

ICMI NEWSLETTER

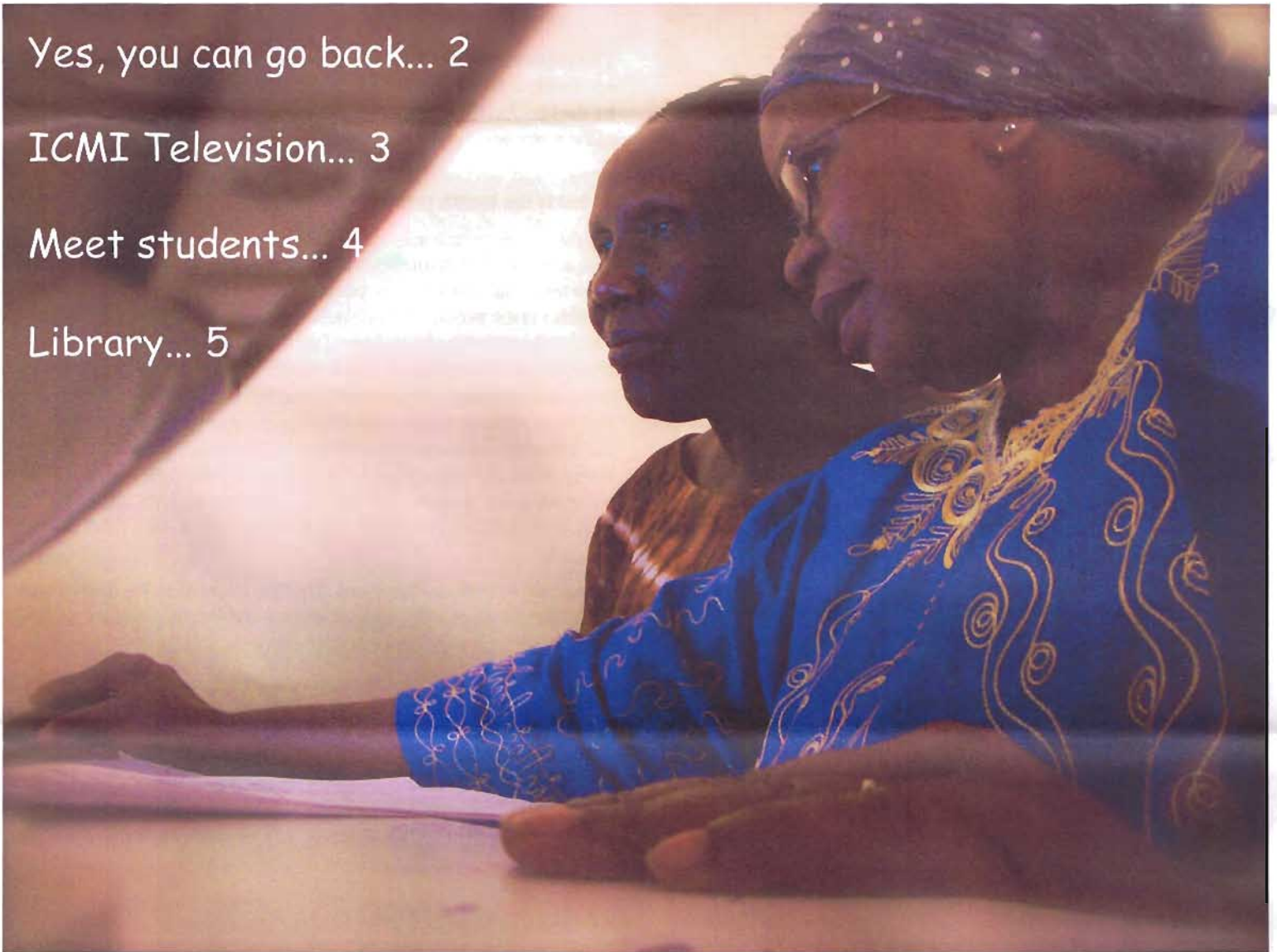
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Above: Two students intently pursue computer skills under the guidance of some of ICMI's youngest teachers. Read more in Justin Mui's article on page 6.

