MEMORANDUM OF UNDERSTANDING

ALLEGHENY WEST CONFERENCE AND KENYA CONFERENCE

December 2024

It is the desire of the Allegheny West and Kenya Annual Conferences to enter into a Covenant Agreement dedicated to sustainably fulfilling our mission to make disciples of Jesus Christ who spread scriptural holiness across the globe. This covenant is intended to be a recognition of the holy privilege and responsibility we share as Christ's Church in the world.

This Memorandum of Understanding will support the creation of a Covenant Agreement.

Background

Both the Global Methodist Church in Kenya and Allegheny West are blessed with committed, enthusiastic leaders who prioritize spiritual growth, discipleship, and service. The Church has a history of active involvement in local communities, addressing social needs and fostering relationships. Our congregations have individuals with diverse talents and skills enabling effective ministry and outreach efforts.

Our Conferences aspire to nurture a relationship at the Conference, Circuit/District, local church, and pastoral level to be able to better understand and address the challenges we face, keep one another in prayer, and provide encouragement and support.

Details about the Kenya Annual Conference:

Churches: 123 (see breakdown below)

Pastors: 100+

Districts: 5

Annual Self-funded budget: minimal

Other pertinent stats:

- Congregations fully recognized by the TLC as GMC – 96.
- Congregations pending approval at the TLC level – 0.
- Congregations pending initial approval at the KAC level – 32.
- Number of churches paying their pastor a full salary - 0
- Number of churches paying their pastor SOMETHING - a few

- Monthly salary desired for full-time pastors - 10,000 to 30,000+ shillings minimum
- Connectional giving level for the average local church - 0 or very, very little
- Conferences helping to fund KAC currently - only AWAC.

Details about the Allegheny West Annual Conference:

Churches: 590

Pastors: 606

Full-time: 258

Part-time: 273

Senior status: 45

Inactive: 30

Circuits: 23

Annual Budget: $1.8 million US

Both of our Conferences are embracing new structures and ways of being the Church as pioneer conferences of the Global Methodist Church. As a denomination, we are consciously deciding how to best provide vision, leadership, and support toward sustainability to the local church while remaining lean regarding costs.

In response to the connectional partnerships that are appearing between US Annual Conferences and non-US Annual Conferences, the General Church has set up the Commission on Evangelism, Church Multiplication, Mission Mobilization, and Disaster Response. As a result, the Partnership Ambassadors Team was created to assist conferences in establishing partnerships that are mutual, respectful, and aimed at self-sustainable administrative structures. The goal is to support the church's commitment to making faithful disciples of Jesus Christ in generous, missionally healthy ways.

The Partnership Ambassadors Team is developing criteria for sustainable budget plans, best practices to create healthy partnerships to meet essential needs, and real-time tracking systems to measure progress toward self-sustainability.

We recognize that completing a Covenant Agreement depends upon continued shared experiences and information between our conferences, along with best practices input from the Partnership Ambassadors Team.

Immediate Situation:

The Kenya Annual Conference faces financial constraints that limit its ability to pay pastors, fund ministry growth initiatives, maintain facilities, and support missions.

The Allegheny West Annual Conference is in its second year of existence and continues to establish policies and procedures.

Actions to Date:

Relationship Development:

- A delegation of three leaders from the Kenya Conference (including its Conference Superintendent) visited the Allegheny West Conference in May 2024.
- A delegation of 19 leaders from the Allegheny West Conference (including its Conference Superintendent) visited the Kenya Conference in October 2024.
- During that visit, we came to a consensus on our Covenant Agreement. The Allegheny West Conference's Report is included at the end of this MOU.
- We anticipate a small delegation from the Allegheny West Conference will visit during the Kenya Conference session in April 2025.
- We anticipate another delegation from Kenya will visit the Allegheny West Conference in June of 2025.
- Allegheny West will begin sending smaller mission teams to serve in partner districts in Kenya in late 2025 or early 2026.

We believe we will benefit from deep and meaningful relationships. Clergy and laity from both Annual Conferences can learn from one another and deepen their faith by coming together as the Body of Christ.

Financial Support:

For 2024, in consultation with the General Church, the Allegheny West Annual Conference has made the following funding commitments:

- The Allegheny West Conference funding the following (totaling $88,800) from its operating budget in 2024:

