

Report of the Appraisal of the Zambia and Bath and Wells Companion Link

by Canon Janice Price and the Revd Canon John Kafwanka

November 2015.

"If then our common life in Christ yields anything to stir the heart, any loving consolation, any sharing of the Spirit, any warmth of affection and compassion, fill up my cup of happiness by thinking and feeling alike, with the same love for one another, with the same mind, and a common care for unity." Philippians 2:1-2

Saint Paul's exhortation to the Philippian church was used in the 1994 Report of the Review of the Zambia and Bath and Wells Link to describe its life and work. The Report of the 2015 appraisal begins in the same place with both a positive description of the Link and an expression of its values and hopes for the future. The Link between the Diocese of Bath and Wells and the Anglican Church in Zambia is expressed through warm personal relationships and friendships, a deep desire for unity between very different contexts, a mind for God's mission in the world and the place of the Link in fulfilling God's call.

1. Introduction

1.1 It is now over 20 years since the first review of the Link between the Dioceses of the Anglican Church in Zambia and the Diocese of Bath and Wells. It is widely recognised in Zambia and Bath and Wells that much has changed in the ensuing years, and that the time is appropriate for a further appraisal. The use of the word 'appraisal' is deliberate and is used rather than 'review'. The attempt here is to avoid language that sounds as if it is an official inspection and the word 'review' in both contexts can have difficult overtones. It was felt that 'appraisal' indicated a broad overview without connotations of inspection while retaining the element of external appraisal.

1.2 At the same time as the appraisal was being discussed a project was developing at the level of the Anglican Communion and the Church of England which attempts to understand the nature and extent of Companion Links at a deeper level. It seemed to be beneficial for both the dioceses of Zambia and Bath and Wells and the wider Anglican Communion that the appraisal and the project be combined as the objectives of both were sufficiently close and could prove to be mutually beneficial.

1.3 The appraisal has been conducted by Canon Janice Price who is World Mission Advisor for the Mission and Public Affairs Division of the Archbishops' Council of the Church of England and the Revd Canon John Kafwanka Director of Mission for the Anglican Communion. From experience in other such appraisals it was felt to be vital to undertake this process as a partnership between Bath and Wells and Zambia. Both of those undertaking the appraisal are external to the dioceses of Zambia and Bath and Wells by virtue of their roles. John is Zambian and Janice is English.

1.4 For John and Janice this process has been a delight to be part of. In Zambia and Bath and Wells we have been very warmly received and our task made all the easier by virtue of this warm hospitality. We would like to express our deep appreciation to all we have met, talked to, been hosted by and in whose company we have been blessed. This, in itself, is indicative of the warmth and vitality of the Link between the five dioceses of the Anglican Church in Zambia and the Diocese of Bath and Wells. In particular we would like to express our appreciation of the

work of Canon Jenny Humphreys, World Mission Advisor for Bath & Wells, and Mr Wilson Sumaili, General Secretary of the Zambia Anglican Council.

2. Terms of Reference and Proposal for the Appraisal

2.1 The Terms of Reference were drafted by Jenny Humphreys, Jeremy Key-Pugh, John Kafwanka and Janice Price. They were then sent to the Bishop of Bath and Wells, and all the Bishops in the Anglican Church in Zambia. The Terms of Reference were agreed after a period of discussion.

2.2 The reasons for an appraisal of the Link at this point are, among others:

- (a) The Link is approaching the 40th anniversary in 2018.
- (b) The last Review was in 1994 and there is a need to examine the current working of the Link to enable the relationship to develop.
- (c) The retirement of the World Mission Officer in Bath and Wells presents a time for appraisal in order that strategies can be made for the future.

The text of the full proposal for the appraisal of the Link can be found at Appendix B.

3. Process for appraisal

3.1 Janice Price was first approached by Jenny Humphreys and Jeremy Key-Pugh in November 2014 to discuss how an appraisal might be undertaken. Experience in the Church of England has shown that an appraisal is best conducted by external appraisers who have the support of all the partners involved and who are committed to working in partnership with people assigned to the process by each partner. The appraisers must visit each partner and spend time talking to people at all levels – provincial, diocese and parish – before making recommendations. This process has considerable cost implications. In this case the cost of the travel for one appraiser was covered by funds specifically designated for the project looking into the nature and extent of Companion Links in the Anglican Communion.

