

CLUSTER 2

EDUCATION AND YOUTH

“FAITH RESPONDING TO CRISIS AS A CALL TO STEWARDSHIP”

We believe that our focus on education should be in three areas:

- a) Sunday School, Confirmation Class, Youth Fellowship, Young Adults and all other members of our congregations, especially through the organizations
- b) Our schools
- c) Our local and national communities – our nation as a whole

By Stewardship we mean being given the responsibility over someone else's property or resources and our management of this property or these resources. This means that we must account for our stewardship of this property or these resources.

What are the resources of which we speak?

We refer to the resource of the people of our congregations, all that they have and all that they are, their knowledge, skills, competencies and experiences, all of which are gifts from God.

The crisis we are experiencing include the financial losses of our families, communities, churches and regions, the disregard for law and order, failure of other societal structures, such as our education and health systems, to deliver the expected goods and services to our people, problems of our sexuality and relationships.

What is it we need to do as a church?

We need to:

- a) Prepare all our children, young people and new members for their lives as Christians. We must arm them with the knowledge and skills needed by an Anglican to ensure quality of life here and in the after-life;
- b) Deepen and enlarge the faith of the mature Christians in our churches, to encourage them in their work and witness.

How do we do this?

Our proposals:

- 1) It is the responsibility of all members of our Church to educate and re-educate themselves on who we are as Anglicans, what is our faith, the core values of our Church, our vision, our mission. We have a responsibility to use all that we have been blessed with by God to engage in the work we have been called to do, where we have been placed – we refer again to our resources. We must give

an account of our stewardship, because “those whom he has called, he has enabled”.

2) We have all the resources at our disposal and in our hands:

- a) Our Prayer Book – we need to read it, study, mark and reflect on all that is in it, so that we can use it and share it. The services, the prayers for various occasions, the Catechism, the daily readings, are all there for our growth and development as Anglicans.
- b) The Education and Youth Department and its great resource of the network of persons that they have at their disposal to help us to organize programmes that stretch from the 0 – 45 age group. They have many and various publications, as you have heard, and which are all affordable and powerful tools for our personal spiritual growth and development and which we must share with our friends, family and co-workers. You have heard of their activities – which one did you last attend or encourage/ sponsor someone from your congregation/community to attend? When last did you/ the organization/church of which you are a part, call the Education and Youth Department for help/advice as you plan your programmes and activities?

It is our responsibility to inform ourselves – that is a part of our stewardship.

We have a youth worker resource centre. That is the Education and Youth Department. We must use it.

- c) At occasions like this and at Deanery Council meetings, do we share our success stories so that others can try/ adapt some of our programmes/activities? When did you last call and offer to help in another area – our problems shared are lighter. We suggest Christian Education classes and meetings, making our Churches youth-friendly and supporting our elderly.
- d) In our schools, we have all agreed that we must improve the Anglican presence, so that Anglican students and teachers in our schools will not feel the need to apologise for their faith.
 - Where possible, appoint additional Chaplains
 - Mature and responsible members of local churches must offer themselves to assist with schools in their area in worship and mentoring – especially our Anglican Schools but we should not restrict ourselves to those. Retired teachers are a particular good resource here.

- Using visiting priests to lead our devotions and religious observances.
- Forming an Association of Anglican Students/ AYF branch
- Forming Association of Anglican Educators – align to local branch and get active
- Plan at least quarterly visits to local Anglican Churches
- Have an Anglican Heritage Day, Library Displays
- Mount signs of Anglicanism in obvious places – pictures of Bishops, Creeds, Vestments, various symbols, etc.
- Plan sessions to educate students, teachers and parents about Anglicanism, attend orientation meetings, P.T.A. meetings, add to curriculum

e) In our communities

- Outreach in the areas immediately around our churches (they must know that we care): infirmaries, children's homes, homeless persons
- Our Churches need to be more welcoming/ hospitable. We need Hospitality Committees to welcome visitors, see to their needs and keep in touch with them if they are not attached to any church
- We must take our Church services to the people – marches of witness, open-air services
- Think on These Things and The Anglican are important resources
- Press Releases, Articles, Contributors to Newspapers
- Highlight persons in authority, achievers of our Church in the nation – the D.P.P., The Chief Justice, Sherone Simpson, Olympian
- Highlight our Institutions – schools, homes, hospital – and their witness in our country
- Highlight activities – much mileage from visit of Archbishop of York in 2007; must also use ACC visit – have we yet organized an interview on Morning Time, etc.? Use the media
- Expand into early childhood – must attach to churches in an organized and planned manner – retired teachers?

