



Seventh-day
Adventist Church
CARIBBEAN UNION CONFERENCE



COMMITTED TO DISCIPLESHIP *Compelled BY Love*

18TH SESSION REPORT

CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS



WEDNESDAY

SATURDAY

22-25

JULY
2026



UNIVERSITY OF THE SOUTHERN
CARIBBEAN, AUDITORIUM

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CARU

WHO WE ARE

MISSION STATEMENT

To prepare the people of the region for the glorious second advent of Jesus through the proclamation of the everlasting gospel and to make loving, obedient disciples of Jesus Christ, who, having experienced His transforming grace, will go forth under the power of the Holy Spirit to share joyfully with others the good news of salvation.

VISION STATEMENT

Our vision sees a united, praying, consecrated force of ministers and laypersons, old and young, male and female, empowered by the Holy Spirit, armed with the Word of God and the cross of Christ, aggressively and efficiently fulfilling the gospel commission.

(Matthew 28:19, 20; Revelation 14: 6-12)

CORE VALUES

Selfless Service - We will aspire to adopt the spirit of Christ in sharing our Christian faith, showing concern, compassion and empathy through practical acts of love in order to bring wholeness to suffering humanity.

Excellence - We are committed to serve all people with a marked difference, setting and achieving outstanding goals and being proactive, innovative and efficient in ministry to fellow humanity.

Accountability - We will seek to be responsible in managing the resources in our care, practice integrity in all our dealings, and faithfully fulfil the goals of the organization in every sphere of our stewardship.

Team Spirit - We will cooperate with each other, demonstrate respect and politeness, affirm and celebrate each other in the organization.

MEET OUR CARU FIELD ADMINISTRATORS

SURINAME MISSION



Pastor Guno B.
Emanuelson
PRESIDENT



Pastor Steven
M. Tulp
SECRETARY / TREASURER

SOUTH CARIBBEAN CONFERENCE



Pastor Leslie
Moses
PRESIDENT



Pastor Wayne
Andrews
EXECUTIVE SECRETARY



Dr. Yvette
Peters
TREASURER

GUYANA CONFERENCE



Pastor Exton
Clarke
PRESIDENT



Pastor Andrew
Chichester
EXECUTIVE SECRETARY



Rovena
Harrinauth
TREASURER

TOBAGO CONFERENCE



Pastor Vishnu
Persad
PRESIDENT



Dr. Martin
Cunningham
EXECUTIVE SECRETARY



Curlene
Alexander
TREASURER

GRENADA CONFERENCE



Pastor Enoch
Isaac
PRESIDENT



Pastor Elvis
Hillaire
EXECUTIVE SECRETARY



Elder Anslem
Joseph
TREASURER

ST. VINCENT & GRENADINES MISSION



Pastor Shane
Franklyn
PRESIDENT



Elder Rohand
Charles
SECRETARY / TREASURER

ST. LUCIA MISSION



Pastor Roger
Stephen
PRESIDENT



Pastor Lucius
Philip
EXECUTIVE SECRETARY



Rose Mary
Desir
TREASURER

EAST CARIBBEAN CONFERENCE



Pastor Anthony
Hall
PRESIDENT



Dr. Terence
Haynes
EXECUTIVE SECRETARY



Valrica
Harrison-Dottin
TREASURER

SOUTH LEEWARD CONFERENCE



Dr. Wayne Knowles
PRESIDENT

Dr. Kay White
EXECUTIVE SECRETARY

Dr. Krista Moore
TREASURER

NORTH CARIBBEAN CONFERENCE



Pastor Wilmoth James
PRESIDENT

Dr. Howard Simon
EXECUTIVE SECRETARY

Sanida McKenzie
TREASURER

MEET OUR CARU LEADERS & OFFICE STAFF



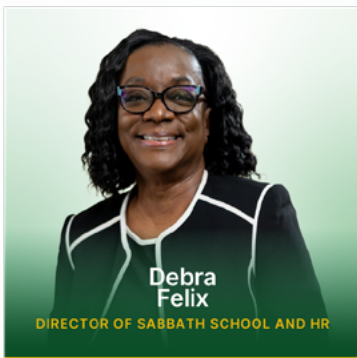
Pastor Johnson F. Frederick
EXECUTIVE SECRETARY

Dr. Kern Tobias
PRESIDENT

Pastor Bertie D. Henry
TREASURER



Kerene Horsford-Nero
ASSOCIATE TREASURER



Debra Felix
DIRECTOR OF SABBATH SCHOOL AND HR



Pastor Marvyn Smith
DIRECTOR OF YOUTH, CHAPLAINCY
& PUBLIC CAMPUS MINISTRIES



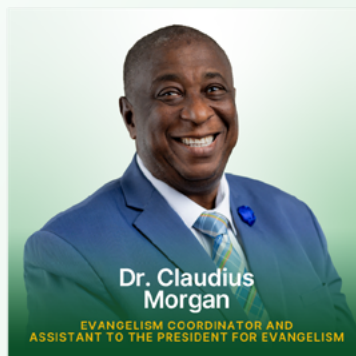
Dr. Gandalal Samlalsingh
DIRECTOR OF STEWARDSHIP,
PGTRs & CURF, ASI



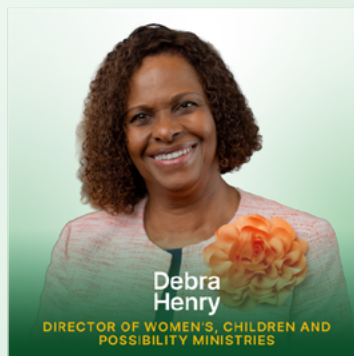
Dr. Daphney Magloire
DIRECTOR OF EDUCATION



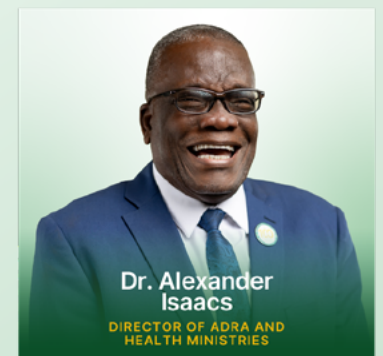
Pastor Ashton O'Neil
DIRECTOR OF PERSONAL MINISTRIES,
PUBLISHING MINISTRIES, COMMUNITY SERVICES,
PRAYER MINISTRIES



Dr. Claudius Morgan
EVANGELISM COORDINATOR AND
ASSISTANT TO THE PRESIDENT FOR EVANGELISM



Debra Henry
DIRECTOR OF WOMEN'S, CHILDREN AND
POSSIBILITY MINISTRIES



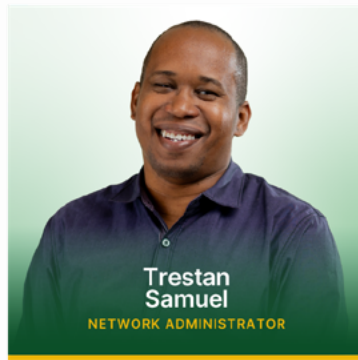
Dr. Alexander Isaacs
DIRECTOR OF ADRA AND
HEALTH MINISTRIES





**Adrian
Dennis**

CHIEF ACCOUNTANT



**Trestan
Samuel**

NETWORK ADMINISTRATOR



Treasury Team Meeting

MEET OUR CARU INSTITUTIONAL LEADERS



**Beverly
Brathwaite-Chan**

CEO, DAVIS MEMORIAL HOSPITAL



**Clifford
Balgobin**

GM, CARIBBEAN HEALTH FOODS



**Dr. Colwick
Wilson**

PRESIDENT, USC



**Dr. Stephen
Carryl**

CEO, THE COMMUNITY HOSPITAL

MEET OUR CARU EXECUTIVE COMMITTEE



GREETINGS & WELCOME

FROM THE PRESIDENT Dr. Kern Tobias

20 July, 2026

**Dear Delegates, Church Leaders, and
Distinguished Guests,**

Grace and peace to you in the name of our Lord and Savior, Jesus Christ.

It is my privilege to welcome you to the 18th Session of the Caribbean Union Conference, convened under the theme “Committed to Discipleship, Compelled by Love.” As we gather to worship, fellowship, and conduct the business of God’s Church, we do so mindful of Christ’s commission to “make disciples of all nations” (Matthew 28:19).

I extend a warm and heartfelt welcome to the presidents of our sister unions, our invited speakers, and representatives of the Inter-American Division.

Your presence enriches this gathering, and we are grateful for your fellowship, encouragement, and shared commitment to advancing God’s mission throughout our Division.

We meet at a defining moment. Global conflicts threaten peace and stability, and many of our territories continue to face economic and social challenges. In such a time, the call to discipleship has never been more urgent. God has entrusted His Church with the mission of bringing hope through the everlasting gospel.

As we reflect on the past quinquennium, we give God all the glory for His faithfulness. I express

sincere appreciation to my fellow officers, our field presidents and administrators, departmental directors, pastors, institutional leaders, the Caribbean Union Executive Committee, and our dedicated church members. Your faithful leadership, prayers, and partnership have strengthened God’s work throughout our Union.

I also thank my beloved wife, Linda, whose faithful support, wise counsel, and partnership in ministry have been a constant blessing throughout this journey.

Ellen G. White reminds us, “The church is God’s appointed agency for the salvation of men. It was organized for service, and its mission is to carry the gospel to the world.” May that mission guide every discussion, every decision, and every vote as we seek the Holy Spirit’s leading.

Thank you for your faithful service. May God bless our deliberations and renew our commitment to His mission until Jesus returns.

Yours in His service,



President

Caribbean Union Conference of Seventh-day
Adventists

GREETINGS & WELCOME

PASTOR Eugene Daniel



To the Delegates and Attendees:

Dear Constituents,

As the 2026 18th Session of the Caribbean Union Conference begins, ongoing progress driven by the church community persists amidst widespread, lasting change. Looking back on the past five years, calling them simply eventful hardly does justice to the full story.

The world's chaos, from international conflicts and trade disputes to political maneuvers, has deeply disrupted your routines and changed how you work, practice spirituality, witness, and engage with the world. Yet, our divine and structured solutions could transform our communities, despite doomsayers who claim that life will never return to the familiar routines of the past.

Even with numerous obstacles, we are optimistic about the continued success of the Caribbean Union Conference. Your session's theme, **"Committed to Discipleship: Compelled by Love,"** is very inspirational. It aims to strengthen your unity, deepen conviction, and encourage both personal and collective growth in your mission. The Union has experienced a vibrant spiritual life,

as seen in dedicated meetings where members, pastors, and leaders came together for dynamic witness, Bible study, and genuine fellowship.

Your steadfast spirit and sincere devotion to divine service deeply inspire us as we engage remotely. We believe this session will usher in a glorious era of divine renewal and progress. May it motivate you to revitalize your communities with your spiritual gifts. We remain hopeful that this experience will spark powerful stories and rekindle your dedication to helping others, reaching the lost, and ushering in the Parousia.

With every good wish we send you, our happiness grows significantly.

Cordially,

A handwritten signature in green ink that reads "Eugene Daniel". The signature is fluid and cursive, matching the green color of the page's design elements.

Eugene and Carol Daniel
Retired

GREETINGS & WELCOME

PASTOR Jansen E. Trotman



To the delegates and attendees:

Warmest Christian greetings to all of you.

You are meeting at a time when the world is in flames. Major wars are being waged all over this planet. The signs of the times are everywhere, signalling that the return of our Lord and Saviour is imminent. We are living, and we are dwelling, in a grand and awful time, the song aptly declares.

All true believers are standing on tiptoe looking at the Eastern skies. King Jesus is soon to come. We must be vigilant, watchful, and prepared for the glorious "Parousia", the return of our God in effulgent splendour and ineffable glory.

Some of us have been waiting for several decades to see that day. Why does Jesus wait? Is it perhaps the world is not ready? Like the children of Israel as they tried to conquer the Promised Land, there is still much land to be possessed. Is it perhaps because the church is not ready? We each have to examine ourselves and pray

"Search me, O God and know my heart." Let the ominous signs serve as a toll to earnest prayer, a passionate seeking after God.

We applaud President Tobias and his diligent team for their dedication, commitment, and selfless work. Along with our wonderful pastors and laypeople, the banner of the gospel has marched forward. Heaven rejoices over the bountiful harvest of souls during the last quinquennium.

May the Holy Spirit take control of this session, and each of us so that we may return home with renewed love for Jesus and greater zeal for the work of God. May Jehovah bless each of us.

Sincerely,

Jansen E. Trotman

GREETINGS & WELCOME

PASTOR Abner De los Santos



Dear Delegates and Beloved Brothers and Sisters in Christ,

Grace and peace to you in the precious name of our Lord and soon-coming King, Jesus Christ.

As you gather for this important Session from July 22–25, 2026, and celebrate the Centennial milestone of the Caribbean Union, I extend my heartfelt encouragement and affirmation to each delegate and leader present. This historic celebration stands as a testimony to God’s enduring faithfulness. For one hundred years, the Lord has sustained His church, raised faithful workers, and empowered His people to proclaim the everlasting gospel with dedication and love.

The theme, “**Committed to Discipleship: Compelled by Love**,” reminds us that true discipleship flows from a heart transformed by Christ’s love. It is this love that compels us to serve others, nurture believers, and reach the world with the hope of salvation. In harmony with the spirit of “I Will Go—Living the Mission,” we are reminded that the mission of the church is not simply a program, but a daily commitment to live as witnesses of Christ wherever God places us.

As you reflect on the accomplishments of the past quinquennium (2022–2026), may you also look forward with renewed courage and vision. May this gathering inspire every leader and delegate to continue living the mission—going where God calls, serving where there is need, and making disciples who will faithfully prepare others for the soon return of Jesus.

May the Holy Spirit guide our deliberations, strengthen our unity, and bless the future work of this Union. As we celebrate God’s leading in the past, let us move forward together in faith, proclaiming the gospel and living the mission until the day our Lord returns. With prayerful encouragement and Christian love

Maranatha!

A handwritten signature in green ink that reads "Abner De los Santos". The script is fluid and cursive.

President
Inter-American Division of
Seventh-day Adventists

CARU THEME SONG

COMPELLED BY LOVE

[Verse 1]

Lord, we hear You speak
Your voice says to follow
Follow You, where You lead.
Lord, we heed Your voice
Leaving all behind us,
We step out, we rejoice.

[Chorus]

We are committed, compelled by love,
From our hearts discipleship will show
Across the lands we'll tell of the Saviour we know.

[Verse 2]

Lord, we need your pow'r
Pow'r to share your message
Caost to coast, shore to shore.
Lord, we make the choice
We'll go where you lead us
We'll obey Your voice

[Chorus]

We are committed, compelled by love
From our hearts, discipleship will show
Across the lands we'll tell of the Saviour
we know.

DELEGATES AT LARGE

ARTICLE III, SECTION 2A & C

INTER-AMERICAN DIVISION (4)

Abner De los Santos
Pierre Caporal

Ivelisse Herrera
Janelle Scantlebury-Smith

IADPA (1)

Saul Ortiz

CARIBBEAN UNION CONFERENCE EXECUTIVE COMMITTEE (69)

Kern Tobias
Johnson Frederick
Curlene Alexander
Cathian Alphonse-
Antoine
Wayne Andrews
Martin Babb
Clifford Balgobin
Felix Boyce
Beverly Brathwaite-Chan
Stephen Carryl
Valens Charlemagne
Rohand Charles
Andrew Chichester
Exton Clarke
Martin Cunningham
Brian De Freitas
Rose Mary Desir

Clive Dottin
Guno Emanuelson
Philip Fahie
Debra Felix
Alvin Florent
Shane Franklyn
Anthony Hall
Fitzroy Harewood
Valrica Harrison-Dottin
Joel Hazelwood
Carl Hastings
Rovena Harrinauth
Terence Haynes
Debra Henry
Bertie Henry
Elvis Hillaire
Ilgia Hoepel
Duane Holder

Kerene Horsford-Nero
Enoch Isaac
Alexander Isaacs
Wilmoth James
Anslem Joseph
Wayne Knowles
Jenny La Fleur
Sean La Motte
Timothy Leito
Rawle Leslie
Adele Mack
Paul Mc Kenzie
Sanida Mc Kenzie
Daphney Magloire
Claudius Morgan
Leslie Moses
Krista Moore
Raeburn Nelson

Ashton O'Neil
Vishnu Persad
Yvette Peters
Royston Philbert
Lucius Philip
Jason Reid
Gandalal Samlalsingh
Jason Sargeant
Michelle Slack-Clarke
Howard Simon
Marvyn Smith
Roger Stephen
Steven Tulp
Kay White
Ammaran Williams
Colwick Wilson

10% - DELEGATES-AT-LARGE (11) Article III, Section 2b, (3)

Colette Bryan
Terry John
Marvin Hembrom

Robert Liverpool
Sheryle Liverpool
Asheallene O'Neil

Lenard Pierre
Stacy Quintero
Dennis Ramdass

Hugh Small
Rachel Sealy

EAST CARIBBEAN CONFERENCE (11)

Barry Necroix	Curtis Gittens	Ellery Howe	Lisa Williams
Ann Marie Boyce	Floyd Gittens	Alcess Letang	Sophia Yearwood
Miguel Denny	George Goddard	Leslie Padmore	

GRENADA CONFERENCE (8)

Imhotep Baptiste	Stephen Francois	Chema Hamlet
Samora Best	Bernard Lyons	Vernesta Noel-Smart
Diane Charles	Edward Guillaume	

GUYANA CONFERENCE (26)

Trilloyd Allen	Dwayne Daniels	Wilbert Marshall	Fitzroy Sealey
Jermaine Andrews	Jennifer De Clou	Andre Meusa	Colin Swaving
Colleen Benjamin	Nicola English	Kevin Persaud	Elmer Thompson
Sharon Bryden	Samantha Griffith	Sherry-Ann Puran	Roland Amsterdam
Sisterine Clarke	Emanuel Hamilton	Merlyne Hamblin	Stanley Watson
Soyini Clarke	Shanella Jackson	Mohan Samlall	
Patrick Cummings	Lennox Jason	Noel Schultz	

NORTH CARIBBEAN CONFERENCE (9)

Sylvester Williams	Ray Edwards	Antonia Matthew
Saravaughn Coteau	Cleo Flemming	Monica Providence
Henson Barley	Tammie Marsham	Shanka Serrant

ST. LUCIA MISSION (9)

Andra Georges	Hannah Cepal-Antoine	Sherina Leon
Caleb Paul	Carine Auguste	Urban Regis
Florence Telgt-St. Juste	Morris Quigley	Vincent Emmanuel

ST. VINCENT AND THE GRENADINES MISSION (7)

Kenan Cain	Hetlyn Francis	Keith Mc Donald	Thaddeus Stewart
Sheshana Jardine-Samuel	Marva Hector	Tauran Ollivierre	

SOUTH CARIBBEAN CONFERENCE (25)

Candice Adams	Leslie Hislop	Adrian Mulrain	J'Nice Spence
Boxil Charles	Marilyn Hosein	Paul Philbert	Melisa Tambie-Singh
Victoria De Coteau	Kirt James	Mahase Ragoonath	Ray Taylor
Erlin Dolly	Geovanni John-Keith	Marsha Roberts-Smith	Curlesa Thomas
Marian Duncan-Cedeno	Evrod Jones	Stacy Roseman-Frank	
Magdalene Esareesingh	Cynthia Manzano	Teelbaney Singh	
Tanikia Griffith-St. John	Deborah Morien-Gabriel	Peter Smith	

SOUTH LEEWARD CONFERENCE (7)

Thalia Adams
Tori Greenaway

Prince Harris
Edson Joseph

Claudine Josiah
Ena Sutton

Miguel Vanderhost

SURINAME MISSION (3)

Esmeralda Hok-Ahin-Omzigtig
Romario Lobbie
Marjorie Panka-Rudge

TOBAGO CONFERENCE (5)

Bevon Benjamin
Milton Eastman
Jamila Joseph-Nicholls

Ann Phillips
David Roberts

**DISTRIBUTION OF
DELEGATES**

Conferences/Missions		Quota
EAST CARIBBEAN CONFERENCE		11
GRENADA CONFERENCE		8
GUYANA CONFERENCE		26
NORTH CARIBBEAN CONFERENCE		9
ST. LUCIA MISSION		9
ST. VINCENT & THE GRENADINES MISSION		7
SOUTH CARIBBEAN CONFERENCE		25
SOUTH LEEWARD CONFERENCE		7
SURINAME MISSION		3
TOBAGO CONFERENCE		5
REGULAR DELEGATES		110
DELEGATES-AT-LARGE		11
EXECUTIVE COMMITTEE		69
IAD		4
TOTAL		80
GRAND TOTAL		194

OTHER GUESTS

INTER-AMERICAN DIVISION

Roberto Herrera
Daniel Smith

Osman Longa

IADPA

Clara Spangler

Esther Isidore

FEATURED SPEAKER

Ronald Smith

RETIREES

Rolph Cedeno
Vivica De Leon
Cyril Horrell

Marie Lawrence
Judith Smith

CARIBBEAN UNION CONFERENCE (INVITED GUESTS/SPOUSES)

Linda Tobias
Abraham Jules
Britney George
Eugene Benjamin

Ezra Fabien
Farley Augustine
Glen O. Samuels
Leslyn Charles

Lisa Foster
Ron Smith
Sherman Kook
Kent Price

Everette Brown
Kyle Roach

CARIBBEAN UNION STAFF

Deborah Adams
Ann Bacchus-Small
Aaron Crichlow
Adrian Dennis
Tabitha De Leon-David

Kerwin Felix
Pauline Frederick
Denise Fontenelle-Holder
Onessa Hughes-Mitchell
Jadia Joseph

Carol Joshua
Aileen Newland
Faith Pustam-Ramdath
Colin Ross
Tristan Samuel

Gail Smith-Anthony
Curtis Williams

OTHER

Fransisca Alexander-Holder
Deborah Andrews
Andrea Andrews-Persad
Athena Babb
Sylvestina Charlemagne
Samantha Charles
Cherlyn Chichester
Adele Clarke
Marcia Cunningham
Sharon De Freitas
Alair Dottin
Wendy Emanuelson-Telgt
Deborah Ferreira
Keisha Franklyn

Leah Grant
Leandra Greenidge
Peggy Guerrero
Susanna Hall
Chandricka Harrinauth
Rita Hastings
Therese Haynes
Rosalind Hazelwood
Stacy Ann Hillaire
Camille Isaac
Salome Isaacs
Esther Isidore
Linda James
Nadine Johnson

Edlyn John
Nicole Joseph
Vanessa Julien
Irien Kensiell-Boyce
Rhonda Knowles
Oswald Lawrence
Verkisha Leito
Nadine Mc Kenzie
Avonelle Madir
Gladstone Moore
Debra Moses
Jervon Nero
Donalese O'Neil
Andrewa Persad

Emmanuel Peters
Carol Philbert
Hester Philbert
Redverse Philbert
Nitha Philip
Kenetta Reid
Vanessa Samlalsingh
Nataniele Santos
Michelle Simon
Elodie Smith
Priscilla Stephen
Ann Williams
Joanne Williams-Carryl
Natasha Williams-La Motte

COMMITTED TO DISCIPLESHIP COMPELLED BY LOVE

DUTY OF DELEGATES

Delegates to a conference session are not chosen to represent merely the church or conference. They should view the work as a whole, remembering their responsibility for the welfare of the worldwide work of the Church. It is not permissible for church or conference delegations to organize or attempt to direct their votes as a unit. Nor is it permissible for the delegates from a large church or the conference to claim pre-eminence in directing affairs in a conference session. Each delegate should be susceptible to the direction of the Holy Spirit and vote according to personal convictions. Any church or conference officer or leader attempting to control the votes of a group of delegates would be considered disqualified for holding office.”

(Church Manual, pp. 114,115)

“In making a profession of faith in Christ we pledge ourselves to become all that it is possible for us to be as workers for the Master, and we should cultivate every faculty to the highest degree of perfection, that we may do the greatest amount of good of which we are capable.”

(Christ’s Object Lesson, p. 331)



SESSION PROGRAMME DAILY SCHEDULE

OPENING CEREMONY

Coordinator: Pastor Exton Clarke

Registration of Delegates 11:00 am - 2:30 pm

Opening Ceremony 3:30 pm - 5:15 pm

Singspiration Praise Team

Invocation Pr. Anthony Hall

Colour Party Pr. Marvyn Smith & Pr. Wayne Jeffrey

National Anthem of Trinidad & Tobago Pr. Leslie Moses

Tayshaun Harrykisson, Shariya Mohammed, Adisa Trim (Pan Trio)

Hymn of Praise Sis Rovenia Harrinath

#21 - Immortal Invisible

Scripture Reading Pr. Miguel Denny

Prayer Pr. Shane Franklyn

Welcome Presidents

Dr. Kern Tobias

Caribbean Union Conference (CARU) President

Dr. Colwick Wilson

University of the Southern Caribbean (USC) President

Pr. Leslie Moses

South Caribbean Conference (SCC) President

Greetings Presidents

Pr. Glen O. Samuels

Jamaica Union Conference (JAMU) President:

Dr. Kent Price

Atlantic Caribbean Union (ATCU) President

WEDNESDAY
22
JUL
2026

PM

03:30 – 03:40

03:41 – 03:43

03:44 – 03:50

03:51 – 03:55

03:56 – 04:00

04:01 – 04:03

04:04 – 04:06

04:07 – 04:21

04:22 – 04:31

WEDNESDAY
22
JUL
2026
PM

04:32 – 04:34
 04:35 – 04:46
 04:47 – 04:50
 04:51 – 04:53
 04:54 – 04:58

 04:59 – 05:18
 05:19 – 05:23
 05:24 – 05:26
 05:30 – 06:30

 06:30 – 06:35
 06:36 – 06:38
 06:39 – 06:40
 06:41 – 06:43
 06:44 – 06:50
 06:51 – 06:55
 06:56 – 07:06
 07:07 – 07:20
 07:21 – 07:25

 07:26 – 07:30
 07:31 – 07:50
 07:51 – 07:55
 07:56 – 08:25
 08:26 – 08:30
 08:31 – 08:35
 08:36 – 08:38

Pr. Shurman Kook
Dutch Caribbean Union (DCU) President

Introduction of the Feature Address Speaker Dr. Kern Tobias
 Feature Address..... The Honourable Kamla Persad-Bissessar
 Theme Song..... Sis. Deborah Ferreira
 Introduction of Speaker Dr. Kern Tobias
 Musical Selection Pr. Lucius Philip
 Tayshaun Harrykissoo, Shariya Mohammed, Adisa Trim
 Sermon..... Dr. Abner De Los Santos
 Closing Hymn Dr. Krista Moore
 Benediction Pr. Wayne Andrews
 SUPPER

FIRST BUSINESS SESSION

Chairperson: Dr. Kern Tobias

First Business Session 6:20 pm – 8:30 pm

Theme Song..... Sis. Deborah Ferreira
 Opening Prayer Pr. Bertie Henry
 Declare Session Open..... Dr. Kern Tobias and Pr. Johnson Frederick
 Acceptance of CARU Recommended Delegates Pr. Johnson Frederick
 Receiving of Tobago Conference Pr. Johnson Frederick
 Seating of Delegates
 Greetings from Former Presidents Pr. Johnson Frederick
 Amendments to Constitution..... Pr. Johnson Frederick
 Musical Selection Sis. Rose Mary Desir
 Male Quartet
 Introduction of President's Report Dr. Abner De Los Santos
 President's Report..... Dr. Kern Tobias
 IAD President's Response Dr. Abner De Los Santos
 Secretary's Report Pr. Johnson Frederick
 IAD Secretary's Response Dr. Pierre Caporal
 Theme Song..... Sis. Deborah Ferreira
 Benediction Dr. Gandalal Samlalsingh

08:00 – 08:10

08:11 – 08:13

08:14 – 08:16

08:17 – 08:21

08:22 – 08:24

08:25 – 08:27

08:28 – 08:32

08:33 – 09:02

09:03 – 09:07

09:08 – 09:10

09:10 – 09:15

09:15 – 09:17

09:18 – 09:22

09:23 – 10:07

10:08 – 10:38

10:39 – 10:43

10:44 – 11:28

11:29 – 11:41

11:42 – 11:54

11:55 – 12:07

12:08 – 12:12

12:13 – 12:15

Coordinator: Pr. Leslie Moses

Personal Devotion 6:00 am

Breakfast 6:45 am - 7:45 am

Devotion 8:00 am - 9:10 am

Singspiration CUC Secondary

Welcome.....Sis. Rachel Sealy

Opening Prayer Pr. Ammaran Williams

Hymn of Praise Br. Roland Amsterdam

#249 Praise Him, Praise Him

Scripture Reading Pr. Edward Guillaume

Introduction of Speaker Dr. Kern Tobias

Musical Selection Br. Rohand Charles

Sis. Ronia Rennie

Sermon..... Dr. Ronald C. Smith

Closing Hymn Sis. Tammie Marsham

Benediction Pr. Steven Tulp

BREAK TIME

SECOND BUSINESS SESSION

Business Session..... 9:15 am – 12:30 pm

Opening Prayer Pr. Keith Mc Donald

Theme Song.....Sis. Deborah Ferreira

Treasurer's Report Pr. Bertie Henry

Auditor's Report

Musical Selection Sis. Valrica Harris-Dottin

Music Video (Grenada)

Business Session Selection of Organizing Committee

Publishing Ministries & Prayer Ministries Reports.....Pr. Ashton O'Neil

Personal Ministries & Community Services ReportsPr. Ashton O'Neil

Public Affairs/Religious Liberty/Missions Report.....Dr. Clive Dottin

Hymn of PraiseBro. Trilloyd Allen

#245 - More About Jesus

Introduction of SpeakerPr. Leslie Moses

12:16 – 12:20

Musical Selection Sis. Colette Bryan
Bro. Samuel Diaz

12:21 – 12:30

Spiritual Nugget..... Dr. Abraham Jules

12:31 – 12:35

Closing Hymn Sis. Tanikia Griffith-St. John

12:35 – 12:37

Benediction Pr. Geovanni John-Keith

12:40 – 01:45

LUNCH

Coordinator: Pastor Enoch Isaac

Business Session..... 1:50 pm - 5:30 pm

PM

01:50 – 01:53

Opening Prayer Pr. Prince Harris

01:54 – 01:58

Theme Song..... Sis. Deborah Ferreira

01:59 – 02:11

Women/Children's & Adolescent Ministries Reports Sis. Debra Henry

02:10 – 02:22

Adventist Possibility Ministries Report..... Sis. Debra Henry

02:23 – 02:35

Communication Report..... Pr. Royston Philbert

02:36 – 02:48

Education Report Dr. Daphney Magloire

02:48 – 02:52

Hymn of Praise Br. Romario Lobbie

#26 - Praise the Lord You Heavens Adore Him

02:53 – 03:05

Assistant to the President in Evangelism Dr. Claudius Morgan

03:06 – 03:15

Davis Memorial Hospital Report..... Sis. Beverly Brathwaite-Chan

03:16 – 03:28

Ministerial Report Pr. Ammaran Williams

03:29 – 03:41

Family Life Ministries Report..... Pr. Ammaran Williams

03:42 – 03:46

Musical Selection Sis. Victoria De Coteau

Music Video (Suriname)

03:47 – 03:59

Sabbath School Ministries Report Sis. Debra Felix

04:00 – 04:09

Inter-American Division Publishing Association (IADPA) Report..... Pr. Saul Ortiz

04:10 – 04:22

Stewardship/ASI/Planned Giving
& Trust Services Reports..... Dr. Gandalal Samlalsingh

04:23 – 04:27

Hymn of Praise Sis. Sheshana Jardine-Samuel

#34 - Wake the Song

04:28 – 04:40

Adventist Youth Ministries Report Pr. Marvyn Smith

04:41 – 04:53

Chaplaincy & Adventist Campus Ministries Reports Pr. Marvyn Smith

04:54 – 05:03

Caribbean Health Foods Report..... Br. Clifford Balgobin

05:04 – 05:16

ADRA & Health Ministries Reports Dr. Alexander Isaacs

05:17 – 05:21

Theme Song..... Sis. Deborah Ferreira

05:22 – 05:24

Benediction Pr. Bevon Benjamin

05:30 – 06:45

SUPPER

PRESIDENT'S CORNER

Coordinator: Pr. Anthony Hall & Dr. Colwick Wilson

07:00 – 08:30

Presidents' Corner Retirement Program for Dr. Kern Tobias

Chairperson: Pr. Guno Emanuelson

Personal Devotion 6:00 am

Breakfast 6:45 am - 7:45 am

Devotion 8:00 am - 9:10 am

Singspiration Resonance Praise Team

Welcome.....Sis. Thalia Adams

Hymn of PraiseSis. Sherryann Puran

#229 - All Hail the Power of Jesus Name

Opening Prayer Dr. Vincent Emmanuel

Scripture ReadingSis. Hannah Cepal-Antoine

Introduction of Speaker Pr. Vishnu Persad

Musical Selection Pr. Martin Babb

Resonance

Sermon..... Dr. Ronald C. Smith

Closing Hymn Sis. Curleesa Thomas

BenedictionPr. Miguel Vanderhorst

BREAK

THIRD BUSINESS SESSION

Coordinator: Pr. Roger Stephen

Business Session.....9:15 am – 12:35 pm

Theme Song..... Sis. Deborah Ferreira

Opening PrayerPr. Noel Schultz

USC ReportDr. Colwick Wilson

Community Hospital Report..... Dr. Stephen Carryl

FRIDAY
**24
JUL
2026**
AM

08:00 – 08:10

08:11 – 08:13

08:14 – 08:18

08:19 – 08:21

08:22– 08:24

08:25 – 08:27

08:28 – 08:31

08:32 – 09:01

09:02 – 09:06

09:07 – 09:10

09:10 – 09:15

09:15 – 09:19

09:20 – 09:22

09:23 – 09:32

09:33 – 09:42

09:43 – 09:47

09:48 – 11:18

11:19 – 11:21

11:22 – 11:26

11:27 – 11:36

11:37 – 11:40

11:41 – 11:45

11:46 – 11:48

11:49 – 11:58

11:59 – 12:03

12:03 – 12:05

12:30 – 01:45

Musical Selection Pr. Samora Best

Music Video

Plans & Recommendation

Prayer Pr. Glendon Cross

Theme Song Sis. Deborah Ferreira

Resolution of Gratitude

Prayer of Consecration Pr. Jason Reid

Musical Selection Sis. Lisa Williams

David Springer

Introduction of Speaker Pr. Martin Cunningham

Spiritual Nugget Dr. Kay White

Closing Hymn Bro. Kevin Persaud

Benediction Pr. Erlin Dolly

LUNCH

SABBATH CELEBRATION

Coordinator: Pr. Wilmoth James

Personal Devotion 6:00 am - 6:44 am

Breakfast 6:45 am - 7:45 am

09:00 – 09:15

09:15 – 10:30

10:30 – 10:40

10:40 – 10:45

10:45 – 12:50

10:45 – 10:49

10:50 – 10:54

10:55 – 10:57

10:58 – 11:01

11:02 – 11:05

11:06 – 11:10

11:11 – 11:13

11:14 – 11:16

11:16 – 11:20

11:21 – 11:26

Singspiration Enterprise Praise Team

Sabbath School Service Director

Personal Ministries Feature Director

General Announcements (Discipleship Program)

Worship Service

Musical Prelude Enterprise Praise Team

Introit SCC Mass Choir

Call to Worship Dr. Terence Haynes

Doxology Congregation

Invocation Dr. Ronald C. Smith

Welcome Pr. Leslie Moses

Introduction Dr. Kern Tobias

Introduction Dr. Pierre Caporal

Presentation of Union Personnel Dr. Abner De Los Santos

Congregational Hymn Sis. Magdalene Easareesingh

#20 - O Praise Ye the Lord

SABBATH
25
JUL
2026

AM

11:26 – 11:28

11:29 – 11:33

11:34 – 11:44

11:48 – 11:50

11:51 – 11:55

11:56 – 11:58

11:59 – 12:40

12:41 – 12:45

12:46 – 12:50

01:00 – 03:00

SABBATH
25
JUL
2026

PM

04:00 – 04:04

04:05 – 04:14

04:15 – 04:19

04:20 – 04:22

04:23 – 04:25

04:26 – 04:28

04:29 – 04:31

04:32 – 04:36

04:37 – 04:39

04:40 – 04:44

04:45 – 04:49

04:50 – 05:04

05:05 – 05:11

05:12 – 05:15

05:16 – 05:21

05:22 – 05:33

Worship in Prayer..... Dr. Pierre Caporal

Worship in Music..... Dr. Howard Simon

Sis. Ayanna Benjamin

Worship in ThanksgivingSis Sanida Mc Kenzie

Reading the WORD.....Sis. Ivelisse Herrera

Worship in Music: Sis. Rovena Harrinath.....SCC Mass Choir

Introduction of SpeakerUnion President

Worship by the Spoken Word..... Dr. Ronald C. Smith

Hymn of Consecration Union Treasurer

#359 Hark! the Voice of Jesus Calling

Benediction Union Executive Secretary

LUNCH

SABBATH CELEBRATION & INSTALLATION

Coordinator: Pr. Anthony Hall

CARU Centennial Celebration 3:00 pm - 4:00 pm

Installation Service 4:00 pm - 5:45 pm

Parade of Nations 5:45 pm - 6:30 pm

Welcome..... Pr. Leslie Moses

Introduction of Platform Personnel.....Pr. Exton Clarke

Hymn of InspirationSis. Curlene Alexander

#610 - Stand Like the Brave

Scriptural Meditation Bro. Anslem Joseph

Prayer for Unity Dr. Wayne Knowles

Scriptural MeditationPr. Andrew Chichester

Prayer for Hope..... Pr. Vishnu Persad

Ministry of Music..... Dr. Yvette Peters

Sis. Nekisha Antoine Pierre

Scriptural Meditation Pr. Elvis Hillaire

Introduction of Speaker Dr. Pierre Caporal

Ministry of Music..... Dr. Krista Moore

Sis. Rinelle Harrynarine (Sax)

Exhortation & Challenge Dr. Abner De Los Santos

Litany.....Sis. Ivelisse Herrera

Prayer of Dedication..... Dr. Pierre Caporal

Charge to New Administration Dr. Abner De Los Santos

Response & ChallengeUnion President

05:34 – 05:38

Musical Selection Union Treasurer
Concordia Vocal Ensemble

05:39 – 05:42

Prayer Union Executive Secretary

PARADE OF NATIONS

Coordinators: Dr. Clive Dottin and Pr. Anthony Hall

Parade of Nations 5:45 pm – 6:30 pm

06:31 – 06:34

Theme Song..... Sis. Deborah Ferreira

06:35 – 06:38

Benediction Dr. Colwick Wilson

DEVOTIONAL
SPEAKERS

WED. 22 JULY

4:59 p.m..... Dr. Abner De Los Santos
President, Inter-American Division

THU. 23 JULY

8:33 a.m..... Dr. Ronald C. Smith
President, Southern Union Conference

12:21 p.m..... Dr. Abraham Jules
President, Atlantic Union Conference

FRI. 24 JULY

8:32 a.m..... Dr. Ronald C. Smith, President
Southern Union Conference

11:49 a.m..... Dr. Kay White
Executive Secretary, South Leeward Conference

SAB. 25 JULY

11:59 a.m..... Dr. Ronald C. Smith, President
Southern Union Conference

4:50 p.m..... Dr. Abner De Los Santos
President, Inter-American Division

INSTALLATION OF UNION LEADERS LITANY

Leader:

We have gathered today in the presence of God to install the leaders who have been prayerfully elected under the guidance of the Holy Spirit. As they accept the responsibilities entrusted to them, they do so in dependence upon God's grace and with a commitment to serve His church.

Will you, the members of this congregation, support these leaders with your prayers, encouragement, counsel, and cooperation as they seek to fulfill God's mission?

Congregation:

We will.

**Leader to the
Union President:**

President, you have been called to provide spiritual and administrative leadership for this Union. Do you believe that God has called you to this ministry, and do you commit yourself to lead with humility, faithfulness, wisdom, and courage, always seeking the guidance of the Holy Spirit?

Union President:

I do. Trusting in God's grace and strength, I dedicate myself to this sacred responsibility and commit to lead faithfully, to uphold the mission of the church, to preserve its unity, and to serve God's people with integrity and compassion.

**Leader to the
Executive
Secretary:**

Executive Secretary, you have been entrusted with the responsibility of supporting the mission of this Union through faithful administration, careful stewardship of its records, and wise counsel. Will you carry out these responsibilities with diligence, integrity, and a spirit of Christian service?

**Executive
Secretary:**

By God's grace, I will. I dedicate myself to serve faithfully, to promote unity, to support the mission of the church, and to fulfill the responsibilities of this office with honesty, wisdom, and devotion.

**Leader to the
Treasurer:**

Treasurer, you have been entrusted with the stewardship of the financial resources of God's work. Will you faithfully administer these sacred trusts with integrity, accountability, transparency, and wisdom, always remembering that these resources belong to God and are to be used for the advancement of His mission?

Treasurer:

With God's help, I will. I commit myself to faithful stewardship, careful accountability, and the responsible management of the resources entrusted to this Union for the glory of God and the advancement of His work.

**Leader to All
Union Leaders:**

Recognizing the sacred trust placed upon each of you, do you commit yourselves to remain faithful to God, devoted to His Word, loyal to His church, and united in advancing its mission? Will you seek to lead by Christ's example, working together in harmony, respecting the policies and principles of the church, and seeking the guidance of the Holy Spirit in every decision?

Union Leaders:

We do. By God's grace, we pledge our unwavering loyalty to God and His church. We dedicate ourselves fully to His service, committing to lead with integrity, humility, and love; to preserve the unity of the church; to work together in Christian harmony; and to fulfill faithfully the responsibilities entrusted to us.

**Leader to the
Congregation:**

Members of the church, recognizing that leadership is strengthened by the prayers, encouragement, and faithful partnership of God's people, do you pledge to uphold these leaders, to cooperate with them in advancing the mission of the church, and to seek together the guidance of the Holy Spirit?

Congregation:

We do. With God's help, we will pray for our leaders, encourage them, work together with them in Christian love, and support the mission of God's church until Christ returns.

AGENDA

CARU 18TH SESSION

**HELD AT THE UNIVERSITY OF THE SOUTHERN CARIBBEAN
JULY 22-24, 2026**

AGENDA:

1. Call to order
2. Preliminaries:
 - a. Declaration: Session Opened for Business
 - b. Acceptance and Seating of Recommended 10% Delegates
 - c. Acceptance of Tobago Conference
 - d. Messages of Former Presidents
3. President's Report
4. Secretary's Report
5. Treasurer's Report
6. Auditor's Report
7. Appointment of Organizing Committee
8. Election of Chair/Secretary--Plans and Recommendations Committee
9. Election of Nominating Committee
10. Directors' Reports
11. Election of Officers/Directors
12. Election of Executive Committee
13. Election of Constitution & Bylaws Committee
14. Approval of Plans and recommendations
15. Resolution of Gratitude
16. Adjournment

RULES OF ORDER - SUMMARY

GENERAL CONFERENCE OF SEVENTH-DAY ADVENTISTS

Action Proposed in Motion	Type of Motion	Rank 10= Highest
Fix time/place of further mtg	Privileged	10
Adjourn/recess	Privileged	9
Question of privilege Re: organization of mtg Re: comfort of members Re: conduct of attendees	Privileged	8
Table/lay on the table	Subsidiary	7
Previous question, calling of	Subsidiary	6
Limit/Extend debate	Subsidiary	5
Refer to Committee	Subsidiary	4
Amend the motion	Subsidiary	3
Postpone indefinitely	Subsidiary	2
Main motion	Main	1
Appeal point of order	Incidental	No rank
Division of question	Incidental	No rank
Reconsider a voted action	Incidental	No rank
Refer back to Nom. Comm.	Incidental	No rank
Rescind/amend earlier action	Incidental	No rank
Take from the table	Incidental	No rank
Withdraw or modify motion	Incidental	No rank

BASIC PRINCIPLES FOR ADOPTING RULES OF ORDER

1. Rules of order facilitate a group's discovery of, and response to, God's will.
2. Official Documents such as The Church Manual, General Conference Constitution, Bylaws and Working Policy take precedence over the Rules of Order, should there be any conflict.
3. The Chair may rule on issues not specifically covered in the Rules of Order. Any delegate

can appeal the ruling. In such cases the group shall decide the matter by majority vote.

4. Business is conducted one item at a time.
5. Courtesy, justice impartiality and equality are maintained.
6. The majority rules while protecting the rights of the minority.

Classification of motions:

1. Main motion: Presents new business to be considered.

Procedure on the floor	Second	Debatable	Amend	Vote	Reconsider
Cannot interrupt speaker	Yes	No	Yes	Majority	Yes
Cannot interrupt speaker	Yes	No	No	Majority	No
Cannot interrupt speaker	No	No	No	Chair Appeal by 2 persons	Yes
Cannot interrupt	Yes	No	No	Majority	No
Cannot interrupt	Yes	No	No	2/3	Yes
Cannot interrupt	Yes	Yes	Yes	2/3	Yes
Cannot interrupt	Yes	Yes	Yes	Majority	Yes
Cannot interrupt	Yes	Yes	Yes	Majority	Yes
Cannot interrupt	Yes	Yes	No	Majority	Yes
Cannot interrupt	Yes	Yes	Yes	Majority	Yes
Cannot interrupt speaker	Yes	Yes	No	Majority	Yes
Cannot interrupt	Yes	No	Yes	Majority	Yes
Cannot interrupt	Yes	Yes	No	Majority	No
Cannot interrupt	Yes	No	No	Majority	No
Cannot interrupt	Yes	Yes	Yes	Majority	Yes
Cannot interrupt	Yes	No	No	Majority	No
Cannot interrupt	No	No	No	Majority	No

2. Secondary motions: Help the group to decide what to do with the main motion or how to get things done in a meeting. Some carry a ranking value to indicate the order in which they are considered (i.e. a motion with a higher ranking number is considered before, or has precedence over, a motion with lower ranking number). There are three types of secondary motions

a. Subsidiary motions: Pertain to the handling of the motion.

b. Privileged motions: Relate to special matters of immediate importance rather than to the main motion.

c. Incidental motions: Relate to questions of procedure on the pending business, but do not affect the pending business. These motions are considered immediately upon presentation by a member and thus not ranked.

CARIBBEAN UNION SPECIAL SESSION
Held At The University Of The Southern Caribbean
On Monday, 31st January, 2022

IN ATTENDANCE:

Kern Tobias (Ch), Johnson Frederick (Sec), Bertie Henry, Exton Clarke, Debra Felix, Kerwin Felix, Danforth Francis, Anthony Hoyte, Rene Rudder, Clinton Lewis, Cassandra Strachan, Exton Clarke, Shaunna Sooknanan, Onesie La Fleur, Fanella Francis, Le Roy Hill, Richard Reid, Hilary Venton Charles, Larry Harrow, Terry John, Paul Philbert, Yvette Peters, Marlene Edwards, Fay White, Drason Browne, Jerseine Rogers, Shorn Wilson, Lloyd Jacott, Norine Roseval-Kirk, Nicola English-Newsam, Hayden Lorde, Colwick Wilson, Marisa Nimrod

By Invitation:- Toney Mapp,

Virtual Attendance: Dr. Elie Henry, Dr. Leonard Johnson, Dr Fernando Verduzco

Session began at 09:20 a.m. with an opening prayer and song service by Br. Kerwin Felix

DEVOTION

The devotional homily was presented by Dr. Colwick Wilson with a subsequent prayer of consecration by Pr. Danforth Francis

REMARKS AND CALL TO ORDER

The Chairman, Kern Tobias, called the session to order at 10:14 a.m.

Dr Elie Henry, President of the Inter-American Division, delivered remarks.

CONFIRMATION OF QUORUM

The quorum of 31 (100%) persons was confirmed by the Executive Secretary, Pr. Johnson Frederick

DECLARATION

Dr. Kern Tobias declared the special session opened.

RATIONALE FOR SESSION

The rationale for the session as voted by the Executive Committee was that, due to the Covid pandemic, a special session be called to amend the constitution to provide for a virtual session as per motion below:

SPECIAL CONSTITUENCY MEETING

WHEREAS, the regular quinquennial constituency meeting was scheduled for July 21-23, 2021, but due to the restriction on travel and large gatherings because of COVID-19 regulations, the session was postponed to July 20-22, 2022; and

WHEREAS, vaccination rates are low in certain state jurisdictions and public gatherings are still limited, and travel is still a challenge; and

WHEREAS, there is uncertainty regarding how long these restrictions will be in place; and

WHEREAS, the current bylaws, Article II, Sec. 2., Special Meeting allows for the Executive Committee to call a special constituency meeting; it is

RECOMMENDED:

1. To call a special constituency meeting for the sole purpose of amending the current bylaws to allow for delegates to attend a regular constituency meeting by means of electronic conference.
2. That the union forego the representational formula outlined in **Article 111 Sections 1 & 2**, and allow for a reduced, proportional representation for fields, institutions, executive committee members, and union staff to facilitate the convening of the special session.
3. That the special constituency meeting be scheduled for January 31, 2022 on the USC campus in Trinidad.

CONSTITUTIONAL AMENDMENT: ARTICLE 2 SECTIONS 3, 7 & 9

VOTED: To amend the constitution and bylaws to provide for virtual attendance at the proposed Caribbean Union Conference Session to be held on July 20-22, 2022, as stated below in Sections 3, 7 & 9.

Sec. 3. Virtual Attendance at Constituency Meetings: Generally, regular and specially called constituency meetings are to be held in person and onsite. However, delegates when requested by the executive committee, and if permitted by local law, may participate by means of an electronic conference or similar communications by which all persons can hear each other at the same time, and participation by such means shall constitute presence in person and attendance at such a meeting.

Sec. 6. Section 7. Proxy Voting: All delegates must be present in person at any constituency meeting, or participating by electronic means, in order to be eligible to vote. There shall be no voting by proxy.

Sec. 8. Section 9. 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. Votes cast remotely shall have the same validity as if the delegates met and voted onsite.

CLOSING REMARKS—ELIE HENRY

Dr. Elie Henry offered closing remarks.

VOTE OF THANKS-BERTIE HENRY

Pr. Bertie Henry gave the vote of thanks.

CLOSING SONG/BENEDICTION

The Closing Hymn (#251) was sung and Pr. Henry gave the benediction.

ADJOURNMENT

The Special Session was adjourned at 11:18 a.m.

Kern Tobias (Chair)

Johnson Frederick (Secretary)

Gail Smith-Anthony (Recording Secretary)

MINUTES OF THE 17TH SESSION OF THE CARIBBEAN UNION CONFERENCE
Held At The Auditorium of the University Of The Southern Caribbean
On Wednesday 20th July, 2022

Opening Ceremony – Wednesday, 20th July, 2022 at 3:30 p.m.

The 17th session of delegates began with appropriate music and messages from dignitaries, as itemized below:

The arrival of Her Excellency Paula Mae Weekes, President of the Republic of Trinidad and Tobago.

National Anthem Jason Lawrence (Vocalist),
Dr. Rosie Ward (Keyboardist),
Ifeaye Murray (Pannist)

Invocation Dr. Wayne Knowles

Opening Hymn Br. James R. Newland

Welcome Dr. Colwick Wilson

Dr. Kern Tobias introduced Her Excellency Paula Mae Weekes, President of the Republic of Trinidad and Tobago, who brought greetings and encouraged the constituency to let their influence be felt for the good of humanity.

Dr. Elie Henry, President of the Inter-American Division, delivered the homily, followed by the prayer of consecration by Pr. Wilmoth James.

First Business Session – 6:20 – 8:30 p.m.

The First Business Session convened at 6:51 p.m. with an opening prayer by Pr. Bertie Henry

REMARKS AND CALL TO ORDER

The chairman, Dr. Kern Tobias, offered opening remarks and called the meeting to order at 6:55p.m.

CONFIRMATION OF QUORUM

The Executive Secretary, Pr. Johnson Frederick, citing Article ... Section... of the bylaws announced that 66% of the delegates in session constitutes a quorum. The actual delegate attendance stood at 206 or 88% of the total number of delegates expected in attendance, which exceeded the stipulated constitutional requirement.

DECLARATION

Having satisfied the constitutional stipulations, the Seventeenth (17th) Session of the Caribbean Union Conference was declared open for business by the Chairman.

17TH SESSION PROGRAMME

VOTED: To approve the daily program of the 17th Session, outlining the order of business for the course of the session.

SEATING OF THE 10% DELEGATES AT LARGE

VOTED: To confirm and sit the fifteen (15) individuals comprising 10% the delegates in accordance with Article 111 Section 2-b (3) of the Bylaws, and recommended by the Union Executive Committee as follows:

Caribbean Union Office Staff:	Faith Pustam Ramdath, Gail Smith-Anthony, Denise Fontenelle- Holder, Adrian Dennis, Tristan Samuel
Suriname Mission:	Judith Blackman,
Davis Memorial Hospital:	Colette Bryan,
Community Hospital:	Carol Cuffy, Gillian Sanderson,
Caribbean Health Foods:	Dennis Ramdass,
University of the Southern Caribbean:	Terry John, Marsha Ramsamoojh-Harris, Wanda Chesney, Kerron Hislop, Robert Liverpool

SOUTH LEEWARD CONFERENCE—SISTERHOOD OF CONFERENCES

VOTED: To affirm and receive the South Leeward Conference into the sisterhood of conferences with all rights and authority appertaining.

MESSAGES FROM FORMER PRESIDENTS

VOTED: To record the messages from the following former Presidents of the Caribbean Union Conference as read by Pr. Bertie Henry:

- Dr. Eugene Daniel,
- Elder Jansen Trotman,
- Dr. Peter J. Prime.

CONDOLENCES--MARTINBOROUGH

The chairman noted the passing of Elder Gordon O. Martinborough, a former President of the union, during the quinquennium and a prayer was offered for Sister Wavney Martinborough.

CONSTITUTION AND BY-LAWS

VOTED: To approve the proposed amendments to the constitution and bylaws of the Caribbean Union Conference. *See appendix 1.*

INTRODUCTION OF PRESIDENT’S REPORT

VOTED: To record the President’s report for the period June 2016 to July 2020.

CLOSING SONG/BENEDICTION

The theme song “Faithful in Service” was sung, followed with a benediction by Dr. Clive Dottin

ADJOURNMENT

The opening day of the 17th session was adjourned at 9:10 p.m.

Kern Tobias (Chair)

Johnson Frederick (Secretary)

Recording Secretary: Gail Smith-Anthony

Assistant Recording Secretary: Peggy Guerrero

MINUTES OF THE 17TH SESSION CARIBBEAN UNION CONFERENCE
Held At The Auditorium of The University Of The Southern Caribbean
On Thursday, 21st July, 2022

OPENING REMARKS AND PRAYER

The Session began at 9:50 a.m. with opening remarks by Toney Mapp and prayer by Leeroy David after which, the theme song was played.

SECRETARY'S REPORT

VOTED: To approve the report of the Executive Secretary as the official statistical account of membership and church growth, employee demographics and data, and general statistical information for the period 2016 to 2020.

Dr. Leonard Johnson, Secretary of IAD, gave a response and offered commendations for the Secretary's report.

TREASURER'S REPORT

VOTED: To record the Treasurer's report detailing the financial activities of the Caribbean Union Conference for the period 2016 to 2020.

GCAS AUDIT REPORT

VOTED: To record and accept the audit report for the period 2016 to 2020 as presented Mr. Wyatt Smythe, GCAS auditor.

Dr. Filiberto Verduzco, Treasurer of the IAD, gave commendations for the treasurer's report.

MID-DAY DEVOTIONAL SERVICE

Special Music – (The Blessing) Kiovonne Ramsawak

Devotion - Martin Cunningham

Closing Song: #329—Take the World but Give Me Jesus

ADJOURNMENT FOR LUNCH:

The Session was adjourned for lunch at 12:56 p.m. with prayer by Pr. Paul Philbert

RESUMPTION

The Session resumed at 02:09 p.m. with prayer by Dr. Clinton Lewis

ORGANIZING OF COMMITTEE MEMBERS:

VOTED: To approve the following persons as members of the Organizing Committee:

CARIBBEAN HEALTH FOODS :	Dennis Ramdass
UNIV. OF THE SOUTHERN CARIB:	Colwick Wilson
COMMUNITY HOSPITAL:	Steven Carryl
DAVIS MEMORIAL HOSPITAL:	Jenny La Fleur
EAST CARIB. CONFERENCE:	Haradin Scotland Colin Thorne Paul Mayers Granville Hinds
GRENADA CONFERENCE:	Adeltris Roberts Elvis Hilaire Lloydon Francique Marlon Peters
GUYANA CONFERENCE:	Exton Clarke Osley Edwards Melbour Phillip Adele Mack
NORTH CARIB. CONFERENCE:	Desmond James Leriano Webster Gerene Joseph Horace Graham
ST. LUCIA MISSION:	Wendy Frederick Elisha Hunte Peter Jn. Paul Linus Deterville
SVG MISSION:	Shane Franklyn Callistus Thompson Mineva Glasgow Felicia Frederick
SURINAME MISSION:	Steven Tulp

Steven Hofwijks
Judith Blackman

SOUTH LEEWARD CONFERENCE:

Shelton Benjamin
Blain Thomas
Orville Joseph
Dorothy Joseph

SOUTH CARIB. CONFERENCE:

Edison Williams
Larry Harrow
Osric James
Rachel Sealy

TOBAGO MISSION:

Cathian Antoine
Tracy Dick-Noel
Carlos Guy

DEPARTMENTAL REPORTS

The following Reports were presented:

- Personal Ministries/Community Services – Ashton O’Neil
- Missions – Clive Dottin
- Children and Adolescent Ministries – Debra Henry
- Ministerial – Ammaran Williams
- Education – Hilary Bowman

NOMINATING COMMITTEE:

VOTED: To accept the organizing committee report to elect the following persons to constitute the Nominating Committee as presented by the Sister Rachael Sealy, the secretary of the Organizing Committee:

East Caribbean Conference (3)

Colin Thorne
Granville Hinds
Paul Mayers

Grenada Conference (2)

Marlon Peters
Adeltris Roberts

Guyana Conference (6)

Exton Clarke
Osley Edwards

Melbour Phillip
Adele Mack
Blundell Campbell
Oliver Moore

North Caribbean Conference (2)

Desmond James
Horace Graham

St. Lucia Mission (3)

Leeroy David
Elisha Hunte
Wendy Frederick

St. Vincent & the Grenadines Mission (2)

Shane Franklyn
Callistus Thompson

South Caribbean Conference (6)

Leslie Moses
Osrice James
David Holder
Rachel Sealy
Kivonne Ramsawak
Juliet Wong-Chong

South Leeward Conference (2)

Shelton Benjamin
Dorothy Joseph

Suriname Mission (1)

Steven Hofwijks

Tobago Mission (1)

Tracy Dick-Noel

Union Institutions (4)

University of the Southern Caribbean
Colwick Wilson

Community Hospital

Stephen Carryl

Davis Memorial Hospital

Jenny La Fleur

Caribbean Health Foods

Dennis Ramdass

PLANS AND RECOMMENDATIONS COMMITTEE

VOTED To appoint Dr. Carson Greene as Chairperson and Sister Gerene Joseph as Secretary of the Plans and Recommendations Committee.

REPORTS OF DEPARTMENTAL DIRECTORS

The following reports were presented:

- Publishing – Judith Smith
- Evangelism – Claudius Morgan
- Davis Memorial Hospital – Beverly Brathwaite-Chan
- Sabbath School – Debra Felix

ADJOURNMENT FOR SUPPER

Session was adjourned for Supper at 5:59 p.m. with prayer by Pr. Henry Snagg

RESUMPTION

Session resumed at 6:58 p.m. with prayer by Steven Tulp

REPORTS

The following reports were presented:

- Stewardship – Gandamal Samlalsingh
- IADPA – Saul Ortiz & Clara Spengler

IADPA PRESENTATION

Pr. Saul Ortiz, the President of the Inter-American Division Publishing Association (IADPA), presented on the “The Great Controversy 2.0” which is a project to distribute 1 billion books around the world.

FIELD REPORTS

The following field reports were presented:

- East Caribbean Conference
- Grenada Conference
- North Caribbean Conference
- South Leeward Conference

REPORT OF THE NOMINATING COMMITTEE

VOTED: To accept the report of the Nominating Committee for the position of President of the Caribbean Union Conference for the new quinquennium:

- **PRESIDENT:** Dr. Kern Tobias

ACCEPTANCE SPEECH

The President Elect gave a moving acceptance speech with commendations given by the IAD President, Dr. Elie Henry

FIELD REPORTS

The following field reports were presented:

- South Caribbean Conference
- South Leeward Conference

EVENING WORSHIP

Pastor Nigel Walcott presented the devotional message for evening worship on Psalm 1:8.

CONDOLENCES

Pastor Johnson Frederick offered condolences and a prayer on behalf of Pastor Royston Philbert whose mother passed earlier during the course of the session.

REPORT OF THE NOMINATING COMMITTEE

VOTED: To accept the second report of the Nominating Committee as presented by Sis. Rachael Sealy for the positions of Secretary and Treasurer:

EXECUTIVE SECRETARY:	Pr. Johnson Frederick
TREASURER:	Pr. Bertie Henry

ADJOURNMENT

The second day of the 17th session was adjourned at 9:30 p.m with prayer by Jason Peters.

Kern Tobias, Chair

Johnson Frederick, Secretary

Recording Secretaries: Gail Smith-Anthony,

Assistant Recording Secretaries: Carol Joshua, Peggy Guerrero

MINUTES OF THE 17th SESSION OF THE CARIBBEAN UNION CONFERENCE
Held At The Auditorium of The University Of The Southern Caribbean
On Friday, 22nd July, 2022

The Business session commenced at 9:50 a.m. under the chairmanship of Dr. Clive Dottin.

OPENING PRAYER

Opening prayer was offered by Br. Vinood Singh

ADMINISTRATIVE REPORTS

Reports were presented by the following departments:

- | | |
|--|-------------------|
| ➤ Adventist Youth: | Anthony Hall |
| ➤ Caribbean Health Foods Ltd: | Clifford Balgobin |
| ➤ Health Ministries: | Alexander Isaacs |
| ➤ Caribbean Union Revolving Fund (CURF): | Joel Hazelwood |

PLANS AND RECOMMENDATIONS COMMITTEE:

The Plans and Recommendations Committee was grouped according to the following fields and institutions shown below:

VOTED: To record the recommendations from the delegates of the South Caribbean Conference, East Caribbean Conference, St Vincent & the Grenadines Mission and Grenada Conference:

1. That all departmental reports be sent to the local churches to inform membership of the developments across the union territories.
2. To have greater emphasis on member retention and conservation. Proposed change in title from Assistant to the President for Evangelism to Assistant to the President for Evangelism and Retention
3. To develop a committee to review the schedule and programme for union sessions for greater efficiency.
4. To have a more intentional approach to conserve the younger generation (12-16) across the union.
5. To have Spanish enabled programs and leadership to facilitate the increase of Spanish speaking persons in the union territories.

Suriname Mission, Tobago Mission and Delegates-at-Large

Voted: To record the recommendations from the delegates of the Suriname Mission, Tobago Mission, and the Delegates-at-Large

1. To establish a committee at the union level to look at Adventist education and address challenges and issues. To facilitate more integration among schools at the various levels. The aim is to sell the Adventist education product as a premium level product. Develop a model to sell the product
2. To place greater emphasis on church growth
3. To place greater emphasis on music and worship across the union
4. Establish a legal team at the Union level to give support to every field in cases of legal issues
5. To develop a collaborative approach to capital projects
6. To develop methods to sell Adventist education to the membership. Every member should embrace the SDA schools as their own
7. Ministerial retreats be conducted more frequently
8. Establish a department specific for technology. And not as a part of communication. Training should be included to develop software competence.
9. Establish a step-by-step framework that guides care for new believers.
10. Create a database for job vacancies across CARU.
11. To approach the respective government bodies to reduce the 'red tape' required for no-citizens to take up employment in the fields of the union.

Guyana Conference

Voted: To record the recommendations from the delegates of the Guyana Conference:

1. Establish cross cultural integration
2. Conduct feasibility studies and develop a plan of action to establish Berbice as a Mission
3. Invest in a site to host evangelistic conferences
4. That CARU gives study to a curriculum to integrate faith and learning in the Adventist schools
5. That USC support Guyanese students to complete their academic programs at a USC extension campus in Guyana.
6. To host a Ministerial retreat for all pastors at the union level
7. To employ specialists to address special needs persons in churches and to provide material for special needs care.
8. Establish a farming project in Guyana to create employment and to provide produce for the region.
9. Establish a health foods store in Guyana.
10. Establish a Centre for abused women and children in Guyana

North Caribbean Conference & South Leeward Conference

Voted: To record the recommendations from the delegates of the North Caribbean Conference & South Leeward Conference:

1. To appoint a Retirement Fund Reform Committee to recommend a proposal for the long-term viability of the fund.

2. To build a framework where consideration is given for local fields to implement their own programmes according to needs and context within their area.
3. To allocate more resources, finance, and training for ministers
4. To establish an education scholarship to assist students in need.
5. To develop strategies to attract and maintain quality teachers. To allocate resources for teacher training
6. To establish additional sites in the union territories to facilitate completion of degrees at the extension sites and an expansion of virtual classes
7. To Invest in young pastors or individuals who have potential for ministry, and fund their education.
8. That USC offer a Degree in Chaplaincy.
9. To adopt a revised approach on how the health message is promoted to make it more relevant and attractive.
10. Conduct an assessment of the reasons why the Caribbean union young people are leaving the church and devise strategy for retention.
11. To give more support for people groups and to foster cross-cultural evangelism
12. That the IAD consider the establishment of an English-speaking division
13. Establish and implement security measures across the fields
14. Music director to be appointed across the CARU
15. Need for greater collaboration

RECOMMENDATION OF THE PLANS & RECOMMENDATIONS COMMITTEE

VOTED: That the administration of the Caribbean Union Conference provide a report to the constituency on the progress of the recommendations made at this 17th session of delegates.

ADJOURNMENT FOR LUNCH:

The business session adjourned for lunch at 1:30 p.m. after a devotional presentation by Dr. Yvette Peters.

RESUMPTION:

The business session resumed at 2:10 p.m. with prayer by Pr. Roger Stephen

REPORTS

Reports were presented from the following institution/departments:

University of the Southern Caribbean

ADRA

Public Campus Ministries

ASI and Planned Giving & Trust Services

Community Services and Possibility Ministries

REPORT OF THE NOMINATING COMMITTEE

VOTED: To accept the report of the Nominating Committee as presented by the secretary, Sr. Rachael Sealy, at 4:21 p.m. as per *appendix 2*

RESOLUTION OF GRATITUDE

VOTED: To record the Resolution of Gratitude as presented by the Resolution of Gratitude Committee:

- Clifford Balgobin
- Wayne Knowles
- Gandalal Samlalsingh
- Beverly Brathwaite-Chan

Caribbean Union Conference of Seventh-Day-Adventist

Resolution of Gratitude

17th Quinquennial Session

20th – 23rd July, 2022

The University of the Southern Caribbean

St. Joseph

Trinidad

Mr. Chairmen, delegates, guests, attendees in proliferation of pontificated and passionate praises for the abundant grace and extraordinary blessings so marvellously and miraculously bestowed upon all assembled for the 17th quinquennial session of the Caribbean Union Conference of Seventh-day Adventists at the University of the Southern Caribbean, Maracas Royal Road, St. Joseph, July 20-23, 2022, the committee on Resolution of Gratitude, Gandalal Samlalsingh, Dermoth Baptiste, Wayne Knowles, Beverly Chan and Clifford Balgobin hereby offer this Resolution of Gratitude:

1. **WHEREAS**, God has blessed our opening ceremony with the presence of Her Excellency Paula-Mae Weekes, President of the Republic of Trinidad & Tobago, a woman of distinction, class and grace who so eloquently delivered a special address at the opening ceremony of this session and who was very delighted to be in our midst and who encouraged us to stay the course of being aligned to the almighty.

Delegates response: FOR THIS WE THANK THEE OH LORD!

2. **AND WHEREAS**, God has brought to us from the Inter-American Division, President: Dr Ellie Henry, Executive Secretary, Dr Leonard Johnson, and Treasurer, Dr Filiberto Verduzco to officiate and guide in the process of conducting the business of the 17th Quinquennial Session of the Caribbean Union Conference in accordance with the provisions of the constitution of the aforementioned Union and other representatives from the Inter-American Division Ms. Clara Spengler, Pr. Saul Ortiz and Mrs. Janelle Scantlebury-Smith.

Delegates response: FOR THIS WE THANK THEE OH LORD!

3. **AND WHEREAS**, God saw it fit for the membership of approximately 250,000 of the Caribbean Union territory to be led by the administrators with humility in the past quinquennium in the persons of Dr Kern Tobias, Pr. Johnson Frederick, and Pr. Bertie Henry.

Delegates response: FOR THIS WE THANK THEE OH LORD!

4. **AND WHEREAS**, we have witnessed the wonderful demonstration of God's divine intervention and transforming grace evidently reflected in the organizational abilities to successfully, strategically and expertly plan and execute the intentional focus of this session "I Will Go - Faithful in Service."

Delegates response: FOR THIS WE THANK THEE OH LORD!

5. **AND WHEREAS**, God has brought over 230 delegates safely by air, sea and land to this beautiful auditorium (in addition to the 13 delegates that participated online) at USC for this most important Caribbean Union Conference Session.

Delegates response: FOR THIS WE THANK THEE OH LORD!

6. **AND WHEREAS**, all our devotional speakers - Dr Ellie Henry, Dr David Williams, Pastor Martin Cunningham, Sister Valrica Dottin, Pastor Nigel Walcott, Dr Yvette Peters and Pastor Kay White in anticipation - have inspired us to be faithful in service to God, as we go everywhere and anywhere with God.

Delegates response: FOR THIS WE THANK THEE OH LORD!

7. **AND WHEREAS**, the ten (10) fields namely South Caribbean Conference; Guyana Conference; Grenada Conference; North Caribbean Conference, East Caribbean Conference; South Leeward Conference; Suriname Mission; Tobago Mission; St. Lucia Mission and the St Vincent and the Grenadines Mission have conscientiously and consistently coagulated our efforts under the infilling of the Holy Spirit in adding over 19,500 new converts to the Caribbean Union Conference, utilizing technology as best as possible during the Covid-19 pandemic.

Delegates response: FOR THIS WE THANK THEE OH LORD!

8. **AND WHEREAS**, the four (4) institutions of the Caribbean Union Conference namely, The University of the Southern Caribbean; The Community Hospital; Caribbean Health Foods Limited and Davis Memorial Hospital have accelerated their operations through strategic initiatives resulting in financial growth, innovative development, community enhancement, through their core values, the mission of the church, exhibiting compassion, patience and integrity.

Delegates response: FOR THIS WE THANK THEE OH LORD!

9. **AND WHEREAS**, God in His providential leadings has kept the Caribbean Union Conference together as a united entity, despite the delay of convening its Session by one year, due to the prevalence of the COVID-19 Pandemic.

Delegates response: FOR THIS WE THANK THEE OH LORD!

10. **AND WHEREAS**, the Session was supercharged by the sweet presence of the Holy Spirit, thus creating an atmosphere of togetherness and love, under the rubric, "I Will Go - Faithful in Service".

Delegates response: FOR THIS WE THANK THEE OH LORD!

11. **AND WHEREAS**, we have seen how God lavished heaven's choicest blessings upon the members who generously and liberally returned (through conventional and online mediums) faithfully to God in excess of \$20,000,000 in tithe compared to the previous quinquennium.

Delegates response: FOR THIS WE THANK THEE OH LORD!

12. **AND WHEREAS**, we have celebrated the amazing and beyond imagination's success and advancement of the work of every department through the various initiatives and programs executed in the territories of the Caribbean Union.

Delegates response: FOR THIS WE THANK THEE OH LORD!

13. **AND WHEREAS**, we have witnessed the infilling of the Holy Spirit upon the delegates who comprise the organizing and nominating committees that led them to bring reports comprising of Administrators, President - Dr Kern Tobias, Executive Secretary - Pastor Johnson Frederick, Treasurer - Pastor Bertie Henry, directors to serve in the respective departments and Administrators of the four (4) Missions fields.

Delegates response: FOR THIS WE THANK THEE OH LORD!

14. **AND WHEREAS**, we are grateful to God for the use of The University of the Southern Caribbean facilities and staff, and the excellent service rendered to us by the Service Committees, protocol personnel, technical team, transportation, meals, ushers, security, medical personnel, music, Steering Committee and Sub Committees.

Delegates response: FOR THIS WE THANK THEE OH LORD!

BE IT RESOLVED:

That as Administrators, Directors and staff of the Caribbean Union Conference of Seventh-day Adventists in collaboration with the Conferences, Missions, Institutions and membership, we express our profound, inestimable and immeasurable gratitude to God for

His leadings and do hereby dedicate and pledge our lives afresh to God to serve the Union constituency with distinction, loyalty, integrity and faithfulness ever mindful of the theme of the session "I WILL GO - FAITHFUL IN SERVICE" and further that this resolution of gratitude be duly voted and recorded on this 22nd day of the month of July in the year of our Lord Jesus Christ 2022.

CLOSING OF BUSINESS MEETING

The business meeting ended at 5:05 p.m. with a prayer of consecration by Pr. Ammaran Williams.

Kern Tobias, Chair

Johnson Frederick, Secretary

Recording Secretary: Gail Smith-Anthony,

Assistant Recording Secretaries: Carol Joshua, Peggy Guerrero

**CONSTITUTION AND BYLAWS
OF THE
CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS**

**(Amended 1970, 1974, 1978, 1982, 1986, 1991, 1996, 2001, 2006, 2016, 2022)
Amended at the Seventeenth (17th) Session,
July 20, 2022**

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**CONSTITUTION
OF THE
CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS**

Article I – Name

The name of this organization shall be the Caribbean Union Conference of Seventh-day Adventists, hereinafter referred to as the union or union conference.

Article II – Purpose

The purpose of this union 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 Savior and to unite with His Church, and nurturing them in preparation for His soon return.

Article III—Relationships

The Caribbean Union Conference is a member unit of the global Seventh-day Adventist Church and is located in the territory of the Inter-American Division of the General Conference of Seventh-day Adventists. The purposes, policies, and procedures of this union conference shall be in harmony with the working policies and procedures enacted by the executive committee of the Inter-American Division or the General Conference of Seventh-day Adventists. This union conference shall pursue the mission of the Seventh-day Adventist Church in harmony with the Fundamental Beliefs, programs, initiatives, and actions adopted and approved by the General Conference of Seventh-day Adventists at its sessions.

Article IV – Territory

1 **The territory of this Union Conference shall consist of Anguilla, Antigua and**
2 **Barbuda, Barbados, British Virgin Islands, Dominica, Grenada, Carriacou and**
3 **Petite Martinique, Guyana, Montserrat, Saba, St Eustatius, St Kitts and Nevis, St**
4 **Lucia, St Maarten (Dutch), St Vincent and the Grenadines, Suriname, Trinidad and**
5 **Tobago, and the United States Virgin Islands.**

6 7 **Article V – Constituency**

8
9 **The constituency of this union conference shall consist of such local**
10 **conferences/missions/fields as have been or shall be organized in any part of the**
11 **geographic territory under its jurisdiction and formally approved for membership by**
12 **vote of the delegates at any regularly scheduled regular or special union constituency**
13 **meeting.**

14 15 **Article VI – Bylaws**

16
17 **The members of this union conference, acting in and through a constituency**
18 **meeting may enact bylaws, and/or repeal them, and such bylaws may embrace any**
19 **provision not inconsistent with the constitution.**

20 21 **Article VII—Dissolution and Disposition of Assets**

22
23 **This union conference may be dissolved only by a two-thirds (2/3) majority**
24 **vote of the delegates present and voting at any constituency meeting.**

25
26 **In the event of the dissolution of this union conference and unless otherwise**
27 **required by local law, all assets remaining after all claims have been satisfied shall**
28 **be transferred to a legal entity authorized by the Inter-American Division of the**
29 **General Conference of Seventh-day Adventists.**

30 31 **Article VIII—Amendments**

32
33 **The bolded text of this constitution and bylaws shall not be amended except**
34 **to conform to the union conference model constitution and bylaws when it is**
35 **amended by action of the General Conference Executive Committee at an Annual**
36 **Council. Such amendments shall be adopted into the union’s constitution and**
37 **bylaws by a simple majority vote (unless local law requires a higher majority) of**
38 **delegates present and voting at a union conference constituency meeting. This union**
39 **may amend the unbolded text of the constitution and bylaws from time to time, at a**
40 **union conference constituency meeting, provided any such changes are in harmony**
41 **with the spirit and intent of the model constitution and bylaws. Such amendments**
42 **shall require an affirmative vote of two-thirds (2/3) of the delegates present and**
43 **voting.**

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**BYLAWS
OF
THE CARIBBEAN UNION CONFERENCE
OF SEVENTH-DAY ADVENTISTS**

Article I – Principal Office

The principal office for the transaction of the business of the Caribbean Union Conference is fixed and located at 7 Rookery Nook, Maraval, Trinidad, West Indies. In an emergency the executive committee may change the location of the principal office on a temporary basis.

Article II—Constituency Meetings

Section 1. Regular Meeting: This union conference shall hold a regular quinquennial constituency meeting* at such time and place as the executive committee of the union conference shall designate. In the event that the union executive committee fails to call a regular constituency meeting within the quinquennial period, the Inter-American Division Executive Committee may give notice for such a meeting and designate the time and place. In case regional conditions make it imperative to postpone the calling of the constituency meeting, the union conference executive committee, in a regular or special meeting, shall have authority to make such postponement, not to exceed one year, giving notice to all constituent organizations. In the event that the executive committee exercises its authority to postpone a constituency meeting, it shall also have the authority to set the subsequent regular constituency meeting at such time and place as it shall see fit, not to exceed five calendar years from the date of the postponed constituency meeting. 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 union at least four weeks before the date of the session, or

b. A method approved by the Caribbean Union Conference Executive Committee, provided all member units receive notice with sufficient time to select delegates.

c. A method approved by the General Conference of Seventh-day Adventists, Inter-American Division Executive Committee in the event of inaction or non-compliance by the Caribbean Union Conference Executive Committee.

Section 2. Special Meeting:

a. The executive committee of this union conference shall call a special constituency meeting at a time and place it deems proper when:

*The membership/constituency meeting is a business meeting of the membership of this union conference. These meetings may also be called membership/constituency sessions.

1 (1) It is voted by the executive committee or
2 (2) It is voted by the delegates at any constituency meeting, or
3 (3) It is requested by 75% of the executive committees of the
4 conferences/missions within the union conference, or

5 (4) It is voted by the Inter-American Division Committee or the
6 General Conference Executive Committee. The date for such a meeting in response
7 to paragraphs (3) and (4) above shall not be more than 90 days from the date when
8 the actions described in
9 paragraphs (3) and (4) above are communicated to the officers/executive committee
10 of the union.

11 b. In the absence of a timely response by the union executive committee to
12 paragraphs (2) through (4) in Sec. 2. a. above, the Inter-American Division Executive
13 Committee or General Conference Executive Committee may call a special
14 constituency meeting of the Union Conference, and designate the time and place for
15 such a meeting.

16
17 c. The agenda for special constituency meetings shall be included in the
18 notice of the meeting.

19 d. Notice as to the time and place of special constituency meetings shall be
20 given in the same manner as for regularly scheduled constituency meetings.

21
22 **Sec. 3. Virtual Attendance at Constituency Meetings:** Generally, regular and
23 specially called constituency meetings are to be held in person and onsite. However,
24 delegates when requested by the executive committee, and if permitted by local law, may
25 participate by means of an electronic conference or similar communications by which all
26 persons can hear each other at the same time, and participation by such means shall
27 constitute presence in person and attendance at such a meeting.

28
29 **Section 4. Chair and Secretary of Constituency Meetings:** The president of
30 the union conference shall serve as chair and the secretary of this union shall serve as
31 secretary for constituency meetings of this union. The president may designate other
32 individuals to assist in chair duties from time to time. In the event that the president's
33 office is vacant or that the president is unavailable to serve as chair, the constituency
34 meeting may be called to order by the ranking division officer present. The first item
35 of business shall be the election of a chair pro tem, selected from the delegates present
36 at the meeting. When the election of a president has been completed, the new
37 president if present at the constituency meeting shall replace the chair pro tem.

38
39 In a similar manner, arrangements may be made for a secretary pro tem if the
40 secretary's office is vacant, or the secretary is unavailable to serve at the constituency
41 meeting. When the election of a secretary has been completed, the new secretary, if
42 present at the constituency meeting, shall replace the secretary pro tem.

43
44 **Section 5. Regular Meeting--Business:** The business of the regular
45 constituency meeting shall include the election/appointment of personnel for various

positions (see Sections 11 and 12 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 6. Quorum: At least sixty-six percent of the delegates authorized hereinafter under Article III Sections 1 and 2 must be present at the opening of any regular or special constituency meeting to constitute a quorum for the transaction of business. Once the meeting is declared open, the delegates remaining present shall constitute a quorum.

Section 7. Proxy Voting: All delegates must be present in person at any constituency meeting, or participating by electronic means, in order to be eligible to vote. There shall be no voting by proxy.

Section 8. Voting Rights of the Delegates: Each delegate appointed to act on behalf of the members of this union 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 union conference in which they have been designated to represent a local conference/mission/field, institution, the division, or the General Conference of Seventh-day Adventists.

Section 9. 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. Votes cast remotely shall have the same validity as if the delegates met and voted onsite.

Section 10. Parliamentary Authority: The parliamentary authority pertaining to all rules and procedures for constituency meetings not covered by its bylaws shall be based on those published in the *General Conference Rules of Order*, and any adaptation or supplement approved by the division executive committee, unless otherwise determined by a two-thirds (2/3) majority vote of the constituency meeting.

Section 11. Election/Appointment and Term of Office:

a. Elections: All union conference officers and members of the executive committee who are not ex officio members shall be elected by the delegates at a meeting of the union conference constituency. The election of departmental directors, associate departmental directors, associate secretaries, or associate treasurers, if not determined by the delegates at the union conference constituency meeting, shall be referred to the executive committee for appointment. Other positions to be filled by election may include the chief administrator(s) and board

members of union institutions if and as required by the governance documents and structure for each entity.

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 mandatory retirement age policy is in effect, or removal from office, for cause, by the executive committee or a special constituency meeting.

The phrase “for cause” when used in connection with removal from an elected or appointed position, or from employment, shall include but not be limited to 1) incompetence; 2) persistent failure to cooperate with duly constituted authority in substantive matters and with relevant employment and denominational policies; 3) actions which may be the subject of discipline under the *Seventh-day Adventist Church Manual*; 4) failure to maintain regular standing as a member of the Seventh-day Adventist Church; 5) theft or embezzlement; or 6) conviction of or guilty plea for a crime.

Section 12. Election of Local Mission/Field Officers and Term of Office: a. Elections: The president, secretary, and treasurer of local missions/fields within the territory of this union conference shall be elected by the union constituency meeting, or by the union executive committee between constituency meetings.

b. Term of Office: Local mission/field officers elected at the constituency meeting normally serve until a midterm meeting of the union executive committee, unless they resign, voluntarily retire, retire in situations where a mandatory retirement age policy is in effect, or are removed from office, for cause, by the union conference executive committee or by a special constituency meeting (see definition of “for cause” in Sec. 11, paragraph b. above).

(Note: Section 11 above is applicable to union conferences in whose territory there is a local mission/field/section.)

Article III – Representation

Section 1. Representation: a. **Regular Delegates**--Each member organization shall be represented at Union Conference constituency meetings by duly appointed delegates as follows:

a. Each local conference/mission/field shall be entitled to one delegate without regard to conference/mission/field membership and one additional delegate for each 1800 church members or major fraction thereof beyond the first 1800 members.

b. Such delegates shall be chosen by the respective local conference/mission/field executive committees, from among those who hold

1 membership in a duly organized local church within the respective
2 conference/mission/field or from among those who are employees of the member
3 organization.

4 c. The delegation from each conference/mission/field, if composed of three or
5 more individuals, shall include representation from laity, pastors, and/or other
6 frontline employees of the respective conference/mission/field and include persons of
7 both genders.
8

9 **Section 2. Delegates at Large. Delegates at large to a Union Conference**
10 **constituency meeting include:**
11

- 12 a. The current members of the executive committee of this Union
13 Conference.
14 b. Such other persons from the Union Conference staff, institutions owned
15 and operated by the union, and local conferences/missions/fields, as may
16 be recommended by the Union Conference Executive Committee and
17 accepted by the delegates in the constituency meeting. The number of
18 such delegates shall not exceed ten percent of the total number of regular
19 delegates provided for hereinabove.
20 c. Members of the General Conference and Inter-American Division
21 executive committees, who may be present at any constituency meeting
22 of this Union Conference. The number of such delegates shall not exceed
23 ten percent of the total number of delegates otherwise provided for.
24 d. A person who is not elected to a new term of office at a constituency
25 meeting does not thereby lose delegate status at the current constituency
26 meeting.
27

28 **Section 3. Church Membership Requirement: All delegates appointed to**
29 **represent the members of this Union Conference at any constituency meeting shall be**
30 **members in regular standing of the Seventh-day Adventist Church.**
31

32 **Article IV – Constituency Meeting Committees** 33

34
35 *(Note: Division executive committees may authorize a process whereby the*
36 *session organizing and nominating committees may be selected and empowered to*
37 *perform their tasks in advance of the session. The process to select such committees for a*
38 *session shall involve constituency representation rather than being accomplished by the*
39 *executive committee alone. Unless a division executive committee has approved other*
40 *arrangements as described above, the following provisions shall apply for the*
41 *appointment and functioning of session committees.)*
42

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

To facilitate the business of the session, constituency meeting committees may convene by means of an electronic conference or similar communications by which all persons participating can hear each other at the same time. **These committees include:**

Section 1. Organizing Committee:

a. An organizing committee for each constituency meeting shall be appointed. It shall consist of three representatives from each local conference/mission, one additional representative for each field with more than 10,000 members, one representative from each union conference-operated institution, and the president of the Inter-American Division, or his designee, who shall serve as chairperson. The administrators of the General Conference and the Inter-American Division or their representatives who are present will be invited to attend the organizing committee as advisors.

b. The members of the organizing committee shall be appointed by their respective delegate groups as one of the first items of business at each regularly scheduled constituency meeting.

c. The organizing committee shall nominate, and the constituency shall elect:

(1) A nominating committee

(2) The Chairman and Secretary of the Plans and Recommendations committee.

(3) Other committees as may be necessary.

Section 2. Nominating Committee— The President of the Division or his designee shall be the chairman of the nominating committee at the Union quinquennial session. He will have a right to vote. The nominating committee shall consist of one representative from every conference/mission without regard to membership and one additional representative for each 12,000 church members or major fraction thereof based on the December 31 membership of the preceding year and one delegate from each union institution. The membership of the committee shall be balanced, as nearly as possible, between denominational workers and laypersons representing various segments of the work and territories of the union. The General Conference and Division officers or their designees who may be present will be invited to attend the nominating committee as advisors.

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 11 Sections 11 and 12 in the current term, excluding non-ex officio members of the executive committee, 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 provision has been made.

d. The Nominating Committee shall also nominate members for the union executive committee, the constitution and bylaws committee and for the boards of union institutions whose bylaws indicate that board members for the entity are elected at a union constituency meeting.

1
2 **Section 3. Standing Constitution and Bylaws Committee–** The Standing
3 **Constitution and Bylaws Committee** shall include an officer of the General
4 **Conference of Seventh-day Adventists, Inter-American Division, and shall be chaired**
5 **by the secretary of the Caribbean Union Conference, or his/her designee. This**
6 **committee shall function between the regularly scheduled sessions of the constituency**
7 **and shall submit its reports and detailed recommendations through the executive**
8 **committee to the next regular constituency meeting.**

9 **4.** The Committee on Plans and Recommendations shall be composed of all the
10 delegates to the session. Recommendations from the fields shall be sent through regular
11 channels.

12 13 **Article V – Executive Committee**

14
15 **Section 1. Membership of Executive Committee–** The executive committee of
16 **the Caribbean Union Conference of Seventh-day Adventists shall be elected at its**
17 **regularly scheduled constituency meeting and shall consist of the president, secretary,**
18 **treasurer, and the chief administrator of each institution sponsored by the Union. The**
19 **president, secretary and treasurer of constituent conferences/missions shall be ex**
20 **officio members of the executive committee. The remaining membership shall include**
21 **departmental directors, pastors, or other denominational employees, and fifteen**
22 **percent of the total members of the executive committee shall be lay persons. The**
23 **officers of the General Conference of Seventh-day Adventists, Inter-American**
24 **Division and of the General Conference of Seventh-day Adventists are members ex**
25 **officio of the Union Conference Executive Committee; however, their membership**
26 **shall be in addition to the number detailed above. Any such officers exercising their**
27 **voting rights at any one meeting shall not make up more than ten percent of the**
28 **committee membership present.**

29
30 **Section 2. Delegated Authority–** The executive committee of this union
31 **conference, unless replaced at a special constituency meeting, is delegated the**
32 **authority to act on behalf of the constituents between regular sessions, including the**
33 **authority to elect or remove "for cause" (see definition of "for cause" in Article II, Sec.**
34 **11. above), officers, directors of departments/services, chief administrators of**
35 **institutions, and members of board and committee members, whose election or**
36 **appointment is a result of a constituency meeting or executive committee meeting**
37 **action and to fill, for the remaining portion of the term, any vacancies thus created.**
38 **The removal of those named under Article VI, Section 1, shall require the affirmative**
39 **vote of two-thirds (2/3) of those voting at a union executive committee meeting where**
40 **a majority of members is present.**

41
42 **Section 3. Administrative Authority–** The executive committee shall have full
43 **administrative authority:**

44 a. To fill for the current term any vacancies that may occur by death, resignation
45 or otherwise, in its boards, committees, departments, or in offices which have been filled

1 by the union conference election. **If a new president is to be elected, the president of**
2 **Inter-American Division, or his designee, shall serve as chairman of the executive**
3 **committee.**

4 b. To appoint committees, such as an administrative committee, with their terms
5 of reference.

6 c. To employ such personnel as may be necessary to execute its work effectively.

7 d. To grant and withdraw credentials and licenses. The withdrawal of credentials
8 shall require the consent of two-thirds of the members of the executive committee.

9 e. To appoint the local conference and mission auditors at the first meeting held
10 after the union/conference session. The appointment of the local conference auditor shall
11 be made upon the recommendation of the local conference administration.

12
13 **Section 4. Regular Meetings--**The executive committee may schedule regular
14 meetings at such times and places as it may select.

15
16 **Section 5. Special Meetings--**Special meetings of the executive committee may
17 be called at any time or place by the President or, in his absence, by the Secretary. In
18 response to the written request of a majority of the members of the executive committee a
19 special meeting shall also be called by the secretary.

20
21 **Section 6. Attendance at Meetings:** Where allowed by local law, executive
22 committee members may participate in meetings by means of an electronic conference
23 or similar communications by which all persons participating can hear each other at
24 the same time, and participation by such means shall constitute presence in person at
25 such a meeting.

26
27 **Section 7. Notice of Meetings:** Notice as to time and place, and any other
28 requirements under these bylaws, shall be provided to all members in a reasonable
29 manner at least 48 hours prior to the meeting if the meeting is to take place by
30 electronic conference or similar communications, or at least 96 hours if the meeting
31 is to take place in person.

32
33 **Section 8. Quorum:** Thirteen members of the executive committee, including the
34 chair or vice chair, shall constitute a quorum.

