



THE UNITED CHURCH
IN JAMAICA AND THE
CAYMAN ISLANDS

*Congregational
Disciples of Christ
Presbyterian*

12 Carlton Crescent,
Kingston 10

Tel: 926-8734

E-mail: synod@ucjci.com

Website: www.ucjci.com

OUR VISION: "Touching
Lives, Nurturing Disci-
ples, Seeking Transfor-
mation through Christ"

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PRAY FOR:



- **Rev. Bevis Byfield** who is not well
- **Rev. Ranford Hewitt** who continues to recover from illness
- **Rev. Dr. Margaret Fowler** who is not well

UCJCI UPDATE

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

Volume 4: Issue 15

Wednesday, October 31, 2018

BECOMING A NEEDS-MEETING CHURCH

St. Paul's United Church (Lockett Avenue) marked a new chapter in its history, with the Induction of their new Minister, the Reverend Dr. Gordon Cowans, on Sunday, September 16, 2018.

Community leaders, representatives of the Synod and the North-Eastern Regional Mission Council, as well as members of the congregation all came together for what will long be remembered as an inspiring, joyous, and colourful celebration of the union of Minister and congregation.

Rev. Dr. Cowans, a past Minister of the Scots Kirk United Church, and past Principal of Knox College and Knox Community College, as well as immediate past Chair of the Southern Regional Mission Council (SRMC), was gleeful. Indeed, the Kingston Ministers' Fraternal expressed antici-

pation of the benefits of Rev. Cowans' considerable experience and creativity, sighting his talent.

In delivering the sermon, Rev. Astor Carlyle, Minister of Webster Memorial United Church, sought to draw the congregation into imagery of the Church as a needs-meeting institution. Grounded in St. Mark 3:1-6, the story of Jesus Christ healing the man with the shrivelled hand, his message pointed persons to a divine and direct imperative which the Church cannot neglect as we embark upon meaningful ministry: That of caring for people.

He reminded us that Jesus lived and died caring for people. It was at the heart of His ministry. And now, in the power of His resurrection, He desires to work in and through us to care for others.

Rev. Carlyle posits that the man's shrivelled hand is analo-

gous with his own shrivelled sense of self-worth, as he had been relegated to the fringes of society. However, through the act of healing the man, Jesus demonstrated that human beings and all facets of their existence should be at the heart of Ministry engagement.

If purposeful, intentional ministry to the needs of those shrivelled, whether in body, soul, or spirit is not done, then we must question our call to this ministry, he expressed. Just as Jesus stood as the embodiment of compassion, so that the man could stretch out his vulnerability, we should go and do likewise.

Thus, the St. Paul's congregation was charged to bear much fruit through this marriage of Minister and people, for the advancement of our Vision to: "Touch Lives, Nurture Disciples, and Seek Transformation through Christ."



Rev. Nigel Pusey (right) carrying out the Act of Induction, as Rev. Dr. Gordon Cowans answers in the affirmative



Rev. Dr. Gordon Cowans addresses the congregation at his Induction Service

CELEBRATIONS!

We celebrate our centenarian, **Mrs. Rachel Lillia Brown**, member of **St. Stephen's United Church** for 61 years, who celebrated her 100th birthday on October 23, 2018!



REV. DR. GORDON COWANS' INDUCTION SERVICE



Rev. Astor Carlyle delivers the sermon



The Carifolk Singers in song



The Knox College Choir leading Praise and Worship

UCJCI FAMILY AD CORNER



The **North-Eastern Regional Mission Council (NERMC)** will host their **Elders and Lay Pastors' Graduation Ceremony** on **Sunday, November 11, 2018 at 4 p.m. at Webster Memorial United Church.**

Let's come and celebrate our new church leaders!

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

LEADERSHIP CORNER

Five (5) Trends in Team Leadership in 2018

This is a new era in the life of organizations. Sometimes we unintentionally forget that we are in a new millennium, and the conditions of this new age require that teams are motivated in somewhat different ways. Things have changed significantly in the workplace over the last decade or two, but some organizations still lead using old methods.

As a result, some leaders see teams unmotivated, with a high turnover, and younger leaders who really don't want to work for them, or are always looking for a better opportunity.

Here are five (5) trends in team leadership that every leader should be aware of, because things are changing fast:

Your title means less today. In a church, you sometimes receive e-mail letting you know that someone has been promoted in the ministry or on their job. If you check the business section of the newspapers, you'll see announcements that a person has been promoted to a senior position in their company. However, not as many people care about this anymore. Authority used to rest in a position. Now it rests in a person.

Think about it. When you were in school, there were teachers you loved and those you didn't like. The position of "Teacher" or even "Department Head" meant nothing to you. You just wanted a good teacher. That's because Influence has nothing to do with position, and everything to do with the person.

The two (2) factors that most powerfully impact your influence at work these days are: **Your personal integrity and strategic excellence.** You can have a remarkable strategy and be leading a rapidly growing organization, but if you're a jerk, your team's not sticking around for long.

Conversely, you can have exceptional character and incredible integrity, but if you don't bring strategic excellence that generates results to your work, you won't have a high performing team, you'll just have friends who love and respect you (as a person).

People don't really want to work for you. They want to work on the mission. One of the first characteristics of Millennials as they entered the workforce over a decade ago, was that they were extremely cause-driven. They didn't want to work to pad the bottom line or make the owner richer or make a leader look good—they wanted to make a difference. That's laudable, and it has spread beyond just Millennials to be the thing most people are seeking. Remember, older leaders, you raised them to have those values.

What this means though, is that your Mission is more important than ever. Keep the Mission central. The best way to attract and keep young leaders is to work *with* them to accomplish a greater purpose.

Most team members really work for themselves. As much as leaders today are motivated by working for a mission, most under-40 leaders also approach life as though they are working for themselves. That might sound strange, but try to get into their head space for a minute.

Any younger leader realizes that they will likely not work for the same organization for 40 years and retire. Pension plans have changed. Also, the workforce changes so quickly that most younger leaders expect to have multiple careers throughout their life, not just multiple jobs in different organizations.

What this means is that most younger workers have subconsciously realized that they have to create a life plan

that's independent of any organization. This isn't fatal to any organization once you understand it.

This means, as a leader, that you need to come alongside them and help them to realize their objectives. If you see those life objectives as competing with your objectives, you'll lose people. If they see that you want them to win, they'll hang around a long time.

You can't buy their loyalty. Money helps, but money isn't everything. Most leaders are familiar with the studies that show that once a worker reaches a certain amount of pay per year, money becomes less and less of a motivator. Which means you can't make people loyal simply by paying them more. Give priority to also paying your team in non-financial currencies. Pay them with respect, autonomy, gratitude, responsibility, a great culture, and support. This works wonderfully for volunteers, too.

Remote work is the new normal. Gone are the days when you needed a central location in all cases, that everyone reported to at a set hour to do set work. Some organizations are remodeling in favour of far more flexible options. What you are likely to discover is that productivity actually increases dramatically, costs decrease, and you begin to attract some of the best and brightest talent there is. And how do you evaluate people when you can't see them? **Evaluate them based on results, not process.** Make accomplishing the Mission the benchmark.

Source: "5 Trends in Team Leadership No Leader Can Ignore in 2018" by Carey Nieuwhof

