



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.**

- The people of **Haiti & The Bahamas**

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Wednesday, October 30, 2019

Youth Encounter 2019 Deepens the Faith of Participants

The United Church in Jamaica and the Cayman Islands held our inaugural "Youth Encounter" on Heroes' weekend, October 18-21, 2019 at Knox Community College Cobbla Campus, Manchester!

It was a time in which Youth of our Church, between ages 18 and 25, immersed themselves in the presence of God and enjoyed holistic nurturing, without the rigours of a regular camp programme.

Replacing Youth Camp, the **Youth Encounter**, attended by eighty-one (81) young people from several of our congregations in Jamaica, sought to lead them to a commitment or re-commitment to Christ and to strengthen their relationship with the Lord. It also aimed to provide insights into living a faithful Christian life in a world where the challenges to Youth are unprecedented, and to lead the participants to using their gifts and talents to serve in God's kingdom.

During the event, the participants spent time in bible study and praise, and engaged in conversations around real life issues such as depression, relationships, sex and sexuality, with input from our **General Secretary, Rev. Norbert Stephens.**

The attendees worshipped through the Arts, built team spirit, and learnt some key life lessons, such as strategic thinking and how to analyze situations quickly in order to arrive at the best solution.

The participants also honoured God with their gifts and talents through an Evening of Excellence, and engaged in Mission through visits to the **UCJCI's Mt. Olivet Boys' Home**, accompanied by our Moderator, **Rt. Rev. Dr. Gordon Cowans**; and to the **Greenvale community in Manchester.**

The Scripture, "*For the Spirit God gave us does not make us timid, but gives us power, love and self-discipline*" (2 Tim-

thy 1:7), amazingly became the running theme for the entire weekend, after a teaching on this text on the first evening by **Rev. Donovan McPherson**, from **Eltham United Church**. By the end of Youth Encounter, sixteen (16) participants and two (2) community members made commitments for Christ, and thirteen (13) persons indicated that they sense a call to ministry in the UCJCI!! Indeed, participants called it a *wonderful, refreshing and great experience.*

We look forward to next year's **Youth Encounter**, an event that promises to continue to inspire participants to wholesome, faith-filled living and deepened relationship with Christ. To God be all the glory!



Rev. Norbert Stephens, General Secretary, UCJCI, addressing the young people at Youth Encounter



Rt. Rev. Dr. Gordon Cowans, Moderator, UCJCI engaging with a young man at Youth Encounter



Youth Encounter 2019!!



“Real Talk” being led by Pastor Michelle Ashwood-Stewart of Greendale United Church

Hearty congratulations to **Sis. Tatlyn Henry** of St. John’s United Church on recently receiving an award from the Jamaica Household Workers’ Union for over 40 years of service!!

UCJCI VALUES



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

THE BIBLE—The preaching, teaching, studying and obeying of God’s Word as the supreme rule of faith and life (2 Timothy 3:16-17, Matthew 4:1-11, Ephesians 6:10-17).



The Youth playing “Faith Factor”



The participants during “Encounter the Mission” in the town of Spalding. Mrs. Suzette Brissett, President of the United Church Young Adults Action Movement (UCYAAM) and praise team lead the time of praise and worship.

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

LEADERSHIP CORNER

Leadership and the Multi-Hat Challenge

Wearing many hats is a predicament faced by most leaders in the middle of the organization. While it's true that people at every level of an organization have strong demands placed on them, leaders in the middle experience pressures that others don't. Here's what I mean:

People at the Bottom of An Organization

When people are first starting out at the bottom of an organization, they usually perform a limited number of tasks that are assigned to them. Those tasks may be challenging. They may be physically or mentally demanding. They may require great skill. But most of the time, they require only one "hat".

People who know their jobs and perform them well can become world-class practitioners of their craft. They can be content in their work and achieve success. But if they can only do one thing - or are willing to do only one thing—they will probably not "move up" as leaders. Leadership requires the ability to do many things well. To use a sports analogy, it's less like trying to win a single race and more like trying to compete in a decathlon.

People at the Top of an Organization

Leaders at the top of an organization have their own sets of challenges. For example, they feel the weight of success or failure for the entire organization—no doubt about it. But they also have a luxury that leaders in the middle don't—they can choose what to do. They can determine their priorities, focus on their strengths, and direct their time and energy to only those things that give the organization the greatest return. Anything else

they can either delegate or dismiss.

It's ironic that to become leaders, people must be able to do many things well, but in order to become leaders at the top, they must do fewer things with great excellence.

People in the Middle of the Organization

Leaders in the middle, on the other hand, usually experience the Multi-Hat Challenge on a daily basis. They must perform tasks and have knowledge beyond their personal experience. And they often are forced to deal with multiple shifting priorities, often with limited time and resources. In fact, dealing with the Multi-Hat Challenge is one of the things that keep people from moving up in an organization. Many workers decide they would rather not have all the headaches of leadership and stay where they are, doing just a few things and not wearing a lot of hats.

Bill Hornsby said that being in the middle of an organization is like being the middle child in a family. These leaders have to learn to get along with everybody around them and survive the various "family" dynamics—following, leading, cajoling, appeasing, and partnering as needed. It's not an easy task.

So what are leaders in the middle of an organization to do when they are required to wear many hats but have only one head? Here are some suggestions:

Remember that the hat sets the context when interacting with others. Every role or "hat" you are asked to wear has its own responsibilities and objectives. If you change hats, keep in mind that the context changes. The goal often determines

the role and the approach to take.

Don't use one hat to accomplish a task required for another hat. Become an expert at knowing what hat to wear in any given situation, and change hats in an instant.

When you change hats, don't change your personality. Even though you shouldn't treat your spouse the same way you treat your employees, that doesn't mean that you should change your personality according to who you are with. Your attitude and behaviour should be consistent and predictable with everyone. Otherwise, you won't be trustworthy in the eyes of anyone you work with.

Don't neglect any hat you are responsible to wear. If you neglect the duties of any hat for a day, you fall behind.

Remain flexible. Know what hat to put on at any time, and enjoy the challenge it offers. *How does one do that?* The secret is to remain flexible. Because there are so many demands on leaders in the middle of an organization, they can't afford to be rigid; they need to be able to turn on a dime or change hats at a moment's notice. It is something that leaders must learn to navigate if they want to be successful and influence others from wherever they are in the organization.

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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HISTORY, BELIEFS, GOVERNANCE, AND
PRACTICES OF THE UNITED CHURCH IN
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Contact your Regional Office to place your order.



The Ordination of

Pastor Laddia D. Young

Pastor Alex D. C. Hayden

to the

Ministry of Word & Sacraments

will be held on

Thursday, November 14, 2019 at 2:30 p.m.

**at the Ridgemount United Church,
Main Street, Mandeville**

"God called some to be...pastors..." Eph.4:11



St. John's United Church

Holy Communion & Memorial Service

Sunday November 3, 2019

Worship begins at 10:00am

St. John's United Church

HARVEST SERVICE

Sunday November 10, 2019

Worship Begins at 10:00AM

**NEED A
RECORDING
STUDIO?**

The United Church's Recording Studio is available

12 Carlton Crescent, Kingston 10
Mondays to Fridays; 10 a.m. to 6 p.m

☎ : 876-926-6059 or 876-926-8734

Recording of radio programmes, and voice overs for commercials and other types of broadcasts.

Cost: \$2,500 per hour for ministries and UCJCI institutions; \$3,000 per hour for non-ministries