



2019 ANNUAL REPORT





OUR VISION

To develop and enhance the quality of leaders in Fiji

OUR MISSION

To develop and enhance the quality of leaders in Fiji through skills development and through strengthening relationships characterised by respect, trust and understanding.

This Mission will be accomplished by:

- Recognising that anyone can be a leader
- Involving leaders in a program which broadens their understanding of issues affecting our community
- Facilitating dialogue amongst leaders with varied background and interests
- Creating opportunities for communication between leaders across communities
- Promoting principles of accountability and transparency
- Enabling leaders to make a greater commitment to the development of our country
- Providing a forum for networking, personal development and exchange of ideas

OUR VALUES

Lead

We will lead by example displaying personal and professional integrity in everything we do.

Excellence

We are committed to achieving excellence.

We embrace continuous growth, efficiency, creativity and innovation.

Adaptability

We recognise that growth requires change and that leaders drive change.

Diversity

We celebrate diversity and commit ourselves to building a country where everyone is valued and supported.

Empower

We recognise that information empowers and embraces life-long learning.

Respect

We know that leadership is built on respect and this can only be earned through our daily actions.

Service

We understand that leadership is about service to our families, our community and to our country.



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BRIEF ON LEADERSHIP FIJI

Leadership Fiji is an independent, non-partisan, non-aligned entity, which depends on support drawn from the corporate, public and community sectors, and was established in 2000. While the Leadership Fiji program was inaugurated in 2000, our first program was launched in 2001.

It is modelled on the very successful Australian program, Leadership Victoria, and is aimed at mature leaders in the second or third tier of management who would be expected to be at the top of their vocation in the future years.

The Leadership Fiji Program is a leadership enhancing experience. It is a program of events

and activities taking 29 days in the year from March - November. These events/activities are designed to enable participants to meet, to discuss, and debate issues among themselves, and with invited speakers who demonstrate leadership skills and characteristics.

The program facilitates a network of on going communication and engagement between leaders.

The aim of the program is to attract participants from the private sector as well as Government, Statutory bodies, the Trade Unions, the disciplined forces and NGO's.

“ Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere. ”

William Parkinson
Leadership Fiji Board Chairman

MANAGEMENT BOARD MEMBERS



William Parkinson
Board Chair



Kevin McCarthy
Director



Sufi Dean
Director
Founding Executive Officer



Nancy Loloa
LF2009
Director



Ratu Isireli Dausiga
LF2008
Director



Ilaitia Tuinamoala
LF2009
Director



Elvin Atish Lal
LF2008
Director



Neelam Sharma
LF2017,
Board Company Secretary



Sharyne Fong
LF2005
Chief Executive Officer



Tupou
LF2009
President
Leadership Fiji Alumni



Yvette Samson
LF2018 Representative



Rajesh Patel
LF2002
Chairperson
LF Community Fund

“ Surround yourself with people that cheer you on ”

British High Commissioner, Her Excellency,
Ms Melanie Hopkins
(Leadership Fiji 2019 Graduation Address)

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2019 PARTICIPANTS



LEADERSHIP FIJI

2019 VISION

By 2029, our Fiji will celebrate her diversity with equal opportunity for all. We will be an innovative nation that champions healthy living, quality education and protecting the environment of our island home.

2019 Leadership Fiji Program Outline

March	1st	Fri	6:00pm	2019 Launch/ 2017 Fellows Induction
March	2nd – 3rd	Sat/Sun	5:00 am	OPENING RETREAT
March	13th	Wed	8:00 am	An overview of Fiji's History
March	27th	Wed	8:00 am	Human Rights & the Media
April	10th	Wed	8:00 am	Law & Order & Government Machinery
May	3rd – 4th	Fri/Sat	4:45 am	Tourism Industry (WEST)
May	15th	Wed	8:00 am	Poverty & Social Welfare
May	15th	Wed	6:00 pm	Etiquette Dinner
May	29th	Wed	8:00 am	Fiji's Economy and Infrastructure
June	14th – 15th	Fri/Sat	5:45 am	MID YEAR RETREAT
June	26th	Wed	8:00 am	Environment
July	8th	Wed	8:00 am	Health
July	25th – 26th	Thurs/Fri	4:30 am	Sugar and Mining Industries (WEST)
August	7th	Wed	8:00 am	Education
August	23rd – 24th	Fri/Sat	6:00 am	Alternative Agriculture (WEST)
September	4th	Wed	8:00 am	Fiji and the World
September	18th – 21st	Wed/Sat	4:00 am	Look North (NORTH)
October	2nd	Wed	8:00 am	Participants Choice
October	18th – 19th	Fri/Sat	5:00 am	CLOSING RETREAT
October	31st	Thurs	2:45pm	2019 Visions and 2018 Fellows Project Presentation
November	1st	Fri	6:00 am	2019 Class Graduation

2019 PROGRAM OVERVIEW

2019 Program Launch and Fellows Induction of 2017

Program Launch 2019

The 2019 Leadership Fiji program was officially launched on Friday 1st March at FNU's Tiri Restaurant in Suva, and saw the introduction of 30 new participants from very diverse backgrounds from around the country, selected out of numerous qualified applicants in a rigorous interview process.

William Parkinson, the Chairman of the Leadership Fiji Board of Directors, welcomed the new participants and wished them well on this life changing journey. Mr Parkinson introduced Chief Guest of the Launch, Mr Filimoni Vosarogo, as an old friend of Leadership Fiji and is one of the most outstanding lawyers in Fiji. Mr Parkison went on to say, "We are very proud of his achievements and experience in bringing justice to our country.

Highlights of Mr Vosarogo's speech him to advice that "inside of this great melting pot called LF, one's idea is corrected, ideals are sharpened, values are reinforces and prejudices are removed. In the program, we learned to live off each other's experience, use each other's strengths, understood our differences (usually after a long debate session and a couple of beers later). By the end of the program, I realised that I my life only meant something when I contribute to others welfare and livelihood'.

Mr Vosarogo closed with an advice to the Graduates of 2017 and incoming class of 2019, "it is humility that is the birthing place of your leadership power, humility makes a leader worthy

of following as we prepare in years to come, to build a nation with courage and purpose, with faith in the promise of tomorrow , in the course of developing our island nation to be more peaceful, more prosperous and more just!" .

2017 Fellows Induction

On Thursday 5th March, at the 2019 Program Launch we saw sixteen LF2017 graduates inducted as Leadership Fiji Fellows. A part of the Leadership Fiji program requires the graduating class undertaking another year of community service in order to be inducted as Fellows of Leadership Fiji.

LF2017 committed to the following community projects over the course of 2017:

- **Homes of Hope project.** Construction of a gazebo to create a learning environment for the children. Also, the group supplied them with pictorial library and donated single mattresses for the children.
- **Malake Island mangrove restoration project.** Planted over 6,000 mangrove plants and also carried out an awareness program with the villages on sustainability. Donated clothes and basic food rations.
- **FRIEND Fiji.** Sponsored two students for full time education for a year.
- **Sago Palm.** Planted sago palms and created awareness on sustainability for the villagers at Culanuku.
- Cleaned up rubbish at the Suva Point area.

