



THE DIOCESE OF JAMAICA
AND
THE CAYMAN ISLANDS

Diocesan Renewal Committee (DRC)

Presentation to the
155th Annual Synod
April 2026

*New wineskins: Conveyors of Hope
And Channels of Healing..... The journey
continues*



Implementing the Diocesan Renewal Programme

**Presentation
to**

**The 155th Annual Synod
April 2026**

*A coordinated strategy to address weaknesses,
strengthen governance, and enable growth*

Diocesan Renewal Committee (DRC) Members

Formerly, the COVID Management
Committee (CMC)

- Dr Eleanor Henry (chair)
- Bishop Garth Minott
- Canon Michael Allen*
- Mr. Frank James
- Mr. Errol Powell
- Ms. Rhena Williams
- Ms. Jackie Mighty
- Mrs. Eileen Heaven
- Mrs. Maureen Johnson*



*New wineskins:
Conveyors of Hope
And Channels of Healing*

Goal of the DRC

-
- In consultation with experts in the respective fields, to design the systems to improve efficiency and enhance the ability to assist the church to grow spiritually
 -
 - To coordinate the implementation of the systems and processes to respond to the changes needed across the Diocese



Focus of the DRC

- Achieving a renewed more relevant and responsive Diocese through an agile and efficient infrastructure and engaged members
- **Achieving a unified Church**
- Putting in place the infrastructure to accommodate the changes recommended
- Putting in place the platform for moving us to a place of greater individual and congregational spiritual awareness and development
- Identifying resource gaps and engaging the requisite skillsets



The Diocesan Renewal Committee

The committee reports to the Bishop in Council:

The committee provides monthly update to the Diocesan Council

Systemic Weaknesses

**One size
does not fit
all**

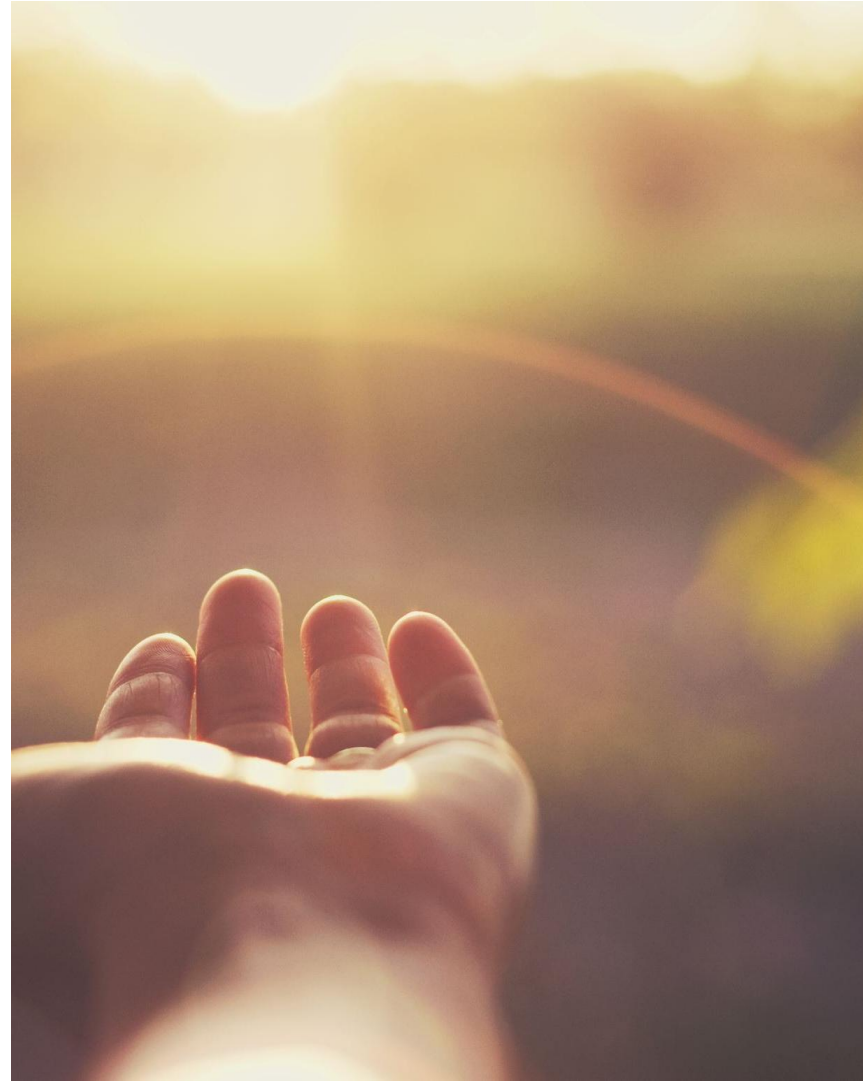
**Leadership
challenges
at all levels**

**The church
is low on
spirituality**

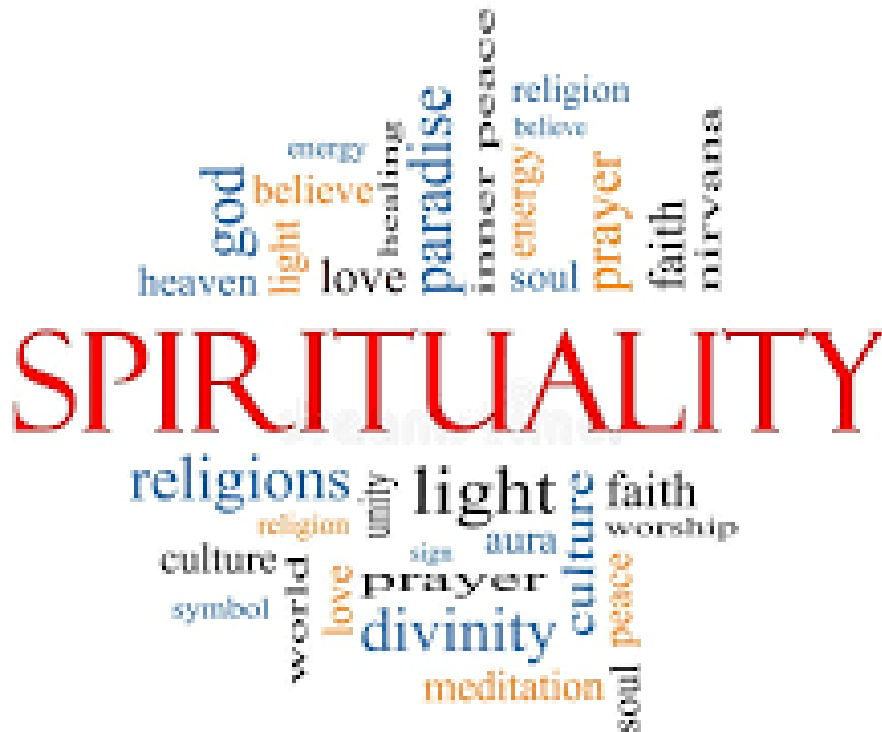
**Fundamental
change is
needed**

Religious Spirituality

- **Religious spirituality** is the internal, experiential, and personal dimension of faith, focusing on an individual's connection to the sacred, divine, or ultimate meaning.
- Grounded in the doctrines, traditions, and community of a specific faith, such as Christianity, Islam, or Hinduism. It is the **inner** experience of that organized religion.