- f) General:
- Communication Consultant must get busy fast
 - P.R. is poor; communication between churches is poor; communication between Church House and churches is poor; communication between Diocese and community is poor. Sasha mentioned the website: not just for young people but for all of us
 - Priests need to be more pro-active; sometimes correspondence/information from Synod and Church House to members do not reach relevant persons
 - Disseminate information on Scholarships available to teachers – not just our few, but all others, it is in our interest
 - There is no organized teaching activity for over forty-five years. We depend on priests and our organizations. We propose that a specialist in this area be employed and trained to work in the education and Youth Department to offer this assistance to our churches.

COMMUNICATION CLUSTER
SYNOD THEME: "FAITH RESPONDING TO CRISIS
AS A CALL TO STEWARDSHIP"

OVERVIEW

Approximately 35 members participated in the Communication Cluster.

Focus was on the theme in relation to communication in three broad areas, of the Strategic Plan.

- Stewardship
- Evangelism
- Increasing membership

In order to ensure that there was general understanding about communication, the facilitator provided the following working definition: "A two-way process of sharing information to get a common understanding or meaning. "We looked at the elements – sender, receiver, message, channel, feedback and noise or barriers to the process, to set the framework. It was emphasized that feedback was critical to the process to ensure that the message was received and understood. If there is no feedback, communication has not taken place. It was also stressed, that to reach the various segments of our membership/audience it is necessary to use multiple channels of communication – for example, face-to-face/one-on-one, meetings, newsletters, website, cell phones, mass media (radio, television, newspapers, magazines, cable, internet/social media – Facebook).

REVIEW OF 2008 RECOMMENDATIONS

The group started out by looking at issues/recommendations which had been raised at Synod in 2008, and identifying achievements in this regard. Although most members were not involved in the discussions in 2008, the communication priorities identified were similar.

- One recommendation which had been implemented was the appointment of a Communications Officer for the Diocese
- The other was the start of training and improving skill levels of staff at Church House

Internal Communication

The Group then discussed the 'quality' of communication between Church House and the membership.

It was suggested by several members that "As Anglicans, we don't know enough about our Church, and we are unable to 'stand our ground' on various religious issues/practices, for example, observance of the Sabbath, baptism by immersion." Our tendency to 'assume' that our members are aware of

the facts was also highlighted as a communication barrier. This reinforced the importance of ongoing communication and the need to repeat information as a part of the process.

Another barrier identified was the flow of information from Church House. Although information is usually disseminated to Priests/Rectors, who are expected to convey it to members, the process was uncertain, as members were not always kept abreast of developments in the Church.

The 2008 recommendation for the establishment of strong regional centres of communication attached to the offices of the Regional Bishops, was not implemented. This was discussed to identify a more efficient system.

Members also pointed to the need for increased face-to-face communication to improve interaction at all levels. This could help to change perceptions of the Church as cold and uncaring, which can be a turn-off for visitors/prospective members. We also underestimate the value of "Testimonies" as a unifying force and a tool for evangelism.

Training

Training of members to enhance the capabilities of local congregations, as well as training of young people in the application of modern technologies, was identified as an urgent priority. Members also expressed a need for structured education on Anglicanism, to equip them for evangelism.

Diocesan Website

Once again, the importance of the Website was underscored, especially as a channel to reach young people. It was noted that the Website could store valuable information and be a vital source for promoting events and the Diocese's position on topical doctrinal issues.

EXTERNAL

Media

This was again discussed, in terms of how we could better identify persons with whom we are trying to communicate, for example, members, potential members, persons who have left the fold, the youth and the wider population.

RECOMMENDATIONS

INTERNAL

1. To facilitate an improved flow of information, members agreed that a structured network of communicators be established. This would involve identifying at least one person in each congregation, who would be responsible for liaising with a counterpart at the Deanery/Regional levels, and be a conduit for information both to and from Church House. A series of one-day seminars coordinated by the

Communications Officer at Deanery or Regional level, was proposed, to train these persons in basic communication skills.