2019 PARTICIPANTS



Anish Prakash Nand

Stores/Transport officer
Williams & Gosling PTE Limited
Team: Tagimoucia



Cama Rogo

Sub Officer
National Fire Authority
Team: Tabua



Christina Choy

Manager Legal Risk
Management and Governance
Fijian Competition & Consumer
Commission (FCCC)
Team: Tagimoucia



Devina Devi

Program Officer
Fiji Women's Fund
Team: Tilapia



Dhiresh Kumar

Manager Personal Credit Fiji
Westpac Banking Corporation (Fiji)
Team: Tuitui



Elena Civoniceva

Human Resources Officer
Narseys Plastic Industries PTE Ltd
Team: Tilapia



Hitesh Kumar

Manager IT
Motibhai & Company Ltd
Team: Tauratale



Joanne Sakaraia

Economist
Reserve Bank of Fiji
Team: Tilapia



Josua Satavu

Acting Manager Equities
Fiji National Provident Fund
Team: Tabua



Lanieta Gadolo

Manager HR & Admin
Ministry of Fisheries
Team: Tuitui



Miriama Dinamati

Sales & Finance Manager
The Greenhouse Studio
Team: Tauratale



Mohseen Khan

Senior Research Officer
Ministry of Sugar Industries
Team: Tilapia



Navind Kumar

GM Loans Portfolio
Credit Corporation (Fiji)
Limited
Team: Tagimoucia



Navitalai Taka

Team Leader ISP & Transport
Telecom Fiji Limited
Team: Tauratale



Onorina Likusautu

Investment Officer
Merchant Finance Limited
Team: Tauratale



Pita Raiqueu

Real Estate Agent
Bayshore Real Estate - NADI
Team: Tagimoucia



Pravneil Chand

Community Development
Assistant Manager
Model Towns Charitable Trust
Team: Tagimoucia



Ronish Kumar

Business Development
Manager
Bondwell
Team: Tabua



Roqiqi Korodrau

Finance Manager
Free Bird Institute
Team: Tabua



Serupepeli Vularika

Acting Manager Risk
Management Unit
Ministry of Health and
Medical Services
Team: Tuitui



Shaheed Ali

Manager Operation
Support - Pacific
ANZ Pacific Operations Ltd
Team: Tilapia



Shaun Corrie

Business Relationship Manager
BSP Life
Team: Tauratale



Shivneel Narayan

Lead Videographer and
Photographer
Pasifika Communications
Team: Tuitui



Shurti Kumar

Physiotherapist
Suva Physio Centre
Team: Tauratale



Siale Yee

Manager - Research &
Analysis - Fiji, Samoa & Tonga
ANZ Bank
Team: Tagimoucia



Sulueti Cakau

Auditor Manager
Office of the Auditor
General of Fiji
Team: Tuitui



Sustina Kamali

Export and Business
Development Manager
Bluescope Lysaght (Fiji) Ltd
Team: Tabua



Victoria Vollmer

Radio Host/Program Director
Communications Fiji Limited
Team: Tabua

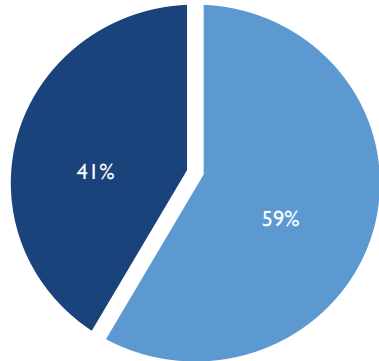


Zohib Shah

Production Coordinator
Rooster Poultry
Team: Tilapia

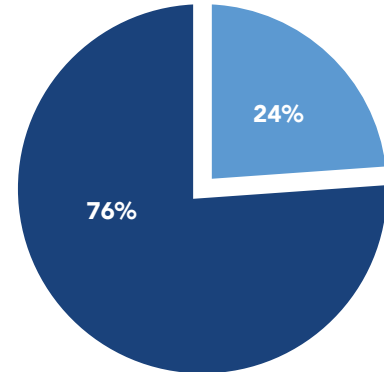
2019 PARTICIPANTS DEMOGRAPHICS

LF 2019 Participants Gender



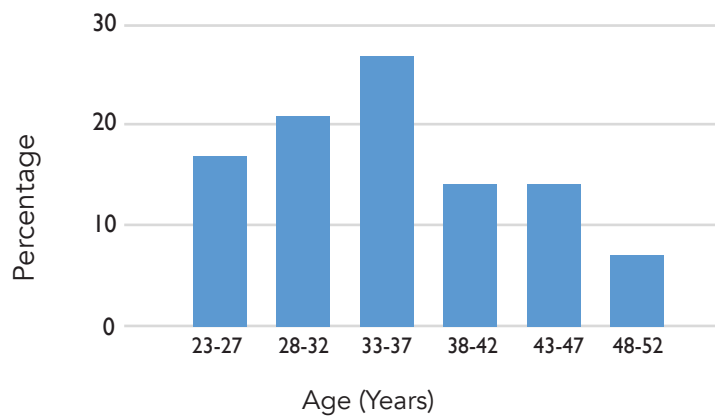
Female Male

LF 2019 Participants Region



Central West

LF 2019 Participants Age



2019 CLASSROOM SESSIONS & SITE VISITS

Opening Retreat



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Speakers: William Parkinson, Sufi Dean, Sharyne Fong, Gabriella Wong

The opening retreat was two days and one night at Yatule Beach Resort. The opening retreat was all about getting to know ourselves and getting to know each other in the group and breaking out of comfort zones.

Activities such as personality tests allowed the participants to identify and understand the different personality and leadership styles for each.

The second day of the retreat allowed us to dig deep into leadership theory. Adaptive leadership and challenged us to rethink our leadership styles. This set the foundation for discovering our “why” and developing our LF2019 Vision Statement.

Overview of Fiji's History

Duty Group: Team Tagimoucia



Speakers: • Dr Robert Nicole, Senior Lecturer Politics, USP • Prof. Sudesh Mishra, Literature, Language and Linguistics, USP • Prof. Vijay Naidu, Sch. of Govt, Development & International Affairs, USP • Jone Dakuvula, Chairman, Pacific Dialogue • Associate Prof. Sandra Tarte, Head of School and Director, Politics & International Affairs, USP • Prof. Jon Fraenkel, Comparative Politics in the School of History, Philosophy, Political, Victoria University of Wellington.

introduction of the new ethnic groups, cultures and religions. The day was spent with various academics who imparted their knowledge on the birth and development of racial segregation in Fiji during pre-independence, examining the development of racial politics in Fiji during the post-independence era and its impact, learning about the evolvement of the coup culture from 1987 to the present, examining the impact of the changing Electoral Systems and Constitution and identifying future possibilities for a better Fiji.

History allows us to understand people and communities so we can subsequently understand the issues we face today. The 2019 program began at the Fiji Museum with Dr Nicole taking the LF2019 cohort on a journey of Fiji's history beginning with discussions about the early settlers through to the



Human Rights & the Media

Duty Group: Team Tabua



Speakers: • Josephine Kalsuak, Senior Human Rights Advisor, SPC • Ashwin Raj, Director, Fiji Human Rights & Anti-Discrimination Commission • Shamima Ali, Co-ordinator, Fiji Women's Crisis Centre • Joshco Wakaniyasi, Director, Spinal Injuries Association of Fiji • Justin Tierney, General Manager, Bluescope Fiji • Vijay Narayan, News Director, Communications Fiji Ltd (CFL) • Elenoa Baselala, Deputy Editor, Fiji Times Ltd.

