



ANGLICAN DIOCESE OF EASTERN ZAMBIA
BISHOP'S CHARGE AT THE ENTHRONEMENT SERVICE

THEME:

TRANSFORMATIONAL LEADERSHIP FOR CHURCH GROWTH & DEVELOPMENT

(Romans 12:1-4)

PREAMBLE/SALUTATION

- GUEST OF HONOR
- ARCHBISHOP ALBERT CHAMA, PRIMATE OF CPCA
- BISHOP WILLIAM MCHOMBO, UPPER SHIRE/HON PS, CPCA
- OTHER BISHOPS
- PROVINCIAL MINISTER
- ROYAL HIGHNESS/TRADITIONAL LEADERS
- CLERGY AND SPOUSES
- OTHER CHURCH LEADERS AND MEMBERS OF ECUMENICAL PARTNERS
- OTHER HEADS OF GOVERNMENT
- HEADS OF CSOs
- FELLOW CHRISTIANS
- LADIES AND GENTLEMEN

1. INTRODUCTION

Greetings to all, Clergy and Lay, and be faithful in the beautiful name of Our Lord Jesus Christ.

These greetings are shared with you as an act of gratitude and thanksgiving to God, who has called in His vineyard.

We are grateful to God for calling us to share in His ministry. In his letter to the Church in Philippi (4:13), Paul presents a Biblical message of Hope and Assurance amidst different circumstances. He says, 'I can do all things through Him who gives me strength.'

The Diocese is entering another phase of its existence today. This phase follows the election and translation of Bishop William Mchombo from Eastern Zambia to Upper Shire in Malawi.

2. WHAT IS THE WAY FORWARD FOR THE DIOCESE?

As we embark on this new journey, we recognise that the prospective motivation and driving force for the diocese is not just a theme but each one of you. Your dedication and service are what will propel us to greater heights.

After 29 years of existence, ADEZ will continue championing a progressive and transformative process that should propel it to greater heights.

As a son of the diocese, with an urban and rural upbringing and ministry experience, I bring Pastoral and Corporate governance systems, management ethics, and values that promote effective leadership in the 21st century.

Before we chat about the way forward, I am grateful to the leadership, both past and present, for allowing me to go and enrich my skills and learning in the Ecumenical world through the Ministry of Theological Education by Extension in Zambia (TEEZ) at Mindolo, Zambia. Spending about seven years away from my mother diocese and diving into the ecumenical ministry of TEEZ became a learning ground and a school of transformational leadership that becomes mindful of the need to grow the Church while at the same time addressing the needs and plight of fellow clergy and their families.

I am grateful to Bishop William Mchombo for allowing me to be seconded to TEEZ and the Archbishop for allowing me to serve in his Cathedral of St Michael and All Angels, Kitwe. At the same time, I was a resident in the Diocese of Northern Zambia. I am also grateful to the TEEZ Management and Executive Committee and all the 10 TEEZ member denominations for allowing me to serve them in all the ten provinces of Zambia, Africa, and globally. It was a journey so fulfilling and exciting, though with challenges.

My fellow Ministers of the Gospel within and outside the Anglican Church have been my support system. My wife, Peggy Mutale-Milanzi, children, and the wider family have been my sources of strength and encouragement. My mother, sister, and grandmother (posthumously) have been my heroines, and I recognise them for their contribution to who I am today.

As I accept this noble service in God's kingdom in this new role, I am mindful that God can use anyone to fulfil his purpose. Your background does not matter, but what is essential is to remain available when God calls us.

As we look to the future with hope and determination, I want to share with you some insights into what the way forward will be like.

The future of the Church lies in an integral missional approach. This integral approach to the Church brings alongside the influence of the Church in impacting communities. This is precisely what the Lord Jesus Christ Himself came to do. He came so that they may have life and life in its fullness (cf John 10:10b).

As I assume leadership in the Episcopal office, I implore and encourage you to join forces and consider strategies for our present and future milestones.

Our focus in this new dispensation will look at the four-point plan, namely:

- Staff Development and Motivation
- Mission, Evangelism and Church Growth
- Institutional Development, Social Justice and Community Service
- Economic Development and Sustainability

2.1 STAFF DEVELOPMENT AND MOTIVATION

2.1.1 Staffing (Clergy & Church Workers)

As you know, ADEZ has clergy (stipendiary and non-stipendiary) who manage the parishes and congregations in various parts of the diocese. We also have lay church workers who are part of God's mission.

It is crucial that clergy and lay workers feel cared for and motivated in their ministry as they labour in the Lord's vineyard. To achieve this, we must all take collective responsibility to work and act within the ethical framework of our space as clergy and lay workers. This includes maintaining an exemplary lifestyle and character that honours the ministry of God. Moral values must be upheld with the highest level of integrity, as they mirror the image of the Church. Our duty as clergy is to set an example for the laity and help minimise situations that compromise our clergy's vocation.

