edit Sunday school adult and youth level Sunday school material
- ✓ To recommend Sunday school curriculum for children
- ✓ To plan and implement Connectional Youth and Young Adult Conferences
- ✓ To participate in Ecumenical arenas for the purpose of enhancing Christian Education and Leadership in the Christian Methodist Episcopal Church

# THE QUADRENNIUM AT A GLANCE

## 2008 CONNECTIONAL YOUTH AND YOUNG ADULT CONFERENCES

*Doing a New Thing*  
*Formation + Nurture + Leadership = Mission*

As mentioned above the gist of our work immediately following the 2006 General Conference was concerned with the continued planning and implementation of the 2008 Connectional Youth and Young Adult Conferences. The debut of the first complete on-line registration was held at the 2006 CME Convocation and the first registrations were received and input. Following the registration of the Departmental staff, the Bishops led the charge in registering on-site, followed by the General officers and other leaders of the church. More than fifty (50) registrations were input. By the first cut-off date of February 15, 2008, registrations totaled 4356.

Although the Conferences faced many challenges, including that of staffing, payment of registrations on time prior to going on-site, and unanticipated and untimely cancellations of registrations and hotel rooms; in the end the goals of the conference were met. The plenary sessions, nurture groups, empowerment sessions, and conference events produced significant formation and transformation among youth and young adults in attendance. The formula for *Doing a New Thing* proved most effective.

Several new innovative and creative events were unfolded during the planning and implementation of the 2008 CYYAC. They included:

- Complete On-Line Registration without exception
- First time conference held in Orlando – a major tourist city
- First conference held at a Resort
- First time conference held at a newly established facility in which the General Secretary was a part of the inception and ground breaking
- First Musical Concert with One-Voice Choir (consisting of more than 1000 youth and young adults)
- First Orchestra conducted by Family Band Directors
- First Graduate's Luncheon and Rites of Passage
- First time gift-card donations to local Children's Shelter
- First off-site event – Universal Studios – over 4000 participants safely transported from hotel site to event site and return

Registration for the Conferences and related statistical information is reflected below:

### **Total Registrations: 5364**

- 2393 Youth
- 147 High School Graduates
- 1096 Young Adults
- 1728 Adults
- 123 Children (not counted in total above)
- 42 registered on-site
- Communion Service – 6635 Attending
- Conference Musical – 6832 Attending

Adult to Youth ratio was .68 adults to 1 youth. The goal was 1 adult to 4 youth.  
1271 present at communion were not registered.  
1468 present at musical were not registered  
545 of the 1866 reported 2006 congregations participated 29%

The unfortunate outcome of the Conferences was that the conference concluded in a financial deficit due to the factors listed below:

**Finances:**

<b>Total Conference Receipts</b>	<b>\$ 610,719.69</b>
<b>Total Conference Expenses</b>	<b>735,650.00</b>
<b>Total Deficit</b>	<b>(124,930.32)</b>
<b>Post Conference Receipts</b>	<b>116,287.20</b>
<b>Remaining Deficit (5/15/10)</b>	<b>( 8,643.12)</b>

**Factors Contributing to Deficit**

1. Initial Budget 7000 registrations based on 2004 attendance. (Reduced to 6000 3/1/08). Too late to cancel 2000 items in surplus.
2. Unable to sell surplus items as planned. Returned to Memphis surplus items.
3. Registration 5364 versus 6000 caused \$70,000 shortfall.
4. Cancellations of 500 plus people lost revenue of \$18,000
5. Room cancellations costing \$35,000 attrition penalty
6. Audio Video \$10,000 over budget to supply needed services
7. Food events under attended. Loss of \$57,475
8. Required added services caused \$15,000 over budget to transportation
9. Unanticipated moving, storage and freight charges \$7000
10. Copier and computer costs over budget due to expectation of donations