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Volunteers Martin Spray, Michael Hadley and Mary Jane Spray cut a celebratory cake with Edward Mukooza and Gloria Perry Iga



Going back

By Anita Hadley

In fall 2008 we returned to Uganda to teach for ICMI. Throughout October and November daily downpours turn deeply-rutted roads into rivers of red mud. Afterwards the earth steams under a relentless sun, people suddenly reappear on the streets, and the world looks washed anew. Because of its biannual rainy seasons, its elevation and its tropical climate, Uganda -- the Pearl of Africa -- remains a deeply beautiful land: lush, fertile, dappled here and there with exotic bloom.

Our assignment was to teach Christian Ethics in the Bachelor of Health Care Administration offered in partnership by the Uganda Christian University and ICMI. We had the joy of teaching in the new ICMI Social and Health Sciences building on the campus at Mukono.

Our 39 students -- managers in health care services from across the country -- humbled and delighted us with their willingness to work hard and make sacrifices at the personal, professional and material level. At considerable cost, yet with determination and great good humour, they worked diligently to acquire new competencies to better meet the overwhelming demands facing their limited health-care resources. We had designed the course to meet the professional needs of the class, by balancing theoretical principles with practical application, and drawing readily on their own workplace experiences. When we left, we realized that we had travelled an ethical path together with students who had quickly become our colleagues. It was a journey of discovery for us all.

One outcome in particular has already borne fruit. It grew out of the frustrating experience of one of our students, Thembo, a Health Inspector. We encouraged him to present his dilemma to the class as a case study for everyone to work on. We called it *Thembo's Challenge*:

A small Ugandan village is situated between a wooded area and a lake. The houses are clustered around the market place with stalls owned by local merchants. The market serves not only the local inhabitants, but also people from the neighbouring village.

There are no toilet facilities in the village, so villagers relieve themselves in the woods. A stream runs down from the woods through the village and into the lake. Both the market area and the lake are seriously contaminated. Villagers are showing serious signs of ill health. Fishermen are catching fewer fish.

The health inspector assesses the situation and formally recommends to his supervisor that public toilets be built near the village, and that the market be relocated to a non-contaminated site situated midway between the two villages.

The supervisor flatly rejects the inspector's proposal. Aware of the economic advantage that the market represents for the villagers, he decides that things should remain as they are. Money is deemed to be more important than health.

What is the health inspector to do?

The class worked through the ethical decision-making model we had been teaching. They demonstrated that they could balance complexity (health versus economic well-being) in a creative, collaborative way. They determined the facts, identified the stakeholders and their motivations, defined the primary ethical problem, formulated alternative solutions, and eventually recommended the best alternative. This they based on ethical principles such as deontology, fiduciary relationship, the lesser evil principle, and also in consideration of Article 25 of the Universal Declaration of Human Rights, 'Everyone has the right to a standard of living adequate to the health and well-being of himself and of his family...'

As a result of their deliberations, Thembo returned to his district with a clear plan. Two months after our return home, he e-mailed us about what he had achieved based on our course.

First he called a meeting of the community leaders during which he identified the problem, the stakeholders and their conflicting values, and taught them about the health effects of moving (or not moving) the market to uncontaminated ground. This he followed by a planning meeting at the sub-county level where he reminded the chief community development officer of his fiduciary responsibility towards the people he serves.

As a result of Thembo's initiatives, the lakeshore community has voted overwhelmingly in favour of shifting the market to a new location with the work to begin this month. With new understanding of the health issues at stake, economic cooperation between the two villages seems assured. And ICMI has played a major part in bringing about this win/win situation.