35 36 **Article VI – Officers and Their Duties**

37
38 **Section 1. Executive Officers:** The executive officers of this union conference
39 shall be a president, a secretary, and a treasurer. The secretary and treasurer may be
40 one individual known as the secretary-treasurer. **It is the duty of these officers, in**
41 **consultation with one another, to carry forward the work according to plans, policies,**
42 **and programmes voted by the division executive committee, the constituency in**
43 **session and/or the union executive committee. These plans, policies, and programmes**
44 **shall be in harmony with the Fundamental Beliefs and actions adopted and approved**
45 **by the General Conference of Seventh-day Adventists in its quinquennial sessions.**

1 **1. President:** The president, who shall be an ordained minister of experience,
2 is the first officer and shall report to the executive committee of the union conference
3 in consultation with the secretary and the treasurer. He shall act as chair of the
4 constituency meetings and the executive committee and serve in the general interests
5 of the union conference as the constituency and the executive committee shall
6 determine. In his leadership he shall adhere to the policies of the Inter-American
7 Division and of the General Conference of Seventh-day Adventists, work in harmony
8 with the division executive committee, and in close counsel with the division officers.

9 **2. Secretary:** The secretary, associated with the president as an executive
10 officer, shall serve under the direction of the executive committee and shall act as
11 vice-chair of the executive committee. The secretary shall report to the executive
12 committee of the Union Conference after consultation with the president. It shall be
13 the duty of the secretary to keep the minutes of the union conference constituency
14 meetings and of the executive committee meetings; to furnish copies of these minutes
15 to all members of the executive committee and to the division officers. The secretary
16 shall also be responsible for providing information as may be requested by the
17 president or by the union or division executive committee; and shall perform such
18 other duties as usually pertain to the said office.

19 **3. Treasurer:** The treasurer, associated with the president as an executive
20 officer, shall serve under the direction of the executive committee. The treasurer shall
21 report to the executive committee of the union conference after consultation with the
22 president. The treasurer shall be responsible for providing financial leadership to the
23 organization which will include, but shall not be limited to, receiving, safeguarding
24 and disbursing all funds in harmony with the actions of the executive committee,
25 remitting all required funds to the division/General Conference in harmony with the
26 Inter-American Division policy, and for providing financial information to the
27 president and to the executive committee. The treasurer shall also be responsible for
28 furnishing copies of the financial statements to the division officers.

29
30 **Section 2. Other Officers:** Other individuals may serve as officers of the union
31 conference such as vice president, associate secretary and associate treasurer.

32 33 **Article VII – Directors of** 34 **Departments/Associations/Services**

35
36 **Section 1. Advisory Role:** The directors of departments/associations/services
37 of this Union Conference shall work under the direction of the executive committee
38 of the Union Conference and the President and shall serve in an advisory relationship
39 to the field.

40
41 **Section 2. Departments/Associations/Services Structure:** Union conference
42 departments, associations, and services shall be organized in harmony with the
43 department/association/service structure of the General Conference but shall not
44 necessarily duplicate the departments/ associations/services at the division or the General
45 Conference of Seventh-day Adventists.

Article VIII – Other Organizations

Section 1. Unincorporated Organizations: The Caribbean Union 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 Union Conference.

Section 2. Corporations: The Caribbean Union 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 bylaws of the corporations and in harmony with applicable laws.

Article IX – Finance

Section 1. Tithes and Offerings: The church funds managed by this Union Conference shall consist of such tithe, including direct tithe, as it shall be assigned by policy and as received from the local conferences/missions/fields 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 Union Conference, as specified by policy, and all other funds shall be used in harmony with the financial policies of 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 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. This Union shall pass on to the General Conference of Seventh-day Adventists, Inter-American Division the specified tithe percentage, retirement fund percentages as may be decided by the Division committee, and all mission offerings.

Section 3. Bank Accounts: The funds of this Union Conference shall be safeguarded in harmony with the financial policies of the General Conference of Seventh-day Adventists, Inter-American Division. Moneys shall be deposited in the name of the Caribbean Union 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 Caribbean Union Conference shall prepare on a regular basis monthly statements of income and fund balances and shall be responsible for the filing of copies of the annual financial statement with the General Conference of Seventh-day Adventists, Inter-American Division and the General Conference of Seventh-day Adventists and, to the extent required by law, with any branch of local or national government.

Article X – Budget, Salary Review, and Audit

Section 1. Budget: The Caribbean Union Conference shall prepare an annual budget in harmony with the policies of 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 and expense review committee, whose tasks are outlined in the General Conference Working Policy.

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

Article XI – Indemnification

Section 1. To the extent permitted by law, this Union Conference shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending, or completed action, suit, or proceeding, whether civil, criminal, administrative, or investigative, because he/she is or was a member of the Union Conference executive committee or an officer, employee, or agent of the Union Conference against expenses (including legal fees), judgments, fines, and amounts paid in settlement actually and reasonably incurred by him/her in connection with such action, suit, or proceeding if he/she acted in good faith and in a manner he/she reasonably believed to be in or not opposed to the best interest of the Union Conference, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his/her conduct was unlawful.

Section 2. This right of indemnification shall be in addition to, and not exclusive of, all other rights to which such member of the executive committee, 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 constitution and bylaws of this union 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 Union Conference Constitution and Bylaws as voted by the General Conference Executive Committee in its annual meetings. Such amendments or revisions shall be approved by a simple majority vote (unless local law requires a higher majority) of the delegates present and voting at any duly called constituency meeting of the union conference. Other sections of the constitution and bylaws may be amended, revised, or repealed by an affirmative vote of two-thirds

1 **(2/3) of those present and voting, provided such changes are in harmony with the**
2 **spirit of the Union Conference Model Constitution and Bylaws, and have been**
3 **processed through the union conference executive committee. Notice of any proposed**
4 **changes to the Bylaws of this union conference shall be given specifically in**
5 **conjunction with the publication of notice for the constituency meeting.**

VOTING QUESTIONS

Motion 1

Do you vote to approve the daily program of the Eighteenth Session during July 22-24, 2026.

Yes No

Motion 2

Do you vote to confirm the agenda of the 18th session of the CARU?

Yes No

Motion 3

Do you vote to accept the persons recommended by the executive committee to serve as delegates at large, according to Article 111 Section 2 (b) of the bylaws?

Yes No

Motion 4

Do you vote to accept the Tobago Conference into the sisterhood of conferences that make up the Caribbean Union Conference?

Yes No

Motion 5

Do you vote to record the messages of the retired Presidents of CARU for posterity and archiving.

Yes No

Motion 6

Do you vote to record the President's report as representing a summary of major achievements of the union during the quinquennium?

Yes No

Motion 7

Do you vote to record the Executive Secretary's quinquennial report as presented by the Executive Secretary?

Yes No

Motion 8

Do you vote to accept the auditor's report of the union's financial statements for the period 2022 to 2025?

Yes No

Motion 9

Do you vote to record the respective directors' video reports as presented?

Yes No

Motion 10

Do you vote to accept the report of the Organizing Committee with recommendations for the election of:

1. Nominating Committee Members as follows:
2. The Chairperson and Secretary of the Planning and Recommendations Committee as follows:

Yes No

Motion 11

Do you vote to accept the report of the Nominating Committee, proposing the election of ... as the President of the CARU for the new quinquennium?

Yes No

Motion 13

Do you vote to accept the constitution and bylaws committee as a standing committee for the duration of the new quinquennium?

Yes No

Motion 14

Do you vote to accept the resolution of gratitude as a token of gratitude and praise to God for His leading in the Caribbean Union Conference?

Yes No

Motion 15

Do you vote to adjourn the 18th Quinquennial Session until the 19th session is convened at a time and date appropriately approved by the Inter-American Division?

Yes No

CARIBBEAN UNION CONFERENCE ELECTED PERSONNEL

Position	Incumbents	2026 - 2030
President	Kern Tobias	
Secretary	Johnson Frederick	
Treasurer	Bertie Henry Bertie Henry	
Associate Treasurer	Kerene Horsford-Nero	
Field Secretary	Clive Dottin	
ADRA	Alexander Isaacs	
Adventist Global Missions	Clive Dottin	
Adventist Laypersons Services & industries (ASI)	Gandalal Samlalsingh	
Asst. to the President for Evangelism	Claudius Morgan	
Adventist Possibility Ministries	Debra Henry	
Chaplaincy	Maryvn Smith	
Children & Adolescent Ministries	Debra Henry	
Communication	Royston Philbert	
Education	Daphney Magloire	
Family Ministries	Ammaran Williams	
Health Ministries	Alexander Isaacs	
Ministerial Secretary	Ammaran Williams	
Personal Ministries / Prayer Ministries	Ashton O'Neil	
Planned Giving & Trust Services	Gandalal Samlalsingh	
Public Affairs & Religious Liberty	Clive Dottin	
Public Campus Ministries	Marvyn Smith	
Publishing Ministries	Ashton O'Neil	
Sabbath School	Debra Felix	
Stewardship	Gandalal Samlalsingh	
Women Ministries	Debra Henry	
Youth	Marvyn Smith	

LOCAL MISSIONS ELECTED PERSONNEL

St. Lucia Mission		2022 - 2026	2026 - 2030
President		Roger Stephen	
Secretary		Lucius Philip	
Treasurer		Rose Mary Desir	
St. Vincent & The Grenadines Mission		2022 - 2026	2026 - 2030
President		Shane Franklyn	
Secretary / Treasurer		Rohand Charles	
Suriname Mission		2022 - 2026	2026 - 2030
President		Guno Emanuelson	
Secretary / Treasurer		Steven Tulp	

UNIVERSITY OF THE SOUTHERN CARIBBEAN BOARD OF DIRECTORS

Position	2026 - 2030
Chairperson:	
Vice-Chairperson:	
Secretary:	
Union President:	
Union Secretary:	
University President:	
Union Treasurer:	
Union Education Director;	

Position	2026 - 2030
Conference/Mission Presidents (10)	
Conference/Mission Education Directors (2)	
Alumni, not denominationally employed (2)	
(Eight (8) others to be recommended by the Board of Trustees to the Caribbean Union Conference Executive Committee)	

(ARTICLE IV, SECTION 1A) ORGANIZING COMMITTEE

Distribution by Conferences/Missions/Institutions/Delegates-at-Large

East Caribbean Conference (4)	
Grenada Conference (4)	
Guyana Conference (4)	
North Caribbean Conference (4)	
St. Lucia Mission (4)	
St. Vincent & the Grenadines Mission (4)	
South Caribbean Conference (4)	
South Leeward Conference (4)	
Suriname Mission (3)	

Tobago Conference (3)	
Caribbean Health Foods Ltd (1)	
Community Hospital (1)	
Davis Memorial Hospital (1)	
University of the Southern Caribbean (1)	

ARTICLE IV, SECTION 2

NOMINATING COMMITTEE

Distribution by Conferences/Missions/Institutions

East Caribbean Conference (3)	
Grenada Conference (2)	
Guyana Conference (5)	
North Caribbean Conference (2)	
St. Lucia Mission (2)	

St. Vincent & the Grenadines Mission (2)	
South Caribbean Conference (5)	
South Leeward Conference (2)	
Suriname Mission (1)	
Tobago Conference (2)	
Union Institutions (4)	
University of the Southern Caribbean (1)	
Community Hospital (1)	
Davis Memorial Hospital (1)	
Caribbean Health Foods (1)	

ARTICLE V

UNION EXECUTIVE COMMITTEE – 2022 TO 2026

Union Officers/Associate (4)

President:

Secretary:

Treasurer:

Associate Treasurer:

Departmental Directors (TBD)

Conference/ Mission Presidents (10)

East Caribbean Conference:

Grenada Conference:

Guyana Conference:

North Caribbean Conference:

Saint Lucia Mission;

South Caribbean Conference:

South Leeward Conference:

Suriname Mission:

SVG Mission:

Tobago Conference:

Conference/ Mission Secretaries and Treasurers (TBD)

Institutional Administrators (4)	
Caribbean Health Foods :	
Community Hospital:	
Davis Memorial Hospital:	
University of the Southern Caribbean:	
One Elective Pastor, or Other Employees, from Each Conference/Mission (10)	
East Caribbean Conference:	
Grenada Conference:	
Guyana Conference:	
North Caribbean Conference:	
St Lucia Mission:	
South Caribbean Conference:	
South Leeward Conference:	
Suriname Mission:	
SVG Mission:	
Tobago Conference:	
15% Lay Persons (TBD)	

ARTICLE V, SECTION 4

CONSTITUTION & BYLAWS COMMITTEE

Chairperson

_____	_____
_____	_____
_____	_____
_____	_____

ARTICLE V, SECTION 5

PLANS & RECOMMENDATIONS COMMITTEE

Chairperson: _____

Secretary: _____

All Delegates in Session

SERVICE

COMMITTEES

Catering/Meals

Avril Henry-John**
Ann Bacchus-Small
Twanna Thomas-Less
Drason Browne
Ecedra Ruiz
Marsha Roberts-Smith
Kerene Horsford-Nero
Jadia Joseph

Junior Sabbath School

Debra Henry**
Ruslyn Baptiste-Farfan
Carolyn Brandon
Marvyn Smith

Decorating

Beverly Khan-Alexis**
Rosanna Forbes
Ruslyn Baptiste-Farfan
Steve Joseph
Beverly Clarke
Michael Garcia
Aileen Newland

Editorial

Rhonda Morgan**
Petra Pierre Robertson
Ruth Semper-John

Finance

Bertie Henry**

Kerene Horsford-Nero
Yvette Peters
Adrian Dennis
Colin Ross
Aileen Stoute

First Aid

Alexander Isaacs**
Kerwin Felix
Vicky De Coteau
Joseph Mahadeo

Housing

Bertie Henry**
Denise Fontenelle-Holder
Onesi La Fleur

Hugh Small
Dominic Merrit

ICT

Royston Philbert**
Sheldon Moore
Tristan Samuel
Byron Hunte
Claudius Morgan
Josh Rudder
Alex Mc Nichols
All Communication Directors**
Phillip Fahie
Wayne Morgan

Logistics

Clive Dottin**
Onesi La Fleur
Debra Felix
Joel Hazelwood
Samuel Sankar
Onessa Hughes-Mitchell

Music

Deborah Ferreira**
Leslie Hislop
Anton Charles
Mokale Koapeng
Eldon Blackman

Prayer

Ashton O'Neil**
Rachael Sealy
David Holder
Lloyd Jacott
Pamela Stephen

Planning & Programme

Kern Tobias**
Johnson Frederick
Bertie Henry
Colwick Wilson
Leslie Moses
Ammaran Williams

Gandalal Samlalsingh
Rose Marie Desir
Faith Pustam-Ramdath
Royston Philbert
Clive Dottin

Platform

Exton Clarke**
Wayne Knowles
Faith Pustam-Ramdath
Terry John
Vishnu Persad
Terence Haynes

Public Relations

Clive Dottin**
Royston Philbert
Kerwin Felix
Sammy Sankar
Eshean Arjoon
Eddison Williams

Resolution of Gratitude

Wayne Knowles**
Marvyn Smith
Lucius Philip
Marsha Ramsamooj-Harris
Daphney Magloire

Secretarial/Registration

Johnson Frederick**
Gail Smith-Anthony
Faith Pustam-Ramdath
Margaret Fontenelle-Holder
Pauline Frederick
Sheryle Liverpool
Carol Joshua
Onessa Hughes-Mitchell
Jadia Joseph
Ann Bacchus-Small
Aaron Crichlow
Peggy Guerrero
Tabitha De Leon-David
Rowena Mc Nichols

Deborah Adams
Nadine Johnson
Merril Dennis
Norine Kirk

Sabbath School

Debra Felix**
Henry Peters
Sheryle Liverpool
Deborah Ferreira
Kay White

Seating/Protocol

Johnson Frederick**
Wayne Andrews
Gail Smith-Anthony
Drason Browne
Margaret Fontenelle-Holder
Samuel Sankar

Security/Parking

Bowen Nelson**
Gideon St. Bryce
Kerwin Felix
Wayne Jeffrey

Transportation

Hugh Small**
Onesi La Fleur
Curtis Williams
Adrian Forbes

Travel/Reservation

Margaret Denise Fontenelle-Holder**
Jadia Joseph
Gail Smith-Anthony

Ushering

Margaret Denise Fontenelle-Holder**
Ushers for Christ Personnel

**** Chairperson**

REPORT FROM THE PRESIDENT



PRESIDENT

Dr. Kern Tobias

“

We can be optimistic and hopeful for the future because of our rich history and heritage, a compelling mission, a tradition of committed workers, financial resourcefulness, and the promises of God.”

Administrators of the General Conference of Seventh-day Adventists, Inter-American Division (IAD), field presidents of the Caribbean Union Conference of Seventh-day Adventists (CARU), delegates, spouses and family members of delegates, specially invited guests, institutional leaders, administrative colleagues, directors, office staff, brothers and sisters, greetings in the name of Jesus Christ!

It is my honor and distinction to give an account of my stewardship, for the term under review, to the constituency of the Caribbean Union Conference. I give God thanks for His blessings, bounties, and the privilege: To report to the constituency of God's intervention in and through the lives of His people; to provide the delegates with the opportunity to contribute fresh ideas and views to the management of the Caribbean Union; and to allow God to lead out in the election of officers to continue the work of His Church.



ADMINISTRATIVE ASSISTANT

Faith Pustam Ramdath



The Caribbean Union Conference continues to deal with its diversity and confront its complexity. We continue to thank God for the twenty-four islands and the countries of Guyana and Suriname, the six stable currencies, and more than four languages and dialects that are spoken. We have been able to enhance our status as a union and strengthen our resolve as the “Adventist CARICOM (Caribbean Community and Common Market)”. The Psalmist’s encouragement is relevant, “Behold, how good and how pleasant it is for brethren to dwell together in unity” (133:1, NKJV).

We can be optimistic and hopeful for the future because of our rich history and heritage, a compelling mission, a tradition of committed workers, financial resourcefulness, and the promises of God. We are committed to being “Grounded in the Word and Focused on the Mission” (theme of the General Conference of Seventh-day Adventists, 2025-2030). We are passionate about “Living the Mission” (theme of the IAD, 2025-2030).

CARU SESSION THEMES

The theme that has guided the operations of the term under review is “I Will Go: Faithful in Service.” The theme for the next quinquennium (2026-2031) is “Committed to Discipleship: Compelled by Love.”

VISION STATEMENT

“A Spirit-filled Church, converted and committed to Christ and contributing to all aspects of the work and ministry of the Church, living in readiness for the Second Coming of Christ.”



CARU 18th Session Logo 2026 created by Nema Henry

MISSION STATEMENT

“To honor God in the proclamation of the Everlasting Gospel to all people, in the context of the Three Angels’ Messages, and to disciple believers as loving witnesses in readiness for the soon return of Jesus Christ.”



*(The CARU leadership team comprised the president, executive secretary, treasurer, associate treasurer.)
L-R: (Executive Secretary Pastor Johnson Frederick, President Dr. Kern Tobias, Treasurer Pastor Bertie Henry, and Associate Treasurer Mrs. Kerene Hosford-Nero)*

CORE VALUES

Selfless Service, Excellence, Accountability, and Team Spirit

LEADERSHIP TEAM

The CARU leadership team comprised the president, executive secretary, treasurer, associate treasurer, and administrative assistant to the office of the president.

Executive Secretary:

The Caribbean Union Conference has benefitted tremendously from the expertise and experience of Pastor Johnson Frederick as the Executive Secretary, for ten years. We have benefitted significantly from the expertise that he gained during his pursuit of and preparation for a doctoral degree in Leadership. The Caribbean Union Conference has grown professionally because of his function as its leadership coordinator.

Treasurer:

Pastor Bertie Henry is one of the most experienced and respected treasurers of the Inter-American Division. His capacity and authenticity

are unmatched. As the longest serving member of our administration, he provides historicity, continuity, and stability to our administrative and executive meetings.

Associate Treasurer:

During this term, Sister Kerene Horsford-Nero was elected as the Associate Treasurer of the Caribbean Union Conference, after Dr Joel Hazelwood accepted a call to be the Vice President for Finance at the University of the Southern Caribbean (USC). She was the treasurer of the Tobago Conference and has brought strong administrative, leadership, and financial competences to support the CARU treasury.

Administrative Assistant:

Sister Faith Pustam-Ramdath is a blessing to the president's office. She brings a wide range of competences to support the president's function. Her relational warmth, administrative and organizational skill, planning and strategic prowess, computing and programming competences, and her creative writing ability make her an ideal team member with the president.

MINISTRIES, SERVICES, AND DIRECTORS

Assistant to the President for Evangelism, Conservation, and Training:

Dr Claudius Morgan has continued to impact the evangelism landscape regionally and internationally. His Good News evangelistic campaign in Guyana, in 2024, was an outstanding success. His campaigns in New York and Bermuda were appreciated by their leaders and members. The evangelism website is of inestimable value for generations to come. His training programs for pastors and others have allowed him to share his expertise freely. His written works are a legacy of perpetual value.

Field Secretary/Public Affairs and Religious Liberty/ Spirit of Prophecy Coordinator:

Dr Clive Dottin was indefatigable in performing his roles and functions in his specific ministries. His energy has not abated, especially as he has been one of the leading regional and international evangelists and missionaries of the Caribbean Union Conference. He has been the leading contributor to the Encyclopedia project of the General Conference and has been lauded by leaders of the Inter-American Division for his monumental contribution to that project.



Delegates worship during the Caribbean Religious Liberty Congress in Dominica

Education:

Dr Daphney Magloire was elected to serve as the Education Director of the Caribbean Union Conference, during the term, after the retirement of Dr Hilary Bowman. As one of the most experienced field education directors, she has brought those competences in educational leadership and policies to her current role. She has continued to provide the requisite exposure and expertise, which have guaranteed exceptional performances by directors, principals, and students of the fields and schools within our union. The cruise for directors and principals, in 2025, is an example of her caring disposition and innovation.



Directors and principals across the Caribbean Union visit the Grand Bahamas SDA Academy during their special education advisory cruise, 2025.

Ministerial Association:

Pastor Ammaran Williams has been exceptional at providing ministerial leadership of the Caribbean Union Conference. His administrative and pastoral experience, compassion, advocacy for pastors, and his strong ethical and moral platform have given him the ability to be a role model for and lead the pastors. The support that he has received from Pastor Royston Philbert, who was elected as an Associate Ministerial Secretary, during the current term, has added strength and depth to the department. Sister Linda Tobias has served the association diligently for three terms. As Associate Ministerial Secretary, she has brought

the feminine poise to the team and continues to be a model and mentor for ministerial spouses in the fields. The highlight of the term was the Ministerial Retreat that was held in the Dominican Republic, in 2024.



Ministerial Secretary Pastor Ammaran Williams and his wife during the opening ceremony of the IAD Ministerial Congress in Dominican Republic

Family Life:

The Family Ministries, under the leadership of Pastor Ammaran Williams, has continued to provide education, advocacy, and counseling services to leaders and members. The preparation of the Holy Spirit Emphasis Week resource in 2025, to be used in 2026, was an empowering and strengthening experience.

Communication:

Pastor Royston Philbert must be commended for facilitating a redesign of the Caribbean Union Conference's website, and the timely preparation and distribution of The Gleanings magazine, the Holy Spirit Emphasis Week booklet, and the yearly CARU president's report for division and union meetings. He has engaged the communication leaders of the Inter-American Division, especially Pastor Abel Marquez and Sister Libna Stevens, to enhance the human capital of the Caribbean Union; the Communication Summit in Guyana, in 2025, where they informed and inspired a wide cross section of the constituency, was a historic event. The Film Festival, in 2024, was an impetus for sharing the gospel of Jesus Christ perpetually and powerfully.



Communication Director Pastor Royston Philbert presenting that IAD/CARU/GC communication congress in Guyana 2025

Stewardship:

Dr Gandamal Samlalsingh is well known and sought after, at the Inter-American Division and the General Conference, as one of the stewardship presenters across the world. The Stewardship Holy Convocation is now well established in the Caribbean Union Conference and has been requested by other unions.



Stewardship Director Dr Gandamal Samlalsingh leads one of his holy convocation series in the East Caribbean Conference

Adventist-laymen's Services & Industries (ASI):

Dr Gandamal Samlalsingh has shown passion in mobilizing and motivating the members of the ASI chapters around the Caribbean Union Conference. There were conventions in Jamaica and Panama, where members were able to coordinate their business interests, celebrate their achievements, and collaborate on their mission for Christ and His Church.



ASI Director Dr Gandamal Samlalsingh is a member of the IAD ASI. He is standing with other board members

Youth:

Pastor Marvyn Smith has distinguished himself as an outstanding leader of our youths. Being young and innovative, he has connected admirably with leaders and members of the youth ministries across the Caribbean Union Conference. The YUTCAH (Youth United Through Christ Aiming Heavenward) experience at the University of the Southern Caribbean, in 2024, was a successful attempt to capture the attention and commitment of our senior youths, for greater service to Christ. They were also challenged to join in fulfilling His mission through the Church. An example of the commitment of the senior youth is Sister Xabisa Hamilton, who has been one of the most successful participants in the Bible Connections program. We were in awe and admiration when she emerged as the winner of the IAD Bible Connections finals, that were held November 15, 2025 at the University of the Southern Caribbean.



Associate Youth Director for the IAD Pastor Marvyn Smith and President of the Caribbean Union Dr. Kern Tobias stands with the IAD 2025 Bible Connection winner Xabisa Hamilton from the Guyana Conference

Public Campus Ministry:

Pastor Marvyn Smith has continued to mobilize the field leaders to provide chaplaincy and spiritual care and support for the Seventh-day Adventist (SDA) students in secular universities, and encourage non-SDAs to have a better understanding of and appreciation for Christ and His saving love.

Health Ministries:

Dr Alexander Isaacs has continued to provide leadership in health education and contribute to the strengthening of health institutions, throughout the Caribbean Union Conference. One of the major highlights of this department was serving as the sole contributor to adult readings for the CARU's Holy Spirit Emphasis Week resource, in January 2024. The department also collaborated with the Communication Department of CARU and served as the main contributor to The Gleanings-Special Edition, which was released in the first half of 2025.



(St Kitts Visit - The Missionary Dentist at the SDA Dental Clinic in St Kitts demonstrates a procedure on Dr Franck Généus, IAD Health Ministries Director during his visit on June 14, 2024 [Photo: St Kitts Dental Clinic])

Adventist Development and Relief Association (ADRA):

Dr Alexander Isaacs was able to mobilize the ADRA leaders, throughout the territory, to respond in a timely manner to the devastation caused by Hurricane Beryl that decimated Union Island (St. Vincent and the Grenadines), Carriacou, and Petite Martinique (Grenada). Goods, supplies, monetary

contributions, and psychological support were provided to those who were affected. The staging of an ADRA Caribbean Union Grant and Proposal Writing Training program, in collaboration with Loma Linda University, was realized. The training was held from September 11 to 13, 2023, at the University of the Southern Caribbean. The objectives of this training were: To equip ADRA and other personnel in the Caribbean Union with grant and proposal writing skills; and to be able to apply for, and increase the likelihood of securing, funding for a variety of projects which is a major thrust of the work of ADRA.



St Vincent Post-Beryl Photo - Dr Alexander Isaacs, ADRA CARU Director's visit to Union Island after Hurricane Beryl on July 15-17, 2024 [Photo: ADRA St Vincent]

Publishing:

Pastor Ashton O'Neil has functioned as one of our super directors who was in charge of several ministries. He has championed the cause of the colporteurs and has worked with the Publishing Board to improve the work experience and conditions of colporteurs (literature evangelists). He was able to lead a contingent of colporteurs to the enriching and empowering Publishing Summit in Panama. Despite its challenges, the Publishing Ministries of the Caribbean Union, continues to do well and to receive recognition and special awards from the Inter-American Division for its outstanding work in Literature Evangelists' purchases, Inter-American Division Publishing Association (IADPA) stores' purchases, and Publishing Coordinators' purchases. Sister Tanika St. John from the South Caribbean Conference

was recognized as the Most Outstanding Literature Evangelist within the Inter-American Division for the years 2023 and 2024.

Personal Ministry:

Pastor Ashton O'Neil has continued to mobilize, motivate, and train the Lay Preachers and Bible Workers to continue to share the gospel of Jesus Christ. The department has sought to preserve this ministry through its "Succession Planning: Cultivating a New Generation of Lay Preachers" initiatives. The director has already started to identify, train, and mentor over one hundred and seventy (170) youth and other potential successors to the current lay preachers, to take up the mantle in their respective congregations. Some of the new lay preachers, who have been trained, have already successfully conducted evangelistic campaigns in their communities.



Community Services:

Under the leadership of Pastor Ashton O'Neil, the CARU Virtual Community Services Retreat, held on Zoom, April 9-11, 2021, was a resounding success. There were over two thousand (2,000) Community Services leaders and members in attendance. Pastor O'Neil was able to enlist scores of Nehemiah Skilled Volunteers to visit Jamaica to help in the rebuilding and repair of homes, after the devastation caused by the catastrophic Category 5 Hurricane Melissa.

Prayer Ministry:

Prayer has been on the front burner of the Caribbean Union Conference and the ministry has been led by Pastor Ashton O'Neil. With the increased use of the Zoom platform, there have been many prayer meetings at the church, district, field, and union levels. The monthly Back to the Altar prayer session, hosted on the Zoom platform, has been a resounding success; they have provided intercession, intervention, interaction, and inspiration as we benefitted from the music, prayers, testimonies, and sermonettes that were presented.

Children & Adolescent Ministries:

As the Children and Adolescent Ministries Director, Sister Debbie Henry has emphasized the safeguarding of our children, which remains a critical responsibility and moral obligation of the Seventh-day Adventist Church. This focus area is aimed at creating safe, nurturing, and accountable environments within our churches. The Children and Adolescent Ministries Department was intentional in its commitment to equip leaders, volunteers, and staff with the knowledge and skills to identify, prevent, and respond to child protection concerns. During this term, the department conducted annual child protection training online. Participation has been mandatory and documented to ensure compliance and continuous awareness. A total of one thousand four hundred and twenty-nine persons were trained.

Women's Ministries:

The empowerment of women has been a matter of consistent concern by the director, Sister Debbie Henry. The training of women to be more powerful preachers and discipleship facilitators was

achieved during this term. The Women's Retreat in Mexico in 2025 was a blessing to women and motivated them to be more committed to Christ, their families, the Church, and their communities.

Possibility Ministry:

The members of the respective fields who have skills and abilities, but who need the support and advocacy of the leaders of the fields and the wider organizations, have been served well by the director, Sister Debbie Henry. They are now regular attendees and participants in our church functions and special programs. Special mention must be made of the church for the deaf in Barbados. This is a wonderful model for all other fields.

Sabbath School:

Sister Debra Felix has continued to lead the growth and proficiency of Sabbath School initiatives throughout the Caribbean Union Conference. The very successful Sabbath School teachers' training, via the Zoom platform, has enhanced their confidence and commitment to have more relevant programs.

Human Resource (HR):

Sister Debra Felix has been very effective as the HR Director. Her choice of specialist presenters provided the staff with the relevant information and inspiration to enhance our input and output. The motivational sessions, social engagements, especially the Foodie Tour in North Trinidad, were well received. The study of the book, *Making Things Right at Work*, by Gary Chapman, Jennifer Thomas, and Paul White, which was recommended by the Social Committee headed by Sister Pauline Frederick, has enhanced the work relationship at the office.

ORGANIZATIONAL STRUCTURE AND ADMINISTRATION

The duration of this term has been four years. This situation existed because the previous term was six years, as a result of restrictions to assemble which were caused by the presence of the COVID-19 pandemic. We began this term with six conferences and four missions, and we have concluded it with seven conferences and three missions—the Tobago Mission attained conference status. There was continuity in some fields and there were changes in others. At the Constituency Meeting of the Caribbean Union Conference, held from July 20 to 23, 2022, presidents of missions were elected:



Pastor Roger Stephen (SLU)

ST. LUCIA MISSION (SLU):

Pastor Roger Stephen of the St. Lucia Mission has been a transformative servant leader who has mobilized the human and financial resources to sustain quantitative and qualitative growth.

ST. VINCENT AND THE GRENADINES MISSION (SVG):

Pastor Henry Snagg, of the St. Vincent and the Grenadines Mission, provided a steady influence on the young workers of his leadership team. At the Plenary Committee of the Caribbean Union Conference in 2025, his retirement was accepted and Pastor Shane Franklyn began his tenure as president in January 2026.



L-R: Former President of the St. Vincent and the Grenadines Mission, Pastor Henry Snagg, and current President, Pastor Shane Franklyn.

SURINAME MISSION (SUR):

Pastor Guno Emmanuelson of the Suriname Mission has been a strong and strategic leader. The potential of this mission is being explored, and its evangelistic capacity may be measured by the large number of students who have enrolled at the University of the Southern Caribbean, to be trained as workers for God and the Church.

THE PRESIDENTS OF THE CONFERENCES ARE AS FOLLOWS:

EAST CARIBBEAN CONFERENCE (ECC):

Amid his tenure as Youth Director of the Caribbean Union Conference, Pastor Anthony Hall was elected in 2022 to lead the East Caribbean Conference after the retirement of Pastor Danforth Francis. Pastor Hall was elected to serve a second term in August 2025. He is a dynamic and gifted leader who is mobilizing the conference to fulfill the mission of the Church.

GRENADA CONFERENCE (GRE):

Pastor Enoch Isaac was elected as President of the Grenada Conference when Dr Clinton Lewis retired. Pastor Isaac is very experienced and is continuing the evangelistic exploits of the conference by motivating the pastors and lay people to share the good news of Jesus Christ.



Pastor Guno Emmanuelson (SUR)



Pastor Anthony Hall (ECC)



Pastor Enoch Isaac (GRE)

GUYANA CONFERENCE (GUY):

Pastor Exton Clarke was elected to serve a second term. He continues to be an exceptionally strategic leader and is maintaining the reputation of the Guyana Conference being the largest and most productive conference of the union. He is successful at galvanizing local and international human and financial resources to enhance the growth of the conference.



Pastor Exton Clarke (GUY)

NORTH CARIBBEAN CONFERENCE (NCC):

Pastor Wilmoth James was elected to lead the North Caribbean Conference after the retirement of Pastor Desmond James. He is an experienced and passionate leader who is continuing the strategic initiatives of his predecessor.



Pastor Wilmoth James (NCC)

SOUTH CARIBBEAN CONFERENCE (SCC):

Pastor Leslie Moses was elected to serve the South Caribbean Conference as president for a third term in 2023. He is very versatile, whether preaching, counseling, or doing interim pastoral duties. He leads by example and has led the South Caribbean Conference in many impressive Impact Evangelistic programs with local, regional, and international presenters. The evangelistic campaign by Pastor Glen O. Samuels was a feature of the conference and made a major impact on the in-person and virtual audiences.



Pastor Leslie Moses (SCC)

SOUTH LEEWARD CONFERENCE (SLC):

Dr Wayne Knowles, who is a remarkable transformational leader, was elected to lead the South Leeward Conference in December 2025, when Dr Carson Greene concluded his outstanding leadership of the conference. Having worked closely with Dr Greene, he continues the focus on the discipleship of all members to fulfill the mission of the Church.



Dr Wayne Knowles (SLC)

TOBAGO CONFERENCE (TOB):

Pastor Vishnu Persad has the distinction of being the first President of the Tobago Conference. He was elected as the President of the Tobago Mission at the Constituency Meeting of the Caribbean Union



Pastor Vishnu Persad (TOB)

Conference held from July 20 to 23, 2022. Then, Pastor Vishnu Persad led the status change from mission to the Tobago Conference, at the regularly scheduled constituency meeting held from November 20 to 21, 2023. He is an innovative leader and is mobilizing the conference to fulfill its missiological objectives of planting more churches in new villages on the island.

PRESIDENTIAL RETREAT IN COSTA RICA

From August 18 to 22, 2024, the presidents of the Caribbean Union Conference, our spouses, administrative assistants, and some of their spouses attended a rewarding retreat in Costa Rica. The theme of this enriching experience was “A Legacy of Incarnational Leadership.” We were privileged to have outstanding leadership and relational experts like Dr Lowell Cooper, a retired vice president of the General Conference, and his wife, Sister Rae Lee Cooper; and Dr Alanzo Smith, President of the Greater New York Conference, and his wife, Dr June Smith. The retreat allowed the attendees to explore the beauty of the country and benefit from the objectives as follows:

- To create the opportunity for spiritual renewal and revival.
- To facilitate the development of a greater bonding among the presidents.
- To hone the leadership skills of the participants.
- To understand the dynamics of teamwork and team building.
- To discover the importance of emotional intelligence to organizational effectiveness.
- To develop the capacity to build other leaders for future succession.
- To explore the relevance and importance of technology to leadership success.
- To enrich the marital relationships of the leaders to enhance intimacy and fulfillment despite the hectic lifestyle.
- To enhance the effectiveness of the administrative assistants.

STRATEGIC ISSUES

These six strategic issues have influenced the operations of the Caribbean Union Conference, during the term under review.

Personal Spiritual Growth and Maturity

There has been a plethora of Bible classes, camp meetings, Bible conferences, Back to the Altar prayer sessions, and even the Bible Connections youth initiative, which have enhanced the personal spiritual growth and maturity of many members.

Church Growth and Conservation

Our main reason for being in existence, as a Church organization, is to fulfill the mission of the Church and faithfully obey the mandate of Christ to preach and teach the gospel to all the world. During this term, there were a multiplicity of programs and approaches to achieve this strategic objective. A comparison between the previous and present terms, as outlined in Table 1, revealed that accessions through baptisms decreased by 423 persons during the term under review.

Table 1: CARU Accessions (Baptisms)

Term Under Review	Accessions (Baptisms)
2016-2020	19,739
2021-2025	19,316

In order to enhance the conservation of its members and create an environment for the growth of disciples, the union elected the Discipleship and

Nurture Committee (DNC), to facilitate the creation of a theological foundation and processes to motivate members to become dynamic disciples. The momentum that has been generated is very encouraging and progressive. The Secretariat’s report provides a comprehensive analysis of all relevant data.

Improvement of Pastoral Leadership and Accountability

The ministerial leadership of the IAD, CARU, and respective fields have concentrated on the improvement of pastoral leadership and accountability; this has been a great need,

especially as some pastors discontinued their ministry for different reasons. The provision of professional counseling services, focus on continuing education, financial support to pastors seeking to improve their academic, professional, and spiritual disciplines, and opportunities for wider organizational and ecclesiastical service, met some needs of the ministerial staff.



The Ministerial Retreat, hosted in the Dominican Republic in 2024, with the theme “Anointed,” was a resounding success. The spiritual, social, relational, and personal benefits were greatly appreciated by the ministers and our spouses.

Enhancement of Education, Health, and Family Life

The education director, Dr Daphney Magloire, has continued to emphasize the value of Christian education. The integration of faith and learning is of great significance. The improvement of school plants and teaching staff, and greater financial support made the education product more attractive and facilitated learning. The erection of new school plants in Dominica, St. Vincent, and Grenada must be applauded. The certification of principals, commissioning of teachers, and professional development of all stakeholders were achievements that continue to be celebrated. The Creation Classroom at the Pinehaven SDA Primary School, which was donated by the Inter-American Division Theological Seminary and Dr Efrain Velasquez, was a major achievement.

Dr Alexander Isaacs and Pastor Ammaran Williams continue to impact the Health and Family Life Ministries within the Caribbean Union Conference.

Enhancement of Planning Coordination, Statistical Recording and Data Reporting, Monitoring, and Evaluation and Human Resource Management

Pastor Johnson Frederick, Executive Secretary of the Caribbean Union Conference, put this important strategic issue on the front burner. The reconciliation of records maintained by conferences and missions was a priority for the Caribbean Union Conference Secretariat, as detailed in the related report. The Advent Connect initiative that was championed by Pastor Johnson Frederick and his team, especially Sister Onessa Hughes-Mitchell, has helped to strengthen the relationship of the members with Jesus Christ. Improvements to the Adventist Church Management System (ACMS) and the Employee Retirement System (ERS) platforms were accomplished, during the term under review.

Financial Viability and Stewardship

As a result of ongoing financial instability globally, regionally, and locally, it has become necessary to heighten awareness of the need for financial prudence and profitability. This strategic issue sought to strengthen the structures within the financial framework of each organization and institution, and to provide adequate stewardship education which encouraged members to be more faithful in our stewardship responsibilities that will be reflected in greater liberality.



The Stewardship Director, Dr Gandadal Samlalsingh, has been phenomenal in enhancing the awareness of the constituency about the value of stewardship fidelity. The Holy Convocation, hosted throughout the fields of the union, has been very effective in achieving the strategic goals. Pastor Bertie Henry, Treasurer of the Caribbean Union Conference, collaborated effectively with the stewardship director. The evidence of sacrificial giving by members, as outlined in Table 2, is reflected in a comparative analysis of the previous and current terms.

Table 2: Comparative Analysis of Tithe

Term Under Review	Tithe (Annual) TTD	Tithe (Monthly Average) TTD
2016-2020	\$122,415,868	\$24,483,174
2021-2025	\$130,796,700	\$26,159,340

It is noticeable that there was an increase in tithe for this term, under review, over the previous period. The negative effects of the COVID-19 pandemic are being overcome and there is reason to be grateful to God for His benefits and bounties through the fidelity and liberality of God’s stewards. We are happy that there are resources to fulfill the mission of Christ and the Church.

PLANS AND RECOMMENDATIONS COMMITTEE



The report from the Plans and Recommendation Committee was comprehensive and complex. This is a necessary part of the constituency meeting, and it allows any delegate to contribute to the strategic direction of the union. It should be noted that many of the recommendations

require significant human capital and financial resources. The leadership of the Caribbean Union Conference has sought to address some of the recommendations and I recommend that this list can still be relevant and useful. I also recommend that, in the future, greater care can be given to make the recommendations fewer and more strategic. I have given pertinent feedback on the selected recommendations.

South Caribbean Conference, East Caribbean Conference, St. Vincent and the Grenadines Mission, and Grenada Conference:

1. That all departmental reports be sent to local churches to inform membership of the developments across the union territories.
2. To have greater emphasis on member retention and conservation. Proposed change in title from Assistant to the President for Evangelism to Assistant to the President for Evangelism and Retention.

Response: *The Executive Committee has selected the Discipleship and Nurture Committee, which has made significant progress in addressing this important issue.*

3. To develop a committee to review the schedule and the programme for union sessions for greater efficiency.

Response: *This process is normally handled by the Inter-American Division, and we collaborate with them for greater efficiency.*

4. To have a more intentional approach to conserve the younger generation (12-16) across the union.

Response: *The Youth Ministry addressed this issue and developed the innovative program called YUTCAH which means “Youth United Through Christ Aiming Heavenward.” The Youth Ministry Director will give more details in his report.*

5. To have Spanish-enabled programs and leadership to facilitate the increase of the Spanish-speaking persons.

Response: *There is significant progress in this initiative throughout the union, especially in NCC, SLC, Tobago, and SCC.*

Suriname Mission, Tobago Mission and Delegates-at-Large

1. To establish a committee at the union level to look at Adventist education and address challenges and issues. To facilitate more integration among schools at various levels. The aim is to sell the Adventist education product as a premium-level product. Develop a model to sell the product.

Response: *The Director and the Board of Education have done an awesome job in advancing this initiative.*

2. To place greater emphasis on church growth.

Response: *This is ongoing.*

3. To place greater emphasis on music and worship across the union.

Response: *This is done in many of the conferences and missions. At the union it is still to be addressed, especially with the sourcing of the relevant person.*

4. Establish a legal team at the union level to give support to every field in cases of legal issues.

Response: *The union has its legal consultant, and the fields have their own legal representation.*

5. To develop a collaborative approach to capital projects.

Response: *This is the responsibility of the Corporation Board of conferences and missions.*

6. To develop methods to sell Adventist education to the membership. Every member should embrace the SDA schools as their own.

Response: *This is being encouraged by the Board of Education to all the boards of education of the fields.*

7. Ministerial retreats should be conducted more frequently.

Response: *The union was very instrumental in supporting most of the ministers and their families in attending the ministerial retreat in Punta Cana, Dominican Republic.*

8. Establish a department specific to technology. And not as a part of communication. Training should be included to develop software competence.

Response: *This is a work in progress.*

9. Establish a framework that governs the treatment of new believers. A step-by-step approach.

Response: *The Discipleship and Nurture Committee continues to work on this issue.*

10. Create a database for current jobs across CARU. To approach the respective government bodies to reduce the 'red tape' that persons have to go through to take up employment in other fields.

Response: *The Public Affairs and Religious Liberty Director has directors in the fields to address.*

Guyana Conference

1. Establish cross-cultural integration.

Response: *This is an ongoing objective that is being realized incrementally. The Mission Summit in May 2026 has enhanced this process.*

2. Increase ministerial interns to five persons.

Response: *As optimistic as this recommendation is, it is not possible to embrace it at this time.*

3. Conduct feasibility studies and develop a plan of action to establish Berbice as a mission.

Response: *This recommendation was not adopted and can be considered in the future as God directs.*

4. Invest in a site to host evangelistic conferences.

Response: *There are sites that are used for such a purpose, for example, USC and Oldbury Camp Site in Barbados.*

5. That CARU gives study to a curriculum to integrate faith and learning in Adventist schools.

Response: *This is already being done.*

6. That CARU support the GUYC in establishing a USC campus in Guyana to allow students to complete their programmes in Guyana.

Response: *This is still a work in progress.*

7. To host a Ministerial retreat for all pastors at the Union.

Response: *This was done in 2024.*

8. To employ specialists to address the special-needs persons in churches and to provide material for special needs care.

Response: *The Possibility Ministry Director has done an outstanding job in addressing this issue, and there is a commitment to continue the process.*

9. Establish a farming project in Guyana to create employment and to provide food produce for the region.

Response: *This is yet to be achieved.*

10. Establish a health foods store in Guyana.

Response: *This initiative will have to be addressed by the Guyana Conference in due course.*

11. Establish a centre for abused women and children in Guyana.

Response: *This is a great strategic initiative and should be considered by the Guyana Conference.*

North Caribbean Conference & South Leeward Conference

1. To establish a retirement fund reform and to appoint a committee to work on the reform proposal.

Response: *The concerns about the retirement fund is being addressed by the executive committee in collaboration with the Inter-American Division.*

2. To build a framework where consideration is given for local fields to implement their own programmes according to needs and context within their area.

Response: *This concern has been communicated to the leaders and it is seen as an appropriate expectation.*

3. To allocate more resources, finance and training for ministers.

Response: *The union is doing its best and encourages the fields to continue to do the same.*

4. To establish an education scholarship to assist students in need.

Response: *This can be a collaborative effort. The conferences and missions should accept this responsibility.*

5. To develop strategies to attract and maintain quality teachers. To allocate resources for teacher training.

Response: *The Board of Education is working on this important issue.*

6. To establish additional sites in the islands to facilitate completion of degrees at the extension sites and an expansion of virtual classes.

Response: *This is an ongoing exercise.*

7. To invest in young pastors or individuals who have potential for ministry. To fund their education.

Response: *This should be a collaboration among the individual, family, church, conference/mission, and union.*

8. That USC offers a degree in chaplaincy

Response: *There is a program at the Inter-American Division to achieve this objective*

9. To adopt a revised approach to how the health message is promoted to make it more relevant and attractive.

Response: *The Health Ministry is collaborating with the Inter-American Division to achieve this objective.*

10. Conduct an assessment of the reasons why the Caribbean Union young people are leaving the church and devise a strategy for retention.

Response: *This research is ongoing and will continue.*

11. To give more support for people groups and to foster cross-evangelism.

Response: *This process continues.*

12. That the IAD consider the establishment of an English-speaking division.

Response: *This recommendation is not impossible but appears improbable.*

13. Establish and implement security measures across the fields.

Response: *This recommendation is not very explicit; however, security is a priority for the union, especially for the vulnerable.*

14. Music director to be appointed across the CARU.

Response: *The union does not have a music director; however, there are music directors in some of the conferences.*

15. Need for greater collaboration.

Response: *This recommendation is being realized.*

CARIBBEAN UNION REVOLVING FUND

The Caribbean Union Conference is privileged to have the continued services of the Caribbean Union Revolving Fund (CURF). Its viability guaranteed that loans to churches and institutions could have been secured at more favorable interest rates and profits that were realized could remain within the organization.

I am happy to report that the CURF Board, comprising some of our finest financial faculties, has glorified God and gratified the stakeholders. This service is accessible to all churches and institutions, within the Caribbean Union, and the growing number of churches that have been dedicated, during the term, is a testament to the wisdom, viability, and importance of this service to the constituency.

IADPA MANAGEMENT

The management of the Inter-American Division Publishing Association (IADPA) Bookstores continued during this term, with moderate results. Sister Clara Spengler, who functioned effectively as the IADPA representative to our territory, was recently elected as Vice President for Sales and Marketing.

The regional bookstore managers must be commended for their sterling service to the constituency. I wish them all the best in their future endeavours. They are as follows:

- **Esther Isidore:** Manager of the bookstores in St. Lucia, Dominica, Barbados, and St. Vincent. She has been promoted to be the IADPA representative to the English-speaking unions.
- **Desiree Doyle:** Manager of the bookstores in Antigua, St. Kitts, and Nevis.
- **Phil Rogers:** Manager of the bookstores on all the islands in the North Caribbean Conference.
- **Gavin Huston:** Manager of the bookstores in Guyana and Suriname.
- **Margaret Chrysostom:** Manager of the bookstores in Trinidad, Tobago, and Grenada.

INSTITUTIONAL LEADERSHIP

UNIVERSITY OF THE SOUTHERN CARIBBEAN:

Under the outstanding leadership of Dr Colwick Wilson, the University of the Southern Caribbean experienced stability in its personnel who functioned as administrators, faculty, and staff for a diverse student body. There has been growth in its finances, operations, and results. The university is in celebration mode as plans are being finalized for the centennial celebration in 2027. The future looks promising as Dr Wilson continues to inspire his colleagues to go beyond excellence.

COMMUNITY HOSPITAL:

The Community Hospital has had a legacy of quality service to the Republic of Trinidad and Tobago, in particular, and the Caribbean region, in general. Dr Stephen Carryl has brought to the Community Hospital the breadth of his experience and expertise, that was gained in his leadership and medical practice in the United States of America (USA). The support that the hospital is receiving from the Board of Trustees, which comprises local, regional, and international members, augurs well for its continued growth and professional services. We anticipate an improvement in support from the SDA membership that occurred previously.

DAVIS MEMORIAL HOSPITAL:

The Davis Memorial Hospital (DMH) in Guyana, continued to be managed by Sister Beverly Braithwaite-Chan with significant positive results. This hospital has experienced stability and growth, during the term under review. The unity of the administrative leadership afforded significant strength to the team. The narratives that have been created speak of God's providence, provision, and protection.

CARIBBEAN HEALTH FOODS:

The Caribbean Health Foods is managed by Brother Clifford Balgobin and is located on the campus of the University of the Southern Caribbean. It provides employment for members of the church, the community, and the student body. It continues to provide a vital service to the Caribbean territories and contributes to the health and wellness of its customers.

RETIREMENT

After many years of sacrificial service by some of our dedicated workers, they are now able to do what they want to do, to the glory of God. I am at that stage and thank God for the honor and privilege to be used by Him. A detailed account of retirees is outlined in the comprehensive Secretariat's report. Among those who retired from active service, during the term, are:

- **Pastor Danforth Francis**, East Caribbean Conference
- **Pastor Dermoth Baptiste**, St. Vincent and the Grenadines Mission
- **Pastor Henry Snagg**, St. Vincent and the Grenadines Mission
- **Pastor Desmond James**, North Caribbean Conference
- **Dr Clinton Lewis**, Grenada Conference
- **Dr Hilary Bowman**, Caribbean Union Conference

NECROLOGY

During the term under review, there were seventy-two workers and retirees who expired. We thank God for their sacrificial service of love to Him and His Church. A detailed necrology account is outlined in the comprehensive Secretariat's report. However, I make special mention of some of our colleagues who died.

- **Dr Hilary Bowman**, a retiree, met his demise in 2025. After his retirement, he was taken away from his family and us, when we were not prepared for such a crisis. His work in the office of education will always be remembered.
- **Sister Nedra Edwards** died in 2024, after a brief illness. She was such a warm, spiritual, and charming presence in our office. She is still missed.
- **Sister Glenda Bowen** died in 2025, after a brief illness. It was a painful loss of a wonderful worker of the Lord and the Women's Ministries Director in the Grenada Conference.
- **Drs Roy and Shirley McGarrell** passed away in the USA, while they were being cared for by their family members. Their legacy of love and compassion lives on.

APPRECIATION

I thank God for His protection and providence in allowing me to function as President of the Caribbean Union Conference of Seventh-day Adventists, for the past fifteen years. I express appreciation to my administrative colleagues for the great team that we forged and the wonderful fellowship that we enjoyed, in executing the various responsibilities under our jurisdiction. I have grown to admire your competence and capacity. I thank all the directors for the professional performances that you provided to Christ and His Church, and the generous support that you gave to me and the administrative team.

I thank the office staff for the sacrificial service that you gave to Jesus Christ and His Church. I thank the organizational and institutional leaders for giving your best to the Master. Only heaven will reveal the full extent of your service.

I thank the members of the different committees and boards, who guaranteed that the work of the Church in the Caribbean Union Conference was accomplished. Thanks to those stakeholders who contributed properties and endowments to facilitate the strengthening of the work of the Church. I thank the members of the union constituency for the wonderful support that you provided during the good and challenging times.

I thank my administrative assistant, Mrs. Faith Pustam Ramdath, who supported the office of the president through her exceptional operational proficiency. Her professionalism and leadership, even through personal challenges and loss, kept the office on course and resulted in productive collaborations with all stakeholders, under Christ.

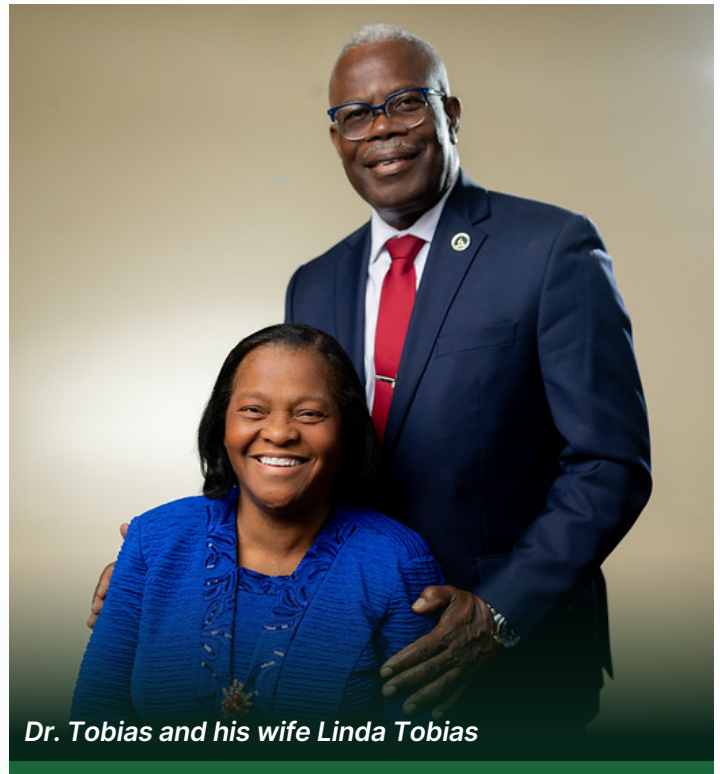


President of the Caribbean Union Conference Dr. Kern Tobias and Administrative Assistant Mrs. Faith Pustam Ramdath

I thank my family for believing in me and for challenging me to give my best at all times. The sacrifices that you made have been noted in heaven and I am wholeheartedly appreciative of all that you have done to help me to represent Jesus better.

God's gift to me of my dear wife Linda is a blessing beyond words. For forty-three years you have helped me to grow and realize my potential as husband, father, pastor, director, and administrator at the conference and union levels. Your exhortation motivates me, your strength

supports me, your love encourages me, your wisdom challenges me, your empathy warms me, your beauty charms me, your prayers comfort me, and your regard for my individuality and personality evokes reciprocation.



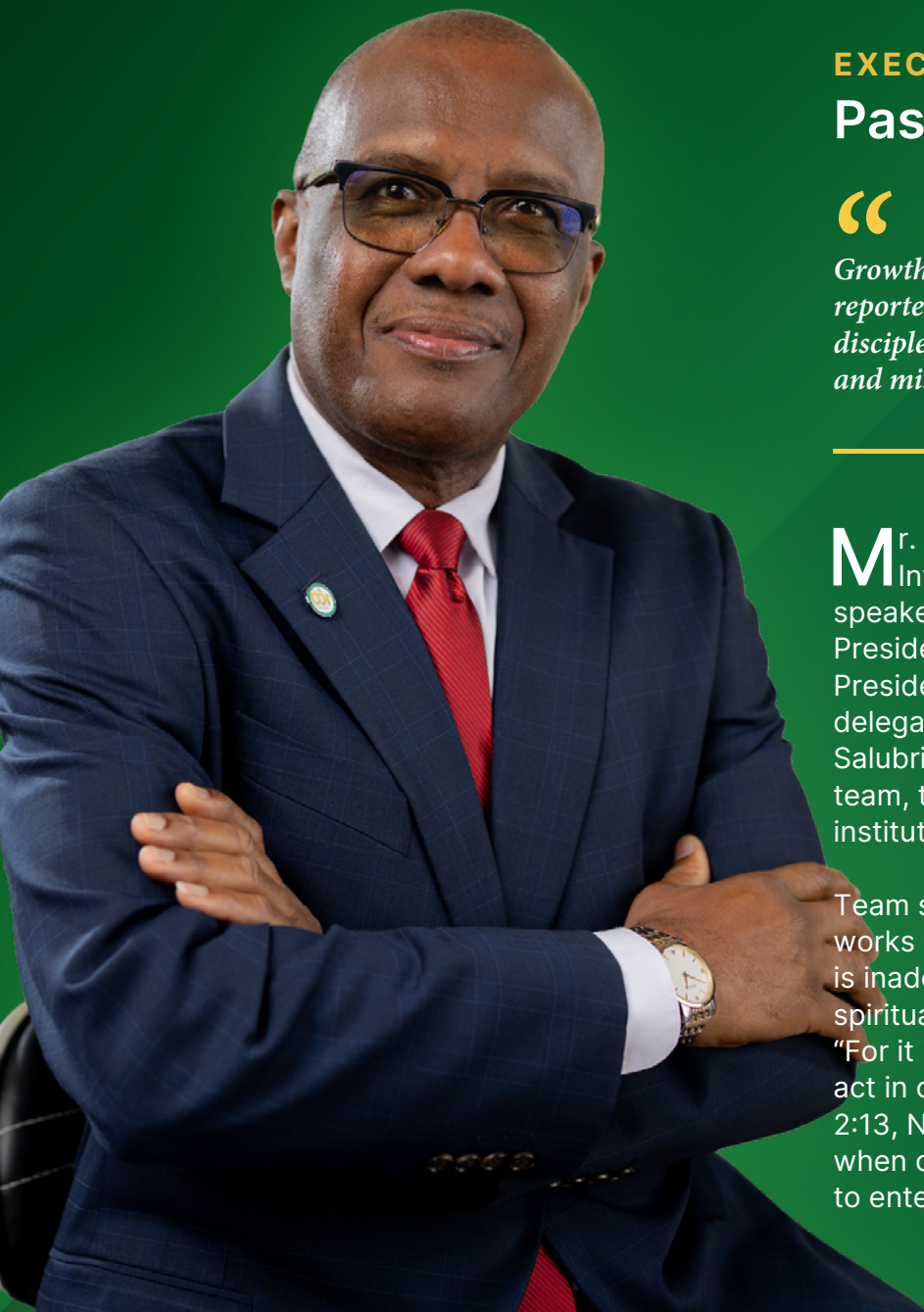
Dr. Tobias and his wife Linda Tobias

CONCLUSION

Fifteen years ago, when I was asked to be president of the Caribbean Union Conference, I was overwhelmed by the awesome responsibility that was placed on my shoulders. Over the years, I have grown to trust God more, to believe more in the processes of the Church, to genuinely love the people of God, to wait on God's providence, to respect the policies of the employing organization, and to appreciate the blessings and bounties that God has so graciously provided.

I am grateful that I have been able to come to the end of my tenure with no regrets, but only gratitude. I choose to announce officially and formally that I will end my service at this session. It was my joy and pleasure to serve you. One day, the final constituency meeting will be called and it will be time to receive the crown of life from our heavenly Master. Let us continue to give of our best to the Master because He has already given His best to us! Maranatha!

REPORT FROM THE EXECUTIVE SECRETARY



EXECUTIVE SECRETARY

Pastor Johnson Frederick

“

Growth must not be measured solely by baptisms or reported membership, but by sustained engagement, disciple formation, and active participation in the life and mission of the Church.”

Mr. Chairman, distinguished leaders of the Inter-American Division, esteemed guest speaker, President of the South Atlantic Union, President of the Atlantic Union Conference, Presidents of our sister unions, treasured session delegates, invited guests, brothers and sisters: Salubrious greetings to all from the Secretariat team, the ten (10) fields, and the four (4) institutions of the Caribbean Union Conference.

Team secretariat is mindful that while God works with human effort, mere human ingenuity is inadequate for sustainable and successful spiritual outcomes. In the words of Holy Writ, “For it is God who works in you to will and to act in order to fulfil his good purpose” (Phil 2:13, NIV). However, the human condition, when confronted with epic challenges, tends to entertain doubt that may limit the attainment



ADMINISTRATIVE ASSISTANT

Gail Smith-Anthony



of God's intended purpose. Here, William Shakespeare's caution is apropos: "Our doubts are traitors and make us lose the good we oft might win, by fearing to attempt" (Measure for Measure, Lucio, Act 1, Scene 4). Team secretariat chose faith over fear, and determination over doubt, and we believe that God fulfilled His purpose in the reported outcomes.

Therefore, delegates, we are pleased to bring you an **updated account of discipleship outcomes, trends in church growth, along with corresponding analyses as part of this quinquennial report**. The report will highlight a **comprehensive statistical account of baptisms and retention patterns recorded** during the quinquennial period, 2021 to 2025. In addition to **church growth trends and analyses**, the report will also provide **vital information on employee demographics, employee inflow and outflow, retirement trends, and recommendations for organisational strengthening based on the statistical patterns established**. Also, in keeping with the centennial milestone of the union, we have included a **historical feature** as a starting point to this report.

Historical Feature

As the Caribbean Union Conference celebrates 100 years of organized mission, this Secretariat report is presented with deep gratitude to God for His faithfulness, guidance, and sustaining

grace. The story of the Union is not merely a record of numbers, reports, institutions, fields, and administrative milestones; it is the story of God's mission unfolding across the Leeward Islands, the southern Caribbean, Guyana, and Suriname, through the lives of men, women, churches, workers, and communities committed to the proclamation of the everlasting gospel.



Image: The early missionaries and Caribbean workers at a meeting in Trinidad, planning the organization of the Inter-American Division. From Wesley Amundsen, The Advent Message in Inter-America (Washington, DC, Review and Herald, 1947).

The 1926 Annual Statistical Report lists the Caribbean Union Mission with nine fields across a wide Inter-American territory: Antioqueña Mission, Atlantic Colombia Mission, Central Colombia Mission, Guiana Mission, Leeward Islands Mission, South Caribbean Conference, Venezuela Mission, West Caribbean Conference, and Curaçao Mission. These fields included parts of Colombia, Guyana, the Leeward Islands, Trinidad and Tobago and the southern Caribbean, Venezuela, the West Caribbean/Central American area, and Curaçao.

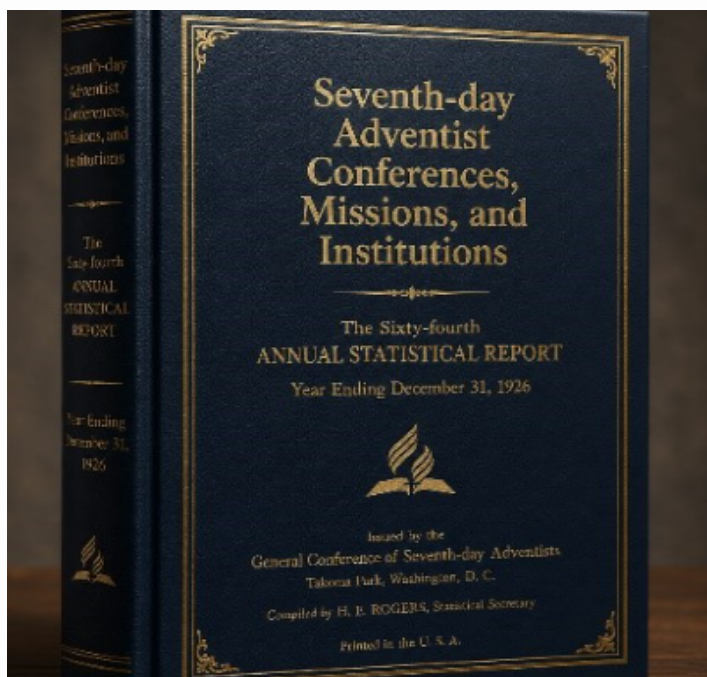


Image: A hardcover presentation of the Sixty-Fourth Annual Statistical Report (1926), preserving an important historical record of Seventh-day Adventist conferences, missions, institutions, and membership growth during the early development of the global Church.

However, the organization that would become the present Caribbean Union was soon more clearly defined around the Leeward Islands, the southern Caribbean, Guyana, and Suriname, reflecting the shared historical and mission heritage of the territories that would shape the Caribbean Union.

Table 1. List of Conferences and Missions of the Caribbean Union Conference in 1927

Field	Congregations	Membership
Antioquena Mission	1	6
Atlantic Columbia Mission	1	25
Central Columbia Mission	1	25
Guiana Mission	13	500
Leeward Islands Mission	20	666
South Caribbean Conference	35	1840
Venezuela Mission	3	152
West Caribbean Conference	25	1081
Curacao Mission	1	15
Total Fields	100	4,316

HISTORICAL NOTE: The 1926 Annual Statistical Report lists nine fields in the Caribbean Union Mission, but by the 1927 report, the structure had changed. The Colombian fields and Curaçao were listed under the Colombia-Venezuela Union Mission, while the West Caribbean Conference was listed under the Central American Union.

The present Caribbean Union’s organizational foundation is therefore best understood through the 1926 –1927 action that organized the Guiana, Leeward Islands, and South Caribbean fields into the East Caribbean Union, effective January 1, 1927.

The historical record indicates that the Leeward Islands Mission, South Caribbean Conference, and Guiana Mission were organized into a Union Conference with headquarters in Trinidad, effective January 1, 1927. Together, these three fields comprised 68 congregations, 18 pastors, and 3,006 members.

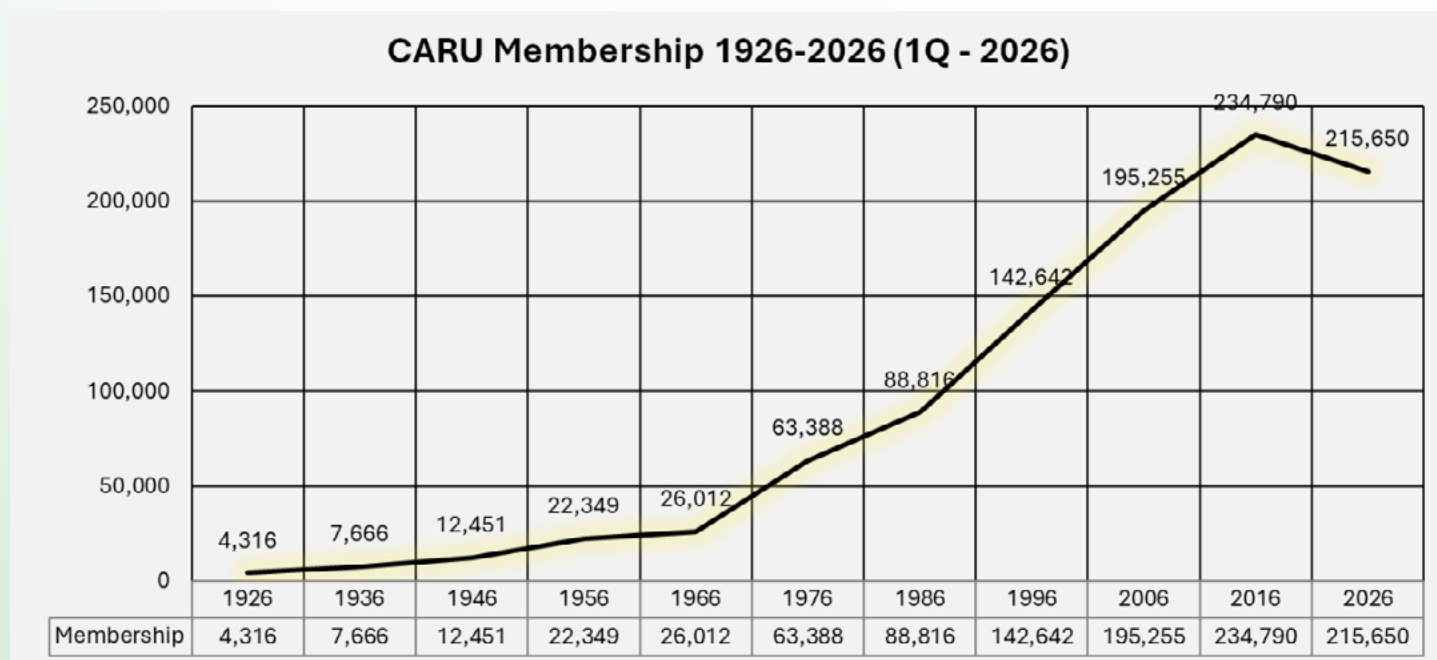
While the Colombian fields, Curaçao, and West Caribbean Conference were later organized under other union structures, these three fields formed the enduring foundation of the Caribbean Union we celebrate today; **a Union continuing the mission of proclaiming the gospel, strengthening the Church, advancing disciple making, and preparing people for the coming of Christ.**

Across the century, the Caribbean Union Conference’s journey has been marked by significant periods of growth, reorganization, and mission expansion. From a membership of **4,316 in 1926**, as illustrated in the graph below, the Union nearly doubled its membership by 1936, and surpassed **22,000 members by 1956**. The period 1966 to 1976 experienced extraordinary acceleration, with membership more than doubling to **63,388**. By 1986, the Union had almost attained the **100,000-member milestone**, and by 1996 it had exceeded that landmark, with membership increasing to **142,642**.

Table 2. Organizational Date of Establishment for CARU Fields

Field	Date Established
East Caribbean Conference	1903
Grenada Conference	1983
Guyana Conference	1926
North Caribbean Conference	1975
South Caribbean Conference	1906
South Leeward Conference	2018
St. Lucia Mission	1999
St. Vincent and the Grenadines Mission	2012
Suriname Mission	1945
Tobago Conference	2023

Continued expansion of the organization led to the addition of several new fields, including Grenada Mission, Saint Lucia Mission, Tobago Mission, South Leeward Mission, and St. Vincent and the Grenadines Mission. By 2016, the Union reached its highest recorded membership of **234,790 members across 10 fields and 735 congregations**, reflecting a century of evangelism, sacrifice, institutional development, and God’s sustaining grace in advancing the mission across the Caribbean.



Sources:

1. General Conference of Seventh-day Adventists. *Annual Statistical Report of Seventh-day Adventist Conferences, Missions, and Institutions, 1926*. Washington, DC: General Conference of Seventh-day Adventists, 1926. The report lists the Caribbean Union Mission fields and gives the 1926 field membership and staffing figures.
2. General Conference of Seventh-day Adventists. *Annual Statistical Report of Seventh-day Adventist Conferences, Missions, and Institutions, 1927*. Washington, DC: General Conference of Seventh-day Adventists, 1927. The 1927 report shows the Colombian fields and Curaçao under Colombia-Venezuela Union Mission, West Caribbean Conference under Central American Union, and the East Caribbean Union with Guiana, Leeward Islands, and South Caribbean.

3. Welch, Pedro L. V. "East Caribbean Conference". *Encyclopedia of Seventh-day Adventists*. First published February 7, 2021; updated August 18, 2022. This source records the vote to organize the Leeward Islands Mission, South Caribbean Conference, and Guiana Mission into a Union Conference with headquarters in Trinidad, effective January 1, 1927.
4. Dottin, Clive P. "South Caribbean Conference". *Encyclopedia of Seventh-day Adventists*. Published December 13, 2020. This source provides the historical development of the South Caribbean Conference and identifies its earlier territorial scope and later reorganizations.
5. Iglesias Ortega, Enoc. "Atlantic Colombian Conference". *Encyclopedia of Seventh-day Adventists*. This source states that Atlantic Colombia Mission reported to the Caribbean Union Mission for only one year and subsequently became part of the Colombia-Venezuela Union Mission in 1927.
6. Phillips, Glenn O., and Israel Leito. "Inter-American Division". *Encyclopedia of Seventh-day Adventists*. Published January 28, 2020. This source helps clarify the wider Inter-American administrative context, including the early Eastern and Western Union groupings.

Team Effort and Shared Purpose

The union secretariat approached the quinquennium under review determined to foster a shared focus, strategic vision, and esprit de corps among the secretariat personnel of the conferences and missions. Recognizing that the task could not be successfully accomplished without building a strong and united team, the strategy was to ensure that both the executive secretaries and their administrative assistants were empowered to translate the strategic vision into long-term value for the Church.

While the executive secretaries remained focused on the macro picture, they needed their assistants to interact with the church clerks and motivate them to timely action that would lead to intended results. Additionally, a site-seeing component was included as part of those advisories to foster camaraderie and community among the emerging team members. The gracious Lord blessed that team-building process, and we are happy to report successful outcomes as a result.

The following advisories were designed to consolidate the vision and build capacity across the Caribbean Union territory.

- **Advisory #1** was held virtually on September 29, 2022, where the strategic objectives for the forward thrust of the Secretariat were consolidated and team spirit was strengthened.

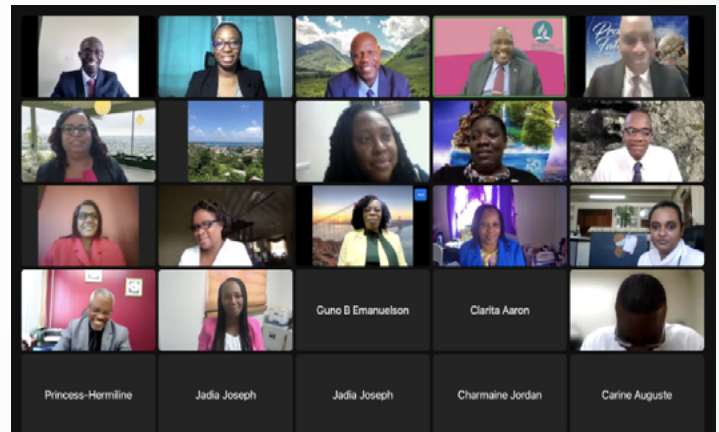


Image: Participants of Secretariat Advisory #1, held virtually on September 29, 2022. The advisory brought together Secretariat personnel from across the Caribbean Union territory to review priorities, strengthen collaboration, and establish the strategic objectives that would guide the Secretariat's forward thrust. The meeting also fostered unity, enhanced team spirit, and reaffirmed the Secretariat's commitment to effective service, innovation, and mission-focused administration.

- **Advisory #2** was conducted in Barbados in 2023 under the theme "Building an Efficient Infrastructure for Effective Mission". It emphasized systems, structure, and administrative efficiency.
- In 2024, **Advisory #3** was held in Saint Lucia under the theme "Consolidating the Vision, Optimizing the Mission". It brought together secretariat personnel for strategic planning, professional development, collaboration, and mission alignment.



Image: Held in Saint Lucia in 2024, the third Secretariat Advisory convened secretariat personnel from across the Caribbean Union territory for strategic reflection, collaboration, and capacity building. (Image 1 – secretariat teams across the Caribbean Union, Image 2 – Dr Lennard Johnson, Secretary, IAD, the main facilitator at the Advisory, Image 3 – secretariat teams during Advisory Session)

- **Advisory #4** was held virtually in 2025 for the purpose of orienting new personnel, further consolidating the vision, and assessing progress toward strategic outcomes.

Secretariat Evaluation

On March 25, 2025, the Caribbean Union Conference Secretariat Office was evaluated by the General Conference and the Inter-American Division Secretariat Offices. The evaluation reviewed key areas of secretariat operations, including mission and discipleship strategies, electronic and physical storage of minutes and indexing, committee action and follow-up communication, policies, terms of reference, and operational manuals, statistical reporting practice, yearbook indexing, credentials and licenses, employee call processing, employee records, organizational and institutional contact data, and records storage. The performance and leadership capacity of the Executive Secretary of the Union was also appraised by the evaluation team.

Consequently, the **Caribbean Union Conference Secretariat** was awarded the **Certificate of Completion**, having attained the “**Approved with Excellence**” criterion, and the Union’s “Records Center” was issued the **Certificate of Accreditation**, having met and exceeded the accreditation standards at the “**Emerging**” level. One important recommendation resulting from the team’s evaluation is the centralization of all records in a commodious space, equipped for the long-term preservation of physical records.



Image: Church Clerk Workshops Across the Caribbean Union Conference (2021–2025). The Caribbean Union Conference Secretariat conducted church clerk workshops across the Union during the 2021–2025 quinquennium to enhance membership management, ACMS utilization, monthly reporting, membership reconciliation, and record accuracy. These workshops equipped church clerks, pastors, and conference personnel with the knowledge and tools needed to improve data quality, support evidence-based decision-making, and advance faithful stewardship of the Church’s membership records.



Image: The Certificates awarded to the Caribbean Union Conference Secretariat Office.

The evaluation team was led by Dr Gerson P. Santos, Associate Secretary of the General Conference; Dr Leonard Johnson, Executive Secretary of the Inter-American Division; Mr Pedro Iglesias, Under-Secretary of the Inter-American Division; Pastor Levi Johnson and Mrs Doreen Daley-Grant from the Jamaica Union Conference; Pastor Martin Cunningham, Executive Secretary of the Tobago Conference; Pastor Wayne Andrews, Executive Secretary of the South Caribbean Conference; Mrs Merrill Dennis, Administrative Assistant of South Caribbean Conference; Pastors Durwin P. Clarke and Roger Edwards representing pastoral districts of the South Caribbean Conference; and Pastor Bertie Henry, Ms Debra Felix, and Dr Alexander Isaacs, representing the Caribbean Union Conference office.



Image: Members of the 2025 Secretariat Evaluation Team and the Caribbean Union Conference Secretariat following the successful General Conference and Inter-American Division Secretariat Evaluation conducted on March 25, 2025. The evaluation team comprised Dr Gerson P. Santos (front-left), Associate Secretary of the General Conference; Dr Leonard

Johnson (front-right), Executive Secretary of the Inter-American Division; Mr Pedro Iglesias (front-centre left), Under-Secretary of the Inter-American Division; representatives from the Jamaica Union Conference, Tobago Conference, and South Caribbean Conference, together with the secretariat team and personnel from the Caribbean Union Conference.

The successful outcome of the evaluation affirmed the Secretariat's adherence to denominational standards and its ongoing efforts to strengthen systems, processes, and services that support mission advancement throughout the Caribbean Union territory.

Strategic Approach to Discipleship

As an intentional approach to determining the status of discipleship and church growth trends in the union territories, the Union Secretariat sought to accomplish the following in collaboration with the constituent fields of the Caribbean Union Conference:

To reconcile membership records across the conferences and missions within the union.

The process of reconciliation entails verifying the membership records of congregations, and ensuring that membership figures correspond to actual recorded names, and the membership data on MyReport (the GC annual reporting platform) accurately represent the records on the Adventist Church Management System (ACMS).

To date, eight (8) fields have reconciled their membership. This has resulted in a significant reduction in the overall membership figures of the fields, and by extension, the Caribbean Union Conference.

To audit the membership of the fields to determine the status of each member, thus identifying the number of active, inactive, missing, shut in, and deceased members. To date, seven (7) fields have audited their membership.

To capture current trends in the discipleship of members through annual surveys in each field which indicate current retention practices following baptisms which were conducted in the period 2022 to 2024.

ANALYSIS OF DISCIPLESHIP INFRASTRUCTURE

Membership Reconciliation

Membership reconciliation has been one of the most significant and necessary processes undertaken to strengthen the integrity of membership records across the Caribbean Union. The data from the eight reconciled fields reveal that aggregate membership declined from **242,950 in 2016** to a partially reconciled figure of **215,650**, as at the first quarter, 2026. This confirms that in several fields, the reported membership figures far exceeded the actual names and available demographic records in the system.

The reconciliation process therefore required careful review, verification, correction, and updating of membership records to ensure that each member was represented by an actual name and, as far as possible, supported by key demographic information such as age and gender. While the process has been tedious and, in some cases, resulted in significant numerical reduction, it has provided the churches with a clearer and more honest picture of its membership reality.

As shown in Figure 2, the adjustments completed between 2016 and 2026 reflect both members removed and added over the period. **This process is aligned with the biblical mandate that each sheep must be accounted for, and should be known, cared for, and discipled.**

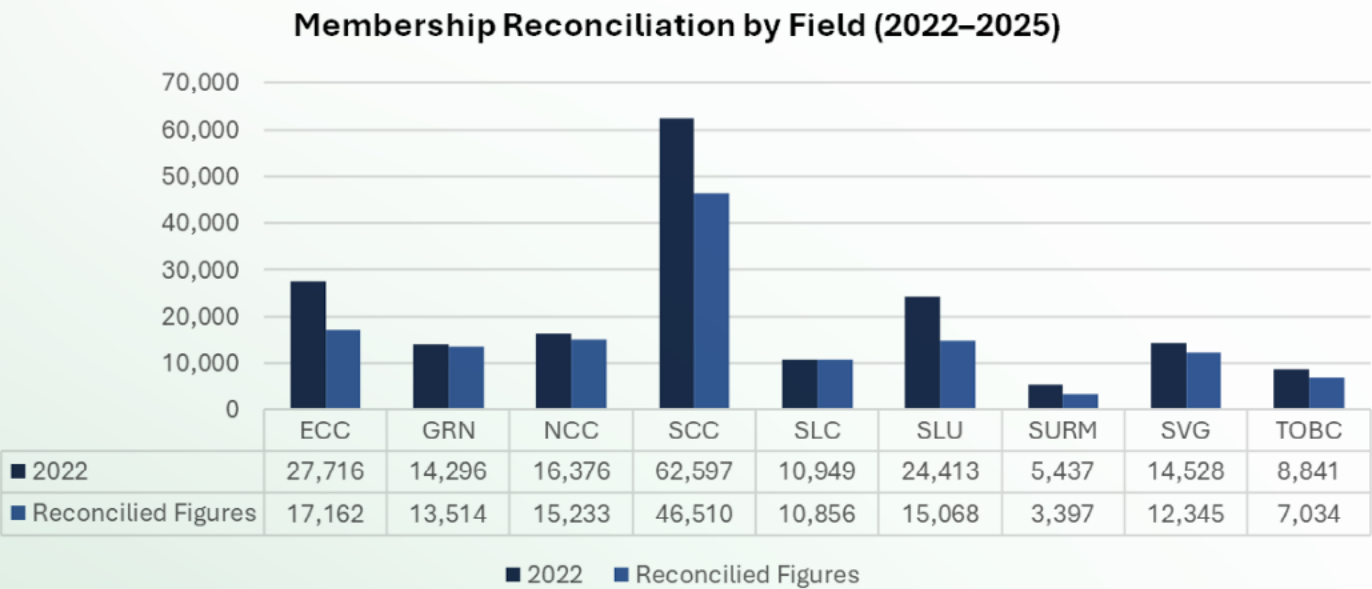


Figure 2: Comparison of membership totals before and after reconciliation across participating Caribbean Union fields. The adjustments reflect the ongoing effort to improve membership record accuracy through reconciliation and audit processes and should be interpreted alongside other membership transactions, including additions and losses.

In 2022, this objective was advanced through the reconciliation efforts of several fields. The Grenada Conference adjusted its membership from 14,296 to 13,514, with 963 adjustments out, along with other recorded additions and losses.

St. Lucia Mission moved from 24,413 to 15,068, with 9,479 adjustments out; South Leeward

Conference moved from 10,949 to 10,856, with 645 adjustments out; North Caribbean Conference moved from 16,376 to 15,233, with 1,254 adjustments out; and Suriname Mission moved from 5,437 to 3,397, with 2,070 adjustments out.

The St. Vincent and the Grenadines Mission also experienced two major adjustments, first in 2022

with 2,312 adjustments out and again in 2024 with 538 adjustments out, totalling 2,850 adjustments out. These figures should be understood within the wider context of other membership transactions, including additions and losses recorded during the respective periods.

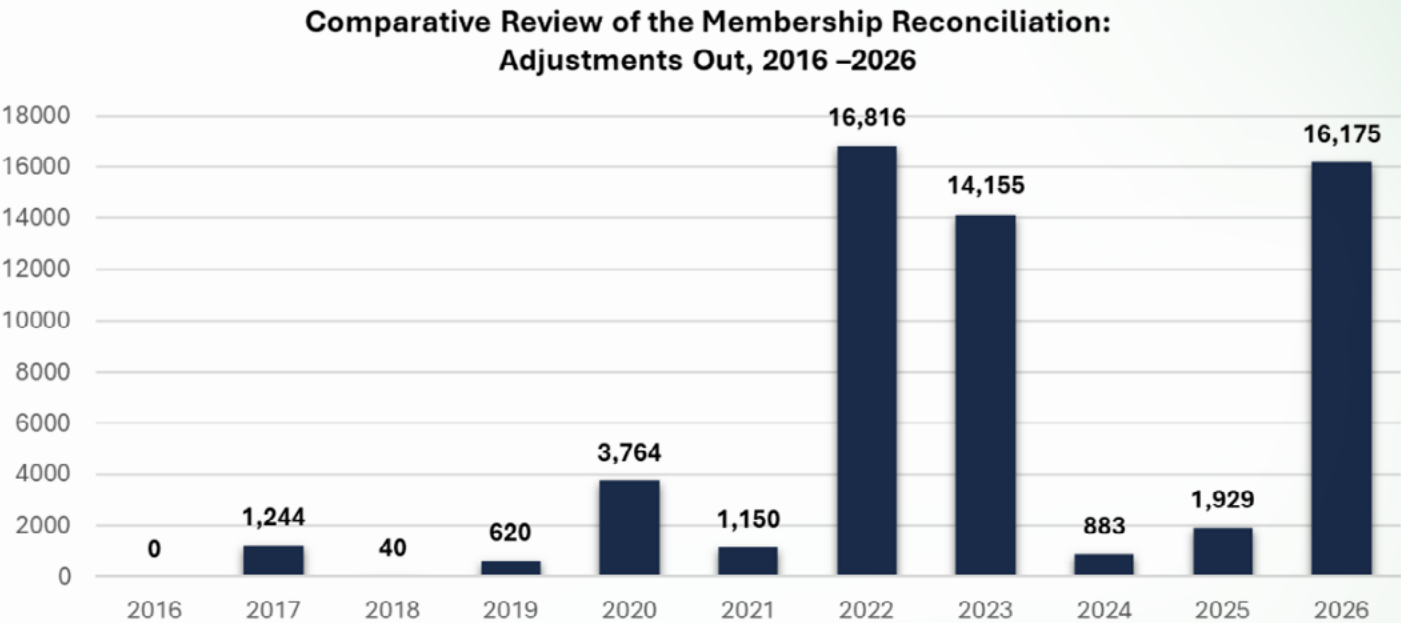


Figure 3: Membership Adjustments-Out Through Reconciliation, 2016–2026 - This chart shows the significant membership adjustments made across the Union as fields reconciled reported totals with verified names and available demographic records.

In 2023, the East Caribbean Conference undertook a partial membership reconciliation, moving from 27,716 to 17,162, with 10,632 adjustments out. That same year, Tobago completed its reconciliation, moving from 8,841 to 7,034, with 1,807 adjustments out. In 2025, the East Caribbean Conference completed the reconciliation process, resulting in an upward adjustment of 1,915 members. This increased number from 17,916 to 19,943, reflects the importance of continued review and correction of records.

The reconciliation process remains ongoing for both the South Caribbean Conference and the Guyana Conference. To date, the South Caribbean Conference has conducted a major partial reconciliation, moving from 62,597 to 46,510, an adjustment of 16,087. While this represents a significant adjustment, it is important to emphasize that this is only a partial reconciliation,

and the field still has additional work to complete in order to ensure that its members are fully accounted for.

It is important to note as well, that although these adjustments may appear to reflect a loss, in mission terms, they represent a win. This is because the Church now has a clearer and more honest picture of its membership reality. Consequently, accurate membership records help to increase pastoral care, strengthen accountability, improve reporting, and provide a stronger foundation for disciple making and growth. We cannot effectively care for members we cannot identify by name, and we cannot intentionally reclaim, nurture, and disciple people if we do not know who they are, where they are, and what their status is. Reconciliation is therefore the first step in moving us beyond numbers; **it positions the Church for more intentional ministry, stronger retention, and faithful mission.**

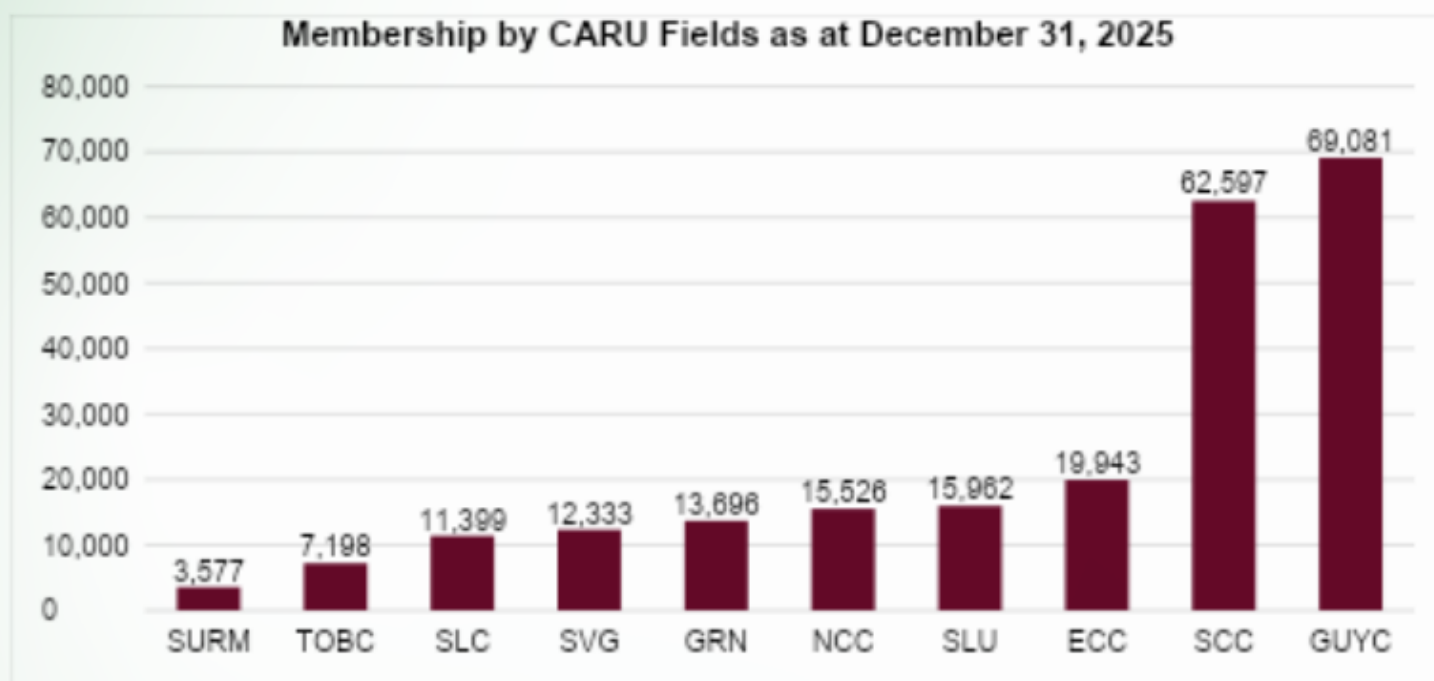


Figure 4: This chart provides a comparative overview of the membership of each field. This distribution offers valuable insight for strategic planning, resource allocation, leadership support, and mission initiatives throughout the Union and forms an important baseline for evaluating membership trends, strengthening disciple-making efforts, and guiding mission-focused planning across the Caribbean Union.