    - The 2024 salary ($48,000) and healthcare policy ($800) for the Superintendent of the Kenya Annual Conference
    - Costs associated with the 2024 Kenya Convening Conference ($16,600)
    - Costs associated with the Kenya Conference Office Rental & Equipment ($23,400)
- The Allegheny West Conference anticipate funding the following (totaling $102,120) from its 2025 operating budget:
    - The 2025 salary ($48,000) and healthcare policy ($800) for the Superintendent of the Kenya Annual Conference
    - Costs associated with the 2024 Kenya Annual Conference ($16,600)
    - Costs associated with the Kenya Conference Office Rental & Vehicle use ($18,720)
    - Compensation support for 5 Presiding Elders ($12,000), Conference Director of Operations ($3,600), Conference Secretary ($2,400)
- We will begin decreasing the funding from the Allegheny West Conference budget 20% a year beginning in 2026.
- The Allegheny West Conference also took a Miracle Offering for the Kenya Partnership in 2024 totaling $251,000. Thus far, the following has been distributed from the Miracle Offering:
    - $45,000 to purchase a used SUV for the Conference Superintendent and six motorcycles for the Presiding Elders.
    - $31,200 to pay for two terms (8 classes) for 50 clergy who needed to complete classes to be ordained at the 2025 Annual Conference.
    - $2,632 for tuition for 25 high school students, and $8,137 for tuition for 19 university students.
    - $5,400 in transportation costs associated with the Kenyan delegation visit in May.
    - $1,000 in extra expenses related to the Allegheny West Conference delegation visit in October.
    - $9,600 to cover the expenses of Allegheny West Conference members who traveled to Kenya to train pastors in October 2024.
    - $5,000 for communications equipment for the Kenya Conference.
    - Total expended from the Miracle Offering to date: $117,969.

The Allegheny West Conference delegation spent $51,200 of their own money in addition to the funds expended to travel to Kenya in October 2024.

Monies from the Allegheny West Conference were initially being sent to the General Church for distribution to the Kenya Conference. Monies are now

being wired directly from Allegheny West to the Kenya Conference. We are confident in the mechanism for funds transfer—and expect quarterly accounting of the use of all designated funds. The faithful use of funds for their designated purpose is essential for the growth of the partnership.

Future funding:

We envision an ongoing Kenya/Allegheny West Conference relationship as well as relationships between circuits, churches, and pastors. All conference and church partnership projects will be approved by both Conferences and the GM Mission Ambassador.

Funding for individual church partnerships will flow from participating Allegheny West churches to the Allegheny West Conference to the Kenyan Conference on to the local Kenyan churches. A 3% administrative fee will be built into all fund requests to be used by the Kenya Conference to support office and staffing expenses.

We envision the Kenya Annual Conference will train its pastors to preach and teach stewardship and tithing (10% giving), and implement the expectation of connectional giving from its local churches to the Kenya Conference at 3% of local church tithes, gifts, and offerings in support of conference self-sustainability.

Potential areas of support include:

- Clean water needs—filtration and/or wells
- Educational needs—especially clergy
- Infrastructure needs—purchase of property and building of church structures.
- Training in stewardship and tithing—to develop sustainability.
- Micro-business loans to support local church operations.
- Training in church planting and multiplication—including measurable goals.
- Transportation needs
- Reserve for other approved needs
- The Allegheny West Conference will not provide support for pastor salaries; however, as part of the covenant development process, we will consider other benefits, such as a scholarship fund for pastors' children and a continuing education fund for pastors.

Distribution of funds will be consistent with guidelines set up by the General Church -Partnership Ambassadors Team.

Next Steps:

- Continue to build relationships—circuit to district—church to church—pastor to pastor.
    - Columbus East and Warren Circuits will partner with the Coast District (Mombasa)
    - Columbus West and Zanesville Circuits will partner with the Nairobi District
    - Akron/Canton, Cleveland and New Philadelphia Circuits will partner with the Kisii/Nyanza District (Kisumu)
    - Erie and Alliance Circuits will partner with the Nakuru District
    - Johnstown and Pittsburgh South will partner with the Busia District
    - An ad-hoc group from circuits not engaged will coordinate matching pastors and churches with engaged circuits.
- Continue to define.
    - Missional Areas of Support—education, clean water, micro-business development, transportation, property, and church buildings
    - Growth Initiatives—church planting and leadership development
    - Sustainability Plan—stewardship and tithing and revenue stream development.
    - Reporting/Feedback
    - Continuous improvement
- Develop Covenant Agreement

Resources for Developing Sustainability:

The following resources can be formational in helping us move forward with trust, transparency, and mutual understanding and set a course of sustainability for the GMC in Kenya.

- Farrell, Hunter. Freeing Congregational Mission: A Practical Vision for Companionship, Cultural Humility & Co-Development.
- Kyazze, Sytsma, Fikkert. Becoming Whole: Helping without Hurting in Africa.
- Maranz, David. African Friends and Money Matters.
- Lederleitner, Mary T. Cross-Cultural Partnerships: Navigating the Complexities of Money and Mission.
- Lingenfelter, Sherwood G., and Marvin K. Mayers. Ministering Cross-Culturally: An Incarnational Model for Personal Relationships.

- Rickett, Daniel. Building Strategic Relationships: A Practical Guide to Partnering with Non-Western Missions.
- Rickett, Daniel. Making Your Partnership Work.

Establishment of Savings Groups:

For the Kenya Conference to move to sustainability, the pastors will need to begin teaching and modeling stewardship as a spiritual discipline. Since much of African culture is communal in nature, it makes sense to teach a model of stewardship rooted in the culture. Allegheny West would be willing to fund this initiative after it is approved by the District Committee on Development, Conference Superintendents, and GMC Mission Ambassadors.

