



Plan of Action For The Anglican Church in the Province of the West Indies

2015 - 2018

Presented to and Accepted by the 39th Triennial Meeting of Provincial Synod

November 19, 2015

INTRODUCTION

Inspired by the urge to rekindle the minds and spirit of Anglicans within the Church in the Province of the West Indies towards giving meaning and purpose to the ministry within the communities they serve, the meeting of the Thirty-ninth Triennial Provincial Synod engaged in a process of introspection, reflection on, renewal of and recommitment to their Christian duty.

Essentially, this process entailed the acceptance that there needed to be a clearer, shared understanding of the unique identity of Anglicans. Along with this was the need for a plan, which was buttressed by an intentionality and a zeal for pursuing what the people of God within the Anglican community are called to be and do as Christians.

The thoughts and proposed actions articulated in this manual are intended to achieve a number of objectives. Firstly they help to interpret and express in clearer terms the missional imperatives for the Anglican Church within the Province of the West Indies. They also provide meaning and purpose for human life and galvanize persons around common desired results. At the same time they are designed to create an environment for more discussion both to bring others into the Faith as well as for on-going evaluation of what has been approached. This would allow for revisions in approach as are necessary.

The plan aims to bring together increased numbers of people from across the Caribbean through coordination and networking, thereby breaking the insularity, isolation and fragmentation which far too often frustrates attempts to share in God's mission to the world. Finally it seeks to inspire among Anglicans in the Caribbean a greater 'giving of self' the worship and governance of the Church and to cultivate a culture of responsibility of citizenship among all of our people.

Indeed, it declares that the response to pursuing the mission of the Church is expressed in The Five Marks of Mission

1. To proclaim the Good News of the Kingdom.
2. To teach, baptize and nurture new believers.
3. To respond to human need in loving service.
4. To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation.
5. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

Mark of Mission #1: *To proclaim the Good News of God’s Kingdom*

“This calls us to affirm the presence of God, especially in circumstances that may seem to suggest his absence. It invites us to live the Good News and be sources of inspiration that can bring the best out of others.” - Most Rev’d Dr. John Holder, Archbishop

Programme	Specific Objectives/Goals	Target Date	Accountability
1. Encourage the institution of Bible Study programmes in all our churches.	To emphasise the importance of understanding the nature of the Bible and where humanity factors into it, thus ensuring a deeper appreciation of the Scriptures.		Commission on Doctrine in consultation with the Commission on Mission, Renewal, Ecumenism and Interfaith
2. Adopt and implement the Code of Conduct, using as reference the copy prepared by the Diocese of Jamaica in 2012.	To make the Church a safe haven for children, youth, the disenfranchised and disadvantaged.		Commission on Ministry in consultation with the Commission on Mission, Renewal, Ecumenism and Interfaith
3. Survey the needs of the youth and design programmes to meet these needs.	To make the gospel message more relevant to the youth.		Commission on Mission, Renewal, Ecumenism and Interfaith
4. Review and revise the Lectionary.	To highlight and treat our Caribbean identity.		Commission on Liturgy and Music
5. Develop supplements which produce prayers, hymns, Propers and prefaces that speak to such	To highlight and treat our Caribbean identity.		Commission on Liturgy and Music

Programme	Specific Objectives/Goals	Target Date	Accountability
elements of our cultural and historical realities as Emancipation, Family Life, Independence, anniversaries of ordination and of Dioceses.			
6. Develop an alternative service book.	To highlight and treat our Caribbean identity.		Commission on Liturgy and Music
7. Include Caribbean saints in our calendar.	To recognise and celebrate our Caribbean saints.		Commission on Liturgy and Music
8. Implement the digitization of CPWI Hymnal and the Book of Common Prayer.	To increase accessibility.		Commission on Liturgy and Music
9. Develop Pastoral Care tools and techniques for priests.	To equip and assist clergy with ways and means to better offer pastoral care services.		Commission on Mission, Renewal, Ecumenism and Interfaith in consultation with the Commission on Ministry
10. Develop programmes and ways to engage the leaders of the Church and the wider society.	To nurture servant and transformational leadership in the Church, home, schools and civic society.		Commission on Mission, Renewal, Ecumenism and Interfaith in consultation with Commission on Doctrine
11. Adopt the model of Director/ Coordinator of Evangelism.	To champion programmes of evangelism.		Commission on Mission, Renewal, Ecumenism and Interfaith

Programme	Specific Objectives/Goals	Target Date	Accountability
12. Revitalise inter-denominational and inter-faith dialogue.	To unite the fellowship of Christianity, and those who do not share our confession of faith.		Commission on Mission, Renewal, Ecumenism and Interfaith

Mark of Mission #2: *To teach, baptize and nurture new believers*

“This understanding is grounded in our sacramental theology. It is a theology that emphasizes the connection between God and His world, God and His Church, God and the ordinary things like bread and wine and water and money that sustains life.” - Most Rev’d Dr. John Holder, Archbishop