Membership Audit Analysis (2021–2025)

Following the membership reconciliation exercise, the Union Secretariat collaborated with the fields to move to the next level of membership accountability through the membership audit process. A membership audit is a systematic investigation into the status of members within each congregation. **Its purpose is to move beyond names on record and determine the actual engagement status of members so that the Church can better identify who is actively present, who is attending another congregation, who is unable to attend, who is no longer engaged, and whose whereabouts are unknown.** Members were categorized into five attendance classifications: regular attendees, attendees of another Seventh-day Adventist church, shut-ins, inactive members (do not attend), and missing members.

To date, six fields have completed their audit exercises: North Caribbean Conference, St. Lucia Mission, Tobago Conference, Grenada Conference, St. Vincent and the Grenadines

Mission, and South Leeward Conference. We commend these fields for taking this important step toward greater accountability, pastoral care, and mission-focused leadership.

A total of **74,190 members** have been categorized through the audit process, representing approximately **30% of CARU's membership of 231,312**. Of those audited, **34,364 members, or 46%, are classified as engaged**, while **39,826 members, or 54%, are not engaged**.

For the purpose of this report and secretariat analysis of membership data, “engaged” includes three categories: members who attend regularly, members who attend another Seventh-day Adventist church, and shut-ins. Within the audited membership, **21,761 members, or 29%, attend regularly**, while **1,647 members, or 2%, are shut-ins**. These shut-in members require intentional pastoral care, visitation, prayer, and inclusion. Each number represents a person who must be known, loved, and spiritually nurtured by the churches.

Membership Audit Trends Across Five Attendance Classifications

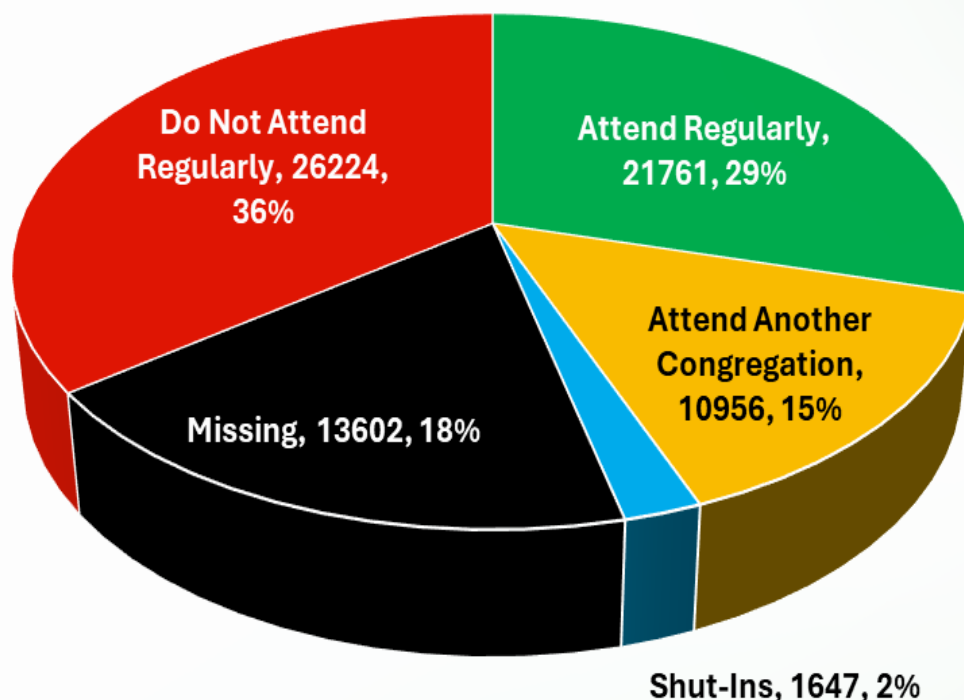


Figure 5: Membership Audit Trends Across Five Attendance Classifications - This graph presents the overall audit trends across the five membership attendance classifications: attends regularly, attends another Seventh-day Adventist church, shut-ins, does not attend, and missing. The results highlight the proportion of engaged and disengaged members and point to the urgent need for intentional follow-up, stronger retention systems, pastoral care, and disciple-making strategies across the Union.

It is also important to highlight that while **10,956 members, or 15%, attend another Seventh-day Adventist church** and are considered engaged because they remain connected to worship, their status presents a significant leadership and disciple-making concern. According to the Church Manual guidelines, members who regularly attend church services outside their home church are ineligible for church office. This category must therefore be addressed intentionally through recorded transfers, so that members are fully connected, accountable, and available for mission.

The audit also reveals a serious discipleship gap; **13,602 members, or 18%, are missing**, meaning that their whereabouts could not be confirmed. This is a growing concern because it points to

weaknesses in basic membership management and care systems, including addresses, contact information, family links, retention processes, and post-baptism follow-up, especially after major evangelistic campaigns. In addition, **26,224 members, or 35%, do not attend regularly**. Together, the missing and non-attending members represent more than half of the audited membership. This means that more than one out of every two members audited is either not attending or cannot be located. These findings call for urgent and structured follow-up, intentional retention strategies, pastoral visitation, stronger small-group integration, and a renewed disciple-making model throughout the Caribbean Union Conference.

Membership Audit Classification by Completed Fields

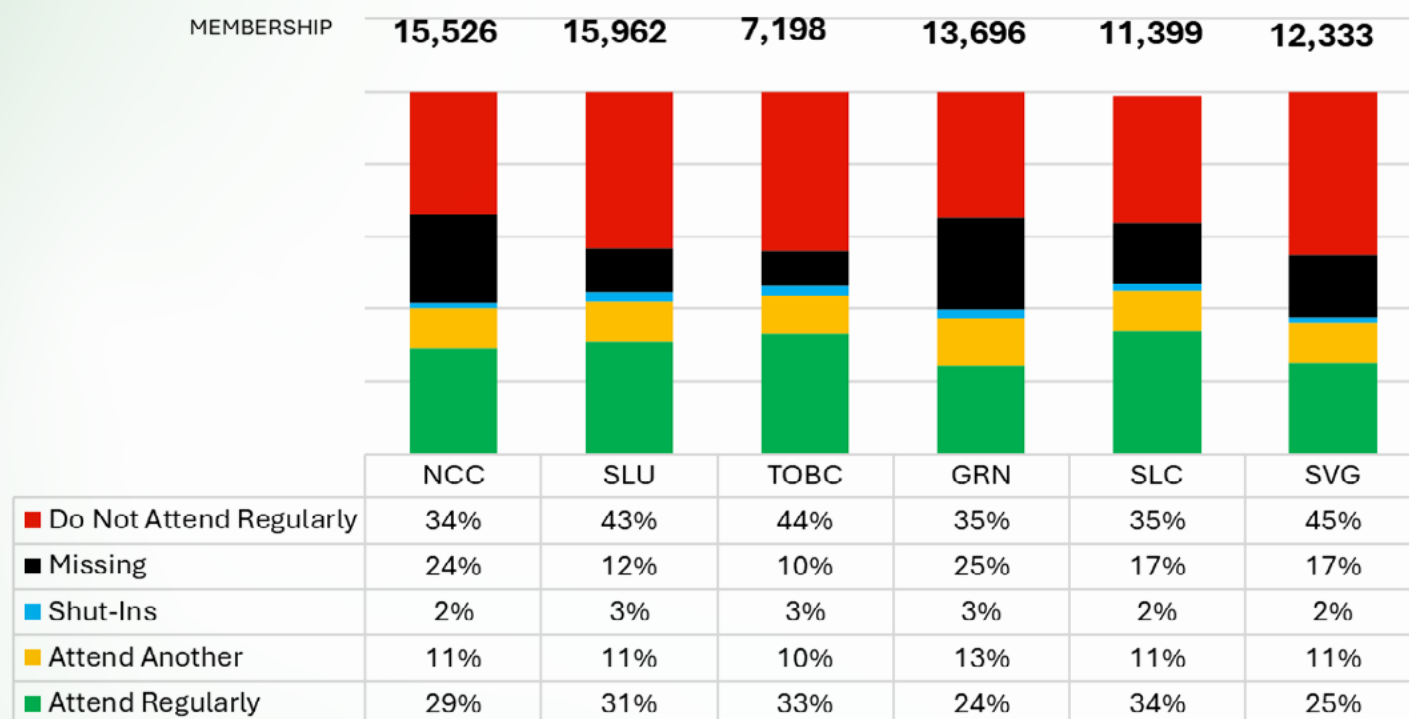


Figure 6: Membership Audit Classification by Field - This graph shows the breakdown of audited membership by field, comparing the distribution of members who attend regularly, attend another Seventh-day Adventist church, are shut-ins, do not attend, or are missing. The field-level analysis provides a clearer picture of attendance realities across the Union and helps identify where targeted pastoral care, record correction, member visitation, and disciple-making interventions are most urgently needed.

When these audit trends are projected across CARU's total membership of **231,312**, the scale of the challenge becomes even clearer. Based on the current audit pattern, approximately **63,253 members may be attending regularly, 4,787 may be shut-ins, and 31,846 may be attending another Seventh-day Adventist church.** This gives an estimated **99,887 engaged members** across the Union. However, the same findings suggest that approximately **39,537 members may be missing and 76,226 may not be attending regularly,** resulting in an estimated **115,763 disengaged members.** These figures are not final audited totals for the entire Union, but they provide a sobering picture of what the current trends may suggest if applied across the full membership.

Membership Audit Projected Trends: A Disciple-Making Imperative

Based on current audit trends, projections suggest that approximately **92,524 members** out of a total membership of **231,312** recorded across the Caribbean Union fields in 2025, may be confirmed as active or engaged. This represents an estimated **40% active membership trend** across the Union based on the averages of the six fields that have already completed the audit process. It is also important to note that this projection does not yet fully account for the unfinished reconciliation exercise in the Guyana Conference and the South Caribbean Conference. The South Caribbean Conference has already recorded an adjustment of approximately **16,000 unreconcilable membership differences,** and similar adjustments may be anticipated as the Guyana Conference continues its reconciliation efforts.

In light of the purpose of the audit, it is crucial that it be viewed as not merely a statistical exercise, but as a disciple-making imperative. Until every field completes the audit, the Church cannot fully know who its members are, where they are, how they are connected, and how best to engage, nurture, reclaim, and mobilize them for mission.

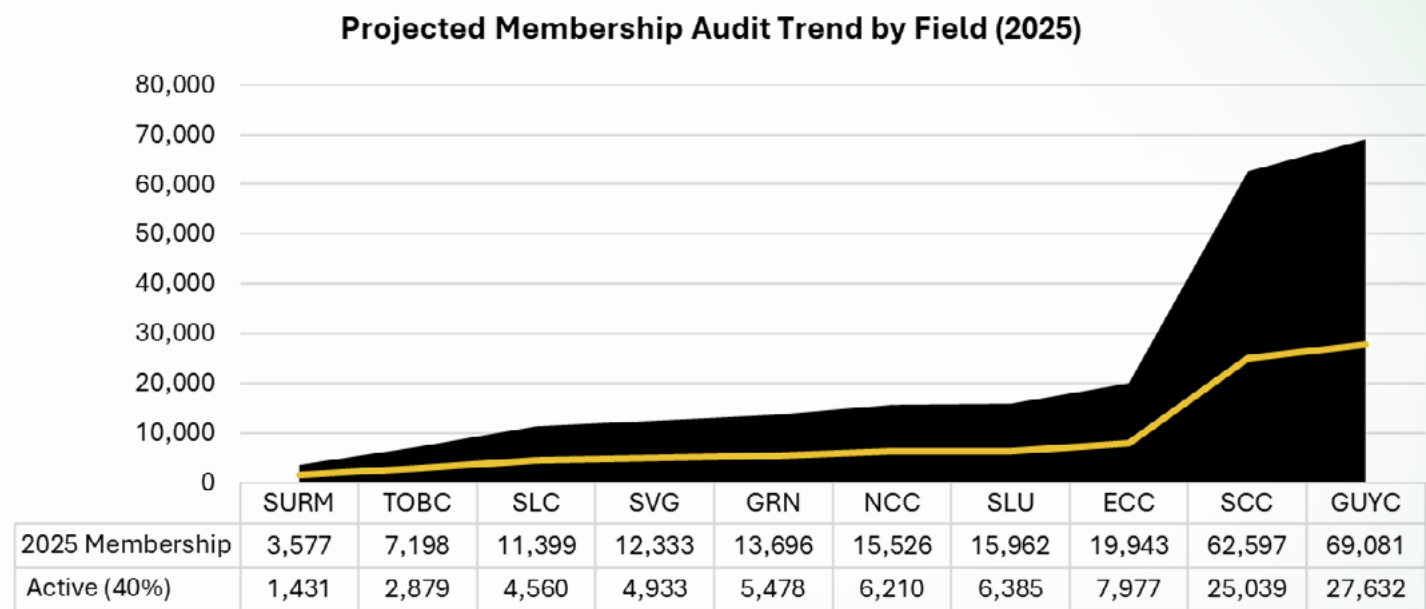


Figure 7: Comparison of reported membership with estimated active membership based on completed audits and current audit trends across the Caribbean Union. The projections highlight the need to complete the membership audit to strengthen pastoral care, member engagement, and disciple-making.

These audit trends clearly point to the need for a renewed disciple-making model across the Union. Evangelistic accessions must be matched with intentional integration, mentoring, small-group involvement, pastoral visitation, and sustained care. **The data underscore that growth must not be measured solely by baptisms or reported membership, but by sustained engagement, disciple formation, and active participation in the life and mission of the Church.** Strengthening relational disciple-making systems at the local church level is essential if the Union is to move members from attendance categories to committed, mission-driven disciples of Christ. **The Caribbean Union Conference recommends that each local field analyse audit data and use the findings to strengthen discipleship measures, reclaim inactive members, and regularize membership status through official transfers.**

Annual Conservation Survey: Measuring Membership Retention

As part of its research and strategic planning agenda, the Union Secretariat implemented the Annual Conservation Survey to measure the retention and engagement status of recently baptized members across the Caribbean Union Conference. Between 2023 and 2025, Strategic Objective #4 focused on introducing annual reporting on inactive membership status and assessing the effectiveness of disciple-making efforts following baptism. The survey was designed to redirect the focus from baptismal accessions in order to provide a clearer picture of whether new members were being retained, nurtured, and integrated into the life and mission of the local church.

The first assessment was launched in 2023 and examined the status of **5,345 members baptized in 2021 and 2022**. This group became the baseline retention cohort for CARU, and provided the first union-wide picture of early membership engagement during the critical first years following baptism. The survey assessed members across five engagement categories: regular attendance, attendance at another Seventh-day Adventist congregation, shut-in, non-attendance, and missing. This framework allowed the churches to identify where members remained actively connected, where they had changed their place of worship, where pastoral care was needed, and where urgent follow-up was required.

Analysis of the First Retention Cohort: Members Baptized in 2021–2022

As shown in Figure 5, the first retention cohort revealed both encouraging signs and serious concerns. Of the recently baptized members assessed, **2,829 attended regularly**, representing just over half of the cohort. However, **1,539 did not attend**, **274 were missing**, **131 were shut-ins**, and **474 attended another Seventh-day Adventist congregation**. An additional **91 members were recorded as deceased**.

These findings indicate that although evangelistic efforts successfully brought new persons into the Church, a significant percentage of members were already disengaged, inconsistently connected, or not adequately integrated into the life of their local congregation within the first two (2) years of membership.

These findings point to a critical disciple-making gap. Baptism must be followed by intentional nurture, mentoring, visitation, small-group involvement, and meaningful participation in the local church. New members cannot be left to navigate their spiritual journey alone. **The early years of membership are among the most vulnerable, and without structured follow-up and relational support, many members may drift, become inactive, or disappear altogether from the local church.** The data therefore challenges the Union to strengthen the pathway from baptism to belonging, from belonging to participation, and from participation to mature, mission-driven disciple making. Additionally, disciple-making initiatives, such as crusades, should be revisited to allow for proper accession of converts. **In short, the Church in the Caribbean Union Conference should promote disciple making and not merely pursue baptisms at all cost.**

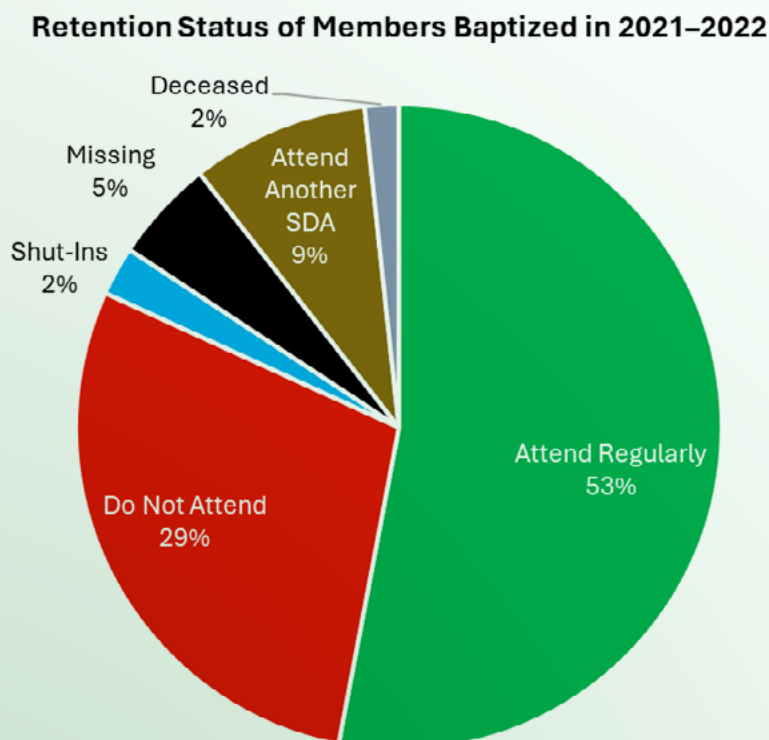


Figure 8: Retention Status of Members Baptized in 2021–2022 - This figure presents the first Annual Conservation Survey assessment of members baptized in 2021 and 2022. It shows the distribution of the first retention cohort across five engagement categories: regular attendance, attendance at another Seventh-day Adventist congregation, shut-in, non-attendance, and missing, with deceased members also identified. The results establish the baseline for measuring early membership retention and highlight the need for intentional nurture, follow-up, and disciple-making during the first few years after baptism.

Comparative Retention Analysis of Members Baptized in 2021–2022.

Follow-up assessments conducted in 2024 and 2025 revealed a consistent downward trend in engagement among the original cohort. The reassessments showed declining regular attendance, increasing numbers of missing members, and rising non-attendance across several fields. To preserve statistical integrity in the comparative analysis, two fields that did not submit 2024 reports were excluded, resulting in a revised dataset of **3,849 members** for comparison.

The comparative results indicate that retention challenges deepen over time when structured disciple-making systems are not sustained. Across the territory, the data reveals a decline in engagement from 2023 to 2025, reflected in the reduction in reporting among the fields, and an overall decrease in retention rates.

In some cases, retention declined from

approximately three out of four members to nearly one out of two within a three-year period. These trends signal the need for stronger reporting compliance, more consistent member tracking, and intentional pastoral and congregational follow-up after baptism.

Through the retention analysis process, the Secretariat was able to establish a measurable retention rate and introduce a five-point engagement scale to assess members’ spiritual and relational connection to the Church. This framework now provides leadership with a practical tool for identifying retention weaknesses, monitoring inactive membership trends, and designing targeted interventions for sustained growth. The Annual Conservation Survey confirms that growth must not be measured only by the number baptized, but by the number who remain connected, nurtured, active, and growing as disciples of Christ.

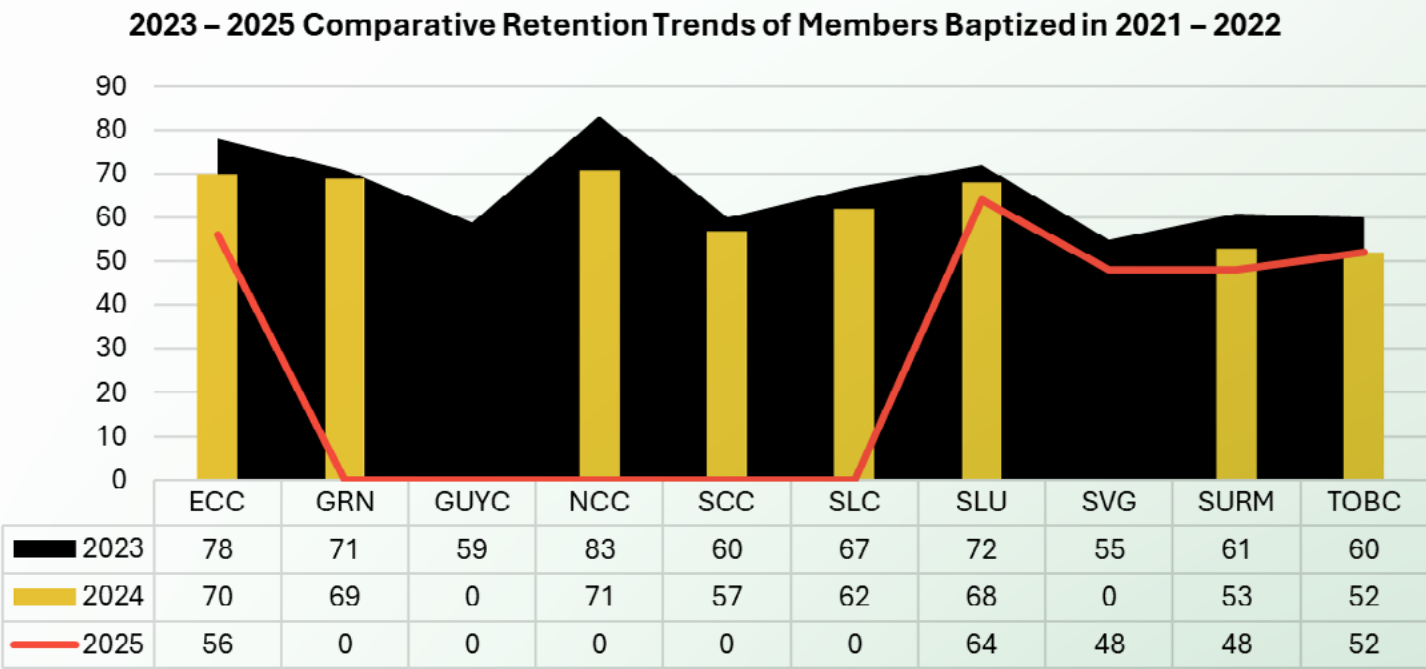


Figure 9: Comparative Retention Trends of Members Baptized in 2021–2022, 2023–2025 - This figure compares the retention status of the 2021–2022 baptismal cohort across the 2023, 2024, and 2025 assessment periods. The trends indicate changes in regular attendance, non-attendance, missing members, shut-ins, and members attending another Seventh-day Adventist congregation. The comparative analysis reveals a decline in engagement over time and underscores the urgent need for stronger reporting compliance, pastoral visitation, small-group integration, and sustained disciple-making systems across the Union.

Overall, the Annual Conservation Survey has provided vital evidence for strengthening disciple-making across the Union. The findings call for a renewed focus on intentional integration, mentoring, pastoral visitation, small groups, Sabbath School involvement, member care, local church accountability, and responsible disciple-making practice. **If the Church is to retain those whom God brings into the body of Christ, evangelism must be matched by conservation, which is an intentional process of nurture, belonging, spiritual growth, and mission.**

CARU Intervention and Field-Level Engagement

“When nearly half of those baptized disappear within two years, it is not just a statistic; it is a statement about our disciple-making strategies and care for members.” This conviction guided the CARU Secretariat’s response to the growing retention challenge across the Union. **In response to the findings of the Annual Conservation Survey and related membership data, the Secretariat assessed local secretariat offices to determine how retention data was being reviewed, interpreted, and used at the field level.** The assessment focused on three main objectives: evaluating how Membership Conservation Survey data was analysed and applied; assessing internal systems that support congregational disciple making and member care; and identifying resource gaps, strengths, and opportunities for improvement within the fields.

The assessment revealed several critical issues affecting retention and member engagement. **Approximately 70% of secretariat offices indicated that retention data was reviewed mainly for annual reporting or submission to CARU, with limited internal analysis for ministry planning and intervention. This suggested that, in many cases, data was being collected for compliance rather than being used as a tool for mission, pastoral care, and early response.** In addition, seven fields reported low confidence in data analysis techniques such as cross-tabulation, limiting their ability to identify trends by age, gender, congregation, baptismal year, or attendance status. These gaps in data literacy

weakened evidence-based decision-making and made it more difficult to design targeted strategies for reclaiming, nurturing, and retaining members.

In response, the CARU Secretariat recommended structured field-level interventions designed to help the Church transition from simply counting baptisms to cultivating disciples. These interventions included a two-year post-baptismal disciple-making and mentorship framework; pairing new members with mentors; Holistic Small Groups (HSGs); integrating new members into active ministry within the first three months after baptism; strengthening data collection before baptism; incorporating retention targets into evangelistic planning; and using retention dashboards to guide pastoral assignments, field training, and resource allocation. The purpose was to help fields connect data with action and ensure that every baptism is followed by intentional nurture, belonging, and spiritual growth.

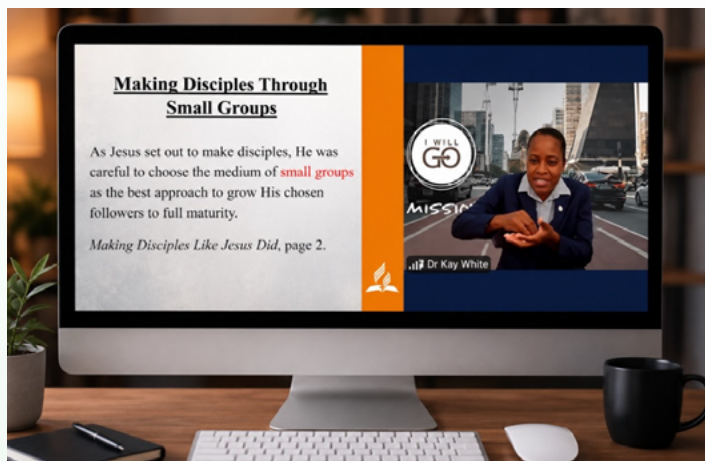


Image: Dr Kay White, Sabbath School and Personal Ministries Director in 2025, presenting at Advent Connect with St Lucia Mission.

Membership audit training became one of the key practical responses to this retention challenge. In 2024, the North Caribbean Conference and St. Lucia Mission completed a six-session membership audit training program, which guided participants through membership accountability, attendance classification, record verification, missing members identification, non-attending members identification, and the pastoral responsibility connected to accurate records.

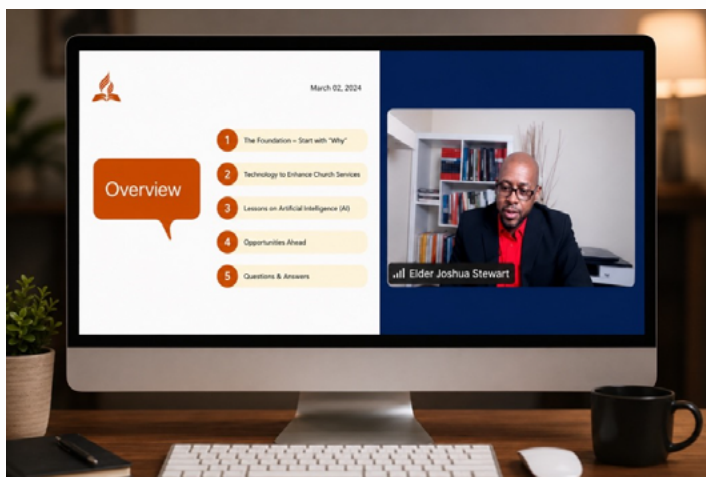


Image: Elder Joshua Stewart in 2025, presenting at Advent Connect with St Lucia Mission.

These training sessions culminated with Advent Connect, which served as a wider disciple-making and member engagement initiative. Grenada Conference completed its membership audit training in 2025, while the remaining fields continue to carry out their audit processes. Their progress will be reported in the subsequent quinquennium, 2026 – 2030.



Image - Cover design of the Advent Connect: CARU Secretariat Symposium Initiative publication. The resource documents the vision, development, and implementation of Advent Connect, a membership and reporting symposium designed to strengthen membership care, data integrity, reconciliation, conservation, and disciple-making across the Caribbean Union Conference.

Advent Connect was introduced by the Caribbean Union Conference Secretariat as a practical, membership-centered, disciple-making initiative designed to strengthen, engage, inspire, and empower church officers and members. The initiative responds to key concerns affecting

member retention, Adventist identity, spiritual formation, family life, church engagement, and the overall health of local congregations.

Modelled in part after the TED Talks format, Advent Connect combines short, focused presentations, interactive learning, field-level gatherings, online teaching, and member dialogue to create a dynamic space for equipping the local church. Through collaboration between the Union and local fields, it provides practical tools and strategies to help leaders to get to know, nurture, retain, and engage members in mission. The publication serves both as a record of the initiative and as a guide for advancing effective membership ministry across the territory.



Image: Secretariat teams and presenters participating in Advent Connect, CARU's Membership Conservation initiative, held in the North Caribbean Conference (October 16, 2024), St. Lucia Mission (March 14, 2025), and Tobago Conference (October 18, 2025). Through Advent Connect, the Secretariat continues to strengthen membership care and disciple-making systems across the Caribbean Union Conference

The initiative was structured in three parts:

- Advent Connect Symposium
- Advent Connect Online
- Advent Connect Forum

The Symposium brought members together at centralized venues, with in-person speakers connected virtually across multiple locations, allowing fields to overcome geographical barriers while strengthening a shared sense of mission and connection.



Image: Representatives from eight congregations across the Tobago Conference participated in Advent Connect, held on October 18, 2025. The congregations gathered simultaneously at designated host sites, connected in real time with the main venue at Good News Seventh-day Adventist Church, creating a conference-wide learning experience. The Membership Symposium brought members from across the island together for breakout sessions led by eight presenters, followed by a plenary session presented by Pastor Johnson Frederick on "The Adventist Identity: A Biblical Approach to Christianity in the 21st Century". This innovative multi-site approach strengthened engagement, fostered collaboration, and reinforced the Conference's commitment to membership care, disciple-making, and spiritual growth.

Advent Connect Online extended the learning experience through a self-paced platform featuring lectures on key membership and spiritual-growth issues. The Forum was designed to create space for meaningful interaction among members, pastors, administrators, and church leaders, allowing members to ask questions,

share perspectives, and engage with the Church's strategic direction.



Image: Participants from across the St. Lucia Mission engage in an Advent Connect Online Series, designed to strengthen membership reporting, reconciliation, conservation, and disciple-making practices. Through ongoing training, collaboration, and capacity building, the Secretariat continues to strengthen membership care and disciple-making systems across the Caribbean Union Conference, equipping local church leaders to better understand, nurture, retain, and engage members in mission.

As a disciple-making response to the retention challenges identified through the Annual Conservation Survey and membership audit process, Advent Connect helped the Union advance from simply reporting membership concerns to actively addressing them.

Key topics included:

- The Adventist Identity: A Biblical Approach to Christianity
- Reaching and Reclaiming the Next Generation through Disciple Making
- Strategic Planning for a Mission-Driven Church
- Fanaticism vs. Truth in a Digital Age
- The Family Altar
- The Weight of Unforgiveness and the Freedom of Grace
- The Redemptive Purpose of Church Discipline
- Complex Issues Surrounding Divorce and Remarriage

Through these presentations and conversations, Advent Connect provided members and leaders with biblical, practical, and mission-focused tools to strengthen commitment, deepen spiritual identity, and support long-term engagement in the life and mission of the Church.

Together, the Annual Conservation Survey, the assessment of local secretariat offices, membership audit training, Advent Connect, and Advent Connect Online reflect a deliberate shift toward intentional, data-informed disciple making. These interventions reinforced CARU's commitment to strengthening member care, improving retention, supporting field-level accountability, and helping local churches nurture members into committed, mission-driven disciples of Christ.

Another initiative, the **Advent Connect Forum**, was ultimately not launched due primarily to calendar clashes and time constraints.

Strengthening Data Integrity Through Monthly Statistical Reporting

Monthly statistical reporting remains one of the most important pillars of the Secretariat's work, because reconciliation can only be maintained when membership transactions are recorded accurately and consistently. Once a field has completed reconciliation, monthly reporting ensures that the corrected membership records remain accurate by capturing all transactions of growth or loss. **Without accurate and consistent reporting, reconciled records can quickly become outdated, weakening the reliability of membership data**, and reducing the Church's ability to plan effectively, care for members, and support disciple making.

Strengthening data integrity is grounded in the Secretariat's motto: **Accuracy, Integrity, and Reliability — AIR**. **The Secretariat has sought to nurture an "AIR" of trust and credibility in membership data across the Caribbean Union, recognizing that reliable data is not merely administrative; it is missional.** A relevant Church must manage the Lord's business with care, using

accurate information to guide strategy, strengthen accountability, and support meaningful outcomes for the Kingdom of God. We are, therefore, pleased to report that several fields have broken new ground in monthly reporting through the Adventist Church Management System (ACMS), with some fields achieving 100% reporting compliance and others making significant progress.

Notably, Grenada Conference has maintained 100% reporting compliance since 2022, while North Caribbean Conference and St. Lucia Mission have sustained full compliance since 2023. South Leeward Conference has also demonstrated strong reporting discipline, achieving 100% compliance in both 2024 and 2025. These achievements demonstrate that sustained reporting compliance is possible when clerks, pastors, local churches, and field secretariats work together, recognizing the importance of commitment and accountability.

In 2024, the CARU Secretariat launched a Monitoring and Evaluation Program to further strengthen the reporting culture across the Union. This program was designed to assess each field's compliance with monthly reporting requirements, identify gaps in reporting and data quality, monitor period closures, strengthen secretariat oversight, encourage timely follow-up, and guide targeted interventions, training, and support. Consequently, fields that had not yet attained full compliance have made significant progress in 2025. East Caribbean Conference improved from 48% in 2023 to 100%; St. Vincent and the Grenadines Mission increased from 38% to 100%; and Tobago Conference progressed from 71% to 100%.

At the same time, some fields continue to require focused support. Suriname Mission, although reconciled, has experienced challenges in sustaining consistent monthly reporting, recording an average compliance rate of 52% over the period under review. South Caribbean Conference and Guyana Conference have also shown gradual improvement, averaging 50% and 45% respectively.

Progress in Monthly Reporting Compliance Across CARU Fields

Table 3: This table presents the reporting compliance status of each Caribbean Union field, illustrating sustained excellence, significant improvements, and areas requiring continued support. The results demonstrate the positive impact of the Monitoring and Evaluation Program while emphasizing the importance of timely and accurate reporting for effective governance, membership management, and mission planning.

Field	Reporting Compliance	Period
Grenada Conference	100%	Since 2022
North Caribbean Conference	100%	Since 2023
St. Lucia Mission	100%	Since 2023
South Leeward Conference	100%	2024 and 2025
East Caribbean Conference	100%	2023 to 2025
St. Vincent and the Grenadines Mission	100%	2023 to 2025
Tobago Conference	100%	2023 to 2025
Suriname Mission	52% average	Period under review
South Caribbean Conference	50% average	Period under review
Guyana Conference	45% average	Period under review

Monthly reporting is more than a statistical requirement. It is the mechanism that preserves reconciliation integrity, sustains accurate membership records, and supports responsible member care. When the Church knows who its members are, where they are, and what changes have occurred, it is better positioned to plan for growth, reclaim missing members, nurture the inactive, care for the vulnerable, and advance intentional disciple making across the Union.

ACMS Utilization and System Activity Across Fields

The Caribbean Union Conference formally began utilizing the Adventist Church Management System (ACMS) in 2019, following its introduction in the Tobago Conference and North Caribbean Conference under the leadership of the Inter-American Division ACMS Coordinator, Elder Fernando Salazar. Following this initial implementation, Sister Onessa Hughes-Mitchell was trained and has since facilitated ACMS workshops across the Caribbean Union, equipping church clerks, elders, pastors, executive secretaries, and administrative assistants with the knowledge and skills to utilize the system. These ongoing training initiatives have strengthened user capacity, improved reporting compliance, and

reinforced the Secretariat’s commitment to data integrity across the fields.



At the time of the inaugural upload by Tobago Conference and North Caribbean Conference, CARU recorded **24,271 members** on the ACMS platform. By the beginning of the reporting period in 2021, this figure had increased to **67,106**, and by the end of the period under review, ACMS recorded **188,649 members**, reflecting the digitization and reconciliation efforts of eight fields. This growth in system usage represents a significant step toward the full digitization of CARU’s membership records and the development of a more reliable, accessible, and accountable membership database across the Union.

Between 2021 and 2025, ACMS membership increased across every field, reflecting the continued digitization of membership records and the successful implementation of reconciliation initiatives. Eight fields have either completed or substantially advanced the reconciliation process, resulting in strong alignment between ACMS and MyReport membership figures.

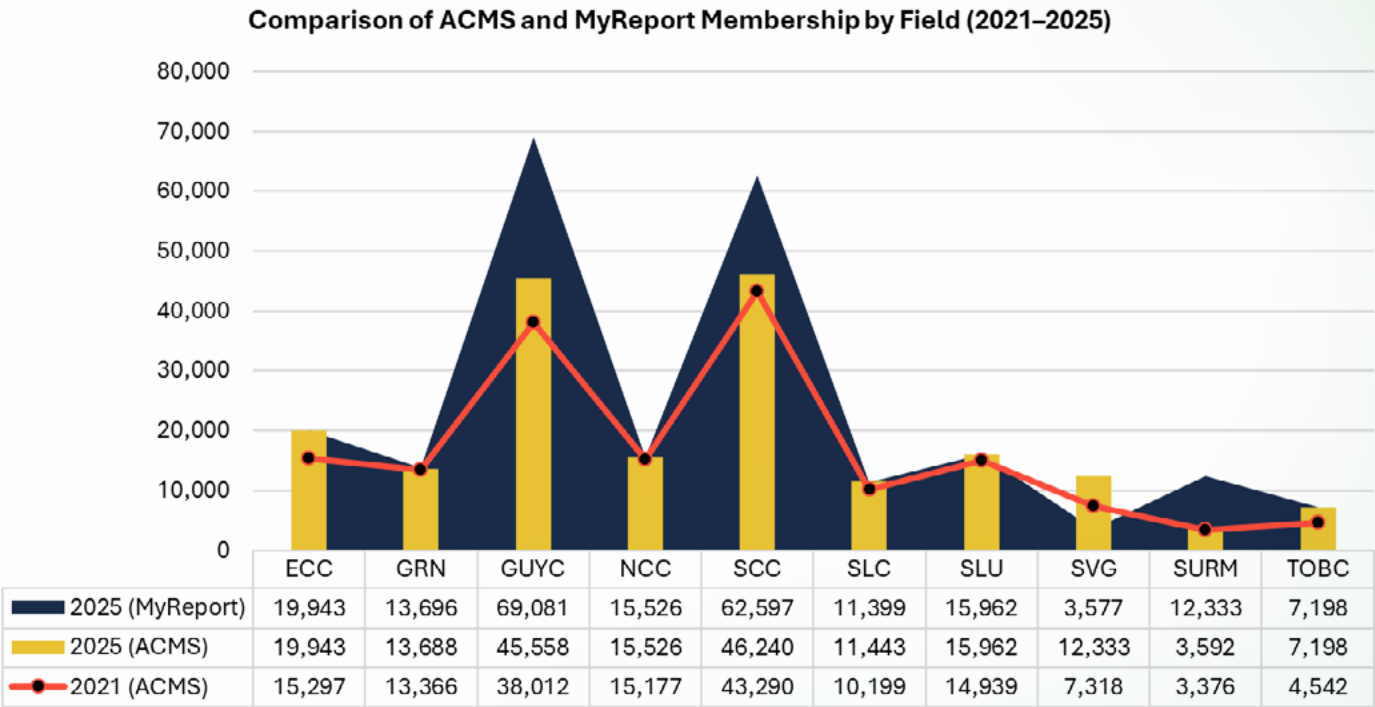


Figure 10: The chart compares membership recorded in the Adventist Church Management System (ACMS) at the beginning of the reporting period in 2021, the updated 2025 ACMS membership, and the 2025 MyReport membership for each Caribbean Union field. It illustrates the progress made in digitizing and reconciling membership records while highlighting the remaining differences between ACMS and MyReport in fields where reconciliation is still in progress.

During the period under review, the system reflected **1,475 officers** functioning in secretariat-related roles, including church clerks, executive secretaries, and administrative assistants. Cumulative login activity totalled **59,711 instances**, demonstrating increased engagement with the platform and the growing dependence on ACMS as a central tool for membership management, statistical reporting, and administrative oversight. Moreover, approximately **182,000 addition transactions** and **17,000 loss transactions** were entered into the system, representing nearly **200,000 membership-related transactions**. This level of activity reflects significant progress in digitized membership management and underscores the Union’s

continued commitment to reconciliation, statistical accuracy, and reliable reporting.

Membership recording remains an indispensable pillar of meaningful reporting. For statistical reporting to have practical value, membership data must be supported by accurate names, demographic information, and verified membership status. The Secretariat therefore intensified its efforts to ensure that all ten fields utilize ACMS and progressively upload and maintain their membership records on the platform. While all fields now use ACMS in varying degrees, the level of adoption, reporting consistency, and data completeness continues to differ across the territory.



Image: Membership reconciliation seeks to align statistical membership records with verified digital membership records. Through the principles of Accuracy, Integrity, and Reliability (AIR), the Caribbean Union Conference continues its commitment to ensuring that membership data accurately reflects the people entrusted to the care of the Church, thereby strengthening planning, disciple making, pastoral care, and mission effectiveness throughout the territory.

The current variance between the ACMS membership figure of **188,649** and the reported membership total of **231,312** reflects the continuing impact of reconciliation, improved reporting compliance, and ongoing data validation. As monthly reporting, reconciliation, and membership audits advance, this gap is expected to narrow. The increased use of ACMS is therefore not simply a technological achievement; it is a mission-critical advancement that strengthens transparency, supports pastoral care, preserves accurate records, and helps the Church better understand, account for, and disciple its members.

Strengthening Local Fields and Congregations through Secretariat Training and Resource Development

During the period under review, the Caribbean Union Conference Secretariat Office prioritized the strengthening of local fields and congregations through targeted workshops, training sessions, and practical resource development. These initiatives were designed to provide field secretariat officers, church clerks, pastors, elders, and other church officers with the knowledge and tools needed to effectively use the

Adventist Church Management System (ACMS), improve membership reporting, and support accurate membership management. Training was conducted across the Union's fields, including congregations with reliable internet access as well as those serving in remote and offline contexts, particularly in Guyana. This intentional approach ensured that both urban and remote congregations received guidance suited to their realities.

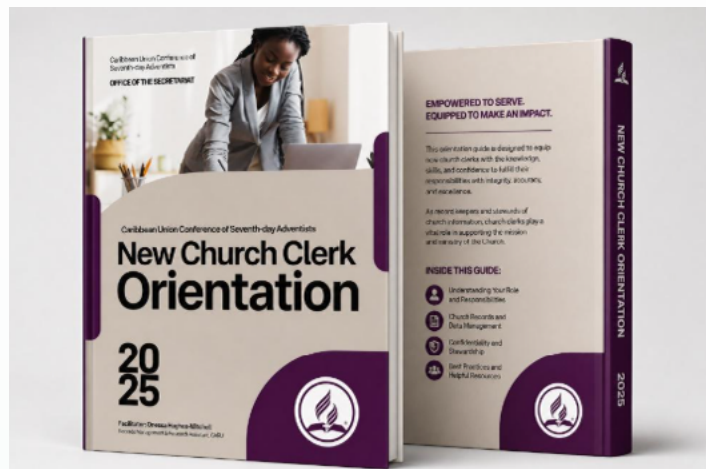


Image: New Church Clerk Orientation Guide, a practical training resource developed by the Caribbean Union Conference Secretariat to equip church clerks with the knowledge, procedures, and best practices needed for effective membership management, accurate record keeping, and faithful service in support of the mission of the Church.

To support these workshops, the **New Church Clerk Orientation Guide** was developed as a practical training resource for newly appointed and serving church clerks. In addition, several handouts and guidelines were prepared to address key areas of membership ministry, including membership reconciliation, offline reporting procedures, membership audits, transfers for offline congregations, deceased member updates, locating missing members, aligning fellowship with membership, and maintaining accurate member records. Together, these resources strengthened the capacity of local congregations to manage membership with greater accuracy, integrity, and reliability, while reinforcing the Secretariat's broader commitment to member care, disciple making, and mission-focused administration.



Image: Secretariat-developed membership management resources designed to equip local churches and fields with practical guidance for reconciliation, audits, transfers, record accuracy, and member care. These tools support the Caribbean Union Conference's commitment to Accuracy, Integrity, and Reliability (AIR) in membership ministry.

Biannual Executive Secretary's Statistical Reports

During the period under review, the Secretariat prepared and presented statistical reports to the CARU Executive Committee twice yearly; at the Mid-Year and at the Annual Executive Committee meetings. These reports highlighted the major strategic initiatives of the Office of the Secretariat, relevant church growth trends, membership statistics, and general demographic data across the Union.

The reports were designed not merely to present figures, but to deepen the Committee's awareness of key indicators related to mission outcomes, church growth, retention, and disciple making. They also sought to encourage appreciation for data-driven decision-making and to provide support for a more strategic approach to the Union's disciple-making initiatives.

Beginning in 2024, thematic titles were introduced to give greater focus to the reports and to connect statistical analysis more clearly with the mission of the Church.

These themes included:

- Holistic Disciple Making: Conserving Our Gains — Annual 2024
- Translating Data to Strategic Outcomes: An Urgent Imperative — Annual 2025
- Fostering Sustainable Disciple Making Through Strategic Interventions — Mid-Year 2025

Through these biannual reports, the Secretariat continued to promote a culture of accountability, strategic thinking, and mission-focused data usage across the Caribbean Union Conference.

CHURCH GROWTH

Membership Statistics

Comparative Membership Trends

Between 2020 and 2025, CARU's membership reflects a period of intentional reconciliation followed by a gradual post-pandemic recovery. **Membership increased slightly from 247,638 in 2020 to 249,035 in 2021, prior to the extensive review of membership records across the fields.** In 2022, reported membership declined significantly to 235,110 due to reconciliation efforts in five fields, and decreased further to 224,589 in 2023 when two additional fields completed their reconciliation processes. These reductions did not primarily represent a loss of members; rather, they resulted from intensified reconciliation initiatives, record validation, and data correction processes across the Union to ensure that membership records more accurately reflected active and verifiable members.

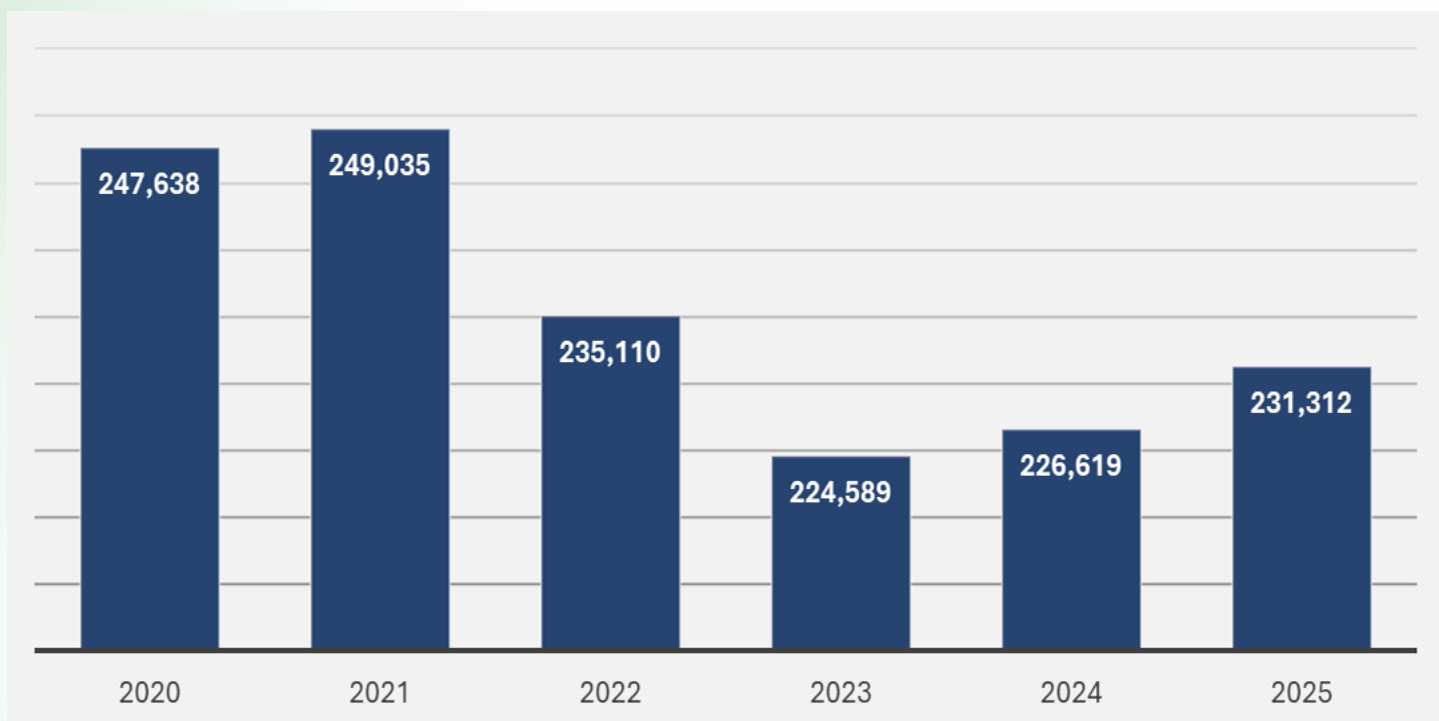


Figure 11: CARU Membership Trend (2020–2025)

Beginning in 2024, membership stabilized and began to recover, rising to 226,619 and increasing further to 231,312 in 2025. While the 2025 figure remains below the 2020 level, the upward movement in the final two years signals renewed growth momentum built on a more accurate and reliable foundation. Overall, this period represents a necessary reconciliation phase that strengthened data integrity, enhanced accountability, and positioned the Union for more intentional, evidence-based discipleship and member care (see Figure 7 above).

Accession for Period (2021–2025)

The accession data for the period 2021 – 2025 reflects a strong upward trajectory in overall membership increase, with notable acceleration in 2025. **Baptisms increased steadily from 2,854 in 2021 to 4,019 in 2023, experienced a slight decline to 3,545 in 2024, and then rose sharply to 5,271 in 2025 – the highest figure recorded during the period.**

Re-baptisms also demonstrated consistent annual growth, rising from 56 in 2021 to 156 in 2025, suggesting increased member reclamation and recommitment. Profession of Faith (POF) figures remained relatively stable, peaking at 146 in 2024 and decreasing slightly to 142 in 2025.

Transfers-in transactions demonstrated significant and sustained growth, increasing from 198 in 2021 to 1,060 in 2025, more than a fivefold increase. This suggests improved administrative processing, increased member mobility, and stronger system utilization for formal membership transfers. The most pronounced shift appears in Adjustments-in, which rose from 361 in 2021 to 700 in 2023, remained elevated at 729 in 2024, and then surged dramatically to 2,880 in 2025. This sharp increase likely reflects intensified reconciliation efforts, data clean-up initiatives, and record corrections on the Adventist Church Management System (ACMS). **Overall, membership accession showed signs of steady resurgence in the post-pandemic period.** (See Figure 12 below)

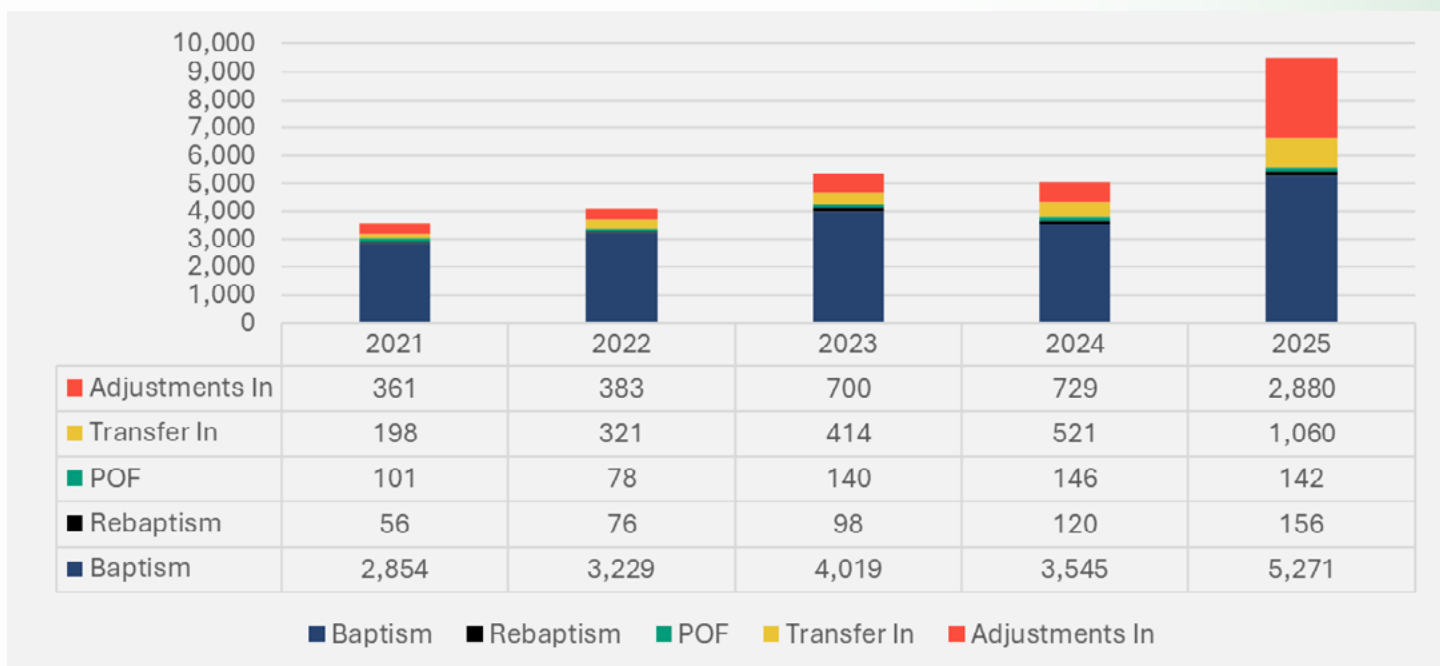


Figure 12: Cumulative Accessions by category (Baptism, Rebaptism, Profession of Faith, Transfer In, and Adjustments), 2021–2025

Field-Level Distribution of Accessions by Category (2021–2025)

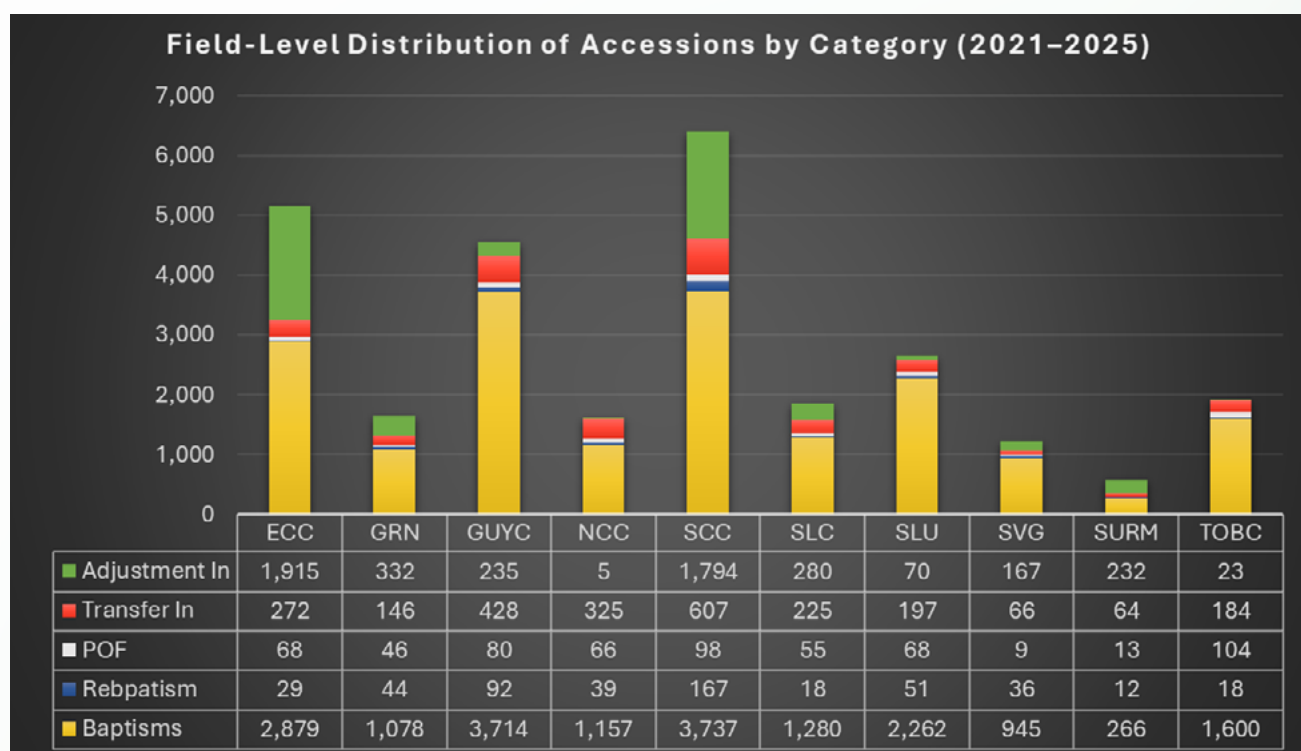


Figure 13: Field-Level Distribution of Accessions by Category (2021–2025)

Baptisms remained the primary source of accessions across all fields during the period **2021–2025**. Significantly, the **South Caribbean Conference** recorded the highest baptismal gains with **3,737**, followed closely by the **Guyana Conference** with **3,714**, and the **East Caribbean Conference** with **2,879**. The **Tobago Conference** recorded the highest number of professions of faith, with a total of **104**. Transfers-in also contributed meaningfully to accessions, particularly in **SCC**, **GUYP**, and **NCC**, reflecting continued member movement and record updates across fields.

Adjustments-in figures were especially notable in **East Caribbean Conference** with **1,915** recorded, and in **South Caribbean Conference** which recorded **1,794**. This suggests ongoing reconciliation and record correction activity. Overall, the accessions reflect both evangelistic growth and continued efforts to improve membership accuracy through baptisms, professions of faith, re-baptisms, transfers, and adjustments (see Figure 13).

Overall, the data reveal a balanced pattern of evangelistic growth and administrative strengthening, with several fields demonstrating both strong baptismal activity and intentional record correction through reconciliation processes.

Evangelistic Growth through Baptisms and Re-baptisms by Fields (2021-2025)

For the period 2021–2025, a total of **18,918 first-time baptisms** were recorded across the Union, complemented by **506 re-baptisms**, bringing total baptisms to **19,424**. In addition,

the Union recorded **607 Professions of Faith**, **2,514 Transfers-In**, and **5,053 Adjustments-In**, reflecting both evangelistic growth and continued administrative strengthening through membership regularization and record correction.

Baptisms remained the primary contributor to membership growth during the period under review. The largest contributions came from the **South Caribbean Conference (3,904)** and **Guyana Conference (3,806)**, which together accounted for **7,710 baptisms**, or nearly **40%** of total baptisms. The **East Caribbean Conference (2,908)** and **St. Lucia Mission (2,313)** also recorded strong evangelistic outcomes, while **Tobago Conference (1,618)**, **South Leeward Conference (1,298)**, **North Caribbean Conference (1,196)**, and **Grenada Conference (1,122)** demonstrated steady performance. Fields such as **St. Vincent and the Grenadines Mission (981)** and **Suriname Mission (278)** reflected smaller numeric contributions, consistent with membership size and territory demographics.

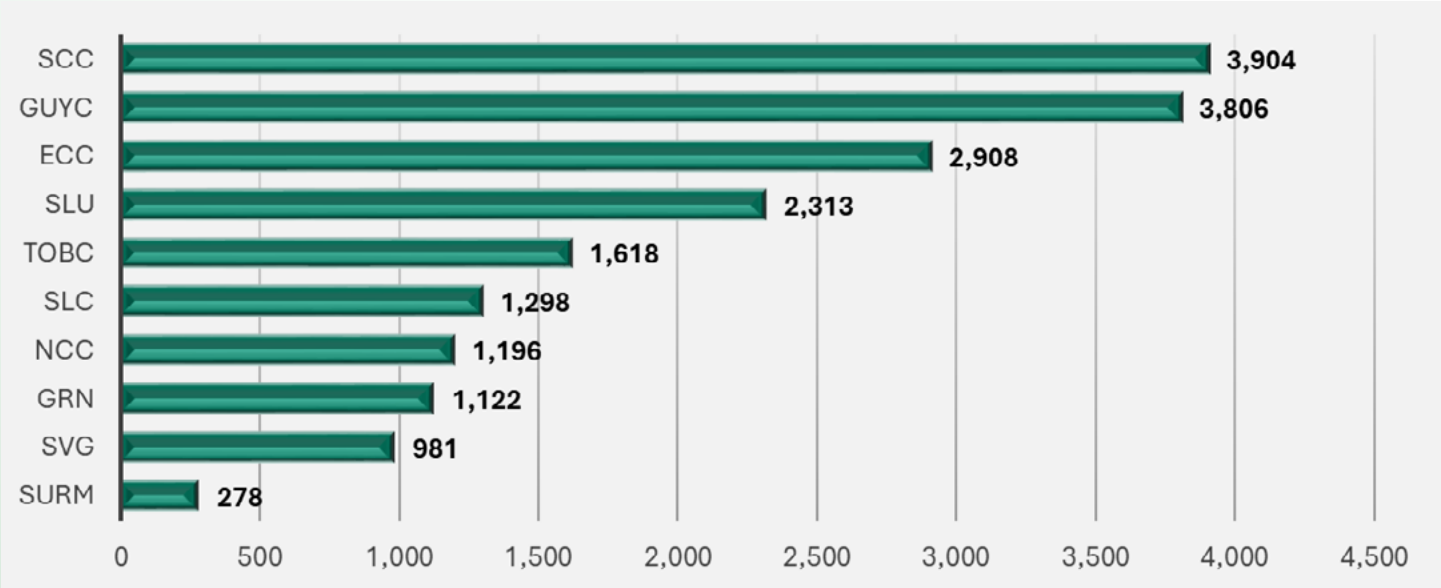


Figure 14: Baptisms and Re-baptisms (2021-2025)

Re-baptisms and POF figures indicate ongoing member reclamation and membership regularization across the fields. South Caribbean Conference recorded the highest number of re-baptisms (167), followed by Guyana Conference (92). Tobago Mission led in POF (104), suggesting active regularization of membership within its territory. Transfer-in activity was strongest in South Caribbean Conference (607) and Guyana Conference (428), reflecting member mobility and improved administrative processing.

Comparative Analysis of Accessions by Quinquennial Period (2016–2020 vs. 2021–2025)

A comparison with the previous quinquennium (2016 – 2020) reveals a notably different accession pattern. The earlier period began with an exceptionally high number of accessions in 2016 (9,788), followed by relative plateauing from 2017 to 2019, with annual figures ranging between 5,368 and 5,714. However, this period ended with a sharp decline in 2020 when accessions fell to 2,499. Over that five-year span, a total of 29,046 accessions were recorded. The marked reduction in 2020 reflects significant disruption in evangelistic activity and membership processing, largely influenced by the global pandemic and related restrictions.

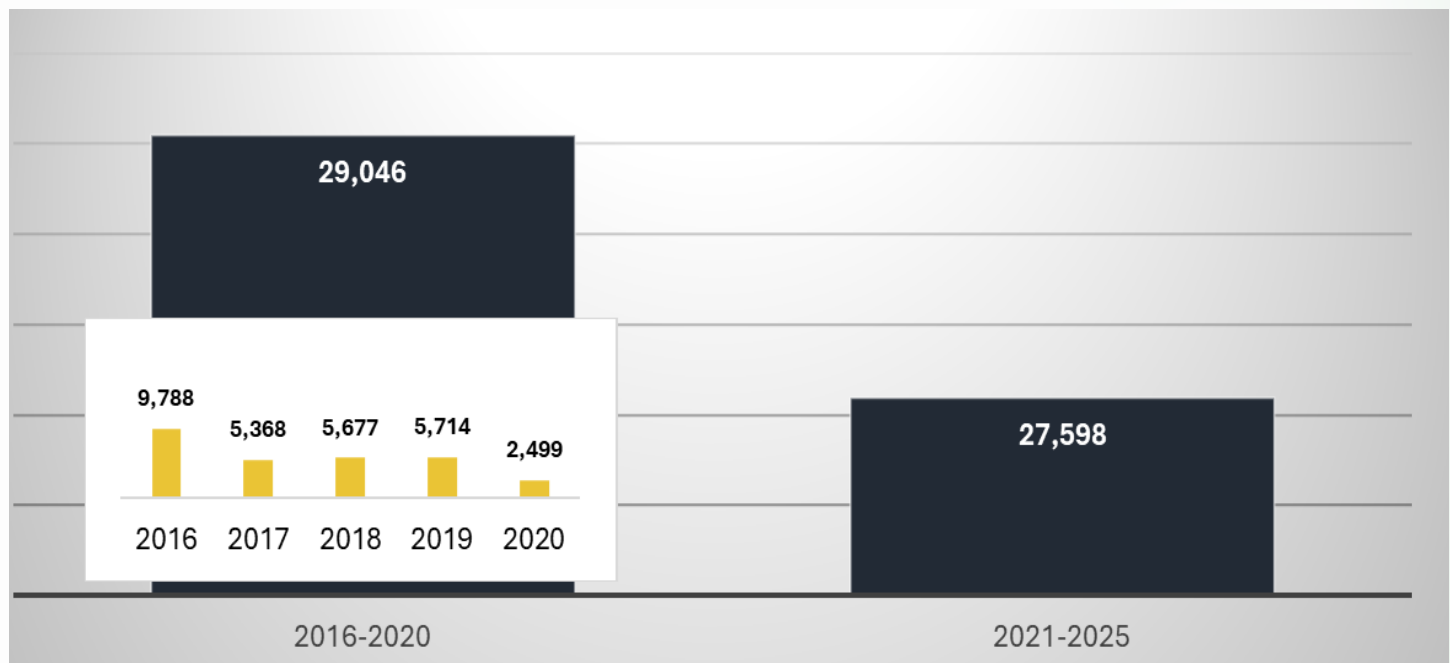


Figure 15: Comparative Analysis of Accessions by Quinquennial Period (2016–2020 vs. 2021–2025)

In contrast, the 2021–2025 period reflects progressive recovery and more structured growth, culminating in a significant peak in 2025 and a cumulative total of 27,598 accessions. Although this represents a slight decline when compared to the previous quinquennium, it is important to note that the earlier period included one unusually high year (2016) prior to the pandemic disruption. Unlike the volatility observed between 2016 and 2020, the current period demonstrates steadier rebuilding, strengthened administrative systems, and renewed evangelistic momentum. The 2025 performance signals a stabilized upward trajectory when compared to the contraction experienced at the close of 2020.

Analysis of Membership Loss (Attrition), 2021–2025

Membership attrition during the period under review reflects both natural losses and significant reconciliation-driven adjustments. Deaths steadily increased from 719 in 2021 to 1,640 in 2025, representing a consistent and natural source of membership loss across the Union. Transfers-out also increased, rising from 168 in 2021 to 1,118 in 2025, **indicating greater member mobility and improved administrative processing of transfer activity.**

The Dropped (Apostasy) and Missing categories reflect fluctuating but comparatively moderate levels of loss. Dropped (Apostasy) cases peaked in 2023 (258) and 2024 (254), before declining to 118 in 2025. Similarly, missing members increased notably during 2023 (148) and 2024 (218) followed by a substantial reduction to 11 in 2025.

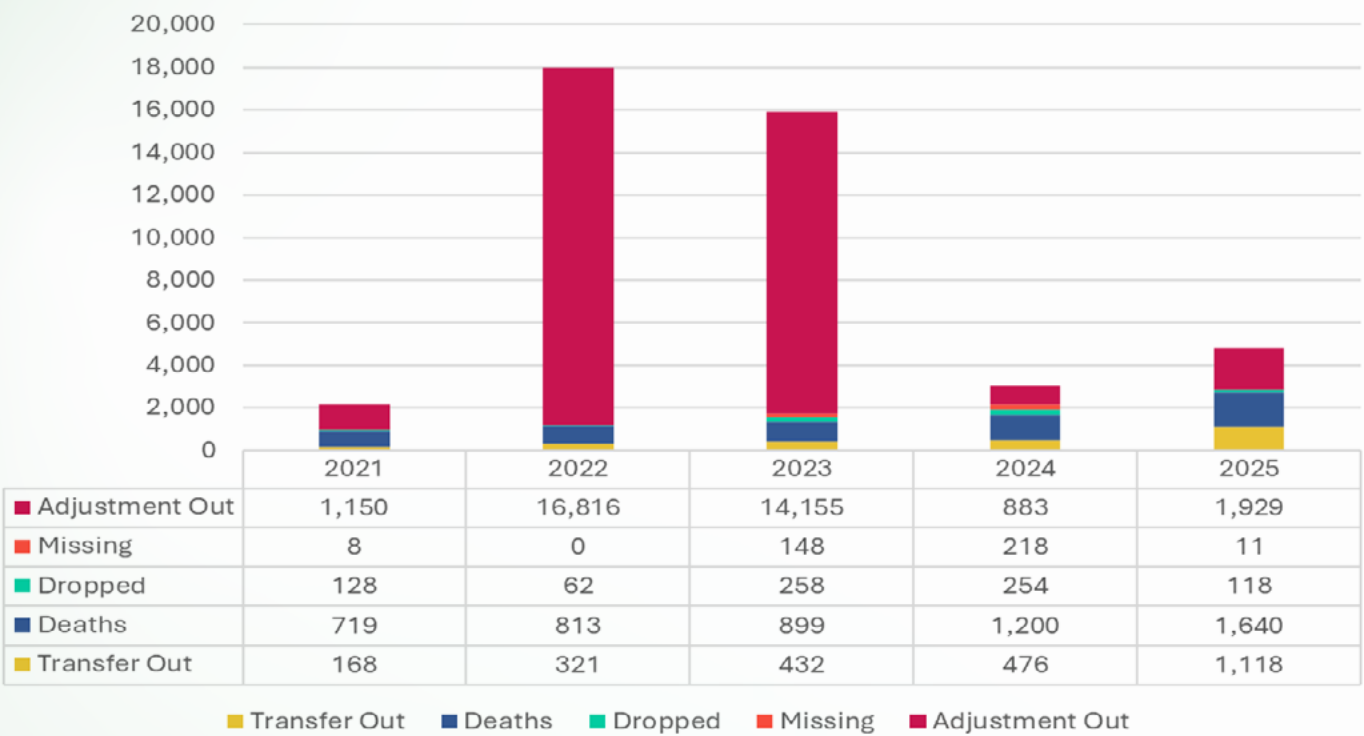


Figure 16: Cumulative Accessions by Type (Death, dropped (Apostasy), Missing, Transfers Out, and Adjustment Out), 2021–2025

The most significant contributor to attrition figures during the quinquennium was Adjustments-out, particularly in 2022 (16,816) and 2023 (14,155). These unusually high figures align with large-scale reconciliation initiatives undertaken across multiple fields to correct historical records and remove inactive or unverifiable members. By Contrast, Adjustments-out figures normalized in 2024 (883) before increasing moderately in 2025 (1,929), indicating continued refinement rather than systemic correction. This confirms that a significant portion of the recorded loss during the period was administrative correction rather than purely evangelistic decline, strengthening the credibility and integrity of the Union’s membership records moving forward.

Comparative Analysis of Loss by Quinquennial Period (2016–2020 vs. 2021–2025)

A comparison with the previous quinquennium (2016 – 2020) reveals a distinct pattern of loss. The earlier period began with an exceptionally high number of accessions in 2016 (9,788) followed by relative plateauing from 2017 to 2019, with annual figures ranging between 5,368 and 5,714. However, this period ended with a sharp decline in 2020 when accessions fell to 2,499. Over that five-year span, a total of 29,046 accessions were recorded. The marked reduction in 2020 reflects significant disruption in evangelistic activity and membership processing, largely influenced by the global pandemic and related restrictions.

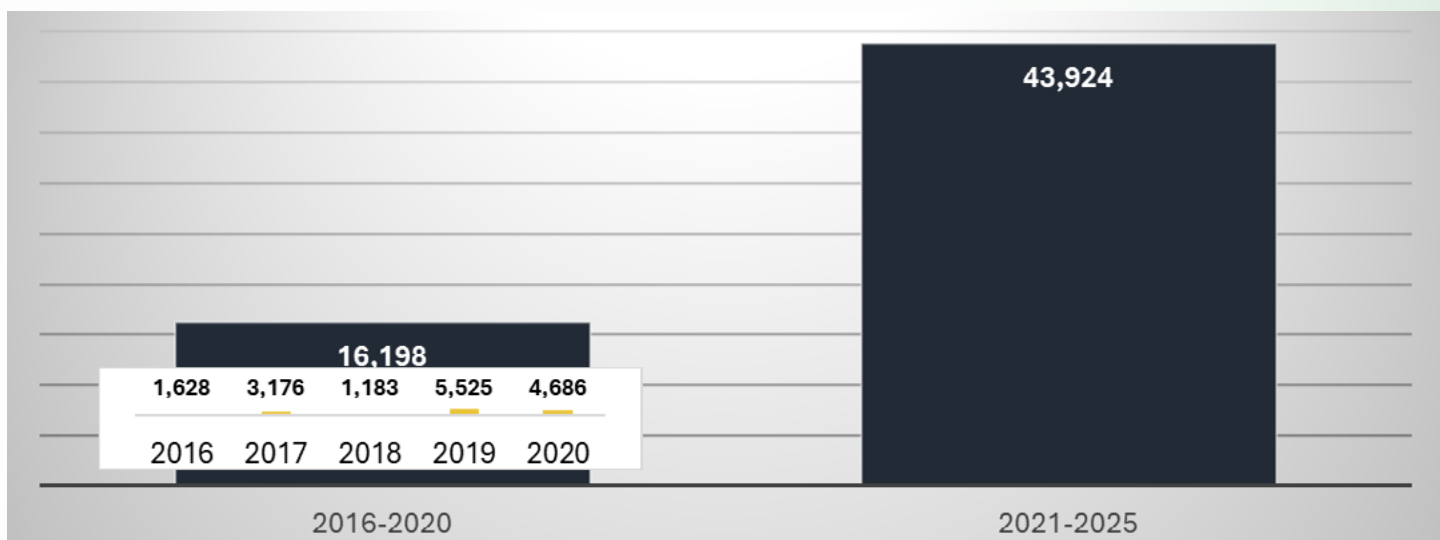


Figure 17: Comparative Analysis of Loss by Quinquennial Period (2016–2020 vs. 2021–2025)

Analysis of Membership Loss (Attrition) by Field (2021–2025)

Across the Union, total recorded losses of 43,924 reflect both natural attrition and reconciliation-driven adjustments. Deaths totalled 5,271 (12%) and remain the most consistent source of reduction, with South Caribbean Conference (1,523) and East Caribbean Conference (674) recording the highest figures. Transfers Out totalled 2,515 (6%), led by South Caribbean Conference (641), followed by Guyana Conference (408), and North Caribbean Conference (329).

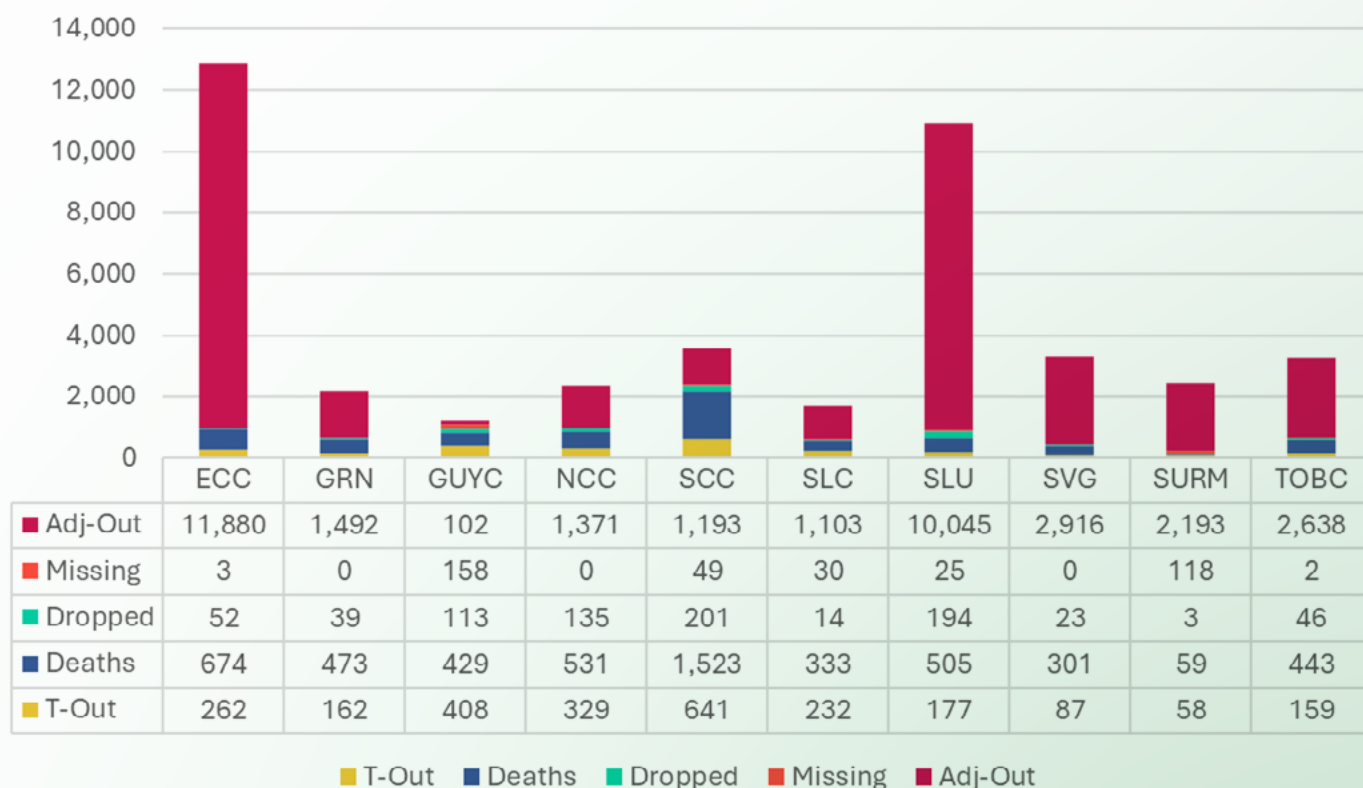


Figure 18: Field-Level Distribution of Attrition by Category (2021–2025)

Dropped members totalled 820, accounting for 2%, while missing members totalled 385 (1%), with Guyana Conference and Suriname Mission reflecting the largest totals in this category. The most significant contributor to attrition numbers was Adjustments-out (35,933), representing 82% of total losses. This confirms that the majority of reductions were driven by reconciliation and data-cleaning initiatives rather than relational disengagement. East Caribbean Conference (11,880) and St. Lucia Mission (10,045) accounted for the largest adjustments, followed by SVG, Tobago, Suriname, Grenada, NCC, SCC, and SLC, while Guyana recorded comparatively minimal adjustments (102), suggesting reconciliation efforts there are limited and ongoing.

Church Growth Comparisons: CARU, IAD, and Global Church (2020 – 2025)

The quinquennium reflects a net decline of 6.59% in church growth; however, the final two years demonstrated renewed growth momentum. After a modest increase in 2021 (0.56%) and declines in 2022 (-5.59%) and 2023 (-4.48%), largely influenced by reconciliation and data validation efforts, growth rebounded in 2024 (0.9%) and continued in 2025 (2.07%), indicating stabilization and early recovery. Unlike the previous quinquennium, which commenced on a strong note in 2016 with 3.5% growth but steadily decelerated to 0.87% in 2020, the current period represents a corrective and strengthening phase. While numeric totals are lower, they now reflect greater accuracy, integrity, and accountability, laying a more reliable foundation for sustainable future growth.

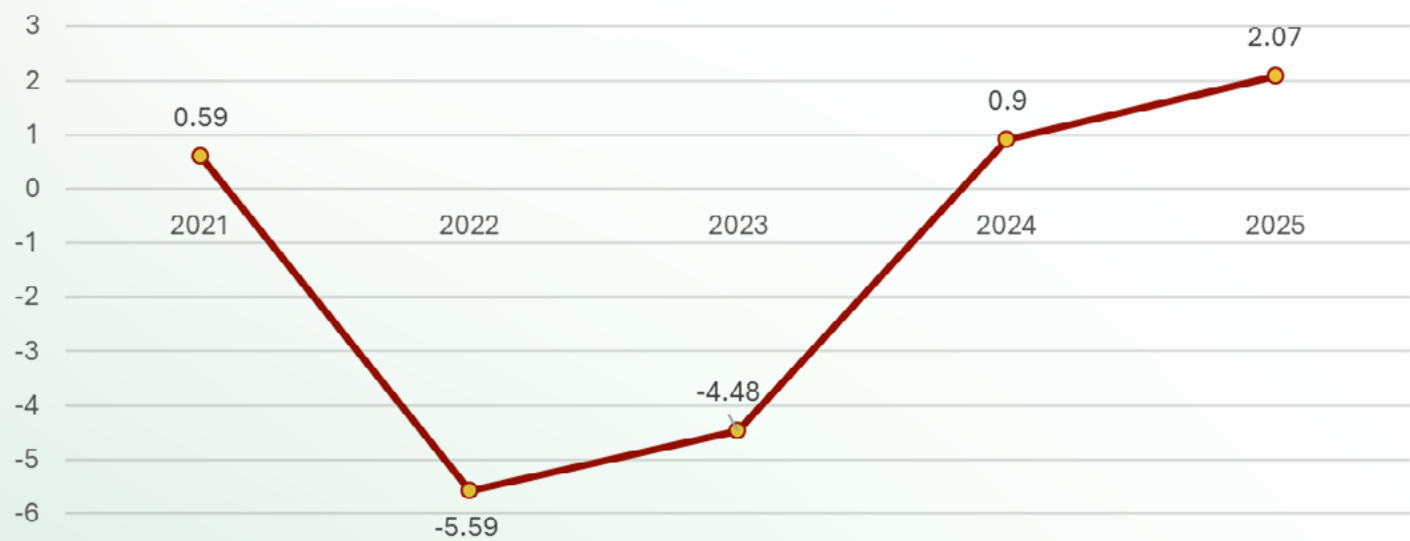


Figure 19: CARU Annual Growth Rate (2020 – 2025)

In the broader context, World Church membership increased from 21,614,231 in 2020 to 24,078,844 in 2025, reflecting overall growth of approximately 11.4%. Within the Inter-American Division (IAD), membership grew from 3,675,689 in 2020 to 3,730,460 in 2024, an increase of about 1.49%. CARU’s 2025 membership of 231,312 represents approximately 0.96% of total World Church membership and about 6.2% of IAD membership.

General Population Comparison to the Caribbean Union’s Membership

With a general population of approximately 4.1 million people, the Caribbean Union Conference maintains a presence of approximately one Seventh-day Adventist member for every 19 persons within its territory. While the Church has established a meaningful footprint within the Caribbean population, the figures highlight the vast opportunity that exists for evangelism, disciple making, member retention, and community engagement as the Union seeks to fulfil its mission of reaching every person with the gospel across our 23 territories.

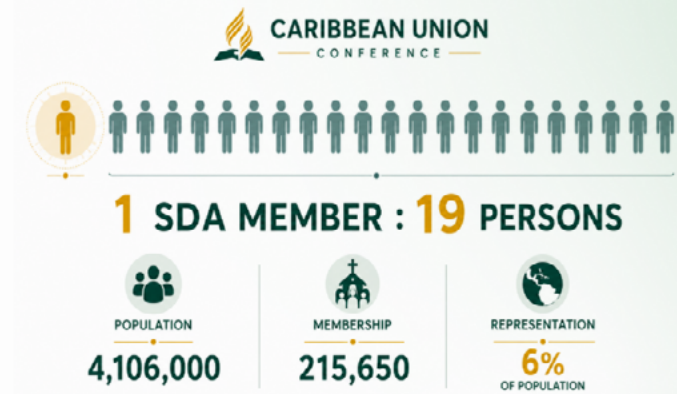


Image: The Caribbean Union Conference continues to maintain a strong presence across its territory, with Adventist membership represented in communities throughout the region.

Congregational Classification and Church Planting Statistics

Congregational Growth and Discipleship Expansion (2021–2025)

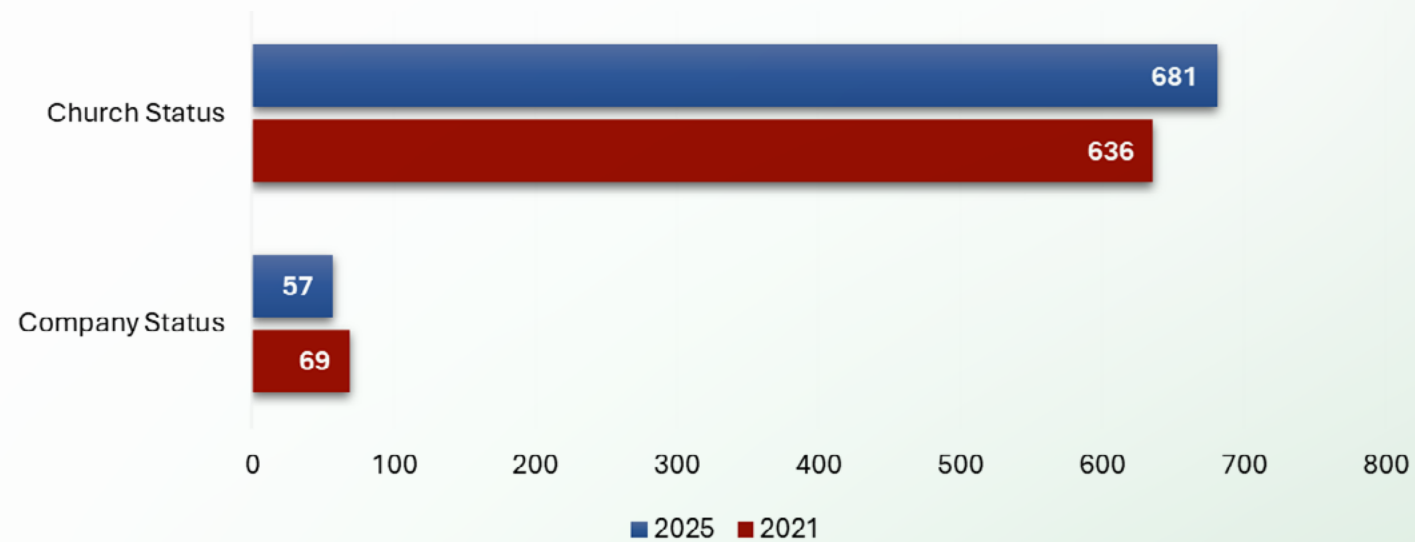


Figure 20: Comparison of Congregational Status: 2021 vs. 2025

In 2021, the Caribbean Union reported 705 congregations (630 churches and 69 companies). By the end of the period, **this number had increased to 738 congregations, a net growth of 33**, reflecting continued mission expansion across the Union. Of these, 681 are organized churches and 57 are companies, indicating both growth and maturation as several companies transitioned to church status. With a membership of 231,312, the Union averages approximately 313 members per congregation, or about 340 members per organized church. This expansion, even during a period of reconciliation and data validation, demonstrates sustained mission activity and strengthened discipleship capacity across the territory (see Figure 15).

New Congregations Organized (2021–2025)

During the period under review, the Caribbean Union Conference continued its commitment to expanding the reach of the gospel through the establishment of new congregations. A total of **seven new congregations** were planted across four fields: **East Caribbean Conference, Guyana Conference, St Lucia Mission and Tobago Conference.**

These new congregations represent more than organizational growth; they are evidence of the Church’s intentional focus on mission, disciple making, and extending its presence into new communities. Church planting remains one of the most effective strategies for reaching unentered areas, nurturing new believers, and creating centres of influence where members can worship, fellowship, and engage in ministry. The establishment of these congregations reflects the dedication of pastors, members, and local leaders who have embraced the mission of taking the gospel to new territories and strengthening the Church’s witness throughout the Caribbean Union.

Table 4. List of New Congregations Planted by Fields (2021-2025)

Field	New Congregations
East Caribbean Conference	1
Guyana Conference	2
St Lucia Mission	1
Tobago Conference	3

Framework for Improving Church Planting, Sustainability, and Growth

In 2024, the Executive Committee voted to implement the Secretariat’s proposed Framework for Improving Church Planting, Sustainability, and Growth. The Caribbean Union Conference recognizes that while establishing new congregations is vital for expanding the gospel’s reach, ensuring their long-term sustainability

and health requires a structured and intentional approach. In response, the Secretariat Office is developing a comprehensive framework to guide both the formation and continued viability of new church plants.



Image: Framework for Improving Church Planting, Sustainability and Growth, developed by the Office of the Secretariat, Caribbean Union Conference.

The framework provides a strategic approach to strengthening church planting initiatives, fostering congregational sustainability, and promoting long-term growth through intentional disciple making, leadership development, membership engagement, and mission-focused planning. The imagery of emerging seedlings symbolizes the nurturing of new congregations and the cultivation of healthy, thriving churches across the Caribbean Union territory.

The framework introduced a formal application and evaluation process beginning with community assessment and progressing from group to company and ultimately to organized church status. It mandates periodic evaluations; annually for groups, biennially for companies, and quinquennially for churches, to ensure accountability and growth. Annual seminars will support groups and companies in strengthening membership engagement, financial stability, strategic planning, and facilities management.

Additionally, mentorship programs for emerging leaders and a monitoring and evaluation committee have been established to assess congregational viability and to address challenges

in the church planting process. This initiative reflects a shift toward structured, sustainable mission expansion across the Union.

Church Mapping: Know Your Boundaries Initiative

In November 2024, the **Church Mapping: Know Your Boundaries initiative** was launched by the Office of the Secretariat of the Caribbean Union Conference. It is designed to support local territories in strategically expanding their outreach and church planting efforts. This initiative encourages congregations to identify and understand their geographic boundaries, facilitating more intentional and effective evangelism. By helping churches visualize their area of influence, this project promotes outreach in underreached and unreached communities, aligning with the overarching mission to spread the Gospel and foster sustainable church growth.