3.2 A process of consultation then began to ascertain the degree of support for an appraisal in Zambia and Bath and Wells. All the Bishops and senior staff in Zambia and Bath and Wells were consulted together with the Zambia Sub-Group in Bath and Wells.

3.3 Jenny Humphreys, Janice Price and John Kafwanka visited Zambia from 30th April to 14th May 2015. Janice Price visited Bath and Wells from 9th – 11th June and 6th – 7th July. John Kafwanka visited Bath and Wells from 10th-11th June.

3.4 In Zambia meetings of clergy and lay people were held in the Dioceses of Lusaka, Central, Luapula and Northern. The meeting with clergy and lay representatives of Eastern Zambia was held in Lusaka. Each meeting was asked to consider two questions:

- What is your experience of the link?
- How do you see it progressing in the future?

These questions provided the springboard for discussion of key issues.

Meetings were also held with Archbishop Albert Chama, the staff of St. John's Anglican Seminary, the General Secretary of ZAC and the Development Officer for ZAC.

3.5 In Bath and Wells Diocese the same questions were asked of all groups the appraisers met. This formed an important principle in the listening process. Where considerable differentials of resources are present in cross-cultural relationships it is easy to ask different questions such as 'what do you need?' from the materially richer partner or 'what can you give?' from the materially poorer partner. This line of questioning, however, determines the outcome. Asking each partner the same questions allows for differences and similarities to emerge that present a far richer picture of the relationship.

3.6 In Bath and Wells the appraisers met the Bishop of Bath and Wells twice, The Mission Forum at The Old Deanery, the Principal Officers as well as parishes who have links with parishes in Zambia. (See Appendix A for a list of all who contributed to this process in Zambia and Bath and Wells).

4. Biblical and Theological Foundations for the Link

4.1 Bishop Derek Kamukwamba (Central Diocese) said during the visit 'Every so often it is important to sit down and look at our relationships, to see the future for our Link and how we can be co-partners.' Companion Links are relationships between friends. They are focused, particular and committed. They involve the giving and receiving of gifts of prayer, friendship, hospitality, expertise, money and other materials. They are an expression of life in the Body of Christ (I Corinthians 12). At their best they are relationships of interdependence where each partner is aware of how much each needs the other. However, this is an understanding that grows and needs nurturing given the disparity in economic resources between Zambia and England, and the potential for historical attitudes and actions to affect this reality in both situations.

4.2 Another key foundation of a Companion Link relationship is mutual accountability. The radical nature of relationships based on Christian faith concerns our common accountability before God. All that we have and all that we are as the Body of Christ belongs to and is brought before God where we are equal despite the differences that sometimes dominate relationships in this world. So our mutual accountability begins in that radical equality before the Cross. Accountability is first and foremost a theological reality that must challenge us.

4.3 Philippians 2:1-2, quoted above, expresses these Scriptural principles. Saint Paul appeals to the struggling and persecuted church which was at risk of division to have a common love, a common mind and a common desire for unity which finds its origin in a 'common life in Christ.' In this common life in Christ a challenge for the Christians in Zambia and Bath and Wells is to ask each other what would fill the 'cup of happiness' (v2) for each partner in this relationship.

5. Key areas of activity in the Link

Relationships between Bishops

5.1 The Link began as a relationship between Bishop John Bickersteth of Bath and Wells and Bishop Jack Cunningham, the former Bishop of Central Zambia, in 1978. Through the history of the Link the importance of the relationships between Bishops for the flourishing of the Link has been central. The Link has flourished from these initial relationships as Bishops have communicated the vision of the Link to their dioceses and have, together with their Synodical structures, committed resources to its ongoing life.

5.2 **Parish links** form one of the main expressions of the Link. There are 70 links between parishes in Bath and Wells and Zambia. Some of these links are very active, some are more tenuous and some have found it difficult to progress. Some parishes also support St. Francis Hospital in Eastern Zambia or St John's Anglican Seminary at Mindolo. The success of Parish links depends on key personnel in each parish being able to maintain contact and build commitment to the relationship. Much has been learnt from these links which has enriched the lives and mission of parishes.

Comments from Bath and Wells include:

'The Link opens my eyes to the real world, to different ways of being church and receiving from African people. We can learn to respect the wisdom of older people which we don't here.'

