



TOGETHER WE  
**PERSEVERE**  
*with* GOD WE  
**CONQUER**

Inaugural Conference Session  
*South Leeward Conference*  
of Seventh-day Adventists

May 1-4, 2019

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# CONTENTS

- 5 SLC Territories
- 6 Theme Song
- 7 Vision & Mission Statements
- 8 Meet Our Leaders
- 10 President's Welcome Message
- 11 Greeting- Caribbean Union President
- 12 Greeting- Past President
- 13 List of Delegates & Guests
- 17 SLC Constitution & Bylaws

## **ADMINISTRATORS' REPORTS**

**Dr. Carson Greene**

31 President's Report

**Dr. Wayne Knowles**

55 Executive Secretary's Report

**Mrs. Krista Moore**

97 Treasurer's Report

**General Conference of SDA**

110 General Conference Audit

## **DIRECTORS' REPORTS**

**Dr. Mark Braithwaite**

148 Ministerial Report

158 Communication Report

167 Family Ministries Report

**Pastor Kendol Doyle**

181 Youth Report

196 Public Campus

198 Chaplaincy Report

200 Prayer Report

202 Prison Report

204 Publishing Report

**Ms. Rachel Knowles**

210 Audit Report

**Dr. Eulalie Semper**

220 Education Report

242 Education- St. Kitts SDA Primary School

249 Education- SDA Early Childhood Dev. Center

255 Women's Report

266 Children & Adolescent Report

**Mrs. Silvia Ham-Ying**

277 Health Report

**Pastor Orville Joseph**

286 Sabbath School Report

289 Community Services Report

294 ADRA Report

297 Special Needs Report

**Pastor Miguel Vanderhorst**

300 Hispanic Coordinator's Report

**Dr. Wayne Knowles**

306 Personal Ministries Report

**Dr. Carson Greene**

325 Religious Liberty Report

331 Stewardship Report

**BEHIND THE SCENES**

341 SLC Session Committees

342 Meet Our Entire Office Staff

344 Take Your Notes

South Leeward Conference  
of Seventh-day Adventists

# TERRITORIES



- Antigua
- Barbuda



- Montserrat



- St. Kitts
- Nevis

Sometimes it's hard  
for me to understand  
Why we pull away  
from each other so easily  
Even though we're all walking  
the same road  
Yet we build dividing walls  
Between our brothers and ourselves

But I, I don't care  
what label you may wear  
If you believe in Jesus  
you belong with me  
The bond we share  
is all I care to see  
And we can change the world forever  
If you will join with me  
join and sing  
sing

**Chorus**

You're my brother  
you're my sister  
So take me by the hand  
Together we will work

until He comes  
There's no foe that can defeat us  
When we're walking side by side  
As long as there is love  
we will stand

The day will come  
when we will be as one  
And with a mighty voice  
Together we will  
proclaim that Jesus  
Jesus is King  
It will echo through the earth  
It will shake the nations  
and the world will see  
See that

**Chorus**

Take me by the hand  
Join with me  
Join and see yeah

**Chorus**

# THEME SONG

## We Will Stand

By Russ Taff



To prepare the people of the South Leeward Mission for the second coming of Christ by means of quality gospel proclamation, discipleship, training and service.

A growing community of believers united in Christ, equipping its members and mobilizing all its resources to effectively communicate God's message of salvation (grace and judgment), thus providing relevant, Christ centred and holistic ministry to all.

 VISION

MISSION 

# SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS ADMINISTRATORS



*Dr. Carson Greene*  
**President**  
Religious Liberty  
Stewardship

*Dr. Wayne Knowles*  
**Executive Secretary**  
Personal Ministries

*Mrs. Krista Moore*  
**Treasurer**



# SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS DIRECTORS



1 *Dr. Mark Braithwaite*  
Ministerial  
Communication  
Family Life



2 *Dr. Eulalie Semper*  
Education  
Women  
Children

3 *Pastor Miguel Vanderhorst*  
Hispanic Work

4 *Ms. Rachel Knowles*  
Auditor

5 *Mrs. Silvia Ham-Ying*  
Health



3



4

6 *Pastor Kendal Doyle*  
Youth  
Public Campus  
Prayer  
Prison  
Publishing  
Chaplaincy & Public Ministries



5



6



7

7 *Pastor Orville Joseph*  
Sabbath School  
Community Services  
ADRA  
Special Needs

(Photos are not placed in any particular order)



# Presidential Greetings

Dear Brethren,

I greet you in the blessed hope of our soon coming King - Christ Jesus!

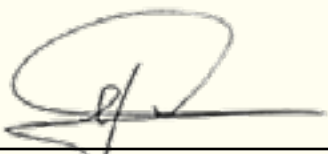
Eight years ago, on March 6, 2011 to be exact, the South Leeward Mission was formally organised. We have seen God's hand of blessings in our development and because of his blessings, we are gathered here today to formally transition into conference status. To God be the Glory!

This was a journey that we pursued together, and after God, I want to acknowledge the hard work and sacrifice of all of our faithful members. You responded well to the challenge of sharing the gospel story with your neighbours and friends and, through your combined efforts, we have been able to baptise over 2496 souls for the kingdom from 2011 when we became a mission to 2018. Your sacrificial giving has enabled us to achieve the level of financial stability that is required by the larger organisation.

Over the next few days, we will conduct church business. Now that we have achieved conference status, the constituency now has the privilege of selecting the officers to serve the new Conference. It is a signal achievement, and one that we can be proud of. We celebrate the successes of the past and trust in the God of heaven to guide in our future. It has been a meaningful journey, but we are not yet where we are going. Our focus is beyond conference status. It is bigger. It is about effectively communicating the gospel to the peoples of our territory, so they can be prepared for the second coming of Jesus.

To all who have come to share in this very historic event, I extend a hearty welcome. To all our delegates, our guests, our administrators from our sister fields and our Union and Division leaders, it is a real joy to have you with us. We trust you will enjoy sweet fellowship as we mingle and share. One day, we hope very soon, our God will come; and we will have even sweeter fellowship above. Until then, I say, "Together, We Persevere; With God, We Conquer."

Yours in faithful service,



---

Carson L. Greene, DMin  
President

TOGETHER, WE PERSEVERE. **WITH GOD, WE CONQUER**

# Caribbean Union Conference Of Seventh-day Adventists

OFFICE OF THE PRESIDENT

7 Rookery Nook, Maraval  
Trinidad W. I.

P. O. Box 221, Port of Spain  
Trinidad W. I

Telephone: (868) 223-3885



March 26, 2019

To the Delegates and Members of the  
South Leeward Mission  
At their Inaugural Conference Session

Dear Brethren,

I greet you in the name of Jesus Christ, who is the "Author and Finisher of our faith." We are delighted that Jesus is the Founder and Foundation of His church and so the future is bright with Him at the helm.

It is with this optimism and hope that we celebrate this historic moment in the life of the South Leeward Mission on the occasion of your inaugural Conference Session. You are ready to transition to the South Leeward Conference. You are a motivation to other Missions since you have done so in record time. Pastor Desmond James and Dr. Carson Greene must be commended for leading the Mission to this momentous moment in time.

Your theme "*Together we Persevere: With God we Conquer*" is very relevant and summarizes your experiences thus far, and those you hope to enjoy and endure in the future. We can identify with the sentiments of Ellen White that "*In reviewing our past history, having traveled over every step of advance to our present standing, I can say, Praise God! As I see what the Lord has wrought, I am filled with astonishment, and with confidence in Christ as leader. We have nothing to fear for the future, except as we shall forget the way the Lord has led us, and His teaching in our past history*" (Life Sketches of Ellen G. White, 196).

Congratulations to all the leaders and the members who have sacrificed time, treasure, talents, and their body temples to make this awesome dream a glorious reality. God bless you richly and may you be found faithful when He returns. Maranatha!

Yours truly,

Dr. Kern Tobias  
**PRESIDENT**

North Caribbean Conference  
of Seventh-day Adventists  
OFFICE OF THE PRESIDENT

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WEBSITE: [www.northcaribbeanconference.org](http://www.northcaribbeanconference.org)



March 14, 2019

Dear Delegates:

It is with exceeding joy that I greet you in the awesome name of Jesus Christ, our Savior and Soon Coming King!

As you convene your First Conference Session, you have endless reasons to reflect and rejoice! What a phenomenal journey it has been! Indeed, the acorn has become an oak tree. To God be the glory!

Your chosen theme, **“Together we Persevere, With God we Conquer”** compellingly captures the essence of the story of your journey. As you examine your accomplishments, envision and plan for your preferred future, may it also be the thematic thread that will influence every thought and define every action!

Aline and I congratulate you on your phenomenal achievement! We are honoured to have been grafted into your genealogy through ministry and service. Thus, as family, we join in celebrating this momentous occasion. We will forever cherish the wonderful friendships and unforgettable memories of ministry forged during your genesis.

Therefore, enjoy the fellowship, soak up the nostalgia but do not miss the Spirit so that we all may leave here united in purpose, determined, and destined to conquer greater frontiers, as we advance the mission until Jesus comes!

Sincerely yours,

Desmond F. James  
President

Anegada  
Anguilla  
Saba  
St. Croix  
St. Eustatia  
St. John  
St. Maarten  
St. Thomas  
Tortola  
Virgin Gorda

# DELEGATES & GUESTS

## DELEGATES-AT-LARGE

### St Kitts SDA School

Yvette Blanchette  
Paulette James  
Chenelle Miller  
Rosena Walters-Mulley  
Obarinda Liburd  
Eveta Sommersal  
Sheila Warner  
Omel Nolan  
Davida Stevens

### New Bethel SDA Academy

Irisdean Rhodes  
Bernadette Atkin  
Nisha Harrigan  
Petra Christopher  
Morven Hobson  
Lorna Martin  
Vivian Nicholas  
Desreen Ryan  
Tammy Timmerman  
Adelle Dublin  
Accola Samuel  
Taneshia Smith-Elliot

### SDA Pre-School

Zelphia Daley  
Lois Nicholas

### Antigua SDA Schools (Primary & Secondary)

Shirley Gardner  
Renata Joseph  
Eleanor Kentish  
Avondale Fabien  
Joy-Ann Jackson  
Kim Fraser  
Lyris Frederick  
Cafille Gardner-Turner  
Michelle George  
Sherry-Ann Henry  
Yanel Abrams  
Melecia Campbell-  
Edwards  
Kim Isidore  
Jannel Johnson  
Claudine Josiah  
Estherlyn Josiah-Foster  
Yohan Knight  
Rhonda Knowles  
Bernard Lewis  
Rachael Maynard  
Cheryl Morris  
Arlene Parker  
Coreen Patrick  
Yonette Patrick  
Ruthlyn Ryan  
Calesia Thibou  
Nora Williams  
Robert Nicholas

Francia Vanderhorst  
Ucretia Hippolyte  
Debbie Hazlewood  
Leandra Tittle

### Pastors

Stanton Adams  
Frederick Alfred  
Shelton Benjamin  
Mark Braithwaite  
Holford Brown  
Otis Browne  
Laurence Challenger  
Eldon Coates  
Kendol Doyle  
Andrew Gardner  
James Gore  
Carson Greene  
Prince Harris  
Carl Hastings  
Chalvar Henry  
Orville Joseph  
Delroy Josiah  
Wayne Knowles  
Roselio Morales  
Melanie Rodgers  
Cindie Simmons-Lee  
Theodore Smith  
Miguel Vanderhorst  
Amory Walker  
Kay White  
Sherwin White

## Office

Kemmoy Haywood  
Thalia Adams  
Sydanny David  
Cindy Greenaway  
Rachael Knowles  
Krista Moore  
Latoya Pelle  
Velloy Samuel  
Shanya Smith  
Nickeitha Walker  
Eulalie Semper

## Radio Station

Necole Caleb

## Additional Executive Committee Members

Morrice Tyrell – *Nevis*  
Charlene Bowry – *St. Kitts*

Abendigo Rogers – *St Kitts*  
Clarence Greaves –  
*Montserrat*  
Olive Gardner - *Antigua*  
Idona George - *Antigua*  
Silvia Ham-Ying - *Antigua*  
Marian Barbara-Hesse-  
Merchant - *Antigua*

## Fields

Elie Henry - *IAD*  
Leonard Johnson - *IAD*  
Kern & Linda Tobias -  
*CARU*  
Johnson Frederick - *CARU*  
Bertie Henry - *CARU*  
Claudius Morgan - *CARU*  
Roger Stephen - *St. Lucia*  
Toney Mapp - *Tobago*  
*Mission*  
Dermoth Baptiste - *SVG*  
Clinton & Femma Lewis -  
*Grenada*

Desmond James - *NCC*  
Leslie Moses - *SCC*  
Danforth Francis - *ECC*  
Exton Clarke - *Guyana*  
Edward Blackman -  
*Suriname*

## Special Delegates

Ruth Browne  
Charles Heskey  
Rudolph Miller  
Shadia Forde - *More Sure*  
*Word (Antigua)*  
Kirthly George - *Willikies*  
*(Antigua)*  
Tricia Paddy - *New Life*  
*(Montserrat)*  
Augustine Nwsou - *Faith*  
*In Emmanuel (St Kitts)*  
Eric Browne - *Los Tres*  
*Angeles (St Kitts)*

# REGULAR DELEGATES- ANTIGUA

## St John's

Anthony Browne  
Melanie Bell  
Wanda Kendell  
Sherlock St. John

## New Bethel

Roma Roberts  
Seth Burton  
Haynes Browne  
Cottrille George  
Vaden Browne

## Joyful Way

Melrose Boyce  
Lauchland Burton

## Tindall

Audwin Josiah  
Tarsha Henry  
Monica Fleming

## Gray's Farm

Rosetta Wynter  
Eric Watts

## Pares

Vanroy Gardner  
Atasha White

## Seaglans

Helen Henry  
Ken Armstrong

## Parham

Ken Edwards  
Alicia Daniel

**Villa**

Ronald Frith  
Devon Jarvis  
Faye David

**Cedar Grove**

Vier Dublin

**New Winthorpes**

Barbara Belle  
Vernon Frederick

**Clare Hall SDA**

Dochian Thomas  
Bernadine Mason

**Potters**

Paul Belle  
Romeo Henry

**Pigotts**

Joan Phillip-Gregory  
Marsha Pharaoh

**Old Road**

Philmore Watkins  
Elmeade Jarvis

**Urlings**

Lois Knowles

**Bolans**

Kem Tonge  
Zaria Joseph

**Freetown**

Joyanne Richardson

**Newfield**

George Edwards

**Bethesda**

Keren Isaac

**Bible Speaks**

Tyrone Simon  
Claude Anthony  
Aaliyah Weeks

**Bendals Church**

Terry Lee Knowles

**Jennings**

Edson Joseph  
Oswald Joseph

**All Saints**

Avonella Christian  
Chinyere Hughes

**Maranatha**

Lorne Salmon  
Chenneika Whyte

**Seaview Farm**

Luther Mills  
May Olga McIntosh

**John Hughes**

Glenroy Rodgers

**Buckleys**

Fitzroy Browne

**Steps to Christ**

Telly George

**REGULAR DELEGATES- BARBUDA**

**Barbuda**

Cynthia Byers

## REGULAR DELEGATES- MONTSERRAT

### New Ebenezer

Fimba Pantlitz  
Kevin Barnes

### New Carmel

Hazel Riley  
Meliek Richards

## REGULAR DELEGATES- NEVIS

### Charlestown

Kerlyn Jones  
Tasha Parry

### Brown Hill

Kerdis Clarke

### Mannings

Eldridge Liburd

### Gingerland

Geran Browne  
Wendy Lawrence

### Beulah

Craig David

## REGULAR DELEGATES- ST. KITTS

### Basseterre

Sherron Mc Leish  
Hughon James  
Keithly Blanchette

### Sandy Point

Josephine Johnson

### Cayon

Olston Strawn  
Noline Blanchard

### Old Road

Sylvester Dore

### Molineux

James Bradshaw  
Lionel Thomas

### Philadelphia

Davin Scarborough

### Mount Moriah

Marilyn Johnson  
Ercille Caines

## GUESTS

Easton Marks  
Mahase Raganaath  
Irvine Pinney Jr.  
Desree Doyle  
Cherrie Jackson

Bukaris Anugerah  
Juanita George  
Calvin Josiah  
Genevieve Browne  
Leroy Barthley

Hyacinth Burton  
Ruthlyn Spencer  
Winston Joseph  
Linden Elliot  
Juliatt Sheppard





# SLC CONSTITUTION AND BY-LAWS



## CC 15 MODEL LOCAL CONFERENCE CONSTITUTION AND BY-LAWS

**CC 15 05 Local Conference Constitution and By-laws**—This model constitution shall be followed by all local conferences. Those sections of the model by-laws that appear in bold print are essential to the unity of the Church worldwide, and shall be included in the by-laws as adopted by each local conference. Other sections of the model by-laws may be modified as set out in By-law Article XII, provided they continue to be in full harmony with the provisions of this model. Where specific cases require modification to material in bold print, final approval for such modifications to any material in bold print must be studied and approved by the General Conference Administrative Committee after receiving a recommendation from the division executive committee and the Office of General Counsel. Amendments to the Model Union of Churches Operating Policy Local Conference Model Constitution shall be made by action of the Executive Committee of the General Conference of Seventh-day Adventists at any Annual Council of that Committee.

### CONSTITUTION OF THE SOUTH LEEWARD CONFERENCE OF SEVENTH-DAY ADVENTISTS

#### Article I—Name

**The name of this organization shall be known as the South Leeward Conference of Seventh-day Adventists, hereinafter referred to as the Conference.**

#### Article II—Purpose

**The purpose of this Conference is to facilitate the proclamation of the everlasting gospel in the context of the three angels' messages of Revelation 14:6-12 to all peoples within its territory, leading them to accept Jesus as personal Saviour and to unite with His church, and nurturing them in preparation for His soon return.**

---

### **Article III—Relationships**

**The South Leeward Conference is a member unit of the Caribbean Union Conference/ Mission of the Seventh-day Adventist Church and is located in the territory of the General Conference of Seventh-day Adventists-Inter-American Division. This conference shall pursue the mission of the Church in harmony with the doctrines, programs, and initiatives adopted and approved by the General Conference of Seventh-day Adventists in its quinquennial sessions.**

### **Article IV—Geographic Territory**

**The territory of this conference shall consist of the islands of Antigua, Barbuda, Montserrat, St Kitts and Nevis.**

### **Article V—Membership/Constituency**

**Section 1. The membership membership/constituency of this conference shall consist of such churches as have been or shall be properly organized in any part of the geographic territory under its jurisdiction and formally approved for membership by vote of the delegates at any regularly scheduled regular or special constituency meeting.**

**Section 2. Companies and isolated members of this Conference shall be organized into what will be known as the Conference Church. The business of this church shall be conducted by the Conference Executive Committee. The officers shall be the president and secretary of the Conference who shall serve as elder and clerk respectively.**

### **Article VI—By-laws**

**The members of this conference, acting in and through a conference constituency meeting, may enact by-laws, and/or repeal them, and such by-laws may embrace any provision not inconsistent with the constitution or with the current local conference model constitution and by-laws approved by the Executive Committee of the General Conference of Seventh-day Adventists.**

### **Article VII—Dissolution and Disposition of Assets**

**This conference may be dissolved only by a two-thirds majority vote of the delegates present and voting at any constituency meeting.**

**In the event of the dissolution of this conference, and unless otherwise required by local law, all assets remaining after all claims have been satisfied shall be transferred to a legal entity authorized by the General Conference of Seventh-day Adventists-Inter-American Division.**

### **Article VIII—Amendments**

**The bolded text of this constitution shall not be amended except to conform to the model local conference model constitution when it is amended by action of the General Conference Executive Committee at an Annual Council. Such amendments shall be adopted into the conference constitution by a simple majority vote (unless local law requires a higher majority) of delegates present and voting at a conference constituency meeting. This conference may amend**

**the unbolded text of the constitution from time to time at a conference constituency meeting provided any such changes are in harmony with the spirit and intent of the model constitution. Such amendments shall require an affirmative vote of two-thirds (2/3) of the delegates present and voting. The Conference Executive Committee may recommend to the General Conference, through the Caribbean Union Conference and the General Conference of Seventh-day Adventists-Inter-American Division, amendments to the model constitution.**

## **BY-LAWS OF THE SOUTH LEEWARD CONFERENCE OF SEVENTH-DAY ADVENTISTS**

### **Article I—Principal Office**

**The principal office for the transaction of the business of the South Leeward Conference is fixed and located at American Road, St John’s, Antigua. The executive committee may in an emergency change the location of the principal office on a temporary basis.**

### **Article II—Constituency Meetings**

**Section 1. Regular Meeting: This conference shall hold a regular quadrennial constituency meeting at such time and place as the executive committee of the conference shall designate. In the event that the executive committee fails to call a regular constituency meeting within the quadrennial period, the Caribbean Union Executive Committee may give notice for such a meeting and designate the time and place. Notice of the time and place of the meeting of the delegates representing the members shall be given by:**

- a. A notice printed in the official publication of the Caribbean Union Conference at least four weeks before the date of the session, or
- b. A method approved by the South Leeward Conference Executive Committee, provided all member units receive notice with sufficient time to select delegates.
- c. **A method approved by the Caribbean Union Executive Committee in the event of inaction or non-compliance by the Conference Executive Committee.**

#### **Section 2. Special Meeting:**

- a. **The executive committee of this conference shall call a special constituency meeting when:**
  1. **It is voted by the executive committee or**
  2. **It is voted by the delegates at any constituency meeting or**
  3. **It is requested by 75% of the churches of the conference through their church boards or**
  4. **It is voted by the Union Committee, Division Committee, or General Conference Committee.**

**The date for such a meeting in response to paragraphs 3) and 4) above shall not be more than 90 days from the date when the actions described in paragraphs 3) and 4) above are**

communicated to the officers/executive committee of the Caribbean Union.

- b) **In the absence of a timely response by the executive committee to paragraphs 2) through 4) in Section 2. a. above the Caribbean Union Executive Committee or the General Conference of Seventh-day Adventists-Inter- American Division Executive Committee may call a special constituency meeting of the Union Conference and designate the time and place for such a meeting.**
- c) **The agenda for special constituency meetings shall be included in the notice of the meeting.**
- d) **Notice as to the time and place of special constituency meetings shall be given in the same manner as for regularly scheduled constituency meetings.**

**Section 3. Chair and Secretary for Constituency Meetings:** The president of this conference shall serve as chair and the secretary of this conference shall serve as secretary for constituency meetings of the conference. The president may designate other individuals to assist in chair duties from time to time. In the event that the president's office is vacant or that the president is unavailable to serve as chair, the constituency meeting may be called to order by the highest-ranking officer present of the Caribbean Union. The first item of business shall be the election of a chair pro tem, selected from the delegates present at the meeting. When the election of a president has been completed, the new or re-elected president, if present at the constituency meeting, shall replace the chair pro tem. In a similar manner, arrangements may be made for a secretary pro tem if the secretary's office is vacant or the secretary is unavailable to serve at the constituency meeting. When election of a secretary has been completed, the new or re-elected secretary, if present at the constituency meeting, shall replace the secretary pro tem.

**A person who is not reelected in a constituency meeting does not thereby lose delegate status at the current constituency meeting.**

**Section 4. Regular Meeting Business:** The business of the regular constituency meeting shall include the election/appointment of personnel for various positions (see Section 10. below), the receipt of reports from the president, secretary, treasurer (report based on audited statements), departmental directors, and the auditor. The constituency meeting shall endorse/approve/develop plans for the conduct of the work as are desirable and in harmony with the policies of the Inter-American Division.

**Section 5. Quorum:** At least sixty six (66) percent of the delegates authorized hereinafter under Section 1- a and b of Article III must be present at any regular or special constituency meeting to constitute a quorum for the transaction of business. Once the meeting is declared open, the delegates present shall constitute a quorum.

**Section 6. Proxy Voting:** All delegates must be present in person at any constituency meeting in order to be eligible to vote. There shall be no voting by proxy.

**Section 7. Voting Rights of the Delegates:** Each delegate appointed to act on behalf of the members of this conference shall be entitled to one vote on each question to be decided by the body. The voting rights of the individual delegates representing the members as hereinafter provided shall be limited to the particular constituency meeting of the conference in which they have been designated to represent a local church, an institution, the Caribbean Union Conference, the General Conference of

Seventh-day Adventists-Inter-American Division or the General Conference of Seventh-day Adventists.

**Section 8. Voting:** The voting on matters of business shall normally be by viva voce. The chair may call for the vote by other means, including a secret ballot, when it is deemed advisable or is requested by the membership.

**Section 9. Parliamentary Authority:** The parliamentary authority pertaining to all rules and procedures for constituency meetings not covered by its by-laws shall be based on those published in the General Conference Rules of Order unless otherwise determined by a two-thirds (2/3) majority vote of the constituency meeting.

**Section 10. Election/Appointment and Term of Office:**

- a. **Election:** All officers and members of the executive committee who are not <sup>[SEP]</sup>ex officio members shall be elected by the delegates at the regular meeting of the conference. The election of departmental directors, associate departmental directors, associate secretaries, or associate treasurers, if not determined by the delegates at the conference constituency meeting, shall be referred to the executive committee for appointment.
  - b. **Term of Office:** Persons elected at the constituency meeting and those appointed by the executive committee normally serve until the next regular constituency meeting. However, their period of service may be shorter due to resignation, voluntary retirement, retirement in situations where a <sup>[SEP]</sup>mandatory retirement age policy is in effect, or removal from office, for cause, by the executive committee or a special constituency meeting.
- Section 11. Annual Meeting**—The officers of the local conference shall convene an annual meeting of representatives of all its churches, to report on the progress of the quadrennial program and finances of the local conference.

### Article III—Representation

**Section 1. The delegates at any constituency meeting of this conference shall be regular delegates and delegates at large.**

- a. **Regular Delegates:** All delegates duly accredited by any one of the organized churches of the conference. Each church shall be entitled to one delegate for the organization and one additional delegate for each 300 members or major fraction thereof and who hold membership in the local church which accredits them. Such delegates shall be chosen by the business meeting of the respective local church.
- b. **Delegates at large:**
  - 1) All members of the executive committee of the South Leeward Conference.
  - 2) All members of the Executive Committee of the Union, Inter-American Division and General Conference who may be present at any constituency meeting of this conference.
  - 3) All employees holding credentials or ministerial licenses issued by this conference.
  - 4) Members of the General Conference Division Executive Committee who may be present at any constituency meeting of this conference. The number of such delegates

**representing the Division shall not exceed ten percent of the total number of delegates otherwise provided for.**

- 5) Such other persons** as may be recommended by the Executive Committee and accepted by the delegates in session. The number of such delegates shall not exceed 10 percent of the total number of regular delegates provided for hereinabove.

**Section 2. All delegates appointed to represent the members of this conference at any constituency meeting shall be members in regular standing of the Seventh-day Adventist Church.**

#### **Article IV—Constituency Meeting Committees**

(Note: Division executive committees may authorize a process whereby the session organizing and nominating committees may be selected and empowered to perform their tasks in advance of the session. The process to select such committees for a session shall involve constituency representation rather than being accomplished by the executive committee alone. Unless a division executive committee has approved other arrangements as described above, the following provisions shall apply for the appointment and functioning of session committees.)

**Prior to each conference constituency meeting, the executive committee shall provide for such temporary committees as may be necessary to conduct the preliminary work for the session.**

**Committees that facilitate the business of the session include:**

**Section 1. Organizing Committee:**

The organizing committee – The membership of the organizing committee shall be composed of a number equal to 33% of the organized churches, plus 10% of such number of the delegates at large, and shall be constituted as follows:

- a. The regular delegates of the organizing committee will be distributed among the areas/zones of the conference according to membership. To establish the ratio, the conference membership will be divided by a number equal to 33% of organized churches. This ratio will be applied to the membership of each area in order to determine its representatives from among the pastoral districts to the organizing committee.
- b. The delegates at large, meeting as a group, under the direction of the union president or the person designated by him, and who shall have the right to vote, shall choose a number equal to ten percent of the number of the regular delegates for the organizing committee.
- c. Members of the organizing committee shall be chosen at or prior to the constituency meeting.
- d. If the organizing committee is to meet prior to the constituency meeting, the time and place of the meeting shall be given in the official notice of the meeting.
- e. The chairman of the organizing committee shall be the president of the Caribbean Union or his designee.

- f. The organizing committee **shall nominate, and the constituency meeting shall elect** the following standing committees:
  - 1) A Nominating Committee;**
  - 2) President and secretary of the Planning and Recommendations Committee;**
  - 3) Other committees as may be necessary.**
- g. The General Conference, Division and Union officers or their designee who may be present shall be invited to sit with the committee as counselors.

**Section. 2. Nominating Committee: The nominating committee shall consist of thirteen (13) including the president of the Caribbean Union or his designee, who shall preside over the meetings and who will have the right to vote. Up to 45 percent should be lay persons.** The administrators of the General Conference of Seventh- day Adventists Inter-American Division and of the Caribbean Union, or their designees who may be present shall, be invited to attend the committee as counselors.

- a. **Those chosen as members of the Nominating Committee must be duly appointed delegates in attendance at the constituency meeting.**
- b. **Persons holding elective office, as outlined in Article II, Section 10. in the current term shall not be eligible to serve on the Nominating Committee.**
- c. **The Nominating Committee shall limit its nominations to those positions for which persons are to be elected at the constituency meeting and for which budgetary provisions has been made.**
- d. **The Nominating Committee shall also nominate members for the conference executive committee, the Standing Constitution and By-laws Committee and for the boards of conference institutions whose by-laws indicate that board members for the entity are elected at a conference constituency meeting.**

**Section 3. Standing Constitution and By-laws Committee — The Standing Committee on Constitution shall be composed of five to seven members. It shall include an officer of the Caribbean Union conference, and shall be chaired by the secretary of the local conference, or his/her designee.**

**The committee shall function between the regularly scheduled constituency meetings and shall submit its reports and detailed recommendations through the conference executive committee to the next regular constituency meeting.**

**Section 4. The Planning and Recommendations Committee: The Planning and Recommendations Committee shall be composed of all the delegates to the session, and shall have a chairman and secretary.**

## **Article V—Executive Committee**

**Section 1. Membership: The executive committee of the South Leeward Conference of**

**Seventh-day Adventists shall be elected at its regularly scheduled constituency meeting and shall include the president, secretary and treasurer of the conference, the departmental directors, the publishing ministry director, one administrator of the conference institutions on an annual rotating basis, and one other non-office employee. Additionally, 25% of the number mentioned above shall be district pastors. In addition, 55% of the total number mentioned above shall be non-denominational employees. The president shall be the chairman of the committee. The officers of the Caribbean Union Conference, of the General Conference of Seventh-day Adventists-Inter-American Division and of the General Conference of Seventh-day Adventists are members ex officio of the local conference executive committee; however, their membership shall be in addition to the number detailed above. Any such officers exercising their voting rights at any one meeting shall not make up more than ten percent of the committee membership present.**

**Section 2. Delegated Authority:** The executive committee of this conference, unless replaced at a special constituency session, is delegated the authority to act on behalf of the constituents between regular sessions, including the authority to elect or remove for cause persons who have been elected at a Conference constituency meeting, including officers of the conference, directors of departments/services, members of boards and committees whose election or appointment is a result of a constituency meeting or executive committee meeting action and to fill, for the remaining portion of the term, any vacancies thus created. The removal of those named under Article VI, Section 1., shall require the affirmative vote of two-thirds (2/3) of those voting at an executive committee meeting where a majority of members is present. On filling vacancies that have been chosen in session, the Executive Committee will seek the advice of the Union Administrators.

**Section 3. Administrative Authority:** The executive committee shall have full administrative authority:

- a. To fill for the current term any vacancies that may occur by death, resignation or otherwise, in its boards, committees, departments, or in offices which have been filled by conference election. **If a new president is to be elected, the president of the Caribbean Union Conference or his designee, shall serve as chairperson of the executive committee**
- b. To appoint committees, such as an administrative committee, with their terms of reference.
- c. To employ the persons as deemed necessary for the work of the conference.
- d. To grant and withdraw credentials and licenses. The withdrawal of credentials shall require the consent of two-thirds of the members of the executive committee.
- e. Elect regional coordinator upon the recommendation of the conference administration to facilitate the work in the field. These shall be appointed at the first plenary meeting of the executive committee after the session.

**Section 4. Regular Meetings:** Regular meetings of the executive committee may be called at any time or place by the president.

**Section 5. Special Meetings:** Special meetings of the executive committee may be called at any



time or place by the president or, in his absence, by the secretary, in consultation with the president of the next higher organization. In response to the written request of a majority of the members of the executive committee a special meeting shall also be called by the secretary, in consultation with the president of the next higher organization

**Section 6. Attendance at Meetings:** Where allowed by local law, executive committee members may participate in meetings by means of an electronic conference or similar communications by which all persons participating can hear each other at the same time, and participation by such means shall constitute presence in person at such a meeting.

**Section 7. Notice of Meetings:** Notice as to time and place, and any other requirements under these by-laws, shall be provided to all members in a reasonable manner at least 48 hours prior to the meeting if the meeting is to take place by electronic conference or similar communications, or at least 96 hours if the meeting is to take place in person.

**Section 8. Quorum:** 7 members of the executive committee shall constitute a quorum.

## Article VI—Officers

**Section 1. Executive Officers:** The executive officers of this conference shall be a president, a secretary, and a treasurer/chief financial officer. The secretary and treasurer/chief financial officer may be one individual known as the secretary-treasurer. It is the duty of these officers, in consultation with one another, to carry forward the work according to plans, policies, and programs voted by the Union Executive Committee, the constituency, constituency and/or the conference executive committee. These plans, policies, and programs shall be in harmony with the doctrines and actions adopted and approved by the General Conference of Seventh-day Adventists in its quinquennial sessions.

- a. **President:** The president, who shall be an ordained minister of experience, is the first officer and shall act as chairman of the constituency meetings and the executive committee, and serve in the general interests of the South Leeward Conference as the constituency and the executive committee shall determine. In his leadership he shall adhere to the policies of the Caribbean Union Conference, the General Conference of Seventh-day Adventists-Inter-American Division and the General Conference of Seventh-day Adventists, work in harmony with the Caribbean Union Committee, and in close counsel with the officers of the Caribbean Union.
- b. **Secretary:** The secretary, associated with the president as an executive officer, shall serve under the direction of the executive committee and shall act as vice-chairperson of the executive committee. The secretary shall report to the executive committee of the conference after consultation with the president. It shall be the duty of the secretary to keep the minutes of the conference constituency meetings and of the executive committee meetings, to furnish copies of these minutes to all members of the executive committee and to the officers of the Caribbean Union Conference. The secretary shall also be responsible for providing information as may be requested by the president or by the executive committee, and shall perform such other duties as usually pertain to the office.

- c. **Treasurer/Chief Financial Officer:** The treasurer, associated with the president as an executive officer, shall serve under the direction of the executive committee. The treasurer shall report to the executive committee of the conference after consultation with the president. The treasurer shall be responsible for providing financial leadership to the organization which will include, but shall not be limited to, receiving, safeguarding and disbursing all funds in harmony with the actions of the executive committee, remitting all required funds to the Union/Division/General Conference in harmony with the General Conference of Seventh-day Adventists Inter-American Division policy, and for providing financial information to the president and to the executive committee. The treasurer shall also be responsible for providing copies of the financial statements to the Caribbean Union officers.

**Section 2. Other Officers:** Other individuals may serve as officers of the local conference, such as vice-president, associate secretary, and associate treasurer.

## **Article VII—Directors of Departments/Associations/Services**

**Section 1. Advisory Role—**The directors of departments/ associations/services of this conference shall work under the direction of the executive committee of the conference and the president and shall serve in an advisory relationship to the field.

**Section 2. Departments/Services Structure—**Conference departments/services shall be organized in harmony with the departmental/service structure of the General Conference but shall not necessarily duplicate the departments/services in the Union, Division, or General Conference.

## **Article VIII—Other Organizations**

**Section 1. Unincorporated Organizations—**The **South Leeward** Conference may carry on its ministry through unincorporated subsidiary organizations. Constituency meetings of such organizations shall be held in conjunction with the regularly scheduled constituency meetings of the conference.

**Section 2. Corporations—**The **South Leeward** Conference may form corporate bodies provided it obtains prior approval of the **General Conference of Seventh-day Adventists Inter-American Division**. Membership meetings and elections of boards of directors shall be held as provided by articles and by-laws of the corporations and in harmony with applicable laws.

## **Article IX—Finance**

**Section 1. Tithes and Offerings—**The church funds managed by this conference shall consist of such portion of tithe, including direct tithe, as it shall be assigned by policy and as received from within its territory, and such gifts, legacies, bequests, devises, appropriations, reverted funds, and other donations as may be made to it.

**Section 2. Policies**—The portion of the tithe which is reserved for this conference, as specified by policy, and all other funds shall be used in harmony with the financial policies of the Caribbean Union and the General Conference of Seventh-day Adventists-Inter-American Division; and in the case of donations, their use shall be in harmony with the specifications of donors and in compliance with government regulations. Tithe is shared with the union and division on fixed percentages as set by the division executive committee, and with the General Conference on fixed percentages as set by the Annual Council of the General Conference Executive Committee.

**Section 3. Bank Accounts**—The funds of this conference shall be safeguarded in harmony with the financial policies of the Caribbean Union and the General Conference of Seventh-day Adventists-Inter-American Division. Moneys shall be deposited in the name of the South Leeward Conference of Seventh-day Adventists in regular or special accounts, in such banks or savings institutions as the executive committee shall designate, and shall be withdrawn only by persons authorized by resolution of the executive committee.

**Section 4. Financial Statements:** The South Leeward Conference shall prepare regularly appropriate statements of income and fund balances and shall be responsible for the filing of any financial information directly with the Caribbean Union and the General Conference of Seventh-day Adventists-Inter-American Division and, to the extent required by law, with any branch of local or national government.

#### **Article X—Budget, Salary Employee Compensation Review, and Financial Audit**

**Section 1. Budget:** The Conference shall prepare an annual budget in harmony with the policies of the Caribbean Union and the General Conference of Seventh-day Adventists-Inter-American Division.

**Section 2. Employee Compensation and Expense Review:** The executive committee shall appoint an employee compensation review committee whose tasks are outlined in General Conference Working Policy.

**Section 3. Independent Audit:** All accounting records of this conference shall be audited at least annually by an auditor chosen in harmony with General Conference Working Policy and the records of this conference or any of its subsidiaries, agencies, or institutions shall at all times be open to said auditor.

**Section 4. Auditor of Church Records:** The conference auditor shall audit the membership records of the local church secretary, the accounting records of the local church treasurer, the primary, intermediate and secondary day schools, industries, clinics and any other subsidiary organization of the conference and the campaign expense of evangelistic teams at least once a year. He shall present a written report of the organizations audited to the officers of the conference and the relevant departmental directors; copies of the written report of the secondary day schools and industries are to be sent to the Union treasurer and the area auditor.

#### **Article XI—Indemnification**

This conference shall indemnify any person who is serving or has served as a member of the executive committee, or as an officer or departmental director of the conference (and his/her executor, administrator, and heirs) against all reasonable expenses (including, but not limited to, judgments, costs, and legal fees) actually and necessarily incurred by him/her in connection with the defense of any litigation, action, suit, or proceeding, civil, criminal, or administrative, to which he/she may have been a party by reason of being or having been a member of the executive committee, or an officer or departmental director of the conference, except he/she shall have no right to reimbursement for matters in which he/she has been adjudged liable to the conference for negligence or misconduct in the performance of his/her duties.

This right of indemnification shall be in addition to, and not exclusive of, all other rights to which such member of the executive committee, or an officer or department director may be entitled.

*(Note: This right of indemnification may be expanded or contracted as allowed under local law and as adopted by the constituents.)*

## Article XII—Amendments

**Amendment, Revision, and Repeal:** The by-laws of this conference which are essential to the unity of the Church worldwide, and are designated in bold print shall be amended or revised from time to time in order to comply with changes to the Model Local Conference Model Constitution and By-laws as voted by the General Conference Executive Committee in its annual meetings. Such amendments or revisions shall be approved by a two-thirds majority vote simple majority vote (unless local law requires a higher majority) of the delegates present and voting at any duly called constituency meeting of the local conference. Other sections of the by-laws may be amended, revised, or repealed, in like manner, by an affirmative vote of two-thirds (2/3) of those present and voting, provided such changes are in harmony with the spirit of the Model Local Conference Model Constitution and By-laws, and have been processed through the conference executive committee. Notice of any proposed changes to the constitution and by-laws of this conference shall be given specifically in conjunction with the publication of notice for the session.

The constituency or the conference executive committee may recommend to the General Conference through the Caribbean Union and the General Conference of Seventh-day Adventists-Inter-American Division amendments to the Model Local Conference Constitution and By-laws.



# **ADMINISTRATORS' REPORTS**

**PRESIDENT** ■  
**EXECUTIVE SECRETARY** ■  
**TREASURER** ■



First of all, then, I urge that supplications, prayers, intercessions, and thanksgivings be made for all people, for kings and all who are in high positions, that we may lead a peaceful and quiet life, godly and dignified in every way.

1 Timothy 2:1-2 ESV

DR. CARSON GREENE



President



Religious  
Liberty Association



Stewardship  
Department



# PRESIDENT'S REPORT

DR ELLIE HENRY, President of the Inter American Division of Seventh-day Adventists; Dr Kern Tobias, President of the Caribbean Union of Seventh-day Adventists; Pastor Johnson Frederick, Secretary of the Caribbean Union; Pastor Bertie Henry, Treasurer of the Caribbean Union; Field Presidents and leaders of Institutions of the Caribbean Union; invited guests, fellow Administrators, delegates, members, ladies and gentlemen, good evening! Welcome to the first session of the South Leeward Conference of Seventh-day Adventists. Today is indeed a historic day. It signals the fact that the church in the sub-region is, in spite of the many challenges, moving on in growth and development. At the end of the day, what really matters, is that the Work of God goes forward and that his kingdom is built up.

Moving from Mission to Conference did not happen overnight. It is the result of a strategic focus and the hard work of many. I want to therefore, before I go any further, acknowledge the contribution of all those who have made this possible. I wish to begin with the faithful members. One of the criteria for change of status is that we have a stable financial base. I am pleased to report that our members have given faithful support in the area of their financial stewardship. It is reflected in the increasing trend in our tithe income—even in spite of the turbulent economic conditions that prevail. Without dedicated members who love God and his church, and remain faithful in spite of obvious challenges, we would not have achieved this milestone.

## TITHE COMPARISON OF QUADRENNIUM

Year	Tithe
2015	9,431,290
2016	9,472,752
2017	10,005,877
2018	10,275,598

In addition to the faithful financial support of members, I wish to acknowledge the contribution of those who kept the evangelistic temperature high. We are in the business of saving souls for the kingdom of God. This focus is a necessity if the church is to remain relevant in the eyes of God. I therefore express gratitude to all those—laymen and pastors alike—who have labored to bring souls into the kingdom. I also want to acknowledge the contribution of the clerks and the many board members who worked hard to reconcile the membership thus making us ACMS compliant. From our interview with the Division administrators, it is clear that without this, our status change would still have been listed as “pending.”

I must acknowledge too, the contribution of the 137 employees of the organization. It was only a team effort that could make this a reality. Some of these workers have retired from active employment

along the way and others have shifted to other fields. Mention must be made of Pastor Charles Heskey who continues to give his service on committees and in other ways. And then, there is Pastor Desmond James—the first president of the Mission. It was Pastor James who was at the helm in the early days and who laid the foundation. The office staff, pastors and directors have all played important roles in bringing the process to fruition. This is not a vote of thanks. It is simply acknowledging the fact that it was a united effort of many who worked together to make our transition a reality. In this regard, I want to say here that it was a joy to work with Dr Wayne Knowles and Sis Krista Moore. The meetings and the long hours of planning and discussing have paid off. Because of all of you and the faithful support of my wife, and of course, with God’s guidance, the journey has been a success.

From the very inception of the Mission in 2011, our intention was that we would not remain a Mission for too long. We were however aware of the realities and knew that it would have been unwise to make unsustainable decisions. At the last session in 2015, the constituency gave us a mandate to develop a plan of action to move the Mission to Conference status. Mindful of this and convinced that a sufficiently strong foundation has



been laid, one of the first actions of the New Administration after the departure of Pastor Desmond James, was to send a formal request to the Caribbean Union for consideration of change of status. Before that, we had already started the structural adjustments by providing for three administrators rather than the two with which we originally started. In addition to the formal request for change of status, we established an oversight committee and began to develop a timeline that would lead us to our goal. We are happy to report today that this has now become a reality. To God be the glory!

*(I want at this time to insert a parenthetical note to indicate that my report will deviate from the normal summary of the department reports. Departmental Directors will provide detail reports of their departments. I will instead provide an analysis of how we went about the task of leading and administering and to what extent we were able to accomplish our objectives and goals.)*

## **DEMOGRAPHICS**

Becoming a Conference is significant but it was not our sole focus. Our mandate, as expressed in our mission statement, was and is “to prepare the people of the South

Leeward Mission for the second coming of Christ by means of quality gospel proclamation, discipleship, training and service.” This is our focus! It is the fulfillment of this mission that motivates us. Why? Because, as God’s people, we must respond to God’s call. It is why Jesus came and it is what Christianity is all about—preparing people to meet Jesus.

The people of the South Leeward Mission number 11,678. Each member has his or her unique challenges and each is also presented with opportunities for meaningful ministry. Altogether, we see a situation where, in the social context, males are more numerous at the lower levels of the population pyramid. Put differently, more males are born than females, but as we progress up the ladder, the males decrease. In the primary schools, for example, there is a significantly higher ratio of boys to girls. However, by the time they reach secondary school, the trend reverses. This speaks to a general societal problem that the church has to address. The trends also reveal that there is a high incidence of common-law and illicit relationships in the society. In the latest census in Antigua, for example, while an average of 8,068 couples reported that they were married and living with their spouses, there were 3,754 who reported that they were in a common law relationship and

another 4,609 who had a visiting partner. This means that altogether, the number of households with marriages were less than those with common law or visiting partners combined—8060:8363. This is the context in which we do ministry.

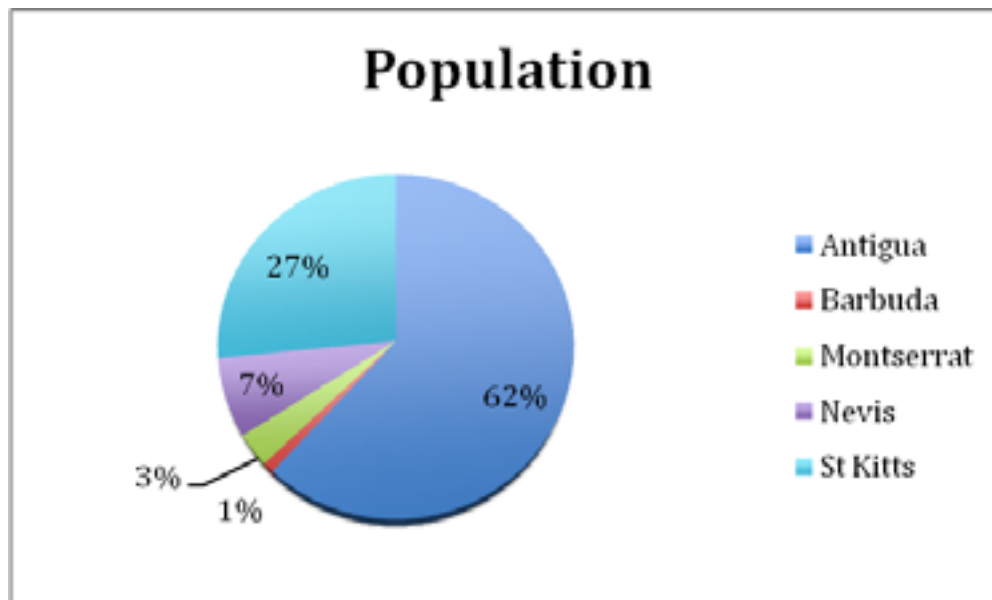
While our population is generally religious, there are significant differences from island to island in terms of the response of the population to the Seventh-day Adventist message. While Antigua and Montserrat boast very healthy averages with respect to other denominations—the Seventh-day Adventist denomination being the largest in Antigua—the church has generally struggled to make a significant foot hold on St Kitts/Nevis. The latest available figures show that of the

20 religious bodies that were reported in St Kitts/Nevis (inclusive of the following categories: other, none, and not stated) Seventh-day Adventist Church was listed as number 10. Following were the not stated, Evangelical, Brethren, Rastafarian, Jehovah Witnesses, Hindu, Muslim, Presbyterian, Salvation Army and Bahá'í Faith. Seventh-day Adventist account for only about 5% of the population in St Kitts/Nevis. This clearly shows where our focus needs to be. It was for this reason that last year, 2018, we placed two successful evangelists, Pastor Claudius Morgan and Pastor Sherwin White, on St Kitts and Nevis respectively. The combined 214 reported baptisms on these two islands represent 48.6% of the total of the Mission. We trust that the trend will continue in the future.

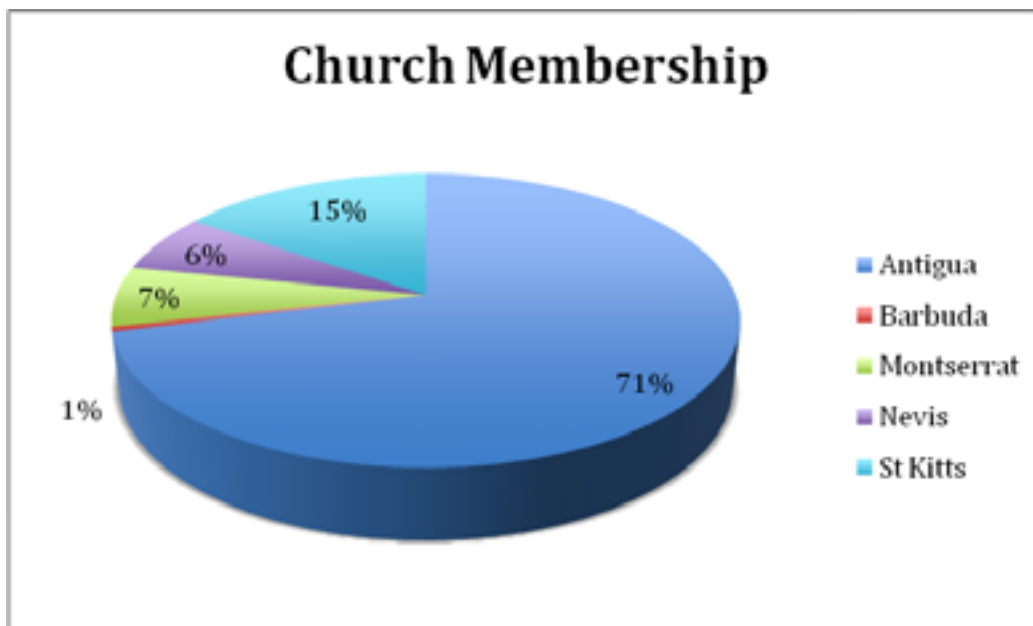
### ISLAND POPULATION AND CHURCH MEMBERSHIP COMPARISON

Island	Population	Church Membership
Antigua	101,412	8,301
Barbuda	1,638	58
Montserrat	5,203	770
Nevis	12,277	754
St Kitts	43,573	1,795
<b>Total</b>	<b>164,103</b>	<b>11,678</b>

## POPULATION COMPARISON BY ISLANDS



## POPULATION COMPARISON BY ISLANDS



### STRATEGIC FOCUS

We are mindful of the fact that we live in a changing world. This means that we have to constantly re-examine our approach to ensure that, as a church, we remain relevant. We have therefore

re-focused our strategic plan to provide more meaningful ministry. We have identified four major strategic foci 1) Membership Conservation, 2) Evangelism and Mission, 3) Infrastructural Framework and Functional Structures and 4) Finance. Each of these areas provides a context

for ministry that provides opportunity to respond to today's challenges. In the area of membership conservation, our world statistics consistently show that we are losing approximately 40% of our gains. This is indeed a disturbing trend! Over the last two years, we have determined that we would take a proactive approach. We considered and began the process of addressing areas of meaningful worship, nurture, doctrinal purity, biblical spirituality, youth ministry, stewardship, family life, Christian education, service and leadership development. In this regard we are seeking to be proactive rather than reactive. We have thus far, addressed issues of congregational conflict ministry and administrative leadership in major seminars with our pastors. We have conducted a series of Bible Seminars with our elders focusing on doctrinal understanding and current issues. We have also activated the feature called "Ask the President" which allows for members to ask questions on any area of concern. In addition, We have also provided resources for every member to receive spiritual gifts education and assessment. The Stewardship Department has completed a real time spiritual gifts assessment instrument to make the process easier.

These initiatives are designed to make the local congregation more effective as a center of religious worship and service.

They represent a start in what we hope will be a process of moving our congregations to a state of health and wholeness. The Ministerial Department is actively pursuing the Every Elder Involvement; which will further help to guide our pastors and elders in managing their congregations efficiently. The Sabbath School has undertaken a systematic approach to improve the quality of the lesson discussion. This is a part of the approach to make the Sabbath Morning worship experience as meaningful as is possible.

## **EVANGELISM AND MISSIONS**

Our second strategic initiative addressed the issue of Evangelism and Missions. This initiative comes in the context of Jesus' command in Matthew 28:18-20. Here Jesus challenges us—all believers—to go and make disciples of all nations. We have therefore decided to focus on rekindling the missionary spirit among our members. In this regard, we have asked the youth department to make missionary activities in our various Pathfinder classes mandatory. Additionally, one of our strategic initiatives calls for the establishment of a missionary club in our high school. The Youth Director has already begun the process of realizing this important initiative, which will provide opportunity for our children to give missionary service. In an effort to increase the evangelistic development

of our youths, we have also organized a literature evangelist club in our high school. The Publishing Director has things in motion for the club to become functional as of this year 2019.

For many years now, the matter of reconciling the actual baptisms reported by our clerks and the baptisms reported by pastors after an evangelistic campaign has been a major challenge. Evangelism is the church's mission and we are focused on ensuring that the church continues an aggressive evangelistic program. However, the church also has a responsibility to ensure that the sacred rite of baptism is not made of non-effect by careless unnecessary baptisms. In this regard, we have developed and implemented a baptism protocol, which every pastor is obligated to follow. This protocol ensures that those getting baptized are properly vetted and that the rite of baptism is not abused with unnecessary re-baptisms.

To foster meaningful involvement in lay evangelism, the Personal Ministry Department has developed a Lay Bible Instructors Course and has also conducted lay evangelism seminars around the territory.

Another key evangelistic strategy is to utilize Second Advent Radio in the fulfillment of our mission mandate. The strategic mandate is "to properly

organize and utilize the Second Advent Radio station to effectively communicate the church's Vision throughout the SLM Territory." In this regard, we have as a high priority item, the matter of ensuring that Second Advent Radio is heard from every location in the territory. We are at an advanced stage of discussions regarding the establishment of a repeater site on Montserrat. Our intention is to do the same in St. Kitts and Nevis.

## **INFRASTRUCTURAL FRAMEWORK AND FUNCTIONAL STRUCTURES**

Our third strategic focus calls us to consider the effectiveness of our physical plant while giving attention to the extent to which the current structures effectively support the mission. To be clear, we are talking about two distinct issues here. On the one hand, infrastructure refers to physical assets—buildings and properties. Functional structures, on the other hand, refer to organizational designs and systems.

While South Leeward Mission was only organized eight years ago, the infrastructure that it inherited was for the most part, very dated. Our schools, for example, are operating in buildings that were built many years ago and sadly, were not always properly maintained. Urgent infrastructural overhaul needs to take place on nearly all of our institutional buildings. While we do have some rather

attractive church buildings, there are many that, like our institutional buildings are in urgent need of attention. It can therefore be said that our infrastructural needs represent one of our biggest financial challenges. It is however one that has to be confronted. What have we done about this reality thus far?

Early in the quadrennium, the executive committee approved a recommendation from Administration to take a loan of 3.3 million dollars from CURF to address the matter of unfinished church buildings and other renovations. Each territory submitted its projects and the plan was to finish those and quickly repay the loan and continue the cycle. The loan was to be serviced by the development fund. This means that all congregations were to remit 100% of the development fund to the Mission. Unfortunately, many members have adopted the negative practise of giving to projects in an effort to keep their funds at the local congregations. The net effect of this is

that the combined budget ratio to tithe is relatively small: 1:3.6. As a result of the above initiative, two new church buildings are currently under construction in St Kitts, the Gingerland church in Nevis will be dedicated in another few months, the Newfield Church in Antigua is due for dedication on May 19, 2019—just a matter of two weeks away, the Tabitha Senior Citizen's Home in Antigua completed the addition of a new wing which now allows for day care; the Tindall Church in Antigua completed renovations; the All Saints church was able to complete the basement and move from having worship services under a tent to having them in comfortable air-conditioned quarters. Bible Speaks is now at an advanced stage of their building and Montserrat was able to dedicate a brand new church for the Spanish brethren. Clearly, the plan is workable and can make a difference, but all will need to practise and follow the combined budget system and return a faithful tithe and offering.

**Spanish Church  
in Montserrat**



**New Church  
Building at  
Newfield,  
Antigua**





**Seventh-day Adventist Church, Gingerland,  
Nevis**



**Basement of Faith in Emmanuel,  
St Kitts**



**Philadelphia Church  
Building—St Kitts**



**Basement of All Saints Seventh-day Ad-  
ventist Church—Antigua**



**Tabitha  
Home for  
the Aged—  
Antigua**

Additionally, as per our strategic directives, the Community Services Department has worked to set up a Nehemiah Skills Chapter in the territory. While the chapter is not fully operational, we have seen some very positive outcomes in this area of ministry. Volunteers have enthusiastically worked to demolish the dilapidated section of

the office complex. Volunteers have also been to Nevis and Barbuda and have made significant impact on the progress of the buildings. In the case of Barbuda, the volunteer group of laymen and pastors from Antigua did nearly 100% of the rebuilding!

### Barbuda Church Building before and after renovations



Notwithstanding the progress made, a lot remains to be done. Our office building and school plants are a priority. We had hoped that by this time, the office building would have been well on the way but a series of unforeseen challenges have caused a delay. It was, for example, revealed that the building design was not friendly to the physically challenged. This, along with some other design specifications, is being worked on. On a brighter note, the Early Childhood

building steel frame structure is on island and plans are well on the way for completion in the early summer.

A few months ago, the administration presented an administrative audit document to the executive committee. The plan is to have our various institutions conduct administrative audits with the aim of examining the effectiveness of the structures that currently exist. This is necessary if we are to remain mission-

focused. Our mission is to prepare people for the kingdom of God and His second coming. Everything we do must, therefore, point to this ultimate end. That is why one of our strategic initiatives calls for us to make our website a resource center. Some of our directors have responded to this initiative and I am happy to report that there are a lot of resources in the areas of Stewardship, Religious Liberty, Personal Ministries, Family Life and Health Ministries. It is also in an effort to fulfill the mission that another of our strategic initiatives calls us, as highlighted above, to make Second Advent Radio effective in reaching our territory with the claims of the gospel. It is also why other initiatives challenge us to make our churches technologically equipped and to train the youth to use technology in order to effectively communicate positive messages about the church. This is a work in progress. Thinking strategically is a challenge when, traditionally, we have been schooled to function independently.

## **FINANCE**

The final strategic focus is in the area of finance. Money is certainly not everything but it is a necessary resource in the spreading of the Gospel. The finance strategic focus has four sub-categories. These are Stewardship, Institutional Viability, Accountability and Transparency,

and Workers' Compensation.

The motto of the stewardship department is "Living in partnership with Jesus." The realization here is that each member must learn to prioritize God and his cause. The strong stewardship education program has had good results and we have witnessed a steady increase in tithe income every year. To God be the glory! At the end of 2018, we had a working capital of 104% and liquidity of 107%. The working capital is a ratio between the current assets and current liabilities. The denominational working capital recommendation is however computed as 20% of operating expenses plus the total of the allocated net assets. What this means is that we are capable of meeting all of our short-term obligations should it become necessary. The liquidity, on the other hand, is the ratio between the liquid assets and the liabilities. Unlike other financial institutions, the denomination does not use accounts receivables in computing the liquidity ratio. It uses only cash and other liquid securities. Thus, a liquidity ratio of 107% indicates that, if the need arises, we would be capable of obtaining liquid cash to meet all of our short-term obligations adequately with no dependence on our debtors. It must always be noted that maintaining such a position is a constant challenge and does not come simply because we

have plenty. We don't! It is maintained by frugal management of the resources. As an administration, we are always looking for creative ways of saving. We encourage traveling officers and directors to sometimes stay with relatives and friends and save hotel expenses. We seek to turn our two-day executive committee meetings into one day. We encourage paperless communication where necessary. We put resources on the website and have participants download rather than print paper copies. We have adopted paperless committee meetings. These are but a few of the cost cutting measures that we have employed. Commendations to the treasury team for their vigilant work.

Our intention is to tackle the matter of Christian Education from all angles.

The second area under finance is institutional viability. Perhaps the greatest financial burden in the organization is to achieve financial viability in our institutions. This is especially so in our

educational institutions. It is a serious challenge. We have started the process but it will be a long and sometimes painful one. This task will be made easier if all the stakeholders get onboard. This means more than just every worker. It will require the support of every member. It will involve sending our children to our schools; it will involve our teachers and other workers demonstrating genuine love and concern for students; it will involve giving our time and finances. It will involve leadership development and accountability. At our last Workers meeting in December, I asked the pastors to provide an analysis of the school-aged children in their congregations showing who is attending our schools and who are not. Our intention is to tackle the matter

of Christian Education from all angles. We have engaged our schools in serious discussions on improving the level of delivery. Again, we are talking about development and accountability. And this leads to the next area of financial strategic focus—Accountability and

Transparency.

Accountability, as a strategic issue, has occupied the attention of administration and has proved to consume a significant

portion of time. As indicated above, we have determined to do an administrative audit of all our institutions. We have asked that institutions report annually to their respective constituencies. We have also mandated that boards have an annual meeting with the staff of the institution to establish an atmosphere of openness and transparency. The Human Resource department is currently reviewing the evaluation instrument among all institutional workers. We agree that assessment and evaluation have not always been used as effectively as they should.

The administration has taken definite steps in addressing the issue of pastoral accountability. Beginning 2019, we have extended the pastoral consultation to include a meeting with the district board and the administration and ministerial secretary. This is a time consuming exercise and which means that, with all the other activities and initiatives, it is an exercise that will go well into the second quarter. At the end of the day, the concern is that we have a more effective staff and an organization that fulfills its divine mandate in as efficient a manner as possible.

Transparency is about being open. It is functioning in such a way that it becomes clear that one's actions are not motivated

by a desire for personal gain. It is about providing necessary information in a clear and timely manner. This is why the administration and team of directors visit every territory annually to provide the constituency with detailed reports. This is why the president, from time to time, sends out a video message with important updates on events around the mission. This is why the communication department sends out a weekly newsletter to inform the constituency of week-by-week events and happenings around the territory. This is why the administration has recommended to the executive committee that effective 2019, financial statement summaries will be placed on the website so that members of the constituency will have information available to them.

