



UCJCI UPDATE

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

THE UNITED CHURCH
IN JAMAICA AND THE
CAYMAN ISLANDS

Congregational
Disciples of Christ
Presbyterian

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

SYNODICAL THEME:
"Renewal and Transfor-
mation: Discipleship for
Life"

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PRAY FOR:



- **Rev. Valerie Reynolds** whose mother, **Mrs. Daphne Delveta Nelson**, has passed on. Her thanksgiving service will be held on **November 9, 2019** at **William Knibb Baptist Church, Trelawny**, at **11 a.m.**
- **Rev. Joel Downer** whose father-in-law, **Dr. Noel Johnson**, has passed on

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Wednesday, October 9, 2019

Goshen Charge's Revolving Loan Scheme Boosts Members!

For the past two years, the **Goshen Charge of United Churches** (including **Goshen, Welsh, Derry and Woodpark United Churches**) in **St. Mary** has offered a revolving loan scheme to their members to assist in small business ventures.

Thus far, ten (10) members of the congregations have each benefitted from the loan ceiling of \$10,000, paid to suppliers for agricultural inputs such as animal feed, broiler chicks, and irish potatoes, repayable at the time of harvest and sale.

So beneficial has the programme been, that one recipient, after earning profit from the sale of their crop, not only repaid the loan, but also donated 100% of the loan amount to the Scheme! Another recipient also donated 50% of the loan amount, arising from their profit, to the project!

Rev. Trevor Hylton, Minister of the Charge, shared that the programme was inspired by his team's realization of the need for economic support of their members. They believe that the Church should play a part in assisting its members to secure economic opportunities for sustaining themselves and their families.

The Charge's leadership therefore withdrew an initial amount of \$100,000 from the congregations' Treasury to start the project. The Scheme also received support, in the amount of \$12,500, from a resident of the **United States** whose mother—now deceased—was a member of the Charge. **Rev. Hylton and his team** now desire to extend the life of the loan to at least a year, and formalize the repayment system, which has been reaping success.

The Charge not only seeks to empower its members, but also continues to work towards ensuring the econom-

ic viability of its congregations, with one such initiative having been an irish potato-planting project. This has earned the congregations \$100,000 in profit, which has been used to meet their ministry needs.

We wholeheartedly commend and thank God for **Rev. Trevor Hylton** and his hardworking, visionary team, who continue to make a difference in the lives of those they lead. They are blazing a trail in fulfilling the Mission of the Gospel, assisting their congregants to meet their physical needs, and sustaining the life of the ministry of the Charge. We thank God for their tremendous witness!!



CELEBRATIONS!

IONA HIGH SCHOOL EXPANSION



A new **six-classroom block** was donated to the UCJCI's **Iona High School, St. Mary**, by Mr. Rafe Cochran, a 14-year old student of Palm Beach Florida.

70:

Rev. Keith Gordon
October 10

Rev. Dave Spence
October 11

Rev. Donovan Myers
October 12

Rev. Novlyn Hanson
Miss Monique Lofters

Rev. Noel Murray
October 13



One of the newly-built classrooms. The funds were directed through Food for the Poor.

UCJCI VALUES



In seeking to live out our calling, we particularly value and are committed to:

THE WORK AND WORTH OF ALL PEOPLE—

Displaying unconditional love to all people, acknowledging all in the ministry of Christ, affirming the priesthood of all believers, embracing the gifts of the Spirit, and enabling each person to participate to the fullest extent possible (Matthew 12:28-31, 1 Peter 2:4-10, Ephesians 4:7-13, 2 Corinthians 1:12-14).



Persons gather for the grand opening of the new classroom block.



Donor, Mr. Rafe Cochran, addresses the audience.



Member of Parliament for Western St. Mary, The Honourable Robert Montague, presents a gift to the school, received by Vice Principal, Mrs. Joan Peart-Armstrong. Mr. Cochran looks on.

Send comments and news about your congregation to: ucjciupdate@gmail.com

LEADERSHIP CORNER

Leadership: The Position Myth

If I had to identify the number one misconception people have about leadership, it would be the belief that leadership comes simply from having a position or title. But nothing could be further from the truth. You don't need to possess a position at the top of your group, department, division, or organization in order to lead. If you think you do, then you have bought into the position myth.

A place at the top will not automatically make anyone a leader. The true measure of leadership is influence—nothing more, nothing less.

When people who buy into this myth are identified as potential leaders and put on a team, they are very uncomfortable if they have not been given some kind of title or position that labels them as leaders in the eyes of other team members. Instead of working to build relationships with others on the team and to gain influence naturally, they wait for the positional leader to invest them with authority and give them a title. After a while, they become more and more unhappy, until they finally decide to try another team, another leader, or another organization.

