

Bishop's Charge;

1. We will endeavor to uplift the Anglican Congregation in Nambale Diocese by undertaking active Evangelism in the whole diocese and particularly among the Children and Youth who comprise the highest number of our Christians. This is where the future of our Church is. We will encourage the youth to participate in Church activities and improve on our services by encouraging Churches to purchase Public Address Systems and musical instruments which our youth love to play thus having vibrant youth services in order to arrest the current loss of Christians to other Churches and Ministries. We will strive to train Pastors to handle the teens and Youth. Each Parish will have a Youth Pastor to specifically minister to the Youth and Teen. We will enhance capacity building for our Sunday School teachers and support them in the purchase of relevant learning materials. All parishes and Churches must include a budget for the Sunday School and Youth departments besides other key departments. We will also reach out to the ministry of Men and women. It is unfortunate that the number of Men in our churches is dwindling this is a concern that ought to be addressed. We will do capacity building in our churches and parishes. Benchmarking programs with Dioceses that have strong men activities will be considered. We thank God for the women ministry that has clear programs that has made it vibrant over the years. However, we will do more to support their activities.
2. We will establish training and mentoring programs for both the Youth and the Adults through Bible Study and Theological Education by Extension programs at both Estate, Church and Parish levels. We recognize the role that the East African Revival Fellowship is playing to disciple the newly born again Christians and look forward to work with them for the extension of God's Kingdom. We need spiritual growth for those who have already known Christ thus bringing forth a strong Christian Church both Spiritually and Physically.
3. We will endeavor to objectively be a servant leader, by focusing on listening, empathizing with others feelings, focusing on healing the suffering both spiritually, emotionally, psychologically, socially and physically. Acknowledging my strengths and weaknesses, embracing diversity in all players in the diocese. Use persuasion and mentoring rather than position and authority to influence. Be a steward of all clergy, congregation and diocesan resources. Increase care to the least privileged, increase loyalty to the goals of the diocese rather than individuals, increase individual productiity by all player in the diocese.
4. We will strive to improve the wellbeing of the Clergy in the diocese. Set systems to sensitize clergy on how they can improve giving to enable their parishes improve their giving. Identify diocesan missionary areas and finance their activities from the diocesan headquarters. Strengthen the clergy welfare. Improve transparency and accountability in the administration of clergy affairs. Create an environment of trust and open honest communication with the clergy. Visit clergy at personal level. The expected results are

that we will have clergy who are contented, motivated and eager to serve. Team work among the clergy and Laity leading the achievement of diocesan goals.

5. Capacity building of clergy and Laity. Refresher theological training for clergy, Lay readers and Evangelists. Training them on leadership, management and finances. Set up systems to implement the above activities.
6. Improve the fulfilment of the diocesan budgetary obligations by setting systems to improve giving in parishes. Increase transparency and accountability in diocesan finances, in order to a financially sound diocese and fulfilment of diocesan goals. Streamline the operations of all departments by engaging all stakeholders in restructuring church departments to make them more effective and efficient. Engage stakeholders in updating the terms of reference for church departments. Establish pastoral visitation to sponsored schools and ensure the education secretary works closely with the heads of our schools, ministry of education and TSC for better services to our sponsored schools.
7. Assisting the Vulnerable by establishing the widows, widowers and orphan's department in the diocese. Establish specific missions for the needy. Encourage parishes to fund a kitty for assisting the vulnerable in their respective areas for example the homeless and those who cannot fend for themselves. The book of James says, "what God the Father considers to be pure and genuine religion is this: to take care of orphans and widows in their suffering and to keep oneself from being corrupted by the world." (James 1:27).
8. Complete the construction of the Cathedral which is the mother church of our diocese. We will be engaging Christians from within and without to contribute towards this course. Indeed, the state of our Cathedral is dire. The Almighty said to Haggai, "my people, why should you be living in well-built houses while my temple lies in ruins?" (Haggai 1:4). Fixing the Cathedral is going to be one of our priority and will expect all of us to support this course.
9. Physical developments and diocesan Investments. Engage stakeholders to formulate strategic plans with emphasis to physical development and diocesan Investments. We will look into the existing ones to evaluate how we can make them better. Those which will require redesigning we will engage experts to help us fix them. Our emphasis will be on Investments that are viable and sustainable. We look forward to partner with other dioceses within and outside Kenya just to tap ideas that will help us grow. We will encourage Parishes to establish their own income generating projects to supplement the normal giving from Christians.
10. Construction of the Bishops Bourne. For all the time that we have existed as a diocese, we have never had a bishop's residence. The one my predecessors have been using was built over sixty years ago by a missionary from the UK the Late Rev. Richard Spurin

as his residence. We are trusting God to touch men and women to support us in this venture. We will also encourage Parishes to construct and improve their vicarages.

11. We will endeavor to establish a foundation to cater for the education of the needy students in our parishes and churches. You realize that most of our sons and daughters who excelled in their exams are not able to proceed to the next level of education due to inability of their parents to pay for their fees and other needs. Good friends, I urge you to strongly support this agenda if called upon. We will soon be rolling out the way forward.
12. We will endeavor to open new parishes by subdividing those which have more than five congregations. The Pastor cannot be effective by serving many congregations. Those churches that can stand on their own, will be encouraged to become one church parishes. Not only shall we start new parishes, we will also plant new churches and subdivide cell groups for closer and efficient services to Christians.
13. Partnership with the National and County Governments and political leaders. The relationship between the church and government must be enhanced. We cannot survive in isolation, we need each other. The church is there to confront the secular state about all the ill committed by them and the government has the responsibility to maintain law and order and met out discipline to the errant in the society. The government is the steward of the revenue it receives from its citizens and must ensure it is put to good use. They must be accountable.
14. The church must be keen on social services which includes encouraging Christians to be involved in improving their livelihood. Farming must be the main core business of our People. A hungry nation is an angry nation. We will partner with the Anglican Development services to help our Christians engage in farming practices that will uplift their living standards and in any other relevant endeavors.
15. Thanksgiving project that was mooted by my predecessor through which good amount of money was raised will be enhanced. I appreciate him for this idea. However, we will need to be more transparent and accountable in the way we will spend this money. The needs of Evangelists and Lay Readers who are key players in raising these funds will be looked into.