

# **MITYANA DIOCESE**

## **FIVE – YEAR STRATEGIC PLAN**

**INITIAL 2003**

**TO REVIEW EVERY YEAR**

**UNTIL 2009**

**OCTOBER 2004**

**PLANNING DEVELOPMENT AND  
REHABILITATION OFFICE MITYANA DIOCESE.**

## EXECUTIVE SUMMARY

**Name of the project:** Mityana Diocese five-year strategic development plan

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**Project Goal:** To reinstate and establish a sustainable and reinvigorated church with committed Christians. Commitment to be measured by the level of participation of each individual Christian in Diocesan Programmes.

**Areas of intervention:**

1. Mission and evangelism
2. Institutional capacity building
3. Education
4. Health Promotion
5. Modern Agricultural methods.

**Summary of requested funding**

	<b>US \$</b>	<b>Ug. Shs.</b>
Mission and evangelism	17,500	35,000,000
Institutional capacity building	91,406	182,812,000
Education	153,500	307,000,000
Health	320,550	641,100,000
<b>Total</b>	<b>582,956</b>	<b>99,102,520</b>

## **1.0 FOUNDATIONAL PREMISES**

### **1.1A Christian Care Strategy**

If the church ministry was a business, we could say we are in business with the risen Lord.

We need people with zeal to preach and teach the faith and care for those in need and encourage the weak. We need to lay strategies to reach those un-reached by the saving knowledge of Jesus Christ.

We need Church leaders who can translate policies into action. It would be good for us to learn from the business world. There is a revolution in the business world focusing on the care of the customer. They know him, they reach him regularly and they love him and in so doing, make business thrive. Also I have learnt that business people **NOW GO SMALL. They want to run manageable businesses.** I think we can pick a leaf from the business world. **We should have manageable dioceses and parishes.** In our system, the Church of Uganda is like a home with so many children uncared for and some of them delinquent. We need manageable parishes and congregations, which we can offer maximum care and teaching. We need clergy and lay leaders who can deal with this growing church. Parishioners should feel that they own the church and love it in order to be able to support its mission. Money, as much as we need it, should come secondary and have the care of the people paramount. In this globalized age, we should seek funds beyond our geographical areas and therefore pastoral care may extend beyond one's parish and Diocese.

*Bishop Dunstan Bukunya in 'Mityana Diocese becomes of age celebrates 25 years page - 9'.*

### **1.2 Accountability**

Accountability is going to feature prominently in this development strategy. Project management at all levels needs to keep this uppermost in their minds and routine schedules. Failure to account for resources disbursed in any project will risk the development efforts of the communities.

### **1.3 The Participatory Approach**

This is another outstanding feature in this development plan, which will feature prominently at all levels whether these levels be at the grassroot or at the institutional level.

Participatory monitoring and evaluation plans will be built in each project / program area to ensure that all stakeholders / beneficiaries are informed of the progress and have access to knowledge which can facilitate meaningful decision- making.

## **VISION, MISSION AND OBJECTIVES**

2.0 The vision of Mityana Diocesan Development drive is enshrined in those rallying words of Nehemiah 2:<sup>17</sup> ..... ***"Let us rise up and rebuild Jerusalem so that we are not ashamed among the nations."*** Substitute Mityana Diocese with Jerusalem and you have the full impact of Nehemiah's rallying call on the Diocese of Mityana. There is a lot that needs to be done. The vision is a call to pull to the Christians of Mityana to make extra effort, to pull up their socks so that some work is tangibly done.

### **2.1 THE MISSION**

The mission of the Diocese in this extra effort is to: -

***"Search for a healed, renewed and reinvigorated church with dedicated clergy and Christians committed to the wholistic liberating Gospel of Christ through active involvement in all spiritual, moral, social and physical welfare of the entire church."***

### **2.2 THE GOAL OF THE DIOCESE**

The goal of the Diocese is to reinstate, establish a sustainable and reinvigorated church with committed Christians.