'parish Links don't really work without visits.'

'it was a surprise to our parish that the issues here were much the same as in Zambia.'

'our Zambian Link parish messaged to say they were praying about the appointment of our new vicar. That was gold. You can't quantify that.'

'the Link makes us aware that we are part of something bigger.'

'there are more things in common between Zambia and Bath and Wells than we would ever have imagined.'

'we pray for our Link parish every Sunday'

'our Link lost momentum when the Priest moved.'

'we don't use Facebook or anything like that. We're quite nervous of it.'

'its hard to keep the Link in the forefront of people's minds'

'how do we take the Link beyond money and make it a reciprocal relationship?'

'the Link draws out people's compassion'

'it helps us realise there is a world out there.'

In Zambia comments on parish links include,

'the prayer request is in our hearts. We pray for Peshawar in Pakistan as well as flooding in Bath and Wells.'

'this is a family relationship. It's not about money. It's a lifelong kind of relationship'

'the parish Link opened up new relationships. Financial assistance from our Link parish in Bath and Wells ensured our future. The link is real'.

'Do Bath and Wells have stories about how the Link has benefited parishes?'

'the Link enables us to enhance skills and perspectives'

'the key is working for mutual benefit not only fire-fighting'

'the Links are up and down and highly dependent on who the contact person is.'

'through the Link we receive messages that motivate us to do mission work better.'

'every time we received we wrote a letter of thanks. We wanted to give to the parish in Bath and Wells but nothing ever came.'

'the Link with the parish is more than just a cash cow. People need to understand that in Zambia.'

'we need to identify key areas of interest and share those.'

'clergy here need to raise awareness of the Link in their parishes.'

'each diocese in Zambia should have an official Link person'.

‘we receive spiritual, social and financial support from Bath and Wells. But we are not sure what we give to Bath and Wells.’

‘donations from our parish link enable me to undertake pastoral duties. The motor bike is a great help.’

‘it seems that we don’t give anything to Bath and Wells because we don’t send money. What we do give is support and prayer. We had a memorial service in our parish in Zambia for a person who died in our Link parish in Bath and Wells.’

6. Key issues in Parish Links

6.1 Communication. While methods of communication are changing fast in our digital world with a wide variety of tools at our disposal communication remains an ongoing challenge among parish links. The 1994 Review of the Link suggested that investment in fax machines would help better communication. However, twenty years on it is now social media such as Facebook, Twitter, Instagram, Whatsapp and others that are currently used. The mobile phone has revolutionised communication today and has ensured accessibility to social media even in the remotest parts of the world and the Zambian side of the Link has especially benefitted from this. While the Zambians are happy to use social media there is a strong resistance to its use in some parishes in Bath and Wells. While there are clear dangers in the use of social media there are benefits too. It would be inappropriate to use Facebook to negotiate finance, for example, or to disclose personal information but it is possible to manage responsibly. The appraisers were frequently told that communication is vital to the functioning of effective links.

6.2 Visits. ‘The parish Link was enriched when one of the clergy visited. It became real.’ It is widely agreed that visits form the backbone of the Link and that they are worth investment of time and money. Some in Bath and Wells question the outlay of scarce resources on visits when funds could be better allocated to practical needs in Zambia. Whilst this question is understandable it is flawed in several respects. First, the Link is primarily about relationship and includes sharing and learning. Therefore it is not an aid agency. Second, investment in visits is an investment in relationship and shows real intent to build relationships. Third, the activist culture in the West is focused on problem-solving and the highly relational cultures of Africa and Zambia ask partners to visit and be with them and receive hospitality. Gifts are taken as an expression of relationship not as aid. Investment in visits means that the link becomes real for people in Bath and Wells and Zambia as they learn more about each other’s life and mission context through personal experience in a way that sending money does not. At times the appraisers heard suggestions that the Link is about solving problems. However, the Link is much more about standing alongside each other than solving each other’s problems.

6.3 Prayer is a much treasured and vital gift among the partners in the Link. A number of people in Zambia said that while they wonder what they give to Bath and Wells practically the strength of the link is in committed and consistent prayer. This is echoed among those involved in the Link in Bath and Wells. Such prayer is our communion before God on behalf of the other partner.