**Conference Survey Responses**

**It should be noted that the majority of the survey participants were adults**

3% of Participants took survey (180 out of 5300)  
On-Line Registration, Communication and other - 90%+ rating  
Onsite check-in 22% responded poor  
Survey indicates 15% stayed away from contracted facility.  
Host Hotels' accommodations rated in 90%+ in all categories  
Plenary Sessions all rated high, although too many N/A to conclude a percentage  
Keynote and Communion Services - 97% approval.  
Musical Concert - 95% approval.  
Only .6 % rated Bible Study poor  
All speakers were rated very high, but too many N/A for a percentage  
Atmosphere of conference rated from 83%-95% approval in several areas

There were no poor facilitator ratings  
88% said the conference was worth the money  
94% said they plan to come back in 2012

**2008 Connectional Youth and Young Adult Leadership Team**

<i>Curlee Adams</i>	<i>Lynn Hargrow</i>
<i>Denise Anders-Modest</i>	<i>William Henry</i>
<i>Louise Buchanan</i>	<i>Paula Kay</i>
<i>Vaneese Burns</i>	<i>Roderick Lewis</i>
<i>Brinder Bursey</i>	<i>Brian Magwood</i>
<i>Juanita Bryant</i>	<i>Billye McNeil</i>
<i>Warren Bryant</i>	<i>Jerome McNeil</i>
<i>Diana Chambliss</i>	<i>Cheryl Oldham</i>
<i>Bryan Champion</i>	<i>Wendell Oldham</i>
<i>Cyreeta Collins</i>	<i>Juanita Payne</i>
<i>Bonita Collins-Hobbs</i>	<i>Alvin Pearson</i>
<i>Cora Crutchfield</i>	<i>Reba Poe</i>
<i>Jolinda Dugger</i>	<i>Michael Pyles</i>
<i>Adrian Evans</i>	<i>Willa Ross</i>
<i>Wanda Godfrey</i>	<i>Eloise Smith</i>
<i>Cheryl Goliday</i>	<i>Ocie Wallace</i>
<i>CheRhonda Greenlee</i>	<i>Uylee Waugh</i>
<i>Rob Guy</i>	<i>Wayne Williams</i>
<i>Charley Hames</i>	<i>Jacqueline Yates</i>

*The General Secretary expresses his most heartfelt appreciation and gratitude to all of the CYYAC facilitators whose names are not listed and the countless numbers of volunteers whose names are seldom lifted up. It is your sacrifice, commitment and spirit of volunteerism that makes these conferences possible. I praise God for each of you and the service you render to God, the Church and youth and young adults throughout the Connectional Church.*

## **THE WORK OF THE DEPARTMENT OF CHRISTIAN EDUCATION**

Over the past four years the General Secretary and staff have engaged in the following projects, activities, and events. The work is identified under eight categories. Namely, they are Administrative, Connectional Ministry and Relations, Development of Resources, Ecumenical Work, Higher Education, Leadership Training, Personal Development and Staff Development.

### ***Administrative***

- Outline the Annual Work of the Department
- Determine staffing and equipment needs
- Prepare Departmental operational budget
- Prepare Youth and Young Adult Conferences Budget
- Conduct Site Visits for Youth and Young Adult Conferences
- Plan and Coordinate Youth and Young Adult Conferences
- Administer CME Minister's Scholarship Fund of \$60,000 annually:
- Design and maintenance of Department Webpage

### ***Connectional Ministry and Relations***

- Execution of 2008 Doing a New Thing Youth and Young Adult Conferences
- Provide oversight to Annual Connectional Young Adult Ministry Retreats
- Coordinate Enlightened Male Ministry
- Provide leadership and participate in local teen summits
- Conduct workshops on Christian Nurture and Formation for Regions, Districts and Local Churches upon request
- Conducted Annual Christian Educator's Retreat
- Conducted Focus Meeting for CYYAC at Christian Chapel Temple of Faith in Dallas, Texas in August, 2006
- Conducted CYYAC Leadership Retreat in Orlando, FL, October, 2007
- Attendance and Participation at Annual Conferences, Episcopal District Meetings, Connectional Missionary Meetings, Pastor's Conference, Local Church Special Observances and Celebrations
  - Preach as requested
- Attendance and participation in the Great Gathering, Columbia, S.C.
- Attended funerals of Bishop Charles L. Helton, Dr. W. R. Johnson
- Attend General Officers Council Meetings
- Attend and Report to the Connectional Board annually
- Serve as Annual Convocation Curriculum Coordinator