Programme	Specific Objectives/Goals	Target Date	Accountability
1. Establish training in the practice of baptism.	To affirm the definition of Baptism as given in the Catechism: “Baptism is the sacrament by which God unites us with Christ, adopts us as His children and makes us members of Christ’s body, the Church, and inheritors of the kingdom of God”.		Commission on Doctrine
2. Re-orientate priests to the practice of baptism.	To adhere to Canon 28 of the Constitution & Canons of the Church in the Province of the West Indies.		Commission on Doctrine
3. Train lay persons to effectively engage in the teaching ministry of the Church.	To equip them in the delivery of content and context of relevant subject matter.		Commission on Doctrine
4. Standardize Sunday School and confirmation programmes, with approved texts and materials, for use throughout the Region, drawing on the	To ensure consistency in curricula, and delivery across the Region. To establish a panel of Christian Educators to collate, refine and update existing Christian Educational material and disseminate to the Dioceses.		Commission on Doctrine

Programme	Specific Objectives/Goals	Target Date	Accountability
various curricula in use by Dioceses.			
5. Develop and provide courses for continuing education and development for Clergy and Laity in the Province.	To assist with the development of a culture of continuing education among clergy and lay workers, providing for upgrade of skills and knowledge.		Commission on Ministry
6. Institute Sabbaticals for clergy.	To provide opportunities to refresh body and mind, to facilitate new insights and energy for ministry.		Commission on Ministry
7. Develop additional avenues of worship and ministry.	To enhance the relevance of Christian expression in our cultural context through the creative arts, including use of indigenous music/ instruments, drama, liturgical dance, etc.		Commission on Youth in consultation with the relevant Commission.
8. Engage in musicianship training initiatives.	To increase our complement of trained and competent musicians		Commission on Liturgy and Music
9. Host holiday camps for youth to support the Provincial youth gathering.	To strengthen youth's spiritual development and discovery.		Commission on Youth

Programme	Specific Objectives/Goals	Target Date	Accountability
10. Engage in dialogue with professionals to communicate the gospel.	To increase the effectiveness of ministry to different cultures, communities and language groups across the Region.		Commission on Ministry
11. Provide awareness of African contributions to theological reflection in the church.	<p>To heighten a sense of our congregants' engagement and participation in the development and work of the church by emphasising and celebrating the significant role our forebears have played in Christianity.</p> <p>Facilitate Dioceses' and parishes' use of associated texts for study and teaching.</p>		Commission on Ministry

Mark of Mission #3: *To respond to human need by loving service*

“This Mark is an invitation that captures what we have already been doing and at the same time it urges on to do even more. We can quickly identify this need in terms of the physical things that are required to live a decent life.” - Most Rev’d Dr. John Holder, Archbishop

Programme	Specific Objectives/Goals	Target Date	Accountability
1. Teach self-reliance skills and promote Entrepreneurship.	To break the dependency syndrome and to empower people to stand as equal with others. To address issues of economic disenfranchisement and social degradation.		Commission on Social Justice and Human Rights in consultation with Commission on Family Life
2. Partner with family life agencies (Government and non-governmental) agencies.	To assist persons with social issues/challenges and respond to the needs of families, including the issue of breakdowns in relationships and the attendant effect on children and their development.		Commission on Family Life
3. Develop Health Guild programmes.	To assist with the timely delivery of health care at the Deanery and Parish levels.		Commission on Ministry
4. Endorse the resolutions from family life commission report 2012.	To address violence in all forms, poverty, health and the family.		Commission on Family Life
5. Production and dissemination of bereavement counselling material.	To aid clergy and pastoral teams in their ministry to families who are victims of crime and violence (who have lost loved ones).		Commission on Ministry

Mark of Mission #4: *To seek to transform unjust structures of society*

“Long before we venture out on this missionary task of transformation, focusing on the wider society, fully conscious of the value of peace and reconciliation, we must ensure that our dioceses, our parishes and groups reflect the type of management structures and human relationships that can be offered as models for the rest of society.” - Most Rev’d Dr. John Holder, Archbishop

Programme	Specific Objectives/Goals	Target Date	Accountability
1. Create Social Partnerships.	To better manage situations of conflict thereby reducing the level of violence being experienced across the Province.		Commission on Social Justice and Human Rights
2. Create centres for holistic development.	To encourage a greater recognition for balance between the environment and people.		Commission on Social Justice and Human Rights
3. Engage in commercial real estate development.	To better utilise assets owned by the Church and enhance its economic potential for the benefit of society in an eco-friendly manner. To leverage the Church’s real property in investment opportunities to meet the financial needs of the respective Dioceses and their communities as a form of social entrepreneurship.		Commission on Social Justice and Human Rights
4. Organise special sessions of learning.	To frame responses to address social issues that affects our Caribbean nations without making any doctrinal decisions.		Commission on Ministry in consultation with Commission on Social Justice and Human Rights

Programme	Specific Objectives/Goals	Target Date	Accountability
	To train youth leaders in methods to deal with spiritual direction in times of crisis.		

