

ICMI NEWSLETTER

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VOLUNTEERS IN ACTION: Rod and Patricia Crossley tell their story

We served in the ICMI Diploma program in Kampala, Uganda, during three weeks in October, 2003. Rod taught the computer Literacy course, and Patricia assisted in the Organizational Behaviour program.

Each of us was teamed with two other people. Rod worked with Leonard, a Ugandan computer science graduate, and with Teresa Ripley, a recent graduate from the University of Victoria. They shared planning, whole class teaching and assistance to individual students. Examinations were set cooperatively. *Continued on page 2*

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VOLUNTEERS IN ACTION, continued

Teresa also opened the computer lab for independent practice in the evenings and at the weekend. Dr. Edward Mukooza's secretary, Clarissa, was also able to help with the earlier classes in Excel during the students' transition from studying MS Word.

Patricia's team taught with Dr. Edward Mukooza and with Stanely Mtuba. Each taught a number of sections, and Patricia led the group exercises where appropriate. Examinations were set cooperatively, and marking was shared between the three instructors.

Our experience in Kampala was rewarding and faith-affirming. As in our previous year in Kenya, we met Christians of deep faith and personal conviction. Morning devotions were a rich oasis before the start of a busy day. We attended Namirembe Cathedral on the Sundays we were there and rejoiced in the exuberance and fellowship.

The students were all a delight to teach. The pressure of the courses and the amount of material to be absorbed in a short time caused stress to the majority, but their faith and determination was a source of strength to them. Prayers for health, success and understanding were fervent at every morning devotion session.

It was gratifying in the last few days to hear discussions of how these new concepts might be implemented in their own work environment. During the topic of "Personnel Assessment," one student said, "We cannot change everything, but we can start with a small thing. It seems to me this would be a good place to set an example."

In Computer Studies, we found that the students were all very eager to learn new skills and for the most part had no hesitation in asking for help. We created examples for them that we imagined might be applicable to a health services administrator's life and they came to realize the utility of the computer applications for themselves. They were always very appreciative of the help that we gave them.

We would recommend to anyone who wishes to see how the majority of the world's people live to volunteer for this undertaking. If your faith is strong, it will grow stronger. If it is weak or non-existent, you will be challenged. If you wish to give back some of the riches that God has showered on us all in the Western world, you will meet forty-five people who will give thanks to God for bringing you to them. You will have the confidence that you are fulfilling the plan God has for you.

Volunteer Teresa Ripley sends a report from Uganda

First, let me thank you for allowing me to contribute to your work in Uganda. It is a most worthy undertaking. At ICMI, I assist with the computer program. Many of the students had never used a computer before coming to ICMI. In the beginning of the second semester many students had to be reminded of the simplest buttons on the keyboard. After three weeks, however, most were more than proficient at using MS Word and Excel. I was impressed by their hard work and determination. Many came to the computer lab in the evenings so that I could give them one-on-one assistance. I enjoyed these sessions the most because I got to know the students better and was able to watch them improve. I was most pleased when I saw students using what they had learned to complete projects for their jobs at home. I know that they will take the skills they have learned at ICMI back to their work places. I am learning so much about teaching and about life! *Teresa Ripley*



Teresa Ripley spent several months this fall as a teaching assistant in the computer lab.



Bill and Lorene Freeman, active ICMI leaders, will join the group going to Uganda in January

TEACHING TEAM TO UGANDA

"Go ye therefore, and teach all nations . . ."
Matt. 28:19

Six ICMI members are preparing to leave for Uganda in January 2004. Five members of the team are from Victoria and one member is from Vancouver.

Dr. Carl Garry, ICMI Principal, will head the team. Carl is excited about the mission and looking forward to working closely with individual team members who have volunteered their time and are paying their own travel and accommodation. During his stay in Uganda, Carl will be meeting with representatives from the Uganda Christian University (UCU) to share information and to develop plans for continuing ICMI-UCU cooperation. High on Carl's agenda is to examine ways to ensure academic excellence and maintain a strong Christian basis for the rapidly growing programme. Carl hopes to complete negotiations with UCU and obtain a specific and suitable site for the creation of a new ICMI building on the UCU campus which

will provide urgently needed additional classroom space.

Wayne Stewart, an educator from Victoria, has been working hard during the past year developing an Environmental Issues course. Wayne will be coordinating and teaching the course to health workers enrolled in the ICMI degree programme who are hoping to graduate in 2004. Wayne has a degree in engineering and an MBA and a great deal of theoretical and practical experience from his work at Shell Canada. He will be assisted by Bill Freeman, an engineer with BC Power Corporation, who has agreed to share his particular expertise with students on the potential environmental impact of building a power project at Bjugali Falls at the Head of the Nile as is being planned by government authorities.

Bill, who is a member of the ICMI Building Committee, will also be participating in discussions with the Uganda Christian University (UCU) regarding ICMI's proposed new building on the UCU campus.

Stephanie Neima, a lawyer from Vancouver, will be teaching a course in Business Law which students are required to complete as part of their degree programme. Stephanie came to Uganda with ICMI in 1996 so this will be her second visit to the country.