Rationale

Savings groups, as explained in Helping Without Hurting in Africa (by Kyazze, Sytsma, and Fickert), are community-based financial groups that allow individuals to save money, access loans, and develop financial stability in ways that reflect African social structures. In a Tanzanian context, these groups enable church members to combine their resources, foster accountability, and support each other in times of financial need or opportunity. The model promotes self-sufficiency and interdependence, aligning well with biblical values of stewardship and community. Savings groups also offer a sustainable way to address poverty by allowing members to pool resources without depending on external aid, fostering a cycle of empowerment and dignity.

Implementation Steps

1. **Educate the Congregation on Biblical Stewardship and Tithing**

- Introduce the Concept in Sermons: Preach a series on biblical stewardship and tithing, focusing on passages that highlight communal support and wise resource management (e.g., Acts 2:44-45, Proverbs on wisdom and diligence, and Paul's letters on generosity).
- Host Bible Study Groups: Organize small group studies that discuss stewardship and mutual aid within the church. Invite members to share how financial management affects their daily lives, fostering open conversation.

- Conduct Workshops: Hold workshops to help congregants understand God's purpose for money, emphasizing dignity, generosity, and interdependence. Practical examples and simple language can help everyone connect with the concepts.

2. Identify and Train Group Leaders

- Identify Potential Leaders: Look for individuals with good standing, financial savvy, and a sense of responsibility. This might include church elders, deacons, or individuals who already serve in leadership roles.
- Provide Training: Arrange training sessions focusing on savings group facilitation, financial management, and conflict resolution. Partner with local microfinance institutions or NGOs if possible.
- Create Support Systems for Leaders: Offer regular follow-up sessions where leaders can report on progress, challenges, and best practices. Provide them with ongoing mentorship and peer support.

3. Facilitate Group Formation

- Form Small, Diverse Groups: Encourage group formation around shared interests, financial goals, or geographic proximity. Aim for groups of 8-15 members to maintain a sense of accountability and community.
- Establish Group Guidelines: Work with each group to set simple rules and clear goals. Discuss the frequency of meetings, contribution amounts, loan policies, and accountability measures. Clarify each member's role and expectations.
- Promote Commitment and Trust: Emphasize the importance of commitment and reliability, as savings groups rely on trust. Help members understand that each person's participation affects the group's success.

4. Develop Simple Financial Literacy Resources

- Teach Basic Budgeting and Saving Skills: Offer sessions on budgeting, saving, and expense tracking. Keep the material simple, using relatable examples and visuals to aid understanding.
- Provide Record-Keeping Tools: Equip groups with simple record books or digital tools (if accessible). Show leaders how to log contributions, withdrawals, and repayments effectively to maintain transparency.

- Demonstrate the Power of Group Savings: Explain how regular, small savings can accumulate over time and benefit all members. Use concrete examples of how pooled funds could support personal or business needs.

5. Encourage Regular Group Meetings

- Set a Consistent Schedule: Encourage groups to meet weekly or biweekly to keep savings contributions regular. Suggest meeting after Sunday services or during another consistent weekly time.
- Structure Meetings for Efficiency: Create an agenda template for group meetings. Start with prayer, review the group's goals, collect contributions, record transactions, and have a brief time for discussion or encouragement.
- Provide Ongoing Pastoral Support: Visit group meetings periodically to offer encouragement, troubleshoot issues, and ensure accountability practices are being followed.

6. Celebrate Milestones and Share Testimonies

- Acknowledge Group Achievements: Publicly recognize groups that have met significant savings goals, helped a member through a tough time, or started a business. Acknowledgment motivates and builds the group's sense of accomplishment.
- Share Testimonies in Church Services: Invite savings group members to share personal stories of how the group has impacted their lives. Testimonies can inspire others to participate and remind the church of the power of community support.
- Organize a "Savings Group Sunday": Dedicate a service to celebrating the work of savings groups, highlighting their achievements, and reinforcing the church's commitment to financial empowerment.

7. Offer Long-Term Vision and Goal Setting

- Encourage Groups to Set Yearly Goals: Help groups establish clear, realistic goals for the year, such as saving for school fees, funding a community project, or starting a group investment.
- Foster a Vision of Collective Impact: Encourage groups to see their savings as more than personal support but to impact their communities. This could include contributing to a shared community goal or project.

- Provide an Annual Reflection Time: At the end of each year, gather the groups to reflect on what they've achieved and how they've grown. This could include evaluating financial goals, revisiting their purpose, and thanking God for the journey.
- By following these structured steps, Church pastors and leaders can introduce savings groups that cultivate resilience, dignity, and community impact within their congregations, fostering a model of sustainable, biblically aligned development.

Ten African Micro Loan Ideas with Implementation Tips:

This list is intended to be suggestive and not exhaustive. The purpose of the micro-loans is to provide a steady stream of income to support local churches and the annual conference. Loan recipients must agree to tithe 10% of profits to their local church or the annual conference. Allegheny West would be willing to fund this initiative after loan requests are properly vetted and approved by the District Committee on Development, Conference Superintendents, and GMC Mission Ambassador.