The commitment of the Christians will be measured in their levels of participation and involvement in Diocesan Programmes.

### **2.3 THE OBJECTIVES OF THE DIOCESE**

2.3.1 By 2007, the Diocese will have trained 35 clergy to add to the existing human resource base. Rate of training will be five (12) ordinands every year.

2.3.2 By 2007, we will have in all 60 parishes 300 Lay readers trained, who will be committed to the training of the rest of the parishioners working together with clergy, so that they all can reinvigorate the church and make it sustainable.

2.3.3 By 2007, to have reviewed, built and updated Diocesan Institutional Capacity by 50%, so as to enable the Diocese meet its expected roles.

2.3.4 By 2007, to have contributed to the development of the Christians in 10 parishes, at household level and in groups so as to enable them attain minimum standards of living.

2.3.5 By 2007, to have set up a Church Land Development Office complete with offices, and motorized transport.

- Opened up a database on all church lands & Estates
- Draw up land utilization policies and resource for implementation of the plans.

2.3.6 By 2007, put in place motorized transport of some sort for 50% of the clergy in Parish work in the Diocese and 70% Lay readers should have bicycles.

### 3.0 DIOCESAN PRIORITIES

These priorities have been articulated by the communities and confirmed by the Diocesan Planning and Finance Board. They appear both in the Mityana Diocese Development Drive and in the Diocesan grassroot programme. They are grouped under **FOUR ACTIVITY AREAS** and each area has a Board to handle all the activities in its programme.

Activity area	Need	Activity
1. Mission and evangelism	<ul style="list-style-type: none"> <li>▪ Public Address System</li> <li>▪ Child Evangelism</li> <li>▪ Renewed worship service</li> <li>▪ TRANSPORT</li> </ul>	<ul style="list-style-type: none"> <li>▪ Purchase PAS 7 VEHICLE</li> <li>▪ Train child evangelists</li> <li>▪ Train choirmasters</li> <li>▪ Acquire music instruments</li> <li>▪ Train congregation new way of worship</li> <li>▪ Train in stewardship.</li> </ul>
2. Institutional capacity building.	<ul style="list-style-type: none"> <li>▪ 35 ordinands</li> <li>▪ 300 lay readers</li> <li>▪ Church Land Development vehicle for Land Officer, Computer for Land Office.</li> <li>▪ Furnished conference facility</li> <li>▪ Motorcycles for 40 clergy</li> </ul>	<ul style="list-style-type: none"> <li>▪ Re-open Bishop Lutaaya</li> <li>▪ Train ordinands</li> <li>▪ Train lay readers</li> <li>▪ Hire professional Land Office/LAWYER</li> <li>▪ Procure vehicle</li> <li>▪ Source for computer</li> <li>▪ Remodel conference complex</li> <li>▪ Furnish conference complex</li> <li>▪ Source for motorcycles</li> </ul>
3. Education  (Education for youth empowerment)  (Establish tertiary institution).  Family life education	<ul style="list-style-type: none"> <li>▪ In-service refresher courses for clergy</li> <li>▪ In-service refresher courses for lay-readers</li> <li>▪ Skill development through technical and vocational courses.</li> <li>▪ Higher/University education.</li> <li>▪ Nurture strong families</li> </ul>	<ul style="list-style-type: none"> <li>▪ Develop refresher course modules for clergy.</li> <li>▪ Develop refresher course modules for lay-readers.</li> <li>▪ Do actual training.</li> <li>▪ Set up technical schools</li> <li>▪ Set up vocational centres</li> <li>▪ Train youth's hands on.</li> <li>▪ Establish University at Namutamba./other place</li> <li>▪ Family workshops</li> <li>▪ Family retreats (work with Marriage Encounter – Uganda)</li> </ul>
4. Health promotion  Community health	<ul style="list-style-type: none"> <li>▪ Water at Namukozi</li> <li>▪ AIDS / HIV prevention</li> <li>▪ Environmental protection</li> <li>▪ Increased fruit intake.</li> </ul>	<ul style="list-style-type: none"> <li>▪ Construct water system.</li> <li>▪ Community sensitization</li> <li>▪ Skills training for orphans</li> <li>▪ Tree planting</li> <li>▪ Fruit tree planting</li> </ul>
5. Modern agricultural methods	<ul style="list-style-type: none"> <li>▪ Food security</li> </ul>	<ul style="list-style-type: none"> <li>▪ Train in modern</li> </ul>