Evidence of low spirituality

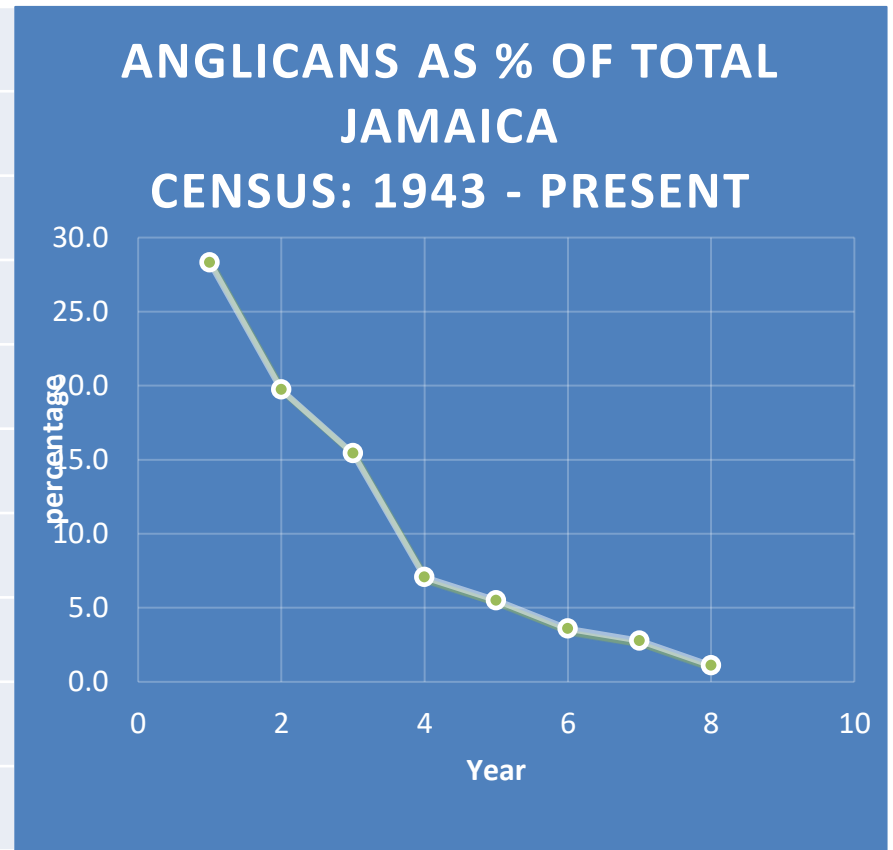


- Low levels of volunteerism
- Inferiority complex about our own spirituality
- Use of BCP limited to pages 98-148
- Inadequate interaction between Sundays
- Support system missing
- We are often unwelcoming to strangers
- We do not feel motivated to live out our faith
- We are going through the motions

Anglicans - census data from 1943 to 2022

The people

Year	Total Population	Total Anglicans	Anglicans as % of Total Jamaica
1943	1,237,063	350,311	28.3
1960	1,609,814	317,643	19.7
1970	1,797,401	277,332	15.4
1982	2,190,357	154,765	7.1
1991	2,314,479	127,331	5.5
2001	2,607,632	93,612	3.6
2011	2,697,983	74,998	2.8
2022 (EST)	2,900,000	32,000	1.1



Important

Spirituality is not to be confused with... our expression of spirituality

Anglicanism (what we do) is in many ways different from popular religion

The case
for
change.

What
happens
if we do
nothing?