1. **Mobile Money Kiosk**

- Implementation: Set up a small booth or kiosk in a high-traffic area.
- Strategy: Partner with established mobile money providers for training and support.
- Goals: Achieve 100 transactions per day within 3 months; expand to multiple locations within a year.
- Tips:
    - Ensure proper security measures for cash handling.
    - Offer additional services like airtime top-up to increase revenue.

2. **Poultry Farming**

- Implementation: Start with a small flock of 50-100 chickens for egg production or meat.
- Strategy: Focus on local breeds that are disease-resistant and require less specialized feed.
- Goals: Reach full production capacity within 6 months; establish contracts with local markets or restaurants.
- Tips:

  - Implement strict biosecurity measures to prevent disease outbreaks.
  - Consider value-added products like chicken manure for additional income.

3. Tailoring and Clothing Repairs

- Implementation: Set up a small workshop with 1-2 sewing machines.
- Strategy: Offer both custom clothing and repair services to diversify income.
- Goals: Build a regular customer base of 50 clients within 3 months; expand to hiring an apprentice within a year.
- Tips:
  - Specialize in traditional African clothing to tap into cultural markets.
  - Offer alteration services for second-hand clothing, which is popular in many African countries.

4. Motorcycle Taxi (Boda Boda) Service

- Implementation: Purchase a motorcycle and necessary safety equipment.
- Strategy: Join or create a local association for support and customer referrals.
- Goals: Complete 20 trips per day within the first month; save for a second motorcycle within a year.
- Tips:
  - Prioritize safety with proper helmets and reflective gear.
  - Consider offering package delivery services during off-peak hours.

5. Small-Scale Vegetable Farming

- Implementation: Lease a small plot of land and start with fast-growing, high-demand vegetables.
- Strategy: Use sustainable farming methods to reduce input costs and appeal to health-conscious consumers.
- Goals: Achieve consistent weekly harvests within 3 months; establish relationships with local markets or restaurants.

- Tips:
    - Implement water-saving techniques like drip irrigation.
    - Consider vertical farming techniques to maximize space utilization.

6. Hair Braiding and Styling Salon

- Implementation: Set up a small salon space with basic equipment.
- Strategy: Specialize in traditional African hairstyles and natural hair care.
- Goals: Build a regular customer base of 30 clients within 2 months; offer training workshops within 6 months.
- Tips:
    - Use social media to showcase styles and attract customers.
    - Consider mobile services for special events or homebound clients.

7. Fish Farming

- Implementation: Construct small ponds or tanks for tilapia or catfish farming.
- Strategy: Focus on species that grow quickly and are popular in local cuisine.
- Goals: Achieve the first harvest within 6 months; establish regular supply contracts with local restaurants.
- Tips:
    - Implement a polyculture system to maximize pond productivity.
    - Consider value-added products like smoked or dried fish for longer shelf life.

8. Solar-Powered Phone Charging Station

- Implementation: Set up a small kiosk with solar panels and multiple charging ports.
- Strategy: Locate in areas with limited electricity access or frequent power outages.
- Goals: Charge 50 phones per day within the first month; expand to offer additional solar products within 6 months.
- Tips:

- Offer quick charge options at a premium price.
- Consider partnering with local shops to offer the service, expanding reach without additional infrastructure.

9. Beekeeping and Honey Production

- Implementation: Start with 5-10 beehives in a suitable location.
- Strategy: Focus on organic, locally sourced honey production.
- Goals: Achieve the first harvest within 6 months; develop value-added products like beeswax candles within a year.
- Tips:
  - Partner with local farmers to place hives on their land for pollination benefits.
  - Consider producing other bee products like propolis or royal jelly for additional income streams.

10. Waste Collection and Recycling Service

- Implementation: Start with a pushcart or small vehicle for collections.
- Strategy: Focus on recyclable materials with established local markets (e.g., plastics, metals).
- Goals: Establish regular collection routes within 2 months; partner with 10 local businesses for their recyclables within 6 months.
- Tips:
  - Educate the community on proper waste separation to improve efficiency.
  - Consider upcycling certain materials into sellable products (e.g., plastic bottle planters) for additional income.

SUPPORTING DOCUMENTATION

2024 Allegheny West Annual Conference + Kenya Annual Conference Partnership Consultation Report

This report was developed by the members of the Allegheny West Conference's Mission Team to Kenya (October 21 to November 2) and was presented in summary form to CS Wilton Odongo and the leaders of the

Kenya-Ethiopia Conference during a meeting at the Radix Hotel in Nairobi on Thursday, October 31, 2024.

This report refers to the Kenya Annual Conference because it is our understanding that the Ethiopian churches will become a part of a GMC expression in Ethiopia.