Regardless of where you are from, what you believe or how you choose to live your life, human rights belong to every individual in the world, from birth until death. These are our basic rights and freedom based on shared values like dignity, fairness, equality, respect and independence. These basic principles set the tone for the session with the various human rights champion organisations emphasising the need for more public awareness beginning from the grassroots, recognition and protection of human rights including its execution, practice and continued government support.

Lead with the Heart. Empathy. Do the things with the intention of doing the best for your people and for their development. These were the opening remarks from Mr Justin Tierney, General Manager of Bluescope Fiji as he shared his experiences on his leadership journey with us over lunch. Other key takeaways included having self-belief, working to lead, planning ahead, using a diary as a time management tool, giving time to your staff, making timely decisions and having women on your team (economic sense).

People want to know what is happening around them. Media is the connection to the people. Representatives of the media shared their understanding of the basic principles of journalism, the challenges of obtaining news worthy stories, producing and reporting these in compliance with the Media Bill. We also visited various media organisations and got a "behind the scenes" look at their operations and the "inside scoop" to some of their future plans.

Law & Order and the Government Machinery

Duty Group: Team Tilapia

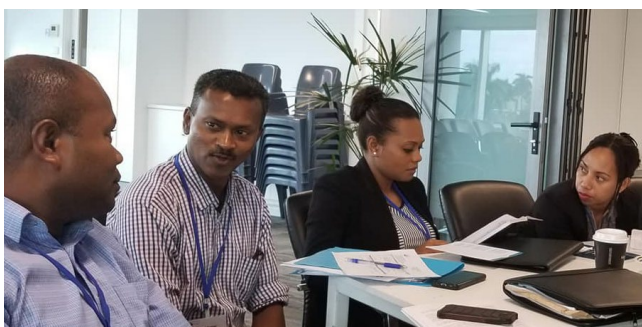


Speakers: • Hon. Prof. Biman Prasad, National Federation Party Leader & Member of Opposition • Joji Kotobalavu, Former Permanent Secretary to Prime Minister's Office & Lecturer, Fiji National University (FNU) • Mary Chapman, Former Secretary-General to the Fiji Parliament • Richard Naidu, Partner, Munro Leys • Rear Admiral Viliame Naupoto, Republic of Fiji Military Force (RFMF) • Christopher Pryde, Director Public Prosecutions (DPP), Office of the DPP • Sevuloni Naucukidi, Supervisor Corporate Services, Fiji Corrections Service (FCS) • Hon. Justice William Calanchini – President, Fiji Court of Appeal • Vatimosi Delailovu, Manager Civic Education & Media, Parliament of Republic of Fiji

In order for a country to function normally, laws that favour or advocate strong measures to suppress crime and violence have to be generally accepted and obeyed. The Law & Order and Government

Machinery session was complex, enlightening and incredibly thought-provoking. Our renowned and prominent speakers explained the concept of the law and order and the challenges they need to overcome daily in upholding the rule of law. They highlighted that leadership is about accountability and with power comes great responsibility.

Participants acquired a clearer understanding of the functions and mechanics of the 3 main institutional arms of Fijian Government; the Executive (Government operations), Legislative (Parliament) and Judicial (Court/Justice) branches. We were also provided with insights to parliamentary processes, cabinet formation and decision making, roles and responsibilities of the DPP, Court of Appeal, FCS and RFMF in maintaining. This session ended with a tour to the Parliament House and Government Building.



Tourism Industry (West)

Duty Group: Team Tuitui



Speakers: • Thomas Valentine, Operations Manager, Tourism Fiji • Kolora Mason [LF2018], Head of Products & Reservations, Pacific Destinations • Tui Kabu, Fiji Backpackers Association • Brian Kirsch, Vice President, Fiji Hotel & Tourism Association • Mereseini Baleilevuka, Chief Operations Officer, Free Bird Institute Ltd • Bradley Robinson, Chief Executive Officer, Raffe Hotels and Resorts • Sharun Ali [LF2008], General Manager, Safety, Security & Quality, Fiji Airways • Arif Khan [LF2017], Founder, Cacao Fiji • Theresa Sing, Operations Manager, Ramada Suite • Cynthia Rasch, General Manager, Port Denarau Marina Ltd • Jason Tutani [LF2012], Manager, Sigatoka Sand Dunes National Park

Tourism is a vital component of Fiji's economy and this session emphasised the importance of Tourism Industry in Fiji. Tourism is amongst the highest contributors to the country's national GDP. It creates opportunities for trade and provides jobs to many Fijians. Current trends in visitor arrivals has improved over the years and Fiji will continue to focus on the marketing aspect to increase the reach of visitors' nationalities, having a robust nation which prides herself on its people and culture which is the very reason people keep coming to Fiji, It also highlighted insights

into how tourist/tourism backing institutions function , highlighting their challenges, solutions, achievements, opportunities along with their future prospects (respective to their needs as all are different in some ways).

There were site visits to the home of Fiji Airways, Cacao Fiji (a local boutique chocolate factory), Port Denarau Marina, Ramada Suites by Wyndham and concluded by a visit to Sigatoka Sand Dunes National Park.



Poverty & Social Welfare

Duty Group: Team Tauratale



Speakers: • Rupeni Fatiaki, Social Welfare Division Director, Ministry for Women, Children and Poverty Alleviation • Dr Neelesh Gounder, Lecturer, Faculty of Business & Economics, USP • Sunil Kumar [LF2017], Training and Enterprise Team Leader, Homes of Hope • Masimake Latianara, National Director, Habitat for Humanity • Iris Low McKenzie, Chief Executive Officer, Save the Children Fiji • Vani Catanasiga, Executive Officer, Fiji Council of Social Services • Neelum Kumar, Senior Welfare Officer, Samabula Old Peoples Home

The session revolved around different aspects and implications of people living under the poverty line. Many facets including social, economic and financial aspects of surviving in poverty was discussed. LF participants also got to hear from the speakers about different CSO's and organisations that are currently trying to battle this issue. This session also consisted of a site visit to the Samabula Old People's Home.

Mr Rupeni Fatiaki, the first speaker of the day talked to the group about the mechanics of the Social Welfare department, the challenges they faced and how they help the less fortunate.

Mr Sunil Kumar shed light on Homes of Hope and how they are enabling women to integrate back in their societies.

Mr Masimake Latianara discussed about how Habitat for Humanity is now adopting methods to make housing more accessible and disabled-people friendly. Ms Iris Low McKenzie spoke about the different ways in which Save the Children's Fund is helping school children by providing stationary. Ms Vani Catanasiga discussed ways in which social help and services are given during times of emergency and needs, and the challenges of running an organisation as such. Finally, Ms Neelum Kumar gave the LF cohort a guided tour of the Samabula Old People's Home and spoke of the challenges faced by the organisation and also the different social activities the residents of Samabula Old People's Home engage in.



Etiquette Dinner

Duty Group: Team Tauratale



Speakers: • William Parkinson, Board Chair
• Peter Mazey, Executive Chairman, Fiji National Sports Commission.

The objective of the evening session, was to introduce participants and their partners to the finer details and etiquette of fine dining, networking cocktails and business dinners. The event was also attended by the LF Board and members of the LF Alumni. William Parkinson got the proceedings underway with useful networking cocktail tips from ensuring to RSVP, dressing to the theme, holding your drink in the left hand to free up your right to shake hands, to having a plan

to meet new people, being confident, learning to converse and how to appropriately exit a conversation.