6.4 Support at significant moments. One parish in Bath and Wells reported that their link parish in Zambia was praying for them at the time of the appointment of a new priest. Another parish reported that at the sudden death of a key member of the link in Bath and Wells a memorial service for her was held in Zambia and there was prayer for the parish and family at the time of the funeral. Examples such as this play a large part in expressing the communion of parishes across different cultures and are a point of relationship building across countries and cultures.

7. Nurturing Parish Links.

7.1 Parish Links need nurturing through prayer, effective communication and visits as well as the exchange of gifts. In the course of the appraisal a number of suggestions were made for nurturing parish links across the dioceses.

7.2 There is a case for a meeting for parishes who have links to come together to share perspectives in Zambia and Bath and Wells. Distances for Zambian parishes may be prohibitive but can be attached to other meetings such as synods, archdeaconry meetings and others and for Bath and Wells this may be possible. Such a meeting would be an opportunity for sharing experiences and insights and build common practice.

7.3 Bath and Wells have previously had available online a set of guidelines for parish links which includes material on areas such as establishing and maintaining a parish link as well as finance, communication and visits. They were based on guidelines produced by Partnership for World Mission some time ago. These could now be the basis for collective reflection and updating and made available in Zambia and Bath and Wells through the diocesan websites.

7.4 A suggestion made by several Zambian dioceses was for a Link Contact Person in every Zambian diocese. This would be extremely important in the period after the retirement of the current World Mission Officer in Bath and Wells.

Financial management is a key area for parish links and this will be considered under a separate section.

8. Areas for development for the Link

Discipleship

8.1 While the main focus of the Link has been through parish links and development issues opportunities are now open for the link to broaden its scope and range. One of the main questions that face both partners concerns how we follow Christ in today's world with its myriad of challenges and complexities. The parish links have certainly explored some of these issues. However now seems to be the time to confront the challenges of discipleship in today's world as equal partners. This may mean focusing less on Bath and Wells raising funds for projects in Zambia and more on asking the same questions in both places. Questions such as:

- What does it mean to follow Christ in Bath and Wells and Zambia today?
- How is the link equipping us to do mission and evangelism?
- What and how can we learn from each other about being effective witnesses in the world today?

8.2 The Five Marks of Mission¹ provide an important holistic tool for shaping a renewed and sustained emphasis on discipleship for the Link. This element has always been evident but there is a new opportunity for discipleship to be at the foreground of the Link in the many ways in which it is expressed. The Five Marks of Mission can act both as a benchmark and guide. Those with responsibility for the Link in parishes and at diocesan level can use the Five Marks to plan and

¹ The Five Marks of Mission are a mission statement that has been produced by and for the Anglican Communion. See the history and resources associated with the Five Marks of Mission at <http://www.aco.org/identity/marksofmission/history.aspx>

evaluate joint actions, visits, relationships and other expressions of the relationship as well as guide new emphases in discipleship.

The Five Marks of Mission are

- To proclaim the Good News of the Kingdom
- To teach, baptise and nurture new believers
- To respond to human need by loving service
- To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation
- To strive to safeguard the integrity of creation, and sustain and renew the life of the earth

Development and the Sustainable Development Goals

8.3 Development issues have always featured as an important expression of the Link relationship. The high quality posters on the Millennium Development Goals (MDG's), which have been widely used beyond Zambia and Bath and Wells, proved to be an important tool for raising awareness of the MDGs. Is there capacity for a similar project related to climate justice and associated issues? The 2011 Linking Conference themed on the MDGs held with the UK One World Linking Association proved to be an important step in growing the Link, with participants and speakers from Zambia, Bath & Wells and other parts of the world. The Conference not only focussed on church links but also on links between schools, local authorities, health care, businesses and other areas.

8.4 One of the overall priorities for the Link is the journey towards self-sustainability for the Zambian Anglican Church. Sustainability is at the heart of the Development Goals. This is a journey which will take time and a redirection of energy and resources towards enabling self-sustainability.

8.5 The UN Sustainable Development Goals have emerged from the global process of evaluating the Millennium Development Goals. They provide a benchmark for development in all countries. They can provide a global framework for local growth in the life and work of the Link. Development has played a large and flourishing part in the life of the Link and the SDG's give a global framework for ongoing partnership in Zambia and Bath and Wells.

