



APOSTOLIC CHRISTIAN

HarvestCall

PROCLAIM CHRIST & SERVE OTHERS

Work Team Leader Training Manual

Section 2 - Jamaica

Team Jamaica Vision and Mission:

Vision

God is glorified by our obedience and love for each other and by transformed lives ...resulting in a healthy indigenous body of believers and the praise and thanksgiving of those we minister to in His name

Mission

- To live and share the gospel and make disciples with emphasis to the deaf community.
- To aid the destitute and helpless and teach the whole counsel of God following the command and example of Christ. (Matt 28 Isa 61)

Jamaican History

- Jamaica is a small island country of 2.7 million people located in the central Caribbean, south of Cuba and to the west of Haiti. It is a country rich in history, heritage and national pride that has emerged from hundreds of years of toil. Originally inhabited by the "Taino" Indian tribe, it was discovered by Christopher Columbus in 1494 and declared a state of Spain a few decades later. Finding fertile land to grow sugar cane, fruits, and vegetables, Spain soon began setting up slave plantations on the island. In 1655 England seized the island and established a slave-based economy driven mainly by sugar, cocoa, and coffee. The abolition of slavery in 1834 freed a quarter million slaves, many of whom became small farmers. Already with Spanish, English, and African roots, Jamaica also became a destination for immigrants from all over the world, including Europe, Middle East, East Asia, Asia Pacific, etc. Thus it is easy to understand the origin of the country motto, "Out of Many, One People." Jamaica gradually obtained increasing independence from Britain, and in 1958 it joined other British Caribbean colonies in forming the Federation of the West Indies. Jamaica gained full independence when it withdrew from the Federation in 1962.

Cultural Characteristics

- When working with Jamaicans, several cultural differences become readily apparent. These differences are not to say they are wrong, and we are right, rather, they are to point out differing perspectives and how they vary from our own. For example, Jamaicans have a

different approach to projects and ideas, emphasizing relationships rather than accomplishments and deadlines. Also, they are more focused on collective activity, rather than individual accomplishment. This can be frustrating to American type A personalities, and to be sure, there are some goals that a work team should accomplish on a short term mission. Just remember, cultural differences are not to be considered their failed attempt to be like us. Forbearance and understanding are essential as we work together and we should take care not to run roughshod over their feelings as we strive to complete something.

- Jamaicans are proud of their culture and enjoy sharing it with visitors, we encourage you to seek to be a learner

Current scope

- Jamaica is a country defined by a beautiful landscape and wonderful people. Although sometimes plagued by the realities of a difficult history, Jamaica remains hopeful as it contains innumerable assets. Apostolic Christian HarvestCall has been working in Jamaica for many years and is committed to assisting the Jamaican people with reconciling some of its struggles and building on its assets and God given ability. The work of HarvestCall is focused on serving the physical and spiritual needs of the deaf, orphaned, and indigent. This work is being done through schools, health service facilities, deaf ministries, and community outreaches.

Language

-Jamaica's official languages are both English and Patois. English follows "Queen's English", which is based on Britain's grammatical structure and spelling. Patois is an English Creole language which developed over time during the centuries of plantation sociological development. Many of the Jamaican slaves were brought from the Ivory West coast of Africa, which would have included hundreds of tribes and many languages and dialects. Over time, and with a great deal of influence from the English language of the slave masters and plantation owners, the language of Patois developed. It is a living, organic language that incorporates both phrases and teachings of older generations as well as new words and phrases. Nearly all Jamaicans speak Patois in their homes and in social settings, and it is the first language they learn. English is taught in the school systems and used primarily in professional, legal and public settings. Patois traditionally and historically has not been a written, documented language as its origins were strictly oral. In 2013, after many years of research and effort, the "Jameikan New Testament" was published, providing the Gospel message in the heart language of the Jamaican people. It is available in print form, as well as orally read on mp3 and CD. There is some advocacy taking place today pushing for Patois to be taught in the school system and used in the education process, as there are innumerable challenges when a child grows up hearing and speaking one language at home and then is suddenly expected to know and be educated in English.

-Similarly, Jamaican Sign Language (JSL) is the first acquired language of the Deaf community and is gaining recognition in the public eye as a legitimate language. This is important because historically deaf persons in Jamaica have been looked down upon and they are often called

“dummy.” Reality is, a deaf person can do anything a hearing person can do, except for hear with their ears. Overcoming misconceptions and bias in the general public remains a challenge, but with every empowered Deaf person that is able to overcome these obstacles, more people begin to understand the full potential within each person. Because JSL is a visual language, learning standard English is a challenge for many Deaf students since they learn it as a written language, but if they are first given a strong foundation in JSL, learning English as a second language is very possible.