2. The production of a monthly newsletter was proposed to supplement “The Anglican.” This could be used as a teaching tool to educate members on doctrinal issues.
3. The format and content of the Anglican should also be modified to be more reader-friendly and reflect activities in Cures across the Diocese.
4. Education on Anglicanism should be structured and taught in “Adult Sunday Schools”, Bible Study and other for a, led by our priests.
5. Music Ministry – should be an integral part of the transformation process. It can be an effective evangelization tool and may also be used in teaching, for example, the Catechism and reinforcing Biblical messages. In addition, a song should be composed (possibly through a competition) to promote the importance of stewardship, and facilitate buy-in across the Diocese.
6. To address perceptions of the church as uncaring, a structured programme should be developed for follow-up of visitors and to facilitate ongoing contact with members. To communicate more effectively Church leaders should make themselves more available for face-to-face interaction. It is not sufficient to simply issue printed information, but to be there to clarify and explain issues.
7. Technology
Encourage the use of technology, for example, cellular phones for text messages and emails, to reach young people.
8. Stewardship
Educating Anglicans on the Biblical principle of “Tithing” was advocated as a component of individual stewardship that can help address the current financial crisis in the Church.

EXTERNAL

1. Diocesan Website

The Website should be revamped as a matter of urgency to serve both internal and external audiences; and the information/content should be updated at least weekly, to ensure that it remains current. For example, the Bishop’s charge to Synod, should already have been posted to the Website. Production of a monthly E-newsletter was recommended.

2. Mass Media

We should continue to use the Mass Media to educate and inform our members and the wider public in creative ways, and using multiple channels.

Radio

With radio being the most widely used channel in Jamaica, it was proposed that consideration be given to both increasing the duration of the radio programme, "Think on these Things" to 30 minutes and exploring the possibility of broadcasting it on other stations. The format/content should also reflect more doctrinal teachings, as well as the diversity of activities in the Diocese.

Print

An increased presence in the print media was proposed. For example, consideration should be given to circulating the Anglican through one of the major daily newspapers. To defray expenses, advertising could be solicited from Anglican businesses and 'friendly' corporate supporters.

Collateral Material

Brochures, flyers, and educational tracts should be produced on the Anglican Faith as well as the structure, programmes and operation of the Church, to support evangelism and outreach activities.

VOTE ON CAPITAL PUNISHMENT/DEATH PENALTY

13 in favour, 10 against, 4 abstentions. Some persons did not participate in the vote.

CLUSTER REPORT FOR MINISTRY

On the matter of Capital Punishment a vote was taken and there were 6 persons FOR and 29 AGAINST

The group also made a number of recommendations that would be the responsibility of the Commission on Ministry. These are

- o That through the office of the Regional Bishops the Cancer Support Group in Montego Bay be duplicated in order to meet the needs of parishioners
- o That greater attention be given to the training of lay people, not just as lay-readers and catechists, but in order to fulfil their baptismal responsibilities. The cluster took note of the training being done by the Education and Youth Department. However, the need for structured, ongoing training is necessary.
- o That a supervision plan be developed to equip Clergy who have supervisory roles in order to ensure best practices in the ministry of the Diocese. The same also needs to be developed for local congregations that are entrusted with the nurture of seminarians and ministers in the embryonic stages of their development.
- o That the two-fold mandate of the St. Peter's College outlined in the report of the Commission on Ministry also be regional in its operations
- o That the Hillcrest Diocesan Retreat Centre report to the Board of Mission and Ministry
- o That there be a Diocesan Strategic Plan for Ministry that will prevent us from becoming solely a "Historical Church."

The following should be considered

- a) persons be encouraged to serve their nations and their Church in various capacities
- b) the mind-sets of both the lay and ordained that hinder this process be changed through training and education
- c) there is an audit of our stewardship of ministry over the last 50 years aided by a careful examination of resolutions passed and rejected
- d) informing and encouraging suitable lay persons in the various ministries in the Church especially in light of the ratio of Clergy to laity being approximately 1:320
- o that persons be made aware prior to coming to synod of the group/cluster to which they will be assigned and the documents to be in order for read discussions to be more fruitful.

Bishop Chairman, Members of Synod
**Report of Cluster 5 on Mission as it relates to the Homes, Houses,
Institutions and Organizations operated by the Diocese**

Guiding our discussion was a:

1. Focus on stewardship
2. A broader definition of mission
3. A fresh look at volunteerism as a strategy for engaging our interaction with the community.