The Sustainable Development Goals are:

- 1) End poverty in all its forms everywhere
- 2) End hunger, achieve food security and improved nutrition, and promote sustainable agriculture
- 3) Ensure healthy lives and promote wellbeing for all at all ages
- 4) Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all
- 5) Achieve gender equality and empower all women and girls
- 6) Ensure availability and sustainable management of water and sanitation for all

- 7) Ensure access to affordable, reliable, sustainable and modern energy for all
- 8) Promote sustained, inclusive and sustainable economic growth, full and productive employment, and decent work for all
- 9) Build resilient infrastructure, promote inclusive and sustainable industrialisation, and foster innovation
- 10) Reduce inequality within and among countries
- 11) Make cities and human settlements inclusive, safe, resilient and sustainable
- 12) Ensure sustainable consumption and production patterns
- 13) Take urgent action to combat climate change and its impacts
- 14) Conserve and sustainably use the oceans, seas and marine resources for sustainable development
- 15) Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification and halt and reverse land degradation, and halt biodiversity loss
- 16) Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels
- 17) Strengthen the means of implementation and revitalise the global partnership for sustainable development

Climate Justice

8.6 'Where have all the trees gone?' This is an observation by Bishop William Mchombo as he travelled from the Diocese of Eastern Zambia to Lusaka and noticed how deforestation is happening at a very fast rate. It is evidence of the impact of lack of care for the environment which leads to climate change. Climate justice is a key issue for both Bath and Wells and Zambia. Both partners are facing issues of ongoing sustainability as a result of climate change. It is now clear that working for climate justice is part of our mutual journey in discipleship. Here again we face these issues as equal partners. One person interviewed said that in the area of climate justice it is necessary to look for 'small ventures with long lives.' Planting trees in Zambia and Bath and Wells to mark visits to each other is such a step which has great potential. A further possibility is for key practitioners such as farmers, rural clergy and others to share perspectives through visits dedicated to considering environmental degradation and climate change and justice and how these are being addressed in both places. Social media also has the potential to enhance communication and sharing of experience.

Areas of ministry and mission

8.7 In the course of the visits in Zambia and Bath and Wells a number of suggestions emerged for making connections between specific groups in Zambia and Bath and Wells. There is potential for connections between various groups such as young people, Mother's Union, rural practitioners, education and Diocesan administration for example for sharing skills and perspectives in developing discipleship.

8.8 Theological education, particularly but not exclusively for clergy and Readers, is an area with rich potential for developing and deepening connections. Many ministers who have engaged in cross cultural experiences report that they are an important tool for formation at any stage of ministry. They have the potential to equip lay and ordained ministers with tools for action and reflection through experience of different contexts. They also have the potential for development of skills for equipping ministers and congregations for mission and evangelism today. The three questions highlighted above on discipleship are vital in ongoing theological education and can provide a framework for action and reflection. While there has been a regular interaction of ministers in Bath and Wells and Zambia there is potential for more focused interaction, for example, between Ordinands, Curates and Readers in both places.

Financial management

8.9 Generosity is at the heart of the Link relationship. First there is the generosity of heart and life that such a friendship as the Zambia and Bath and Wells relationship brings. From that flows the generosity that prompts the giving of funds for the purpose of building God's Church. Financial giving is an expression, but not the only expression, of our common belonging in the Body of Christ. For the most part, though not exclusively, the direction of funds is from Bath and Wells to projects and churches in Zambia. However, it became apparent that the giving of funds has been the cause of great blessing in the Link as well as its most complex, demanding and difficult area. The difficulties encountered occur largely in the area of cultural misunderstandings about how money is managed and spent. Arguably the most common area of misunderstanding concerns the altered direction of funds. In such cases one partner gives money for a specific purpose and when it reaches the recipient it is used for a different purpose. For those who give in Bath and Wells this represents a breach of understanding and trust and could contravene UK law. For the partner in Zambia what has been operative is the principle of first need. That means that in areas of scarce resources and challenging situations the money has been diverted because a greater need has emerged. This is a justifiable use of funds and does not break trust. It is important to build understanding of how finance and financial management works in both Bath and Wells and Zambia and, if possible, to find a middle way that would apply in both situations. This needs constant attention for both partners and the World Mission Officer acts as cultural interpreter in this ongoing process.

8.10 Funds given and projects supported must be aligned with the overall priority for the Zambian Anglican Church which is on the journey towards self-sustainability. When ideas emerge for raising funds the question of how this would further the journey towards self-sustainability must be considered by all involved.