We are called to be the light of the World and also the salt of the earth. I encourage my fellow clergy to self-introspection about our call and its effect on the morality of the Church and society. This is particularly important because of the past few months' happenings leading to the election of the Bishop. The actions we showed to ourselves and the lay faithful have significantly impacted our vocation, so we must redeem ourselves to win the trust of the people we lead. God has called us peacemakers, not champions of hate speech and division. Our vows challenge us to be exemplary and fashion our lifestyle.

We are committed to addressing the social security of our church workers. We will devise a mechanism to render a reasonable emolument to make them feel appreciated. This, however, will require clergy and church workers to invest more time and programs into the life of the workspaces to show productivity. We are here to support and encourage each other in this journey.

We shall start one step at a time and progress in our continuous transformation agenda. Additionally, we will endeavour to encourage our clergy to undertake in-person studies or to have a well-learned and balanced mind in human resources. This will give the diocese a critical appreciation of its workforce's diversity.

2.2 MISSION, EVANGELISM AND CHURCH GROWTH

2.2.1 MOBILITY AND CHURCH GROWTH

ADEZ is a vast diocese with great opportunities to champion church growth for the current and future leadership of the Church. Given this, we will work together to improve the transport system in our parishes, archdeaconries, and the diocese. This applies equally to all departments, such as Mothers' Union, St. Veronica, Anglican Men's Union, and Youths.

Transport is critical in improving service delivery and pastoral care among our faithful. This requires a mindset change and serious commitment from all of us, clergy and faithful.

Depending on context and capacity, we shall devise a strategy for improved mobility to support the acquisition of motorbikes, motor vehicles, and bicycles. This will be embedded in the 2026 to 2030 ADEZ Strategic Plan, which will include all methods of realisation developed together. This will call for seriousness, commitment and discipline among clergy and lay faithful.

We will also endeavour to see ADEZ represent its substantial presence in districts such as Vubwi, Chadiza, Lumezi, Chasefu, and Chama, with active ministries supported by the leadership of Archdeacons and Parish Priests assisted by Evangelists and other leaders.

To support this dream, we plan to set up a fully-fledged Synod of ADEZ Offices, which will encompass the following Departments and offices:

- Bishop's Office
- Finance, Investment & Administration Department
- Departmental Guilds
- Education and Health Department Desks
- Mission and Evangelism
- Anglican Social Services

To strengthen our influence, ADEZ will maximise its human resources and skills to manage these departments effectively and efficiently. We will turn Kalindawalo Road- House into the ADEZ Administration Center. In the future, our plans include constructing a fully developed modern office building at the same site.

We will recruit and appoint critical positions based on merit and use a result-based approach to enhance institutional management and organisational development.

These appointments will be awarded not based on character assassination or personality damage but on the premise that those appointments will be able to show leadership in their office of operation.

The other strategy for growing the Church will include increasing the number of parishes from 17 to 24. This process of parish creation must start in 2025. We shall set up a task force to move around the diocese to undertake the delimitation exercise that will eventually lead to the approval of the new parishes. For a start, we shall engage local Evangelists to manage the new parishes in a transitional process and eventually have priests deployed in those areas. Furthermore, where need be, we will search for more clergy from other dioceses to improve our staffing levels.

The diocese will start the intense process of sending ordinands to St. John's Seminary, with the possibility of the first batch of four students training as priests in Kitwe. We will also consider sending serving clergy to other institutions like Lake Malawi Anglican University (LMAU) in Lilongwe to further their education through an in-service training program and other professional training in different fields to strengthen the mission of the Church.

The diocese will start updating data from congregation, parish, archdeaconry, and diocesan levels to ascertain the correct statistics, which will become a starting point for measuring church growth. All Archdeacons will be required to submit annual work plans and extract quarterly reports from them. These will be expected to be shared with the Mission & Evangelism Desk Coordinator, who will give them to the Office of the Diocesan Bishop.

Our Church prides itself on guilds such as AMU, MU, SV, DoK, and Youths. All these groups are there to foster church growth through our different structures. It is therefore imperative that all these

groups complement each other. This will reduce the mindset of competition. All groups are important to the body of Christ.

I implore all church groups and the leadership to embrace each group's diversity and learn from each other on what works well so that we move together for the sake of God's kingdom. After all, we are all merely vessels of God.

I pray that our guilds in the diocese will learn to embrace each other and promote unity of purpose.

2.2.2 INFRASTRUCTURE DEVELOPMENT

We thank God for the vision of our former two Bishops, Bishops John Osmer and William Mchombo, respectively, for championing the investment in real estate through the properties that have been constructed and acquired since the inception of the diocese. These have given ADEZ a unique context in Zambia. As a rural diocese, we have our unique ways of doing ministry. Most of our members are smallholders and subsistence farmers, while most struggle in poverty. Poverty dehumanises the image of God as the people affected by it are created in the image of God. This calls for an action-oriented Church that will be a voice of the people and a voice of reason.

Therefore, we must find a local context for balancing the membership contributions, quota assessments, and harvests with other resources available to grow the church.