We remain stagnant and irrelevant

Increased disenchantment from stakeholders

We remain unattractive to young people

We become financially unviable

Loss of membership

Clergy burnout

Nothing will happen

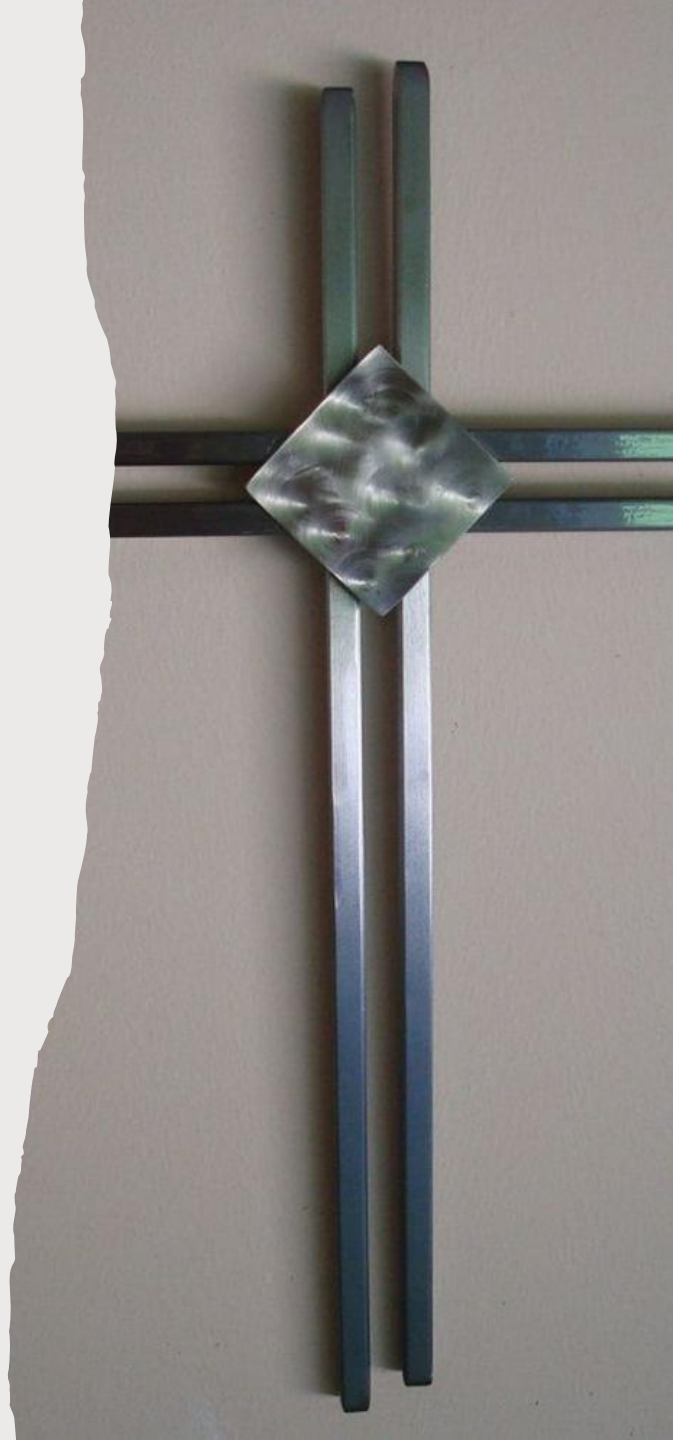
We die on the vine.. a slow death

From Diagnosis to Delivery

Consultation identified systemic weaknesses across the Diocese

Strategic recommendations were approved by Council

The Diocese is now entering the implementation phase



Key words

Change
Transformation
Hope
Unity
Renewal
Growth
Faith
Spirituality

Implementation Philosophy



Phased, disciplined
and **coordinated**
execution



People-centred
change with strong
communication



Clear governance,
accountability and
sustainability

Programme Structure



Renewal programme organised into six (6) **integrated** streams



Each stream has a clear mandate and leadership



Streams are sequenced and **interdependent**



The Six Implementation Streams

1. Change Management
2. Physical boundaries and structures
3. Communication
4. Management structures
5. Organisation development
6. Youth laity, clergy development programmes

Stream 1: Change Management Implementation

Purpose:

Ensure change is led, adopted, and sustained **across** the Diocese.

Key focus areas:

- Change leadership & agent network
- Resistance management
- Change impact analysis
- Adoption measurement
- Transition to Business As Usual (BAU)

Outcome:

A controlled, supported transition rather than fragmented change.

Link to spirituality

Ensures **we all** understand the need for the change and that we commit to being an active part of the change

Stream 2: Define Physical Boundaries & Support Structures

Purpose:

Align parish boundaries, clergy deployment, and support models for mission, sustainability, and growth.

Key activities:

- demographic and parish mapping
- assessment of viability and coverage
- definition of parish roles and clusters
- phased implementation roadmap

Outcome:

Evidence-based boundaries and more effective pastoral coverage

Link to spirituality

Ensures we optimize the placement, engagement and deployment of our available resources

Stream 3: Develop & Implement the Communications Plan

Purpose:

Ensure clarity, confidence, and alignment during transformation.

Key activities:

- stakeholder mapping and readiness assessment
- leadership messaging
- programme reporting and visibility
- two-way communication

Outcome:

Reduced uncertainty, improved trust, and sustained engagement

Link to spirituality

Ensures there is meaningful two-way communication, messages are clear, and feedback is integrated into the solutions

Stream 4: Review Diocesan Management Structures

Purpose:

Ensure that existing supporting structures benefit from the accountability, governance and management arrangements that have been approved.

Key Activities:

- review church election criteria and process
- review existing synod structure and operations
- ensure alignment between Synod, the board and the new Diocesan Support Services Centre
- implement refinements to - boards, committees, reporting lines
- manage canonical and governance implications.

Outcome:

- Structures that enable delivery, not delay
- Review boards, committees and management arrangements & make recommendations.

Link to spirituality

Ensures the structures, processes and systems align with and support the spiritual focus and direction.

Stream 5: Organisation Development (OD) Programme

Purpose:

Operationalise the new structure through people, roles, and capability.

Key activities:

- job analysis and evaluation
- role clarification and JDs
- placement and transition support
- readiness and learning needs assessment

Outcome:

- Right people, in the right roles, with clear accountability
- Job analysis and role clarification

Link to spirituality

Ensures the people maintain and support the spiritual focus and direction, and are held accountable.