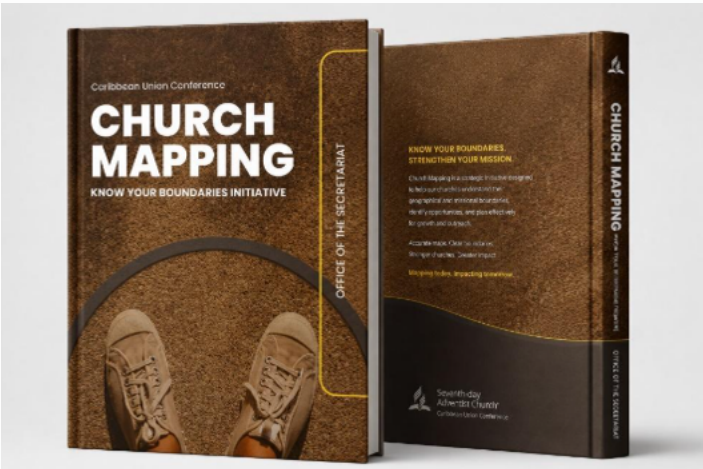


Image: Church Mapping: Know Your Boundaries Initiative, developed by the Office of the Secretariat, Caribbean Union Conference.

EMPLOYEE STATISTICS

a. Employee Workforce Profile and ERS

Implementation Report, 2021–2025
Strategic Objective #7 focused on completing and maintaining accurate employee data on the Employee Registration System (ERS) across every field and institution of the Caribbean Union Conference. During the period under review, **1,724 employees** were recorded on the online system, representing a significant advancement in centralized workforce documentation, accountability, and data integrity. The implementation of ERS has strengthened administrative oversight, improved credential tracking, and provided leadership with more reliable data for workforce planning, credential management, succession planning, and strategic human resource development.

The ERS data reflects a structured and credentialed workforce spanning pastoral, educational, administrative, and missionary ministries. Within the ministerial workforce, CARU recorded pastors holding a range of credentials including ministerial credentials, commissioned minister credentials, ministerial licenses, and commissioned minister licenses. In the education sector, the records indicate a significant number of teachers holding commissioned ministry teaching credentials and licenses, while employees in administrative and missionary categories also possess credentials and licenses. These figures demonstrate the Union’s commitment to professional standards, appropriate ministerial authorization, and mission-aligned service.

Table 5. Employee Credential and License Profile Recorded on ERS

Credential / License Category	Number Recorded
Ministerial credentials	137
Commissioned minister credentials	3
Ministerial licenses	88
Commissioned minister license	1
Commissioned ministry teaching credentials	230
Commissioned ministry teaching licenses	82

Administrative ministry credentials	82
Administrative ministry licenses	19
Missionary credentials	306
Missionary licenses	210

Employee Demographic Analysis

Among the 1,724 employees recorded on the ERS platform, 1,060 are females and 644 are males. This represents 61.5% and 37.3% respectively, with the remaining variance reflecting records that require further demographic completion or verification. The age distribution also provides important insight for leadership planning. The largest recorded age category is 51 – 65, followed closely by employees aged 36 – 50. Additionally, 102 employees are 65 and above, while 20 employees will turn 65 in this reporting year and will be eligible for retirement. These figures highlight the need for deliberate succession planning, leadership development, and the transfer of institutional knowledge to younger workers.

Employee Gender Profile

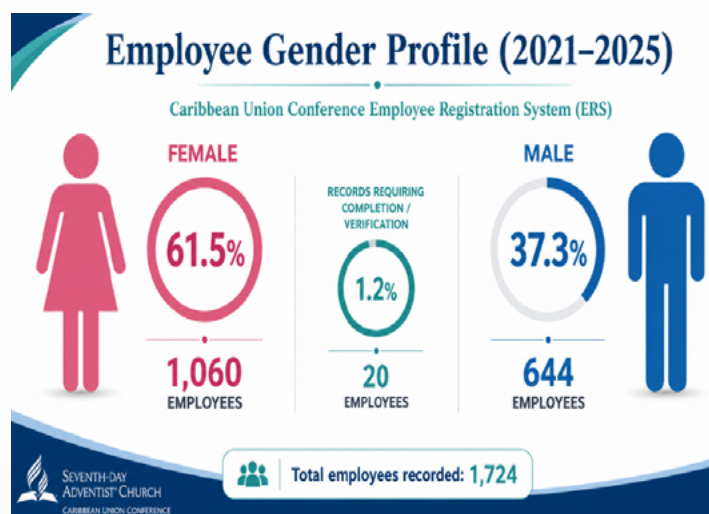


Table 6. CARU Employees by Gender Demographics.

Gender	Number	Percentage
Female	1,060	61.5%
Male	644	37.3%
Records requiring completion / verification	20	1.2%
Total employees recorded	1,724	100%

Source: Employee Record System (ERS)

CARU Employees by Age Distribution

The age profile shows a predominantly mature workforce, with the largest proportion of employees falling between **51 and 65 years**, representing **39.6%**, followed closely by those aged **36 to 50** who account for **37.1%**. In generational terms, the workforce is largely made up of **Generation X** and **Baby Boomers**, while younger Millennials and Generation Z represent **17.3%**. With **102 persons aged 65 and above** and **20 employees approaching retirement eligibility**, the data highlight the urgent need for succession planning, mentorship, leadership development, and knowledge transfer.

Table 7. CARU Employees by Age Distribution | Source: Employee Record System (ERS)

Age Category (2025)	Approximate Birth Years	Generation	Number	Percentage
18 – 35	1990 – 2007	Millennials (younger) and Generation Z	299	17.3%
36 – 50	1975 – 1989	Generation X and older Millennials	640	37.1%
51– 65	1960 –1 974	Baby Boomers (younger) and Generation X (older)	682	39.6%
65+	Before 1960	Baby Boomers (older)	102	5.9%

Source: Employee Record System (ERS)

This demographic pattern within the workforce may similarly be reflected in the Church’s active membership profile, underscoring the importance of intentional strategies to engage, retain, mentor, and disciple younger generations to ensure sustainable leadership and mission continuity.

CARU Employees by Marital Status

The marital status data also provide useful insight into the personal and family profiles of the workforce. The CARU workforce consists of 1,019 married employees (approximately 59%) and 579 single employees (34%), as recorded on ERS. Smaller numbers are recorded as divorced or separated (78) and widowed (29), while marital status was not recorded for 22 profiles.

Table 8. CARU Employees by Marital Status Profile.

Marital Status	No. Recorded
Married	1,019
Single	579
Divorced / separated	78
Widowed	29
No status recorded	22

Source: Employee Record System (ERS)

CARU Employees by Academic Qualification

Academic qualifications further demonstrate an increasingly advanced professional base,

with employees holding or pursuing master’s and doctoral degrees. This positions the Union to support continued institutional stability, professional development, and mission effectiveness.

Table 9. CARU Employees by Academic Qualification Profile.

Academic Qualification Category	No. Recorded
Master’s degree completed	236
Currently pursuing master’s studies	12
Doctoral degree completed	26
Currently pursuing doctoral studies	8

Source: Employee Record System (ERS)

Overall, the ERS implementation has provided the Union with a stronger foundation for employee accountability, workforce analysis, credential oversight, and future planning. As fields and institutions continue to update and complete employee records, the system will further support evidence-based leadership decisions, succession planning, and the responsible management of human resources in service to the mission of the Church.

Calls Received for the Quinquennium – 2021 – 2025 Intra-Union Calls

Table 10. Intra-Union Calls (2021–2025)

Name	From	To	Effective Date
Rajiv Samuel	East Caribbean Conf	Suriname Mission	1st February 2022
Avril Henry-John	CARU	USC	1st February 2023
Cadique Tittle	East Caribbean Conf.	St. Lucia Mission	1st September 2025
Davin Scarborough	South Leeward Conf	North Caribbean Conf	1st June 2025
Eustace George	East Caribbean Conf	Grenada Conference	1st February 2022
Crystal Walker	South Caribbean Conf	Tobago Conference	1st February 2022
Kerene Horsford-Nero	Tobago Conference	CARU	1st January 2025

Inter-Union Calls

Table 11. Inter-Union/ISE Calls (2021–2025)

Name	From	To	Effective Date
Danhugh Gordon	South Bahamas Conf	North Caribbean Conf	1st July 2021
James Edwards – Dentist (ISE)	NAD	South Leeward Conf	20th September 2022
Emily Francois-Mark	USC	GCAS	1st June, 2023
Michael Charles	Guyana Conference	West Jamaica Conf	1st March 2024
Dorothy Valmond	East Caribbean Conf	West Jamaica Conf	1st August 2024
Jerome Bevans	North Caribbean Conf	Cayman Islands Conf	1st January 2025
Colin Thorne	East Caribbean Conf	South Bahamas Conf	1st July 2025
Nimrod Alves	Guyana Conference	North Bahamas Conf	1st July 2025
Paul Roache	Guyana Conference	North Bahamas Conf	1st July 2025

EBP Participants for the Quinquennium 2021 – 2025

Table 12. EBP Participants (2021– 2025)

Field	No. of Participants
Caribbean Union Conference	6
Community Hospital	4
Davis Memorial Hospital	3
The University of The Southern Caribbean	18
East Caribbean Conference	23
Grenada Conference	2
Guyana Conference	9

North Caribbean Conference	17
Saint Lucia Mission	7
St. Vincent & The Grenadines Mission	4
South Caribbean Conference	36
South Leeward Conference	10
Suriname Mission	3
Tobago Conference	11
Total	153

INSTITUTIONS

Established Institutions within the Caribbean Union

During the period under review, the Caribbean Union Conference continued to demonstrate a strong institutional presence across education, publishing, health, and food services. The Union operates 39 primary schools, serving 6,389 students, of whom 2,960 are Seventh-day Adventists. These schools are supported by 418 teachers, including 394 Seventh-day Adventist educators, along with 193 additional employees.

At the secondary level, CARU operates 14 secondary schools with a total enrolment of 3,170 students, staffed by 509 Seventh-day Adventist teachers, 237 non-Seventh-day Adventist teachers, and 89 other employees. These figures reflect a substantial educational footprint. However, the significant number of non-Seventh-day Adventist teachers is notable.

Table 13. CARU Educational Institutions Profile

Institution Level	No. of Schools	Total Students	SDA Students	SDA Teachers	Non-SDA Teachers	Other Employees
Primary schools	39	6,389	2,960	394	24	193
Secondary schools	14	3,170	Not stated	509	237	89

In addition to the primary and secondary schools, CARU oversees 11 institutions, including one university with four (4) satellite campuses, and the Caribbean Health Foods in St. Joseph, Trinidad.



Image: Dental ministry facilities serving communities across the Caribbean Union territory: the South Leeward Conference's St. Kitts Dental Clinic (left), the Grenada Conference's Church Street Dental Clinic (center), and the SDA Dental Clinic operated by the St. Vincent and the Grenadines Mission (right), reflecting the Church's commitment to holistic ministry through quality healthcare, community service, and compassionate outreach.

There are also five (5) medical institutions, which include two hospitals and three dental clinics. Collectively, these institutions advance the mission of the Church through education, health ministry, food services, and community engagement (see Table 14).



Image: Adventist healthcare institutions serving communities across the Caribbean Union territory: The Community Hospital operated by the South Caribbean Conference (left) and Davis Memorial Hospital operated by the Guyana Conference (right). These institutions reflect the Church’s commitment to Christ’s ministry of healing by providing compassionate healthcare, promoting wellness, and meeting the physical, emotional, and spiritual needs of the communities they serve.

Table 14. CARU Medical Institutions

Territory / Field	Name of Institution
Guyana Conference	Davis Memorial Hospital
South Caribbean Conference	The Community Hospital
Grenada Conference	Church Street Dental Clinic
South Leeward Conference	St. Kitts Dental Clinic
St. Vincent and the Grenadines Mission	SDA Dental Clinic



Image: Pastor Kern Tobias, President of the Caribbean Union, Pastor Vishnu Persad, President of the Tobago Conference and Dr Elie Henry, President of the Inter-American Division at the Conference Ceremony in Tobago, November 2023.

Change In Organizational Status: Tobago Conference

A significant organizational milestone during the period was the transition of the Tobago Mission to conference status. The Tobago Mission was organized as a Conference on **November 20, 2023**, with all the rights and privileges pertaining thereto. The mission leaders elected to serve as the first officers of the newly organized conference were **Pastor Vishnu Persad as President, Pastor Martin Cunningham as Secretary, and Sister Kerene Horsford-Nero as Treasurer.**

We extend congratulations to the Tobago Conference on this significant milestone and pray for its continued growth and development as the constituency prepares itself and others for the soon return of Jesus Christ.

IN MEMORIAM

During the period under review, the Caribbean Union Conference recorded the passing of employees, former employees, retirees, and EBP participants. Their contribution to the mission of the Church across the fields, institutions, and the Union office is deeply appreciated. Some served in pastoral ministry, education, administration, healthcare, and institutional support, while others contributed faithfully in less visible but meaningful ways. We record their names with gratitude, recognizing that their labour in the Lord was not in vain.

As a Union family, we extend prayerful sympathy to the spouses, children, relatives, colleagues, friends, fields, and institutions affected by these losses. We particularly mourn the passing of our office colleague, Nedra Edwards. However, we are reminded that our hope rests in the promise of the resurrection and the soon return of Jesus Christ. Until that day, we honour their memory by continuing the mission for which they sacrificed.

Necrology Report for the period 2021 – 2026

Table 15. CARU Employees Necrology Report

Field / Institution	Name	Status	Date of Death
East Caribbean Conference	Oscar Bovell	EBP Participant	May 31, 2022
East Caribbean Conference	Joyce Barbara Forde	EBP Participant	July 10, 2022
East Caribbean Conference	Lawson Sutherland	EBP Participant	August 28, 2022
East Caribbean Conference	Thrisia Morancie	Active	October 15, 2022
East Caribbean Conference	Wesley Gaskin	EBP Participant	June 13, 2023
East Caribbean Conference	Cecilia Williams	Active	June 19, 2023
East Caribbean Conference	Maureen Stanford	EBP Participant	January 10, 2024
East Caribbean Conference	Anna Taylor	EBP Participant	March 26, 2024
East Caribbean Conference	Ruth Paul Graham	Active	January 1, 2024
Grenada Conference	Glenda Bowen	Active	June 29, 2025
Grenada Conference	Desmond St. Louis	EBP Participant	December 14, 2023
Grenada Conference	Cosmos Aird	EBP Participant	March 11, 2023
Grenada Conference	Nord Punch	EBP Participant	May 5, 2022
Grenada Conference	Gregory Thomas	EBP Participant	September 1, 2021
Guyana Conference	Myrtle Grant	Active	August 29, 2021
Guyana Conference	Michael Giddings	Active	October 28, 2021
Guyana Conference	Genevieve Whyte-Nedd	Inactive	August 20, 2024
Guyana Conference	Henrik David	Active	October 17, 2025
North Caribbean Conference	Peter Archer	EBP Participant	December 11, 2025
North Caribbean Conference	Calvin W. Josiah	EBP Participant	April 7, 2025
North Caribbean Conference	Michael King	EBP Participant	March 28, 2025
North Caribbean Conference	Ornette Martin Parris	EBP Participant	February 25, 2025

North Caribbean Conference	Vera James	EBP Participant	January 29, 2025
North Caribbean Conference	Sylvia Ogarro	EBP Participant	December 14, 2023
North Caribbean Conference	Eglantine Daniel	EBP Participant	September 24, 2023
North Caribbean Conference	Easlyn Ruan	EBP Participant	June 24, 2023
North Caribbean Conference	Rholda Joseph	Active	November 11, 2022
North Caribbean Conference	Valentine George	EBP Participant	February 11, 2022
North Caribbean Conference	Rolando Roper	EBP Participant	August 19, 2021
Saint Lucia Mission	Vera Brice Hunte	EBP Participant	May 30, 2025
Saint Lucia Mission	Francis Mason	EBP Participant	December 7, 2025
Saint Lucia Mission	Madeleine Small	EBP Participant	April 23, 2025
SVG Mission	Janet Delves	EBP Participant	July 27, 2022
SVG Mission	Ensley Williams	EBP Participant	July 13, 2022
South Caribbean Conference	Luc-Andre Henry	Active	February 19, 2021
South Caribbean Conference	Marjorie Richardson	EBP Participant	October 16, 2021
South Caribbean Conference	Garvin Paul	EBP Participant	April 8, 2022
South Caribbean Conference	Samuel Lowe	Active	July 16, 2022
South Caribbean Conference	William S. Cunningham	Active	November 12, 2023
South Caribbean Conference	David Yearwood	Voluntary Withdrawal	November 8, 2024
South Caribbean Conference	Glenda Arjoon-Pryce	Active	May 13, 2025
South Caribbean Conference	Deokie Nancoo-Rattan	Active	August 27, 2025
South Caribbean Conference	Joseph Mc Coon	EBP Participant	October 5, 2025
South Caribbean Conference	Annette Juba Christopher	EBP Participant	December 4, 2025
South Leeward Conference	Julia Samuel	Voluntary Withdrawal	August 27, 2022
South Leeward Conference	Jasmin Underwood-Joseph	Active	April 5, 2025
South Leeward Conference	Rachael Skepple-Maynard	Inactive	October 16, 2022
Suriname Mission	J.C. Roseval	EBP Participant	October 17, 2024
Tobago Conference	Janice Jack-Wright	Active	March 7, 2021
CARU Office	Nedra Edwards	Active	September 23, 2024
CARU Office	Hilary Bowman	EBP Participant	August 17, 2025
USC	Roger Kalisingh	EBP Participant	March 3, 2021
USC	Bernice James	EBP Participant	April 24, 2022
USC	Girley Wilson	EBP Participant	May 27, 2022
USC	Priscilla Pilly	EBP Participant	May 15, 2022
USC	Annette Campbell	EBP Participant	October 2022
USC	Shirley Ann McGarrell	EBP Participant	September 4, 2022
USC	Astor Dennis	EBP Participant	July 10, 2023
USC	George Afrani	Active	July 4, 2023
USC	Clyde Best	Active	March 26, 2024
USC	Gloria Buffong	EBP Participant	August 15, 2024
USC	Roy Israel McGarrell	EBP Participant	December 6, 2024
USC	Kenneth Niles	Active	February 8, 2025
USC	Adeola Barrow-Villafana	Active	June 10, 2025

USC	Norma Le Gendre	EBP Participant	July 9, 2025
USC	Julien Lezama	Active	December 9, 2025
USC	Jacqueline Gonzales	EBP Participant	December 10, 2025
Community Hospital	Lawrence Donawa	EBP Participant	July 3, 2024

RECOMMENDATIONS

Over the past five years, the Caribbean Union Conference sought to lay important infrastructure for strategic change and sustainable outcomes. The Secretariat has endeavoured to develop mechanisms for the provision of reliable data, accountable systems, and measurable outcomes to help strengthen disciple making, membership care, and church growth. Therefore, on behalf of the Secretariat team, and in collaboration with the field secretariats, we offer the following recommendations:

- 1. Consolidate the sustainable disciple-making initiative** by strengthening Holistic Small Groups (HSGs) commissioned by CARU, ensuring that these groups are commissioned, monitored, and integrated into the wider disciple making and mission strategy of the Union.
- 2. Strengthen membership engagement and data management** by fully implementing the ACMS as the official standardized, digital platform for all conferences and missions, and by extension, all congregations within the Caribbean Union Conference.
- 3. Establish a structured system of gathering and updating essential membership data** to improve member engagement and care for sustainable disciple making.
- 4. Enhance church growth strategies** by strategically planting new churches while strengthening existing congregations by providing mentorship, resources, leadership development, and structured evaluation.
- 5. Restructure management methods** to capture not simply events, but processes that lead to measurable outcomes, consistent member engagement, and sustained spiritual growth.
- 6. Consolidate a strategic, data-driven culture** within the management structures of the fields, ensuring that reports, audits, surveys, and statistical data are used to guide decision-making, resource allocation, and ministry planning.
- 7. Review current reporting instruments** to ensure that they reflect strategic intent, vision, mission strategies, and the realities of membership care, retention, and disciple making.
- 8. Pivot from reporting programs to reporting outcomes**, ensuring that departments, fields, churches, and institutions evaluate ministry effectiveness based on intentional goals, measurable impact, and spiritual transformation.
- 9. Establish clear success markers for ministry** throughout the Union and develop a rigorous monitoring and evaluation system that provides timely feedback across every dimension of ministry.
- 10. Appoint or identify a professionally trained individual** to support strategic leadership development and coaching at all levels of the Union, assist with vision implementation, and aid the Union administration in monitoring and evaluating strategic initiatives across the fields.
- 11. Strengthen leadership development across fields and institutions** by creating a practical template for leading change, building capacity, and ensuring sustainability in leadership initiatives.
- 12. Improve administrative support in the respective secretariats of the fields** by building professional capacity and contracting adequate personnel for facilitating research, empowering church clerks, and assisting with a plethora of secretariat strategic functions.

- 13. Build on the Inter-American Division's emphasis on communion with Christ and identity in Christ** as the Christ-centred foundation for disciple making and missional endeavours within the Caribbean Union Conference.
- 14. Strengthen CARU's macro-visioning role** by allowing the Union to focus more intentionally on monitoring, assessment, resource development, leadership empowerment, and strategic support, while reducing unnecessary micro-management of the fields.
- 15. Continue positioning the Secretariat as a strategic agent of mission**, church growth, member care, relevant research, data generation and records management for the advancement of the Church's mission.

GRATITUDE

The work accomplished during this period was as a result of steadfast collaboration, shared commitment, and faithful service across the Caribbean Union Conference and the Inter-American Division. I therefore express sincere gratitude to the administration of the IAD, especially to the secretariat team, beginning with Dr Leonard Johnson, with whom I served for several years; Dr Pierre Caporal during the past year; and Dr Janelle Scantlebury-Smith. Your counsel and administrative support assisted significantly in the execution of our tasks.

I am profoundly indebted to my administrative colleagues, Dr Kern Tobias and Pastor Bertie Henry for their gracious affirmation, guidance, and reposed confidence in the work of the Secretariat. We also express profound appreciation to members of the executive committee for their support, encouragement and constructive feedback in response to secretariat reports and initiatives. Thanks to the office staff whose partnership helped to lighten the tasks of the secretariat office at key intervals of intense activity.

My gratitude to the administrations of the respective fields and institutions, and especially

to the secretariat personnel, executive secretaries and administrative assistants, church clerks, pastors, and other field personnel who carried the weight of reporting, reconciliation, membership audits, employee records, and related administrative responsibilities. Your commitment and grit have strengthened the reliability of membership and employee data and positioned the Church for more strategic missional endeavours.

I also wish to acknowledge the sterling support of Mrs Gail Smith-Anthony, Administrative Assistant, and Mrs Onessa Hughes-Mitchell, Records Management and Research Assistant, for their competent, diligent, and dedicated service to the work of the CARU Secretariat. Your contribution to the administrative tasks, reporting, research, task coordination, records management, and field support has been exceptional and monumental.

Thanks to the many constituents of CARU. Your simple words of affirmation and offers of prayer, I will always remember and appreciate. Also, I will forever be grateful for your allowing me to serve you during the period.

To my dear wife, Pauline, you have been a bedrock of support and encouragement. Your quiet and indomitable spirit, and your strong intuitive giftedness have served to preserve my integrity in many instances. I thank God for our three adult children, for your love, patience, prayers, and support throughout this period of service. Your concern and encouragement have been a source of strength and inspiration. And to my dearest mother who has graciously given her only child to the service of God, your ardent prayers and encouragement continue to cradle me in my service to God's Church.

Finally, all glory, majesty and power to the triune God, who preserved and protected, empowered and inspired, upheld and sustained, and lavished His immeasurable, undeserved favour upon the ministry of team secretariat. Everything we are and everything we accomplished was through His abiding grace. To God be the glory!

CONCLUSION

This report has sought to highlight the strategic initiatives of team secretariat, which encompasses the sacrificial and collaborative efforts of the union team, executive secretaries and administrative assistants of the respective field secretariat offices, and church clerks throughout the Caribbean Union Conference. The report sought to establish the correlation between accurate recording, consistent reporting, and the use of reliable data to inform faithful disciple making. The Office of the Secretariat is firmly established as a strategic agent of disciple making. The figures presented throughout this report remind us that membership data is not merely about figures, percentages, and trends. **Behind every number is a name, behind every name is a person, and every person is a soul for whom Christ died.**

The period under review has been marked by significant progress in monthly reporting,

increased utilization of the ACMS platform, membership reconciliation, membership audit, retention analysis, efficient employee data recording, and field-level engagement.

At the same time, the data reveals areas requiring continued attention, including missing members, inactive members, inconsistent reporting, retention gaps, and the need for stronger systems of member care and disciple making.

As the Caribbean Union Conference celebrates 100 years of organized mission, the call before us is clear. **We must build on the foundation that has been laid, strengthen the systems that support the mission, and ensure that data becomes a tool for membership care, accountability, planning, and spiritual growth.** May the next period of service be marked by deeper communion with Christ, stronger identity in Christ, more intentional disciple making, and a renewed commitment to prepare people across the Caribbean Union Conference for the soon return of Jesus Christ.

REPORT FROM THE TREASURER



TREASURER

Pastor Bertie Henry

“

The resources entrusted to the Church are not merely financial assets but sacred instruments that God has committed to our care for the advancement of His work.”

INTRODUCTION

Mr. Chairman, Officers of the General Conference and Inter-American Division, leaders from our sister Unions, fellow officers of the Caribbean Union Conference, delegates and distinguished guests, Christian greetings in the wonderful name of our Lord and Saviour, Jesus Christ.

We are here with the full evidence that God who brought this Union into existence has taken full responsibility to sustain it. After hurricanes and storms, a volcanic eruption, and the decisive disaster of the COVID-19 pandemic, we have arrived at this point in history to testify that the God of 1926 is the same God of 2026. It is my distinguished privilege to report to this august body as the sixteenth treasurer of this Union since its inception in 1926. The period under



ADMINISTRATIVE ASSISTANT Denise Fontenelle-Holder



review has been a testing experience and a testament of God's unfailing promises. We know that God meant what He said when He assured us, "The water will not overflow you, neither will the fire burn you."

This past quinquennial period brought the dilemma of disaster through a volcanic eruption, the COVID-19 pandemic, and Hurricane Beryl, yet divine providence delivered us from them all. The volcanic eruption in St. Vincent and the Grenadines captured our attention in a unique way. This geological catastrophe proved that we can rely on God's promises and venerate Him for the amazing power He displays. Field leaders and supporters from some external territories rallied together to show unprecedented compassion and generosity. SVG's efforts to provide for the displaced left an indelible impression on the communities, with hundreds of hot meals supplied to shelters daily.

Looking back at these difficult, disaster-filled times, we lift our hands and hearts in total praise to God for His deliverance. The severity of these crises only provided for us a front-row seat to witness His omnipotence at work. Whenever we extended a helping hand to others, God outdid us with blessings. We felt like we were using a teaspoon to share, but God used a front-end loader to refill us.

The progress realized during this quinquennium has been made possible through His guidance,

the dedication of our treasury teams across the Union, the collaboration of our administrators, departmental leaders, institutions, and local fields, and the faithfulness of God's people.

In this report we seek to review our funding environment, examine our financial performance, reflect on the strategic initiatives undertaken during the period, and, above all, celebrate God's continued faithfulness in sustaining His work throughout the Caribbean Union territory.

THE FUNDING ENVIRONMENT

The Caribbean Union operates within a diverse economic environment, utilizing seven currencies across its territory. During the 2021–2025 quinquennium, most currencies remained relatively stable.

The Barbados Dollar, Trinidad and Tobago Dollar, and Netherlands Antillean Guilder remained unchanged throughout the period. The Eastern Caribbean Dollar strengthened slightly from EC\$2.75 to EC\$2.72 per US dollar, while the Guyana Dollar depreciated modestly, moving from GY\$200 to GY\$208 per US dollar. The most significant depreciation occurred in Suriname, where the Suriname Dollar declined from SRD14 to SRD37 per US dollar during the quinquennium, reflecting ongoing economic challenges within that territory (see Figure 1).

Despite these currency movements, the Caribbean Union remained financially stable and continued to support mission initiatives throughout the territory. While economic conditions changed across the region, the faithfulness of God's people remained constant.

The Caribbean Union maintained a diversified cash portfolio across six currencies to support its multi-country operations. Between 2021 and 2025, total cash holdings increased, strengthening liquidity while ensuring funds were available for the execution of mission activities.

Figure 2 illustrates how our currency holdings evolved between 2021 and 2025. While the cash holdings are largest in Barbados dollars, we do maintain a healthy balance in each of the other currencies to meet operational needs to support mission.

This distribution gives us a strategic advantage in fulfilling the mission throughout the region with greater efficiency.

A DECADE OF FAITHFULNESS

Tithe Trends 2016 – 2025

The faithfulness of God's people continued to be evident throughout the 2021–2025 quinquennium. Despite the economic challenges presented by the COVID-19 pandemic, inflationary pressures, natural disasters, and foreign exchange fluctuations, church members across the Caribbean Union remained committed to supporting the mission of the Church through faithful tithing.

CURRENCY	CURRENCY CODE	SYMBOL / ICON	JANUARY 2021 EXCHANGE RATE (PER US\$1.00)	DECEMBER 2025 EXCHANGE RATE (PER US\$1.00)	CHANGE 2021 – 2025	MOVEMENT (%)
Barbados Dollar	BBD		2.00	2.00	↔	0.0%
Eastern Caribbean Dollar	XCD		2.75	2.72	↑	+1.1%
Guyana Dollar	GYD		200.00	208.00	↓	-4.0%
Netherlands Antillean Guilder	ANG		1.83	1.83	↔	0.0%
Suriname Dollar	SRD		14.00	37.00	↓	-164.3%
Trinidad & Tobago Dollar	TTD		6.70	6.70	↔	0.0%
United States Dollar	USD		1.00	1.00	↔	0.0%

Figure 1 – Currency Movement in the Caribbean Union for the Period 2021-2025

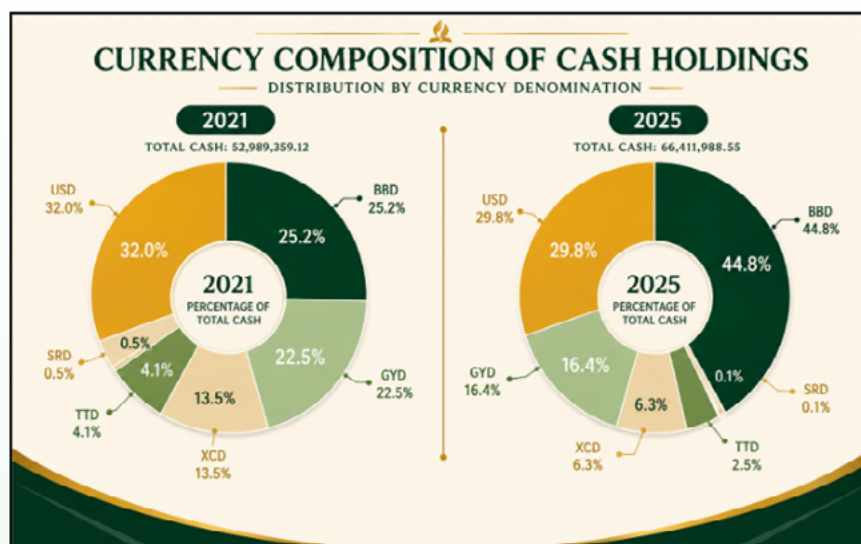


Figure 2 – Total Cash for the Years Ending 2021 and 2025 Respectively

During the previous quinquennium (2016 – 2020), total tithe received from the membership amounted to TT\$1.286 billion. The years 2021–2025 stand as a testimony to God's faithfulness and the unwavering commitment of His people, as members faithfully returned a combined TT\$1.363 billion in tithe across the Caribbean Union territory. This represented an increase of TT\$77.4 million, or 6 percent, over the previous quinquennium. This growth, reflected in Figure 3, is particularly significant considering that the current quinquennium began during the COVID-19 pandemic which engendered a period of economic uncertainty across the region. Figure 4 represents the cumulative tithe returned by members according to fields.

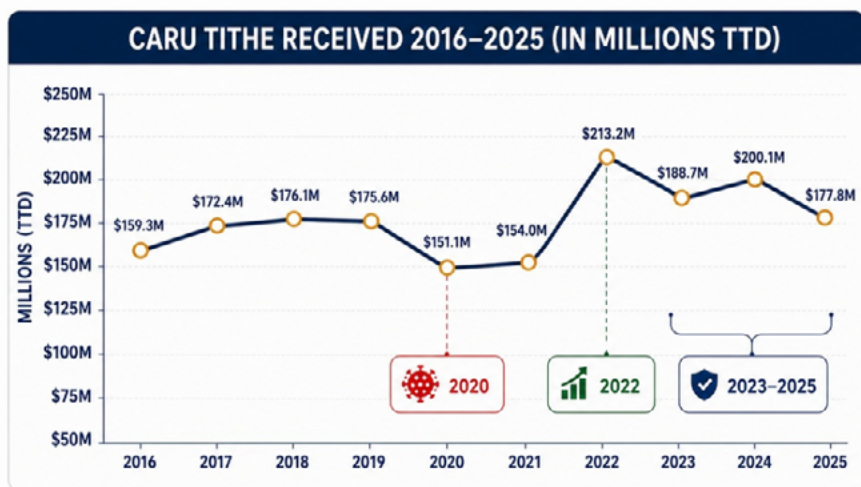


Figure 3 –Tithe Trends for the Period 2016-2025

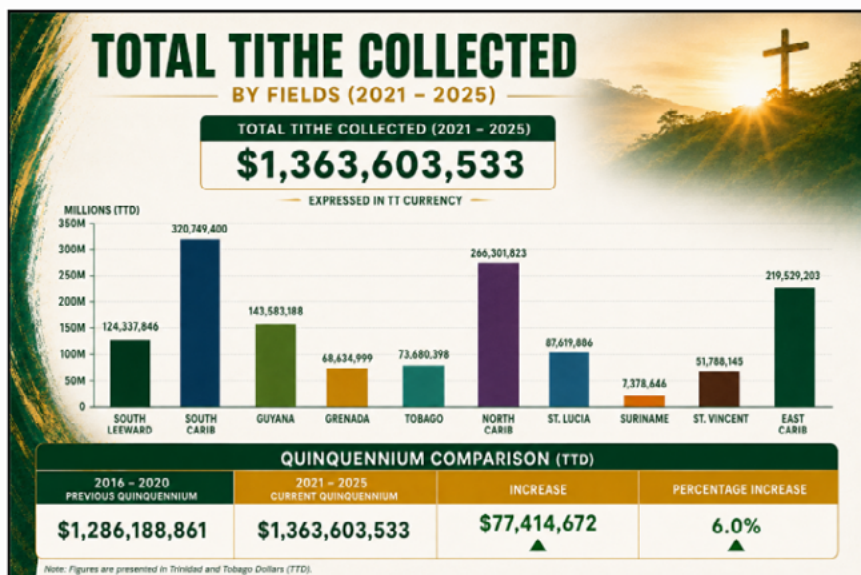


Figure 4 – Tithe Collection from Membership According to Fields for the Period 2021-2025

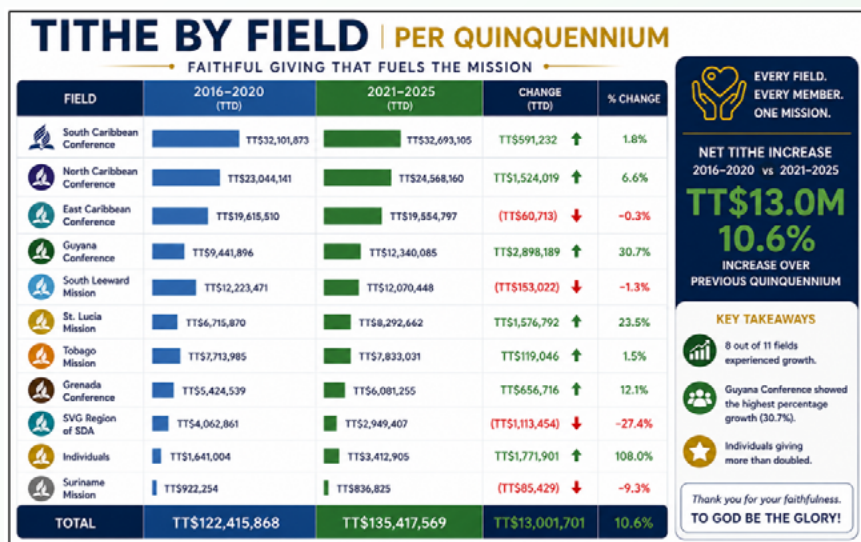


Figure 5 – Tithe Contribution by Field to the Caribbean Union for the period 2016-2025

While all fields contributed to the mission of the Church, several demonstrated exceptional growth over the previous quinquennium, reflecting expanding membership, strengthened stewardship, and God's continued blessing. Suriname experienced exponential growth of more than 367% over the last quinquennium, but due to the current inflation rate, it is reflected in the chart as a slight decline. Figure 5 reflects the tithe contribution by fields to the Union.

Returning your tithe is an act of faith and worship that unlocks God's promised blessings (Malachi 3:10). According to Ellen G. White in Counsels on Stewardship (p. 103), this tithe is a "sacred trust" dedicated to supporting gospel ministers and workers. Because of this faithfulness, the Church is empowered to proclaim the Word, nurture disciples, strengthen vital institutions, and further the mission of God across the Caribbean Union and the entire world.

OFFERING TRENDS 2016 – 2025

During the 2021–2025 quinquennium, church members across the Caribbean Union territory contributed an estimated **TT\$305.7million** in offerings through their local conferences and missions. This figure represents the cumulative offerings collected by all fields within the Caribbean Union and does not represent the amount received by the Caribbean Union Conference headquarters (Figure 6).

These offerings amounted to **22.5% of the total tithe returned** during the quinquennium, demonstrating the faithfulness and generosity of members in supporting the Church's mission.

Through these contributions, members invested not only in the ministries of their local fields but also in advancing the mission globally.



Figure 6 – Estimated Offering Contributions for the period 2016-2025

Despite lingering challenges, our tithe and offering revenue continues to trend upward. This growth is a testament to the resilience of our members and the undeniable blessings of an invincible God, even as many congregations work to rebuild post-COVID attendance. Regionally, the financial outlook is equally promising:

- **Suriname Mission:** The economic climate is building momentum, with significant growth projected to begin in 2028.
- **St. Lucia Mission:** Through diligent stewardship, the mission achieved substantial

improvement in its financial viability this quinquennium, successfully shifting from a negative to a positive liquidity ratio.

- **Guyana Conference:** Experiencing phenomenal expansion, the conference surpassed GY\$1 billion (\$4.8 Million USD) in tithe income for the first time in one fiscal year, 2025.

Mr. Chairman, leaders and friends, the Caribbean Union will remain resolute as the generosity of God’s people fuels the expansion of the work within our territory and contributes to the mission globally. We will continue to be grounded in the Bible even as we live the Mission here in our region.

OPERATING INCOME AND EXPENSES 2021-2025

Throughout the **2021–2025 quinquennium**, the Caribbean Union remained committed to the faithful stewardship of the resources entrusted by God. The Union maintained a strong financial position, with **operating income exceeding operating expenses in 2021, 2022, and 2025**.

The rise in operating expenses during **2023** and **2024** primarily reflected a conservative accounting provision of **allowance for doubtful accounts** – designed to bolster financial reliability – as well as the recognition of previously allocated program expenditures. Excluding these specific line items, operational spending remained consistent with our budgetary projections. By 2025, operating expenses had successfully stabilized at a level below operating income (Figure 7).

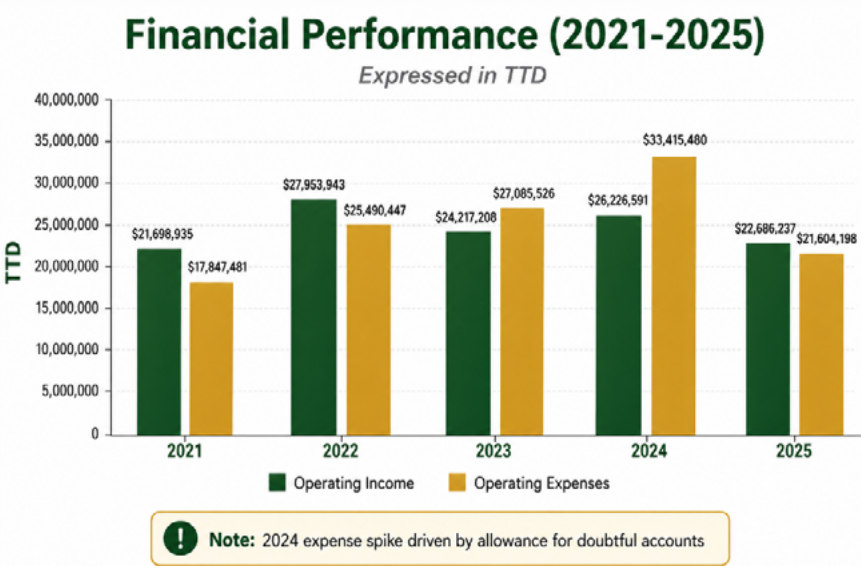
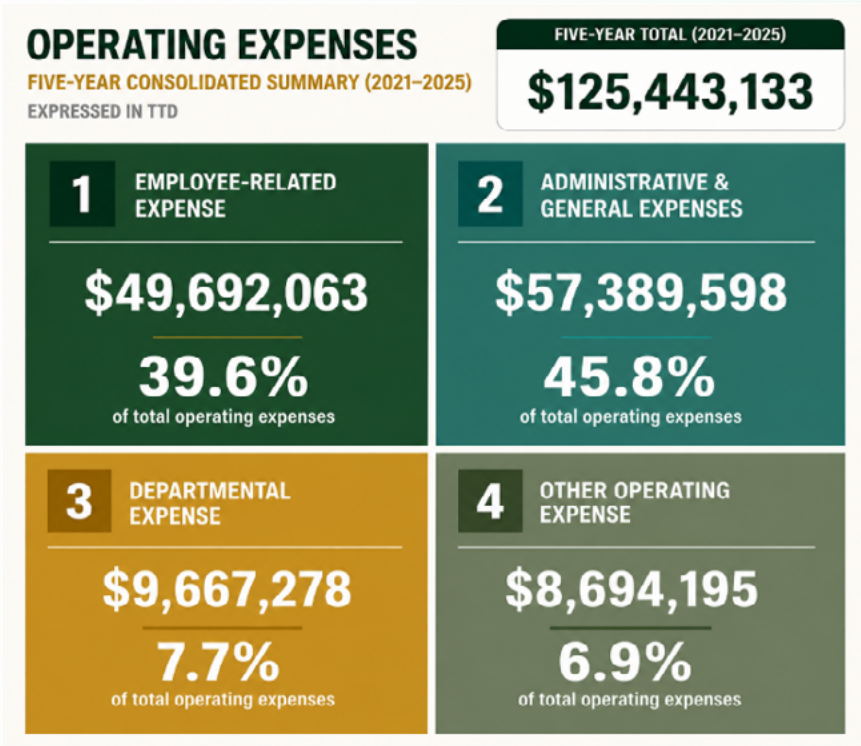


Figure 7 – Financial Performance for period 2021-2025

Beyond financial stewardship, the Caribbean Union continued to invest in initiatives that strengthened leadership, built organizational capacity, and advanced the mission of the Church. Among the significant activities supported during the quinquennium were the Caribbean Union Treasury Training in Panama (2023), Ministerial Retreat in Punta Cana (2024), YUTCAH Trinidad, and other professional development initiatives that enhanced financial management, leadership effectiveness, and mission across the territory.



Moving beyond the focus on individual years, this five-year summary (Figure 8) illustrates the overall allocation of operating expenses. It provides a clear picture of where the Union has invested its operating resources from 2021 to 2025.

Figure 8 – Operating Expenses for the period 2021-2025

APPROPRIATIONS

For this past quinquennium, **TT\$21.6 million** was appropriated in support of the Church's mission across the territory (Figure 9). **Tithe appropriations of TT\$15.56 million** and **non-tithe appropriations of TT\$6.03 million** were strategically invested in **evangelism, ministerial development, education, institutional strengthening, community ministries, disaster relief, and other mission-focused initiatives**. These investments reflect the Union's commitment to ensuring that every dollar entrusted to the Church was used to strengthen ministry, expand mission, and serve communities throughout the Caribbean Union and beyond.

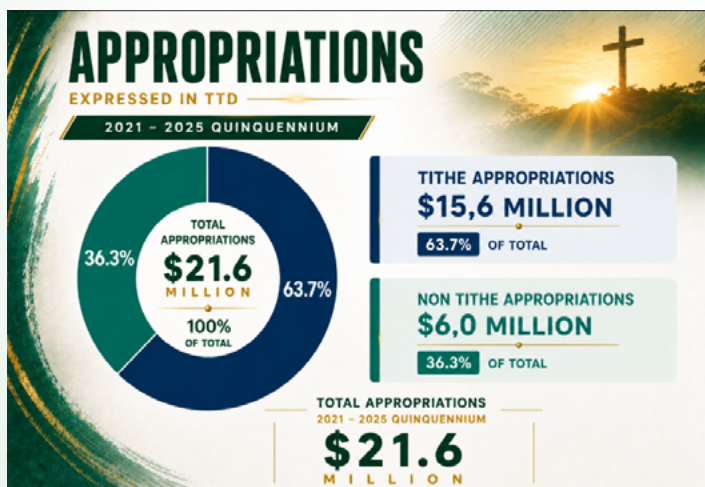


Figure 9 – Appropriations for the period 2021-2025

EVANGELISM

Throughout the 2021–2025 quinquennium, the Caribbean Union invested TT\$3.2 million directly into evangelism (Figure 10). These funds supported public evangelistic campaigns, lay crusades, and evangelistic activities across the Union and beyond. The significant increase in investment during the latter part of the quinquennium reflects the Union's continued commitment to advancing the gospel and fulfilling its mission.

The **gospel commission calls the Church to reach every nation, tribe, language, and people with the message of hope found in Jesus Christ**. In response to the divine commission, the Caribbean Union invested **TT\$823,365** for the advancement of the gospel during the past quinquennium.

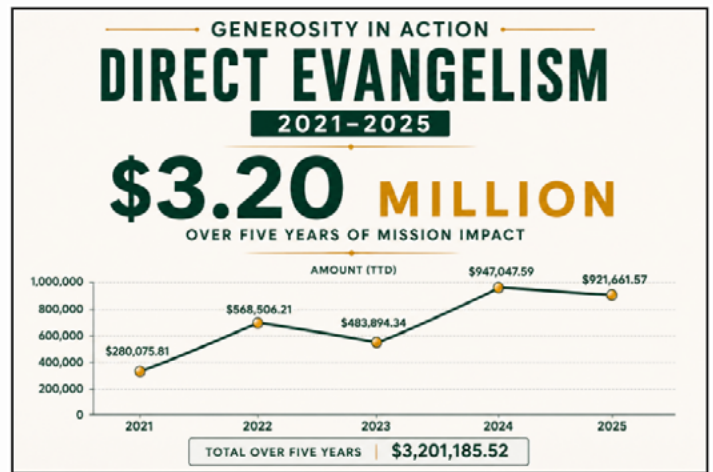


Figure 10 – Direct Evangelism Expense over the period 2021-2025

These funds supported Global Mission initiatives in Vietnam, and outreach to Hindu and Muslim communities. This intentional funding facilitates culturally appropriate relationship-building that creates opportunities to share Christ's message of hope locally and globally.

One such mission initiative occurred from March 30 to April 13, 2024, when treasurers from the level of the General Conference to the local church gathered to engage in mission in St Croix. The Caribbean Union was excited to join with the GC treasury department and North Caribbean Conference in this mission venture.



Figure 11 - (l-r) Paul H. Douglas, GC Treasurer, Ivelisse Herrera, IAD Treasurer, Pastor Bertie Henry, CARU Treasurer, Sanida McKenzie, NCC Treasurer and Faye Williams, Central Church Treasurer

Through its global mission outreach, the Caribbean Union continues to support the work in Vietnam annually. Additionally, the Union contributes to the efforts of ASI Mission 2000 and Beyond in their missionary exploits each year.

EDUCATION

The Caribbean Union continues to recognize Seventh-day Adventist education as a vital component of its mission. During the quinquennium, the Union invested **approximately TT\$2 million** in support of Adventist education throughout the territory. This investment extended beyond regular subsidies to the local fields and included **STEM learning initiatives, teacher training, accreditation, infrastructure development, and other student-centered initiatives**. Through these initiatives, the Union has contributed significantly to the strengthening of academic excellence while fostering environments that develop character, nurture faith, and prepare young people for lives of service to God and humanity. By supporting our schools and educational institutions, the Caribbean Union is investing not only in facilities and programs but also in the spiritual, intellectual, and social development of future generations.

DISASTER RELIEF

During this quinquennium, more than **TT\$1.8 million** was channeled toward significant disaster and humanitarian responses, including support to Grenada, St. Vincent and the Grenadines, and sister unions within the Inter-American Division territories.

LITERATURE EVANGELISM

The Caribbean Union invested **TT\$412,525** in the training, development, and support of **literature evangelists** and the **Publishing Ministry** for the period under review. Ellen G. White emphasized that *“the circulation of our literature is one of the means ordained by God to carry the light before the world.”* In keeping with this divine mandate, the Union’s sustained support for Literature Evangelism extends beyond direct expenditure which represents only a portion of its overall commitment. Additional resources are allocated through the fields to provide literature evangelist benefits and strengthen the Publishing Ministry. The Union’s contributions reflect its steadfast commitment to ensuring the expansion of this vital ministry throughout the territory, in harmony

with the strategic direction of the Inter-American Division. These resources strengthened the ministry of Literature Evangelism by equipping literature evangelists for service, supporting publishing initiatives, and expanding the reach of the gospel through the printed page.

LIQUIDITY AND WORKING CAPITAL

The 2016–2020 quinquennium concluded with the Caribbean Union Conference remaining in full compliance with the then-applicable percentage-based Working Capital and Liquidity Policy. An average working capital of 161% and liquidity of 127% reflected a strong financial position (Figure 12) and provided a sound foundation as the Union transitioned into the current quinquennium and the revised policy methodology.

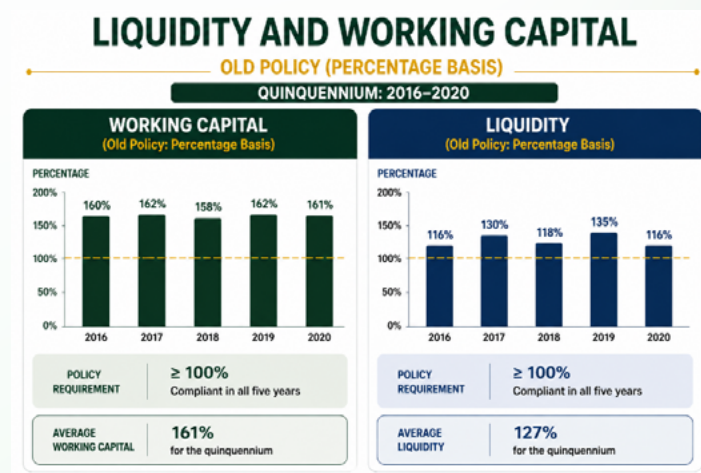


Figure 12 – Liquidity and Working Capital for the period 2016-2020

During the 2021–2025 quinquennium, the Caribbean Union continued to maintain a strong working capital position, exceeding the six-month minimum required under the revised Working Policy in every year. Liquidity, measured against the three-month minimum, remained above the benchmark in 2021 and 2022 but fell below the requirement during the last three years of the quinquennium.

It should be noted, however, that the decline in liquidity is primarily the result of an accounting reclassification rather than a reduction in available financial resources. Four bank accounts were reclassified from Cash and Cash Equivalents to Accounts Receivable because they are held in

the names of the respective fields where the funds are situated. In accordance with accounting standards, these balances can no longer be reported as Cash and Cash Equivalents for financial reporting purposes, even though the Caribbean Union continues to retain control and access to these funds.

Accordingly, while the accounting presentation affected the reported liquidity measure, it did not materially change the Union’s underlying financial capacity or its ability to meet its financial obligations.

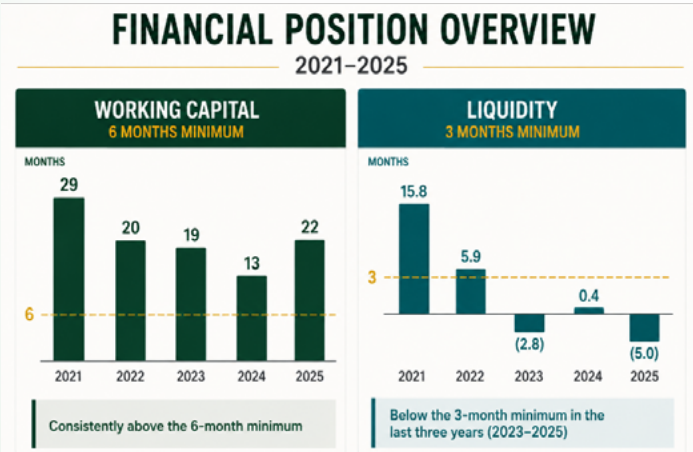


Figure 13 – Financial Position Overview for the period 2021-2025

Beginning with the 2021–2025 quinquennium, the Working Policy changed from percentage-based measurements to month-based measurements. Figure 13 presents our financial position under the revised policy framework.

TRAINING

As the financial and technological landscape continues to evolve, ongoing professional development remains essential to maintaining competent personnel to manage the resources and optimize efficiency throughout the Caribbean Union. During the 2021–2025 quinquennium, the Treasury Department placed significant emphasis on equipping treasury personnel with the knowledge, skills, and practical tools necessary to strengthen financial management across the

Union. To this end, several training programs were conducted on the Zoom virtual platform.

In April of 2024, all the treasury staff and local field auditors of all the conferences and missions across the Caribbean Union convened at Hotel Rui Plaza, Panama for four days of intense training and social interaction. The event was designed to enhance communication among treasury staff from various fields. These collaborative training and professional development sessions provided an opportunity to address key operational and governance areas, including internal controls, bank reconciliations, SunPlus accounting procedures, financial reporting, and best practices in treasury administration. In addition to technical instruction, these sessions fostered collaboration, encouraged the sharing of experiences, and promoted greater consistency in the application of financial policies and procedures throughout the Union.



In addition, the **Conference and Mission Audit Departments** took the opportunity to discuss common audit findings, share experiences, and develop strategies to strengthen the effectiveness and consistency of local church audits. These collaborative discussions reinforced the importance of accountability, compliance with denominational policy, and continuous improvement in financial oversight at every level of the Church.

The Caribbean Union remains committed to investing in the development of its treasury and audit personnel, recognizing that well-trained

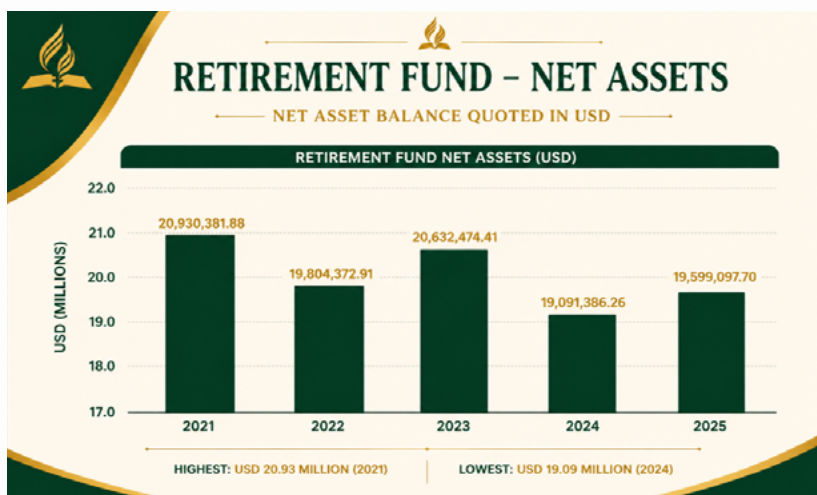


Figure 15 – Retirement Fund Net Assets for the period 2021-2025

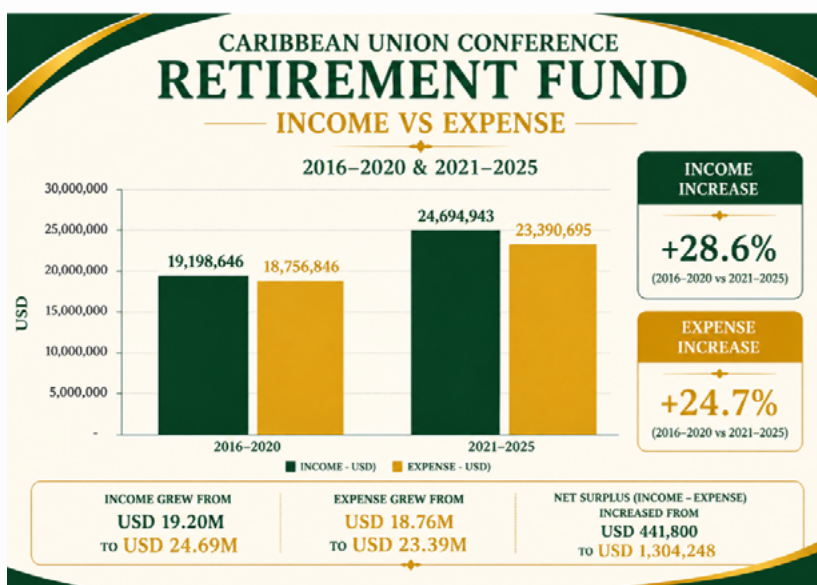


Figure 16 – Retirement Income and Expense for the period 2016-2025

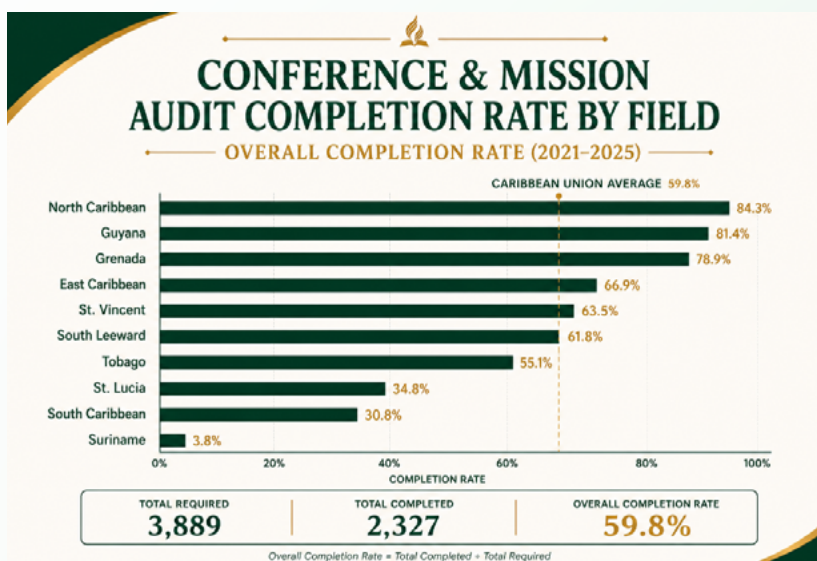


Figure 17 - FIOS Audit Completion by Field for 2021-2025

financial leaders are fundamental to safeguarding Church resources, strengthening internal controls, and supporting the mission of the Church through sound financial stewardship.

RETIREMENT BENEFIT PLAN

During the 2021-2025 quinquennium, the Retirement Fund maintained net assets ranging from **USD 19.09 million to USD 20.93 million** (Figure 15). Recognizing the importance of planning for the future, the Caribbean Union continued to review the Retirement Benefit Plan to ensure that it remains responsive to the changing needs of the organization and its employees. Working with professional advisors, a dedicated committee evaluated a number of initiatives designed to strengthen the Plan and support its long-term sustainability. This work remains ongoing as the Union seeks to position the Plan to meet future retirement obligations.

The Retirement Fund recorded **USD 24.69 million** in income against **USD 23.39 million** in benefit and operating expenses, producing a cumulative surplus of approximately **USD 1.30 million** (Figure 16). Although income growth exceeded expense growth during the period, the Retirement Committee recognizes that maintaining a positive operating result alone is not sufficient to ensure the long-term sustainability of the Plan.

FINANCIAL INSPECTION OVERSIGHT (FIOS)

Financial Inspection oversight plays a vital role in promoting transparency, accountability, and responsible stewardship throughout the Church. Beyond reviewing financial records, FIOS provides assurance that resources

entrusted to God's work are managed in accordance with denominational policies and best practices. Financial inspections strengthen internal controls, identify opportunities for improvement, and reinforce the principles of integrity and faithful stewardship in support of the Church's mission.

During the quinquennium, the conferences and missions completed 2,327 of 3,889 scheduled Financial Inspection Oversight (FIOS) inspections, representing an overall completion rate of 59.8% (Figure 17). While this reflects substantial inspection activity across the territory, the results also demonstrate the need to expand inspection coverage so that every organization benefits from regular financial oversight.

Looking ahead, the Caribbean Union remains committed to strengthening the FIOS program by improving inspection coverage, promoting greater accountability, and assisting organizations in maintaining sound financial practices. Through these efforts, the Union seeks to ensure that church resources continue to be managed with transparency, responsibility, and integrity in advancing the mission entrusted to us.

CONCLUSION

As we conclude this report, we pause to thank God for His unfailing guidance and provision throughout this past quinquennium. Through changing economic conditions, evolving technologies, and increasing financial demands, the Caribbean Union has remained committed to responsible stewardship, financial accountability, and supporting the mission of the Church.

Throughout this quinquennium, we have fortified our internal controls, refined financial reporting, and upskilled our treasury and audit personnel. By embracing new technologies, we established a solid foundation of transparency and sound governance. Although challenges such as short-term liquidity and the long-term sustainability of the Retirement Benefit Plan persist, we approach the future with confidence, treating these matters as active, high-priority initiatives.

The resources entrusted to the Church are not merely financial assets but sacred instruments that God has committed to our care for the advancement of His work. As we enter a new quinquennium, our commitment remains unchanged: to manage these resources with integrity, wisdom, and accountability, ensuring that every decision supports the mission entrusted to this movement. In the words of Ellen G. White in *Counsels on Stewardship* (p. 22), "*The means in our possession is not ours, but the Lord's, and we are accountable to Him for the use we make of it.*"

With gratitude for God's faithfulness in the past and confidence in His leading for the future, we recommit ourselves to faithful stewardship in support of the mission of the Caribbean Union Conference until our Lord returns.

APPRECIATION

As this quinquennium draws to a close, my heart is filled with gratitude to our great God. Looking back over these five years, I can truly testify that "the Lord has done great things for us, whereof we are glad." Through every challenge, every difficult decision, every unexpected turn, and every blessing, God has remained faithful. His hand has guided us, His wisdom has directed us, and His grace has sustained us. To Him belongs all the glory.

No ministry is ever accomplished alone. God always places people beside us to strengthen our hands and encourage our hearts, and I have been richly blessed by those He has placed along this journey.

I express my sincere appreciation to the Inter-American Division Treasury Department for its guidance and partnership throughout this quinquennium. I thank Elder Verduzco for his faithful leadership and support to this Union until his retirement at the close of 2023. I also warmly acknowledge Mrs. Ivelisse Herrera, whose gracious spirit, responsiveness, and continued support have been a blessing to the Caribbean Union.

A special word of appreciation is extended to Elder Donald Modeste. His willingness to share his knowledge, provide technical guidance, introduce improved methodologies, and patiently train treasury personnel throughout our territory has left an indelible mark on our work. His ministry reminds us that knowledge becomes even more valuable when it is willingly shared with others.

I sincerely thank my fellow Union officers, Pastor Johnson Frederick and Dr. Kern Tobias. I have discovered that leadership is strengthened when there is mutual trust, respect, and a common commitment to God's mission. I have been blessed to serve alongside these dedicated brethren, and I thank God for the spirit of unity and cooperation that has characterized our work together.

This quinquennium also witnessed a transition within the Treasury Department with the departure of Dr. Joel Hazelwood in August 2024 and the appointment of Mrs. Kerene Horsford-Nero in November 2024. I express my gratitude to Dr. Joel Hazelwood for his faithful service as Associate Treasurer, and my appreciation for the dedication and professionalism Mrs. Horsford-Nero has brought to the ministry of the Treasury Department.

To every member of the CARU Treasury family, I offer my heartfelt thanks. Treasury is often associated with figures, statements, and reports, but those who serve in this ministry know that it is ultimately about faithfulness, integrity, stewardship, and service. Every reconciliation completed, every report prepared, every question answered, and every challenge overcome represents a commitment to supporting the mission of God's Church. Thank you for serving with diligence, professionalism, and a willingness to go beyond what was required.

I also extend my sincere appreciation to the treasurers and treasury personnel across our conferences, missions, and institutions. Though separated by geography, we have worked as one family, supporting one another, sharing ideas, solving challenges together, and keeping before us the greater purpose of advancing God's work throughout this Union.

My appreciation is also extended to our Information Technology support, Mr. Trestan Samuel, whose expertise and commitment have assisted us in navigating our technological needs and improving the efficiency of our operations. I also thank Mrs. Denise Fontenelle-Holder for her dependable administrative support and careful attention to detail, both of which have contributed significantly to the work of the Treasury Department.

To our departmental directors, administrators, Executive Committee, Audit Review Committee, constituency delegates, and members across this great Union, thank you for your confidence, your counsel, your prayers, and your partnership in mission. Your encouragement has strengthened us more than you may ever know.

Finally, to my family, words cannot adequately express my gratitude. Ministry often demands long hours, difficult decisions, and personal sacrifice. Thank you for your love, your patience, your understanding, and your unwavering support. You have been God's gift to me throughout this journey.

As I close this report, I do so with a heart full of thanksgiving. The accomplishments of this quinquennium are not the achievement of one individual but the testimony of what God can accomplish through ordinary people who are willing to place themselves in His hands. If anything of lasting value has been achieved, it is because the Lord has led us every step of the way.

"Now unto Him that is able to do exceeding abundantly above all that we ask or think, according to the power that worketh in us, unto Him be glory in the church by Christ Jesus throughout all ages, world without end. Amen" (Ephesians 3:20–21).

DEPARTMENT REPORT PERSONAL MINISTRIES



DIRECTOR

Pastor Ashton O'Neil

“

Let us go forth in the power of the Holy Spirit to spread the good news to everyone, everywhere.”

INTRODUCTION

Mr. Chairman, representatives from the higher organization, delegates, guests, brothers and sisters in Christ, I thank Almighty God for the privilege of serving over the past five years, and I thank the constituency for choosing me to share in this sacred mission of God's church. All that has been accomplished during this period is the result of God's leadership and the collaborative efforts of many departments, pastors, officers, and members.

ROLE AND MISSION OF THE PERSONAL MINISTRIES DEPARTMENT

The Personal Ministries Department is one of the most important departments of the Seventh-day Adventist Church. According to the *General Conference Personal Ministries Handbook*, “The mission of Personal Ministries is to provide resources and train church members to unite their efforts with the ministry and church officers



ADMINISTRATIVE ASSISTANT

Pauline Frederick



in the final proclamation of the gospel of salvation in Christ.”

The handbook further states, “The department aims to enlist every member in active soul-winning service for God.”

Throughout the period under review, the Personal Ministries Department remained focused on fulfilling this mission and aim.



STRATEGIC FRAMEWORK: THE AGRICULTURAL MODEL OF DISCIPLESHIP

The department adopted an agricultural model of discipleship as its strategic framework. The five pillars, along with their objectives, are outlined below:



Preparing the Farmer

Main Objective: To encourage a consistent and close relationship with Jesus Christ, enable church members to discover and nurture their spiritual gifts, and inspire them to share their faith through personal, small-group, and public witnessing.



Preparing the Field / Soul for the Harvest (Ploughing and Levelling)

Main Objective: To create and nurture an environment within and outside the church where members can connect, establish, and build relationships for the kingdom of God.



Planting the Seed / Sowing

Main Objective: To effectively utilize opportunities arising from friendships to lead contacts toward developing and deepening an interest in spiritual matters.



Watering and Fertilizing the Plant

Main Objective: To prepare candidates to become prospects through indoctrination and a clear understanding of biblical teachings and the beliefs of the Seventh-day Adventist Church.



Harvesting the Fruits

Main Objective: To proclaim the message of salvation effectively and enable individuals to make decisions for baptism and the kingdom.



Preservation of the Harvest

Main Objective: To retain new believers in a strong and growing relationship with the Lord and His church, and to make disciples who will actively engage in making other disciples.

MINISTRY FOCUS AREAS

The major programs and activities conducted over the last five years were organized into three key areas of ministry and discipleship:

- **Service (S):** Preparing the field through ploughing, levelling, planting, watering, and fertilizing
- **Education/Training (E):** Preparing the farmer
- **Evangelism/Witnessing (E):** Harvesting the fruits

EDUCATION AND TRAINING – PREPARING THE FARMER

The Pen of Inspiration states, “Many would be willing to work if they were taught how to begin” (Christian Service, p. 59). We believe that training is very important for people to participate in the Lord’s work.

Several training programs were conducted across all ten fields, both virtually and in person. Some of the major training initiatives included:

Evangelism Summit – February 4, 2021

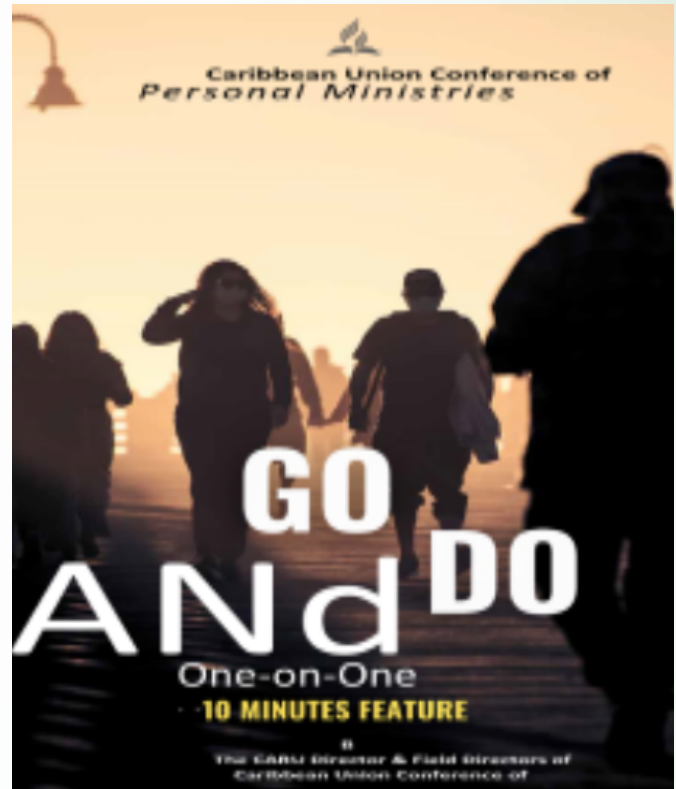
The focus of this summit was digital evangelism. Dr. Balvin Braham, Vice President and Melchor Ferreira, Personal Ministries Director of the Inter-American Division, shared the Division’s plans and initiatives for 2020–2025. The Discipleship Handbook from the General Conference was introduced and promoted, and the Caribbean Union Conference ordered copies for all fields.



Annual Capacity-Building Session

- Bible workers, Bible lesson ambassadors and Personal Ministries leaders met regularly for training and planning
- Lay preachers training and zonal lay campaign preparation sessions were conducted.
- Conservation training for pastors, Personal Ministries’ directors, and church leaders was conducted during the period.
- Annual training was conducted for newly elected Personal Ministries’ officers.





Special Presentations by the Union Personal Ministries' Director

- Presentation at the Children's Crusade launch in the South Leeward Conference – January 29, 2022
 - "Why Evangelism" presentations as fields make preparations for their evangelistic campaigns.
 - Participation at "Pastors' Corner" and conservation forums around the Union.
 - Presentations on the importance of evangelism; church and field preparation; total member involvement; sermon preparation and delivery; one-to-one witnessing; and making daily deposits were made during the five-year period.
1. The Importance of the Personal Ministries Department to the Church
 2. The Mission and Objectives of the Personal Ministries Department
 3. Job Descriptions for Personal Officers in the Local Church
 4. Outlines and Ideas for Personal Ministries Programs
 5. Information on How to Successfully Run a Personal Ministries Department
 6. How to Conduct the Following Witnessing Activities
 - a. Door-to-Door Visitation
 - b. Distribution of Literature
 - c. Giving Personal Bible Studies

RESOURCES

Resource materials were provided, with strong emphasis placed on the spiritual life of officers. Key resources were shared on the following topics:

- d. The Role and Function of Bible Workers
- e. Lay Preaching
- f. How to Successfully Conduct a Small Group
- g. Organizing and Running the Annual Ingathering Campaign
- h. Conducting Lay Campaigns
- i. Motivating Members to Witness
- j. The Importance of Conducting the 10-Minute Missionary Service
- k. Tips on Strategic Planning
- l. The Personal Ministries Council: Its Purpose, Membership, and Functioning
- m. The Art of Preparing and Delivering Evangelistic Sermons

Inspired by the counsel found in **The Ministry of Healing**, p. 512, great emphasis was placed on cultivating a personal relationship with God. Devotional exercises were conducted at the beginning of all meetings, seminars, and programs, and officers at all levels were encouraged to participate in monthly Back to the Altar prayer sessions.

SERVICE – PREPARING THE FIELD

Community Services continued to play a vital role in ministry, guided by Galatians 6:7: “Whatever a man sows, that shall he also reap.” The principles outlined in **The Ministry of Healing**, emphasize the importance of connecting with people through personal effort. It states, “There is a need to come close to the people by personal effort. If less time were devoted to sermonizing and more to personal ministry, greater results would be seen. The poor are to be relieved, the sick cared for, the sorrowing and bereaved comforted, the ignorant instructed, and the inexperienced counseled... this work will not, cannot be without fruit” (pp. 143–145).

With this in mind, Community Services focused on three primary areas:

- **Immediate Relief** – meeting urgent needs
- **Empowerment** – skills training, literacy, and economic development of individuals and families.
- **Structural Change** – engaging with the community to improve access to resources.

Recruitment and Training

Efforts were made to recruit more individuals – particularly youth and men – into Community Services leadership and participation. Training included:

- Needs assessment and delivery
- Disaster preparedness and response
- Elderly and family ministries
- Team building and leadership development
- Responding in crisis situations
- Building relationships
- Skills Training initiatives
- How to minister to grieving families

Youth Empowered to Serve (YES)

Youth Empowered to Serve (YES) functioned as the youth arm of Community Services, engaging young people in meaningful service and outreach within their communities. Several fields reported active and effective YES programs, with youth playing a growing role in community engagement.



We seek to engage, train, equip and deploy youth and younger adults in service ministries of compassion in their communities on behalf of the Seventh-day Adventist Church. According to the church, the mission of YES is to develop an appreciation of active service among our youth and young adults.



Several fields, including the Saint Lucia Mission and the South Caribbean Conference, have active and meaningful YES programmes in their territories. The youth are now playing a pivotal role in their church involvement in their community.

We are encouraging other fields and other youth to make good use of this tremendous opportunity to become disciple-makers for Jesus.



PAIR Community Engagement Model

The PAIR model guided community involvement:

Presence: Maintaining consistent, visible, and effective service

Access: Ensuring churches are approachable and responsive to community needs

We have encouraged every church to be easily accessible to families and individuals in need. Additionally, we promote reaching out to people in their homes through friendly interactions, showing empathy, and addressing the needs of those in their communities.

Innovation: Providing relevant, creative, and high-quality services that meet the needs of those in our communities

Relationships: Building trust and meaningful connections

We believe that building meaningful and trusting relationships is the key to opening doors and hearts. As a result, we have been intentional about cultivating and maintaining good relationships with others. This effort has led to many opportunities, including positive responses to invitations to church, evangelistic events and baptisms.

Acts of Kindness Initiative

The Acts of Kindness initiative sought to mobilize members to demonstrate Christlike kindness in their homes, workplaces, and communities. Over 500 individuals registered to participate. The initiative is currently on pause due to trademark issues, and prayerful guidance is being sought for a way forward.

Community Services Honour Initiative

We are continually working to expand our ministry to better meet the needs of our communities. The Honours Initiative aims to train and equip our leaders and members for more effective and broader service. After completing a series of theoretical and practical courses, participants will receive a pin to add to their uniforms.



community guest days, and other initiatives aimed at planting seeds in the community were also conducted.

Bible studies (in-person and virtual)

Several Bible lessons, available in both electronic and physical formats, were provided to thousands of people. Social media platforms were actively used to spread the message, and both full-time and part-time Bible workers offered thousands of in-person and virtual Bible studies.

Some of our leaders also conducted prophecy seminars, branch Sabbath School, and Bible clubs

Formation of Small group ministries

Many churches formed small groups that met once or twice a week to study God's word together.

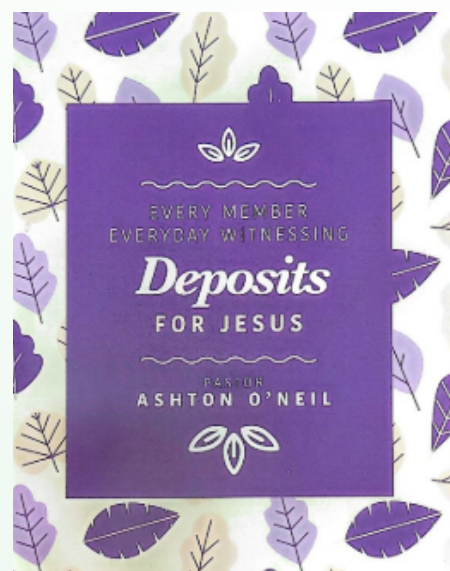
These and other evangelistic activities were used to prepare the soil and souls for the preaching of the gospel.

Making Every Day Deposits for Jesus

The booklet *Making Everyday Deposits for Jesus* was produced by the Caribbean Union Personal Ministries Director to provide practical witnessing tools. This impactful booklet provides over 140 practical witnessing ideas using the FRAN model:

- Friends
- Relatives
- Associates
- Neighbours

The resource has been widely used across the Caribbean and internationally, and reprinting is strongly recommended.



Harvest Ingathering

In the midst of financial challenges almost everywhere, people are still giving generously to our harvest ingathering program. We are happy to report that most of our fields have seen yearly increases. Guyana Conference is one of the notable examples of significant increases every year in total collection and funds available to churches as come-back for their humanitarian programs. We thank God for this divine initiative that allows the church to make contact with the largest number of persons in any one program, and witness to them about the love of God.

EVANGELISM – PLANTING, WATERING, AND HARVESTING

Seed Planting Activities / Evangelistic Initiatives

Evangelistic initiatives during the period included:

Large-scale literature distribution

A massive distribution of the missionary book of the year, along with tracts on health and family life, reached hundreds of thousands. Priority magazines and other publications were also distributed widely.

Health and family life seminars

Churches conducted successful health seminars and health checks, family life seminars, and other initiatives aimed at planting seeds in the community.

Cooking schools and skills training

Cooking classes, skills training programs,

Harvesting Initiatives



Lay-led evangelistic campaigns were conducted throughout the Union territory, engaging both experienced and first-time lay preachers in soul-winning efforts. The lay preachers also participated in pastoral

district and national campaigns. Some of the initiatives over the 5 years that saw large numbers of Lay preachers include:

- I Will Go
- CARU Lay Reaping Campaigns
- All the Family in Mission Lay Campaigns
- Elders Lay Campaigns and Baptisms
- Lay Preachers and Campaigns

We thank God for the many dedicated and consistent Lay preachers and Bible workers within our Union. One of our most outstanding Lay preachers during the period was Evangelist Roger Alleyne of the Tobago Conference who has conducted 16 campaigns, resulting in 354 baptisms. He was also recognized by the Inter-American Division as one of the most productive lay preachers in the Division. We appreciate the significant contributions our Lay preachers have made to enlarge the kingdom of heaven. During the term under review, a total of 884 campaigns were held, and 7,011 baptisms were realized from lay efforts.



SUGGESTIONS

The period from 2021 to 2025 has been notably active and successful for the Laity of this Union. Below are some recommendations:

- 1. Development of New Evangelistic Resources:** There is a need for more innovative evangelistic tools to support our Lay members effectively.
- 2. Recruitment and Training:** We must continue to recruit and train young, enthusiastic members who are eager to share the everlasting gospel.
- 3. Revitalization of Lay Federation and Officers:** Some of our Lay Federation members and officers require a revival to enhance their active service to their churches, districts, zones, and conferences/missions.
- 4. Pursuing Total Member Involvement (TMI):** Our efforts to achieve Total Member Involvement should remain a priority.
- 5. Active Participation in Evangelism:** We need a greater number of our leaders, youth, and

members to be actively and consistently engaged in sharing the message of Jesus.



Passion for Soul Winning among Pastors

Unfortunately, some Pastors do not effectively model the commitment or prioritize evangelism in board meetings, during the 10-minute promotion period, or in their sermons. It is vital that more of our pastors cultivate a genuine passion for soul winning.

More opportunities for the Laity to Preach

We are fortunate to have some of the best Lay preachers globally, many of whom conduct yearly crusades and baptize significant numbers of individuals for the kingdom. The Laity must be afforded more opportunities to preach. Unfortunately, they often feel frustrated by a lack of interest and support for Lay campaigns in their respective churches and districts. It is essential to “let the laity loose” by providing them with annual opportunities, platforms, financial support, and the attention that their evangelistic campaigns deserve.



Investment in Bible Workers

The role of Bible workers before, during, and after evangelistic campaigns is crucial for success. We should invest more time, effort, and resources into recruiting, training, and compensating Bible workers. Fields and churches must also make provisions to employ more full-time Bible workers.

CONSERVATION: PRESERVING THE HARVEST

Recognizing the importance of retaining new believers, challenges were identified in preparation, indoctrination, and post-baptism nurturing. Greater intentional effort is needed before, during, and after evangelistic campaigns. Conservation must be embraced as the shared responsibility of pastors, elders, officers, and members.

Jesus reminds us in John 15:16, “Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain: that whatsoever ye shall ask of the Father in my name, he may give it you.”

We are losing too many of our members due to several key issues:

1. Inadequate preparation before a crusade to indoctrinate candidates.

- In most cases, the attendees at our evangelistic programs are at the contact stage.
- **The contact stage** is when we first meet individuals and introduce them to the Adventist message.
- **The interest stage** occurs when individuals have experienced multiple impactful interactions with the Adventist church and its members. They have attended several of our programs and started to develop an interest in spiritual matters.

- **The prospect stage** is when individuals have been exposed to the teachings and doctrines of the Adventist church through Bible studies, Bible lessons, small group meetings, and similar engagements.
- When someone reaches the prospect stage, they are ready to make a decision for baptism. We need to ensure that we assist individuals who enter at the contact stage as much as possible. The more baptized members we have coming in at the prospect stage, the higher the percentage of those who will remain.

2. Intentional efforts must be made before, during, and after a crusade to connect with people and establish long-lasting, meaningful relationships with them.

3. Greater effort, time, and resources are needed to preserve our gains. It is essential for every pastor, elder, officer, and member to be involved in nurturing new believers in Christ. Conservation is a collective responsibility that everyone shares.



APPRECIATION

We extend our heartfelt gratitude and appreciation to all our dedicated, visionary, and exceptional directors, federation leaders, and Personal Ministries officers, lay preachers, community services leaders, Bible workers, small group

officers, and members at the local level for their significant contributions over the past five years.

We give thanks to God for the souls brought into His kingdom through their unwavering service. Heaven has indeed taken note of your remarkable sacrifices and consistent efforts in promoting the message. Let us unite our efforts to more vigorously and proactively preach God's Word to the world. When Jesus returns, may we hear from His lips the words, "Well done." Let us continue to give our best for the Master.

Additionally, we extend our heartfelt gratitude and appreciation to our three administrators: Dr. Kern Tobias, President; Pr. Johnson Frederick, Executive Secretary; and Pr. Bertie Henry, Treasurer, for their consistent support, guidance, and leadership over the past five years.

Special thanks to Dr. Tobias for his valuable mentorship, timely affirmations, meaningful presence, and guidance throughout the years. His contributions have significantly impacted our success.

I also express my deep gratitude and sincere appreciation to Sister Pauline Frederick, my Administrative Assistant in the Personal Ministries Department, for her outstanding service. Her organizational skills, attention to detail, and professionalism are truly commendable and have greatly contributed to our achievements.

Finally, my sincerest appreciation goes to my loving wife, Donalese, my partner in ministry, for her unwavering support, encouragement, and sacrifice over these past five years. I also want to thank my three wonderful children, Ashealene, Atiya, and Deshawn for their understanding and affirmation along the way.

Most importantly, I want to thank the Almighty God for His wisdom, guidance, strength, and enduring power. All that has been accomplished and all the achievements made are a result of God's power.

CONCLUSION

The future of the laity within the Caribbean Union Conference is promising. The gospel commission remains our mandate, and the time calls for renewed urgency and commitment. May we move forward in the power of the Holy Spirit to finish the work and hasten the return of our Lord.

In his letter to the Romans, Paul provides timely counsel, stating in Romans 13:11, “And that, knowing the time, now it is high time to awake out of sleep; for now, our salvation is nearer than when we believed.” Indeed, the hour is late, and the return of Jesus is imminent.

This is a crucial moment for every pastor, elder, Personal Ministries and Federation officer, and all members to focus wholeheartedly on the Great Commission as outlined in Matthew 28:18-20. Let us dedicate more time, develop more effective strategies, and enlist additional workers. We must equip and empower more soldiers in the field, utilize every available resource, and engage every member in soul-winning endeavors.

Our mission is to “Rescue the perishing, care for the dying, snatch them in pity from sin and the grave, weep over the erring one, lift up the fallen, and tell them of Jesus, the mighty to save.”

God calls every soldier to be armed, ready, and engaged in this spiritual battle. Let us go forth in the power of the Holy Spirit to spread the good news to everyone, everywhere.

To echo the words of our late Union President, Pr. Gordon Martinborough:

“From country to country until the last country,
From town to town until the last town;
From village to village until the last village,
From house to house until the last house,
From person to person until the last person,

Then the work will be finished, and Jesus will come, fulfilling Matthew 24:14. May we all be present to hear the words, “Well done, thou good and faithful servant; enter into the joys of the Lord.” God grant us this experience as we seek to do our part in expanding your kingdom.

Maranatha!

DEPARTMENT REPORT PRAYER MINISTRIES



DIRECTOR

Pastor Ashton O'Neil



Seek God's presence, power, and transforming work both individually and collectively as a church."

OVERVIEW

During the period 2021–2025, the Caribbean Union experienced a significant and sustained growth in interest in communing with God through prayer. This renewed spiritual attentiveness was evident at all levels of the Church - personal, local church, district, field, and Union.

OBJECTIVES

The Prayer Ministries Department pursued the following objectives during the reporting period:

1. To educate believers on the necessity of personal prayer for spiritual survival.
2. To educate church members on the importance of regular and consistent prayer meetings for spiritual growth and development.



ADMINISTRATIVE ASSISTANT

Pauline Frederick



3. To foster a strong culture of prayer in all churches within the Caribbean Union.
4. To encourage members and churches to pray continually for the presence and power of the Holy Spirit.
5. To provide intercessory prayer support for members, and establish a structured system through which prayer requests can be addressed.
6. To train and equip leaders and members to develop and strengthen their personal prayer lives.
7. To seek God's presence, power, and transforming work both individually and collectively as a church.
8. To encourage members to maintain regular, uninterrupted time with God.

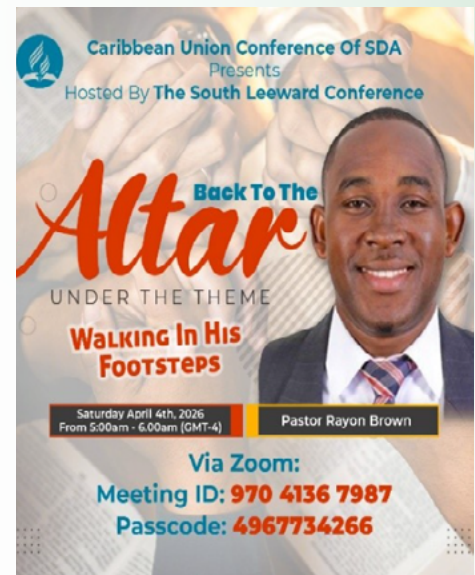
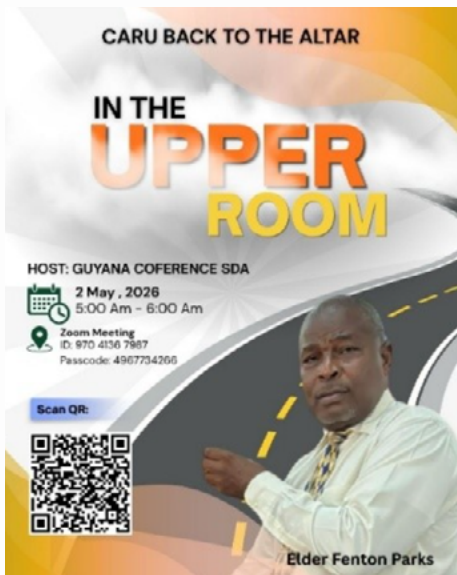
ACTIVITIES AND ACHIEVEMENTS

Many churches reported increased attendance and participation in early morning prayer sessions. Annual initiatives such as the Week of Prayer and the Ten Days of Prayer also recorded larger attendance and a heightened eagerness among members to engage in prayer.

The Caribbean Union Prayer Ministry remained consistent with its **First Sabbath of the Month – Back to the Altar Prayer Sessions**. Participation steadily increased, with the number of connected devices growing from approximately 350 to 500, and later to 600.

Each conference and mission, along with the Spanish churches as a collective group, was assigned responsibility for leading monthly prayer sessions. The quality, creativity, and innovation of these programs were both encouraging and spiritually inspiring.





APPRECIATION

The department expresses sincere appreciation to the ten Prayer Ministries Directors and church prayer coordinators across the fields and their respective teams for their dedication, leadership, and commitment throughout the quinquennium.

Special appreciation is extended to the technical team led by Elder Leonard Pierre, along with Jacintha Francis, Samuel Brathwaithe, Ashealene Davis and others, for their consistent presence, technical expertise, and leadership. Their contributions have been invaluable to the success of the ministry over the past five years.

Special mention must be made of Brother Tristan Samuel for his faithful service in setting up the technical platform every first Sabbath morning at 3:45 a.m., and to Pastor Royston Philbert for his ongoing support of the technical team.

Gratitude is further extended to Dr. Kern Tobias and Dr. Samuel Telemaque for their unwavering support, guidance, and consistent participation in monthly prayer sessions.



DEPARTMENT REPORT PRISON MINISTRIES



DIRECTOR

Pastor Ashton O'Neil



More than 140 individuals were baptized and are now members of the Seventh-day Adventist Church as a direct result of Prison Ministries outreach.”

BIBLICAL FOUNDATION

The Prison Ministries Department continues its work, inspired by the words of Jesus in **Matthew 25:36**, emphasizing ministry to those who are incarcerated.

OVERVIEW

Prison Ministry activities remained active and impactful across all fields within the Caribbean Union. Regular visits were conducted in both male and female correctional facilities, supported by relevant and meaningful spiritual programs.