Peter Mazey then turned on the finesse with expected behaviours and etiquette required for fine dining and business dinners. Mr Mazey talked the group through dinner about the different utensils and their sequential usage, respective glasses, networking skills at the dinner table, behaviour and table manners. This session was fantastically engaging with everyone picking up a new skill or two in trying to manoeuvre their way through the world of fine dining.

Fiji's Economy and Infrastructure

Duty Group: Team Tagimoucia



Speakers: • Dr Sunil Kumar, Senior Lecturer, Faculty of Business and Economics, USP
• Makereta Konrote, Permanent Secretary, Ministry of Economy • Ariff Ali, Governor, Reserve Bank of Fiji • Shavindra Nath, Deputy Director of Policy Design and Monitoring, Fiji Revenue and Customs Service • Veronika Naiwaqa [LF2015], Program Coordinator, Up-Skill Yourself • Mark Halabe, Managing Director, Mark One Apparel Limited • Ram Bajekal, Managing Director, FMF Foods Limited • Sakiusa Nabou, Telecom Fiji Limited • Seymour Singh [LF2018], Manager Strategic Planning, Water Authority of Fiji.

What is your economic value? How can we improve the lives of those with less opportunities and engage them in getting economically involved? The session highlighted key economic development issues of Fiji's Economy over the last decade to its current state, Government's major achievements, prospects for future growth including the major challenges of private investment and infrastructure development in Fiji.

Key takeaway for this session was the importance of understanding Fiji's economy and its context in the World and Region, the need for comprehensive consultation with all stakeholders to better formulate policies that will provide sustainable solutions for a more resilient and adaptable economic environment for Fijians to thrive in.

Leadership tips shared by our highly intellectual speakers included surrounding yourself with people with strength areas that you lack, flattening reporting lines and empowering staff, having good mentors, undertaking toastmasters, being imaginative and strategically innovative, having a bottom/up approach and monitoring, being persistent and pursuing your dreams irrespective of the challenges, "cutting your coat according to your cloth" and always asking yourself "how can I do what I did yesterday, better?".



Mid-Year Retreat

Duty Group: Team Tabua



Speakers: • Shayne Thompson

The Mid Year Retreat was a great opportunity for the LF2019 group to bond and work together as a team, get to know each other, understand different personalities, appreciate our differences and similarities and most importantly, understand how our culture, our genetics and the environment play a huge role in shaping our behaviours, thought processes and actions.

Shayne Thompson, our facilitator for the Retreat, taught us the underlying principles, models and concepts of Leadership in Action and how to apply these tools effectively when working in a team or when managing a team.

The key learnings were demonstrated in the form of role play, skits, group activities, videos, exercises and singing to reinforce our understanding of the core concepts of Leadership, tackling the challenges presented, finding solutions as a team and communicating the various Leadership styles in the most effective, coherent and congruent way.

Some of the key learning were as follows:

A leader's job is to set the vision and the goals for the team and influencing others to follow. A leader inspires people to think creatively, make mistakes, learn from their mistakes and value their input or contribution to the organisation.

As a leader, we can be successful or make excuses, but we can't do both. We need to challenge the limiting beliefs we have of ourselves, the status quo and let go of fear.

As a leader, it is not so much what we say or do that really matters, it's how we make others feel that is a testimony to our Leadership.

Seek first to understand than to be understood.

The power of the Pause...

Your Smile is your Logo, Your Personality your business card, how you make others feel is your trademark.



Environment

Duty Group: Team Tilapia



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Speakers: • Dr John P. Leckey, Ph.D, Remote Sensing Branch, NASA Langley Research Center, Virginia, USA • Dr Radhika Murti, Ph.D [LF2007], Director for Global Ecosystem Management Programme, International Union for Conservation of Nature (IUCN), Switzerland • Apenisa Tamani, Climate Change and Education Advisor, SPC/ GIZ Coping with Climate Change in the Pacific Island Region (CCCPIR) Programme • Sandeep Singh, Director of Environment, Ministry of Local Government, Housing and Environment • Nunia Thomas-Moko, Director - NatureFiji-MareqetiViti • Colin Philp, President, The Uto Ni Yalo Trust Fiji • Bill Lockwood [LF2009], Trust Manager - The Uto Ni Yalo Trust Fiji.

The Environment Session was insightful and engaging. The speakers were very prominent and had vast knowledge in their areas of expertise. The session was enriched with vast knowledge

sharing on environmental issues, governmental agencies responsibilities and roles in embracing the issues, NASA's work that will assist the Pacific people and environments. It also incorporated speakers that provided an overview from the community's perspective, the impact of climate change on the speaker's community. The session also collaborated on understanding key environmental issues as well as challenges and future directions for coping with climate change. The major take from this session for participants is that, people and the governing bodies have to work together to protect planet earth, by engaging in sustainable practices, being responsible when generating economic activities to curb pollution and living reasonably. The session ended with a site visit at Uto Ni Yalo at the National Sailing Centre whereby emphasis was placed on living in tune with nature and celebrating life.

Health

Duty Group: Team Tuitui



Speakers: • Dr Ifereimi Waqainabete, Minister, Ministry of Health and Medical Services
• Pramesh Sharma, Executive Director, MIOT Pacific Hospitals • Elizabeth Maki [LF2009], Fitness Entrepreneur • Alvina Deo, Senior Nutritionist, National Food and Nutrition Centre
• Dr Rajeshwar Sharma, Medical Officer, Diabetic Hubs in Fiji • Belinda Chan, CEO, Fiji Cancer Society • Dr Momtaz Ahmed, Team Leader, Diabetic Hubs in Fiji • Dr Elizabeth Koroivuki & Taniela, Charge Nurse, St. Giles Hospital

Irrespective of one's status in our society or in the world, you can live with good wealth, but without good health, living is impossible. Health is Wealth. Our speakers provided very informative insights to the public and private healthcare systems in Fiji, major health issues, key challenges and learnings including future opportunities and plans to improve services.

They also imparted valuable leadership experiences and pointers. Dr Ifereimi Waqainabete stated that "your biggest adversity/challenge will also provide you the opportunity to grow; address this issue area" whilst Mr Pramesh Sharma shared that you should think laterally, be innovative and

always challenge status quo. LF2009 Alumni, Elizabeth Maki spoke about the importance of taking proactive measures instead of being reactive and also shared that food is the most over-used drug while exercise was the most under-used. The remaining 4 speakers also highlighted the need for self-care, adequate physical and mental activity, eating and resting right, managing stress in order to be more productive.

Our session concluded with a site visit to the St. Giles Psychiatric Hospital, Fiji's lone mental health institution. We received an overview of the services provided by the hospital, various types of admission cases ranging from substance abuse, attempted suicides, stress to the lack of family/social support, the sensitive but honourable work undertaken by staff to reintegrate patients back into society, major obstacles and future possibilities.

With John F. Kennedy's quote "ask not what your country can do for you; ask what you can do for your country" still fresh in our minds from Dr Waqainabete's speech, we decided to include St. Giles as one of our community projects for 2019.