Uganda. The Pearl of Africa. Land of overwhelming contrasts. Beauty, hope, courage, compassion. Grinding poverty, disease, deprivation. We went there to teach -- but it is we who have learned and been touched by so much. The voices of our Ugandan friends will be with us always. We give thanks that ICMI continues to serve the people of Uganda through teaching, faith and prayers.

Ralph and Marlana Blackman report

Greetings in the Name of Our Lord and Saviour Jesus Christ!

We are pleased to have been part of the ICMI program and to have been able to participate this January by teaching the New Testament Survey course.

The course itself and our interaction with the students and staff in Uganda seemed to go very well and seemed to be well received. We did have to get past the 'what's this Mzungu got to teach us' and our own reservations about 'teaching into their context' but these were short-lived and mild tensions at worst.

Ralph tried to shape the course so that it would have greater and more direct applicability for the students as they pursue their degree. This was done by focusing group work into interpreting the Jesus narrative and stories and teachings of the New Testament within the context of the students' work and life experience. This culminated in an assignment where they were to present, in their groups, two narratives/teachings/stories from the New Testament (one of Jesus and another from the disciples or early church community).

The presentations used drama, skits, music and a short interpretive message to connect the biblical story directly to their work in healthcare and administration. It was an amazing afternoon of mutual teaching and sharing, engaging the New Testament contextually within their lives. We realize that this course, amongst others, is part of the degree requirements from UCU but we feel that it is important to make it pertinent and topical to the degree program and not just an add-on.

We kept a blog/website which also contains impressions of our journey – more about general impressions and sights and less so directly about the students for their privacy. This is found at <http://rtbman.shawwebspaces.ca/> and might be interesting for you to view.

Blessings and Peace,
Ralph & Marlana Blackman

Marlana played solo Bach on the cello for the students, who were soon singing in harmony.

A talk show on 'ICMI Television' proved a fun way to learn.

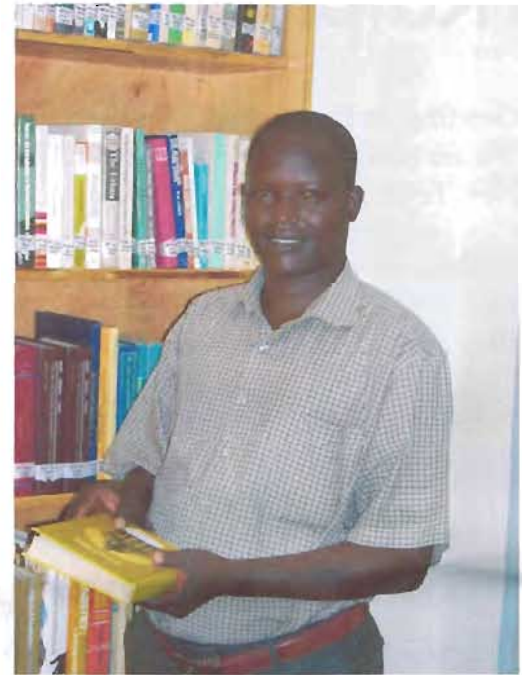


The course wrap-up included a cake and a gift of Ugandan outfits for the Garrys and Blackmans

Meet some students

Godfrey Chemo

Godfrey is in charge of a District Health Office in Kapchorwa, near Kampala. He has been there for 17 years and in charge for five. Godfrey is responsible for environmental health including health education programmes. He is married with three children, aged ten, six and two. "ICMI has changed my life, please keep it up." He wants to see more publicity about ICMI up country. "A distance education programme would be a great help."



Gloria Perry Iga

Gloria is the Class Captain. She works at Kayunga District Health Services and is in charge of one of the local health centres. She has been there for seven years. Gloria has a staff of 15 persons. Gloria is married with a four year old daughter. "I enjoy the participatory approach to learning at ICMI and the interaction with my professors". Gloria says "I am grateful for the friendly system of semesters at ICMI which allows me to work and study without having to apply for formal study leave."