OVERVIEW:

- The partnership originated at Bishop Scott Jones' suggestion.
- The AWAC fact-finding and relationship-building team was graciously welcomed!
- The details of the trip were extremely complicated – four different teams, operating in multiple different regions of the country, with only a few of them previously having been in Kenya. It took enormous effort on both sides.
- Overall, the trip went marvelously well thanks to the dedicated work of members of both conferences.
- There is a mutual appreciation for the work of God in both conferences.
- There are multiple levels of complexity in the overall relationship, *and* in the particulars that will make collaboration a challenge, but with God's help, we can surely be a mutual blessing.

ASSETS in the Kenya Annual Conference (KAC): [1]

1. Very dedicated leaders at the congregational, district, and conference levels.
2. Greater unity than in previous years throughout the conference.
3. Greater willingness on the part of some pastors to come together to be taught GMC ways and theology.
4. Flood relief funding gave strong indication to the KAC members that we're serious about being ONE GMC together. They 'felt the hand of the GMC touching them.'
5. A passion for Biblical orthodoxy, evangelism, and church planting throughout the conference…that's inspiring other non-GMC churches to express interest in possibly joining.

[1] This document was created by AWAC team members in response to the discernment trip that included visits to over forty ministry sites throughout the KAC including KAC churches and schools and was edited after discussion with key KAC leaders before returning to the USA. Team was led by Bishop & CS Jeff Greenway, Jason Nies, Jason Thorn, and Nathan Custer.

6. Spiritual revival and reconciliation is happening with some people who'd been hurt, broke away, etc.
7. New hope has arisen among pastors who are joining together to support one another, fellowshipping together, getting training together, sharing together, etc.
8. Christ-centered focus among the pastors.
9. Increasing levels of trust.
10. Hard-working parishioners and clergy who are dedicated to their churches throughout the conference – with some even just worshipping under trees!
11. Many resources throughout the country including natural resources and beauty, business investment within and from outside of the country, roads and telecommunication connectivity, multi-lingual people throughout, etc.
12. Ingenuity within congregations to creatively engage the people in their community.
13. Creative, entrepreneurial spirit among the church members to start various kinds of businesses and participate in table finance/microloans to provide income for both the families and the churches.
14. An intentional effort of the conference leaders to deploy people into various areas of leadership and provide an overall structure and procedures for them to operate within.
15. Legitimate conference office and staff.
16. 9 motorbikes distributed among the pastors and presiding elders.
17. Successful Annual Conference meeting.
18. While poverty persists greatly, the extreme level of starvation found in other countries is far less common in Kenya thanks to a (relatively) more stable government and economy.
19. Bold outdoor crusades and door-to-door visitations are led by courageous pastors.
20. Some church-owned schools educate hundreds of children.
21. A church has a great outreach to Muslims that could be duplicated elsewhere.
22. Passionate worship is found throughout the conference.
23. Growth in educational offerings and leadership development.
24. Educated leaders can be found at all levels, including especially conference and district leadership – with around 16 students seeking master's level degrees.
25. Since the government has made it more difficult for new churches to be officially certified (because of various cults), the GMC helps new churches gain legitimacy and standing and facilitates church planting.
26. Organizational structure is being created by conference and district leaders that provides checks and balances of power and financial

accountability, such as: committees on finance to oversee financial transactions (with CS Odongo not a signer of checks); education committee to oversee scholarship distribution; trustees for the KAC to oversee property; and even willingness to have someone from outside the KAC to serve on a committee such as finance.

27. This is a truly gifted and remarkable conference!

CURRENT STATISTICS

- Total congregations acknowledged by the KAC - 123
- Congregations fully recognized by the TLC as GMC - 96
- Congregations pending approval at the TLC level - 0.
- Congregations pending initial approval at the KAC level – 32.
- More non-GMC churches talking to the conference - various, but several!
- Number of churches paying their pastor a full salary - 0
- Number of churches paying their pastor SOMETHING - a few
- Monthly salary desired for full-time pastors = 10,000 – 30,000 + shillings minimum
- Connectional giving level for the average local church - 0 or very, very little
- Conferences helping to fund KAC currently - only AWAC

CHALLENGES in the Kenya Conference:

1. **Skepticism and mistrust within and beyond both conferences due to:**
    a. Over a decade of 'financial embargo' from the United Methodist Church.
    b. The UMC acceptance of homosexual relationships.
    c. Other denominations' failed promises and other disappointments.
    d. The difficulties in general of working with international partnerships.
    e. Some political corruption in their government.
    f. The difficulties of being renters of church property (perhaps only a few churches own their property), as the legal system is not effective at protecting tenants' rights and so churches are constantly in danger of the whims of the landlords.
    g. Many decades of British rule in which the rich British residents created a culture of African dependency and created impoverished slum areas – that created an inferior, needy mentality that persists among some still today.
2. **Financial challenges**

