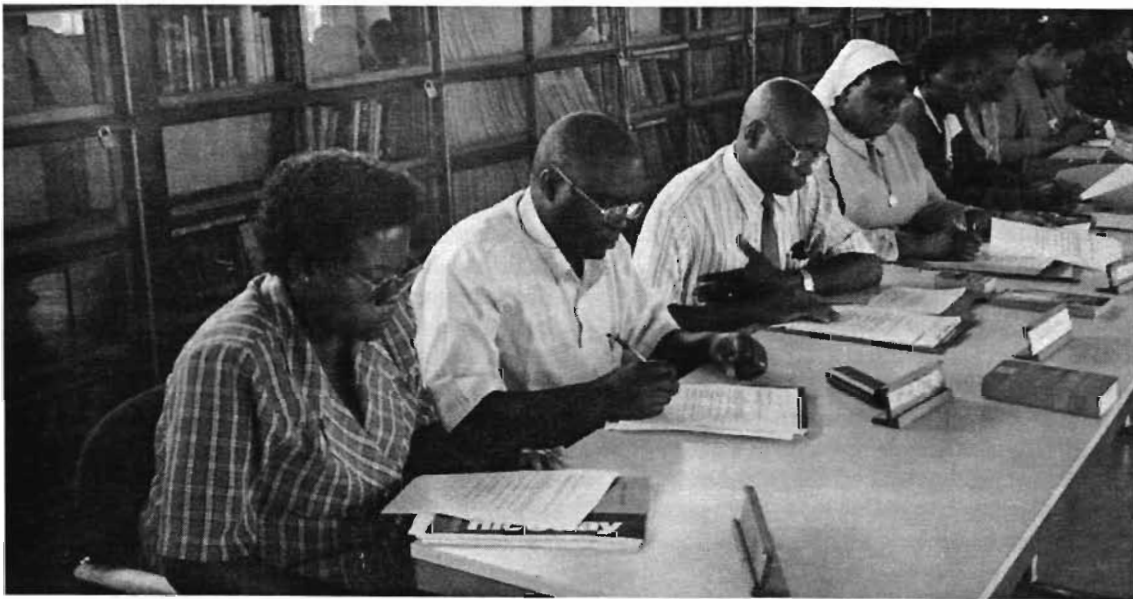


ICMI NEWSLETTER

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A few of the 38 students on their first day of classes for the new Bachelor of Administrative Studies program



“Ethics is not about blaming and pointing the finger at others. The transformation has to begin with ourselves.” The Honorable Miria Matembe, Minister of Ethics and Integrity of the Uganda Government, in a lecture to students.

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“The ICMI diploma programme has been very useful because it has helped me to improve my working relations with other people. It has also assisted me in becoming a better parent using all the counselling skills acquired... I am the District Nursing Officer for Maynge District, where I have the responsibility for planning, coordinating and managing all the nurses in the district. I have enrolled in the degree programme in order to develop myself, personally and professionally.” Maria Najjemba

ICMI LAUNCHES DEGREE PROGRAMME

On October 15, 2001, after many years of planning and praying, ICMI opened its doors to 38 new students from all parts of Uganda, who had come to be part of the new Bachelor of Administrative Studies (BAS) degree programme in Health Administration.

The programme also marks the beginning of an exciting new relationship between ICMI and the Uganda Christian University (UCU), formerly Bishop Tucker Theological College. A joint effort of ICMI and UCU, the new programme was specifically designed in response to a need for education at the degree level for Ugandan health care personnel, to enable them to manage their health care facilities more effectively.

Students attend classes for intensive three-week periods three times a year, thus pursuing their studies without being away from their hospitals or their families for prolonged periods of time.

What would Jesus do? Many of the students had travelled long distances over dangerous roads to be there.

ICMI had anticipated an initial enrollment of approximately 25 students, but by the second day of classes, 38 qualified students had arrived. The team had only brought textbooks for 25 students for the two courses being offered. What could we do? What would Jesus do? Many of the students had travelled long distances over dangerous roads to be there. We did what we believed Jesus would have done and said, “Come in, you are welcome!”