Additionally much time was not spent on the detailed operations of each individual home or organization as was done last year. More time was spent on discussing how the Diocese can play a meaningful role in the lives of persons in need, and on the need for the proclamation of the Gospel as an integral part of Mission: We are stewards of the Gospel and as such, the question of how we administer the Gospel should always be in front of us.

General Comments

Every effort should be made to implement the 47 recommendations contained in last years report. However it is understood that some of these recommendations require more time for study and implementation.

It is understood that some of these recommendations have financial implications, which require careful evaluation before implementation.

Review Committee

It was also agreed that the report of the review committee set up by the council and chaired by Mrs. Carlene Boyce-Reid should be incorporated into all future strategies and actions.

Homes for the Aged and Children's Homes

The cluster feels that the Church should remain actively engaged in caring for the aged and the sick. The Church should see this as an integral part of it's mission.

Sponsorship

It was felt that greater effort should be made to secure sponsorship in order to sustain the work of these homes.

Volunteerism

However it was strongly argued that members of Church need to embrace volunteerism as an important strategy if we are to sustain and retain these homes. A proper understanding of mission demands that we give of ourselves, our time and our money in caring for those in need. There needs to be a good balance between sponsorship and volunteerism. Volunteerism

is seen as the lifeblood of the work of the Church. Additionally it was suggested that the Church explore new models of operating these homes e.g.

1. Joint Venture with private-Sector organizations and/or with a non-governmental organization. If this were to happen the Board would continue to set policies in order to ensure that there is the necessary input of the Gospel and the principles of the Church.
2. Embracing the involvement of sustainable management practices and reporting guidelines.
3. The question was asked whether the Nuttall Hospital could begin to play a role along with individual Homes in providing care for the elderly and those persons in need of extended nursing care.
4. Volunteers should be encouraged and facilitated to give time and service as a part of their call to stewardship. Some persons posited that we should look towards ourselves to provide the resources of the Church's Homes. We need not look outside ourselves for funding.
5. It was also suggested that individual congregations be encouraged to contribute financially to the Church's Homes. Maybe a congregation could even be encouraged to adopt a home.
6. The advantages/disadvantages of a day-care concept vs. full-time care was proposed for consideration by the review committee for homes

Bishop Swaby Campsite

In addition to the recommendations of last years report it was further recommended that:

The Diocese examines its own structure and framework to facilitate the operations of the camp. The thinking is that consideration be given to placing the responsibility for the campsite under the Education and Youth Department.

N.B. A strong appeal was made by a spirited group of young persons within the Cluster, that the campsite be turned over to them, and they would make it work. The young people from St. Elizabeth expressed their willingness to take the lead in this matter.

Their view is that the Church must see the campsite as a vital part of its mission. Every individual Anglican person must see the campsite as a part of their responsibility and stewardship.

Hillcrest Retreat Centre

1. The Church must use its best efforts to maximise the International Connections of the Anglican Communion to market the Hillcrest retreat Centre.

2. Implement last year's recommendations.

St. Andrew Settlement

The St. Andrew Settlement is a success story of the Anglican Church within the Inner-City, and should be promoted as such across the Diocese, as a model for other congregations to follow.

This is against the background of the Church needing to be more active in the Inner-City.

Concern

However there was concern expressed about the impact of the Settlement in achieving transformation in the lives of the people in the community where it is located.

This concern is born out of the fact that notwithstanding the fact that the settlement has been in operation for over fifty (50) years, only a very few persons from the community can be found attending the weekly service held at the settlement each Sunday.

Given that the gospel is at the heart of mission, the question arises as to the extent to which the proclamation of the gospel forms a part of the work of the settlement.

N.B. Some General Comments

The Diocese has been blessed with a rich legacy of schools, homes for the aged, children's homes, institutions and organizations to serve the nation in the name of our Lord Jesus Christ. We are stewards of this legacy.

It now appears that, possibly due to the on-going decline in the membership of the Church, it appears that all our resources have now become an

Embarrassment of Riches

This could possibly explain why it has become necessary to close Elizabeth House in Mandeville. If this is so then the closure of other homes have to take place in the future.

It is important for the Church to remain relevant to the needs of the people of our country.

Failure to remain relevant could result in our Church being pushed to the margin and sidelined by the society. Our Church must understand that mission invites the participation of every member who feels called to share in the work that Christ started here on earth.

Our group felt that mission is more than simply providing material handouts to the less fortunate on a regular basis.

Therefore the Synod is reminded that last year's recommendations called for the drafting of a mission strategy to the Diocese.