a. Pastors have had very, very high hopes and even expectations of financial help, even *immediate* salary support.
b. The vast majority of the GMC church members and leaders have few financial resources.
c. Very few churches (3 of 100?) own their own property.
d. The majority of the pastors erroneously believe that tentmaking / bi-vocational ministry is second-class and deprives the church members of the pastoral care they need and deserve.
e. The majority of the pastors and churches feel the burden of societal expectations – for instance, that when pastoral home visits are done food / resources should be brought, and when people in need call on the church, the church should have money / food / clothing to help. Pastors often struggle to provide such.
f. Land ownership seems to also indicate legitimacy, as if to say: "If you rent, and your building is small, you're not a real church." But we realize the church building serves many functions: community center, security lock up for materials, instruments, etc., shelter in emergencies, etc. Also, rent seems to leaders to be a waste of money, and they're at the whims of landlords.
g. Conference leaders believe that large, very nice churches would help to inspire and motivate other smaller churches and could attract worshippers with more financial means who could help fund the church and beyond.
h. Cost confusion. There was confusion over what rents cost, what construction of church buildings cost, what a livable wage for a pastor or PE should be, etc. Some confusion was understandable, for instance when churches have to be built bit by bit with a few shillings here and there over years.
i. No endowment / invested funds to help sustain the conference.
j. Some conference leaders are not being paid currently.
k. Long-time previously UMC members were taught they should be able to come to church and just receive, not be expected to give.

3. Moral Corruption

a. Outside the church – drug and alcohol abuse, prostitution, gender-based violence, abusive husbands, loss of parents, female genitalia mutilation, and marital infidelity are commonplace.
b. Inside the church – the same vices outside the church are unfortunately found inside the church, including a stereotype that even men who are pastors and church leaders may "take on another woman," be unfaithful, and squander resources if they receive an increase of finances. There's also the constant danger that due to inequity of power and money between those who

have power and money, they can easily use it to abuse those in churches or schools without the power and money.

4. **Different views of money and accountability between AWAC leaders and KAC leaders.**
    a. Some differences may be due to the differences between poverty–mindset and middle-class mindset found similarly in both Africa and America, and some may be due to the differences between American vs. Kenyan approaches to money.
    b. The observed Kenyan use of money tends to emphasize the meeting of the most urgent needs of the day more than the saving of money for the future or respecting designated indications for how the money should be used.
    c. The observed Kenyan use of money tends to demand respect for the higher-level authority figures' decisions more than the adherence to policies, procedures, donor-advisement, lower-level persons' input, etc.
    d. American use tends to emphasize the strict respect of designations for how the money should be used, *and* a denying of some urgent needs to create systems that will provide better long-term support.
    e. Therefore, the American might be seen by the Kenyan as not trusting enough of Kenya leadership and as uncompassionate toward urgent needs, and the Kenya might be seen by the American as dishonoring of donor's intentions and not as wise and trustworthy as hoped.
5. **Denominational association and commitment:**
    a. The Coastal region only had a few former UMCs, so very little Methodist knowledge or heritage…but did have hurts from previous denominations.
    b. Other churches, for instance, around Nairobi had much more UMC history, but some new churches still struggle to understand and commit to GMC governance.
6. **Power, communication, and accountability struggles:**
    a. If an American individual or church gives financially directly to a pastor or congregation in Kenya, it can undercut the authority of the district and conference leaders to hold the pastor or church accountable.
    b. If an American individual or church gives financially to the Kenya conference leadership, who then gives the finances to the local pastor or church, the power given to the leadership can lead to corruption and abuse.
    c. If not careful, Americans can cause dependency, corruption, and abuse.

   d. If not careful, Kenyans can alienate themselves from American partners by not honoring donor designations or providing full accountability.
   e. But Americans, in turn, can create resentment among Kenyan leaders if they micromanage/police all transactions with a spirit of distrust.

7. **Discipleship needs**
   a. One of the things we share at both conferences is the need for continual spiritual growth and holiness of heart and life.
   b. Financial literacy and stewardship training is often lacking in Kenyan churches.
   c. Solid GMC training and resources such as Bibles are needed throughout.

COMMON THEMES OF NEEDS / REQUESTS FROM OUR KENYAN FRIENDS:

1. Land ownership – and make the church a community center (in some places the church would be used as the school).
2. Buildings to be built or repaired – churches, kid's spaces next to them, shops, multi-story buildings, etc.
3. Pastor salary support, even into retirement.
4. Schools for kids (higher levels are often boarding schools that families can't afford; public schools often have way too many students per room) – scholarship support,
5. Education for pastors.
6. Job creation, job training – including vocations, business creation, trades, tech.
7. Food – esp. for kids and the vulnerable.
8. Empowerment of women.
9. Bibles – wasn't commonly brought up but was a need sometimes overlooked.
10. Water – ANY water for those who have none; CLEAN water for those who have water but it's unsafe; gutters/rainwater collection.
11. Community health, clinics.
12. Hospitals.
13. Children's ministry support and materials.
14. GMC college tuition support, teacher support, funding to improve and expand facilities, their own building for church and school.
15. Funding for entrepreneurial projects (MANY possible suggestions were made; some are already being done).
16. Transportation for PE's and the pastors (cars are needed more than we may realize…)

17. Lack of training in stewardship, teaching on finances, raising churches up to help pay the pastors, etc.
18. Sanitation – outhouses, restrooms, etc.
19. GMC needs – some churches don't know much about it, but they liked its transparency, localized leadership, and our willingness to come personally to be present.
20. Remember – the reason we aren't funding pastor salaries or paying ongoing stipends to pastors is because it has been proven to be ineffective at creating self-sustaining churches and conferences. It has always stunted the churches' growth and created constant dependency.