Jodi Wilson and Tristan Moss, two student volunteers from Victoria, were quickly put to work making enough photocopies of the course materials for everyone. By day three, classes were running smoothly for both faculty and students, albeit with a huge deficit in the photocopying budget. But ICMI has always been a faith mission, firm in the belief that when we do the Lord’s work, He will always provide.

All of the students enrolled in the new programme, except one, are former graduates of ICMI’s diploma programme that was started in 1992. Many of these former students now hold senior positions in the Uganda health system.

Rita Matte, a graduate of the ICMI diploma programme, and one of the new degree students, is Registrar of the Uganda Nurses and Midwives Council. Speaking about her experiences at ICMI, she said, “I thank God for the Diploma in Health Administration. Without it I would not hold the position I now hold. I can really say that it has changed my life and I am grateful to ICMI for making it possible.”

Rita’s testimony, which mirrors those of many other students, cannot help but encourage ICMI in its work of training Christian leaders in Uganda. The Lord has presented us with a challenge and a wonderful opportunity to serve Him and expand His kingdom. We thank God for making it possible for ICMI to be able to help to develop so many wonderful and deserving Ugandans through its programmes, especially the new BAS degree programme.



(Left to right) Tristan Moss, Jodi Wilson, Anita and Michael Hadley, Loraine Spencer-Garry, and Carl Garry taught the Bachelor of Administrative Studies courses

COMMITTED TEAM HELPS LAUNCH NEW BAS PROGRAMME

In May of 2001, over lunch at the UVic University Club, Professor Michael Hadley told Carl Garry that he was retiring from his position at the Centre for Religion and Society as of June 30, 2001.

The meeting must have been ordained of God. Michael, a specialist in restorative justice and a member of Christ Church Cathedral in Victoria, was the obvious person to teach the Christian Ethics course in the new ICMI degree programme. The Garrys invited Michael, and his wife Anita, a retired professor from Royal Roads University, to their home to discuss the possibility of their volunteering to come to Uganda to teach the Ethics course together. In August, after praying for discernment in the matter, Michael and Anita telephoned with the good news that they were making a firm commitment to come to Uganda to teach the course. Praise the Lord!

The addition of the Hadleys' talent and experience to the team to help launch the new degree programme was an answer to prayer. Not knowing quite what to expect in Africa, Michael and Anita committed themselves fully to ensuring that the students received the best possible learning experience that they could provide.

The team was rounded out with the indispensable student volunteers, Jodi Wilson and Tristan Moss. Read more about them on page 6.

"The ICMI diploma programme allowed my fellow nurses to see the potential in me, and as a result I was elected to the executive committee of the National Nurses Association... I am so indebted to ICMI for the knowledge imparted to me" (Acheng Florence, Senior Nursing Officer)

IMPRESSIONS FROM A MISSION TO UGANDA

By Anita Hadley

When I think of our time in Uganda, I think primarily of “community”, for this is a land where relationships matter. Driving from the airport by night towards Kampala, we found the Entebbe Road lined with tin-roofed huts lit by candles or kerosene lanterns. Amid the flickering lights people bought, sold, jostled and visited.

This lively social exchange is typical of every marketplace we came upon in Uganda, day or night. It marks the resilience of a people who rejoice that it is once again safe to come out at night, to gather and be community. To the first greeting of a new day, “How was the night?” most can now reply, “The night was good.” It was not always so.

Of course, there is much that is not well with Uganda. Like the open sewer running through a Kampala marketplace, systemic corruption seeps through every level of public life like a running sore. Malaria and HIV/AIDS continue to claim lives indiscriminately. Poverty, disease, malnutrition, ignorance and neglect permeate the social fabric. There are never sufficient resources to meet all the needs.

Still, the effervescence of the Ugandan spirit breaks through. I think of the clapping, swaying choir of Namirembe Cathedral. I remember the tribal dances at the graduation ceremonies of the Uganda Christian University... and an elderly bishop rushing to join in. I rejoice with an elated young graduate cartwheeling down the red carpet of honour with whoops of joy. I delight in the chirping voices of children paddling to school in dugouts near the Rwanda border.