It will also be the second mission to Uganda by Lorene Freeman, a nurse educator and ICMI Vice President. Lorene will be organizing continuing education workshops for nurses and facilitating in-class case studies and simulations.

Loraine Spencer Garry, a co-founder and Secretary of ICMI, has been teaching in Uganda since 1989. As ICMI nears the completion of its first degree programme, Loraine will be examining the current impact of the programme on individuals and organizations with a view to identifying what changes will be required in the future.

Please pray for the team members who will be leaving in mid January and returning mid February. Pray that the Lord grants them a safe journey, good health during their time in Uganda and a successful teaching mission. Pray for the students who will be away from their families and places of work during the three-week period that the courses are running.

ICMI carried out the following projects in Uganda during the year ended March 31, 2003:

1. Provided a one-year residential program in Health Administration from which 45 Ugandan students graduated. This was the 9th group of students to complete the program and receive their Diplomas in Health Administration. The graduates were all Ugandans working in the health system. The program is almost entirely Ugandanized and largely self-sustaining, although the Board, through its Principal, retains overall academic responsibility.
2. Eleven ICMI members volunteered to go to Uganda in 2002-2003, including one medical doctor, seven teachers and one student volunteer, who was trained in computer technology. All the volunteers paid for their own travel and accommodation during their time in Uganda.
3. ICMI donated a total of \$9,500.00 to assist in the purchase of a used 6 passenger Toyota Van for use in the programme in Uganda.
4. ICMI donated two laptop computers for use in the programme valued at \$700.00.
5. Textbooks valued at \$3,800 were purchased for the use of students in Uganda.
6. Thirty-seven students in ICMI's degree programme in Health Administration completed the 7th semester of the programme, which is offered jointly with the Uganda Christian University. The degree programme started in October 2001 with an initial student intake of 38 students.
7. ICMI contributed Canadian medical personnel and \$1,700.00 to provide three two-day Continuing Medical Education (CME) workshops to help upgrade the professional skills of Ugandan medical doctors. Dr. Robin Bolton, a retired Public Health Officer from Sudbury, Ontario, volunteered to lead the workshops which focused on Public Health and Health Promotion in Uganda. A total of 65 medical doctors participated in the workshops. Two of the workshops were given in the rural areas to provide an opportunity for medical staff in these locations to attend.
8. ICMI also donated \$1,050.00 to cover other programme related costs.
9. A photocopier valued at \$5,000.00 was donated to the programme in Uganda.



Ann-Shirley G. Goodell and Elizabeth Bergen joined with ICMI's Lorene Freeman to lead the workshop

CONTINUING NURSING EDUCATION WORKSHOP DEVELOPS STRESS INTERVENTION SKILLS

A very relevant and timely workshop on Critical Incident Stress Management was held at Queenswood House, Victoria, on September 27, 2003. The workshop was organized by Lorene Freeman and Barbara Lake and led by Ann Shirley Goodell. The workshop was co-sponsored by ICMI (Canada) and the Vancouver Island Health Authority (South): Centre for Excellence in Learning.

Front line health and social service employees are increasingly being exposed to a variety of traumatic and stressful experiences at their places of work such as the threat of SARS, fire disasters, and the threat of job loss through cutbacks. Stressful experiences create the potential for serious consequences.

Implementing critical stress management procedures immediately following a traumatic event can help to prevent or reduce Post-Traumatic Stress Disorder.

Ann-Shirley Goodell shared the expertise she acquired through her extensive career in nursing and counselling education. Ann-Shirley's ability was evident as she described some of the critical management skills she utilized a few years ago while functioning as one of the key counselors during the tragic cable-car accident at Whistler, BC.

Participants at the one-day workshop included nurses, doctors, teachers, firemen, policemen, counsellors and ambulance workers. Workshop evaluations were very positive. After expenses, the workshop netted \$700, which was given to the ICMI Bursary Fund for Ugandan students. Well done Lorene, Barbara and Ann-Shirley!

VOLUNTEERS NEEDED FOR UGANDA

"Come over to Macedonia and help us." Acts 16:9

The significance of Macedonia was that Paul was being called to go to a strange and unfamiliar land to help the people. In the same way, we are invited to come to Uganda to help the people there.

Have you ever thought about volunteering to come to Uganda to help? When asked this question, people often say, "I would like to go but what could I do there? I don't really have anything to contribute".

But when asked a few questions about their personal experiences, we find often that they have a wealth of knowledge and experience to share. Volunteering is about sharing those special gifts that the Lord has given us.

Sometimes the gifts we have are related to our work, past or present. For example, some people are "born" teachers, nurses, doctors, managers, pastors or counsellors.

Perhaps you are a young person starting out in life with aspirations of becoming a member of one of the professions. Maybe you have completed your career and you are now retired or about to retire. At whatever stage you are, ICMI wants and needs you to *"come over to Uganda and help"*

Are you willing to add your name to the seventy ICMI volunteers who have answered the call and, as a result, experienced a personal transformation in their lives? Volunteers give a lot but they also receive a lot in return.