ORGANIZATIONAL DEVELOPMENT

Meetings were held with leaders and members of Prison Ministries across the Caribbean. One significant achievement during the period was



ADMINISTRATIVE ASSISTANT

Pauline Frederick



the preparation of a constitution designed to govern and regulate the Prison Ministries chapters within the Union. While this initiative is still in progress, completion is anticipated in the near future.

OUTCOMES

Reports received during the period indicate that more than 140 individuals were baptized and are now members of the Seventh-day Adventist Church as a direct result of Prison Ministries outreach.

APPRECIATION AND ACKNOWLEDGEMENTS

Thanks to Almighty God for showing up and empowering participants and attendees at our sessions.

The department extends heartfelt thanks to all Prison Ministries Directors, Coordinators, and the dedicated men and women who have faithfully served incarcerated individuals and their families. Their courage, compassion, and commitment have contributed greatly to a successful five-year period of ministry.

LOOKING FORWARD

Both the Prayer Ministries and Prison Ministries Departments look forward to the continuation and expansion of vibrant, spiritually uplifting ministries within the Caribbean Union, as the Church continues to seek God's presence, power, and transforming grace.

DEPARTMENT REPORT PUBLISHING MINISTRIES



DIRECTOR

Pastor Ashton O'Neil

“

We are confident that with such an army of dedicated leaders and workers for Christ, this work will be finished and Jesus will return to take us home.”

Mr. Chairman, representatives from the higher organization, delegates, guests, brothers and sisters in Christ.

I am pleased to bring you a brief overview of the programs and activities of the Publishing Ministries Department for the past five (5) years, 2021-2025.

The pen of inspiration through the writings of Sis Ellen G. White reminds us that:

“Our Publishing work was established by God’s direction and under His special supervision; it was designed to accomplish a specific purpose” (Testimonies Vol. 7, p. 138).

She further states:

“The canvassing work, properly conducted, is missionary work of the highest order, and it is as effective and successful a method as can



ADMINISTRATIVE ASSISTANT

Tabitha de Leon-David



be employed for presenting to the people the important truth for this time” (Colporteur Ministry, p. 6).

The strategic issues and objectives that have engaged the attention of the Department for the quinquennium have been:

EDUCATION & TRAINING

1. To promote the growth and spiritual experience of the Literature Evangelists in their relationship with God.
2. To train to enable, empower and equip LEs for greater service to God and in their communities.
3. To conduct spiritual retreats for the LEs and their families.
4. To educate church members on the importance of the Canvassing Ministry and get them involved in this sacred work.

SERVICE TO THE COMMUNITY

1. We have offered family orientation and healthy eating seminars, as well as books, to people in our communities to help improve their lives.
2. We have visited cities and government offices, collaborating with individuals to promote stronger families and healthier communities through our publications.

3. The Department has organized public forums to discuss community issues and needs, and provide solutions through our publications.

EVANGELISM

1. We have tried to increase the number of Literature Evangelists and encouraged greater participation in soul-winning initiatives.
2. Promoted and distributed greater numbers of our ‘missionary book of the year’ to inspire customers to have a closer walk with God.
3. Encouraged the local Publishing Ministries Department to conduct evangelistic campaigns.
4. Encouraged our LEs to place greater emphasis on prayer, Bible studies, and follow-up programs for their customers.

The following programs and activities were implemented in alignment with the three strategic issues and objectives.

EDUCATION & TRAINING

Spiritual

Great emphasis was placed on the spiritual life of the team. Through personal visits, devotions and seminars, the team achieved spiritual growth and an intimate personal relationship with God.

At every seminar, meeting, congress, and retreat, much time was spent leading our LEs into communion with God, personal and cooperative devotion, and living an exemplary life at all times.

Directors and LEs also attended and actively participated in our monthly, “First Sabbath Morning Back to the Altar” prayer sessions, where each attendee was encouraged to have an unrushed, uninterrupted time with God.

Virtual spiritual retreats were also conducted.

TRAINING

Several training programs were conducted over the past five years.

The following are some of the highlights:

- **Yearly Publishing Directors Advisory** in Trinidad, Panama, Punta Cana and Mexico.

Some of the areas covered were:

- a. Spiritual Leadership
 - b. Recruiting Skills
 - c. Time Management
 - d. Motivating LEs to Succeed
 - e. Field Work Strategies
 - f. How to Assist LEs to Gain and Maintain Status
 - g. Money Management
 - h. Spirituality of the Director
 - i. The Publishing Ministry – A Sacred Calling
- **Literature Evangelists Congress & Retreats**
 - **Joint Program with the Jamaica Union: 23-26 May 2024**
 - **IAD Publishing Congress in Panama: 23-26 April 2025**

Present were Directors from the General Conference and the Inter-American Division who made inspiring, meaningful and beneficial presentations.

Our Directors and Literature Evangelists were educated, motivated, equipped and empowered for exceptional service for the Lord.

The Directors and LEs also made good use of the opportunities to relax, rest and be revived.



CARU POETRY & SPOKEN WORD CHALLENGE

The Caribbean Union successfully conducted two Poetry & Spoken Word challenges; one virtually in 2022 and the other in-person in 2023 at the University of the Southern Caribbean.



The following goals were achieved:

1. Exposure of our young people and adults to the unlimited resources and opportunities available by using the printed word to express thoughts that can transform lives
2. Encouragement of our young people to read more and develop the art of sharing the Word in innovative ways
3. Provision of a platform for young people to use their talents in innovative ways to glorify God and minister to others

TRAINING

Several Publishing Coordinator Training Programs were conducted virtually and in-person to equip local church representatives for service in their church and community.



Some of the areas covered in the training:

1. Growing the Team for Jesus
2. Self-motivation for Successful Delivery
3. Time Management
4. Sales Promotions in Churches and Communities
5. Good Customer Service
6. Following Up After the Sale
7. Managing Your Finances
8. From Approach to Sale
9. Training and Mentoring Beginners/ New Recruits.
10. Student Colporteurs Training Sessions
11. Personal Witnessing
12. Advance Literature Evangelism Principles

During the Covid-19 period, many virtual institutes were organized to encourage, lend support, and motivate Literature Evangelists to remain faithful to their calling and ministry.

SERVICE TO THE COMMUNITY

Many of our programs and activities focused on providing resources in family life, healthy living, money management and other related practices that meet the needs of people in the community. These resources were provided through community seminars, health fairs, and house-to-house interactions by Literature Evangelists.

They also visited government institutions and NGOs, offered community talks and demonstrations on health and family life, conducted seminars, sold books on topics such as health and family life, and established office libraries.

Additionally, Literature Evangelists and Directors were involved in other community activities including community meetings and programs, bereavement ministry, prayer for the sick, counselling sessions at schools, humanitarian activities, and visits to senior citizens' homes.

These activities provided opportunities for team members to connect with leaders and citizens in their communities, thus opening doors for our publications and the gospel to reach these homes.



2024: The Great Controversy by Ellen G. White

2025: Living with Hope by Marcello & Bruno

Over the five years, more than **274, 849** books were distributed in communities across the Caribbean Union.



SOUL WINNING INITIATIVES

Sister E.G. White reminds us that *“The canvassing work, properly conducted, is missionary work of the highest order, and it is as effective and successful a method as can be employed for presenting to the people the important truth for this time”* (Colporteur Ministry, p. 6).

She further states, *“More than one thousand will soon be converted in one day, most of whom will trace their first convictions to the reading of our publications”* (Colporteur Ministry, p.151).

The Literature Evangelists of the Caribbean Union understood that their main focus was to minister to the spiritual needs of their customers. Mission was their priority.

This emphasis was evident in activities like the distribution of the missionary book of the year.

Missionary Book of the Year shared with the communities:

2021: Hope for Troubled Times: How to Thrive in a Shattered World by Mark Finley

2022: The Ultimate Hope by Clifford Goldstein

2023: The Great Controversy by Ellen G. White





This truth-filled literature has brought comfort, encouragement, conviction, and the gospel message to hundreds of thousands of people. The seed has been sown, and we have already reaped a harvest, but we are anticipating even more soul-winning results in the future.

LEs INVOLVEMENT IN WITNESSING:

- a. The thousands of books and magazines distributed provided guidance on good family living, a healthful way of life, and showed Jesus as the way to a better life and salvation.
- b. Literature Evangelists were actively involved in follow-up activities such as inviting individuals to church programs and services, providing Bible studies, accompanying contacts to evangelistic meetings, and ministering to children through Branch Sabbath School and Vacation Bible Club.
- c. Directors and LEs actively participated in all witnessing activities conducted by the church, including organizing evangelistic campaigns, preaching, and serving as Bible workers. The missionary spirit was clearly demonstrated in the dedicated efforts of the evangelists.
- d. Some of the LEs also accepted the position of Publishing Coordinator and were involved in leading church members in literature distribution and field preparation for evangelistic campaigns. Publishing coordinators also established literature showcases and libraries in churches, promoting members' involvement in witnessing.

- e. The Publishing Ministries Department collaborated with the Personal Ministries Department of the church to facilitate greater membership involvement as churches focused on reaching people in their communities with the gospel of Christ.

The Literature Ambassador initiative was launched in 2022 to recruit more members.

OBJECTIVES OF THE LITERATURE AMBASSADOR INITIATIVE:

- Providing a solid base for consistent, continuous, uninterrupted literature distribution and financial support for the Literature Evangelism program
- Greater and consistent membership involvement in literature distribution
- Greater and consistent conference – mission – church involvement in the literature distribution ministry
- Increase in the number of persons participating in literature distribution
- Increase in the overall amount of literature distributed
- Increase in sales and purchases
- Greater saturation of Adventist literature and truth in communities
- Sustaining and stabilizing the Publishing Ministries
- Significantly greater literature distribution in communities to prepare individuals in the field for evangelism campaigns

QUALIFICATIONS/DUTIES OF A LITERATURE AMBASSADOR:

1. Must be a practicing Seventh-day Adventist
2. Must believe in the statement by E.G. White that, "Literature is a very powerful and effective medium to spread the gospel."
3. Must be willing to dedicate time and personal resources to purchase and distribute literature consistently (at least once per month)

4. Must be a committed and faithful Literature Ambassador for God and His cause
5. Must be willing to work along with the Publishing Department and Publishing Coordinators to distribute selected literature on a consistent basis
6. Must be willing to contribute a minimum of TTD \$100.00 per month from his/her personal funds toward the purchase of literature for distribution

AWARDS

Despite the many challenges faced by the Department and LEs over the years, Literature Evangelists from the Caribbean Union have consistently achieved awards for reaching the highest mark in sales and baptisms.

For 2021, 2022, 2023 and 2024, the Caribbean Union received recognition from the Inter-American Division for achieving the highest sales among all Unions within its territory.

Out of the twenty-five Unions of the Inter-American Division, the Caribbean Union received the following awards for the year 2024:

- Union with the highest purchases: CARU
- Union with the highest IADPA purchases: CARU
- LE with the 2nd highest purchases: Sis Tanikia Griffith, St. John, South Caribbean Conference
- Publishing Coordinator with the 3rd highest purchases: Sis Shenella Jackson, Guyana Conference
- LE with the second-highest number of baptisms: Br. Roy Job, Tobago Conference



This report presents the work carried out by the Literature Evangelist team of the Caribbean Union from 2021 to 2025.

Work Done	Amount
Priority Magazines Distributed	507,180
Missionary Books Distributed	274,845
Baptisms	546
Books and Magazines Sold	27,608 (approx.)
Total Sales	\$675,736.00 USD (approx.)

As of 2024, the Caribbean Union has a total of one hundred and sixty-two (162) Literature Evangelists

Literature Evangelist	Amount
Gold Credential	6
Credential	4
Licensed	8
Full-Time	21
Part-Time	123
Total	162

APPRECIATION

Firstly, all thanks to God for His ever-present love, mercy, grace, guidance and strength through every area of this ministry. I am grateful to Him for using me, despite my limitations, to accomplish extraordinary exploits for His kingdom.

To the three (3) administrators, especially the President, Dr. Kern Tobias, I offer gratitude for their unwavering support and guidance during the quinquennium.

It is through collaborative effort and strong teamwork that we were able to realize our accomplishments.

Much thanks and appreciation also to my colleagues at the field level for their outstanding work, passion, and persevering spirit amidst the challenges. We have done it together by God’s grace.

My deepest gratitude to all our Publishing Coordinators and Ambassadors who have championed the cause and motivated our members to get involved.

Undoubtedly, we have some of the finest, most hard-working Literature Evangelists in the Inter-American Division. Their commitment, assiduousness and passion are second to none. I wish to express special thanks to both our full-time and part-time LEs.

Over the quinquennium, two (2) Administrative Assistants were assigned to the Department. Thanks to Sis Faith Pustam-Ramdath, who has served the Department with a very high level of efficiency, and special thanks also to Sis Tabitha de Leon-David for her outstanding work, dedication and efficiency.

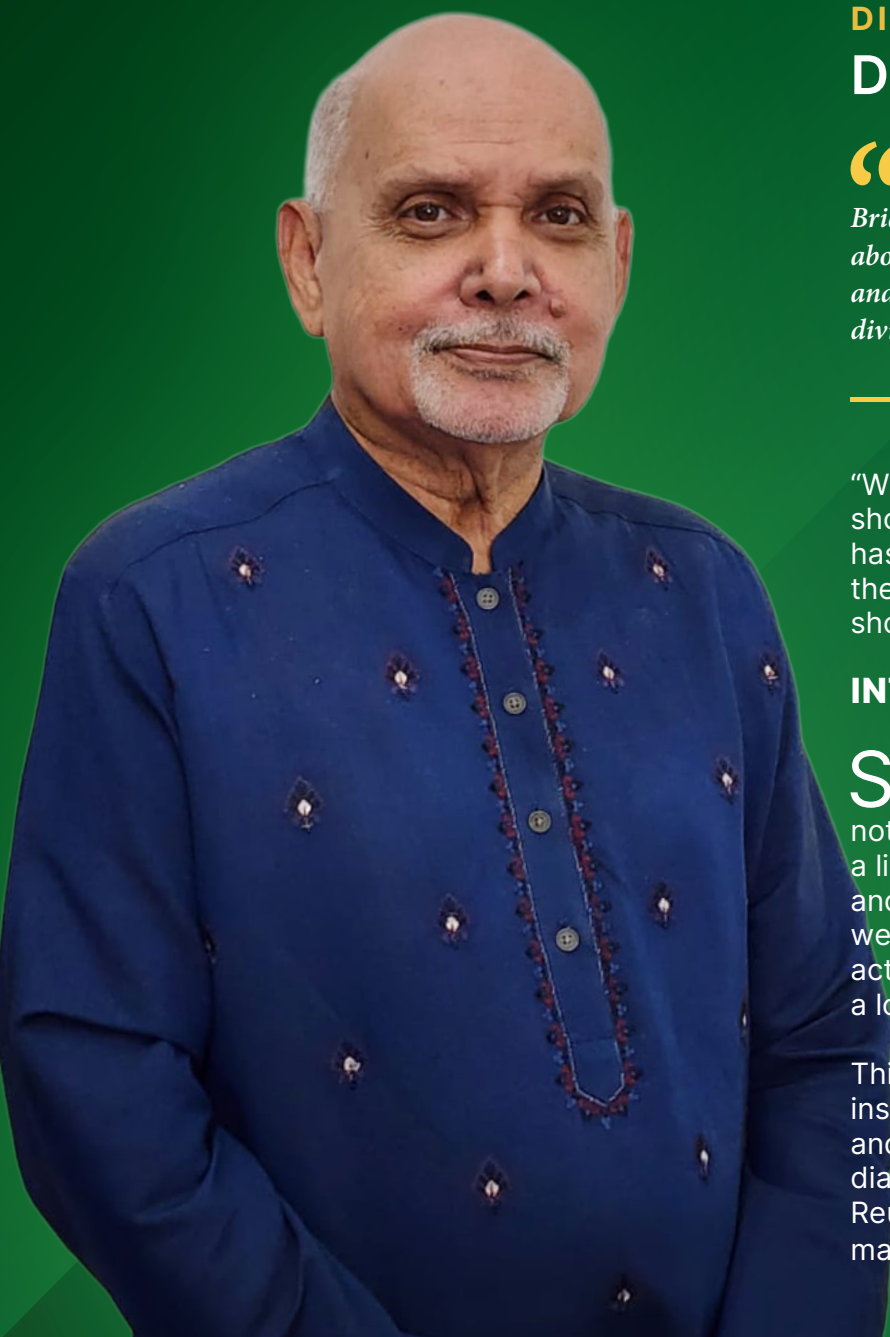
Through their dedicated service, the Caribbean Union was awarded some of the highest recognitions for outstanding work. Your service is very much appreciated.

Thank you to my loving wife and children for their support over the years.

We are reminded that “The living preacher and the silent messenger are both required for the accomplishment of the great work before us” (*Colporteur Ministry 8*).

We are confident that with such an army of dedicated leaders and workers for Christ, this work will be finished and Jesus will return to take us home. Let us give greater emphasis and support to this Publishing Ministry, a ministry ordained by God.

DEPARTMENT REPORT GLOBAL MISSIONS REPORT



DIRECTOR

Dr. Clive Dottin

“

Bridge-building is more than just saying hello; it is about weaving a beautiful tapestry that exalts respect and decreases disrespect, exalts harmony and displaces division, exalts forgiveness and rejects revenge.”

“When a light is lighted it cannot be held within a short range. It is for the whole world –The west has need of the east, as the east has need of the west, and so the time has come when they should meet.” **Rabindranath Tagore.**

INTRODUCTION

Sociologist Ulrich Beck writes of the new “globality” which means that from now on nothing which happens on our planet is only a limited local event; all inventions, victories and catastrophes affect the whole world, and we must re-orient and reorganize our lives and actions, our organizations and institutions, along a local-global axis.

This reorganizing process will affect religious institutions. Two critical values would be honesty and humility. There is a clarion call for meaningful dialogue especially where there are differences. Reuel Howe defines dialogue in the following manner:



ADMINISTRATIVE ASSISTANT

Carol Joshua



“Dialogue is that address and response between persons in which there is a flow of meaning between them in spite of all the obstacles that normally would block the relationship; It is that interaction between persons in which one of them seeks to give himself as he is to the other, and seeks to know the other as he is.”

In this quinquennium, we have emphasized in all of our training, especially with reference to capacity building, that dialogue is enhanced when we are happy to build bridges instead of seeking to build walls.

This quinquennium, we have identified a marriage between the Public Affairs and Religious Liberty and Global Mission Departments as one of our key objectives. The global scope of our missiological agenda is contained in Matthew 24:14: **“And this gospel of the kingdom shall be preached in all the world for a witness unto all nations; and then shall the end come.”** This prophecy by Jesus indicates that the global proclamation of the message of His kingdom is a prerequisite to the final end-times.

Revelation 14, 6 – 7 also cannot be ignored as we seek to achieve the global reach:

“⁶ And I saw another angel fly in the midst of heaven, having the everlasting gospel to preach unto them that dwell on the earth, and to every nation, and kindred, and tongue, and people,

⁷ Saying with a loud voice, Fear God, and give glory to him; for the hour of his judgment is come: and worship him that made heaven, and earth, and the sea, and the fountains of waters.”

Therefore, we are speaking about the textual and the strategic. The Religious Liberty Department seeks to facilitate bridge-building while Global Mission is the destiny. It is compulsory that relationship-building must be a key component before we attempt to win souls who are not Christian and who fiercely resist attempts to evangelize them.

WHERE DO WE BEGIN?

This quinquennium we have sought to reach essentially 5 groups:

- Hindus: Primarily, but not limited to Trinidad, Guyana and Suriname
- Muslims: Focus on Trinidad, Guyana, Suriname and now Antigua
- Chinese: Primarily, but not limited to Trinidad, Guyana & Suriname
- Javanese: Focus on Suriname
- Migrant: Spanish: Primary focus on the migrant population that arrived from Venezuela following the crisis in that country

We must remember, however, that there are also Spanish-speaking members served by Spanish-speaking pastors in the North Caribbean and South Leeward Conferences.

ILLUSTRATION

Luther Copeland highlights the difficulty in the exercise of inter-religious worship. He raises two vital questions:

How can you pray with folks who do not believe in any personal deity?

Can we even claim that the God of the Christians is the same as the God of Jews or of Muslims? Then he provides the following illustration:

"A conference of the day of prayer for peace, October 27, 1986, was called by the Pope, comprising fifty Christians and fifty invited representatives of other faiths. Although, the gathering offered promise for the future, especially at the point of interreligious dialogue, it encountered some very thorny issues, the most nettlesome of which was the discovery that the participants, having been called to assemble for prayer, could not actually pray together. The various religious groups met separately for prayer.

(BOMBSHELL) The Dalai Lama had been invited and accepted. Though he had said earlier that prayer was unnecessary for Buddhists...Maybe the Pope was getting closer to the solution when he said, "Certainly, we cannot pray together, namely, to make a common prayer, but we can be present when others pray."

MISSION FOCUS

This is an extraordinary report of God leading in miraculous ways, penetrating non-Christian cultures such as the Javanese people in Suriname. Steven Tulp, Global Mission Director, decided that his relatives should accept the gospel and be saved. Through strategic initiatives including health screenings, blood donation drives, and family life ministries, he hoped to reach his relatives with the gospel, and now, through the

power of the Holy Spirit, there is a church-planting project.

Let us focus now on the Life Hope Centre in Guyana, led by the dedicated Global Mission pioneer, Pastor Naresh Lionel. Let us reflect on Asia Bibi, a believer of Muslim background who was very ill and who was admitted to the hospital in Georgetown. While she lay in bed, Jesus appeared to her and she was healed. She is now a powerful weapon in the Church Planting programme. All of these experiences and more, validate the prophetic forecast articulated in Isaiah 60: 1 – 8:

"¹ Arise, shine; for thy light is come, and the glory of the Lord is risen upon thee.

² For, behold, the darkness shall cover the earth, and gross darkness the people: but the Lord shall arise upon thee, and his glory shall be seen upon thee.

³ And the Gentiles shall come to thy light, and kings to the brightness of thy rising.

⁴ Lift up thine eyes round about, and see: all they gather themselves together, they come to thee: thy sons shall come from far, and thy daughters shall be nursed at thy side.

⁵ Then thou shalt see, and flow together, and thine heart shall fear, and be enlarged; because the abundance of the sea shall be converted unto thee, the forces of the Gentiles shall come unto thee.

⁶ The multitude of camels shall cover thee, the dromedaries of Midian and Ephah; all they from Sheba shall come: they shall bring gold and incense; and they shall shew forth the praises of the Lord.

⁷ All the flocks of Kedar shall be gathered together unto thee, the rams of Nebaioth shall minister unto thee: they shall come up with acceptance on mine altar, and I will glorify the house of my glory.

⁸ Who are these that fly as a cloud, and as the doves to their windows?"

God is stating that the Gentiles, including the Muslims and Hindus, will worship in the house of his glory. Armed with this assurance, we entered

El Socorro South, a territory in North Trinidad, using the health message as a means of reaching the people, and 43 persons were baptized, including 12 believers of Hindu and Muslim background.

Additionally, within the South Caribbean Conference, under the leadership of Pilot Teelbaney Singh, who supports lay missiologists such as Seepersad Ramnarine, several global mission initiatives have been undertaken. Hallelujah! As a result of bridge-building efforts aimed at reaching Hindu communities in the Penal area of South Trinidad, twelve individuals gave their hearts to Jesus. Pilot Singh has also authored a book that helps readers better understand the dynamics of Hindu culture.

Moreover, we have reached out to our Hispanic brothers and sisters who fled from Venezuela because of political instability in their homeland. We thank our bilingual Pastor, Cordelle Williams, for his immense missionary spirit and evangelistic zeal as he ministers to these new migrants. He is compelled by the mandate contained in Revelation 14:6 – 7:

“⁶ And I saw another angel fly in the midst of heaven, having the everlasting gospel to preach unto them that dwell on the earth, and to every nation, and kindred, and tongue, and people,

⁷ Saying with a loud voice, Fear God, and give glory to him; for the hour of his judgment is come: and worship him that made heaven, and earth, and the sea, and the fountains of waters.”

Our mission focus has seen the establishment of churches in areas such as Aranguez. At the heart of Pastor Williams’ unique outreach strategy is a vibrant and consistent community service programme.

Let us turn our attention to Tobago where Captain Vishnu Persad has been engaged in proactive, creative initiatives. Imagine for a moment, Saturday night T20 cricket matches where the conference team plays the Hindu team. Let us also take a trip to the hills of Gru-Gru patch and see a tent where services are conducted on

Sabbath mornings and Branch Sabbath School is conducted in the evenings. Additionally, several family life, welfare, and health projects have been launched. But the story gets better since land has been acquired for the establishment of a church. TO GOD BE THE GLORY!

MISSION TRAINING

Over the period under review, we have been the beneficiaries of extensive training programmes conducted by CSAR and AMR which are institutions of the General Conference. Nine persons have visited India and England where International Cross-Cultural and Church Planting Conferences have been conducted. We express deep appreciation to the following General Conference leaders and university professors for facilitating these capacity-building activities.

1. Dr. Petras Bahadur – Adventist Muslim Relations, General Conference
2. Dr. Samuel Lumwe – Adventist Muslim Relations, General Conference
3. Dr. Clifmond Shameerudeen – CSAR – Centre for South Asian Religions, General Conference
4. Dr. Umesh Nag – CSAR – Centre for South Asian Religions, General Conference
5. Dr. Fazadudin Hosein – University of the Southern Caribbean: Hindu & Muslim Religions
6. Dr. Chanchal Gayen – University of the Southern Caribbean: Hindu & Muslim Religion
7. Sis. Krishnawatie Persad – Chinese Ministry – Volunteer Missionary to China who is now establishing Chinese Ministry projects in Trinidad (SCC)

We were privileged to share our success stories in Guyana and Trinidad, where the Life Hope Centres served as Centres of Influence. We also demonstrated the missiological value of these institutions as they contributed to the addition of over 300 souls to the Kingdom of Christ and the establishment of new churches.

INTEGRATING AND NETWORKING

It has always been our dream to demonstrate the value of networking and collaborating between departments. Managerial gurus have shown through research that organisations that unite around a shared vision are the most productive. We have sought to demonstrate this through combining and encouraging networking between PARL (Public Affairs and Religious Liberty) and the Global Mission departments.

We have stated on numerous occasions in our congresses and workshops that we defend the rights of members of all religions to worship according to their convictions. This is clearly stated in Article 18 of the 1948 Declaration of Human Rights which outlines that people have a right to 1. Choose their religion, 2. Change their religion, and 3. Choose no religion. In summary, we must engage in JUSTICE FOR ALL.

If this integrating and networking principle is followed consistently, then our Global Mission activities can be more productive because it is a phenomenal bridge-building strategy. We have now established CARLA: The Caribbean Religious Liberty Association Council and the Global Mission Board, and we are convinced that “together we are always stronger.”

Therefore, we have begun the process of appointing ambassadors from each board to serve on the next board. A great example is Attorney Leslyn Charles, and PARL Director of Tobago, Wilfred Des Vignes serving on the Global Mission Board. They both have impeccable credentials as it relates to building capacity through networking.

MODELLING & INTER-CULTURAL MISSION

In 1893, a passionate young Bengali monk known as Swami Vivekananda electrified the World Parliament of Religions in Chicago, USA. What created the “earthquake” was Vivekananda’s powerful representation of Hinduism, in which he expressed pride in belonging to a religion which had taught the world both tolerance and universal acceptance. He stated that the East had

to receive science and technology from the West, but the West learned wisdom and spirituality from the East. He then proceeded to make the following analysis:

“We Hindus do not tolerate, we unite ourselves with every religion, praying in the mosque of the Mohammedan, worshipping before the fire of the Zoroastrian, and kneeling to the cross of the Christian. We know that all religions alike, from the lowest fetishism to the highest absolutism, are but so many attempts of the human soul to grasp and realize the infinite. So, we gather all these flowers, and binding them together with the cords of love, make them into a wonderful bouquet of worship” (Cited in Thomas 1976, 121).

In direct opposition to Vivekananda’s conviction, there are some in the region who believe that in order for cross-cultural mission to have evangelistic potency, there has to be hostility, untamed aggression and a passionate carelessness. We have made the point, both in Global Mission and the PARL (Public Affairs & Religious Liberty) Departments, that there has to be a substantial, critical relationship between both departments. Therefore, the expression “building bridges” describes the synergy that is required.

The networking linkages are compulsory if we are to spread the gospel in some territories. This is not only important for New Delhi in India, Beijing in China, Cairo in Egypt, or Lagos in Nigeria, but also for Caroni in Central Trinidad, Berbice in Guyana, and Nickerie in Suriname. Respect and unconditional love are compulsory if we desire to have extraordinary success.

For example, consider the story of Ravi and Netu Gosine who were threatened with decapitation when they were contemplating marriage and a change of religion. Close blood relatives declared that death would be the only outcome if their advice was rejected. This may sound unusual in Trinidad and the wider Caribbean region, but this is the unwelcome reality. Global Mission responds to these challenges. The importance of fostering good relationships in these cultures cannot be underestimated. Bridge-building is more than just saying hello; it is about weaving a beautiful

tapestry that exalts respect and decreases disrespect, exalts harmony and displaces division, exalts forgiveness and rejects revenge.

Bridge-building is more readily accomplished within a Christian community, but when the mission is cross-cultural, it can be quite challenging and even life-threatening.

GLOBAL MISSION TRIP TO DUBAI – IAD PROJECT

In 2024, the Global Mission Director of the Inter-American Division of Seventh-day Adventists requested that we conduct a Global Mission project in Dubai. I was asked to represent the Caribbean Union Conference.

We discovered that though Dubai is phenomenal, it is actually an Islamic theocracy. All Christian churches operate in one compound, sometimes on a rotation basis. Contrastingly, mosques can be found everywhere in that country.

The period assigned for the Global Mission enterprise was November 9 to 16. At the end of this period, ten persons decided to be baptized. However, the state allowed only four of them to be baptized. This was because the government has to give permission for this activity and they engaged in a meticulous examination of the candidates before permission was granted.

The table below provides an outline of topics covered during the mission:

CARIBBEAN UNION CONFERENCE | METANOIA NOVEMBER 9 -16, 2024 | DUBAI CENTRAL CHURCH

DATE	TOPIC	TEXTS	REMARKS
Nov 9	Go Down and lift up	2 Chronicles 7:14 Nahum 3:1- 4 Jonah 1:3 - 6 PK 265	Story of Sennacherib and Nineveh Story of Sikh in Queens
Nov 10	The Impossible Dream	Daniel 2:1-6 Daniel 2:7-9 Daniel 2:31-35	Hitler and the Prophetic Worker "I never interfered with God & God must not interfere with me."
Nov 11	The 4 Horses of the Apocalypse	Revelation 6:1-8 Revelation 4:1-7	Israel vs P.L.O. Enter Hezbollah & Iran Putin and Zelensky Ukraine vs Russia Nuclear bomb owners
Nov 12	Armageddon and Queen of the Black Witches	Revelation 16:12-14 Revelation 12:10-12	World War 1 & 2 Doreen turned Diana Queen of the Black Witches
Nov 13	Fatal Attraction and Blazing Distraction	Daniel 5:1-6 Hebrews 9:27 Exodus 3:1-5	Moses and the Burning Bush Story of Women – Abused Victory & 2 Miracles Story of James Harrison
Nov 14	Cut My Hair But...	Judges 14 & 15 Judges 16:3-6 Judges 16:30	Story of Lata Mangeshkar and Kyrzayda Rodriguez Story of R. Kelly & Puff Diddy
Nov 15	Run for Your Life	Genesis 6:1-7 Genesis 18:24-32 Genesis 19:1-6 Genesis 19:8-15 Genesis 19:8-15	Miley Cyrus: I am Transsexual It is 11:59! Prophetic: Clock Timer Michael Jackson: Oxygen Cylinder Story of Boy: Indian Work Paul McHugh: LGBTIQ – Transgender is a Mental Disorder

We thank God for those who were convicted and who believe in Revelation 12:17 (KJV):

“And the dragon was wroth with the woman, and went to make war with the remnant of her seed, which keep the commandments of God, and have the testimony of Jesus Christ.”

A POWERFUL MISSIOLOGICAL TOOL TO REACH MUSLIMS

During a training programme conducted by Dr. Petras Bahadur, Director of the Adventist Muslim Relations Department at the General Conference, and Dr. Samuel Lumwe, Deputy Director, an impressive document was presented that compares the Ten Commandments as they appear in the Torah (Old Testament), the Injil (New Testament), and the Quran. Let us now turn our attention to how the Ten Commandments are reflected in the Quran:

1st Set not up with God any other God lest you sit down condemned and forsaken. Beni Israel 17:22

2nd So coin not any similitudes for God. Nahl 16:74

3rd God’s are the most beautiful names. Invoke Him by them. And leave the company of those who blaspheme his name. Araf 7:180

4th And you know of those among you who broke the Sabbath, how we said unto them: Be you apes, despised and hated!

And we made it an example to their own and to succeeding generations, and an admonition to the God fearing. Bagara 2:65, 66

Transgress not the Sabbath! Nisaa 4:154

5th Your Lord has decreed that you worship none save Him, and show kindness to parents. Beni Israil 17:23

6th Kill not one another. Nisaa 4:29

7th And come not near unto adultery Surely it is an indecency and evil way. Beni Israil 17:32

8th And consume not your property among yourselves in vanity, nor seek by it to gain the hearing of the judges that you may knowingly consume a portion of the property of others wrongfully. Bagara 2:188

9th Accursed by the liars. Zariyat 51:10
Shun lying speech. Haj 22:30

10th Do not covet what Allah has bestowed upon one more than another...but ask Allah for some of His bounty. Nisaa 4:32

In our Global Mission outreach ministry, we have utilized this document in several areas. However, many Muslims and Christians were surprised to discover that versions of the Ten Commandments are found in the Quran.

This information was incorporated into a sermon titled “The Fifth Trumpet and Islam in Bible Prophecy”. The key text is taken from Revelation 9:1 – 5 (KJV):

“¹ And the fifth angel sounded, and I saw a star fall from heaven unto the earth: and to him was given the key of the bottomless pit.

² And he opened the bottomless pit; and there arose a smoke out of the pit, as the smoke of a great furnace; and the sun and the air were darkened by reason of the smoke of the pit.

³ And there came out of the smoke locusts upon the earth: and unto them was given power, as the scorpions of the earth have power.

⁴ And it was commanded them that they should not hurt the grass of the earth, neither any green thing, neither any tree; but only those men which have not the seal of God in their foreheads.

⁵ And to them it was given that they should not kill them, but that they should be tormented five months: and their torment was as the torment of a scorpion, when he striketh a man."

REPORT ON BAPTISMS AND PROJECTS: 2021-2025

FIELD	PROJECTS	BAPTISMS	GOALS/BAPTISMS
South Caribbean Conference	12	Hindus & Muslims = 251 Spanish = 24	16 = 250
Tobago Conference	8	Prospective baptism candidates	10 = 50
Guyana Conference	10	309	13 = 100
Suriname Mission	13	Brazilians = 32 Javanese = 7	15 = 50
TOTAL	43 = 79%	623 = 138%	54 = 450

REPORT ON GROUPS FORMED

These groups consist of Hindus, Muslims, Spanish, Javanese and Brazilians who have been converted to Jesus Christ and who are planning to surrender to Jesus:

FIELDS	GROUP FORMED	MEMBERSHIP	GOALS
South Caribbean Conference	2 Life Hope Centres - 32 persons	32 = 80% Children	40
Tobago Conference	1 Small Group - 30 persons	15 Adults, 15 Children = 83%	36
	1 Life Hope Centre	24 Adults = 75%	32
Guyana Conference	3 Groups: 2 in Amerindian Territories 1 Among Hindus 30 Adults	40 Adults = 66% 30 Adults = 68%	60 44
Suriname Mission	2 Groups: Organized 7 Small Groups: Unorganised	23 Persons= 72% 70 = 83%	32 84

PROJECTIONS

1. We must continue the marriage between Public Affairs, The Caribbean Religious Liberty Association (CARLA) and the Global Mission Department. This union has great evangelistic potential.
2. In relation to networking, we must continue to collaborate with the five departments: Youth, Education, Health, Personal Ministries and PARL. This should include training, mega projects and support groups. This collaboration would facilitate the expansion of our discipleship and nurturing programmes.
3. We must continue to build upon the strong foundation established by Krishnawatie Persad in the Chinese Ministry. The launch of the House Church is scheduled for 2027, and we are hopeful that this vision will be realized during the next quinquennium.
4. Our Spanish migrant groups are voicing their concerns about issues such as the construction of their own churches. In most cases, they do not have the space for meaningful growth. This matter needs to be addressed urgently.
5. It is essential for us to launch a mega-education programme which focuses on the concept of 'intercultural'. In 2026, we have supported the Inter-American Division and the University of the Southern Caribbean in the establishing of the Global Mission Institute. Now, we must unite to produce the required infrastructure.
6. It is imperative that we expand the quantity and quality of our Life Hope Centres. This was a very useful outreach tool initiated by Centre for South Asian Religions (CSAR), led by Caribbean-born Dr. Clifmond Shameerudeen. More Caribbean nations can benefit from adopting the Life Hope Centre model.
7. We must expand the scope of our inter-faith projects in order to foster a greater level of appreciation for diversification. The story of the Good Samaritan requires deeper reflective study!

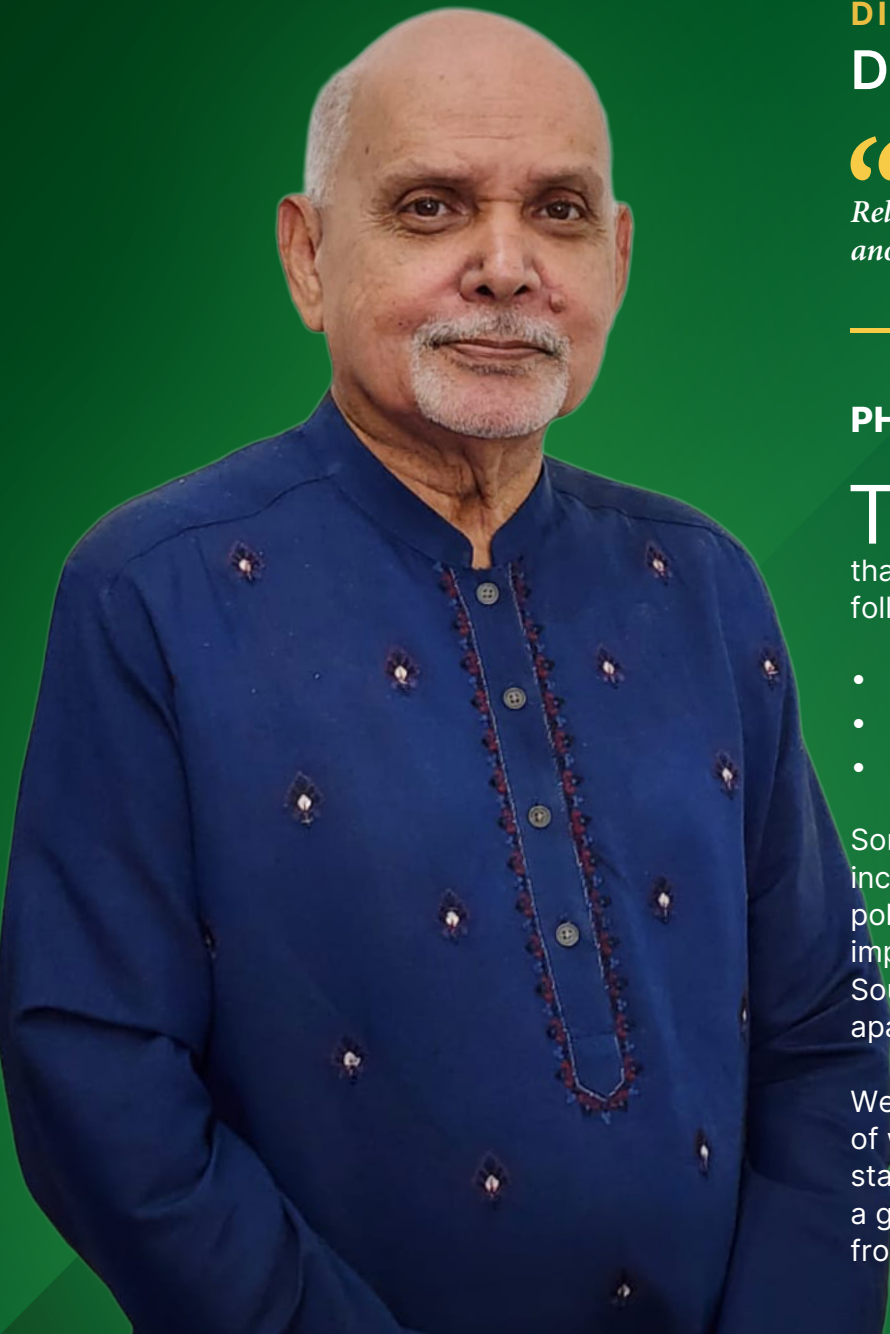
A NOTE OF GRATITUDE

We express our gratitude first and foremost to Almighty God.

- We give thanks to our CARU Administration:
- Dr Kern Tobias, President
- Pastor Johnson Frederick, Secretary
- Pastor Bertie Henry, Treasurer
- We give thanks to the Field Administrators of each Conference & Mission for the tremendous support that they have given to the various programmes.
- We give thanks to the members of the Global Mission Board.
- We give thanks to Sis Carol Joshua, our consecrated Administrative Assistant, for her excellent and diligent work.
- We give thanks to the Conference & Mission Directors of each territory that has a Mission Director:
 - i. Suriname Mission, Pastor Amazias Costa
 - ii. Guyana Conference, Pastor Naresh Lionel
 - iii. South Caribbean Conference, Pastor Teelbaney Singh
 - iv. Tobago Conference, Pastor Vishnu Persad

We give thanks to the local PARL Departmental Directors across the fields for ensuring active participation among large numbers of church members who believe in the prophetic WORD.

DEPARTMENT REPORT PARL & CARLA REPORT 2020-2025



DIRECTOR

Dr. Clive Dottin



Religious freedom is not a gift from one man to another man, but a gift from God to all mankind.”

PHILOSOPHY

The United Nations Declaration of Human Rights, Article 18, dated Dec.10, 1948, states that every human being should enjoy the following rights:

- Right To Choose a religion
- Right to Change a religion
- Right to have no religion

Some nations did not support this document, including the USSR because of their Communist policies, Saudi Arabia, who saw this as a Western imperialist strategy to hurt Islamic culture, and South Africa who were prepared to promote their apartheid policies.

We must remember the Covenants and the day of worship clause. We must also remember the statement by John Graz: Religious freedom is not a gift from one man to another man, but a gift from God to all mankind.



ADMINISTRATIVE ASSISTANT

Carol Joshua



CURRENT EVENTS AND THE MARRIAGE

The marriage is the relationship between Global Missions and the Public Affairs and Religious Liberty. Where there is fanaticism, extremism and terrorism, the mission is hurt. Let us be very clear about this. In those areas where religious freedom is suppressed, the mission experiences severe interruptions and slow growth.

Nigeria, Iran, Pakistan, and Sudan are but a few examples. Nigeria is now regarded as the most dangerous place for Christians to live. Therefore, we must build bridges through systematic education, and recognize similarities before we tackle differences.

A classic example is that careful research will reveal that the principles of the Ten Christian Commandments, including the Sabbath, are found in the Koran. For example, Nisaa 4 states: "TRANSGRESS NOT THE SABBATH."

Empowerment will be a reality when we acknowledge the relationship between the Koran and the Bible.

CARLA AND INNOVATION

Professor Ian Green has galvanized a vast array of competent professionals who have participated in 6 webinars. This highlights the power and

relevance of the digital space. The areas that have received special attention are Non-Communicable Diseases (NCDs), Movement and Exercise, Crime and Violence, and Nutrition and Healthy Choices. Many of these professionals are now playing a significant role beyond their home territories.

CONTINUATION OF THE CARLA CONGRESS

Two of the most recent programmes were held in Dominica in 2023, and Suriname in 2025. Over the period, one very tragic event was the assassination of Attorney Randall Hector on Old Year's Night, 2024, outside Stanmore Avenue church. He was fighting the criminal enterprise at the time of his demise. We have made it clear through the print and electronic media that we expect swift justice. The last sterling contribution he made at a Congress was in Dominica in 2023. More will be revealed later in this report.

MEDIA PROJECTS

Apart from the webinars, there are 2 programmes that merit attention:

1. "Let's Talk" was hosted by Dr. Carson Green in Antigua, South Leeward Conference.
2. "Inspired" was hosted by Dr. Clive P. Dottin in Trinidad.

OBJECTIVES

i. Training:

- a. To conduct 5 Annual Congress projects
- b. To encourage each field to conduct 1 workshop annually

ii. Justice Intervention:

- a. To motivate conferences and missions to engage in 4 interventions per annum through sources such as legal representations, media platforms, letters, or other print media
- b. To encourage each zone to organize associations of Adventist Attorneys

iii. Technology:

- a. To encourage each field to use mainstream media to publish at least 2 articles and organize 2 television interviews per annum
- b. To organize 2 webinars per annum
- c. To motivate fields to conduct Zoom programmes focusing on public affairs.

iv. Publications:

- a. To publish one issue of the Bell Journal and one issue of the Liberty Newsletter per annum

v. International Conferences:

- a. To mobilize delegations to attend conferences organized by the International Religious Liberty Association

vi. Organization: Zonal & Departmental

- a. To organize 4 zones to increase levels of training and communication:

ZONE A: South Leeward Conference and North Caribbean Conference

ZONE B: St. Lucia Mission and East Caribbean Conference

ZONE C: Grenada Conference, Tobago Conference, and St. Vincent & the Grenadines Mission.

ZONE D: Guyana Conference, South Caribbean Conference, and Suriname Mission.

- b. To design a merger between The Global Mission Department and the Public Affairs and Religious Liberty Department. The product of this synergy will enable Religious Liberty to be the BRIDGE and Global Mission to be the DESTINY.



VISION:

Professor Ian Green, who conceptualized and promoted the webinar series, made a profound comment in his analysis of their significant impact:

“In two years, through the PARL/CARLA Public Affairs focus, there have been eight sessions that have engaged individuals across CARU in serious conversations on issues of health, family life and parenting, youth development and crime.

These conversations have allowed professionals from all over CARU to contribute to the raising of awareness about critical issues.”

I concur with our webinar pioneer, Professor Green. I have always felt and demonstrated that the church needs to be a “responding and caring element” in the community and should have a dynamic voice on issues affecting the community. That is why the Mega Mission Heart Touch ministries were created in 1998, with support groups that focused on issues such as drug addiction, juvenile delinquency, unemployment, AIDS and other sexually transmitted diseases.

These were also Public Affairs issues so that when CARLA decided to introduce the webinars, the Public Affairs and Religious Liberty Department gave profound support to this mechanism.

Thousands of people tuned in to these relevant and meaningful lifestyle discussions. What was phenomenal was the role of professionals who were virtually unknown to the Caribbean space. Many of them were highly qualified youth, serving with distinction in the church and in the community. To God be the glory!!

THE MARRIAGE:



One of the very critical objectives of the Caribbean Union Conference, and which has emerged as a strategic issue, is that of inter-departmental collaboration. Therefore, we have proclaimed the gospel of uniting the expertise of Global Mission and PARL.

This brings us to the prophetic focus of building bridges. The World Church has signalled a high degree of intentionality in reaching people groups such as the Hindus, Muslims and Chinese.

Therefore, we are becoming familiar with terminology such as “the 10/40 window”. When we consider the 10/40 window and two major examples, namely China and India, we recognize that they have two of the largest populations in the world. India and China each have populations of around 1.4 billion people. In both countries, the vast majority of citizens reject Christianity or adopt non-religious beliefs.

As it relates to our Union, the nations of Guyana, Trinidad and Tobago and Suriname have large numbers of Hindus. Therefore, bridge-building is not optional, but compulsory. Consequently, training is imperative if we are to succeed in this process. We have benefitted richly from the expertise of General Conference personnel such as Dr. Petras Bahadur, Dr. Samuel Lumwe, and Dr. Clifmond Shameerudeen.

We have arrived at a strategic vision in which Religious Liberty constructs the bridge and Global Mission enables people to walk across it and education is the key pillar in the bridge-building process. Consequently, we have engaged in interdepartmental conferences, and exchange programmes, ensuring that each Department has representation on our various committees and also engaging in the dynamic distribution of literature.

INTER-RELIGIOUS COOPERATION

Luther Copeland in his epic book, “A New Meeting of the Religions” has made the following analysis and recommendations:

“As I have suggested, all religions have some sense of mission that is probably part of their essence. Therefore, I reiterate that it would be a great advantage to the human race if persons of religious faith could agree to stand for freedom.

A second area of possible cooperation among religions is the ethical and spiritual service to humanity. All religions claim some imperative to serve their fellow human beings, though some are more emphatic about this conviction than others....”

Therefore, there is a growing conviction that we must meet not only on the evangelistic battle

field but on the “relational caring field”. In our territory, we have had ample opportunities to show compassion to other religious communities when they have become victims of crime and violence.

For instance, in 2025, in Trinidad and Tobago, there was a home invasion in Curepe, where one of the members of that family was a Hindu Pundit who was shot and killed. In that period, even some of our churches were vandalised. These tragic occurrences provided great opportunities for inter-faith relationships and the building of strong bridges.

CONGRESS AND PLEDGES

During the period under review, we continued conducting the Annual Congress, although the COVID-19 pandemic forced us to relocate to virtual spaces while simultaneously stimulating our creative juices.

The 2021 Virtual Congress was conducted during the period June 23 to 26. The theme was “Grieving, Gullible, Yet Gracious: Ring the Bell”. We made intense efforts to make the Congress relevant to the several crises triggered by the pandemic.

The table below indicates the Congress speakers and topics.

Speakers	Topics
Dr. Kern Tobias	Climbing Mt. Pandemic
Attorney Leslyn Charles	Ring the Bell with Grace
Dr. Gandalal Samlalsingh	The Law, Liberty and Sacrifice
Dr. James Daniel	A golden Opportunity – Ring the Bell
Dr. Clive P. Dottin	Different Perspectives – Still Ring the Bell
Dr. Theodore Garnet	The Pandemic & Implications for the Mission
Pastor Anthony Hall	The Test and the Triumph – Ring the Bell
Dr. Ganoune Diop	Cooperation Without Compromise - Daniel
Professor Ian Green	The Role of Dialogue in a Crisis 1
Bro. Stevenson Byng	The Role of Dialogue in a Crisis 2

2021 VIRTUAL CARU – CARLA CONGRESS PLEDGE

1. We the delegates of the 2021 Public Affairs and Religious Liberty Congress - Caribbean Union Conference affirm that the Lord our Creator gave us the gift of the power of choice.
2. We believe that we must incarnate the Good Samaritan Model so that while we grieve, we must be gracious as we RING THE BELL! Therefore, we would comfort the grieving, educate the gullible and be gracious as we ring the bell!
3. We believe the principles of the Bible were designed by God to give us peace, happiness and justice, so we pledge to uphold the principles contained therein.
4. We pledge, by the grace of God, to use the opportunities provided by the pandemic and other crises to build bridges.
5. We believe that religious freedom is the cornerstone freedom which has been given by God to all mankind and that we must resist attempts to destroy that freedom.
6. We believe in the ideals expressed in the 1948 United Nations Declaration of Human Rights:

- Freedom to choose a religion
 - Freedom to change our religion
 - Freedom to have no religion
7. We pledge to employ innovative strategies to utilize members of the legal, business, finance and public service professions to advance this noble struggle.
 8. We pledge to continue recognizing the reality expressed by Lutheran Pastor, Dietrich Bonhoeffer, that “When God calls us, he bids us come and die.”
 9. We the delegates of this virtual 2021 Caribbean Religious Liberty Congress, believe that God ordained marriage as an institution between a man and a woman and that he was the first marriage officer in the Garden of Eden.
 10. We believe the prophetic analysis which states that the banner of truth and religious liberty has been entrusted to us.
 11. We believe that authentic religious freedom has no room for discrimination, racism, violence, and that we should respect the conviction of others even though they disagree with us.
 12. We hereby affirm the official position of the Seventh-day Adventist Church on the vaccine issue and that each individual must be free to make an informed decision on whether to take the vaccine or not to take the vaccine and should suffer no negative consequences because of his/her choice.
 13. Finally, we hereby express empathy with those who are incarcerated, tortured and face death because of their religious beliefs, and we hereby express a desire to network with other organizations to explore constitutional measures to defend and ultimately by God’s grace, to secure liberty for these individuals.

THE DEATH OF RANDALL HECTOR – 2023 CONGRESS AND 2024 CONGRESS

The theme of the 2023 CARLA Congress was “The Marriage and the Mission”. This Congress was designed to facilitate the synergy between the PARL Department and Global Mission. This

would prove to be the last programme that Attorney Randall Hector would address, as he was murdered on December 31st, 2024, just as he was leaving the Stanmore Avenue SDA Church.

Attorney Hector and his wife were walking south along Stanmore Avenue, hugging his son, when armed bandits shot him. He was rushed to the Port-of-Spain General Hospital but died on the operating table while surgeons were trying desperately to save him.

The last Congress in this Quinquennium was held in Suriname, over the period January 28 to February 2, 2025. The theme was “Defending the Other Side”. During this Congress, there was a special segment dedicated to celebrating the life of Attorney Randall Hector who served in various offices in The Caribbean Religious Liberty Association (CARLA).



We all grappled with this loss, and Security Professional Stevenson Byng wrote an article entitled, “Why was Randall Hector murdered?” In the conclusion of his article, Officer Byng arrived at the following conclusion:

“The murder enterprise in Trinidad – Within the last two decades, has been expanding with different levels of expertise and cost effectiveness. Twenty years ago, a direct approach would have been made by the client to a “badjohn” or hitman to kill someone. But the current Murder Enterprise in T&T has different layers that involve Brokers who can help the client choose the best hitman at the best cost leaving no trace to the client. The cost of a hit is now being quoted in US dollars.

When we classify Hector's murder as another random killing or gang related murder, we mask the valuable gains the gangs receive through these classifications. It also sends a message to other state prosecutors and complainants that you can be moved or eliminated if the gangs see you as an obstruction.

One can get the impression that in Trinidad and Tobago the "cake layer sovereignty" exists. Le Cour Grandmaison in his thesis on Order, Sovereignty and Violence in Mexico said that the narcos/gangs are not trying to overthrow political authorities, but they are trying to gain a more advantageous position in relation to those authorities. In some communities the gangs have better control and maintain their order. People in these communities play multiple roles within each sovereignty, the state and the gangs. So, it is essential to understand that these two multilayered sovereignties are not in opposition to each other but, for the most part, cooperate with one another. Gangs and 'public authorities can very easily coexist, collaborate, or come into conflict according to given political configuration and opportunity.' These two complementary power systems then form a social whole: the entire overlapping cake.

Why was Randall Hector murdered? The simple answer is he could not be bought. But the more complex answer is a combination of existing fear, corruption and lack of political will to deal with crime in T&T."

WEBINARS 2024

These webinars affirmed and expanded the Public Affairs section of the PARL Department.

WEBINAR 1

Thursday, April 25

CRIME IN THE CARIBBEAN – A FAITH-BASED RESPONSE

Moderator: Mrs Petranetta Pierre-Robertson

Speakers:

Dr Clive Dottin, PARL Director, CARU

Mrs Mary Edmund-Sankar, Social Activist

Mr Stevenson Byng, Chief Security Director, USC
Dr Raghunath Mahabir, Professor, USC
Attorney Leslyn Charles, President, CARLA

WEBINAR 2

Thursday, June 6

THE CRISIS OF NCDs IN THE CARIBBEAN – A FAITH-BASED RESPONSE

Moderator: Mrs Petranetta Pierre-Robertson

Speakers:

Dr Alexander Isaacs, Health Director, CARU

Dr Monica Osborne-Stevens, Family Medicine

Dr Arthur Phillips, Dep. CMO, Barbados

Dr Carson Greene – Educator and Conference President

WEBINAR 3

Thursday, June 27

PARENTING IN THE CARIBBEAN – A FAITH-BASED RESPONSE

Moderator: Mrs Petranetta Pierre-Robertson

Speakers:

Clara Bhola, Family Life Ministries

Linda Ambrose, Children's Ministries

Mr Rhondall Feeles, Fathers' Association

Pastor Ammaran Williams, Family Life Director, CARU

WEBINAR 4

Thursday, August 29

RELIGIOUS LIBERTY – CARIBBEAN PERSPECTIVES

Moderator: Dr Carson Greene

Speakers:

Dr Clive P. Dottin, Pastor

Mr Joseph N. Ponteen, Attorney

Mrs Leslyn Charles, Attorney

Pastor Guno B. Emanuelson, Pastor & Conference President

WEBINAR 5

Thursday, September 26

THE ROLE OF NUTRITION IN HEALTHY LIVING – A FAITH-BASED RESPONSE

Moderator: Mrs Petranetta Pierre-Robertson

Speakers:

Ms Melodie Hercules, Community Dietitian

Dr Patricia A. Dyett, Registered Dietitian & Public Health Nutritionist

Ms Charity Dublin, Public Health Nutritionist

Mrs Esther Selman, Dietitian/Health Educator

PROGRAMME DETAILS OF WEBINAR 5

September 26, 2024 - 5:30 p.m.

THE ROLE OF NUTRITION IN HEALTHY LIVING

Speakers and Areas

Dr Patricia Dyett

The Role of Nutrition in Health and Prevention of Disease

Mrs Esther Selman

How to Transition from a Meat-based Diet to a Plant-based Diet

Melodie Hercules

Promoting Healthy Eating in SVG

Charity Dublin

Nutrition Education and Advocacy in Antigua and Barbuda

WEBINAR DOCUMENT

GLOBAL EXPERTS: RESEARCH ON MARIJUANA

1. “Unlike alcohol, there is no ‘low risk’ level use of marijuana ... cannabis dependence (addiction) and cannabis-induced psychiatric disorders are well documented ... it must be appreciated that increased availability leads to increased use.”
2. Babies born to mothers who use marijuana during pregnancy have an eleven-fold increased chance of developing non-

lymphoblastic Leukemia.

3. Dr. Akira Morishima, one of the leading specialists in cellular heredity, has said that in his more than twenty years of research on human cells, he has never found any other drug, including heroin, which comes close to the DNA damage caused by marijuana.
4. Children exposed to marijuana prenatally have increased behavioral problems, decreased visual perception, decreased language comprehension, decreased attention span and memory.
5. Marijuana contains some of the highest cancer-causing substances known. Marijuana contains carbon monoxide, carbon dioxide, acetone, benzene, toluene, vinyl chloride, dimethylnitrosamine, methylethyl nitrosamine, benz(a) anthracene, benz(a) pyrene, ammonia, hydrogen cyanide and many more toxins.
6. Cases of cancer, including cancer of the mouth, tongue, larynx, jaw, head, neck and lungs have been reported in young marijuana smokers.
7. Benzopyrene, a chemical found in tobacco cigarettes, causes genetic damage in lung cells that is identical to the damage observed in the DNA of most malignant tumors of the lungs. An average marijuana cigarette contains 30 nanograms of this carcinogen compared with 21 nanograms in an average tobacco cigarette. This potent carcinogen suppresses a gene that controls growth of cells. When this gene is damaged, the body becomes more susceptible to cancer. This gene, P53, is related to half of all human cancers and as many as 70% of lung cancers.
8. In males, marijuana diminishes testosterone production and lowers sperm count. In females, marijuana disrupts hormone cycles.
9. Marijuana causes many mental disorders, including acute toxic psychosis, panic attacks, flashbacks, delusions, depersonalization, hallucinations, paranoia depression and “uncontrollable hostility”.
10. Marijuana has long been known to trigger

attacks of mental illness such as bipolar (manic-depressive) psychosis and schizophrenia. It has been shown that marijuana users are six times more likely to develop schizophrenia than are non-users.

INTEGRATION

The CUP Programme: Courage Unlimited Please

Friends Forever, the anti-drug ministry, was established in the South Caribbean Conference in the year 1984. Grenada was the next field to implement this support group ministry. The programme received phenomenal support in the Richmond Hill prison where Bernard Coard and his wife were incarcerated because of their role in the Grenada Revolution, during which the then Prime Minister, Maurice Bishop, was killed.

As the workload of Friends Forever became too demanding, and gang-violence escalated in Trinidad and across the wider Caribbean, the need for a new initiative became evident. To meet this challenge, a daughter, as it were, was born – Courage Unlimited Please (CUP). Following a period of careful planning and preparation, CUP was officially launched at the Mega Mission Convention held at the Grand Stand, Queen's Park Savannah in Port of Spain, Trinidad.

Courage Unlimited Please (CUP) is designed for the rehabilitation of youth involved in gangs as well as prevention of youth involvement in gang activities. The primary aim is to help youth to change their way of life and choose more desirable lifestyle habits. CUP also plays a significant role in schools, SDA churches, non-SDA Churches, and other NGOs such as Servol, Narcotics Anonymous, and Police Youth Clubs.

Four fields have indicated their interest in adopting CUP: Guyana Conference, Tobago Conference, South Leeward Conference and St Lucia Mission. We hope that all conferences and missions would recognize the importance of implementing this programme, as some youth in our churches have shown an increasing interest in becoming involved in the "GANGSTA CULTURE" of their communities.

In an effort to sensitize our members to the importance of facilitating the formation of Friends Forever and CUP, we have organized workshops, marches and rallies. Additionally, we have discovered that the Youth Alive Ministry, a General Conference initiative, is a very useful tool and can be incorporated into these youth programs.

THE DEATH OF A GREAT AMBASSADOR, OSWALD PIERRE

In the official Journal of CARLA, produced in February 2014, I noted the following:

"The new report recently released by Pew Research Center's Religion and Public Life Projects, highlights a number of troubling trends that should concern anyone – whether private citizen or public official – about the state of religious freedom around the world as of 2012."

The PEW Report went on to state that a "full third of the nearly 200 countries and territories surveyed had high religious hostilities in 2012." In a much more recent document, The PEW Research stated that "Christianity is the most persecuted religion in the world." In this quinquennium alone, the perpetuation of atrocities has been recorded in countries such as China, India, Pakistan, Sri Lanka, and Sudan. However, although these other countries are engaging in acts of persecution against Christians, Nigeria seems to be leading, with church leaders being arrested and incarcerated on the basis of fake evidence and rampant discrimination.

Also, in this quinquennium, we lost a tireless and consistent worker, an authentic Liberty Ambassador, Oswald Pierre, who died on January 25, 2024. Brother Oswald played an incredible role at all levels: the Tacarigua SDA church, South Caribbean Conference, and Caribbean Union Conference, inclusive of the Caribbean Religious Liberty Association. He also participated in congresses sponsored by the Inter-American Division and the General Conference.

Brother Pierre had a proactive and pulsating vision for the Department. He gave tremendous support to CARLA initiatives for more than 26 years. His involvement in his home church, Tacarigua SDA, spanned 50 years. Some of his major accomplishments included:

- Focusing on Liberty Day in his church
- Contributing relevant articles to the Liberty Journal
- Intervening in crises such as the demolition of the Couva Baptist Church in 2011
- Conveying relevant information to the nation through consistent media releases, especially in relation to Constitutional issues
- Providing sound advice to leaders, including Pastor Leslie Moses, Dr Kern Tobias, and Dr Clive Dottin
- Serving in various capacities with absolute distinction. Two of these positions were Vice President and Assistant Secretary General of CARLA.

As we reflect a bit more on his life and service, we might conclude that perhaps his Gold Standard contribution was during the National Consultation on Constitution Reform in March, 2013, where he

challenged atheists such as popular journalist, Kevin Baldeosingh.

As Oswald Pierre reported in the 2014 Liberty Journal, he stated that the preamble in the Constitution should be retained: “Freedom of conscience and religious belief, and observance and the recognition of God.”

“Take God out of the Constitution,” was the immediate reply of Kevin Baldeosingh, a founding member of the T&T Humanist Association. He described the Constitution’s preamble and acknowledgement of the supremacy of God as “philosophically incoherent.” Oswald Pierre shocked the audience by responding to the atheist: “If you leave God out of the Constitution, you would also have to leave reference to God out of the National Anthem.”

His life of faith has left us confident that Oswald Pierre would be in that number when the saints go marching home.

We have extended our condolences to his family. Both the Conference and the Caribbean Union paid tribute to this outstanding soldier of the Cross in recognition of his stalwart service.

COMPARATIVE REPORTS: 2016-2020 AND 2021-2025

FOCUS	OBJECTIVE 2016-2020	ACTUAL	OBJECTIVE 2021-2025	ACTUAL
Letters/Interviews	700	681	800	726 = 91%
Zones	-	-	4	1 = 25%
Participation in Inter-faith Dialogues	100	66	150	182 = 121%
Conventions/Congresses	144	74	162	81 = 50%
Media/Technology	184	173	200	329 = 165%
Workshops	100	95	124	101 = 81%
Media Projects	150	103	200	226 = 113%
PARL Directors in Churches	735	365	745	512 = 69%
Meeting with Government Officials	310	237	330	259 = 78%
Problems Solved	175	244	245	240 = 98%
Public Evangelism/Baptisms	20	9=44	10=50	6=37: 60% = 74%

Festivals	65	43	68	49 = 72%
Meeting with non-SDA Leaders	400	372	400	374 = 94%
Support Groups	5	4	6	5 = 83%
BELL Journals	5	4	5	3 = 60%

ACTS OF GRATITUDE

We must thank God for His blessings and for protecting us!!

- We must thank our Union Administrators: Dr Kern Tobias, Pastor Johnson Frederick and Pastor Bertie Henry
- We must thank Sis Carol Joshua, our Administrative Assistant for her tireless and consistent work.
- We must thank all of our Directors in the Conferences and Missions for their sterling contribution:
 - i. Guyana Conference – Osley Edwards and Oliver Moore
 - ii. South Caribbean Conference – Paul Philbert and Wayne Andrews
 - iii. Suriname Mission – Guno Emanuelson
 - iv. Tobago Conference – Wilfred Des Vignes
 - v. Grenada Conference – Elvis Hillaire and Edward Guillaume
 - vi. East Caribbean Conference – Danforth Francis and Anthony Hall

vii. St Vincent & the Grenadines Mission – Aldon Ambrose

viii. South Leeward Conference – Carson Greene and Wayne Knowles

ix. North Caribbean Conference – Desmond James and Wilmoth James

x. St Lucia Mission – Alfred Joseph and Roger Stephen

We must thank CARLA: The Caribbean Religious Liberty Association, led by Attorney Leslyn Charles, President; Attorney Susan Sealy, PRO and the magnificent team of officers, for their unwavering support of the PARL Directors and every programme, whether traditional or innovative.

We must thank our field administrators for their support of regional and local programmes, and for their substantial investment, especially the Congress programmes.

We must thank our PARL Directors in the local churches, and the volunteers who assisted in our regional projects.

Above all, we must thank Almighty God who has once again proven faithful over the past quinquennium.

DEPARTMENT REPORT

WOMEN, POSSIBILITY, CHILDREN & ADOLESCENTS MINISTRIES



DIRECTOR

Mrs. Debra Henry

“

All are gifted, needed and treasured.”

EXECUTIVE SUMMARY

Mission and Strategic Context

The Mission of the Caribbean Union Conference is “to prepare the people of the region for the glorious second advent of Jesus through the proclamation of the everlasting gospel and to make loving, obedient disciples of Jesus Christ, who, having experienced His transforming grace, will go forth under the power of the Holy Spirit to share joyfully with others the good news of salvation.”

To fulfil the Mission of CARU, the strategic initiatives of Personal and Spiritual Growth and Maturity, Enhancement of Education, Health and Family Life, and Evangelism and Community Outreach were implemented across the three ministries – Women, Children and Adolescents, and Possibility Ministries.



ADMINISTRATIVE ASSISTANT
Jadia Joseph



Children and Adolescents Ministries

Children are a precious gift from God and the future of both the Church and society. Nurturing their spiritual growth while ensuring their safety and wellbeing remains a sacred responsibility entrusted to us. During the quinquennium, our ministry has intentionally implemented a range of activities and initiatives designed to nurture, protect, and strengthen the spiritual development of children within our church and community. The purpose of CAM is to nurture children into a loving, serving relationship with Jesus by inviting every child in the world to know Jesus Christ and accept Him as his/her personal friend and Savior.

Through leadership training, child protection initiatives and engaging spiritual activities, we have sought to create environments where children can grow in their knowledge of God, develop strong values, and feel safe, valued and supported. These efforts have also equipped leaders, volunteers and families with the tools needed to guide children in their faith journey while promoting their holistic well-being.

As we review these accomplishments, we give thanks to God for the dedication of our leaders, teachers, parents and supporters who continue to invest their time, talents and treasure in shaping the lives of our children. As we share these highlights, the passage in 3 John 1:4 expresses the sentiments of our hearts: “I have no greater

joy than to hear that my children are walking in the truth.”

We extend our sincere appreciation to our Children’s Ministries workers for the important role they play, and the many sacrifices made as we seek to nurture and empower our children for God’s mission.

Women’s Ministries

“There never was a time when more workers were needed than at the present. There are brethren and sisters throughout all our ranks who should discipline themselves to engage in this work; in all our churches something should be done to spread the truth...” (Review and Herald, April 1, 1880). These compelling words from the Spirit of Prophecy provided the impetus for many ministry initiatives throughout the years. A quotation from the book *Evangelism*, p 471, emphasizes this need and makes a specific call. Ellen White noted that “The refining, softening influence of Christian women is needed in the great work of preaching the truth.”

The Women’s Ministries Department was established in response to this call for women to be “instruments of righteousness, rendering holy service.” This Department is committed to encouraging, challenging, nurturing and equipping Seventh-day Adventist women as they do their part in sharing the gospel.

During the quinquennium, we focused on advancing four strategic priorities through targeted activities designed to deepen faith, strengthen personal discipleship and equip members for effective service. The initiatives implemented during this period addressed spiritual formation, leadership renewal, compassion in action and the discovery and use of spiritual gifts. In addition to the three strategic initiatives, the fourth priority is Financial Viability and Stewardship.

In conclusion, the activities of the Women's Ministries Department during this period, reflect a deliberate and faithful response to the strategic priorities of the Caribbean Union. These initiatives have nurtured and empowered our women and strengthened their capacity to do their part in advancing the Mission. While meaningful progress has been made, the work ahead calls for continued commitment, prayerful discernment and the ongoing support of leadership and laity. We are admonished in 1 Corinthians 15:58 to be steadfast, immovable, always excelling in the work of the Lord.

Adventist Possibility Ministries

Creating a truly inclusive church community is both a calling and a commitment. Adventist Possibility Ministries seeks to give our congregations an opportunity to inspire, equip and mobilize those who have a disability, suffered a loss, or are caregivers, so they may serve God and their community. This mission is encapsulated in its purpose statement that "All are gifted, needed and treasured." Our activities during this quinquennium focused on awareness, acceptance and empowerment.

The activities highlighted for this reporting period reflect a growing commitment to compassion, accessibility and belonging. Together, these efforts move us closer to our vision of a church community where inclusion is not simply an initiative, but a way of life.

Our sincere appreciation and gratitude are extended to all our leaders and volunteers in our congregations across our territory for their

unwavering commitment to serving in these ministries. Your efforts do not go unnoticed. Each act of kindness, every hour of service and every prayer offered contributes to the growth and strength of our mission. May you be continually encouraged and blessed as you serve.

ACHIEVEMENTS OVER REPORTING PERIOD

CHILDREN AND ADOLESCENTS MINISTRIES

1. Strategic Initiative: Personal and Spiritual Growth and Maturity

The Children and Adolescents Ministries Department remains committed to nurturing the faith of our children and helping them develop a meaningful relationship with Jesus. Recognizing that spiritual formation begins early, the department implemented several initiatives designed to build character, deepen biblical understanding, and equip leaders to guide children on their faith journey.

i. Values for Eternity Happy Hour for Children

This virtual program was an adaptation of the "Talking Backpack" initiative. This twelve-week series aimed at instilling godly character and values in children. The series was conducted in April 202. Through engaging devotions, interactive activities, and age-appropriate discussions, children were encouraged to learn biblical principles such as kindness, honesty, gratitude and faith. Each Conference and Mission was given the opportunity to host one of the sessions. The program provided a joyful and safe environment where children could grow spiritually while connecting with one another.

ii. Spiritual Olympics

Our children also participated in a spiritual Olympics series initiated by the Inter-American Division. The ten-month program emphasized the virtues of Faith, Hope and Love through monthly challenges. The activities encouraged personal devotion, family time, witnessing to friends and community service.

iii. Holy Spirit Emphasis Week

Special material was prepared for the children for this annual emphasis week, observed in January. Both virtual and in-person sessions were organized by the churches across the Union. The focus was to help children understand who the Holy Spirit is and how He works in their lives. Through devotions, storytelling, music and creative activities, children learned about the guidance, comfort and strength the Holy Spirit provides. The sessions helped make this aspect of our faith more relatable and meaningful for young hearts and minds.

iv. Training for Leaders and Volunteers

To strengthen ministry to children, several training sessions were organized. One very significant session was a special needs workshop for Sabbath School and VBS teachers. The participants were introduced to simple tools and approaches that can help them to adapt teaching methods and material to create an inclusive Sabbath School environment. Emphasis was placed on creating welcoming environments to ensure that children with special needs feel loved and learn to build a personal relationship with Jesus in their own way. The Alive in Jesus Sabbath School training was also successfully completed in every field in 2025 and the first quarter of 2026. This new Sabbath School curriculum is designed to nurture the spiritual lives of children from birth to eighteen years and develop a culture of disciple making.

These initiatives reflect the department's commitment to laying a strong spiritual foundation for our children. By nurturing Godly values, teaching the work of the Holy Spirit, and equipping leaders, we continue to guide children toward personal faith and spiritual maturity.

2. Strategic Initiative: Enhancement of Education, Health and Family Life

This department remains committed to strengthening the well-being of children and families through initiatives that promote education, personal development, and healthy relationships. During the reporting period, several

meaningful activities were implemented to support this strategic initiative.

i. "Grounded" Teen Program

One of the key activities was an empowerment series for teens entitled "Grounded" held from August 22-28, 2021 and April and May 2023. These programs were designed to equip young people with practical knowledge and skills for everyday life. The series included sessions on life skills development, helping teens build confidence in areas such as decision making, coping skills and exam preparation. Another important component of the series focused on recognizing the warning signs of abusive or unhealthy relationships, providing young people with the tools to identify harmful behaviors, value themselves and seek help when needed. These sessions encouraged open discussion and reinforced the importance of respect, safety and healthy boundaries.

ii. Animated Safety Videos for Children

Additionally, we supported the development of animated safety videos for children. These child-friendly videos "I am Special" and "Protect Yourself" were created in 2023 to communicate important safety messages in a clear, engaging way.

iii. Child Protection Training

An annual Child Protection training was conducted for leaders and volunteers who work with children in the church. The weekend program organized in the month of January was well supported. The purpose of the training was to strengthen awareness, knowledge and practical skills necessary to safeguard children and create a safe, nurturing environment for their spiritual and personal development.

The sessions brought together Sabbath School teachers, youth leaders, ministry volunteers and other individuals who interact regularly with children in church programs. The training emphasized the church's responsibility to protect children from abuse, neglect and exploitation while ensuring that all ministries involving children operate in a safe and respectful manner.

The training also focused on practical safeguarding measures. Participants were guided through key principles of child protection, including understanding the different forms of abuse. The facilitators also highlighted common warning signs that may indicate a child is experiencing harm. Leaders and volunteers were encouraged to remain attentive and compassionate so that they can respond appropriately if concerns arise.

Another important aspect of safeguarding was the introduction and reinforcement of child protection policies and procedures within the church. On June 4, 2025, the Executive Committee voted the 'Establishment of a Child Protection Committee in each Conference or Mission.' The training represents an important step in strengthening the church's commitment to safeguarding its children. By equipping leaders and volunteers with the necessary knowledge and guidelines, the church continues to uphold its responsibility to protect, nurture and value every child entrusted to its care.

These initiatives collectively contribute to the holistic development of our children and adolescents by promoting knowledge, emotional well-being, and safe social environments. By investing in education and family life skills in collaboration with the Family Life Department, we continue to foster environments where children and youth can thrive in safety and faith.

3. Strategic Initiative: Evangelism and Community Outreach

This strategic initiative focused on equipping our children for effective witness and giving them the opportunity to respond compassionately to the needs of others. During the reporting period, several activities were implemented.

i. Virtual Young Preachers Workshop

This program was designed to build the confidence of our children and provide child-friendly techniques for public evangelism. The participants were trained in effective speaking techniques, message preparation and audience engagement. Child-friendly sermons were also provided for our budding preachers throughout the quinquennium.

ii. Toy and Clothing Drive for Children – St. Vincent Volcano Shelter

Toys, activity books and essential items were collected by children across the Union in 2021 and sent to the children who were displaced. This Mission project provided practical support and comfort to the recipients and allowed the children who participated to experience the joy of compassionate service.

iii. Vacation Bible School

During the reporting period, intentional efforts were made to strengthen the impact of Vacation Bible School as a key outreach and discipleship opportunity for children. Several strategic actions were implemented to support local churches and leaders in delivering more effective and inclusive programs.

a. Provision of Free Program Kits

Recognizing that limited resources can hinder participation, free VBS program kits were provided to participating churches. These kits included curriculum material and resources designed to make planning and implementation easier for volunteers and leaders. By removing financial barriers to accessing quality materials, more congregations were encouraged to host VBS programs and engage children in meaningful, spiritual learning experiences.

b. Additional Funding Support

To further enhance the reach and quality of VBS programs, provisions were made for additional funding by including it in the Evangelism budget of Conferences, Missions and local churches. The recommendation was approved by the Executive Committee conducted from November 4-5, 2024. This support helped churches cover essential expenses such as supplies, meals, decorations and outreach materials. This funding assistance enabled congregations to increase their participation in this engaging evangelistic experience.

c. Guidance for Inclusive Programming

Special emphasis was placed on promoting inclusive programming so that children of varying abilities and backgrounds could fully participate. Leaders were provided with practical tips and guidance on creating welcoming environments, and adapting activities, and ensuring that children with special needs could engage meaningfully in the program. This approach reinforced the value of every child and encouraged churches to intentionally design VBS experiences that are accessible, supportive and engaging for all.

Through these initiatives, we sought to expand outreach, combine proclamation with practical ministry and train our children for service to God and man.

A FOUNDATION FOR ETERNITY

These five years have been about building a foundation that lasts. By prioritizing spiritual depth, safety, empowerment, and service, we are ensuring that every child knows their value in Christ. We are grateful to the volunteers, parents, and church members who have supported these initiatives. As we look to the future, we remain dedicated to our goal: nurturing the faith of every child, ensuring they are rooted, grounded, and ready to serve. Thank you for your prayers and support.

ADVENTIST POSSIBILITY MINISTRIES

1. Strategic Initiative: Personal and Spiritual Growth and Maturity

Our department remains committed to nurturing the personal and spiritual growth of persons with disabilities, affirming their God-given worth, gifts and calling within the body of Christ.

i. Ministry Initiatives

a. Consecration Service

A special consecration service was held on Zoom on April 21, 2023. This service

focused on prayer, dedication and spiritual renewal, emphasizing that every person is called to grow in faith, purpose and service, regardless of ability or lack. Pastor Larry Evans, Dr. Samuel Telemaque, and Dr. Kern Tobias shared words of encouragement with the participants. More than two hundred leaders, caregivers, and persons with disabilities were logged on to this inspiring service.

b. Possibility Ministry Day

This annual emphasis day scheduled for the third Sabbath in April was observed by many of our churches. It was organized with the deliberate focus on potential and contribution rather than limitations. The event celebrated the talents and resilience of persons with disabilities and encouraged greater inclusion, accessibility, and participation in all areas of church life.

c. Emphasis Day for Spousal Loss

Recognizing the unique emotional and spiritual challenges faced by persons who have experienced spousal loss, a special emphasis day was observed on May 30, 2024. Dr. Edward Clarke prepared seminar material for use in our churches as we seek to create safe compassionate spaces for grief and healing.

ii. Outcomes and Impact

- a. These activities contributed to strengthened faith, increased visibility, and a deeper sense of belonging for persons with disabilities.
- b. The wider congregation benefitted through heightened awareness, empathy and understanding.
- c. We are assured that the personal and spiritual growth of persons who are differently able are essential to the health and witness of the church.

2. Strategic Initiative: Enhancement of Education, Health and Family Life

Guided by the strategic focus on education, health and family life, our department implemented several initiatives aimed at improving communication access, strengthening family support systems and promoting greater disability awareness in the congregation.

i. Ministry Activities

a. Sign Language Training Classes

During May and June of 2024 and 2025, our department facilitated two virtual sign language training classes as well as a workshop on church-specific signs. More than one thousand persons participated over the two-year period and fifty persons pursued certification through the program. These virtual sessions were designed to enhance communication access for persons who are hearing and also those who are deaf or hard of hearing, and begin to prepare interpreters for our congregations.

The classes targeted children, caregivers, volunteers, leaders and interested persons, equipping them with foundational skills for meaningful engagement within families, congregations and the community.

b. Chosen and Loved Symposium

The church for the Deaf and Hard of Hearing was invited to conduct a virtual sensitization and training session for interested persons. This symposium captioned “The Gospel for All” was held on March 3, 2024.

c. Autism Parenting Seminar

A series of Autism parenting seminars was conducted to support parents and caregivers of children on the autism spectrum. The first session, “Parenting Children with Autism”, was held on April 3, 2025, with follow-up sessions continuing in the first quarter of 2026. The facilitator was Ganelle Ramkissoon, a special education instructor. These seminars addressed topics

such as understanding autism, effective parenting strategies, emotional resilience, and advocacy.

Participants reported increased confidence in their ability to parent their child, improved coping skills, and a deeper appreciation for their autistic children and the endless possibilities that lie before them.

d. Awareness Day Flyers and Videos for Social Media

In observance of designated global disability awareness days, we developed and distributed informational flyers and short videos across social media platforms. These resources highlighted the abilities, contribution and potential of persons with disabilities, increased sensitization and awareness in our churches and communities, and challenged stigma and misconceptions.

e. Adoption of Communication Policy

A disability communication policy was developed and approved by the Executive Committee on June 4, 2025. This policy aims to ensure that information, programs and services within our churches are accessible to persons with disabilities through appropriate formats, and language and communication supports. The adoption of this policy represents a significant step toward sustainable inclusion.

It was developed to enhance awareness and inclusion for persons with disabilities and reduce communication barriers. Members were encouraged to demonstrate greater understanding and take the necessary steps to ensure program accessibility.

f. Training Retreat

To strengthen the capacity of our leaders to effectively plan for their departments in their respective fields, we provided practical learning opportunities during a leadership training retreat conducted in Barbados from July 10 to 15, 2024. As part of the training,

the leaders engaged in meaningful dialogue with persons with disabilities who provided valuable information and insights that have helped to guide ministry initiatives for inclusivity.

Additionally, as part of our commitment to fostering an inclusive community, leaders participated in the sign language evangelistic campaign, “Signs of God’s Love”, conducted by the Church of the Deaf and Hard of Hearing in Barbados.

A fun day was also organized with team-building and experiential learning activities, during which the directors played golf alongside persons with disabilities, and participated in a domino match with persons who are blind.

These initiatives fostered greater awareness among our leaders, equipped them with practical skills, and renewed their commitment to creating churches where everyone feels valued, included and empowered to serve.

i. Recommendations

Future efforts should focus on:

2. Expanding training opportunities
3. Deepening family support
4. Strengthening inclusive practices in every area of our Church

3. Strategic Initiative: Evangelism and Community Outreach

Recognizing that many Deaf individuals face communication barriers that limit their knowledge and understanding of the gospel, we sought to support programs that are already serving their community. One of the major actions undertaken was providing financial support for an evangelistic campaign done in sign language. Additionally, programs and resources were provided to give guidance on how to share the gospel with persons who are differently able.

THE PATH AHEAD

During this quinquennium, we have demonstrated that when we remove barriers, we open doors for the Holy Spirit to work in incredible ways. We are grateful to the leaders, caregivers, and individuals who have championed this cause. As we look ahead, we remain committed to our vision: a church that is not just accessible, but fully inclusive. Thank you for your support as we continue to make “possibility” a reality for every child of God.

WOMEN’S MINISTRIES

1. Strategic Initiative: Personal and Spiritual Growth and Maturity

This strategic focus seeks to nurture the holistic development of individuals by strengthening their relationship with God. This strategy aims to cultivate Christ-like values. It also emphasizes personal development – supporting mental and emotional wellness and the discovery and use of spiritual gifts.

i. Ministry Activities

a. Chosen and Loved Online Certification - Spiritual Health

The book *Mind Character and Personality* vol.1 was used to provide structured training aimed at cultivating Christ-like compassion and practical expressions of kindness. This virtual program sponsored by the Inter-American Division, was conducted in February 2021. The one hundred and five participants from our territory were equipped with Spirit of Prophecy as well as biblical foundations and practical tools to serve individuals and communities with empathy, integrity and consistency.

The outcomes and impact expected were increased awareness of character formation as a spiritual discipline, empowered participants to model kindness in ministry and daily life, and an opportunity for witness to non-Christian women.

b. Women's Day of Prayer

The annual International Women's Day of Prayer, observed in March, created a sacred space for spiritual renewal, corporate worship, intercession, and prayer fellowship. This program was presented as prayer conferences, prayer breakfasts, church services and home gatherings. The majority of our churches across the Union were actively engaged. This emphasis day encouraged unity, surrender, and dependence on God through prayer.

The outcomes and impact expected were strengthened spiritual bonds among women, deeper personal prayer lives, and fostering emotional and spiritual healing.

c. Spiritual Gifts Seminar

This annual initiative was conducted virtually from January 26-27, 2023 and February 9-10, 2024. The facilitator, Pastor Roosevelt Haynes, shared valuable self-assessment tools with the participants. This seminar was designed to help participants identify, understand and responsibly use their spiritual gifts for the edification of the church and ministry initiatives.

The outcomes and impact expected were: increased understanding of spiritual gifts, improved confidence in serving according to gifting, and better alignment of individuals to appropriate ministry roles.

Recommendations included providing follow-up sessions or mentoring to reinforce learning and application, and increased participation by promoting activities across ministries and age groups.

d. Women's Retreat

A Women's Retreat under the Theme "Treasured" was convened in Cancun Mexico from August 15-19, 2025. Recognizing the increasing spiritual, mental and emotional demands faced by women, the program was intentionally designed to

foster healing, restoration and fellowship. The inspiring devotional messages by Dr. Anita Sydney, the biblically based mental wellness tools from Dr. Sandra Reid-Bernard, the expert advice on domestic violence from Dr. Edith Fraser, and guidance on how to minister to women from Dinorah Rivera and Beverly Braithwaite-Chan fulfilled those objectives. Thirty-one women were honored for their unwavering dedication, faithful service and exceptional leadership. One hundred and ninety-five persons from across the Union were in attendance at this transformative event.

The outcomes and impact included attendees reporting feeling satisfied, spiritually refreshed and emotionally encouraged; the fostering of a greater sense of unity and strengthened bonds; and several women indicating a renewed sense of commitment to advocacy for victims of domestic violence.

Collectively, these Ministry activities significantly contributed to the strategic goal of nurturing personal and spiritual growth and maturity. Our members demonstrated increased spiritual awareness, deeper engagement in mission, and a stronger readiness to serve with purpose.

2. Strategic Initiative: Enhancement of Education, Health and Family Life

These initiatives were designed to strengthen families, equip leaders and promote holistic wellbeing within the congregation and wider community.

i. Ministry Activities

a. Domestic Violence Support Training - October 3-November 7, 2021

Our department facilitated a virtual six-week training program for Women's Ministries leaders and Coordinators focused on domestic violence. The program addressed:

- Root causes and patterns of abuse
- Prevention and early intervention

- Appropriate pastoral and community responses
- Referrals, healing strategies and support

This initiative equipped women to respond knowledgeably and compassionately, strengthening the church's capacity to provide safe support and guidance to affected families. Dr. Mable Dunbar, President of Women's Healing and Empowerment Network (WHEN) was the facilitator. Sixty persons completed the training.

b. Parenting Series: Raising Children Right – May 28, June 4, 2023

A parenting series titled "Raising Children Right" was conducted to support parents and caregivers in fulfilling their God-given responsibility to nurture children. This engaging Zoom program was facilitated by Beverly Braithwaite-Chan. More than two hundred persons from across the region participated.

Key areas included:

- Positive discipline and communication
- Emotional and spiritual development
- Building strong, respectful parent-child relationships

Outcomes and Impact

- Reinforced biblical parenting values
- Addressed practical parenting challenges faced by families today
- Emphasized intentional parental engagement and communication

c. Women's Health Symposium – May 26, 2024

This health symposium was hosted by a panel of health professionals including Dr. Avonelle Henry, OBGYN, and Dr. Sandra Banjoko, Marriage and Family Therapist. The primary focus of the symposium was menopause; an often under-discussed yet significant aspect of women's health. The forum addressed issues of:

- Physical and emotional changes associated with menopause
- Health management and lifestyle strategies
- Mental and emotional well-being
- Reducing stigma and encouraging open dialogue

This initiative equipped the three hundred attendees with accurate information, tools for practicing self-care, and a platform for engaging in supportive conversations around women's health.

Outcomes and Impact

Conjointly, these activities contributed to:

- Increased awareness and understanding of domestic violence and family health issues
- Strengthened leadership capacity among women
- Improved parenting knowledge and practices
- Greater openness and confidence among women in managing health transitions
- Advancing the church's mission to care for the whole person - spiritually, emotionally and physically

Recommendations

These initiatives contributed meaningfully to the church's strategic objectives. The following recommendations were gathered from the participants.

- Continued emphasis on family strengthening ministries
- Expanded outreach and sustained collaboration between the ministries that cater for this group.

I sincerely believe that together we can build on these successes and further strengthen families and communities.

3. Strategic Initiative: Financial Viability and Stewardship

The objective for the initiative in this category was to strengthen financial viability and promote good stewardship by equipping women with certified, marketable skills that enhance employability, income generation and sustainable livelihoods.

i. Ministry Activity

a. RENEW - certified skills training program - (Retool, Equip, Nurture and Empower Women)

This initiative was made possible through partnership with GAMMA Learning Institute. It focused on practical, in-demand skills that enable participants to secure employment, develop entrepreneurial ventures, and contribute meaningfully to their households, church and wider community.

Courses Offered:

Basic Graphic Design

Graduates are positioned to offer freelance services, support church and community communication needs, and provide access to entry-level opportunities in the creative sector.

Elderly Care

Participants received certified training in caregiving for the elderly, including basic health support, and safety and compassionate care practices. This course provided viable employment opportunities while reinforcing values of service, dignity and stewardship of life.

Web Development

This course equipped participants with foundational skills in website creation and maintenance. The training supports entrepreneurship and remote employment opportunities, and strengthens digital capacity for ministry and community outreach initiatives.

Events Management

The Events Management course provided training in planning, coordinating, and executing events. Graduates were able to generate income and strengthen the church's capacity to manage church and community events efficiently and cost effectively.

Outcomes and Impact

- The program promoted financial empowerment and self-reliance, encouraging responsible stewardship of resources.
- This initiative reflects prudent stewardship by investing in human capital rather than short term assistance.

Recommendations

- This skills training program can be sustained and expanded with consideration given to additional courses.
- Opportunities and scholarships should be provided for single mothers in need.

One hundred and fifty-three persons graduated. Many of the graduates used their certificates to obtain jobs. Evidently, trained individuals are better positioned to contribute financially and professionally to the mission of the church.

