

The 62nd Annual General Meeting (AGM) Report



CARIBBEAN CHRISTIAN CENTRE FOR THE DEAF (CCCD)

THE REPORTING YEAR: SEPTEMBER 2019-AUGUST 2020

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CARIBBEAN CHRISTIAN CENTRE FOR THE DEAF
Tuesday, January 19, 2021; Zoom and Facebook; 2:00p.m.

Agenda

THEME: Building a Stronger Organisation to Empower Lives

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| 1) Welcome & Greetings | Grace Lindo |
| 2) Devotions | Carter Moore |
| 3) Approval of Last Meeting's Minutes | Opal Whyte |
| 4) Year-end Updates | CCCD Management Team |
| a. Organisational Vision & Programmes | |
| i. HO Management Team | Departmental Officers |
| ii. Panel: Campus Highlights, Struggles and Prayer Requests | Sheldon Burkett |
| b. Financials | Claudia Morgan-Senior and Kent Mogler |
| 5) Panel: Students' Virtual Instruction Experiences and Support Needs | Tashi Widmer |
| 6) Election of Officers | Grace Lindo |
| 7) Closing Prayer and Adjournment | Sydney Shaw and Grace Lindo |

Greetings

Greetings! We pray that you will have a joy-filled year of 2021 as we enter into a new year of the unknown and the unpredictable while remembering that God the Father, the Son and the Holy Spirit is the only Source of Certainty.

The most part of this reporting year was quite unusual for us at CCCD. Since March 2020, as an impact of the pandemic, we had to navigate the unknowns and adapt to the new normal in our operations, with our three schools physically closed and then reopened for virtual instruction, our regular operations either being adjusted to a fully virtual approach of connection or rescheduled, and our daily norms adjusted to the norms of face-covering, hand/washing or sanitisation, and frequent cleaning. However, the adjustments have taught us that where there is a will, there is a way. That is the masterpiece of humanity that God has blessed us with- no matter what transpires in life, we can and will develop new coping mechanisms and strategies to survive.

As Executive Director, I have first-hand witnessed the love, hope, and faith of the CCCD staff members and missionaries in reaching, teaching, and nurturing the Deaf community of students and adults through our persistent and resilient efforts of online teaching and learning, despite the limited technological and accessibility resources, and sustaining employment without anyone being jobless, counselling support, and spiritual discipleship and care in and beyond our organisational ministry. Together, our efforts to keep CCCD uplifted by steadfastly sharing our love, hope and faith represents this most appropriately: United we stand, divided we fall.

Facing forward, may we consider how we may "wear the face" of Jesus Christ so the world may see Him as the Source of salt and light through us, sanitise ourselves of any bitterness and perturbation by staying rooted in the immovable Word of Jesus Christ that we take heart in any trials for He has overcome the world (John 16:33), and cleanse our minds and hearts with His love, hope and faith to become rivers of blessing towards others. All thanks and glory be unto our God the Father for His Son through whom the Holy Spirits enables the fruition of love, hope and faith in and among us!

Blessings from the CCCD family

Who We Are

- **Purpose:** To steward God's resources for His glory. 1 Peter 4:7-11
- **Vision:** Reach, Teach, and Nurture the Deaf. Psalm 144:12; Proverbs 22:6; Ephesians 6:4
- **Mission:** Enabling full language access (Jamaican Sign Language – JSL – and Written English) and affirmation in an inclusive community whereby knowledge is empowered to know the Lord, appreciate diversity, and understand the functions of the world. Romans 12
- Our **eight (8) core values** are affirmative relationships, biblical faith, character, quality education, accountability, communication, diversity, and stewardship.



"CCCD, hearing the cries of deaf (people), listening to their voices, speaking their language and through Jesus Christ empowering and moving them upward and forward." ~ John Meeks

Strategic Highlights 2019-2020

This section provides an overview on the activities undertaken for each of the five (5) strategic objectives.

Objective 1: Capacity Building of Educators on Bilingual Deaf Education (BDE)

- ✓ Two educator training workshops hosted to concern with policies for Deaf Education and Child Safety and Protection and aligning instruction with the curriculum via differentiated instruction, respectively; an average rating of 4.4 out of 5 for both workshops
- ✓ Deaf Education Guidelines policy created and circulated