- Conduct site visits in coordination with the Director of the Convocation
- Development of Convocation Theme and Rationale
- Development of Convocation Classes and Training
- Provide oversight to the Scouting Program in the CME Church
  - Signed Memorandum of Understanding with Boy Scouts of America
- Convene and conduct meetings of Department’s Connectional Ministry Directors
- Conducted Christian Education All Day Session at the CME Convocation

### ***Development of Resources***

- Consultation with Upper Room Staff to promote and recommend as small group spiritual formation resources in the CME Church
- Consultation with United Methodist Publishing House regarding Vacation Bible School Resources
- Annual Development and Distribution of Youth and Young Adult Kit for Celebration of Youth and Young Adult Week
- Development of 2008 Pre-Conference Kit and Leadership Training Curriculum
- Development and Black History Kit through 2008 and recommendation of ASALPH Resource presently
- Manage and Edit CME Sunday School Curriculum for Youth and Adults and write editorials
- In partnership with the Christian Education Department of the African Methodist Episcopal Zion Church prepared and distributed Advent and Lenten Devotionals
- Final Production and Development and Distribution of CME Vacation Bible School Curriculum
  - 2007---“Wired to Witness”
  - 2008---“Doing a New Thing” ---“Stories of Hope and Deliverance
- Development and distribution of the quarterly series of “Children’s Discipler,” and “I Can Worship God Too” for children in the CME Church
- Completion of New Resource – “Doing a New Thing in Christian Education”
- Revision of Discipleship 2000 – 21<sup>st</sup> Century Discipleship which includes 2 new components – 14 week Bible Study and Leader Guide
- Development and Production of Enlightened Males Manual
- Theology and Curriculum Development for Discipleship Component of Ships that Sail from Good to Great
- *Baptizing Babies: Reviewed, Rethought, Reaffirmed* by Bishop Othal H. Lakey

- On-going production of Departmental Resources which include:
  - Children’s Ministry Handbook
  - Christian Education Organizational Guide
  - CYF Guide
  - Family Ministry Resource
  - Membership Manual Leader Guide and Student Book
  - Student Recognition Book
  - Sunday School Superintendent Guide
  - The Apostles Creed
  - Tri-fold Understanding of Giving
  - Wondrous Grace
  - Youth Ministry Handbook
  - Young Adult Ministry Handbook

### ***Recommended Resources***

- Building Everyday Leadership in All Teens
- On the Move VBS (2009) and Praise Party VBS (2010), Abingdon Press
- ASALPH Black History Resources – 2008 – 2010
- *“Trouble Don’t Last Always: Emancipatory Hope Among Adolescents and The Sacred Selves of Adolescent Girls: Hard Stories of Race, Class and Gender,* our own Evelyn Parker, Ph.D., Associate Professor, Perkins School of Theology
- Disciple Bible Study, Abingdon Press
- The Way of Pilgrimage: An Adventure in Spiritual Formation, Upper Room Ministries
- Christianity for the Rest of Us, Diana Butler Bass

The customer base of the Department’s resource sales = 756 churches which is approximately 40% of congregations reported to the 2006 General Conference. Average number of resources sold per year = 2557 pieces per year. Average sales per year = \$10,313.50. Development expenses and production costs average \$9,500 per year.

The objective in the development of resources is not to make a profit but to provide Christian education resources and curriculum for the Church. Any surplus revenue from sales allows the department to be better staffed, more efficient and productive in its mission to “make disciples through events that from and transform.”