	<ul style="list-style-type: none"> <li>▪ Improved nutrition</li> <li>▪ Cash from surplus</li> </ul>	<ul style="list-style-type: none"> <li>▪ methods/Granaries</li> <li>▪ Plant improved seeds.</li> </ul>
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## **6A MISSION AND EVANGELISM – Introduction**

The department of mission and evangelism is central to the work and mission of the church. The latter exists to fulfill the great commission as spelt out in Mathew 28:<sup>19</sup>....  
***"Go then to all peoples everywhere and make them my disciples; baptize them in the name of the Father, the Son and the Holy Spirit, and teach them to obey everything I have commanded you."***

The church exists because it has to proclaim the Good News. The sustainability of the Church's mission will depend on every generation hearing the Good News. This will be possible because they are disciples who are trained and sent out to proclaim the gospel.

### **JUSTIFICATION**

The Mission department needs to be strengthened because the Church of Uganda has lost it members to the new charismatic Pentecostal Churches because of the way it worships and the music that has remained conservative. These need to be changed so that young people can feel at home in the Church.

The youths need to be trained to evangelize the youth and new music skills need to be imparted to both young and old.

### **STRATEGY**

- 1) The strategy for Mityana in the first five years is to avail the preachers of the Good News the equipment they need to do their work in all places.
- 2) To train young preachers/evangelists who can reach out to the young.
- 3) To modernize the way we worship in songs and hymns in our churches because this aspect of our worship has been responsible for the Exodus of our young members into the Pentecostal Churches.
- 4) To train the Diocese in stewardship in order to generate support for church programmes from the congregations.

## 6B MISSION AND EVENGELISM – Budget

We need people with zeal to preach and teach the faith and care for those in need and encourage the weak. We need to lay strategies to reach those un-reached by the saving knowledge of Jesus Christ.

No.	Activities	Year and amount					Total US. \$	Quantity and year					Output indicator	or	Implementation	
		1	2	3	4	5		1	2	3	4	5				
1.	Purchase Vehicle public address system.	1000					11000	1						Mission department with a PAS		Mission Coordinator
2.	Train evangelists	500	500	500	500	500	2500	20	20	20	20	20	One hundred children evangelist trained.		Bishop Mission Department.	
3.	Train choirmasters		2000	2000			4000		22	22			44 choirmasters trained.		Mission department.	
4.	Acquire music instruments	1500			1500		3000	1			1		Two sets of music instruments acquired.		Mission department.	
5.	Train congregations in new way of worship.				1500	1500	3000	1			22	22	44 congregations trained by team of trained choirmasters.		Mission department.	
6.	Train congregations in stewardship.	2000	2000			1500	4000	22	22				44 congregations trained in stewardship.		Mission department Stewardship team.	
	<b>TOTAL US \$</b>	<b>5000</b>	<b>4500</b>	<b>2500</b>	<b>3500</b>	<b>2000</b>	<b>27,500</b>									
	<b>TOTAL UG. SHS.</b>	<b>9,500,000</b>	<b>8,500,000</b>	<b>4,700,000</b>	<b>6,650,000</b>	<b>3,800,000</b>	<b>33,250,000</b>									
<b>Exchange Rate US. \$ 1 = 1700</b>																

## **6C INSTITUTIONAL CAPACITY BUILDING**

The church as an institution needs to be empowered if it is to be able to carry out its mission.

The capacity to perform depends on the availability of competent Human resources who can utilize the other material, spiritual and social resources for the maximum benefit of the body of Christ. Mityana Diocese needs to work on its human resource base because as the situation looks now, this base is depleted.