Joyrine Biromumiso

Joyrine works at Mulago Hospital, Uganda's National Referral Hospital with 2000 beds. She has been at Mulago since 1991 and is a Nursing Officer. Joyrine is married and has two children, twins, a boy and a girl aged three years. She says her children were an answer to prayer. Joyrine says, "ICMI has been a blessing to us. It was an eye opener for me. It has trained us to be good administrators. We have a dream for ICMI - that it will offer a Masters degree programme."



Florence Nabatanzi

Florence works at Murchison Hospital, a 100 bed hospital which is the referral hospital for the Uganda prison system. She has 20 years experience and graduated from ICMI with a Diploma in 2008 and she is now enrolled in the Degree programme. Florence has two children, one in university and the other in a nursery school. "I have developed through ICMI. I now understand the way organizations are run. I like the method of teaching used at ICMI, a friendly way of teaching, for mature students like myself, with easy relationships with the professors."





Daniel Owori

Daniel works in Karamoja which is in North Eastern Uganda. He works in a Seventh Day Adventist water and sanitation development agency, founded by the European Union. Daniel has twin daughters. "ICMI has changed me completely. I especially appreciated the courses on Organization Behaviour, Counselling and Business Law. I have just been promoted and the courses helped me in my relationships with others. They were an eye opener."



Kettie Bagamba

Kettie works for the Uganda prison system under the Minister of Internal Affairs. She is an administrator in the Director of Health Services offices. There are 254 health units in Uganda's prisons. Kettie has three children, one is a nurse, one is a lawyer and one is still at university. "ICMI has helped me a lot in my work. Thank you."



Irene Wesonga

Irene works at Entebbe Hospital, a 100 bed facility. She has 10 years experience and graduated from ICMI with a Diploma in October 2007. She is currently enrolled in the degree programme. Irene has two sons and two daughters. Two of her children are now in university. "ICMI is a good institution with very good professors. I really like the modular system."

ICMI library news

The ICMI Library has been transformed by the careful, loving work of Maria Nalumansi. The 4000 books are catalogued according to the Library of Congress classification system and arranged on the shelves in order. The library is now a clean, quiet place to study and read. The students are using it to borrow books, to browse and to study. Thank you, Maria.



A volunteer tells his story

By Justin Mui

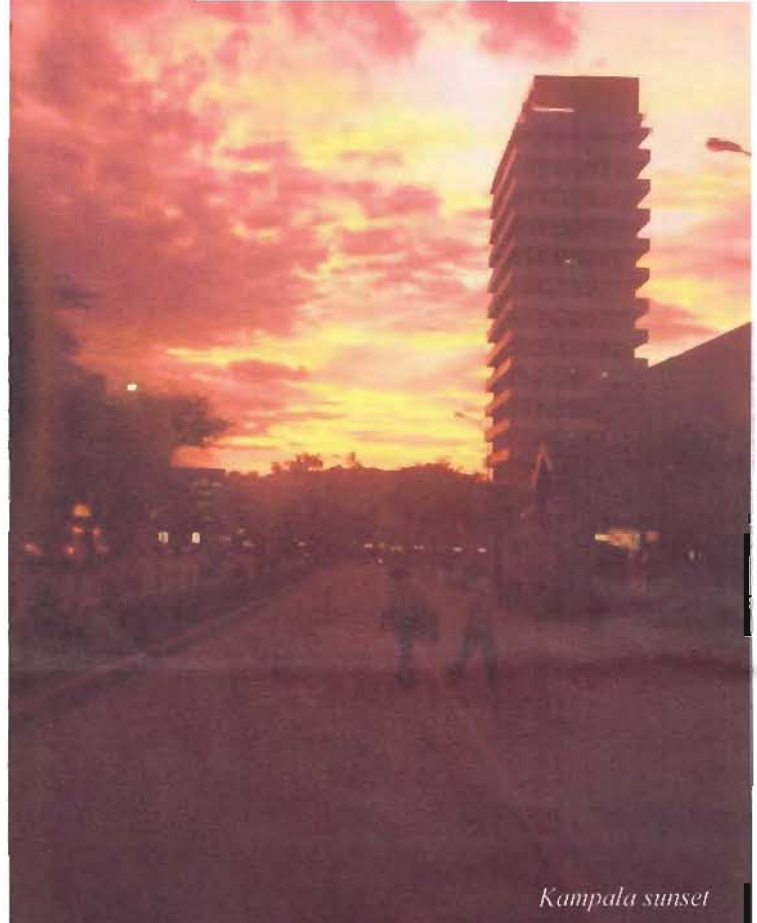
My name is Justin Mui and I am a senior microbiology co-op student attending the University of Victoria. Recently I was provided with a life-altering opportunity to volunteer with the International Christian Medical Institute (ICMI) stationed in Mukono, Uganda.