We now come to the final area under finance—Workers Compensation. While working for the church does not provide the employee with the most attractive compensation package, God does take care of his workers. The church does make sure that its workers are provided with health insurance coverage and a retirement package. We wish to thank the workers for their sacrifice of love. We encourage all to pray that God will provide adequately so that we can continue to operate and provide the services that will advance the cause of God and finish His

work in the territory.

The strategic mandates above provide a focused approach to mission delivery. Strategic directives are generally a function of leadership. While we do have a very compelling cause for leading the organization towards a preferred future, there are also management functions that have to be performed. Our concerns and efforts to promote membership growth must always be in the context of biblical loyalty. We have the responsibility of ensuring that the organization remains Adventist. We have to insist that the standards and principles of the organization are maintained. There are a lot of pressures to compromise and accommodate. Matters of policy administration, church discipline and maintaining moral standards sometimes bring the administration into unpopular relations with others. We are committed to growth and development but never at the expense of compromising the biblical principles. The church reconciliation process revealed that many congregations

were not giving attention to matters of church discipline. In some instances, there were individuals who were clearly living lives that were at variance with the church but who were never disciplined. Biblical discipline is always redemptive. If persons are left to live as they want, we soon will have a church with no standards. Over the past term, we have conducted several workshops for our pastors and elders on the importance of maintaining doctrinal purity and biblical morality.

## MISCELLANEOUS AREAS

### SPANISH WORK

The work among the Spanish community has seen significant growth and development. On St Kitts, the group was organized into a company on February 2, 2018. On Montserrat, the brethren built a new church for the Spanish group. While the group continues to suffer from migration—many of the members leave for the United Kingdom as soon as they become nationals—the congregation continues to play an important part in

If persons are left to live as they want, we soon will have a church with no standards.

## Organization of Spanish Group into Company – St Kitts



leading people to the Lord.

The Spanish Coordinator, Pastor Miguel Vandershorst, continues to do a good work as he seeks to provide leadership and development. He gets good support from Bible Worker Rosalio Morales on Montserrat. In light of the potential for growth among this people group, the

executive committee has accepted the administration's recommendation to invest in the training of a Spanish worker. As a result, the Mission has bonded a member from the Steps to Christ congregation to prepare for ministry and to give back service to the territory. He is currently in his second year of ministry preparation at our University in the

Dominican Republic.

## DENTAL CLINIC

Early in the quadrennium, the dental clinic in St Kitts was forced to close due to the departure of Dr. Duval. I am pleased to report that, in August 2017, after about one year's closure, the St. Kitts Dental Clinic re-opened under the management

of Dr. Bukaris Anugerah. We welcome Dr. and Mrs. Bukaris Anugerah and wish them a fulfilling ministry experience. The Anugerah's have demonstrated a spirit of commitment and dedication that has seen the return of many of the clientele. They have also been deeply involved in the life of the church. We are grateful to them and the rest of the team at the dental office in St Kitts.



## IMPORTANT CELEBRATIONS

During the quadrennium, there were some important milestones in three of the islands in the mission territory. In late 2015, Montserrat celebrated 100 years of Adventism. In 2018, the Mannings congregation in Nevis celebrated 90 years of Adventism and in October 2018, Antigua celebrated 130 years of Adventism.



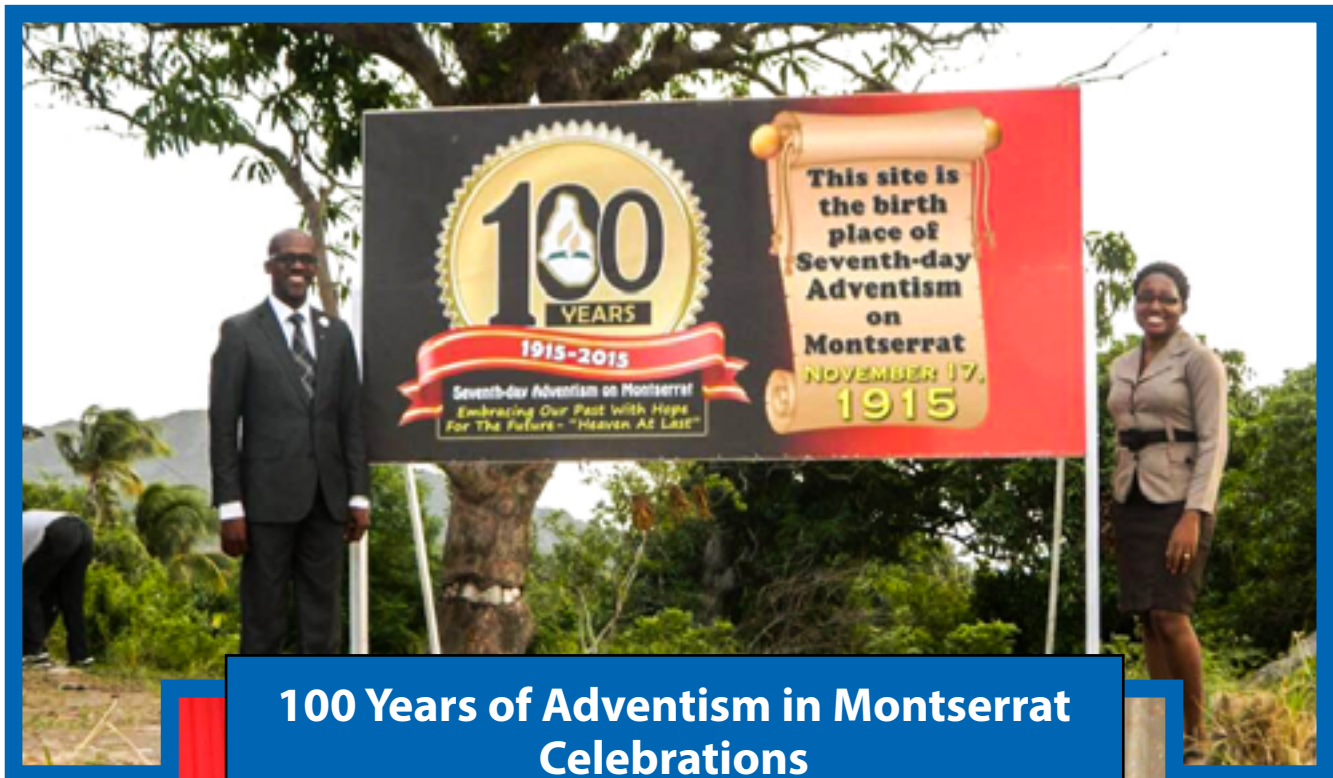


**Mannings 90th anniversary celebrations—  
Nevis**



**130 Years of Adventism in Antigua Celebrations**





**100 Years of Adventism in Montserrat Celebrations**



## **ORDINATION AND COMMISSIONING**

During the quadrennium, several of our ministerial workers were set aside for life-long ministry. Pastor Melanie Rodgers was commissioned in 2018. This now means that all three female pastors in the territory have been commissioned. Pastor Theodore Smith was ordained in December 2016 while Pastors Shelton Benjamin and Delroy Josiah were ordained in December 2018. Of the twenty-seven pastors currently in the employ of the organization, only seven remain to be ordained.



# Ministerial Ordinations and Commissioning

**Pastor Josiah &  
Pastor Benjamin**

**Pastor Rogers**



**Pastor Smith**

## **RETIREMENT**

The ministerial work force is relatively young and hence it is not surprising that there is only one ministerial retiree. In December 2017, Pastor Charles Heskey retired from active ministry. He has served for a total of 37.2 years in denominational work. We acknowledge the contribution of Pastor Heskey and wish him long life and a meaningful retirement.

The field of education has been a bit more active in the area of retirement application. Mrs. Ruthlyn Spencer retired in 2017 after 26.5 years of service. We pray God's blessings on her and wish her many restful years of retirement. Mrs. Juanita George submitted her retirement application in 2018 after serving in Antigua and the Dominican Republic for a combined total of 42.99 years. She is presently giving post retirement service. We wish her God's blessings during her retirement years. Mrs. Carol Edwards retired in July 2017 after giving 10.5 years of service. We wish her a meaningful retirement experience. Mr. Leroy Bartley, security officer at the Antigua Seventh-day Adventist School, retired after 22 years of service. We wish him a restful retirement experience.

## **RESIGNATIONS**

We live in a fast past age. People often change jobs and seek new experiences.

During the period under review, a total of 32 workers resigned for varying reasons. We thank them all for the contributions they made to the development of the work and wish them every success in their future desires.

## **NECROLOGY**

We all look forward to the time when we will be ushered into the New Jerusalem and enjoy the experience of immortality. Until such times, death continues to exercise its terrible sting. While we rejoice that no active worker has succumbed to this deadly enemy, we were forced to say goodbye to retired Pastor J. S. U. Burton and Ms. Constance Flemming, former principal of both Montserrat Seventh-day Adventist School and the St Kitts Primary School. (The Montserrat School was partially destroyed in the volcanic eruptions and was closed both as a result of the damage and the mass exodus of persons after the eruptions). We extend deepest condolences to the respective families.

## **GRATITUDE**

It was a privilege to serve during the quadrennium, first as Secretary and then as President. It was a very solemn responsibility. It was hard work, sacrifice and constant engagement but it was meaningful. I wish to express thanks to God for his grace and favor. Without his

help, wisdom and guidance, we would never have accomplished this much. I next say sincerest thanks to my family and especially my wife—the love of my life for her understanding, prayers, support, sacrifice, patience and love. The many days and nights you spent alone during my travels, your faithfulness and comfort are well noted. You are truly the best and most beautiful woman in my world. Thanks too, to the Union Administrators and especially the Union President, Dr. Kern Tobias. You not only counsel and listen, you seem to always respond almost immediately to any correspondence.

Thanks to my fellow administrators. I believe that our administrative team was one of the best in the Union. Thanks for your openness and support. It is always a blessing when one can work with not just colleagues but with friends. Thanks again to Pastor Desmond James for the experience of shared ministry. You were once my district pastor. You supervised me in my first lay crusade and you inspired me to pursue ministry. It was indeed a privilege to have served with you in administration. To all the directors, it was a privilege working with you. I

certainly understand the sacrifices and challenges. Thanks for the support and encouragement that you gave. And to the office staff—what a wonderful experience! We have become family. Thank you all for responding to the challenge of ministry. I especially want to acknowledge Sis. Nickeitha Walker and Sis. Sydanny David, my former and current administrative assistant. I truly appreciate your positive attitude and spirit of ownership. You go the extra mile without ever complaining. Thank you so much.

Institutional leaders and pastors, thanks for sticking to the task. Thanks for your understanding when your requests could not be granted. To all the workers across the territory, thanks for your service of love. And to all the members—all of God's children across the South Leeward field, thanks for your prayers, your thoughtful words of encouragement that you share from time to time and for your faithfulness in ministry. Ultimately, it is about building up God's kingdom. Together, we Persevere; with God, we Conquer! God bless you all!



In the same way, let your light shine before others,  
so that they may see your good works and give  
glory to your Father who is in heaven.

Matthew 5:16 ESV

DR. WAYNE KNOWLES



Executive  
Secretary



Personal  
Ministries



# EXECUTIVE SECRETARY'S REPORT

MR CHAIRMAN, delegates, guests; it is with heartfelt, yet humble delight that I welcome you to this Inaugural Conference Session of the South Leeward Conference (SLC) of Seventh-day Adventists. Our theme — Together we Persevere; With God we Conquer— suggests that the cause of God will always abound with victories once we persist. After eight years of existence the South Leeward Mission (SLM), now conference, continues to make significant progress through the strength and power of God. We are fully aware and have never lost sight of the fact that our purpose here on earth is to facilitate the expansion of the kingdom of Christ by rescuing souls from the kingdom of darkness and bringing them into the kingdom of light.

As the last four years unfolded, we have learned not to depend too heavily on our own individual plans, but to place our undying trust in our Lord and Saviour. We have, therefore, taken on board the council of the Psalmist who, centuries earlier declared:

*“The LORD foils the plans of the nations; he thwarts the purposes of the peoples. 11 But the plans of the LORD stand firm forever, the purposes of his heart through all generations. (Psalms 33: 10-11, NKJV).*

It is therefore my pleasure to present to you the following report. This report represents a statistical overview of the growth and development of the South Leeward Mission (SLM) for the period of January 2015 to December 2018. Please

note that the first four months of this year are not included in this report.

## **NATIONAL DEMOGRAPHICS**

### **ISLANDS SIZE AND POPULATION**

The territory of the South Leeward Mission of Seventh-day Adventists was organised on March 6, 2011 as a result of a decision of the Caribbean Union Conference to reorganise the 15-island grouping of the North Caribbean Conference into two fields. The islands of Antigua, Barbuda, St Kitts, Nevis and Montserrat were grouped together and became known as the South Leeward Mission. The five islands of the Mission are in reality three separate nations/territories —Antigua/Barbuda, St Kitts/Nevis and Montserrat. Of the three territories, two are independent countries (Antigua/Barbuda and St Kitts/Nevis) while one (Montserrat) is a British dependency.

The three countries (five islands) together cover a land area of 321 square miles with a total population of 164,103. Antigua, the largest of the five islands and home of the Mission office, is 108 square miles and has a population of approximately 101,412. Its sister island, Barbuda, is 62 square miles but only has a population of approximately 1,638. Antigua and Barbuda's combined population at the end of 2018 was 103,050.<sup>1</sup> St Kitts is

the second largest island with an area of 65 square miles and a population of approximately 43,573. at the end of 2018. Nevis, sister island to St Kitts, is the smallest of the five islands with an area of 36 square miles and a population of approximately 12,277. The population of St Kitts and Nevis at the end of 2018 was 55,850.<sup>2</sup> Finally, the island of Montserrat was last measured at 40 square miles, although it is generally agreed that the land mass of the island has expanded as a result of the recent volcanic activities. These volcanic activities, while adding to the land surface, has rendered approximately two thirds of the island uninhabitable. Montserrat's population at the end of 2018 was measured at 5,203.<sup>3</sup>

According to [indexmundi.com](http://indexmundi.com) the SLM islands have been experiencing an average of just above one per cent population growth rate over the past four years, with Antigua and Barbuda having the highest growth rates and Montserrat the lowest.<sup>4</sup> In fact, the growth rates of the populations have been decreasing gradually each year. For example the growth rate for St. Kitts and Nevis was 0.78% in 2014, 0.75% in 2016 and 0.73% in 2017. Figure 1 below shows the population of the islands of SLM by percentages.



**Figure 1. Island populations of SLM. This pie chart shows population by island as at 31 December, 2018.**



## MEMBERSHIP

For the past four years the General Conference has introduced an electronic software named Adventist Church Management Software (ACMS). This was given to each local church to record the membership data of each member electronically. This re-registration of our members necessitated that the information of all the members on our books be updated. Hence, all our congregations were placed on a path to reconcile church membership records. The result was that over one thousand names were removed from the SLM records. This is the reason why our overall membership shows a decrease of 1,132 over the past four years, even after we added 1,627 new members. When compared to the previous quadrennium's total of 1,634 members, there is not much difference in additions – only five persons less.

We started South Leeward Mission in 2011 with a total membership of 12,103 and ended the first quadrennium in 2014 with a membership of 12,818. In 2014, this membership was distributed as follows: Antigua 9,226, Barbuda 64, Montserrat 1,024, St Kitts 1,809 and Nevis 695. Comparably, at the end of our second quadrennium, 31 December, 2018, the membership of the South Leeward Mission was 11,678. This 2018 membership was distributed as follows: Antigua 8,301, Barbuda 58, Montserrat 770, St Kitts 1,795 and Nevis 754. These figures are shown in *Table 1* and *Figure 2* below.

I would like to say thanks to Dr Greene for leading out on this very important venture of membership reconciliation over the past five years. As a tribute to the hard work of his department, I am happy to report that SLM became one of the first fields in the Caribbean Union Conference

to complete its compliance with this new General Conference project.

**Table 1: Membership Comparison for 2011, 2014 and 2018**

Islands	March 2011	December 2014	December 2018
Antigua	8,570	9,226	8,301
Barbuda	100	64	58
Montserrat	1,219	1,024	770
Nevis	688	695	754
St. Kitts	1,526	1,809	1,795
<b>Totals</b>	<b>12,103</b>	<b>1,2818</b>	<b>11,678</b>

**Figure 2 – Membership of South Leeward Mission. The columns show membership for each of SLM for the years 2011, 2014 and 2018.**



Table 2 and Figure 3 below show the total membership and the percentages for each island of SLM as of 31 December, 2018. When compared to the 2014 membership (Figure 3), we can see that there has been very little adjustment in the growth percentages for each island. However, one of our strategic objectives

was to realise significant membership growth in the Federation of St. Kitts and Nevis. Hence, I am happy to report that the growth of the membership in these two islands was substantial enough to shift their overall national membership to SLM percentages during this quadrennium from 14 to 15% for St. Kitts and from five

to six per cent for Nevis. To this we say: "To God be the glory!"

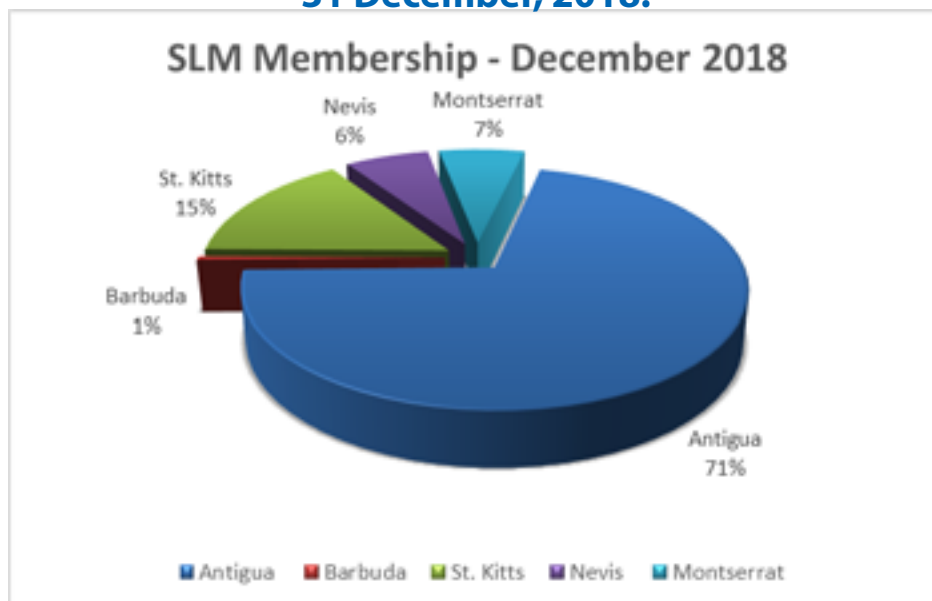
Though there is significant room for growth, the Adventist church is well represented among the populations in each of our islands. The 2011 census has the Seventh-day Adventist church as the second largest Christian denomination in Antigua and Barbuda (12.4%), fifth largest in Montserrat (10.5%) and eighth largest

in St. Kitts and Nevis (4.7%).<sup>5</sup> Figures 3 and 4 show a comparative growth rate by percentages in membership between 2014 and 2018. This growth should help us to be at least in the seventh place in St. Kitts and Nevis after this second quadrennium. We look forward to the next census, as we expect to see an improved ranking for our church in the various islands. For this we give God thanks.

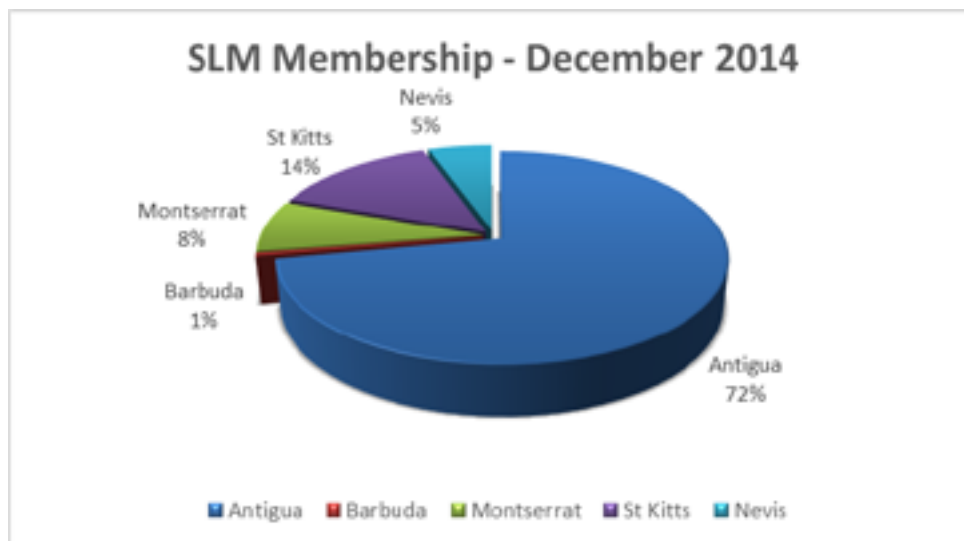
**Table 2: Membership by Island as of 31 December, 2018**

Islands	December 2014	December 2018	Percentages
Antigua	9,226	8,301	71%
Barbuda	64	58	1%
Montserrat	1,024	770	7%
Nevis	695	754	6%
St. Kitts	1,809	1,795	15%
<b>Totals</b>	<b>12,818</b>	<b>11,678</b>	<b>100%</b>

**Figure 3. SLM membership. The pie chart shows SLM membership by Island as of 31 December, 2018.**



**Figure 4. Membership of South Leeward Mission. The pie chart shows membership of SLM by Island as of 31 December, 2014.**



When we compare the total population of each island in the South Leeward Mission (164,103) at the end of 2018, with the total Seventh-day Adventists membership (11,678) for the same time period, there is one Seventh-day Adventist to every 14 persons. *Tables 3* below shows the ratio of members to citizen per island for 2011 when we began. *Tables 4* and *5*

give a similar member to citizen ratio as of December 2014 and 2018 respectively. It is important to note, that Montserrat has the lowest ratio of Adventist member to citizen (1:6) for 2018 and Barbuda the highest ratio (1: 28). For many years now, the island of Barbuda suffers from constant migration of its human resources, including our Adventist brethren.

**Table 3: Adventist Membership and Island Population Ratio at March 1, 2011**

ISLAND	POPULATION	SDA MEMBERS	RATIO
Antigua	83,191	8,570	1:9.7
Barbuda	1,645	100	1:16.5
Montserrat	4,922	1,219	1:4.0
Nevis	11,415	688	1:16.6
St Kitts	34,789	1,526	1:22.8
<b>Total</b>	<b>135,962</b>	<b>12,103</b>	<b>1:11.2</b>

**Table 4: SDA Membership and Island Population Ratio as at December 31, 2014**

ISLAND	POPULATION	SDA MEMBERS	RATIO
Antigua	89,650	9,226	1:9.7
Barbuda	1,645	64	1:25.7
Montserrat	5,215	1,024	1:5.1
Nevis	11,415	695	1:16.4
St Kitts	39,885	1,809	1:22.1
<b>Total</b>	<b>147,810</b>	<b>12,818</b>	<b>1:11.53</b>

**Table 5: SDA Membership and Island Population Ratio as of 31 December, 2018**

ISLAND	POPULATION	SDA MEMBERS	RATIO
Antigua	101,412	8,301	1:12.2
Barbuda	1,638	58	1:28.2
Montserrat	5,203	770	1:6.8
Nevis	12,277	754	1:16.3
St Kitts	43,573	1,795	1:24.3
<b>Total</b>	<b>164, 103</b>	<b>11,678</b>	<b>1:14.1</b>

There are several other things that must be highlighted from the above tables:

1. The overall population is increasing at a slighter faster rate than the membership of the church. Percentage of Adventist to population decreased from 8.67% in 2014 to 7.12 % in 2018. This is a 1.55 % decline. It is important then

to look at rates of growth of our congregations and not just number of baptisms.

2. Barbuda's membership has declined from 64 to 58 by the end of 2018 after we started with a membership of 100 in 2011. This is significant, considering that the island's population has not returned

in full, and may not return fully, after being ravished by hurricane Irma in September, 2017.

3. St Kitts and Nevis also has high ratios of non-Seventh-day Adventists to Adventists but it is particularly high in St Kitts. When compared to the overall Mission membership with a ratio of just about 14 non-members to one person in the population, St Kitts has 24 non-members to each member. We are indeed happy to see St. Kitts' baptisms increasing significantly in this last quadrennium. Let us continue to pray and plan for the work in SLC and especially in the islands of St. Kitts and Nevis.

## GROWTH STATISTICS

Our church membership increases and decreases because of several factors. It is important to consider individual areas of growth and decline. Over the four years of reporting, members were added to the church through four main areas, namely: transfer of membership, profession of faith, baptism and adjustments. Adjustments take place when, due to evaluation and reconciliation, the membership of the church shows a surplus. In other words, some congregations discover that they have more members than they previously thought. The adjustments reported is the accumulative amounts for all the congregations over the four-year period. Table 6 below shows the key areas of growth from 2015 to 2018 compared to what existed in 2014.

**Table 6: SDA Membership Growth by Categories and Years**

Membership	2014	2015	2016	2017	2018	Total
<b>Baptisms</b>	324	353	192	313	440	1,298
<b>Transfers</b>	35	44	36	32	51	163
<b>Profession</b>	1	1	7	2	2	12
<b>Adjustments</b>	22	21	18	51	64	154
<b>Total</b>	<b>382</b>	<b>419</b>	<b>253</b>	<b>398</b>	<b>557</b>	<b>1,627</b>

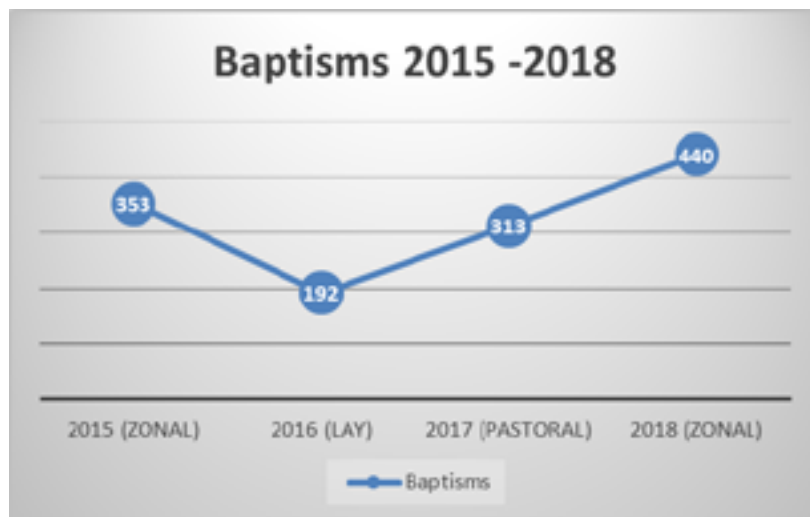
From the above table, it is clear that baptism was the largest area of growth. Profession of Faith was the lowest area of growth with 12, which is less than one per cent of the overall growth. Over the four year period (2015 to 2018) there were 1,298 baptisms. This is 102 baptisms less than the previous quadrennium at an average of 325 per year. The highest

baptism figure was recorded in 2018 and the lowest was in 2016. It is interesting to note, that our baptisms in 2018 more than doubled those of 2016. These differences are deemed to be directly linked to the evangelism emphasis for each year.

For each of the four years of our second quadrennium we had a different evangelism emphasis. In 2015, we had an emphasis on island-wide or zonal crusades for the first six months. Antigua has four zones that hosted individual crusades and the other islands participated in island-wide evangelistic crusades. Then in 2016,

SLM focused on lay evangelism, followed by pastoral crusades in 2017, and finally Zonal and island-wide crusades again in 2018. It is very apparent that the zonal and island-wide crusades have proven to be more successful in baptisms as indicated in 2015 and 2018. This three-year rotation cycle helps our pastors and lay-leaders in advance planning crusades annually and also ensures that there is sufficient time and space to develop our pastoral and lay evangelism resources. The chart below shows the growth patterns of evangelism for our second quadrennium, 2015 to 2018.

**Figure 5. SLM Baptisms.**



*Figure 5. SLM Baptisms.* The line chart shows baptisms for the years 2015 to 2018. It compares the results of the different evangelism emphasis for each of the past four years.

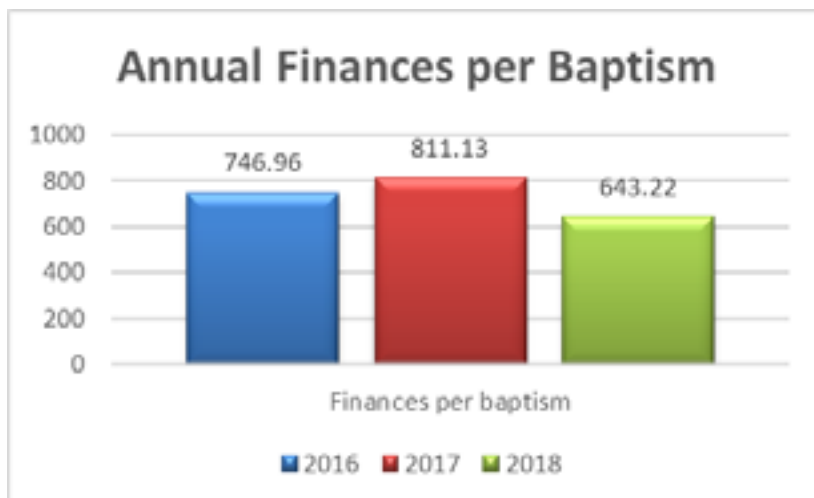
With evangelism being our most significant growth factor, it is important to assess our financial input towards evangelism. In 2016 (lay evangelism), 2017 (Pastoral evangelism) and 2018 (Zonal evangelism) the amounts contributed to evangelism got progressively higher. It is also wonderful to report that the baptismal results have increased as well. However, of major significance is the amount contributed by SLM towards each person's

baptism. The numbers in Table 7 and Figure 6 below show that the zonal crusades produce more baptisms, and although there is more financial input, it costs less monies per person baptised. This meant that the zonal crusades proved more successful when we consider finances and baptisms only. Fortunately, SLM's leadership has been focusing strongly on lay member development. We are firmly of the view that with a better prepared laity, the lay emphasis year can be more productive than any of the other years.

**Table 7: Financial Input Towards Baptisms for SLM from 2016-2018**

Areas	2016 (Lay Crusades)	2017 (Pastoral Crusades)	2018 (Zonal Crusades)	TOTALS
<b>Baptisms</b>	192	313	440	945
<b>Finances</b>	\$143,412.34	\$253,884.64	\$283,018.22	\$680,315.20
<b>Finances per Baptism</b>	\$746.94	\$811.13	\$643.22	\$717.90

**Figure 6. Annual finances per baptism. The columns show financial input towards baptisms for SLM from 2016-2018.**



Over the past quadrennium, each church contributed to the total number of baptisms in the SLM. Table 8 below shows ten (10) churches with the highest baptisms and their average yearly baptism increases while Table 9 shows ten (10) churches with the lowest baptisms and lowest yearly rates. It is important to note that the Tindall SDA church, Antigua, had the highest number of baptisms and the New Life SDA Church (company in Montserrat) has the lowest number baptisms. The Bolans SDA church (Antigua) has the lowest baptism over the four-year period among established SDA churches.



**Table 8: Churches with Highest Number of Baptisms from 2015-2018**

	<b>Churches</b>	<b>Baptisms</b>	<b>Average/ Year</b>
1	<b>Tindall</b>	90	22.5
2	<b>Basseterre</b>	77	19.25
3	<b>All Saints</b>	62	15.5
4	<b>Parham</b>	5	13.25
5	<b>Cayon</b>	52	13
6	<b>Seaglans</b>	49	12.25
7	<b>Villa</b>	48	12
8	<b>(Faith in Emma</b>	46	11.5
9	<b>Clare Hall</b>	46	11.5
10	<b>New Bethel</b>	43	10.75

**Table 9: Churches with Lowest Number of Baptisms for 2015-2018**

	<b>Churches</b>	<b>Baptism</b>	<b>Average/ Year</b>
1	<b>New life</b>	2	0.5
2	<b>Bolans</b>	4	1
3	<b>Freetown</b>	5	1.25
4	<b>Willikies</b>	6	1.5
5	<b>Cedar Grove</b>	7	1.75
6	<b>Pares</b>	8	2.0
7	<b>New Field</b>	8	2.0
8	<b>Sandy Point</b>	9	2.25
9	<b>Bethesda</b>	9	2.25
10	<b>Old Road (SKN), Joyful Way</b>	11	2.75

Table 10 below shows the number of members that were lost to SLM over the past four years. This was the period of major membership reconciliation. Names of individuals were removed from membership based on five different categorisations. These are: letter, death, apostasy, missing and adjustments. It should be observed that the category called adjustments had the highest number of losses for persons who were removed from the church records. In 2017, we noticed that 1,209 names were removed through adjustments while the lowest category of losses, 159, were removed because of death.

**Table 10: Membership Loss by Categories and Years from 2014 to 2018**

Membership	2015	2016	2017	2018	Total From
Letter	43	47	71	33	194
Death	34	53	49	23	159
Apostasy	84	175	112	5	376
Missing	60	219	518	0	797
Adjustment	0	0	1,209	11	1,220
<b>Total</b>	<b>221</b>	<b>494</b>	<b>1,959</b>	<b>72</b>	<b>2,746</b>

Due to the membership amendments during the second quadrennium, 2017 was the year when the majority of the membership reconciliation was completed. It is important to note, that 1,959 (79.3%) members out of 2,749 members were removed during this year alone. In contrast to 2017, 2018 had a total of 72 members (2.62%) who were removed from our books.

We know that in life, death is inevitable. It will always be a standard part of our reporting. Total deaths reported for the period was 159. This is 46 more

persons who died within the second quadrennium than the 113 persons who died in the first four years of SLM's existence. It also represents an average of 39.75 persons who died per year during the reporting period. For comparison, the average death per year was 28.25 for the first quadrennium. This increase (46) represents a 29 % climb in deaths over the previous quadrennium. However, this figure might be due to the reconciliation of the books where some names were not removed from the records at the appropriate time. This may be so, because in the year 2018, the year after

the reconciliation was completed, we recorded the lowest number of death's for the quadrennium.

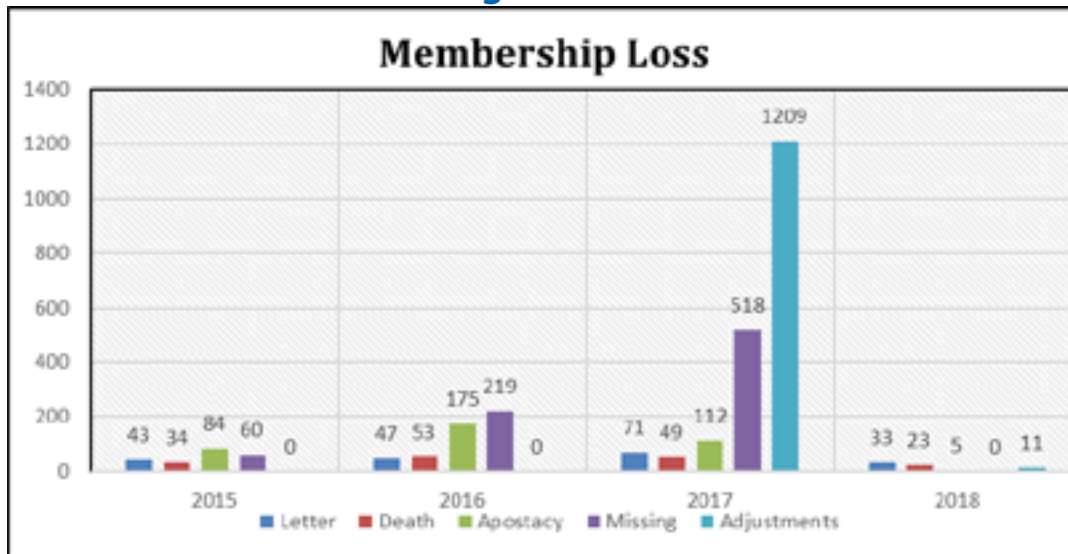
In our second quadrennium we had an average annual membership growth of 406.75. and an average annual death of 28.5 across SLM. This means that seven per cent of our members died annually for those four years. It is important to note, then, that congregations that are not baptising more than they are losing annually are not growing.

Another significant observation is the figures reported for apostasy. The term "apostasy" refers to the abandonment of one's faith. It is used to refer to individuals who leave the church as a result of their unwillingness to comply with biblical principles or some form of gross misconduct for which there is no genuine repentance. Although 376 persons left the church through apostasy across SLM for the second quadrennium, most of these appeared to have been as a result of the reconciliation. As a comparison, in 2018, after the reconciliation was completed, there were only five such cases reported for removal from membership.

Missing members continue to be a major concern for many congregations. The reports indicate that 797 persons were removed from membership as "missing." The *Seventh-day Adventist Church Manual* makes provision for members to be removed as missing when names are on the records and no one is able to identify or locate the individual/s for a significant period of time —usually longer than six months. As a result, several of the congregations in the Mission have had individuals on their records who are not known to any of the members and whose whereabouts are unknown. Such individuals may be removed as missing after the churches' attempts to locate such persons have produced no results. This is a part of the membership reconciliation process that is being encouraged. Again, 2017 was the year in which the highest number of persons were removed as missing. It is encouraging to note that in 2018, there was no recorded as missing persons. *Figure 7* below shows the yearly membership loss and highlights the impact of 2017 on the overall membership loss for the quadrennium.

Missing members continue to be a major concern for many congregations.

**Figure 7. SLM membership loss. The column chart shows membership loss for SLM in four categories from 2015-2018.**



### CONGREGATIONAL DYNAMICS

The 1,627 members of the Mission are dispersed throughout the five islands of SLM among 50 congregations. These congregations constitute one group (Montserrat Spanish Group), five companies and 44 churches. *Table 11* presents a distribution of the congregational types across the various islands of SLM. Antigua being the biggest island has the largest number

of churches, and Barbuda has the least – only one. As shown in *Table 12* below, these congregations are grouped by 18 districts which are dispersed across the SLM territory. Antigua, has twelve of these districts, St. Kitts two, Nevis two, Montserrat one and Barbuda one. It is also important to note that our field has an average number of 2.8 churches per district.

**Table 11: Congregational Types by Islands as of 31 December, 2018**

	Churches	Companies	Groups	Total
<b>Antigua</b>	29	2	0	31
<b>Barbuda</b>	1	0	0	1
<b>Montserrat</b>	2	1	1	4
<b>Nevis</b>	5	0	0	5
<b>St Kitts</b>	7	2		9
<b>Total</b>	<b>44</b>	<b>5</b>	<b>1</b>	<b>50</b>

**Table 12: Number of Districts per Island as at December, 2018**

	Churches	Districts	Average
<b>Antigua</b>	31	12	2.6
<b>Barbuda</b>	1	1	1
<b>Montserrat</b>	4	1	4
<b>Nevis</b>	5	2	2.5
<b>St Kitts</b>	9	2	4.5
<b>Total</b>	<b>50</b>	<b>18</b>	<b>2.8</b>

Table 13 below gives pertinent information relating to the size of our congregations and the changes in membership over the past four years. In this table, the Montserrat Spanish group is listed under the New Carmel SDA church, hence only 49 congregations are shown on the table. The congregations are listed in alphabetical order and by island. On this table, there are four categories of vital information to consider. These are our beginning membership (March 2011), our membership at the end of our first quadrennium (31 December,

2014), our membership at the end of our second quadrennium (31 December, 2018) and our net increase/decrease of membership as at 31 December, 2018. The net increase/decrease compares the membership at the end of 2014 with that of 2018. On the table, congregations that show a decrease in membership are recorded in red while churches that have grown in membership remain in black. It is also important to note the membership totals per island at the end of 2018 as well as the overall membership decrease.

Antigua  
Barbuda  
Montserrat  
St. Kitts  
Nevis

**Table 13: Membership of Each Congregation per Island as at December 31, 2018**

	<b>CONGREGATION BY ISLAND</b>	<b>Beginning Membership at March 2011</b>	<b>Membership as at 31 December 2014</b>	<b>Membership as at 31 December 2018</b>	<b>Net Increase/ Decrease From 2014 to 2018</b>
	<b>ANTIGUA</b>				
1	<b>All Saints</b>	321	331	389	58
2	<b>Bendals</b>	59	89	109	20
3	<b>Bethesda</b>	93	100	70	-30
4	<b>Bible Speaks</b>	380	444	488	44
5	<b>Bolans</b>	279	269	272	3
6	<b>Buckley's</b>	126	149	131	-18
7	<b>Cedar Grove</b>	104	109	118	9
8	<b>Clare Hall</b>	82	109	206	97
9	<b>Freetown</b>	62	94	70	-24
10	<b>Gray's Farm</b>	228	234	256	22
11	<b>Jennings</b>	293	310	315	5
12	<b>John Hughes</b>	111	108	94	-14
13	<b>Joyful Way</b>	93	101	101	0
14	<b>Liberta</b>	777	845	768	-77
15	<b>Maranatha</b>	257	345	382	37
16	<b>New Winthorpes</b>	270	283	324	41
17	<b>Newfield</b>	123	127	133	6

18	<b>Old Road</b>	385	435	248	-187
19	<b>Pares</b>	205	207	214	7
20	<b>Parham</b>	209	228	269	41
21	<b>Pigotts</b>	143	144	163	19
22	<b>Potters</b>	478	501	215	-286
23	<b>Seaglans</b>	333	357	298	-59
24	<b>Seaview Farm</b>	132	152	171	19
25	<b>St. John's</b>	1,353	1,361	864	-497
26	<b>Steps to Christ</b>	106	130	134	4
27	<b>Sure Word of Prophecy</b>	226	242	191	-51
28	<b>Tindall</b>	646	693	612	-81
29	<b>Urlings</b>	59	69	82	13
30	<b>Villa</b>	690	488	542	54
31	<b>Wi</b>	45	54	72	18
		<b>8,668</b>	<b>9,108</b>	<b>8,301</b>	<b>-807</b>
32	<b>BARBUDA</b>	73	64	58	-6
		<b>73</b>	<b>64</b>	<b>58</b>	<b>-6</b>
	<b>MONTSERRAT</b>				
33	<b>New Ebenezer</b>	751	758	375	-383
35	<b>New Carmel</b>	296	317	334	17
35	<b>New Life</b>	57	65	61	-4
		<b>1,104</b>	<b>1,140</b>	<b>770</b>	<b>-370</b>

<b>NEVIS</b>					
36	<b>Beulah</b>	78	76	85	9
37	<b>Brown Hill</b>	94	103	103	0
38	<b>Charlestown</b>	155	168	192	24
39	<b>Gingerland</b>	225	231	249	18
40	<b>Mannings</b>	119	118	125	7
		<b>671</b>	<b>696</b>	<b>754</b>	<b>58</b>
<b>ST. KITTS</b>					
41	<b>Basseterre</b>	372	462	462	0
42	<b>Cayon</b>	355	372	422	50
43	<b>Faith in Emmanuel</b>	106	198	164	-34
44	<b>Los</b>	---	---	27	27
45	<b>Mt. Moriah</b>	225	227	246	19
46	<b>Old Road</b>	181	107	43	-64
47	<b>Philadelphia</b>	67	92	119	27
48	<b>Phillip</b>	227	231	247	0
49	<b>Sandy Point</b>	162	113	65	-48
		<b>1,695</b>	<b>1,802</b>	<b>1,795</b>	<b>-7</b>
	<b>TOTALS</b>	<b>12,211</b>	<b>12,810</b>	<b>11,678</b>	<b>-1,132</b>

## NEW COMPANIES

During the quadrennium, one group became a company. The Hispanic group in St. Kitts (Los Tres Angeles) was formed into a church company. An atmosphere

of elation and excitement saturated the Basseterre Seventh-day Adventist Church as the St. Kitts island constituency witnessed the re-organisation of the Los Tres Angeles group to a company. This grand event took place on 2 February,



2018 under the distinguished patronage of the full South Leeward Mission's administrative team along with a number of departmental directors.

A significant highlight of the programme was President Greene's message which he delivered fully in Spanish, while Pastor Vanderhorst translated for the benefit of the English speakers. In his message, the president focused on the church being a "living organism." Following the message, Wayne Knowles gave the prayer of dedication. Another highlight of the programme was the generous denotation of gifts by each congregation on island. The night ended with food and fellowship.

The Spanish group in St. Kitts was formed in 1996 by Maria Elena Samuel and began worshipping at the Basseterre Lamb Shelter. As they grew, it became necessary for them to relocate to their current location, Caunt Street, Newtown in 2001. Over the years, this small group has grown exponentially, and this recent reorganisation shows that the Los Tres Angeles Company is very well on its way to becoming a full-fledged church in the near future.

## **INSTITUTIONS**

The South Leeward Mission operates several institutions. These establishments

all assist with the proclamation of the gospel in our territories. We operate one radio station, one dental clinic, five schools and one senior citizen's home. These institutions are found mainly on the two larger islands of Antigua and St. Kitts. Further details are given below about these institutions.

## **SCHOOLS**

The South Leeward Mission operates five educational institutions. These include one early childhood centre, three primary/elementary schools and one secondary school. These academic institutions are located on the islands of Antigua and St Kitts. Antigua hosts the early childhood centre, two elementary and one secondary schools and St Kitts hosts one elementary school.

## **DENTAL CLINIC**

Our lone dental clinic is on the island of St. Kitts. This institution was closed in 2016 but was reopened on 15 August, 2017 with a completely new dental staff. All our members can have access to very professional dental care at the St. Kitts Adventist Dental Clinic.

## **RADIO STATION**

South Leeward Mission operates one radio station, which is located on the island of Antigua. The Second Advent

Radio Station serves all five islands of the Mission.

## SENIOR CITIZEN'S HOME

The one senior citizen's home, the Tabitha Memorial Home, can be found on the island of Antigua. It is semi-independent and its non-administrative workers are hired by the board, for the time being.

## HUMAN RESOURCE

Human Resources (HR) is the department within a business that is responsible for all things worker-related. That includes recruiting, vetting, selecting, hiring, onboarding, training, promoting, paying, rewarding, and firing employees and independent contractors. HR is also the

department that stays on top of new legislation guiding how workers need to be treated during the hiring, working, and firing process. The HR director is, therefore, responsible for addressing all actual and potential legal issues affecting the organisation. HR is considered by many business strategists to be the most important of all company resources. That's because employees can gain new skills, thereby increasing the size of a company's competitive advantage over time.<sup>6</sup> The Secretariat of SLM was responsible for all of the HR functions of the organisation. This report focuses on the employees of the organisation whose hiring was voted by the Executive Committee of the South Leeward Mission.

## WORKER DISTRIBUTION

**Table 14: Shows total active employees of SLM as of 31 December, 2018**

Denominational Employees	Active Employees		
	Females	Males	Totals
Pastors, Bible Instructor, Administrators, and Directors	6	25	31
Office Staff	7	2	9
School Staff	77	13	90
Radio Station Staff	2	0	2
Tabitha Staff	1	0	1
Dental Clinic Staff	3	1	4
<b>All Workers</b>	<b>96</b>	<b>41</b>	<b>137</b>

Like all similar institutions, South Leeward Mission has several categorisation of workers. These categorisations are guided by the job descriptions provided by the IAD *Working Policy* book. At the end of 2018, SLM had 137 full-time employees. According to *Table 14* above, there were 96 females and 41 males employed by SLM. The teachers were by far the largest group of employees with 90 workers, followed by the pastors/directors/administrators group with 31 persons. In addition to those employed directly by the head office, these 137 workers found employment in four other church sponsored institutions.

### **CLASSIFICATIONS OF WORKERS**

South Leeward Mission had 137 full-time workers and one part-time worker at the end of the reporting period. These workers were placed in different categories – ministerial workers, office workers, medical personnel, colporteurs

and educational institution workers – faculty and staff. Colporteurs work on commission and are not paid directly by the institution but the service records of full-time colporteurs are kept by the Mission and special benefits are provided by the organisation. Unfortunately, we have not had any consistent full-time colporteurs at SLM for the past four years.

Within the categories mentioned above, a number of individuals were employed as pastors, office workers, Bible instructors, teachers, school staff, radio station managers, dental clinic workers, Tabitha management and school support staff. *Table 15* below shows one of the ways we can classify these workers and how many were employed in each category. It is also important to note from this table that there was an increase of employment by 4.5% in 2018 (total of 137) over 2014 (total of 131). This percentage increase represents an addition of six employees.

South Leeward Mission had 137 full-time workers and one part-time worker at the end of the reporting period.

**Table 15: Workers of SLM as of 31 December, 2018**

<b>Workers</b>	<b>2014</b>	<b>2018</b>
<b>Ordained &amp; Commissioned Pastors</b>	18	20
<b>Licensed Pastors</b>	8	7
<b>Bible Instructor</b>	1	1
<b>Office Workers (non-ministerial)<sup>7</sup></b>	11	13
<b>Teachers</b>	69	76
<b>School Support Staff<sup>8</sup></b>	10	14
<b>Radio Station Staff</b>	2	2
<b>Dental Clinic</b>	3	4
<b>Tabitha</b>	2	1
<b>Total</b>	<b>131</b>	<b>137</b>

## **WORKERS CREDENTIALS**

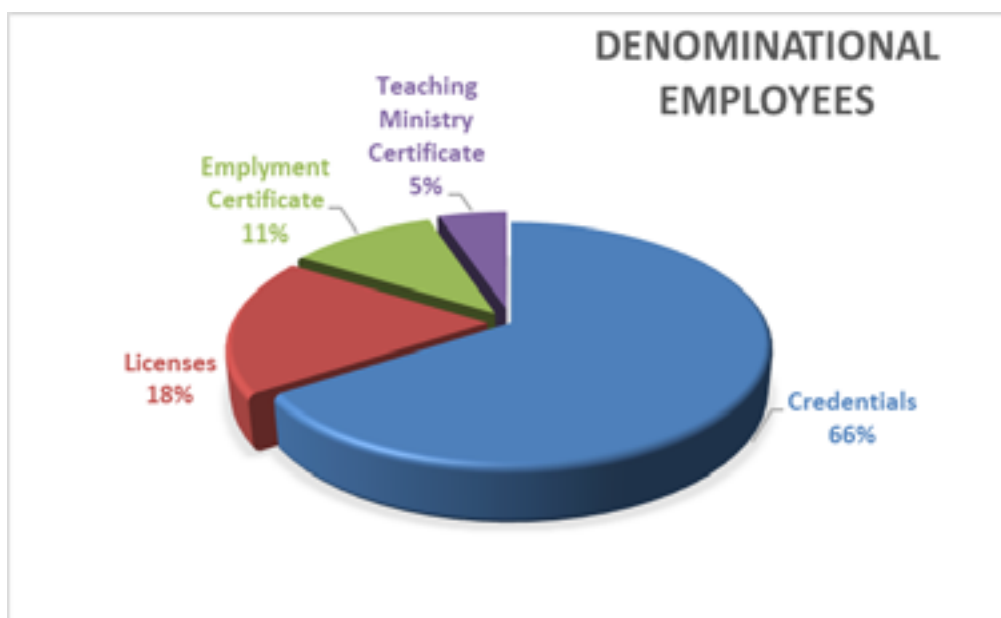
The denominational employees of SLM are also categorised by the credentials and licenses that they have been issued. Table 16 below shows the categorisation of employees and their credentials and licenses. Ministerial credentials come after ordination, whereas ministerial licenses are issued to pastors who are employed beyond internship but not yet ordained or commissioned. On the other hand, for teachers, the Commissioned Teaching Ministry Credential from SLM is issued after six years of fulltime committed work

in the teaching ministry and teachers may also receive Commissioned Teaching Ministry Licenses when they have worked for more than three years. Then, there is the Teaching Ministry Certificate which is issued for teachers at the entry level. Finally, the employment certificates are usually issued to all employees not holding credentials or licenses from a denominational organisation. We can view Figure 8 to capture a clearer picture of how the percentages of the employees in the four main categories are spread across our institutions.

**Table 16: Denominational Employees of SLM and Their Credentials as at 31 December, 2018**

Denominational Employees	Credentials and Licenses	
<b>Ministers</b>	Ministerial Credential <sup>9</sup>	20 <sup>10</sup>
	Ministerial License	6
<b>Education</b>	Commissioned Teaching Ministry Credential	55
	Commissioned Teaching Ministry License	1
	Teaching Ministry Certificate	7
<b>Administrative and Support</b>	Administrative Ministries Credential	5
	Missionary Credential	10
<b>All Other Workers</b>	Employment Certificate	15
<b>Totals</b>		<b>137</b>

**Figure 8. Employees of SLM. The pie chart shows the denominational employees of SLM and their credentials as of 31 December, 2018.**



### **MINISTERIAL**

Table 15 above shows workers by categories over the period under

review. As was mentioned before, this report places emphasis on employee information as of 31 December, 2018. The largest group of workers is the teachers

(76) and then the ordained pastors (20). Here, we see a total of 28 ministerial workers. This is broken down into 20 ordained and commissioned pastors, seven licensed pastors (unordained) and one Bible worker (unordained). Of the 28 ministerial workers reported above, five pastors are in the office, two are associate pastors, one is an institutional chaplain, two are interns and one is a Bible worker. Our two commissioned pastors are female pastors, and our lone Bible worker labours for the Lord with the Spanish group in Montserrat. One of our directors, pastor

Orville Joseph doubles as a director and senior pastor.

It is also important to note that in 2018 we have more ordained and commissioned pastors than we did in 2014. This shows that our pastoral workers are becoming more experienced. At the end of the first quadrennium (2014) we had only one commissioned pastor along with 17 ordained pastors and in 2018 we had two commissioned pastors and 18 ordained pastors. We also have less unordained pastors in 2018 than in 2017.

**Table 17: Shows Ministerial Workers by Islands as at December 31, 2018**

Island	Districts	Ordain	Unordained	Bible Workers
Antigua	12	11 <sup>11</sup>	5 <sup>12</sup>	0
Barbuda	1	0	1	0
Montserrat	1	1	0	1
Nevis	2	2	0	0
St Kitts	2	2	1 <sup>13</sup>	0
<b>Totals</b>	<b>18</b>	<b>16</b>	<b>7</b>	<b>1</b>

Table 17 above shows the islands and the number of ministerial workers associated with the districts on each island. The table does not include the pastors who work at the head office. Each district has at least one senior pastor. Two districts have an associate pastor assigned to them (District 1, Antigua and District 2, St. Kitts) and two others have ministerial interns working along with their senior pastor (Districts 2 and 3, Antigua). On the other hand, Montserrat enjoys having the only Bible worker in SLM.

At the end of 2018, as shown in Table 18, there were 23 pastors and one Bible worker in

the districts serving the 11,678 members at the end of 2018. This gives a ratio of one ministerial worker to every four hundred and sixty seven members (1:467). It is a 10 per cent reduction of member per pastor over the past quadrennium, which had one ministerial worker to every five hundred and eight members (1:508). In addition, the ratio of ordained and commissioned pastors to members was 1:687 in 2018 as compared to 1:1,068 in 2014, a 36 per cent decrease in member to pastor ratio.

There are two factors that would have helped to increase the pastor to member

ratio across SLM. First of all, there is the membership reconciliation that has significantly reduced the membership on our church records by over 1,000 members. Secondly, there has been an increase in pastoral staff employment. In 2014, there were 25 pastors and Bible workers and in 2018 it has increased by three to a total of 28. This combination of membership reduction and pastoral staff increase would have positively affected the member to pastor ratio during the period of reporting. The administrators and directors are included in this final calculation.

**Table 18: Ratio of Ordain and Unordained Ministerial Workers per Member as at December 31, 2018**

Island	Ordain Pastors/ Commissioned		Ordain and Unordain Ministerial Workers	
	2014	2018	2014	2018
Antigua	1:1,153	1:692	1:615	1:488
Barbuda	---	---	1:60	1:58
Montserrat	1:1,024	1:770	1:512	1:385
Nevis	1:695	1:377	1:348	1:377
St Kitts	1:905	1:898	1:905	1:598

## ORDINATION AND COMMISSIONING

As pastors mature in ministry the Executive Committee of the Caribbean Union Conference through the South Leeward Mission extends the rite of Ordination or Commissioning. These ceremonies highlight and confirm pastors' preparedness for fulltime and long-term ministry. The South Leeward Mission was happy to have had

four persons over the reporting period who were set apart for such a life of service by the laying on of hands. In December 2016, Pastor Theodore Smith was ordained to the gospel ministry, followed by Pastor Shelton Benjamin and Pastor Delroy Josiah in December 2018. Additionally, Pastor Melanie Rodgers was Commissioned to the gospel ministry in December 2018. We give God thanks for these soldiers of the cross and pray that God would continue to bless their families and their ministries in copious measures.

## TEACHERS

As was mentioned before, workers in

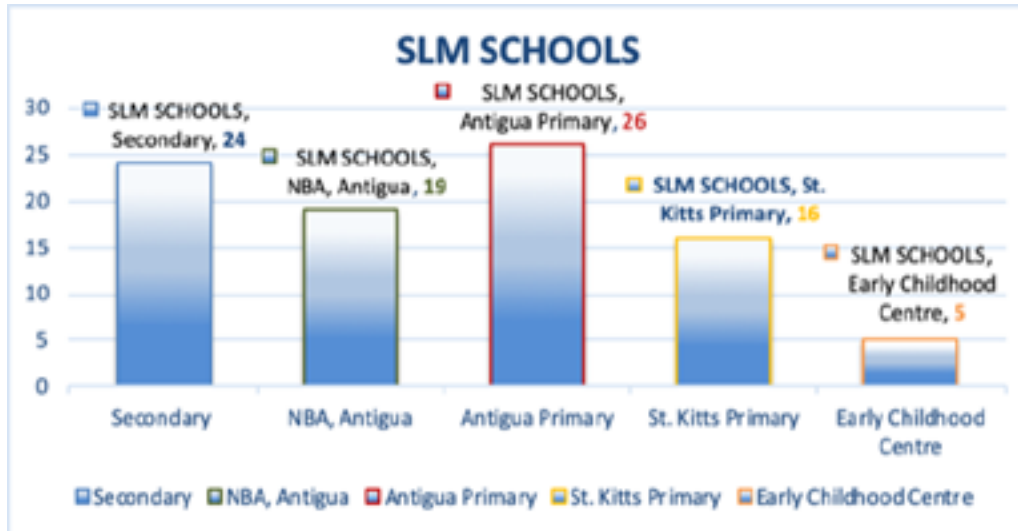
the educational institutions constitute the largest sector of the employees of the Mission. Table 19 shows that as of December 31, 2018, there were 90 persons employed in our schools as full-time workers. An increase of seven persons over 2014. Of these 90 employees, 76 were working in Antigua and 14 in St Kitts. Included in the SLM staff compliment along with the teaching staff, were five full-time custodial workers, one farm assistant, two full-time business personnel, and four secretaries employed in the school system. In Figure 9, below, the percentages of workers per school is illustrated.

**Table 19: Shows SLM Schools and their Active Employees as at December 31, 2018**

Schools	Active Employees	Teachers	Other Support Staff
Secondary	24	20	4
New Bethel Academy	19	15	4
Antigua SDA Primary	26	23	3
St. Kitts Primary school	16	15	1
Early Childhood Learning Centre	5	4	1
<b>TOTAL</b>	<b>90</b>	<b>77</b>	<b>13</b>



**Figure 9. Number of employees in SLM Schools. The columns above show the percentage of active employees per school across SLM as at December 31, 2018.**



## OFFICE STAFF

On 7 March, 2011, the doors of the Mission office opened for business. Eight years later the office workers are comprised of workers in several categories. The table below, Table 20, encapsulates the various offices that have operated at SLM’s head office and the names of the persons who hold these positions. It also shows the additional positions that administrators and directors held over the four year period. We also had three administrative assistants serving the administrators and three departmental secretaries working with the directors. It is instructive to note that most of the workers carried multiple offices, positions or roles.

In 7 March, 2011, the doors of the Mission office opened for business.

**Table 20: Office Staff Workers as at December 31, 2018**

<b>Office</b>	<b>Worker's Name</b>
<b>President</b>	Carson Greene
<b>Secretary</b>	Wayne Knowles
<b>Treasurer</b>	Krista Moore
<b>Personal Ministry</b>	Wayne Knowles
<b>Stewardship/Religious Liberty</b>	Carson Greene
<b>Sabbath School/Community Services/ADRA/ Special Needs</b>	Orville Joseph
<b>Education/Children Ministry/Women Ministry</b>	Eulalie Semper
<b>Family Life/Ministerial/Communication</b>	Mark Braithwaite
<b>Youth/Chaplaincy/ Publishing/Prayer</b>	Kendol Doyle
<b>Auditor</b>	Rachael Knowles
<b>Health (part-time)</b>	Silvia Ham-Ying
<b>Accountant</b>	Angeli Nicholas
<b>Admin Assistant to President</b>	Sydanny David
<b>Admin Assistant to Executive Secretary</b>	Nickeitha Walker
<b>Admin Assistant to Treasurer/Accounts Clerk</b>	Thalia Adams
<b>Departmental Secretary - Family Life and Health</b>	Cindie Greenaway
<b>Departmental Secretary - Education and Sabbath School</b>	Shanya Smith
<b>Cashier/ Departmental Secretary - Auditor</b>	Kemmoy Haywood
<b>Receptionist/ Departmental Secretary - Youth</b>	Thalia Adams
<b>Office Assistant/Driver/Messenger</b>	Velloy Samuel

## WORKERS SEPARATION AND WORKERS EMPLOYED

During the past four years, we have witnessed significant movement in the workforce of the Mission in all areas — mission office, pastoral staff, radio station, education, and medical. Although several workers have left our institutions, we have employed more persons than those who have left. The details of these comparisons can be seen in Tables 21 and 22 below.

### PASTORS

During the four years under review, three ministerial workers left the South Leeward Mission pastoral staff. All three left under different circumstances. Pastor Desmond James (our former faithful president) accepted a call to become the president of the North Caribbean Conference of

SDAs in August 17, 2017. After serving faithfully for over 37 years Pastor Charles Heskey retired in December 31, 2017. Earlier in the previous year, Pastor Chalvar Henry tendered his resignation as pastor of district # 9 in August 31, 2016 and migrated for a few years to Guyana. We give God thanks for these noble men of God who have served in His cause and followed Him fully.

During this same period in review, five persons were added to the pastoral staff. Pastor Holford Browne accepted a call to work Antigua in 2016. Then, Pastor Chalvar Henry re-joined the South Leeward Mission family from our sister field in Guyana in February of 2018. There were also three interns added during this period: Pastor Otis Brown in 2016, Pastor Elliot in 2017 and Winston Joseph in 2018.