4. Strategic Initiative: Evangelism and Community Outreach

This department is committed to preparing our women to do their part to fulfil the Gospel Commission. During this reporting period there was a strong emphasis on building cultural awareness and equipping members to share their faith effectively in diverse contexts. Our women were encouraged to meet people where they are and demonstrate the love of Christ through word and action.

i. Ministry Activities

- a. A cross-cultural training initiative facilitated by the AMR was conducted online from November 8 to 13, 2021. Dr. Petras Bahadur,

Dr. Samuel Lumwe and Dr. Heather-Dawn Small were the main presenters. These sessions were adapted specifically for women. Apart from increasing cultural sensitivity, it armed them with practical skills for effective ministry to women from non-Christian religions.

- b. The Women in Evangelism training initiative was a virtual program conducted weekly from September 28 to October 12, 2025. Presenters included Jamilla Joseph-Nicholls, Dr. Kay White, Dr. Hesketh Matthew and Pastor Ashton O'Neil. The presentations encompassed the role of women in evangelism, sermon preparation and delivery, and diversified evangelism.

Outcomes and Impact of Training

- Enhanced the capacity of our women to engage meaningfully and witness effectively to persons from diverse cultural backgrounds, age groups, and social contexts
- Strengthened participants' confidence and competence in utilizing a variety of evangelistic methods

Challenges

- The availability of volunteers for sustained outreach activities
- Ongoing need for training and support to address cultural dynamics and changing community needs

Recommendations

- Continuation and expansion of cross-cultural and diversified evangelism training programs
- Allocation of resources to support sustained and strategic evangelism and outreach efforts

A FUTURE OF IMPACT

This five-year term has been a journey of spiritual enrichment, practical empowerment, and faithful service. As we celebrate these achievements, we look forward to the future with the same commitment: to empower every woman to use her gifts for the kingdom of God. Thank you for your support, your leadership, and your prayers.

DEPARTMENT REPORT COMMUNICATION



DIRECTOR

Pastor Royston Philbert

“

Communication shapes perception, and perception influences response to the gospel.”

INTRODUCTION

Administrators of the Inter-American Division, field presidents of CARU, institutional leaders, directors, administrative colleagues, office staff, delegates, spouses and family members of delegates, specially invited guests, brothers and sisters, greetings in the name of Jesus Christ!

The Communication Department of the Caribbean Union Conference exists to serve the mission of the Church by giving voice, visibility, and direction to its witness in the Caribbean and beyond. Rooted in personal ethical standards of **confidence, clarity of direction, and availability**, the Department understands communication not merely as information sharing, but as sacred stewardship - an extension of the Church's calling to proclaim Christ in word, image, and action.

As a facilitating arm of administration and all church departments, the Communication Department works collaboratively to support the aggressive yet loving and humble proclamation



ADMINISTRATIVE ASSISTANT
Sheryle Liverpool

Telling the Story. Advancing the Mission.



of the everlasting gospel. Guided by the message of the Three Angels of Revelation 14, its role is to ensure that the Church's life, activities, and testimony are presented in a way that favorably attracts hearts to Jesus Christ and leads individuals to choose discipleship.

The Department's **vision** - to reach the highest point of excellence in Christian journalism in the Caribbean to the glory of God - shapes every communication effort, while its **mission** to provide an inspirational story of the Church in the Caribbean Union Conference gives focus to its daily work. Through accurate reporting, compelling storytelling, and intentional media engagement, the Department seeks to reach the Caribbean and the wider world with messages that reflect the hope, faith, and mission of the Seventh-day Adventist Church.

Underlying this work is a clear theological and missional conviction: communication shapes perception, and perception influences response to the gospel. Therefore, the Department intentionally seeks to create a favorable image of the Church - its values, ministries, and witness - so that many may be drawn to Christ and become members of His body. As inspired counsel reminds us, the ultimate objective is to "show forth the excellence of the character of God through exactness, skill, tact, wisdom, and perfection in everything that shall be done in His service."

In pursuit of this mandate, the Communication Department continues to enhance and expand available media platforms, develop fresh and relevant communication channels, and tell the story of the Church through authentic journalistic narratives that reveal faith in action. I wish to express thanks to former Director Dr. Claudius Morgan for his commitment and service to the Department. It is through his vision and leadership that we were able to build ministry. Through these efforts, the theory of truth is given living form, as the character of God is reflected in the lives, ministries, and mission of His people across the Caribbean Union Conference.

When we began three years ago, we did so with clear vision, mission and strategic direction.



Caribbean Union Conference Communication Directors attending Advisory in Barbados 2023

Vision

To achieve excellence in Christian communication within the Caribbean Union Conference and beyond, to the glory of God, by using diverse media platforms to inform, inspire, unite, and build trust as we share the gospel with the world.

Mission

To tell the inspirational story of the Seventh-day Adventist Church in the Caribbean Union Conference and beyond through accurate, ethical, and engaging communication that leads people to Jesus Christ.

HOW WE SERVE

Field Communication Directors – Caribbean Union Conference

Field / Conference / Mission	Communication Director(s)
Suriname Mission	Vanessa L. Draaisma-Haselhoef; Esmeralda Omzigtig
Guyana Conference	Pastor Osley Edwards
South Caribbean Conference	Pastor Edison Williams
Tobago Conference	Annette Lewis
Grenada Conference	Pastor Oliver Scott; Pastor Elvis Hillaire
St. Vincent and the Grenadines Mission	Pastor Chan Nichols; Pastor Dwane Nichols
St. Lucia Mission	Pastor Daryl St. Clair; Pastor Lucius Philip
East Caribbean Conference	Pastor Anthony Hall
North Caribbean Conference	Pastor Leriano Webster; Sis. Linda Ambrose
South Leeward Conference	Pastor Wayne Knowles; Pastor Frederick Alfred

During the period under review, the Communication Department focused on the following **key strategic Goals**:

Communication Management – Strengthening systems, coordination, and oversight to ensure effective and consistent communication across the Union.

Organizational Visibility and Awareness – Enhancing the public presence and visibility of the Caribbean Union Conference and its ministries through intentional storytelling and media engagement.

Corporate Communication – Promoting clear, unified messaging that reflects the identity, values, and mission of the Conference.

Training and Development – Building capacity through training and support for communication personnel, media teams, and departmental partners.

Internal and External Engagement – Improving communication within the Church and strengthening relationships with external stakeholders and the wider community.

Inter-Agency Support – Providing communication support and collaboration with conferences, missions, institutions, and partner organizations.

STRATEGIC GOAL #1

Communication Management – Strengthening systems, coordination, and oversight to ensure effective and consistent communication across the Union.

During the period under review, the Department focused on motivating church leaders and members to recognize and embrace the value of active, intentional communication in today’s rapidly changing world, emphasizing communication as an essential tool for mission, unity, and effective witness.

Objective

To increase awareness of the importance of church communication in today’s world and to encourage leaders and members to adjust their thinking and practice of ministry and church

operations to effectively engage a changing communication landscape.

Action Initiatives

1. Produce the CARU Weekly Communication News Bulletin (2023–2026)

Purpose: To provide regular updates, guidance, and inspiration for communication personnel, leaders, members, and the wider public across the Caribbean Union Conference.

During the period under review, the Communication Department continued to position itself as a **consistent and reliable source of news and information** across the region. With the support of field communication directors and correspondents, the Department produced and distributed weekly inspirational stories highlighting the life, mission, and witness of the Church. Since 2022, these stories have been shared with **914 active contacts**, reaching both Adventist members and non-believers.

The bulletin seeks to clearly communicate **who we are, what we do, what we believe, and why we are committed to serving our communities and fulfilling the mission of the Church.**

Content Output by Year:

2022: 10 stories **2024:** 45 stories
2023: 43 stories **2025:** 52 stories

In 2021 and 2022, the Caribbean Union Conference was recognized as the number one content provider within the Inter-American Division.

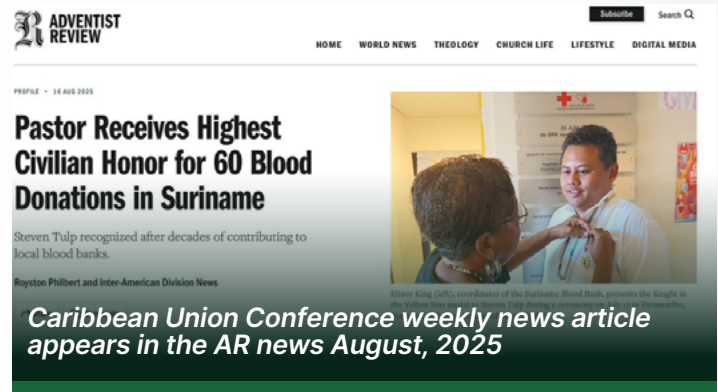
News Articles - [interamerica.org](https://www.interamerica.org) Totals 2022

Headquarter News	93
Caribbean Union	18
North Mexican Union	8
North Colombia Union	7
Jamaica Union	5
Puerto Rican Union	5
Montemorelos University	5
Chiapas Mexican Union	3
El Salvador Union	3
Panama Union	2
South Colombia Union	2
East Venezuela Union	1
Guatemala Union	1
Haitian Union	1

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Caribbean Union Conference weekly news article appears in the AR news August, 2025

Several CARU stories were also published on Inter-American Division news platforms and the Adventist News Network (ANN). Stories featured by the Inter-American Division reach approximately 2 million readers in three major languages, while those published by ANN reach an estimated 23 million readers worldwide across the major languages of the world Church.



As a result of the Department's consistent output and credibility, the Communication Director was invited to serve as a member of the Global Newsroom during the 2025 General Conference Session in St. Louis, Missouri.



Organizational Visibility and Awareness – Enhancing the public presence and visibility of the Caribbean Union Conference and its ministries through intentional storytelling and media engagement.

2. Training and Development: Writing and Media Capacity Building (2022–2026)

Purpose: To strengthen writing capacity, journalistic standards, and media competence

among conference communication directors, local church communication and audio-visual leaders, and interested volunteers across the Caribbean Union Conference.

During the reporting period, the Communication Department provided **comprehensive training** covering writing for Adventist publications and social media, flyer and graphic creation, photography, content development, audio engineering, and video production. These initiatives were designed to equip participants with practical skills and best practices for effective and ethical church communication.

As part of this effort, the Department hosted **annual seminars on “Writing for Adventist Periodicals”**, in collaboration with the **Associate Director for Communication of the Inter-American Division**. Two Union-wide writing seminars were conducted to reinforce standards in Adventist journalism, ethical reporting, and effective storytelling.



Associate Director of Communication for the IAD doing news presentation at the CARU Advisory 2023.

In addition to the Union-wide sessions, **field-level writing workshops** were held in the **North Caribbean Conference, South Caribbean Conference, St. Vincent and the Grenadines Mission, Tobago Conference, Guyana Conference, and Suriname Mission**, ensuring broad participation and localized capacity building.

Collectively, these training initiatives resulted in **improved content quality, increased story submissions, and stronger alignment with denominational communication standards** across the Union.

3. Orientation for Elected Field Communication Directors (2022–2026)

Rationale:[Text Wrapping Break]Orientation for elected Field Communication Directors is essential to ensure a shared understanding of the mission, policies, and expectations of the Communication Department within the Caribbean Union Conference. Given the strategic role communication plays in shaping the Church’s public witness, orientation provides clarity on denominational standards, ethical responsibilities, and reporting protocols.

These orientation sessions ensure that newly elected directors are aligned with Union and Division Working Policy, communication guidelines, branding standards, and strategic priorities. They also facilitate consistency in messaging, strengthen coordination across fields, and promote effective collaboration with Union administration and departmental leadership.

Additionally, orientation equips directors to respond effectively to emerging communication challenges, utilize approved media platforms responsibly, and implement best practices in storytelling, crisis communication, and digital engagement. Through this process, the Department builds capacity, unity of purpose, and accountability, ensuring that communication across the Union is professional, coordinated, and mission-focused.

STRATEGIC GOAL #2:

Organizational Visibility and Awareness –

Enhancing the public presence and visibility of the Caribbean Union Conference and its ministries through intentional storytelling and media engagement.

Goal:

To raise awareness of the Caribbean Union Conference’s values and priorities through targeted marketing on CARU news platforms, while clearly communicating the Church’s position on internal and external issues.

Objective:

To enhance the public image of the Church by promoting a clear, consistent, and mission-focused representation of its life and witness.

Action Initiatives

1. Develop CARU Church Branding Identity and Logo (2022)

During the period under review, the Communication Department advanced initiatives aimed at strengthening and standardizing the branding identity of the Church within the Caribbean Union Conference. Through targeted education and ongoing support, intentional efforts were made to ensure that the visual identity of the Church is consistently maintained, correctly applied, and effectively promoted across all fields.



Image 5: Caribbean Union 2024 training promotional Flyer on branding

This initiative was undertaken in collaboration with the **General Conference Director of Communication, Alyssa Truman**, and the **Director of Communication for the Inter-**

American Division, Abel Márquez, whose guidance and support were instrumental in advancing this work.

While full compliance across all entities has not yet been achieved, the Department is satisfied that meaningful progress has been made and that the Union is well positioned to attain full compliance with denominational branding standards.

2. Host Annual CARU General Communication Seminar (2022–2026)

During the term under review, the Communication Department successfully supported the mission of the Church by hosting **one CARU General Communication Seminar annually**, providing strategic guidance and capacity building in key areas of church communication.

Each seminar addressed priority communication needs within the Union:

2023: Protecting the Church Brand Facilitators: Alyssa Truman, Rohann Wellington, Abel Márquez, Keila Trejo, and Jennifer Woods

2024: Social Media and Pastoral Care Facilitators: Alyssa Truman and Karen Glassford



Caribbean Union 2024 training promotional Flyer on Social Media

2025: Radio Ministry as a Communication Tool



Facilitators: Neil Nunes and Arnold Kelly

These seminars strengthened awareness of best practices, enhanced professional competence among communication personnel, and supported the consistent, mission-focused representation of the Church across the Caribbean Union Conference.

3. Collaborate with the Youth Department to Host “Let’s Talk with the President” Sessions

In collaboration with the Youth Department, the Communication Department facilitated a “**Let’s Talk With the President**” session featuring **Caribbean Union Conference President, Dr. Kern Tobias**. The event was held in St. Vincent and the Grenadines during the **Bible Connection finals**, providing an interactive platform for dialogue, engagement, and connection between Union leadership and young people.

The Department expresses sincere appreciation to **Mr. Tristan Samuel** and the **CARU Go Live team** for their continued investment and technical expertise in ensuring high-quality, standards-

compliant broadcast production. Appreciation is also extended to the graphic designers, field communication directors, and local church communication teams whose creativity, commitment, and collaborative spirit contributed significantly to the success of this initiative.

This collaboration strengthened youth engagement, enhanced leadership visibility, and reinforced the Church’s commitment to transparent, meaningful communication.



The Director of Adventist World Radio (AWR) for the Americas (including the Inter-American, South American, and North American Divisions) Pastor Eduardo Canales presenting at the Communication Advisory 2023, Barbados.

STRATEGIC GOAL #3:

Corporate Communication: Promoting clear, unified messaging that reflects the identity, values, and mission of the Conference.

Goal:

To compile and share accurate news and inspiring stories that inform, uplift, and encourage audiences across the Caribbean Union Conference.

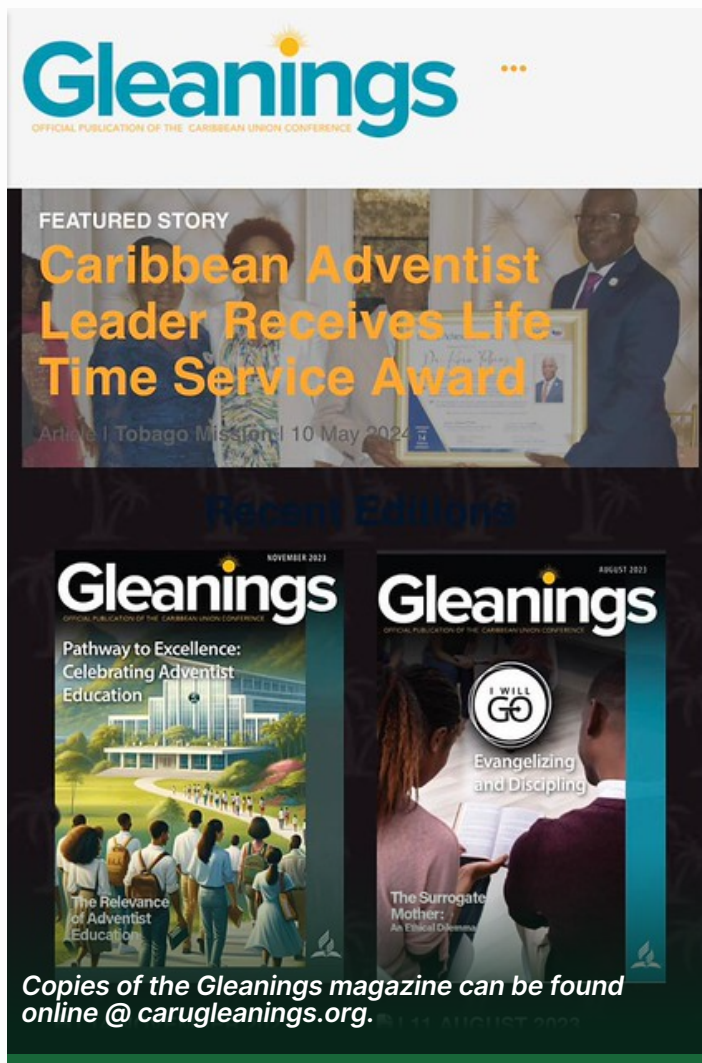
Objective:

To gather and publish news and stories that keep audiences across the Caribbean Union Conference connected, informed, engaged, and inspired to experience the mission by communicating the hope of Jesus Christ.

Action Initiatives

1. Establish a CARU Gleanings Committee

In its **95th year of publication**, the Caribbean Union Conference Gleanings continues to serve as a flagship communication resource of the Union. During the period under review, the establishment of the **CARU Gleanings Committee** significantly strengthened the consistency, quality, and strategic focus of the publication. As a result, the magazine delivered high-quality, mission-aligned content consistently from **2022 to 2025**.



Working alongside field communication directors who serve as contributors, the Committee - **Ian Green, Jeannette Languedoc-Barry, Nicaise Joseph-McKenna, and Jamie Iles** - is commended for its dedicated service and substantial contribution to the editorial and production process. Their efforts enabled the production of

special thematic editions, including Education and Discipleship, in direct support of Union-wide initiatives.

To further enhance access and continuity, the Department launched a dedicated **CARU Gleanings digital platform** to support, preserve, and archive pastoral and special editions of the magazine. While electronic distribution remains the primary channel, limited print runs were produced for selected editions, including the **General Conference Session** edition and the **Discipleship** special issue.

Looking ahead, steps are being taken to establish a **technical production team** to develop enhanced electronic versions of the magazine, ensuring sustainability, improved accessibility, and continued excellence in Union communication.

The annual production of the **Holy Spirit Emphasis Week** materials was strengthened through the valued support of Ideal Production, led by Horace Graham and his team. Their professional expertise added significant value and assisted the Communication Department in effectively fulfilling its mission.

2. Renew Growth and Engagement on CARU Social Media Platforms (2022–2026)

During the period under review, the Communication Department recorded significant growth and renewed interest across the Caribbean Union Conference social media platforms. These platforms have become key channels for **information sharing, ministry support, and mission engagement** across the Union, strengthening the visibility and reach of CARU stories and initiatives.

Through consistent content distribution and collaboration with field communication directors, CARU social media has supported the timely release of news and inspirational stories, reinforcing its role as a trusted communication and ministry resource within the Caribbean Union Conference.

3. Support Field Participation in Inter-American Division Communication Training

To further strengthen capacity and align with Division-wide standards, the Communication Department encouraged field communication directors to actively promote and participate in **Inter-American Division Communication In-Service Training**.

In support of this objective, a CARU delegation - **Jeannette Languedoc-Barry, Pastor Eddison Williams, and Caribbean Union Conference President, Dr. Kern Tobias** - represented the Union at the **Inter-American Division Communication Summit in Miami in 2023**. Participation in this summit enhanced strategic alignment, professional development, and collaboration with communication leaders across the Division.



Delegates from the Caribbean Union attending the IAD communication Congress in Miami 2024.

STRATEGIC GOAL #4:

Communication and Training Resources

Goal:

To create and provide resources that promote best practices in communication across the Caribbean Union Conference.

Objective:

To create communication resources and provide training that equip communicators at every

level of the Church to apply best practices and effectively tell the Adventist story.

Action Initiatives

1. Film Festival

In **2024**, the Communication Department hosted its first Film Festival under the theme “The Beatitudes”, in collaboration with Hope Channel Inter-America, on the campus of the University of the Southern Caribbean. The festival provided a creative platform for storytelling that reflected biblical values and the mission of the Church.



Participants at the 2024 Film Festival in Trinidad.

Creatives from across the Caribbean Union Conference territory submitted entries, demonstrating a growing interest in film as a tool for mission and communication. The award-winning film, *The Chair*, produced by the North Caribbean Conference, is especially commended for its powerful and impactful narrative. The film is now available on Hope Channel On Demand and, with permission, has been featured at Adventist GAIN Conferences, where it has been recognized for its compelling storytelling and ministry impact.



IAD and CARU leaders stand with representatives of the first film festival in 2024 at the University of the Southern Caribbean. The festival was won by the NCC.



Hope Channel Inter-America Program Director Dr. Lizbeth Elejalde presenting at the film festival 2024 at the University of the Southern Caribbean.

This initiative marked a significant step in expanding creative media engagement within the Union and reinforced film as an effective medium for sharing the Adventist message.

2. Promoted Annual Communication Day Across the Territory (2023–2026)

The Communication Department actively promoted the observance of Annual Communication Day throughout the Caribbean Union Conference territory, encouraging every field to recognize and celebrate communication as an essential ministry of the Church. Resources, guidance, and support were provided to strengthen local participation and to emphasize the strategic role of communication in mission, discipleship, unity, and public engagement.

Over the 2023–2026 quinquennium, the annual observance experienced increased participation and greater impact across the territory. Communication Day has become an important platform for raising awareness of the Church's communication ministry, equipping members for effective witness, and reinforcing the vital role of communication in advancing the mission of the Seventh-day Adventist Church.

The South Leeward Conference of Seventh-day Adventists Presents:

A COMMUNICATION AND DIGITAL MEDIA CLINIC

The Medium is the Message

Ps. Frederick Alfred
COMMUNICATION DIRECTOR, SLC

Ps. Royston Philbert
COMMUNICATION DIRECTOR, GCMU

Noreen Daley
CHIEF OF DEPARTMENT OF COMMUNICATION STUDIES, SCU

Josh Rudder
BRAND STRATEGIST, SLC COMMUNICATION DEPT. SLC

Date: January 25, 2026
Time: 9am-1:00 pm
Venue: Zoom Meeting ID: 894 7219 6447
Passcode: 102914

Who are invited to attend:

- Communication Secretaries
- Media, Audio and Visual Personnel in the congregations

3. Produce a Communication Manual for Conference and Church Communication

Over the review period, the Communication Department made significant progress toward the development of the first-ever Caribbean Union Conference Communication Manual. The manual is now at an advanced stage of completion and is designed to serve as a comprehensive guide for conference, institutional, and local church communication leaders.

This resource provides clear guidance on best practices, ethical standards, branding, media relations, digital communication, and content creation, ensuring consistency and alignment with denominational policies across all levels of the Church. Upon release, the manual will strengthen capacity, promote excellence, and support effective, mission-focused communication throughout the Caribbean Union Conference.

4. Content Resource: CARU Image Library

During the reporting period, the Communication Department established a centralized content resource through a dedicated Flickr-based image library to support communication needs across the Caribbean Union Conference. This platform provides access to a growing collection of stock images for approved use throughout the territory.

The image library has expanded significantly and currently houses more than 16,000 images, strengthening visual storytelling, supporting branding consistency, and enhancing the quality of communication materials across conferences, institutions, and local churches.

5. Promoted Annual Communication Day Across the Territory (2023–2026)



Attending the 2023 GAIN conference at the world headquarters in Maryland, 2023

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Communication Day has become an important platform for raising awareness of the Church's communication ministry, equipping members for effective witness, and reinforcing the vital role of communication in advancing the mission of the Seventh-day Adventist Church.

STRATEGIC GOAL #5:

Internal and External Engagement

Goal:

To strengthen communication within the Church while building meaningful relationships with stakeholders to impact the wider community in support of the Church's mission.

Objective:

To develop communication resources and training that equip communicators at every level of the Church to apply best practices and effectively tell the Adventist story.

Action Initiatives:

1. CARU Advisory for Field Communication Directors

The Caribbean Union Conference hosted a Union-sponsored Advisory for Field Communication Directors in Barbados in 2023, aimed at developing, training, and orienting directors to the vision and strategic direction of the Communication Department for the quadrennium.

The advisory brought together key partners and resource personnel, including Abel Márquez, Director of Communication for the Inter-American Division; Libna Stevens, Associate Director of Communication for the Inter-American Division; Eduardo Canales, Vice President for Latin America and the Caribbean, Adventist World Radio; and Dr. Ray Allen, General Vice President of Adventist World Radio (AWR). Their presentations and engagement provided valuable insight, practical training, and strategic guidance to equip field communication leaders for effective, mission-focused service.



Action Initiatives

1. Emphasize the Value of Radio Ministry to the Life of the Church

The Communication Department placed renewed emphasis on the strategic value of radio ministry as a vital communication and evangelism tool of the Church. In support of this objective, the Union hosted the CARU Radio Managers and Board Directors Conference in 2024, providing a forum for collaboration, capacity building, and strategic alignment among radio ministry leaders.



2. IAD/CARU/Guyana Communication Congress

In 2025, the Communication Department achieved a major milestone through the hosting of a collaborative IAD/CARU/Guyana Communication Congress in Guyana. The congress brought together communication representatives from the South Leeward Conference and the Suriname Mission, fostering collaboration and shared learning.

This initiative significantly strengthened communication capacity and coordination within the Union's largest field, enhancing alignment with Union and Division communication priorities.

STRATEGIC GOAL #6:

Intra-Agency Support

Goal:

To provide coordinated communication support and collaboration among conferences, missions, institutions, and departments, strengthening unity, effectiveness, and mission alignment across the Caribbean Union Conference.

Objective:

To pursue innovative outreach methods that expand program scope and broaden audience reach across the Caribbean Union Conference.

The Caribbean Union Conference currently supports three radio stations actively sharing ministry across the territory:

- **Second Advent Radio**, Antigua – South Leeward Conference
- **Prayz FM**, St. Lucia – St. Lucia Mission
- **WGOB Radio**, St. Thomas – North Caribbean Conference

In collaboration with Adventist World Radio, the Union continues to strengthen radio ministry across the territory. As part of its strategic commitment, the Caribbean Union Conference provides annual financial support of USD \$10,000 to advance radio evangelism and outreach.

Through these efforts, radio continues to serve as a trusted and far-reaching platform for sharing hope, strengthening faith, and extending the mission of the Church to diverse audiences.

NOTABLE CHALLENGES AND RESPONSES

Interdepartmental Communication: Limited coordination among departments affected unity and information flow. The Communication Department addressed this by encouraging regular information sharing and closer collaboration among departmental directors.

Equipment and Staffing Constraints: Insufficient equipment and support staff challenged service delivery. Essential equipment was acquired, and volunteers and skilled support were engaged to meet operational demands.

STRATEGIC FOCUS AREAS

- **Enhance Digital Presence and Engagement** – Expand the Conference’s digital reach to effectively share the Adventist message.
- **Strengthen Internal Communication** – Improve information flow and collaboration among the Conference office, churches, and ministries.
- **Promote Community Engagement and Public Relations** – Increase visibility and impact through storytelling, outreach, and partnerships.

GRATITUDE

Effective leadership within the Communication Department is rooted in the strength of a united and committed team. It has been my privilege to work alongside dedicated individuals who serve with passion, professionalism, and a shared commitment to mission.

I express sincere appreciation to the Administration of the Caribbean Union Conference, our Administrative Assistant in the Communication Department, Mrs. Sheryle Liverpool, Br. Tristan Samuel and his communication team, the members of the CARU Committee, my fellow Conference Communication Directors, local church Communication Directors, pastors, and the many members who generously volunteer their time and talents in service to the Church. Your contributions are recognized, valued, and deeply appreciated.

I am especially grateful to my family for their love, prayers, and encouragement.

Above all, I thank God for the opportunity to serve in this capacity and for His sustaining grace, which empowers each of us to faithfully fulfill the gospel commission.

DEPARTMENT REPORT EDUCATION

DIRECTOR

Dr. Daphney Magloire

Greetings!

President of the Inter-American Division, Pastor Abner De Los Santos; Dr. Kern Tobias, President; Pastor Johnson Frederick, Executive Secretary; Pastor Bertie Henry, Treasurer; fellow directors and staff of the Caribbean Union Conference; administrators of the local fields; delegates; other stakeholders and friends; God's peace and grace be with you.

It gives me much pleasure to present the Education department's report for 2021-2025.

EXECUTIVE SUMMARY

The Caribbean Union Conference (CARU) Education Department continues to advance its strategic priority of fostering academic excellence within a spiritually charged environment. This mission is pursued through four foundational goals: achieving educational excellence, increasing institutional revenue, cultivating a culture of service, and reinforcing a distinct Seventh-day Adventist identity.



ADMINISTRATIVE ASSISTANT

Pauline Frederick



The report begins with an analysis of the enrolment trends which fluctuate in a landscape that has only recently begun to stabilize. Total enrolment peaked at 9,712 students in the 2022-2023 academic year before reaching a four-year low of 9,573 in 2024-2025. However, the 2025-2026 academic year signaled a reversal with a rebound to 9,625 students. Crucially, the data reveals a significant demographic shift toward a majority of non-SDA students, particularly at the primary level, where SDA enrolment declined by 17.4% while the non-SDA population grew to represent 58.7% of students.

The staffing data indicates that staffing trends during this period highlight this strategic rebalancing. The primary level saw a 7% contraction in teaching faculty while secondary schools expanded its support staff by nearly 17%. Overall, the total workforce has remained largely stable, moving slightly from 934 employees in 2022 to 930 in 2026. This stability in personnel has been the bedrock upon which the Union has maintained its academic reputation, particularly at the secondary level.

The report indicates how the department worked to achieve four strategic goals during the reporting period. To provide a clear roadmap of these efforts, the report is structured to offer a comprehensive overview of progress toward these four key goals through strategic interventions.

The document further identifies critical challenges which the department is currently facing, and issues a challenge to the constituency to address these obstacles through unified action and faith. The report ends with expressions of gratitude to those who have supported the department in the pursuit of its goals.

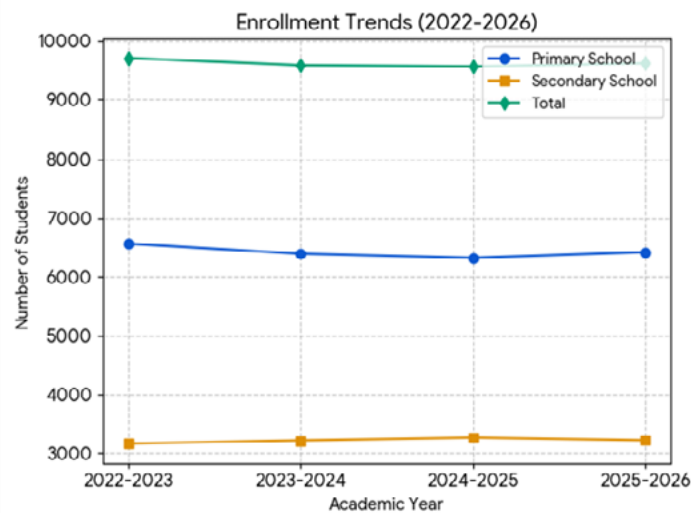
ENROLMENT TRENDS

Introduction

This report provides an analysis of enrolment trends within the Caribbean Union Conference for the academic years 2022/2023 to 2025/2026. While total enrolment figures demonstrate a commendable resilience and a recent upward trajectory toward stabilization, the underlying demographic composition is undergoing a profound shift. This analysis examines the diverging trends between our primary and secondary levels, highlighting a growing institutional reach that extends increasingly beyond our traditional denominational borders.

The enrolment data for the period between 2022/23 and 2025/2026 reveals a fluctuating landscape characterized by an initial decline followed by recent stabilization. At the start of the recorded period in the 2022-2023 academic year, total enrolment reached its peak with 9,712 students. This figure comprised 6,555 primary

school students and 3,157 secondary school students.



By the 2023-2024 academic year, total enrolment dipped to 9,593, driven primarily by a decrease in primary school enrolment to 6,385, even as secondary school enrolment increased modestly to 3,210. This downward trend for total enrolment continued into the 2024-2025 year, reaching a four-year low of 9,573 students. During this specific year, primary enrolment reached its lowest point at 6,317, while secondary enrolment hit its peak at 3,256 students.

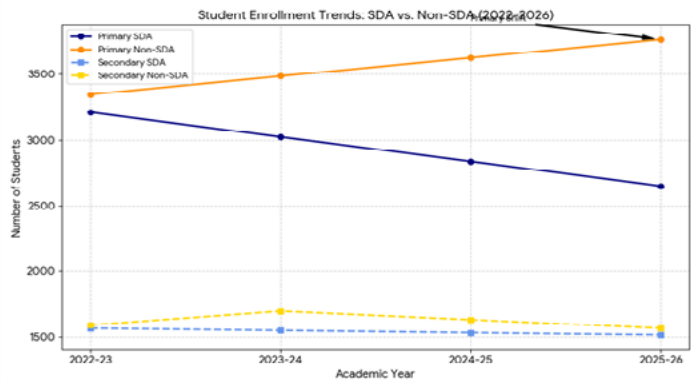
The most recent data for the 2025-2026 academic year signals a reversal of this downward trend. Total enrolment has rebounded to 9,625 students. This recovery is fueled by a significant uptick in primary school enrolment, which rose to 6,412 students. Interestingly, while the primary section saw a resurgence, the secondary school population experienced its first slight decline in the recorded period, settling at 3,213 students.

COMPARING SDA AND NON-SDA ENROLMENT

Primary School Shift

At the primary level, the traditional core of Adventist education has seen a notable decline in member participation. Starting in the 2022-2023 academic year, non-SDA students slightly outnumbered their SDA peers (3,209 to 3,346). However, over the four subsequent academic years, SDA enrolment steadily eroded, falling

by approximately 17.4% to 2,649 students. Conversely, the non-SDA population grew by 12.5%, reaching 3,763 students. Consequently, what began as a nearly even split has shifted toward a clear majority of non-SDA students, who now represent 58.7% of the primary school population.



Secondary School Trends

The secondary school level has maintained a relatively consistent demographic balance throughout the period under review. In 2022-2023, enrolment was nearly evenly divided between 1,566 SDA students and 1,591 non-SDA students. Over the period, SDA secondary enrolment experienced a moderate overall decline of 3.1%, decreasing to 1,517 students by the 2025-2026 academic year.

Similarly, non-SDA secondary enrolment has remained stable. After peaking at 1,696 students in 2023-2024, it adjusted to 1,566 students in 2025-2026, returning to exactly the same level of SDA representation seen at the start of the period. As a result, the secondary schools maintain a nearly 50/50 balance between SDA and non-SDA attendees.

Comparative Summary

In comparing the two levels, it is evident that the primary schools are increasingly becoming a mission field, characterized by a growing influx of non-SDA students alongside a contraction in SDA enrolment. In contrast, the secondary schools have demonstrated much greater demographic stability, with both SDA and non-SDA populations remaining within a narrow range throughout the

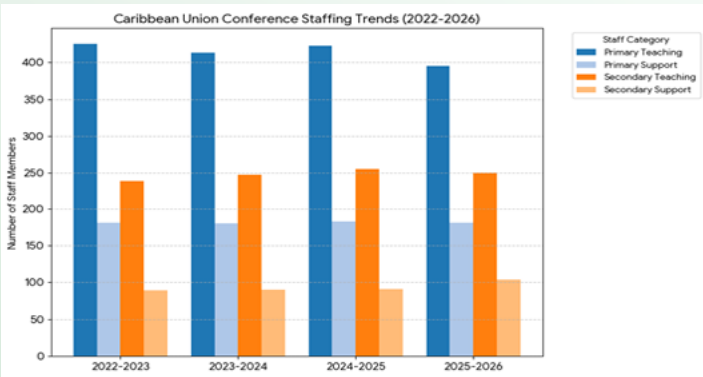
four years. Overall, the trend indicates that while total enrolment numbers are being sustained, the institutional mission is expanding its reach beyond the denominational membership to a greater extent than in previous years.

Conclusion

The data from 2022/23 to 2025/26 underscores a pivotal moment for Adventist education in the Caribbean Union. While we celebrate the stabilization of our total student body, we must recognize that our primary schools, in particular, have transitioned into a vibrant mission field for the wider community. This shift toward a majority non-SDA demographic, specifically in the foundational primary years, is not merely a statistical change, but a serious concern. As we look to the future, our challenge and privilege will be to maintain our distinct Adventist identity while effectively ministering to a diverse student body, ensuring that every student, regardless of their background, encounters the life-changing principles of the Gospel.

STAFFING

The following analysis details the staffing trends within the Caribbean Union Conference schools from the 2022-2023 to the 2025-2026 academic years, highlighting the shifts in personnel across the primary and secondary levels.



Primary School Staffing Trends

The primary schools experienced a period of gradual contraction within the teaching faculty. At the beginning of the 2022-2023 academic year, there were 425 teaching staff members

and 181 support staff. While the support staff numbers remained remarkably resilient, ending the period exactly where they began at 181, the teaching corps saw a steady decline. By the 2025-2026 session, the number of primary teachers had decreased to 395, representing an overall reduction of approximately 7%.

Secondary School Staffing Trends

In contrast to the primary schools, secondary schools realized increases in both teaching and support employees. Secondary teaching staff grew from 239 in 2022-2023 to 255 in 2024-2025, before settling at 250 in the most recent academic year. This represents a net increase of 11 teachers over the four-year period. The most significant growth, however, was observed among the support staff which climbed from 89 to 104 members. This nearly 17% increase in the secondary school support personnel suggests a growing investment in the administrative and auxiliary services required at the secondary level.

Comparative Summary

When viewed collectively, the data reveals a strategic rebalancing of human resources across the conference. While the primary schools experienced a reduction in their teaching staff, the secondary schools expanded their footprint, particularly in support services. Despite these internal shifts, the total workforce has remained largely stable, moving from 934 employees in 2022-2023 to 930 in 2025-2026. This indicates that the institution has managed to maintain its overall staffing levels while adjusting to the specific needs of each educational level.

Conclusion

The observed trends reflect a strategic realignment of human resources, balancing a contraction in the primary teaching force with targeted growth in secondary support services. While specific departmental needs have shifted, the overall stability of the total workforce underscores a disciplined approach to personnel management across the conference. Ultimately, this transition ensures that staffing levels remain

stable and responsive to the evolving demands of both educational levels.

GOAL 1

REFOCUS ON THE DISTINCTIVENESS OF SEVENTH-DAY ADVENTISM AT THE SCHOOLS AND ENCOURAGE CHURCH MEMBERS TO ENHANCE ADVENTIST EDUCATION

Introduction

The Caribbean Union Conference Education Department remains steadfast in its mission to provide a holistic, Christ-centered education that balances spiritual growth with professional excellence. The following report outlines our strategic advancements in spiritual leadership, institutional certification, and student mission outreach during the period under review.

Chaplaincy

To ensure the spiritual foundation of our schools remains strong, the department has prioritized the pastoral care of our diverse student body. The shortage of adequately qualified school chaplains has been a concern in the department, given the increasing non- SDA students registered at the school.

We are pleased to report that during the period under consideration, 5 chaplains were added to the fraternity. Currently, there are 14 chaplains supervising 28 schools.

Recognizing that effective ministry requires specialized skills, we have sought world-class expertise to equip our spiritual leaders. Consequently, Dr. Ivan Omaña, General Conference Chaplaincy Director, was invited by the Education Department to conduct a training session for school chaplains. The first session was conducted successfully on February 9, 2023. Beyond pastoral care, the spiritual mission of our schools is bolstered by the dedicated support staff who serve as the first point of contact for our families.

Baptisms

Eight hundred and four students (804) surrendered their lives to Jesus, and were baptized during the period under review. We thank God for the commitment of the students.



Education Secretaries' Training

In line with the goal of focusing on Adventist education, the Caribbean Union Conference launched the Education Secretaries Certification Programme on March 25, 2025. The three sessions which attracted 170 secretaries, were facilitated by Dr. Faye Patterson, Education Director of the Inter-American Division. The programme emphasized the value of Adventist education, reinforced its three foundational pillars, and empowered participants to serve as effective advocates within the system.

Commissioning Service

The department continues to formally recognize the high calling and professional commitment of our classroom educators. On November 30, 2025, fourteen (14) educators from five local fields were awarded Commissioned Teacher credentials. This designation affirms their commitment, competence, and adherence to Adventist education standards. In accordance with Inter-American Division policy, commissioned teachers who meet academic, experiential, and character-based requirements receive a 2% increase in base salary.

Teacher's Commissioning Service 2024

University of the Southern Caribbean Day

While we celebrate our primary and secondary educators, we are equally committed to helping students navigate the path to higher education within our own system. The Department is pleased to support the establishment of “USC Day” across SDA schools in the Caribbean Union. This initiative, led by USC, introduces students to SDA tertiary education and broadens their academic aspirations.

Church Visits

This spirit of collaboration extends beyond the school walls and into the heart of our local congregations through active field engagement. During the period under review, we experienced an increase in the number of remarkable Seventh-day Adventist Education promotion programs and activities held across various fields. Notably, the St. Lucia Education Impact, which received support from Pastor Toney Mapp and the president, treasurer, and education director of the Caribbean Union, left an indelible mark that is set to revolutionize Seventh-day Adventist education on the island.

Books on Sexuality

As we promote our schools in the community, we remain diligent in protecting the moral and biblical integrity of the instruction they provide. In a commitment to uphold values rooted in faith, and promote a comprehensive understanding of human sexuality, the Caribbean Conference Education Department has taken a significant step forward. In alignment with the Inter-American Division’s endorsement, schools in the Caribbean Union Conference are now mandated to incorporate the “Human Sexuality” series into their curricula. The goal is to equip students with a well-informed understanding of God’s plan for human sexuality.

Mission Trip

Our commitment to these service-oriented experiences is reinforced by our participation in global leadership initiatives for mission growth. The Caribbean Union’s commitment to service-

oriented education was powerfully demonstrated through a transformative ten-day mission project in Panama, beginning July 10, 2024. Comprising 45 dedicated student-missionaries from the East and North Caribbean Conferences, the team engaged in diverse evangelistic and community activities, including church renovation, literature distribution, and teaching. These efforts culminated in three nightly evangelistic meetings and the baptism of five individuals. Supported by the Inter-American Division, Caribbean Union Conference and local fields, this initiative allowed students to translate biblical classroom values into meaningful, practical action, successfully fulfilling the mission of making disciples through hands-on global service.

Project in Panama



Educating for Mission

In speaking of mission, we are happy to report that Dr. Kern Tobias, President, and Daphney Magloire, Education Director, attended the General Conference Educating for Mission summit from August 7 to 13, 2024, in Peru. They welcomed the insights gained that will propel our schools to be more mission-focused.

Accreditation

A mission-focused school must also be a school of the highest quality, which is ensured through our rigorous evaluation and improvement processes. To enhance institutional professionalism,

the Caribbean Union Conference Education Department has adopted the IAD pioneering CALED accreditation software. This transformative platform utilizes a hybrid assessment model, combining physical and virtual evaluations to streamline the rigorous Adventist Accreditation Association (AAA) standards. By modernizing these improvement processes, the department positioned 35 of the 52 educational institutions to achieve accreditation status between 2023 and 2025. These schools are now recognized for their commitment to 21st-century quality and spiritual advancement. Ultimately, this technological shift ensures that our mission-focused institutions remain centers of academic excellence, efficiently meeting the evolving needs of our students and the global church.

Gleanings Highlighting SDA Education

The success of these accredited institutions deserves to be shared broadly with our global church family. Individual schools continue to participate in a variety of promotional programmes. However, in a notable effort to share the successes of our school community, the November 2023 issue of “Gleanings” has emerged as an impactful platform for showcasing schools’ activities and achievements, and reinforcing the high standards we set for our students and staff. The department thanks Pastor Royston Philbert, the CARU Communications Director, for his pivotal role in conceptualizing and facilitating this initiative. This engaging publication, available to the church membership throughout the Union, demonstrates the department’s vibrancy and dedication to excellence in education.

Social Media Promotion

In addition to traditional publications, we are embracing modern digital tools to ensure our schools remain visible and competitive. In a strategic move to enhance school enrolment and showcase SDA education, the department launched a virtual training programme to equip ten schools with essential marketing skills. The 2024 initiative, facilitated by Island Analytics and Marketing, LLC, was meticulously designed to strengthen schools’ promotional capabilities.

Participants in the programme received training in a variety of marketing techniques. The expert trainer provided instructions on writing effective scripts, basic videography, and the intricacies of digital advertising, including managing the back end of Facebook pages. The training was tailored to promote general marketing skills crucial for today’s digital landscape.

Talent Parade

The culmination of our developmental efforts is often best seen in the vibrant display of our students’ God-given abilities. The hybrid Secondary School Talent Parade on May 2, 2024, stands as a hallmark of professional excellence within SDA education. Spearheaded by Sister Jessica Cunningham and a dedicated technical team led by Tristan Samuel, the event showcased a seamless collaboration between directors, staff, and students. The production celebrated outstanding individual achievements, including Arian Scott (Grenada) in prepared speech, Branelle Joseph (BVI) in talent display, and Rosalie Faulkner (St. Thomas/St. John) in impromptu speech. This high-level parade not only highlighted technical proficiency but also reaffirmed the department’s commitment to nurturing God-given talents and fostering a culture of distinction.

Conclusion

Through a strategic synergy of spiritual revitalization and professional modernization, the Caribbean Union Conference has reinforced its commitment to holistic Adventist excellence. From the baptism of 804 students and the successful implementation of biblical sexuality curricula to the revolutionary adoption of CALED accreditation software, every initiative serves to protect our institutional integrity while expanding our mission footprint. By equipping chaplains, certifying educators, and embracing digital marketing, we are not merely maintaining schools, but cultivating “centers of influence” that are academically competitive and spiritually vibrant. Ultimately, these achievements stand as an example of the power of collaboration and emphasis on leading every student into a transformative relationship with Jesus Christ.

GOAL 2

TO FOSTER EDUCATIONAL EXCELLENCE AT PRE-PRIMARY, PRIMARY AND SECONDARY SCHOOLS WITHIN THE CARIBBEAN UNION CONFERENCE

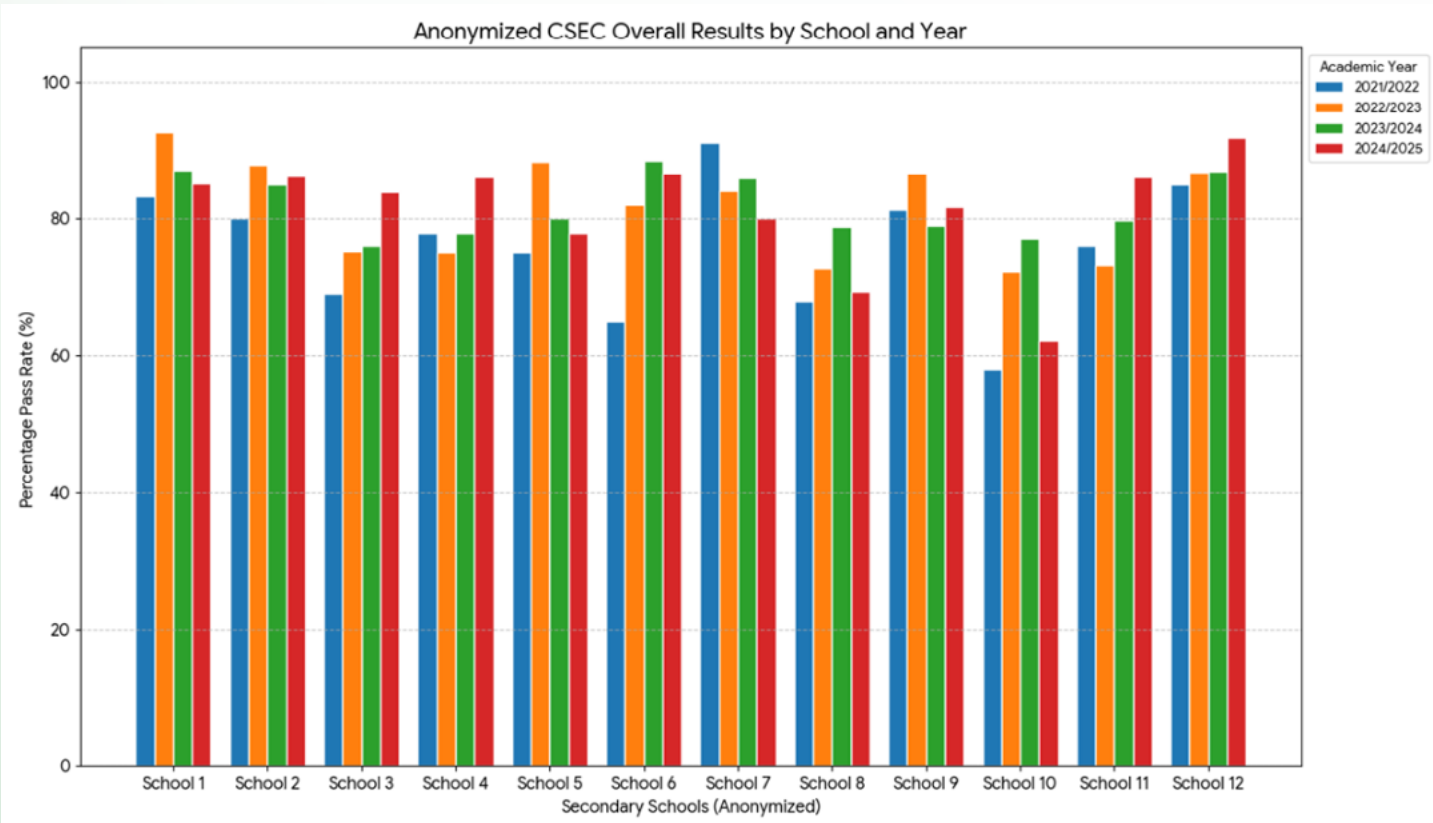
Introduction

Fostering academic excellence remains a central strategic priority of the Caribbean Union Conference (CARU) Education Department. Over the past four Academic years, deliberate efforts have been made to strengthen teaching and learning, improve examination outcomes, address persistent subject-area challenges, and ensure that all schools provide high-quality, Christ-centred academic experiences.

Secondary Education Performance (CSEC)

Embracing this commitment to excellence, our secondary institutions have demonstrated remarkable consistency in regional assessments. With great pride, the Caribbean Union Conference schools reaffirm their dedication to maintaining exceptionally high academic standards as they persist in their relentless pursuit of academic excellence in a spiritually charged environment. In the period under review, the performance of the Union’s educational institutions has been exceptional.

Across the reporting period, CARU secondary schools consistently demonstrated strong academic outcomes in the Caribbean Secondary Education Certificate (CSEC) examinations as shown in the graph that follows.



The average pass rate over the last four years remained generally stable, from 75% in 2022 to consistently surpassing 80% in each subsequent year, affirming the quality of instruction and students’ commitment across the system. The highest individual school performance during the period was 92.8% for Antigua SDA Secondary School in 2023; 89% for St. Lucia Seventh-day Adventist Academy in 2024; and 92% for Arthur Waldron Seventh-day Adventist Academy in Dominica in 2025. 50% of the schools consistently scored above 80% during the period under review.

Consistent high-performing subject areas included English A, Information Technology, Technical Drawing, Building Technology with an average of over 90%, and Food and Nutrition, Principles of Business, and Principles of Accounts with averages above 85%. Notable gains were recorded in Biology, Chemistry, and Physics, reflecting strengthened instructional strategies and improved student engagement.

Outstanding Student and School Achievements

While institutional averages remain consistently high, the true impact of our educational system is most vividly reflected in the extraordinary individual successes of our students. Throughout the period under review, the schools have produced a distinguished group of scholars who have secured top national rankings and prestigious awards across their respective territories.

In the British Virgin Islands, the Seventh-day Adventist School maintained a standard of unrivaled excellence with Aniyah J. Williams achieving the remarkable feat of placing first both nationally and union-wide in the 2023 CSEC examinations. Subsequently, Jene Barnwell and Nickalah Tyson secured the first and second national positions respectively in 2025. This exhibition of academic dominance was mirrored in Grenada, where Samuel Roberts of the Grenada SDA Comprehensive School emerged as the nation's top performer in 2023 with an impressive thirteen Grade Ones. Similarly, Sheena Carbon of the Arthur Waldron Seventh-day Adventist Academy brought honor to Dominica by ranking first nationally in the 2024 CSEC examinations. These achievements demonstrate the rigorous academic environment and the dedicated support systems fostered within the Caribbean Union.

Despite variations in the reports of primary school examination results across the Union, overall performance has been deemed satisfactory. Several schools achieved significant success. In 2024, nine-year-old Jayesh Whitehead, a student of Bridgetown SDA Primary School, earned second place among boys and fifth nationally in Barbados;

Tarij John, a student of the Leeward District SDA Primary School, ranked ninth nationally among boys in St. Vincent; and Jordan West, a student of the Antigua SDA Primary School placed sixth nationally. In Dominica, Ebenezer SDA Primary School students Maia Betrand and D'Andre Barrie captured first and third positions respectively, and Western District SDA Primary School student, Kaynaiyah Philogen, secured eighth place in the Grade Six National Assessment. These results highlight the continued excellence of Adventist primary schools across the region.

Mathematics Performance and Strategic Interventions

Even as we celebrate these widespread achievements, we remain proactive in addressing specific academic areas that require reinforced support and strategic development. Despite overall academic strength, Mathematics remains the most significant academic challenge across CARU schools. While Union performance continues to exceed regional averages, pass rates declined steadily from 2023 to 2025, underscoring the need for sustained targeted intervention. In response, the Department implemented Mathematics improvement strategies which included:

- Exposure of Mathematics teachers to AI-supported instructional platforms to enhance lesson design and differentiation.
- Reintroduction of the Conquer Maths programme across selected schools.
- Pilot intervention programmes in selected secondary schools.
- Ongoing professional development led by regional mathematics specialist, Dr. Andrew Hunte.
- Exposure to Mathletics Summer Contest (2025), an engaging Mathematics competition, which encouraged students to develop problem-solving skills through gamified learning.

These initiatives represent a coordinated effort to strengthen foundational skills, improve

instructional practices, and reverse declining trends in mathematics achievement.

STEAM Education

To enhance our offerings, several schools introduced Science, Technology, Engineering, Art, and Mathematics (STEAM) education to the students. Through grant funding, some schools have secured the required equipment to launch the programme.

Graduation

The culmination of these academic efforts and interventions is most visibly realized during our annual graduation season, where we celebrate the journey of our students. We are proud to announce the successful graduation of 5,749 students across our constituency. This cohort includes 3845 primary school and 1,944 secondary school graduates. These milestone ceremonies were celebrated with great distinction, marking a significant transition for our youth as they progress to the next stage of their academic journeys. Notably, Georgetown SDA Primary School celebrated its first-ever graduation, a historic moment etched into the school's annals. The Caribbean Union Conference commends the school for the outstanding performance in its first external examination.



New School Construction

To sustain this level of excellence and accommodate our growing student body, Schools are investing heavily in the physical infrastructure

of our educational institutions. The Caribbean Union Conference Education Department proudly recognizes and salutes the following institutions for their visionary leadership and commitment to excellence:

- St. George's Seventh-day Adventist Primary School (Grenada)
- Adventist Pioneer Primary School (St. Vincent)
- Ebenezer Seventh-day Adventist Primary School (Dominica)

After decades of operating within facilities that too often presented significant challenges to the learning environment, these schools and their respective constituencies have embarked on a monumental "venture of faith". Each institution is currently constructing a modern, state-of-the-art edifice to provide students with a premier educational experience aligned with our holistic standards. This progress is a direct result of the dedication of our church membership and local leadership. These projects represent more than just brick and mortar; they symbolize our vow to offer our youth a conducive environment for both academic mastery and spiritual growth.

Conclusion

The remarkable consistency in CSEC performance, highlighted by a stable 75 to 82% pass rate and top national rankings, highlights the Caribbean Union's position as a regional leader in academic excellence. While we celebrate these historic individual and institutional achievements, our proactive interventions in mathematics and the introduction of STEAM education demonstrate a commitment to continuous improvement and 21st-century relevance. The graduation of 5,749 students and the historic first cohort from Georgetown SDA Primary signify a robust and growing educational legacy. Furthermore, the "ventures of faith" seen in our state-of-the-art construction projects ensure that our physical infrastructure now matches the high caliber of our instructional standards. Ultimately, these results affirm that Adventist education remains a premier pathway for developing students who are academically distinguished and spiritually grounded.

GOAL 3

INCREASE SCHOOLS' REVENUE BY 30% BY AUGUST, 2026.

Introduction

The landscape of modern education demands a departure from traditional funding models toward a more diversified and proactive financial strategy. Recognizing this, the Department has moved beyond mere oversight to become a catalyst for institutional self-sufficiency. By investing in the human capital of our schools, ranging from faculty and staff to parents, the department is building an ecosystem where financial resilience is a shared responsibility. While the department was unable to verify the percentage increase in revenue across CARU, it is confident that the strategies employed increased schools' overall income.

Grant Writing & Technical Advancement

In April 2023, the Department achieved a significant milestone in its pursuit of fiscal diversification by successfully transitioning from theoretical planning to practical application in strategic grant writing. Recognizing that institutional growth requires resources beyond traditional tuition and subsidies, the Department facilitated a rigorous capacity-building initiative that trained two distinct cohorts to secure external funding. Over the course of a six-week programme, 48 trainees met twice weekly to master the strategies of proposal development and donor engagement, specifically focusing on creating sustainable income streams to expand our Technical Vocational Education and Training (TVET) and technology-driven programmes.

The dividends of this training were both immediate and substantial, as our schools successfully secured over three hundred thousand United States dollars (**US\$300,000**) in grant funding. These resources have been strategically deployed to modernize infrastructure and procure high-level equipment for agricultural development, technological advancement, and various vocational disciplines. By equipping our personnel with specialized skills to attract external

investment, the Department has ensured that our students are no longer learning on outdated systems but are instead training on the cutting edge of industry standards, fully prepared for the demands of the modern workforce.

The Parental Entrepreneurship Programme

The Department operates under the firm conviction that the financial sustainability of our schools is inextricably linked to the financial health of the families we serve. In recognition of this correlation, the Department launched a landmark six-week Entrepreneurship Programme on October 27, 2025. This initiative empowered parents with practical skills to generate independent income, aiming to stabilize tuition payments and reduce school receivables. Beyond fiscal benefits, the program strengthens the "spiritual economy" by enhancing the capacity for tithes and offerings. The impact was significant, with 43 parents completing business plans ratified by industry experts. By fostering economic self-sufficiency, the Department is ensuring that families can sustain their commitment to Adventist education while contributing more vibrantly to the church's mission.

School Employee Entrepreneurship Programme

As part of its ongoing effort to recognize and cultivate the diverse talents within our own workforce, the Department also sponsored a specialized online Business Programme for school employees, which commenced on December 30, 2025. This ten-week curriculum encouraged staff to explore flexible, virtual business entities that leverage their existing expertise and interests. By providing a pathway for professional growth and supplemental income, the programme ensures that such endeavours complement, rather than detract from, their vital roles within the Adventist educational system. This initiative aligns closely with our broader mission, as it exposes employees to virtual methods that can enhance digital evangelism while further benefiting the church through increased financial contributions. Engagement has been exceptionally high, with 120 registered participants, signaling a strong appetite

for innovation and economic empowerment within our professional community.

Professional Development Sessions

In addition to grant writing and the entrepreneurship programmes, the Department has successfully conducted a series of sessions to address the unique challenges posed by the current financial landscape. Below is a summary of the contributions from our esteemed presenters.

Date	Presenter	Session Title / Key Focus Areas
July 31, 2023	Sherlene Edward-Wilson	Preparing for Audit: Practical guidance on audit readiness and record-keeping support.
July 31, 2023	South Caribbean Conference Team	Income Generation: Realistic projects and programmes to diversify school revenue.
Nov 8, 2023	Dr. Elias Zabala	Global Best Practices: Refining Departmental practices.
April 2024	Daphney Magloire	Seventh-day Adventist Financial policies
Mar 25, 2025	Bro. Fitzroy Harewood	Breaking the Cash-Strapped Mentality: A strategic approach to school financial growth.
Apr 22, 2025	Dr. Lincoln Edward	Financial Sustainability: Actionable Strategies for long-term Institutional Health.
Oct 15, 2025	Sis. Kerene Horsford-Nero	Risk & Stability: Internal controls, fraud prevention, and managing inflation/donor fatigue.

Sustainable Projects

The Department continues to promote the establishment of financially sustainable school-based projects. A few schools reported launching new initiatives during the period under review, while several others maintained existing projects or laid the groundwork for future initiatives. These efforts represent a strategic step toward long-term financial independence.

Conclusion

These multifaceted initiatives represent a bold step toward a self-sustaining future for Adventist education. By equipping our staff with the tools to secure significant grant funding and empowering our parents and employees to thrive as entrepreneurs, we are effectively insulating our institutions against economic volatility. This holistic approach ensures that our schools remain centres of excellence, not only in academics and spiritual programmes, but also in financial integrity and innovation. We look forward to seeing the long-term fruits of these investments as they translate into enhanced facilities and more stable schools.

GOAL 4
CREATE A CULTURE OF EXCELLENCE WHERE SCHOOL EMPLOYEES ARE COMMITTED TO PROVIDING EXCEPTIONAL SERVICE TO STUDENTS, PARENTS, AND THE COMMUNITY.

Introduction

The mission of the Education Department is centered on the dual mandate of academic excellence and spiritual fortitude. As we present this report to the constituency, we celebrate a year defined by the strategic empowerment of our greatest assets: our teachers, our leaders, and the families who sustain our institutions. By aligning our financial strategies with our spiritual goals and remodeling our professional standards, we have moved beyond mere institutional maintenance toward a future of sustainable growth and mission-focused innovation.

Teacher Certification Programme (TCP)

To achieve this vision of excellence, we began by revitalizing the spiritual and pedagogical foundations of our teaching force. Central to this progress has been the comprehensive remodeling of our Teacher Certification programme. We recognized the need for a more meaningful experience that allows educators to master essential standards within a reasonable

timeframe. We praise God for the 123 teachers who have emerged from this process better prepared to foster our schools’ unique mission. Among them, 88 educators passed the full core curriculum, including Biblical Doctrines, Principles of Adventist Education, Daniel and Revelation, Prophecy and Denominational History, Faith Integration, and Adventist Health Principles. The remaining 35 participants successfully fulfilled their specific requirements by completing the necessary components to bridge their prior training. The feedback has been overwhelmingly positive: 96.8% of participants would recommend the programme to their peers, and nearly 100% affirmed that the content is directly relevant to their daily classroom impact. This certification, paired with a Bachelor’s degree, a trained teacher certificate and successful commission evaluation, ensures our faculty remains the gold standard of Adventist education.

Certification for Management for Principals

Complementing this investment in our teachers, the Department also prioritized the specialized development of those charged with leading our schools. Forty-two principals and senior teachers completed an intensive ten-month certification programme facilitated by the Inter-American Division, covering essential modules from Strategic Management to ICTs and Legal Aspects of Education. This culminated in a dignified graduation ceremony on October 27, 2025.

Principals’ Certification || Graduation Ceremony

Administrators’ Professional Development

Expanding beyond long-term certification, we further provided targeted training to ensure administrators remain at the forefront of contemporary educational management. As a result, CARU’s Education department sponsored consultations for school administrators in the following areas:

Date	Topic	Presenter
March 16, 2023	Strategic Planning	Ps. Frederick Johnson
March 16, 2023	Strategic Thinking	Dr. Cletus Bertin
March 20, 2023	Accreditation–CALED Platform	Dr. Faye Patterson
April 16, 2024	School Safety	Mr. Kerwin Felix
April 16, 2024	Safeguarding our Children	Mrs. Debra Henry
October 15, 2024	Safety Standards for schools	Mr. Eric Kipps
March 25, 2025	Breaking the Cash-Trapped Mentality: A strategic approach to school financial growth.	Mr. Fitzroy Harewood

Our leaders also benefited from regional and global professional growth opportunities. These included participation in the General Conference Leadership Conference, which offered valuable insights into innovative educational leadership and institutional branding.

Education Directors’ Advisory

Strategic leadership development also required focused collaboration among our regional directors to chart the course for the years ahead. The Education Directors’ Miami Advisory was a hallmark for the education leaders; the directors worked and played hard as they sought to shape the Department’s direction for the quinquennium. We are grateful for the Lord’s leading as Drs. Faye Patterson, Samuel Telemaque, and Leonard Johnson motivated the directors to renew their energy to address the mammoth task of repositioning the Education Department.

Education Directors and Principals’ Cruise

Recognizing that sustained excellence requires a balance of hard work and intentional rejuvenation,

the Department introduced a unique initiative for pastoral and professional restoration in the form of a five-day cruise designed to provide educational leaders with essential opportunities for rest, relaxation, and fellowship. The group of 61 participants, including education directors, principals, and family members, embarked on this historic, restorative cruise from Miami on May 2, 2025.

The itinerary blended professional engagement with cultural immersion. In Nassau, Bahamas, the group visited the Bahamas Seventh-day Adventist Academy and conference offices, while stops at Half Moon Cay and Grand Turk offered leisure and restorative experiences. An enjoyable day at sea allowed leaders to disconnect from daily responsibilities and focus on self-care.



Education Directors and Principal visit to the Bahamas Academy during the cruise

Artificial Intelligence Workshop

While emotional health sustains our leaders, staying competitive in a digital age requires a proactive embrace of emerging technologies. Continuing to expose the school family to 21st-century skills, the Department sponsored two virtual workshops on Teaching with Artificial Intelligence on October 17 and November 14, 2023. The workshops focused on AI assessment and feedback; AI in curriculum and instruction; and AI tools, techniques and platforms, transforming teaching with AI. We thank Dr Leroy Hill, Director of the Centre of Excellence for Teaching and Learning, University of the West Indies, for his keen interest in helping the Education Department

meet its strategic objectives.

Furthermore, teachers, along with 70 students, dedicated five weeks of their summer vacation in 2023 and 2024 to learning new technologies and adapting to the innovations of a rapidly evolving society. These sessions were conducted virtually by “Restore a Sense of I Can” (RSC), a Caribbean-based non-profit organization (headquartered in Trinidad) that empowers youth and marginalized groups through STEM education, digital literacy, and environmental sustainability.

Exceed Workshop

This focus on technological advancement is further strengthened by our ongoing exploration of integrated STEM disciplines. Mr. Leslie Hislop and Dr. Daphney Magloire participated in a one-week STEM conference at Loma Linda University in California in June 2024. The sessions were engaging and broadened their perspective on STEM education with the aim of strengthening the STEM programme in the Union.

School Board Professional Development

Finally, to ensure these advancements are supported by strong governance, the Department has extended its professional development efforts to our governing boards through training sessions. CARU’s Education Director conducted several training sessions throughout the Union, and the local field directors have also been proactive in empowering board members. This ongoing initiative is enhancing board members’ understanding and capacity to support and strengthen SDA education. We believe that stronger boards will be more effective in helping the membership to renew their commitment to SDA education.

Conclusion

The achievements of this past years reflect a department that is deeply invested in human capital. From the classroom teacher to the head of the household, the Department is building a network of support that ensures our schools remain beacons of light. As we look forward, we remain committed to the belief that when we

empower our people, we secure the mission. We thank the constituency for your continued prayers and support as we educate for eternity.

NECROLOGY

The 2025–2026 academic year opened on a somber note as the school community mourned the passing of Dr. Hilary Bowman, the immediate past Education Director of the Caribbean Union Conference. With over four decades of distinguished service, Dr. Bowman’s wisdom and spiritual leadership profoundly shaped Adventist education.

In honour of his legacy, a delegation of education directors and principals attended his funeral on September 7, 2025 in Orlando, Florida. This final tribute was deeply personal for the education directors who had travelled to Orlando in January 2023 to celebrate his retirement with him and his family.

Dr. Vernon Andrews, who served as Education Director in the Caribbean Union Conference, also succumbed to his illness during the period under review.

We remain prayerful for their families, and committed to upholding their invaluable mission.

Other employees whose service ended permanently because of death are listed in the table below.

Name	Institution	Years of Service
Cecillia Williams	Arthur Waldron SDA Academy	35.4
Thrisia Morancie	Arthur Waldron SDA Academy	20.8
Maureen Stanford	Bridgetown SDA Primary School	19.6
Shelly-Ann Menzies	St. Maarten SDA Primary School	10
Rholda Joseph	British Virgin Island SDA School	1

Lavern David	St. Eustatius SDA Primary School	20
Rachael Maynard	Antigua SDA Primary School	31
Julia Samuel	Antigua SDA Primary School	7
Jasmine Underwood Joseph	Antigua SDA Primary School	10

CHALLENGES AND RECOMMENDATIONS

Staffing

Despite celebrating key milestones, the Department faces a number of difficulties with recruiting educators and leaders, necessitating a ‘hands-on’ approach in which, in some cases, principals have stepped back into the classroom to facilitate instruction.

While low remuneration and immigration policies remain a significant barrier to recruitment, our confidence is anchored in the belief that, through prayer and faithful commitment, God will provide the personnel needed for our mission.

Enrolment

We are witnessing a demographic shift that requires us to move beyond passive recruitment and toward a radical reinvention that allows us to completely rethink and improve what makes our schools valuable and unique to attract new families. A school without a vibrant student body is a lighthouse without a lamp. It is therefore necessary to reverse this downward trend, which is not merely about “filling seats”, but about ensuring the continued vitality and influence of Adventist education.

Financial Constraint

The widening gap between operational costs and available subsidies is no longer just a line item; it is a direct challenge to the quality of our academic delivery. The schools find themselves navigating a fiscal landscape where the rising cost of excellence often outpaces the steady trickle of

traditional funding. Every budgetary decision we make is a delicate prayer for wisdom, balancing the necessity of modernizing our facilities against the reality of limited resources.

SDA Non-SDA Ratio

While the schools' doors remain open to all, the growing percentage of non-SDA students creates a unique tension in maintaining our distinct denominational identity. We are increasingly becoming a mission field within our own walls, presenting both a profound evangelistic opportunity and a challenge to our traditional curriculum. The shift in our student demographic requires a heightened intentionality to ensure our core values are not diluted, but rather more clearly defined.

Ownership

The greatest threat to our schools is not external competition, but an internal erosion of the conviction that Adventist education is a necessity rather than an elective. While the church claims historical ownership of these institutions, we are seeing a decline in the sacrificial spirit required to sustain them as an SDA community. We must bridge the gap between "belonging" to a church and "believing" in its mission, moving from passive endorsement to active participation in our school.

While the challenges before us are substantial, they are not greater than the mission that unites us. We serve a God who provides in times of scarcity and opens doors in the midst of uncertainty. By addressing our financial and demographic shifts with prayer, we turn these obstacles into stepping stones for growth. Let us lay aside the weight of our individual ideologies of Adventist education and focus instead on our calling, providing a place of learning where every student feels the hand of the Creator.

Conclusion

The multifaceted initiatives outlined represent a bold and visionary step toward a self-sustaining and mission-focused future for Adventist education in the Caribbean. While the Union faces substantial challenges, including

recruitment, demographic shifts, and the widening gap between operational costs and traditional funding, these obstacles are met with proactive strategies and faith. By empowering staff through professional development, securing significant grant funding, and upholding rigorous accreditation standards, CARU is effectively insulating its institutions against economic volatility while enhancing the quality of academic delivery. Ultimately, the success of our schools depends on commitment to the belief that empowering our people secures our mission. As we educate for eternity, we remain dedicated to providing a learning environment where every student can experience both academic mastery and spiritual growth.

EXPRESSIONS OF GRATITUDE

The Caribbean Union Conference (CARU) Education Department extends its profound gratitude to the dedicated individuals and organizations who have steadfastly committed themselves to the mission of Adventist education.

Our journey through the complexities of the modern educational landscape has been demanding, yet we have emerged triumphant. This success is a direct result of your service and the sustaining power of Jesus Christ, our Provider and Strength.

With Sincere Appreciation, we wish to formally recognize and thank:

- a. God for his patience, guidance, protection and for pouring bountiful blessings on our schools.
- b. The Inter-American Division – the administrators, the Education Director, Dr. Faye Patterson, and Pastor Samuel Telemaque, Director for Mission and Prayer, for their visionary leadership.
- c. CARU Leadership – the administration, directors' staff, and the esteemed members of the CARU Education Board.
- d. Local Fields – conference and mission administrations, their staff, and our hardworking education directors.

- e. On-the-Ground Educators – the schools’ boards of management, principals, and teachers who serve as our frontline workers.
- f. Technical and Support Staff - our Administrative Assistant, Mrs. Paulene Frederick, and Mr. Tristan Samuel, along with the CARU technical team.
- g. Partners in Excellence - the management and staff of the GAMA Institute, Restore a Sense of I Can (RSC), Versacare Incorporated, and our guest presenters and advisors who offered their expertise.
- h. Our Support System - the SDA clergy, our church membership, well-wishers, and the parents and students who are the heart of our mission.
- i. The Unsung Heroes - the spouses and family members of our frontline workers, whose behind-the-scenes support makes this ministry possible.
- j. Special recognition must be given to the Magloires and their extended family for their support to CARU’s Education Director. Their support is immeasurable.

Looking Forward

As we navigate these challenging times, we remain anchored in our faith. We thank God for His divine guidance throughout this process, and we look forward with anticipation to a renewed outpouring of the Holy Spirit upon this department.

Thank you for being the hands and feet of Christ in the field of education. Together, we continue to lead with excellence and purpose.

DEPARTMENT REPORT MINISTERIAL REPORT



DIRECTOR

Pastor Ammaran Williams

“

The greatest work, the noblest effort, in which men can engage is to point sinners to the Lamb of God

Associate Ministerial Secretaries:

Sister Linda Tobias and Pastor Royston Philbert

Mr. Chairman, delegates, and guests of this quinquennial session of the Caribbean Union Conference of Seventh-day Adventists (CARU): It is an honor to share what God has done for, and through the Ministerial Association, for the period under review (2021 – 2025).

The backdrop for the ministry exploits of the Caribbean Union Conference was significantly shaped by the realities of the COVID-19 era. There was almost a paradigm shift in the various modalities used by pastors and other leaders who ministered to the needs of the congregations; the numerous challenges occasioned a strategic refocus. As a result, the entire team came together at the headquarters of the Inter-American Division of Seventh-day Adventists (IAD) from November 2 to 5, 2023. The theme, “Perspectives in Ministry



ADMINISTRATIVE ASSISTANT
Sheryle Liverpool



During “Uncertain Times” provided a supportive environment for the refocus. The CARU administrators, ministerial secretary, associate ministerial secretaries, and field ministerial secretaries were present and fully engaged. The resource persons included Dr Josney Rodriguez, Ministerial Secretary of the IAD, who focused on maintaining the vision; Dr Pete Palmer, who shared on issues of trauma and its impact on pastoral families; and Osman Longa, who covered Artificial Intelligence (AI) and its applications in ministry. We all departed with a greater appreciation for the huge task ahead and with the assurance that God, who has called us, is with us.

THE CALL TO MINISTRY

The CARU Ministerial Association has been established to equip and support the Seventh-day Adventist (SDA) pastoral family to realize the three

spiritual qualifications of the pastoral calling:

- A personal call from Christ
- A personal relationship with Christ
- A personal empowerment by Christ

These indicate that the pastor pursues his or her call in the context of a committed relationship with Christ. It is this understanding that makes the call to the sacred work of the ministry so compelling, and this perspective is supported in *Gospel Workers*: “Preaching the gospel of Jesus Christ is the highest privilege and the most fascinating adventure ever given to humankind. The greatest work, the noblest effort, in which men can engage is to point sinners to the Lamb of God. True ministers are colaborers with the Lord in the accomplishment of His purposes” (White, 18). This report seeks to demonstrate our efforts within this framework.

THE MINISTERIAL LANDSCAPE



There are 229 ministerial workers in the Caribbean Union Conference, and they are distributed among our 10 fields (conferences and missions) and institutions (university and hospitals). Within the Inter-American Division of Seventh-day Adventists (IAD), our Union has the third highest number of ministerial workers.

The ratio of pastors to members is 1: 823. As of December 2025, 88 pastors were classified as licensed and 137 were classified as ordained or commissioned.

The Bible Workers (Religious Educators) are an integral part of the ministerial family, and they work side by side with our pastors to fulfill the gospel commission. We thank God for this critical partnership. In January 2021, there were nine Bible Workers in the Caribbean Union Conference, and up to December 2025, nine remained active.

Whereas an individual senses and responds to a call from God during his or her personal encounter with Him, to prepare for and enter ministerial employment, the rite of ordination is where that call is affirmed by the body of believers.



The SDA Ministers Manual highlights this assertion, found in the documented working policy of the General Conference of Seventh-day Adventists (GC Policy, L 25 30): “The spiritual rite of ordination constitutes the official recognition by the Seventh-day Adventist Church of his divine call to the ministry as a life commitment... and to serve as a minister of the gospel in any part of the world.”



We were blessed to have witnessed this service of affirmation throughout the conferences and missions during the period under review. Table 1 details the fields which hosted ordination or commissioning services, with some fields hosting both.

Table 1: Ordination and Commissioning Services

Field	Pastors Ordained or Commissioned	Date
East Caribbean Conference	8	August 2022, August 2025
South Caribbean Conference	9	June 2024, December 2024
St. Vincent and the Grenadines Mission	1	January 2025
Guyana Conference	7	February 2025
Grenada Conference	2	December 2022
St Lucia Mission	1	November 2024
North Caribbean Conference	4	August 2022, August 2025
South Leeward Conference	1	December 2024
Tobago Conference	1	October 2023

SPIRITUAL AND EMOTIONAL SUPPORT

The work of ministry is unlike any other. One is called to a divine appointment by God to devote one’s entire lifework to the preaching of the gospel and to the edifying of the saints, with the promise

penned in *Christ Object Lessons*: “All His biddings are enablings,” (White, 333). Yet, pastoral families must navigate all the challenges and hazards that assail them daily in the course of ministry. And whereas our ministers in the Caribbean Union Conference understand and accept this, we, in the leadership of the CARU Ministerial Association, recognize that our role is to provide support and nurture as they endure the rigors that come with ministry. During the quinquennium, we endeavored to do this and put plans in place for ongoing support.

Pastoral Week of Prayer: Each year, the Inter-American Division, in conjunction with the Caribbean Union Conference, set aside one week as the Pastoral Family Week of Prayer for the spiritual nurture of our pastoral families. This annual experience was enriched by pastors and other local resource personnel who prepared relevant messages around creative themes. The IAD-sponsored weeks of prayer were additional features during the quinquennium, hosted by Pastor Alejandro Bullon and Pastor Pavel Goia in 2022 and 2023, respectively.

Pastoral Retreats: Additional support was given to our pastors and other ministerial workers when various fields, with some assistance from the Caribbean Union Conference, catered to spiritual health and emotional well-being by planning and executing pastoral retreats.



These invigorating encounters were well-timed, given the many stressful cycles that ministerial workers endured, and made the words of Jesus to His disciples especially applicable to our workers: “And he said unto them, ‘Come ye . . . apart into

a desert place and rest a while . . .” (Mark 6:31, King James Version). Pastoral family retreats held across our region are listed in Table 2.

Table 2: Pastoral Retreats

Field	Retreat Date
St. Vincent and the Grenadines Mission	July 14 – 16, 2023
South Leeward Conference	February 8, 2022
South Leeward Conference	December 9 – 11, 2025
Grenada Conference	December 2025
St. Lucia Mission	December 17– 19, 2025
South Caribbean Conference	October 21– 23, 2022
Guyana Conference	November 4 – 6, 2022
East Caribbean Conference Barbados	November 9, 2025
East Caribbean Conference Dominica	November 9, 2025

Ministerial Retreat (Punta Cana): From September 9 to 12, 2024, pastoral families experienced a “once in a ministerial-lifetime” event.



It was the IAD-sponsored ministerial retreat, where more than 2000 couples from the Caribbean Union Conference, along with three other unions, enjoyed the amenities of a beautiful destination resort at Punta Cana in the Dominican Republic.



The appropriately coined theme, “Anointed”, provided a halo for the relaxing retreat. This was the first division-wide event of its kind and is not likely to occur again, on such a scale, within most of our ministerial sojourns.



The overwhelming sentiment expressed, was that it was a life-changing experience. To God be the glory!

Pastors’ Appreciation: To encourage the membership to affirm pastors and their families, the Caribbean Union Conference urgently enjoined Pastors’ Appreciation Day. Each year, a day was set aside in October for members to express appreciation in tangible and intangible ways. This proved to be a tremendous source of support and affirmation for pastoral families and became a cherished annual event on the churches’ calendars.

Reach out and Touch: It became very apparent, especially during the latter part of the quinquennium, that several of the leaders (pastors

and elders) and their families were experiencing crises, of one kind or another.



We are thankful that the organization has structures in place to respond to such crises. For example, we provided professional counseling services through Ministry Care Line, located in Kettering, Ohio, USA. This service is domiciled in the SDA-operated Kettering Health system and has proven to be an invaluable resource for all the Caribbean Union Conference pastoral families.

However, there are times, as previously referenced, when situations demand that extra effort of getting a little closer for that personal touch of caring and spiritual support. As a result, the ministerial association leadership team from the IAD, the CARU, and the local field, diversified scheduled training programs by incorporating ministry visits.



At times, visits spanned an entire day, and in some cases, extended to two days, devoted exclusively to home visits with our church leaders (pastors and elders who have served for many

years and are no longer able to continue in active service). Our purpose was to remind them that we were with them in their challenges, and that their service for God was deeply appreciated by the Church, as well as by our Heavenly Father. It was a deeply moving spiritual experience for both recipients and the visitation team, which usually comprised the Ministerial Secretary of the IAD, the CARU and the local field, as well as the CARU President.

Pastors Kids' (PKs'): The first PKs' convention during the period under review, was hosted by the Guyana Conference on July 8, 2023. Children from pastoral families bonded over the theme, "Forever Friends-PKs' Developing Stronger Friendship with Jesus and Each Other."

The convention aimed to enhance the PKs' spirituality, provide the opportunity for worship and fellowship with each other, and help PKs' learn from each other how to handle positives and negatives of being a pastor's child.



Among the knowledgeable presenters was Dr Kerly-Ann Tobias-Joseph and some of the topics which elicited the most animated discussions included: *Keeping PKs' in the Church*, *Problems Preachers Kids Face*, and *Preventing Attrition*.

On November 16, 2024, another convention was held under the banner "Swiping Sin to the Left and God to the Right." Once again, Dr Kerly-Ann Tobias-Joseph was one of the stimulating presenters, and she focused on the topic of *Joy* - one of the certification modules in the PKs' ministry. The main speaker for the convention

was Pastor Demson Salmon, a PK from the United States of America. Many children from pastoral families were encouraged by the event and left the convention committed to continuing in service for God.

MINISTRY RESOURCES

In addition to supporting the spiritual and emotional well-being of our pastoral staff, the other critical area of focus for the CARU Ministerial Association, was the matter of providing relevant resources so that ministry delivery would meet the needs of the membership in changing and challenging times. During the quinquennium, attention was given to the entire leadership team that worked in close association with the pastor. That team included elders, deacons, deaconesses and pastoral spouses.

Ministry Software (pastoriad.org):



One of the major developments that occurred in the Inter-American Division – and by extension the Caribbean Union Conference – in recent history, was the introduction of a software designed to assist with the professional practice of ministry in the following areas:

- It provides a mechanism for the implementation of the Discipleship Model in ministry.
- It provides analysis of collected data that is useful to inform decision-making in pastoral care.

- It helps to maintain accountability at all levels of the Church's structure.



- It assists in the process of continuing education for pastors and elders.

The software integrates the work of the pastor and the elders of the church through separate web portals, which allow data sharing. Pastors and elders were guided through the registration process, given access to the software, and trained to utilize it effectively.

Support for Interns: Our vision for continued growth and progress in ministry was firmly established in the Caribbean Union Conference during the Intern Supervisors' Summit held in Trinidad from February 27 to March 1, 2024. Forty-three ministers (including intern supervisors, ministerial secretaries, leaders of the Caribbean Union Conference, and invitees from the General Conference of Seventh-day Adventists (GC)) converged for this scheduled event. Resource personnel included Pastor Leslie Moses (South Caribbean Conference), Dr Curtis Fox (contracted psychometric instrument evaluator), Pastor Andrew Farrel (retired Ministerial Secretary of CARU), and Caribbean Union Conference facilitators: Dr Kern Tobias, Pastor Johnson Frederick, Pastor Bertie Henry, and Sister Linda Tobias, as well as Pastor Anthony Kent (General Conference). These facilitators established a clear road map for the future approach to intern mentoring.

To facilitate ongoing intern support, a monthly zoom meeting (the Interns' Forum), along with a WhatsApp chat, was established to provide

further instructions and feedback on issues related to ministry. This focus on the assimilation of new ministers into ministry represents one of the strategic shifts undertaken during the period under review.

Pastoral Spouses: Sister Linda Tobias, who served as a CARU Associate Ministerial Secretary for many terms, mentored and trained the pastoral spouses of the Caribbean Union Conference as they sought to navigate the very delicate roles of private and public partnership in ministry.



One of the primary ways in which that was achieved was through the implementation of the General Conference Shepherdess Certification. As outlined in Table 3, spouses in the following fields were certified after completing the required training modules:

Table 3: GC Shepherdess Certification Modules Completed

Field	Module Level Completed
Guyana Conference	Modules 1 – 8 (all modules completed)
Tobago Conference	Modules 1 & 2
South Caribbean Conference	Modules 1 & 2
South Leeward Conference	Modules 1 & 2
Suriname Mission	Modules 1 & 2
St. Vincent and the Grenadines Mission	Modules 1 & 2
St. Lucia Mission	Modules 1 & 2

Elders: On any given Sabbath, more elders than pastors occupy the pulpits of our churches. In the Caribbean Union there are 229 pastors to approximately 2,300 registered elders – a ratio of approximately 1:10. This basic reality and the statistics clearly speak to the critical role our elders play in the leadership of God’s Church.

The Seventh-day Adventist Church Manual states that “The pastoral work of the church should be shared by the pastor and the elders” (SDA Church Manual, 2022), underscoring the importance of the relationship between the pastor and the elder.

As a result, deliberate efforts to strengthen this relationship were made during this term. Several, “Pastor/Elder Summits” were conducted, paying particular attention to roles and responsibilities, as well as relational dynamics. The Guyana Conference, in particular, convened annual Pastor/Elder consultations. It was very gratifying to see these leaders come together, recognizing that they have a shared purpose and that, in relation to the work of God, there is more that unites them than divides them. In addition to focusing on the team ministry approach to working with our elders, significant time was devoted to organizing, training, and supporting them. While the pastors did quite a bit at the local level, the CARU Ministerial Association also worked diligently in this regard. Table 4 provides a breakdown of some of the related initiatives.

Table 4: Training for Elders

Field	Event	Date
St. Lucia Mission	Elders’ Summit	February (2021-2025)
Guyana Conference	Pastors/Elders’ Conference	September 30, 2023
St. Vincent and the Grenadines Mission	Elders’ Training	February 24, 2024
East Caribbean Conference	Elders’ Retreat	June 20-23, 2024
Guyana Conference	Elders’ Certification	July 13, 2024
Tobago Conference	Elders’ Retreat	August 1-3, 2025
South Caribbean Conference	Elder Appreciation and Recognition	February 25, 2023
All Fields	“Elders’ Baptism Day”	February 22, 2025

Deaconry: Significant efforts have been made to integrate deacons and deaconesses into the leadership team of the local church. Most of our churches are compliant with the guideline of the SDA Church Manual to ordain elected deacons and deaconesses. The East Caribbean Conference and the St. Vincent and the Grenadines Mission must be commended for convening islandwide training and appreciation summits for the deaconry.

“AS WE LOOK AHEAD”

We give God thanks for His providential leading during this period, and the way He blessed our efforts. Yes, looking back is very necessary as we have sought to do in this report. Now, permit me to share with you just a few observations, as the CARU Ministerial Association positions itself to look ahead. There is still a need to:

- Fully operationalize the Discipleship Plan that is embedded in the current software, *pastoriad.org/everyelderinvolved.com*, used by the Ministerial Association.
- Deepen the synergy and working relationship between pastors and elders as members are mobilized for service.
- Work more closely with the University of the Southern Caribbean to ensure that our ministerial graduates' skills are more aligned with the challenges they will face in the field.
- To fully operationalize the Pairing of Pastoral Families in our Union, and establish peer support systems for pastors by 2027
-

GRATITUDE

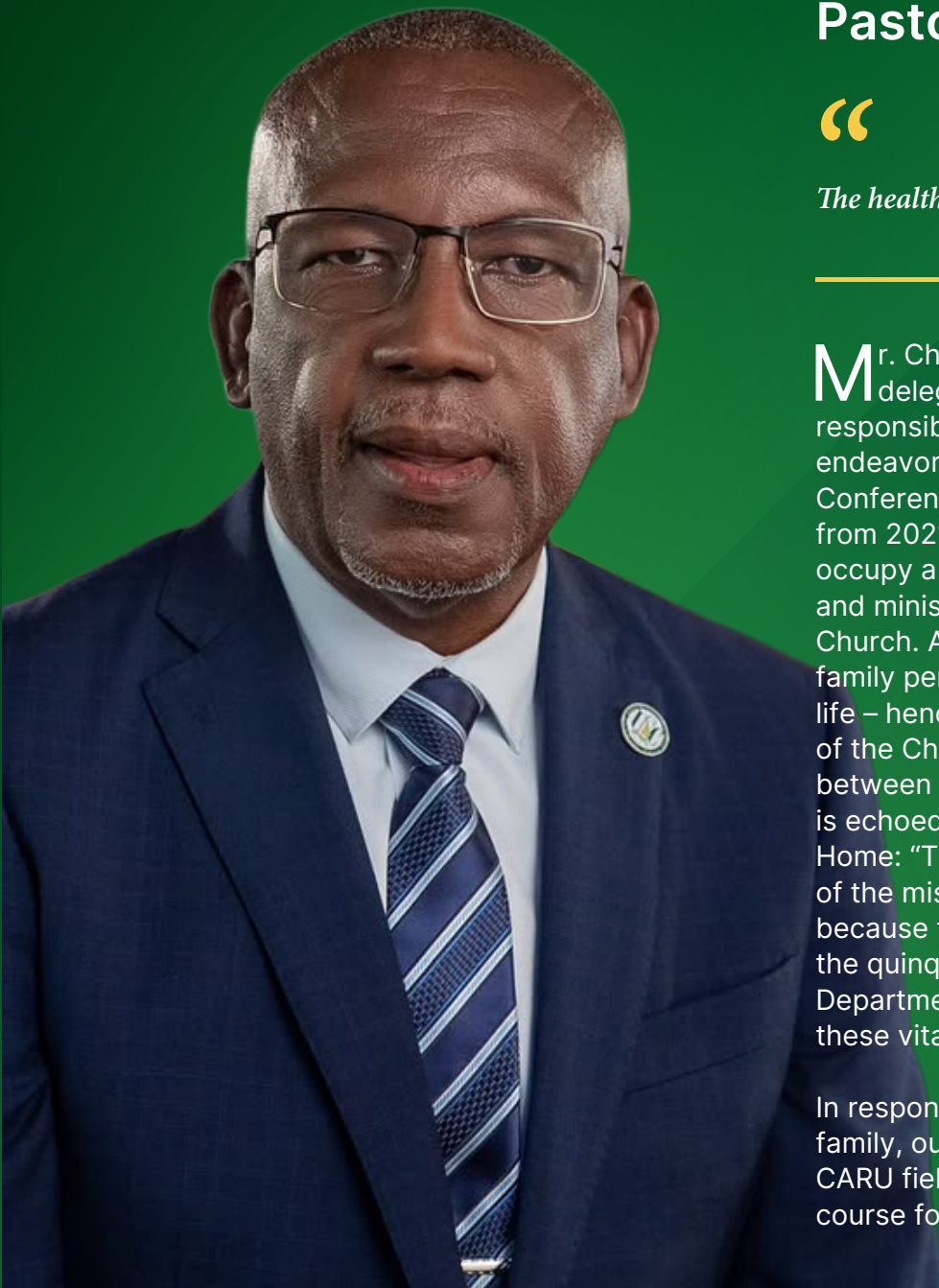
I thank God for all His blessings and mercies to me and my family during our time of service. Expressions of gratitude are like the fragrance of heaven which permeates the heart of both the giver and recipient. I am grateful for the prayers and kind wishes of everyone who contributed to the successful ministry of the CARU Ministerial Association.