- ✓ Engagement of at least five (5) CCCD staff members in the Bilingual Deaf Education leadership training provided by the Jamaica Association for the Deaf (JAD)
- ✓ Six (6) types of technical equipment including 65 tablets, 6 laptops, 6 laptop bags, 3 projectors, 3 projector cases, 6 HDMI cables and 5 webcams procured, being funded by the HarvestCall Child Sponsorship and Digicel Foundation
- ✓ Free receipt of the Google Suite for Education to assist with virtual instruction using the Google Classroom platform; heartfelt appreciation goes to Google!
- ✓ An average of 70% or 96 students from the total body of 129 students engaged in virtual classes from March 2020 to July 2020 despite limited resources
- ✓ Average academic performance results across the National Standards curricula indicated 62% for Knockpatrick and 51% for Kingston with eight students (8) of the latter campus passing the Caribbean Secondary Education Certificate (CSEC) courses
- ✓ Average vocational performance results were 84% for the entire programme or 82% and 85% for the commercial food preparation and housekeeping courses, respectively, at the Montego Bay campus
- ✓ A total of 31 staff members including 19 staff members of Knockpatrick, four (4) staff members of Montego Bay, and eight (8) staff members of Kingston successfully completed the JSL L4 course

Objective 2: Staff capacity building on Positive Behaviour Interventions and Supports (PBIS) methodology and application

- ✓ Completion, production and circulation of the PBIS handbook
- ✓ At least two staff sensitisation meetings on the PBIS approach held
- ✓ Child safety and protection policy (CSPP) developed and circulated

Objective 3: Strengthening of School to Work transitions

- ✓ At least 12 learners within the Continuing Adult Deaf Education (CADE) and Community Training Intervention (CTI) programme gained part-time and full-time employment
- ✓ Placement of the missionary family- Pat and Kara Bloemendaal- at the Jamaica Deaf Village (JDV) campus to assist with Deaf ministry and transition services
- ✓ Several staff turnovers during the period at the Montego Bay campus and then an eventual employment of the coordinator to manage the CADE-CTI programme- Rhonda Hamilton-Davis

- ✓ Modified leadership structure for the campus to result in improved execution of the vision
- ✓ Transition planning problem statement established to inform further assessments on actual and ideal practices towards development of the transition services framework

Objective 4: Growth of social enterprise initiatives and grants to support CCCD's financial sustainability

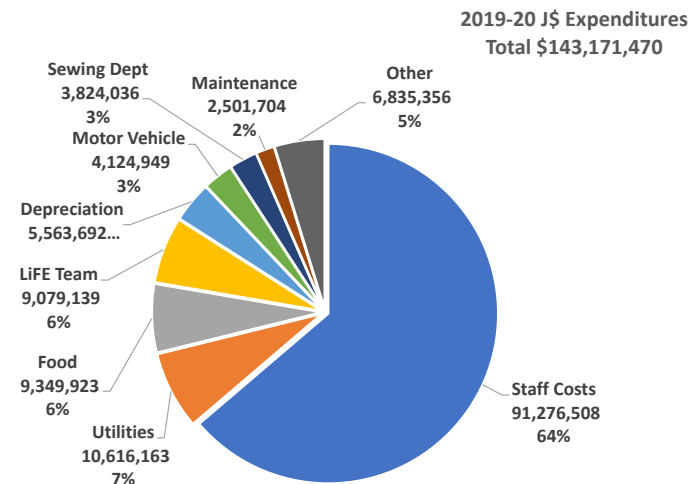
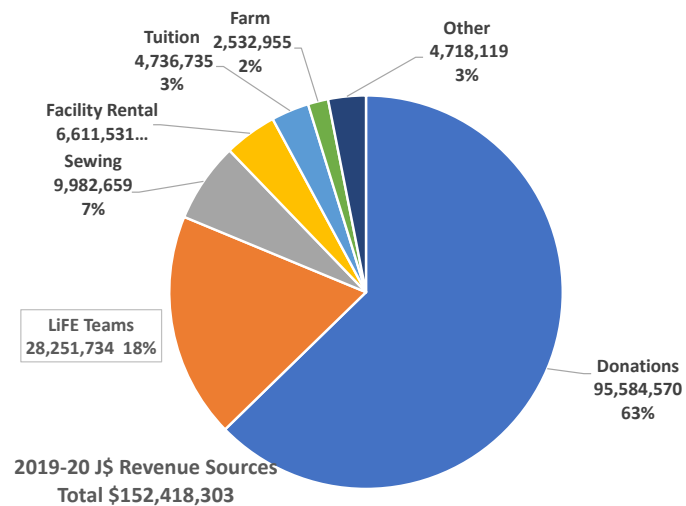
- ✓ Successful employment of the Social Enterprise Officer- John Meeks- to manage the Social Enterprise (SE) department
- ✓ Completion of the detailed Strengths, Weaknesses, Opportunities, and Threats (SWOT) analysis of all campuses for improved understanding of SWOT to inform business planning
- ✓ Successful receipt of a \$2.5M grant from Digicel Foundation towards the workforce or capacity building training of Deaf Adults at JDV to impact improved work ethics
- ✓ CCCD as recipient of two COVID-19 grants totalling US\$155,000 to assist with the financial shortfalls, being impacted by the pandemic and, consequently, reduced short-term mission team funding from the loss of 30+ teams. All glory be unto God for His faithfulness!
- ✓ The sewing department serves as the main driver of revenue for the JDV campus and, ultimately, CCCD
- ✓ Successful lease arrangements with two long-term ministry tenants including the Montego Bay Christian Academy and Youth With A Mission Deaf Discipleship Training School
- ✓ \$2.7M grant succeeded with the funding of the European Union through the RISE Life Management towards the Deaf Women's Skill Training, Employment and Empowering project through the sewing social enterprise, being expanded from the JDV campus to the Montego Bay campus. Congratulations to the JDV and MB campuses and John Meeks!
- ✓ Total SE net revenue was \$13M; congratulations to the SE department!
- ✓ Development of a ministry action plan to direct the vision and ministry activities of the New Life Church of the Deaf