**Table 21: Workers Employed by our Institutions Between 1 January, 2015 and 31 December, 2018**

SLM INSTITUTIONS	EMPLOYED
<b>SLM Office</b>	
<b>Pastors -(calls)</b>	2
<b>Ministerial interns</b>	3
<b>Accountant</b>	1
<b>Director - (part-time)</b>	1
<b>Total</b>	<b>7</b>

<b>Schools</b>	
<b>Teachers</b>	38
<b>Cooks - (pre-school)</b>	1
<b>Custodians</b>	3
<b>Business Managers</b>	1
<b>Farm Attendants</b>	1
<b>Security Officer</b>	
<b>Total</b>	<b>44</b>
<b>Radio Station</b>	
<b>Radio Station Announcer</b>	1
<b>Total</b>	<b>1</b>
<b>Dental Clinic</b>	
<b>Dentist</b>	1
<b>Dental Assistant</b>	1
<b>Associate Dentist</b>	1
<b>Receptionist</b>	1
<b>Total</b>	<b>4</b>
<b>New Tabitha</b>	
<b>CEO</b>	1
<b>Admin and Finance Officer</b>	1
<b>Total</b>	<b>2</b>
<b>OVERALL TOTALS</b>	<b>59</b>

## TEACHERS

As stated before, teachers constitute the largest worker grouping in the Mission's employment. It is, therefore, not strange that this group has the greatest movement of workers as well. Tables 21 and 22 show the movement of teachers in and out of the system over the four year period. During this time, 44 persons were added to the education system. This amount consisted of 38 teachers, three custodial staff, one cook, one business manager and one farm assistant. The average number of persons added to our educational institutions amounted to 11 persons per year. If these 11 persons were distributed equally, there would have been 2.2 persons add to each educational institution annually. The year with the highest number of new employees during this period was 2015, with 23 new staff members. This is 52.3% staff added

over the four year period.

Table 22 shows us that 27 workers were separated from our educational institutions. These staff members were separated under three categories: resignations, terminations and retirements. Twenty three persons resigned, two persons were terminated and two others retired during the four year period. This amounts to an average of 6.75 persons leaving our educational institutions per year for this period. It was also in the year 2015 that 12 (44.4%) staff members separated. These staff members were separated for reasons such as choosing new careers, better paid teaching jobs, migration and for disciplinary reasons. The year 2015 represented a year of transition and expansion across our school plants. We are thankful that despite our challenges God has kept these institutions strong.

... teachers  
constitute the largest  
worker grouping  
in the Mission's  
employment.

**Table 22: Workers Separated from our Institutions Between January 1, 2015 and December 31, 2018**

SLM INSTITUTIONS	SEPARATED				Totals
	Resignation	Calls	Terminated	Retired	
<b>SLM Office</b>					
Pastors	1	1		1	3
<b>Schools</b>					
Business Manager	1				1
Teachers	23		2	2	27
Security Officer				1	1
<b>Dental Clinic</b>					
Dentist	1				1
Dental Assistant	2				1
Associate Dentist	1				1
Receptionist	1				1
<b>New Tabitha</b>					
Admin and Finance Officer	1				1
CEO	1				1
<b>OVERALL TOTALS</b>	<b>32</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>38</b>

## **TABITHA**

The Tabitha Senior Citizen's Home in Antigua witnessed the departure of Sis. Silvia Ham-Ying and the joining of Sister Cherrie Jackson on May 15, 2015. Much appreciation must be given to Sister Ham-Ying for her hard work and dedication to duty. Sister Ham-Ying has done much over her tenure to make the home sustainable.

## **RADIO STATION**

Second Advent Radio continues to be a beacon to the Eastern Caribbean. It has two full-time staff members, Necole Caleb (the radio station manager) and Delma Cameron (the radio announcer). Mrs Cameron joined the staff of Second Advent radio on March 1, 2016, after Mr. Nathaniel Durand tendered his resignation. Many thanks to Necole Caleb for her passion and the hard work she has given to the radio ministry as its manager.

## **DENTAL CLINIC**

In the month of August, 2017, the dental office on the island of St. Kitts started the process for its re-opening by hiring its first employees. Its grand reopening took place on September 25, 2018 with four persons comprising the staff: one Dentist, one Dental Assistant, One receptionist and one Accountant. As at December 31, 2018, there were four employees at the Clinic headed by Dr. Bukaris Anugerah (Dentist) and his wife Arpa Anugerah

(Office Manager). The other two staff members were the Dental assistant and the receptionist.

## **WORKER DEVELOPMENT AND TRAINING**

The Human Resource Department organised several training and development seminars throughout the period. Included in these were the following:

- »—Retirement planning seminar for all workers 50 years of age and over
- »—Workshop on labour relations for all institutional heads and departmental directors
- »—Risk management seminar on institutional safety
- »—Policy orientation for workers
- »—Secretarial training for office staff

In addition, the department also facilitated overseas training for the administrative assistant to the executive secretary. The department of human resource has also worked to enact local policies to facilitate workers in the pursuit of higher education.

In an effort to improve the working relationships, efficiency and professionalism for all workers at South Leeward Mission, the Secretariat/ Human Resource (HR) department of SLM invited Mrs. Marsha Harris from the University of the Southern Caribbean to conduct a four

day professional development seminar from October 1-4, 2018. These seminars were conducted in Antigua and St. Kitts and included the administration of all our institutions and head office, secretarial staff and all pastors. Some of the areas covered in the workshop included:

- »—Understanding your role as an administrator
- »—The administrator and HR functions
- »—The job of the office professional
- »—Emotional Intelligence
- »—The pastor and HR functions
- »—The organized office professional
- »—Customer service

## RETIREMENT

Very few persons from the SLM worker force retired over the four year period. During this time, five persons retired from their work: one Pastor (Charles Heskey), two teachers (Ruthlyn Spencer and Juanita George), one librarian (Carol Edwards) and one Security Officer (Leroy Barthley). Juanita George is our retiree with the most years of service. Mrs. George is currently giving a year of post retirement teaching to the Antigua Secondary School. They have all given a combined years of service amounting to 140 years. We give God thanks for the services of excellence that these retirees have contributed to His great work over the many years. Table 23 below shows their date of retirement and years of service.

**Table 23: Names of the Persons who Retired for the Quadrennium, 2015 to 2018**

Names	Date of Retirement	Years of Service
<b>Leroy Barthley</b>	December 31, 2017	22 years
<b>Carol Edwards</b>	July 31, 2017	11 years
<b>Charles Heskey</b>	December 31, 2017	37 years
<b>Ruthlyn Spencer</b>	July 31, 2017	27 years
<b>Juanita George</b>	July 31, 2018	43 years



## SLM DEMOGRAPHICS

### GENDER

Females dominate the workforce of SLM. Table 24 below gives a general overview of all the workers of SLM and their gender. Overall, there are 96 females (70%) employed by SLM and 41 males (30%). Females dominate all the categories of workers except one, as shown in Table 22 below. Only in the category of Pastors, Bible Workers, Administrators, and Directors that females do not dominate. In this category, there is a strong male dominant staff compliment with 25 out

of 31 workers being males. That is 81% of this group are males.

The school staff on the other hand had an even higher percentage of females than that of the general employee ratio. Of the 90 persons in our educational institutions over the period in review, 77 of them were females and 13 were males. Females represent of 86% of the workforce at our schools. We can conclude, then, that females dominate the teaching profession even more than males dominate the pastoral profession.

**Table 24: Active Employees of SLM and Their Gender as at December 31, 2018**

Employees	Active Employees		
	Females	Males	Totals
Pastors, Bible Workers, Administrators, and Directors	6	25	31
Office Staff	7	2	9
School Staff	77	13	90
Radio Station Staff	2	0	2
Tabitha Staff	1	0	1
Dental Clinic Staff	3	1	4
<b>All Workers</b>	<b>96</b>	<b>41</b>	<b>137</b>

### AGE OF EMPLOYEES

The age of the workers in any organization speaks to its future. As we review the age ranges of our employees as at December 31, 2018, we discovered that we had an average age of 45.12 years for our 137 employees. Our youngest employee was 20 years of age

and the oldest was 72. It is also instructive to note in Table 25 what the average age of the male employees (44.70) were compared to the female employees (45.27). Additionally, the number of workers over 50 years of age is 49 in total (35.8%) while the number of pastors over 50 years amounts to 10 persons (32.3%). This means that the pastors have a lower average age of its workforce when compared to the general employees over 50 years old.

**Table 25: Total Active Employees of SLM as at December 31, 2018**

<b>South Leeward Mission Workers</b>	<b>Ages</b>
<b>Youngest</b>	20
<b>Oldest</b>	72
<b>Average age of 15 Oldest Workers</b>	62.8
<b>Average age of 15 Youngest Workers</b>	26.26
<b>Average age of Female Workers</b>	45.27
<b>Average age of Male Workers</b>	44.70
<b>Average age of workers in general</b>	<b>45.12</b>

Table 26 below shows us the average of the pastoral workers by gender. The table shows that the male pastoral workers have a lower average age than the female pastoral workers. We can also observe that the average age of the pastors is a little bit

lower (44.8) than the combined average age of all of the SLM employees (45.12) as shown in Table 25. This means that SLM has a younger pastoral workforce than the average age of its workers in general.

**Table 26: Average age of our Employees as at December 31, 2018.**

<b>Average Age</b>	<b>Male</b>	<b>Female</b>	<b>All Pastoral</b>
<b>Pastors, Bible Instructor, Admin., Directors</b>	43.76	48.7	44.8

## **NECROLOGY**

Over the last quadrennium we had to experience the sad passing of two soldiers of the cross who gave of themselves unselfishly and tirelessly to the cause of God. We thank God for their contribution to His work and the very positive legacy that they have left us. These two persons are Pastor J. S. U Burton and Sister Constance Fleming.

### **PASTOR J.S. U. BURTON**

Pastor J.S. U. Burton was referred to as The Patriarch, among pastors and lay members alike. He served in several islands and countries of the Caribbean Union. Pastor Burton also served as a director at the Caribbean Union and as a pastor on several islands of SLM, including Antigua, where he last pastored before his retirement. Pastor J. S. U Burton died on Friday, July 24, 2015 at the age of 92.

### **SISTER CONSTANCE FLEMING**

Sister Constance Fleming served as principal of the Montserrat Seventh-day Adventist School (1978-1983) and as

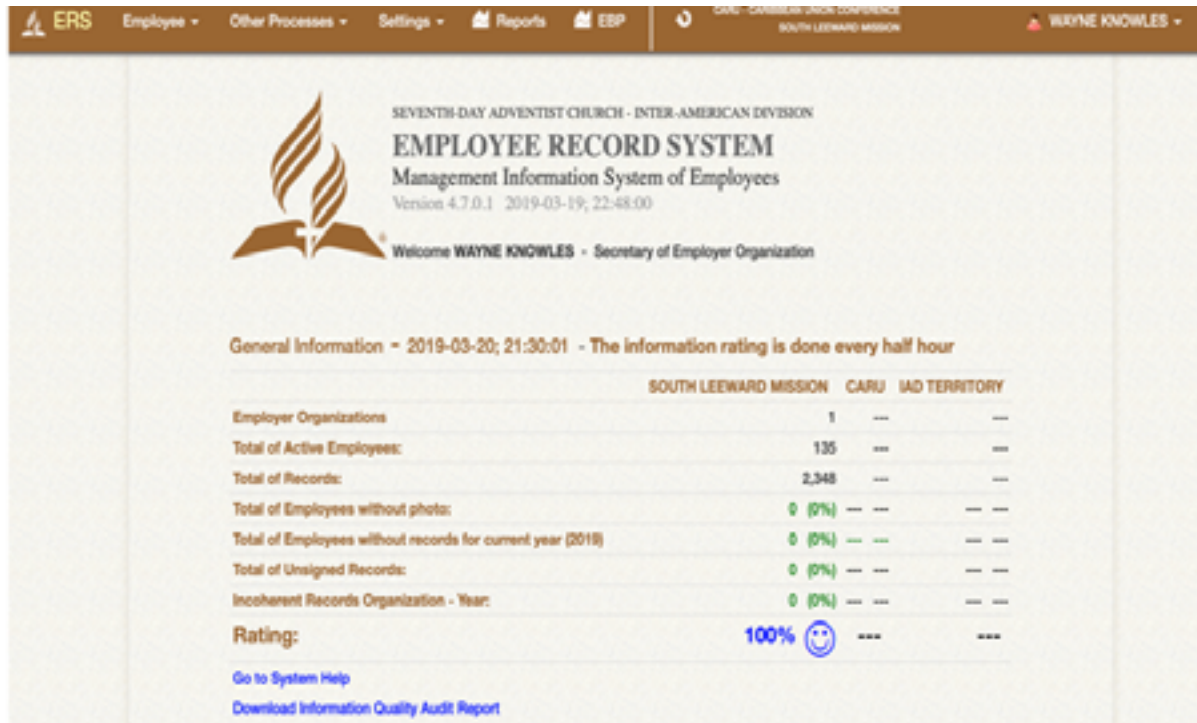
classroom teacher and principal of the St. Kitts Elementary School (1985-1993). She was also a very dedicated member who held and led many ministries (elder, Sabbath School superintendent and church treasurer) in the Sandy Point Seventh-day Adventist Church. She died on February 28, 2017 at the age of 64.

## **MEMBERSHIP RECORD KEEPING**

Keeping record of all the employees can be a very tedious task. The Inter-American Division started to use the Employee Record System (ERS) in 2013 to help each field keep better records. With only one hard-working staff in Secretariat, apart from the executive secretary, it has taken several years to transfer all of the relevant information to this software. As can be seen in Figure 10, we have now, for the first time, achieved 100% data compliance. Some of the areas for which we gathered data for the ERS included photographs of each worker, yearly levels of remuneration for each worker, years of service, and pension plan entitlements.

... We thank God for their contribution to His work and the very positive legacy that they have left us.

**Figure 10. Employee Record System (ERS). The picture of the ERS compliance home page shows 100% rating at the beginning of 2019.**



## CHURCH RECORDS

One of the key areas in which SLM Secretariat serves the constituency is through record keeping. Our Secretariat Department keeps a copy all of the significant records of the local congregations. Presently we keep records for the churches such as land registration, church registration, architectural drawings, monthly church membership and monthly church attendance. We are presently working on centralizing all certificates for baby dedications and marriages. We hope that the centralization of all these documents should be completed in the near future.

## CHURCH VOLUNTEERS

Our church clerks are the guardian of the important information that goes to each of our congregations. As it relates to church membership and important documents, the work of the Mission's executive secretary is totally dependent on the work of the church clerks in the various congregations. It is therefore important to have proper functioning clerks in all of our congregations.

## CHURCH CLERK'S TRAINING

Over the past four years the Mission continues to provide training for our church clerks.

During this period, SLM Secretariat

conducted extensive training in the use of the Adventist Church Management Software (ACMS) Demo. Other important functions of the church clerks were emphasized in workshops across the various islands of SLM.

## **CHALLENGES**

There are four main areas of challenges that need to be highlighted at this time. These are:

1. On time reporting
2. The accuracy of reports
3. Attendance count
4. Membership reconciliation

## **ON TIME REPORTING**

Church clerks are to submit monthly reports but some report only quarterly and still others less frequently. This affects the accuracy of the report that is sent on to the higher organization. It also has implications for the level of analysis that can be done with the performance of individual congregations. We have encouraged all clerks to present their monthly reports with the boards at their monthly meetings. This should be done along with the minutes from the previous board meetings. We believe that reporting in this way will help to improve the timely reporting of our clerks.

## **THE ACCURACY OF REPORTS**

A close examination of the statistical information presented above will reveal that there is an adjustment figure in both the growth and loss sections of membership. When a congregation reports one figure for membership one quarter and an increased figure the next quarter without reporting baptisms, transfers, or profession of faith; then there is an unexplained increase. Such changes in membership are unacceptable. While there may be the occasional duplication of a name on the record, this should be the exception. In 2017, we saw very significant adjustments in membership losses and gains. However, in 2018, the adjustment figures have returned to minimal levels. We hope that this trend continues.

## **ATTENDANCE COUNT**

Congregations across the Inter-American Division are required to report attendance information for both Sabbath School and divine worship. The South Leeward Mission required that clerks report average attendance each month. More than 70% of congregations lack consistency in this area. Without such data it is difficult to present an accurate picture of what happens in the congregations on a monthly basis. Further investigation suggest that many congregations are

counting the attendance but not reporting them to the church clerks. We are hoping that this situation can be improved for the future, as this data is very important for the local church as well.

## **MEMBERSHIP RECONCILIATION**

The world church has embarked on an initiative to establish a unique ID number for every member but before it can be implemented congregations need to reconcile their membership. Unfortunately, churches continue to report memberships that are much larger than their average attendance, even though, most of our congregations have completed the main portion of their membership reconciliation. We are now seeking to ensure that this process continues to improve on an annual basis.

## **GRATITUDE**

Having accepted this position of executive secretary for less than a year and a half, it means that I had to learn the requirements of my position quickly. It also meant that I had to depend heavily on my administrative assistant and the former executive secretary. A special thank you is therefore extended to my administrative assistant, Mrs Nickeitha Walker for teaching me the ropes. She is a very efficient and meticulous worker who does her best every time to ensure that Secretariat is functioning effectively.

Thank you Mrs. Walker, your service is deeply appreciated.

Although our church clerks are not paid with dollars and cents, they provide tireless and consistent service to this noble work of God. I would like to take this opportunity to publicly express my heartfelt appreciation to you for your labour of love. Keep working for The Master.

I would also like to say a special thank you to Pastor Johnson Frederick, secretary of the Caribbean Union and to his administrative assistant Sis. Gail Smith-Anthony. Mr. Secretary, your support and counsel are greatly appreciated. You have always responded promptly to all of my requests and enquiries.

The pastoral staff of the South Leeward Mission was responsible for what happens at the local church level. There has been improvement in reporting because of their hard work. To all of you I say thank you. I would also like to say thank you to the entire membership of the South Leeward Mission: every congregation, every leader and every member. I was humbled to be able to serve you. Without you I would not have had any partner in ministry.

It was also my privilege to work with two administrators who had the mission at

heart. Even though we did not have the same ideas at times we were able to make things work in an amicable and productive way. To you, I say thanks and may God continue to bless you and your families. To the director and staff of SLM, I would also like to express my appreciation and gratitude for the good, hard work that you have put in, to make my efforts worth the while. May God's blessings attend to you now and always.

My Darling wife, Rhonda, has always been my number one support system. I would like to say a gigantic thanks to you. Your words of encouragement and love kept me motivated. Thanks for your

quiet patience. I love and appreciate you dearly. To my two daughters, Rhonique and Rhesa, thank you for your patient love. You are truly my inspiration.

As we look back over the past four years, I am sure you would agree with me that all the glory, praise and thanks belong to our God. It is in Him that we live and move and have our existence. It is through God and for Him that I serve. May God continue to bless all of us in super abundance as we continue to work for the building up of His kingdom.

### Endnotes:

- 1 Population status for these islands were taken from [www.worldmeters.info](http://www.worldmeters.info)
- 2 [www.worldmeters.info](http://www.worldmeters.info)
- 3 [www.worldmeters.info](http://www.worldmeters.info)
- 4 <https://www.indexmundi.com/g/g.aspx?c=ac&v=24>
- 5 <https://ipfs.io>
- 6 <https://www.shopify.com/encyclopedia/human-resources-hr>
- 7 These are workers who are not pastors.
- 8 This includes teachers, office staff and custodial staff.
- 9 There are three female pastors in SLM and all three are commissioned.
- 10 This total includes the pastors who work as Administrators and Directors.
- 11 One pastor works as a director. He has an associate pastor working along with him in his district.
- 12 Two of these pastors are interns who are being trained by senior pastors.
- 13 There is one unordained pastor who is an associate pastor.



And without faith it is impossible to please him, for whoever would draw near to God must believe that he exists and that he rewards those who seek him.

Hebrews 11:6 ESV

MRS. KRISTA MOORE



Treasurer  
(CMO)





# TREASURER'S REPORT

MR. CHAIRMAN, officers of the Inter-American Division, the Caribbean Union Conference, directors and staff of the South Leeward Mission, administrators from our sister fields, delegates and guests; I am delighted to share with you a statistical review of the financial health of the South Leeward Mission for the quadrennium under review. In March of this year, the South Leeward Mission celebrated its eighth anniversary and in celebration we keep our session theme in focus, "Together, we Persevere; With God we Conquer".

The quadrennium began in 2015 with Dr. Carson Greene serving as secretary/treasurer of the Mission. In August of 2016, at the Caribbean Union Conference Session, the position of secretary/treasurer was separated and Dr. Carson

Greene was appointment executive secretary and your humble servant took up the mantle of treasurer. The transition from accountant to treasurer was not as difficult as I had anticipated and I would like to give recognition at this time to Dr. Carson Greene. Thank you sir for your commitment, dedication and leadership over the years. I am truly thankful for your prayers, support and encouragement, and pray God's continued blessings as your work for Him. I would also like to say a heartfelt thank you to Pastor Desmond James for welcoming me so graciously to the administration of the Mission. I have admired his wise leadership as president of the South Leeward Mission and now as president of the North Caribbean Conference. My prayers are with you as you dedicate your life for service to God. To Dr. Knowles, Directors and staff of the South Leeward Mission office, it has been

a pleasure working with you; may God continue to bless each of you.

A special thank you to the members of the treasury team, Angeli Nicholas, accountant; Thalia Adams, administrative assistant/accounts clerk; Velloy Samuel, plant officer/messenger/driver and Kemmoy Haywood, cashier. Each of you brought your unique skills and abilities to the department and contributed to the success of the Treasury department and the entire organisation as a whole. I give God thanks for your dedication and service over the years.

This report provides an overview of significant trends and analyses for the quadrennium. The audited financial statements for 2015 to 2018 follow this report and may be consulted for further details.

***(Figures are all stated in Eastern Caribbean Dollars)***

## **TITHE REVENUE 2015-2018**

The South Leeward Mission had, as one of its goals, to reach 10 million dollars in tithe income by the end of the quadrennium. We were able to achieve this goal in 2017, one year earlier than anticipated! We

recognised that it was only by God grace that we have seen a consistent increase in our tithe income over the four-year period under review. Table 1 shows tithe comparison by islands over the period. After the required percentages are remitted to the larger organisations, the net tithe is left for operating expenses.

Changes to the reporting format in the accounting software may reveal some inconsistencies in the calculations of the net tithe. In 2015, net tithe calculations included deductions for tithe to IAD, Union and USC only. For the period 2016 to 2018 when we upgraded the software from Sun 5 to Sun 6 net tithe calculations included deductions for IAD, Union, USC, publishing and schools. For the purposes of consistency, the report below shows the later calculation of net tithe for the four years under review. Please note an audit reporting adjustment in 2018. The \$1,045,195 tithe to schools represents the policy requirement only. The difference of \$677,659 contributed to schools is recorded in the Operating Expense section on the Statement of Financial Activity. The total contributed to schools in 2018 is \$1,722,854.

**TABLE 1: TITHE REVENUE 2015-2018**

<b>Gross Tithe</b>				
	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>
<b>Antigua</b>	6,576,967	6,755,285	7,003,137	7,132,270
<b>St. Kitts</b>	1,405,841	1,439,598	1,602,780	1,534,995
<b>Nevis</b>	869,603	782,748	876,077	1,042,399
<b>Montserrat</b>	531,592	452,194	481,938	543,611
<b>Barbuda</b>	47,287	42,927	41,946	22,323
<b>Total</b>	<b>9,431,290</b>	<b>9,472,752</b>	<b>10,005,877</b>	<b>10,275,598</b>
<b>Tithe to Larger Organizations</b>				
<b>Tithe to IAD</b>	707,347	710,671	750,377	873,326
<b>Tithe to Union</b>	943,129	947,561	1,000,503	1,027,443
<b>Tithe to USC, Publishing &amp; Schools</b>				
<b>Tithe to USC</b>	565,877	568,537	600,302	616,466
<b>Tithe to Publishing</b>	94,313	94,757	100,050	102,744
<b>Tithe to Schools</b>	1,625,916	1,593,363	1,665,387	1,045,195
<b>Total</b>	<b>3,936,582</b>	<b>3,914,889</b>	<b>4,116,619</b>	<b>3,665,174</b>
<b>Net Tithe</b>	<b>5,494,708</b>	<b>5,557,863</b>	<b>5,889,258</b>	<b>6,610,424</b>

Table 2 shows a comparison between total tithe income for the quadrennium for each island while Chart 1 depicts a graphic view.

**TABLE 2**

<b>Gross Tithe</b>	<b>Antigua</b>	<b>St Kitts</b>	<b>Nevis</b>	<b>Montserrat</b>	<b>Barbuda</b>
	27,467,659	5,983,214	3,570,827	2,009,335	154,482

## CHART 1 – QUADRENNIUM TITHE REVENUE BY ISLAND

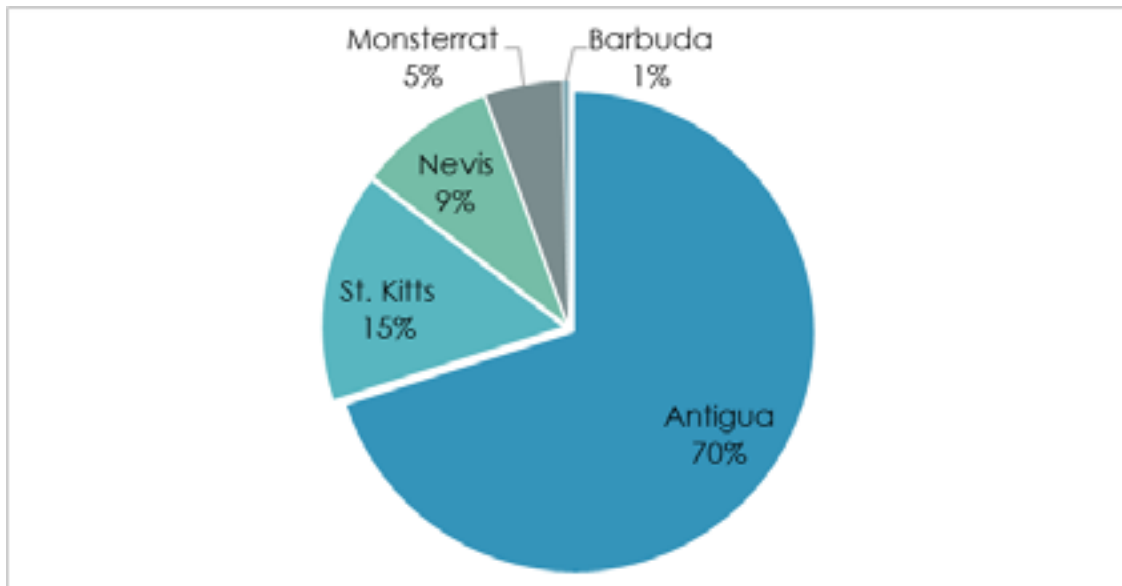
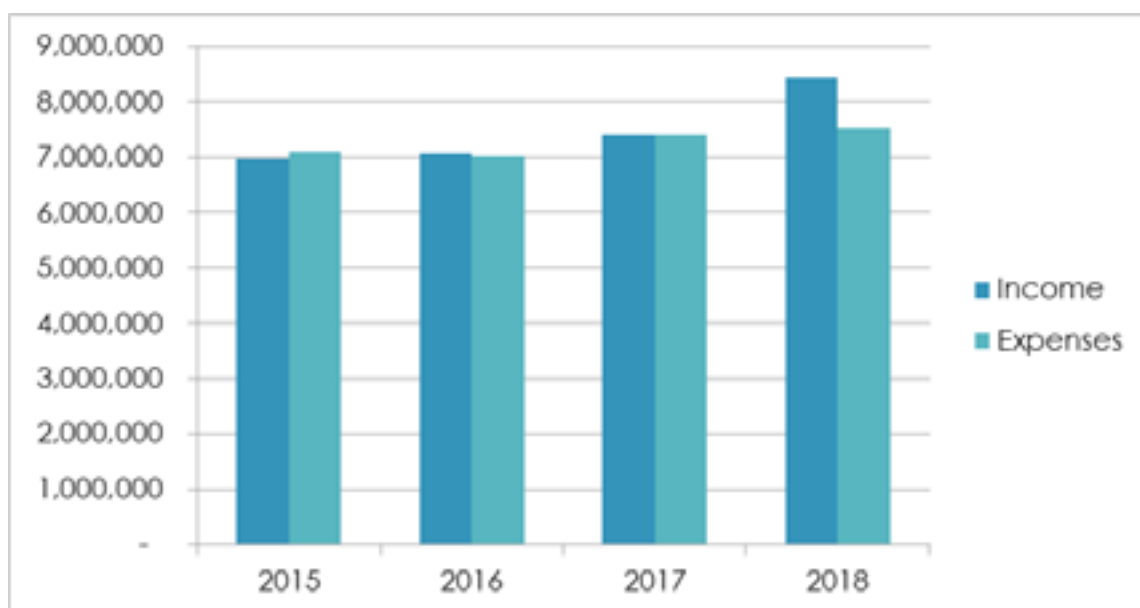


Table 3 and chart 2 show an analysis of income and expenses over the quadrennium. You will observe that a surplus was realized for the last three years of the quadrennium. An increase in tithe income, as well as efforts to manage expenses has resulted in this trend.

**TABLE 3**

	2015	2016	2017	2018
Income	6,963,137	7,072,899	7,427,239	8,456,177
Expenses	7,091,152	7,029,202	7,419,958	7,530,202
Surplus/Deficit	(128,015)	43,697	7,281	925,975

**CHART 2 – INCOME AND EXPENSES**



## MISSION OFFERING

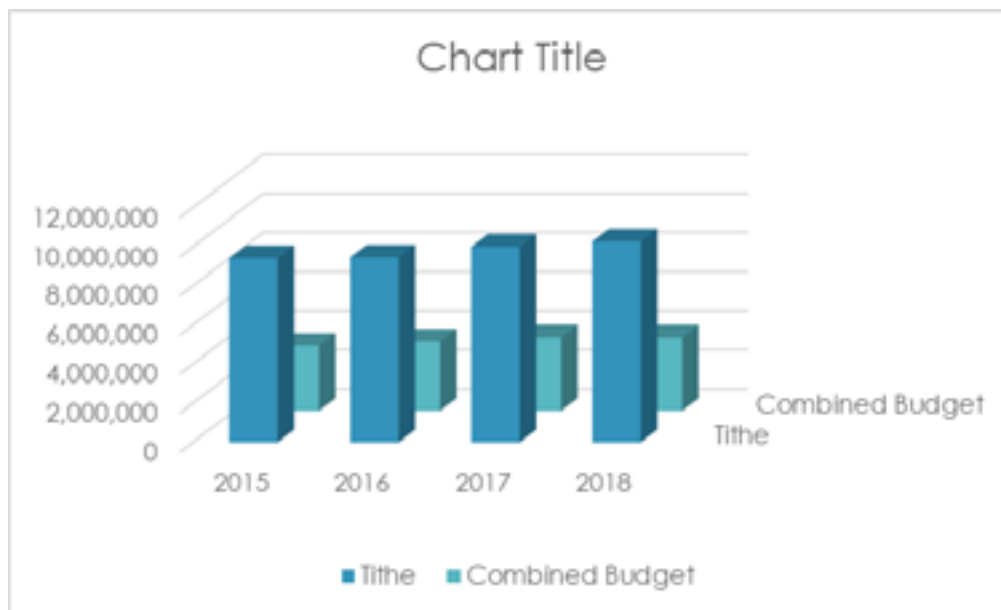
The Mission offering is remitted to the office by the churches at a rate of 20% of the combined budget. The full amount is forwarded to the Inter-American Division

to assist with our mandate to spread the gospel around the world. Since the Mission offering is a percentage of the combined budget, it provides a good comparison between members' tithe and offering giving patterns.

**TABLE 4 – TITHE VS. OFFERING COMPARISON**

	2015	2016	2017	2018
Tithe	9,431,290	9,472,752	10,005,877	10,275,598
Combined Budget	3,338,271	3,562,677	3,762,292	3,753,918
Percentage	35%	38%	38%	37%

**CHART 3 – COMPARISON OF TITHE INCOME & MISSION OFFERING**



The chart above shows that the average ratio of combined budget to tithe is about 37%. This means that for each dollar returned as tithe, thirty-seven cents is given as combined budget. From our analysis, the local congregations with a tithe to combined budget ratio less than 50% tend to struggle to meet their obligations and so would benefit

significantly if this ratio were to increase to 50 percent or more. Administration has been working with the Stewardship department to educate our members in this regard.

## MISSION DEVELOPMENT

In 2014, the Executive Committee of the South Leeward Mission, in consultation

with the island constituency, made a decision to address a long-standing problem of unfinished church buildings. The recommendation was to combine the Local Development and Mission Development funds into one fund and secure a loan from CURF to address the infrastructural and developmental needs of our churches and institutions. The idea was that together we would do more than we could individually. Therefore, beginning January 2015, churches were asked to remit 20 percent of the combined budget to the Mission as Mission development. This arrangement replaced the previous arrangement of 10 percent remitted to the local island development

councils and 10 percent remitted to the Mission. The Mission, in turn, secured a \$3.3 million, ten-year loan which was to be serviced by the Mission Development Fund. Each island identified their greatest need and funds were assigned. Congregations who benefited from the loan were asked to repay 50 percent of the loan amount (interest free); these repaid amounts were to be used to liquidate the debt in the shortest possible time period. The local island development councils were required to submit a budget and a monthly subsidy was to be allocated from the fund. The CURF loan proceeds were disbursed as shown in *Table 5* below.

**TABLE 5**

<b>Mission Development Loan - Disbursed</b>	
<b>Antigua Preschool Land</b>	1,000,000
<b>All Saints SDA</b>	257,396
<b>Newfield SDA</b>	360,000
<b>Tindall SDA</b>	245,000
<b>Tabitha Memorial Foundation</b>	160,000
<b>Bible Speaks SDA</b>	240,000
<b>Barbuda SDA</b>	80,000
<b>Gingerland SDA</b>	200,000
<b>New Love- Spanish Group (Mont.)</b>	148,000
<b>Faith in Emmanuel SDA</b>	300,000
<b>Philadelphia SDA</b>	300,000

Organisational policy does not allow for tithe funds to be used on capital development. The Mission Development Fund, in addition to servicing the loan as outlined above, also assists in other developmental needs within the Mission. Funds were utilized across the Mission

as well as to assist our sister fields and educational institutions. *Table 6* shows the Mission development income and disbursements over the four-year period, while *Table 7* shows the details of the Mission development disbursements from 2015-2018.

**TABLE 6 – MISSION DEVELOPMENT INCOME AND DISBURSEMENTS**

	2015	2016	2017	2018
Beginning Balance	501,856	249,079	356,310	179,070
Receipts	619,578	696,404	762,293	748,160
Disbursements	(872,356)	(589,172)	(939,533)	(794,230)
Ending Balance	249,078	356,311	179,070	133,000

**TABLE 7 – MISSION DEVELOPMENT DISBURSEMENTS 2015 TO 2018**

Antigua Churches	210,504
Antigua Council/Island Projects	104,939
St Kitts Churches	13,738
St Kitts Council/Island Projects	202,768
St Kitts School	152,635
Antigua SDA School	161,105
St Kitts Dental Clinic	134,911
Nevis Churches	25,000
Nevis Council/Island Projects	56,131
Montserrat Churches	3,878
Montserrat Council/Island Projects	61,131
Tabitha Senior Citizens Home	205,546
2nd Advent Radio	106,233
USC - Contribution Auditorium Project	50,000
Guyana Conference - Evangelism/Anniversary C	17,103
St Lucia Mission - Anniversary Gift	5,000
CURF Loan Repayment	1,684,669
<b>Total</b>	<b>3,195,291</b>

## INGATHERING

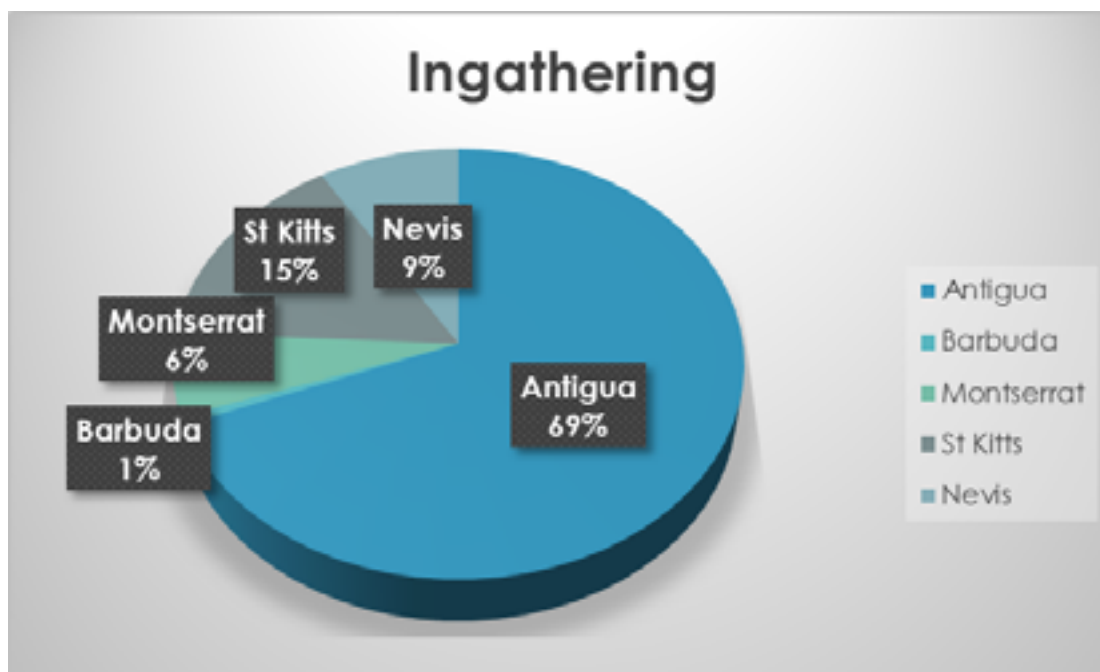
The churches within the South Leeward Mission continue to carry out the important activity of Ingathering, annually. From the Ingathering proceeds, the Inter-American Division receives 10% which is applied to their Disaster Relief Fund as per policy stipulation. The Caribbean Union receives one-third of

the basic goal and the other two-thirds remain in the local field. Ninety percent of the overflow (the excess achieved above the basic goal) is reverted to the local qualifying congregations. There has been an increase in Ingathering income over the four-year period which is outlined in *Table 8* and *Chart 4* below.

**TABLE 8 –INGATHERING INCOME BY ISLAND**

	2015	2016	2017	2018	Total
Antigua	185,593	245,539	279,064	285,646	995,841
Barbuda	3,179	2,785	2,497	150	8,611
Montserrat	25,910	21,795	18,268	22,762	88,734
St Kitts	47,880	76,572	51,076	48,426	223,955
Nevis	27,361	29,406	34,126	35,118	126,012
	289,922	376,097	385,032	392,102	1,443,153

**CHART 4 – INGATHERING INCOME BY ISLAND**



The overflow returned to the congregations that exceed their basic goal is used in the areas of education, welfare

and disaster. Table 9 outlines amounts given back to churches as Ingathering overflow.



**TABLE 9**

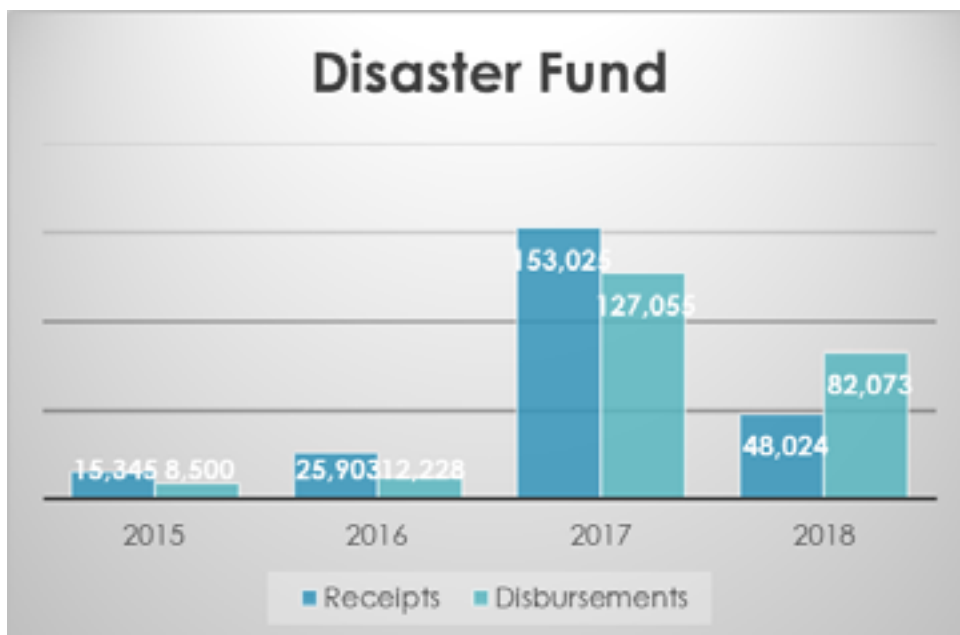
	2015	2016	2017	2018
Ingathering Returns	125,106	197,817	198,676	192,495

**DISASTER & WELFARE**

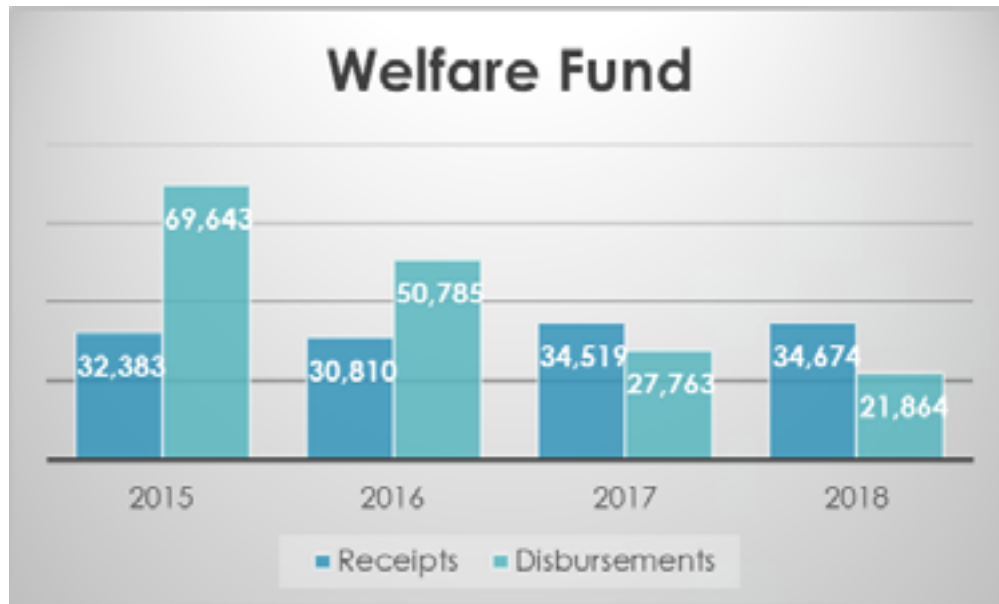
The disaster and welfare funds assists with various needs of individuals and organisations within our communities. Most notable for this quadrennium, was the passage of hurricanes Maria and Irma in 2017. These hurricanes ravaged the islands of Dominica and Barbuda as well as many islands of the North Caribbean Conference. Our Mission was able to partner with our larger organisations, ADRA and churches and members within our field and in North America, Canada and the UK to respond to the needs in the islands affected. In total more than \$54,000 was contributed to the Dominica

hurricane relief efforts, \$120,000 to the Barbuda relief efforts and \$27,500 to the islands affected in the North Caribbean Conference territory. A special thank you is extended to the Nehemiah Skills group of builders who travelled to Dominica and Barbuda and gave voluntary labor to assist with the rebuilding of homes and churches damaged after the storm. The disaster fund balance as at December 2018 was \$158,693 while the Welfare Fund balance as at December 2018 was \$39,618. Details of the disaster and welfare Funds receipts and disbursements are captured in *Charts 5 and 6* below.

**CHART 5 – DISASTER RELIEF FUND – RECEIPTS & DISBURSEMENTS**



## CHART 6 – WELFARE FUND – RECEIPTS & DISBURSEMENTS



### EDUCATION

The financing of Christian education is an ongoing challenge. However, we believe that educating our children is not an expense but an investment. We want our children to grow up not only to be good corporate citizens but citizens for the Kingdom of God. The South Leeward Mission currently operates five educational institutions. We have one secondary school, three primary schools and one early childhood development centre. We contribute a monthly subsidy

to each of our educational institutions to assist with their operations. The Mission also contributes the employer portion of the retirement contributions and health insurance contributions for all school employees.

As per policy six percent of tithe income is remitted to the University of the Southern Caribbean, our sole university in the Caribbean Union. *Table 9* outlines the amounts contributed to education each year of the quadrennium.

**TABLE 9 – CONTRIBUTIONS TO EDUCATION**

	2015	2016	2017	2018
School Subsidies	1,625,916	1,593,363	1,665,387	1,722,433
Tithe to USC	565,877	568,363	600,302	616,466
<b>Total Funding to Education</b>	<b>2,191,793</b>	<b>2,161,726</b>	<b>2,265,689</b>	<b>2,338,899</b>
<b>Total as a % of Tithe</b>	<b>23.24%</b>	<b>22.82%</b>	<b>22.64%</b>	<b>22.76%</b>

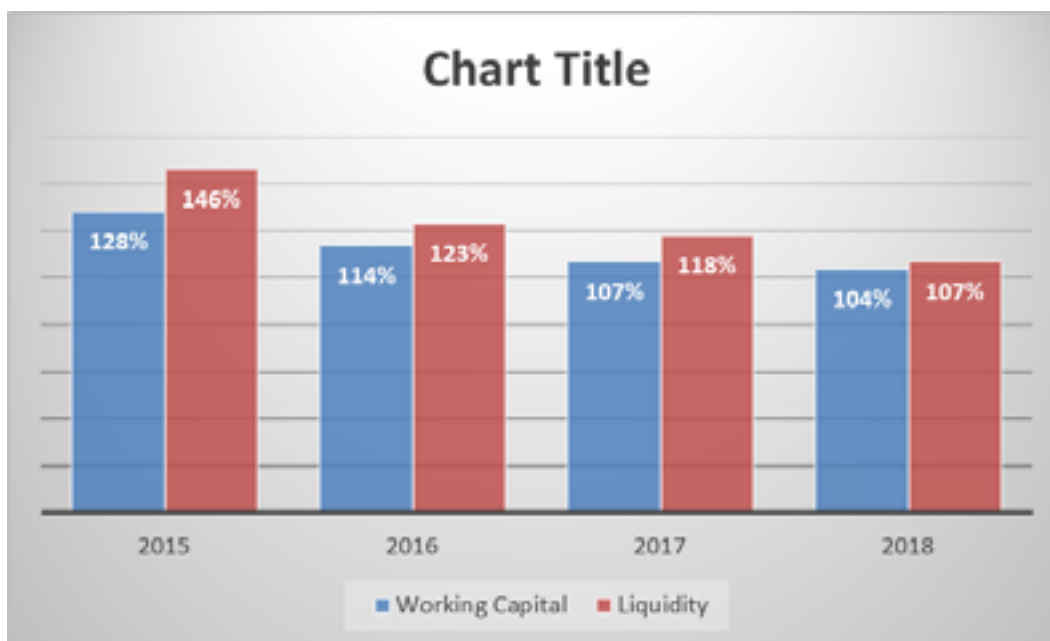
## WORKING CAPITAL & LIQUIDITY

Working capital and liquidity are two ratios that organisations use to measure its financial health. The Seventh-day Adventist organisational policy requires organisations to maintain at least 100 percent liquidity & working capital.

The working capital is the ratio of current assets to current liabilities. It provides reasonable assurance that

current obligations can be met as they become due. Liquidity measures the organisations ability to meet its total current commitments with its existing liquid assets. The Mission has been blessed to be able to maintain a working capital and liquidity percentage above 100 percent for the four years under review. Please see *Chart 8* below for the details.

**CHART 8 – WORKING CAPITAL & LIQUIDITY**



## SMART STEWARD

Smart Steward is a user-friendly software developed and supported by Bro. Luther Mills to assist treasurers in our local churches to report monthly the financial position of the congregation. This software also has a secretarial component that the local church clerks utilize to manage the membership list. Smart Steward aids in

proper internal control and caters for remittances to be sent directly to the Mission. Our aim was to have all our congregations using the software by the end of 2018. However, we currently have 85 percent of the churches in our field utilizing the program. We have conducted a number of training programs on each island throughout the quadrennium

and would like to thank Bro. Luther Mills for his continued technical support. We would like to advise, however, that the Inter-American Division has recently introduced a new software called Ecclesia 7, which will be implemented throughout the Division. Later this year, a team will be coming to our field to provide training to the treasury staff, who will in turn train the local treasurers for full implementation of the Ecclesia 7 software by January 2020.

## **SUNPLUS**

Sunplus is an accounting software used by the Treasury Department to record accounting transactions. The system was implemented in 2011 when South Leeward Mission began. In the early part of 2017, the software was upgraded from Sunplus 5.4 to Sunplus 6.2. A special thanks to Mr. Donald Modest and Ms. Aileen Stoute for the excellent Sunplus support they continue to provide to our field. Special thanks is also extended to the Treasury staff who have exhibited patience and understanding as we maneuvered through the process of upgrading and training.

## **PROJECTIONS**

As we look forward to the future, our plans for a new South Leeward Conference office and preschool building remain in view. The fabricated preschool building is already on island and we hope to have the building completed and ready to

be utilized by summer 2019. We hope to have our office building project completed during the first half of the new quadrennium. We solicit your prayers and financial support as we seek to complete these and other projects to God's name, honour and glory.

## **IN CONCLUSION**

I count myself blessed to have been chosen by God to serve as treasurer of the South Leeward Mission from August 2016 to present. The past years had their share of challenges, but God continues to bless our Mission. Our tithe income has increased each year during this quadrenium despite the challenges in the world market and local economy. We have defied the odds and God continues to show us that nothing is impossible if we allow him to lead and guide us. We give God all the praise for our successes.

To my family, my husband Gladstone, and my children Amaya and Ayden, I say thanks. Leaving you behind while traveling on itineraries and getting home late in the evening after meetings has not been an easy adjustment; but you continually exhibit patience and understanding. God choose you for me and I thank him each day. To my mom, in-laws and other members of my extended family who provided a solid support system to my husband and children during my absences, I thank God for

you. I am what I am by God's grace and your support and encouragement. I look forward to Christ's soon return and my prayer and determination is to serve him until He comes. Together we persevere, with God we have the assurance that we will conquer! I encourage each of us to

keep serving, keep praising, get ready, Jesus is Coming.

*Mrs. Krista M.S. Moore*



# GENERAL CONFERENCE AUDIT REPORT

**SOUTH LEEWARD MISSION  
OF SEVENTH-DAY ADVENTISTS**

Audited Financial Statements  
For years ended December 31, 2018, 2017, 2016 and 2015



**General Conference Auditing Service**

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SOUTH LEEWARD MISSION  
OF SEVENTH-DAY ADVENTISTS

St John's, Antigua

Audited Financial Statements  
For Years Ended December 31, 2018, 2017, 2016 and 2015

General Conference Auditing Service



SOUTH LEEWARD MISSION  
OF SEVENTH-DAY ADVENTISTS

St John's, Antigua

For Years Ended December 31, 2018, 2017, 2016 and 2015

TABLE OF CONTENTS

Auditors' Opinion on Financial Statements	1 - 4
Auditors' Report on Policy Compliance	5
Combined Statements of Financial Position	6
Combined Statements of Financial Activity	7
Combined Statements of Changes in Net Assets	8 - 11
Combined Statements of Cash Flows	12
Notes to Financial Statements	13 - 33







To the Delegates  
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### Opinion

We have audited the combined financial statements of South Leeward Mission of Seventh-day Adventists of Seventh-day Adventists (the Organization), which comprise the statements of financial position as at December 31, 2018, 2017 and 2016, and the statements of financial activity, statements of changes in net assets, and statements of cash flows for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, as auditors of the General Conference of Seventh-day Adventists, the accompanying combined financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2018, 2017 and 2016, and of its financial performance and its cash flows for the years then ended in accordance with International Financial Reporting Standards (IFRSs) adopted by the Seventh-day Adventist denomination.

### Basis for Opinion

We conducted our audits in accordance with International Standards on Auditing (ISAs), except the ethical requirement for the appearance of independence. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Organization in accordance with the ethical requirements that are relevant to our audits of the financial statements in Antigua & Barbuda, St. Kitts, Nevis & Montserrat, and we have fulfilled our other ethical responsibilities in accordance with these requirements, except the ethical requirement for the appearance of independence, because of our affiliation with the Seventh-day Adventist denomination. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.



## Qualified Opinion - 2015

We have audited the accompanying combined financial statements of South Leeward Mission, which comprise the statements of financial position as at December 31, 2015, and the statements of financial activity, statements of changes in net assets, and statements of cash flows for the years then ended, and a summary of significant accounting policies.

In our opinion, as auditors of the General Conference of Seventh-day Adventists, except for the possible effects of the matters described in the Basis for Qualified Opinion section of our report, the accompanying combined financial statements present fairly, in all material respects, the financial position of the Organization as at December 31, 2015, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards (IFRSs) adopted by the Seventh-day Adventist denomination.

### Basis for Qualified Opinion

Management could not provide adequate supporting documentation related to certain balances and activities in Accounts Receivable, and in particular with the Antigua & Barbuda School. Without this information, we were unable to obtain sufficient appropriate audit evidence to form an opinion on the balances and activities in Accounts Receivable.

### Other Matter

In connection with our audit, we have also issued a report dated April 26, 2019 regarding compliance with the Working Policy of the General Conference of Seventh-day Adventists, Inter-American Division.

### Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs adopted by the Seventh-day Adventist denomination, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.



In preparing the financial statements, management is responsible for assessing the Organization's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Organization or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Organization's financial reporting process.

#### Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Organization's internal control.

Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Organization's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

*General Conference Auditing Service*

GCAS - Trans-American Region A

April 26, 2019



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## POLICY COMPLIANCE REPORT

To the Delegates  
South Leeward Mission of Seventh-day Adventists  
P.O. Box 109  
St. John's  
Antigua.

We have audited, in accordance with international auditing standards generally accepted by the Seventh-day Adventist denomination, the accompanying combined financial statements of South Leeward Mission of Seventh-day Adventists (*Organization*), which comprise the statements of financial position as at December 31, 2018 and 2017, and the statements of financial activity and statements of changes in net assets for the years then ended, and a summary of significant accounting policies and other explanatory notes. We have issued our report thereon dated April 26, 2019.

In connection with our audit, as internal auditors of the General Conference of Seventh-day Adventists, nothing came to our attention that caused us to believe that the Organization failed to comply with the Working Policy of the General Conference of Seventh-day Adventists, Inter-American Division insofar as it relates to those policies designated as "core" policies. However, our audit was not directed primarily toward obtaining knowledge of such noncompliance.

This report is intended solely for the information and use of the officers of the Organization, its audit committee, its governing committee, the delegates to its constituency meetings and the officers and their designees of higher denominational organizations, and should not be distributed to other parties.

*General Conference Auditing Service*

April 26, 2019



SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Statement of Financial Position

31 December 2018, 2017, 2016, 2015

<b>ASSETS</b>	Operating	Plant	Total	Total	Total	Total
<b>Current Assets</b>	Fund	Fund	2018	2017	2016	2015
Cash and Cash Equivalents (Note 3)	2,772,252		2,772,252	2,364,471	2,250,798	2,001,431
Accounts Receivable - Net (Note 4)	888,709		888,709	670,935	996,079	1,276,207
Cash Held for Agency (Notes 10)	711,566		711,566	399,621	302,396	430,757
Notes and Loans Receivable--Current Portion (Note 8)	99,039	93,499	192,538	248,531	216,241	80,744
Supplies and Prepaid (Note 6)	<u>633,329</u>	<u>0</u>	<u>633,329</u>	<u>502,894</u>	<u>430,554</u>	<u>455,207</u>
Total Current Assets	<u>5,104,895</u>	<u>93,499</u>	<u>5,198,394</u>	<u>4,186,452</u>	<u>4,196,068</u>	<u>4,244,345</u>
<b>Land, Buildings and Equipment (Note 7)</b>	<u>65,310</u>	<u>6,838,947</u>	<u>6,904,256</u>	<u>7,038,162</u>	<u>7,261,728</u>	<u>7,401,451</u>
<b>Other Assets</b>						
Notes/Loans Receivable - Noncurrent (Note 5)	163,512	1,995,553	2,159,065	2,034,188	1,791,410	761,014
Cash and Investments - Noncurrent (Note 8)	<u>0</u>	<u>9,604</u>	<u>9,604</u>	<u>249,604</u>	<u>709,604</u>	<u>2,009,604</u>
Total Other Assets	<u>163,512</u>	<u>2,005,158</u>	<u>2,168,670</u>	<u>2,283,792</u>	<u>2,501,014</u>	<u>2,770,618</u>
Total Assets	<u>5,333,717</u>	<u>8,937,604</u>	<u>14,271,320</u>	<u>13,508,406</u>	<u>13,958,809</u>	<u>14,416,414</u>
<b>LIABILITIES</b>						
<b>Current Liabilities</b>						
Accounts Payable (Note 9)	323,791	0	323,791	106,613	198,715	83,673
Offering and Agency (Note 10)	711,566	0	711,566	399,621	302,396	430,757
Loans Payable - Current Portion (Note 11)	<u>222,655</u>	<u>298,076</u>	<u>520,730</u>	<u>487,738</u>	<u>455,278</u>	<u>191,705</u>
Total Current Liabilities	<u>1,258,012</u>	<u>298,076</u>	<u>1,556,087</u>	<u>993,972</u>	<u>956,389</u>	<u>706,134</u>
<b>Other Liabilities</b>						
Loans Payable - Long Term (Note 11)	<u>1,592,833</u>	<u>2,129,149</u>	<u>3,721,981</u>	<u>4,243,221</u>	<u>4,738,488</u>	<u>5,436,178</u>
Total Other Liabilities	<u>1,592,833</u>	<u>2,129,149</u>	<u>3,721,981</u>	<u>4,243,221</u>	<u>4,738,488</u>	<u>5,436,178</u>
Total Liabilities	<u>2,850,845</u>	<u>2,427,225</u>	<u>5,278,068</u>	<u>5,237,193</u>	<u>5,694,877</u>	<u>6,142,312</u>
<b>NET ASSETS</b>						
Unallocated Tithe Function	400,241	0	400,241	115,796	4,384	7,858
Unallocated Non-Tithe - Function	58,564	0	58,564	150,288	273,841	270,461
Allocated Functions	2,024,067	0	2,024,067	1,507,923	1,446,432	1,445,994
Net Invested in Plant	<u>0</u>	<u>6,510,379</u>	<u>6,510,379</u>	<u>6,497,206</u>	<u>6,539,276</u>	<u>6,549,789</u>
Total Net Assets	<u>2,482,872</u>	<u>6,510,379</u>	<u>8,993,251</u>	<u>8,271,213</u>	<u>8,263,932</u>	<u>8,274,102</u>
Total Liabilities & Net Assets	<u>5,333,717</u>	<u>8,937,604</u>	<u>14,271,319</u>	<u>13,508,406</u>	<u>13,958,809</u>	<u>14,416,414</u>

The accompanying notes are an important part of these financial statements.

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Statement of Financial Activity

Years Ended 31 December 2018, 2017, 2016, 2015

	Operating Fund	Plant Fund	Total 2018	Total 2017	Total 2016	Total 2015
<b>OPERATING ACTIVITY</b>						
<u>Operating Income</u>						
Tithe Income, Net (Note 13)	6,610,424	0	6,610,424	5,889,258	5,557,863	7,214,937
Specific Donations	0	0	0	0	0	0
Direct Operating Income (Note 14)	1,529,253	0	1,529,253	1,251,564	1,083,419	948,597
Investment Income	72,097	0	72,097	54,081	58,365	105,461
Other Operating Income	0	0	0	0	296,401	297,172
Exchange Gains and (Losses) - General	18,234	0	18,234	128,061	12,759	10,412
Total Earned Operating Income	<u>8,230,008</u>	<u>0</u>	<u>8,230,008</u>	<u>7,322,964</u>	<u>7,008,808</u>	<u>8,576,579</u>
Workers Salary and Allowances (Note 15)	4,224,030	0	4,224,030	4,244,451	4,205,327	4,091,676
Travel Expenses	265,932	0	265,932	363,487	264,498	202,515
Program Specific	733,610	0	733,610	1,068,383	875,103	1,258,442
Admin and General Expenses	780,948	194,065	975,013	998,769	1,205,702	1,049,718
Plant Operation (Note 17)	246,095	258,834	504,929	455,486	457,847	488,801
General Subsidies	29,250	0	29,250	227,792	0	0
Tithe Appropriations to Schools	677,659	0	677,659	0	0	0
Total Operating Expense	<u>6,957,524</u>	<u>452,899</u>	<u>7,410,424</u>	<u>7,358,367</u>	<u>7,008,476</u>	<u>7,091,152</u>
Increase (Decrease) Before Approp	<u>1,272,484</u>	<u>(452,899)</u>	<u>819,584</u>	<u>(35,404)</u>	<u>332</u>	<u>1,485,427</u>
<u>Operating Appropriations (Note 18)</u>						
Tithe Appropriation Received	226,169	0	226,169	102,635	63,695	101,703
Tithe Appropriations Disbursed - Interns salaries	(119,652)	0	(119,652)	(61,590)	(20,726)	(1,720,229)
	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>5,084</u>
Net Appropriation Retained	<u>106,517</u>	<u>0</u>	<u>106,517</u>	<u>41,045</u>	<u>42,969</u>	<u>(1,613,442)</u>
Increase (Decrease) After Approp	<u>1,379,001</u>	<u>(452,899)</u>	<u>926,101</u>	<u>5,641</u>	<u>43,301</u>	<u>(128,015)</u>
<b>CAPITAL ACTIVITY</b>						
Exchange Gain/Loss - Cap Approp	0	(126)	(126)	1,640	396	0
Net Capital Increase (Decrease)	<u>0</u>	<u>(126)</u>	<u>(126)</u>	<u>1,640</u>	<u>396</u>	<u>0</u>
Increase (Decrease) Before Transfers	1,379,001	(453,025)	925,975	7,281	43,697	(128,015)
<b>TRANSFER</b>						
Transfers Btw Fnc't/ Res	(203,937)	0	(203,937)	0	0	0
From Operating Fund to Unexpended Property Fund	<u>(466,199)</u>	<u>466,199</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
Net Assets Increase (Decrease) for the Year	708,864	13,173	722,037	7,281	43,697	(128,015)
Net Assets, Beginning of Year	<u>1,774,007</u>	<u>6,497,206</u>	<u>8,271,213</u>	<u>8,263,932</u>	<u>8,220,236</u>	<u>8,402,117</u>
Net Assets, End of Year	<u><u>2,482,872</u></u>	<u><u>6,510,379</u></u>	<u><u>8,993,251</u></u>	<u><u>8,271,213</u></u>	<u><u>8,263,932</u></u>	<u><u>8,274,102</u></u>

\*See note 19 for an expanded detail of operating fund.

The accompanying notes are an important part of these financial statements.