Following several months of planning and preparation and a final meeting with the ICMI Board, I embarked from Victoria for the long-awaited trip on October 4th, 2008. In spite of being provided with proper orientation in preparation for the journey, I was pleasantly surprised by the contrast in lifestyle from the moment I arrived. Ugandans are extremely friendly and possess a genuine heart. No matter where I was, or whom I was meeting, I would always feel welcomed. In fact, the words, “You’re welcome” became a familiar slogan when meeting a Ugandan for the first time.

One relationship, which stands out in my mind, was the one I established with Sister Tibifumura, a Senior Nurse and alumna of ICMI. Sister Tibifumura was like a second mother to me. Not only did she agree to accept me as a volunteer at the Mulago National Referral Hospital, but also she was kind enough to provide for my wellbeing while I was there. She would always greet me with her heartwarming smile.

As part of the ICMI team in Uganda, my role was to organize and maintain the computer lab, to provide assistance with administration and to teach computer basics to diploma students. Members of the ICMI staff were very kind, professional and approachable, making integration into their system seamless.

Likewise, working with ICMI students was truly a privilege. Their desire to learn and apply themselves on the computers was unquenchable. Every night students would remain in the computer lab up until closing at 10:00 pm, reviewing topics that had been presented that day. Even more surprising was their respect for the instructor. Despite being, on average, 25 years older, the students were attentive in class and enthusiastic when applying themselves during group discussions.



Kampala sunset

A day at ICMI would only be complete with morning prayers and devotions. These special moments allowed me to become spiritually connected with the Lord, students and members of the ICMI staff. I enjoyed devotions thoroughly and felt that they were a requirement in order to begin the day on the right foot.

Perhaps the most influential moments were the ones experienced while volunteering at Mulago. I was able to observe the many faces of a physician’s job, the compassion, the empathy and the selfless attitude, all of which are requirements in providing exceptional patient care. Above all else, I was able to witness first hand the struggles that patients endure while being cared for at the hospital. Bed space was limited and medical supplies were often inadequate, all adding to the already difficult conditions of the hospital. These images and experiences will remain in my memory and have greatly augmented my resolve to pursue a future in medicine.

There are only a few privileges in life that can ever equate to the one I received when I was selected by ICMI to volunteer in Uganda. The friendships that I forged and experiences that I gained during my stay will forever remain in my heart. And for that I would like to sincerely thank ICMI and all of its members for their support. It has truly been a joy and pleasure to be chosen to represent ICMI and continue their mission in Uganda

*The ICMI Social and Health Sciences Building
is looking good with maturing gardens*

A letter from Edward Mukooza

Dear friends,

*Very warm greetings from Uganda.
The past one year has been a year of growth and change.*

ICMI has continued to grow and develop into a vibrant organization working with all its partners to offer essential development education to health workers in Uganda and beyond.

In October, 2007, ICMI shifted its activities from the Uganda Protestant Medical Bureau in Kampala to the new ICMI Social and Health Sciences Building located on the campus of the Uganda Christian University, Mukono.