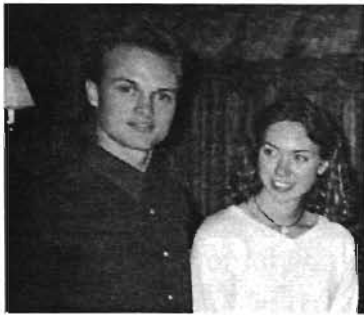
From the birthplace of the Nile in the South East to the terraced mountains of the South West, the landscape rolls green and lush over fertile red earth. Even Kampala, acrid with traffic fumes and burning garbage, emerges fresh and glistening after a heavy rain. Evenings, the air fills with the fragrance of blossoms cascading over garden walls. And everywhere there are birds: most spectacularly, herons, storks and crested cranes, but also, particularly among the islands of Lake Bunyoni, myriad species of all sizes filling their magical habitat with colour and song.

Yet it is the people I shall remember most. Strangers inviting us to share a meal or take part in family celebrations. Children swarming to welcome us to a village primary school concert. Staff at Bushara Island Camp cheerfully transporting me on a chair when a sprained ankle made walking difficult, Dr. Norgrove and Anné Penny sharing with us their medical mission among the severely crippled children of Uganda. And our students, 38 dedicated middle managers from health and education services around the country...their farewell song on our last morning together still rings in my ears and brings tears to my eyes.

It has been a joy and a privilege to share in ICMI’s mission, offering whatever talents we might have. Yet we know that the greater blessing has been ours; through the beauty of Uganda and its people God has enriched our lives for ever.

“Attending the Diploma in Health Administration has helped me in resolving conflicts, reducing staff turn-over which was high, and in developing a wider understanding of organizational behaviour.”

Vivian Kitto



Tristan Moss and Jodi Wilson served as student volunteers for the initial BAS courses, cheerfully fixing computers and photocopying masses of course material, among other things.

RECIPROCAL LEARNING

By Tristan Moss and Jodi Wilson

“Never think yourself a wise man.” How lost these words of Solomon are to most members of western culture. Visiting Uganda and teaching for ICMI has opened our eyes to the truth in this quote. Ugandans lack the pride that prevents most Westerners from admitting that they don't know something, and would like to be told. It was so refreshing to teach people who made it clear what they did not know. It also made us realize the power of “I don't know.” By admitting ignorance one allows those around them to teach them, and in doing so grow wiser.

An ICMI student named Cassette once said to us that ICMI runs on a level of organization that far exceeds Ugandan

standards. Another student named Geoffrey said, “This course really has saved us.” The three-week semesters allow Ugandans, who have full time jobs and full time economic burdens, to advance their professional knowledge and improve the working conditions and operating efficiency of the institutions they work for. The high level of organization and compacted semesters are just some of ICMI's attributes that have attracted 38 students to the new Bachelors of Administrative Studies program.

We will never forget Uganda's lush green foliage or the curious sounding birds. We will never forget the madness of Kampala or the bland food. Most of all, however, we will never forget the Ugandan people; they are so full of generosity, warmth and love. The time and knowledge that we were able to give to the Ugandans were returned to us in the form of new ideas, fresh attitudes, and genuine kindness.

In a country where resources are scarce and organization is almost non-existent, the Ugandan people are thirsty for knowledge. Rather than give material gifts, ICMI teaches Ugandans practical administrative skills. This enables the students to improve upon their own performance as well as impart the knowledge and wisdom to others. This gift will have a profound effect on the Ugandan society immediately, and for generations to come.

We are proud that we were a part of such a worthwhile program. The reciprocal learning process that occurs through ICMI is invaluable, both to the Ugandan students and to the Canadian volunteers.

MINISTER'S VISIT LAUNCHES DEGREE COURSE

One highlight of the new BAS programme was a visit by the Minister of Ethics and Integrity, the Honorable Miria Matembe, to launch the course and speak to the students in the Ethics class.

The Minister, a committed Christian, gave the students a very powerful message about ethics in Uganda.

What a joy it was to be able to pray with her in her office and in the classroom, and to know she was taking two hours of her busy schedule to speak to the students.

The visit by the Minister resulted in the course being shown on Ugandan TV.

Jane Babiiha, an ICMI graduate, who arranged the meeting with the Minister, is now a Member of Parliament. "It was a difficult race and my opponent expected to be elected, but with the skills I learned in the Diploma programme, I managed to win the election," she said.