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Combined Statement of Changes in Net Assets

Year Ended 31 December 2018

	Balance 31-12-2017	Income	Expenses	Transfers From (To)		Balance 31-12-2018
				Unallocated & Allocated	Operating & Plant	
<b>OPERATING FUND:</b>						
<b>Unallocated</b>						
Tithe	115,797	8,600,948	8,316,504	0	0	400,241
Non-tithe	150,288	226,824	118,903	266,554	(466,199)	58,564
Total Unallocated	266,085	8,827,772	8,435,407	266,554	(466,199)	458,804
<b>Allocated</b>						
AFC Auditorium Fund	0	13,518	0	131,656	0	145,174
AFO Disaster & Famine	192,742	48,024	82,073	0	0	158,693
AFO Education	149,947	39,694	15,675	0	0	173,965
AFO Homeowners' Loans	7,370	0	0	0	0	7,370
AFO Ingathering	184,232	11,971	26,633	0	0	169,570
AFO Insurance	334,685	47,568	0	0	0	382,253
AFO Local Retirement Medical	68,444	12,739	0	0	0	81,182
AFO Mission Development	179,070	748,160	192,084	(602,146)	0	133,000
AFO Loan Repayment from Churches	0	203,937	0	0	0	203,937
AFO Publishing	131,324	105,504	8,824	0	0	228,004
AFO Savings Benefit Plan	0	2,570	0	0	0	2,570
AFO Sessions	57,500	36,667	0	0	0	94,167
AFO Welfare	26,808	34,674	21,864	0	0	39,618
AFO YOUTH DEPARTMENT	201	0	0	0	0	201
AFO 1% Tithe Reversion	0	59,021	59,021	0	0	0
Chairs Maintenance	7,518	653	0	0	0	8,170
Misc Deposits	56,871	1,111	0	0	0	57,982
Manse - St Kitts	111,211	27,000	0	0	0	138,211
Total Allocated	1,507,923	1,392,809	406,174	(470,490)	0	2,024,067
Total Operating Fund	1,774,006	10,220,582	8,841,581	(203,937)	(466,199)	2,482,871
<b>PLANT FUND</b>						
<b>Unexpended Plant</b>						
Investment in Buildings and Fixtures**	(904,514)	0	127,282	0	0	(1,031,796)
Investment in Furnishings and Equip**	(783,752)	0	127,101	0	0	(910,853)
Invested in Land	(22,000)	0	0	0	0	(22,000)
Investment in Vehicles	0	0	3,650	0	0	(3,650)
Investment in Residences	(1,670)	0	802	0	0	(2,472)
Asset Retirement (Net)	0	0	127	0	0	(127)
Interest - Misison Dev Loan	(446,778)	0	194,065	0	0	(640,843)
Unallocated Function Invested in Plant	8,655,919	0	0	0	466,199	9,122,118
Total Invested in Plant**	6,497,206	0	453,026	0	466,199	6,510,380
Total Plant Funds	6,497,206	0	453,026	0	466,199	6,510,380
Total All Funds	8,271,213	10,220,582	9,294,607	(203,937)	0	8,993,251

The accompanying notes are an important part of these financial statements.



SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Statement of Changes in Net Assets

Year Ended 31 December 2017

	Balance 31-12-2016	Income	Expenses	Transfers From (To)		Balance 31-12-2017
				Unallocated & Allocated	Operating & Plant	
<b>OPERATING FUND:</b>						
<b><u>Unallocated</u></b>						
Tithe	4,385	8,336,162	8,224,750	0	0	115,796
Non-tithe	<u>273,841</u>	<u>210,404</u>	<u>380,763</u>	<u>475,242</u>	<u>(428,436)</u>	<u>150,288</u>
Total Unallocated	<u>278,226</u>	<u>8,546,566</u>	<u>8,605,514</u>	<u>475,242</u>	<u>(428,436)</u>	<u>266,085</u>
<b><u>Allocated</u></b>						
AFO Disaster & Famine	166,772	153,025	127,055	0	0	192,742
AFO Education	141,146	38,307	29,507	0	0	149,947
AFO Homeowners' Loans	7,370	0	0	0	0	7,370
AFO Ingathering	194,411	13,707	23,886	0	0	184,232
AFO Insurance	276,776	57,909	0	0	0	334,685
AFO Local Retirement Medical	56,235	12,209	0	0	0	68,444
AFO Mission Development	356,310	762,293	464,291	(475,242)	0	179,070
AFO Publishing	69,492	101,851	40,019	0	0	131,324
AFO Sessions	17,500	40,000	0	0	0	57,500
AFO Welfare	20,053	34,519	27,763	0	0	26,808
AFO YOUTH DEPARTMENT	201	0	0	0	0	201
Chairs Maintenance	6,598	920	0	0	0	7,518
Misc Deposits	47,523	449	(8,899)	0	0	56,871
Manse - St Kitts	<u>86,046</u>	<u>27,000</u>	<u>1,835</u>	<u>0</u>	<u>0</u>	<u>111,211</u>
Total Allocated	<u>1,446,432</u>	<u>1,242,190</u>	<u>705,457</u>	<u>(475,242)</u>	<u>0</u>	<u>1,507,923</u>
Total Operating Fund	<u>1,724,657</u>	<u>9,788,757</u>	<u>9,310,971</u>	<u>0</u>	<u>(428,436)</u>	<u>1,774,006</u>
<b>PLANT FUND</b>						
<b><u>Unexpended Plant</u></b>						
Investment in Buildings and Fixtures**	(777,311)	0	127,203	0	0	(904,514)
Investment in Furnishings and Equip**	(655,199)	0	128,553	0	0	(783,752)
Intested in Land	(22,000)	0	0	0	0	(22,000)
Investment in Residences	(869)	0	802	0	0	(1,670)
Interest - Misison Dev Loan	(232,830)	0	213,948	0	0	(446,778)
Unallocated Function Invested in Plant	<u>8,227,484</u>	<u>0</u>	<u>0</u>	<u>0</u>	<u>428,436</u>	<u>8,655,919</u>
Total Invested in Plant**	<u>6,539,276</u>	<u>0</u>	<u>470,505</u>	<u>0</u>	<u>428,436</u>	<u>6,497,206</u>
Total Plant Funds	<u>6,539,276</u>	<u>0</u>	<u>470,505</u>	<u>0</u>	<u>428,436</u>	<u>6,497,206</u>
Total All Funds	<u>8,263,932</u>	<u>9,788,757</u>	<u>9,781,476</u>	<u>0</u>	<u>0</u>	<u>8,271,213</u>

The accompanying notes are an important part of these financial statements.



SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Statement of Changes in Net Assets

Year Ended 31 December 2016

	Balance 31-12-2015	Income	Expenses	Transfers From (To)		Balance 31-12-2016
				Unallocated & Allocated	Operating & Plant	
<b>OPERATING FUND:</b>						
<b>Unallocated</b>						
Tithe	7,858	7,880,431	7,883,905	0	0	4,384
Non-tithe	270,461	388,840	358,260	435,639	(502,442)	273,841
Total Unallocated	278,319	8,269,271	8,242,164	435,639	(502,442)	278,225
<b>Allocated</b>						
AFO Disaster & Famine	153,097	25,903	12,228	0	0	166,772
AFO Education	112,352	35,211	6,417	0	0	141,146
AFO Homeowners' Loans	7,370	0	0	0	0	7,370
AFO Ingathering	200,008	16,692	22,289	0	0	194,411
AFO Insurance	223,787	52,989	0	0	0	276,776
AFO Local Development	332,303	0	900	(331,403)	0	0
AFO Local Retirement Medical	48,418	10,193	2,376	0	0	56,235
AFO Mission Development	249,079	696,404	445,333	(143,839)	0	356,310
AFO Publishing	7,625	105,325	43,457	0	0	69,492
AFO Sessions	-	17,500	0	0	0	17,500
AFO Welfare	40,028	30,810	50,785	0	0	20,053
AFO YOUTH DEPARTMENT	201	0	0	0	0	201
Chairs Maintainance	4,583	2,065	50	0	0	6,598
Misc Deposits	7,329	40,194	0	0	0	47,523
Manse - St Kitts	59,816	27,000	770	0	0	86,046
Total Allocated	1,445,994	1,060,284	584,605	(475,242)	0	1,446,432
Total Operating Fund	1,724,313	9,329,556	8,826,770	0	(502,442)	1,724,657
<b>PLANT FUND</b>						
<b>Unexpended Plant</b>						
Investment in Buildings and Fixtures**	(676,988)	0	100,323	0	0	(777,311)
Investment in Furnishings and Equip**	(530,064)	0	125,135	0	0	(655,199)
Investment in Land	(22,000)	0	0	0	0	(22,000)
Investment in Residences	(67)	0	802	0	0	(869)
Interest - Misison Dev Loan	0	0	232,830	0	0	(446,778)
Unallocated Function Invested in Plant	7,725,042	0	0	0	502,442	8,227,484
Total Unexpended Plant**	6,495,923	0	459,090	0	502,442	6,539,276
Total Plant Funds	6,495,923	0	459,090	0	502,442	6,539,276
Total All Funds	8,220,236	9,329,556	9,285,859	0	-	8,263,932

\*\*After upgrading the Accounting Software, Sun5 to Sun 6.2, it was discovered that there was an error in calculating depreciation expense for the period 2011 to 2015. The depreciation expense was understated by \$53,866.89 at the end of 2015. The Total Unexpended plant amount at the end of 2015 was \$6,549,789. The corrected 2015 amount as presented on the 2016 financial statement is now \$6,495,923.

The accompanying notes are an important part of these financial statements.

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Statement of Changes in Net Assets

Year Ended 31 December 2015

	Balance 31-12-2014	Income	Expenses	Transfers From (To)		Balance 31-12-2015
				Unallocated & Allocated	Operating & Plant	
<b>OPERATING FUND:</b>						
<b>Unallocated</b>						
Tithe	(598,036)	7,316,639	7,310,746	600,000	0	7,858
Non-tithe	41,369	442,626	61,857	214,253	(365,930)	270,461
Total Unallocated	(556,667)	7,759,265	7,372,603	814,253	(365,930)	278,319
<b>Allocated</b>						
AFO Disaster & Famine	386,251	15,345	5,500	(240,000)	0	156,097
AFO Education	97,203	101,511	86,362	0	0	112,352
AFO Homeowners' Loans	47,370	0	0	(40,000)	0	7,370
AFO Ingathering	273,832	8,110	11,933	(70,000)	0	200,008
AFO Insurance	173,933	49,854	0	0	0	223,787
AFO Local Development	566,512	25,447	259,656	0	0	332,303
AFO Local Retirement Medical	34,650	19,089	5,321	0	0	48,418
AFO Mission Development	501,856	619,578	430,978	(441,378)	0	249,079
AFO Publishing	-	7,625	0	0	0	7,625
AFO Sessions	127,073	19,555	146,628	0	0	0
AFO Welfare	74,288	32,383	69,643	0	0	37,028
AFO YOUTH DEPARTMENT	201	0	0	0	0	201
Chairs Maintainance	3,730	853	0	0	0	4,583
Misc Deposits	28,411	0	21,082	0	0	7,329
Manse - St Kitts	60,391	24,750	2,450	(22,875)	0	59,816
Total Allocated	2,375,699	924,100	1,039,553	(814,253)	0	1,445,994
Total Operating Fund	1,819,032	8,683,366	8,412,155	0	(365,930)	1,724,313
<b>PLANT FUND</b>						
<b>Unexpended Plant</b>						
Investment in Buildings and Fixtures**	(470,552)	0	153,273	0	0	(623,825)
Investment in Furnishings and Equip**	(388,848)	0	140,512	0	0	(529,361)
Investment in Land	(22,000)	0	0	0	0	(22,000)
Investment in Residences	0	0	67	0	0	(67)
Interest - Misison Dev Loan	0	0	0	0	0	(446,778)
Unallocated Function Invested in Plant	7,464,485	0	0	0	260,557	7,725,042
Total Unexpended Plant**	6,583,084	0	293,852	0	260,557	6,549,789
Total Plant Funds	6,583,084	0	293,852	0	260,557	6,549,789
Total All Funds	8,402,116	8,683,366	8,706,007	0	(105,374)	8,274,102

The accompanying notes are an important part of these financial statements.

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Statement of Cash Flows

Years Ended 31 December 2018, 2017, 2016 and 2015

	Operating Fund	Plant Fund	Total 2018	Total 2017	Total 2016	Total 2015
<b><u>Cash Flows from Operating Activities:</u></b>						
Net Increase (Decrease) From Financial Activity	708,864	13,173	722,037	7,281	43,697	(128,015)
Adjustments to eliminate non-cash items and To reclassify non-operating items:						
Depreciation Expense	0	258,834	258,834	256,558	226,259	293,852
Asset Disposal or Retirement	0	126	126	0	0	0
Allowance for Doubtful Accounts	50,000	0	50,000	50,000	(167,825)	117,825
Decrease (Increase) in Accounts Receivable	(267,774)	0	(267,774)	275,143	1,030,129	(862,325)
Decrease (Increase) in Notes Receivable	55,993	0	55,993	(32,290)	(216,241)	(81,372)
Decrease (Increase) in Inventories	59,670	0	59,670	(54,931)	56,456	0
Decrease (Increase) in Prepayments and Other Current Assets	(190,105)	0	(190,105)	(17,409)	(31,803)	(127,292)
Increase (Decrease) in Accounts Payable	217,178	0	217,178	(92,102)	115,042	13,008
Increase (Decrease) in Notes Payable	10,832	22,160	32,992	32,461	455,278	0
<b>Net Cash Provided (Used) by Operating Activities</b>	<b>644,658</b>	<b>294,293</b>	<b>938,952</b>	<b>424,709</b>	<b>1,510,990</b>	<b>(774,319)</b>
<b><u>Cash Flows from Investing Activities</u></b>						
Proceeds from Maturity of Investments	0	0	0	0	0	84,704
Increase in Plant Fund Cash	0	240,000	240,000	460,000	500,000	(1,209,604)
Purchase of Plant Assets	0	(71,745)	(71,745)	(250,992)	(1,237,312)	(1,090,809)
Purchase of Plant WIP	(53,310)	0	(53,310)	(12,000)	21,410	(21,410)
Notes Receivable Issued	39,086	(163,963)	(124,877)	(12,778)	343,673	(367,500)
<b>Net Cash Provided (Used) by Investing Activities</b>	<b>(14,224)</b>	<b>4,292</b>	<b>(9,932)</b>	<b>184,230</b>	<b>(372,229)</b>	<b>(2,604,619)</b>
<b><u>Cash Flows from Financing Activities</u></b>						
Principal Payments made on Long-term Debt	(222,655)	(355,921)	(578,576)	(717,007)	(908,283)	(182,374)
Proceeds from Long-term Debt	0	57,336	57,336	221,740	18,889	3,207,356
<b>Net Cash Provided (Used) by Financing Activities</b>	<b>(222,655)</b>	<b>(298,585)</b>	<b>(521,240)</b>	<b>(495,268)</b>	<b>(889,394)</b>	<b>3,024,982</b>
Net Increase (Decrease) for the Year	372,426	0	407,781	113,672	249,367	(353,956)
Cash, Beginning of Year	2,364,471	0	2,364,471	2,250,798	2,001,431	2,355,387
Cash, End of Year	2,736,897	0	2,772,252	2,364,471	2,250,798	2,001,431

The accompanying notes are an important part of these financial statements.

## SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

### Notes to the Financial Statements

Years Ended 31 December 2018 ,2017, 2016 and 2015

#### **Note 1 - Organizational Structure**

The South Leeward Mission of Seventh-day Adventists (SLM)] is an administrative entity of the world-wide Seventh-day Adventist Church. SLM coordinates the operation of all denominational activities within the islands of Antigua, Barbuda, St Kitts, Nevis and Montserrat, comprising the churches, schools—Early Childhood centre, three primary and one secondary schools, St Kitts Dental Clinic, Second Advent Radio and Tabitha Senior Citizens Home. Most of SLM's financial activity consists of transactions with other denominational entities, such as: the Inter American Division of Seventh-day Adventists, Caribbean Union Conference, and the various churches, schools and institutions within its assigned geographic territory.

#### **Note 2 - Summary of Significant Accounting Policies**

Currency - The financial statements and notes thereto are presented in East Caribbean Currency (XCD), which is the functional currency of SLM. Accounting records involving transactions with other countries are maintained in XCD. In accordance with policies of the Seventh-day Adventist denomination, the various local currencies are converted into XCD at fixed rates of exchange, which are set each year by the Inter-american Division, and are intended to approximate current market exchange rates. For comparison, the fixed exchange rate with the US dollar was XCD 2.75 at 31 December 2018, 2017, 2016, 2015.

Accounting Method - The accounting records are maintained on the accrual method of accounting at historical cost, in accordance with International Financial Reporting Standards generally accepted by the Seventh-day Adventist denomination.

Cash & Equivalents - Cash consists of currency on hand and bank checking and saving accounts that are held for operating purposes. Cash equivalents consist of highly-liquid assets that are readily convertible to cash and are held for operating purposes. Cash equivalents include items such as time deposits that have a maturity date of three months or less from the date of acquisition and money market funds. Cash and equivalents that are held for purposes other than operating are classified as non-operating cash and investments. The increase or decrease in operating cash and equivalents is reported in the statement of cash flows as an increase or decrease in cash. The increase or decrease in non-operating cash and investments is reported in the statement of cash flows as proceeds or purchases of investments.

Investments - consist of time deposits that have a maturity date of more than three months and debt and equity securities, which are held for current income and/or appreciation in value. All investments whose fair value can be reliably measured are carried at fair value based on the investment portfolio as a whole for each type of instrument. Those investments that meet certain criteria are classified as held-to-maturity instruments, and are carried at historical cost. The difference between aggregate fair value and historical cost for each type of instrument is recorded in a valuation account. The change in this valuation account during each period is recognized as an unrealized gain or loss in the Statement of Financial Activity.

Land, Buildings, and Equipment - Land, buildings, and equipment assets are recorded at historical cost in local currency, and are depreciated by the straight-line method over the estimated useful lives of the assets, which range from three to seventy-five years. Legal title to the land used by SLM is held in the name of the Board of Trustees of the Seventh-day Adventist Church –South Leeward Mission.

**Note 2 - Summary of Significant Accounting Policies** (continued)

Fund Accounting- The following self-balancing funds are established in the accounting system:

Operating Fund -Includes all income, expenses, other transactions, and related assets and liabilities involving SLM's operations, except transactions of the Plant fund. Financial activity is sub-divided into tithe, non-tithe, and allocated funds.

Plant Fund- Includes all transactions relating to land, buildings, and equipment, such as holding title to and accounting for, the real properties used by SLM, holding and accounting for furnishings and equipment, accounting for depreciation on those assets, and holding liquid assets accumulated for renewal and replacement of land, buildings, and equipment. Equipment items that individually cost XCD 500 or more are capitalized and depreciated: equipment items that individually cost less than XCD 500 are charged to expense in full when acquired.

Principles of Combination - The Operating and Plant Funds are combined for reporting purposes, to represent the total operating activities of SLM.

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018 ,2017, 2016, 2015

**Note 3 - Cash and Cash Equivalents**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Imprest/Petty Cash	380	192	550	2
Bank Checking and Savings Accounts	1,786,532	1,123,960	1,260,225	866,265
Time Deposits, due in 3 months or less	1,223,906	1,178,940	847,420	1,135,920
Government Bills and Bonds	473,000	461,000	445,000	430,000
Less Cash Held for Agency	<u>(711,566)</u>	<u>(399,621)</u>	<u>(302,396)</u>	<u>(430,757)</u>
Total Cash and Cash Equivalents	<u><u>2,772,252</u></u>	<u><u>2,364,471</u></u>	<u><u>2,250,798</u></u>	<u><u>2,001,431</u></u>

**Note 4 - Accounts Receivable**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Higher Organizations	343,208	147,885	408,861	714,832
SDA Entities within SLM Territory	631,865	580,502	535,007	437,948
Other Denominational Entities	21,917	9,695	10,455	14,608
Employees	19,752	13,563	29,939	51,977
General Accounts	<u>21,967</u>	<u>19,291</u>	<u>61,816</u>	<u>56,842</u>
Total Accounts Receivable	1,038,709	770,936	1,046,078	1,276,207
Allowance for Uncollectible Accounts	<u>(150,000)</u>	<u>(100,000)</u>	<u>(50,000)</u>	<u>0</u>
Net Accounts Receivable	<u><u>888,709</u></u>	<u><u>670,935</u></u>	<u><u>996,079</u></u>	<u><u>1,276,207</u></u>

**Note 5 - Notes Receivable**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Employee Car Loan, Unsecured, Interest free, payments due monthly	63,049	117,301	97,990	50,284
Employee Home Loan, Unsecured, Interest free, payments due monthly	88,875	72,000	83,250	48,375
Employee General Loan, Unsecured, Interest free, payments due monthly	19,654	27,025	34,395	0
Other Notes Receivable - NCC/British Am/CLICO Deposit	544,448	594,779	594,779	594,779
Mission Dev Loan to Churches	<u>2,089,053</u>	<u>1,925,089</u>	<u>1,447,392</u>	<u>0</u>
Total Loans Receivable	2,805,079	2,736,194	2,257,806	693,438
Allowance for Uncollectible Accounts - NCC/BritishAm/CLICO Deposit	<u>(453,475)</u>	<u>(453,475)</u>	<u>(335,650)</u>	<u>(219,179)</u>
Net Loans Receivable	2,351,604	2,282,719	1,922,156	474,259
Current Portion - Due within one year	<u>(192,538)</u>	<u>(248,531)</u>	<u>(130,746)</u>	<u>(80,744)</u>
Long-Term Portion	<u><u>2,159,066</u></u>	<u><u>2,034,188</u></u>	<u><u>1,791,410</u></u>	<u><u>393,514</u></u>

**Note 6: Supplies and Prepaid Expense**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Supplies Inventory	290,573	350,243	295,312	351,768
Prepaid Expenses	342,756	<u>152,651</u>	<u>135,242</u>	<u>103,439</u>
Total Supplies and Prepaid Expense	<u><u>633,329</u></u>	<u><u>502,894</u></u>	<u><u>430,554</u></u>	<u><u>455,207</u></u>

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS  
Notes to the Financial Statements  
Years Ended 31 December 2018 and 2017

**Note 7 - Land, Buildings, & Equipment**

<u>Balances at 31 December 2018</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	2,584,298	0	2,584,298	0
Buildings	9,629,486	5,702,100	3,927,386	127,282
Residences	263,780	250,216	13,564	802
Furnishings and Equipment	1,091,596	786,761	304,835	127,101
Vehicles	53,656	44,792	8,864	3,650
Work in Progress	65,310	0	65,310	0
Land, Buildings, & Equipment, 2018	<u>13,688,126</u>	<u>6,783,869</u>	<u>6,904,256</u>	<u>258,834</u>

<u>Balances at 31 December 2017</u>				
Land	2,584,298	0	2,584,298	0
Buildings	9,625,395	5,574,818	4,050,577	127,203
Residences	263,780	249,414	14,366	802
Furnishings and Equipment	1,114,904	737,983	376,921	128,553
Vehicles	41,144	41,143	1	0
Work in Progress	12,000	0	12,000	0
Land, Buildings, & Equipment, 2017	<u>13,641,519</u>	<u>6,603,357</u>	<u>7,038,162</u>	<u>256,558</u>

<u>Summary of Changes</u>	<u>Balance 31-12-2017</u>	<u>Additions</u>	<u>Deletions</u>	<u>Balance 31-12-2018</u>
<u>Total Cost</u>				
Land	2,584,298	0	0	2,584,298
Buildings	9,625,395	0	0	9,625,395
Residences	263,780	4,091	0	267,871
Furnishings and Equipment	1,114,904	55,141	78,449	1,091,596
Vehicles	41,144	12,513	0	53,656
Work in Progress	12,000	0	47,584	(35,584)
Total Cost	<u>13,641,519</u>	<u>71,745</u>	<u>126,033</u>	<u>13,587,232</u>

<u>Accumulated Depreciation</u>				
Buildings	5,574,818	186,000	58,718	5,702,100
Residences	249,414	802	0	250,216
Furnishings and Equipment	737,982	127,074	78,323	786,734
Vehicles	41,143	3,650	0	44,792
Accumulated Depreciation	<u>6,603,357</u>	<u>317,525</u>	<u>137,041</u>	<u>6,783,842</u>
Net Value	<u>7,038,162</u>	<u>(245,780)</u>	<u>(11,008)</u>	<u>6,803,390</u>



SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS  
Notes to the Financial Statements  
Years Ended 31 December 2017 and 2016

**Note 7 - Land, Buildings, & Equipment**

<u>Balances at 31 December 2017</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	2,584,298	0	2,584,298	0
Buildings	9,625,395	5,574,818	4,050,577	127,203
Residences	263,780	249,414	14,366	802
Furnishings and Equipment	1,114,904	737,983	376,921	128,553
Vehicles	41,144	41,143	1	0
Work in Progress	12,000	0	12,000	0
Land, Buildings, & Equipment, 2017	<u>13,641,519</u>	<u>6,603,357</u>	<u>7,038,162</u>	<u>256,558</u>

<u>Balances at 31 December 2016</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	2,584,298	0	2,584,298	0
Buildings	9,625,394	5,447,615	4,177,779	100,323
Residences	263,780	248,612	15,167	802
Furnishings and Equipment	1,093,912	609,429	484,483	121,706
Vehicles	41,144	41,143	1	3,429
Land, Buildings, & Equipment, 2016	<u>13,608,527</u>	<u>6,346,799</u>	<u>7,261,728</u>	<u>226,259</u>

Summary of Changes

	<u>Balance 31-12-2016</u>	<u>Additions</u>	<u>Deletions</u>	<u>Balance 31-12-2017</u>
<u>Total Cost</u>				
Land	2,584,298	0	0	2,584,298
Buildings	9,625,395	0	0	9,625,395
Residences	263,780	0	0	263,780
Furnishings and Equipment	1,093,912	20,992	0	1,114,904
Vehicles	41,144	0	0	41,144
Work in Progress	0	12,000	0	12,000
Total Cost	<u>13,608,527</u>	<u>32,992</u>	<u>0</u>	<u>13,641,519</u>

Accumulated Depreciation

Buildings	5,447,615	127,203	0	5,574,818
Residences	248,612	802	0	249,414
Furnishings and Equipment	609,429	128,553	0	737,982
Vehicles	41,143	0	0	41,143
Accumulated Depreciation	<u>6,346,799</u>	<u>256,558</u>	<u>0</u>	<u>6,603,357</u>
Net Value	<u>7,261,728</u>	<u>(223,566)</u>	<u>0</u>	<u>7,038,162</u>

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS  
Notes to the Financial Statements  
Years Ended 31 December 2016 and 2015

**Note 7 - Land, Buildings, & Equipment**

<u>Balances at 31 December 2016</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	2,584,298	0	2,584,298	0
Buildings	9,625,395	5,447,615	4,177,780	100,323
Residences	263,780	248,612	15,167	802
Furnishings and Equipment	1,093,912	609,429	484,483	121,706
Vehicles	41,144	41,143	1	3,429
Land, Buildings, & Equipment, 2016	<u>13,608,527</u>	<u>6,346,799</u>	<u>7,261,728</u>	<u>226,259</u>

<u>Balances at 31 December 2015</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	1,584,298	0	1,584,298	0
Buildings	10,528,800	5,347,293	5,181,507	206,436
Residences	263,780	247,811	15,969	67
Furnishings and Equipment	1,028,695	487,723	540,972	133,010
Vehicles	41,144	37,714	3,430	8,229
Work in Progress	21,410	0	21,410	0
Land, Buildings, & Equipment, 2015	<u>13,468,126</u>	<u>6,120,541</u>	<u>7,347,585</u>	<u>347,742</u>

<u>Summary of Changes</u>	<u>Balance 31-12-2015</u>	<u>Additions</u>	<u>Deletions</u>	<u>Balance 31-12-2016</u>
<u>Total Cost</u>				
Land	1,584,298	1,000,000	0	2,584,298
Buildings	10,528,800	(903,405)	0	9,625,395
Residences	263,780	0	0	263,780
Furnishings and Equipment	1,028,695	65,217	0	1,093,912
Vehicles	41,144	0	0	41,144
Work in Progress	21,410	0	21,410	0
Total Cost	<u>13,468,125</u>	<u>161,812</u>	<u>21,410</u>	<u>13,608,528</u>

<u>Accumulated Depreciation</u>				
Buildings	5,347,293	236,377	136,055	5,447,615
Residences	247,811	802	0	248,613
Furnishings and Equipment	487,723	121,706	0	609,429
Vehicles	37,714	3,429	0	41,143
Accumulated Depreciation	<u>6,120,541</u>	<u>362,314</u>	<u>136,055</u>	<u>6,346,800</u>
Net Value	<u>7,347,584</u>	<u>(200,501)</u>	<u>(114,645)</u>	<u>7,261,728</u>

*\*\*After upgrading the Accounting Software, Sun5 to Sun 6.2, it was discovered that there was an error in calculating depreciation expense for the period 2011 to 2015 which resulted in the depreciation being understated by \$53866.89 at the end of 2015. The accumulated Depreciation for buildings changed from \$5,294,134 to \$5,347,293, furnishings and equipment from \$508,272 to \$487,723 and Vehicles from \$16,457 to \$37,714.*

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS  
Notes to the Financial Statements  
Years Ended 31 December 2015 and 2014

**Note 7 - Land, Buildings, & Equipment**

<u>Balances at 31 December 2015</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	1,584,298	0	1,584,298	0
Buildings	10,528,800	5,294,134	5,234,666	153,273
Residences	263,780	247,812	15,968	67
Furnishings and Equipment	1,028,695	508,272	520,423	132,283
Vehicles	41,144	16,457	24,686	8,229
Work in Progress	21,410	0	21,410	0
Land, Buildings, & Equipment, 2015	<u>13,468,125</u>	<u>6,066,674</u>	<u>7,401,451</u>	<u>293,852</u>

<u>Balances at 31 December 2014</u>	<u>Cost</u>	<u>Accumulated Depreciation</u>	<u>Net Value</u>	<u>Depreciation Expense</u>
Land	1,584,298	0	1,584,298	0
Buildings	9,559,574	5,140,861	4,418,714	172,377
Residences	247,745	247,745	0	0
Furnishings and Equipment	923,146	375,988	547,158	129,055
Vehicles	41,144	8,229	32,915	8,229
Work in Progress	0	0	0	0
Land, Buildings, & Equipment, 2014	<u>12,355,906</u>	<u>5,772,822</u>	<u>6,583,084</u>	<u>309,661</u>

<u>Summary of Changes</u>	<u>Balance 31-12-2014</u>	<u>Additions</u>	<u>Deletions</u>	<u>Balance 31-12-2015</u>
<u>Total Cost</u>				
Land	1,584,298	0	0	1,584,298
Buildings	9,559,574	969,225	0	10,528,799
Residences	247,745	16,035	0	263,780
Furnishings and Equipment	923,146	105,549	0	1,028,695
Vehicles	41,144	0	0	41,144
Work in Progress	0	0	0	0
Total Cost	<u>12,355,906</u>	<u>1,090,809</u>	<u>0</u>	<u>13,446,715</u>

<u>Accumulated Depreciation</u>				
Buildings	5,140,861	153,273	0	5,294,134
Residences	247,745	67	0	247,812
Furnishings and Equipment	375,988	132,283	0	508,272
Vehicles	8,229	8,229	0	16,457
Accumulated Depreciation	<u>5,772,822</u>	<u>293,852</u>	<u>0</u>	<u>6,066,675</u>
Net Value	<u>6,583,084</u>	<u>796,957</u>	<u>0</u>	<u>7,380,041</u>



SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS  
Notes to the Financial Statements  
Years Ended December 31 2018, 2017 2016 and 2015

**Note 8 - Cash and Investments - Non-operating**

<u>Unexpended Plant Fund</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Royal Bank of Canada	9,604	249,604	709,604	1,209,604
Land Fund -- Thomas John & Co	<u>0</u>	<u>0</u>	<u>0</u>	<u>800,000</u>
Total Cash and Investments - Non-Operating	<u>9,604</u>	<u>249,604</u>	<u>709,604</u>	<u>2,009,604</u>

**Note 9 - Accounts Payable**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Commercial Accounts	250,707	95,609	139,390	26,553
SDA Entities Within South Leeward Mission	72,138	9,385	55,243	57,120
Employees	<u>947</u>	<u>1,618</u>	<u>4,082</u>	<u>0</u>
	<u>323,791</u>	<u>106,613</u>	<u>198,715</u>	<u>83,673</u>

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018, 2017, 2016 and 2015

**Note 10 - Offering Funds and Agency Funds**

	Balance 31-12-2017	Additions	Withdrawals	Balance 31-12-2018
<b><u>World Missions</u></b>				
Mission Offering	76,617	753,623	727,105	103,135
Tithe Percentage to USC	55,122	664,953	638,348	81,727
Tithe Percentage to Caribbean Union	91,847	1,120,158	1,075,817	136,188
Tithe Percentage to IAD	64,292	753,157	708,499	108,950
Tithe Percentage to IATS	4,593	54,787	52,570	6,810
Total World Mission Offerings	<u>292,471</u>	<u>3,346,678</u>	<u>3,202,339</u>	<u>436,810</u>
<b><u>Agency Funds</u></b>				
ADRA	16,079	0	0	16,079
Total Agency Funds	<u>16,079</u>	<u>0</u>	<u>0</u>	<u>16,079</u>
<b><u>Other Agency Funds</u></b>				
Barbuda Relief Trust	56,449	269,492	286,242	39,700
Black Boys Can Trust	2,542	-	250	2,292
Community Services Trust	4,127	-	-	4,127
Early Childhood Dev Centre Trust	6,125	622,745	439,499	189,370
Education Trust Fund	2,555	-	725	1,830
Ingathering	0	392,102	392,102	0
Ministerial Association Trust	17,814	7,167	4,230	20,751
Shepherdess Trust	1,460	1,660	2,512	608
Total Other Agency Funds	<u>91,071</u>	<u>1,293,166</u>	<u>1,125,560</u>	<u>258,677</u>
<b>Total Trust/Agency Funds</b>	<u>399,621</u>	<u>4,639,844</u>	<u>4,327,899</u>	<u>711,566</u>

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018, 2017, 2016 and 2015

**Note 10 - Offering Funds and Agency Funds**

	Balance 31-12-2016	Additions	Withdrawals	Balance 31-12-2017
<b><u>World Missions</u></b>				
Mission Offering	61,352	821,258	805,994	76,617
Tithe Percentage to USC	42,144	600,302	587,324	55,122
Tithe Percentage to Caribbean Union	70,218	963,710	942,081	91,847
Tithe Percentage to IAD	49,152	815,812	800,672	64,292
Tithe Percentage to IATS	3,511	54,166	53,084	4,593
Total World Mission Offerings	<u>226,377</u>	<u>3,255,248</u>	<u>3,189,155</u>	<u>292,471</u>
<b><u>Agency Funds</u></b>				
ADRA	<u>16,079</u>	<u>0</u>	<u>0</u>	<u>16,079</u>
Total Agency Funds	<u>16,079</u>	<u>0</u>	<u>0</u>	<u>16,079</u>
<b><u>Other Agency Funds</u></b>				
Barbuda Relief Trust	0	100,314	43,865	56,449
Black Boys Can Trust	2,383	1,960	1,800	2,542
Community Services Trust	4,127	0	0	4,127
Early Childhood Dev Centre Trust	34,421	174,001	202,297	6,125
Education Trust Fund	682	3,946	2,073	2,555
Ingathering	47	385,032	385,078	0
Ministerial Association Trust	16,702	6,320	5,208	17,814
Shepherdess Trust	<u>1,580</u>	<u>1,140</u>	<u>1,260</u>	<u>1,460</u>
Total Other Agency Funds	<u>59,940</u>	<u>672,713</u>	<u>641,582</u>	<u>91,071</u>
<b>Total Trust/Agency Funds</b>	<u>302,396</u>	<u>3,927,961</u>	<u>3,830,736</u>	<u>399,621</u>

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018, 2017, 2016 and 2015

**Note 10 - Offering Funds and Agency Funds**

	Balance 31-12-2015	Additions	Withdrawals	Balance 31-12-2016
<b><u>World Mission Offerings</u></b>				
Mission Offering	76,465	712,548	727,661	61,352
TITHE PERCENTAGE TO USC	60,447	568,537	586,840	42,144
Tithe Percentage to Caribbean Union	100,724	948,812	979,318	70,218
Tithe Percentage to IAD	70,507	669,763	691,117	49,153
Tithe Percentage to IATS	5,036	47,378	48,903	3,511
Total World Mission Offerings	313,179	2,947,038	3,033,840	226,377
Total World Mission Offerings	313,179	2,947,038	3,033,840	226,377
<b><u>Agency Funds</u></b>				
ADRA	16,004	75	0	16,079
Total Agency Funds	16,004	75	0	16,079
Total Agency Funds	16,004	75	0	16,079
<b><u>Other Agency Funds</u></b>				
Adventist Risk Management Insurance Trust	0	52,989	52,989	0
Black Boys Can Trust	2,383	0	0	2,383
Community Services Trust	4,127	0	0	4,127
Early Childhood Dev Centre Trust	74,396	217,884	257,859	34,421
Education Trust Fund	112	9,513	8,943	682
Ingathering	5,727	376,097	381,778	46
Ministerial Association Trust	14,828	5,887	4,014	16,702
Shepherdess Trust	0	1,580	0	1,580
Total Other Agency Funds	101,573	663,950	705,583	59,940
<b>Total Trust/Agency Funds</b>	<b>430,757</b>	<b>3,611,063</b>	<b>3,739,423</b>	<b>302,396</b>

SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018, 2017, 2016 and 2015

**Note 10 - Offering Funds and Agency Funds**

	Balance 31-12-2014	Additions	Withdrawals	Balance 31-12-2015
<b><u>World Missions</u></b>				
Mission Offering	92,888	668,220	684,644	76,464
Tithe Percentage to USC	71,722	622,788	634,062	60,447
Tithe Percentage to Caribbean Union	119,515	943,129	961,920	100,724
Tithe Percentage to IAD	83,661	660,190	673,344	70,507
Tithe Percentage to IATS	5,976	47,156	48,096	5,036
Total World Mission Offerings	<u>373,761</u>	<u>2,941,484</u>	<u>3,002,066</u>	<u>313,179</u>
<b><u>Agency Funds</u></b>				
ADRA	16,004	0	0	16,004
Total Agency Funds	<u>16,004</u>	<u>0</u>	<u>0</u>	<u>16,004</u>
<b><u>Other Agency Funds</u></b>				
Adventist Risk Management Insurance Trust	0	49,854	49,854	0
Antigua SDA School Trust	0	55,418	55,418	0
Black Boys Can Trust	2,383	0	0	2,383
Community Services Trust	6,227	0	2,100	4,127
Early Childhood Dev Centre Trust	63,077	254,865	243,546	74,396
Education Trust Fund	0	468	356	112
Ingathering	696	289,922	284,891	5,727
Ministerial Association Trust	12,760	5,440	3,372	14,828
Total Other Agency Funds	<u>85,142</u>	<u>655,967</u>	<u>639,536</u>	<u>101,573</u>
<b>Total Trust/Agency Funds</b>	<u><u>474,908</u></u>	<u><u>3,597,451</u></u>	<u><u>3,641,602</u></u>	<u><u>430,757</u></u>

**Note 11- Loans Payable**

	Operating	Plant	2018	2017
CURF SLM complex Mortgage, 5% Interest	1,815,487	0	1,815,487	2,027,309
CURF Mission Development Loan - 7.75% Interest	0	2,427,224	2,427,224	2,703,650
Total Loans Payable	1,815,487	2,427,224	4,242,712	4,730,959
Current Portion - Due Within One Year	(222,655)	(298,076)	(520,731)	(487,738)
Long-term Portion	<u>1,592,832</u>	<u>2,129,148</u>	<u>3,721,982</u>	<u>4,243,221</u>

Amounts due on principal for SLM Mortgage Loan for each of the next five years are:

	2016	2015
<b>2019:</b> \$223,587; <b>2020:</b> \$235,026; <b>2021:</b> \$247,051; <b>2022:</b> \$259,690; <b>2023:</b> \$272,977	2,228,823	2,420,527
	<u>2,964,943</u>	<u>3,207,356</u>

Amounts due on principal for the Mission Development Loan for each of the next five years:

	2018	2017
<b>2019:</b> \$299,278; <b>2020:</b> \$322,512; <b>2021:</b> \$347,549; <b>2022:</b> \$374,530; <b>2023:</b> \$405,999.19	5,193,766	5,627,883
	<u>(455,278)</u>	<u>(191,705)</u>
	<u>4,738,488</u>	<u>5,436,178</u>



**Note 12 - Contingent Liability**

*The South Leeward Mission has guaranteed loans payable by the Old Road SDA Church to the SDA Credit Union and loans payable by the All Saints SDA Church, Brown Hill SDA Church, Tabitha Memorial Foundation, St Kitts SDA Dental Clinic and SDA Early Childhood Development Centre (Preschool) to the Caribbean Union Revolving fund (CURF). The loan balances were EC \$1,269,808, \$497,869, \$310,050 and \$367,088 for the years 2018, 2017, 2016 and 2015 respectively. Principal and Interest payments on these loans are scheduled to be made by the said churches and Institutions. At December 31, 2018, one entity was behind on its payment obligations.*

**Note 13 - Tithe Received and Percentages Passed On**

	2018	2017	2016	2015
Direct Tithe	41,377	62,061	44,577	28,293
Workers Tithe	564,656	568,177	545,943	406,176
Tithe Income	<u>9,669,565</u>	<u>9,375,639</u>	<u>8,882,231</u>	<u>8,996,821</u>
Gross Tithe Income	10,275,598	10,005,877	9,472,752	9,431,290
Tithe Percentage to IAD	(821,954)	(700,352)	(663,293)	(660,190)
Tithe Percentage to Caribbean Union	(1,027,443)	(1,000,503)	(947,561)	(943,129)
Tithe Percentage to IATS	(51,372)	(50,025)	(47,378)	(47,156)
Tithe Operating Appropriation Made--1% Publishing	(102,744)	(100,050)	(94,757)	0
Tithe Operating Appropriations Made--6% USC	(616,466)	(600,302)	(568,537)	(565,877)
Tithe Operating Appropriation Made-Schools	<u>(1,045,195)</u>	<u>(1,665,387)</u>	<u>(1,593,363)</u>	<u>0</u>
Net Tithe	<u><u>6,610,424</u></u>	<u><u>5,889,258</u></u>	<u><u>5,557,863</u></u>	<u><u>7,214,937</u></u>

\*\*In 2015 Tithe Appropriation to Schools & Publishing was recorded in the Operating Appropriations section on the Statement of Financial Activity. (See Note 18)

**Note 14 - Direct Operating Income**

	2018	2017	2016	2015
Incidental Dept Sales	137,104	17,834	25,885	25,349
Rent Income ---St Kitts Manse	27,000	27,000	27,000	24,750
Allocated Funds Income	<u>1,365,149</u>	<u>1,206,730</u>	<u>1,030,534</u>	<u>898,498</u>
	<u><u>1,529,253</u></u>	<u><u>1,251,564</u></u>	<u><u>1,083,419</u></u>	<u><u>948,597</u></u>

**Note 15- Compensation of Administrative Personnel**

The total employee-related expense is reported in the Statement of Financial Activity at \$4,224,030, \$4,244,451, \$4,205,327 and \$4,091,676 for the years 2018, 2017, 2016 and 2015 respectively. Included in those totals are amounts paid for administrative officers, vice-presidents, and members of the governing committee who are employees, which as a group total \$1,193,134, \$1,321,010, \$1,376,646 for 2018, 2017, 2016 and 2015 respectively.

**Note 16 - Pension and Other Post-retirement Benefits**

**Defined Benefit Retirement Plan**

The SLM participates in two retirement plans. One is a non-contributory defined benefit retirement plan known as the IAD Benefit Plan. Prior to January 1, 2014, all employees participated in this plan but the Mission requested of the Caribbean Union permission to establish a local plan and to transfer all employees with less than ten years of service to the new plan known as the South Leeward Mission Employee Defined Contribution Pension Plan.

The IAD Benefit Plan, as stated before, covers employees who, on January 1, 2014 had more than ten years of service with the Mission and is administered by the Inter American Division. Contributions to the Plan are made by participating employers located within the Division territory. Employees do not contribute to the Plan. The DB Plan and the Division together determine the amount of contributions that are required each year from the participating employers, and this amount may increase in the future.

Beginning January 1, 2014, employees with less than ten years of service started on the South Leeward Mission Employee Defined Contribution Pension Plan. This plan is administered by Sagicor Life Inc. and is a shared contribution plan. The Mission contributes 15% of basic salary and the employee contributes 5%. Voluntary contributions may be made by eligible employees. Administration of the accumulated contributions designated for the future benefit of each employee is provided under an agreement between the South Leeward Mission and Sagicor Life Inc. Sagicor Life Inc. receives all contributions, and invests them in accordance with portfolio profiles based on the plan rules.

SOUTH LEWARD MISSION OF SEVENTH-DAY ADVENTISTS  
Notes to the Financial Statements  
Years Ended December 31, 2018, 2017 2016 and 2015

**Note 17 - Plant Operation and Maintenance**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Prop/Equipt Maintenance & Repair	61,239	38,225	38,974	34,067
Property Taxes	14,271	0	24,383	0
Property Insurance	77,007	61,070	62,871	60,002
Vehicle Expenses	6,132	7,435	7,596	5,872
Utilities	87,446	92,198	97,765	95,008
Total	<u>246,095</u>	<u>198,928</u>	<u>231,588</u>	<u>194,949</u>
Depreciation Expense	<u>258,834</u>	<u>256,558</u>	<u>226,259</u>	<u>293,852</u>
Total Plant Operation and Maintenance	<u><u>504,929</u></u>	<u><u>455,486</u></u>	<u><u>457,847</u></u>	<u><u>488,801</u></u>

**Note 18 - Operating Appropriations**

	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Appropriations Received:				
Tithe Appropriations Received - Caribbean Union	226,169	102,635	63,695	106,787
Tithe Apporpriations Disbursed - Intern Salaries	(119,652)	(61,590)	(20,776)	0
Tithe Operating Appropriations made -- 1% Publishing	0	0	0	(94,313)
Tithe Operating Appropriations made -- Schools	<u>0</u>	<u>0</u>	<u>0</u>	<u>(1,625,916)</u>
Net Tithe Apppropriations	<u><u>106,517</u></u>	<u><u>41,045</u></u>	<u><u>42,919</u></u>	<u><u>(1,613,442)</u></u>

SOUTH LEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018 and 2017

**Note 19 - Schedule of Financial Activity - Operating Fund**

OPERATING ACTIVITY	Unallocated Funds		Total	Allocated Funds	Total 2018	Total Budget	Total 2017
	Tithe	Non-tithe					
<b>OPERATING ACTIVITY</b>							
<u>Earned Income</u>							
Tithe Income, Net (Note 13)	8,374,829	0	8,374,829	0	8,374,829	7,725,627	5,889,258
Specific Donations	0	0	0	0	0	100,000	0
Direct Operating Income (Note 14)	0	0	0	1,392,809	1,392,809	1,127,000	1,251,564
Investment Income	0	72,097	72,097	0	72,097	60,000	54,081
Other Operating Income	0	136,443	136,443	0	136,443	0	128,061
Exchange Gains / (Losses) - General	0	18,234	0	0	0	(500)	0
Total Earned Operating Income	<u>8,374,829</u>	<u>226,774</u>	<u>8,601,603</u>	<u>1,392,809</u>	<u>9,994,412</u>	<u>9,012,127</u>	<u>7,322,964</u>
<u>Operating Expenses</u>							
Workers Salary and Allow (Note 15)	4,343,682	0	4,343,682	0	4,343,682	4,162,560	4,306,041
Travel Expenses	256,550	9,382	265,932	0	265,932	299,000	363,487
Program Specific (Note 16)	247,220	80,216	327,436	406,174	733,610	1,180,000	1,068,383
Admin and General Exp (Note 17)	780,894	54	780,948	0	780,948	741,818	998,769
Plant Operation	246,095	0	246,095	0	246,095	480,198	455,486
Non-tithe Appropriation Disbursed (N-19)	0	0	0	0	0	0	227,792
Total Operating Expense	<u>5,874,440</u>	<u>89,653</u>	<u>5,964,093</u>	<u>406,174</u>	<u>6,370,267</u>	<u>6,863,576</u>	<u>7,419,958</u>
Increase (Decrease) Before Approp	<u>2,500,389</u>	<u>137,121</u>	<u>2,637,510</u>	<u>986,635</u>	<u>3,624,145</u>	<u>2,148,551</u>	<u>(96,993)</u>
<u>Operating Appropriations</u>							
Tithe Appropriation Received	226,169	0	226,169	0	226,169	190,000	102,635
Tithe Disbursed	(2,442,064)					(2,315,551)	
Net Appropriation Retained	0	(29,250)	(29,250)	0	(29,250)	(2,125,551)	102,635
Increase (Decrease) After Approp	<u>284,494</u>	<u>107,871</u>	<u>392,365</u>	<u>986,635</u>	<u>1,379,000</u>	<u>23,000</u>	<u>5,642</u>
<b>CAPITAL ACTIVITY</b>							
Exchange Gain/Loss - Cap Approp	0	0	0	0	0	0	1,640
Net Capital Increase (Decrease)	0	0	0	0	0	0	1,640
Increase (Decrease) Before Transfers	<u>284,494</u>	<u>107,871</u>	<u>392,365</u>	<u>986,635</u>	<u>1,379,000</u>	<u>0</u>	<u>7,282</u>
<b>TRANSFERS</b>							
From Unallocated to Allocated	0	(203,937)	(203,937)	(602,146)	(806,084)	0	(475,242)
From Allocated to Unallocated		470,491	470,491	131,656	602,146	0	
Net Trsfs Btw Unalloc & Allo Funds	0	266,554	(203,937)	(470,491)	(203,937)	0	(475,242)
<u>Between Other Funds</u>							
To Unexpended Plant Fund	0	(466,199)	(466,199)	0	(466,199)	0	517,312
Net Transfers In (Out)	0	(466,199)	(670,136)	0	(670,136)	0	42,070
Net Increase (Decrease) for Year	284,494	(91,774)	(481,708)	516,144	708,864	0	49,352
Net Assets, 1 January	115,797	150,288	266,085	1,507,923	1,774,007	0	1,724,656
Net Assets, 31 December	<u>400,291</u>	<u>58,514</u>	<u>(215,624)</u>	<u>2,024,067</u>	<u>2,482,871</u>	<u>0</u>	<u>1,774,008</u>

SOUTH LEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2017 and 2016

**Note 19 - Schedule of Financial Activity - Operating Fund**

OPERATING ACTIVITY	Unallocated Funds		Total	Allocated Funds	Total 2017	Total Budget	Total 2016
	Tithe	Non-tithe					
<b>Earned Income</b>							
Tithe Income, Net (Note 13)	5,866,836	5,815	5,872,651	16,607	5,889,258	5,344,508	5,557,864
Specific Donations	0	0	0	0	0	120,000	0
Direct Operating Income (Note 14)	0	44,834	44,834	1,206,730	1,251,564	1,027,000	1,083,419
Investment Income	0	54,081	54,081	0	54,081	60,000	58,365
Other Operating Income	953	108,255	109,207	18,854	128,061	0	296,401
Exchange Gains / (Losses) - General	0	0	0	0	0	0	12,759
<b>Total Earned Operating Income</b>	<b>5,867,789</b>	<b>212,984</b>	<b>6,080,773</b>	<b>1,242,191</b>	<b>7,322,964</b>	<b>6,551,508</b>	<b>7,008,809</b>
<b>Operating Expenses</b>							
Workers Salary and Allow (Note 15)	4,305,142	(101)	4,305,041	1,000	4,306,041	4,243,445	4,226,053
Travel Expenses	361,294	0	361,294	2,193	363,487	277,500	264,498
Program Specific (Note 16)	251,767	117,470	369,237	699,146	1,068,383	1,025,000	875,103
Admin and General Exp (Note 17)	741,881	253,770	995,651	3,118	998,769	924,663	1,205,702
Plant Operation	198,928	256,558	455,486	0	455,486	224,900	457,847
Non-tithe Appropriation Disbursed (N-19)	0	227,792	227,792	0	227,792	0	0
<b>Total Operating Expense</b>	<b>5,859,012</b>	<b>855,489</b>	<b>6,714,501</b>	<b>705,457</b>	<b>7,419,958</b>	<b>6,695,508</b>	<b>7,029,202</b>
Increase (Decrease) Before Approp	8,777	(642,505)	(633,728)	536,735	(96,993)	(144,000)	(20,394)
<b>Operating Appropriations</b>							
Tithe Appropriation Received	102,635	0	102,635	0	102,635	144,000	63,695
Net Appropriation Retained	102,635	0	102,635	0	102,635	144,000	(2,192,962)
Increase (Decrease) After Approp	111,412	(642,505)	(531,093)	536,735	5,642	0	(2,213,355)
<b>CAPITAL ACTIVITY</b>							
Exchange Gain/Loss - Cap Approp	0	1,640	1,640	0	1,640	0	396
Net Capital Increase (Decrease)	0	1,640	1,640	0	1,640	0	396
Increase (Decrease) Before Transfers	111,412	(640,865)	(529,453)	536,735	7,282	0	(2,212,959)
<b>TRANSFERS</b>							
From Unallocated to Allocated	0	0	0	(475,242)	(475,242)	0	(502,442)
From Allocated to Unallocated							
Net Trsfs Btw Unalloc & Allo Funds	0	0	0	(475,242)	(475,242)	0	(502,442)
<b>Between Other Funds</b>							
To Unexpended Plant Fund	0	517,312	517,312	0	517,312	0	459,089
Net Transfers In (Out)	0	517,312	517,312	0	42,070	0	(43,353)
Net Increase (Decrease) for Year	111,412	(123,553)	(12,141)	61,492	49,352	0	(2,256,312)
Net Assets, 1 January	4,384	273,841	278,225	1,446,431	1,724,656	0	1,724,313
Net Assets, 31 December	115,796	150,288	266,085	1,507,923	1,774,008	0	(531,999)



## SOUTH LEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2016 and 2015

**Note 20 - Schedule of Financial Activity - Operating Fund**

OPERATING ACTIVITY	UNALLOCATED FUNDS		Total	ALLOCATED FUNDS	Total 2016	Total Budget	Total 2015
	Tithe	Non-tithe					
<u>Earned Income</u>							
Tithe Income, Net (Note 13)	7,814,520	0	7,814,520	0	7,814,520	7,500,450	7,214,937
Specific Donations	0	0	0	0	0	100,000	0
Direct Operating Income (Note 14)	0	0	0	0	0	1,077,000	948,597
Investment Income	0	58,365	58,365	0	58,365	60,000	105,461
Other Operating Income	0	317,319	317,319	1,060,284	1,377,603	0	297,172
Exchange Gains / (Losses) - General	-	14,976	14,976	0	14,976	0	10,412
Total Earned Operating Income	<u>7,814,520</u>	<u>390,661</u>	<u>8,205,181</u>	<u>1,060,284</u>	<u>9,265,465</u>	<u>8,737,450</u>	<u>8,576,579</u>
<u>Operating Expenses</u>							
Workers Salary and Allow (Note 15)	4,227,053	- 1,000	4,226,053	0	4,226,053	4,092,557	4,091,676
Travel Expenses	263,374	1,124	264,498	0	264,498	278,550	202,515
Program Specific (Note 16)	155,455	135,042	290,497	584,605	875,102	904,000	1,258,442
Admin and General Exp (Note 17)	972,872	232,830	1,205,702	0	1,205,702	976,999	1,049,718
Plant Operation	231,588	226,259	457,847	0	457,847	245,400	488,801
Total Operating Expense	<u>5,850,341</u>	<u>594,255</u>	<u>6,444,597</u>	<u>584,605</u>	<u>7,029,201</u>	<u>6,497,506</u>	<u>7,091,152</u>
Increase (Decrease) Before Approp	<u>1,964,179</u>	<u>- 203,594</u>	<u>1,760,584</u>	<u>475,680</u>	<u>2,236,264</u>	<u>2,239,944</u>	<u>1,485,427</u>
<u>Operating Appropriations</u>							
Tithe Appropriation Received	63,695	0	63,695	0	63,695	50,000	101,703
Tithe Appropriation Disbursed	(2,256,656)	0	(2,256,656)	0	(2,256,656)	(2,289,944)	(1,720,229)
Exchange Gain/Loss - Appropriations	0	0	0	0	0	0	5,084
Net Appropriation Retained	<u>(2,192,962)</u>	<u>0</u>	<u>(2,192,962)</u>	<u>0</u>	<u>(2,192,962)</u>	<u>(2,239,944)</u>	<u>(1,613,442)</u>
Increase (Decrease) After Approp	<u>(228,783)</u>	<u>(203,594)</u>	<u>(432,377)</u>	<u>475,680</u>	<u>43,302</u>	<u>-</u>	<u>(128,015)</u>
<b>CAPITAL ACTIVITY</b>							
Exchange Gain/Loss - Cap Approp	0	396	396	0	396	0	0
Net Capital Increase (Decrease)	0	396	396	0	396	0	0
Increase (Decrease) Before Transfers	<u>(228,783)</u>	<u>(203,198)</u>	<u>(431,981)</u>	<u>475,680</u>	<u>43,698</u>	<u>0</u>	<u>(128,015)</u>
<b>TRANSFERS</b>							
From Unallocated to Allocated	0	0	0	0	0	0	(600,000)
From Allocated to Unallocated	0	0	0	(502,442)	(502,442)	0	600,000
Net Trsfs Btw Unalloc & Allo Funds	0	0	0	(502,442)	0	0	0
Between Other Funds							
To Unexpended Plant Fund	0	459,089	459,089	0	459,089	0	283,185
Net Transfers In (Out)	0	459,089	459,089	(502,442)	(43,354)	0	(283,185)
Net Increase (Decrease) for Year	(228,783)	255,891	27,108	(26,763)	344	0	(411,200)
Net Assets, 1 January	7,858	270,461	278,319	1,445,994	1,724,313	0	1,819,033
Net Assets, 31 December	<u>(220,926)</u>	<u>526,351</u>	<u>305,425</u>	<u>1,419,231</u>	<u>1,724,657</u>	<u>0</u>	<u>1,407,833</u>

SOUTH LEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2015 and 2014

**Note 19 - Schedule of Financial Activity - Operating Fund**

OPERATING ACTIVITY	Unallocated Funds		Total	Allocated Funds	Total 2015	Total Budget	Total 2014
	Tithe	Non-tithe					
<b>Earned Income</b>							
Tithe Income, Net (Note 13)	7,214,937	0	7,214,937	0	7,214,937	6,549,000	7,572,358
Specific Donations	0	0	0	0	0	300,000	0
Direct Operating Income (Note 14)	0	29,952	29,952	868,790	898,742	477,000	858,360
Investment Income	0	105,461	105,461	0	105,461	25,000	62,429
Other Operating Income	0	296,320	296,320	853	297,173	0	102,545
Exchange Gains / (Losses) - General	0	10,412	0	0	0	(1,000)	30,037
<b>Total Earned Operating Income</b>	<b>7,214,937</b>	<b>442,146</b>	<b>7,657,083</b>	<b>869,643</b>	<b>8,526,726</b>	<b>7,350,000</b>	<b>8,625,730</b>
<b>Operating Expenses</b>							
Workers Salary and Allow (Note 15)	4,091,676	0	4,091,676	0	4,091,676	4,080,799	3,881,190
Travel Expenses	202,515	0	202,515	0	202,515	199,500	266,955
Program Specific (Note 16)	218,889	0	218,889	1,135,788	1,354,677	485,820	927,659
Admin and General Exp (Note 17)	910,182	61,827	972,009	(27,664)	944,345	937,945	943,439
Plant Operation	194,949	0	194,949	0	194,949	245,400	248,845
Non-tithe Appropriation Disbursed (N-19)	0	0	0	0	0	0	0
<b>Total Operating Expense</b>	<b>5,618,211</b>	<b>61,827</b>	<b>5,680,038</b>	<b>1,108,124</b>	<b>6,788,162</b>	<b>5,949,464</b>	<b>6,268,088</b>
Increase (Decrease) Before Approp	1,596,725	380,319	1,977,045	(238,481)	1,738,564	1,400,536	2,357,642
<b>Operating Appropriations</b>							
Tithe Appropriation Disbursed	(1,720,229)	0	(1,720,229)	0	(1,720,229)	(1,734,144)	(1,777,340)
Tithe Appropriation Received	101,703	0	101,703	0	101,703	333,608	132,837
exchange gain on appropriations	0	5,084	5,084	0	0	0	0
<b>Net Appropriation Retained</b>	<b>(1,618,526)</b>	<b>5,084</b>	<b>(1,613,442)</b>	<b>0</b>	<b>(1,613,442)</b>	<b>(1,400,536)</b>	<b>(1,644,503)</b>
Increase (Decrease) After Approp	(21,801)	385,403	363,602	(238,481)	125,121	0	713,139
<b>CAPITAL ACTIVITY</b>							
Other Capital Income	0	0	0	0	0	0	81,522
Net Capital Increase (Decrease)	0	0	0	0	0	0	81,522
Increase (Decrease) Before Transfers	(21,801)	385,403	363,602	(238,481)	125,121	0	794,661
<b>TRANSFERS</b>							
From Unallocated to Allocated	0	(798,018)	(798,018)	198,018	(600,000)	0	(144,971)
From Allocated to Unallocated	600,000	916,035	1,516,035	(916,035)	600,000	0	144,971
<b>Net Trsfs Btw Unalloc &amp; Allo Funds</b>	<b>600,000</b>	<b>118,018</b>	<b>718,018</b>	<b>(718,018)</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Between Other Funds</b>							
To Unexpended Plant Fund	0	283,185	283,185	0	283,185	0	283,185
<b>Net Transfers In (Out)</b>	<b>600,000</b>	<b>(165,167)</b>	<b>434,833</b>	<b>(718,018)</b>	<b>(283,185)</b>	<b>0</b>	<b>(422,145)</b>
Net Increase (Decrease) for Year	578,199	220,236	798,435	(956,499)	(158,064)	0	372,516
Net Assets, 1 January	(598,036)	41,369	(556,667)	2,375,699	1,819,032	0	1,446,516
<b>Net Assets, 31 December</b>	<b>(19,837)</b>	<b>261,604</b>	<b>241,768</b>	<b>1,419,201</b>	<b>1,660,969</b>	<b>0</b>	<b>1,819,032</b>

SOUTH LEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018, 2017, 2016 and 2015

**Note 20 - Denominational Working Capital & Liquidity**

	2018	2017	2016	2015
<u>Working Capital:</u>				
Current Assets	5,198,394	4,186,452	4,196,068	4,244,345
Current Liabilities	<u>1,556,087</u>	<u>993,972</u>	<u>956,389</u>	<u>706,134</u>
Actual Working Capital	<u>3,642,307</u>	<u>3,192,480</u>	<u>3,239,679</u>	<u>3,538,211</u>
<u>Working Capital Recommended By Policy:</u>				
20% of Operating Expenses	1,482,085	1,471,673	1,401,695	1,315,550
Allocated Net Assets	<u>2,024,067</u>	<u>1,507,923</u>	<u>1,446,431</u>	<u>1,445,994</u>
Recommended Working Capital	<u>3,506,152</u>	<u>2,979,596</u>	<u>2,848,126</u>	<u>2,761,544</u>
Excess (Deficiency) of Actual over Recommended	<u>136,155</u>	<u>212,884</u>	<u>391,553</u>	<u>776,667</u>
Percentage of Actual to Recommended Working Capital	104%	107%	114%	128%
<u>Liquidity:</u>				
Cash and Cash Equivalents	2,772,252	2,364,471	2,250,798	2,001,431
Cash Held For Agency	711,566	399,621	302,396	430,757
Receivable from Higher Organization	<u>343,208</u>	<u>183,820</u>	<u>408,861</u>	<u>714,832</u>
Total Liquid Assets	<u>3,827,026</u>	<u>2,947,912</u>	<u>2,962,056</u>	<u>3,147,019</u>
Current Liabilities	1,556,087	993,972	956,389	706,134
Allocated Net Assets	<u>2,024,067</u>	<u>1,507,923</u>	<u>1,446,431</u>	<u>1,445,994</u>
Total Commitments	<u>3,580,154</u>	<u>2,501,895</u>	<u>2,402,820</u>	<u>2,152,128</u>
Net Liquid Assets	<u>246,872</u>	<u>446,017</u>	<u>559,236</u>	<u>994,891</u>
Percentage of Liquid Assets to Commitments	107%	118%	123%	146%



SOUTH LEEWARD MISSION OF SEVENTH-DAY ADVENTISTS

Notes to the Financial Statements

Years Ended 31 December 2018, 2017, 2016 and 2015

**Note 23- Related Party Disclosure**

The South Leward Misison has investments totaling EC \$1,113,755, \$1,104,220, \$773,259, 691,488.99 in the Caribbean Union Revolving Loan Fund (CURF) as at December 31, 2018, 2017, 2016 and 2015 respectively. The Caribbean Union Revolving Loan fund is under the common control of the Caribbean Union Conference of SDA whose key management personnel has authority and responsibility for planning, directing and controlling the activity of the Fund.