My CARU Administrators (Dr. Kern Tobias, Pastor Johnson Frederick, and Pastor Bertie Henry) provided empowering and empathetic leadership. Sister Linda Tobias and Pastor Royston Philbert, my associates in the CARU Ministerial Association, brought professional balance, richness, and finesse to our working relationship. The personable approach of Pastor Josney Rodriguez, the IAD Ministerial Association Supervisor, set a working tone worthy of emulation.

My fellow ministerial secretaries from the ten fields, and all ministerial colleagues, formed a supportive network and an awesome partnership. My outstanding and resourceful Administrative Assistant, Sister Sheryle Liverpool, ensured that the CARU Ministerial Association functioned efficiently. My fellow directors provided wise counsel and support.

I salute all the CARU pastoral staff and volunteer ministry leaders with whom I have shared the sacred calling. Finally, I am grateful for my family's sacrifice and unconditional love.

DEPARTMENT REPORT FAMILY LIFE



DIRECTOR

Pastor Ammaran Williams

“

The health of the family is the health of the Church.”

Mr. Chairman, honored guests, esteemed delegates, and visitors: It is my privilege and responsibility to report on the Family Ministries' endeavors around the Caribbean Union Conference of Seventh-day Adventists (CARU), from 2021 to 2025. Serving families continues to occupy a very important role in the life, function, and ministry of the Seventh-day Adventist Church. According to the Edenic blueprint, the family permeates every aspect of the Church's life – hence the health of the family is the health of the Church. The much-needed, strong link between the institutions of church and home is echoed by E. G. White's lament in *Adventist Home*: “Then why is it that there is such a lack of the missionary spirit in our churches? It is because there is lack of home piety” (9). During the quinquennium, the CARU Family Ministries Department sought effective ways to address these vital areas of need and concern.

In response to the many dilemmas facing the family, our Family Ministries Directors from the CARU fields met in Miami, Florida, to chart the course for the term, with the transformative



ADMINISTRATIVE ASSISTANT
Sheryle Liverpool



theme, “Perspectives in Ministry During Uncertain Times”. The professional competencies of attendees were enhanced and the status quo of how we practise family ministry was challenged.

In addition, two significant takeaways emerged from the advisory, and they served to inform the focus of family ministries as we navigated the enormous challenges facing families in our churches and communities:

- The need to invest in a systematic and broad-based approach to the training of our leaders, both lay and pastoral, in many areas of family life education.
- The realities of the COVID-19 pandemic represent a double-edged sword of both peril and opportunity for Family Ministries across the Caribbean Union Conference.

DEVELOPING CAPACITY

The CARU territory is blessed with a significant pool of trained and committed family ministries professionals. They serve with distinction, volunteer their skills to the Church and we are grateful to God for them. However, the need was so great, from Suriname in the south to the Virgin Islands in the north, that steps had to be taken to increase this capacity

Family Life Institute



Figure 1: Family Life Institute

This strategic partnership that was developed with the University of the Southern Caribbean (USC) during the preceding term, continues to be a valuable and necessary resource. The primary purpose is to train a cadre of family life educators who would respond to the expanding challenges that our families are facing throughout our region. We provided a customized curriculum to certify the local family life leaders.

Since the onset of the COVID-19 pandemic, we adapted our delivery system by transitioning to the Zoom platform which the University now utilizes and which appears to be a

more comfortable space for individuals. We thank the university for providing extensive accommodations.

Prepare-Enrich Certification:



Figure 2: Prepare-Enrich Certification

The *Prepare-Enrich Couples' Inventory* is a widely used instrument that assesses the relational health of couples before and during marriage. It provides the counselor or pastor with the tools to gauge the major issues in the relationship, and offers guided intervention exercises in which the couple can engage. It is apparent that this aspect of family life is one of the most notable categories for relational discord and dysfunction. Hence, to stem the tide, the department embarked on a plan to certify our pastors and other professionals in the local churches as facilitators. To date, the following fields have made it possible for their pastors and other lay professionals to be certified: The East Caribbean Conference, the South Caribbean Conference, the North Caribbean Conference and the Tobago Conference. Our stated intention is to have certified Prepare/Enrich Facilitators in all of the CARU fields.

TOTAL ENGAGEMENT

All The Family in Mission

The Inter-American Division (IAD) initiated an integrated approach to Family Ministries with a launch in January 2024 under the caption, "All the Family in Mission". All other departments of the Church were issued the mandate to conduct all their programs for 2024 and 2025 with a focus on

the family. The plan was to challenge each family unit of the church to identify a minimum of three families from the community within their circle of influence, engage them in family-to-family encounters, pray for them during family worship, and maintain the friendship connection. This initiative provided our department with the unique opportunity to address two pillars of family life discipleship; re-establishing the family altar and relational evangelism.



Figure 3: All the Family in Mission

This initiative to strengthen the Church's commitment to families continued throughout 2025 and remains vitally important. As Dr Elie Henry (2024) states, "In today's world, families face numerous challenges. The Church in Inter-America is committed to ministering to everyone, in spite of the family configuration to which they are identified. Our mission is to bring hope, healing, and restoration to all. The family is one of the vehicles through which we must seek to fulfill our mission."

Fields' Initiatives

In tandem with efforts to build capacity through extensive attention to training, it was a privilege to associate with Family Ministries Directors of all the fields and participate with them in many resourceful initiatives. Table 1 is a sampling of initiatives that were implemented by directors in the fields. I thank God for these talented and committed colleagues.

Table 1: Family Ministries’ Initiatives

Conference/Mission	Initiatives (Features)
Guyana Conference	Couples’ retreat (convened annually)
Suriname Mission	Family Ministries Discipleship (aired on a Suriname national TV station)
South Caribbean Conference	Boys of Spirit and Substance (BOSS): A mentorship program for young men, ages 13-19.
Tobago Conference	Back to Eden Banquet for couples in September 2024 (Theme: “Fruitful Love”)
Grenada Conference	Retreat for Family Ministries Leaders in July 2025 (Theme: “Creating a Culture of Love, Care, & Support”)
St. Vincent and the Grenadines Mission	Couples’ Encounter event attracted more than 200 couples, annually.
St. Lucia Mission	“Boys to Men” Encounter in March 2026 featured how to pass the baton to the succeeding generation of men.
South Leeward Conference	Family Revival Week & Convention from February 8 to 15, 2025 in Antigua
North Caribbean Conference	Couples’ retreat from September 1 to 3, 2023, in St. Maarten (Theme: “Upgrading Connections”).
East Caribbean Conference	Marriage enrichment seminars in January and May 2024 (Theme: “Take me to the Sanctuary”)

CARU Department Input

The CARU Family Ministries Department identified basic pillars of family relations and emphasized their significance through three categories of seminars, which were made available to all the conferences and missions.

- “Principles of Relationship Building” workshops defined the fundamental elements of relationships and explored the dynamics of how they interact to form relations.
- “Marriage Enrichment” seminars highlighted tactical manoeuvres for divorce prevention.
- “Parenting in the 21st Century” conferences equipped parents to guide children safely through the post-modern era.

Incorporating principles of Family Ministries into the general life of congregations was achieved through training for officers. These seminars

were well received because they were perceived as effective responses to felt needs. They were added to the resources of the CARU Family Ministries Department and are available to the fields.



Figure 4: Family Life Officers’ Training

MEN'S MINISTRY

Men's Ministry is still a work in progress. Although the visibility and focus were not at the desired level, many fields made intentional efforts to fulfill the divine mandate entrusted to this ministry. The annual Men's Ministry week of activities, held each July, continued to serve as a crucial initiative for engaging and discipling men. Through these initiatives, the fields made commendable progress in advancing the ministry's mission.

Notably, men's conferences were well attended in fields such as the South Caribbean Conference, the Tobago Conference, and the St. Lucia Mission.

There was also a union-wide online Men's Ministry Encounter in April 2024, featuring world-renowned speaker Dr Ron Edmond. It was a paradigm-shifting experience during which Dr Edmond spoke candidly about his own brokenness. His vulnerability created a safe environment that encouraged others to open emotional doors that had previously remained closed.

NEXT STEPS

- To expand and strengthen the organizational structure of the Institute of Family Ministries.
- To make the appointment of Men's Ministries a priority and, where possible, a stand-alone department.
- To take deliberate steps to make Christian counseling services available and accessible to the membership of the church.
- To be more intentional about addressing felt and unmet needs in the Church and the community.

GRATITUDE

I thank God for His abiding presence with me and His blessings upon the efforts of this Department. I am grateful for the support of the CARU Administrators. The leaders of the Department at the Inter-American Division, Pastor and Sister Iglesias, supplied resources and attended the CARU initiatives, and I salute their efforts. In addition, Pastor Alvaro Nino, their successor, is already making a difference.

I thank my Men's Ministries colleagues around the Caribbean Union Conference for their resilience, hard work, and authentic feedback. I am especially grateful to Mrs. Sheryle Liverpool whose outstanding efficiency, institutional knowledge, and creativity paved the way for the successes we experienced.

Finally, I thank my family, whose love, understanding, and genuine desire to see God's work excel kept my passion for ministry burning in my heart at every step of the journey.

DEPARTMENT REPORT SABBATH SCHOOL



DIRECTOR

Sister Debra Felix

“

A sacred classroom where hearts are educated, spirits are uplifted and lives are changed, one lesson, one encounter, one transformed life at a time.”

The Sabbath School Ministry of the Caribbean Union remains a cornerstone of spiritual nurture, discipleship and mission across our territory. As a foundational ministry of the local church, the Sabbath School continues to shape faith, strengthen biblical understanding and mobilize members for active service in alignment with Christ's Great Commission.

This preamble introduces a summary of key initiatives implemented during the period July 2022 to December 2025, which contributed to the growth, renewal and strengthening of the ministry. Framed through the metaphor of “A SCHOOL”, with Jesus Christ as our Divine Principal, these initiatives reflect a deliberate focus on spiritual formation, leadership development and mission-driven engagement.

Outlined are major training programs, spiritual congresses, symposiums, and developmental tools drawn from the strategic plan of the Caribbean Union Conference.



ADMINISTRATIVE ASSISTANT
Sheryle Liverpool



Collectively, these efforts have strengthened leadership capacity and enhanced participation and engagement at every level of the Sabbath School ministry across the Caribbean Union.

THE MASTER'S CLASSROOM

The Sabbath School Ministry of the Caribbean Union Conference can be likened to a vibrant and dynamic school – a spiritual institution where the principal is none other than Jesus Christ Himself.

As the Chief Shepherd and Master Teacher, he guides his appointed Sabbath school officers and teachers in nurturing disciples, fostering biblical literacy, and transforming lives from the inside out.

In this school, the local church becomes the classroom, members are the students and Sabbath School directors and teachers serve as the facilitators.

Through the dedicated leadership of conference and mission directors, and local church officers, the Sabbath School ministry continues to foster Bible study & prayer, fellowship, and mission; the three pillars of our Sabbath School Alive.

Over the past quinquennium, the Department has experienced tremendous growth, collaboration and innovation.

However, during the COVID 19 pandemic 2021-

2022, the closure of churches and the suspension of in-person Sabbath School posed significant challenges to spiritual nurture, fellowship and structured Bible study across the territory. However, this period of disruption became an opportunity for strategic renewal and training.

The Caribbean Union Conference in collaboration with the Inter-American Division intentionally conducted focused training for Sabbath School field directors and officers through the virtual platforms.

From international training of directors at the General Conference to regional empowerment programs such as “Retaining More Of The Gains” and “The Art Of Teaching Like Jesus”, and from the digital discipleship tools like the Inverse Study to impactful mission trips such as the Guadalajara Mission Outreach, our commitment to making disciples and strengthening the body of Christ has deepened.

TRAINING

Strengthening Sabbath School Through Christ-Centered Training

As in any thriving school, professional development remains essential. During this mission-focused journey, directors were equipped with tools and strategies in several areas.

“The Retaining More of the Gains” Symposium and *“The Art of Teaching Like Jesus”* program equipped leaders with biblical foundations, practical methodologies, and Christ-centered teaching principles aimed at strengthening discipleship and member retention. These training sessions, hosted in collaboration with the Inter-American Division, not only enhanced leadership competence and adaptability during the Covid 19 crisis, but also positioned the Sabbath School to emerge more resilient, mission-focused and effective in the post-pandemic church.

Training sessions for Sabbath School officers were conducted across local fields, including Grenada Conference, Tobago Conference, North Caribbean Conference, East Caribbean Conference and South Caribbean Conference. Particular emphasis was placed on the small group concept, highlighting the Sabbath School class as the foundational unit for fellowship, discipleship, Bible study and mission. Officers were encouraged to use the Sabbath School class as a dynamic “action unit”, fostering deeper relationships, nurturing members in the faith and engaging communities in ministry.



SABBATH SCHOOL CONGRESS 2023



The Caribbean Union hosted a Sabbath School Congress from July 21-22, 2023, at the University of the Southern Caribbean. Dr. Joe Reeves, Assistant Sabbath School Director of the General Conference visited the Caribbean Union for the first time accompanied by Dr. Samuel Telemaque, Sabbath School Director of the Inter-American Division who played a major role over the weekend.

This spiritual convocation brought together delegates, leaders and members from the local fields under the theme *“I will Go - Transforming Lives From The Inside Out”*. The Congress reinforced the ministry’s commitment to holistic discipleship, incorporating presentations on:

- Effective Use of the Inverse Study Guide
- Sabbath School & Technology
- Sabbath School Programing in Post-Covid
- Music – An Integral Part of Worship

LEADERSHIP ADVANCED TRAINING FOR FIELD DIRECTORS

One of the defining experiences for Sabbath School directors across the Caribbean Union was the opportunity to participate in a historic Leadership Advanced Training program from March 05-10, 2024, at the headquarters of the General Conference in Maryland, United States. This event marked a milestone in leadership development and affirmed the global interconnectedness of our work.



During this transformational visit, the delegation had the distinct honor of meeting and learning under the guidance of seasoned world church leaders, including:

- Elder Ted N. C. Wilson, President of the General Conference of Seventh-day Adventists
- Dr Jim Howard, Director of Sabbath School and Personal Ministries
- Dr Joe Reeves, Associate Director of Sabbath School and editor of Inverse

The sessions explored practical and theological dimensions of the Sabbath School ministry - equipping directors with fresh approaches to Bible study facilitation, member engagement, inter-generational ministry, and the integration

of digital resources in the local church context. Elder Wilson's warm and personal interaction with our directors served as a spiritual boost and underscored the sacredness of our calling.

"You are not just planning programs, you are shaping eternity in the lives of those you lead," Elder Wilson reminded us.



This encounter reignited passion and renewed commitment across the Caribbean Union to make Sabbath School the heartbeat of every congregation.

ADULT TEACHERS' TRAINING FOR FIELD DIRECTORS

The Art of Teaching Like Jesus, delivered in both online and offline Sabbath School was a strategic focus for the Caribbean Union Conference during the quinquennium. This initiative was intentionally designed to elevate the competency and spiritual effectiveness of Sabbath School teachers, ensuring that teaching remains Christ-centred, disciple-making and mission-driven.

To support this initiative, during the closure of churches during the pandemic, all Sabbath School directors across the Union participated in structured training, utilizing the resource material written by Dr Samuel Telemaque, Sabbath School Director of the Inter-American Division. This resource provided a biblical and practical framework for teaching modelled after the ministry of Jesus.

Each director was required to successfully complete 20 contact hours of training in order to effectively train and mentor Sabbath School teachers within their respective conferences and missions.



As a direct outcome of this training, the *Caribbean Union Sabbath School Ministry Online Teachers' Certification Program* was launched and implemented during 2024 and 2025. Through this program, over six hundred (600) Sabbath School teachers successfully completed the required coursework and graduated. These certified teachers now serve across the Caribbean Union, strengthening Sabbath School as a primary platform for Bible study, fellowship and intentional disciple-making.

This initiative stands as a significant milestone in the Caribbean Union Conference's ongoing commitment to reviving the vision of Sabbath School as a school of discipleship, equipping teachers not only to teach lessons, but to shape lives for Christ.

DISCIPLESHIP SYMPOSIUM 2025

In April 2025, a Discipleship Symposium was held in Barbados to strengthen the church's commitment to intentional disciple-making and spiritual growth. The symposium featured Dr Samuel Telemaque as the special guest presenter who shared biblical principles on how members can actively engage in making disciples within their churches and communities. In addition to the keynote presentations, Sabbath School Field Directors delivered presentations, sharing strategies, testimonies and practical approaches for nurturing members and strengthening discipleship at the local level.

Caribbean Union Conference
SABBATH SCHOOL DEPARTMENT

Discipleship SYMPOSIUM

April 4 - 6, 2025
OLDBURY, BARBADOS

FEATURED PRESENTER
DR SAMUEL TELEMAQUE
Sabbath School, Possibilities Ministries & Global Mission Director, IAD

PRESENTATIONS:

- The Identity & Mission of a Disciple
- Every Member Making Disciples for Jesus
- Discipleship Defined
- Guest Evangelism
- Spiritual Mentoring

IAD Inverse Bible Study Experience hosted by CARU
Friday Evening at 7:00PM
Meeting ID: 922 5998 6004
Passcode: 578669

HOSTED BY:
SISTER DEBRA FELIX
Sabbath School & HR Director, CARU

EVERY MEMBER MAKING DISCIPLES FOR JESUS!

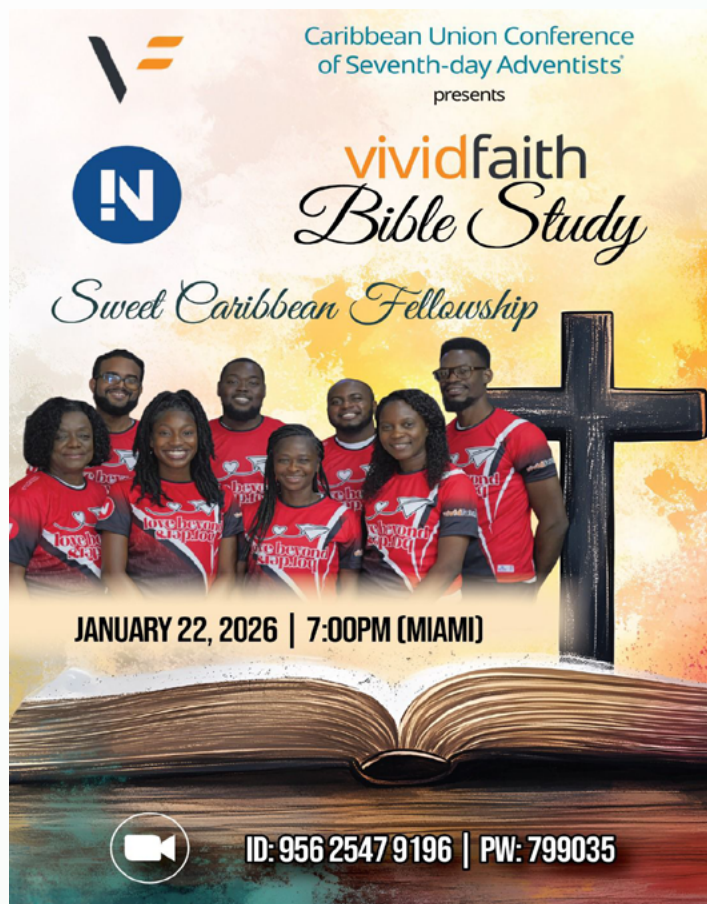
A major highlight of the event was the Friday evening Inverse Bible Study Experience hosted by young adults from the Caribbean Union and conducted in a hybrid format. This brought together over four hundred (400) participants both in-person and online from the Inter-American Division territory for an engaging and interactive exploration of scripture.

Another special highlight of the symposium was a moment of celebration and appreciation as we honored several Sabbath School trailblazers – individuals and groups whose outstanding contributions have significantly strengthened and enriched the Sabbath School ministry across the territory.

Those recognized included Pastor Margaret Ramsarran and Sis Gem Rohlehr (Guyana Conference); Angela Wyllie (East Caribbean Conference); Dr. Sean Joseph (South Leeward Conference); Dr. Henry Peters (North Caribbean Conference); Beverly Khan-Alexis, Director of Cocoyea Drama Group, and Mary Sankar (South Caribbean Conference).

Through these training initiatives, Sabbath School officers and members were inspired to implement the principles of Sabbath School Alive, revitalizing participation, strengthening spiritual growth, and advancing the mission of the church within the local congregations.

INVERSE STUDY PROGRAM



Further contributing to the spiritual growth and engagement of young adults ages 19 to 35, the Inverse Study Experience held weekly via zoom by the Inter-American Division has become a vibrant and interactive platform. I am pleased to say that Caribbean Union Conference hosted three of these sessions with over four hundred young persons in attendance; the highest attendance from any Union within the Inter-American Division. This initiative not only bridges the gap between generations, but provides a safe space for the study of the Word, discussion of social issues, testimony sharing and mutual encouragement.

MISSION SPOTLIGHT

The General Conference Sabbath School Department supplies the Sabbath School Mission Quarterlies every quarter for the local churches in the Caribbean Union territory. Notably, in the 3rd Quarter of 2024, the Caribbean Union Conference was featured in the Mission Quarterly. We had four (4) stories from Dominica and two (2) stories from Trinidad in the Adult Mission Quarterly, and five (5) stories from Dominica and one (1) story from Trinidad in the Children's Mission Quarterly. The quarter's thirteenth Sabbath offering supported six (6) projects in the Inter-American Division, one of which was the construction and refurbishment of a new and larger Ebenezer Elementary School in Roseau, Dominica. We thank God for the young men and women who freely shared their testimonies about the goodness of God in their lives.



LOVE BEYOND BORDERS MISSION TRIP

In August 2025, the Caribbean Union Conference participated in an impactful eleven-day mission trip to Guadalajara, Mexico, resulting in 125 baptisms and the planting of ten (10) new churches to the glory of God. The mission trip brought together young adults of the Inverse age group (19 to 35) from across the Inter-American Division territory, reflecting a spirit of collaboration and shared purpose. The Caribbean Union was represented by a dedicated contingent of eight (8) young adults, who worked alongside Sabbath School officers from Guadalajara in evangelism, community outreach, and health and compassion ministries.



Through prayer, service, and cross-cultural engagement, the mission strengthened local

congregations, expanded the Seventh-day Adventist presence in the territory and reaffirmed the Caribbean Union's commitment to holistic mission and leadership beyond its borders.

BAPTISM



The Sabbath School ministry across the Caribbean has continued to serve as a vital avenue for spiritual growth and evangelism.

Through the intentional study of God's Word, nurturing fellowship, and active engagement of members in the Sabbath School Action Units and small groups, 102 individuals were led to baptism.

FAITHFUL SABBATH SCHOOL MEMBERS

During the last five years, our Sabbath School family has experienced the loss of devoted members who laboured faithfully in the Lord's vineyard. These men and women served with quiet dedication – teaching, mentoring, praying, giving and nurturing souls for the kingdom. We honor their legacy of commitment to Sabbath School and their confidence in the promise that when the Life-giver returns, they shall enjoy eternal life.

We extend heartfelt condolences to the families of those who were laid to rest.

ACKNOWLEDGEMENT

To God be the glory for all that He has done.

Most importantly, I give thanks to God for His guidance, strength, and sustaining grace throughout this period of service. His leading has made every effort meaningful and every challenge surmountable.

I wish to express my sincere appreciation to my Administrative Assistant, Sheryle Liverpool, whose dedication, professionalism, and faithful support contributed significantly to the successful execution of the work in the Sabbath School ministry.

I also wish to extend heartfelt gratitude to Dr Samuel Telemaque, Sabbath School Director of the Inter-American Division, whose visionary leadership, mentorship and commitment to Sabbath School ministry helped to empower and guide me along this journey of service. His counsel and example have been a source of inspiration and encouragement.

I am deeply grateful to all Field Directors, past and present for their commitment, collaboration, and steadfast leadership in advancing the mission of the Church.

Special appreciation is extended to the Administration of the Caribbean Union Conference – Dr Kern Tobias, President; Pastor Johnson Frederick, Secretary; and Pastor Bertie Henry, Treasurer – for their leadership, counsel and unwavering support.

Finally, I extend heartfelt gratitude to my family for their patience, prayers, encouragement, and constant support which made it possible for me to serve with purpose and perseverance.

CONCLUSION

Under the leadership of Jesus, our Heavenly Principal, the Caribbean Union's Sabbath School Ministry continues to thrive as a school of discipleship, hope and transformation.

Through ongoing training, divine appointments and Spirit-led innovation, the Ministry is well positioned to equip teachers, officers and members alike to fulfil the gospel commission.

Indeed, it is a sacred classroom where hearts are educated, spirits are uplifted, and lives are changed, one lesson, one encounter, one transformed life at a time.

As we move forward with Christ as our Heavenly Principal, may our Sabbath Schools continue to nurture disciples, strengthen faith and inspire every member to actively participate in God's mission.

DEPARTMENT REPORT STEWARDSHIP



DIRECTOR

Dr. Gandlal Samlalsingh

“

Before stewardship can influence resources, it must first influence the heart.”

Mr. Chairman, delegates representing all levels of the Organization, distinguished invitees and esteemed guests attending the 18th Session of the Caribbean Union Conference of Seventh-day Adventists, I extend warm greetings to each of you.

It is with profound humility and heartfelt gratitude to Almighty God that I stand before you to present the Stewardship Ministries Department report for the quinquennium 2021 to 2025. I consider it a singular honour and privilege to share with you the achievements, challenges, and blessings experienced throughout this reporting period.

This report seeks to provide a concise yet substantive overview of the historical developments, operational initiatives, experiential insights, and strategic dimensions that shaped the stewardship ministry throughout the quinquennium.



ADMINISTRATIVE ASSISTANT

Tabitha de Leon-David



It highlights intentional, biblically grounded, and theologically sound interventions that fostered a culture of faithful stewardship through approaches that were relational rather than confrontational, and invitational rather than coercive.

The initiatives and programmes undertaken across the various fields of our Union territory were designed to inspire spiritual growth, deepen discipleship, and cultivate a greater understanding of Christian stewardship as an integral component of the believer's walk with God. Through these efforts, the Church experienced significant advancement, measurable growth, and renewed engagement in stewardship principles and practices.

From the commencement of the period under review, the Stewardship Ministries Department remained steadfast in its commitment to serving the Church through the training and equipping of officers and members for the effective advancement of the foundational principles of Biblical Stewardship. Central to our mission has been the conviction that stewardship is not merely a financial responsibility but a comprehensive spiritual discipline that nurtures growth, faithfulness, and maturity in the believer's relationship with God.

Our overarching objective has been to respond faithfully to the divine call to foster spiritual

development among God's people by preparing Christ-like leaders in every congregation. This was pursued through Bible-based, Christ-centered, Spirit-filled, and Spirit-dependent stewardship education designed to cultivate a deeper understanding of discipleship, accountability, and faithful Christian living. Through intentional teaching and mentorship, believers were encouraged to embrace stewardship as an expression of worship and a tangible demonstration of their commitment to God's kingdom.

Throughout the quinquennium, the Department implemented strategic initiatives characterized by perseverance, adaptability, and thoughtful recalibration. These strategies were rooted in sound biblical principles and carefully contextualized to address the evolving needs of the Church. Emphasis was placed not merely on external outcomes but on the transformational work of shaping character beneath the surface, fostering spiritual resilience, and cultivating habits of faithfulness that would yield enduring and sustainable growth.

As we reflect upon the accomplishments, challenges, and lessons of this quinquennium, it is fitting to underscore a foundational principle that guided the philosophy and implementation of stewardship ministry throughout the period under review.

In this regard, the inspired counsel of Ellen G. White provided both direction and affirmation for the work undertaken:

“A revival and a reformation must take place, under the ministration of the Holy Spirit. Revival and reformation are two different things. Revival signifies a renewal of spiritual life, a quickening of the powers of mind and heart, a resurrection from spiritual death. Reformation signifies a reorganization, a change in ideas and theories, habits and practices. Reformation will not bring forth the good fruit of righteousness unless it is connected with the revival of the Spirit. Revival and reformation are to do their appointed work, and in doing this work they must blend” (E. G. White, *The Review and Herald*, February 25, 1902; *Selected Messages*, Book 1, p. 128).

This inspired perspective served as a guiding framework for the Department’s ministry. Accordingly, stewardship initiatives were intentionally designed to foster both revival and reformation; revival through the renewal of spiritual commitment, consecration, and faithfulness to God, and reformation through the adoption of biblical principles that influence attitudes, habits, priorities, and practices. The objective was not merely to encourage greater participation in stewardship programmes, but to cultivate a transformational experience that would deepen discipleship, strengthen commitment to God’s mission, and produce enduring spiritual fruit within congregations throughout the Union territory.

Against the backdrop of the aforementioned inspired counsel and spiritual perspective, the Stewardship Ministries Department intentionally developed and implemented a strategic stewardship framework that embraced innovative, unconventional, and often unprecedented approaches to communicating the stewardship message. Rather than placing primary emphasis on tithes, offerings, or financial contributions, the Department deliberately focused on spiritual revival, personal renewal, and the holistic development of the believer’s relationship with God.

Central to this strategic paradigm was the adoption of a comprehensive stewardship dialogue centered on three interdependent pillars: **The Member, The Mission, and The Money**. This model provided a platform for guided learning experiences that encouraged theological reflection, biblical reasoning, corrective interpretation, and deeper spiritual discernment regarding the true essence of Christian stewardship.

The stewardship initiative relating to **The Member** established the foundational principle that genuine stewardship begins with spiritual transformation. Accordingly, significant emphasis was placed on nurturing the devotional life, strengthening biblical convictions, deepening commitment to Christ, and fostering a culture of faithfulness rooted in love rather than obligation. The Department recognized that before stewardship can influence resources, it must first influence the heart.

The stewardship initiative relating to **The Mission** sought to demonstrate the inseparable connection between the spiritual vitality of the believer and the advancement of the Church’s evangelistic mandate. Members were encouraged to view stewardship as extending far beyond financial support and encompassing the consecration of time, talents, influence, opportunities, and personal witness. As spiritual growth increased, so too did engagement in ministry, evangelism, discipleship, and service to others, thereby strengthening the Church’s capacity to fulfil its mission.

The stewardship initiative relating to **The Money** was intentionally positioned as the natural outcome rather than the primary objective of stewardship education. The Department advanced the conviction that when believers experience authentic spiritual renewal and become actively engaged in God’s mission, faithfulness in financial stewardship naturally follows. As members mature spiritually, their commitment to supporting the work of God increases, resulting in greater generosity, increased trust in divine providence, and a stronger willingness to invest their resources in the advancement of the Kingdom.

This strategic approach affirmed a simple yet profound stewardship principle: when the Church prioritizes the spiritual development of its members, those members become more deeply committed to the mission of Christ, and when commitment to mission flourishes, faithfulness in stewardship is strengthened. Consequently, the treasury is not enriched merely through appeals for resources, but through transformed lives that joyfully support the proclamation of the everlasting gospel to every nation, kindred, tongue, and people.

Thus, throughout the quinquennium, stewardship ministry was intentionally repositioned from being perceived primarily as a financial initiative to being embraced as a comprehensive discipleship ministry; one that seeks first the transformation of the believer, thereby producing lasting benefits for the mission and financial sustainability of the Church.

A well-defined strategy was implemented to provide members with a clearer understanding and practical appreciation of the principles, objectives, and benefits of the Combined Giving Plan. It became evident that several congregations had a limited understanding of the Church's financial framework and the way resources are distributed to support the mission and operations of the various organizational levels. Consequently, the Stewardship Ministries Department undertook an educational initiative designed to strengthen financial literacy within the Church and foster greater awareness of the interconnected nature of the denominational structure.

Through seminars, stewardship presentations, workshops, and guided discussions, members were afforded opportunities to gain a more comprehensive understanding of how their faithful stewardship contributes to the advancement of ministry at the local church, conference, union, division, and global levels of the Seventh-day Adventist Church. This educational emphasis sought to not merely inform, but to inspire confidence, transparency, trust, and a deeper appreciation for the collective mission of the Church.

As understanding increased, so too did support for the various beneficiaries of the Combined Giving Plan, resulting in greater engagement and a more unified commitment to the mission enterprise. Members came to recognize that their contributions were not isolated acts of giving, but strategic investments in evangelism, education, discipleship, humanitarian outreach, and the proclamation of the everlasting gospel throughout the world field.

The following highlights represent some of the principal areas of emphasis that contributed to this strategic stewardship framework and produced meaningful, measurable, and highly encouraging outcomes throughout the quinquennium.

1. Annual Holy Convocation

During this quinquennium Holy Convocations were held in the following fields:

The first Holy Convocation of the quinquennium was held virtually in 2021 following the COVID-19 pandemic. The Stewardship Ministries Department successfully launched a special series entitled **"The 7 Cs of Biblical Christian Stewardship"**. The presentations emphasized biblical principles of stewardship, spiritual growth, and faithful discipleship. The initiative received widespread engagement, and, to date, the series has garnered more than **72,000 views** demonstrating its significant impact and reach throughout the Union territory and beyond.

The second series of Holy Convocation presentations was conducted under the theme **"The 7 Ps of Biblical Christian Stewardship"**. As part of this initiative, during 2022, teams of presenters ministered in St. Maarten in the North Caribbean Conference and also in the St. Vincent Mission, with additional presentations conducted in 2025. Recognizing the geographical diversity of the North Caribbean Conference, Holy Convocations were subsequently extended to several islands, including St. Thomas, Tortola, St. Croix, St. Eustatius, and Anguilla, thereby broadening the reach and impact of stewardship education throughout the territory.

The third Holy Convocation was conducted within the East Caribbean Conference under the theme **“The 7 Rs of Biblical Christian Stewardship”**. During this initiative, Barbados and Dominica benefited from the rich, insightful contributions of distinguished guest presenters, including Dr. Aniel Barbe, Associate Director of Stewardship Ministries at the General Conference, and Dr. Leonard Johnson, Executive Secretary of the Inter-American Division. Their presentations played a significant role in strengthening the stewardship emphasis throughout the territory.

In 2024, the stewardship emphasis was extended to the Guyana Conference under the theme **“The 7 Gs of Biblical Christian Stewardship”**. This Holy Convocation brought together members and leaders for focused stewardship education and spiritual renewal. The programme was further enhanced by the participation of Dr. Roberto Herrera, Stewardship Ministries Director of the Inter-American Division, who served as the special guest presenter and contributed significantly to the success of the initiative.

In 2025, the Holy Convocation series was hosted within the South Leeward Conference under the theme **“The 7 Ts of Biblical Christian Stewardship”**. The programme advanced the Department’s emphasis on spiritual renewal and stewardship education throughout the Union territory. A highlight of the Convocation was the final Sabbath afternoon celebration, which featured Dr. Balvin Braham, Vice President of the Inter-American Division, as the keynote speaker.

In 2026 we visited Grenada, the “Isle of spice”, where the stewardship emphasis was conducted under the theme **“The 7 Ss of Biblical Christian Stewardship”**.

To date, six comprehensive seven-part sermon series have been completed as part of the Holy Convocation stewardship initiative. Preparations are currently underway for the next series, **“The 7 Ls of Biblical Christian Stewardship”**, which is scheduled to be presented during the Holy Convocation in the St. Lucia Mission in 2027. Collectively, these initiatives have resulted in the development and delivery of **71 sermons** and

more than **87 PowerPoint presentations**, all of which have been utilized across various fields of the Union territory to advance stewardship education, spiritual renewal, and discipleship.

The Holy Convocation is a signature Biblical Stewardship initiative that articulates a Christ-centered vision of stewardship grounded in Scripture and the Lordship of Jesus Christ. It is designed to enhance members’ understanding of the fundamental principles of Biblical Stewardship while fostering a deeper appreciation of their individual and collective responsibility in supporting the mission of the Church through the Financial Support Plan.

This initiative seeks to cultivate greater financial responsibility, accountability, and awareness of the interconnectedness of the various levels of the Church organization. More importantly, it provides a meaningful opportunity for spiritual renewal, discipleship, and continued growth in Christian maturity. Through practical instruction and biblical teaching, members are encouraged to embrace a holistic stewardship lifestyle that promotes faithful Christian living, sound financial management, and sustainable family development.

A distinctive feature of the Holy Convocation is its emphasis on ministry beyond the pulpit. During the week of the initiative, visitation programmes are conducted involving active members, inactive members, and non-members who regularly attend worship services. Nightly stewardship revival meetings are also held, creating opportunities for spiritual encouragement, recommitment, and evangelistic outreach.

Additionally, visiting presenters usually participate in a designated tour day, which allows them to experience the culture, history, and unique heritage of the host territory. These occasions often provide exposure to historical and cultural sites of exceptional significance and interest.

The week culminates in a grand Holy Convocation Celebration on the Sabbath afternoon, during which testimonies are shared, visitation reports are presented, and baptisms are celebrated where applicable. The featured guest speaker from the

wider Church organization delivers a message of inspiration and challenge, encouraging members to greater faithfulness and commitment to God's mission.

It should also be noted that representatives of the Caribbean Union Conference, including Stewardship Directors, pastors, elders, and evangelists, participated in many Holy Convocations and stewardship initiatives conducted throughout other Union territories within the Inter-American Division, thereby contributing to the greater advancement of stewardship ministry across the region.

I am pleased to report to this distinguished delegation that the Holy Convocations conducted throughout the territories previously referenced, as well as in other fields beyond our Union territory, yielded significant spiritual, educational, and organizational outcomes during the quinquennium under review. Among the notable results were:

- 531 baptisms, including 241 baptisms within the Guyana Conference alone.
- Approximately 7,913 visits conducted among active members, inactive members, and non-members.
- Approximately 5,182 God First Covenant Cards signed as expressions of commitment to biblical stewardship.
- Measurable increases in tithes and offerings, as reflected in the accompanying charts and statistical reports.
- Assessment and diagnosis of stewardship trends and giving patterns among church members.
- Improved awareness and application of personal and family financial management principles.
- The conduct of numerous Stewardship Institutes, Advisories, Workshops, and Congresses throughout the territory.
- Analysis and evaluation of giving patterns across various age demographics within local congregations.
- Comprehensive education and promotion of

the Seventh-day Adventist Financial Support Plan.

- Enhanced organizational renewal, spiritual growth, and partnership with Christ through an increased emphasis on His Lordship in every aspect of life.

Another significant accomplishment of the Stewardship Ministries Department was the launch of the Stewardship Instructor's Certification Course in 2024. Recognizing the need to equip and certify stewardship leaders for more effective ministry, the Department developed a structured programme designed to strengthen theological understanding, instructional competency, and practical stewardship leadership throughout the Church.

The certification programme sought to prepare participants to:

1. Demonstrate a comprehensive understanding of the philosophy of stewardship based on biblical principles.
2. Teach stewardship effectively within the local church setting.
3. Develop and implement stewardship strategies at the congregational level.
4. Understand and articulate the Seventh-day Adventist theological framework relating to tithes and offerings.
5. Foster environments that encourage spiritual renewal and stewardship education.
6. Lead believers into a deeper and more transformative relationship with Jesus Christ.

The curriculum consisted of eight specialized courses:

1. How to Study the Bible (Hermeneutics)
2. Fundamentals of Stewardship (Theology)
3. The Power of Preaching (Homiletics)
4. History of Systematic Benevolence
5. How to Promote Stewardship

6. Personal Financial Management Seminar
7. The Nexus Between Stewardship and Salvation
8. Local Church Stewardship Strategy

The response to this initiative exceeded expectations, with nearly 450 individuals enrolling in the programme. Instruction was provided by a distinguished faculty comprising representatives from the General Conference, the Inter-American Division, the University of the Southern Caribbean, and the Caribbean Union Conference.

The programme culminated in a grand graduation ceremony held at the University of the Southern Caribbean, where 367 participants graduated as Certified Stewardship Instructors. The featured speaker for the occasion was Aniel Barbe, Associate Director of Stewardship Ministries at the General Conference, who remarked that this was the first Stewardship Instructor's Certification Course of its kind that he had encountered within the world Church.

Mr. Chairman, these accomplishments represent only a portion of the major initiatives undertaken by the Stewardship Ministries Department during the period under review. A number of workshops, advisories, leadership training programmes, and stewardship seminars were conducted for pastors, elders, local church officers, and members throughout the Union territory.

Participation in advisory meetings and consultations of the wider Church organization also provided valuable opportunities for learning, collaboration, and strategic planning. These engagements contributed significantly to the continued development of stewardship ministry, and offered important insights that will help shape the future direction of this vital department as it seeks to strengthen discipleship, advance mission, and promote faithful stewardship across the Caribbean Union Conference.

ADVENTIST LAYMEN'S SERVICES AND INDUSTRIES (ASI)

Mr. Chairman, permit me to give a few highlights and accomplishments of the Adventist Laymen's

Services and Industries. During this quinquennium, we were successful in reviving some chapters, including South Caribbean Conference, Suriname, Antigua, Guyana, St. Thomas, St. Vincent and the Grenadines, St. Lucia and Grenada (2026).

We currently have active chapters in Antigua, Barbados, Grenada, Guyana, Tobago, Suriname, St. Lucia, St. Thomas, St. Vincent and the Grenadines, and Trinidad.

During the quinquennium, the Adventist-laymen's Services and Industries (ASI) ministry continued to promote its core philosophy of fostering a Christ-centered lifestyle through daily partnership with God and active witness in the marketplace. Through its emphasis on "Sharing Christ in the Marketplace", ASI encouraged business owners, professionals, entrepreneurs, and supporting ministries to integrate faith with service while actively supporting the mission of the Seventh-day Adventist Church.

Special attention was given to enhancing awareness of ASI's mission and vision among church members throughout the Union territory. Educational presentations, promotional initiatives, and networking opportunities highlighted the vital role that lay members can play in advancing evangelism, health ministry, education, community outreach, family life ministries, and special mission projects. Emphasis was also placed on demonstrating that every profession, business, and vocation can become an avenue for ministry and soul winning.

The Department also promoted the historic and prophetic significance of ASI as a movement dedicated to mobilizing lay involvement in the proclamation of the Three Angels' Messages. Members were challenged to view their businesses, professions, and personal influence as instruments for mission, and to actively support the worldwide work of the Church through service, leadership, mentorship, and financial partnership.

Particular emphasis was placed on encouraging collaboration among supporting ministries, business professionals, and emerging young leaders. This included fostering a greater

appreciation for ethical business practices, Christian leadership, marketplace evangelism, and the development of the next generation of mission-focused professionals through ASI's expanding network and outreach initiatives.

Throughout the period under review, ASI remained committed to its overarching objective of connecting and equipping laypersons to become effective disciples and ambassadors for Christ in their spheres of influence. The ministry continued to reinforce the biblical principle that the work of proclaiming the everlasting gospel is not limited to only pastors and church officers, but is a shared responsibility entrusted to every believer who is called to participate in God's mission of preparing the world for the soon return of Jesus Christ.

We continue to fulfil the mandate as enunciated in the book, *Gospel Workers*, page 351, where Ellen White makes the following observation: "The work of God in this earth can never be finished until the men and women comprising our church membership rally to the work, and unite their efforts with those of ministers and church officers."

PLANNED GIVING AND TRUST SERVICES

Planned Giving and Trust Services (PGTS) is an integral component of Christian stewardship that seeks to encourage members to honour God through thoughtful estate planning, charitable giving, and responsible management of the resources entrusted to them. Under this banner, the Planned Giving and Trust Services Department served as a facilitator, educator, and advocate, helping members align their financial and legacy planning with biblical principles while supporting the mission of the Church.

During the reporting period, significant emphasis was placed on educating members regarding the importance of wills, trusts, beneficiary designations, and other planned giving instruments. Through seminars, workshops, stewardship conventions, meetings, and local church presentations, members gained practical knowledge that enabled them to make informed

decisions concerning their estates and their support of God's work beyond their lifetime.

A major accomplishment of the Department included the development and implementation of educational initiatives designed to increase awareness of Planned Giving and Trust Services throughout the Union territories. These initiatives involved collaboration with legal professionals, financial advisors, accountants, pastors, and administrators to provide members with accurate and relevant information concerning estate planning and charitable giving opportunities.

For members who wish to support the Church's mission through deferred gifts, education on the preparation and execution of wills, trusts, and other legacy planning documents provides peace of mind for them and their families, while also contributing to the long-term sustainability of evangelistic, educational, and humanitarian ministries.

Another noteworthy accomplishment was the strengthening of partnerships between local churches, conferences, and institutional entities to promote a culture of stewardship that extends beyond tithes and offerings. Through intentional engagement with members of all age groups – particularly professionals, businesspersons, retirees, and senior members – the department cultivated a greater appreciation for legacy giving as an act of faith and discipleship.

The Department also established systems for the identification and follow-up of prospective donors, ensuring that members receive appropriate guidance and support throughout the planning process. This pastoral approach fosters trust, transparency, and accountability, while reinforcing the biblical principle that faithful stewardship encompasses both present resources and future provisions.

In addition, the Planned Giving and Trust Services Department had oversight of the preparation and dissemination of educational materials, brochures, newsletters, digital resources, and testimonial presentations, highlighting the impact of planned gifts on the advancement of God's kingdom.

These communication resources helped to inspire members to consider how their life's blessings may continue to support ministry for generations to come.

A Caribbean Union-wide Planned Giving and Trust Services (PGTS) Convention was successfully convened in St. Lucia in 2023, bringing together field directors, administrators, pastors, and local church officers from across the Union territory. The convention provided a valuable platform for education, collaboration, and strategic discussion on the importance of legacy stewardship and estate planning within the mission of the Church. The keynote presenter was **Elder Dennis Carlson**, former Planned Giving and Trust Services Director of the General Conference, whose presentations offered invaluable insight, inspiration, and practical guidance for strengthening PGTS ministry throughout the Caribbean Union.

Ultimately, the work accomplished under the Planned Giving and Trust Services banner contributed to the spiritual growth of members, the strengthening of families, and the financial sustainability of the Church's mission. Through prayerful leadership, strategic planning, and faithful education, the Department helped members transform their resources into a lasting testimony of faith, ensuring that their commitment to God's work continues to bear fruit well into the future.

APPRECIATION

As I conclude this report, I wish to express my sincere appreciation and gratitude to the administration of the Caribbean Union Conference for their unwavering commitment to the advancement of stewardship ministry throughout this quinquennium.

Special recognition is extended to Dr. Kern Tobias, President, for his visionary leadership and steadfast commitment to the mission of the Church; Pastor Johnson Frederick, Executive Secretary, for his counsel, guidance, and administrative support; and Pastor Bertie Henry, Treasurer, for his collaboration and dedication in strengthening the financial stewardship initiatives of the Union.

I am also deeply grateful to our administrative team, whose professionalism and efficiency contributed significantly to the successful execution of the Department's programmes and initiatives. Special thanks are extended to Mrs. Ann Bacchus-Small, Administrative Assistant, for her diligent service and unwavering support; Mrs. Faith Pustam-Ramdath, former Administrative Assistant, for her valuable contribution during her tenure; and Mrs. Tabitha De Leon-David for her assistance, cooperation, and commitment to the work of the Department.

A heartfelt expression of gratitude is reserved for my beloved family, whose encouragement and understanding have been a constant source of strength throughout this journey. To my devoted wife, Vanessa Samlalsingh, my children, Kavita Samlalsingh, Keisha Samlalsingh, and Kadesh Samlalsingh, and my seven cherished grandchildren, thank you for your prayers, patience, and unwavering support as together we have sought to serve the cause of Christ.

Above all, I offer my highest praise, honour, and thanksgiving to God the Father, God the Son, and God the Holy Spirit, whose grace has been sufficient, whose wisdom has been unfailing, and whose providential leading has sustained every endeavour undertaken during this quinquennium. To Him alone belongs all glory for every accomplishment achieved, every soul reached, every life transformed, and every blessing bestowed. *"Not unto us, O Lord, not unto us, but unto Thy name give glory, for Thy mercy, and for Thy truth's sake" (Psalm 115:1).*

DEPARTMENT REPORT

YOUTH, CHAPLAINCY & PUBLIC CAMPUS MINISTRIES

DIRECTOR

Pastor Marvyn Smith

“

Our young people are not merely the ‘church of tomorrow,’ but vital workers for God today.”

Mr. Chairman, members of the Executive Committee, delegates, special guests and members across the Union.

It has been a sacred privilege to serve the youth of the Caribbean Union Conference (CARU) during the quinquennium and to contribute to the forward movement of God’s remnant church in our region. Ministry to children, adolescents, and young adults remains central to the mission philosophy of the Seventh-day Adventist Church, and the Caribbean Union continues to regard youth ministry as a top strategic priority, an essential dimension of the Church’s mission.

This report covers the period July 2022 to July 2026 and presents the major initiatives, engagements, outcomes, and emerging priorities of the Youth, Chaplaincy and Public Campus Ministries Department. It is offered in a spirit of accountability, gratitude, and hope, recognizing



ADMINISTRATIVE ASSISTANT

Carol Joshua



that “we are God’s fellow workers” (1 Corinthians 3:9), and that all true success in ministry is the result of His grace.

The period under review was characterized by a gradual transition from the profound disruptions of the COVID-19 pandemic to a more stable ministry environment. This unique context shaped both the content and the methodology of our work. It demanded a deliberate focus on spiritual renewal, relational reconnection, and the rebuilding of youth structures at every level of the church — local congregation, district, field, and Union. Our efforts were intentionally directed toward presenting our youth “perfect in Christ Jesus” (Colossians 1:28), recognizing that they stand on the frontlines of contemporary cultural and spiritual challenges.

Throughout the quinquennium, the department intentionally aligned its vision and operations with:

1. The strategic direction and mission priorities of the Caribbean Union Conference
2. The Inter-American Division (IAD) Youth Ministries strategic emphases
3. The global focus of the General Conference Youth Ministries on “Total Youth Involvement”, discipleship, and mission

This threefold alignment ensured that our youth ministry in CARU remained contextually relevant to the Caribbean reality, while fully connected to regional and global Adventist mission strategies.

Our work during this period has been organized around three key strategic issues:

1. Personal Spiritual Growth and Maturity
2. Church Growth and Consolidation
3. Evangelism and Community Outreach

These pillars are a major part of the strategic focus of the Caribbean Union and reflect the balanced Adventist understanding of mission — nurturing believers, strengthening the body of Christ, and reaching the world with the everlasting gospel.

In keeping with the counsel that with “an army of workers as our youth, rightly trained” (Education, p. 271), the message of a crucified, risen, and soon-coming Saviour might quickly reach the world, this department has sought to train, mobilize, and support the youth of CARU for faithful service and mission. What follows is a narrative of God’s leading and the cooperative efforts of His people across the Caribbean Union during this quinquennium.

1. PARTICIPATION IN INTER-AMERICAN DIVISION AND GLOBAL YOUTH INITIATIVES

As we consider our youth ministry in the Caribbean Union, it is important to situate our work within the context of the larger family of the worldwide Seventh-day Adventist Church. Participation in Inter-American Division and global initiatives is not a peripheral activity; rather, it is a vital expression of our identity as part of a global movement. Such engagement:

- Strengthens our sense of belonging to the worldwide Adventist family
- Offers exposure and development opportunities to our youth, broadening their vision beyond local boundaries
- Affirms CARU as an active and reliable contributor to regional and global mission initiative

Within this framework, two major areas of regional participation stand out during the quinquennium: the IAD Bible Connection and the IAD International Pathfinder Camporee.

1.1 IAD Bible Connection

Background

The IAD Bible Connection Challenge (formerly “Bible Boom”) is the premier Division-wide Bible study and discipleship competition for youth and young adults. It is designed not merely as a contest of memory or speed, but as a structured process that encourages systematic study of Scripture, deep doctrinal understanding, and consistent personal devotion. Each Union within the Division selects a representative through its own Bible Connection processes, and the Division event brings together youth from across the IAD in a spirit of fellowship, healthy competition, and spiritual growth.

By anchoring our youth in the Word at a time when competing voices and ideologies abound, Bible

Connection serves as a practical means of helping them “hide” God’s Word in their hearts (Psalm 119:11) and stand firm in faith.

Caribbean Union Participation and Hosting (2022–2025)

During the 2022–2026 period, the Caribbean Union maintained consistent and enthusiastic participation in the IAD Bible Connection as follows

November 19, 2022 – Jamaica

CARU Representative: Mr. Jerren Brewster, South Caribbean Conference

November 25, 2023 – Colombia

CARU Representative: Ms. Xabisa Hamilton, Guyana Conference

November 16, 2024 – El Salvador

CARU Representative: Ms. Xabisa Hamilton, Guyana Conference

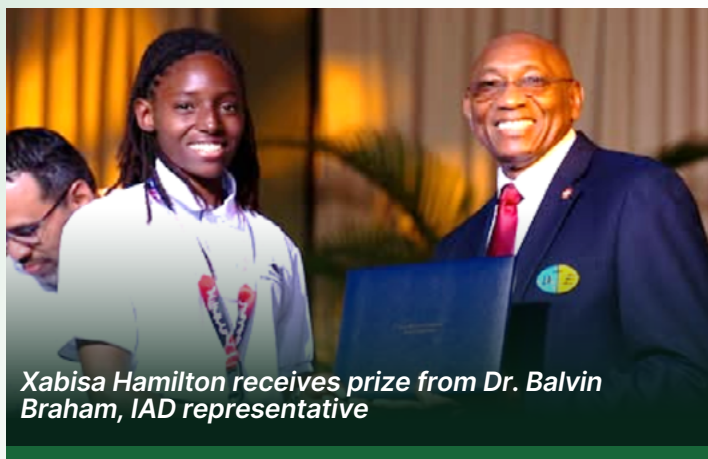
November 15, 2025 – Trinidad & Tobago (Hosted by Caribbean Union)

Venue: University of the Southern Caribbean (USC)

Special Guests:

- Pastor Daniel Torreblanca, IAD Youth Ministries Director
- Dr. Balvin Braham, Vice President, Inter-American Division
- Youth Ministries Directors and participants from across the IAD

The 2025 event was particularly historic, as it marked the first time that the IAD Bible Connection was hosted within the Caribbean Union. The selection of USC as the venue provided a spiritually uplifting environment and showcased the capacity of CARU to host Division-level events at an international standard. Representing CARU, Ms. Xabisa Hamilton again distinguished herself and, by God’s grace, emerged as the 2025 IAD Bible Connection Champion.



Division officials commended the Caribbean Union for its excellent organization, reverent spiritual atmosphere, and warm Caribbean hospitality, demonstrating our commitment to doing all in a manner that honours God and reflects the character of His people.

Impact and Significance

The sustained engagement with Bible Connection during this quinquennium produced several important outcomes:

- Strengthened culture of Bible study and doctrinal understanding among youth
- Enhanced visibility and reputation of CARU within the IAD as a Union that values biblical literacy and invests in youth discipleship
- Inspiration for local and Union-wide Bible study initiatives, including the Moses Award and Re-Connection Revivals
- Empowerment of young leaders through regional recognition, building confidence and spiritual influence in their local contexts

Bible-centered initiatives such as this remain essential to youth ministry in CARU, ensuring that our programs are grounded in Scripture and oriented toward personal transformation.

1.2 IAD Pathfinders in Mission Camporee March 4–8, 2023 – Trelawny, Jamaica

Background

The IAD International Pathfinder Camporee brings together thousands of Pathfinders, leaders, and

administrators for a multi-day experience of camping, worship, community outreach, skills training, and spiritual growth. The Camporee is a formative experience that shapes identity, builds friendships, and cultivates leadership among young people.

Pathfinder ministry reflects the biblical principle of holistic growth — “Jesus increased in wisdom and stature, and in favor with God and men” (Luke 2:52) — uniting physical activity, mental development, social interaction, and spiritual nurture in a single cohesive program.

Caribbean Union Participation

Approximately 1,000 participants from the Caribbean Union attended, making CARU the largest international contingent at the Camporee. Nine of the ten fields of CARU were represented, reflecting strong field-level commitment to Pathfinder ministry and to regional collaboration.

CARU Administration in attendance included:

- Dr. Kern Tobias, President
- Pastor Bertie Henry, Treasurer

Estimated CARU Participation by Field – IAD Camporee 2023

Field/Conference	Delegates
South Caribbean Conference	128
East Caribbean Conference	142
North Caribbean Conference	398
South Leeward Conference	42
St. Lucia Mission	57
St. Vincent & the Grenadines Mission	43
Grenada Conference	20
Guyana Conference	106
Tobago Conference	5
Administrative Team	12

Contribution and Outcomes

The Caribbean Union's contribution to the Camporee extended beyond numerical strength:

The CARU Youth Director, along with a dedicated team of leaders and young people, played a key role in coordinating activities, challenges, and events, significantly enhancing the Union's visibility and fostering unity among our diverse fields.

Participants returned to their territories energized and motivated to:

- Strengthen local Pathfinder clubs and invest in regular training of staff and youth
- Expand community outreach initiatives, using Pathfinders as a bridge between church and community

These experiences provided a living expression of the Adventist youth pledge to "take an active part in the work of the church," and demonstrated that the youth, when rightly trained and organized, are fitted to bear responsibilities at every level.

Having considered our regional and global engagements, we now turn to the strategic initiatives that were developed and implemented across the Union to respond to the specific needs of our youth during this quinquennium.

2. UNION-WIDE STRATEGIC YOUTH INITIATIVES

The leadership of the Caribbean Union has consistently affirmed the priority of youth development and youth engagement in mission. Recognizing that youth ministry must be intentional, structured, and responsive to changing realities, the Youth, Chaplaincy and Public Campus Ministries Department, in collaboration with field leaders, implemented several innovative region-wide initiatives.

These initiatives were designed to foster spiritual growth, leadership development, and mission readiness among our youth. They also reflect a deliberate move from event-based programming to process-oriented disciple making, in harmony with the gospel commission to make, baptize, and teach disciples (Matthew 28:18–20).



2.1 Adventist Youth Ministries Stakeholders' Discussion

September 27, 2022 – Virtual

Background and Purpose

In the immediate post-pandemic environment, the youth ministry landscape across CARU had been significantly altered. Many AY societies, Pathfinder and Adventurer clubs, and senior youth groups had experienced disruptions, reduced attendance, and leadership fatigue. It was therefore essential to listen carefully to the voices of those on the frontlines and to collaboratively reassess our strategies.

The Union-wide Adventist Youth Ministries Stakeholders' Discussion was convened as a strategic consultation to:

- Take stock of the state of youth ministries across the Union
- Identify both strengths and gaps in our existing structures and programs
- Explore the new realities emerging after COVID-19 (e.g., digital engagement, mental health concerns, membership attrition)
- Chart a collaborative way forward, rooted in prayerful dialogue and data-informed reflection

This approach is consistent with the biblical model of collective counsel and the Adventist commitment to orderly, well-planned labour for souls.

The consultation enjoyed wide and representative participation with over 500 participants from across all ten fields of the Caribbean Union.

Representation included:

- Senior Youth and AY Society leaders
- Master Guide, Pathfinder, and Adventurer leaders
- Pastors, youth directors, and local church officers
- Chaplaincy and Public Campus Ministries stakeholders

Key Areas Reviewed

During the discussion, several critical areas were examined:

- Strengths and gaps within Senior Youth, Master Guide, Pathfinder, and Adventurer ministries
- Post-pandemic threats, opportunities, and emerging realities, including:
 - a. Increased reliance on digital platforms and social media
 - b. Heightened awareness of mental health challenges among youth
 - c. The need to reconnect and reclaim youth who had drifted away during the pandemic
- Innovative approaches to discipleship, leadership development, and evangelism, with a focus on youth-led initiatives and peer-to-peer ministry

Participants were organized into targeted breakout rooms focusing on Master Guide, Pathfinder, Adventurer, Senior Youth, and Chaplaincy ministries. In these groups, participants used SWOT analyses (Strengths, Weaknesses, Opportunities, Threats) to generate clear, actionable insights for each ministry area.

Outcomes and Strategic Linkages

This Union-wide consultation became a foundational reference for subsequent strategic planning. Many of the issues, opportunities, and recommendations raised during the discussion fed directly into the design of major Union-wide initiatives such as EMIT, the Re-Connection Revivals, and YUTCAH.

In this sense, the consultation functioned as both a listening exercise and a strategic springboard. It reinforced the principle that effective youth ministry requires both spiritual fervor and thoughtful planning.

2.2 Bible Connection & Re-Connection Revivals

Flowing naturally from our emphasis on Scripture

and from the insights gathered from the Stakeholders' Discussion forum, the department developed an integrated initiative, combining Bible Connection activities with focused spiritual revival efforts.

This initiative — Bible Connection & Re-Connection Revivals — was designed to deepen biblical engagement while strengthening the spiritual life of youth already in the church, with a strong emphasis on consolidation, renewal, and post-COVID reconnection. It responded to the recognized need for genuine revival and re-engagement across the youth demographic.

2.2.1 University of the Southern Caribbean – 2022

The first major expression of this combined approach occurred at the University of the Southern Caribbean in 2022:

- This was the first post-COVID in-person Moses Award Bible Quiz held at USC, signaling a return to face-to-face Union-wide youth events.
- Participation included representatives from all ten fields of the Union, along with students from USC itself.
- Beyond the competition, the event functioned as a spiritual convocation, with worship experiences, testimonies, and fellowship that helped rebuild inter-field camaraderie and a shared CARU youth identity.

The successful execution of this event provided encouragement that in-person youth ministry could once again flourish, under God's guidance and protection.

2.2.2 St. Vincent & the Grenadines – September 30, 2023

The next major step took place in St. Vincent & the Grenadines, where Bible Connection served as the launching pad for a new spiritual initiative:

- The Bible Connection event on September 30, 2023 became the birthplace of the Re-Connection Revivals.

- In preparation, eight sites across the Mission engaged in a week of spiritual revival, (September 24 –29, 2023), conducted by visiting field youth directors and lay preachers.

The preaching team included:

- **Pastors:** Richard Randolph, Miguel Denny, Jamie Gordon, Leriano Webster, Wayne Jeffery, and Terry John (Spiritual Vice President, USC)
- **Directors:** Lennox Jason, Annette Lewis

Focus and Outcomes

The emphasis of these revivals was clear and intentional:

- The primary aim was spiritual renewal and consolidation of Adventist youth, rather than the pursuit of new members.
- Themes highlighted personal devotion, assurance of salvation, identity in Christ, and recommitment to mission.
- Many young people testified to renewed spiritual interest, deeper engagement with Scripture, and a stronger sense of belonging to the church

These preachers formed the inaugural Re-Connection Revival team, creating a model for future teams that would serve in other fields. The experience confirmed that revival-focused initiatives, when grounded in the Word and supported by strong local planning, could be a powerful response to post-pandemic spiritual drift.

2.2.3 University of the Southern Caribbean – 2024

Building on these experiences, Bible Connection 2024 at USC introduced an added dimension of honour and empowerment for our youth:

- All 2024 Bible Connection participants were fully sponsored to attend YUTCAH and were recognized as special ambassadors. This linkage intentionally connected Bible engagement with leadership development and mission readiness.

- For the first time in the history of CARU's Bible Connection, an IAD Youth Ministries Director – Pastor Al Powell – served as Quiz Master for our Union championship. His presence and leadership enhanced the profile of the event and publicly affirmed the importance of serious Bible study for youth in the Caribbean Union.

This integration of recognition, training, and exposure demonstrates a deliberate strategy to move Bible Connection from a stand-alone competition to a gateway into deeper discipleship journeys.

2.2.4 Tobago Conference – October 11–13, 2025

As part of the Caribbean Union Centennial Celebrations, the synergy between Bible Connection and Re-Connection Revivals reached a new level in the Tobago Conference:

- A combined Bible Connection & Re-Connection Revival event was held on the weekend of October 11–13, 2025, and expanded to incorporate a major musical celebration concert at Shaw Park.
- The revival component included Re-Connection Revivals in eight pastoral districts across Tobago, led by a team of preachers: Pastors Richard Randolph, Wayne Jeffrey, Terry John, RaJive Samuel, Jamie Gordon, Sean Shepherd, Ray Edwards, and Russell James.
- The musical celebration featured special items from each field, local Tobago talent, and a featured artiste, B'Jorn Pierre. This concert was the first of its kind for the Caribbean Union and was subsequently voted as a regular addition to the regional Bible Connection Experience.

Music played a central role in this weekend, not as mere entertainment but as a vehicle for worship, testimony, and appeal. The program highlighted music as an essential element of youth worship and evangelism, used thoughtfully and reverently to uplift Christ and His truth.

In summary, the Bible Connection & Re-Connection Revivals initiative has become a strategic tool for consolidating youth, deepening

their spiritual experience, and integrating various aspects of youth ministry into a coherent process of discipleship.

2.3 YUTCAH – Youth United Through Christ Aiming Heavenward

July 11–21, 2024 – University of the Southern Caribbean

Having emphasized Bible engagement and revival, the Union turned its attention to another pressing need: the crisis of senior youth engagement and retention. Out of prayer, consultation, and careful listening, a new major initiative emerged –YUTCAH (Youth United Through Christ Aiming Heavenward).

Background and Rationale

Through direct conversations with youth in multiple fields, it became evident that there was a felt need for an event that was more than a camp and more than a congress — an initiative specifically tailored for Senior Youth at a crucial stage of life. Many articulated the desire for a space that would:

- Address their questions and spiritual struggles honestly
- Affirm their identity and value within the Church
- Equip them for leadership and mission
- Provide opportunities for fellowship and networking across territorial boundaries

In response to this expressed need, the Union designed a hybrid, mission-focused experience that brought together the best elements of camp, congress, leadership summit, and mission convention.

YUTCAH aimed to:

- Facilitate deep spiritual encounters with Christ
- Encourage cross-field fellowship and networking, building a shared CARU youth identity

- Provide concrete leadership and ministry training across multiple disciplines
- Engage youth in community outreach and public witness, translating faith into action

Core Pillars

The program was structured around four core pillars:

- 1. Worship and Spiritual Formation** – daily devotionals, prayer sessions, and evening worship experiences designed to lead youth into a deeper, personal relationship with Christ.
- 2. Fellowship and Networking** – structured opportunities to interact, share testimonies, form friendships, and experience the diversity of the Caribbean Union church family.
- 3. Discipleship and Leadership Development** – seminar tracks and workshops focusing on personal growth, leadership skills, and ministry competencies.
- 4. Mission and Community Engagement** – organized outreach activities that allowed for service to communities and publicly witness for Christ.

Participation and Reach

Approximately 1,000 participants attended from across the Caribbean Union region, making YUTCAH one of the most significant senior youth gatherings in our history.

YUTCAH was honoured by the participation and support of leaders from:

- a. The Inter-American Division
- b. Sister Unions, including the Atlantic Caribbean Union and Belize Union
- c. The North American Division
- d. The wider Caribbean region

This broad participation underscored CARU's connectedness within the Adventist world and highlighted the regional and international interest in strong senior youth ministry.

Program Highlights

To ensure both depth and practicality, YUTCAH featured three main seminar tracks:

- **Communication** – media production, public speaking, storytelling, and digital evangelism, equipping youth to communicate the gospel effectively in a media-saturated age.
- **Mission** – evangelism strategies, cross-cultural mission, and community engagement, encouraging participants to see themselves as missionaries wherever God places them.
- **Leadership** – church leadership, team-building, personal development, and servant leadership principles.

Main devotional speakers included:

- Dr. Mario Phillips
- Dr. Keith Ainsworth Morris
- Pastor Roger Hernandez

Through the President's Book Initiative, led by Dr. Kern Tobias, each participant received a copy of *Revive* by Pastor Roger Hernandez. This intentional act communicated clearly to the youth that the highest levels of Union leadership were personally invested in their spiritual growth and mission readiness, reinforcing YUTCAH's central themes of renewal, discipleship, and mission.

Public Witness and Community Impact

YUTCAH also had a strong outward-facing component:

- A major March of Witness in Port of Spain attracted over 2,000 persons, including onlookers and passersby. Youth publicly affirmed a stand against violence, and advocacy for peace, hope, and transformation through Christ.
- A community outreach initiative in the Maracas region involved the distribution of hundreds of food hampers, provided and distributed by participants. This visible act of compassion and solidarity was a practical demonstration of the gospel in action.

Social and Developmental Features

Recognizing that holistic youth ministry must also address social and relational needs, YUTCAH included:

- A formal banquet that modelled Christian social interaction and etiquette
- A sports day featuring recreational activities that encouraged healthy lifestyles and teamwork
- Tours and cultural experiences that allowed participants to appreciate both the natural beauty and the cultural diversity of the host country

These elements contributed to a balanced experience, consistent with Adventist principles of comprehensive education and character development.

Link with Adventist Education

YUTCAH also functioned as a strategic initiative to expose our youth to the quality and mission-driven ethos of the University of the Southern Caribbean. Many participants testified that the experience strengthened their desire to pursue Adventist tertiary education. Subsequent enrolments at USC can be directly linked to their exposure during YUTCAH, thereby reinforcing the crucial connection between Youth Ministries and Adventist Education.

Longer-Term Impact

In the months following YUTCAH, several positive trends emerged:

- Increased cross-field collaboration, with youth and leaders visiting each other's camps, conventions, and local events, often inspired by friendships and networks formed during YUTCAH.
- A strengthened sense of regional identity, as CARU youth increasingly saw themselves as part of a wider Caribbean mission movement, and not just members of local congregations or individual fields.
- Deepened relationships with sister Unions that participated, and expressed appreciation for

the high spiritual, organizational, and missional standards evident at YUTCAH.

In summary, YUTCAH represented a significant step forward in addressing the needs and aspirations of senior youth and has set a benchmark for future large-scale youth engagements in the Union.



YUTCAH Youth in fellowship

2.4 Visit of IAD and GC Youth Ministries Directors

February 16–22, 2025

Another key development during this quinquennium was the joint visit of the Inter-American Division and General Conference Youth Ministries Directors — a visible expression of the worldwide church's support for youth ministry in CARU.

Visitors

The Caribbean Union was honoured to host:

- Pastor Al Powell, Youth Ministries Director, Inter-American Division
- Pastor Sibusiso (Busi) Khumalo, Youth Ministries Director, General Conference

Purpose and Significance

This intensive visitation was designed to:

- Encourage youth and leaders across multiple territories within CARU
- Strengthen alignment between CARU and

global/regional youth ministry strategies and initiatives

- Offer consultation on challenges, opportunities, and best practices in youth discipleship and mission

The visit reflected the New Testament pattern of itinerant leaders revisiting churches to strengthen and encourage them and underscored the importance of unity and mutual support within the body of Christ.

Key Engagements

The itinerary included a series of strategic stops across several fields:

Guyana Conference

- City-wide youth convention and consultation at Central and Mariah Seventh-day Adventist Churches, featuring messages of encouragement, vision casting, and listening sessions with youth.

East Caribbean Conference

- Special youth consultation with youth leaders and representatives, focusing on local challenges, innovative initiatives, and opportunities for collaboration.

St. Vincent & the Grenadines Mission

- Commissioning of the Youthful Honey Project, a youth-led economic and entrepreneurial initiative that seeks to empower young people through productive self-employment.
- A March of Witness and youth consultation, promoting public visibility of Adventist youth and open dialogue on mission and discipleship.

Grenada Conference

- Island-wide youth consultation and a nature tour focused on spiritual reflection, environmental stewardship, and leadership.

Tobago Conference

- Courtesy visit to the Chief Secretary of the Tobago House of Assembly, Mr. Farley

Augustine, signaling the church's interest in constructive engagement with civic leaders on behalf of youth.

- Island-wide consultation with senior youth and Pathfinders at the Mt. St. George Seventh-day Adventist Church, encouraging them to active service and faithfulness.

South Caribbean Conference

- Participation in Elders' Appreciation activities, highlighting the importance of intergenerational partnership in mission.
- Consultation with youth and a special award ceremony, where several leaders were recognized by the IAD Director for outstanding service in youth ministry.
- The presentation of the IAD Excellence Youth Award to Dr. Kern Tobias by Pastor Al Powell, acknowledging the Union's sustained commitment to youth development and mission.

Outcomes

These visits:

- Visibly reinforced global and regional support, networking, and mutual accountability in youth ministry.
- Provided encouragement and affirmation to local leaders and youth, reminding them that they are part of a worldwide movement.
- Facilitated direct dialogue between field-level workers and world church leaders, informing future policies and initiatives.

Having focused on strategic initiatives and regional/global engagements across the Union, we now direct our attention to the critical area of training and capacity building for youth and youth leaders.

3. TRAINING AND CAPACITY BUILDING

Effective youth ministry requires more than enthusiasm and good intentions; it calls for deliberate training and capacity building, grounded in Scripture and informed by best practice.

During this quinquennium, the department placed particular emphasis on scalable and sustainable training platforms.

Our efforts were guided by the biblical mandate to equip the saints for the work of ministry (Ephesians 4:11–13) and the conviction that youth should be educated to think and act responsibly under the guidance of the Holy Spirit.

3.1 EMIT – Youth Evangelism and Cross-Cultural Training & Certification

March 24–31, 2024 – Virtual

Background

Recognizing the strong global and regional emphasis on Total Member Involvement and youth in evangelism, the Caribbean Union developed the EMIT (Empower, Motivate, Ignite, Transform) program. This Union-wide initiative was designed as a structured training and certification experience that would:

- Equip youth for preaching and personal evangelism
- Build capacity for cross-cultural mission both within the Caribbean and beyond
- Create a pool of certified youth evangelists, lay preachers, and ministry leaders who could be deployed by fields and local churches

Participation and Reach

- Over 600 youth from across the Caribbean Union attended the EMIT program.
- Youth from the Atlantic Caribbean Union also participated, extending the impact of the initiative and fostering inter-Union collaboration.

Core Training Modules

EMIT offered a comprehensive curriculum, delivered virtually to maximize access and minimize costs:

- Sermon preparation and preaching development, focusing on biblical exegesis, sermon structure, illustration, and appeal.
- Bible study methods and personal evangelism,

including how to give Bible studies, answer common questions, and lead people to make decisions.

- Cross-cultural awareness and mission outreach strategies, exposing youth to diverse cultural contexts within CARU and beyond, and preparing them for respectful, sensitive mission.
- Practical aspects of organizing and running youth evangelistic campaigns, covering planning, promotion, team formation, and follow-up

Impact

The EMIT initiative has already yielded tangible results:

- It has significantly expanded the pool of trained youth evangelists and lay speakers available to local churches and fields.
- Many EMIT participants have since been engaged in youth-led campaigns, Weeks of Prayer, and Impact series across the Union.
- EMIT has helped to foster a culture in which youth see themselves not as spectators, but as active mission agents in harmony with the understanding that every true disciple is born as a missionary.

Through EMIT, many young people responded to God's call and have taken their place as workers together with Him in the proclamation of the everlasting gospel.

3.2 Annual Advisories

In addition to targeted youth training, the department recognized the need for ongoing coordination, communication, and consultation among leaders. To this end, annual Youth Advisories were convened throughout the term, using both virtual and in-person formats.

These advisories brought together:

- Union Administrators and field youth directors
- Key youth ministry stakeholders

Objectives

The main objectives of the Annual Advisories included:

- Reviewing progress against established strategic objectives and Union-wide initiatives
- Sharing best practices, materials, and resources that could be adapted across different fields
- Coordinating plans and harmonizing calendars to avoid clashes and ensure synergy among major events (e.g., camporees, congresses, revivals)
- Ensuring alignment of Union-level plans with Inter-American Division and General Conference youth ministry calendars and priorities

These advisories have been essential for strategic alignment, reduction of duplication, and the strengthening of inter-field collaboration. They reflect the Adventist commitment to doing all things “decently and in order” (1 Corinthians 14:40) and to providing wise “generalship” in the work of God.

Having addressed Union-wide training and coordination mechanisms, we now focus on the ministry’s direct support to local fields.

4. SUPPORT TO LOCAL FIELDS

While Union-wide initiatives and regional engagements are important, the heartbeat of youth ministry lies in youth involvement at the local conference/mission level and at the local church level. Acknowledgement of this reality has resulted in a significant portion of the department’s energy being devoted to direct support to conferences and missions through training, strategic planning, and participation in major youth events.

This approach follows Christ’s example of personal presence and mentoring, recognizing that on-the-ground engagement often provides the greatest encouragement and impact.

4.1 Training and Ministry Support (Summary of Engagements)

During the period under review, the Departmental Director provided on-site or virtual support to the following events and initiatives:

January 13–15, 2023 – Tobago Conference

National Youth Congress – Preaching, leadership training, and strategic consultation.

January 20–21, 2023 – St. Lucia Mission

National Youth Training Seminar – Focus on AY leadership, discipleship, and youth evangelism.

January 27–28, 2023 – Virtual

Child Protection Training for leaders across the Union – Emphasizing safeguarding best practices, mandatory reporting, and Adventist Child Protection guidelines.

February 3–4, 2023 – Grenada Conference

National Drill Festival – Encouraging discipline, teamwork, and excellence among Pathfinders and youth.

April 30, 2023 – East Caribbean Conference (Dominica)

Youth Leaders’ Advisory – Focus on strategy, reporting, and youth engagement.

May 26–27, 2023 – Suriname Mission

Youth Rally – Inspiring youth involvement, spiritual commitment, and mission focus.

February 20, 2024 – South Leeward Conference

National Officers’ Training in Antigua – Equipping local officers for effective youth leadership and program planning.

May 24–26, 2024 – North Caribbean Conference

Pathfinder Congress – “ENTER” – Tortola, British Virgin Islands – Support in preaching, training, and ceremonial events.

April 16–17, 2025 – North Caribbean Conference

“RISE” Pathfinder Camporee – Spiritual emphasis, leadership engagement, and on-site advisory.

April 18–20, 2025 – South Leeward Conference

“NOW” Pathfinder Camporee – Preaching, youth motivation, and support to field leadership in strengthening club ministry and outreach.

Outcomes

Across these field-level initiatives, several outcomes have been consistently observed:

- Strengthened local leadership capacity and succession planning, as leaders received updated training, theological grounding, and practical tools for ministry
- Enhanced quality of Pathfinder/AY programming and child protection standards, leading to safer, more structured, and spiritually purposeful activities
- Increased youth participation and engagement at the field and local church levels, as youth felt seen, valued, and directly included in the mission of the church

These efforts underscore the conviction that too much is at stake for us to be careless or indifferent in working for our youth, and that local support remains indispensable to long-term impact.

Having reviewed local and regional support, we now shift our focus to youth evangelism where youth leadership has been particularly visible and fruitful.

5. YOUTH EVANGELISM SUPPORT

Evangelism and revival are not optional add-ons to youth ministry; they are positioned at its very heart. In keeping with the global Adventist emphasis on comprehensive mission and the proclamation of the three angels’ messages, the department dedicated intentional effort to supporting and amplifying youth-led evangelistic and revival initiatives across the Union.

The underlying conviction has been that our young people are not merely the “church of tomorrow”, but vital workers for God today, capable of carrying His message with power and clarity when rightly trained and supported.

5.1 Youth-Led Evangelistic and Revival Initiatives

During the quinquennium, the Departmental Director championed a series of youth-centered evangelistic and revival efforts, often partnering with EMIT-trained youth and local field leadership. These included:

March 18–25, 2023 – Anguilla

Youth Week of Prayer/Revival – A focused effort on spiritual renewal, youth focused preaching, and recommitment.

July 1–29, 2023 – Tobago Conference

Youth Crusade – “The Bible Speaks” – A sustained evangelistic series led largely by young people.

October 4–11, 2023 – University of the Southern Caribbean (USC)

Youth Week of Prayer – Campus-based revival on the theme of spiritual identity and mission, involving both students and staff.

October 21–28, 2023 – St. Kitts & Nevis

Youth Week of Prayer – “Breaking Down Walls” – Emphasis on reconciliation, unity, and overcoming spiritual barriers.

December 1–4, 2023 – Guyana Conference

Upper Mazaruni Youth Congress – A combined congress and revival, in a geographically challenging region, spotlighting youth resilience and faith.

March 16–23, 2024 – Barbados

Youth Week of Prayer – “Planted” – Focused on spiritual rootedness and resilience in a shifting cultural landscape.

November 2–9, 2024 – Suriname Mission

Youth Week of Prayer – Multi-lingual, multicultural outreach with strong youth leadership and involvement.

March 15–22, 2024 – St. Vincent & the Grenadines Mission

Youth Week of Prayer – “Fired Up” – Mobilizing youth on the island for personal revival and recommitment.

April 11–13, 2025 – St. Eustatius

Youth Impact Series – Short, intensive evangelistic thrust.

April 3–24, 2025 – Kuru Kuru, Guyana

Youth Impact – “The Bible Speaks” – Extended series in a developing community, with youth leading out in preaching, Bible instruction, and community visitation.

June 14–21, 2025 – St. Maarten (North Caribbean Conference)

Youth Impact Series – Cooperative evangelism with youth from various congregations on the island, emphasizing personal ministry and personal decisions for Christ.

Across these initiatives, youth did not simply assist; they led. They conducted Bible studies, organized praise teams, managed technology, coordinated ushering and hospitality, and nurtured interests in follow-up small groups. The department’s role was to encourage, provide spiritual and technical guidance, and help ensure that these efforts were integrated into local church and field evangelistic plans.

5.2 Significant Evangelism Outcomes

Baptisms

During the 2022–2026 quinquennium, the youth evangelistic initiatives directly supported by the CARU Youth, Chaplaincy and PCM department are conservatively estimated to have resulted in more than 250 baptisms. When combined with other youth-related evangelistic activities within the

Union that were influenced by EMIT training, Re-Connection Revivals, and local initiatives, the total impact is actually much greater.



These numbers represent young people, adults, and families who publicly committed their lives to Christ and joined the fellowship of the Seventh-day Adventist Church. In many cases, the decisions were the fruit of youth-to-youth ministry, demonstrating the powerful influence that consecrated young people can exert on their peers.

Church Planting

A particularly striking outcome of youth evangelism during this period was the establishment of a new congregation in Tobago:

- The Bible Speaks Seventh-day Adventist Church, Tobago, emerged directly from the Youth Crusade “The Bible Speaks” held in July 2023.
- Following the series, a core group of new believers and previously unchurched attendees formed the nucleus of a new congregation.
- By God’s grace, a church building has since been constructed, and The Bible Speaks Church now functions as a fully organized congregation, continuing to reach its community through ongoing ministry.

This development stands as a living testimony to what can happen when youth are intentionally trained, empowered, and supported by their local church and field leadership. It illustrates that youth-led evangelism can lead not only to

individual conversions but also to sustained, structural growth in the form of new congregations.

Having reviewed the evangelistic dimension of youth ministry, we will now consider another vital component of the department’s mandate — chaplaincy ministry — which extends spiritual care beyond congregational life into the institutions of society.

6. COMPARATIVE ANALYSIS OF YOUTH MINISTRIES STATISTICAL TRENDS

Comparative Youth Ministries Statistical Report 2019 / 2020 / 2023 / 2026

Comparative Youth Ministries Statistical Report	2019 10 Fields Reporting	2020 4 Fields Reporting	2023 6 Fields Reporting	2025 10 Fields Reporting
# of AY Societies	620	243	296	565
AY Membership	19,763	6,850	11,026	15,390
# of Ambassador Clubs	2	2	1	0
Ambassador Membership	17	22	15	0
# of Master Guide Clubs	156	NO DATA	97	148
Master Guide Membership	2,783	NO DATA	2,238	2,299
# of Pathfinder Clubs	436	182	245	407
Pathfinder Membership	8,708	4,012	6,481	8,213
# of Adventurer Clubs	368	171	230	359
Adventurer Membership	6,238	3,110	4,978	6,144

A comparative review of youth ministries statistics in the Caribbean Union over the past several years reveals a clear three-phase pattern: a strong pre-COVID period, a marked decline during the pandemic, and a substantial recovery in the post-COVID years.

Pre-COVID Strength

Prior to the COVID-19 pandemic, youth ministry across the Caribbean Union was consistently strong. Participation in Adventurer, Pathfinder, Master Guide, and AY societies was robust, and reports coming from the fields enabled the Union to track growth and engagement with reasonable confidence. This period set a high benchmark for youth involvement and club activity.

Impact of the COVID-19 Period

The onset of the pandemic brought a noticeable

decline in reported youth ministry activity. Lockdowns, restrictions on in-person gatherings, and the closure or limited operation of churches and schools severely disrupted club meetings, training sessions, and major youth events. In addition, the period created serious reporting challenges:

- Many clubs were unable to function in their usual formats, resulting in gaps and inconsistencies in statistical reports.
- Digital and hybrid activities, while significant, were not always captured in traditional reporting frameworks.
- Precise measurement of the full impact of COVID-19 on youth membership and active participation proved difficult.

These factors mean that the statistical trough during the pandemic years reflects both actual

disruption and under-reporting.

Post-COVID Recovery

Despite these challenges, the data from the recent quinquennium show a strong recovery. In fact, the best post-COVID reporting year falls only slightly below the strongest pre-COVID year. This indicates that, in overall terms, youth ministry within the Caribbean Union has been largely restored to its former strength. Many clubs have resumed regular operations, participation has rebounded, and initiatives across the fields and Union have helped to re-energize youth engagement.

At the same time, it is notable that the weakest year in the recent quinquennium is somewhat lower than the weakest year before COVID-19. This suggests that while a significant number of clubs and fields have recovered well, a subset of clubs remains fragile or underperforming. These pockets of weakness likely correspond to areas where:

- Leadership capacity has been depleted or not yet fully rebuilt
- Economic or social fallout from the pandemic has hampered recovery
- Systems for data collection and reporting are still being re-established

Interpretation and Implications

Taken together, the statistical pattern supports several conclusions:

- 1. Resilience and Restoration:** The near-return to peak pre-COVID levels in the strongest post-COVID year demonstrates that youth ministry in CARU is fundamentally resilient. The core structures of Adventurer, Pathfinder, AY, Senior Youth, PCM, and related ministries have survived the crisis and, in many cases, emerged revitalized.
- 2. Effectiveness of Strategic Initiatives:** The recovery trajectory aligns closely with the implementation of intentional, organized initiatives during this quinquennium, such as the Union-wide Stakeholders' Discussion, Re-

Connection Revivals, EMIT training, YUTCAH, and strengthened support to local fields. These efforts have helped to stabilize and rebuild youth ministry after the disruptions of the pandemic.

- 3. Need for Targeted Support:** The fact that the weakest post-COVID year falls below the weakest pre-COVID year signals that not all areas have recovered at the same pace. Some clubs and fields will require:
 - a. Focused leadership development and mentorship
 - b. Direct Union and field-level intervention in planning and restructuring
 - c. Intentional efforts to reclaim and re-engage youth who drifted during the pandemic

Going forward, the Union's data and metrics strategy (Section 9.1) will be essential in identifying these vulnerable areas and directing resources where they are most needed. By combining careful statistical monitoring with spiritual and strategic initiatives, the Caribbean Union can continue to consolidate gains, close remaining gaps, and ensure that no segment of our youth ministry is left behind in the post-pandemic rebuilding process.

7. CHAPLAINCY MINISTRY

The chaplaincy function of the Youth, Chaplaincy and Public Campus Ministries Department seeks to strengthen professional and structured pastoral care in institutions such as hospitals, schools, prisons, and the military, as well as on public campuses. Chaplaincy provides a means for the Church to maintain a credible, compassionate presence in secular and pluralistic environments, and to offer holistic support to individuals and communities in times of need.

During this quinquennium, the Caribbean Union took deliberate steps to elevate chaplaincy to recognized professional standards, consistent with General Conference Adventist Chaplaincy Ministries (ACM) guidelines and international best practice.

7.1 CARU Clinical Pastoral Education (CPE) Certification

February–June 2025

Background

Clinical Pastoral Education (CPE) is the internationally recognized standard for professional training in chaplaincy and spiritual care. It combines supervised clinical practice with reflective learning, enabling ministers to grow in self-awareness, pastoral competence, and theological integration.

Recognizing the need for professionally trained chaplains capable of serving in hospitals, schools, correctional institutions, and other settings, the Caribbean Union — with partial sponsorship from the Inter-American Division — implemented a CPE program for a select cohort of ministers.

Participants

The first CARU CPE cohort included:

- Pastor Jason Peters – East Caribbean Conference
- Pastor Miguel Denny – East Caribbean Conference
- Pastor Martin Cunningham – Tobago Conference
- Pastor Crystal White – South Caribbean Conference
- Pastor Marvyn Smith – Caribbean Union Conference

Facilitation and Oversight

- Facilitator: Dr. Larry Green, an experienced CPE educator
- Supervision: Conducted by a representative of the General Conference Adventist Chaplaincy Ministries Department, ensuring alignment with global ACM standards

Impact

The implementation of CPE within CARU has had several important outcomes:

- Strengthened capacity for professional spiritual care in healthcare, education, corrections, and other institutional settings across the Union.
- Provided a foundation for the formal recognition, accreditation, and deployment of chaplains in CARU fields and employing institutions.

This initiative marks a significant step toward ensuring that institutional ministry within the Union is both spiritually effective and professionally credible.

7.2 Adventist Chaplaincy Ministries World Congress

June 29–July 2, 2025 – St. Louis, Missouri, USA

CARU Representation

The Caribbean Union was represented at the Adventist Chaplaincy Ministries (ACM) World Congress by:

- Chaplain Gideon St. Bryce
- Mr. Darryl Waldron
- Pastor Marvyn Smith

Focus of the Congress

The ACM World Congress brought together chaplains and leaders from around the world to explore:

- The growth, professional development, and expansion of Adventist chaplaincy
- Best practices in institutional chaplaincy, including spiritual care models, ethics, crisis intervention, and multi-faith engagement
- Strategies for maintaining a faithful Adventist presence and clear witness in secular institutions

Benefits to the Caribbean Union

Participation in the Congress yielded several benefits for CARU:

- Exposure to global standards, models, and innovations in chaplaincy, providing insights that can inform local policy and practice.
- Access to networks, resources, and continuing education opportunities for current and prospective chaplains in the Union.
- Strengthened alignment of CARU chaplaincy initiatives with General Conference Adventist Chaplaincy Ministries frameworks and expectations.

These steps help ensure that chaplaincy within the Caribbean Union is robust, sustainable, and firmly integrated into the overall mission of the Church.

Having reviewed chaplaincy, we now focus on a closely related but distinct area of ministry — Public Campus Ministries (PCM) — which addresses the needs of Adventist students in secular tertiary institutions.