Sugar & Mining Industries (West)

Duty Group: Team Tauratale



Speakers: • Reshmi Kumari, Director Planning, Policy & Research, Ministry of Sugar • Graham Clark, Chief Executive Officer, Fiji Sugar Corporation • Sheetal Chetty, Legal Counsel, Sugar Cane Growers Council • Liam Costello, Master Distiller, RumCo Fiji • Prem Naidu & Nazeea Bano, Agronomist, Sugar Research Institute of Fiji • Peter Drysdale, Koro-i-pita • Umesh Prasad, Sugar Farm Owner, Asi Asi, Tavua • Dinny Leufenboeck, Head of Administration, Vatukoula Gold Mine • Praveen Lata Prakash, Acting CEO, Tavua Town Council • Frances Corrie, Director Human Resources, Fiji Water - Natural Waters of Viti Pte Ltd.

The session focussed on the topics of Sugar & Mining Industries. The session involved speakers from various stakeholders of the sugar industry and mining. Six speakers were chosen to speak on the sugar industry on day one followed by the site visit to Paradise Beverages (Fiji) Ltd, Sugar Research Institute of Fiji and Koro-i-Pita. Speakers spoke on the key economic development issues over the last decade and the challenges that lie ahead for growth and development of the sugar industry. Day 2 session involved the morning site visit to the sugar cane farm at Asi Asi, Tavua led by

the farm owner Mr Umesh Prasad, followed by the next site visit to Vatukoula Gold Mine, Tavua Town Council and Fiji Water Factory. The speakers elaborated on their business operation on how they manage their business and the challenges they faced. The CEO of Tavua Town Council, Praveen Lata Prakash stated the importance of Vatukoula Gold Mine on the livelihood of the town citizens.

Team Tauratale ran the session and, with valuable support from the LF Secretariat, Laisa Bale (LF2003), who accompanied us throughout the session and the fellow LF2019 participants who all contributed to the success and managed to pull together an informative and enjoyable Session.

Lessons Learned

The overall session was interesting and informative. One of the key leadership message we learned is never to rely on one customer to do and grow your business. Do not rely on one revenue stream. Diversify your product to generate more revenue for the company or organisation. Reposition and rebrand your product to produce high sales.

Education

Duty Group: Team Tagimoucia



Speakers: • Alison Burchell, Permanent Secretary, Ministry of Education, Heritage & Arts • Dr Nikhat Shameem, Interim Director, Fiji Higher Education Commission • Professor Nigel Healey, Vice Chancellor, Fiji National University • Dr Hasmukh Lal, Chief Executive Officer, USP Pacific Technical and Further Education • Rokoseru Nabalarua, CEO, Lyndhurst Group of Companies • Jovesa Saladoka, Country Director, Fiji & Tuvalu, Australia-Pacific Technical Coalition (APTC) • Analesi Tuicaumia, Director, Child Benefit Fiji • Sachiko Soro, Founder & Director, Vou Fiji • Dr Bro Jim Madavana, Director, Montfort Boys Town.

The objectives of the session were to provide an impression of the education system in Fiji, examine the challenges faced in addressing education issues in Fiji, identify opportunities for the Education sector, find ways to improve our Education system, examine the future possibilities for Fiji to be marketable in terms of Education, and to examine changing Education system.

We were fortunate to hear from the now former Permanent Secretary Ms Burchell on the overview of the Education system in Fiji. She also spoke about the challenges faced in the education sector and how they are addressing the issues and the way forward for the education system in Fiji.

We also had panel discussion on Fiji Higher Education - Present & the Future by Dr Nikhat Shameem, Nigel Healey, and Dr Hasmukh Lal. We had a good discussion on FHEC's role in higher education in Fiji, education initiatives undertaken, the challenges encountered in the delivery of education and the opportunities.

During our lunch we also had the company of Mr Rokoseru Nabalarua, CEO of Lyndhurst to talk on the challenges and difficulties of being a leader, the importance of networks with good people that will help you grow, looking after people around you and he also emphasis that Leaders must have the willingness to give back to society.

We then moved onto another panel discussion on Community Initiatives in Education, Arts & Culture by Mr Joseva Saladoka from APTC, Analesi Tuicaumia from Child Benefit Fiji and Sachiko Soro from Vou Fiji. The discussion focused on the education initiatives undertaken, overview of the Fijian creative arts sector, opportunities and lessons, the development of education and arts in Fiji, the idea of making creative arts such as dancing and drawing or painting, communal politics of the 70s and 80s leading to 1987 and the development of proper care on education of preschool in Fiji following independence and impact on political development.

The session ended with a field visit to Monfort Boys Town and we met Bro Jim Madavana. Bro Jim provided an overview of Monfort Boys Town with a site tour of vocational programs,

importance of having the skills and technical training centres, objectives of the program and the challenges faced by the institution. There was an appreciation of life and the journey and decisions Bro Jim Madavana took to sacrifice in order to assist others.

Alternative Agriculture (West)

Duty Group: Team Tabua



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Speakers: • Sakiusa Veiliwi, Assistant Commissioner, Fiji Corrections Service • Manoa Iranacola, Senior Research Officer Horticulture • Uluibau Tabete, Managing Director Tabs Investments • Zane Yoshida, Founder & Director, Fiji Kava • Stanley Raniga, General Manager, Rooster Poultry • Sashi Kiran, Founder and Director, FRIEND Fiji • Simon Cole, Founder & Owner, Vuda Piggery.

The alternative agriculture session was a two days session and involved visiting Naboro Correctional Services, Government Agricultural Research Station, Ukelele Fiji, Rooster Poultry, FRIEND Fiji, Vuda Piggery and a one hour presentation from Mr Zane Yoshida the Founder and Director of Fiji Kava.

The session was very insightful as we were enlightened on the many benefits and returns of agriculture. We realised that if we work hard and utilise the natural resources we have available around us we could potentially create a viable food source and a secure

source of income. This was demonstrated well by the Naboro Correctional Services that are reaping the benefits of their hard work from their poultry farms, root crops and so forth.

The work of FRIEND Fiji truly amazed us. They empower communities through knowledge, skills and resources to improve their livelihood and break out of poverty.

Site visit to Rooster Poultry and Vuda Piggery created awareness for us as we learnt the pros and cons of running an animal farm.

The vision of Mr Yoshida in founding Fiji Kava was extraordinary. He shows us that there are no substitutes for hard work.

All these site visits had one thing in common. It was hard work coupled with well utilisation of our natural resources will pave the way to a very successful story.



Fiji & the World

Duty Group: Team Tilapia

Speakers: • Esala Nayasi, Deputy Secretary Policy, Ministry of Foreign Affairs • Ratu Isireli Dausiga [LF2008], Studying Masters in International Relations and Diplomacy • Sharyne Fong, CEO, Leadership Fiji • Kaliopate Tavola, Agricultural Economist, Former Diplomat & Politician • Francois Martel, Secretary General, Pacific Island Development Forum

This session provided an overview of Fiji's international relations policy, strategy and the impact Fiji's having on the rest of the World, challenges of international relations, knowing the red lines of negotiations and personal experiences shared by the speakers of the day. Key takeaway for us was the 5 Life Lessons shared by Mr Tavola: i) use opportunity wisely, ii) beware of the butterfly effects, iii) stay rooted to family values, iv) dream big and v) drive yourself to the maximum.

