

Diocese of Johannesburg

A Plan for Implementing our Vision

Principle 1: Chapter, Trustees and DFB must work together on a common plan to succeed in implementing our Vision, sharing what each is doing, the successes achieved, the decisions made and the areas where each is still seeking solutions. Money decisions will be made collectively and not unilaterally imposed one upon the other.

Principle 2: We will make greater use of Committees & Portfolios in order to provide sufficient capacity to get the job done.

Principle 3: The Committees & Portfolios will be manned largely by volunteer parishioners which will give the Diocese three important benefits;

1. The parishioners will bring with them a range of skills not available in our paid staff.
2. This increase in capacity will not put further strain on Diocesan finances.
3. The extra Anglicans involved in ministry will grow in their relationship with God.

Past attempts to involve volunteers have not always proved successful, so it is a central part of this plan that the paid staff – clergy and lay – commit themselves to supporting the volunteers by empowering them and encouraging them to find reward and job satisfaction from their involvement in leadership. If we can learn to do this well, they will then perform their roles with dedication and achieve the goals they have set for themselves.

Principle 4: Each Committees & Portfolio must have a written objective and an annual plan, both of which have been formally approved by those to whom they report. Towards the end of each calendar year there will be an assessment of the past year as well as an approval of a new plan for the forthcoming year.

Principle 5: Each member of the Diocese should agree to hold each other accountable, both in selling this plan to other Anglicans in our parish or organisation and in holding each other accountable for meeting our commitments and promises.

Principle 6: The role of the Bishop in this plan is to sell these principles as the way forward for our Diocese on every occasion when he has a Diocesan audience and to hold every member of his team accountable for playing their part, building their own teams and promoting these principles on every occasion when they have an audience.

Principle 7: An informal Diocesan Council will be formed to act on behalf of Synod when Synod is not sitting. Its role will be:

1. To reduce delays by making the less important decisions on behalf of Synod.
2. To follow up on decisions made at previous Synods.
3. To debate issues referred to it by Chapter, Trustees, and DFB in their progress reports.
4. To initiate action when in its opinion problems were not adequately addressed. However,
5. Its role is not to Act as a Court of Appeal to be used by those who are dissatisfied by decisions made elsewhere in the Diocese, nor is it to be an active body competing with or taking over from other Diocesan structures.

Those appointed or elected to this Council should take the time to read and study such relevant documentation as will enable them to be knowledgeable about Anglican and Diocesan affairs so they can participate effectively and help the Council to arrive at the appropriate decisions.

There follows a list of Committees & Portfolios which have been adopted in past meetings. Others are provided for in our Rules but have never operated successfully and at this time remain dormant. Next to each committee I have given a very brief outline of what the committee is responsible for, and at their first meeting after receiving this note they should prepare details of what they plan to do to achieve their objective in their area of operation. The dormant committees will either be written out of the Rules at the next Synod or if the need still exists, will be reactivated.

If the Committees & Portfolios as presently constituted do not have enough capacity to achieve their objective they should take steps to expand their capacity rather than try to pass responsibility to others.

The Teams within the Bishop's office

A) **Chapter.** Is expected to grow our parishes, our clergy and lay members in a sustainable manner.

It has the following Committees & Portfolios:

- a. **10 Archdeaconry Committees.** To encourage the parishes to work together, sharing the skills they have with each other and acting as a link between the parishes and Chapter, Trustees and DFB. Where no one with a particular skill is available, someone who has that skill can be co-opted from outside the Archdeaconry.
- b. **75 parish and chapelry councils.** Each council should be progressing actively towards fulfilling the plans accepted by its congregation in an Annual or Special Vestry. Where there are problems or conflicts or special needs have arisen, the Archdeacons should provide help and support through the Archdeaconry Committees.

c. **Training for Ministry** with its Committees:

- i. Discernment Conference.
- ii. Fox.
- iii. Post Ordination Training.
- iv. Clergy Training.

Together these teams are responsible for developing a plan to train sufficient clergy to meet the needs of the Diocese, all of whom can and will contribute towards implementing the Diocesan Vision.

- d. **Youth.** Encourage and support the building of an active youth ministry in every Parish
- e. **Sunday School.** Encourage and support the building of an active Children's ministry in every Parish
- f. **Parish Minister Training.** Teaching all our lay ministers to model the ministry of Jesus.
- g. **Diocesan Welfare Committee.** Caring for retired clergy, clergy spouses and widows, assisting where necessary within the limits of their financial resources.

B) **The Trustees** are expected to ensure that all property registered in the name of the Diocese of Johannesburg are adequately maintained, adequately insured and used appropriately for the Christian ministry housed within it. It has the following Committees & Portfolios:

- a. **Property Formation Team.** Encourage and support the Parishes to best use their buildings for Christian Ministry.
- b. **Diocesan Organisations Team.** Build a strong relationship between the schools & organisations within the framework of agreed relationships. Wherever possible the parishes should be included in the ministry of schools & organisations.
- c. **Legal Team.** Offer assistance in all legal matters to Diocesan units that lack the necessary skills and monitor all signed contracts.
- d. **Communication Team.** To create a communication system in the Diocese to inform and communicate with the leadership by means of emails, internet, SMS messages and social media.
- e. **Website Team.** The development and maintenance of the Diocesan website.
- f. **St. Joseph's Centre.** To manage the property and promote its use as a meeting venue to make the Diocesan Vision a reality.

C) **The DFB** is expected to ensure that the accounting and administration of all Diocesan units provides an acceptable standard of governance. It has the following Committee & Portfolios:

- a. **Audit & Risk committee.** Help all our units to manage their finances and administration according to the Rules and to the best possible standards at all levels.
- b. **HR and Remuneration committee.** Help all our units in defining and implementing appropriate staff packages and in following the best current employment practices.
- c. **Taxation committee.** To ensure we follow the rules laid down by SARS and share the tax equitably.
- d. **Independent Verifiers committee.** Appoint, train and oversee a team of independent verifiers as they help the parishes to manage their finances and administration.

D) **The Diocesan Office.** Supports the work of Chapter, Trustees and DFB. It will submit a report to each Diocesan Council who will assess their performance and hold them accountable.

Bishop Steve Moreo

