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Training Programme

### MISSION AUDIT AND STRATEGIC PLANNING

From November 1-4, 2019, the Council for World Mission (CWM) through its Caribbean Office facilitated training in **Mission Audit and Strategic Planning** in the Cayman Islands Regional Mission Council. Twenty-one participants from five Congregations were led in the process by **Mrs. Karen Francis**, CWM Mission Secretary for the Caribbean, **Rev. Dr. Henroy Samuels** – RDGS - North Eastern Regional Mission Council and **Mrs. Vickeisha King Burke** Programme Associate (CWM).

Rev. Dr. Samuels led the group in the re-examination of the Mission Audit findings of 2004 which led the UCJCI into the **Programme of Renewal and Transformation**. The truth that surfaced then still lingers as a part of our reality today. The Audit found the following challenges: The needs of members were not being met, young people were disillusioned, worship was not fulfilling, persons were anxious and not adequately assured of God's presence in trying times and the church was not growing. This stimulated much discussion and caused the group of participants to take an in depth look in the Congregations in Cayman.

Note was made of the fact that we have a fairly active ministry to children and youth. However, there is a need to read the context carefully in order to understand and analyze why we are not attracting the 20-40-year-old age group especially males in our Congregations.

The needs of this group and the life issues being faced must be carefully addressed and ministry designed to facilitate them.

*Council for World Mission (CWM) Audit and Strategic Planning  
Workshop participants*



### MISSION AUDIT AND STRATEGIC PLANNING cont.

Further, there is the need to improve the focus and quality of worship, service and fellowship in the effort to develop missional Congregations. A missional congregation does not exist for itself but exists to demonstrate the love of God by meeting the needs of all God's children, particularly those in the area in which the congregation is located.

#### Features of the Missional Congregation

1. Engage spiritually
2. Learning communities
3. Connected to Community
4. Work in active partnership

Participants were taken through the rudiments of **Strategic Planning** by Mrs. Karen Francis. She reminded the group that planning will get things done, but strategic planning gets the right things done. Strategic planning is a systematic process of envisioning a desired future and translating this vision into broadly defined goals and objectives and a sequence of steps to achieve them. Further, strategic planning in the context of church involves a process that aligns the unique gifts and resources that God has given to the church to take advantage of the opportunities for ministry. Participants were encouraged to do the SWOT analysis for their congregation in order to understand the contextual issues. They were also reminded that there is the need to develop vision, mission, goals and objectives for their context all prior to designing ministry activities.

**This course will also be offered in the Lay Leadership Training Programme which commences in January 2020.**

## UPCOMING EVENTS

- November 14:** Ordination -Jamaica  
**November 15:** CMC Meeting Jamaica  
**November 25:** Council Executive Meeting  
 5:00 pm Council Office  
**November 25:** Council Meeting  
 6:00 pm Council Office



- November 10:** Rev. Godfrey Meghoo  
**November 17:** Rev. Otto Menko  
**November 24:** Ms. Camile Watt

**WOMEN'S FELLOWSHIP  
 THANKSGIVING LUNCH**  
 November 28, 2019 11am to 2pm  
 Elmslie United Church Hall  
 Cost: \$15.00

Tickets available from Women's Fellowship members.



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 292 Prospect Point Road  
 P.O. Box 1700 Grand Cayman  
 KY1-1109 CAYMAN ISLANDS  
 Tel: 1 345 947 1963  
 Email: [rdgs@cicucjci.com](mailto:rdgs@cicucjci.com) or [cirmcinfo@gmail.com](mailto:cirmcinfo@gmail.com)  
 Website : [unitedchurch.org.ky](http://unitedchurch.org.ky)



L-R: Rev. Dr. Henroy Samuels-RDGS-NERMC, Ms. Angela Martins, Chair of CIRMC, Rev. Norman Francis, Eldership and Lay Leadership Training Coordinator, Rev. Dr. Yvette Noble- Bloomfield, RDGS-CIRMC.

The new, restructured Training for Lay Leaders programme of the United Church was launched in the Cayman Islands Regional Mission Council on Saturday, November 2, 2019. The Rev. Norman Francis gave an extensive outline of the Programme and responded to the many questions raised by Members of Council and prospective participants. Classes will commence in January in this Region. Registration forms will be available shortly from the Regional Mission Council Office.

### CHILD CARE AND PROTECTION POLICY PROVISIONS 5-7

5. The recruitment process for persons working directly with children, through the work of the Church, will be managed in observance of specific accountability processes. These include the following activities: (i) The collection of personal data on Candidates who have volunteered or expressed an interest in working with children within the United Church; (ii) pre-recruitment background checks, a Police Clearance Certificate; and (iii) references which are to be submitted by Candidates prior to recruitment to roles involving work with children. These processes are to be overseen by the Minister or his/her delegated authority.

6. A probationary period of three months will be instituted before the worker is confirmed. During this period feedback on performance will be gathered through consultation with various sources (including children and young people, leaders and the Ministerial team).

7. The Minister and the Board of Elders shall review all shortlisted Candidates supervising or working with children and youth, in both paid and voluntary forms, and will oversee the strategic and action plans of sub-ministries and activities involving children and youth.