### **JUSTIFICATION**

Mityana Diocese has suffered from brain drain over the last fourteen years. Many of its well trained clergy went away on promotion while there has not been training of new clergy because of lack of financial resources. Those who remained behind have not had any refresher courses. There is therefore need to give clergy refresher courses and to train new ones.

### **STRATEGY**

#### **The strategy in this five-year plan calls for: -**

1. The opening of Bishop Lutaaya Theological College so that there can be training of more ordinands and lay readers.
2. There is need to work on the Diocesan Land resource so that the Church can derive income from it. There is need for hiring a professional land resource person and to empower him to do surveys, document and ensure that the church has legal ownership over its lands.
3. In-service training is going to be a very big component of the five-year plan as the Diocese invests in the updating of its human resource base. There is need to equip, remodel and furnish the conference centre so that the facility can ably accommodate trainings from within and outside the Diocese.
4. The clergy who are in-charge of parishes need to be facilitated with motorized transport so that they are enabled to do pastoral care without a lot of strain. Parishes in most cases have between 8-16 daughter churches. The Parish Priest moves on a bicycle to cover distances of between 40-395kms twice a year to be able to reach his furthest church. In one parish, the area covered equals two sub-counties.

## 6D: INSTITUTIONAL CAPACITY BUILDING

The current economic situation in the Diocese is precarious as it depends entirely on its Christian population for its income and livelihood. This situation has greatly challenged Christians both spiritually and morally to the extent that there is now great need for revival and empowerment." ***MITYANA DIOCESE DEVELOPMENT DRIVE.***

No.	Activities	Year and amount					Total US. \$	Quantity and year					Output or indicator	Implementation
		1	2	3	4	5		1	2	3	4	5		
1)	Reopen Bishop Lutaaya	3000					3000	1					College opened	Principal
2)	Train 35 ordinands	2000	2000	2000	2000	2000	10000	5	5	5	5	5	35 ordinands trained	Principal
3)	Train 300 lay readers	4000	4000	4000	4000	4000	20000	20	20	20	20	20	00 lay readers trained	Principal
4)	Acquire professional land officer		4800	4800	4800	4800	19200		1	1	1	1	Land officer acquired	Diocesan Human Resource Board
5)	Procure 40clergy motorcycle 300 bicycles Lay Readers	28526					10526	1					Vehicle s & Bikes procured	Treasury
6)	Purchase computer for land office.	1050					1050	1					Computer bought	Treasury
7)	Remodel conference complex.	2000	2000	2000	2000	2000	10000	1	1	1	1	1	Remodeled conference centre	D.P.DO
8)		1000	1000	1000	1000	1000	5000						Conference centre with furnishings	
9)		2526	2526	2526	2526	2526	12630	4	4	4	4	4	40 clergy with motorcycles.	
	<b>TOTAL US \$</b>	<b>44482</b>	<b>16326</b>	<b>16326</b>	<b>16326</b>	<b>16326</b>	<b>91406</b>							

TOTAL UG. SHS.	<b>75,619,400=</b>									
<b>Exchange Rate US. \$ 1 = 1700</b>										

**6E: EDUCATION**

Education is a vital undertaking that prepares people to live meaningful lives by giving them saleable life skills. Under education, for the next five years, the Diocese is targeting its lay readers, clergy, the youth and their families and it is taking a bold decision to start a University.

**STRATEGY**

- 1. Lay readers } To receive refresher courses
- 2. Clergy } To receive refresher courses
- 3. Youth } To receive technical / vocational courses
- Orphans }
- 4. Families - To receive workshops and retreats for training in family life education and marriage nurture.
- 5. At Namutamba - To establish a University.

**JUSTIFICATION**

Without training, the Diocese will not have people who can compete in the market place. The clergy and lay readers need to update their training so that they can match the changed times. They also need to become computer literate. The youth many of whom are orphans need skills to sell so that they can earn a living.