"They gave me more than I gave them" is a comment frequently heard from volunteers who went to Uganda to help.

If you have skills in any of the following areas please contact ICMI to learn more about volunteering in Uganda:

- Medicine
- Nursing/Health
- Teaching/Training
- Management/Administration
- Humanities
- Computers
- Psychology/Counselling
- Sociology
- Research
- Law
- Environment

NEW ICMI COMMITTEES

The following new committees have been approved by the ICMI Board:

ICMI Academic Committee
Finance Committee

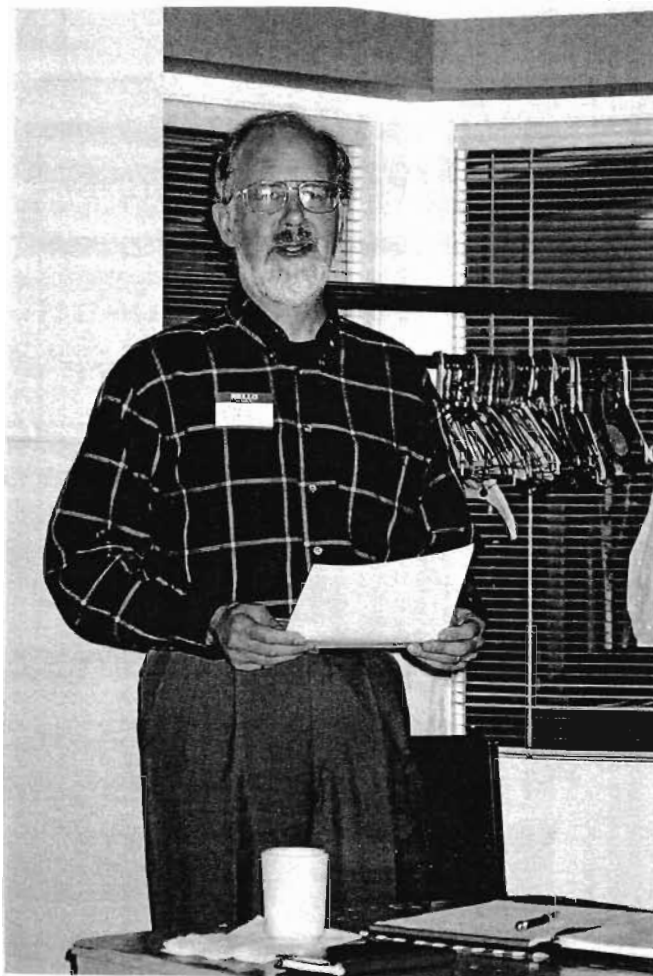
The Academic Committee, which replaces the Curriculum Committee, is made up of the following members:

Marnie Bradfield, BSc. (Nursing), MEd.
Lorene Freeman, BSc, MSc. (Nursing)
Carl Garry, BA, MA, PhD.
Michael Hadley, BA, MA, PhD., FRSC
Lorraine Spencer Garry, BA, BLS, MLS.

A major job of the Academic Committee will be to ensure that high academic standards are maintained in all of our programmes.

The Finance Committee is made up of the following members:

Nigel Lomas, ICMI Treasurer
Bob Lake, BSc., MSc.



Cedric Trueman, chair of the Building Committee, reports at the AGM on the progress of plans to partner with the Uganda Christian University. ICMI will undertake the construction of a shared facility on campus

STUDENT ENROLLMENT FOR 2004

Forty-five students have already enrolled for the next ICMI Diploma programme in Health Administration scheduled to start in February, 2004. Since forty-five students is our maximum class size, we will have to cut off enrollment for 2004.

It is very encouraging that ICMI has been able to reach its student quota months before classes are scheduled to begin. Unfortunately, there are students who want to join the programme who will have to wait until 2005.

*“Through ICMI, we
are offering pertinent
quality education to
health care
professionals both here
and in Uganda.”*

Lorene Freeman, reporting at the AGM
on the Critical Incident Stress
Management seminar

BECOME AN ICMI SUPPORTER AND/OR MEMBER

**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 _____

(Tax receipts available)

WELCOME NEW MEMBERS

Please join with us in welcoming the
following new ICMI members:

Patricia and Rod Crossley, Victoria, BC
Stephanie Lawton, Vancouver, BC
Dr. Norgrove Penny, Victoria, BC
Teresa Ripley, Victoria, BC
Wayne Stewart, Victoria, BC
Amanda Wilson, Victoria, BC

ICMI currently has approximately 100
members. We thank the Lord for all of
our members, new and old, and for their
commitment to His work in Uganda.

ICMI BOARD MEMBERS

Dr. Cherer Penny, President
Lorene Freeman, Vice President
John Barton
Marnie Bradfield
Dr. Carl Garry, Principal
Dr. Michael Hadley
Dr. Harry Janzen
Bob Lake, Chair Membership
Committee
Nigel Lomas, Treasurer
Lorraine Spencer Garry, Secretary
Garry Wickett, Chair Publications
Committee