# DIRECTORS' REPORTS

- MINISTERIAL ■
- COMMUNICATION ■
- FAMILY LIFE ■
- YOUTH ■
- PUBLIC CAMPUS ■
- CHAPLAINCY ■
- PRAYER ■
- PRISON ■
- PUBLISHING ■
- AUDIT ■
- EDUCATION ■
- WOMEN ■
- CHILDREN ■
- HEALTH ■
- SABBATH SCHOOL ■
- COMMUNITY SERVICES ■
- ADRA ■
- SPECIAL NEEDS ■
- HISPANIC WORK ■
- PERSONAL MINISTRY ■
- PUBLIC AFFAIRS & RELIGIOUS LIBERTY ■
- STEWARDSHIP ■



Love bears all things, believes all things,  
hopes all things, endures all things.

1 Corinthians 13:7 ESV

DR. MARK BRAITHWAITE



Ministerial  
Association



Family  
Ministries



Communication  
Department



# MINISTERIAL DEPARTMENT'S REPORT

## THE MINISTERIAL

ASSOCIATION of the South Leeward Mission endeavours to fulfil its role as outlined in the purposes of the General Conference Ministerial Association: to assist pastors as they work through the local church to fulfil the commission of Christ. In keeping with these purposes, emphasis is placed on proclamation of the word, personal and professional development, leadership and church growth as well as support for the families of pastors. Provision is also made for the elders, who play a critical role in the governance, soul-winning, and various ministries of the church, to be part of the association. Hence, the association has provided nurture, training, and motivation so that elders can effectively fulfil their leadership role and assist their

pastors. The association has also sought to fulfil the strategic goals of the mission.

### TEXT

“Now thanks be to God who always leads us in triumph in Christ, and through us diffuses the fragrance of His knowledge in every place” (2 Corinthians 14-16 NKJV).

### THE MINISTERIAL SECRETARY

The Ministerial Secretary is the pastor's pastor, tasked with caring for the needs of pastors and their families and representing their interests at the appropriate administrative level. The Ministerial Secretary also ensures that there are active Ministerial and Spouses Associations operating across the territories of the South Leeward Mission.

## OUR MINISTERIAL ASSOCIATION

Our Ministerial Association has two chapters. One chapter consists of St. Kitts and Nevis and the other of Antigua, Barbuda and Montserrat. At the end of 2018, the association's membership stood at 30. There are two administrators, three departmental directors, eighteen district pastors, one chaplain, two interns, two associate pastors, one bible instructor and one retiree.

## TRAINING

Training is one of the more significant roles

of the office of the Ministerial Secretary. During the period under review, training was carried out for pastors, elders, deacons and deaconesses.

Commitment seminars for elders, deacons and deaconesses were conducted in St. Kitts, Nevis and Montserrat. To facilitate the training of elders, 19 powerpoint presentations and the Elders Handbook were distributed to pastors. Pastors in each territory were responsible for training elders and deacons by utilizing the powerpoint presentations along with the Elders Handbook.



**Dr. Roy Adams - Retired Associate Editor of the  
Adventist Review**

Continuing Education for pastors was also a priority with spiritual convocations conducted by Dr. Roy Adams (retired Associate Editor of the Adventist Review) in 2016 and a Righteousness by Faith Seminar conducted by Pastor Cyril Horrell, retired Secretary of Caribbean Union, between October 2-3, 2017. On this occasion, a flash drive of 20

DVD presentations and the book **95 Theses** by Morris L. Venden were distributed to all pastors.



**Pastor Cyril Horrell and Mrs. Horrell flanked by South Leeward Mission Pastors**

## **MINISTERIAL RETREAT**

Each year, during the month of January, pastors are encouraged to spend quality time with their families during the annual Pastoral Family Week of Prayer. The Caribbean Union Conference provides devotional readings, which are to be used in the family setting. The South Leeward Mission Ministerial Department along with the Ministerial Association plans this program on an annual basis. Pastoral families are encouraged to meet together, at least once during the week, to celebrate the spiritual emphasis together. The two Ministerial Associations plan the

Sabbath session. This year, the Antigua, Barbuda, Montserrat chapter met on the first Sabbath, and had the presence of Pastor Ammaran Williams, Ministerial Secretary of the Caribbean Union. Topics addressed were: **Balancing the Pastoral Family Schedule** and **Keeping the Pastoral Family out of the ER**. The St. Kitts, Nevis Ministerial Association met on the second Sabbath and addressed the topics: **Let's make the Pastor a Professional, Compassionate Fatigue and Self-care of the Pastor and Finding stability in an ever-changing work environment**.



**Antigua/Barbuda/Montserrat Ministerial Association**

**St. Kitts/Nevis Ministerial Association**



## MINISTERIAL ASSOCIATION

Each Chapter of the Ministerial Association has a specific meeting time. Both Associations are vibrant with Dr. Andrew Gardner serving as President of the Antigua, Barbuda, Montserrat Association and Pastor Carl Hastings serving as President of the St. Kitts and Nevis Association. The Associations meet monthly, as a professional organization, to discuss matters relevant to ministry. The Associations often grapple with theological issues, issues of ministerial practice and often address pastoral

concerns. The Associations also plan social events for the pastors and their families. During the period under review, several such events were planned including beach picnics, and social nights where board games and other activities were planned. The Association also welcomes new pastors and says farewell to pastors who may be leaving as a result of transfer or for other reasons. During the period, Pastors Linden Elliott, Winston Joseph, and Holford Browne were welcomed while Pastors Chalvar Henry and Desmond James were given farewells.



**Pastor Andrew Gardner**

**Pastor Carl Hastings**



## MINISTERIAL SPOUSES ASSOCIATION

The Ministerial Secretary is tasked with the responsibility of ensuring that Ministerial Spouses Associations are active in the field. In the South Leeward Mission, the Association has two chapters. The Antigua, Barbuda, Montserrat Association President is



Sis Julia Joseph and the St. Kitts -Nevis Association President is Sis Shaniek Josiah. Both Associations are very active. The Ministerial Spouses Associations include both males and females and the Associations are encouraged and supported under the watchful eye of the Ministerial Spouses Coordinator of the South Leeward Mission. In the various fields of the Caribbean Union, the President's wife serves as the Spouses Coordinator. In our Mission, Mrs. Michelle Greene provides excellent support for the spouses around the South Leeward Mission and continues to provide nurture and care. During the period under review, the Association planned Christmas activities for the children and also prayer breakfasts, as well as provided support to the Ministerial Association whenever the request was made.



**Antigua/Barbuda/Montserrat  
Spouses Association**

## **INTERNS**

The South Leeward Mission presently has two interns, Pastors Winston Joseph and Lyndon Elliott. Three interns were active during the period under review; however, in September of 2018, Pastor Otis Browne completed internship and is now an Associate Pastor on the island

of St. Kitts. Most recently, two interns on Antigua completed their first year of internship and have now been assigned new supervisors. Intern, Pastor Winston Joseph is now being supervised by Pastor James Gore in District #2 - Antigua and intern, Pastor Lyndon Elliot is now being supervised by Pastor Frederick Alfred in District #3- Antigua.

## ORDINATION AND COMMISSIONING

The South Leeward Mission saw four pastors transition to Ordination/Commissioning at services held in Antigua in December of 2015 and 2018. This service is a significant and sacred one, which sets aside a pastor for service to the gospel ministry. Pastor Theodore Smith of District #8 – Antigua, Pastor Delroy Josiah of District #2 - Nevis and Pastor Shelton Benjamin of District #6 - Antigua were ordained while Pastor Melanie Rodgers of District #11 - Antigua was Commissioned. Ordination/Commissioning follows a period of nurture and evaluation. Pastors are evaluated over a period of a few years (on average between 3-5 years) and once the period of evaluation and assessment is successfully completed, pastors are generally recommended for ordination/commissioning. At present, the South Leeward Mission has six pastors who are not yet ordained.



**Pastor Theodore Smith and Sis Sonia Smith with  
President Desmond James and Sis Aline James**



**Pastor Shelton Benjamin & Shareka Benjamin  
and Pastor Delroy Josiah & Shaniek Josiah**

**Pastor Melanie Rodger & Bro. Jonathan Rodgers**



## ONGOING EVALUATIONS

The South Leeward Mission Ministerial Department continues a systematic approach to pastoral evaluations. All pastors are evaluated on an annual basis. Evaluations are both quantitative and qualitative. The process of evaluation is critical to the development of each pastor and is a positive tool in the development of the pastoral gift.

## EVERY ELDER INVOLVED



**Dr. Josney Rodriguez – Ministerial Secretary of the Inter-American Division Speaking to Leaders in Antigua**

The Every-Elder-involved initiative is a program of continual education established and implemented by the Inter-American Division of Seventh-day Adventists. The program has two components and is largely web based. One Component provides for the continual education and certification of elders. The program stipulates a minimum of 20 hours of training per year for elders, and this training also includes assignments and a practicum. The second

component is the pastor's continuing education component and also stipulates 20 hours of continuing education for the pastors each year. At the end of the training sessions, pastors and elders are certified only after verification is made of their program completion.

In 2018, Associate Ministerial Secretary of the General Conference, Dr. Jonas Arrias, along with Ministerial Secretary of the Inter-American Division, Dr.

Josney Rodriguez and Ministerial Secretary of the Caribbean Union Conference, Pastor Ammaran Williams joined forces for a massive training session of all elders and pastors in the South Leeward Mission. The training was held on Antigua. Unfortunately, all pastors and elders from the entire field were unable to be present, but over 250 elders were trained.



**L-R: Dr. Mark L. Braithwaite – Ministerial Secretary of the South Leeward Mission; Dr. Josney Rodriguez – Ministerial Secretary of the Inter-American Division; Dr. Jonas Arrias – Associate Ministerial Secretary of the General Conference; Pastor Ammaran Williams – Ministerial Secretary of the Caribbean Union Conference**

## **GRATITUDE**

I wish to thank my wife, Shereen and our children, Shemar and Shelyssa for their prayers, support and forbearance over the last four years. I also wish to thank Pastor Charles Heskey for the amazing foundation that he has laid as Ministerial Secretary from the inception of the South Leeward Mission. You have provided a solid framework and structure, which

makes the work of the Ministerial Secretary structured and focused. Thanks also to the departmental secretary Mrs. Cindy Greenaway and to all the office staff who continually support the efforts of the department.

Maranatha,  
*Mark L. Braithwaite*



# COMMUNICATION DEPARTMENT'S REPORT

THE DEPARTMENT of Communication represents the Seventh-day Adventist Church in the South Leeward Mission to the public/media, and provides various services to the local church. It seeks to train, support and guide the Communication leaders of our local church to effectively develop a positive image with the community and members of the church.

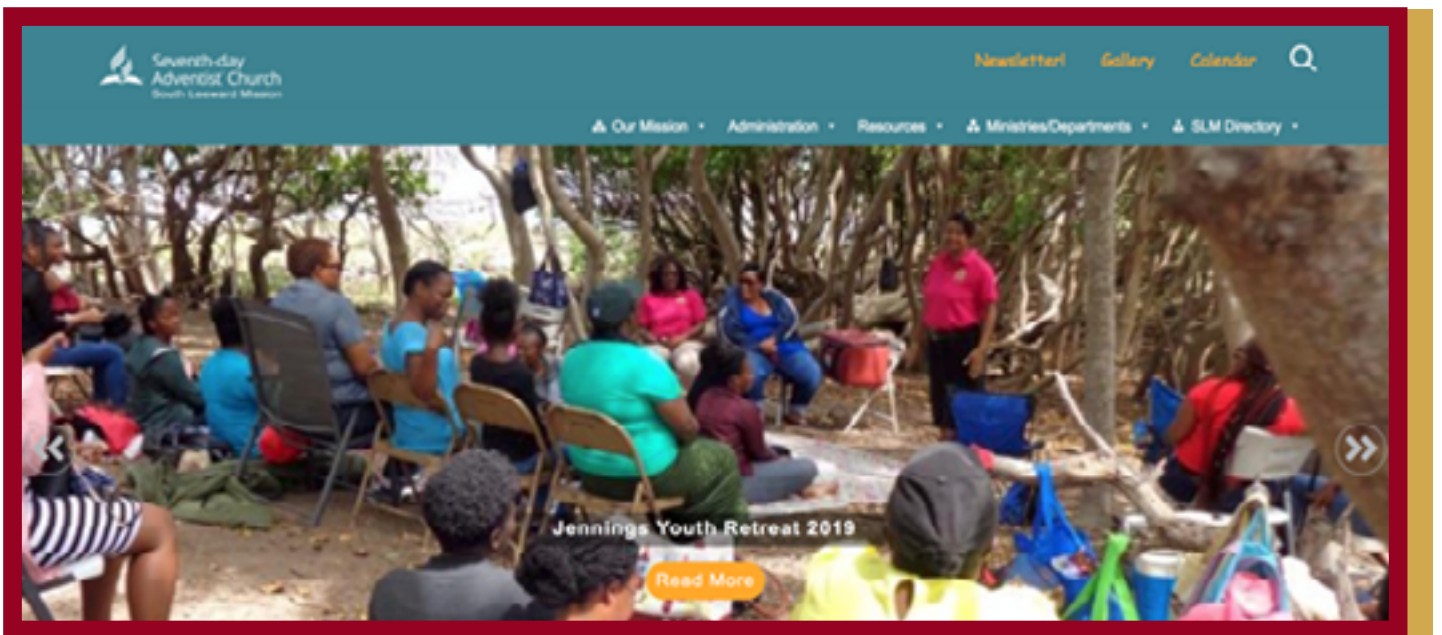
During the quadrennium, the department has seen several gains and has also been faced with challenges which have been surmounted by the grace of God.

## WEBSITE

[www.slmadventist.org](http://www.slmadventist.org)

The South Leeward Mission's website was launched in 2012 with the aim of providing the constituency of the Mission

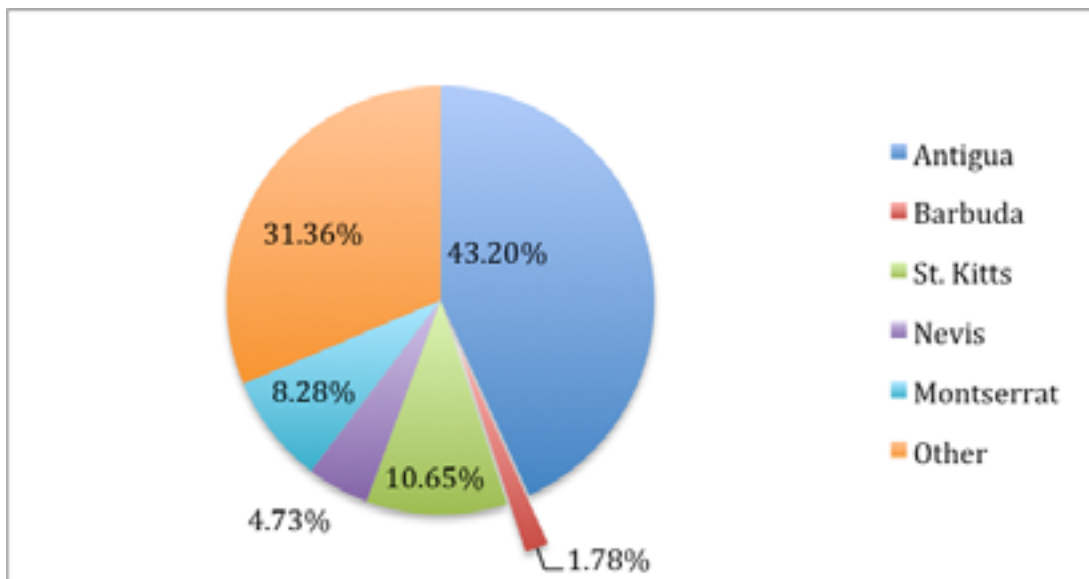
with connectivity. It was also intended to provide easy access to resources from the Mission and the higher organisations. The website offers a wide range of services including information about the administrators and directors of the Mission. It also provides a calendar of yearly events along with contact information for the Mission headquarters, institutions, pastors and other church leaders. The website serves as a significant source of information for church departments and offers reporting forms, training material, messages from the President, and also carries many of the significant programs of the Mission live through its streaming capabilities. In 2018 the President of the Mission commissioned a revision of the website. The website which now has a new look was launched on February 1, 2019.



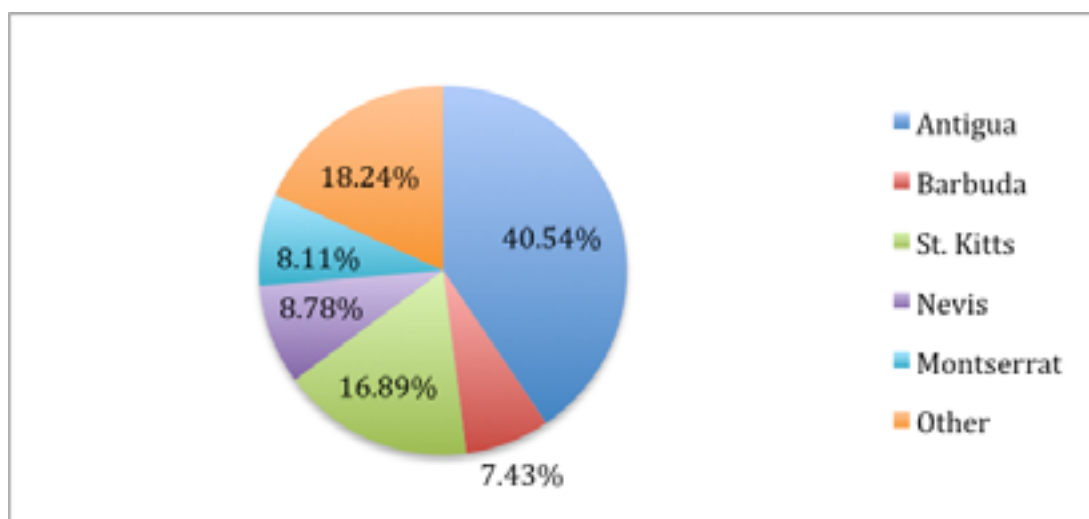
## NEWSLETTER

The SLM Newsletter was also revised to have a new look. It was re-launched in January 2016 after a hiatus and has been consistently providing news of events, every week, for the last three years. The SLM Newsletter has a specific purpose, which is to keep the five islands of the Mission connected by sharing highlights of various happenings. Every week, there is a minimum of three articles which capture stories from across the Mission and further afield. Several writers around the Mission contribute on a weekly basis. Statistics gathered from the Constant

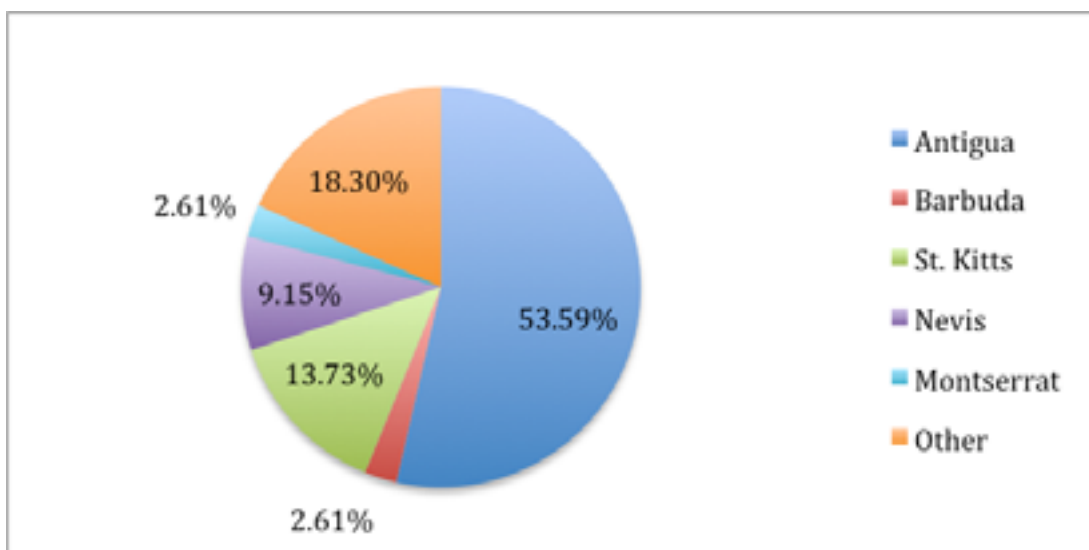
Contact services that is use to publish our newsletter, indicates that the newsletter is sent to a mailing list of over 222 persons to include church Communication leaders and other church leaders. Other forms of distribution include Facebook and WhatsApp. Facebook statistics indicates that over 200 persons are directly contacted while our click-through rate and forwards account for exponentially more views of the newsletter. A combination of the different platforms suggests that the newsletter reaches well over 1000 persons on a weekly basis.



**Pie chart shows the distribution of articles written per island for 2016**



**Pie chart shows the distribution of articles written per island for 2017**



**Pie chart shows the distribution of articles written per island for 2018**



## **MEDIA PRODUCTIONS**

Every year the Caribbean Union Conference receives video reports from the different fields around the region. The videos usually consists of 3-5 minutes reports highlighting the various activities across each field. The South Leeward Mission Communication Department has been able to produce quality video reports during the quadrennium. Each report highlighted the president of the Mission and covered material from the various departments. Along with video reports the Communication Department was also able to produce video clips of Global Youth Day and also general promotional material, which highlighted the Seventh-day Adventist message.

With limited resources the department has also been able to carry several programs live online due to the assistance of many committed volunteers around the Mission. The recently concluded 130th Anniversary of Adventism celebration in Antigua was carried live as the Communications Department partnered with Second Advent Radio, Trevor Shirley, Eugene Benjamin, Leon Forde, Dochian Thomas, Digicel, Flow, Gordon Greenway, and the St. John's Communication Department. The photography services of Joseph Jones, Vaughn Joseph, Mario Pinder and Travis Harris were also utilised.

Additionally, in Nevis we benefited from the services of Irvin Pinney Junior and his team, and in St. Kitts the services of Sylvester Dore, Melvin Maynard and their teams.

The South Leeward Mission Communication Department continues to lean on the support of these significant volunteers and service providers to proclaim the message of the gospel to every corner of the Mission's territory.

## **TRAINING**

During the quadrennium communication training was accomplished through weekend sessions and during the South Leeward Missions constituency meetings which were generally held at the beginning of each year. St. Kitts, Nevis and Montserrat benefited from training which covered the responsibilities of the Communication Secretary and several other critical areas. During the period under review, Antigua also benefited from a three-day event (June 2-4, 2017) which brought Communication Directors from the various churches within the South Leeward Mission together in one setting to share the challenges that they encounter, as well as to learn new and innovative ways that technology can be used for the furtherance of the gospel.



**Mrs. Hazel-Riley – Presenter from Montserrat**

The directors and assistants were educated on the important role they play in their respective churches. As one facilitator suggested, “Communication Directors should be able to do more than just sit in a church and read notices.”

The participants were also informed that they are the Public Relations Officers (PRO’s) of their churches and should not only promote the church’s activities but assist in the co-ordination of the services and other activities to ensure visitors can

enjoy the Sabbath experience.

As part of the training component, the participants were exposed to key information on how they can become creative disciples in their roles as directors.

Topics covered included: Communication and Evangelism, Using Tech and Websites to promote the Gospel, Ideas for Improving our Communication Footprint, Basic News Writing, PA System and the Gospel, Streaming and the Gospel, Photography and Connecting with Media Houses.

## Communication Directors from around the Mission



### CARIBBEAN UNION TRAINING

The Caribbean Union Communication Department also held training for Communication Directors during the quadrennium. The Communication Directors of the 10 fields of the Caribbean Union and other representatives attended the workshop, which was held January 18 and 19, 2017 at University of the Southern Caribbean.

The featured presenter was Abel Marquez, Communication Director of the Inter-American Division (IAD). He presented two very engaging presentations. The first, addressed the strategic plan of the

IAD, and the second reviewed the value of new and existing media avenues. In his presentation, he shared how the church can strengthen its communication thrust. Elder Marquez highlighted the need for 'innovation in communication' and suggested that leaders should encourage 'collaboration that nurtures an environment for greater impact.' Elder Marquez also highlighted the need to 'change our model of communication' in order to provide engaging media outreach to our non-Adventist friends.

In his welcome address, the Caribbean Union Communication Director, Pastor Claudius Morgan, took the opportunity

to outline some of the goals of the department. He indicated that during the current quinquennium the desire is to see the Communication Department become a viable and powerful tool for the communication of the gospel. He also highlighted a strong desire to ensure that all the territories of the Union utilise the powerful opportunities that the field of communication provides.

During the workshop, various aspects of communications were addressed,

including photography, mobile and web presence, videography, the impact of social media, writing, copyright issues and other areas critical to communication.

At the conclusion of the workshop, all Communication Directors were charged to return to their fields with a renewed commitment to ensure that all the resources available be used with the greatest effectiveness for the spreading of the good news of Jesus.



## **Caribbean Union Communication Workshop**

### **SOCIETY OF ADVENTIST COMMUNICATORS**

The Society of Adventist Communicators is an organisation for the professional development, continuing education, recognition, networking, and nurturing of Christians with careers in communication.

This year, the IAD was well represented with several Communication Directors from around the Division participating in the annual event. The South Leeward Mission, through its director attended this event on behalf of the Caribbean Union.

“Maximising Media for Your Ministry” with Jared Anderson, “The Church of YouTube - How Social Media is Changing the Way We Do Missions, Pt. 1” with Justin Khoe, and “The Sweet Spot: How to Develop Content that Meets Reader Needs” with Lou Ann Sabatier were workshops which provided new insight for the director.

The sessions were extremely informative and included tours to NBC’s Newsroom, National Geographic Studios, the Newseum in Washington, D.C. and also Museum of the Bible. The tag line of the convention was “Purpose, Passion and Partnership.”

The Society of Adventist Communicators will have their annual convention in Albuquerque, New Mexico in 2019. All communicators are encouraged to attend this inspirational event. The convention will serve to motivate and encourage us as we seek to effectively proclaim the everlasting gospel in this age of technological advancement.



**Attendees at the Society of Adventist Communicators - 2018**

## NEW INITIATIVES

The department has a very strong desire to remain relevant in these very technologically advanced times. The younger population consumes a large diet of online media and the South Leeward Mission Communication Department wishes to be able to produce content that can keep our youths connected to the Savior and to the church. In this regard, efforts are being made to acquire a video recording studio that will be able to produce material that will properly represent the church and promote the gospel.

## MINISTRY CONTRIBUTORS

During the period under review several persons have collaborated with the Communication Department to bring about the kind of success we have seen. We know that there is a lot to be done and we are aware that the challenges are great but, with Jesus all things are possible. The vision for the department is to have a state of the art studios and equipment, which will assist in proclaiming the good

news across the territory, and further afield. In the mean time we say special thanks to all of our pastors and laypersons who have contributed to the stories and have made our newsletter viable and exciting. Thanks to Second Advent Radio who has worked tirelessly to ensure that the message is proclaimed. Thanks to the many volunteers across the islands who have used their equipment and skills to ensure that the wider community has the privilege of benefitting from our services. Finally, I wish to thank my wife, Shereen and children, Shemar and Shelyssa for their prayers, support and forbearance over the last 4 years. I also say thank you to Mrs. Cindy Greenaway, Mrs. Sydanny David and Mr. George Long for their services to communications, IT, our web presence and the maintenance of the South Leeward Mission network structure.

Maranatha

*Mark L. Braithwaite*



# FAMILY MINISTRIES REPORT

THE FAMILY MINISTRIES DEPARTMENT of the South Leeward Mission is built on the value of the family as a witness of the truth and the journey of the family toward an eternal inheritance.

E. G. White said,

*"The greatest evidence of the power of Christianity that can be presented to the world is a well-ordered, well-disciplined family, this will recommend the truth as nothing else can, for it is a living witness of its practical power upon the heart"*  
(AH, p.32).

In relationship to the destiny of our journey, the apostle Paul reminds us, "Therefore, since the promise of entering his rest still stands, let us be careful that none of you be found to have fallen short of it.... Let us, therefore, make

every effort to enter that rest, so that no one will fall by following their example of disobedience" (Hebrews 4:1,11 NIV). He further stated "and if you are Christ's, then you are Abraham's seed, and heirs according to the promise" (Galatians 3:29 KJV). These counsels and statements give rise to the mission and vision statements and slogan of ministry.

## **MISSION STATEMENT**

Taking responsibility for our walk with Christ and our life together, we pledge to use every opportunity afforded us to represent our Savior and prepare to receive our eternal inheritance.

## **VISION STATEMENT**

Families: Joint heirs with Christ.

## **SLOGAN**

The promise still stands.

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## ONE HUNDRED YEARS OF ADVENTIST FAMILY MINISTRIES

This year, 2019, the World Church celebrates 100 years of Adventist Family Ministries. According to Ron Flowers, in 1919, the Home Commission was formed and has now expanded to a colourful parade of organised ministries to families in all 13 world divisions. We stand joyfully among the well-wishers! It is a proud moment as the parade of leaders serving across 100 years pause to celebrate. It is a time for enjoying together the well-deserved affirmation and gratitude of the many whose relationships have been blessed by the efforts of men and women called to this ministry by a passionate love for families and a deep desire to see them flourish in Christ.



### TRAINING

A significant objective of the Family Ministries Department is to train lay leadership and pastoral leadership in an effort to better equip persons to provide support for families. Training, during the quadrennium, came in several forms and began in December of 2015 with the director of the Caribbean Union, Pastor Andrew Farrell, highlighting the

responsibilities of the department to the South Leeward Mission director. Training for local church Family Ministries leaders on Antigua was also held during this period as Pastor Farrell shared a wealth of knowledge and resources with the leaders which included ministry descriptions, programme planning ideas, website resources, ideas on organising marriage clubs and small groups.





## **Pastor Andrew Farrell Training in Antigua**

This training was duplicated around the Mission by the Family Ministries director of the South Leeward Mission between January and March, 2016 in Montserrat, St. Kitts and Nevis.

The South Leeward Mission took advantage of the North American Division's Emotional Wellness Summit, which was held in Orlando, Florida in 2016. This summit was attended by four persons from the South Leeward Mission and provided significant information and resources, which significantly enhanced the department.

Another major training event for Family Ministries leadership, took place between

February and April, 2016. The PREPARE/ENRICH programme, which is the leading relationship inventory and skill-building programme used internationally, was introduced. It is built on a solid research foundation and significantly improves a couple's relationship. PREPARE/ENRICH is custom tailored to a couple's relationship and provides couples' exercises to build their relationship skills.

Having become recently certified to facilitate the training module, by the PREPARE/ENRICH, I was able to train all pastors and directors in the South Leeward Mission, to administer this inventory. According to feedback from pastors and directors, they now feel

better equipped to handle pre and post-marital matters, as a result of this tremendous programme, they now feel better equipped to handle pre- and post-marital matters. Several pastors expressed their sincere gratitude that this programme has been made available to them.



## Prepare/Enrich Training Session

Training continues to be a major emphasis of the Family Ministries department of the South Leeward Mission and the department continues to use several resources to assist leaders to carry out their responsibilities effectively.

### YEARLY FAMILY MINISTRIES EMPHASIS

Each year, the Family Ministries department makes available to local church leaders the resources provided by the General Conference. This resource

assists local church leaders with adequate material for proper planning of the weeks of emphasis each year.

**Christian Home and Marriage Week:**  
**Second week in February:** Christian Home and Marriage Week occurs in February embracing two Sabbaths: Christian Marriage Day that emphasizes Christian marriage and Christian Home Day that emphasizes parenting. Christian Home and Marriage Week begins on the second Sabbath and ends on the third Sabbath in February.

**Family Togetherness Week: First week in September:** Family Togetherness Week is scheduled in the first week in September, beginning with the first Sunday and ending on the following Sabbath with Family Togetherness Day. Family Togetherness Week and Family Togetherness Day highlight celebrating

the church as a family.

During the quadrennium, digital and, in some cases, hard copies of the resource known as the family ministries plan book were distributed to all local family ministries directors.



## **MARRIAGE CLUBS**

The establishment of marriage clubs has increased during the quadrennium. Over the period, we have seen clubs established in St. Kitts, Nevis, and also in Antigua (Liberta, All Saints/Seaview Farm, Clare Hall, St. John's and other churches).

Marriage club constitutions have been made available on each island and the value of the club has been shared with Family Ministries leaders. Marriage clubs provide a safe place for couples to celebrate the blessings of marriage and also discuss the challenges of marriage. Couples who are a part of marriage clubs often discover that the challenges they may be experiencing are not necessarily unique to them. Marriage clubs also offer a safe space for experienced couples to share valuable information with younger couples. Each year, many marriage clubs plan a special marriage weekend for their couples.



## Clare Hall Marriage Club

### **FAMILY MINISTRIES CONVENTIONS**

Family Togetherness Conventions were held on St. Kitts, Montserrat and Antigua during the period. These conventions brought together the entire island constituencies for emphasis on the family.

In St. Kitts, the event spanned one week commencing on Sabbath, September 3, 2016. Some topics were:

»—"Happily ever after"

»—"Where's the salt?"

»—"Love, sex and a relationship"

»—"The complexities of marriage"

»—"How to make an informed decision on marriage"

»—" Marriage, divorce and remarriage"

»—"Men's significant role in the society"

»—"Children and television"

## St. Kitts Family Ministries Leaders



On Antigua, over 1800 people came together on September 8, 2018 to celebrate Family Togetherness. On this Sabbath, the emphasis was on the church family. Several relationship-based activities took place on that day such as lovely singing, dramatic presentations and the preached word. The lunch period

saw hundreds of families taking over the beach at Ffryes and sharing lunch with one another.

Although families do experience challenges, it is clear that, "with Jesus in the vessel we can smile at the storm!"

... with Jesus in the vessel we can smile at the storm!



**Families Eating Lunch during Family Togetherness Sabbath – Antigua 2019**

On Montserrat, the island constituency came together on the weekend of January 8 – 10, 2019, to celebrate Christian Home and Marriage Week. The following topics were covered:

»—“Let’s talk about conflict.”

»—“Things that affect relationships.”

»—“Tied and satisfied.”

The Constituency was blessed, edified and motivated by the presentations.

... with Jesus in  
the vessel we can  
smile at the storm!

## Family Ministries Convention – Montserrat 2019



### **SLM – LORD TRANSFORM OUR FAMILIES, CRUISE**

According to the Family Ministries strategic plan, one of the objectives was to give families an opportunity to spend quality time together. In keeping with this, the Department organised a cruise for the South Leeward Mission. The Mission is desirous of planning at least one Family Ministries cruise per quadrennium.

God's ideal is that families enjoy and spend quality time together - whether you are a part of a nuclear family, a single parent family, are single by choice, divorce, death of a spouse or simply waiting for God to show you the "one." Whether you

are a young child or an older child, it is important to allow God to transform you and by extension, your family.

The South Leeward Mission group consisted of 64 persons. The seven-day cruise took the group to Cozumel - Mexico, Belize, Isla Roatan - Honduras and Grand Cayman - Cayman Islands. Included in this amazing cruise were two days when the ship was at sea for the entire day.

The main facilitator was Dr Curtis Fox. Dr Fox is a Seventh-day Adventist associate pastor at Conyers Seventh-day Adventist Church in Atlanta, Georgia. He is the CEO and director of Clinical Services at TRU Integrative Health and Wellness. Dr Fox

presented thought provoking sessions with topics such as:

- »—"Some secrets for couples"
- »—"Secrets for singles that many aren't telling"
- »—"God's plan for couples"
- »—"From Good sex to sexual bliss"
- »—"Seven secrets for building and maintaining relationships"



### **Dr. Curtis Fox Presenting on SLM Cruise**

Dr Paula Jacob-Fox who is the wife of Dr Curtis Fox and who has been practicing medicine for 12 years, presented on Sabbath, December 16, on family health. Anthony and Treasure, two of their children, were also present, and they both brought life and excitement to the entire experience.

Dr Kern Tobias, president of the Caribbean

Union Conference was another of our presenters in the area of Family Ministries. Dr. Tobias who was joined by his wife Linda presented on the topic, "Practical ways to deal with conflict in marriage."

Yet another presenter was Pastor Charles Heskey who was joined by his wife Carroll, and their three children. Pastor Heskey presented to the singles on the topic,



“Single and focused.”

There were amazing devotional sessions by Pastors W. Kendol Doyle and Laurenger Challenger, and Dr Eulalie Semper allowed the children to get the most of a spiritual experience while on the cruise.

The SLM, Lord Transform our Families Cruise 2017, was a tremendous success. Another cruise for families is being planned for 2021.

### **FUN FAMILY MOMENTS**

Love, Sax and All that Jazz, a stage play written by Alan Charles of the United Kingdom, was a feature for Christian Home and Marriage Week, 2018. The Family Ministries Department joined with Focus Arts Productions of the United Kingdom

along with several other sponsors to bring the stage play to Antigua.

One of the tenets of good family life is that couples and families should be able to enjoy moments of fun and laughter together on a regular basis. The play was held at the Dean William Lake Cultural Centre in Antigua where over 800 persons had the joy of seeing this fantastic play, which had all of the twists and turns of relationships and marital drama. It was all from a Christian perspective and upheld the values that we espouse as good Seventh-day Adventists.

The play was also seen on Nevis in 2017, where hundreds had the opportunity of watching the stage show and being thrilled by the excellent performances.



**Cast Members of Love, Sax and all that Jazz**

## FAMILY RESCUE BIBLE SEMINAR

In keeping with the gospel commission to go into all the world and preach the gospel, districts #4 and #8, in Antigua, came together to share the gospel through the Family Rescue Bible Seminar. For 3 full weeks the Community of Newfield was showered with the gospel, which was nicely wrapped in a family life package. From April 29, - May 19, 2018 the community was exposed to topics such as:

- »—How to Say I love you
- »—How to Manage Stress and Enjoy Inner Peace
- »—What you need to know about Sex
- »—Why is there so much Conflict?

Families were significantly blessed by the presentations and at the end of the series over 30 persons gave their hearts to Jesus. To God be the Glory!

**Family Rescue Bible Seminars**  
BEGINNING SUNDAY, APRIL 29, 2018

April 29th, 2018  
Newfield Football Field  
7:00pm Nightly

RESCUE TEAM

Mark L. Braithwaite  
Speaker

Laurence Challenger

Theodore Smith

OPENING TOPIC  
SECRETS FOR A  
HAPPY FAMILY IN ANTIGUA

**Other Topics**

- How to say I Love You
- How to Manage Stress & Enjoy Inner Peace
- What you Need to Know about Sex
- Why is there so much Conflict? Ways to Handle Conflict

**Special Features**

- Free Family Life Education
- Lot's of Free Gifts & Surprrees
- Excellent Music
- Special Prayer
- Weddings
- Baby Blessings and Lots, Lots More ...

FREE TRANSPORTATION

## GRATITUDE

We believe that God established families and He has the power to keep them. I give God thanks for the family, and I certainly want to thank Him for my family. I say thank you to my wife, Shereen and our children, Shemar and Shelyssa for their prayers, support and forbearance over the last four years. Thanks also to the departmental secretary, Mrs. Cindy

Greenaway for her services during the period. I also want to acknowledge the support I have received from the entire office staff. You have all been extremely gracious and helpful during the period under review. God bless all!

Maranatha

*Mark L. Braithwaite*



How can a young man keep his way pure?  
By guarding it according to your word.  
Psalm 119:9 ESV

PASTOR KENDOL DOYLE



Adventist Youth  
Ministries



Publishing  
Ministries

Chaplaincy  
Ministries

Prayer  
Ministries

Prison  
Ministries



# YOUTH MINISTRIES REPORT

MR. CHAIRMAN, representatives of the Inter-American Division and the Caribbean Union Conference, administrators of conferences and missions, fellow departmental directors, pastors, other conference workers, church delegates, guests and visitors to this the final quadrennial session of the South Leeward Mission and the inaugural session of the South Leeward Conference; I bring you greetings from, the Youth Department, God's powerful army which makes up the largest percentage of the active membership of our congregations around the Mission. It is with delight that we present our report for the period 2015-2018.

The 21st century has witnessed an alarming decline in moral values resulting in the natural increase of social evils and

crimes fuelled by social media. The overall impact of these social evils has negatively affected Seventh-day Adventist youth worldwide; even though not the way it has affected the world. The time to which we have come demands that we operate with a heightened sense of urgency and committed, informed, resourceful, and creative leadership in order to truly lead our youths to develop mature Christian lives. Unfortunately, sometimes the quality leadership is not always forthcoming either because of adult inadequacies or because deciding bodies are unclear of the quality of leadership needed. In times like these, a certain audacious, aggressive and relevant approach is needed to deal with the fundamental problems on the eve of the second coming of Christ.

Emerging from the plans and projections from our first quadrennial session and a

leadership caucus with the administration and other departmental directors, pastors and youth leaders, the vision was received and the path was chartered for the upward movement of the South Leeward Mission. The emphasis was on a collaborative and collective approach to ministry. Also, the Youth Department was encouraged to pursue the four foundational pillars of the

worldwide Adventist Youth Department.

During the period under review, we have made positive strides in uniting the ministries in various events. The effects have been the fostering of better discipleship and the strengthening of relationships between the different departments.

**Table 1: Youth Ministries in the South Leeward Mission**

NO	Name of Youth Ministries	Number of Churches or Companies	Number of Active Members 2018	Number of Active Members 2015	Increase in active Membership
1	AY Societies	45	600	526	<b>60</b>
2	Pathfinders	46	1508	726	<b>711</b>
3	Adventurers	48	1300	536	<b>774</b>
4	Eager Beavers	29	621	325	<b>296</b>
4	Master Guide	5	221	147	<b>74</b>
5	Ambassador	1	1	1	-
	<b>Total</b>	<b>145</b>	<b>3557</b>	<b>2276</b>	<b>1281</b>

*Note: The figures shown for active ministries are estimated using attendance records and interviews.*

## **JUNIOR YOUTH**

Several activities occurred on the islands such as: youth days, camps, inductions, Congressorees and Investitures, marches of witness, award ceremonies and national

Independence Day parades. These gatherings allowed us to connect with members of the other territories as we interacted with the local clubs in the various districts and areas.

In addition, the Youth Department has undergone many transformations, one of which is the alteration of physical attire

of the group. The uniform was changed from the olive green bottom to khaki in the first quadrennium. For the second quadrennium, Little Lambs and Eager Beaver were merged with Adventurers and the logo for the Adventurer club has changed. The following two photographs depict the change.



*Old Adventurer, Eager Beaver & Little Lamb Logo*



*New Adventurer Logo*

Throughout the quadrennium, there have been several initiatives that supported youth development and the following accomplishments have been noted:

**Table 2**

<b>Territories &gt;</b>	<b>Antigua &amp; Barbuda</b>	<b>Montserrat</b>	<b>St. Kitts</b>	<b>Nevis</b>
<b>13 -Congressoree Celebrations</b>	03	03	03	03
<b>6 Investiture Programs</b>	[4 Investiture]	[1 Investiture]	[01 Investiture]	[01 Investiture]

Congressorees and Investiture celebrations during the period under review (2015-2018)

- »—Twelve Congressoree celebrations and six additional Investitures services.
- »—National Independence Day Parades

- »—National and Sub-Area Marches of Witness
- »—Delegation to the Inter-American Pathfinder Bible-Boom
- »—Delegation to the International Camporee at Oshkosh
- »—Delegation to Pathfinder Camporee in Guyana





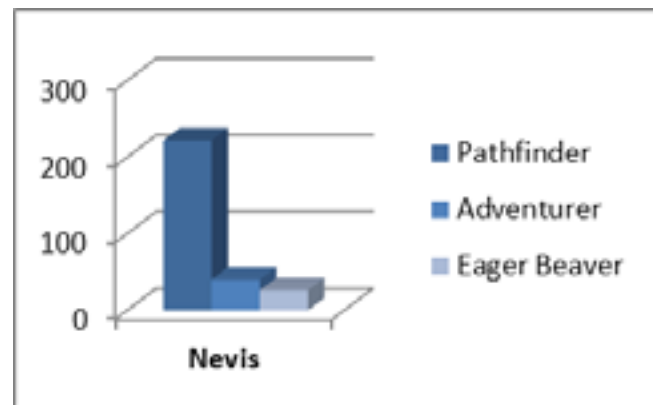
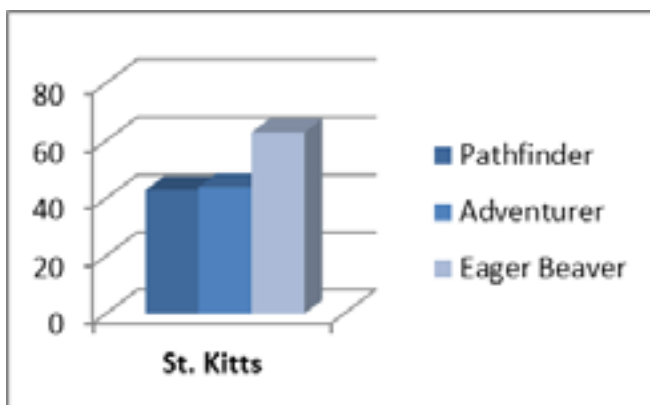
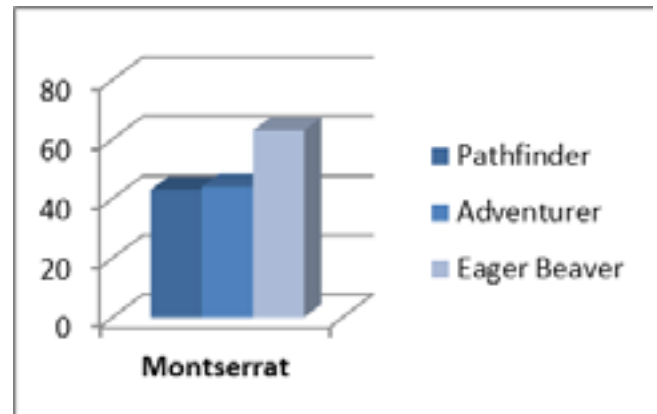
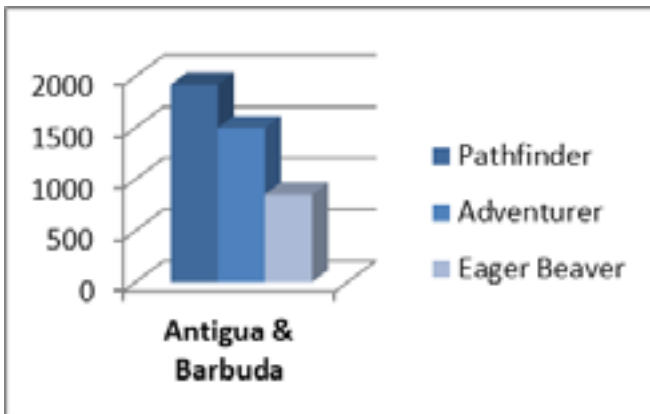
## EASTER CAMPS

Every year, clubs make it a must to ensure that their clubs complete one of their major requirements and that is camping. Normally, clubs see it fit to camp around Easter when schools would be out on vacation. Ffryes Beach in Antigua happens to be a popular camping spot; while the other islands camp at schools. Clubs would occupy a long stretch of beach and use the time to bond as a club and also as a church family. There, they worship together, pray together, eat together, take care of camp duties together and play wholesome games together.

In 2018, a few clubs saw it fit to camp out of their regular comfort zone. Clubs in St. Kitts went to Nevis. The New Maranatha Seventh-day Adventist Church took it a step further and boarded LIAT over to St. Kitts where they too enjoyed camping in “Sugar City.”

Over the Easter weekend, instead of going into the city, Seventh-day Adventists were able to enjoy nature and have a closer walk with Jesus. Although the camping atmosphere was a very relaxed one it was also spiritually charged.

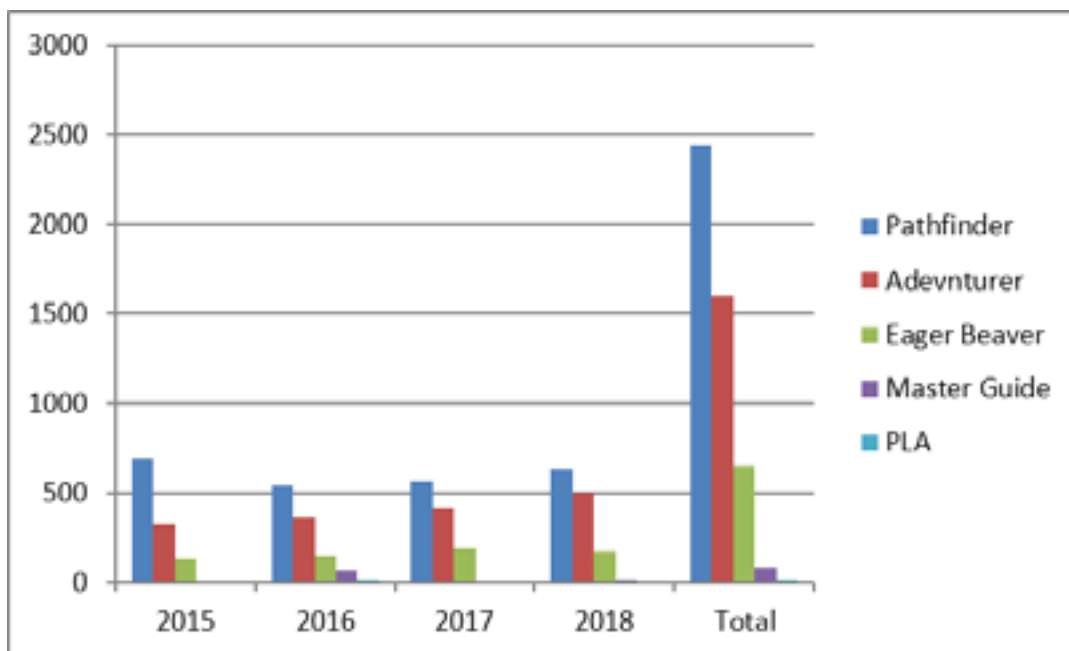
**Figure 2: The graphs below depict the number of youth who have invested their time in performing ministerial tasks in all territories of the South Leeward Mission during the period 2015 – 2018.**



**Table 3: Investiture comparative years (2015-2018)**

Ministries	2015	2016	2017	2018	Total
Pathfinder	694	545	567	633	2439
Adventurer	321	362	417	501	1601
Eager Beaver	133	152	189	174	648
<b>Total</b>	<b>1148</b>	<b>1059</b>	<b>1173</b>	<b>1308</b>	<b>4688</b>

**Figure 2: Investiture comparative years (2015-2018)**



## SENIOR YOUTH

Senior Youth ministry continues to be a major challenge to the Seventh-day Adventist Church worldwide. In the South Leeward Mission, although efforts are being made to address and improve the quality of ministry to senior youth, there remain thoughtful concerns about our effectiveness. However, we have been resolute in our fight to deal with the issues that plague this sector of our youth

body, and allowing them to embrace their rightful place in the body of Christ and society.

Over the past few years, we have seen growth in some areas of the ministry, but in others, there have been a clear fall off and this is of utmost concern and worry. Notwithstanding these elements of doubt that sometimes seems to break areas of the growing ministry, we press

on and continue to energise the senior youth base to do mighty things through our Lord and Saviour Jesus Christ. As a Senior Youth department we kept the foundational pillars active:

## **TRAINING**

\* The need to effectively achieve the purpose of youth ministry necessitates

that substantial effort be made to conduct extensive, sustained training so that volunteers may be equipped to serve proficiently. During the period under review, significant efforts have been made to conduct both YouthMinistries training programmes and Pathfinder basic staff training courses throughout the territories of the Mission.



### **Ten Hour Training**

\* The AY Leadership Award classes and the Master Guide classes have increased throughout our territories, and as a result, island clubs were successfully launched and established in each island. There is a resurgence of local training programmes now being embraced by societies and clubs.

**Table 5: Youth training initiatives (2015-2018)**

Training	Antigua	Barbuda	Montserrat	St. Kitts	Nevis
10 Hr Basic Staff Training	782		75	120	55
Advisory & Workshops	802	3	30	62	62
Master Guide	65	-	-	15	0
PLA, PIA, AYLA Clubs	0	-	0	-	-
Youth Retreats	920	-	35	85	45
Youth Empowerment	375	-	48	132	71
Master Guide	7	-	01	01	0

**Table 6: Persons invested**

Investiture	2015 -2018
Master Guide	67
Pathfinder Leadership Award	12

## EVANGELISM

### Week of Prayer

We continued our evangelistic drive with the annual Week of Prayer and AY days. Throughout the Mission, many of our AY societies were very creative and innovative in transforming the traditional Week of Prayer into mission-driven experiences, crusades, retreats and evangelistic seminars.

### Youth Week

The annual Youth Week saw the coming together of thousands of youths who were lifted up in prayer, and through dynamic preaching, were challenged to give God their best. Some of our finest preachers were used throughout the Mission territory. The Youth Week featured giants like Pastors E. Lowell Natufe, Dr David

McKenzie, Peter Joseph, Brent St. Jean, Sigmund Wiggins and Wilmoth James.

### Drama

Evangelism through drama continued, throughout the quadrennium, to be an integral feature in our crusades and Youth Week programmes throughout Montserrat, St. Kitts and Nevis and Antigua. In 2018, talented youths partnered with a professional drama group from the UK to produce one of the best drama productions Antigua and Barbuda has

ever experienced, the play "Love, Sax and All That Jazz". Most recently, thousands left their homes nightly and journeyed to Gilbert's Estate to witness unprecedented drama presentations and to learn more of the history of Adventism during the 130 years of Adventism celebrations in Antigua.

**St. Kitts**



**Antigua**



**Samba Challenger**



**Trishona Ainsworth**



**Liverson Sandy**



**Bible Connection** in-reach evangelism by the senior youth has seen greater participation within the islands of the Mission and for the past four years, the youth have participated in activities at the local church level and have advanced to the Caribbean Union Conference finals. Our SLM finalists were: Samba Challenger (Antigua 2015), Liverson Sandy (Antigua 2016/2017) and Trishona Ainsworth (Antigua 2018).

**Sports Evangelism** is another evangelistic tool used. It promotes both the social and physical health of people and was used as an instrument to reach backsliders and new converts. We witnessed youth participation in national domino tournaments, our local Inter-Church Cricket League (ICCL) and Professional Cricket League (PCL) cricket competitions. The inclusion of volley ball and basketball were new facets to the sports ground which attracted record amounts of church members..

## **BAPTISMS**

One of the primary purposes of Youth

Ministries is salvation of our young people. Over the period under review, over 350 youths between the ages 6 -35 made commitments for Jesus and were added to the church. With a vibrant conservation programme, we look forward to them becoming mature disciples who will in turn make disciples.

## **Discipleship**

During the quadrennium, the Youth Department endeavoured to provide for the discipleship and social dimension of the youth through Senior Youth Camp. We shared with other fields and sat at the feet of some dynamic servant leaders being fed with the word of God and encouraged to hold on and stay in the fight.

Year after year, the campers come to experience one thing and leave with a wholesome and exciting approach to ministry and their personal walk with God. It is a wonderful experience to watch the youth aggressively take part in community outreach projects as they give back to the community.



**Youth Congress –  
St Lucia 2015**



**Camp S.T.E.P –  
Montserrat 2016**



**Camp C.H.A.U.S #  
S.A.L.T - Barbados  
2017**



**Camp Sweet  
Redemption – St Kitts  
2018**

**Table 7: Camps Stats held in St. Lucia, Montserrat, Barbados and St. Kitts**

Year	Venue	Youth Att.	Camp Theme	Revival Speakers	Camp Royalty	Camp Name
2015	St. Lucia (Caribbean Union)		Youth Congress	Pastor Anthony Hall (CUC)		Activate Sint Lici
2016	Montserrat (SLM)	207	Lord Transform Me As We Revive, Unite, Nurture	Pastor Marvin Smith (Guyana)	King – (Montserrat) Yannick Lynn Queen –(Antigua) Racheal Trotman	Camp S.T.E.P
2017	Barbados (SLM/ECC/ SVG)	230	Lord Transform Me As We Revive, Unite, Nurture	Pastor Tony Mapp (Tobago)	King- (Antigua) Liverson Sandy Queen - (St. Kitts) Tiniqua Williams	Camp C.H.A.U.S #S.A.L.T
2018	St. Kitts (SLM)	175	I Am Ready: To Pray! To Study! To Witness!	Pastor Osley Edwards (Guyana)	King – (Montserrat) Davis McPherson Queen- (Antigua) Linica Edwards	Camp Sweet Redemption



## Youth Congress

The South Leeward Mission had a good representation of youth leaders at the World Youth Congress that was held in the breath-taking European territory of Kassel, Germany. There were powerful sessions to direct, empower and equip leaders to face the challenges and growing concerns of the youth.



## Service

*Our Service Ministry* encompasses helping the youth to develop their talents and spirituality to serve God's people. Under the guidance of the Holy Spirit, the SLM Youth Department attempted to advocate selfless service from the local and the Mission level and even further afield. Many of our societies engaged in visiting institutions like the elderly homes, hospitals, prisons and the special

needs centres.

*Youth Global Initiatives:* In some territories, we have linked with the Youth Global Initiative through sacrificial giving, by organising our annual blood drives and other similar activities. This has been a great assistance to the national blood bank in the territories that continue the outreach service.

*Skills for Service:* Throughout the Mission, the Senior Youth Camp setting was designed with practical subjects that better reflected the ministry of Christ. Examples of topics taught were: Public speaking, leather craft, basketry, auto mechanic, music, tie dye, computer skills, physical fitness, Bible reading, agriculture and so much more.

## YOUTH DEPARTMENT STOCK AND INVENTORY

The main office has been able to maintain a strong flow of materials and other supplies that services the need of the Youth Ministries. This quadrennium, the department in an effort to provide quality service to its overseas territories, in collaboration with the St. Kitts coordination council, established a store in St. Kitts.

## **LOSING SOLDIERS**

Losing a loved one is always a heavy burden. While we rejoiced in our progress and successes, we were also saddened by the loss of some of our young soldiers in the prime of their youthfulness. With grateful hearts we thank God for the lives and ministries of the following from around the Mission:

- »—X-Saphair King- Antigua
- »—Jaquez Lanier- Antigua
- »—Shirley Fleming- St. Thomas  
(*Devoted Camper*)

## **CHALLENGES**

The Youth Department continues to experience challenges that affect the effectiveness of youth ministry. Some of these challenges are outlined below:

- »—Inadequate staffing on the local church level
- »—Leadership's 'hands off' approach to youth ministry
- »—Break down in the family structure
- »—Programming of the church diminishes youth initiatives
- »—Social media
- »—Poor reporting from clubs and societies

- »—Changes in the Adventist culture
- »—Church's grey position on standards such as entertainment, adornment, music, and current issues

## **RECOMMENDATIONS**

- »—Increase training for AY leaders and Master Guides to facilitate poor staffing
- »—Appeal to the pastoral council to review the value of preserving the youth arm of the church
- »—Stimulate active service ministries in clubs and societies to combat family driven exodus
- »—Encourage synergy of planning with local, area, zone, island and Mission
- »—Upgrading their social media to positive interactive networks
- »—Revive the newsletter in the Youth Department and publish highlights of monthly reports

## **OPPORTUNITIES**

We praise God for the countless opportunities we had to make Youth Ministries a success. Indeed, God is gracious and thus He has positioned us to refocus and make use of all the

resources we have available, so that through partnerships, ministry can be more impacting.

## **TEAM MINISTRY**

This is vital for success; therefore, the SLM Youth Department wishes to thank the other ministries for their partnering efforts, especially Personal Ministries, Education, Children and Adolescent, Health, Publishing, Family Ministries, Sabbath School and Community Services ministries. We thank God for your support.

## **PRESSING ON**

As we bring this quadrennial period to an end, we look forward to the execution of God's army through our youth's involvement in doing mighty works to finish the gospel commission.

## **PROJECTIONS**

1. To fully implement the "Pass It On" programme in all congregations.
2. To create an environment that

will increase biblical literacy by 85 percent among our youth.

3. To increase youth spirituality by rebuilding family altars in 75 percent of Seventh-day Adventists' homes by December 2021.
4. To increase the retention, rate of our youth to 75 percent.
5. To train 85 dynamic youth in the utilization of technology for spiritual development and service.
6. To fully develop and relaunch the ICONEC stewardship programme in all of the islands.
7. To have 500 trained youth between the ages of 16-35 actively involved in evangelistic outreach.
8. To Develop a career mentoring programme which will help 40-60 percent of our young people identify their areas of interest for life.

# PUBLIC CAMPUS MINISTRIES

**I**N JUNE 2018, the executive committee voted to establish its first Public Campus Ministries Chapter at the Antigua University of America.



Global Youth Days' activities were enhanced by the ministry of the AUA medical students who under the leadership of Dr Monica Stevens provided free screenings for members of the community at Heroes Park in St. John's. Thanks to Pastor Shelton Benjamin and Dr Carson Greene and family.

## APPRECIATION

Special thanks and praise must be given to

God for His benevolence, keeping power and divine protection. We can certainly press on in anticipation of our eternal inheritance.

To all my administrators at the South Leeward Mission and beyond; I am very grateful for your guidance and assistance as I ministered. You have given me opportunities to try various measures to help reach the youth in our Mission.

Words of appreciation are expressed to my fellow directors, pastors, Bible workers. Thank you for your partnership as we move to help make the second coming of Christ a reality for our youth. Your support in all the various activities such as training, congressorees, camps and sporting events solidified your attitude to God.

To Pastor Desmond James, past president of the South Leeward Mission, for your vote of confidence and timely advice through difficult moments, I am a better person having known you.