Stream 6: Youth, Laity & Clergy Development – Quick Wins

Purpose:

Deliver early, visible benefits while reinforcing momentum.

Initiatives include:

- digital Compline distribution
- school devotions
- youth digital skills programmes
- values & attitudes initiatives
- Microsoft 365 enablement for clergy

Outcome:

Early wins that build confidence and demonstrate progress.

Link to spirituality

Ensures that we are responsive to the training and development needs of our clergy and our laity

Governance & Delivery Model

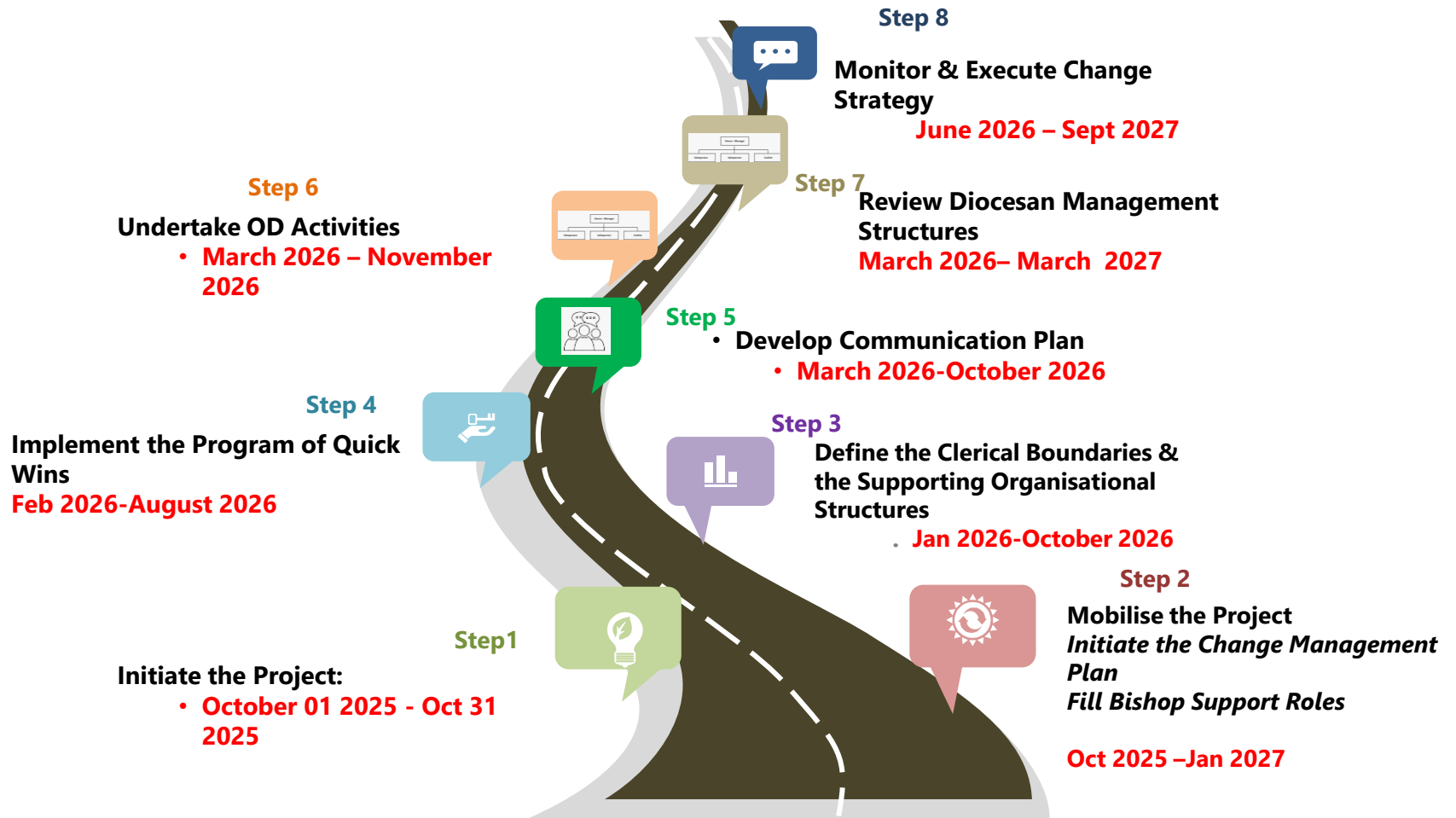
**Diocesan Renewal
Committee**
(Strategic Oversight)