8. PUBLIC CAMPUS MINISTRIES (PCM)

Public Campus Ministries (PCM) is a vital arm of youth ministry in the Caribbean Union, serving Seventh-day Adventist students on secular tertiary campuses. PCM provides spiritual nurture, Christian community, and mission opportunities in academic environments that often present intellectual, social, and spiritual challenges to faith.

Like Daniel and his companions in an unfamiliar culture, Adventist students are called to live out their convictions in settings where their beliefs may not be widely shared. PCM seeks to support them in remaining faithful, engaged, and mission-minded during these formative years.

8.1 Active PCM Groups in CARU

During the quinquennium, several PCM groups remained active and visible within the region, including:

- UWI Cave Hill PCM Chapter (Barbados)
- UWI St. Augustine PCM Chapter (Trinidad & Tobago)

- Guyana School of Agriculture PCM Group

These groups functioned as spiritual homes-away-from-home for Adventist students, offering fellowship, worship, mentorship, and a sense of community.

8.2 Core Functions

The core functions of PCM groups in CARU include:

- Regular worship, Bible study, and fellowship for Adventist students, often organized around academic timetables and examination schedules.
- Witness and outreach on secular campuses through personal ministry, small-group Bible studies, health and wellness initiatives, literature distribution, and service projects.
- Leadership development and practical ministry training for students, providing opportunities to lead in worship, organize events, and coordinate outreach.
- Coordination with local churches to ensure pastoral care, mentoring, and integration of students into congregational life, with particular attention to students studying away from home.

Through these activities, PCM aims to not only retain Adventist students in the faith, but also to transform campuses into mission fields.

8.3 Post-COVID Reality and Response

The COVID-19 pandemic and subsequent shifts toward online and hybrid educational modalities had a significant impact on PCM. Many groups experienced:

- Reduced in-person attendance and irregular participation
- Challenges in maintaining continuity of leadership as student cohorts cycled through
- Difficulties in engaging new students who were studying remotely or commuting from a distance

In response, PCM leaders and students adopted creative strategies, including:

- Hybrid ministry models, combining in-person and online meetings, enabling participation from students on and off campus.
- Stronger partnerships with local churches which provided venues, logistical support, and intergenerational mentorship.
- Targeted outreach to first-year and new students, especially at the start of academic terms, recognizing that early connection significantly increases the likelihood of long-term engagement.

Despite the challenges, PCM groups have displayed resilience and adaptability, continuing to provide a Christian presence and witness in tertiary institutions across the Union.

8.4 Future Priorities for PCM

Looking forward, several priorities have emerged for strengthening PCM in CARU:

- Re-establishing or establishing PCM chapters on additional campuses across the Union, especially where there is a known concentration of Adventist students.
- Formal appointment and training of PCM coordinators at the field level, with clear roles, expectations, and reporting structures.
- Strengthening mentoring relationships between local churches and PCM groups, including intentional pairing of students with mature spiritual mentors and families.
- Development of contextualized PCM resources (Bible study guides, devotional materials, outreach ideas) tailored to Caribbean campus realities and youth culture.

These steps will help ensure that Adventist students in secular institutions remain spiritually anchored, mission-oriented, and connected to the body of Christ during their academic journey.

Following our examination of the major areas of activity during the 2021–2026 period, we can now

highlight the key results of the quinquennium and the strategic emphases that have emerged from this experience.

9. SUMMARY OF KEY RESULTS AND STRATEGIC EMPHASES

As we look back over the period July 2021–July 2026, we recognize that any progress or success achieved has been made possible only through the grace and guidance of God. At the same time, it is important, in keeping with international reporting standards, to identify the principal outcomes and strategic shifts that have characterized this quinquennium.

During this period, the Youth, Chaplaincy and Public Campus Ministries Department of the Caribbean Union Conference has:

1. AAligned its work with CARU's strategic priorities of spiritual growth, church consolidation, and evangelism, ensuring that youth ministry remains integral to the Union's mission agenda and not be regarded as a peripheral activity.
2. Strengthened Union visibility and participation in major Inter-American Division youth initiatives, including:
 - a. Bible Connection, with CARU regularly represented and hosting the Division event for the first time in 2025.
 - b. The IAD International Pathfinder Camporee, where CARU fielded the largest international contingent and contributed significantly to the coordination and success of the event.
3. Launched and consolidated new Union-wide initiatives:
 - a. Re-Connection Revivals, focused on post-pandemic spiritual renewal and youth consolidation.
 - b. EMIT Youth Evangelism Training and Certification, which has expanded the pool of trained youth evangelists and lay speakers.

- c. YUTCAH (Youth United Through Christ Aiming Heavenward), a landmark senior youth gathering integrating worship, training, fellowship, and mission in a single, comprehensive experience.
4. Strengthened local fields through advisories, training seminars, congresses, camporees, and rallies, providing direct on-the-ground support to Conferences and Missions and enhancing local leadership capacity and program quality.
5. Contributed to measurable evangelistic outcomes, including:
 - a. An estimated 250+ baptisms from CARU youth-led evangelistic initiatives during the quinquennium.
 - b. The planting and dedication of The Bible Speaks Seventh-day Adventist Church in Tobago, a congregation that emerged directly from a youth evangelism series and now serves as a monument to youth-led mission.
6. Advanced chaplaincy training and global integration through:
 - a. The implementation of a Clinical Pastoral Education (CPE) program for CARU chaplains, raising the professional standard of institutional spiritual care.
 - b. Participation in the Adventist Chaplaincy Ministries World Congress, linking CARU chaplaincy with global ACM standards, networks, and resources.
7. Sustained and supported Public Campus Ministries in key tertiary institutions, maintaining a visible Adventist presence and witness on secular campuses and supporting students in their academic and spiritual journeys.

These achievements reflect both the dedication of our youth and leaders and the opportunities that arise when the Union, fields, local churches, and institutions work together in a coordinated manner.

They also provide a platform for further growth and innovation in the coming quinquennium.

In light of these results, we now present a series of recommendations and future directions, designed to consolidate gains, address identified gaps, and position the department for even more effective service.

10. LOOKING AHEAD: RECOMMENDATIONS AND FUTURE DIRECTIONS

As the Caribbean Union moves beyond its 18th Session and into a new quinquennium, the Youth, Chaplaincy and Public Campus Ministries Department submits the following recommendations. These proposals are offered in a spirit of prayerful dependence on God and with a desire to see our young people fully engaged in the mission and life of the Church.

10.1 Data and Metrics

To strengthen decision-making, accountability, and strategic planning:

- Establish standardized reporting templates for fields to track key youth indicators, including participation in major programs, leadership involvement, baptisms, PCM engagement, and chaplaincy activities.
- Produce simple annual dashboards or charts for Union-wide review, enabling leaders at all levels to identify trends, gaps, and opportunities more readily.
- Align local and field-level reporting with Inter-American Division and General Conference Youth Ministries indicators, ensuring consistency and facilitating global benchmarking.

Reliable data will help the Union to steward resources effectively and to evaluate the true impact of its youth, chaplaincy, and PCM initiatives.

10.2 YOUTH LEADERSHIP DEVELOPMENT

To deepen and broaden youth leadership across the Union:

- Expand EMIT and similar programs by introducing certification tiers (basic, intermediate, advanced) and periodic refresher courses, fostering ongoing growth in evangelism, preaching, and leadership.
- Develop a structured mentorship program linking experienced leaders (pastors, elders, youth directors, Master Guides) with emerging youth leaders, using clear guidelines and expectations for both mentors and mentees.
- Promote spiritual disciplines and character formation alongside skills training, emphasizing that effective Christian leadership is rooted in a strong personal relationship with Christ and a life of integrity and service.

These steps will contribute to an intentional pipeline of prepared, balanced, and mission-focused youth leaders at every level of the Church.

10.3 Strengthening Public Campus Ministries

To better serve Adventist students in secular institutions:

- Formalize PCM structures at Union and field levels, with designated PCM coordinators, defined portfolios, and regular reporting mechanisms.
- Encourage and support the establishment of new PCM chapters in additional public universities and colleges across CARU, particularly where Adventist student populations are significant.
- Develop resources and training modules for local churches on how to effectively support and integrate tertiary students — spiritually, socially, and practically — during their academic years.

Strengthening PCM will help ensure that Adventist students remain connected to Christ, grounded in the faith, and engaged in mission during a critical stage of their life.

10.4 Chaplaincy Expansion

To consolidate and enlarge chaplaincy as a strategic mission front:

- Develop and adopt a Union-wide chaplaincy policy framework, consistent with General Conference Adventist Chaplaincy Ministries guidelines, to govern the selection, training, deployment, and evaluation of chaplains.
- Identify and support additional candidates for CPE and specialized chaplaincy training, paying particular attention to key sectors such as healthcare, education, corrections, and the military.
- Encourage local fields and institutions (schools, hospitals, etc.) to prioritize the appointment of qualified chaplains and to recognize chaplaincy as an integral part of their mission strategy, and not merely a ceremonial role.

Such steps will help ensure that institutional ministry in the Caribbean Union is both spiritually effective and sustainable.

10.5 Continuous Spiritual Revival and Wholistic Care

To maintain spiritual vitality and address emerging needs among youth:

- Institutionalize Re-Connection Revivals as a regular, rotating initiative across fields, with clear objectives, standardized core materials, and intentional follow-up plans to support long-term spiritual growth.
- Integrate mental health, resilience, and discipleship content into youth spiritual formation programs, recognizing the emotional, relational, and psychological pressures facing contemporary youth and young adults.
- Strengthen collaboration with Family Ministries, Education, Health Ministries, and other departments, to offer coordinated, wholistic

responses to issues such as addiction, abuse, family breakdown, and the impact of digital media.

These recommendations are offered in the conviction that the ultimate task of youth ministry is to help prepare a generation to stand firm in faith and character, and to participate actively in the finishing of God's work.

11. ACKNOWLEDGEMENTS

As this report draws to a close, it is both appropriate and necessary to express gratitude to those whom God has used as instruments in advancing youth, chaplaincy, and PCM ministries within the Caribbean Union during this quinquennium.

We acknowledge with deep appreciation:

The leadership and support of the Caribbean Union Administration, including field presidents, officers, and executive committees, whose vision, counsel, and strategic backing have made many initiatives possible.

My Administrative Assistant, Sis. Carol Joshua, whose diligent service, organizational support, and quiet faithfulness have been invaluable to the work of this department.

My departmental colleagues and the staff of the Caribbean Union Conference, for their collaboration, interdepartmental cooperation, and shared mission spirit.

Youth directors, pastors, chaplains, Master Guides, PCM leaders, and lay volunteers across all fields, many of whom labour sacrificially, often without public recognition, but whose efforts have had eternal consequences in the lives of young people.

Parents and guardians who consistently encourage and support the involvement of their children and youth in church life and mission, providing the first and most enduring Christian influence in their lives.

The young people of the Caribbean Union Conference, whose passion, creativity, resilience, and commitment to mission continue to inspire the entire church. Their willingness to serve, lead, preach, sing, share, and stand for Christ in challenging environments is a powerful testimony of God at work in this generation.

I also wish to record my heartfelt gratitude to my dear wife, Elodie, and to our loving children, Eden, Jared, and Mila. They have shared fully in the sacrifice of ministry, especially during the many long itineraries and extended periods that kept me away from home. Their prayers, patience, and unwavering support have been a constant source of strength and encouragement. Very often, while I stood in pulpits or sat in late-night meetings across the Union, they were quietly bearing their part of the burden at home. I recognize that whatever has been accomplished in this quinquennium has been, in no small measure, the fruit of their love, understanding, and willingness to place the cause of God above personal convenience. For this, I thank them deeply and ask that the Lord will reward them abundantly for all that they have given to His work.

With gratitude for God's leading in the past, and with confidence in His continued guidance for the future, we look forward to the ongoing growth, deepening, and expansion of Youth, Chaplaincy, and Public Campus Ministries in the Caribbean Union Conference in the years ahead.

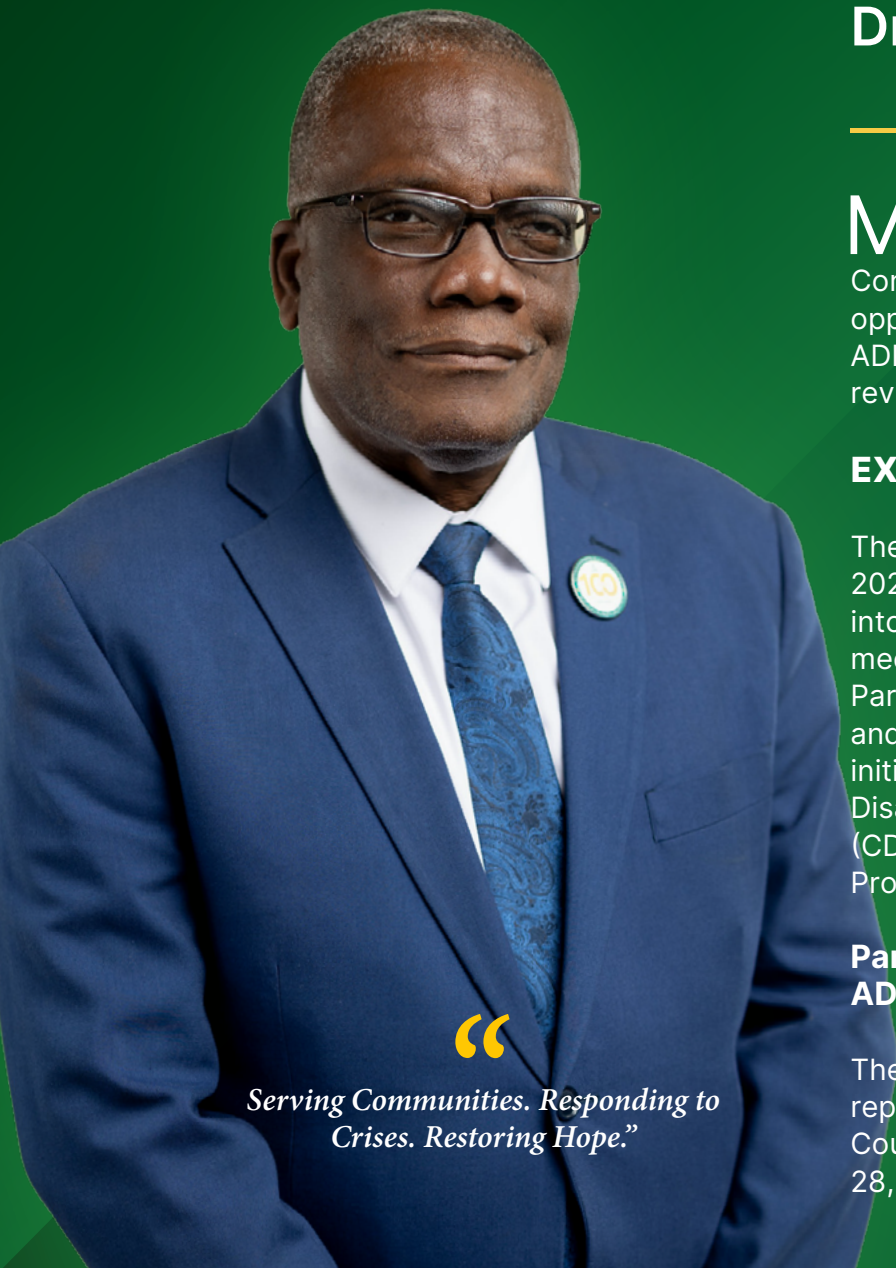
May the youth of CARU remain steadfast, balanced, and mission-focused — faithful in their discipleship, creative in their witness, and united in their resolve to point others to Christ — until the work is finished and we all gather as one family in the kingdom of God.

DEPARTMENT REPORT

ADVENTIST DEVELOPMENT AND RELIEF AGENCY (ADRA)

DIRECTOR

Dr. Alexander Isaacs



“
*Serving Communities. Responding to
Crises. Restoring Hope.”*

Mr. Chairman, delegates to the 18th quinquennial session of the Caribbean Union Conference, brethren, I would like to take this opportunity to report to you on the activities of ADRA Caribbean Union during the period under review.

EXECUTIVE SUMMARY

The work of ADRA Caribbean Union during the 2021-2026 quinquennium can be collapsed into six (6) major sections: i) Participation in meetings organized by ADRA International, ii) Participation in ADRA IAD training, workshops and consultations, iii) ADRA CARU's training initiatives, iv) Emergency response, v) Caribbean Disaster Emergency Management Agency (CDEMA) regional partnership activities, and vi) Projections.

Participation in Meetings Organized by ADRA International

The ADRA CARU Director, Dr. Alexander Isaacs, represented ADRA CARU at the ADRA Annual Council meetings held in Turkey from March 21 to 28, 2023.



ADMINISTRATIVE ASSISTANT
Jadia Joseph



Approximately 200 representatives from ADRA offices worldwide gathered for learning, reflection, and strategic planning.

From March 3 to 11, 2025, Mr. Colin Ross, the ADRA CARU Finance Director, represented ADRA CARU at the ADRA International Finance Summit held in Dubai. The summit provided the Finance Director with a valuable learning opportunity and exposure to best practices and strategies that could be effectively applied to ADRA CARU'S operations, thereby enhancing its overall efficiency and effectiveness.

Participation in IAD Training, Workshops and Consultations

Dr. Alexander Isaacs led a seven-member team from the Caribbean Union to the ADRA IAD Country Director and Board Chairmen consultation held in Cancun Mexico from August 28 to September 1, 2022. Participants were exposed to some of the inner workings of ADRA. Those ADRA offices in the IAD that had successfully completed the ADRA International Licensing and or Accreditation process, including ADRA CARU, were issued with their official licenses.

A special training seminar targeting members of the ADRA Boards of Directors in each country office in the IAD was organized by the ADRA IAD Director, Pastor David Poloche and ADRA

International. The training was conducted via Zoom on October 29 and 30, 2023. Among the topics discussed was the role of the ADRA Board of Directors in project execution.

Dr Isaacs represented ADRA CARU at the ADRA IAD Regional Workshop on Safeguarding held in Colombia from February 23 to 26, 2024. The workshop focused on the need to protect women, children and other vulnerable persons, especially in disaster situations.

A disaster preparedness workshop was convened on May 21, 2025 by the ADRA IAD Emergency Coordinator, Mr. Elian Garricani. The workshop was specially planned for the ADRA directors from the local fields of CARU, and provided them with an opportunity to gain firsthand knowledge of disaster response procedures, particularly because projections for the 2025 hurricane season indicated active storm conditions.

ADRA CARU Training Initiatives

To enhance the capacity of the ADRA Directors and other ADRA personnel from the local fields of CARU in achieving effective project outcomes, evaluating results, and applying lessons learned to improve project implementation, ADRA CARU conducted a specialized Project Management Training Program from July 11 to August 3, 2023. The training was delivered by GAMA

Learning Institute via Zoom. A total of twenty-four individuals successfully completed the program and were awarded certificates by the GAMA Learning Institute.

In response to a felt need among the ADRA offices in the Caribbean Union, ADRA CARU held a Grant and Proposal Writing Training Program at the University of the Southern Caribbean from September 13 to 15, 2023. The program was designed and delivered by Loma Linda University (LLU) in collaboration with ADRA CARU and the University of the Southern Caribbean (USC). LLU has taken steps to formalize the program and include it among its micro credential course offerings.

Emergency Response Activities

In the aftermath of Hurricane Maria in 2017, ADRA UK raised over £67,000 for emergency relief efforts in Dominica. These funds were utilized as part of the special funding for a major recovery project there - the ADRA Dominica Hurricane Housing Rebuild Project. The ADRA UK Executive Director, Pastor Bert Smit, and Dr Alexander Isaacs conducted a field visit to Dominica from April 23 to 28, 2023, to get a first-hand view of the work that was facilitated by the UK donation. The visiting team was taken on a guided tour of the various project sites. The visit culminated with a courtesy call on the Prime Minister of Dominica, The Honourable Roosevelt Skerit who registered appreciation for the great work being done by ADRA and, by extension, the Seventh-day Adventist Church in Dominica.

The Caribbean Union Conference contributed TT \$22,500.00 towards the Tobago Oil Spill Project which was initiated by the Tobago Conference shortly after an oil spill occurred off that island in early 2024. Mr. Allan Stewart, Director of the Tobago Emergency Management Agency held a press conference to highlight ADRA's assistance in the national emergency.

After Hurricane Beryl hit several islands of the Caribbean on July 1, 2024, Dr. Isaacs visited the affected islands and assessed the damage. There was wide-spread devastation and the Caribbean

Union, working through ADRA CARU, mounted relief efforts. Financial assistance received from the local fields, CARU, higher-level SDA organizations, and a sister Conference exceeded TT\$600,000.00. This support was further supplemented by in-kind contributions.

Caribbean Disaster Emergency Management Agency (CDEMA) Regional Partnership Activities

During the quinquennium, ADRA CARU continued to collaborate with the Caribbean Disaster Emergency Management Agency (CDEMA) to advance that agency's Comprehensive Disaster Management mandate. ADRA CARU is a long-standing partner and respected voice in CDEMA's Civil Society Sector Sub-sector Committee. Some of CDEMA's initiatives and programs intersect with ADRA CARU's program objectives and work plan. ADRA CARU's engagement in regional and global initiatives, along with its active participation in meaningful dialogues have reinforced the agency's strategic direction and enhanced its ability to make a lasting impact on at-risk populations. The insights and lessons gleaned from these encounters have enriched ADRA's operations and capacity to serve.

In 2024, ADRA CARU joined the Caribbean Psychosocial Support Interagency Consortium (CaPSSIC). Its specific role in the consortium is to contribute to the organization's efforts in delivering psychosocial support resources to affected communities, particularly in disaster response and recovery efforts.

Projections

As ADRA CARU moves forward, there are two urgent needs that must be addressed: 1) the establishment of a stand-alone office, and 2) development of an improved mechanism for the operations of ADRA CARU.

MISSION AND STRATEGIC CONTEXT

Purpose

To serve humanity so all may live as God intended.

Motto

Justice, Compassion, Love

Mission Statement

ADRA Caribbean Union works with at-risk and disadvantaged persons to create sustainable and positive changes through the implementation of strategies and actions that are environmentally friendly, socio-economically viable, and fosters collaboration, partnerships and personal and spiritual growth and development.

Vision Statement

ADRA CARU's vision is a Caribbean society where the basic needs for access to safe and nutritious foods, water, sanitation, health services, primary education, shelter and housing, and social justice of at-risk and disadvantaged persons are met, in order to realize measurable and durable changes in individual lives, families, and members of the wider Caribbean society.

ACHIEVEMENTS OVER REPORTING PERIOD

i. Participation in Meetings Organized by ADRA International

ADRA ANNUAL COUNCIL MEETING IN TURKEY

The ADRA CARU director, Dr Alexander Isaacs, represented ADRA CARU at the ADRA Annual Council meetings held in Turkey from March 21 to 28, 2023. This Council marked the first in-person gathering of the global ADRA network since the COVID-19 pandemic. It brought together approximately 200 representatives from ADRA offices worldwide for learning, reflection, and strategic planning.

Two key foci of the meeting in Türkiye were:

1. **Impact:** The conference highlighted the global impact of ADRA, particularly in response to disasters and in providing sustainable community development.
2. **Contextual Response:** During this period, ADRA was heavily engaged in emergency relief efforts for the Turkey-Syria earthquake,

providing food, water, and shelter to thousands of survivors.

One of the major highlights of the meeting was the celebration of ADRA's 40th anniversary. The SDA Church at its Annual Council Meeting held in October 1983, voted to form ADRA and establish the bylaws of an organization that has grown from very humble beginnings to one with a global footprint. During AAC 2023, time was allotted for reflection on the agency's legacy of justice, compassion, and love.

Participants returned home from the ADRA Annual Council inspired to serve humanity more effectively. The outcome of these encounters has had a positive impact on the work of ADRA Caribbean Union. The investment made by the CARU Administration in this event has enriched the work of ADRA CARU.

ADRA CARU FINANCE DIRECTOR'S PARTICIPATION IN THE ADRA INTERNATIONAL FINANCE SUMMIT IN DUBAI

From March 3 to 11, 2025, Mr. Colin Ross, the ADRA CARU Finance Director represented ADRA CARU at the ADRA International Finance Summit held in Dubai. Mr. Ross recounted the summit's major thrust: FR = SH (Financial Resilience = Sustainable Habits). Some of the topics covered were budgeting, debt management, compliance, and internal controls. The Summit also emphasized the importance of:

1. Ethical practices and timely reporting, as well as the need for non-profit organizations to maintain financial sustainability, especially in light of reduced funding.
2. Controlling expenses and exploring sustainable opportunities.

Mr. Ross commended ADRA International for its proactive initiatives, including farming and production ventures aimed at generating sustainable income. He reported that the Summit was a great learning experience which exposed him to innovative practices that could be adapted to benefit ADRA CARU's operations, and enhance

its overall effectiveness. Mr. Ross also expressed his sincere appreciation to ADRA CARU for affording him with the opportunity to attend the Summit.



[Photo: Colin Ross]

ii. Participation in ADRA IAD Training, Workshops and Consultations

PARTICIPATION IN THE ADRA IAD COUNTRY DIRECTORS AND BOARD CHAIRMEN CONSULTATION IN MEXICO

Dr. Alexander Isaacs led a seven-member team from the Caribbean Union to the ADRA IAD Country Director and Board Chairmen Consultation held in Cancun Mexico from August 28 to September 1, 2022. The team comprised three local ADRA field directors: John Joseph (Guyana), Michael Philips (Trinidad), Wilfred Des Vignes (Tobago), Pr. Exton Clarke (ADRA Guyana Board Chairman), Colin Ross (ADRA CARU Finance Director), and Lucas Hopel (ADRA Suriname Board member).

The decision to have these local ADRA leaders participate in this consultation was to expose them to the working of ADRA in a more in-depth manner and to allow them greater insight into the operations of the Agency. Participants expressed delight in being part of this special time together and left the meetings energized to continue advancing the cause of ADRA in their respective jurisdictions. One participant mentioned that he was particularly impressed by the visionary work of ADRA International to make its offices self-sufficient.

Those ADRA offices in the IAD that had successfully completed the ADRA International Licensing and or Accreditation process were presented with their official ADRA Accreditation and Licensing Instruments during a special ceremony that was held at the close of the meetings. ADRA CARU was among the ADRA offices that received licensing /accreditation certificates.

Presenters at the meeting were drawn mainly from ADRA International and ADRA IAD.

ADRA BOARD MEMBERS' VIRTUAL TRAINING

This training seminar was organized by the ADRA IAD Director, Pastor David Poloché and ADRA International for all members of the ADRA Boards of Directors in each country office in the Division. It was conducted via Zoom on October 29 and 30, 2023.

The training focused on:

- Reflections on the Responsibility of Governing a Humanitarian Agency
- ADRA Licensing and Accreditation (AAL) process and the ADRA Board of Directors
- Role of the ADRA Board of Directors in Project Executio

PARTICIPATION IN ADRA IAD REGIONAL WORKSHOP ON SAFEGUARDING

Dr. Isaacs represented ADRA CARU at the ADRA IAD Regional Workshop on Safeguarding, held in Colombia from February 23 to 26, 2024. The workshop emphasized the importance of protecting women, children, and other vulnerable individuals, particularly in disaster settings.

Participants reviewed several safeguarding policies, highlighting safeguarding as an increasingly integral component of the Church's operations from a risk management perspective. The breakout sessions provided practical applications and reinforced the workshop's focus on addressing the needs and protection of

children, women, the elderly, and other vulnerable groups during disasters and emergencies.

Each participant received a copy of the ADRA Safeguarding Visual Toolkit, which was developed by a consultant engaged by ADRA IAD. The toolkit is based on the Safeguarding *Community-Based Visual Toolkit (2021)*.

ADRA IAD DISASTER PREPAREDNESS WORKSHOP FOR THE CARIBBEAN UNION

A Disaster Preparedness Workshop was convened by ADRA IAD on May 21, 2025, specifically for ADRA directors serving in the local fields of CARU. The workshop provided participants with a valuable opportunity to gain firsthand knowledge of the procedures and protocols established for effective disaster response and emergency management.

Among the key protocols highlighted was the availability of a US\$10,000 emergency grant from ADRA International to support immediate disaster response efforts. Participants were informed that these funds remained accessible despite the reduction in USAID funding. In addition, sanitation kits could be sourced through ADRA for distribution to individuals and communities affected by disasters.

The information presented ensured that all attendees were adequately informed of the preparations required for the upcoming hurricane season, which was forecast to be active. Several strategic measures were emphasized, including: (1) educating children about disaster preparedness and response, (2) collaborating with government agencies to ensure compliance, and (3) adhering strictly to ADRA's established protocols and standard operating procedures.

Special commendation was extended to the directors of ADRA Saint Vincent and the Grenadines and ADRA Grenada for their exemplary response following Hurricane Beryl. Both directors submitted the required documentation to the ADRA IAD Emergency Coordinator within 48 hours of the disaster, enabling ADRA IAD to mobilize and release emergency response funds in a

timely manner. They were further commended for their prudent management of the funds and for submitting all required reports to ADRA International promptly and efficiently.

iii. CARU Training and Emergency Response Activities

PROJECT MANAGEMENT TRAINING FOR ADRA DIRECTORS AND COUNTRY LEADERS

The Project Management Training for ADRA Directors and Country Leaders was conducted from July 11 to August 3, 2023. Initiated by Pastor Bertie Henry, Treasurer of the Caribbean Union Conference, and coordinated by ADRA CARU, the program was designed to strengthen the capacity of ADRA Directors, Field Leaders, and ADRA personnel across the local fields of CARU.

The training aimed to equip participants with the knowledge and skills necessary to achieve effective project outcomes, evaluate results, and apply lessons learned to improve project outcomes. Participants were introduced to practical approaches for assessing their present situation, establishing structure and control within the project environment, and managing project processes efficiently to achieve stated objectives.

The program was delivered virtually via Zoom and facilitated by the GAMA Learning Institute, a St. Lucia-based training institution recognized by the Ministry of Education. Mrs. Junia Emmanuel-Belizaire, one of GAMA's experienced consultants, served as the facilitator for the training.

The overarching objective of this training program was to familiarize participants with the philosophies of project management. Major training objectives included:

- Understanding elements of project management
- Identifying key project management technical and people skills
- Applying project management techniques
- Planning influential factors of project

management success

- Understanding the triple-constraints of project management
- Designing and presenting a group project based on the project management philosophy that participants were taught

Training sessions were conducted on Tuesdays and Thursdays over a four-week period. Formal instructional sessions were held during the mornings, while afternoons were dedicated to group work and practical application exercises. PowerPoint presentations and recordings of each day's sessions were distributed to participants via email.

A total of twenty-eight (28) participants, comprising twenty-one (21) males and seven (7) females from the ten fields of CARU, enrolled in the program. For the practical components, participants were assigned to six (6) groups. Each group comprised individuals with diverse skills drawn from various fields of CARU to encourage knowledge sharing, collaboration, learning, and development of a pool of projects to be implemented within various territories with modifications for country-specific requirements.

Participants expressed that the training significantly enhanced their understanding of project management, particularly in the areas of project design and implementation. They expressed appreciation for the highly interactive nature of the sessions, which enriched the learning experience and provided greater engagement with the course content.

Twenty-four (24) participants successfully completed the program and were awarded Certificates of Completion by the GAMA Learning Institute.

GRANT/PROPOSAL WRITING TRAINING WORKSHOP

The *Grant and Proposal Writing Training Program*, a collaborative effort between ADRA Caribbean Union, Loma Linda University, and the University of the Southern Caribbean (USC), was held from

September 13 to 15, 2023, at the University of the Southern Caribbean. The training was jointly funded by the Caribbean Union and the local fields.



Director at the Caribbean Union Conference of SDA introducing the participants attending the Grant and Proposal Writing training program and members of the head table: From L-R: Dr. D.P. Harris, Vice President and Chief Information Officer of Loma Linda University Health Pastor Johnson Frederick, Executive Secretary of CARU; and Dr. Colwick Wilson, President of the University of the Southern Caribbean.

[Photo: ADRA Caribbean Union]

This training program was developed in response to a felt need among ADRA offices within the Caribbean Union and other parts of the Inter-American Division (IAD) for training in grant and proposal writing, particularly within the United States and Caribbean funding contexts.

To address this need, Dr. Isaacs contacted Dr. Richard Hart, President of Loma Linda University (LLU) and his alma mater, seeking assistance in providing specialized training in grant and proposal writing. Dr. Hart responded promptly, expressing his willingness to explore the development of a tailored program. Following extensive discussions and collaboration, LLU agreed to develop and pilot a grant and proposal writing training program as part of its micro credential course offerings, which were being established at the time.

The primary goal of the training was to equip ADRA personnel and other participants with the knowledge and skills necessary to identify funding opportunities, develop competitive grant proposals, and increase the likelihood of securing funding for a wide range of projects, an objective which is a critical component of ADRA's mission.

The main outcome of the training was researching, writing and submitting a funding proposal to an appropriate grant-making organization.

The training included topics such as:

- Strategizing for Grant Writing
- Proposal Components/Sections
- Grant Writing Style
- Potential International and Regional Funding Sources for the Caribbean
- Introduction to the Use of Predictive AI in Writing Grants

Forty-four (44) participants attended the training, including personnel from the 10 fields of CARU, the CARU Office, The Community Hospital of Seventh-day Adventists, and USC. Figures 1 and 2 reflect the attendance demographical statistics.

Attendance - Gender Ratio

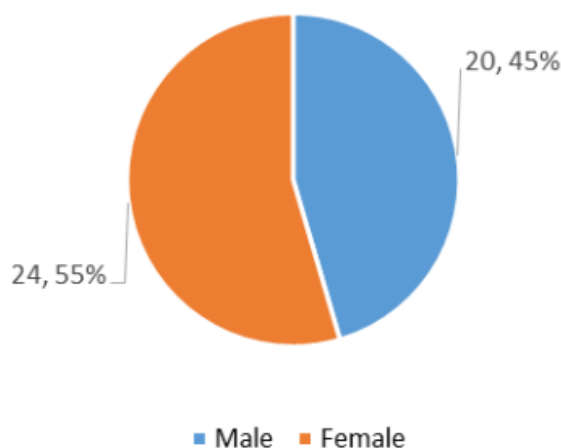


Figure 1 - Attendance Male-Female Ratio

The main facilitators at the Workshop were Drs David P. Harris, Vice President and Chief Information Officer of Loma Linda University, and Albin H. Grohar, Associate Professor, School of Public Health at Loma Linda University, California, USA. In addition, four (4) guest presenters affiliated with LLUH were invited to share their experiences and examples of grant writing, including grant management after funding is

secured, from their perspectives. Dr Harris served as moderator.

Attendance - Participants Profile

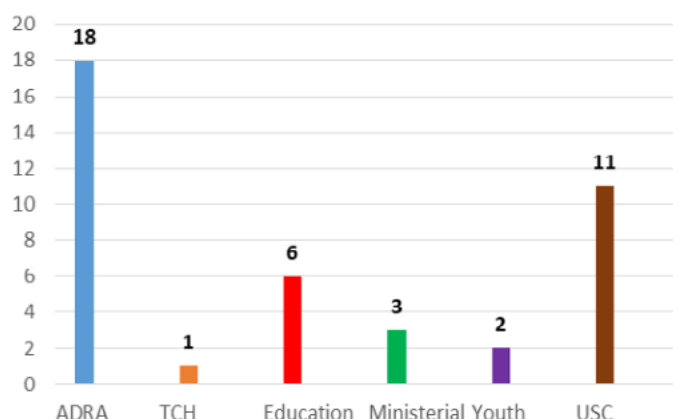


Figure 2 - Participants Attendance Profile

The training provided insights into the evolving philanthropic landscape, along with strategies for grant applications, and the application of predictive artificial intelligence (AI). Participants indicated that they gained a better understanding of the central purpose of grant writing; satisfying the needs of humanity. Some individuals stated that they previously underestimated the importance of innovation, establishing a relationship with donors, and sharing the project's risk through leveraging.

The training further helped participants to better appreciate the critical role of research, emphasizing that each donor or grantor has distinct priorities and criteria. The participants concluded that this was exposure to a new world of possibilities and potential for the church to advance its humanitarian mission in support of gospel outreach. verall, the training was described as an empowering and worthwhile experience.

At the conclusion of the workshop, participants received Certificates of Completion from Loma Linda University.

This was the first training of its kind to be conducted by Loma Linda University. The University has since taken steps to formalize the training program and include it among its micro credential course offerings.

VISIT OF THE ADRA UK DIRECTOR TO DOMINICA

After Hurricane Maria struck the island of Dominica in 2017 and destroyed a significant portion of the country's housing stock, fund-raising efforts were mounted by various local, regional, and international donors across the ADRA network. ADRA UK raised over £67,000 for relief efforts in Dominica. The first tranche of these funds was handed over to ADRA Dominica to support implementation of the ADRA Dominica Hurricane Housing Rebuild Project.

The ADRA UK Executive Director, Pastor Bert Smit, accompanied by his wife, conducted a field visit to Dominica from April 23 to 28, 2023, to obtain first-hand insight into the progress of Phase 3 of the Hurricane Maria Housing Rebuild Project. He was accompanied by Dr. Alexander Isaacs. Pastor Anthony Hall, President of the East Caribbean Conference, joined the delegation on the second day of the visit.



L-R: Dr. Alexander Isaacs ADRA Director for the Caribbean Union, Bert Smith ADRA UK CEO, Priscilla Prevost, ADRA Director for the East Caribbean Conference, Pastor Anthony Hall, president of the East Caribbean Conference stand with Honorable Roosevelt Skerrit, Prime Minister of Dominica, and two Parliamentary Representatives. The team made a courtesy call on the Prime minister and visited ADRA Projects on the island of Dominica recently. [Photo: ADRA Dominica]

Upon arrival in Dominica, the delegation was received by the ADRA Director of the East Caribbean Conference, Sister Priscilla Prevost. She led the team on a guided tour of several project sites where housing reconstruction under the ADRA Dominica Hurricane Maria Rebuild Project had been undertaken, with some units

still in progress. The visiting team expressed strong appreciation for the quality and extent of the work completed on the island. Pastor Smit was particularly pleased with the accountability report presented by Sister Prevost regarding the utilization of funds donated by ADRA UK.

The visit culminated with a courtesy call on the Prime Minister of Dominica, the Honourable Roosevelt Skerrit. The Prime Minister expressed appreciation for the commendable work carried out by ADRA and, by extension, the Seventh-day Adventist Church in Dominica, and reaffirmed his government's continued support for future initiatives.



Scenes of Devastation and Distribution of Supplies (Carriacou). [Photos: ADRA Grenada]



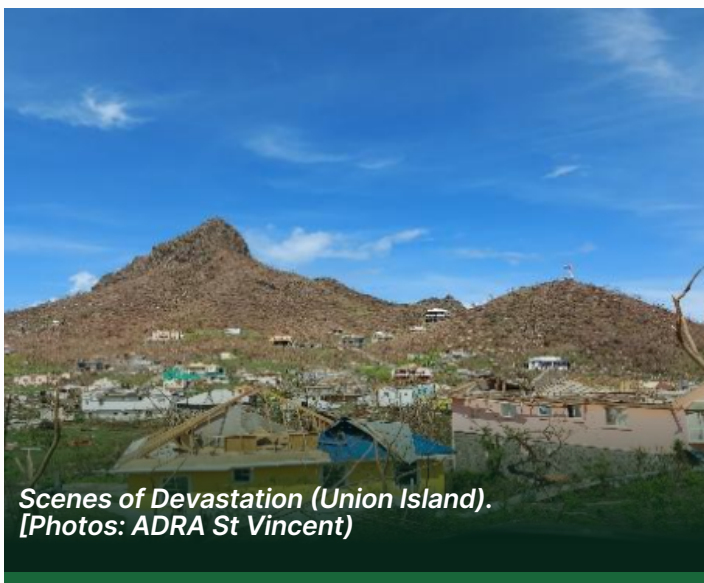
Scenes of Devastation and Distribution of Supplies (Carriacou). [Photos: ADRA Grenada]



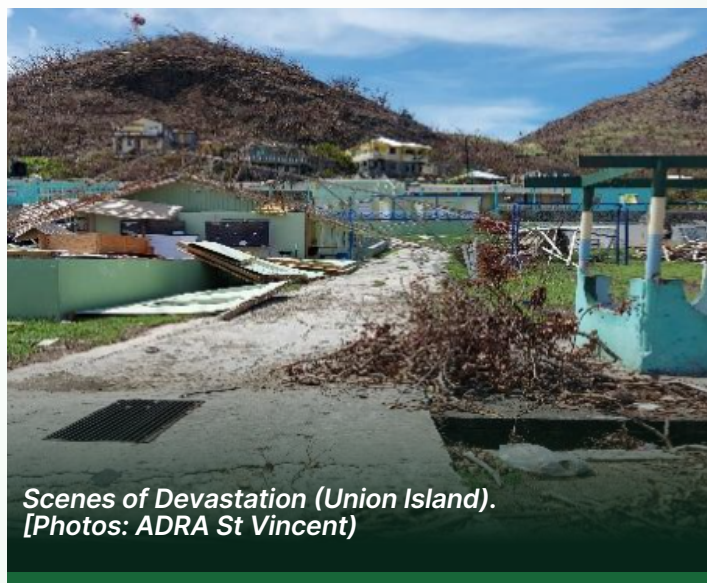
Scenes of Devastation and Distribution of Supplies (Carriacou). [Photos: ADRA Grenada]



Scenes of Devastation and Distribution of Supplies (Carriacou). [Photos: ADRA Grenada]



Scenes of Devastation (Union Island). [Photos: ADRA St Vincent]



Scenes of Devastation (Union Island). [Photos: ADRA St Vincent]



Scenes of Devastation (Union Island). [Photos: ADRA St Vincent]



Scenes of Devastation (Union Island). [Photos: ADRA St Vincent]



Dr Alexander Isaacs, ADRA CARU Director's visit to Union Island after the passing of Hurricane Beryl in 2024. [Photo: ADRA St Vincent]

EMERGENCY RELIEF FROM ADRA CARU FOR THE TOBAGO OIL SPILL

The Caribbean Union Conference, through ADRA CARU, contributed TT\$22,500.00 to the Tobago Oil Spill project, which was initiated by the Tobago Conference shortly after an oil spill occurred off the island in February, 2024. The funds were used to procure emergency relief supplies. Representatives from the Tobago Conference of Seventh-day Adventists, the ADRA CARU Director, Dr. Alexander Isaacs, and the Tobago Emergency Management Agency (TEMA) Director, Mr. Allan Stewart, participated in a press conference highlighting ADRA's assistance during the national emergency, at which relief supplies were formally handed over to TEMA.

The CARU Communications Department prepared a report on the activity, which was subsequently shared by ADRA International. ADRA International then requested additional information to support a broader publication on the local ADRA office's involvement in post-disaster response activities related to the oil spill. According to Wilfred

Desvignes, ADRA Tobago Director, the two articles produced by CARU and ADRA International collectively generated over two million views.

Elder Wilfred Desvignes expressed appreciation to CARU for both cash and in-kind support. He further reported that, in addition to over TT\$30,000 in supplies donated to TEMA, ADRA Tobago, working in collaboration with the Conference Youth Department, visited affected individuals and distributed care packages and *The Power of Hope* booklets.



Adventist Development and Relief Agency (ADRA) volunteers from the Tobago Conference receive a briefing from government officials before embarking on cleanup efforts in response to the oil spill of Feb. 7, 2024, in Tobago. [Image courtesy of TC Media]

HURRICANE BERYL EMERGENCY RESPONSE

On July 1, 2024 Hurricane Beryl hit several islands of the Caribbean with devastating effects particularly affecting Grenada and its two dependencies, Carriacou and Petit Martinique, as well as St. Vincent and the Grenadines, most severely Union Island and Canouan Island. Sustained winds reaching 185 miles per hour pounded the islands for more than 40 hours. The powerful category four (4) hurricane downed power lines, resulting in power outages, stripped roofs from buildings, triggered landslides, uprooted trees, and damaged roads and bridges. Movement across the islands was severely curtailed. The confirmed death toll from Beryl was seven.

Dr. Isaacs visited the affected islands shortly after the hurricane to conduct an on-the-ground assessment. He observed extensive devastation across communities, with livelihoods severely disrupted or destroyed. In response, the Caribbean Union, through its development and relief arm, ADRA CARU, promptly initiated emergency response actions, formally communicating with field leadership to mobilize relief supplies for the affected areas.

The ADRA CARU Director also informed ADRA IAD/ADRA International of the disaster. The local ADRA directors of the two fields prepared and submitted Initial Emergency Response Proposals to ADRA/IAD Emergency Coordinator for funding through established ADRA International Network channels. These proposals were approved with 72 hours and a total of US\$30,000.00 was subsequently disbursed to the two fields shortly thereafter.

Assistance received from the Local Fields

Local church leaders galvanized their members to participate in the relief efforts. Emergency response support from local fields included cash and in-kind donations, as well as the rebuilding of roofs and new homes, the latter spearheaded by the Nehemiah Skilled Volunteers. Cash donations from the churches exceeded TT\$144,000.00 and were supplemented by substantial in-kind

contributions, including food and non-food items. These resources significantly strengthened and supported the relief efforts.

Assistance Received from CARU and the Higher SDA Organizations and Sister Conferences

CARU provided assistance to the tune of US\$11,500.00, the Inter-American Division donated US\$42,500.00 and the Florida Conference contributed US\$12,500.00 toward the relief efforts.

Leaders from the affected territories expressed deep appreciation to ADRA CARU for coordinating the response and delivering critical interventions. The president of the SVG Mission, Pastor Henry Snagg, in his expressions of thanks stated, "It was heartbreaking to experience the devastation first hand, and heartwarming to experience the outpouring of love, prayers, calls and assistance from the fields...beneficiaries of the support given felt a sense of family and togetherness within the CARU territory."

iv. Caribbean Disaster Emergency Management Agency (CDEMA) Regional Partnership Activities

The Caribbean Disaster Emergency Management Agency oversees disaster management and response activities across the Caribbean and maintains diplomatic engagement with the governments of CARICOM. ADRA CARU is a long-standing partner and respected voice, serving as a member of one of CDEMA's sub-sector committees. Some of the initiatives and programs that have been proposed by CDEMA intersect with ADRA CARU's program objectives and work plan. Dr. Alexander Isaacs continues to represent the interests of ADRA CARU in various fora within the CDEMA mandate.

PARTICIPATION IN THE CIVIL SOCIETY SECTOR SUB-COMMITTEE (CSSSC) MEETINGS

During duly called meetings of the CDEMA **Civil Society Sector Sub-committee** (CSSSC), Dr. Isaacs was meaningfully involved, including the exploration and development of synergies with

other relevant projects being undertaken in the CDEMA's 19 Participating States. The functions of the CSSSC are to provide overall guidance at the Civil Society sector level to facilitate the mainstreaming of Comprehensive Disaster Management (CDM) at the national and regional levels, and to facilitate effective coordination and harmonization of CDM implementation. ADRA CARU is an active member of the CSSSC.



ATTENDANCE AT COMPREHENSIVE DISASTER MANAGEMENT PARTNERS' MEETINGS AND CONFERENCES

The ADRA CARU Director attended a hybrid Comprehensive Disaster Management (CDM) meeting held from April 9 to 11, 2024. The primary focus of the meeting was the development of CDEMA's five-year strategic plan. Several of the plan's objectives align closely with ADRA's mandate.

Dr. Alexander Isaacs also represented ADRA CARU at the *13th Comprehensive Disaster Management Conference*, held at the Marriott Hotel in St. Kitts from December 2 to 8, 2024, with over 200 participants in attendance. At the conference, Dr. Isaacs effectively represented ADRA CARU and highlighted ADRA Dominica's successful post-hurricane housing project, implemented following the extensive damage caused by Tropical Storm Erika in August 2015. Notably, the houses constructed by ADRA Dominica withstood

Hurricane Maria in 2017, which further devastated the island.

INVITATION TO JOIN THE CARIBBEAN PSYCHOSOCIAL SUPPORT INTERAGENCY CONSORTIUM (CAPSSIC)

In 2024, ADRA received an invitation from the Caribbean Disaster Emergency Management Agency (CDEMA) to join the Caribbean Psychosocial Support Interagency Consortium (CaPSSIC) and participate in its inaugural meeting. CaPSSIC was established following recommendations from the University of the West Indies Disaster Risk Reduction Centre (DRRC) and the United Nations Children's Fund (UNICEF), in response to a significant regional gap in disaster-related mental health and psychosocial support (MHPSS). Across the Caribbean, these needs are often not adequately addressed in the immediate aftermath of disasters or in the long term, largely due to the ad hoc nature of psychosocial response mechanisms.

In partnership with Global Support and Development, CDEMA supported the establishment of this dedicated regional consortium to strengthen collaboration and coordination among key stakeholders engaged in disaster response, recovery, and resilience-building efforts.

The inaugural CaPSSIC meeting, held from October 30 to 31, 2024, in Grenada, convened a wide range of stakeholders, including government agencies, non-governmental organizations, academic institutions, and community-based organizations. Through the sharing of expertise and training, participants aimed to strengthen the integration of mental health and psychosocial support (MHPSS) into national disaster preparedness, response, and community resilience frameworks across the Caribbean.

Given the critical role ADRA plays in the disaster risk management landscape in the region, particularly with respect to immediate and post-disaster response, ADRA was invited to join the consortium and attend the inaugural meeting of CaPSSIC. ADRA CARU's specific role within

the consortium is to contribute to efforts aimed at delivering psychosocial support resources to affected communities. This meeting was vital to further solidify the development of a more structured and coordinated approach to psychosocial response in post-disaster contexts.

Among the outcomes of the two-day meeting were:

1. Formalization of CaPSSIC and official launch of the Consortium
2. Approval of the Terms of Reference for the CaPSSIC
3. Agreement on the way forward to develop a work plan for CaPSSIC

PROJECTIONS

As ADRA moves forward in the future, the following are urgent priorities:

1. Establishment of an ADRA CARU stand-alone office.
2. Development of a suitable mechanism for the operation of ADRA CARU whereby ADRA CARU serves as the coordinating body for the work of ADRA in CARU with the local ADRA offices functioning as satellite sites
3. Scheduling of an on-site verification visit to ADRA CARU by representatives from ADRA International/ADRA IAD by the expiration date of ADRA CARU's current license which is valid up to December 31, 2026.

APPRECIATION

I would like to express my gratitude to:

Pastor David Poloche, ADRA IAD Regional Director, for his leadership and support.

The administrators of CARU and the ADRA CARU Board for their invaluable support and encouragement for the work of ADRA throughout the quinquennium.

Bro. Colin Ross, our part-time Finance Director for his role in the work of ADRA CARU.

Sis Avril Henry-John, my former Administrative Assistant, for the outstanding service that she provided to the Department during her tenure at CARU. Sis Henry-John accepted a call early in 2023 to serve in a new role at the University of the Southern Caribbean.

Sis Jadia Joseph, my indefatigable Administrative Assistant, for her supportive role in the ADRA CARU office. She is a valued member of the ADRA CARU team.

The administrators of the local fields for their whole-hearted support for the work of ADRA throughout the quinquennium.

The great team of local ADRA directors for championing the work of ADRA throughout CARU.

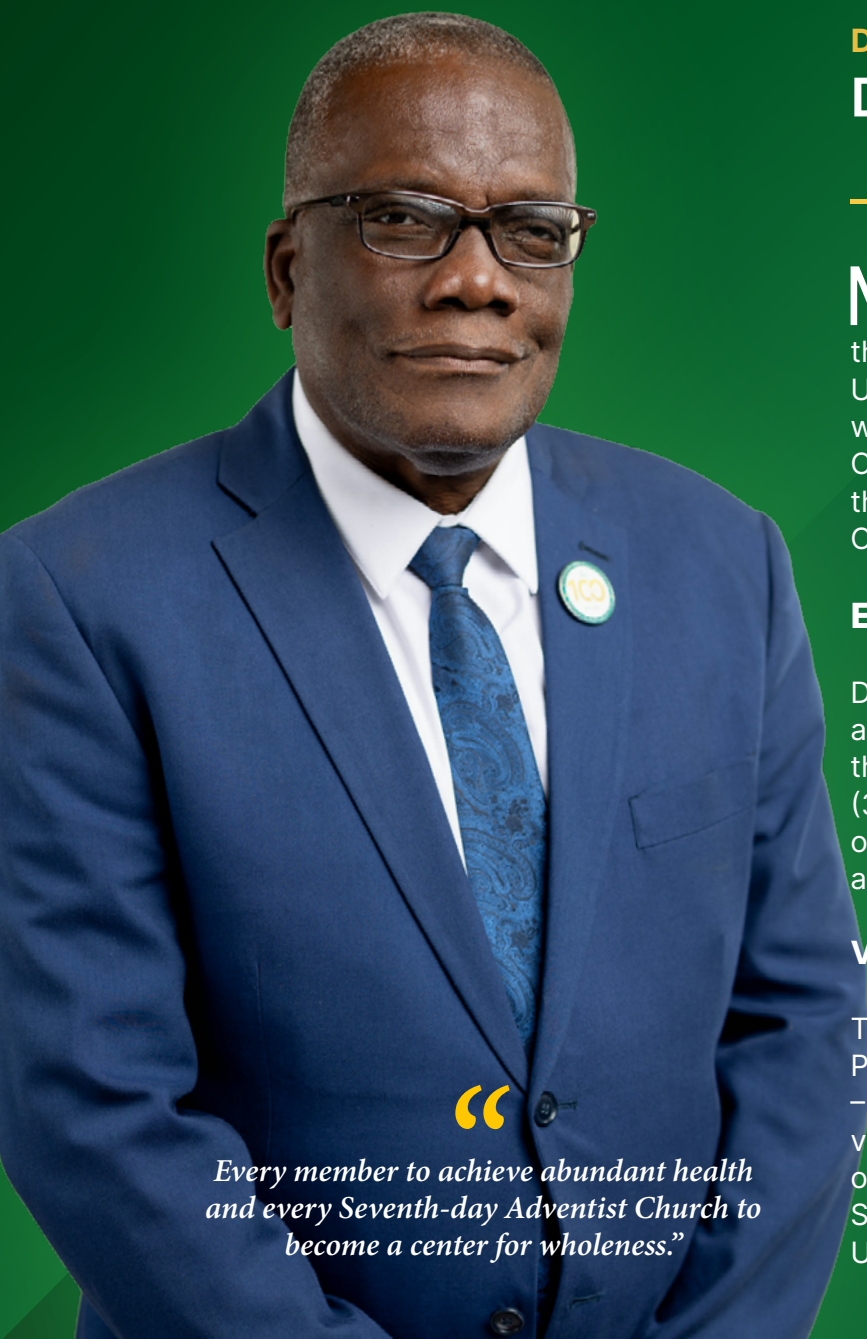
Heartfelt thanks to my adorable wife, Sis Andrea Isaacs and my three children for their constant support, prayers and understanding. Their support has meant a lot to me over the years. I thank God for them.

Above all, thanks be to God who has blessed and guided the work of ADRA CARU during the quinquennium.

CONCLUSION

I have every confidence that God will continue to guide and bless the work of ADRA CARU.

DEPARTMENT REPORT HEALTH MINISTRIES



“
*Every member to achieve abundant health
and every Seventh-day Adventist Church to
become a center for wholeness.*”

DIRECTOR

Dr. Alexander Isaacs

Mr. Chairman, delegates, specially invited guests, and church members present at this 18th quinquennial session of the Caribbean Union Conference (CARU), I greet you in the wonderful name of our Lord and Saviour, Jesus Christ. I would like to present to you at this time, the report of the Health Ministries Department of CARU for the period under review.

EXECUTIVE SUMMARY

During the quinquennium under review, the activities of the Health Ministries Department of the Caribbean Union were captured under three (3) major categories: i) Visits from the higher organization, ii) CARU programs and activities, and iii) Highlights from the local fields.

Visits from the Higher Organization

The Health Ministries Director of the IAD/ President of Adventist Healthcare Services – Inter-America (AHS-IA), Dr Franck Génés, visited CARU from June 8-16, 2024. The purpose of his visit was to get acquainted with the main SDA healthcare institutions in the Caribbean Union namely the Community Hospital in Trinidad



ADMINISTRATIVE ASSISTANT
Jadia Joseph



and the Davis Memorial Hospital in Guyana. His visit also involved brief stops in Barbados and St Kitts.

Dr Génés made another visit to the East Caribbean Conference from May 25th – June 2nd, 2025, as the featured speaker at two important initiatives of the Health Ministries Department of the Conference.

IAD Programs

Participation in IAD Health Ministries Advisories

During the quinquennium, the Health Ministries Director of CARU attended two advisories/summits convened by the Health Ministries Director of the Inter-American Division where he was apprised of developments in the Health Ministries Department of the IAD. These were very informative and engaging.

Health Ministries Week Celebrations

The annual Health Ministries Week of Emphasis was observed by all the fields of CARU during the quinquennium.

CARU Programs

In keeping with the planned programmatic initiatives of the Caribbean Union Conference

Health Ministries Department for the quinquennium under review, the Department hosted an advisory for health directors from the local fields from January 24 - 26, 2023. The advisory was held on the campus of the University of the Southern Caribbean (USC) under the theme, *"I Will Go: Enhancing the Health and Well-being of the Church and the Community"*.

Honoring a promise made to delegates at the 17th quinquennium session of CARU in 2022, the Health Ministries Department expanded its Health Promoters Training Program to six additional conferences/missions, bringing the total number of participating fields to nine. These were memorable occasions. Over 250 persons have been trained and certified so far as health promoters.

In an effort to highlight the work of Health Ministries in the Caribbean Union, the Department collaborated with the Communication Department to prepare a special issue of the Gleanings which was released during the second quarter of 2025. The Health Ministries Department was the main contributor to this special edition.

One of the major accomplishments of the Health Ministries Department during the quinquennium was the preparation of the adult readings for CARU's Holy Spirit Emphasis Week, 2024.

The Caribbean Union participated in the special commemoration of the 162nd anniversary of the Health Reform vision by Ellen White, organized by the IAD Health Department and held on June 6, 2025.

The University of the Southern Caribbean (USC) partnered with United Hands Inc., the Caribbean Union Conference, the South Caribbean Conference, the Community Hospital, and a number of governmental and non-governmental institutions to host the FreeDOM Clinic from March 13 to 16, 2023. This initiative was dubbed “A Mission of Hope & Healing”.

Dr Isaacs visited the islands of St. Croix and St. Thomas in the North Caribbean Conference during Health Ministries Week, observed from September 17 to 27, 2023, and conducted a special health series on the islands.

Dr Alexander Isaacs was the featured speaker at the Tobago Adventists Health Professionals Association (AHPA) Chapter’s Annual Prayer Retreat held from March 3 - 5, 2023, at the Bellissimo Boutique Hotel in Buccoo. The event was conducted under the theme, “**Mending the Broken Right Arm**”.

Highlights from The Fields

This section features highlights from the local fields of CARU, showcasing the commendable work being done under the outstanding leadership of our local field Health Ministries Directors.

MISSION AND STRATEGIC CONTEXT

Mission Statement

The mission of the Health Ministries Department of the Caribbean Union Conference of Seventh-day Adventists is to foster a healthy lifestyle among the Seventh-day Adventist church members and the communities in which the church operates, through health education and the promotion of Christian temperance, healthful practices, and all aspects of Adventist health evangelism as may be appropriate.

Vision Statement

The vision of the Health Ministries Department of the Caribbean Union Conference of Seventh-day Adventists is for every member to achieve abundant health and every Seventh-day Adventist church to become a center for wholeness where church and community members alike can reach their full potential.

ACHIEVEMENTS OVER REPORTING PERIOD

Visits from the Higher Organization

IAD Health Ministries Director visits to CARU

The Health Ministries Director of CARU, Dr Alexander Isaacs, extended a special invitation to Dr. Franck Génés, Health Ministries Director of the Inter-American Division and President of Adventist Healthcare Services – Inter-America (AHS-IA) to visit the Caribbean Union in his new role at the IAD. Dr Génés graciously accepted the invitation and visited CARU from June 8-16, 2024. His itinerary included stops in Trinidad, Guyana, Barbados, and St Kitts, in that order.

The main purpose of his trip was to visit the Community Hospital in Trinidad and the Davis Memorial Hospital in Guyana. However, he also visited the dental clinic in St Kitts, and Barbados was included in his itinerary because the IAD Health Ministries Department and the East Caribbean Conference were at that time, vigorously exploring the possibility of establishing a Primary Health Care Clinic there.

In Trinidad, Dr Génés held a virtual meeting with all the Health Ministries Directors of the local fields of CARU on the morning of June 9. During that meeting, the directors shared briefly about the health work in their respective fields. In the afternoon, Dr Génés met with health professionals from Trinidad and Tobago, with participants from Trinidad attending in person at the Mt D’Or SDA Church and participants from Tobago joining virtually.

On June 10, Dr Génés was the devotional speaker at CARU's morning worship, after which he paid a courtesy call on President, Dr Kern Tobias. During that visit, he shared some of his plans and projections for health ministries in the IAD. The remainder of the day was spent at the Community Hospital during which he was conducted on a guided tour of the physical plant and engaged in meetings with the hospital administration.

On June 11, Dr Génés paid courtesy calls on the president of South Caribbean Conference, Pastor Leslie Moses, and the president of the University of the Southern Caribbean, Dr Colwick Wilson. Dr Wilson and Dr Génés discussed how USC and the IAD Health Ministries Department could collaborate to advance the work of health ministries in CARU and the other parts of the IAD.

On June 12, Dr Génés and Dr Isaacs visited the Davis Memorial Hospital in Guyana where they were graciously welcomed by the CEO and her team. Dr Génés was the devotional speaker at the hospital's morning worship session and afterwards made a courtesy visit to the administrators of the Guyana Conference. The visiting team then toured the DMH, after which Dr Génés held meetings with the hospital's administrative and supervisory teams, and interacted with staff. Dr Isaacs hosted that day's Prayer at Noon session. The hospitality and congeniality extended to the visiting team were copious. It was heart-warming to witness the workers' dedication to their responsibilities and the progress that had been made at the hospital.

Dr Génés pledged a monetary gift from his department towards the acquisition of a new elevator for the hospital. The visit climaxed with a brief stop at the Millicent Greaves Home for the Elderly, located opposite the hospital.

Dr Noel Brathwaite joined the team in Barbados the following day, and their first stop was the headquarters of the East Caribbean Conference where Dr Génés was the devotional speaker for the morning's worship session. He presented on the Total Health Movement initiative developed by the IAD Health Ministries Department.

This was followed by a meeting with the administrators of the conference to discuss plans for the establishment of a Primary Health Clinic in Barbados using the Primary Health Care model developed by the IAD. He also met with the management committee appointed by the conference to oversee that project.

From Barbados, the team traveled to St. Kitts where they toured the SDA Dental clinic and held discussions with the missionary resident dentist. It was very encouraging to see the dental clinic in operation and boasting some modern dental equipment.



The Missionary Dentist at the SDA Dental Clinic in St Kitts, doing a routine demonstration on Dr Franck Génés, IAD Health Ministries Director. [Photo: St Kitts Dental Clinic]

Dr Génés described his CARU tour as productive, for the most part, and ended it with a stirring message at the Stanmore Avenue SDA Church in Port-of-Spain on Sabbath, June 15. The fields all expressed appreciation for his visit.

Visit of the IAD Health Ministries Director to the East Caribbean Conference

Dr Génés was specially invited once again to visit the East Caribbean Conference in 2025. During the period May 25th to June 2nd, he visited Dominica from May 25th to 27th, accompanied by Dr Alexander Isaacs. They received a warm welcome from Health Ministries Director of the ECC, Sis Priscilla Prevost and his itinerary on the island included meetings with the church membership, the ministerial team, and SDA health

professionals and their counterparts from the public and private sectors. Dr Génés also made presentations on the Primary Health Care Multi-disciplinary team, Total Health Movement initiative that was being rolled out in the fields of the IAD, the Primary Health Care system currently in existence, and the new model that the IAD Health Ministries Department was planning to implement.

The team traveled on to Barbados where they were joined by Dr Noel Brathwaite, the Director of Philanthropy of the IAD Health Department and a member of the IAD Health Advisory team. The Barbados itinerary included a workshop on Primary Health Care Multidisciplinary team at the ECC Conference Centre, Friday morning worship with the office staff, a meeting with the pastors, and a special training program involving the health leaders on the island. Presenters at the training included Dr Génés and his support team from Montemorelos University, Sis Priscilla Prevost, and Dr Alexander Isaacs. During the Friday evening meeting, the Total Health Movement was launched. That was a memorable occasion interspersed with presentations from the IAD Health Ministries Department. The visit culminated with a grand health convention on Sabbath, May 31st. The participants left the convention motivated to continue spreading the SDA health message far and wide.



Front Row from Left to Right - Dr Franck Geneus, IAD Health Ministries Director, Mrs Priscilla Prevost, Health Ministries Director of the East Caribbean Conference, and Dr Alexander Isaacs, CARU Health Ministries Director. [Photo: East Caribbean Caribbean]

IAD Programs

Participation in IAD Health Ministries Advisories

During the quinquennium, the Health Ministries Director of CARU attended two advisories/summits convened by the Health Ministries Director of the Inter-American Division. These gatherings served primarily to keep Union health directors apprised of developments in the Health Ministries Department of the IAD, assess the progress of the Total Health Movement and fine-tune it to make for a more impactful implementation of the initiative by the fields of the IAD, harness the resources for health ministries in the IAD to meet the needs of our congregations, and strategize for future initiatives of the Health Ministries Department. These meetings were either in-person, hybrid, or virtual.

CARU Programs

Health Ministries Week Celebrations

The annual Health Ministries Week celebrations continued to be observed by all the fields of CARU during the quinquennium. Materials for these special observances were provided by the Health Ministries Department of the Inter-American Division. This special annual focus on health across the IAD territory is much anticipated by the fields.

CARU Health Ministries Advisory Held in Trinidad

In keeping with the planned programmatic initiatives of the Caribbean Union Conference Health Ministries Department for the quinquennium under review, the Department hosted an advisory for health directors from the local fields from **January 24 to 26, 2023**. The advisory was held on the campus of the University of the Southern Caribbean (USC) under the theme, **"I Will Go: Enhancing the Health and Well-being of the Church and the Community"**.

Field directors were granted the opportunity to hear first-hand the proposed initiatives of the CARU Health Ministries Department for the new quinquennium. These initiatives incorporated

the strategic direction of the Inter-American Division Health Ministries Department, as well as the Caribbean Union's Strategic Plan for this quinquennium. Devotional speakers for the advisory included the Union President, Dr Kern Tobias, Treasurer, Pastor Bertie Henry, Dr Clive Dottin, Parliamentary Affairs and Religious Liberty Director, and Dr Alexander Isaacs, the Health Ministries Director.

During the discussion forum segment of the advisory, the CARU Health Director accommodated reports from the directors on the progress of the health work, and concerns and challenges impacting health ministries in their respective fields. Some of the concerns raised and recommendations made by the Plans and Recommendations Committee from the 17th Quinquennial Session of the Caribbean Union were also addressed in this forum. One such recommendation made by delegates at the Session was the repackaging of the Seventh-day Adventist health message to make it more relevant and appealing to members and the wider community.

This was an opportune time to re-connect with the directors from our fields after being denied that opportunity in the previous years because of the Covid-19 pandemic. It also served as an induction exercise for new health directors from the local field who had recently come on board, and allowed for meaningful exchanges among the directors. The directors were afforded the opportunity to share best practices with their colleagues.

Continuation of the Roll Out of the Health Promoters Certification Training Program in CARU

As stated in my report at the 17th quinquennium session of CARU in 2022, the Health Ministries Department continued the rollout of the Health Promoters Training Program in the local fields. To reiterate, the objectives of the program are:

1. To train health promoters so that every church in the IAD territory becomes a community center for integral health, and every member a minister of health To proclaim the gospel of

health throughout the Inter-American Division territory

2. To proclaim the gospel of health throughout the Inter-American Division territory
3. To promote a healthy lifestyle according to the instructions received in the Holy Scriptures and the Spirit of Prophecy.

This certification for health promoters equips church members who wish to share the health message that can be beneficial to themselves and to others who wish to adopt a healthy lifestyle.

During the quinquennium, trainings were conducted in the following fields:

- South Caribbean Conference
- South Leeward Conference
- St Lucia Mission
- Tobago Conference
- St Vincent and the Grenadines Mission
- Suriname Mission

This brings the total number of fields in which the training has been conducted so far to nine (9) out of the ten (10) fields in CARU. Similar training had previously been conducted in the Grenada, East Caribbean, and Guyana Conferences.

This remarkable achievement was due in no small part to the continued support given by Mrs Belkis Archbold, retired IAD Health Ministries Director, who has served as one of the main facilitators of the training since its inception during her tenure as IAD Health Ministries Director. Mrs. Archbold made a commitment to continue providing support to CARU to roll out the program in all the fields of CARU and has been faithful to her commitment in this regard.

Dr Claudette Mitchell, Assistant Professor in the Department of Family and Consumer Science, School of Science, Technology and Allied Health at the University of the Southern Caribbean also assisted with the training and did a remarkable job by serving as the facilitator of the nutrition

component. A main feature of the training was the hands-on experience gained by participants who were involved in the Food Preparation and Demonstration session held on the final day. Also, each field prepared a booklet containing recipes of a few local dishes from their field.

The training culminated with a graduation exercise during which successful participants received a certificate of completion, health promoter's pin, and a flash drive containing all the presentations made during the training from the Health Ministries Department of the Inter-American Division. Participants also received a copy of the recipes used to prepare the meals for the food demonstration component.

In an effort to break the language barriers and expand the reach of the training, the program booklet, presentations, and recipes were translated into Dutch for the benefit of the participants from the Suriname Mission's cohort. Participants were pleasantly surprised and expressed their appreciation for the effort to reach them in their native language.

The training programs generated a lot of interest from the fields and were all memorable occasions. On one occasion, more than 150 individuals were on the Zoom platform on the opening night of the training. It was truly delightful to see the degree to which the participants were engaged. The leaders of the local fields gave tremendous support to the program. Over 250 persons from the Caribbean Union have been trained as health promoters so far.



Health Promoters Certification Training Session in Progress at the South Leeward Conference. Standing is Dr Eulalie Semper, Health Ministries Director of SLC. [Photo: South Leeward Conference]



Attendees participate in the Food Preparation and Demonstration Session of the Health Promoters Training in the St Vincent and the Grenadines Mission [Photo: St Vincent and the Grenadines Mission]

LITERATURE / PUBLICATIONS

Contribution of Articles to the Special Edition of the Caribbean Union Gleanings

In an effort to highlight the work of Health Ministries in the Caribbean Union, the Health Ministries Department collaborated with the Communication Department of CARU to prepare the special issue of the Gleanings which was released during the second quarter of 2025. The Health Ministries Department was the main contributor to this special edition of the publication which featured articles that focused on the history of two of our flagship health care institutions in the Union; the Community Hospital in Trinidad, and the Davis Memorial Hospital and



Participants from the Health Promoters Certification Training in the St Vincent and the Grenadines Mission. Seated in the front row from Left to Right are Pastor Leeroy David, Health Ministries Director, Dr Claudette Mitchell (Facilitator), Mrs Belkis Archbold (IAD Health Ministries Director Retired) and Dr Alexander Isaacs, CARU Health Ministries Director [Photo: St Lucia Mission]

Clinic in Guyana. The St. Vincent Dental Clinic, and the Cave's Nursing Home in Barbados were also featured. Articles were obtained from the local fields, educational institutions and individuals.

Preparation of the Adult Readings for CARU's 2024 Holy Spirit Emphasis Week Observance

One of the major accomplishments of the Health Ministries Department during the quinquennium was the preparation of the adult readings for CARU's Holy Spirit Emphasis Week of Observance 2024. The readings highlighted the principles of the Seventh-day Adventist health message using the acronym **NEWSTART: Nutrition, Exercise, Water, Sunlight, Temperance, Air, Rest, and Trust in Divine Power**. The Adventist lifestyle offers these eight gifts of health or natural remedies in one package. These secrets of vitality, energy, and long life which have been demonstrated by Seventh-day Adventists for more than 163 years, are now being verified by scientific research. The readings were well received by the CARU constituency and further afield.



Holy Spirit Emphasis Week 2024 Publication Covers. [Photo: Caribbean Union]

Commemoration of the 162nd Anniversary of the Health Reform Vision by Ellen White

On June 6, 2025, the Health Ministries Department of the IAD staged a special activity; the commemoration of the 162nd anniversary of the Health Reform vision by Ellen White. Her vision

highlights that part of our religious duty is to preserve and promote health. This forms a major part of the foundation upon which the Health Ministries mission of the SDA Church rests.

In commemoration of this anniversary, the IAD shared two sermons and some ideas for celebrating this milestone of the Adventist health message. These sermons were made available to each local field through their respective Health Ministries Directors who were encouraged to feature them at all levels, as far as possible, to highlight the occasion.

E. G. White reminds the Church in Gospel Workers (p 18.3) that "the greatest work, the noblest effort in which man can engage, is to point his fellow men to the Lamb of God." As the SDA Church continues promoting the message of health reform, it points people to God and helps fulfil His intended purpose for all humanity.

OUTREACH

Collaboration with USC to host the United Hands Inc. FreeDOM Clinic Mission

As a testament to the power of community collaboration and selfless service, the University of the Southern Caribbean (USC) partnered with United Hands Inc., the Caribbean Union Conference, the South Caribbean Conference, The Community Hospital and a number of governmental and non-governmental entities to host the FreeDOM Clinic from March 13 to March 16, 2023. This initiative, organized by United Hands Inc., reached a significant milestone by offering free dental, optical, and medical care to the public at the USC Auditorium on USC's main campus in Maracas Valley.



Members of the United Hands Inc. Team and Representatives from USC pose for a picture. [Photo: University of the Southern Caribbean]

United Hands Inc., known as FreeDOM Clinic USA, has a remarkable track record of delivering vital healthcare services to uninsured or underinsured patients, serving countries including the USA, Antigua, Ghana, South Africa, and Trinidad and Tobago.

Patients began lining up as early as 2:00 a.m. each day, with doors officially opening at 6:30 a.m. to commence service. The FreeDOM Clinic's team of 15 volunteer dentists, optometrists, and medical doctors worked tirelessly to serve the community, embodying the spirit of humanitarianism dubbed **"A Mission of Hope & Healing"**.

Over the course of four days, the FreeDOM Clinic's dedicated team provided services to an astonishing 1,225 individuals. This included addressing 214 medical cases, aiding 495 individuals with vision services, and providing dental care to 516 people. These numbers not only underscore the pressing need for affordable healthcare, but also highlight the incredible dedication of the medical professionals and volunteers who made it all possible.

The mission was graciously hosted by MP Esmond Forde who, alongside other contributors, facilitated community transportation, promoted the clinic in various communities, and provided essential volunteer assistance.

The United Hands and FreeDOM Clinic extended their outreach through a week of prayer at the Caribbean Union College Secondary School and hosted other outreach programs at various SDA schools in Trinidad. They also donated 14 laptop computers to the Maracas SDA Primary School, thereby ensuring that the gift of education continues to uplift the community. These initiatives reinforced United Hands' commitment to holistic health and spiritual nourishment.

The impact of this mission is profound and enduring. Their work, which seamlessly blends medical care, spiritual nourishment, and community upliftment stands as a shining example of the profound impact of selfless service.

In the words of Ann Burnett, Executive Director of United Hands, "Helping those in need is not just a

motto, it's a calling that has transformed countless lives." The unity of hands in service has woven a tapestry of hope, healing, and community care that transcends the present and inspires us all to continue working together for a better future. The USC and its partners are immensely proud of this impactful collaboration, and they look forward to future endeavours that will continue to transform lives.

CARU Health Director Conducts Special Health Emphasis Week Program in the North Caribbean Conference

At the invitation of the Central SDA church in St Croix, North Caribbean Conference, and with the facilitation of the Health Ministries Director of that field, Pastor Danny Philip, Dr Isaacs visited the islands of St Croix and St Thomas during Health Ministries Week observance 2023, and conducted a special health series on the NEWSTART SDA Lifestyle. The health observance program which ran from September 17 to 24 on St. Croix, was spearheaded by the Health Committee of the church.

Initially, attendance at the nightly meetings was low, but steadily increased as members from other churches, as well as the wider community, joined the congregation for both the nightly services and the Sabbath program.

Concurrent with the nightly meetings, a health fair which attracted a large cross-section of the community, was held at one of the sister churches in the Central district. Attendees were provided with a range of free health services including blood pressure checks, screening for diabetes, medical check-ups, vegetarian cooking demos and sampling, and massages. The program culminated on September 24, with a grand health fair held at the Central SDA Church.

Subsequently, Dr Isaacs traveled to St. Thomas where he spent two days conducting nightly sessions on a number of health topics at one of the main churches. He spoke on nutrition, as well as the relationship between diabetes, hypertension, arthritis, and nutrition. Those nightly meetings were well attended, and the sessions were very interactive.

Overall, the messages on both islands were well received, and the administration of the NCC were very supportive of the programs. The members were challenged to heed the messages presented in order to receive the benefits of embracing the SDA health message. To God be the glory!

CARU HEALTH MINISTRIES DIRECTOR ATTENDS ADVENTIST HEALTH PROFESSIONALS ASSOCIATION (TOBAGO CHAPTER) ANNUAL PRAYER RETREAT

The CARU Health Ministries Director, Dr Alexander Isaacs, was the featured speaker at the Tobago Adventist Health Professionals Association (AHPA) Chapter's Annual Prayer Retreat held during the weekend of March 3 to 5, 2023, at the Bellissimo Boutique Hotel in Buccoo, under the theme, **"Mending the Broken Right Arm"**. Attendees included health secretaries and health professionals.

Some of the weekend's highlights included a consecration service on the Friday evening during which Dr Isaacs presented on "What is the Right Arm?" At the Sabbath service, he spoke on "How was the Right Arm Broken?" and as the main feature for the day, presented the "Importance of Mending the Right Arm". Bro Dave Simon, the AHPA president also presented his report for 2022.

On the Sabbath afternoon, Bro Ricardo Babb did a presentation on "Chronic Disease and Your Faith", and Dr Isaacs spoke on "Working the Right Arm" for the vespers segment. A planning session for the Chapter was incorporated into the afternoon program as well.

Throughout the weekend, participants engaged in special seasons of prayer and introspection, including Sunday's devotion segment on the beach where Dr Isaacs presented "Strengthening the Right Arm". The morning's activities also included breakfast, the appointment of individuals to fill vacant positions on the executive, and another planning session before the culmination of the weekend's activities.

The AHPA Tobago Chapter has served the Tobago public for many years through the Health Ministries Department by conducting health fairs, lectures, religious programmes, and other initiatives. The 2023 Annual Prayer Retreat provided an opportunity for health professionals to be refreshed and refocused to continue in service to both God and humanity.

HIGHLIGHTS FROM THE FIELDS

SVG Mission's Health and Youth Ministries Departments Launch "MOVE TO LIVE" Initiative 2023

What was meant to be a simple launch catering to the health needs of members, evolved into one of the biggest health and fitness events on the island of St. Vincent and the Grenadines. Partnering with the Health Promotions Department of the Ministry of Health, Wellness and the Environment, the Health and Youth Ministries Department of the SVG Mission embarked on a health fair and glow walk to launch its "Move to Live" initiative. The event which began at 4:00 pm on a Sabbath, saw more than 2000 persons being screened and evaluated by medical professionals from disciplines including obstetrics, ophthalmology, dentistry, and general medicine. More than 3000 persons participated in the glow walk, moving from Kingstown to the decommissioned ET Joshua airport.



The event concluded with an "old school" Adventist-style social which was appreciated by Adventists and non-Adventists alike, many of whom were experiencing an Adventist social for the first time.

East Caribbean Conference Health Ministries 2023



Barbados Black Rock Health March. [Photo: East Caribbean Conference]

In 2023, Drug Awareness Month, observed in May under the theme, “I Want to Live Healthy”, extended through August, reaching several communities with information and demonstrations on the impact of drugs and substance abuse on the individual, the family and the society.

In Barbados, the SDA Church partnered with the National Council on Substance Abuse while Dominica partnered with the Drug Prevention Unit there. Health Ministries teams organized a series of marches and motorcades, supported by Pathfinders, Adventurers, Master Guides and the Personal Ministries Department. In Barbados, the Pathfinder Band played a significant role in leading the marches.

Along the routes, participants made several stops to deliver brief presentations and distribute Priority magazines and educational leaflets on substance abuse. The initiative began in Barbados on May 21 with the Silver Hill Church. It continued in the Northeastern, City and Central districts in Dominica on May 27 and 28. In Barbados, the Black Rock and Grazettes churches conducted their march on June 25, and the St. Lucy District on July 16. On August 5, Pastor Julius Henry led out in the Kalinago Territory in Dominica. This Drug Awareness march revitalized drug prevention outreach in the East Caribbean Conference and established what is expected to become an annual event.

Grenada Conference

The Health Department of the Grenada Conference of Seventh-day Adventists supported the St. Andrew’s Development Organization (SADO), the Pink Ribbon Society, and other stakeholders, in hosting a church service at the Mt. Rose Seventh-day Adventist Church as part of Breast Cancer Awareness Month. The month’s activities were observed under the theme, “Empower Families to Thrive, Heal, Hope and Cope”. The service was marked by praise and worship and testimonies by cancer survivors. Pastor Edward Guillaume, Health Ministries Director, delivered the sermonette, and special prayer sessions were conducted by Pastor Dwight Bowen and the elders. Attendees described the service as a tremendous blessing.



Photo opportunity for participants at the church service held at the Mt. Rose Seventh-day Adventist Church in Grenada. Pastor Edward Guillaume, Health Ministries Director of the Conference is at the far right. [Photo: Grenada Conference]

South Caribbean Conference

“HEALTH IS SALT”

Following His baptism, Jesus began His ministry by training twelve disciples to continue the work of proclaiming the gospel of the kingdom (Matthew 10:1 - 4). In a similar spirit, the South Caribbean Conference Health Ministries Department partnered with SDA health professionals, non-profit organizations, medical doctors, educational institutions, geriatric homes, community-based organizations, and other stakeholders to extend its health outreach across districts and communities.

Through these partnerships, individuals were educated and empowered to combat non-

communicable diseases by adopting the Eight Laws of Health as part of their daily lifestyle. Some of the services provided included vision screenings, First Aid and CPR training, basic home-nursing courses, online and in-person health lectures, hearing assessments, and the distribution of health aids such as wheelchairs.

The words of Jesus, “Ye are the salt of the earth” (Matthew 5:13), remind believers of their calling to positively influence the lives of others. Through acts of service and compassionate outreach, people who may not share the Seventh-day Adventist faith can experience God’s love firsthand and be drawn to know and follow Him, just as many were inspired through the ministry of Christ and His disciples.



“Ye are the salt of the earth,” Matthew 5:13 is the Spirit’s call to us to daily flavour the lives of the persons with whom they interact who don’t share the same faith and beliefs as SDAs but will experience God and will want to know and truly follow Him because they have interacted with his followers just like the disciples were with Jesus.

South Leeward Conference

Created to Move

The South Leeward Conference in Antigua and Barbuda recently celebrated a vibrant season of health, energy, and spiritual renewal through the

“Created to Move” challenge, held in partnership with Design to Live. This was a ten-day challenge based on the principle found in Daniel 1:5-16.

This dynamic ten-day initiative was built around the well-known NEWSTART principles -Nutrition, Exercise, Water, Sunlight, Temperance, Air, Rest, and Trust in God - encouraging participants to embrace a holistic lifestyle. Each day, individuals across the conference intentionally stepped out of their routines and into movement, choosing activities such as walking, running, and cycling as practical expressions of healthier living.



The challenge brought together persons of all ages and fitness levels, creating a spirit of unity and motivation throughout the community. From early morning walks to evening rides, participants demonstrated commitment, discipline, and joy as they prioritized their well-being. Beyond physical benefits, many reported improved mental clarity, stronger spiritual focus, and a renewed sense of purpose.

Indeed, the “Created to Move” challenge was more than just an exercise program; it was a celebration of life, health, and community. The South Leeward Conference extends heartfelt appreciation to all participants and partners who made this initiative a resounding success. It truly was an awesome experience, reminding everyone that we were created to move and to thrive.

St Lucia Mission

Move to Live - Bike Ride

The Move to Live brand has been active in St. Lucia since 2014, bringing together participants from across the island to walk along a designated route. On this occasion, the brand was extended to include a bicycle ride called “Move to Live Bike Ride”.

On August 1, 2023, while the island celebrated Emancipation Day, over 40 riders ranging in age from seven to sixty-five, rode over forty kilometres from the grounds of the Zion SDA Church to Sunny Acres and back. Riders were then treated to a hearty breakfast.

Along the route, bikers stopped in the community of Faux A. Chaux to distribute copies of The Great Controversy and other literature on health, as well as food hampers. As a result, the activity served not only as an opportunity for exercise, but for evangelism and fellowship.

At the conclusion of the event, riders expressed how much they enjoyed themselves and indicated a desire for similar events to be organized in the future.



Participants in the Move to Live Bike Ride [Photo: St Lucia Mission]

Suriname Mission

Launching of a Vegan Cooking Class

In October, 2023, the multi-purpose room of the Suriname Mission was transformed into a culinary lab as the Health Ministries Department launched its Vegan Cooking Class. This initiative helped the Department to meet its strategic objective of

equipping individuals to practice the Edenic way of life in relation to diet. The initiative debunked myths about the nutritional value and flavour of plant-based dishes.

A total of 27 enthusiastic participants graduated on December 7. The graduation exercise included the preparation and presentation of three dishes to a team of judges. In attendance were the President of the Suriname Mission, Pastor Guno Emanuelson, and the Executive Secretary, Pastor David Daniel, who used the occasion to congratulate the participants on their achievement and to encourage them to maintain a holistic and healthy lifestyle. Six of the participants were non-Seventh-day Adventists and expressed their appreciation for the acceptance, knowledge and fellowship experienced during the sessions. Several of the participants registered for the Healthy and Happy Programme, which was scheduled for 2024.



Participants on day 1 of the Health Promoters Certification Training. [Photo: Suriname Mission]

Guyana Conference

Ten (10) Days of Wellness Program

This program promoted a plant-based diet, along with the assessment of participants' blood pressure, blood sugar, BMI, and cholesterol level before and after the 10-day period. The results indicated significant improvement in blood sugar control and blood pressure regulation, weight loss, and a general sense of wellness during and after the program. Participants were supported through nightly Zoom sessions covering various aspects of nutrition and wellness, which provided encouragement and guidance to help participants complete the 10-day plant-based dietary program.

The training was conducted by the UZIMA Lifestyle Center in collaboration with the Health Ministries Department of the Guyana Conference.



Team members of the UZIMA Lifestyle Center pose for a picture. [Photo: APC Community Services]

Tobago Conference

Sharing the SDA Health Message on the Island of Tobago

In an effort to remind the brethren of the applicability of the health message, (the right arm of the gospel) to the holistic gospel message, the Health Ministries Department of the Tobago Conference embarked on a Health Caravan initiative.

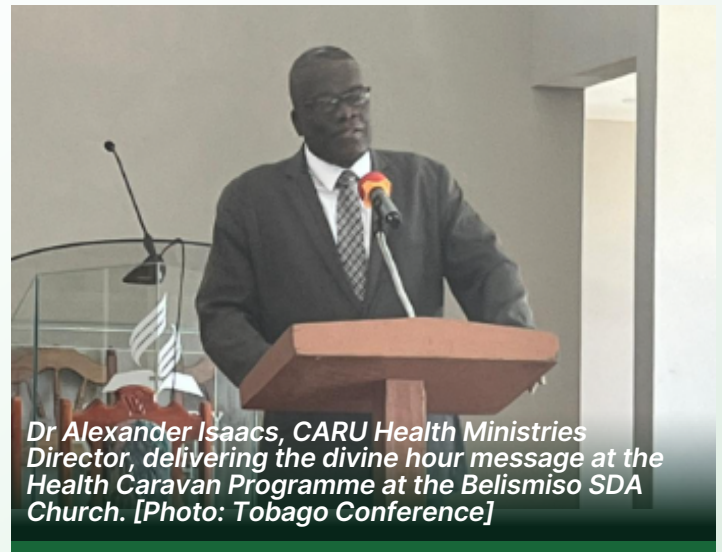
This initiative by Health Director, Sister Tracy Dick-Noel aims to: (1) reaffirm that the Adventist health message is God-breathed, (2) emphasize its role as an effective entering wedge for Christian witness, and (3) highlight its value as an enduring guide to healthy living, rather than a list of dos and don'ts.

The execution method entails visiting every church/district on the island and sharing the principles of the Adventist health message alongside current health statistics, and demonstrating God-given solutions to modern health challenges.

To accomplish this, the Conference engages Adventist health professionals including doctors, nurses, dietitians, anaesthesiologists, and medical missionaries to provide education on nutrition, natural remedies, and healthy lifestyle practices.

Faced with an increase in mental health challenges since the COVID-19 pandemic, the Health Caravan team also has mental health nurses on board who share tips for improvement of people's mental and emotional wellbeing. Presentations highlight topics such as maintaining optimal health, annual check-ups, NEWSTART principles, and avoiding extreme diets. With the rise in cases of Alzheimer's/dementia among our brethren and the wider community, presentations focus on engaging in simple daily activities such as reading aloud, quick maths, and journaling. Additionally, due to an increase in the number of stroke cases, the Department brought on board a dietitian and visiting district health doctor to educate individuals on ways to reduce their risk of suffering a stroke.

Through the combined efforts of Adventist health professionals and medical missionaries, the Tobago Conference continues to wage war against health misinformation and seek ways to improve the lives of our fellow men.



Dr Alexander Isaacs, CARU Health Ministries Director, delivering the divine hour message at the Health Caravan Programme at the Belismiso SDA Church. [Photo: Tobago Conference]

PROJECTIONS

The work of the health ministries is making significant progress across the Caribbean Union. As the work advances, greater emphasis should be placed on strengthening its initiatives and motivating the SDA membership to fully embrace the SDA Lifestyle so that they can enjoy the many benefits that result from living in harmony with these health principles.

APPRECIATION

To Dr Franck Généus, Health Ministries Director of the Inter-American Division, thanks for your support during the quinquennium.

I wish to express sincere thanks also to Mrs. Belkis Archbold, IAD Health Ministries Director (retired) for her unstinting support in helping the Department continue the rollout of the Health Promoters Certification Training Program in the fields of CARU. She has kept her promise to CARU in this regard even though she is retired.

To the administrators of the Caribbean Union and, by extension, the Caribbean Union Executive Committee, for their wholehearted support and encouragement throughout the period.

Thanks to Sis Avril Henry-John who served as my Administrative Assistant for the first six months of the quinquennium before accepting a call to serve in a new role at the University of the Southern Caribbean.

A big thank you to my indefatigable Administrative Assistant, Sis Jadia Joseph, who came on board after Sis Avril Henry-John's departure. Her work in the department has been outstanding

Thanks to all the Health Ministries Directors of the local fields for their support and for leading the charge in advancing the cause of health ministries in their respective jurisdictions. They form a great cadre of health ministries leaders.

Special thanks is also extended to Dr Claudette Mitchell for her support in the rollout of the Health Promoters Certification Training, serving as facilitator for the Food Preparation and Demonstration component, which was an integral part of the training.

Thanks to my family for their constant support, prayers, and understanding as I sought to execute my duties, which at times required me to be away from home. Their support has meant a lot to me.

Above all, thanks be to God for granting me the opportunity and privilege to serve as Health Ministries Director of CARU. I deem it a privilege and an act of God's grace to have been able to do so.