## ***Ecumenical Work and Community Involvement***

- Serve as delegate to National Council of Churches of Christ in U.S.A. (NCCUSA) General Assembly
- Served as Chair of Committee on Uniform Series (CUS) of NCCCUSA for the period 2006-2008
- Serve on Cycle Planning Committee of CUS for 2010-2016 Lessons.
- Appointed two representatives from the CME Church to serve on CUS
  - Rev. Juanita Payne and Rev. Dr. Roderick Lewis served in leadership roles – 2006-2010
  - Rev. Dr. Roderick Lewis elected Chair for 2011-2013
- Serve as member of Administrative Board of Education, Leadership and Ministry Commission (ELMC) of NCCCUSA
- Serve as member on the Committee on Black Congregational Ministry (CBCM) of ELMC
- Appointed Dr. Ross to serve on Family and Children Committee ,Ecumenical Youth Ministries Summit Team, and Committee on Black Congregational Ministry
- Appointed Ms. Phedonia Johnson to serve on Committee on Public Education and Literacy (PEL) of ELMC
- Hosted ELMC/NCCCUSA meetings in Memphis
- Attended and conducted workshop at United Methodist Christian Educators Fellowship
- Ecumenical Preaching Engagements when requested
- Attendance and Participation in Annual Black Experience in Theological Education Dinner Memphis, TN
- Meet and consult with Executives of Christian Education A.M.E. and A.M.E. Zion Churches Charlotte, NC
- Attendance at Religious Education Association Meeting
- Attendance and participation in Program of Religious Activities with Youth (P.R.A.Y)
- Contributed to A.M.E. Journal of Christian Education
- Along with staff participated in Ecumenical Work Day in New Orleans, LA, sponsored by NCCCUSA
- Peace Jam Foundation, Bridges, Memphis, TN
- Mid-South Interfaith Network
- N.A.A.C.P.
- Chaplain, Theta Iota Chapter, Omega Psi Phi, Inc.
- Participation in Annual Teen Summit, Jackson, TN
- Attended the Boy Scouting National Roundup

## ***Higher Education***

- Attend Inaugural Services of CME College Presidents
- Serve on Board of Trustees for Lane College, Miles College, Paine College and Phillips School of Theology
- Serve on Board of Trustees of Memphis Theological Seminary
- Serve as Adjunct Professor for Memphis Theological Seminary
- Taught Classes at Bethel College, Germantown, TN

## ***Leadership Training***

- Attend and participate in Episcopal District Leadership Training Schools
- Provide curriculum and consult with Leadership Training Coordinators as needed

## ***General Secretary Personal Development***

- Attendance at Children's Defense Fund (CDF) Annual Samuel D. Proctor Institute
- Participation in "Sustaining Pastoral Excellence," sponsored by Memphis Theological Seminary and the Lily Foundation.
- Participation in monthly Disciple Covenant Group with clergy from other communions
- Participation in Companions in Christ Group
- Participation in Disciple Bible Study Group
- Completion of all requirements and Recipient of Ph.D., Garrett Evangelical Theological Seminary (May, 2010)  
Dissertation: *How Can Leadership Formation of Adolescent African American Males Be Transformative and a Catalyst for Change?*

## ***Staff Development***

- Sponsor staff attendance at CDF's Annual Samuel D. Proctor Institute
- Annual Staff Retreats
- Conduct quarterly staff in-service Training Memphis, TN
- Sponsor staff for training, attendance and participation in conferences and workshops for appropriate age level ministries
- Rev. Juanita Payne received Master of Divinity Degree, May, 2009
- Rev. Jacqueline Yates received Master of Divinity Degree, May, 2009
- Rev. Willa Ross received Doctor of Ministry Degree, May, 2008  
Doctoral Project: *"Preparing and Equipping Leaders as Christ Bearers Who Lead Youth in Mission"*

## **CONCLUSION AND RECOMMENDATIONS**

My dear friends in Christ, as we look to the future of our church it is imperative that we look at the Ministry we call Christian Education from the perspective of formation and discipleship as they relate to the ministry and needs of local congregations.