Stream Leads (6)
Accountable for Delivery

Project Coordinator
Integration, Reporting &
Dependencies

Project Teams, Committees & Volunteers
Execution & Subject-Matter Expertise

Diocesan Renewal Programme – Implementation Roadmap (2025–2027)



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IMPORTANT MILESTONES ACHIEVED



Revised
Governance
statements

Vision
Statement

*Followers of Christ,
committed to discipleship
and proclaiming God's love
by serving others, guided
by the power of the Holy
Spirit.*



Revised Governance statements

Core Values

1. **Compassion** – a sense of genuine caring for the total person, their needs and welfare.
2. **Faithfulness** – a commitment to God and His Creation.
3. **Fellowship** – demonstrating God’s love by encouraging each other in the faith.
4. **Hospitality** – welcoming to, caring for, and showing compassion to all.
5. **Inclusiveness** – respect for the dignity of every human being regardless of differences of age, race, gender, sexual persuasion, religion, political persuasion.
6. **Integrity** – standing up for what is right, just, honest and fair in all aspects of our lives and relationships by being accountable and living lives that inspire trust.

*the total list of core values has been reduced to 6 as the values of honesty, accountability and trust have been subsumed into the 6 core values above

Revised Governance statements

Mission Statement

(Also known as **Five Marks of Mission**)

- To proclaim the good news of the Kingdom of God (**tell**)
- To teach, baptize and nurture new believers (**teach**)
- To respond to human need by loving service (**tend**)
- To challenge violence, injustice, and oppression, and work for peace and reconciliation (**transform**)
- To strive to safeguard the integrity of creation and to sustain and renew the life of the earth (**treasure**)

*The Five Marks of Mission is the universal mission statement for the Anglican Church worldwide.

Important milestones achieved

- Approval by the Diocesan Council of a revised Organisation Structure for the Diocese
 - includes new roles of (1) Strategist and a (2) Chaplain to the bishop
- Developed profiles and JDs for new positions – Strategist and Chaplain



Important milestones achieved

- Resource subject matter experts for sub-committees
- Presentations to several institutions and organisations
- Complete contract with EY (change management)
- Activate the Communications, Boundary, and OD sub-committees
- Developed TOR's for Stream Leads & Coordinator Profiles



What Success Looks Like

Engage members
who are spiritually
aware and
responsive

Clearer
governance and
accountability

More effective
pastoral coverage

Stronger
communication
and trust

Capable and
supported
leadership

Renewed
confidence and
growth trajectory

What does this mean?



It involves:

- You (introspection and determination)
- The clergy (spiritual guidance and support)
- The admin support staff across the Diocese
- Accountability from everyone

It is about – all of us

In closing....

01

The Diocese is responding to the overwhelming request for change

02

Response to initial consultations was positive. We anticipate a similar level of involvement in getting us to the finish line

03

The change affects us all, so we need boots on the ground and all hands on deck

04

Each person can contribute in their own way.

YOU have a role to play!

*Special thanks
to:*



Those who have supported the process in any way:

- Volunteers
- Made suggestions and or recommendations
- Pointed us to resources
- Opened doors for us
- Offered feedback
- Those who cared



*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)*

Let's hear from you!



Feedback?

Comments?

*New wineskins:
Conveyors of Hope
And Channels of Healing*

Get your tickets now!!!

 **DIOCESE OF JAMAICA
& THE CAYMAN ISLANDS**
ANGLICAN

Get your Tickets now
for the

BENEFIT PERFORMANCE

Basil Dawkins'
**A Rose
of
Sharon**

Directed by
TK Dawkins

Little Little Theatre
4 Tom Redcam Drive
Kingston 5

Ticket good for this date only.
APR 11 2026

**NO REFUND
NO TRANSFERS
NO CHILDREN UNDER 5**

Tickets not transferable

of
**A ROSE
of Sharon**

**April 11, 2026
2pm and 5pm**

**\$3,500
Available at
Church House
876-926-8925
or 876-920-2714**

**Proceeds to the
Diocesan Hurricane Relief Fund**