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Look North

Duty Group: Day 1 - Team Tauratale, Day 2 - Team Tilapia, Day 3 - Team Tuitui and Team Tabua, Day 4 - Team Tagimoucia

Day 1

Day One of Look North session started cold and early with the participants arriving at CFL to board the Fiji Sea Road Bus. The remainder of the team boarded the bus at Nausori. Since the North tour was the longest session in the LF year calendar yet, everyone caught early on that "sleeping on

the go" was essential. The first segment began with Captain Osbourne, sharing his sea faring experience and the day to day operation of the ship. We disembarked at Nabouwalu Jetty and were joined by Laisa Bale (LF2003), who acted as a local "tour guide" and "historian".

The second segment was a site visit to Dama District School, which the cohort of LF 2018 had worked on as part of their Fellows project. The school children seemed glad to see us, undoubtedly, we were a much-wanted distraction from their books! The library that the cohort had worked on was housed with many books and furniture. Our session ended with the school children singing to us - their voices loud and strong.

The third segment was followed by a tour of Cacao Fiji Farm in Dreketi by Mr Arif Khan (LF2017). This gave us a glance what happens behind the curtains to bring such wonderful fruits of labour in the market. We were also quite awed at how cocoa farming can be a great lucrative crop to help our economy and provide livelihood.

We ended the day by touring the J Hunter Pearls operations followed by dinner at Daku Resort with Mr Richard enlightening on how the Tourism industry can strive to be sustainable in Savusavu, while being friendly on the environment.

Lessons Learned:

There were many lessons learnt on the first day of this session:

- Entrepreneurship is hard, but the results and the change you make around yourself is worth it.
- We need to make environmentally friendly choices while running businesses in order to lessen our carbon foot print.
- A nap on the bus while traveling to your destination doesn't hurt anybody!



Day 2

Day two of the Look North session was a crucial life learning experience for the participants. The day began with a trip to Vunidogoloa village where Mr Sailosi Ramatu, the village headman or Turaga Ni Koro addressed us and shared their experience on the village relocation due to climate change impact.

The second segment of the day was followed by a trip to Kuladrusi & Kula Palm, the estate owned by the Simpson family. Mr Vesi Simpson shared their family history from Copra farming and how it has diversified to alternative agriculture - virgin coconut oil and medicated soap.

The participants were introduced to Mr Shane Bower - owner of a metal workshop on our third segment. Mr Shane Bower shared his humble experience departed with a key advise "Projects take time as in the business, you have to take a 'step back' before you can proceed, so patience and dedication are needed."

Our final segment ended with a trip to untouched remote village in the interior of Cakaudrove Province, Nakawaqa Village. A tour around the village made us realise how sustainable and independent Nakawaqa village is, where it has 3 trust funds and the community work closely

together. The success of yaqona farming is a great testament of unity and commitment.

Lessons learned:

- People/communities should not solely rely on Government handouts but to start up on income generation initiatives, for improvement of livelihood.
- Production/money can be made using whatever resources is around you – land, the people,

coconut trees (as in the case of Kuladrusi).

- One does not have to go along with traditional/ common forms of employment – creating art (like Shane) can generate money.
- Unity and commitment in whatever you venture into (e.g. yaqona farming) can earn you the millions (even without technology and infrastructure).



Day 3 and 4

Day 3 of the Look North Session took us to Macuata Province where we were given a grand tour through Seaqaqa town by one of our LF2019 Participant, Mohseen Khan, sharing his childhood and family experience.

The day was followed by a sit down talanoa session with Tui Macuata, Ratu Wiliame Katonivere providing an overview of the plans for vanua Macuata and identifying the issues, challenges and long term solutions and plans for his vanua. Visit to the Commissioner Northern's Office made us appreciate and learn the Government's Look North Policy and how important it is to invest in the North. Our last segment for Day 3 ended with a tour to FSC Labasa Sugar Mill where we learned the mechanics, groundwork and challenges faced by the mill and the sugar industry.

The last day of the Look North session was a hands-on experience and a tour at the Labasa Market where the participants interacted and talked to the market vendors. The participants learned about some of the market vendors day to day activities and the challenges faced in their livelihoods.



Participants Choice



Speakers: Mark Halabe, Chair of Fiji Business Excellence Awards, Real Estate in Fiji - Dr Abdul Hassan, Chairman REALB Fiji, Arif Khan (LF2017), Founder/Owner - Bayshore Real Estate Entrepreneurship & Financial Literacy - Savenaca Baro, Fiji Enterprise Engine Manager, Fiji Commerce & Employers Federation (FCEF), Sitiveni Marovia (LF2013), Head of Centralised Lending & Corporate Sustainability, ANZ, Josefa Raiyawa, Head of Sales, BSP Life Empowerment through Sports - Mr Jone Maritino Nemani, Permanent Secretary for Youth & Sports, Cathy Wong (LF2008), Director Suva Physio Centre and Board Member of Oceania Rugby, FMF Biscuit Factory Visit and tour of FMF Biscuit Factory - Ritesh Nandan, Operations Manager FMF Group.

This session focused on the following:

1. Understand the objectives of the Fiji Business Excellence framework and awards;
2. Understand the real estate market in Fiji, the opportunities and challenges;
3. Understand the work of financial institutions in progressing financial literacy awareness across Fiji; and
4. Examine role of sports related activities in Youth and Women development in Fiji

This one day session was a mixture of presentations and site visit with relevant representatives who were symbolic of the Business Excellence and Financiers. Participants had the opportunity to hear and pose

questions first hand with a number of speakers which included a Chairman of the Fiji Business Excellence, a Real Estate Business owner and Chair of the professional Real Estate group, a Permanent Secretary, representatives from the ANZ Bank, BSP Bank and Fijian Enterprise Engine Manager. The site visit was at the Flour Mills of Fiji and a very practical one. It was an eye opener as most participants visited the Flour Mills of Fiji (FMF) factory for the first time and agreed that the day session was a great one.

Some key takeaways from the day session: (i) Fiji Business Excellence is a journey which does not end for improvement purposes; (ii) Land are not identical and are different in structures so be reasonable; (iii) Respect your opponents and do not underestimate anyone; (iv) As a leader you must search and execute and be the culture of doing things right at the right time and at the right place.

The session enlightened us through the consistent requirements of business improvements and business results which focus on 'Manage and Measure' of any business. The financial literacy presentation was a timely reminder especially when it taught participants to be passionate about work, know what we want to do and do them with confidence. A closing remark quoted from a Paralympian, Juan Jose Mendez "Don't tell me you can't" and a bible reference "if iron sharpens iron" so must we, always take good care of people.

Closing Retreat

Speakers: Kevin McCarthy, Wiliam Parkinson, Sharyne Fong, Sufi Dean

The Closing Retreat was held on the 18th and 19th of October at the famous Plantation Island Resort in the Mamanucas. The day commenced with buddies sharing their "I plan to..." commitments whilst on the 40 minute boat ride to the Malolo Island. We were traditionally welcomed by management and staff of the Resort before we began with a talanoa session with our Resident Leader Mr Kevin McCarthy.

Our participants reflections followed Mr McCarthy's talanoa whereby everyone were given 4 minutes to share their journey, personal experiences through LF2019. Board Member Mr William Parkinson challenged us to be adaptive leaders and to be able to make changes and improvements wherever and whenever needed or required. CEO Sharyne Fong also shared some insight of her plans for the future.