Entrepreneurial ventures they've expressed interest in or are doing:

1. Printing and copying business using church-owned tech.
2. Borehole water sold to the community.
3. Excess fruit gathered and sold—gleaning ministry.
4. Beauty products business
5. Gas / petrol station
6. Multi-story buildings with church, business, and residential in them
7. Buy land and develop with cheap homes and be the landlord collecting rent.
8. Hospitals could help people AND create jobs.
9. A guest house – house mission's teams AND create some jobs, income, etc.
10. Church vans then hired out for tourists, etc., to create income.
11. Incubators to raise chicks and sell chicks, chickens, etc.
12. Pig farming
13. Raising rabbits – easy, multiply, etc.
14. Farming
15. PA system and instruments that can be used to be rented out for weddings, parties, events, etc.
16. Goat farming
17. Tailoring, dressmaking
18. Leatherwork / boot making.
19. Hire caretaker for church property, school property, etc.
20. Their table banking, microloan arrangement, etc.
21. Greenhouse to raise plants for eating for themselves and to sell to others.
22. Outreach to and chaplain / church-planting within the police force and government.
23. Partner with business or government entities who might help provide resources using church facilities, or rent space on church-owned

property, or build combined-use facilities (church + community center or business, etc.)

++Maybe AWAC could just help fund a microloan or grant-giving pool of money, that the KAC leaders oversee, with expectations that the recipients of the funding tithe from their business profits back into the fund when they start making money – with the goal being a process of funding projects that is clean, simple, easy, and in KAC hands for decision-making and organization. That way, AWAC leaders don't get into micromanaging decisions or specifics of projects; However, they might help network entrepreneurs with other organizations, such as ECHO experts in agriculture.

POSSIBLE PRINCIPLES FOR PARTNERSHIP (need to develop mutual covenants at all levels, with such discussion led by the Kenyan leaders)

1. Total reliance on the guidance of the Holy Spirit and the power of Christ's resurrection!
2. Learn from what has worked practically in the past and what has not.
3. Wholehearted dedication to mutual respect, admiration, appreciation, and open and honest communication.
4. Heartfelt commitment to try to understand cultural differences.
5. Commitment to realistic accountability.
6. Kenyan ownership of the direction and decisions that affect their own people – including having THEM decide what projects to fund (see entrepreneurship list below), rather than the Americans deciding for them.
7. Continual effort given to reject typical 'patron-client' models of dependency and instead create relationships of mutual benefit, friendship, and partnership – especially with the AWAC respecting and following the KAC's decisions of prioritization of projects. AWAC wants KAC to take the lead and wants to help create sustainable systems rather than cycles of dependency.
8. Create clear covenantal understandings, led by the Kenyans, pertaining to money and resources -- including especially things like proper ways to ask for money and to give money and other resources. (The current AWAC assumption is that specific KAC requests from their pastors and churches would need to be given to the KAC PE's and ultimately approved by the Conference leaders, then AWAC people / congregations would give to those by giving to the AWAC who would give the money to the KAC leaders to be distributed by them -- or at least only given with their approval).

9. Give authority wherever responsibility is given.
10. Be careful not to create envy/jealousy needlessly among the churches and pastors, but also step in and help decide things for the KAC at their request if they need some separation from the decision-fallout with other pastors and congregations. (That is, AWAC leaders should only make decisions for the KAC if asked and needed to in the opinion of the KAC leaders).
11. Develop principles and systems of stewardship within the KAC, especially at the level of the congregation and the pastor. Principles that need to be taught include things such as tithing, paying of pastors by the congregation, careful adherence to the designations associated with monetary gifts which will usually lead to more gifts later from the same and other givers, communication with givers, etc.
12. Investing in the *permanent* property of churches only after they have been GMC for two or more years.
13. Property that is bought by outside donors is to be deeded to the KAC, not local individuals.
14. When building ANY churches, need to take care to build them rightly – for instance, not building a hot box with no ventilation.

BISHOP GREENWAY'S QUESTIONS TO THE AWAC TEAM

AND THE TEAM'S INITIAL RESPONSES:

<u>What's easy to do now?</u>

1. **Spiritual Resourcing**:
    a. Bibles and other spiritual growth resources including braille for the blind pastors, and a study Bible + NT and OT commentary + maybe other resources like a Bible Dictionary, worship resources, and online resources from seedbed for each pastor. Take care to provide in Swahili or other language when needed.
    b. Fund pastoral education somehow for pastors who truly need it – those who don't have GMC theology, need ordination, etc. (careful – need conference input!). Ensure both theological and practical ministry and Christian living training are available. Ensure it's provided in creative and cost-effective ways and elevates the status and respect for bi-vocational / tent-making pastors and missionaries.
2. **Clean Water provision**:
    a. Where dirty sources are already there
    b. Partner with Maji International beyond the GMC, which is currently studying the locations that should be first served with

water filters. (Hopefully a model we can replicate when we work with other non-GMC organizations to achieve GMC goals.)

