



**YESTERDAY, TODAY, TOMORROW:
CELEBRATING SERVICE,
GUARDING JUSTICE,
AFFIRMING HOPE.”**

THE DIOCESE OF JAMAICA AND THE CAYMAN ISLANDS

Diocesan Renewal Committee (DRC)

Update to 153rd Synod

April 2024

Presentation

Background

Recap of activities to date

Where are we now?

What next?

Feedback/Comments/Questions

Background/History (in a nutshell)

- In August 2020 a team was put together by the Diocesan Council to establish and define the way forward for the church **during** the period of the pandemic. This decision was consistent and in keeping with the 'Together in Unity' appeal launched by the Archbishop of Canterbury in response to the pandemic.
- The team's mandate was to:
 - Establish an agreed vision for the Church going forward, which vision would be the basis and platform on which a post-COVID committee would build.
 - Prepare an implementation plan with a timetable for the rollout of the activities suggested.
 - Identify resource shortfalls to accomplish the plan



The team

Dr. Eleanor Henry (chair)

Bishop Leon Golding

Bishop Garth Minott

Mrs. Eileen Heaven

Mr. Frank James

Mrs. Jackie Mighty

Mr. Errol Powell

Ms. Rhena Williams

Guiding Philosophy

- For optimal effectiveness and relevance, we seek to ensure that the decisions made are:
 - **fact-based**
 - **data driven**
- **reflect, and are sensitive to “the objective reality on the ground”**

Starting Point

To establish the realities and determine the next steps the committee conducted surveys, focus group sessions, and meetings with a range of stakeholders across the diocese:

- Clergy
- Laity
- Archdeacons
- Bishops
- Administrative staff at Church House

The Findings

Some churches have limited or no access to some of the more modern facilities for communicating

Many churches have no fulltime priest

The Findings

The pandemic has exposed the weaknesses and vulnerabilities of our Diocese

Our church is not doing well in many respects, critical of which is spirituality (which is the core business of the church)

The Findings

One size
does not fit
all

Fundamental
change is
needed

Main areas of attention

Mission &
Ministry

Strategy

Financial

Human Resource
development
and Training

Technology

Communication

Governance

DRC's mandate

- Arising from the findings the mandate of the committee was expanded to include:
 - Establish an agreed vision for the Church going forward, which vision would be the basis and platform on which a post-COVID committee would build.
 - Prepare an implementation plan with a timetable for the rollout of the activities suggested.
 - Identify resource shortfalls to accomplish the plan
 - Design monitoring mechanisms to track and evaluate the post-implementation progress

We must all work for a renewed church

*Let us bring the gifts that differ
and, in splendid, varied ways,
sing a new church into being
one in faith and love and praise*

(CPWI #346)



Diocesan Renewal Committee (DRC) ***(formerly COVID Management Committee (CMC))***

- Reports to the Archbishop in Council
- Collects data from across the diocese
- Analyzes data collected
- Uses output from data analysis to:
 - Design and plan strategy for roll out of vision, along the dimensions of technology, finance, laity empowerment, communication, human resources
- Coordinates implementation of the planned activities

Timelines

July – December 2020

- Formation of the committee
- Completion of the survey of clergy

* Monthly updates to Diocesan Council meeting

Timelines

The year 2021

- Analysis of clergy survey results
- Completion of surveys of the laity
- Completion of focus group sessions/meetings
 - Full-time Clergy
 - Archdeacons
 - Regional bishops
 - Church Army officers
 - Supplementary Clergy
 - Retired bishops
 - Diocesan bishop
- Ongoing data analysis
- Update clergy at clergy conference/retreat

* Monthly updates to Diocesan Council meeting

Timelines

The year 2022

- Interview and engage project manager
- Data analysis
- The Project Manager conducts a review of the administrative infrastructure and linkages across the diocese
- Update clergy at clergy conference/retreat

* Monthly updates to Diocesan Council meeting

Timelines

The year 2023

- Update congregations via document for sharing at all congregational meetings
- Think Tank sessions with external resource persons
- Data analysis continued
- Analysis of the administrative infrastructure and linkages across the diocese from Project Manager's report
- Implementation plan defined, drafted and agreed
- Sub-committees established and assigned tasks (low-hanging fruits)
- Update clergy at clergy conference/retreat

* Monthly updates to Diocesan Council meeting

Timelines

The year 2024 – The year of deliverables

- Identification of an Organizational Development Consultant – anticipated start, end of April
- Identification of Change Management Expert Team – anticipated start, May/June
- Replace the group assignments with individual assignments (In progress)
- Update the wording of the Mission and Vision statements in alignment with feedback from across the diocese
- Complete draft of projects to engender pro-social behaviour change for implementation through our schools and churches, in collaboration with external Think Tank partners
- Periodic updates to congregations, deanery councils, the clergy, the diocesan website, and all other available channels
- Continue to work with and through existing committees and groups/structures

FAQ

Why is it taking so long to see and feel the change?

- We are talking about change, which if properly done will not happen overnight, especially as it involves coordination across a number of areas of operation. There is much to be done, we are going as fast as we can (subject to resources).
- The DRC is resolute that the data and reports that we have collated will translate **into positive action**. Those efforts have started, but we will need your help to get it done

FAQ

Why is it taking so long to see and feel the change?

- The way forward involves **ALL** of us (not just our leaders) as it will affect **ALL** of us
- The results will be more meaningful if we each contribute in some way to the process, and your involvement is entirely possible as we each have different skills

we're all
IN THIS
together

The work continues

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From the DRC

- Our focus is on:
 - Putting in place the platform for moving us to a place of greater individual spiritual awareness
 - Achieving a renewed more relevant and responsive diocese
 - Taking the time to do it right



Let's hear from you!

Contact us at

anglicancmc@gmail.com



Feedback?

Comments?