UGANDA HIGH COMMISSIONER VISITS

On Saturday, November 24, 2001, Mary Anne Kinloch hosted a "Welcome Home" supper for the returning BAS staff.

A pleasant surprise was the visit by the Ugandan High Commissioner to Canada, Asaba Amooti-Winyi, with John Halani, who both happened to be in Victoria that day. He was pleased to meet Victorians who have contributed to Ugandan life.

NURSES GIVE WORKSHOP ON PALLIATIVE CARE

In the last newsletter, we reported that a team of nurses would visit Uganda in February 2001 to lend assistance in the area of palliative care and end-stage symptom management.

And they did. Lynn Cramm brought 20 years experience with terminally ill patients, plus mission field work with AIDs victims in the slums of Manila. Barbara Lake has done both acute and palliative care and taught nursing for four years, as well as being involved in a Anglican mission to Honduras. Debbie Kitterer has cared for dying patients for years as a nurse's assistant.

The team presented two workshops, in cooperation with a team of Ugandan teachers. An amazing surprise was the timely announcement by the Deputy Minister of Health, Dr. Jagwe, that the government of Uganda was now prepared to supply liquid oral morphine to palliative care patients for free. Up till then, the Canadian nurses had seen no evidence of morphine in the hospitals they had visited.

Then disaster! The day chosen for the first workshop was proclaimed a holiday, so that everyone would have the opportunity to register to vote in the upcoming election. ICMI's Dr. Edward Mukooza put announcements on the radio and phoned all the Kampala hospitals to announce that the workshop would be postponed one day.

And the students arrived! Over 200 altogether were taught, and the Canadians concluded that the immense amount of work was worth it.



The new site plan for the Uganda Christian University (UCU) campus has been completed and a copy of it has been provided to ICMI showing the area that has been designated for the proposed new ICMI building.

The proposed site is located immediately beside the proposed new UCU library and forms part of the university's new academic complex. The UCU site plan is currently being reviewed by the ICMI Board and the Building Committee.

Once the project has been approved in principle, plans will be completed and fundraising begun in earnest. The Building Committee is John Barton, Cedric Trueman, and Bill Freeman. Dave Scarth, a well-known architect, has volunteered to develop a set of plans. The proposal is to build a one-story building about 100 feet by 98 feet, with two classrooms (which can be combined), three offices and a computer laboratory.

ICMI has set up a Building Fund, and is grateful for donations to this fund.

"After the award of the Diploma in Health Administration, I can now help others reason and make decisions. The diploma has helped me to think beyond being a bedside nurse. My reasoning capacity is higher than it was before. The diploma has also helped me in my personal life. I can manage my home and my family better. I got a new job as Centre Manager in Marie Stopes, a non-government organization. I am now a recognized person in my village." Monica Namaganda



ICMI BOARD FOR 2001-2002

The following members were elected to the board at the Annual General Meeting held on September 29, 2001: (left to right) Dr. Cherer Penny (President), Bob Lake (Chair, Membership Committee), Garry Wickett (Publications Committee), Nigel Lomas (Treasurer), Lorene Freeman (Vice President), Loraine Spencer Garry (Secretary), John Barton (Building Committee), Dr. Carl Garry (Principal). Not in photo: Mary Anne Kinloch (Chair, Social Committee), Marnie Bradfield (Academic Advisory Committee)

Thank you to Cedric Trueman for his work as chair of the Nominating Committee.

BECOME AN ICMI SUPPORTER

Yes, I would like to support the work
of ICMI:

With a membership of _____ \$75.00

With a gift of _____

With a monthly pledge of _____

I enclose my cheque for _____

Name _____

Address _____

Telephone _____ Fax _____

E-mail _____

*** IDEA ***

GIVE STOCKS, NOT CASH

Suppose you want to donate \$10,000 to ICMI's general fund or new building fund, but you don't have that much on hand in cash.

But maybe you have some stocks lying about. Say you bought shares a few years ago for \$5000. They are now worth \$10,000, Give the shares themselves to ICMI, and do yourself a favour.

Here's how it works: You give the shares and get a charitable tax deduction for \$10,000. You will then be liable for only half the normal tax on the \$5000 capital gains. The net cost to you of giving the \$10,000 is only about \$4500.