The Retreat concluded with our buddy discussions and deciding our "leadership in Action" pledge with each other. It was our responsibility to hold our buddies accountable in achieving our action plans in 2020 and beyond. It's also a decent time to catch up again and learn more about our fellow participants, their experiences, their plans and we tend to appreciate each other more now knowing that this will be our final session. There were also a lot of laughter and tears when we did our final reading with Sharyne on "New beginnings" It just echoed well with the entire group and has become the tone and guide to the future of LF2019.

The icing on the cake was when the duty group Tagimoucia organised a fashion parade/show by all the groups and it was great fun with all the creativity and dresses and makeups. Finally, Miri and Cama won the best dressed prizes.



2019 Vision & 2018 Project Presentation

Duty Group: Team Tabua

Venue: ANZ Training Room, Level 5 ANZ House, Victoria Parade, Suva

Session was facilitated by Leadership Fiji CEO, Ms Sharyne Fong. Similarly, the panelists included Mr William Parkinson, Mr Kevin McCarthy and Ms Thelma Savua.

Presentation of LF 2018 Graduates Fellows Project:

Majority of the LF2018 graduates were in attendance. Their project included a revamp of the existing library in Dama District School and was the first ever LF alumni year to undertake a fellows project in Vanua Levu. Key Points from the Presentation were:

- How to keep the group together after graduation and in completing the fellows project.
- Stakeholder engagement is quite important especially in including the school and the surrounding community(s);
- Funding for the project – need to come up with innovative ways to raise the required project funding;
- Sustainability of the project and assessing its impact rather than being a one-off project.

Presentation of LF 2019 Vision and 2020 Fellows Project:

LF 2019 Vision is “By 2029, our Fiji will celebrate her diversity with equal opportunity for all. We will be an innovative nation that champions healthy living, quality education and protecting the environment of our island home.”

Sustina Kamali and Josua Satavu presented on behalf of LF2019, covering the five community projects completed in 2019 and the LF2019 fellowship project; the refurbishment of dormitories for Nuku Secondary School in Serua and the logistics and challenges for this 2020 project.

The panel commended LF2019 on their presentation and wished them all the best with their 2019 Fellows project. Key Points from the Panel and Q&A were:

- Stakeholder engagement is quite an important step particularly with the school, Ministry of Education, surrounding communities (to include Serua Provincial Council);
- Need to be more specific and realistic in the team’s intention to maintain the group’s cohesiveness to complete the project. Regular group meeting and attendance, etc;
- Seek assistance from funding available with prior year groups – LF2009, etc.
- Be cautious of timing so as not to disrupt the school environment and classes.
- Be clear on the specific tasks to be done for the project and get the school and community buy-in.
- Sustainability of the project to be clearly articulated and determined and what the specific impact would be?





2019 CLASS GRADUATION

Venue: Holiday Inn in Suva

Master and Mistress of Ceremony: Viliame Waqalaivi (LF 2017) and Veronika Naiwaqa (LF2015).

Chief Guest: British High Commissioner to Fiji, H.E. Ms Melanie Hopkins and Mr Alessandro Truppia.

Welcome Address: Mr Parkinson, Leadership Fiji Board Chair

Mr Parkinson welcomed the Chief Guest, family, friends, colleagues, employers, sponsors, participants, LF Alumni and the LF Board and expressed at how the Leadership Fiji Program has grown over the years and also announced plans to roll out a Leadership Fiji Master's Program.

Chief Guest, H.E. Ms Melanie Hopkins in her address shared experiences of her leadership journey, how she faced various stereotypes against females and how tough it is for females to it big out there.

Following the dinner, our certificates were presented and photos were taken. Our LF2019 elected board representative, Shaheed Ali delivered his vote of thanks by thanking the pioneers of Leadership Fiji program, the Chief Guest, Sponsors, Employers, Family and Friends. He concluded by saying "if you want to get uncomfortable, join the Leadership Fiji program and discover the Leader in you". The evening ended with guests mingling and enjoying each other's company. What a special night to remember as we celebrated and reflected on our 2019 LF journey and all the learnings we gained from Leadership Fiji.

Editor's Note: Congratulations LF2019...it's only the beginning!

LEADERSHIP FIJI CHAIRPERSON'S ADDRESS 2019 GRADUATION

Welcome to the graduation ceremony for Leadership Fiji 2019. Let me begin by acknowledging the presence of our Chief Guest, British High Commissioner, Her Excellency, Ms Melanie Hopkins and Mr Alessandro Truppa. Thank you to our sponsors, with special acknowledgement to our new partners who joined us this year; Transam, AVI Pacific People and an upgrade by Munro Leys from Bronze to Gold, Fiji Water for their continued \$45k sponsorship. A special thanks to the Leadership Fiji Board, Alumnis, and most importantly the employers, friends and family of participants. Thank you so much to our guests for attending this important occasion of our Leadership Fiji calendar, the LF2019 Graduation.

This is our 18th year of operation and this year's 27 graduates take the Alumni total up to 439. This year we have 2 of our participants, Elena and Josua's case and the commitment of their LF2019 fellow participants, they will need to stay the course and work through their Fellows initiative in 2020 in order to graduate and become fellows in 2021.

The community project engagements is a requirement for graduating and for a further year to attain fellowship. We have seen over 50 projects, communities and organisations supported through LF participants and Fellows involvement since 2006.

I note this evening the presence of some of our founding class of 2002 are present tonight, some stood in the the 2014 and 2018 elections. It is inspiring to see and hear of our LFA progressing in careers in Fiji and overseas. It is good to see LF Alumni and Fellows serving on not for profit boards, corporate boards, public enterprise boards and leading their organisations as CEO's and Senior Managers.

I would also like to acknowledge Fiji Water's continued support in sending alumni members to the Aspen Leadership Institute in the USA. This year year Eseta Nadakuitavuki and Ivan Wong from LF2002 were selected to attend the September seminar in Aspen. We now have 9 from our Alumnus who are Fiji Water Fellows since 2015 – Glenis Yee, Rajesh Patel, Atu Siwatibau, Sharyne Fong, Ritesh Singh, Cathy Wong, Arshad Daud, Eseta Nadakuitavuki and Ivan Wong

This has presented us with a wonderful opportunity to network with leaders across the world. An example of this is that over the last couple of years participants have had a presentation on climate change via Skype from NASA's expert on climate change Dr John Lecky. He met our Chief Executive Officer, Sharyne Fong at Aspen and has supported us ever since. We are still hopeful that we will be able to get him to Fiji in person at some stage.

As I have said at previous events Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere. This year we reviewed our organisation's structure and scaled up to support future plans of growth and new prograMs We secured our LF home leasing at 6 Denison, through support of Arif Khan, owner and founder of Bayshore Real Estate, and an LF2017 Alumni. We also appointed our new CEO Sharyne Fong and Program Coordinator - Ioane Nawaikula.

Apart from the Leadership Fiji program, our LF Secretariat and Board organised its first ever LF Entrepreneurs Forum for LFA and small business entrepreneurs running own businesses and Fiji's first ever National Dialogue on Substance Abuse – Let's Talk About It! Finding a Fijian Solution! scheduled on Wednesday 13th November November. We would like to thank the New Zealand High Commission for their support and funding and to USP for providing the venue.

We want to grow the community action element of the program for both participants and alumni and so we have established a LF Community Fund led by a steering committee, Rajesh Patel (LF2002) as Chair, Thelma Savua (LF2003), Anare Manulevu (LF2005) and Ritesh Ratiram (LF2017).