Objective 5: Improvement of communication, networking, and partnership

- ✓ Three (3) campus management meetings held for the year to overview organisational priorities, financial management procedures and protocols, and human resources management, with an average attendance of 12 leaders

- ✓ Minimum of 16 performance reviews, evaluations and appraisals conducted with an overall performance grade of 3.8 out of 5 or 75% out of 100%
- ✓ Publication of four types of promotional materials consisting of two (2) retractable banners, 10 acrylic plaques featuring the organisational mandate, four (4) 48 * 48 inches wall vinyl's of the logo, and 2000 brochures including 500 each of the four (4) content topics entailing the 1) sponsorship programmes, 2) CCCD Overview, 3) SE programmes and 4) CADE programme.
- ✓ Two new partnerships created with the Ready to Sign company and the PAH Deaf Dance company for facilitation of JSL training courses and dance sessions with the students, respectively
- ✓ Implementation of the Reach to Teach taskforce to meet monthly, involving stakeholders from the CCCD, JAD, Global Village Partners, Sam Sharpe Diagnostic/Teachers College, and the Caribbean Deaf Ministries tasked with strategic activities responding to the needs for increased public awareness of schools, services and programmes for the Deaf and enhanced student enrolment in Schools for the Deaf
- ✓ Recruitment of the Communications Coordinator- Marsha Beckford- to primarily execute the communications activities, raising awareness of the CCCD profile and strengthening student enrolment across the organisation
- ✓ First-time ever hosting of a live-streamed panel discussion involving three teachers and three students regarding virtual teaching and learning experiences and it was well-received
- ✓ Recruitment of at least eight (8) successful candidates for several vacancies; many thanks to the Human Resources Department for managing the entire recruitment process!

Financial Highlights 2019-2020



The fiscal year ended with a revenue of \$152.4M and an expense of \$143.2M with a surplus of \$9.2M against the predicted revenue and expense budgets of \$162.9M and \$156.8M, respectively.

Highlights:

- (1) Ended year with Bank balances of \$18M, up from start of year of \$11M – no delinquent payables.
- (2) Revenue of \$152M fell short of \$10.9M last year as anticipated due to COVID – LiFE teams, JDV Conference income & tuition saw declines.
- (3) Increases realised by Angel Sewing Production and General Donations – Indeed God is faithful!
- (4) Expenses of \$143 were also down by \$13.6M due to “COVID” related realities – staff took salary reduction (4 months) and lower commissary & utility costs. Staff salaries were fully reinstated on September 1st, 2020.
- (5) Outlook for current school year: Our financial situation appears stable even without much activity from the LiFE team income. Social enterprise activities and a new temporary Ministry of Health (MOH) lease agreement are bringing back vitality to the Montego Bay campus.

Countless appreciation to the Finances Department for relentlessly conserving finances across the organisation to ensure and maintain improved stewardship and spending practices!

Please visit our website to view the audited financial statements once posted.

Conclusion

As we move ahead in “wearing the face” of Jesus Christ, we invite your ongoing prayerful support and partnership to keep us accountable to the following quotes from our own members of the team:



“CCCD is a unique oasis for the Deaf community. She caters to the wholistic development of each Deaf child, guided by her deeply rooted Christian principles.” ~~ Sharmadine Brown, Career Assessment and Resources Coordinator



“CCCD was created to serve the spiritual development and educational needs of the Deaf in Jamaica and the rest of the Caribbean. The many and varied accomplishments of the students who have passed through this noble institution bears evidence of the relevance and importance of the ministry.” ~~ Marcia Anderson, Employee Development Officer

Ways to Partner with Us

- 1** Sponsor a student and/or CADE class on a monthly basis or through a one-time donation
- 2** Volunteer or intern with us for up to 3 months in areas from classroom support to student enrichment activities **OR** serve with us long-term for at least 1 year
- 3** Make a one-time or recurring donation to help cover CCD general operations
- 4** Visit us for a week-long **LiFE** experience that involves:
 - **Learning**,
 - **Investing** in a relationship,
 - **Fellowshipping** with students and staff, and
 - **Encouraging** one another