The youth director of the Caribbean Union, Pastor Anthony Hall, was a source of enlightenment and encouragement and guidance for me. Thanks a million. My secretaries Cindy Greenaway and Latoya Pelle, you both were god sent helpers to the department. To my friend and colleague Pastor Carl Hastings, thanks for your stallworth support.

To Pastor Charles Heskey, thank you for

your godly example and advice. By the grace of God, I promise you that I would not work on the ark and die in the flood.

To my hard-working area coordinators, AY leaders, club directors, counsellors and all other supporting youth leaders, I am truly indebted to you for your assistance. Your dedicated service is recorded in the books of heaven.

To the powerful army of youth of this great and progressive Mission for your love and for the privilege to serve you over the past four years, I say thank you.

To my God given wife Desree, my princess KayDee and prince KahDen, I say thank you for standing with me. Your love and commitment to this ministry and to me will never be erased from my heart.

To the constituency, thanks for the rich learning experience and opportunity to have played a part in the development of the church and community's youth.



# CHAPLAINCY MINISTRIES REPORT

THE FOCAL POINT of chaplaincy is to minister to broken lives about the goodness of Jesus Christ. As

God fashioned man, He created him perfect but we have lost our way because of sin. We trust God to use us to be chosen vessels for him.



**Children Gathered at the Golden Grove Primary School**

## Children Gathered at the Golden Grove Primary School

Opportunities were given to minister to young people in the public schools and these sessions provided opportunities for the spreading of God's Word, and to build up self-esteem and providing guidance in future career choices. Regular visits are made to the Golden Grove Primary School. Thanks to Tedson Allen who delight in ministering to the next generation of leaders.

Pastor Eldon Coates is our institutional chaplain and has been successful in keeping Chaplaincy alive and vibrant. Some activities held during the quadrennium were:

- »—Baptismal classes
- »—Baptisms

»—Home visitation to parents and students

»—Community outreach

As we persevere, we are ever reminded that our young people with all of their talents and potential are not hope but fulfilment, our future is bright because they will be present. Our commitment and sacrifice in ministering to our children, senior citizens and the entire church family is an investment in fulfilling the purpose of God to a dying world and the building up of His kingdom. Mrs. Ellen G White trumpets to us that "God wants the youth to become men of earnest mind, to be prepared for action in His noble work, and fitted to bear responsibilities" (Messages to Young People, p. 21).



# PRAYER MINISTRIES REPORT

AS AN ENGINE moves a vehicle, so prayer moves the church of the living God. All across the Mission members were encouraged to develop a vibrant prayer life. During this quadrennium we had:

- »—Annual Week of Prayer
- »—Half Night Prayer Sessions

- »—Prayer Breakfasts
- »—Prayer & Fasting
- »—Prayer Retreats
- »—Prayer Walks
- »—Establishment of Prayer Warriors' Club
- »—Radio Programme Speak He Hears was born



**Dr. Samuel Telemacque at Antigua's first Prayer Congress at the Seventh-day Adventist Church, Parham**



Antigua's first Prayer Congress under the theme PUSH (Pray Until Something Happens) was conducted by Dr. Samuel Telemacque and was indeed a 'heaven touching earth' experience; hundreds of prayer coordinators, prayer warriors, youth and adults all shared the Upper Room experience. We were challenged

to keep our eyes on Jesus and to first minister to the heart and then bid men to follow. The heavenly experience ended with the building of an altar – the building material was stone; each member was asked to bring a stone as a symbol of his/her past.



**Saints gathered at Parham Seventh-day Adventist Church for Antigua's First Prayer Congress**



Saints gathered at Parham Seventh-day Adventist Church for Antigua's First Prayer Congress

We will never begin to understand the power of prayer until we start praying. Let us continue to pray as we persevere together, conquering with God.



# PRISON MINISTRIES REPORT

## "LOCKED UP BUT NOT LOCKED OUT!"

... **I** WAS IN PRISON, and ye came unto me. (Matthew 25:36)

Seventh-day Adventist Prison Ministries in Antigua and Barbuda, St. Kitts and Nevis is thriving under the ministry of its local leadership. Each week, faithful members from various congregations assemble to worship in the chapel with the male inmates who are always waiting to share with us. The songs are always chosen by the inmates from the "Celebration Hymnal" usually led by 'inmate Jamal'. Most interesting is the skillful beating of the tambourine and harmonious voices giving praise to God. It's an experience you should experience. The present book of study weekly is Proverbs, using

Solomon's advice to teach us wisdom.

Weekly, inmates share their thoughts, give testimonies, and confirm their desire to walk with Christ. Some, been Christians before, help to enhance the worship. We remind them each week that the prison walls are no limits for God's love to reach them. Our memory texts are: 2 Timothy 1:7, Galatians 6:7 and 1 Samuel 16:7. The golden song of choice is:

*"At Calvary"*

*Years I spent in vanity and pride,  
Caring not my Lord was crucified,  
Knowing not it was for me He died  
On Calvary*

---

*Chorus*  
*Mercy there was great and grace*  
*was free,*  
*Pardon there was multiplied to me,*  
*There my burdened soul found liber-*  
*ty – At Calvary.*

Each Sabbath afternoon, we gather for 3p.m. to share with the females where worship is held in a garden under a sugar apple tree. The atmosphere is so tranquil as pigeons, other birds, lizards and other creatures make themselves present. The flora, a selection of mints and other tea bush, rosemary, corn, chive, and other select plants. It's the "Garden Experience".

The female inmates and officers show great appreciation for our presence. The songs are selected from the Seventh-day Adventist hymnal. The inmates select and lead the songs, devotion is either read from a devotional book or a thought prepared by the inmates which can be so touching. We remind them how precious they are to God, and how he loves and cares for them. Our memory texts are: 2 Timothy 1: 7, Galatians 6: 7 and 1 Samuel 16: 7. The golden song of choice is: "Marvellous Grace".

There is evidence that the word is studied throughout the week as there is no limit to the Bible questions asked each afternoon. These questions are derived from their personal study, radio programs listened

to, or visits during the week from other religions. It keeps us on our toes. We also share messages of hope with them.

Prison Ministries is a great way to reach individuals who need hope, and to those who may be engaged in Bible study for the first time. We, as Seventh-day Adventists, are privileged to be allowed to visit the prison every week, twice per day. No other religious organization has this privilege. This is an opportunity for us to fulfil God's command.

Prison Ministries continue to provide hope for inmates and as we continue to work with men and women in the prison, I have no doubt that God can change lives and make a difference in lives stained by sin. We thank God for this opportunity and ask for the church's financial and spiritual support in making and keeping this ministry a vibrant soul winning experience.

## **GRATITUDE**

Heartfelt thanks to the church constituency for providing timely ministry to our brothers and sisters who are looked in, but not looked out. Special mention must be made of Janet Baltimore, Joanne Peters, and Ronald Greenaway of Antigua; Mike Brown and his team in Nevis and Elder Lestraude Belle and his team in St. Kitts.



# PUBLISHING DEPARTMENT'S REPORT

SOMEONE ONCE ASKED, is the Literature Evangelist in the publishing ministry relevant? I answer this question without equivocation, “absolutely yes! The pen of inspiration emphasises that “as long as probation continues, there will be opportunity for the canvassing work” Testimonies, (Volume 6, pg. 478).

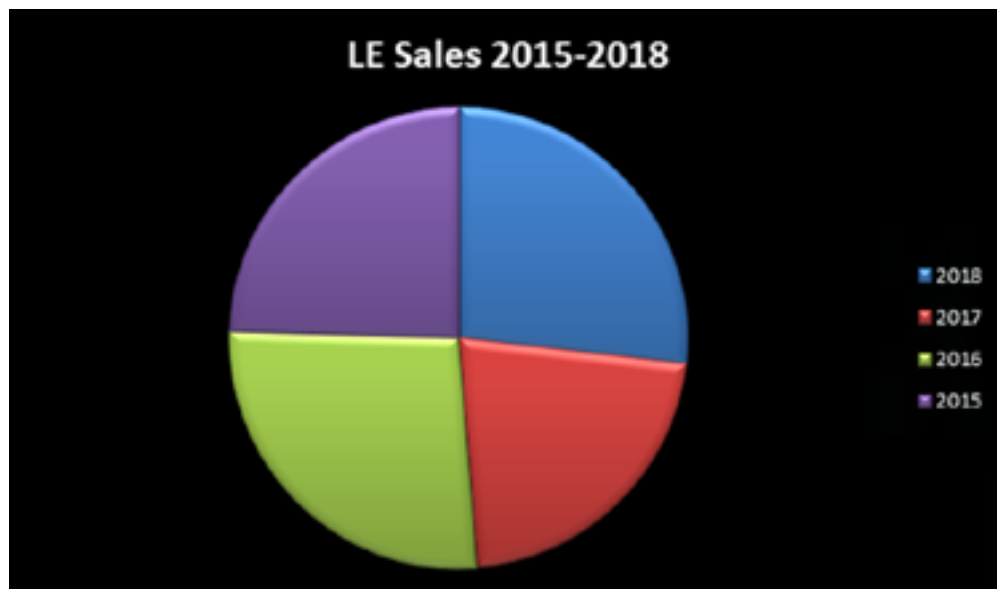
In spite of the difficulties and economic challenges that have retarded our progress in the South Leeward Mission, we did not allow our situation to hinder our vision to fulfill our mission. Our brave and tenacious literature evangelists accepted the challenges and recommitted their lives to the development of the Publishing Ministries while preparing the peoples of the South Leeward Mission for the soon coming of Christ.

## **EXPLOITS OF THE LITERATURE EVANGELIST**

The landscape of the territories of the South Leeward Mission was impacted by the feet of the anointed literature evangelists (LE). Their primary focus was not about money but ministry. They were busy working along in tent crusades, displaying literature at Youth Weeks, education fairs, visiting the sick in the hospitals, hospices, and senior citizens' homes, giving out free literature in the public schools and to hurricane victims in shelters, holding Bible studies and preparing prospects for baptism. Reports indicated that during the period under review, LEs distributed 4705 pieces of free literature, visited 8560 homes, offered over 3203 prayers, conducted 456 Bible studies and took part in ministry that resulted in over 76 baptisms. The total

sales of subscription books amounted EC\$293,594.62.

LE Sales Report 2015 - 2018	
2018	\$78,689.13
2017	\$64,302.21
2016	\$78,567.21
2015	\$72,036.07



## FREE LITERATURE

Through our Adventist Book Day drive, Missionary Book of the Year, Book of the Month initiatives and other local programmes, over 90,000 pieces of literature have been distributed with an estimated value of over EC\$100,000. The "Priority" magazine continues to be the priority literature of the Mount St. John's Medical Centre.

## LITERATURE EVANGELIST INSTITUTES

The 21st century demands that our men and women on the frontline of ministry stay current and abreast with the changing times and cultures. With this in mind, the Executive Committee sponsored five literature evangelists to attend the Caribbean Union Conference institute in Trinidad and Grenada. In 2018, the Mission hosted its own institute conducted by Mrs Judith Smith,

Publishing Ministries director, Caribbean Union Conference and Pastor Roosevelt Haynes, Publishing Ministries and Stewardship director, East Caribbean Conference. To God be the glory for resounding success in these endeavours.



## RECRUITMENT

Recruiting new foot soldiers has been one of the most challenging aspects of the Publishing Ministries. Certainly, the call to the literature evangelist ministry is the responsibility of the Holy Spirit. We celebrate today a workforce of six fulltime and three part-time literature evangelists.

## NEW INITIATIVES

In 2017, two literature evangelists, Mr Anthony Nicholas and Mrs Ideen Matthias, were transferred to St. Kitts and Nevis for six months to spread the gospel through the printed pages and to recruit new soldiers who will serve as home grown LE's. While there, these two giants

of LEs worked in crusades, knocked on doors, prayed with hundreds and placed invaluable pieces of literature in many homes, schools and business. We are hoping that the seed sown will one day reap a rich harvest of workers into the vineyard of the publishing work in the federation.

In Antigua, the Antigua Seventh-day Adventist Secondary School saw the birth of the Student LE programme in 2018. To date, we have five students as members and two teachers who are active part-time

canvassers. With ongoing recruitment and training, we hope that many more students will sign up and be a part of the 2019 summer campaign.

## **STUDENT LITERATURE EVANGELIST**

During the quadrennium under review, the South L e e w a r d Mission hosted nine student literature

evangelists with the purpose to assist students from the University of the Southern Caribbean in financing their studies while ministering on the field. Four scholarships were issued and the students earned a total of EC\$270,234.00 in sales.

## **CHALLENGES FACING THE LITERATURE EVANGELISM MINISTRY:**

- »—Aging workforce
- »—Poor reporting by LE's
- »—Small landmass and population
- »—Stringent labour laws in some of our territories regarding self-employment
- »—Weakening economies



- »—Delayed implementation of new working policies concerning LE's
- »—eBooks and availability of free eBooks

## **PROJECTIONS**

1. To have publishing coordinators in all congregations
2. To establish and have fully functional literature evangelist clubs in each of our primary and secondary Schools
3. To have fulltime LE's in St. Kitts and Nevis
4. To recruit and train 10 new LE's to replace the aging workforce
5. To become fully compliant with new working policies for LE's

6. To update and establish service records for all LE's where necessary
7. To improve the image of the Publishing Ministries in our congregations in an effort to attract the younger generation

## CONCLUSION

As we say good bye to the South Leeward Mission and welcome to the South Leeward Conference, the team of dedicated foot soldiers will continue to demonstrate their appreciation to the Saviour of humanity through practical service to those who have not yet responded to the awesome plan of salvation. We will not stop until the last person is prayed with and last piece of literature is given; for the Master's business demands that we move with a heightened sense of urgency.

## GRATITUDE

Distinguished delegates, we say thanks to the Lord for your continued support and patronage to this unique yet second to none ministry. Kudos to Mr Winston Weekes, Mrs Juliet Shepard, Ms Icilma Samuel, Mrs Fletchman and Ms Sherita Crandon who stayed with the ministry during its turbulent years and to all who boldly joined the army during that period.

Heart felt appreciation goes out to the following: The administration for their

commitment to the advancement of the publishing ministry.

Thank you to the former president of the South Leeward Mission, Pastor Desmond James, for your unwavering support and leadership.

Departmental secretaries Mrs Cindy Greenaway and Ms Latoya Pelle thank you for your godly commitment and relentless support.

To IADPA Book Stores and Mrs Desree Doyle, regional manager of IADPA stores for your continued effective partnership.

Appreciation to the University of the Southern Caribbean for sending dedicated and committed student literature evangelists to our field.

To all pastors and publishing coordinators and church members for your dynamic example of team ministry

Profound thanks to my wife Desree, daughter, KayDee and son, KahDen for your unconditional love and support.

Finally, thank you to God for the awesome privilege to be considered useful in His ministry of reconciliation. I look forward to that day when we all will see him face to face.

Love Always.





“The secret things belong to the Lord our God, but the things that are revealed belong to us and to our children forever, that we may do all the words of this law.

Deuteronomy 29:29 ESV

MS. RACHAEL KNOWLES



Auditor



# AUDIT DEPARTMENT REPORT

IT IS IN A SIMPLE yet significant way, that I warmly welcome all to our first session as a Conference, which is indeed an event to hang in memory's hall.

The audit department views this session as a fitting opportunity to firstly, thank the One who is the quintessence or epitome of our faith, for the experiential knowledge gained through the successes and challenges encountered during this quadrennium. Gratitude is also extended to the administrators, fellow directors, my assistant (Mr. Haywood) and all others who have faithfully given of their time and talent to each successful audit engagement.

One of the greatest gifts given by God to man is eternal life. This gift is given

to those who are faithful stewards of His cause. Hence, God assesses (audits) the degree of correspondence between His divine will for our lives and the verity of our words and actions. Consequently, during the quadrennium, the Audit Department of the Conference assessed the degree of correspondence between the established criteria and quantifiable data for the churches and other entities, in order to provide reasonable assurance on the effectiveness and efficiency of their overall performance. Further, Auditing is seen through the lens of one author (Henry Browning) as the mechanism through which one can implement accountability while it is viewed by another author (unknown) as the glue that ties commitment to the result. Etymology shows that Accountability stems from the Latin word, *accomputare* (to account) and has

its ancient roots in Egypt, Israel, Babylon and later Rome, appearing in English in the 13th century meaning account giving or answerability. This report thus brings to you a synoptic reflection of the Mission, Vision, Objectives, Actualisations and Aspirations of the Audit Department of our Conference.

## **OUR MISSION**

To provide objective assurance to Boards of Management on the effectiveness of their organisations' operational and financial activities in order to mitigate negative business risks and maximise available resources for better proclamation of the gospel.

## **OUR VISION**

To continuously improve the efficiency and effectiveness in the governance, risk management, and control processes of our churches and other entities.

## **OUR OBJECTIVES**

- »—To see one hundred (100) per cent of our entities ready for the annual audit
- »—To audit annually at least eighty (80) per cent of the entities of South Leeward Conference (SLC).
- »—To achieve/encourage greater efficiency and effectiveness in each entity's operation.
- »—To work effectively with SLC's Management and the Inter American Division (IAD).
- »—To foster better working relationship with each entity.

## **ACTUALIZATIONS**

According to policy, each institution should be audited annually. With approximately sixty three (63) churches and other institutions (figure 1) and limited staff, one can appreciate the challenge that is present to achieve this objective.

One of the greatest gifts given by God to man is eternal life.

**Figure 1**

<b>South Leeward Conference: Churches and Other Entities</b>					
	<b>Antigua and Barbuda</b>	<b>Montserrat</b>	<b>Nevis</b>	<b>St.Kitts</b>	<b>Totals</b>
<b>Churches</b>	30	2	5	7	44
<b>Companies</b>	2	1		2	5
<b>Groups</b>	1	1			2
<b>Coordinating Councils</b>	1	1	1	1	4
<b>Schools</b>	3			1	4
<b>Pre-Schools</b>	1				1
<b>Dental Clinics</b>				1	1
<b>Senior Citizens Homes</b>	1				1
<b>Radio Stations</b>	1				1
<b>Totals</b>	<b>40</b>	<b>5</b>	<b>6</b>	<b>12</b>	<b>63</b>

**AUDIT APPROACH**

During the quadrennium, the two-fold approach of desk auditing and field auditing were performed, looking at areas of **good governance**. Desk auditing involves performance of most of the audit functions at my desk after requesting all relevant documents in the audit engagement package which included an engagement letter, items list and internal control questionnaire. Interviews were also conducted with the Treasurers and in

most cases their pastors. This approach was mainly done for churches and entities in Antigua.

Field auditing includes visits to the other islands of the SLM territory for the audit engagement after the audit engagement package would have been sent out in advance. This includes intense periods of examining records, collating relevant information and conducting interviews. Each engagement is completed at the office.

## AREAS ASSESSED INCLUDED:

### Financial (Accounts)

Whether the accounts gave a true and fair view of the financial position of the institutions was determined by whether or not the relevant source documents (such as the inserts, ledgers, checks received and disbursed, board minutes and the bank statements) substantiated all accounts in the financial reports submitted to the Mission.

### Compliance

Part of the auditing process is to report on the compliance of each entity to the organisation's governing policies and guidelines. An example to be noted is the conformity by most of our churches with the 60/20/20 Stewardship plan. The SMART Steward software helps to

facilitate compliance with the auditing process.

### Operation (financial aspect of corporate governance)

The financial aspect of corporate governance looks at the entity making best use of available resources and good internal control. There has been notable improvement in performance in the use of available resources in some of our entities having compared current practices to previous audit reports.

### Objectives Achieved:

»—A number of practical workshop/empowerment sessions held (emphasis is on practical) resulted in a significant increase in the number of unqualified audit reports (figures 2&3).

Figure 2



»—Empowerment workshops sessions were held in each island during the quadrennium and included the church elders and church clerks.

»—There was emphasis on the work of the local church auditors and proper record keeping.

»—Weekly reports to IAD which commenced in September 2018

»—Continuous enquiry and assistance where necessary to finance officers and business managers of the schools

»—Worked effectively with SLC's Management where reports for completed audits were given and constant dialogue pertaining to churches and other institutions audited were achieved.

that positive outcomes and significant improvement (captured in figure 3) have been realized in our churches and other entities. These were facilitated by meeting most of our abovementioned objectives and evidenced by:

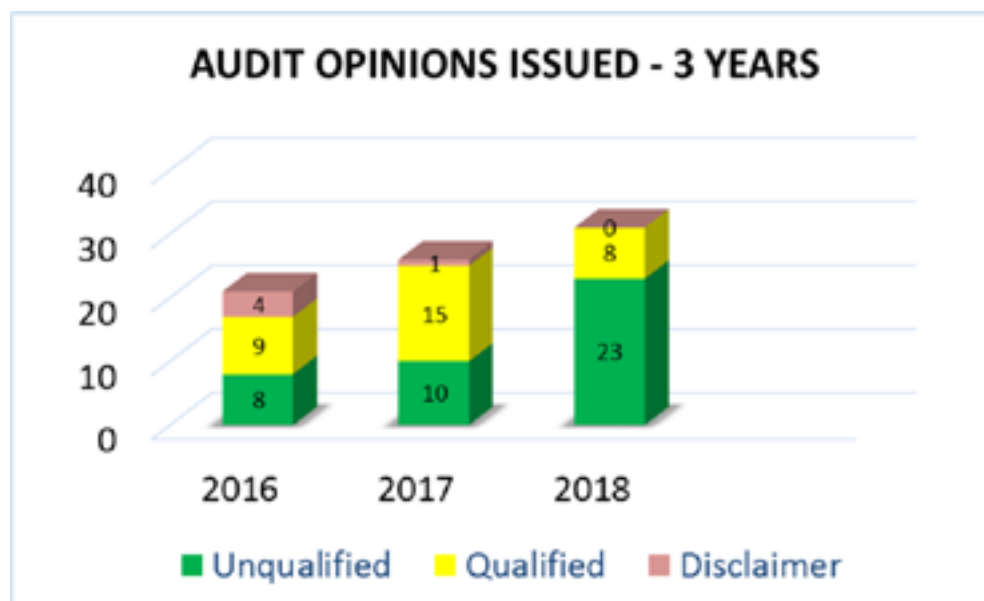
a) The majority of audits completed being unqualified. That is, seventy three per cent (73%) or twenty three (23) of the thirty one (31) audits that were completed. This is indeed a significant improvement over the previous years for the same entities.

b) Also, of significance, is the increase in the number of audits completed in the year. Thirty one (31) audits were done which represented approximately fifty four per cent (54%) of the churches and other entities that are fully established and therefore can be audited.

## OVERALL OPINIONS

It is instructive and even inspiring to note

**Figure 3**



## AUDIT STATUS OF EACH ISLAND

During the quadrennium, all the entities on each island with the exception of a few

in Antigua were audited. The audit status at the end of 2018 was as follows (figure 4 and figure 5):

Figure 4

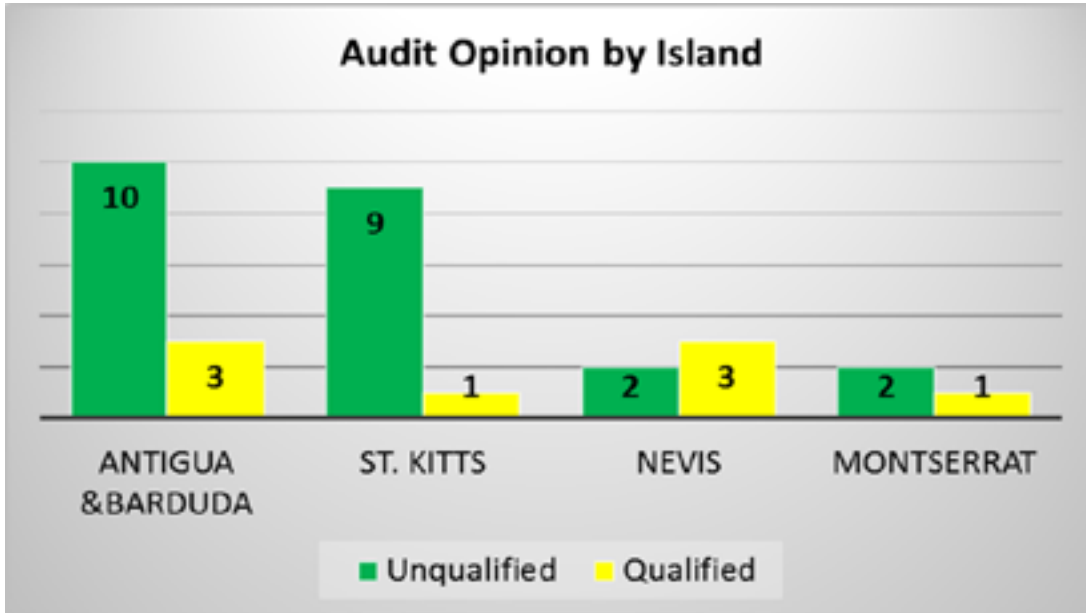
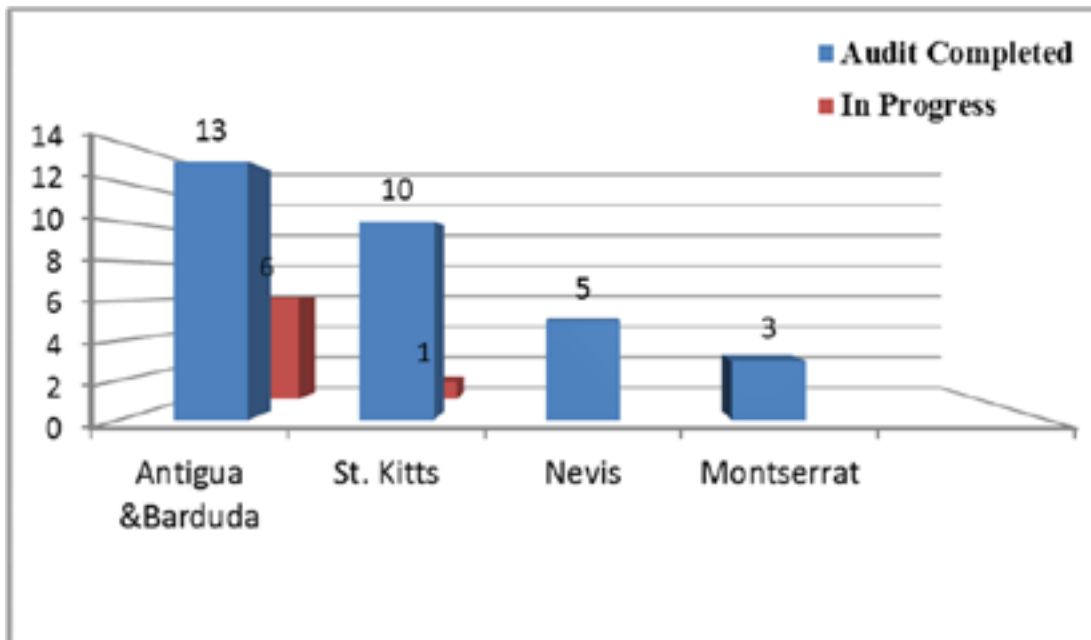


Figure 5



## TECHNOLOGY

The advent of the SMART Steward and available access to the Server of SLM by all Treasurers have provided ready access

to information of each church which facilitated the audit process. Some of the churches that encountered various challenges are yet to get fully on board.

## RISKS

A risk can be defined as the likelihood or possibility of Loss on Assets such as Cash, Equipment, Inventory, Supplies, People, Goodwill and Organisational Image which can adversely affect the achievement of an organisation's objectives. **Cyber Risk is now a common risk.**

**In previous years, according to Deloitte Accounting Firm article, the focus was on the use of informational technology (IT) to computerize and improve the efficiency of established processes in auditing rather than replacing them. One of the big questions now in relation to the use of IT is, the why and how of Cyber-Risk assessment and defense - What tactics might they use? Will they gophishing, test system vulnerabilities, use stolen credentials, or enter networks through a compromised third party (Cyber Security and Internal Audit /Deloitte-2019).**

**The Risk Intelligent Management Team, Is Aware that risks exist, Identifies those risks and Properly Manages those risks (AIM).** Therefore, an efficient and effective operation requires:

- »—Identification of key business risks and
- »—Internal controls

**Some key business risks include:**

- »—An entity not being careful in selecting an individual(s) to be responsible for its finances who is Trustworthy and dependable based on previous track records, Thrifty in personal financial affairs and not debt ridden or over extended.
- »—Difficulties in the Church meeting its monthly commitments and checking account becoming overdrawn
- »—The Treasurer cannot produce monthly financial reports
- »—The Church being unfaithful in returning the Mission's Funds monthly
- »—The Church violating its sacred trust by using the Tithe funds to meet its monthly financial commitments
- »—Any other irregular practices and challenges impacting the Treasury

**There are five control Measures:**

1. Adequate separation of duties
2. Proper authorization of transactions/activities
3. Adequate documents and records
4. Physical control over assets and records
5. Independent checks on performance



## CHALLENGES

- »—The direct reporting to the Inter America (IAD) required on a weekly basis highlighted the significant challenge of not having a full time Assistant or Assistant Auditor to meet the expected annual target of one hundred per cent (100%) completed audits.
- »—Too many churches did not fully utilize the SMART Steward software to facilitate the recording, reporting and the audit processes.
- »—Improper record keeping which impacted the timely submission or non-submission of some of the relevant documents to be audited.
- »—Bank reconciliations were not done which resulted in improper cash flow management in some churches. **Emphasis should be placed on monthly bank reconciliation.**
- »—Insufficient documentation for audit
- »—Non-submission of financial statements by the majority of the Coordinating Councils
- »—Nonfunctional local Church Auditors and/or Absence of Local Church Auditors
- »—Lack of a proactive approach and team work between Pastors, Local

church auditors, Church Boards and the Treasury department of some of the churches which resulted in improper record keeping and audit unprepared.

## CONTINUING EDUCATION

During the quadrennium, I achieved my Fellowship in the Accounting Profession namely, Fellow Chartered Certified Accountant (FCCA). Also, I have attended several Certified Professional Development Seminars both online and in Antigua which are related to the Association of Chartered Certified Accountants (ACCA). These workshops were beneficial to my auditing tasks. Further, I attended one workshop in Miami (April 2018) sponsored by the Inter-American Division. One of the main objectives of this workshop was to facilitate the implementation of the Financial Inspection Oversight Service (FIOS) Audit Report Format.

## CONCLUSION

The quadrennium brought many opportunities, successes and challenges. It is hoped that **the door** of some of the major challenges that hindered desired results will be closed as we continue in our aspiration to educate, empower and encourage our entities to implement best management practices (inclusive of emphasis on monthly bank reconciliation)

to achieve their established objectives in the most effective and efficient ways. It is also anticipated that there will be greater use of electronic data to conduct audits in order to realize a more technologically efficient Audit Department. Although there are entities that have performed well overall and are to be complimented a l w a y s , objectives have been set for improvement. Continual focus will be on a closer working relationship with pastors, and local church auditors and on conducting zonal workshops with the inclusion of first elders for

empowerment of church boards. The aim is to achieve effective team work with the Treasury Department which can only lead to greater success of their operations as the realisations harmonise with the goals/

One of the greatest gifts given by God to man is eternal life.

o b j e c t i v e s of the Audit Department. Also, the other entities will be encouraged and empowered for greater success. Therefore, with humility, like minds and like objectives (unity of purpose), we will be able to achieve all things through Christ who strengthens us.



Train up a child in the way he should go; even  
when he is old he will not depart from it.

Proverbs 22:6 ESV

DR. EULALIE SEMPER



Education  
Department



Children & Adolescence  
Ministries



Women's  
Ministries



# EDUCATION DEPARTMENT'S REPORT

THE CHAIRMAN, officers of the Inter American Division and the Caribbean Union Conference, administrators of Conferences and Missions, Departmental Directors, Pastors, Educators, other Conference employees, church delegates, guests, brothers and sisters: I greet you with God's abundant blessings.

## **INTRODUCTORY STATEMENT**

The Education Department exists for the purpose of promoting the cause of Seventh-day Adventist education and to give counsel on the establishment, maintenance and operation of preschool, primary and secondary schools within the South Leeward Mission.

The Seventh-day Adventist Church was founded on biblical principles that are intertwined into the S.D.A. Education

system across the globe. The Education programme of the church places the utmost importance on building characters, and on the spiritual foundation of the lives of our children and young people. It also offers ample provision for the acquisition of the skills which help in the mental, social, vocational and physical development of the students, with emphasis on spirituality and service.

In an effort to attain the all-encompassing perspective of the Inter American Division, the South Leeward Mission's Education Department focused its programmes and activities on five (5) general goals during the quadrennial period. This report shows the Department's achievements and challenges in relation to the goals.

## **MISSION STATEMENT**

The Education Department of the

South Leeward Mission of Seventh-day Adventists exists to promote Seventh-day Adventist education; to prepare students to be responsible, successful, and contributing citizens in a global society, and to be citizens of heaven.

## VISION STATEMENT

Every school well-managed and enabling students to have an enriched, holistic experience.

## STRATEGIC OVERVIEW

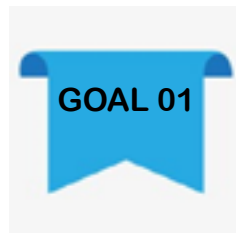
### OUR STRATEGY



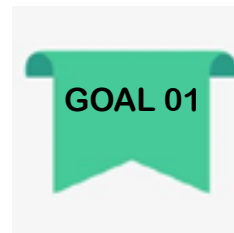
Improve the learning experience and foster spiritual growth of all learners



Help those delivering services to continuously improve



Build stronger bridges between education and the wider community



Strengthen financial base and Improve Infrastructure

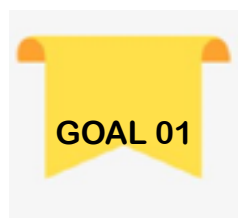


Improve curriculum offerings to offer a more holistic education



The Seventh-day Adventist Church was founded on biblical principles...

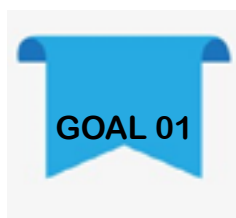
## OUR STRATEGY



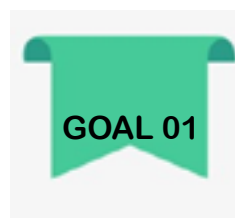
Character development  
Well being  
Key competencies  
Embracing technology



Building capacity  
leadership best practice  
Innovation  
Inspection and Support



Parents Communities  
Enterprise  
Greater career choices  
Innovation entrepreneurship  
Vibrant Research communities



Marketing  
ntrepreneurship  
Sustainable funding models  
Apprenticeships  
Infrastructure  
New ways of working  
entrepreneurship  
Sustainable funding models  
Apprenticeships  
Infrastructure  
New ways of working



Curriculum  
School ethos  
Spirituality  
Organizational design and purpose

Across the schools, there has been a consistent focus on the strategic goals and themes which underpin the Education Department of the South

Leeward Mission. The following (table1.1) gives a general overview of the schools' attempts to align its activities with the general goals and themes.

The schools continue to engage in consistent and varying spiritual activities to foster and support spiritual growth.

**TABLE 1.1**

<b>Administrators (Seminars/ Activities)</b>	<b>Staff (Seminars/ Activities)</b>	<b>Students Seminars/ Activities</b>	<b>Parents Seminars/ Activities</b>
<ul style="list-style-type: none"> <li>◇ Educators' forum</li> <li>◇ Monthly meetings</li> <li>◇ Connection with peers across the Union</li> <li>◇ Administrators' workshops</li> <li>◇ Development sessions</li> <li>◇ Lunch meetings</li> <li>◇ Social events</li> <li>◇ Production of a detailed portfolio</li> <li>◇ Qualification upgrade</li> <li>◇ Connecting with community</li> <li>◇ Technology focus</li> <li>◇ Acquisition of leadership and development books</li> <li>◇ Spiritual leadership</li> </ul>	<ul style="list-style-type: none"> <li>◇ Emotional health</li> <li>◇ Financial management</li> <li>◇ Building confidence and morale</li> <li>◇ Teacher appreciation</li> <li>◇ Social events</li> <li>◇ Exercise teams</li> <li>◇ School support teams</li> <li>◇ Sharing examples of best practices</li> <li>◇ Sharing books</li> <li>◇ Professional teacher development</li> <li>◇ Regular meetings</li> <li>◇ Teacher assistance</li> <li>◇ Appreciation lunch</li> <li>◇ Prayer teams</li> <li>◇ Technology integration and support</li> </ul>	<ul style="list-style-type: none"> <li>◇ Self-esteem</li> <li>◇ Managing stress</li> <li>◇ One to one counselling sessions</li> <li>◇ Student appreciation</li> <li>◇ Anti-bullying awareness</li> <li>◇ Revised grading system</li> <li>◇ Chapel sessions</li> <li>◇ Leadership development</li> <li>◇ Spiritual nurturing</li> <li>◇ Positive behaviour plan</li> <li>◇ Homework assistance</li> <li>◇ Special needs programme</li> <li>◇ After school</li> <li>◇ Extra classes</li> <li>◇ Embracing technology</li> </ul>	<ul style="list-style-type: none"> <li>◇ Parent appreciation</li> <li>◇ Increased communication</li> <li>◇ Parental Workshops</li> <li>◇ School open days</li> <li>◇ Home visits</li> <li>◇ Prayer sessions</li> <li>◇ Understanding technology</li> <li>◇ Parental involvement</li> <li>◇ HASA(Home and School Association) involvement</li> </ul>

## GOAL 1

**Improve academic learning experience and foster spiritual growth of all learners.**

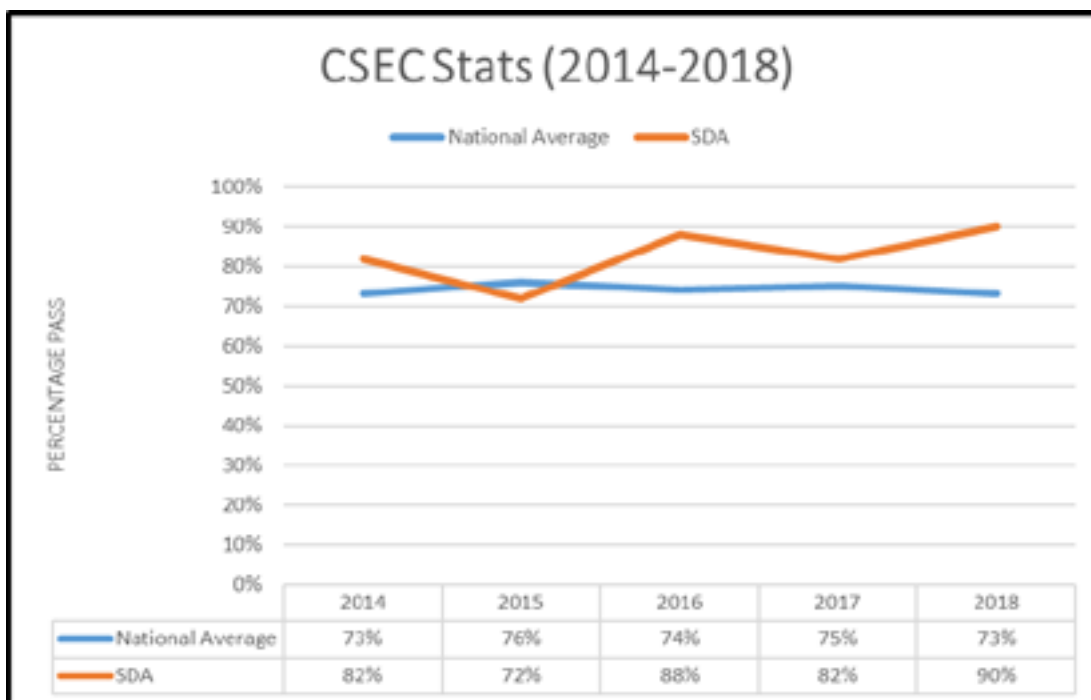
### SPECIFIC GOALS

- 1.1 To achieve at least 80% passes in Caribbean Secondary Examinations by the end of the quadrennial period.
- 1.2 To have at least three (3) spiritual activities per term to foster spiritual growth.
- 1.3 To have at least ten (10) baptisms per year from each school.

### OUTCOME

Figure 1 below shows the accomplishment as these relate to the specific goal in 1.1 above.

**FIGURE 1 - COMPARATIVE GRAPH**



There has been consistency in the academic performance for the past four years and the schools have experienced relatively good performances in the Common Entrance Examinations while at the secondary school there has been gradual overall improvement. Fig 1 provides a comparative analysis of the secondary schools' performances over the period under review and shows that the school has steadily improved in CSEC results over the quadrennial period.



**TABLE 1.1: RESULTS NEW BETHEL ACADEMY**

	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>
<u>Level 1</u>	20/36 - 56%	16/48 - 33%	23/45 - 51%	11/40 - 28%
<u>Level 2</u>	14/36 - 39%	29/49 - 60%	20/45 - 44%	26/40 - 65%
<u>Level 3</u>	2/36 - 5%	3/48 - 6%	2/45 - 5%	3/40 - 7%

The schools continue to engage in consistent and varying spiritual activities to foster and support spiritual growth. More than three activities are conducted per term in all the schools in the South Leeward Mission. Such activities lead the members of the school family to Christ and teach students how to work for the Lord, reach people successfully and share God's grace and truth. The schools conduct regular weeks of prayer and baptismal classes, participate in

prayer days, visit churches and conduct witnessing programs. The integration of faith and learning allows for spiritual growth and the teaching of S.D.A. values that underpin S.D.A Christian education. A booklet has been produced that support teachers with the integration of faith and learning across all subject areas. Table 2 indicates the number of students that have been baptized during the quadrennial period.

**TABLE 2 : BAPTISMS 2015-2018**

<b>Schools</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>Schools' Total</b>
<b>Antigua SDA Secondary</b>	7	5	3	5	20
<b>Antigua SDA Primary</b>	18	11	25	15	69
<b>St. Kitts SDA Secondary</b>	12	3	7	20	42
<b>New Bethel Academy</b>	10	11	12	11	44
<b>SDA Early Childhood Centre</b>					
<b>Mission's Total</b>	<b>47</b>	<b>30</b>	<b>47</b>	<b>51</b>	<b>175</b>

The baptismal numbers and trend in the table indicates that children may be more willing to get baptized before they reach the secondary school age.

## **GOAL 2**

**Help those delivering services to continuously improve.**

### **SPECIFIC GOALS**

To provide at least three training programmes or workshops per term (forty-five per year) for key stakeholders.

### **OUTCOME**

The schools, along with the department of education, has conducted one hundred and eighty-nine (189) workshops and developmental sessions to include parents, teachers, principals, school leaders, students and management boards during the quadrennial period under review.

## **GOAL 3**

**To build stronger bridges between education and the wider community.**

### **SPECIFIC GOALS**

To engage in at least three (3) community initiatives per term that would positively connect SDA education and the community.

### **OUTCOME**

The Education Department, in conjunction with the schools, has conducted more than one hundred (100) community initiatives that have helped to positively connect the schools with the

communities. Boys Can Excel is one of the major initiatives that was held in Antigua and Montserrat.

## **GOAL 4**

**To strengthen financial base and Improve infrastructure.**

### **SPECIFIC GOALS**

To develop a financial plan to sustain educational excellence, to address the school's facilities needs and to make schools financially viable and affordable.

### **OUTCOME**

A financial plan has been developed with input from the Union, the South Leeward Mission, the School Board and the Schools' Administration. However, the schools facilities and financial viability have not allowed for the sustaining of educational excellence.

## **GOAL 5**

To improve curriculum offerings to offer a more holistic education.

### **SPECIFIC GOALS**

To teach music at all levels in the schools and to introduce at least two additional practical areas to the curriculum by the end of July 2017.

### **OUTCOME**

A music teacher has been employed at

the S.D.A. Primary school and Agriculture and Woodworking are now offered at the Caribbean Secondary Education level at the S.D.A Secondary School. The New Bethel Academy has introduced additional hands-on learning experiences as part of the after school programme.

## **ACCREDITATION STATUS OF SCHOOLS IN THE SOUTH LEEWARD MISSION**

All our schools have been accredited by the Accrediting Association of Seventh-day Adventist Schools, Colleges and Universities (AAA) which is the denominational accreditation authority for all tertiary and graduate educational programs and institutions owned by Adventist Church entities.

**TABLE 3: SCHOOLS WITH RENEWED ACCREDITATION STATUS**

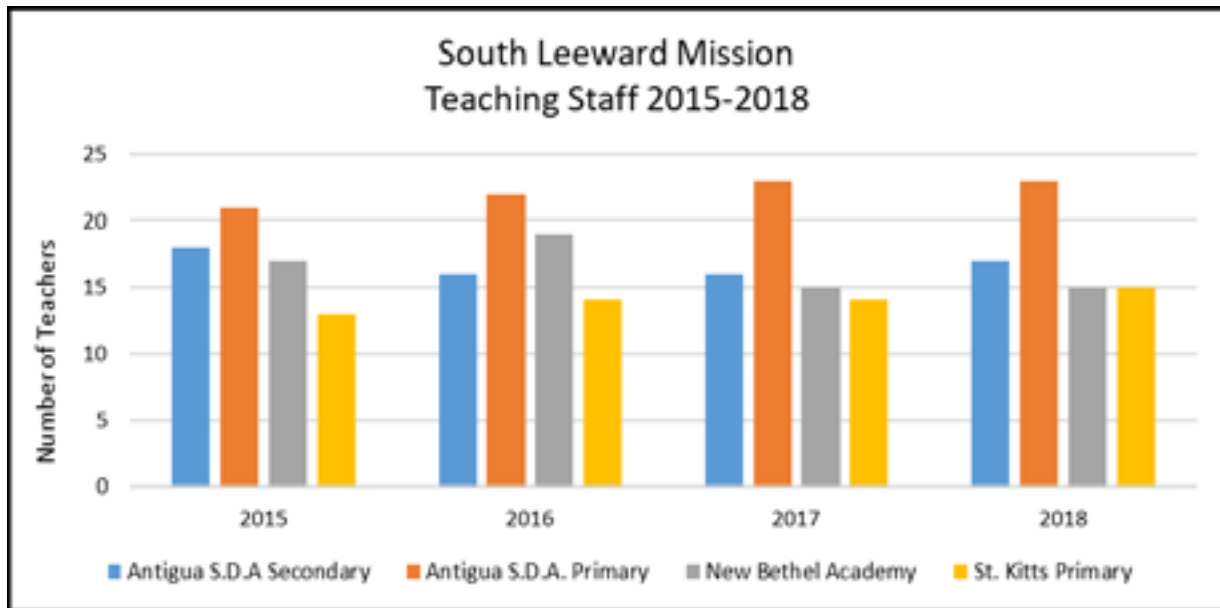
<b>Schools</b>	<b>No. of Years Granted</b>
<b>Antigua S.D.A Secondary</b>	3 years
<b>Antigua S.D.A Primary</b>	3 years
<b>New Bethel SDA Academy</b>	4 years
<b>St. Kitts S.D.A. Primary</b>	4 years

**TABLE 4: PROFILE OF SCHOOLS**

<b>SCHOOL</b>	<b>PRINCIPAL/ COORDINATOR</b>	<b>BOARD CHAIRMAN</b>
<b>Antigua SDA Secondary</b>	Mrs. Cheryl Morris	Pastor Frederick Alfred
<b>Antigua SDA Primary</b>	Mr. Robert Nicholas	Pastor Frederick Alfred
<b>New Bethel S.D.A. Academy</b>	Mrs. Vivia Nicholas	Pastor James Gore
<b>St. Kitts S.D.A. Primary</b>	Mrs. Yvette Blanchette	Pastor Carl Hastings
<b>Early Childhood Development Centre</b>	Mrs. Zelphia Daley	Mr. Keithlyn Rhodes

Figure2 indicates the number of full-time teachers employed at schools in South Leeward Mission from 2015 to 2018.

**FIGURE 2 – TEACHERS IN FULL-TOME EMPLOYMENT**



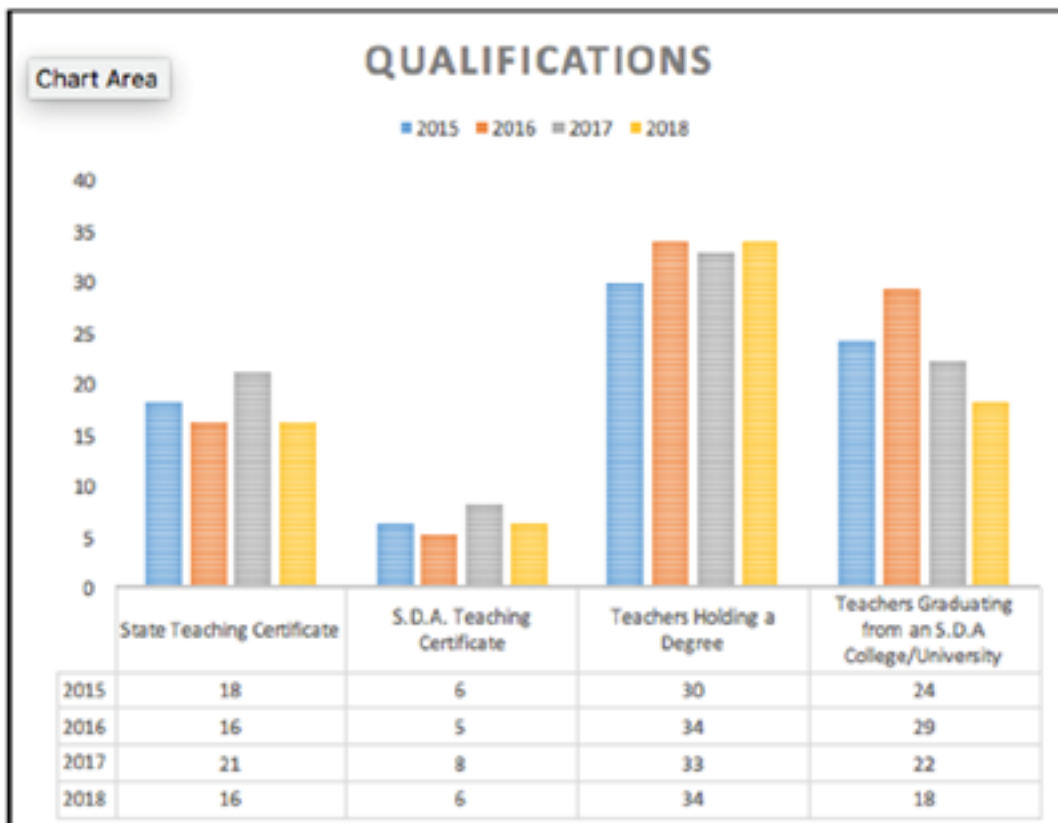
**TABLE 5: SOUTH LEEWARD MISSION ADMINISTRATIVE STAFF**

SCHOOL	2015/2016	2016/2017	2017/2018	2018/2019
Antigua SDA Secondary	5	5	5	5
Antigua SDA Primary	2	2	2	2
St. Kitts SDA Primary	2	2	2	3
New Bethel Academy	2	2	2	2
Early Childhood Development Centre	1	1	1	1

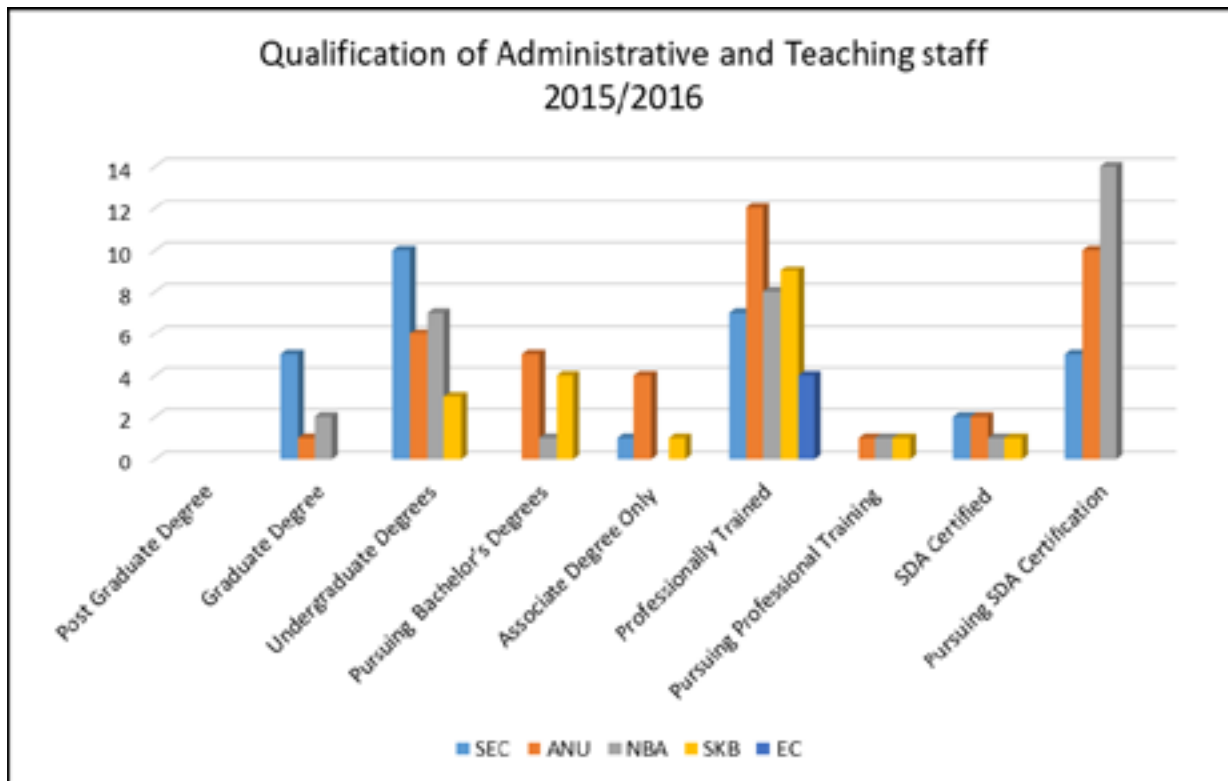
**TABLE 6: SOUTH LEEWARD MISSION ANCILLARY STAFF (EDUCATION)**

SCHOOL	2015/2016	2016/2017	2017/2018	2018/2019
Antigua SDA Secondary	6	4	5	7
Antigua SDA Primary	2	2	3	3
St. Kitts SDA Primary	3	6	7	7
New Bethel Academy	3	3	3	3
Early Childhood Development Centre				
<b>Total</b>	<b>14</b>	<b>15</b>	<b>18</b>	<b>20</b>

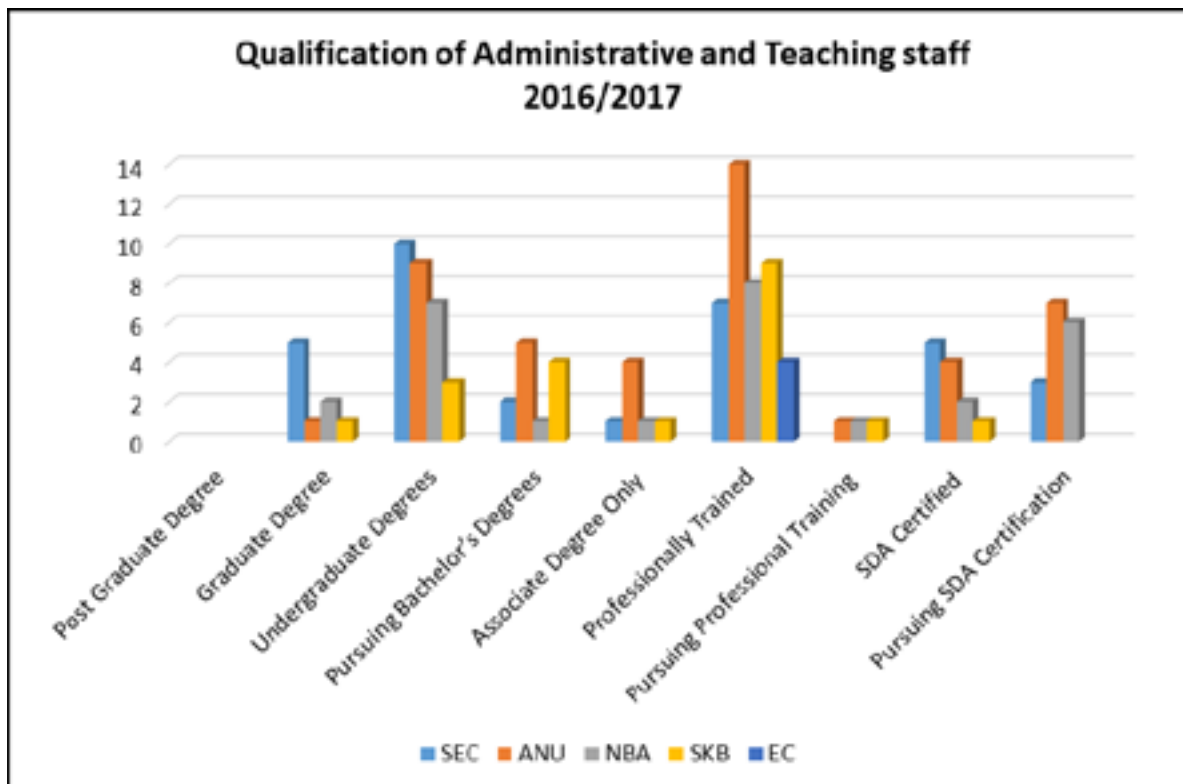
**FIGURE 3**



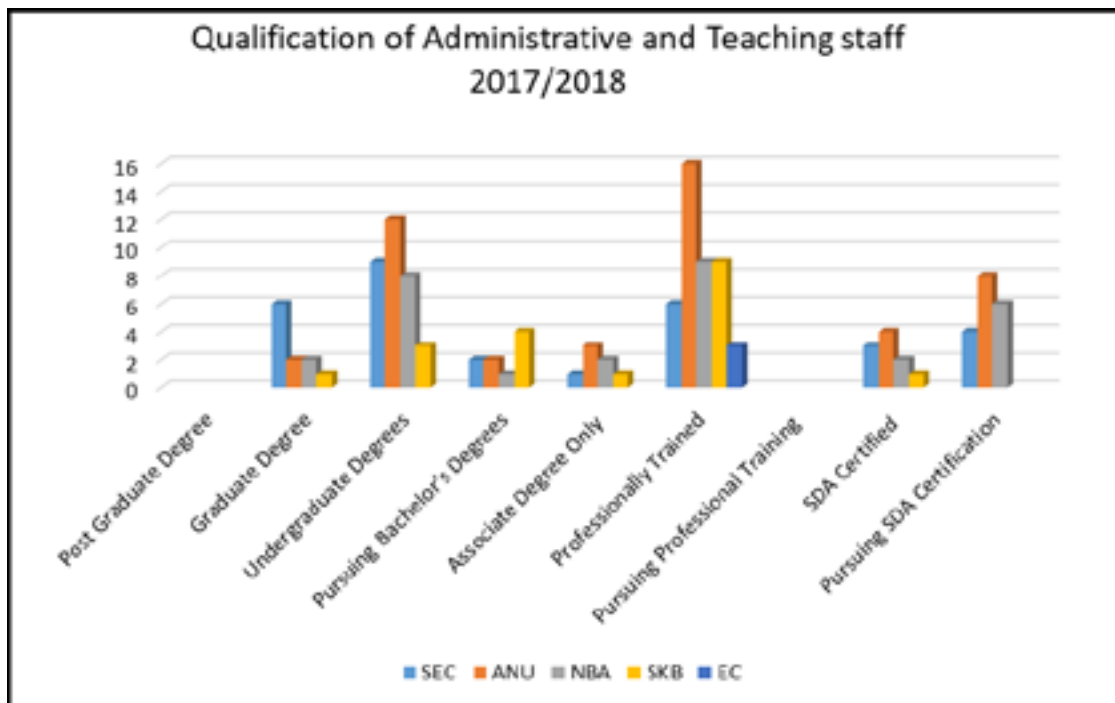
**FIGURE 4: QUALIFICATIONS OF STAFF 2015/2016**



**FIGURE 5: QUALIFICATIONS OF STAFF 2016/2017**



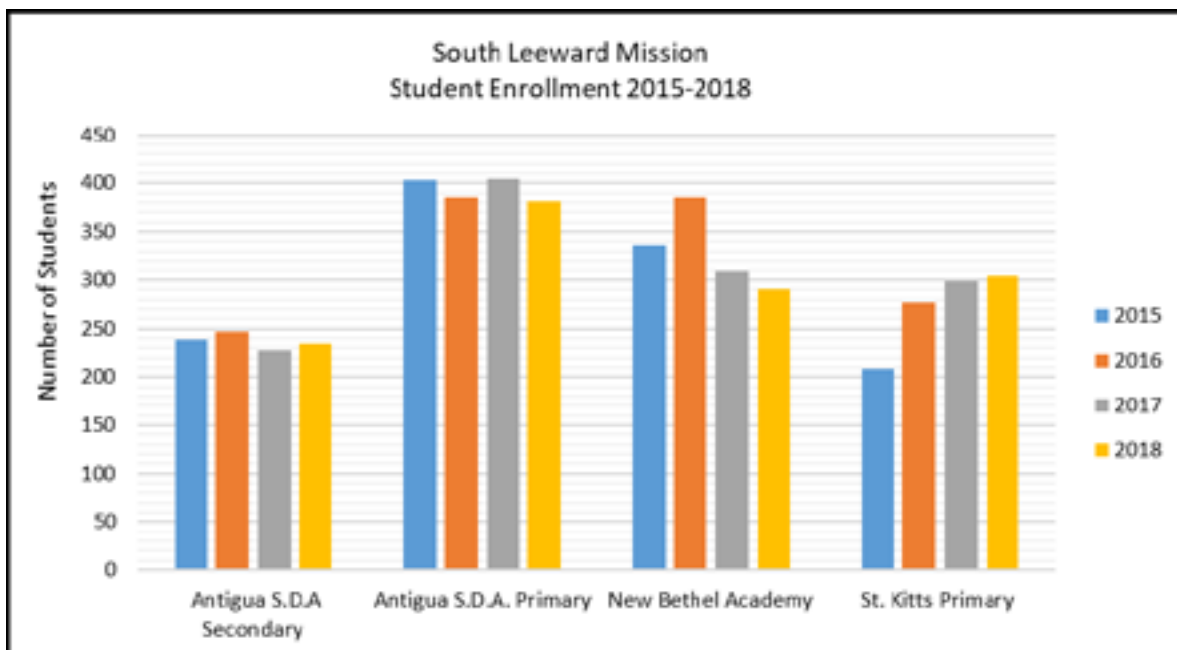
**FIGURE 6: QUALIFICATIONS OF STAFF 2017/2018**



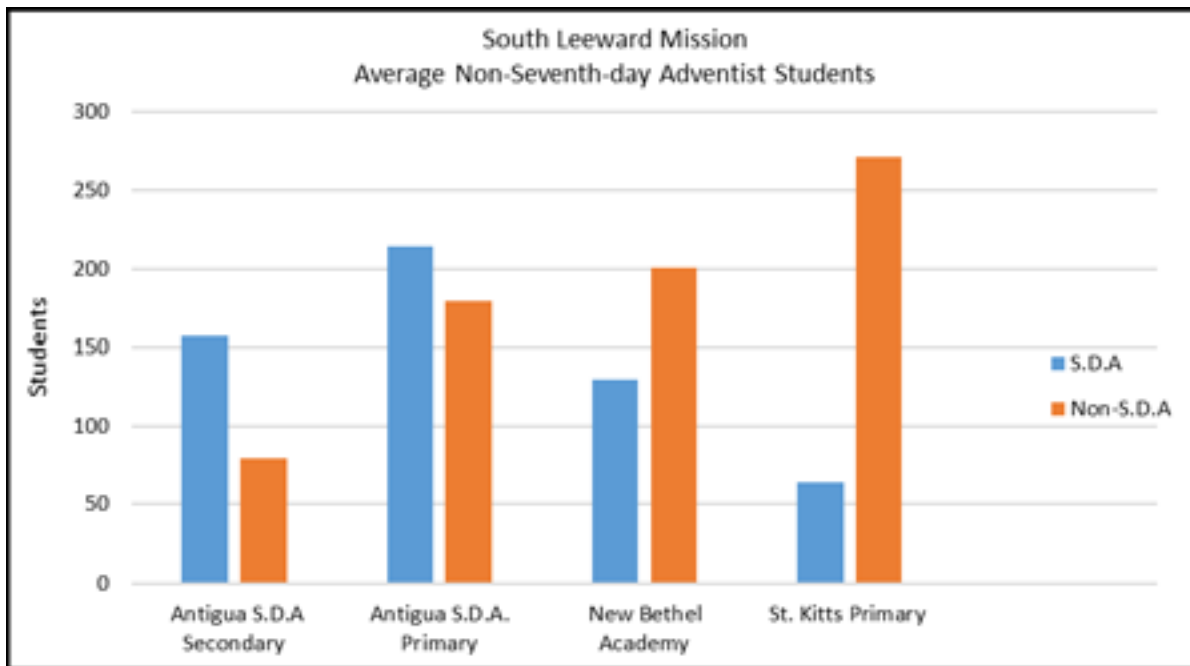
One of the specific goals of the department focused on increasing the number of certified teachers in our schools. In 2015, four of our teachers had the SDA Certification. In the year 2018, 13 of our staff members have completed the SDA Certification programme and eight others are currently enrolled in the programme.

