



UCJCI UPDATE

A WEEKLY NEWSLETTER OF THE UNITED CHURCH IN JAMAICA AND THE CAYMAN ISLANDS

THE UNITED CHURCH IN JAMAICA AND THE CAYMAN ISLANDS

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Congregational Disciples of Christ and Presbyterian

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OUR VISION: "Touching lives, Nurturing Disciples, Seeking Transformation through Christ."

BUILDING CAPACITY!



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PRAY FOR:



- Rev. Dr. Clinton Smith (UWI)
- Family of Lady Ivy Cooke whose Thanksgiving Service will be held on June 30 at the East Queen Street Baptist Church at 10 am
- Rev. Astor Carlyle and his family,

As we continue our overview of the reports highlighted during our 40th Synod, the report from the Human and Missions Resource Unit provides important information on how our Church is taking a systematic approach towards building capacity and empowering its employees at all levels to carry out with efficiency, the tasks that will enable the goals of the **Renewal and Transformation Programme** to be realized with maximum efficiency.

Everyone, at all levels is provided the opportunity to **analyze where they are now, identify areas requiring improvement** and then enabled to **access the training that will enable the filling in of the perceived gaps of knowledge.**

Within this context, the following highlights the approach taken by the Human and Mission Resources Unit which is currently focused on the following:

- To ensure the delivery of appropriate social support and accompaniment for all employees

- To respond to the personnel development needs of the UCJCI

- To formalize and establish policies related to personnel

- To improve personnel data/ records management system

Some of the important programmes that have been addressed. Include:

1. Retirement Preparation Programme

This programme continues to be an effective tool in helping those in ministry prepare and transition from active service to the retirement phase of their life vocation.

2. Clergy's Performance Appraisal System

The Performance Appraisal System for Ordained Ministers was implemented in 2015 with varying success across the regions.

One major issue relates to the availability of the independent appraisers and this affected the timeliness of completing the appraisals in some of the regions.

Having reviewed the process, it was agreed that the

appraisal should be a bi-annual exercise and so the next set of appraisals **will be conducted at the end of 2017.**

3. Leadership Capacity Development

The Deputy General Secretaries in the Jamaican Regions completed their capacity building engagements, through training seminars and workshops in the following areas:

- Performance Management & Evaluation
- Critical Thinking for Managers and Decision Makers
- Leading with Emotional Intelligence
- Managing Emotions within the Workplace
- Understanding and Applying the labour laws
- Perfecting your Communication and Presentation Skills

(See more over-page under "Capacity".)



70:

**Rev. Dr. Gordon
Cowans**
July 1

CAMP NEWS

THINGS TO REMEMBER

United in Faith Camp Ministry.

- **Remember to sign up** for Camps.
- The Camp forms are available at the Regional Offices.
- **Encourage persons to sign up** as Camp Leaders.

The camp dates are:

- a. **Children's Camp** -
July 8-15, 2017
- b. **Junior Camp** -
July 15 - 22, 2017
- c. **Pacesetter Teens**
(also known as Teens 1)
July 22 - 29, 2017
- d. **Discovery Teens**
(also known as Teens 2)
July 29 - Aug 5, 2017
- e. **Youth Camp** -
August 5 -12, 2017
- f. **Young Adults Conference** -
August 17 - 20, 2017

CAPACITY BUILDING

4. Synod Administration Staff Enrichment

Synod and Regional Administrative staff, including two administrative assistants, one programme Secretary and a programme assistant undertook training in the following areas:

- **Making the Transition from Staff member to Supervisor**
- **Microsoft Office Suite**
- **Training Skills & Techniques for the Trainer**
- **Event Planning & Management**
- **Report Writing & Note-Taking Skills**
- **Records Management**
- **The Transitioning Role of Today's Secretary to Administrative Professional**

The training and development initiatives include post-appraisal actions, and are all aimed at improving the effectiveness and efficiency of the Regional and Central Offices.

5. Scholarships/ Continuing Education

Rev. Astor Carlyle received a scholarship from the Council for World Mission (CWM) to pursue a Masters Degree in Integrated Marketing and Communications (IMC) at the University of the West Indies in September 2015.

Rev. Delia Picart-Hibbert received a scholarship from the **Salvesen Trust** (Church of Scotland) to pursue a Masters degree in Counselling and Consulting Psychology at the International University of the Caribbean (IUC), in 2015.

We also celebrated last year (2016), with **Rev. Bryan Stone**, who having received a scholarship from CWM completed his Masters in Theology Programme at the University of the West Indies (UWI) Mona Campus.

CWM AT FORTY!



The Council for World Mission (CWM) celebrates its 40th Anniversary Sunday

July 16th; dubbed '**CWM Sunday**', at the **St. Paul's United Church**, Montego Bay. Preacher, will be **Rev. Barbara Bridges**, CWM Board Member.

All who have benefitted from CWM programmes including 'TIM', 'Face to Face', 'A New Face', among others, and including CWM'S various training programmes are invited to attend! ■

OUR SOCIAL FOCUS ON "HUMAN TRAFFICKING!"

Did you know that among its many areas of Social Outreach, that the United Church has been devoting significant effort on the issue of **Human Trafficking**?

- In 2015, the UCJCI hosted the launch of the video series '**Trafficked in the Caribbean**' produced by CWM Caribbean.

- A joint CWM/CANACOM **Youth Forum** on human trafficking was held in Guyana attended by 14 young people and leaders from UCJCI in 2015.

- There was a '**Human Trafficking**' presentation at the **Church Women United's** Community Fair by Rev. Craig DeLeon Diedrick at the Shortwood United Church.

- **Also a Human trafficking presentation** and engagement at UCYPF Sports Day 2016 by Miss Devannie Lyew (Greendale) and Rev. Craig DeLeon Diedrick. They wore message t-shirts and shared important facts about human trafficking on a one-to-one basis.