8.11 A further area which emerged in the course of the visit to Zambia concerned the nature of a financial gift and the difference between a personal gift and a gift from a parish or institution. A personal gift is given in the context of friendship and as such does not have conditions. When a gift is made through an institution or a legal entity such as a parish or diocese conditions do exist.

Conditions exist in these cases because money will have been donated through systems that involve legal accountability such as parish funds for the Link. UK law requires that donations made from parish funds require those making the donation to ensure that it is used for the purposes for which the funds were collected. Those receiving the gifts also have responsibilities to the relationship which is one of mutual accountability in Christ. Accountability is an important part of the Jerusalem Collection (2 Corinthians 8) where Paul is concerned that he does not take the money alone.

8.12 The **Financial Protocol** was established in 2011 in order to establish greater understanding in financial management in the Link. It is an important tool for building understanding but as yet is little known beyond the officials involved in the Link. Questions that have arisen for the appraisers with regard to the Financial Protocol are as follows:

- Has the working of the Financial Protocol been evaluated since its inception?
- Has the drafting of a shortened and simplified version specifically for parishes in Bath and Wells and Zambia been considered?
- What steps have been taken to communicate the financial protocol to parishes in Zambia and Bath and Wells?

9. Objectives for the Link

9.1 In the course of the visits for the appraisal in both Bath and Wells and Zambia a number of those interviewed pointed out that the origins, aims and objectives and overall purpose of the link were not well understood. It is recommended that a Statement of Purpose should be drafted and approved by both Partners and should be made widely available to all involved or interested in the Link. The Five Marks of Mission could form the basis of a Statement of Purpose.

10. World Mission Officer post in Bath and Wells

10.1 It became apparent very quickly that the post of World Mission Officer in Bath and Wells is crucial to the current working and the future of the Link. The post was first held by Rachel Lucas in the early days of the Link and subsequently by Jenny Humphreys for the last 17 years. There is no doubt that the flourishing of the Link has been in large part down to the quiet, painstaking, committed work of the World Mission Officer with support from the Zambia Sub-Group. This role demands a high level of skill in the areas of cross-cultural relationships, negotiation and sometimes mediation, managing complex financial transactions in the context of cross-cultural relationships, depth of knowledge of each partner, encouraging and enabling parish relationships and people at grassroots as well as working with Bishops and other senior leaders. The giving of hospitality over and above normal work hours has also been a regular feature of this post. All of this is summed up in one comment made to the appraisers by a senior leader in the Zambian Anglican Church. He said, 'when I want to know what is happening in Zambia I go to Jenny Humphreys.'

10.2 This role has been part of the gift that Bath and Wells have brought to the relationship with the Zambian Anglican Church. It is a gift that has enabled the relationship to thrive and flourish. From a national Church of England perspective it is clear that where capacity in posts has been reduced this has directly affected the flourishing of the link. The post has been an expression of Bath and Wells commitment to the ongoing relationship with the Zambian Anglican Church and it is therefore recommended by these appraisers that this continues.

11. Conclusions

11.1 It is apparent that as the Link approaches the 40th anniversary both partners can express joy and thanksgiving for all that has been achieved. God has blessed the Link through the friendships that have developed through it as well as the mission that has been advanced in both places and projects and buildings that have resulted. Both Zambia and Bath and Wells can look forward to more blessings as challenges are faced together in mission and evangelism and to the continuing journey towards self-sustainability for the Zambian Church. St. Paul's words to the Philippians guide the way for the next stages in the journey.

"If then our common life in Christ yields anything to stir the heart, any loving consolation, any sharing of the Spirit, any warmth of affection and compassion, fill up my cup of happiness by thinking and feeling alike, with the same love for one another, with the same mind, and a common care for unity." Philippians 2:1-2