- One of the remaining barriers preventing the growth within the Deaf community is the lack of professional and trained sign language interpreters. In the US, there have been programs and funding for the training and hiring of interpreters in all areas of society (church, government, education, health services, legal situations, etc), providing access to information and modes of communication for Deaf persons, and allowing them to further their education and become empowered contributors to society.

Customs of host country

Behavior to be avoided (or encouraged) that may be different from home

- Don't compare things to "what it's like back home in America"
- Seek to learn and listen, more than speak
- Disconnect from technology as much as possible. Be sensitive to others and understand that they are aware of the technology in the world and would like to have it as well. Don't lend your camera/phone/tablet to others to use for pictures or video, they will either want to keep it or it could be broken.
- When a US missionary and a local Jamaican missionary or adult is present, do not direct cultural/country specific questions to the American. This diminishes the role and disrespects the knowledge of the Jamaican and puts the US missionary in a difficult position.
- Don't laugh at a Jamaicans accent or ask them to say phrases in English just because you like the way it sounds. If you want to listen to a Jamaican accent, ask them to teach you something in their native tongue, Patois. Jamaicans enjoy sharing their heart language with visitors.

Photo recommendations

- Do not take photos of people in public that you do not know
- Ask adults prior to taking pictures of them and ask in a way that they feel free to decline
- Pictures of kids inside of ministry / campus settings are fine. Do not take pictures of kids in public that you do not know.
- Golden Photo Rule: Don't take a picture of someone that you would not want taken of you

General interactions with Jamaicans

- Take time to sit and visit with people, even in the midst of a project. Jamaicans are very friendly and cordial and enjoy conversing
- Say good morning to people you come in contact with, respond to hello's and greetings, this is a part of cultural formalities and expectations in public
- Jamaicans are a friendly people in general. However, the poverty and hopelessness have taken a toll on some of the citizenry. When a local smiles, waves, or generally acts friendly, it is acceptable and encouraged to respond in kind and treat them with kindness and friendliness. However, when encountering hostile attitudes, confrontational situations should be avoided. Friendly Christ-like behavior will go a long way toward defusing a conflict, but it is best to not get into conflict situations in the first place
- While in public, don't be surprised if you are "begged" for money. We do not encourage you to give money as this often creates more problems than it solves, particularly with the group you are directly working alongside. Those who provide services (drivers, cooks, housekeepers, etc) is a different situation where a tip is appropriate. Please consult missionaries or team hosts when in doubt.
- If approached by someone and they request something you have (watch, hat, shoes, etc), do not oblige their request. Again, consult a missionary.

General interactions with missionaries

- There are cultural experiences that allow missionaries to filter and perceive things differently than teams and team leaders, please defer to their understanding and be respectful
- Be careful when encouraging and speaking praise to missionaries, particularly when those they serve alongside of are also present. Putting a missionary on a pedestal can cause damage to relationships with locals. Remember that Jamaicans serving in these ministries are serving the same Lord with the same heart, and emphasizing the "overseas" missionary can hurt the "local" missionary
- Take time in private to speak to missionaries and ask heartfelt questions. Understand that there are situations and experiences that is hard for someone else to understand, and so a missionary may not want to tell you some things or may struggle to express them. That is ok, but be ready and available to listen, sometimes all they need is a listening ear and a prayerful response.

Avoid giving phone numbers, addresses, e-mail

- While it may be tempting to give e-mail addresses and phone nos. to newfound friends in the country of Jamaica, care should be taken to give out personal information and it should be done very sparingly. A contact in the United States may be perceived to be overly generous, and if one gives contact information, be prepared to be contacted by the friend, as well as some of his friends. Contacts may invite the perception of generous means, so be careful where contacts are given out.
- Do not give contact information without consulting with a missionary or team leader.

Language translation where applicable

- Most of HarvestCall Jamaica's ministry will have interaction with Deaf children and adults, therefore a basic ability in sign language (ASL or Signed English) would be helpful.
- Where possible, team's are encouraged to seek out an interpreter (does not necessarily need to be a member of the Apostolic church)
- Jamaican's speak an English creole, called Patois, so generally verbal communication does not pose many problems and there is not a need for translation, however you may have misunderstandings so it is always important to clarify.