I continue to be concerned about our present structure of Christian education in the CME Church. It has been my observation in the eight years as General Secretary that our “program” for Christian education is not filtered down into local churches.

In conversations with directors of boards of Christian education in local churches it is very clear they have no idea what we are doing at the “headquarters.” Several examples support my assertion. At one local church in a prominent local congregation the director of Christian education asked me, “Are you still the man for Christian education.” I received an email in May of this year from a director of another local board of Christian education in a large urban church stating that she had no idea we had such a wealth of resources and information about Christian education (I had just recently sent her a brochure). Recently, I sat down with a President of a board of Christian education of a local board and she was not aware of our webpage.

Most disturbing to me is our focus or maybe our lack of focus. I know most, if not all, local churches have a ‘program’ of Christian education. My concern is about the direction of Christian education. I continue to contend that Christian education is more than programming and schooling.

I argue that we need to rethink Christian education in terms of formation and discipleship. This requires careful thought and planning. Therefore, I offer the following recommendations:

### **Recommendation #1:**

That a study committee be appointed by this General Conference for the purpose of conducting and investigating the feasibility and worthiness of restructuring the Department of Christian Education to encompass Formation and Discipleship Ministries. Furthermore, the committee would be chaired by the Chair of the Department of Christian education with consultation from the General Secretary who would select other members of the committee.

Initial thoughts for the Formation and Discipleship Ministries would be as follows:

### **Formation and Discipleship Ministries**

- Christian Education through nurture
- Christian Faith/Spiritual Formation
- Mission
- Leadership Development/Formation
- Children Ministry
- Youth Ministry
- Young Adult Ministry

Family Ministry  
Adult Ministry (Includes ministry to Seasoned Adults)  
Special Needs Ministry  
Grief and Dying  
Evangelism  
Scouting Ministry  
Higher Education  
Mentoring Ministry to African American Adolescent Boys and Girls

### **Formation and Discipleship Ministries and curriculum development**

The goal:

- To teach and nurture persons in the faith in becoming lovers of God and neighbors
- To grow in the faith
- To know and experience God through Jesus Christ
- To claim and live God's promises
- To grow and serve as Christian disciples

Last three from Foundations: Shaping the Ministry of Christian Education in Your Congregation, Discipleship Resources, 1993, page 5

Other components of the study would include the organizational structure of Christian education at the District, Regional, District and Local Church levels which would encompass a detailed look at responsibilities of those involved in Christian education at the various levels.

#### **Recommendation #2:**

In light of the changing economy and the Great Gathering which sparked an interest within the Black Denomination to find ways to be more efficient in their various ministries, the General Secretary recommends the following:

A study be conducted to determine the feasibility of the CME Church joining forces with the AME and AME Zion Church in the development of a unique Sunday school curriculum for all ages with the possibility of other Bible studies, including VBS and related curriculum.

Similar to Recommendation #1 the Chairman of the Department along with the General Secretary would lead this study and appoint members as necessary.

One other area in which we really need to emphasize is that of technology and electronic media. We have been blessed this year to publish a new and exciting webpage through the assistance and dedication of Charles Coney. This webpage has facilitated the electronic publication of a monthly newsletter, provided a venue for electronic learning, communication and store. A webpage feature is a highlight of the Month's Sunday school lessons provided by the General Secretary. We continue to seek innovative ways of providing information and resources for Christian educators as well as youth and young adults. In the fast changing culture of I-Phones,

Blackberries, iPads, Facebook, Twitter and social networking, we need to ensure that we have a means of connecting with the present generation and be in position to connect to the next generation. This means that the old method of paper and printed materials are no longer effective in reaching the majority of our young people. In the new quadrennium we must seek to find ways of reaching and teaching our children, youth and young adults through mass media and electronic learning. This requires that we hear the voices of this generation and seek their ideas and input in communicating with the masses. It also means that we must recognize the need for increased funding in these areas in order to share the Gospel and lift up the message of Christian Formation and Discipleship. It is my vision that the CIT Committee will take the lead in helping the Department of Christian Education provide new ways of delivering Sunday School material, VBS, etc. such as the delivery of lessons on iPhones, Blackberries and other mobile devices. And as a result we will not only be reaching our young people, we will be saving our environment as we go Green.