Apart from the housing units and Bishop John Osmer Center, the diocese will revolutionise the Lay Training Center Project at Chipungo in Senior Chief Nzamane. This radical approach will transform the site to create the following centres:

- Leonard Kamungu Lay Training & Retreat Center
- Anglican Skills & Development Center (to be TEVETA accredited)
- Establishment of Bishop William Mchombo Divinity School (an Ecumenical Training Center)

We shall also put a deliberate policy in place for each parish to set aside a portion of their income to set up a Building Investment Fund to consider constructing medium-cost housing units/flats to add to the local parish incomes.

This will imply investing in Sustainable Development Projects and income-generation activities.

2.2.3 INSTITUTIONAL DEVELOPMENT, SOCIAL JUSTICE AND COMMUNITY SERVICE

ADEZ boasts two social ministries, ZACOP and the Kachere Development Programme (KDP). These social arms, or Diakonia Ministries, are critical in fostering evangelism and church growth.

Having been at the centre of social development activities for 11 years in the diocese and seven years at TEEZ, I bring a balanced ministry of Church and Social Teachings.

Therefore, we must redesign these social ministries' approaches to their service delivery. One such approach will be for KDP and ZACOP to realign and map their activities by integrating Mission and Evangelism into their work. This should help establish the Church's pastoral structures within social activities. To realise this, we shall give them a three-year mandate to provide evidence-based systems of this new model.

Additionally, I am pleased to inform you that we shall set up the Anglican Relief Development Services (ARDS) as another anchor of the social developmental wing of the Diocese in the Office of the Bishop. This will create employment and champion the agenda for a multisectoral approach to church and community development.

ARDS will work with other ADEZ sister institutions to address issues of climate-smart agriculture, climate change mitigation and adaptation, women and economic strengthening, poverty alleviation, skills development, water and sanitation to be enshrined into the Sustainable Development Goals and the role of Faith-Based Organisations.

In this vein, my office will eventually appoint one of the clergy to become the Executive Director of ARDS.

ARDS will be established by developing bylaws, policies, and procedures and appointing volunteer staff to kickstart operations in 2025.

Using the skills and gifts that God has given us, we engage potential partners locally and internationally to lobby for holistic support.

Additionally, we hope to grow our diocese's health and education sectors by establishing a team of experts who will undertake research and provide policy direction on the successful operations of grant-aided institutions.

My office will further undertake a robust local and international campaign to set up a new Mission Health Centre (Clinic) and a Primary School in areas that will be identified. We shall also develop strategies to turn St. Luke's Mission Health Center, Msoro, into a Mini-Hospital. With the presence of the Guest of Honor, we will make an earnest appeal for solid collaboration in this new development.

2.4 ECONOMIC DEVELOPMENT AND SUSTAINABILITY

2.4.1 BUSINESS ENTERPRISE INVESTMENT

ADEZ has been managing income-generating investments for some time now. It has a structure in place through the Finance and Investment Committee, a Subcommittee of the diocese and reports to the DSC and Synod. To make this arm effective, the Finance and Investment Committee will be expected to develop a business plan that should see growth in the diocese's investment portfolios.

This five-year business plan will be expected to see the following things achieved:

- Diversification of Investment Portfolios
- Investment into Private Education Business
- Microfinance
- Hospitality & Accommodation
- Purchase of more properties
- Agribusiness

It is hoped that the ADEZ will use these investment and business models to set up the following investment for clergy and church workers:

- Investment in Government Bonds
- Diocesan Pension Fund
- Diocesan Education Fund
- Bishop's Empowerment Fund
- Mission & Evangelism Fund

We need to realise the dream of the Church Pension Fund specifically, as we will see some of our clergy members attain retirement at 65 in the next few years. With the creation of other funds, we need to set a standard policy for each clergy retirement service. Each parish will contribute a certain amount to be approved at an appropriate meeting, which will be revealed occasionally. This will function as a Clergy Empowerment Project Fund (CEP-Fund) to support an exit strategy for the clergy's retirement.

3. CONCLUSION

In conclusion, I would like to thank you all for your trust and faith in my ability to lead this diocese with its potential that will be unleashed to its maximum levels. To my brother, clergy, and families, we are taking this journey with positivity, and it is my hope and prayer we will remain a united front willing to support and build each other to the glory of God.

We should bury the time when we damage each other's reputations and seek the face of God so that our actions and lifestyles reflect the one who has called us Jesus Christ. Any bitterness we harbour will tarnish the transfiguration expected to radiate to the Church and Society, ultimately damaging our self-esteem.

Together, we shall do more incredible things by the grace of God.

To the faithful, the mandate you have given us as a family will not be taken lightly. Achieving the much-desired transformation requires determination, dedication, sacrifice, and teamwork.

Thank you, and May God bless you abundantly.

Together in Christ's Service,

†*Dennis Eastern Zambia*

The Right Reverend Dennis Milanzi

15th September 2024