The graph below displays the total number of students enrolled in schools across the South Leeward Mission for the past four years. The average students' population is 1232

**FIGURE 7: STUDENT ENROLLMENT**



**FIGURE 8: RATIO OF NON-SDA STUDENTS**



The graph above compares the average Seventh-day Adventist to Non-Seventh-day Adventist students in each school.

**TABLE 7: PERCENTAGE COMPARISON OF SDA TO NON-SDA STUDENTS**

Schools	S.D.A	Non-S.D.A
<b>Antigua S.D.A Secondary</b>	66%	34%
<b>Antigua S.D.A. Primary</b>	54%	46%
<b>New Bethel Academy</b>	39%	61%
<b>St. Kitts Primary</b>	22	78
<b>SDA Early Childhood</b>	55%	45%

Table 7 indicates the percentage of S.D.A to Non-S.D.A students within the Mission. At the St. Kitts primary school, 78% of the students are Non-S.D.A and at the New Bethel Academy 61% of the students are Non-S.D.A.

Table 8 indicates the number of full-time teachers employed at schools in the South Leeward Mission Conference from 2015 to 2019. As evident from the table there has been a high turnover rate.



## SOUTH LEEWARD MISSION OF S.D.A

**TABLE 8: WORKERS EMPLOYED DURING 2015-2019**

<b>NAME</b>	<b>CATEGORY</b>	<b>DATE OF EMPLOYMENT</b>
<b>Jessica Marie-Philip</b>	Teacher	February 1, 2015
<b>Natasha Parris-Williams</b>	Teacher	February 1, 2015
<b>Julia Samuel</b>	Teacher	February 1, 2015
<b>Jasmin Underwood-Joseph</b>	Teacher	February 1, 2015
<b>Claudette Mathurin</b>	Custodian	March 1, 2015
<b>Andrea Ashby-McCalmont</b>	Teacher	March 15, 2015
<b>Asher Agard</b>	Teacher	September 1, 2015
<b>Sonia Smith</b>	Teacher	September 1, 2015
<b>Theresa Richards</b>	Teacher	September 1, 2015
<b>Francia Vanderhorst</b>	Teacher	September 1, 2015
<b>Rita Hastings</b>	Teacher	September 1, 2015
<b>Otis Browne</b>	Teacher	September 1, 2015
<b>Shalniel Stephens</b>	Teacher	November 1, 2015
<b>Zach Thomas</b>	Teacher	September 1, 2015
<b>Rose-Mary Benjamin</b>	Cook	September 1, 2015
<b>Sharika Benjamin</b>	Teacher	September 1, 2015
<b>Ucretia Hippolyte</b>	Teacher	September 1, 2015
<b>Cleophas Stevens</b>	Teacher	September 1, 2015
<b>Erwin Mathurin</b>	Teacher	September 1, 2015
<b>Madgrilyn Carty</b>	Teacher	September 1, 2015

<b>Marlene Bull</b>	Custodian	September 1, 2015
<b>Nicole Simon-Joseph</b>	Custodian	October 1, 2015
<b>Loxcia Elvie</b>	Teacher	October 1, 2015
<b>Andrew Ainsworth</b>	Teacher	September 15, 2016
<b>Sharika Benjamin</b>	Teacher	February 1, 2016
<b>Sharon Browne</b>	Teacher	September 1, 2016
<b>Valarie Dolphin</b>	Teacher	November 1, 2016
<b>Royda Hamilton</b>	Teacher	November 1, 2016
<b>Omel Nolan</b>	Teacher	September 1, 2016
<b>Carletta Patrick</b>	Teacher	October 15, 2016
<b>Yvonne Solomon</b>	Teacher	September 1, 2016
<b>Marion Stephens-Brown</b>	Teacher	September 1, 2016
<b>Desiree Webson</b>	Teacher	October 1, 2016
<b>Nicole Brown-Scott</b>	Teacher	September 1, 2017
<b>Dochian Thomas</b>	Business Manager	January 16, 2017
<b>Lisa Gibson</b>	Teacher	September 1, 2017
<b>Travis Oden</b>	Teacher	September 1, 2017
<b>Candina Pyle</b>	Resignation	September 30, 2017
<b>Dionne Thomas</b>	Farm Attendant	March 1, 2018
<b>Tedson Allen</b>	Teacher	September 1, 2018
<b>Davin Scarborough</b>	Teacher	September 1, 2018
<b>Stafford Pemberton</b>	Teacher	September 1, 2018
<b>Patricia Isaac-Williams</b>	Teacher	September 1, 2018

## WORKERS WHO SEPARATED DURING 2016-2017

NAME	TYPE OF SEPARATION	DATE
<b>Anique Adams</b>	Resignation	January 31, 2015
<b>Keithly Blanchette</b>	Resignation	July 31, 2015
<b>Marissa Carty</b>	Resignation	July 31, 2015
<b>Tritia George</b>	Resignation	July 31, 2015
<b>Nichole Grant-Fuller</b>	Resignation	July 31, 2015
<b>Conette Greer</b>	Resignation	July 31, 2015
<b>Tricia James</b>	Resignation	July 31, 2015
<b>Emelita Jordan</b>	Resignation	July 31, 2015
<b>Ishawna Long</b>	Resignation	July 31, 2015
<b>Patrica Francis</b>	Resignation	July 31, 2015
<b>Patricia Byam-Joseph</b>	Resignation	September 1, 2015
<b>Tania Charles</b>	Resignation	September 1, 2015
<b>Marla Browne</b>	Resignation	July 31, 2016
<b>Jermaine George</b>	Resignation	July 31, 2016
<b>Chalvar Henry</b>	Resignation	August 31, 2016
<b>Shoya Hurst</b>	Resignation	July 31, 2016
<b>Andrea McCalmont</b>	Resignation	July 31, 2016
<b>Marilyn Parker</b>	Resignation	July 31, 2016
<b>Andrew Phillip</b>	Resignation	July 31, 2016
<b>Sonia Smith</b>	Resignation	July 31, 2016
<b>Robin Bobb-Semple</b>	Termination	September 1, 2016

<b>Leroy Barthley</b>	Retirement	December 31, 2017
<b>Carol Edwards</b>	Retirement	July 31, 2017
<b>Ruthlyn Spencer</b>	Retirement	July 31, 2017
<b>Hyacinth Burton</b>	Resignation	July 31, 2018
<b>Avis Crossley</b>	Resignation	July 31, 2018
<b>Wenola Harry</b>	Resignation	July 31, 2018

## **UPGRADE OF QUALIFICATIONS**

### **Masters Degrees**

Cheryl Morris (Educational Leadership)  
 Cafilie Gardner Turner (Educational Leadership)  
 Carlesia Thibou (Secondary Education with emphasis in Science)  
 Melicia Edwards (Project Management)

### **Degrees in Education**

Coreen Patrick (Elementary Ed.)  
 Arlene Parker (Elementary Ed)  
 Yvette Somersall (Early Childhood Education)

### **Associate Degrees (Teacher Training)**

Shaniel Clarke (New Bethel Academy)  
 Nesha Harrigan (New Bethel Academy)  
 Jannel Johnson (S.D.A. Primary)  
 Sheila Warner (St. Kitts Primary)  
 Obarinda Liburd (St. Kitts S.D.A. Primary)

## STUDENTS' REGIONAL AND NATIONAL AWARDS

**Caribbean Union Talent Parade:** 1st Place, 2015, Chyrane Semper (Antigua SDA Secondary)

**Caribbean Union Talent Award:** 2nd Place, 2018, Allana Martin (Antigua S.D.A. Secondary)

**Test of Standards Exam 2016:** 4th place, Shadesia Greene (St. Kitts S.D.A. Primary)

**Test of Standards Exam 2017:** 1st Place, Malika Benjamin (St. Kitts S.D.A Primary)

**Test of Standards Exam:** 5th place, Aiden Williams (St. Kitts S.D.A. Primary)

**Test of Standards Exam:** 1st Pace, Gianna Phipps (St. Kitts S.D.A. Primary)

**Test of Standards Exam:** 2nd Place, Amare Elliot (St. Kiitts S.D.A. Primary)

**National Spelling Bee Champion:** 1st Place, 2016, Malika Benjamin (St. Kitts S.D.A. Primary)

**National Spelling Bee Champion:** 1st Place, 2017, Gianna Phipps (St. Kitts S.D.A. Primary)

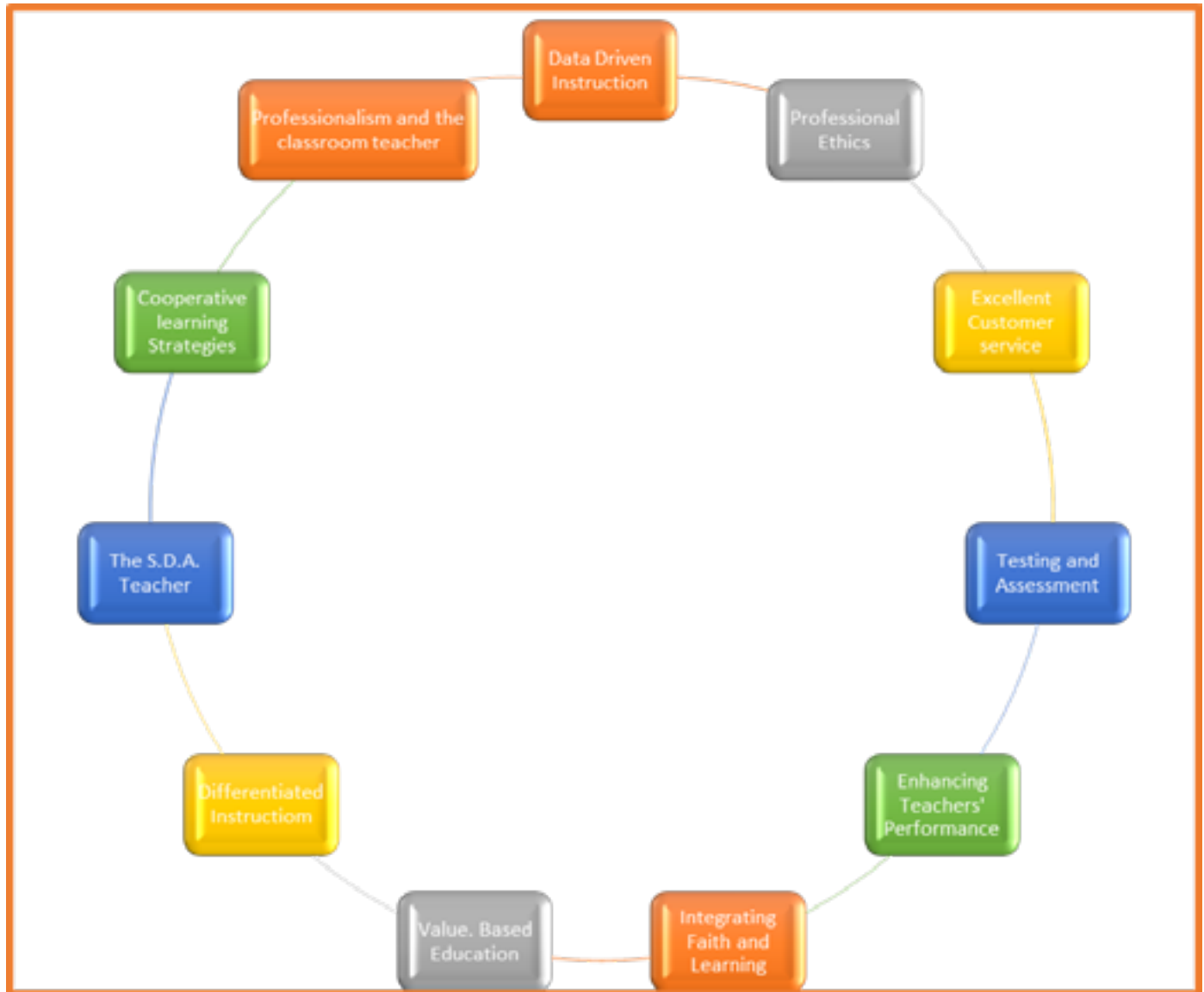
**National Spelling Bee Champion:** 1st Place, 2018, Hannah Williams (St. Kitts S.D.A Primary)

**TABLE 9: GRADUATES 2013-2017**

SCHOOLS	2015	2016	2017	2018	Total
Antigua SDA Secondary	33	23	25	32	113
Antigua SDA Primary	48	47	50	35	180
St. Kitts SDA Primary	29	26	36	40	131
New Bethel Academy	35	35	32	34	136
SDA Early Childhood Centre	18	14	15	17	64
<b>Annual Total</b>	209	179	194	189	771

# QUALITY EDUCATIONAL ASSURANCE

FIGURE 9: WORKSHOPS



## EDUCATIONAL INITIATIVES TO IMPROVE QUALITY

### Initiatives to improve the quality of teaching and learning

- »—Increased professional development sessions
- »—Introducing teachers' professional development folders
- »—Conducting seminars on teachers' emotional health
- »—Increased instructional supervision to include principal walk through
- »—Engaging in peer teaching and review
- »—Partnering with other educators to assess and review teachers' instructional

delivery

- »—Utilizing IIP's (Instructional Improvement Plan)
- »—Participating in study groups
- »—Increased collaboration between schools
- »—Requiring Table of Specifications
- »—Monitoring for cooperative learning strategies
- »—Introducing the concept of 'Teach Like a Champion'
- »—Increased principal assessment, workshops and development programs

## **BEYOND BOUNDARIES/ TECHNOLOGICAL INVESTMENT**

The attendance of nine (9) leaders and teachers to the BETT show and Education Fair in London, UK. The British Educational and Technological Show is the world's largest educational show that promotes the newest ideas in technology education and provides practical opportunities for the development of 'smart schools'. Sponsorship has already been secured to acquire three 3 D printers and CNC machines along with over 30 desktops, 30 laptops, 15 interactive boards and 15 projectors to assist in making our schools better equipped to deliver learning that would be relevant to the next generation. The introduction of robotics and computer programming for the new school year will give our students a competitive edge that will prepare them to better meet the increasing demands of a global education.

## **MAJOR CHALLENGE: FINANCE**

The area of finance continues to pose serious economic challenges in our schools. The matter of cost and affordability is a recurring theme. Financing Adventist education is the responsibility of the whole church, since this is a practical example of stewardship and evangelism. The model that now exists has a heavy dependence on subsidy from the Mission and churches that should combine with tuition fees to manage financially viable schools.

- »—The schools, along with the department of education, have engaged in a range of initiatives to support school development and sustainable growth.
- »—Securing of US\$25,000.00 for upgrading of the Science Lab at the S.D.A. Secondary School (Education department)
- »—Beginning an ESL (English as a Second Language programme at

the school to boost school's income (Education department)

»—Acquisition of \$50 000 from the Italian Government to complete solar panel roofs that will reduce the energy bill (S.D.A Secondary, S.D.A. primary and Ministry of Education)

»—Securing of 15 interactive boards, 30 desktops and 15 laptops to improve school's technology and curricula offerings (Education Department)

»—Securing of sponsorship for a robotic Centre that will be accessible to community (Education Department)

»—Contributed over \$50,000 in appliances to the Home Economics Centre (Education Department)

»—Securing sponsors to donate to the painting and maintenance of the school with a value of approximately \$4000 (Education department)

»—Contributing \$5000 to refurbish the computer lab (Education department)

»—Securing sponsorships with value of approximately \$20 000 to assist with staff appreciation and School Programs (Education Department)

»—The auditing of financial records of all schools. (South Leeward

Mission)

»—The investment of \$50 000 to aid development of the school farm (South Leeward Mission)

»—Securing of \$2000 from the Maranatha group to complete the school's fence ( S.D.A secondary and the S.D.A. Primary School)

»—Restructuring the financial operation of the schools to ensure compliance with recommended accounting processes and to promote accountability (South Leeward Mission)

»—Organizing a forum of the School Board of Management and the South Leeward Mission Administration to discuss financing SDA Education. (education Department)

»—Fund Raising Initiatives that raised over \$200 000 (Schools and Education Department)

»—Securing Scholarship Sponsors approximately \$10 000 (St. Kitts S.D.A Primary)

»—Securing of reading books from "Hands Across the Sea" with a value of approximately \$20 000 (New Bethel Academy)



## EXPRESSION OF GRATITUDE

The Department of Education is pleased to express appreciation and thanks to all the key stakeholders who have contributed to the education system, organizational growth and personnel development over the quadrennial period under review. These include parents, students, principals, staff, community members and the constituency.

I recognize the significant support and contribution of the secretary of the department Mrs. Shanya Smith who has shown that commitment and determination yield results. Mrs. Smith has navigated the many challenges of this department and has produced quality output at all times.

The members of the school boards, along with the chairpersons have given dedicated service and with their guidance and strategic outlook, they have managed development at the school level; therefore, I express thanks and appreciation for their invaluable input at the school level.

The Administrators of the South Leeward Mission continue to believe in S.D.A. Christian education and as a result of their relentless support and valuable contribution to development, Christian education remains a priority for the South

Leeward Mission. Thanks for bridging gaps and providing hope.

The quadrennial period has given us a myriad of experiences that had the potential to build or break. I am, indeed, thankful for the wonderful colleagues that I have been blessed to partner with in ministry. I express much thanks to all the Pastors, Directors and SLM Office staff for family connections and the beautiful moments of laughter and care. Thank you! May God continue to bless you as you faithfully serve the South Leeward Conference.

Finally, thanks to my husband Paul Semper, the greatest support of all, who has always been the behind-the-scene worker and organizer of all events. I express thanks for your prayers, your strong support, your understanding and your contribution to the work in the South Leeward Mission.

May God continue to guide us and may His rich abundant blessings always be ours.

*Eulalie Daley-Semper Ed/D*

Education Director of the South Leeward Mission (2015-2019)



# ST. KITTS SEVENTH-DAY ADVENTIST PRIMARY SCHOOL

## SCHOOL THEMES

- »—2015/2016 – “Persevere and you will get there”
- »—2016/2017 – “Knowledge empowers us”
- »—2017/2018 – “We soar like eagles”
- »—2018/2019 – “Go, grow, glow”

## PROFESSIONAL DEVELOPMENT

A teacher leadership worker in Seventh-day Adventist Schools – August 2017

## NATIONAL ASSESSMENT RESULTS - ST. KITTS SEVENTH-DAY ADVENTIST PRIMARY

In the 2016 Grade 6 Test of Standards Examinations, Shadesia Greene from the School took fourth place in the Federation.



Shadesia Greene – 4th place

In the 2017 Grade 6 Test of Standards Examinations, Malika Benjamin placed first, Dominique Williams placed third and Aidan Williams placed fifth in the Federation.



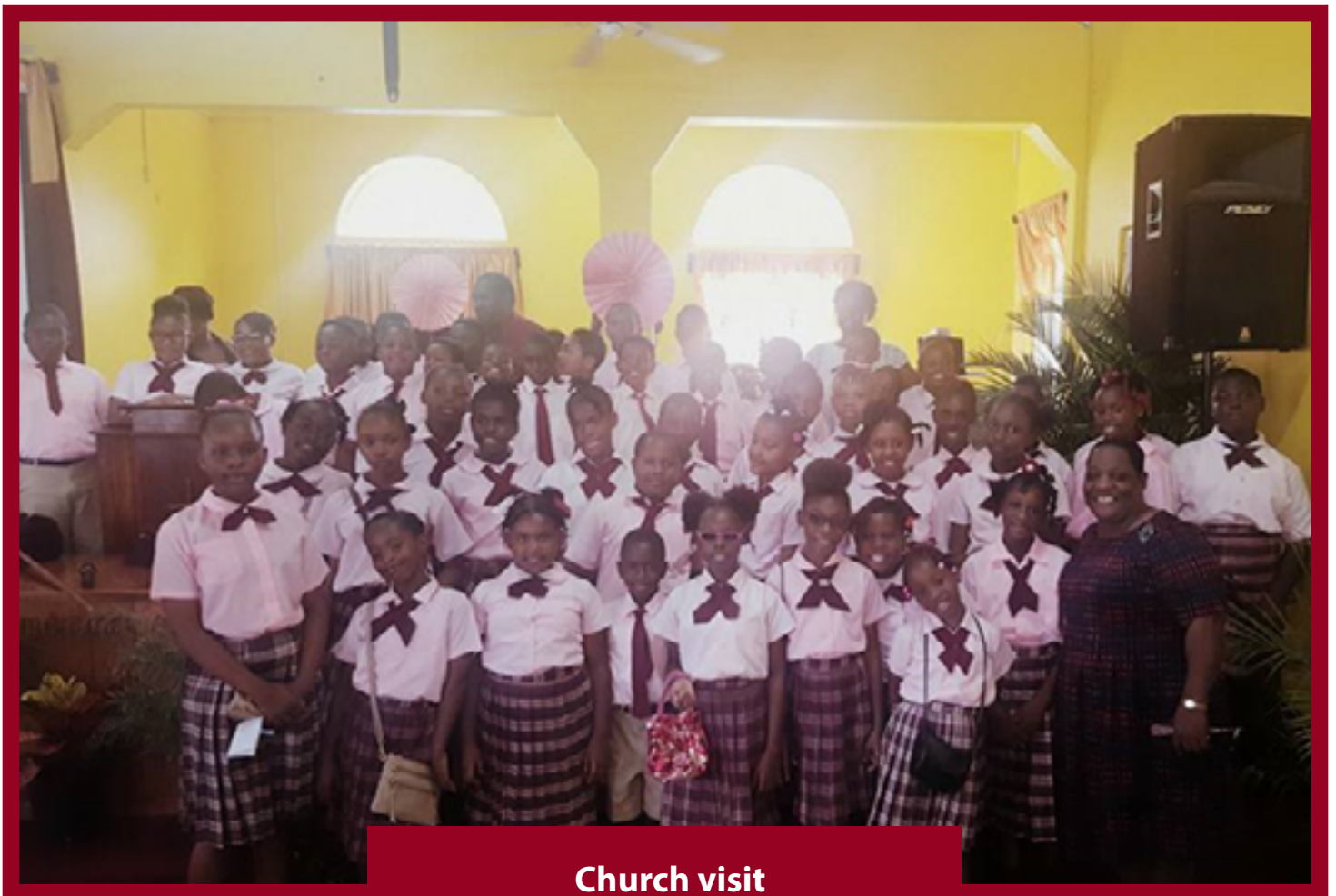
In the 2018 Grade 6 Test of Standards Examinations, Gianna Phipps placed first while Amare Elliot placed second in the Federation.



## FOSTERING SPIRITUAL GROWTH

In an effort to foster spiritual growth within the school, the following activities were conducted:

- »—Day of Prayer
- »—Week of Prayer
- »—Church Visits
- »—Bible Study



## COMMUNITY OUTREACH

The St. Kitts Seventh-day Adventist Primary School engaged in the following community outreach activities:

- »—1000 Hellos (Tract distribution)

- »—Elderly Visits
- »—Food hampers distribution
- »—Meet & greet (Prayer Walks)
- »—Water distribution
- »—(Bible verses labeled on bottles)
- »—Hot meals
- »—Health checks
- »—Relief for victims of disasters (hurricane, fire)



**Distribution of Food Hampers**

## **BAPTISMS**

The figures for baptisms over the quadrennium are as follows:

- »—The number of baptisms for the school year 2015/2016 – three
- »—The number of baptisms for the school year 2016/2017 – seven
- »—The number of baptisms for the school year 2017/2018 – 20

## **EXTRA-CURRICULAR ACTIVITIES (HANDS-ON LEARNING)**

- »—Cooking
- »—Gardening
- »—Craft
- »—Art
- »—Sewing
- »—Music: recorder, steel pan & singing
- »—Track & Field
- »—Soccer
- »—Tennis
- »—Spanish Classes

## **IMPORTANT PARTNERSHIPS/COLLABORATIONS/NETWORKING**

The St. Kitts Seventh-day Adventist Primary School has formed alliances with the local Ministry of Education, the Cayon Seventh-day Adventist Church and Seventh-day Adventist Educators around the region.

## **FUND RAISING ACTIVITIES OVER THE QUADRENNIUM**

- »—Walk-a-Thon
- »—Concerts
- »—Dress-up Day
- »—Sales

## **OUTSTANDING ACCOMPLISHMENTS**

- »—National Assessments Test of Standards Awards
- »—Spelling Bee Champions
- »—Football Champions



**National Spelling Bee Competition**

**Malika Benjamin – 2016**  
**Gianna Phipps – 2017**  
**Hannah Williams – 2018**

## Football Champions



### MAJOR CHALLENGE

The school struggles to recruit new teachers.





# SEVENTH-DAY ADVENTIST EARLY CHILDHOOD DEVELOPMENT CENTRE



Meet the Staff



## MOTTO

“LEARNING THROUGH PLAY”



## SLM EDUCATION DEPARTMENT THEMES

- »—**2015** - Transformed to serve
- »—**2016** - Academic excellence in a spiritually charged environment.
- »—**2017**- Improving Teacher professional capacity and student Academic achievement.
- »—**2018** – Transformational Teaching for Excellence in Adventist Education.

## SCHOOL'S THEME

- »—**2015 – 2016** Jesus bids us shine
- 2016 – 2017** Jesus did it again
- 2017-2018** “6 years of celebrating, Give God praise.”

## PROFESSIONAL DEVELOPMENT 2015-2018

- »—Monthly Professional Development for Coordinator and other development sessions.
- »—Development sessions which include the entire staff.
- »—Ministry of Education Workshop for staff.
- »—SLM's Education Department Professional Development Workshops.

## ACTIVITIES TO FOSTER SPIRITUAL GROWTH

- »—Day of Prayer
- »—Staff & Student Worship
- »—Visits to Homes for the Elderly
- »—Community visits

»— Church visits

»—March of witness

»—Education Blitz

»—Distribution of SDA Literature

## EXTRA-CURRICULAR ACTIVITIES

»—Love day

»—South Leeward Mission Children Ministry's activities

»—Picnic for staff, parents and children of the 4years old class.

## COMMUNITY OUTREACH

»—Visits to Homes for the Elderly

»—Community visits

### Love Day



## IMPORTANT PARTNERSHIPS/ COLLABORATION/NETWORKING

»—School works along with the Early Childhood unit within the Ministry of Education

»—Home and school Association

(HASA)

»—School Board

## FUND RAISING

»—School Fair

- »—Luncheon
- »—Fun day
- »—Black History concert



**Black History  
Concert**



## OUTSTANDING ACCOMPLISHMENTS

- »—Teachers' Day Celebration by the parents
- »—Students' Banquet
- »—Participated in the 130th Anniversary March of Witness celebration.
- »—Students' Graduation



**Student's  
Banquet**

## 2016-2017 Graduating Class



### MAJOR CHALLENGES

- »—Inability of parent to pay school fees
- »—Decrease in school enrolment
- »—Owning our own Early Childhood Centre



# WOMEN'S MINISTRIES REPORT

THE CHAIRMAN, officers of the Inter-American Division and the Caribbean Union Conference, Administrators of Conferences and Missions, Guests, Departmental Directors, Pastors, Educators, other Conference employees, church delegates, brothers and sisters: I greet you with God's abundant blessings.

## **INTRODUCTORY STATEMENT**

Women's Ministries is committed to reaching the community, discipling people, and nurturing our members around the mission. Women Ministries' leaders in churches are encouraged to network with existing support groups active in the church and work with committees and the pastors to develop and implement Women Ministries programmes. It is the leader's responsibility to keep the church membership informed of

Women's Ministries and its contributions to church life. This responsibility includes allotting time during personal ministries, announcement period, or Sabbath School to share with the congregation at large. This responsibility also includes being a liaison between the women of the church and the church board members, assisting the board members to recognise the Women's Ministries as a significant and vital part of church growth and church dynamics and keep in view the needs of the women in the church.

The primary purpose of the Department of Women's Ministries is to nurture, facilitate, and support women in their Christian lives as disciples of Jesus Christ and members of His World Church.

## **VISION**

The spiritual vision of Women's Ministries

is to know Jesus passionately and to serve and disciple other women.

## MISSION

The Department of Women's Ministries exists to uphold, encourage, and challenge Adventist women in their pilgrimage as disciples of Jesus Christ and members of His World Church.

## THEME

Women Transformed by Grace and Energized for Mission

## METHOD



## GOALS

1. Elevate women as persons of inestimable worth because they have been created and redeemed;
2. Enable women to deepen their faith and experience spiritual growth and renewal;
3. Build networks among women in the world church to encourage bonds of friendship and mutual support and the creative exchange of ideas and information;
4. Mentor young Adventist women, encouraging their involvement, and creating paths

for them as they reach for their potential in Christ;

5. Address the concerns of women in a global context;
6. Bring women's unique perspectives to the issues facing the world church;
7. Seek expanding avenues of dynamic Christian service for women;
8. Challenge each Adventist woman to utilise her potential to complement the gifts given to other women and men as they work side by side to further the global mission of the Seventh-day Adventist church, praying that out of the fullness, we, as women, have personally found in Jesus Christ, we may be empowered to share the good news within our families, among our fellow believers, and in ever expanding circles in the unsaved world.

... to nurture,  
facilitate,  
and support  
women in  
their Christian  
lives...



Critical Issues	Ministry Accomplishments
<p><b>1. Threats to Health—</b> Health includes her emotional, social, and physical wellbeing and is directly affected by social, political and economic factors.</p>	<p>Women’s Ministries Departments across the South Leeward mission have been involved in seminars and programmes that centered on exercise, weight control, stress reduction, mental health, vegetarian cooking, nutrition, cancer screening/ awareness, and reproductive health. They have also engaged in blood pressure/ cholesterol programmes, grief and loss support groups, and coping with stress support groups.</p>
<p><b>2. A Woman’s Workload—</b> Women around the world and in all cultures face the problem of work overload. Women are faced with the challenge of doing 90% of the work which includes long work days, small salaries, and then additional hours of housework and childcare, with limited rest and recreation and little time with God.</p>	<p>Women Ministries Departments in the various congregations have had sessions on devotional life, Self-esteem, Time management, and Organizational skills. There have been new mothers initiatives and presentations on balancing work and Family.</p>
<p><b>3. Poverty—</b> UNIFEM report “Progress of the World’s Women 2005” presents important information about women and poverty. Progress for women is improving but very slowly. The report notes that, “despite parity in primary education, disparities are still wide in secondary and tertiary education— both increasingly key to new employment opportunities.”</p>	<p>Seminars have been conducted on money management, preparing for retirement, time management, budgeting, and debt reduction, as well as widow support groups, and mentoring.</p>

Critical Issues	Ministry Accomplishments
<p><b>4. Lack of Training, Mentoring, and Leadership Opportunities—</b> Education for all is a basic human right. For women to achieve better health, nutrition, and quality of life for themselves and their families they need equal access to education.</p>	<p>Leadership training, mentoring programmes, communication classes and personal development sessions have been held across various congregations</p>
<p><b>5. Abuse—</b> Domestic violence, incest, rape, and battering are all too common burdens that women carry. Physical, sexual, and psychological battering happens to small girls, adolescents, single, and married adult women, and elderly women. No stratum of society is immune from the epidemic of violence, and as a church, we believe that tolerance of abuse is a denial of Christ.</p>	<p>End IT Now Abuse education seminars, women’s shelters, support groups, parenting seminars, hope for hurting hearts, caring for the elderly, giving them a sense of dignity, support for teenage girls, How to avoid abuse have been facilitated by women’s ministries department across the South Leeward Mission</p>
<p><b>6. Illiteracy—</b> Nearly one billion people in the world are illiterate, one-fifth of the world’s population. One out of every three women in the world cannot read and write.</p>	<p>An ESL class has been introduced for Spanish settlers in Antigua.</p>
<p><b>7. Spirituality of Women—</b> Spiritual women who can positively impact the personal and spiritual lives of women are essential to effective ministry. Women who can bring hope, clarity and meaning to the life of others through Bible study, prayer and positive relationships will make a difference to the church family and to the community.</p>	<p>Women have been actively engaged in prayer meetings, prayer breakfasts, home visits, bible study groups, baptismal classes, prayer walks, faith connections/ testimony groups, spiritual gifts seminars, methods of bible study. intercessory prayer groups, connections with women on the job, inviting women to church and fostering follow- up spiritual connections.</p>

In an effort to attain the all-encompassing perspective of the Inter American Division and the General Conference of Seventh-day Adventists the South Leeward Mission Women's Ministries Department focused its programmes and activities on eight (8) general goals during the quadrennial period, with an emphasis on ministry at the local level. This report shows the department's achievements and challenges in relation to the goals.

### **SPECIFIC GOAL & OUTCOME #1**

*To have at least 80% of congregations in South Leeward Mission engaging in active ministries where at least two needs oriented ministries are conducted locally for women in the churches and communities at least twice per quarter.*

#### **Outcome:**

This goal has not been realised. 18 congregations (29%) have reported involvement in active ministries at least twice per quarter.

### **SPECIFIC GOAL & OUTCOME #2**

*To have 80% of congregations engaged in at least one consistent and ongoing activity for the year.*

#### **Outcome:**

32 congregations (62%) have reported having at least one consistent ongoing activity for the year.

### **SPECIFIC GOAL & OUTCOME #3**

*To engage 75 % of the churches in activities that are intended to strengthen the spiritual life of the women.*

#### **Outcome:**

15 congregations (28%) have reported consistent involvement in activities that are intended to strengthen the spiritual life of the women.

**During the quadrennial, the Women's Ministries Department of the South Leeward focused on the emotional well being of women.**

### **Thinking Well, Living Well**



Women's Ministries presented *Thinking Well, Living Well* for the first time during the WM Mental Health Track at the Global Health Congress in Geneva, July 8-12, 2014.

## Ellen G. White Speaks about the Mind

*“Disease is sometimes produced, and is often greatly aggravated, by the imagination. Many are lifelong invalids who might be well if they only thought so. Many imagine that every slight exposure will cause illness, and the evil effect is produced because it is expected. Many die from disease the cause of which is wholly imaginary” (Ministry of Healing, p. 241).*

This was the main focus from the department for the quadrennium. Certification seminars were held in Antigua, St. Kitts, Nevis and Montserrat. 216 women received certification in the mental health training programme. 15 emotional well-being sessions/workshops were conducted in Antigua, St. Kitts, Nevis and Montserrat.

The topics presented were

1. Understanding Mental Health
2. The Mind and Body Connection: Connection and Community
3. The Mind and Body Connection: Lifestyle and Entertainment
4. Hope Beyond Depression
5. Healing Past Hurts
6. Forgiveness and Your Health - Part 1 |

7. Forgiveness and Your Health - Part 2
8. Healthy Relationships Behind Closed Doors
9. Living the Abundant Life: God’s Healing Way
10. The New You

Seminars and Retreats combined to address personal development in relation to service



### *GEMS – (Girls of Excellence and High Moral Standards)*

Seminars were conducted in Antigua, St. Kitts and Montserrat.

The Women’s Ministries Director of the Inter-American Division, Mrs. Dinorah Rivera conducted Gems Seminar for girls in Antigua and Montserrat. Three hundred and fifty-three (353) young ladies participated in these seminars.

The Women’s Ministries Director of the Caribbean Union, Mrs. Deborah Henry, visited the South Leeward Mission on four different occasions and also participated

in seminars in Montserrat and Antigua.

## WOMEN'S MINISTRIES RETREAT

Local congregations hosted 22 women's ministries retreats during the quadrennium. The South Leeward Mission Women's Ministries Department hosted a retreat for the women across the South Leeward Mission at the Jolly Beach resort and over 450 women attended the seminar.

An emotional wellness retreat was held also and more than 250 women enjoyed the experience that included focusing on developing self so that service to others may be effective.



## WOMEN'S MINISTRIES INVOLVEMENT ACROSS THE MISSION

### ST. KITTS

prayer retreat, health seminars emotional abuse seminars, stress management seminars, End It Now, exercise classes,

### ANTIGUA

Sister to sister connections, mentorship, embracing new mothers, Mothers in Prison Ministry, Secret Sisters, Health Seminars, Exercise Clubs, Hurting Mothers, Bereavement Ministry, Soup Kitchen, Scholarshipping sisters, Intercessory Prayer Ministry, Friendship Groups, Care Ministries

### MONTSERRAT

Care Ministries, Prayer Ministry

### NEVIS

Bible Study Group, Mentorship Program, Real Talk,

## ACTIVE MINISTRIES

### ANTIGUA

Joyful Way	New Bethel	Parham	Pigotts
Sure Word	Potters	Clare Hall	Villa
St. John's	Grays Farm	Tindall	Bible Speaks
New Maranatha	All Saints	Buckleys	John Hughes

### NEVIS

Mannings	Charlestown	Gingerland
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### ST. KITTS

Mount Moriah	Basseterre	Cayon	Old Road
Spanish Town	Philadelphia	Phillips	Faith in Emmanuel

### MONTserrat

New Carmel	New Ebenezer
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## SPECIAL PROGRAMMES



There are three special days given to women in the year and these days have specially prepared programmes that are designed to nurture faith, build awareness, and connect women with the

community.

At least 75% of all congregations in the South Leeward Mission participated in one or more of the following programmes

each year for the period under review.

»—International Women's Day of Prayer - *1st Sabbath in March*

»—Women's Ministries Emphasis Day- *2nd Sabbath in June*

»—End it Now Emphasis Day- *4th Sabbath in August*

Leaders are encouraged to use the local resources and to be intentional in their focus on service oriented Ministries to women in their congregation.



## PROGRAMMES AND PARTNERSHIPS

»—Weekly Radio Programme, Amazing Woman on Second Advent

»—South Leeward Mission Women's Ministries Retreat

»—Women's Ministries Retreat in

Suriname

»—Guyana Conference Women's Ministries group donated two (2) barrels of care packages to the South Leeward Mission

»—Partnering with the Directorate of Gender Affairs to host Abuse and well being seminars

»—Conducted Forgiveness and healing Seminar in Antigua and Montserrat

»—Introduced Bereavement Ministry

## EXPRESSION OF THANKS

Thanks to all who partnered in ministry to ensure that the Women's Ministries Department of the South Leeward Mission fulfil its mission to encourage, equip and challenge Adventist women in their journey as disciples of Christ. Special notes of thanks to the Women's Ministries Coordinators on the various islands who continue to inspire hope in spite of the challenges; to the Pastors who provided opportunities and leadership; to the administrators of the South Leeward Mission and to my colleagues in ministry. May God's blessings continue to be yours as you faithfully serve.

**Photographs reflecting various activities of the Women's Ministries Department:**









# CHILDREN & ADOLESCENT MINISTRIES REPORT

## CHILDREN'S PROGRAMMES AND MINISTRY FOCUSED ACTIVITIES

### TRANSFORMING CHILDREN THROUGH MINISTRY

**M**ISSION: The Children's Ministries Department of the South Leeward Mission of Seventh-day Adventists seeks to nurture our children and draw them into a loving, saving relationship with Jesus Christ and with their church, and train, resource and support those who minister

to children.

It is believed that children learn best in an environment that is safe and child friendly with spiritual leaders who love and embrace the beauty of a child.



The department is guided by the strategic initiatives of the Inter-American Division and seeks to share, train and develop the children's ministries leaders at the local level so that every child in the South Leeward Mission can benefit from an impacting ministry that leads them to a loving, saving relationship with Jesus Christ.

## STRATEGIC INITIATIVE: REACH A CHILD, REACH THE WORLD

REACH UP to God through Bible study, prayer and reading of the Ellen G. White's writings will foster strong spiritual growth in children as they develop a personal relationship with Jesus and live a lifestyle as His disciples.

*"It is still true that children are the most susceptible to the teachings of the gospel; their hearts are open to divine influences, and strong to retain the lessons received. The little children may be Christians, having an experience in accordance with their years. They need to be educated in spiritual things, and parents should give them every advantage, that they may form characters after the similitude of the character of Christ."—Desire of Ages, p. 515.*

Over the quadrennial period several workshops, meetings and seminars were organized in Antigua, Barbuda, St. Kitts, Nevis and Montserrat.

Children have been encouraged to:

- »—Engage in TAG (Time Alone with God) through Bible study and prayer.
- »—Study their **Sabbath School lesson**.
- »—Read Ellen White books adapted

for children.

- »—Keep a prayer journal.
- »—Participate in family worship and church worship.
- »—Practise the principles of healthful living.

## RESOURCES TO INVOLVE CHILDREN IN BIBLE STUDY AND PRAYER.

- »—Provide and Develop Resources to Enhance the Understanding of Ellen G. White.
- »—Bible Adventures; Bible studies of the 28 fundamental beliefs by Charles Mills.
- »—Day by Day with Jesus Annual Bible Reading Guide—GC Children's Ministries.
- »—777 Prayer Fellowship Cards, from GC Children's Ministries.
- »—My Quiet Time with Jesus Prayer Calendar and Journal by Karen Holford & Linda Koh.
- »—Making Jesus my Best Friend, Review and Herald.
- »—Jesus in My Heart Radio Spots by Charles Mills.
- »—Singing and Learning for Young Praisers, Vol. 1 and 2 by Saustin Mfunne

## **ORGANISED PRAYER ACTIVITIES FOR CHILDREN & TEENS**

- »—Children have participated in prayer activities and prayer meetings that have inspired them to become prayer warriors
- »—Children in schools and churches have been organised into prayer groups and have connected to prayer partners. Some send a prayer to a special friend everyday through an initiative called 'praying friends'

**The following are resources and activities that help to foster faith in children and develop their relationship with God:**

## **RESOURCES TO ENHANCE THE UNDERSTANDING OF ELLEN G. WHITE**

Children's Ministries' leaders have been introduced to the following resources over the quadrennial period:

- »—Michael Asks Why by Sally Dillon (Children's Great Controversy).
- »—In the Footsteps of Jesus (Children's Steps to Christ activities & n music) by Saustin Mfunne.
- »—Michael Asks Why Activity Book by Sally Dillon & Virginia Smith.
- »—Step by Step by Jerry Thomas

(Children's Steps to Christ).

- »—Online card game about Ellen White and the pioneers (collaboration with White Estate).

## **RESOURCES TO STRENGTHEN CHILDREN'S UNDERSTANDING OF THE CHURCH'S FUNDAMENTAL BELIEFS.**

- »—What We Believe by Jerry Thomas.
- »—Creation Case DVD by Richard Aguilera.
- »—God Loves Me 28 Ways by Charles Mills & Linda Koh
- »—Learn About God's Love Activities by Adriana Femopase
- »—Sing About God's Love by GC Children's Ministries
- »—Creation Case DVD by Richard Aguilera.
- »—Little Songs for Little People by Saustin Mfunne (songs to build faith, love, trust, etc.)

## **RESOURCES TO ENCOURAGE CHILDREN TO LIVE A HEALTHY LIFESTYLE**

- »—CELEBRATIONS! Healthy Inside Out! by Shawna Vyhmeister and Sonia Krumm

»—A Musical Journey; Pro-Active Kids Adventures at the CELEBRATIONS Castle, by Saustin Mfunne

»—Healthy Inside and Out Radio Spots by Charles Mills.

## **ACTIVITIES TO NURTURE AND DEVELOP FAITH**

»—Stewardship sessions, nature camps, and other activities to develop and foster faith of children.

»—Involve parents and families in faith-building activities and events to obtain greater effectiveness.

»—Use social media and electronic devices to promote Bible study, reading of Ellen White's writing, etc.

## **STRATEGIC INITIATIVE: REACH A CHILD, REACH THE WORLD**

REACH IN to both the young and the older members of the church helps to build unity and community. Encouraging

the younger members to be actively involved in Christ's mission and serving in the community will help nurture life-long disciples.

Children have engaged in the following activities:

»—Doing missionary work at home, at school and in the community.

»—Participating in regular community service projects.

»—Discovering their spiritual gifts and using them for serving the church and the community.

»—Participating in church worships, especially inter-generational worship.

»—Participating in training in leadership and decision-making skills so as to take on leadership roles in the church.

»—Being encouraged to attend Adventist schools as much as possible.

The Children's Ministries Department ... seeks to nurture our children and draw them into a loving, saving relationship with Jesus Christ...

<b>Ministry Focus</b>	<b>Description</b>	<b>Success Criteria</b>
<b>Grace Oriented Ministries</b>	in which all children will experience the unconditional love of Jesus, find assurance of acceptance and forgiveness, and make a commitment to Him	80% of children are baptized before age 15.
<b>Inclusive Ministries</b>	in which the volunteers who minister and the children to whom they minister will be valued and involved regardless of race, color, language, gender, age, abilities, or socio-economic circumstances	Survey results show that 80% of children and volunteers feel valued and special
<b>Leadership Ministries</b>	in which volunteers are empowered, trained, and equipped for effective ministry to children	The church board organizes at least two training sessions per year for leaders in the Children's Ministries division
<b>Service Oriented Ministries</b>	in which children are given opportunity for hands-on service to people in their neighborhood or city	80% of children participate in community wwwoutreach at least once per quarter
<b>Cooperative Ministries</b>	in which the department works with other ministries such as family ministries, Sabbath School, stewardship, and others to further our shared goals.	Children's Ministries partner with all ministries to ensure the children are adequately catered for
<b>Safe Ministries</b>	whereby our churches: a.) choose volunteers with high spiritual and moral backgrounds; and, b.) adopt safeguards to protect children from physical, emotional, and spiritual abuse and the church from liability	Zero tolerance for any form of abuse. All volunteers are screened and sign and adhere to the child protection policy
<b>Evangelistic Ministries</b>	in which leaders and children demonstrate and share their love of Jesus through outreach programs such as: Vacation Bible Schools, Children's Branch Sabbath Schools, Happy Hands Ministry, Puppet Ministry and Story Hour	80% of all congregations conduct at least two of the listed ministries throughout the year. One of these should be Vacation Bible Schools

## **PROGRAMS THAT REACH CHILDREN WITHIN THE CHURCH**

**(nurture, support and engage)**

### **Activities and programmes held during the quadrennial period conducted by churches across the South Leeward Mission**

Children's Sabbath School, Children's Church, Children's Prayer Meeting, Children's Baptismal Class, Children's Choir, Children's Sabbath, Children's Retreat, Children's Evangelistic Meeting, Young Preachers' Club, Children's Music Festival, Children's Nature Camp, Children's Health Fair; Children's Bible camp; Weekly Bible Classes for children not attending Adventist schools; Week of Prayer; Children's story at worship; Children's Small Group.

## **PROGRAMMES THAT REACH NEW CHILDREN**

Vacation Bible School, Bible Club, Play Groups, Craft Weekend, Welcome Baby Packages Summer Bible Studies, Happy Hands Ministry, Branch Sabbath Schools, Story Hour.

## **ONGOING MINISTRY**

The Happy Hands Ministry at the Mount St. John's Hospital.

## **MAJOR INITIATIVES**

The partnership with Dr. Carson Greene, the President of the South Leeward Mission with the Children's Ministries Director of the South Leeward Mission in conducting a four (4) week Children's crusade at the same time of the Adult Evangelistic campaign. One hundred and two (102) baptisms resulted from the joint campaign.

The Children's Ministries Director also partnered with Pastor Kendol Doyle in his Evangelistic Crusade that included a special feature for the children. This focus on the children significantly improved attendance and over seventy (70) persons were baptized in the campaign.

There were Island-wide initiatives held in all the territories to include, Children's fun day, Children's Sports Day, Children's Banquet, Children's Talent Expo, Children's March of Witness, Children's Concert, Children's Friday Evening Worship, Children's Sabbath, Children's Health Expo, Children's Celebration Event, Children's Christmas Gala and Children's Fair.

## **YEAR OF THE CHILD**

2017 was declared Year of the Child and celebrations and seminars were conducted in Antigua, St. Kitts and Montserrat.

## ACCOMPLISHMENTS

### Recognizing Excellence

Children from the various churches have been awarded for outstanding academic achievement and good character development.

### Purity Conferences

Purity Conferences were held in Antigua and St. Kitts

### Publication

A 'Collection of Prayers and Praise' was published by the Children's Ministries Department. This gave children the opportunity to develop their talents as writers who can contribute to the literary world.

### Missionary Trip to Suriname

The Children's Ministries Department of the South Leeward Mission in partnership with the Caribbean Union visited a school in Suriname and provided resources.

### Child friendly spaces

Churches redesigned their children's spaces to make the children's section more child friendly and inviting. Some congregations have also invested in child friendly furniture to better meet the needs of an environment conducive to learning.

### Baptisms

Church records indicate that over three hundred (300) children were baptized during the quadrennial period.

## CHILD PROTECTION POLICY

Safe guarding our children has been a major focus and workshops have been conducted in all our island territories. All organizations that work with or come into contact with children should have safeguarding policies and procedures to ensure that every child, regardless of the child's age, disability, race, religion or belief, or sex has a right to equal protection from harm. The Seventh-day Adventist church, through its risk management program, has continued to emphasize the importance of safeguarding our children.

## DEVELOPMENT SESSIONS

The Children's Ministries Director has attended four leadership and training sessions sponsored by the Caribbean Union and the Inter-American Division.

## PARTNERSHIPS

The Children's Ministries department has partnered with community schools and churches to connect through prayer, visits and presentations.

## EXPRESSIONS OF THANKS

I wish to express profound thanks and appreciation to the Constituencies of the South Leeward Mission that continue to provide consistent ministry for the children in all congregations; the Children's Ministries leaders who have faithfully



served over the quadrennium and have gone beyond the call of duty to engage the children in creative, meaningful activities; the Children's Ministries Director of the Caribbean Union Mrs. Deborah Henry who has provided support and

leadership; the South Leeward Mission's Executive Committee Administration for continued guidance and my colleagues in ministry who have been great sources of inspiration. May God continue to bless you as you faithfully serve.

# A PICTURE SPEAKS

## Children's Ministries 2014-2019









Beloved, I pray that all may go well with you  
and that you may be in good health, as it  
goes well with your soul.

3 John 1:2 ESV

MRS. SILVIA HAM-YING



Health  
Ministries



# HEALTH MINISTRIES REPORT

TO THE CHAIRPERSON, administrators from our wider organizations, delegates, guests, church members, it is with heartfelt gratitude for God's unfailing faithfulness, that I present the report of the Health Ministries Department, for the quadrennium 2015 to 2019.

Mindful that together we persevere and with God we conquer, efforts were made to build upon the foundation laid by my predecessor Dr. Mark Braithwaite. Based upon an assessment of the Health Ministries Department, the following mission, vision and objectives emerged:

## **MISSION**

To improve the health and well-being of members of the church and the community. This will be achieved through health education, health promotion,

partnership working and emphasizing personal responsibility for health. A lifespan (babies to seniors), holistic (physical, mental, social and spiritual) approach to health improvement, will be adopted.

## **VISION**

Adoption of a healthy lifestyle by an increased number of members of the church and the community, leading to a reduction in non-communicable diseases (NCDs) and other preventable causes of disease and premature deaths.

## **OBJECTIVES**

1. To motivate and empower Health Ministries Leaders (HML) to fulfil their role more effectively and to provide support to health institutions.

2. To promote the practice of healthful living by members of the church and the community.
3. To work in collaboration with governments and other agencies with a shared health agenda and to contribute to the health of the nations in the South Leeward Mission territory, thus raising the profile and influence of the church.
4. To promote greater scrutiny by HML and others, of health information circulating on social media, which may contain varying levels of falsehood, and to highlight more trusted sources of health information.

## ACCOMPLISHMENTS

During the quadrennium, there have been many satisfying and encouraging accomplishments. These include but are not limited to:

### Motivated and Empowered Health

### Ministries Leaders (HML)

Meetings with HMLs across the territory, regular communication via WhatsApp, emails and telephone calls, have provided motivation and the sharing of ideas and resources, which have empowered HMLs to improve their service to church members and the community.

Guidance regarding trusted sources of health information and how to fact check information circulated on social media was provided.

### Provision of Health Activities and Programmes by Churches

Throughout the territory, several churches have engaged in a variety of health activities and programmes for church members and the community. Collectively, these have included health evangelism, seminars and talks; health screening; vegetarian cookery demonstration and courses; walks and fun-days; radio programmes and the provision of First Aid at church events.

### Health Screening



## Support of Health Institutions

There has been regular contact with the director of the dental clinic in St. Kitts, and support has been provided as needed. Since October 2017, there has been a refurbishment of the clinic's building; acquisition of dental equipment and a resurgence in the performance and income of this entity.

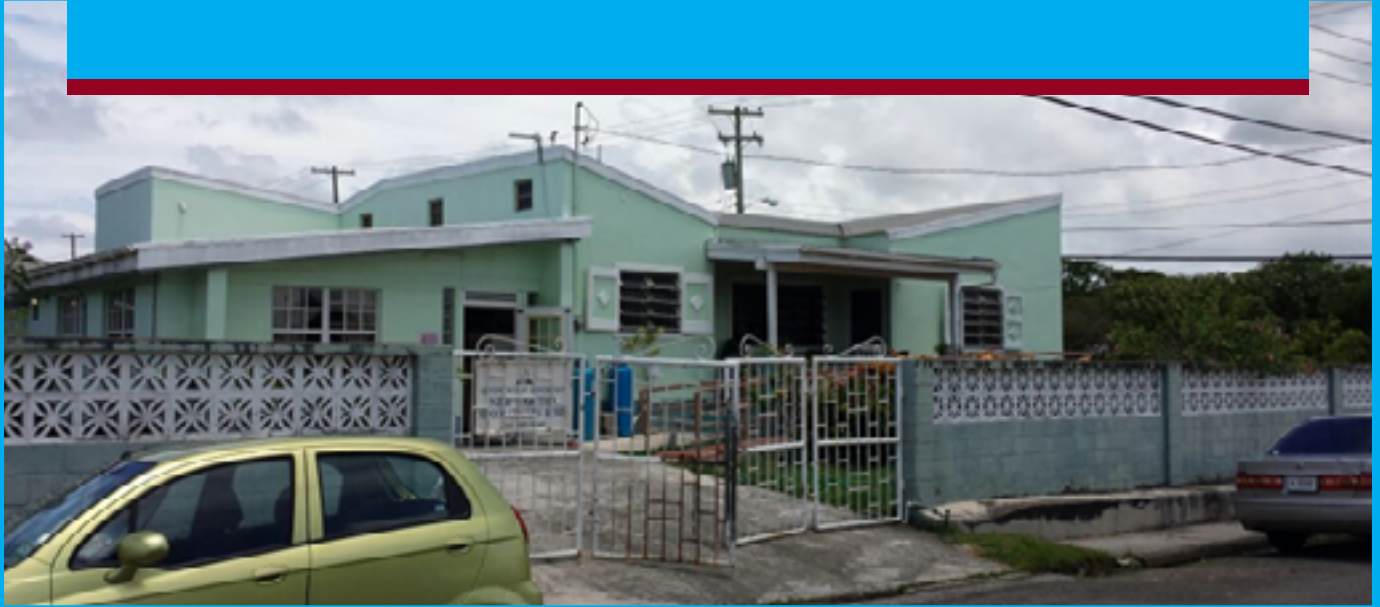


**L-R: Davina Slader – Office Assistant,  
Arpa Anugerah – Office Manager,  
Dr. Bukaris Anugerah – Dentist,  
Patricia Isaac-Williams – Dental Assistant**

Ongoing support of Tabitha Memorial Foundation, Inc. has been provided. Notable achievements during the quadrennium include:

1. Incorporation of the entity as a non-profit organisation;
2. Completion of an extension which increased the capacity by six beds;
3. Repainting of the building and refurbishment of the bathrooms;
4. Acquisition of four hospital type beds (three of which were donated) and a hoist;
5. Receipt of an unqualified audit report for year ending December 2017.

## Tabitha Memorial Home for the Aged



### Provision of Health Activities and Programmes by the Health Ministries Department

In July 2018, the department collaborated with a 30-strong team of medical missionaries from Texas and the Ministry of Health in Antigua to hold a week long programme of health screening, health education and exercise which was accessed by approximately 1000 individuals.



**Medical  
Missionary  
from Texas in  
Consultation  
on Dietary  
Needs**



There was prostate screening at two different sites in Antigua during July 2018 where 66 men were screened.

The 'Move to Live' event has been a regular feature of the department. The event held in October 2018, was opened to all ages and included a walk, beach activities, a healthy, tasty breakfast, health talks and healthy food display.



### **Move to Live Event**

Collaboration in October 2018 with the Medical Benefits Scheme, Mount St John's Medical Centre, AIDS Secretariat and the Emergency Medical Services in providing a grand health fair offering a range of health screening and education, which was accessed by 239 individuals. This culminated, during the celebration

of the 130<sup>th</sup> anniversary of Adventism in Antigua, in both the Governor General and Prime Minister (PM) acknowledging the contributions of Seventh-day Adventists to the nation. The PM extended an invitation to the church to assist in the prevention of NCDs

## Collaborating with Medical Benefits



Provision of health counselling in diet, weight reduction, medication and compliance with medical management, when requested to do so by church members.

### CHALLENGES

A key challenge is to provide equitable support to Health Ministries leaders throughout the territory. Commitments at headquarters and on the largest island, cost of travel and accommodation and the limited budget available, are deterrents from working in the other islands more frequently.

### REGRETS

My chief regrets are that not all churches have active Health Ministries leaders and

that many members of our churches and the community are still not doing enough to reduce the risk of developing life-threatening illnesses, despite the information and encouragement provided.

### GRATITUDE

My first gratitude goes to God who has sustained and empowered me and abundantly blessed my feeble efforts. Indeed, He has been 'my everything!'

My thanks are extended to Dr Mark Braithwaite for his leadership of the department until December 2017, and for the support and guidance he provided to me. Profound thanks are expressed to Cindy Greenaway for her efficient and timely service to the Health Department.

Administrators, fellow directors and the entire SLM staff, thank you for your support and guidance. Thanks also to Dr Anugerah for his leadership of the dental clinic in St. Kitts and Mrs Cherrie Jackson for her leadership of Tabitha.

Without active Health Ministries leaders in our churches, little would be accomplished by the Health Ministries Department. I, therefore, wish to thank all of you who contributed in any way to this important area.

To the many health professionals, support staff and others who have assisted with local and national health screening, profound thanks. I also wish to thank the various governmental departments and agencies who have partnered with us to provide health screening. Sincere thanks are also extended to the 30 strong Medical Missionary Team from Texas who partnered with us to provide a wide range of health screening and other health related services, to the people of Antigua. Worthy of special mention is Dr Monica Stevens, for her enthusiasm, and her reliable and sacrificial service to Health Ministries.

Thanks also to the various media houses including our own Second Advent Radio for publicising our events.

Last but not least, thanks go to my husband Alvin for his steadfast support

and encouragement and for tolerating my neglect of him with such forbearance and dignity.

Together, we Persevere: With God, we Conquer!

## **HEALTH MINISTRIES SUMMARY REPORT**

The current emphasis of the Health Ministries Department is on the application of health promoting principles and working in partnership with other organisations and health professionals."

This aims to facilitate a greater positive impact upon the health of church members and the community, and to build bridges for spiritual interactions and engagement. Additionally, this approach raises the profile of the Church and enables wider societal influence.

All activities organised have been opened to church members and the community and have involved collaboration with one or more government and other agencies.

In July 2018 we collaborated for a week, with international Medical Missionaries from Texas and the Ministry of Health of Antigua and Barbuda, to provide a wide range of health screening and education, to approximately 1,000 individuals. (Photos)

Also, in July 2018, prostate screening was

provided at two different sites and 66 men were screened. (Photos)

During Health Week in September 2018, churches throughout the territory were supported in providing sermons, health education and putting on activities such as walks, sports and cooking demonstrations, to promote exercise, healthy eating and weight reduction.

The 'Move to Live Event' in early October 2018 which included a walk and beach activities, ended with a healthy breakfast, health talk and a display of healthy foods. (Photos)

During the celebrations of the 130<sup>th</sup> anniversary of Adventism in Antigua in October 2018, we again collaborated with several government agencies to provide a grand Health Fair which offered a wide range of health screening and health education. (Photos)

The impact of our contributions on the health of the nation was acknowledged by the Prime Minister of Antigua and Barbuda, who publicly invited the Seventh-day Adventist Church to assist the government in reducing the incidence of non-communicable diseases. (Photo)

*Silvia Ham-Ying*  
Health Ministries Director



Do not neglect to do good and to share what you have, for such sacrifices are pleasing to God.

Hebrews 13:16 ESV

PASTOR ORVILLE JOSEPH



Sabbath  
School



Community  
Services



ADRA



Special  
Needs



# SABBATH SCHOOL DEPARTMENT REPORT

SABBATH SCHOOL is the heart of the church. When it beats at the right pressure the church is exciting, dynamic and growing. We are thankful that the Sabbath School continues to play an integral role in the life of our church over the reported period 2015 to 2018. The work of this ministry has been guided by its Theme, Motto, Mission and Statement of Mission.

## THEME

Teach, Touch, Transform

## MOTTO

Empowering Everyone Everyday

## MISSION

To transform our communities in Christ's name.

## MISSION STATEMENT

To provide resources and training for Sabbath School and involve members in active soul-winning service to God.