## 6F: EDUCATION

“We need manageable parishes and congregations, which we can offer maximum care and teaching. We need clergy and lay readers who can deal with the growing church.”  
BISHOP DUNSTAN BUKENYA.

No.	Activities	Year and amount					Total US. \$	Quantity and year					Output or indicator	Implementation	
		1	2	3	4	5		1	2	3	4	5			
1.	Develop refresher course modules for clergy.	500					500	8					Availability of in-service training materials for clergy and lay readers.	Education department	
2.	Develop refresher course modules for lay readers.	500					500	8					Availability of in-service training materials for and lay readers.	Education department	
3.	In-service training for clergy.		3000	3000			6000		2	2			44 clergy received refresher courses.	Education department	
4.	In-service training for lay readers.			3000	3000	3000	9000			1	1	1	500 lay readers received refresher courses.	Education department	
5.	Start technical schools.		25000		25000		50000		1		1		2 technical schools started.	Education department	
6.	Start vocational skill centres.	10000		10000		10000	30000	1		1		1	3 vocational schools started.	Education department	
7.	Family workshops – nurture strong families.	500	500	500	500	500	2500	1	1	1	1	1	5 workshops conducted. 1 for each archdeaconry.	Marriages encounter Uganda.	
8.	Family retreats – nurture strong families	1000	1000	1000	1000	1000	5000	1	1	1	1	1	5 retreats conducted.	Marriages encounter Uganda.	
9.	Establish University at Namutamba.				25000	25000	50000						Facilitate start up process.		
	<b>TOTAL US \$</b>	12000	29500	17500	54500	39500	153500								
	<b>TOTAL UG. SHS.</b>	<b>260,950.000</b>													
<b>Exchange Rate US. \$ 1 = 1700</b>															

## **6G: HEALTH PROMOTION: COMMUNITY HEALTH**

Promoting health ensures that the Diocese has a healthy population, with healthy minds living in healthy bodies.

In the next five years, the Diocese would like to see Namukozi get water. Have all five (5) archdeaconries trained in HIV/AIDS prevention, put up three (3) skills training centres for orphans, establish 5 tree nurseries (one in each archdeaconry, and have 3 communities trained in modern methods of livestock and agricultural production).

### **JUSTIFICATION**

- (i) Mityana Diocese is a rural Diocese whose population depends on the land. There is need to teach modern methods of food production as set out in the grassroot program.
- (ii) The people need to know how to conserve the soil and improve it by planting more trees. Nurseries will provide the necessary seedlings, for this purpose.
- (iii) HIV /AIDS is still raging in the country. The effort to curb it continues and the orphans it creates have to be provided for. Uganda has up to date 2.4 million orphans who need to be cared for if they are going to mature into useful citizens of the country.

No.	Activities	Year and amount					Total US. \$	Quantity and year					Output or indicator	Implementation	
		1	2	3	4	5		1	2	3	4	5			
1.	Construct a water system at Namukozi.	7,700	2500				10200						Water available at Namukozi	D.P.DO.	
2.	Training of Health workers7 lab TECH prevention OF hiv/aIDS	30,000	15,000	15,000	15,000	15,000	90000						Five archdeaconries sensitised.	Health Department	
3.	Skills training for orphans.		10,000	10,000	10,000	10,000	40000						4 skills training centres established.	Health Department D.P.D.O.	
4.	Tree planting	10,000	15,000				25000	2	3				5 nurseries established 1 in each archdeaconry.	D.P.D.O.	
5.	Train in modern methods / plant improved seeds Lwankuba Farm.	67,545	19,180	17,970	15,020	35,635	156,350						3 communities trained in modern methods of livestock and agricultural production.	D.P.D.O.	
	<b>TOTAL US \$</b>	115,245	61,680	42,970	40,020	60,635	320,550								
	<b>TOTAL UG. SHS.</b>	<b>54,493,500</b>													
<b>Exchange Rate US. \$ 1 = 1700</b>															