Finally, the group recommends that the reports from the respective homes, institutions and organizations as tabled for the year 2008 be accepted.

Vote on Capital Punishment

Against	18
In favour of	14

DIOCESE of JAMAICA & THE CAYMAN ISLANDS

MANAGEMENT OF THE CHURCH PROPERTY PORTFOLIO

BACKGROUND

In May 2008 the Lord Bishop established an ad hoc committee to make recommendations on the management of the Church's property portfolio. The members of the Committee are:

- ❖ Rt. Rev. Dr. The Honorable Alfred Reid – Diocesan Bishop
- ❖ Reverend Denzil Barnes – Diocesan Secretary
- ❖ Honorable Michael Fennell – Chairman, Diocesan Financial Board
- ❖ Honorable Oliver Clarke – Business Referee
- ❖ Honorable Danny Williams – Business Referee
- ❖ Dr. The Honorable Vincent Lawrence – Member, Incorporated Lay Body
- ❖ Mr. C.D.R. Boveil – Secretary, Incorporated Lay Body

As a background it was noted that in 2004, the Annual Journal of the Meeting of Synod showed a membership, in the Anglican Church, of 33,088. That same year, the East Jamaica Conference of Seventh Day Adventist reported a membership of 220,000. The comparative numbers from the 2001 Population Census are 50,919 and 154,035 respectively. The Church's mission, ministry and viability were therefore considered to be in need of urgent attention and action.

STATUS REPORT

The Committee carefully examined the issue of the Management of the Church Property Portfolio with a view to determining the financial support the properties should provide the Church and recommended that:

- (1) A Property Board of Advisors, with appropriate regional representation, be established whose responsibility would be to "Re-seed the property portfolio for long-term growth and for the provision of financial support to the Church's mission and ministry ". The Property Board could be the direct responsibility of the Incorporated Lay Body in consultation with the Diocesan Financial Board; and
- (2) A Property Unit be established at Church House with a Property Manager and support staff. The proposed terms of reference for the Property Unit is as follows:
 - i) To produce an accurate schedule of all property owned by the Church in whatever names registered.
 - ii) To determine the adequacy of title to these properties.

- iii) To develop a strategy to have all titles converted into registered titles. This will involve negotiations with Government to obtain a waiver/reduction of all relevant taxes.
- iv) To document the current usage of all land and premises owned by the Church. This will involve physical visits to the properties.
- v) To carry out the above work under the guidance of both the Board of Advisors and the relevant personnel in local churches.
- vi) To determine the current physical condition of all Church properties.
- vii) To determine the revenues and expenses now applicable to all Church properties.
- viii) To determine the current recipients of these revenues and the current payers of these expenses.
- ix) To determine a best-use policy for all Church entities which will seek to maximize usage for Church purposes and maximize financial returns to the Church.
- x) To develop a list of such Church properties requiring repair and to estimate such costs.
- xi) To determine which Church properties should be disposed of and under the direction of the Board of Advisors carry out such sales.
- xii) To develop an adequate reporting system on all Church properties for submission to the Board of Advisors plus appropriate authorities.
- xiii) To prepare a major presentation on the status of Church properties and their development potential for Synod.
- xiv) To consider if additional properties need be acquired and how to fund such purchases.
- xv) To carry out such other duties as requested from time to time.

In order to facilitate a decision on the Diocese's central role in the management of all Church property, a preliminary assessment of the scope was thought necessary. The Committee therefore commissioned an Inspection Report of various parcels of Church property as deduced from the current listing at Church House. Of the hundreds of properties listed, random physical inspection has to date been carried out on thirteen (13) properties:

Consideration is being given to arrange the Property Portfolio into at least three (3) categories:

- ❖ Urban Portfolio – comprises directly held residential and commercial properties
- ❖ Agricultural Land – leased and idle
- ❖ Strategic Land – with a view to possible development

During 2009/2010 information gleaned from the physical inspection of all properties should be used to identify those of the Church's portfolio that fall in the category of Strategic Land and thereafter specific development proposals including costs should be prepared for at least four of them. It should be required that each development proposal clearly identifies and assesses the risks involved as well as the source of the funds required for the development. The financial returns from property development are not usually immediate. As the objective is to enhance the long term and sustainable growth of the Church it is therefore important that there be no further delay in the advancement of this process.



Appendix 5

ECCLESIASTICAL RETURNS