List of commonly used phrases for team members

- "soon come" is Jamaican for "later", which could mean one minute, one hour, one day, etc
- Jamaica is an "event-oriented" culture, which means things happen when they happen. America is a "time-oriented" culture, which means things happen at a specified time. Be patient and flexible.

Recommendations for gifts and gratuities for locals (i.e., kitchen help, laundry at guest house)

- Tips for those who serve you on campus or in your housing are very much appreciated and encouraged, but certainly not required. Bus drivers do not typically need tipped as they are hired already, but if you want to leave a tip you are welcome to. Use discretion and consult missionaries prior to giving cash or gifts-in-kind to those who provide services.

Activity in host country

Sanitation recommendations

- Wash hands regularly, particularly after interaction at an infirmary or children's home
- Tap water in many situations is safe to drink, but a few drops of bleach can be added to the Igloo, please ask a missionary or team leader

Emphasis on work safety when on job

- The team leader is responsible for jobsite safety. Prior to beginning work on the job, a safety meeting is advisable. Much of the work team effort in Jamaica involves construction work, and there is inherent physical danger in some of the work procedures. Safety must be practiced to avoid personal injury to work team members and bystanders. Read and observe the safety practices in the work team guidelines booklet.

Act as work leader if requested by in country missionaries

- Often your construction expertise will be needed, but confirm with missionary. When you are placed under the supervision of a Jamaican skilled worker, please do not argue with them or try to convince them that your way is better. It may be better, but it may not be. You are not the one to make that judgment and construction is done in a different way, so please defer to the Jamaican in a situation where they are leading.
- We Americans like progress, doing things efficiently, now now now. That is ok, but we often miss the relational equity being built along the way. Remember that relationships are more important than another block being laid.

Staying together as a group when required

- Absolutely

Areas to avoid for personal safety (high crime areas, kidnapping, etc.)

- Do not wander into public areas without the approval and advice of on-island missionary or host

Areas unacceptable for leisure time activity (nightclubs, bars, casinos, etc.)

Food and water to be avoided during trip

- The skin of mango contains the same oil as poison ivy and sumac, although not as strong it can cause irritation to hands and mouths. A peeled mango does not cause a problem, only the skin
- Meat dishes often contain chopped, small bones, so eat with caution (chicken, fish, goat, pork, etc)
- Water is often rain sourced in rural areas, but treated piped water in cities. In many cases it is safe drink regardless of it is rain or city sourced, but confirm with hosts.
- During dry seasons water becomes very precious, please be respectful and do not waste water (long showers, excessive washing/rinsing, water games, etc)

Worship services to be anticipated and attire expected by local customs

- No jeans or shorts for Sunday worship. Men should wear khakis and a polo or collared shirt (white shirt and tie is ok, but can be confused with Mormon missionaries, Jamaicans typically wear more vibrant colors to worship services as opposed to white); women should wear a skirt or dress

Travel and Evacuation Insurance

- All work team members in Jamaica through CCCD are provided insurance through CCCD. If the team is not going to a CCCD campus, you are required to purchase and have in place temporary mission trip insurance for emergency evacuation coverage. This insurance is available online

and the purchase instructions are shown in Travel Insurance attachment. The team leader should be familiar with emergency evacuation requirements as noted in the policy available with the insurance purchase. If you are uncertain, please ask.

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Trip Preparation Checklist

Complete information for work team roster

Immunizations and medications

Evacuation Insurance

Medical Emergency Forms

Liability Waiver Forms

Work Team Guidelines for all members

Registration with USDept of State

Recommended items to pack

Travel Arrangements

Flight arrangements made by individuals or team leader

Guidance on currency exchange and recommended cash to bring

- Do not exchange money at the airport, it is a very low rate. Missionaries can assist with exchanging funds once you arrive, but please try to communicate in advance of the trip on how much you intend to change so that preparations can be made.

Arrange for local transportation at destination with host missionary

- Your transportation to and from the airport is coordinated by on-island staff.

Tips for bellhops, taxi drivers, airport assistance, etc. during group travel

- We encourage you to not receive help from the porters / baggage men at the airport, as they demand a tip. Politely tell them "no thanks."

Assistance with travel problems, i.e., lost luggage, delayed flights, etc.

- Always confirm the phone number and address of the on-island missionary prior to travel so that during immigration and/or lost baggage can be coordinated.

Assignment of a team member to write trip journal, take photographs