Recommendations

1. The 40th anniversary of the Link should be a time of celebration and thanksgiving including the signing of a Statement of Purpose and Priorities by the Bishops to guide the next steps in the journey of the dioceses of Bath and Wells and Zambia.
2. Continue focused discussions between the Bishops and other key office holders on the journey towards self-sustainability in Zambia. Such discussions would look towards an evaluation of current practices in giving in order to ensure that self-sustainability is prioritised. The journey towards self-sustainability involves the whole people of God and strategic discussions also need to happen in parishes and deaneries in both places.
3. Each Diocese in Zambia to appoint a contact person for the Link. They would provide an ongoing link with the relevant person in Bath and Wells and with parishes in their own diocese.
4. Make use of social media and mobile phones as tools for efficient and better communication. Where necessary provide training for parish contact people.
5. Intentionally organise an annual meeting for all involved in Parish Links in order to share skills, expertise and experiences. Meetings in Zambia could take place alongside synods, archdeaconry and other meetings to cut costs.
6. The Guidelines for Parish Links should be updated and made more widely available in Bath and Wells and Zambia for the purpose of clarifying the purpose and practice of such links. The guidelines and other resources need to be available on diocesan websites.
7. Use the Five Marks of Mission as the guiding statement, framework and checklist for the theology, practice and activities conducted as part of the Link.

8. Discipleship, mission and evangelism need to be a priority in the coming years looking at the challenges and opportunities of the different contexts and how each can enable the other. The Five Marks of Mission provide a resource for this emphasis on discipleship and mission. Discipleship and also Climate Justice and Environmental Stewardship are major themes at the ACC-16 meeting to be held in Lusaka in April 2016.
 9. Using the Sustainable Development Goals as a globally recognised tool in development there is an urgent need to focus on climate justice in particular as Zambia and Bath and Wells experience its effects. Other issues in development such as empowering of women and girls can also be addressed through the SDG's.
 10. Build relationships through visits, social media and other ways between key practitioners in areas such as agriculture in order to deepen understanding of the impact of and action on climate change in Zambia and Bath and Wells.
 11. Expand connections between young people, Mother's Union, education and Diocesan Administration, among others, which would assist in the journey towards self-sustainability for Zambia.
 12. In theological education build a focused connection between Ordinands, Clergy, Readers and other lay ministers in the areas of discipleship and ministry formation.
 13. Evaluate the working of the Financial Protocol and make it more widely known in the dioceses.
-

Appendix A

People who have contributed to the Appraisal process:

In Zambia

Bishop William Mchombo and clergy and lay representatives from the Diocese of Eastern Zambia

Representatives from the Diocese of Lusaka

Bishop Derek Kamukwamba and clergy and lay representatives from the Diocese of Central Zambia

Bishop Robert Mumbi and clergy and lay representatives from the Diocese of Luapula

Archbishop Albert Chama and clergy and lay representatives from the Diocese of Northern Zambia

Mr Wilson Sumaili, General Secretary of the Zambian Anglican Council

Staff and Chair of the Waddington Centre, Lusaka

Principal and Staff of St. John's Anglican Seminary, Mindolo

The Very Rev Charley Thomas, Dean of Lusaka Cathedral

Revd. Dr. John Kapya Kaoma,

Revd Bob Sihubwa, Provincial Youth Officer and Youth Officer for the Zambian Anglican Council

Mrs. Monica Masonga, Development Officer for the Zambian Anglican Council

Mrs. Grace Phiri, National Programmes Director for Zambian Anglican Council

Revd Dennis Milanzi, Parish Priest and Development Officer for the Diocese of Eastern Zambia

In Bath and Wells

Bishop Peter Hancock

The Mission Forum (The Ven Andy Piggott, Chair; Mrs. Suzi McKenzie and the Revd Matthew Frankum, Liaison Officers; Chairs and Advisers of the Mission Forum Constituent Groups for Local Mission, World Mission, Social Justice and Environment, Healing, Renewal and Rural Life.) The Revd Canon Roger Medley, Diocesan Missioner was on extended sick leave.

Dr. Sally Thompson

Revd Simon Robinson, Chair of the Diocesan Board of Education

Revd Prebendary Simon Hill, Director of Clergy Development

Revd Sue Rose, Director of Vocations and IME Phase 2

The Parish of St Mary Tisbury

Frome Deanery

Parish of West Coker

Parish of St John the Baptist Bridgwater

Parish of St Mary the Virgin Yatton

The Parish of St Andrew Chew Magna

The Parish of St Mary's Bathwick

The Parish of St John's Keynsham

World Mission and Development Group Sub-Group

The Parish of St. John's Milborne Port

The Parish of St. Thomas, Wells

The Parish of St. Cuthbert, Wells

Zambia Sub-Group

Appendix B

Proposal for an Appraisal of the Companion Link between the Diocese of Bath & Wells and the five dioceses of the Zambian Anglican Church.