How does effective leadership develop? Leadership is dynamic, and the right to lead must be earned individually with each person you meet. Where you are on the “staircase of leadership” depends on your history with that person. And with everyone, we start at the bottom of the five steps or levels.

LEVEL ONE: POSITION

That bottom (or first) level is **position**. You can only start from the position you have been given, whatever it is: production-line worker, administrative assistant, salesperson, foreman, pastor, assistant manager, and so forth. From that place, you have certain rights that come with your title. But if you lead people using only your position, and you

do nothing else to try to increase your influence, then people will follow you only because they have to. They will follow only within the boundaries of your job description. The good news is that you can increase your influence beyond your title and position. You can “move up” the staircase of leadership to higher levels.

LEVEL TWO: PERMISSION

If you move to level two, you begin to lead beyond your position because you have built relationships with the people you desire to lead. You treat them with dignity and respect. You value them as human beings. You care about them, not just the job they can do for you or the organization. Because you care about them, they begin to trust you more. As a result, they give you **permission** to lead them. In other words, they begin to follow you because they want to.

LEVEL THREE: PRODUCTION

The third level is the **production** level. You move to this phase of leadership with others because of the results you achieve on the job. If the people you lead succeed in getting the job done because of your contribution to the team, then they will look to you more and more to lead the way. They follow you because of what you've done for the organization.

LEVEL FOUR: PEOPLE DEVELOPMENT

To reach the fourth level of leadership, you must focus on **developing others**. Accordingly, this is called the people-development level of leadership. Your agenda is to pour yourself into the individuals you lead—mentor them, help them develop their skills, and sharpen their leadership ability. What you are doing, in essence, is leadership reproduction. You value them, add value to them, and make them more valuable. At this level, they follow you because of what you've done for them.

LEVEL FIVE: PERSONHOOD

The fifth and final level is the **personhood** level, but it is not a level one can strive to reach, because reaching it is outside of your control. Only others can put you there, and they do so because you have excelled in leading them from the first four levels for a long period of time. People follow because of who you are and what you represent. You have earned the reputation of a level-five leader.

When potential leaders understand the dynamics of gaining influence with people using the Five Levels of Leadership, they come to realize that position has little to do with genuine leadership. *Do individuals have to be at the top of the organizational chart to develop relationships with others and get them to like working with them? Do they need to possess the top title to achieve results and help others to become productive? Do they have to be president or CEO to teach the people who report to them to see, think, and work like leaders?* Of course not. Influencing others is a matter of disposition, not position.

David Branker, a leader who has influenced others from the middle of organizations for years and who currently serves as an executive director in a large church, said, *“To do nothing in the middle is to create more weight for the top leader to move. For some leaders, it might even feel like dead weight. Leaders in the middle can have a profound effect on an organization.”*

Every level of an organization depends on leadership from someone. The bottom line is this: Leadership is a choice you make, not a place you sit. Anyone can choose to become a leader wherever he or she is.

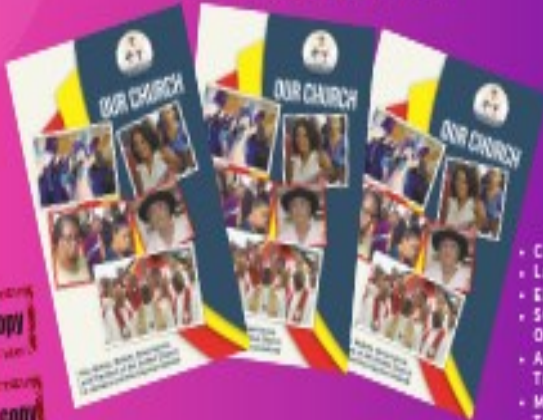
Source: “The 360 Degree Leader” by John C. Maxwell



UCJCI FAMILY AD CORNER

The United Church in Jamaica
and the Cayman Islands

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ENCOUNTER

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Fellowship
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Encounter!!!

October 18-21, 2019
Knox Cobbla Campus, Manchester

St. John's United Church

135th Anniversary & Memorial Service



SUNDAY

October 13th

Starts at 10am



Guest Preacher
Rev. Carlington Keen
Minister Hellshire United Church

St. John's United Church

Presents
NEWNESS..
Mind, Spirit, Attitude,
Ethics

August 25
September 29
October 27
November 24

**Worship
begins
5:30 PM**



GUEST PREACHER
REV. NORBERT STEPHENS
General Secretary
United Church in Jamaica
and the Cayman Islands