Finally, we need to take a serious look at the funding for Formation and Discipleship or Christian education as we know it to be. Below I have outlined what I see we need in order to be a viable Department carrying out the mandates of the present Discipline. Over the last four years we have been fruitful in our work; however we have been tremendously understaffed. If we are serious about this ministry, and I believe we are, the Department needs a staff that can dedicate itself to age level ministry development and the proper resources. I am proposing a “bare bones” budget that represents that is dependent on staffing of three full time employees (Executive Assistant, Office Manager, Discipleship Ministries Specialist) and one consultant writer/editor. This budget not only is represents an effort to form and make disciples but is an effort to nurture faith maturity and denominational loyalty. I will be so bold as to say that it is a key to the future of the Christian Methodist Episcopal Church.

As we look towards the 2012 Youth and Young Adult Conferences it is crucial that we produce and develop materials that speak to Youth and Young Adults expressions of their understanding of the faith and membership in the Christian Methodist Episcopal Church. We can not afford to go backwards in the planning and coordination of these conferences

The challenge of the 21<sup>st</sup> Century is before us. As we plan for the future of Christian Formation, Nurture, Leadership and Mission which is inclusive of Discipleship in the Christian Methodist Episcopal Church, we remain committed to the development of strong faith contours and faith-building resources, curriculum, events and projects. Christ is calling upon the CME Church to make a radical commitment to the Christian formation and nurture of the people of God. Dr. Martin Luther King raised the question from his Birmingham jail cell, “Why we can’t wait?” President Barack Obama during his campaign echoed Dr. King by saying, “There is a fierce urgency of now.” I close by saying time won’t wait! God is calling upon us in the CME Church to be radical change-agents in disciple-making, formation, nurture, leadership and mission.

**Recommendation # 3**

**Proposed Budget 2010-2011**

**Department of Christian Education  
Proposed Budget for 2010 – 2016**

Salaries	
Office Manager	\$ 16,500.00
Discipleship Ministries Specialist	30,000.00 (M.Div. required)
Executive Assistant	32,000.00 (M.Div. required)
Consultant (Writer/Editor)	15,000.00
Webmaster	1,000.00
Fringes:	
Health Insurance (3 FT Staff persons)	25,000.00
FICA	5,587.00
Operations:	
Internet/Utilities	2,500.00
Supplies	2,500.00
Professional Fees	500.00
Travel	12,000.00
Office Expense	1,900.00
Program Expense	2,000.00
Scouting Ministry	5,000.00
Young Adult Ministry	10,000.00
	-----
Total Budget	\$161,487.00

This budget represents a 69% increase which is attributable to the inclusion of 3 full time staff persons vs. one full time staff person. It speaks to the crucial need for staffing to adequately carry out the ministry and mission of Christian Education for the 21<sup>st</sup> Century as mandated by the present Discipline.

Additional costs of travel, development of resources, staff development, convocation expenses, CUS expenses are not incorporated into this budget but are maintained from sales of resources and youth conference proceeds.



**NCCCUSA ECUMENICAL WORKDAY, NEW ORLEANS, LA**

**MAKING DISCIPLES THROUGH EVENTS THAT FORM AND TRANSFORM**

**In Memory of**

*Bishop Charles L. Helton  
Dr. William R. Johnson  
Rev. Earnest Hammick  
Dr. Albert Ward  
Ms. LaVeeta LaVant  
Rev. Gary Collins  
Mrs. Freddie Jones  
Mrs. Glendora Ryce  
Mrs. Wardna Polk  
Mrs. Kay Lewis*