***Mark of Mission #5: To strive to safeguard the integrity of Creation and
renew the life of the Earth.***

“This calls us forth in a profound manner and challenges us to do our bit to safeguard God’s creation in the Caribbean.” - Most Rev’d Dr. John Holder, Archbishop

Programme	Specific Objectives/Goals	Target Date	Accountability
1. Teach broader understanding of stewardship.	To change attitudes of Caribbean people towards safe guarding the environment.		Stewardship
2. Promoting observation of rogation day within the liturgical calendar.	To change attitudes of Caribbean people towards safe guarding the environment.		Stewardship
3. Increase access to literature (general and theological).	To change attitudes of Caribbean people towards safe guarding the environment.		Stewardship
4. Adopt short term plan promoting reduction, reuse and recycling.	To give church members practical experience in developing proper disposal habits and ultimately, effective waste management.		Stewardship in conjunction with the Commission on Mission, Renewal, Ecumenism and Interfaith
5. Collobrate with environmental agencies or organisations.	To increase advocacy role of the church towards changing behaviours and the treatment of God’s creation.		Stewardship in conjunction with the Commission on Mission, Renewal, Ecumenism and Interfaith
6. Create Church-based Non-Governmental Organization (NGO) and engage more with Anglican Alliance.	To strengthen the voice of the Church on environmental issues.		Commission of Ministry in conjunction with the Commission on Mission, Renewal, Ecumenism and Interfaith

Programme	Specific Objectives/Goals	Target Date	Accountability
7.Promote“greening” in Parishes.	To encourage the development of alternative/ renewable sources of energy and thereby accomplish the cost efficiency benefits to be derived.		Commission of Ministry

IMPLEMENTATION STRATEGIES AND EXHORTATION

The “command and control” culture or the hierarchically-centred management approach of the Anglican Church, in many ways accounts for its current stresses. Indeed this has contributed to some extent to the slow pace of adoption of developmental opportunities and the optimization of the growth-response capabilities within the family of churches.

Additionally, there is evidence that while the Church often engages in discussion and identifies solution to problems far too often it seems to experience difficulty in their execution and implementation. In other words, the Church appears to be afflicted by the ailment of (IDD), “implementation deficit disorder”.

The time has however come for a serious, structured look at how the Province, Dioceses, and Parishes are managed and how members are enabled to contribute to the work of the Church especially the mission critical programmes and initiatives, both now and the foreseeable future.

For this reason the success of this plan of action will require a commitment by all clergy who must be prepared to be its champions. As leaders they must become the face of the plan and set the tone for the transformation which is being sought. They must become very familiar with it and speak to it from their hearts with a passion.

In that regard, effective leadership and engagement of all the people affected by the thinking, aspirations and intent espoused in this plan is key to its execution. Major emphasis must be paid to convincing and persuading other influencers among the clergy and laity to be part of a Diocesan Implementation Team in each Diocese. These teams must comprise the assistance of technical and operational support persons to map out an implementation strategy suitable to each Diocese, in consultation with the relevant Bishop and administrative managers of the Diocese as well as the Commissions.

The hopes, imaginations and themes expressed are inextricable parts of the Christian expectation throughout the ages and remain relevant as ever in the 21st century. However to maintain the commitment and dedication required as well as to influence increased participation and support in carrying out the various responses over the next three (3) years, a strategy of timely and unambiguous communication including the utilization of multi-media vehicles and mechanisms will be essential.

In fact it is imperative that the Province expedites its move to leverage Information and Communication Technology (ICT) to better facilitate the application of all of the Marks of Mission, by establishing a body of human resources with the necessary skillsets, guided by the following Terms of Reference:

- The adoption of the presentation by Clifton Nedd and Kyle Grant.
- The development of policies on the use of technology in worship as well as other areas in communicating the Gospel message, along with enhancing teaching and learning.
- The drafting of codes of conduct to be used as a resource in the development of a policy for the use of technology by laity and clergy in the Province.
- Assisting the Dioceses in developing on-line programmes which would then be made accessible to everyone.
- The facilitation of live streaming of church services for those persons who are unable to attend church, including the sick and shut-in.
- The creation of PayPal accounts for the Dioceses to facilitate contributions from Anglicans who have a desire to do so, whether to parishes, Dioceses or to the Province.
- The training of children and young people to use social media effectively and responsibly.
- Undertaking and being responsible overall for the development, maintenance and monitoring of the Provincial website, including links with websites of the Dioceses in the Province, and carrying out general oversight of the use of technology to design programmes and applications.

More importantly, all leaders must embrace behaviours, core values and principled actions such as:

- ✓ Commitment to the Theological and Doctrinal underpinnings of Anglicanism.
- ✓ A planned, orderly and supported process of transformation to a culture and ethos of collaboration.
- ✓ Development and enhancement of ICT systems.
- ✓ Emphasis on themes that can inspire others to give themselves in Christian Stewardship to the Marks of Mission. and,
- ✓ Strengthening of the financial and interactive media to improve efficiency and sound decision-making.

Let us yield, as we journey, to the authority and perfect example of our Lord, who has called us to be tireless, loving ‘fishers’ of humanity.

Blessings!