This was very exciting for faculty, students and staff. More classroom, office and library space is now available for ICMI programmes. We will ever be grateful to our friends in Canada and other parts of the world who made it possible for ICMI to have its own home.

The availability of a home for ICMI programmes coincided with rapid growth in numbers of students in the ICMI programmes. ICMI had approximately 100 students in 2007 but now, there are more than 130 students in its programmes and this is projected to grow further. ICMI is truly international, enrolling students from Uganda, Sudan, Rwanda and Kenya.

This growth and development has been made possible by the ongoing and growing support from all of you, friends and partners of ICMI.

Change and growth come with many opportunities but also with some challenges. All ICMI programmes are academically demanding for both students and teaching staff. This makes it essential for students and staff to have access to convenient accommodation which is not yet available. This is an area of great need. Please join with us in prayer to ask the Lord to help us find a solution.

The Board of ICMI Uganda together with faculty and staff has just completed a strategic plan which will provide a compass for guiding and managing the development of ICMI activities in Uganda for the next five years. The management of ICMI in Uganda is very appreciative of this initiative.

We thank God for all these developments.

Thank you, friends, for your ongoing support.

May God bless you,

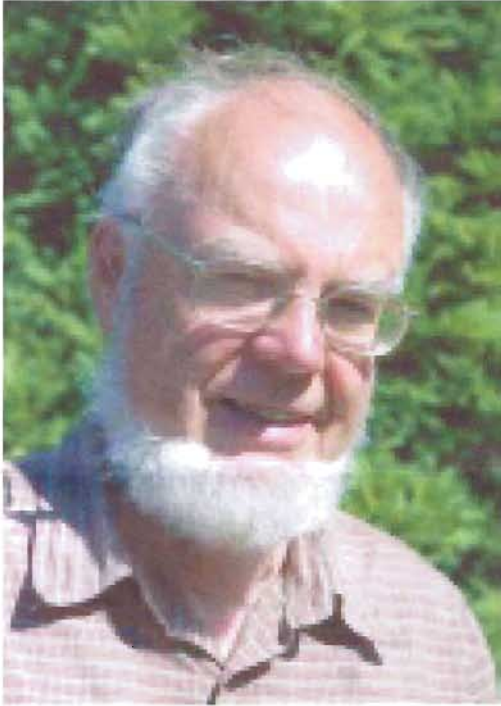
*Dr Edward Kibikyo Mukooza
Principal
International Christian Medical Institute (Uganda)*



Driver Amos Dwoka stands beside the 'new' ICMI van.

GET TO KNOW SOME ICMI BOARD MEMBERS

ICMI Canada has ten board members. Here's an introduction to three of them:



Bob Lake
Vice President

Bob Lake is a retired scientist and manager at the Institute of Ocean Sciences, Dept. of Fisheries and Oceans, Sidney BC. Bob and his wife Barbara spent a few months in Africa with ICMI where Bob taught organizational development as part of a Diploma course. Also a director of SAMS Canada, Bob has mission experience in Honduras.



Lorene Freeman
President

With a nursing diploma from the Regina Grey Nuns Hospital, Lorene began her nursing career in Albuquerque, New Mexico and moved quickly from the bedside to the operating theatre. She completed a Master of Science (Applied) in 1971. She taught at Queen's then McGill Universities. Living in BC for the past 30 years with her husband and now adult children, she remains an RN with 20 years in gerontology.



Nigel Lomas
Treasurer

Nigel spent his career working in solid waste management with a background in groundwater and hydrology. A Christian since 1994, Nigel is active in church life with Glad Tidings Church - Victoria - where he is currently the board secretary. Nigel has served as treasurer since joining ICMI in 2001.

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 wish to pay by cheque

I wish to pay by credit card: ___ Visa ___ MC

Card number _____

Expiry date _____

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