



2 The Strategic Plan for Hispanic/Latinx Ministries



3 Core Areas of Ministry Support



4 Ways to Connect with Hispanic/Latinx Ministries

Hispanic/Latinx Ministries

The Portfolio of Rev. Cruz Edwin Santos, MDiv, CDC

Director of Hispanic/Latinx Ministries

The Greater Northwest Area of The United Methodist Church

OVERVIEW

As Director of Hispanic/Latinx Ministries for The Greater Northwest Episcopal Area of The United Methodist Church (GNW), I serve as a resource and connector for districts, local churches, and emerging leaders engaged in ministry with Hispanic/Latinx communities. I work closely with the **Office of Connectional Ministries, Church Development**, and the **Extended Cabinet** to support the growth, vitality, and sustainability of **contextual and culturally grounded ministries**.



In partnership with the **Plan for Hispanic/Latinx Ministry** of The United Methodist Church, I foster **leadership formation, congregational development, and missional innovation**. I also assist **District Superintendents** by presiding at **Charge Conferences** for Hispanic congregations and support churches and districts in securing grants to strengthen financial capacity. Additionally, I guide the process of launching new Hispanic/Latinx faith communities and community ministries throughout the GNW Area.

VISION

A church called to be united and diverse in God's love that changes lives and transforms communities.

VALUES

Respect

We recognize the inherent value and dignity of all God's creation and all people.

Love

Inspired by the compassion and grace of our God, we seek to joyfully embrace and serve with all people.

Community

We commit to live with our neighbors united in loyalty, family, solidarity, and inclusivity.

Justice

We strive to live into the equality of God's provision in a world where every need shall be met.

MISSION

The United Methodist Church forms disciples of Jesus Christ, who empowered by the Holy Spirit, love Boldly, serve joyfully, and lead courageously in local communities and worldwide connections.



The Strategic Plan for Hispanic/Latinx Ministries

The Office of H/L Ministries



HISPANIC MINISTRY COMMITTEE

Coordinates in consultation with appropriate Conference agencies and leaders

Churches & New Starts (Ministry that Matters)

*Congregational:
Emotional Intelligence &
Cultural Competency
(Itinerancy)*

*Financial Support
for Ministries**

Camping Ministries

Leadership Development* (Lay Ministry Enhancement)

*Leadership
Training*

*Accompaniment
of Candidates
for Ministry*

- Local Church Lay Leadership
- Leadership Retreats
- Training: Certified Lay Missioner & CLM
- Spanish Intensive

Advocacy* (Eliminating Racism)

*Training
Justice as a
Spiritual
Discipline**

*Advocacy
Action
Support*

Communications

*Environmental
Justice*

- Production of Stories
- Training and Equipment



Projects for which the GNW is receiving funding from the National Plan for Hispanic/Latinx Ministries



“To harm one is to harm all, to heal one is to heal all.”

“Do not forget to show hospitality to strangers, for by so doing some people have shown hospitality to angels without knowing it.”

Hebrews 13:2 (NIV)

“There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus.”

Galatians 3:28 (NIV)

“Consequently, you are no longer foreigners and strangers, but fellow citizens with God’s people and also members of his household.”

Ephesians 2:19 (NIV)

Core Areas of Ministry Support



1. Collaboration with Superintendency Teams

- Develop **non-colonial, contextual models** for Hispanic/Latinx ministries across districts.
- Provide **coaching and strategy support** for community-based ministry approaches.
- I.D. opportunities for **mutual learning**, partnerships with existing churches and new faith expressions.
- Act as a **bridge** between GNW leadership and grassroots Latinx communities.
- Preside at **Charge Conferences** for Hispanic/Latinx congregations, as requested.
- Assist churches and districts in writing and submitting **grants**; expand financial resources for H/L Ministries
- **Establishment of new Hispanic/Latinx faith communities**, community ministries for districts.

2. Leadership Development

- Identify and mentor **emerging Hispanic/Latinx leaders**: CLMs, LLPs, elders, deacons, planters, and community organizers.
- Provide **pastoral care and mentorship** to current and aspiring leaders.
- Offer **leadership formation programs**, such as **Encuentros**, **Lay Minister Courses**, **Licensing School**, and retreats.
- Promote the **connection and empowerment of youth and young adult leaders**.



3. Immigration & Justice Ministries (25%)

- Collaborate with **immigrant advocacy networks** across the GNW Area.
- Provide **spiritual, pastoral, and logistical support** to immigrant families during crisis and transitions.
- Organize **education, advocacy, and accompaniment initiatives** focused on immigrant rights.



4. Program Development & Accompaniment

- Develop and support **GNW-wide programs** for Hispanic/Latinx faith communities and leaders.
- Coordinate and evaluate **strategic events** such as **leadership training**, **cultural competency workshops**, **intercultural retreats**, and **camps**.
- Promote **language acquisition, cultural sensitivity, and resilience** through education and formation.



5. Administrative & Connectional Work

- Report to and maintain **communication with the Director of Connectional Ministries (DCM)**.
- Supervise **program and committee finances**, including the **Hispanic/Latinx Ministry Committee**.
- Provide regular **updates** to superintendency teams and participate in **Cabinet conversations**.
- Share **ministry stories** and updates through **conference channels** and **media platforms**.

6. Broader Church & Connectional Engagement

- Collaborate with the **National Plan for Hispanic/Latinx Ministry (UMC)** to access **resources, leadership development, and funding opportunities**.
- Connect GNW efforts with **general church entities** (GBGM, GBCS, GBHEM, Discipleship Ministries, Jurisdictional Councils).
- Facilitate **collaboration between Hispanic/Latinx leaders** and other ethnic leadership within GNW.
- Build **ecumenical and community partnerships** with both **faith-based** and **secular organizations**.

8. Advocacy and Communication

- Lead the **communication strategy** for **Hispanic/Latinx Ministries** in the GNW Area, ensuring **visibility, connection, and storytelling** across platforms (e.g., newsletters, social media, videos).
- Develop **culturally relevant and bilingual content** reflecting the lived experiences and spiritual life of Hispanic/Latinx communities.
- Advocate on behalf of **immigrant and Hispanic/Latinx communities** within the church and public spheres, addressing issues such as **immigration justice, equity, and inclusion**.
- Represent the GNW in collaboration with **national and jurisdictional advocacy partners**, including The Plan for Hispanic/Latinx Ministry, the WJ Hispanic/Latino Council, the WJ Immigration Taskforce, and community-based organizations.
- Equip leaders and congregations to engage in **faith-rooted advocacy** and public witness for **social justice** grounded in **Wesleyan theology**.



7. Connection with Ethnic Ministries

- Serve as **assigned staff** to the **Commission on Ethnic Ministries** in the Pacific Northwest Conference.
- Act as a **liaison** between ethnic pastors and leaders and the Conference to ensure their ministries are resourced, their voices are heard, and their concerns are represented in Conference decision-making.
- Support **cross-cultural collaboration** and facilitate **communication among diverse ethnic communities** within GNW.
- Identify **common needs** and opportunities for **joint ministry efforts** across ethnic groups.