For this second quadrennial, the Sabbath School Department focused primarily on fulfilling the goals of Sabbath School by all the officers of the church and all the classes. Workshops were conducted providing training for over 1,000 members across all the islands of South Leeward Mission. Our strategic approach included all of the Sabbath School officers and sometimes entire congregations participating in training and demonstrations. There are five main goals of Sabbath School here in the South Leeward Mission - the four known globally; i.e. Study of the word, Outreach, Fellowship, World mission, and we have added Worship as a way to help Sabbath

school members focus more sharply on their personal devotional lives and on the need for community participation in their spiritual growth. Each of the five goals of Sabbath School was described and dramatized by attendees at these training sessions. Discussions were held as to the benefit of each goal for the individual and the class. As a result, many more leaders and members understood and saw how these goals could benefit our local congregations.

I applaud our Sabbath School superintendents, secretaries and teachers for their continued dedication to this ministry; also, faithful and dedicated care coordinators and class secretaries for ensuring that Sabbath School maintains its focus on meeting its main objectives. Through the efforts of our pastors and Sabbath School leaders, we were able to maintain the Sabbath School structure throughout all our churches. We continue to keep the focus on Sabbath School small groups/classes to ensure that teachers work with a designated and structured approach to reviewing the weekly lesson. We want to ensure that weekly members grasp the main focus of the lesson, that they are able to apply it to their lives and then, during the week, share or witness to

others of the impact of the study on their lives.

During this quadrennial, we asked Sabbath Schools to place greater emphasis on missions, especially during the Thirteenth Sabbath programme. This ensures that historical and geographical information is given, as well as ensuring that an aspect of the culture of the area benefiting from the offering is highlighted - perhaps dress, language or food, etc. There is also emphasis on telling the story instead of reading it. We want to ensure that our

I applaud our Sabbath School superintendents, secretaries and teachers for their continued dedication to this ministry

members maintain a strong, focused and positive outlook on world missions.

We have had the opportunity to conduct for the first time in the life of the South Leeward Mission a Sabbath School pinning service. This was conducted on the island of Montserrat. The only island so far to have had this unique experience. Over 92 pins were handed out in various categories - Sabbath

School superintendents, teachers and secretaries were pinned with a one-year pin (for years of service one-nine years) or a 10-year pin (for years of service 10 – 19 years) or a 20-year pin (for years of service of 20 years or more). Individuals who had given 40 years or more were presented with a special plaque for outstanding service to the ministry. This is a service of affirmation, inspiration and celebration of the commitment, dedication and sacrifice that our Sabbath School leaders continue to make in their local congregations. We hope that this can be done in all our Islands in the next quadrennial.

The reporting forms were placed on our SLM website. Reporting continues to be a significant challenge. It has been very inconsistent. This lack of proper reporting continues to plague our abilities to give accurate reports on our membership and the work that is being done for our Sabbath School.

## CONSERVATION

The Merriam-Webster Dictionary defines conservation as having “a careful preservation and protection of something.” Sabbath School is one of the best ways to carefully preserve and protect those we baptise. Over the past few years, studies conducted by our General Conference have shown that the most influential person for most members in the church is the Sabbath School teacher. This fact makes it clear that the key to conservation lies in Sabbath School or similar small groups. We continue to encourage all our Sabbath School classes to play an important role in nurturing our new converts, enabling them to grow into fully matured disciples of Christ. I challenge our pastors and lay leaders to see this ministry as critical to the success of our

church. I, therefore, express heartfelt appreciation to all those who have worked tirelessly in this ministry.

Teach, Touch,  
Transform





# COMMUNITY SERVICES DEPARTMENT REPORT

COMMUNITY SERVICES is alive and well in the islands that constitute the South Leeward Mission. We continue the development and motivation of the Community Services ministry and its leaders to become agents for change in their communities. It was our determined effort to build the skill sets of our community services leaders and members, so that the impact they have on their community can have transformational effect.

We are pleased to report that during the last quadrennial within our island territories, all of our districts have had very active Community Services departments. However, it was important for us to continue to provide more guidance and structure to this ministry since here were differing perspectives

and emphasis that were being placed by several congregations. It was, therefore, important for us to give clarity to what constitutes Community Services for SLM.

We sought to keep our leaders and members focused on our Theme, Motto, Mission and Mission Statement:

## **THEME**

Transform your community, touch one life...

## **MOTTO**

Changing lives begins with you.

## **MISSION**

To serve our communities in Christ's name.

## **MISSION STATEMENT**

The South Leeward Mission Adventist

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Community Services (SLMACs) exists to build up the Kingdom of God by showing sympathy to the needy in our community, meeting their needs and winning their confidence in Christ's name.

Each island possesses very passionate and creative leaders. The St. Kitts ACS Federation must be commended for actively and consistently pursuing outreach activities in the schools and hospitals on their island. They have built very good rapport with these national institutions. The Antigua Federation was able to host national Community Services fairs. Montserrat and Nevis have also been consistent in their ministries over each year.

We continue to encourage our leaders to build ministry around the six areas identified below. We are committed to continuing to provide training in these areas to ensure the delivery of competent ministry in these areas.

**Community Development** - Provides relief, educational and development services.

**Tutoring and Mentoring** - Encourages education and mentoring for disadvantaged children.

**Crisis Care** - Provides trained emotional and spiritual care givers.

**Disaster Response** -Participates in disaster preparedness, response, recovery and mitigation.

**Youth Empowered to Serve (YES)**- Encourages youth to begin a life of serving others.

**Elderly Care** - Provides education and services for seniors.

We were able to provide brochures for each of these areas of community services to educate our local congregations and promote Community Services in our communities.

We encouraged all our congregations and federations to apply these emphases as the main focus of their ministry, once they have assessed their needs.

## **TRAINING**

For this quadrennial, the focus of community services was on continuing the very intense Community Services Certification programme provided by the General Conference of SDA. Community Services has the most certification programmes of all the ministries of our church. This multiple weekend programme was conducted in St. Kitts and Nevis with over 200 persons participating. Though the programmes were not completed, the areas covered were very beneficial in helping congregations plan strategically

by evaluating and developing targeted plans to help meet the needs of their communities.

Each island continued to carry out their regular functions with feeding and back-to-school programmes, as well as health assistance, elderly care and many other ministries. As a result of their hard work, over 100 new persons were inducted into the Community Services ministries across SLM.

Community Services joined hands with Personal Ministries to ensure that our Harvest Ingathering campaigns were successful. As a result, from 2015 – 2018 over \$1.4 million were collected to help satisfy the needs of the communities around us.

The highlight for the period under review was the first ever South Leeward Mission Community Services Convention held in St. Kitts on 3-6 August, 2018.

We all converged at the royal St. Kitts Hotel for an event geared toward motivating, challenging and inspiring ACS leaders and to celebrate the impact their ministry has been having on communities all across the South Leeward Mission. We were thankful for the presence of the Caribbean Union Adventist Community Services Director, Pastor Ashton O'Neil, who delivered a very moving and powerful message "The

Eyesight of Jesus." Leaders were trained in four areas of Community Services Ministry. The first session which focused on Disaster Response and National Networking was facilitated by Mr. Livingston Pemberton, a representative from the Federation's National Emergency Management Agency (NEMA). The second session, centred on Elderly Care, was conducted by Mrs. Debbie Benjamin who highlighted another reality for the elderly. She discussed that many seniors suffer verbal, physical, and psychological abuse on a daily basis. The third was carried out by Pastor Amory Walker, who focused on Youth Empowered for Service (YES). YES, is a part of an important network of young people throughout SLM who develop their leadership skills in various ways. Our final area of training focused on First Aid and was conducted by Nathalie Fough. She covered the following areas: wounds and bleeding – how to apply pressure to the area, fractures, bandages and slings, burns, treatments, epilepsy fits, and recovery position.

We say thanks to sister Taryn Archibald, St. Kitts ACS Federation president and pastors Kay White, Carl Hastings and Otis Browne for their planning and support of this convention!

For the four years of our reporting period, we have struggled significantly to get

our churches to report. The minuscule amounts and irregularity with which these reports come in do not give us anything close to the true picture of the work done in our congregations. Reporting continues to be a major problem for our Mission.

The Community Services Ministry continues to work in a collaborative manner with ADRA. ADRA, as you are aware, responds to emergencies on a national level; that is, when 15,000 or more people are affected or a national disaster is declared.

Community Services continues to respond to individuals or families affected in localised communities, impacting individuals who have been met with economic challenges. When community services are made aware of these needs, they respond by bringing relief to those in need. During this quadrennial period, the mission was hit by Hurricane Irma. We saw the ACS leaders and members respond to the those affected. ACS members assisted with the packaging and repackaging of items for Barbuda and Dominica, respectively. Federation leaders and ACS members were seen sorting items to be

delivered to those in need.

When assistance was received from overseas, it was Community Services that ensured they were sorted and distributed. As a result, we were able to identify disasters as nationalised or localised. Localised disasters are those that affect less than 15,000 people. Hence, we are in the process of considering how to utilize the In gathering funds between nationalised and localised disasters. When a person loses his entire house, it is difficult to tell

Community Services continues to respond to individuals or families affected in localised communities, impacting individuals who have been met with economic challenges.

that person it is not a disaster, although it's only localised. However, Adventist Community Services continues to be compassionate to everyone and does its endeavour best to meet every need relative to available resources.

We give thanks to Almighty God for all of

His mercies during this quadrennial. We live in an area prone to natural and man-made emergencies and He has protected us. Even when we are unfortunately affected, He provide for us to ensure that we are taken care of. We thank our social partners, governments, businesses, and individuals who continue to contribute to the

work we do in ACS. Thanks to our churches and pastors who continue to support this ministry in the local congregations. Many thanks to ACS leaders and members

all across this Conference for your unselfish service and dedication. Let us continue to serve our community in the name of Jesus, our soon coming King.

Changing  
lives  
begins  
with you.



# ADRA DEPARTMENT REPORT

*ADVENTIST* Development & Relief Agency (ADRA).

In 2016, a tropical storm severely damaged our neighbouring island of Dominica. The South Leeward Mission (SLM) responded by donating over \$75,000 to ADRA Dominica's back to school programme. As a result, over 100 students were given school supplies and small tuition scholarships to assist with their education. Also, an SOS call to assist with rebuilding homes on Dominica was made and in response, a group of seven skilled workmen travelled from Nevis and Antigua, to construct new homes. SLM sponsored most of the expenses for the trip to the tune of \$21,000. Due to the group's great work ethic, it was deemed by Mrs. Prevost of ADRA Dominica, as the best work-group who came. Such

magnificent work caused her to request their assistance in 2017 and 2018 as well. The team was led by Anthony Nicholas, a very dedicated, caring and unassuming brother. They have named themselves "The Magnificent Seven."

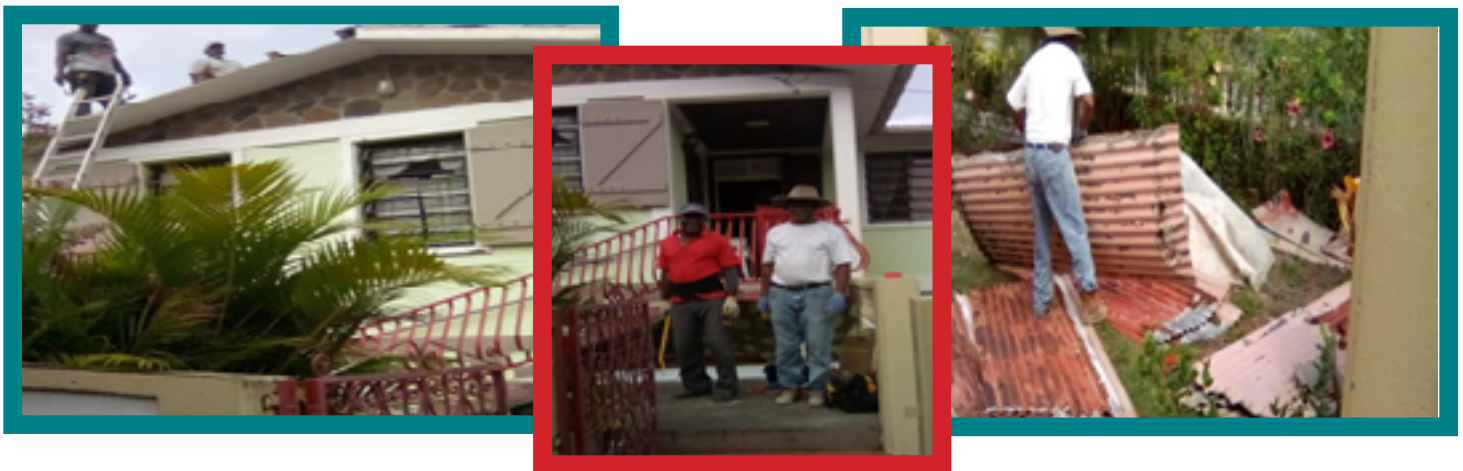
**BELOW ARE PHOTOS OF SOME OF THE PROJECTS UNDERTAKEN DURING THEIR STAY.**



**PROJECT AT LAGOON /PORTSMOUTH**



**REPLACING DAMAGED WINDOWS AT SALISBURY**



**REMOVAL AND REPLACEMENT OF GALVANIZE AT MORNE RACHETTE**



**MR. JNO BAPTISTE, AN ACCOMPLISHED CARPENTER UNABLE TO DO HIS REPAIRS, DUE TO FAILING HEALTH IS HAPPY FOR THE ASSISTANCE AND WAS ABLE TO PREPARE THE FASCIA BOARD IN ANTICIPATION OF THE HELP.**



## THE REPAIR OF A GARAGE AND PREPARED FORMWORK FOR A STEP IN ST. JOSEPH

Then in 2017, Hurricanes Irma and Maria totally devastated most of the islands of the North-Eastern Caribbean. Barbuda, Dominica and islands serviced by the North Caribbean Conference (NCC) suffered major damage. Again, SLM gave over \$25,000 to NCC to assist with its disaster recovery. For Dominica, boxes and barrels with food, clothing and toiletries were sent and every island in the SLM was mobilised to send supplies. Once again, Dominica also received workmanship help from SLM for their reconstruction project. These tangible supports for Dominica amounted to over \$70,000. To God be the Glory!

The devastation caused by Hurricane Irma, in particular, resulted in all the residents of our sister isle of Barbuda being evacuated to Antigua. They were housed in various shelters across island. As part of nation building, SLM opened the Gilberts campsite as a shelter where 35 persons

from Barbuda were housed, free of cost for 10 months. This was a shelter with a difference as air conditioning units were installed and a new refrigerator, washing machine and dryer were bought. The residents of Barbuda received widespread support as many persons in Antigua and around the world gave sacrificially and generously. Towards the end of 2018, the team of builders from Antigua assisted in the reconstruction of the Barbuda church building.

Through ADRA, the Caribbean Union Conference (CARU) and the Inter-American Division (IAD) also contributed to the relief efforts to the combined amount of \$80,000 in cash and a 20-foot container full of water and toiletries. The combined total in shelter use, reconstruction, cash, clothing and food amounted to approximately \$750,000. We say to God be the glory!





# SPECIAL NEEDS MINISTRIES REPORT

## **THEME**

"SAVING EVERY Soul"

## **MOTTO**

Every Life Matters to God.

## **TEXT**

... Go out quickly into the streets and lanes of the city, and bring in hither the poor, and the maimed, and the halt, and the blind (Luke 14:21)

## **VISION**

To see all special needs persons given equal rights and privileges in all our congregations and institutions and at all functions.

## **MISSION**

To ensure that all disabled persons among us are able to function effectively and

prepare for life in the earth made new

## **MANDATE**

The Special Needs Ministry does not stand alone. Rather, it supports every other ministry because people with special needs should be involved in every department in the church. This ministry should be viewed as an artery that carries life-giving blood to the entire church body.

The Special Needs Ministry was launched in the Caribbean Union at a retreat on 9-11 October, 2015. Each local field within the Union was asked to be represented at this first ever Special Needs Retreat at Camp Balanga, Trinidad. Three lay persons, along with the Special Needs Director Dr Wayne Knowles, were chosen to represent South Leeward Mission. One from the

Federation of St. Kitts and Nevis, One from Antigua and Barbuda, and one from Montserrat. These were persons who had experience or interest in the well-being and care of persons with special needs. The workshop was a tremendous success with the Inter-American Division special needs director giving support to the session.

In April, 2016, the South Leeward Mission (SLM) planned a retreat/consultation for our local field on the island of Montserrat. Two special guests, Regan Caliste and Ronald Greenaway, were invited to participate and present at this programme. At this event, guidelines were established for the Special Needs Ministry at SLM.

The Special Needs Ministry does not stand alone.



Go therefore and make disciples of all nations,  
baptizing them in the name of the Father and  
of the Son and of the Holy Spirit,  
Matthew 28:19 ESV

PASTOR MIGUEL VANDERHORST



IGLESIA ADVENTISTA®  
DEL SEPTIMO DIA

Hispanic  
Coordinator



# HISPANIC COORDINATOR'S REPORT

THE FOLLOWING report is presented in order to inform regarding the progress and current status of the Hispanic work.

## **Current and latent achievements in Hispanic congregations from 2016-2019**

There has been an increase in membership in the Steps to Christ Church and we now have an Adventurer Club and a Pathfinder Club. We hope in the near future to form a Master Guide Club and establish a Women's Ministries Department.

On St. Kitts we were able acquire transportation in the form of a minibus, and the Adventurers' Club now has some audiovisual equipment.

We praise God for the increase in

membership in Monserrat. The addition of the Adventurer and Pathfinder Club, audiovisual equipment, make for greater dynamism in cultural activities.

There is now a greater number of trained and equipped leaders.

During the last three and a half years, there has been an increase in the church's population (addition of new members) Evangelistic efforts have been conducted which have helped us achieve our goals.

## **ST. KITTS**

The composition of the Hispanic congregation on St. Kitts is as follows:

Population Type	Number	Age	Women %	Men %
Adults	14	30-70	80	20
Young Adults	2	18-30	0	100
Adolescents	5	12-17	20	80
Minors	8	05-12	87	13
Frequent Visitors	6	20-70		

### Positive elements that prevail today

- »—The local membership is willing to work and collaborate in each activity
- »—There is a representative female leadership
- »—There is a member of the congregation, with a good position in the state, and the influence of this individual has contributed to substantial benefits for the church.
- »—There is the desire to develop,
- »—There is need some means of transportation (bus in acceptable condition).
- »—Children’s Ministries is growing and the Adventurer Club is now attached to the church in Basseterre.

### PROPOSAL (FOR ST. KITTS AND NEVIS)

A Hispanic leader (Pastor, Layperson)

needs urgently needed to be hired, who can be at the head of the administration of that congregation. The lack of such a figure is manifested in the slight growth of this congregation at all levels.

Pastor Kay White, develops her ministry in a wonderful manner and makes every effort to collaborate with the congregation. However, the number of congregations that she manages, and the cultural and language barriers prevent the use of her full power as administrator to better associate with, and more readily respond to the needs of this special group. Definitely, the congregation should be considered as a special element within the entire SLM flock to experience a better growth.

I reiterate, that the presence of a local leader is required, who responds directly to the Hispanic coordinator and to the administration of the field. This individual must possess the vision of raising the

current status of the company to a higher level, and also be focused on the establishment of a Hispanic congregation in Nevis.

## MONTSERRAT

Population Type	Number	Age	Women	Men
Adults	8	30-70	75	25
Young Adults	1	18-30	0 %	100 %
Adolescents	10	12-17	70%	30 %
Minors	6	05-12	67%	33 %
Frequent Visitors-Adults	11	20-70		

The composition of the Hispanic congregation on Montserrat is as follows:

Migration continues and will continue to be a critical element for the future of our congregation.

During the recent activities carried out on the island, we received surprising and positive reaction from the Hispanic community with their large attendance during several nights in our church.

### Positive elements that prevail today

The Seventh-day Adventist Hispanic congregations now have the permanent and efficient service of Elder Morales for the benefit of transportation, assistance in immigration and civil matters of

various kinds. The adolescent and youth population in the Hispanic congregation is growing.

»—There is a church building with attractive facilities for activities and other programs for the development of the members.

»—Social activities have brought the Hispanic community closer to the congregation.

»—Strong support of the Hispanic community resulted in evangelization of many from the community who were aware of what they should do as they had never been before.

I am happy to inform you of the great

support received from Pastor Sherwin White. I want to highlight his kindness, his integration with the members, his courtesy and the guidance for the good of the Spanish congregation.

## ANTIGUA

The composition of the Hispanic congregation on Antigua, is as follows:

Population Type	Number	Age	Women (%)	Men (%)
<b>Adults</b>	46	30-70	63%	37%
<b>Young Adults</b>	2	18-30	100%	
<b>Adolescents</b>	14	12-17	65%	35%
<b>Minors</b>	15	05-12	67%	33%
<b>Frequent Visitors-Adults</b>	13	20-70	70%	30%
<b>Visitors Adolescents</b>	8	12-19		
<b>Visitors- Minors</b>	12	05-11		

We conducted excellent evangelistic campaigns which resulted in the growth of the congregation. Many souls have been baptized as a result of those efforts ((more than 40 during the last four years). These evangelistic efforts also catered to the spiritual strengthening of the congregation. Also as a collateral result, we saw the evangelization of more than 400 who received friendly and spiritual support from the Adventist community on this wonderful island.

### Positive elements that prevail today

- »—Establishment of Adventurers and Pathfinder Clubs.
- »—Training leadership programs
- »—Provision for growth by the leadership
- »—Increase in the minors and adolescent population
- »—Greater integration and attendance at church services and other events (Wednesdays, Fridays

and Saturdays, Small groups)

## PROJECTS

- »—Repair of physical plant
- »—Church of the new generation (A special service for the children on every Sabbath)
- »—Setting a new vision based on our fundamental beliefs and principles for the future of uprising generation of worshippers.

»—Training the future leadership. And let them becomes good stewards for the Lord our God.

»—Retaking and distributing our small groups around the various villages where the Spanish parishioners dwells.

## GRATITUDE

I freely express my sincere appreciation to the current administration and executive committee, for the great support given during the last three years.





And he said to them, "Go into all the world and  
proclaim the gospel to the whole creation.

Mark 16:15 ESV

DR. WAYNE KNOWLES



Executive  
Secretary



Personal  
Ministries



# PERSONAL MINISTRIES REPORT

MR. CHAIRMAN, delegates, invited guests, brothers and sisters, greetings in the name of our Lord and Saviour Jesus Christ. It is a profound privilege of mine to report to this session, the accomplishments of the past four years. The period under review began with the setting of strategic goals and objectives. The following report will describe what was achieved through these strategic goals.

## THEME

Witnessing to win our world

## MOTTO

“Win one more for Christ’s Kingdom”

## MISSION

To seek and to save the lost in Christ’s name.

## OUR METHOD

Delivering, developing and deploying people for the kingdom of God.

## MISSION STATEMENT

The Personal Ministries department exists to bring people into the Kingdom of God through various methods and means, and to provide resources and training for lay members and pastors to fulfill the final proclamation of the gospel of salvation in Christ.

## LORD TRANSFORM ME

Inter-American Division prepared a plan called *Lord Transform Me* (LTM) to help revive our churches from 2015. This initiative is a five-year plan which extends from 2015 to 2020. Its emphasis is on having Total Member Involvement in personal, spiritual transformation and

in passionately working for Christ. Lord Transform Me has five main areas of emphasis.

1. Transform and Live
2. Explore and Learn
3. Connect and Share
4. Proclaim and Reap
5. Conserve and Disciple

Within the South Leeward Mission, we took a discipleship approach to **Lord Transform Me** and sought to establish a format that followed Jesus' disciple making plan. We styled it **Every Member Transformation** (EMT). This plan shadowed the LTM with the five focus areas listed below:

1. Come and see
2. Come and follow
3. Come and Be With
4. Go and Bear Fruit
5. Go and Make Disciples

To help accomplish this LTM thrust, a handout was prepared by SLM Personal Ministries Department for all pastors to assist them in preparing their members to become transformed by the Lord. Lord Transform Me promotional cards were prepared for each member of SLM. As the then President (Pastor Desmond James) and his team of directors held conventions on each island, the basic tenets of Lord transform Me were

promoted and explained. This information was presented in 2015 and 2016 on each island to every member that attended these holy convocations.

## TRAINING

In her book, Testimonies to the Church, Vol 7, Ellen G. White (1871) states: "The greatest help that can be given our people is to teach them to work for God, and to depend on Him, not on the ministers" (p. 19). The Personal Ministries Department believes that helping each member to work for God is a divine imperative. Thus, the training and educating of the membership for service holds top priority.

In January of 2015, there was major lay evangelism training done across SLM as the General Conference Personal Ministries Director (Dr Jonathan Kuntaraf) came through the islands of Antigua, St. Kitts, and Nevis to launch the New Beginnings DVD Evangelism series. SLM received, free of cost, over 400 DVD places, over 200 sermon books, and over 150 DVDs from this initiative. These materials were distributed across the islands of SLM for our members to use in Evangelism. On each island, many members attended these meetings to receive training on how to use these evangelism tools.

It was also during the year 2015 that SLM established a three-year rotation

cycle for our evangelism emphasis. The first six months were dedicated to the annual evangelism emphasis. As we shall see below, the areas of emphasis are Lay crusades, Pastoral crusades, and then Zonal/Island-wide crusades. This evangelism approach was designed to give pastors and lay members the opportunity to plan their evangelism efforts long in advance. To date, this approach has proven to be very successful. It was in 2015 that a lay Bible Worker's certification tract was developed to train Bible workers to work in the pastoral crusades. The training was well attended but the implementation in the various zonal and island-wide crusades did not display the true potential of the initiative.

The year, 2016 was also a year of special lay evangelism focus across the Caribbean Union and our Mission. In an effort to fit many more men and women for service, the Caribbean Union Personal Ministries Director (Pastor Ashton O'neil) teamed up with the Evangelism Coordinator of the Caribbean Union (Pastor Claudius Morgan) to conduct Public and Personal Evangelism training on the islands of St. Kitts and Nevis. It was a short but very productive trip. Many lay members were taught the rudiments of preparing and presenting an evangelistic sermon and others learned how to use literature to witness and win souls. During this year,

over 12 lay members, took up the charge to preach in crusades across SLM. As a result, over 190 souls were baptized. To God be the glory!

The years 2017 and 2018 saw an increase in training on each island across SLM as we prepared our laity to work effectively in the Pastoral and Zonal crusades. Our lay leaders are the greatest assets that we have to carry forward the work. Again, workshops were held on each island to train our lay leaders in the rudiments of public evangelism and at the same time prepare them to lead lay public crusades. We give God thanks for the many persons who were used by God to carry forward this great work.

In 2018, seven major crusades were conducted on the four islands of SLM: four in Antigua (Zonal crusades), one in St. Kitts, one in Nevis and one in Montserrat (Island-wide crusades). St. Kitts and Nevis' crusades saw a record number of baptisms on each island for a single crusade event. We also had three evangelists that baptized over 100 souls: Pastor Sherwin White on Nevis, Pastor Claudius Morgan on St. Kitts and Pastor Carson Greene in Antigua. We say thanks to these gifted labourers and to God our Saviour.

Table 1 indicates the number of attendances at workshops and seminars

conducted by Personal Ministries over the past four years, 2015 to 2018.

**TABLE 1: EVANGELISM WORKSHOPS AND TRAINING FOR 2015 TO 2018**

Type of Evangelism	Years			
	2015	2016	2017	2018
Public Evangelism	393	145	214	350
Personal Evangelism	1105	16	185	145

### **SOUTH LEEWARD MISSION RESOURCE CENTRE**

In 2012, the South Leeward Mission Evangelism Institute (SLMEI) was established to train our lay members. There are seven areas of training and certification that have been done by the Institute. For the past quadrennium, the Evangelism Institute continues to provide resources for the training and development of the membership across our field. This is done both in electronic format, as can be seen on our website, and through the printed pages.

One of our strategic plans was to establish a resource centre for our lay members and pastors. This was established in 2013 with a contribution of \$30,000 by the SLM executive. This was used to purchase books, lessons, DVDs, and tracts for our members. A list of these resources was placed on a website and has been sent

to all our pastors and Personal Ministries leaders for purchases on an annual basis. Our intention is to supplement the ABC with resource materials that they are unable to stock and sell. Hence, members are able to have access to a wider variety of ministry materials. In 2018, over 2,000 evangelism books were distributed for free across the islands.

### **LAY CRUSADES AND BAPTISMS**

The Laity, empowered by the Holy Spirit, used their various gifts in the promulgation of the gospel of Jesus Christ during the period of reporting. The laity includes: Lay preachers, Lay Bible Instructors, Lay Instructors and other Lay workers comprising, adults and youths – both male and female. With the sword of the spirit in their hands, our lay members invaded the enemy’s territory by conducting over 12 evangelistic campaigns which realized 192 souls in

2016. These soldiers continued to work with many persons individually and in crusades as Bible Workers where many more souls were won to the Saviour. We shout, to God be the glory!

## **FIELD SCHOOL**

In an effort to develop evangelism skills among our lay members in 2018 and 2019, field schools were conducted on each island of SLM to help train lay leaders in various areas of evangelism such as Bible work, crusade planning and executions, and post evangelism conservation of the members. Over 300 persons attended these sessions.

## **BAPTISMAL STATISTICS**

The Seventh-day Adventist church in our parts of the world specializes in public evangelism. Hence, most of the baptisms reported are through this evangelistic approach. For each of the four years of our second quadrennium, we had a different public evangelism emphasis. In 2015, we had an emphasis on island-wide or zonal crusades for the first six months. Antigua had four zones that hosted individual crusades and the other islands participated in island-wide evangelistic crusades. Then, in 2016, SLM focused on lay evangelism, followed by pastoral crusades in 2017, and finally Zonal and island-wide crusades again in 2018. It is very apparent that the zonal and island-

wide crusades of 2015 and 2018 have proven to be more successful in baptisms as indicated in the table below. This three-year rotational cycle helps our pastors and lay-leaders to plan in advance for their annual public evangelism. It also ensures that there is sufficient time and space to develop our pastoral and lay evangelism human resources.

The four years under review brought 1,298 souls. This is an average of 324.5 souls per year. We give God thanks and praise for every soul that has entered into His kingdom. From the table below, it is clear that the highest baptismal figure of 440 was recorded in 2018 and the lowest was in 2016. The years when we emphasized the zonal/island-wide crusades have proven to be the most successful for soul-winning. It is also interesting to note that our baptisms in 2018 more than doubled those of 2016 – our lay emphasis year. These differences in baptismal outcome are deemed to be directly linked to the evangelism emphasis for each year. There is no doubt then that better trained, mobilized and involved laity is necessary to help improve our baptisms, especially in the years when we emphasise lay evangelism.

**TABLE 2: BAPTISM STATISTICS 2014 TO 2018**

Years	2015 (Zonal/ Island- wide)	2016 (Lay)	2017 (Pastoral)	2018 (Zonal/ Island- wide)	Totals
<b>Baptisms</b>	353	192	313	440	1,298

**FIGURE 1: BAPTISMS 2015 - 2018**

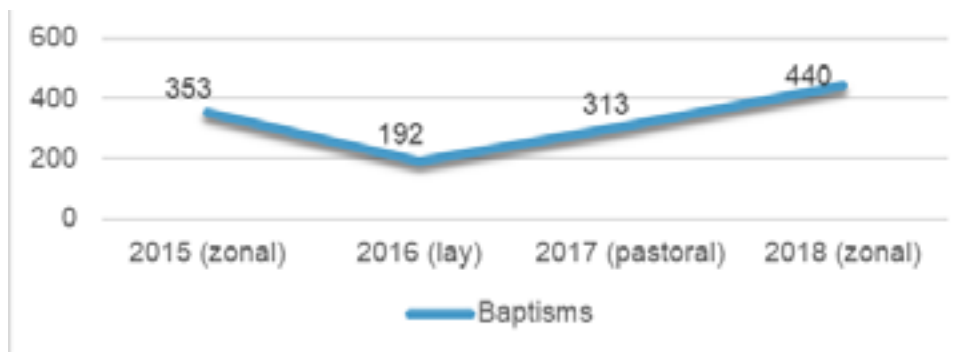


Figure 1: SLM Baptisms

The line chart shows baptisms for the years 2015 to 2018. It compares the results of the different evangelism emphasis for each of the past four years.

### **FINANCIAL INPUT TOWARDS BAPTISMS**

When we report on evangelism, it is important to assess the financial input towards each baptism. In 2016 (lay evangelism), 2017 (Pastoral evangelism) and 2018 (Zonal/island evangelism) the amounts contributed to evangelism got progressively higher. It is also wonderful

to report that the baptismal results have increased as well. However, of major significance, is the amount contributed by SLM towards each person's baptism. The numbers in Table 3 and Figure 2 below show that the zonal crusades with more baptisms and more financial input actually required less monies per person baptized. This meant that the zonal crusades proved to be more successful

when we consider finances and baptismal numbers only. Fortunately, SLM's leadership has been focusing strongly on lay member development. We are firmly of the view that with a better prepared

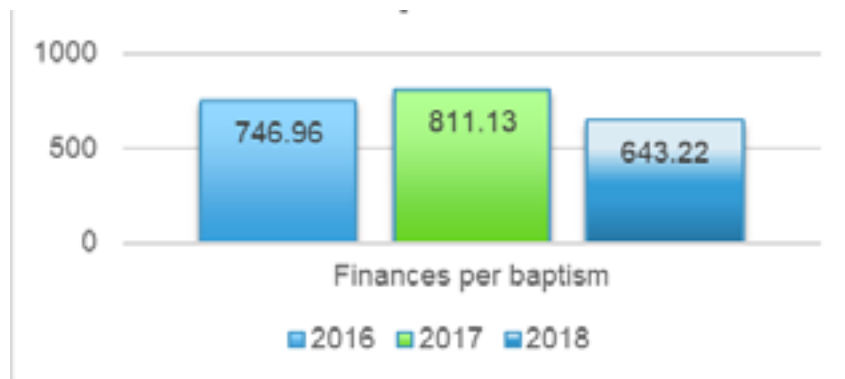
and utilized laity, the lay emphasis year can be more productive than any of the other years. This gives us a truer picture of how important and relevant the tenets of **Total Member Involvement** really are.

**TABLE 3: FINANCIAL INPUT TOWARDS BAPTISMS FOR SLM FROM 2016-2018**

Areas	2016 (Lay Crusades)	2017 (Pastoral Crusades)	2017 (Zonal Crusades)	TOTALS
<b>Baptisms</b>	192	313	440	945
<b>Finances</b>	\$143,412.34	\$253,884.64	\$283,018.22	\$680,315.20
<b>Finances per Baptism</b>	<b>\$746.94</b>	<b>\$811.13</b>	<b>\$643.22</b>	<b>\$717.90</b>

**FIGURE 2: ANNUAL FINANCES PER BAPTISM**

The columns show financial input towards baptisms for SLM from 2016-2018.





Over the past quadrennium, each church contributed to the total number of baptisms of SLM. Table 4 below shows ten (10) churches with the highest baptisms and their average yearly baptismal increases while Table 5 shows ten (10) churches with the lowest baptisms and lowest yearly rates. It is important to note that the Tindall SDA church, Antigua, had the highest number of baptisms with an

average of 22.5 persons baptized a year. This is approximately two baptisms per month. On the other hand, the New Life SDA Church (company in Montserrat) has the lowest number baptisms per year – two (2) baptisms. The Bolans SDA church (Antigua) has the lowest number of baptisms over the four-year period among established SDA churches. Bolans had an average of one baptism per year.

**TABLE 4: CHURCHES WITH HIGHEST NUMBER OF BAPTISMS FROM 2015-2018**

	<b>Churches</b>	<b>Baptisms</b>	<b>Average/Year</b>
<b>1</b>	<b>Tindall</b>	90	22.5
<b>2</b>	<b>Basseterre</b>	77	19.25
<b>3</b>	<b>All Saints</b>	62	15.5
<b>4</b>	<b>Parham</b>	53	13.25
<b>5</b>	<b>Cayon</b>	52	13
<b>6</b>	<b>Seaglans</b>	49	12.25
<b>7</b>	<b>Villa</b>	48	12
<b>8</b>	<b>(Faith in Emmanuel)</b>	46	11.5
<b>9</b>	<b>Clare Hall</b>	46	11.5
<b>10</b>	<b>New Bethel</b>	43	10.75

**TABLE 5: CHURCHES WITH LOWEST NUMBER OF BAPTISMS FOR 2015-2018**

	<b>Churches</b>	<b>Baptisms</b>	<b>Average/ Year</b>
<b>1</b>	<b>New life</b>	2	0.5
<b>2</b>	<b>Bolans</b>	4	1
<b>3</b>	<b>Freetown</b>	5	1.25
<b>4</b>	<b>Willikies</b>	6	1.5
<b>5</b>	<b>Cedar Grove</b>	7	1.75
<b>6</b>	<b>Pares</b>	8	2.0
<b>7</b>	<b>New Field</b>	8	2.0
<b>8</b>	<b>Sandy Point</b>	9	2.25
<b>9</b>	<b>Bethesda</b>	9	2.25
<b>10</b>	<b>Old Road (SKN), Joyful Way</b>	11	2.75

**LAY RALLIES**

One of the most dynamic and motivational events for the laity is the Lay Rally. St. Kitts has been the only island that has consistently held Lay Rallies during this quadrennium. God is using these spirit-filled events to showcase and encourage His children to be active in His cause. The Lay Rallies in St. Kitts are exceptionally organized and executed as all the congregations on the island, including the Spanish congregation, gave their dramatized reports with vigour and enthusiasm.

**FESTIVAL OF THE LAITY**

In 2018, a contingent of 27 persons from SLM attended the Festival of the Laity and Missions Retreat in Trinidad. It was truly a blessing to have participated in this activity and to recognise how God has been using the church in this part of the vineyard to carry forward the gospel. At these meetings, we also had several training sessions done for evangelism and our lay members left Trinidad more equipped to carry forward the gospel. As a result of this Festival, the brethren from St. Kitts took the information and as a team,

trained many of the lay persons in St. Kitts in personal and public evangelism. This is the spirit and model that we would love to see across SLM. *A few pictures of the festival of the laity are placed at the end of this report.*

## **SMALL GROUPS**

We believe that small groups are one of the best methods established in the Bible to make mature disciples. They are excellent for fellowship, nurture and evangelism. For some people it's the closest family they will have. Hence, we encourage people to call their small groups, "Small Groups Family". In SLM, our Sabbath School Classes are called Sabbath School Small groups (SSSG). These are the closest we have to wholistic small groups. Unfortunately, many congregations are yet to embrace and implement the small group ministry in a productive way. **A small group handbook** was prepared by the SLM Personal Ministries Director to assist the churches with their small group ministry. All the pastors received a copy.

## **HARVEST INGATHERING CAMPAIGNS**

During the period under review, our Father in heaven continued to remind us of His faithfulness. "Man's extremities are God's opportunities." In spite of the economic slowdown across our island territories, God's obedient children in the spirit of

Nehemiah, went out in boldness. Table 2 below shows quite clearly what was achieved in Ingathering Campaigns for the quadrennium. With so many disasters happening among us, I challenge every delegate to go back to their churches and be the catalyst to engender greater participation in this programme ordained by God Himself, and to assist in the spreading of the Gospel into all the world. Eternity will reveal the number of souls saved in the Kingdom through the Harvest Ingathering Evangelism plan. We give God the praise.

We have encouraged all churches not to use the monies collected to supplement their budgets but to use these funds only for their intended purpose. It is incumbent on every board member to ensure that such funds are not merely placed on a bank account but be a part of a workable short-term plan. We also encourage every congregation to utilize all the Ingathering funds they collect annually and to send in a report to SLM annually. This should aid with accountability and transparency. Anything outside of these parameters will be considered as functioning outside of the intention of the Harvest Ingathering Campaign.

During the Period under review, our churches have worked exceptionally well. We passed the million-dollar mark. Our hard-working members collected a total

of \$1,444,153.00. To God be the glory. This is an average of \$361, 038.25 per year. This was through the creative efforts of many of our members. We have sister Myrtle Bailey with her locally made pans placed in many business places in St.

Kitts and the Montserrat choral-singing groups that walk from house to house day after day. We give God thanks for our Brethren in Montserrat who continue to be our most successful island with their Ingathering campaigns.

**TABLE 6: INGATHERING TOTALS FROM 2015-2018**

Year	2015	2016	2017	2018	Totals
<b>Finances</b>	\$289,922.00	376,097.00	385,032.00	392,102.00	1,444,153

**GRATITUDE**

I take this opportunity to thank all our church members who worked hard to build relationships and partner with many in our communities to win souls for Christ and to raise the necessary funds to help those who are less fortunate. My administration, other directors and pastors whom I have partnered with over the years also deserve high commendations. For various reasons, I have had to work with three different secretarial staff at different times over the past four years. I take this opportunity to thank Mrs. Shanya Smith, Mrs. Cindy Greenaway and Mrs. Nickeitha Walker for the good work they have done

for this very important ministry. May God continue to bless our collective efforts.

My family has been a source of strength for me over the years. My lovely wife, Rhonda, has had to carry the parental burden when I am away on workshops. My queen, your labour of love and partnership in ministry have not gone unnoticed. That’s why I was the least travelled director for this quadrennium.

Finally, I give God thanks and praise for His guiding and His keeping love. He has given me much more than I deserve. To God be all of the praise and the glory!

**HERE ARE SOME  
PICTURES OF SOME  
OF THE ACTIVITIES  
OVER THE PAST  
FOUR YEARS:**



**Montserrat Lay  
Training**



**Dr. Kuntaref of the  
General Conference**

**St. Kitts  
workshops**



**Pastor Ashton Oneil,  
Caribbean Union  
conference**

**DVD distributed  
on Nevis**



**Dr. Knowles in  
Nevis**

**Zonal Crusade  
Preachers for Antigua**



*continue...* **Zonal Crusade  
Preachers for Antigua**

**Barbuda continues  
to rebuild even after  
the storm!**



**Evangelist Morgan  
in St. Kitts**

**Power in the Blood  
with Pastor Sherwin  
White in Nevis**



**Lay Preacher's  
workshop in Nevis  
& Antigua**





**Lay Preacher's workshop  
in Nevis/Antigua**

**Lay Preachers –  
ready to preach!**



**Pastors assisting  
with workshops**

**Evangelism Training  
session**



*continue...* **Evangelism Training session**



**Festival of the Laity**

## LAY Rally – St. Kitts



### Reference

White, E. G. (1871). *The Testimonies to the church: No. 1-*. Battle Creek, MI: Steam Press.



As each has received a gift, use it to serve one another, as good stewards of God's varied grace:  
1 Peter 4:10 ESV

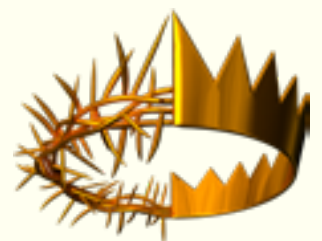
DR. CARSON GREENE



President



Religious  
Liberty Association



Stewardship  
Department



# RELIGIOUS LIBERTY DEPARTMENT REPORT

**I**NTER-AMERICAN DIVISION (IAD) officials, Union Administrators, Field Leaders, Delegates, guests, greetings to you all on this the first session of the South Leeward Conference of Seventh-day Adventists. The following report provides a summary of the work of the Religious Liberty Department for the period April 2015 to April 2019.

The Religious Liberty Department exists for the purpose of providing awareness, education and intervention to members of the Seventh-day Adventist Community and the general public in matters relating to religious liberty. For the major part of the review period, Pastor Desmond James served as Director until his departure to North Caribbean Conference in August of 2017. Commendations to Pastor James for laying the foundation and

for championing the cause of religious liberty in the South Leeward Mission (SLM). During this time, much emphasis was placed on establishing local leaders at the church level. Pastor James was also instrumental in mobilising local leaders to attend the various conventions and Public Affairs and Religious Liberty (PARL) conferences organised by the Caribbean Union. These serve as a source of education and awareness.

## **RELIGIOUS LIBERTY CHALLENGES AND RESPONSES**

Perhaps the most significant religious liberty issue affecting the church in the South Leeward Mission concerns freedom of worship. This becomes especially significant when persons make decisions for Jesus to become Seventh-day Adventists. In many instances, their

workplaces fail to accommodate the change and argue that such persons are in violation of their contractual agreement. Constitutionally, there is freedom of worship in the South Leeward territory; but in such cases where persons had a signed contract stating that they agreed to work on Saturdays, it becomes difficult to resolve that issue.

The Religious Liberty Department adopts the method of engagement and mediation. Through these means, we have been able to resolve several cases involving Sabbath work issues.

Another area of challenge that has surfaced in recent times is Sabbath Classes and exams. This has taken on several forms mainly with the medical schools in the area. The department has had to seek Government and legal intervention to allow Seventh-day Adventist students the privilege of having exams on days other than Saturdays. In recent times, immigration visits have been scheduled for Saturdays. Fortunately, the department has been able to work with immigration officials under God's guidance to resolve such issues.

There have been some wonderful success stories too. In one case, after counsel and guidance from the Religious Liberty Department, a Seventh-day Adventist worker relied on God and mediation;

and as a result, the institution chose to close on Saturdays as a result of this one worker's desire to keep the Sabbath. It was the first time in over twenty plus years that the institution was closing on Saturdays.

Religious Liberty relates to more than just issues regarding worship. There are subtle areas such as a person's right to services. For many years, the people on Antigua and Barbuda were denied the right to have their weddings done by a Minister of the Gospel if the wedding was not in a church building. For example, if a couple wanted to get married on the beach or in a garden, the wedding had to be done by a justice of the peace. While the matter has not been completely resolved, representation has been made, and we have been able to get several Seventh-day Adventist Ministers appointed as JPs. Consequently members can now have the services of the pastor to conduct their weddings whether or not the wedding is in or outside of the church. This is an example of the church being an advocate for justice.

## **OTHER ACCOMPLISHMENTS:**

### **LAWYERS' ASSOCIATION**

In a significant number of cases, religious liberty matters can easily take on legal ramifications. This is particularly so because

Religious Liberty is a constitutional right. As such, the department sees wisdom in having strong legal counsel and guidance. The Religious Liberty Department has therefore undertaken to develop an Adventist Lawyers association

which can act as a think-tank or resource base for counsel and guidance. The first association was formed in St Kitts/Nevis in January 2018. The second association in Antigua is in process.



**Lawyers on St Kitts/Nevis at the formation of the Lawyers Association**

## **EDUCATION**

Seventh-day Adventists sometimes make bad decisions regarding work issues because of lack of knowledge. For this reason, the department is focused on providing the membership with education. Religious Liberty leaders at the local church level are therefore being

trained to provide information to their respective congregations. This initiative is a recent development and will likely be given more emphasis in the future.

In January 2019, a Religious Liberty Symposium was held at the New Bethel Seventh-day Adventist Church in Antigua in association with the Stewardship

and Treasury Departments. Dr James Daniel, Director of Public Affairs and Religious Liberty for the Inter-American Division, Pastor/Attorney Anthony Hall from the Caribbean Union, and Attorney

Kelvin John from Antigua, all presented meaningful educational principles on various aspects of religious liberty that served to empower local leaders.



**Attorney Kelvin John presenting at the Religious Liberty Symposium in Antigua**



**Pastor/Attorney Anthony Hall preparing to address the participants at the Religious Liberty Symposium in Antigua**



## **FUTURE**

The Seventh-day Adventist Church is ever mindful of the fact that prophetically, religious liberty issues will be a major player in last-day events. It is already clear from certain global developments that the church will be challenged. Gay rights and the redefinition of marriage are just some of the issues that are already impacting the church elsewhere. It is only a matter of time before such issues become significant players in our territory. As such, the department must, of necessity, engage members in discussion and education regarding appropriate responses to some of the challenges that such issues will bring.

Another area of focus for religious liberty in the future relates to the changing landscape of the South Leeward territory. Over recent times, the territory has become increasingly multi-ethnic. This trend also means that the region will also become multi-religious. How to operate in a pluralistic society and defend the rights of persons who hold different religious views is an area that the average church member is not comfortable with. The department has already begun to address this, but greater emphasis will have to be placed on it in the immediate future. There are really two issues at stake here. One is that of creating a balance between aggressively calling persons to

the truth and at the same time, defending them for choosing to practice their religious convictions freely. The other is the issue of tolerance and appreciation of differences.

## **GRATITUDE**

The last year and a half as Religious Liberty Director would not have been possible without the blessings and help of God. He is indeed awesome.

Mention was already made of Pastor James, my predecessor, for the early work he did in the department. Special thanks also to my Administrative Assistant, Mrs Sydanny David. Sis David, who served under Pastor James, served as an important bridge for me. Her attention to detail and her self-sacrificing spirit is greatly appreciated.

To the many Religious Liberty Leaders in the local congregations and the various attorneys who provided assistance, I say a heart-felt thank you. Thanks to the immigration personnel and Labour Department officials and government for your kind assistance. My fellow Administrators, directors and staff at the office have all played an important part in the success of the department. The pastors on the field serve as the point guard. In many instances, you provide that important link between the department

and the local congregation. Thank you so much for your efforts.

A very special thank you to my dear wife. She has had to put up with my long absences, lonely nights and frequent delays or even postponement of family activities for the sake of ministry. You are a true ministry partner.

It was a privilege to serve. God's blessings and guidance as we forge ahead in the future!

*Carson Greene*

# Religious Liberty



# STEWARDSHIP DEPARTMENT'S REPORT

**I** N T E R - A M E R I C A N  
D I V I S I O N      Officials,      Union  
Administrators,      Field      Presidents,  
delegates, guests, I am pleased to  
present the report for the Stewardship  
Department for the period April 2015 to  
April 2019. Over the period under review,  
Pastor Charles Heskey provided leadership  
to the department up to his retirement in  
December 2017. High commendations  
are extended to him for his leadership.  
The first part of the report, 2015 – 2017,  
is contributed by Pastor Heskey with the  
remaining portion done by your humble  
servant.

## **2015 – 2017**

The following Bible passage, quotations  
and theme provided the foundation  
for the continued forward thrust of the  
stewardship ministry in the mission.

## **TEXT**

Know ye that the LORD he [is] God: [it  
is] he [that] hath made us, and not we  
ourselves; [we are] his people, and the  
sheep of his pasture. 4. Enter into his  
gates with thanksgiving, [and] into his  
courts with praise: be thankful unto him,  
[and] bless his name. 5. For the LORD  
[is] good; his mercy [is] everlasting; and  
his truth [endureth] to all generations.  
(Psalms 100:3-5).

## **QUOTATIONS**

*There are those who abound in  
professions of great love for the truth,  
and, so far as words are concerned,  
have an interest to see the truth  
advance, but who do nothing for its  
advancement. The faith of such is dead,  
not being made perfect by works. The  
Lord never made such a mistake as to  
convert a soul and leave it under the*

*power of covetousness. (Testimony vol. 3, p. 392).*

*The light of the gospel shining from the cross of Christ rebukes selfishness, and encourages liberality and benevolence. It should not be a lamented fact that there are increasing calls to give. God in His providence is calling His people out from their limited sphere of action, to enter upon greater enterprises. Unlimited effort is demanded at this time when moral darkness is covering the world. Many of God's people are in danger of being ensnared by worldliness and covetousness. They should understand that it is His mercy that multiplies the demands for their means. Objects that call benevolence into action must be placed before them, or they cannot pattern after the character of the great Exemplar. (Counsel on Stewardship, p. 14).*

## THEME

Transformed by Christ, sharing our faith and supporting His Kingdom.

## STRATEGIC GOALS

1. Engage members in understanding their responsibilities to God for their resources.
2. Assist Church Boards to create stewardship strategic goals.
3. Provide training and resources

for leaders.

4. Encourage leaders to take responsibility for the offertory service.
5. Increase the tithe income of the Mission by \$250,000 and the development fund by \$75,000 each year.

## STEWARDSHIP CONVENTION

A stewardship convention is a seminar that is conducted engaging all members either in a single church setting, district or island wide. Eleven districts were impacted by the conventions with thirty churches participating. These were conducted in St. Kitts, Nevis and Antigua. Dr. Gangalal Samlalsingh, Stewardship Director for Caribbean Union, must be commended for his visit and contribution to the convention in Nevis and the empowerment workshop for stewardship leaders in Nevis and St. Kitts.



## Island wide stewardship convention in Nevis

## STEWARDSHIP STRATEGIC GOALS

Using the baptismal vows and the general objectives of the stewardship ministry, church boards were tasked with the opportunity to develop stewardship strategic goals for their churches. Seventeen Churches in St. Kitts, Nevis and Antigua participated. The following were the parameters to guide the final plan.

1. Developing a spiritually mature church membership.
2. Implementing a holistic ministry plan.
3. Funding God's mission for the Church.
4. Accomplishing God's mission for His church.
5. Making disciples of Christ.



### Church boards in Nevis engaged in planning stewardship strategic goals



### Church boards in Antigua engaged in planning stewardship strategic goals

## RESOURCES

For stewardship leaders to be effective in their effort to plan for the education and encouragement of the brethren, and conduct the offertory service, they must be equipped. With these goals, forty-five flash drives with stewardship materials and twenty sermons were distributed to pastors for stewardship leaders.



### Dr. Samlalsingh in workshop with stewardship leaders in St. Kitts



### 2018 TO APRIL 2019

After the retirement of Pastor Heskey, the Executive Committee assigned the running of the Stewardship Ministry to the Presidency. Building on the foundation already well laid by Pastor Heskey, we set about to create a comprehensive strategic plan for the department at the Mission level. The plan was built on the fact that the department's purpose was to help members understand their stewardship responsibility towards God and to assist them in the fulfillment of the same.

**Below are the stated Mission, Vision, Motto and Objectives:**

### MISSION

The Mission of the Stewardship Department of the South Leeward Mission is to provide education, training and resources to the people of the South Leeward Mission with the aim of making good stewards for Jesus.

## VISION

To become an efficient resource and training center providing high quality training resources which will efficiently service the congregational needs of the constituency of SLM.

## MOTTO

Living In Partnership With Jesus

## OBJECTIVES

(Strategies not Given Here—Please see stewardship page at [www.slmadventist.org](http://www.slmadventist.org) for details)

1. To provide online resource to stewardship secretaries and members in general which will aid in the understanding and practice of stewardship principles
2. To develop an intentional Youth Stewardship Education program aimed at creating/producing youths who understand and practice the principles of Christian Stewardship.
3. To Provide Stewardship Education to the Children with the aim of helping them to grow in partnership with God.
4. To provide spiritual gifts education for all our members with the aim of helping them to identify and utilise their gifts and abilities in the service of Christ

5. To have each church establish a database of spiritual gifts of the members that can aid in the church election process
6. To engender increased participation in the faithful returning of tithes and offerings in the local congregations
7. To create an increased awareness of the importance of Trust Services and Planned Giving across the Mission

The rest of the report will focus on the degree to which the above objectives have been realised and the impact of the same on the membership and mission of the church.

***To provide online resource to stewardship secretaries and members in general which will aid in the understanding and practice of stewardship principles.***

In addition to the resources that Pastor Heskey made available to the Stewardship leaders at the local church level, there are now a number of resources, including PowerPoint presentations, on a wide variety of stewardship topics. These are available on the stewardship page of our website which is a work in progress as it is continually updated.

### Stewardship Department



Pastor Carson Greene,  
Director of Stewardship

#### Downloads:

#### Stewardship Resources:

- [Biblical Principles Of Generosity In Daily Living \(94 KIB\)](#)
- [Biblical Stewardship Foundations \(11.6 MB\)](#)
- [Budgetary Control At The Local Church \(827 KIB\)](#)
- [Church Budget Basics \(102 KIB\)](#)
- [CHURCH MEMBER FINANCING \(37.7 MB\)](#)
- [Discovering Spiritual Gifts \(320 KIB\)](#)
- [FAMILY FINANCE SEMINAR \(265 KIB\)](#)

***To develop an intentional Youth Stewardship Education program aimed at creating/producing youths who understand and practice the principles of Christian Stewardship.***

The Stewardship Department has developed a Youth Stewardship Program called "IConnect." The logo was developed by Craig and Keno David from the island of Nevis:



The I-Connect program challenges youths to live in partnership with God and has three components. Youths are encouraged to connect with:

1. God, through prayer, study and meditation,
2. God's people (the church) through worship and fellowship
3. Community through service.

The program was launched in St Kitts, Nevis and Montserrat. It has, however, not been fully operational. The plan is to make it fully operational by mid 2019 by which time, it should be launched in Antigua.

***To Provide Stewardship Education to the Children with the aim of helping them to grow in partnership with God.***

The children's stewardship education program, which is to be done in partnership with the Children Ministry department, has not yet been launched. The plan is to provide a child-friendly curriculum that will expose children to stewardship principles.

***To provide spiritual gifts education for all our members with the aim of helping them to identify and utilize their gifts and abilities in the service of Christ***

The department has developed a spiritual gifts seminar and has conducted training



seminars for all Pastors in the use of the resource. PowerPoint, work sheets and assessment tools were given to all pastors during 2018.

***To have each church establish a database of spiritual gifts of the members that can aid in the church election process***

In the training seminar referenced above with the pastors, one component dealt with spiritual gifts and the church election process. The department has developed an index of gifts for church office and has made it available to all pastors. The expectation is that the pastors will use the available resource to work towards developing the spiritual gifts profile for the respective congregations and to utilise the same in the church election process.

***To engender increased participation in the faithful retuning of tithes and offerings in the local congregations***

In addition to the various training sessions and workshops conducted both by Pastor Heskey and in 2018 by the director, the department has organised a series of seminars for Stewardship Leaders, Pastors and Treasurers on the process of stewardship education delivery to the members to be conducted throughout 2019. In January 2019, the Inter-American Division Associate Stewardship Director,

the Union Treasurer, and the Union Stewardship Director were present on Antigua for one such workshop where they joined with local Administrators and others in providing training to local stewardship secretaries.

Thus far, it is evident that the education emphasis has produced fruit. The Mission has recorded an increase in tithe income every year for the period under review. The following table gives the gross tithe income over the period:

Year	Tithe
2015	9,431,290
2016	9,472,752
2017	10,005,877
2018	10,275,598

This means that the income has increased by 844, 308 or 8.95%. To God be the glory!



**Sis Janice Hodge presenting at the Stewardship Symposium**

**To create an increased awareness of the importance of Trust Services and Planned Giving across the Mission**

The strategic outline had this objective as one that would be emphasized during 2019. At the symposium conducted in Antigua in January 2019, Attorney Kelvin John and Pastor/Attorney Anthony Hall as well as Dr. James Daniel who serves as Trust Services Director at the Inter American Division, all presented on this important subject.

The information was well received, and it is anticipated that the various Stewardship Secretaries will in turn organise seminars in their local congregations. Another such Symposium is planned for St Kitts/Nevis in the latter part of 2019.

**PROJECTIONS**

As we move forward, the need for continued stewardship education will

continue to be a priority. As a community, we keep adding members, and we also need to keep reminding older members of the need to be faithful in the various areas of their stewardship responsibility. As indicated above, the strategic plan

calls for specific emphasis in the areas of Children, Youth and Trust Services and Planned Giving. The aim is for all members to live in partnership with Jesus.



**Participants at the Stewardship Symposium in January 2019**

**GRATITUDE**

Stewardship touches every aspect of the Christian's life. In a sense, it touches every aspect of church life. It concerns

our service, our worship, our giving, our relationships in and out the church and our conduct. As such, it is important that the department is managed in an effective way. The director would find it difficult to do this great task alone. It is therefore in order to express gratitude to all those who have worked to make

the department effective in carrying out its mandate. Thanks to Pastor Charles Heskey who, for three years, carried the mantle. Thanks also to Mrs Cindy Greenaway who served as secretary to the Stewardship Department for a part of the time. Mrs Sydanny David, my Administrative Assistant, has demonstrated a consistent willingness go the extra mile. Sincere thanks to you! To all the Stewardship secretaries and pastors of the local congregations across the mission, thanks for you service of love. My fellow administrators have given strong support to the ministry. Your encouragement and assistance have been greatly appreciated. Thanks to all the directors and the staff at the office. You played a significant part creating a positive working environment. Thanks to all the members in all of our

various congregations. It was indeed a pleasure to have been able to serve you.

A special thanks to my Darling Wife! Our children are away from home now, and many times the hectic schedule means

Stewardship touches every aspect of the Christian's life.

that you are left to endure cold and lonely nights with only the presence of Jesus. Your uncompromising support has made working for God all the more easier. Sincere appreciation for your understanding, sacrifice, support and love. Finally, thanks to God for seeing it fit to call me to a life of service.

Transformed by Christ, sharing our faith and supporting His Kingdom.



# **END OF REPORTS**

# SLC SESSION COMMITTEES

## PROGRAM

### Administration - Chair

Kay White  
Donna White

## HOUSING/TRAVEL

### Sydanny David - Chair

Nickeitha Walker  
Thalia Adams  
Shanya Smith

## TRANSPORTATION

### Frederick Alfred - Chair

Velloy Samuel  
Vernon Frederick  
Ken Armstrong  
George Baptiste

## FINANCE

### Krista Moore - Chair

Angeli Nicholas  
Vaughn Joseph  
Morrice Tyrell

## PROTOCOL/USHER

### Janice Michael - Chair

Emma Carlisle  
Arlene Parker  
Barbara Belle

## FOOD/CATERING

### Sonia Smith - Chair

Daphne Nicholas  
Desmond McMaster  
Eulalie Semper  
Sonia Warner  
Magnola Parker  
Verlyn Miller  
Sharon Browne  
Dawn Gerald (Simon)

## MUSIC

### Mrs. Idona George - Chair

Adrian Bass  
Renee Smith  
Holford Brown  
Clyde Richardson – St Kitts

## DECORATION

### Michelle Greene - Chair

Clara Jarvis  
Sherry-Ann Henry  
Annette Joseph

## PHOTOGRAPHY

Joseph Jones

## PRAYER

### Candida Etinoff – St Johns - Chair

Charles Heskey  
Roma Roberts  
Marva Tyrell  
Pastor Doyle

## TECH./ AUDIO-VISUAL

### Leon Forde - Chair

Necole Caleb  
George Long  
Ric Nicholas  
Craig David  
Irving Pinney Jr.  
Gordon Greenaway  
Velloy Samuel

## RESOL. OF GRATITUDE

### Cheryl Morris - Chair

Vivian Nicholas  
Robert Nicholas  
Yvette Blanchette

## EDITORIAL

### Desryn Collins - Chair

Sydanny David  
Cindy Greenaway  
Assata Roberts  
Bertrand Joseph  
Ruth Browne  
Michelle George

## FIRST AID/HEALTH

### Silvia Ham-Ying - Chair

Sybil Knowles-Smith  
Sigorney Corbin  
Monica Stephens  
Calvin Daley

## REGISTRATION

### Nickeitha Walker - Chair

Cindy Greenaway  
Shanya Smith  
Latoya Pelle  
Shereen Braithwaite  
Irisdean Rhodes  
Julia Joseph  
Kemroy Haywood

## PARKING

### Relton Braithwaite & Company - Chair

Keithlyn Rhodes

## LOGISTICS/ TENT

### Steve Watson - Chair

Andrew Gardner  
Morvin Bango

# OFFICE WORKERS



**DIRECTORS**

**STAFF**



# OFFICE WORKERS & OFFICE



**ADMINISTRATORS**

**SLC OFFICE BUILDING**



# OUR NEW LEADERS: 2019-2023

**NOTES**

**POSITION**

**LEADER**



# NOTES

# NOTES





*... I press toward the mark for the prize...*

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Philippians 3:12-14