We in Bath & Wells and the Anglican Church in Zambia value our Link. We want to make sure it is the best it can be. We want to make sure that it properly honours both sides as we are all fellow disciples of Our Lord Jesus Christ, and partners in mission.

Informal conversations have taken place between officers of the Bath & Wells Zambia Sub-Group and Archbishop Albert Chama, currently Presiding Bishop of the Zambia Anglican Council, who has had further discussions with his brother bishops in Zambia and they have given their blessing to the idea of appraising our Link.

Why now? Is this the right time?

The reasons outlined below show that this is the right time to consider having this appraisal.

Archbishop Justin of Canterbury reminded us in his presidential address to General Synod in November 2014 that the Anglican Communion exists and is doing wonderful things, even though there are great divisions and threats. In January 2015, the Archbishops launched *“In Each Generation”: a programme for reform and renewal*. This seems to us to suggest that 2015 is indeed the right time to renew our Link.

The Zambian Church celebrated its 100th Anniversary in 2010, the country celebrated 50 years of independence in 2014, and the Link will have been in existence for 40 years in 2018. We want to make sure we are not living in the past and continuing old attitudes and assumptions; we want to examine our aims and objectives and think about the means we use to achieve them, instead of just “doing what we’ve always done” or simply “hoping for the best”.

Bath & Wells has a new diocesan bishop who is eager to discover more about what is shared between the people of Bath & Wells and those in the five dioceses in Zambia. Bishop Peter wants to make the Companion Link vital to the common life of the diocese of Bath & Wells. He has also agreed to keep a substantial part of the month of August 2015 clear for a visit to Zambia.

Bath & Wells must plan for the retirement, at some time in the not too distant future, of the present World Mission Adviser and Executive Secretary for our Companion Link with Zambia. We should not underestimate the personal contribution that Jenny Humphreys has made to the Companion Link, in the nearly two decades in which she has advised and served, but it will be helpful, at a time of change and development, to have a comprehensive statement of how we want our partnership to function effectively after that.

And if further confirmation were needed that the timing is right, by acting now we are able to mesh this consultative process with a project to ‘map’ for the first time the extent, nature and purpose of Companion Links. The project is fully supported by the Archbishops’ Council of the Church of England and the Anglican Communion, and has significant academic backing. The project is being overseen by Janice Price, the Church of England’s World Mission Policy Adviser, together with the Revd John Kafwanka, a

Zambian priest who is Director for Mission for the Anglican Communion. The Bath & Wells – Zambia Link has the opportunity to be one of the three sets of links between English dioceses and their global partners to take part at some depth in the qualitative part of the project.

How do we go about this consultative process?

1. It is suggested that Janice Price be appointed as the external appraiser with immediate effect and the Zambian Anglican Church appoint someone in each of the 5 dioceses to work with her and with the Revd John Kafwanka. These are simply suggestions as the Church in Zambia might want to do it differently. However a relationship of trust between all concerned is essential and this would have to be established.
2. A significant preliminary step is to clarify – jointly – the questions that need to be asked and the issues that need to be raised in the appraisal stage, and with whom.
3. The appraisers would conduct a series of conversations, consultations, discussions with a wide range of stakeholders in the Link, both in Zambia and in Bath & Wells. A visit to Zambia – perhaps 8-10 days because of the size of the country and the conditions of travelling – and further visits to Bath & Wells are essential. Both visits will require episcopal involvement – the participation of all bishops in both countries is essential, as well as people in diocesan administrative posts and people in parishes.
4. Once the data has been collected there will be a period of processing and reflecting.
5. The intention is that a draft or interim report should be available to the Bishop of Bath & Wells and his brother bishops in Zambia for discussion while he is there in August. Thereafter the final report would be written.
6. *The final report, which will indicate the direction of travel and the work that needs to be done in the future, would be presented to appropriate Diocesan authorities, the Zambian Anglican Council and the Anglican Consultative Council in the autumn.*
7. *The work done in the course of this consultation would contribute to the investigative work of the national, indeed Communion-wide, project.*

*Jeremy Key-Pugh, Chair,
for the Zambia sub-Group
of the World Mission Group
of the Diocese of Bath & Wells.*

January 2015.