3. **Build relationships**:
    a. Create healthy friendships between leaders and pastors in the conferences.
    b. Create covenants of understanding for work between conferences and churches, and appropriate means for financial help.
    c. Bring another team to Kenya as soon as feasible.

<u>What logically makes sense to do – we just need more data and effort to organize it:</u>

1. **Water provision where there is none**: *ask the KAC leaders for prioritization.*
    a. Boreholes
    b. Rainwater collection
    c. Filters
2. **Buildings:** *ask the KAC leaders for prioritization*
    a. Church repairs
    b. Church relocation
    c. New church plants' property acquisition, construction
    d. Other land purchases
3. **Sustainable Economic development:** *ask the KAC leaders for prioritization.*
    a. Microloans
    b. Grant programs (discuss together: if the grant is a one-time business startup expense, perhaps hold the expectation that a tithe of the profits will go to support the local church / pastor support)
    c. MAYBE this includes some sort of pastor or PE support different from never-ending and non-effective salary support, such as loans to get cars, housing needs, etc.
4. **Social services support:** *ask the KAC leaders for prioritization.*
    a. School support (need Kenyan Conference leaders to advise – the needs are great and never-ending; is there a workable, simple model that churches could implement without constant reliance on USA funding?)
    b. Health clinics – particularly in rural areas (can we work with other local organizations in this endeavor?)
    c. Hospital (can we work with other local organizations in this endeavor?)

What BHAG'S (big hairy audacious goals that might seem unattainable right now) are clear that circuits or entire conferences could possibly tackle – but would need more planning, effort, etc.

1. Help the KAC fulfill their goal of 5 anchor churches – one lighthouse church in each district (maybe tithing of American churches' budgets or building campaigns to do large scale construction or ???) – ask the KAC CS which one(s) should be focused on, then create circuit to district relationships but with clear conference oversight.
2. Institute the policy of 3% of external missions-giving to fund the conference expenses, program (clarify what the money will go for).
3. SUV for every PE and motorcycles for all pastors (or cars? What do they say they need?)
4. Fund collaboration of their business leaders / entrepreneurs across the conference to strategize on job creation, vocational / technical / trade / business training.
5. Help build multi-level buildings (churches and businesses) and hospitals.

What might be best handled by personal relationships?

1. Probably only non-tangible, non-monetary things such as:
    a. Friendly encouragement
    b. Prayer requests
    c. Praying with each other
    d. Talking to each other for mentoring, learning, band member discussions, equipping, etc.
2. Other tangible or monetary needs will need to be arranged with oversight of the conferences.

WHAT CAN THE KAC DO FOR THE AWAC?

1. Pray for us and encourage us – at all levels (church, circuit, conference).
2. Livestream into our worship services, pray with us – church to church.
3. Connect digitally with us, without the expense of travel -- maybe once a month digital meeting for prayer, support, etc. – all levels (even PE's to PE's!).
4. Our small groups and theirs connect together – church to church, group to group, classes/bands – maybe have a Kenyan in our band meeting!
5. Pastor to pastor communication supporting each other.
6. Key lay leaders connect with ours for support and talk…. (All had cell phones everywhere!)—pastor to pastor, lay leaders to lay leaders.

7. Maintain our agreed upon covenants when developed.
8. When we're willing to come back with a team to Kenya, ask the PE to have specific churches give specific letters of invitation to the team – who to come, what to do or talk about, etc. – conference / circuit / congregation all working together. Invite us to come to them to worship with them, be with them, speak to them about what they want – not just the Americans saying "we're coming…"
9. Inspire us and teach us and mentor us the spirit of multiplication, church planting, ministry techniques, Muslim outreach. etc. – conference, and district – then feed to the individual.
10. Coming to USA for events – all levels (conference, circuit, church)

++most of these would be church to church but facilitated by the conference leaders.

+++could create some of these at the conference level, and interpersonally pastor to pastor.

QUESTIONS / INPUT WE NEED FROM CS ODONGO:

1. List of all the churches, pastors, locations, and contacts.
2. List of all ministerial students who need funding – name, contact info, school attending, expenses needed, goal (certificate, degree, etc.), how far along they are (number of years total required and what year they are in, or number of courses needed and how many they've completed thus far)
3. Give us his input on what churches need to be invested in as anchor churches in the districts.
4. Clarify to us what the most urgent and most emergency needs are, if we haven't properly listed them yet.
5. Start tracking giving levels of local churches to give us a standard baseline from which we can measure progress in future years (giving to the church in weekly tithes/offerings, giving of the church to the Connectional Giving, and payments to their pastors).
6. Perhaps – although questionable what we can do – a list of aging clergy and their specific retirement needs.