On the subject of strategic planning we have just completed our annual review of our strategic plan.

As a board, we recognise that Leadership Fiji is very much at a crossroads having reached a size that requires us to be bold, step out of comfort zone and take on the challenge of establishing a proper corporate structure for Leadership Fiji,

Before I conclude, I would like to thank the families and employers of participants for supporting them through this year's program.

Thank you again to everyone who are present here tonight.

Tonight, as our Chief Guest, I am delighted to welcome the British High Commissioner, to the Republic of Fiji, non-resident High Commissioner to the Kingdom of Tonga, the Republic of Kiribati, to Tuvalu and non-resident Ambassador to the Federated States of Micronesia, Her Excellency, Ms Melanie Hopkins.

William Parkinson
Chairperson Leadership Fiji

2019 COMMUNITY PROJECTS



Old People's Home - Social & Poverty Alleviation

Date

Wednesday, 15 May 2019 visit to the home

Challenges - Funding reduced by the Government & reliance on donations to refurbish the home

Donation from LF2019 - \$275.00

Donation was used to complete the men's ward and install a tap in the nurse's station.

Veilomani Boys Home Ba

Date - Saturday, 28 September 2019 visit to the home

Challenge - Reliance on funding from the Methodist Church and other organisations or individuals

Donation from LF2019 - \$302.36

Purpose of Donation - \$140.00 cash was used to purchase kitchen utensils. \$162.36 worth of groceries



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St Giles Hospital - Donation of Washing Machine - HEALTH

Date - Saturday, 5 October 2019

Challenge - After the May 2019 fire that destroyed the CWM Hospital laundry room, the patients and staff of St Giles Hospital have had to wash their clothing and linen by hand.

Donation - Automatic washing machine donated by Gokals

Value - \$2,000 - \$3,000

Sand Dunes Dry Forest Tree Planting - ENVIRONMENT

Date & Participation - Saturday, 5 October 2019 40 participants including family and friends

Why

- Our dry forest makes up 1% of the world and are home to our native species
- Conservation & Reforestation – Planting of Native Hardwood Species e.g. Dakua Makadre, Kau Vula, Vesi etc

Seedlings - 100 seedlings planted Dakua seedlings provided by Kavara Wood Art Native trees seedlings provided by National Trust Fund

Follow up - Check on the growth of the 100 seedlings planted and plant another 100 seedlings of native hardwood species



PET Bottle Drive for the Utopia's Ni Yalo Camakaus - ENVIRONMENT

Date - PET Bottle Drive from July to September and final handover on Friday, 27 September 2019

Why

- The Uto Ni Yalo built 100 canoes and were looking for ways to ensure that the hulls are unsinkable.
- The PET bottles collected was used as additional buoyancy by inserting them into the 3 sealed bulkheads. This will keep the hull afloat even when it takes in water.

Target - 5k+ PET Bottles collected over a 3 month period from with help of LF2019 families and friends, workmates, alumni & supporting organisations.

Volunteer Hours

- 400 hours



ALUMNI PROFILES

2018-2002



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2018 PARTICIPANTS



Abele Saunivalu

Director of Audit
Office of the the Auditor
General



Ajit Narsey

IT Admin/Company
Secretary
Narsey's Plastics



Andrew Reddy

Quality & Inclusion Specialist
Market Development Facility



Annie Robinson

Manager Sales & Marketing
Fiji Times



Darren Kwan

Financial Accountant
Tower Insurance



Devika Darshani

Manager Reconciliation
ANZ Bank



Hanisivae Taito

Senior Credit Officer Nadi/
Branch HR
Williams & Gosling



Ilaitia Varani

Audit Manager
Office of the Auditor
General



John Yee

General Manager
JP Bayly Trust



Kaiava Lekenaua

Sub Officer, Seaqaqa
National Fire Authority



Kalolaini Ranadi

Senior Economist
Reserve Bank of Fiji



Karen Fong

Managing Director
The Greenhouse Studio



Kolora Mason

Head of Products and
Reservations
Pacific Destinationz



Marie Kid

Foundation Manager
Fiji Water



Mohammed Nawaz

Financial Controller
Credit Corporation (Fiji)
Limited



Nemani Lomata

Firefighter
National Fire Authority



Fawziyah Ali

Senior Credit Officer Nadi/
Branch HR
Williams & Gosling



Pratika Kumar

Senior Accountant
Communications Fiji
Limited



Rangeeta Bali

Prouds Operations
Coordinator
Motibhai Group



Sandhea Kiran

Brewing Team Leader
Paradise Beverages



Seruwaia Mario

Business Partner, Talent &
Culture
ANZ Bank



Seymour Singh

Manager Strategic Planning
Water Authority of Fiji



Takasa Panuve

Dealer Financial Markets
Westpac Banking Corporation



Talei Tuitoga

Partner
Howell & Associates



Taniela Rararua

Senior Security Officer
Reserve Bank of Fiji



Tirath Sharma

Principal
Tirath Sharma Lawyers



Viresh Chandra

Head of Information
Technology
BSP Life



Wilisoni Naqasima

Sales and Marketing
Executive
Neptune Pacific Line



Yvette Samson

Manager Human Resources
Kontiki Finance Limited



2018 COMMUNITY PROJECT

Father Law Home

Father Law Home - Donated bedding, cleaning & gardening supplies, personal hygiene items and hosted lunch for residents at the Home.

Mangrove Planting Project

Planted 5,050 mangrove propagules and donated \$435 toward Mangroves for Fiji research.

Dama District School Book Drive

\$1,000 worth of books, stationery, learning material and teachers' aides, including a cash donation of \$300 for student field trip to Labasa.

Mobile Kindy

Donated stationery and learning materials, storage containers, colouring books, charts, paints, disinfectant, hand towels, books and snacks.

Clothes Drive ST. Giles Hospital

Donated 15 boxes of pre-loved clothing to St Giles, 100% donation in kind from Leadership Fiji 2018 participants, and 30 volunteer hours.

2017 PARTICIPANTS



Esala Nasaroa
Principal Internal Auditor
Fiji Roads Authority



Fareesha Shah
Manager
Ernst & Young



**Merea Tofiga
Kumar**
Senior Licensed Customs
Agent
Williams & Gosling



Neel Nitin Kumar
Key Control Testing
Analyst
ANZ Pacific Operations



**Yogendra
Gounder**
Team Leader, Brewing
Paradise Beverages



Jean Whippy
Sales Supervisor
Motibhai Group



Raziya Saheem
Registered Nurse
MIOT Pacific



**Ratu Joji
Lewenilovo**
Consultant
Self Employed



Rahul Prakash
Commercial Finance
Manager
British American Tobacco



Viliame Waqalaivi
Training Manager
BSP Life



Tanuj Patel
Owner, Operator
Phoenix Foods T/A Eagle
Boys Pizza



Niven Maharaj
Resort Manager
Plantation Island



Artika Prasad
Senior Accountant - Audit
Assurance
& Business Advisory
Services
Aliz Pacific



Semi Turaga
Journalist/News Presenter
Communications Fiji Ltd



Cornelia Smith
CRM Marketing Officer
Fiji Gas Limited



**Veilawa
Rereivasaliwa**
Head of Transformation &
Deputy Head of Retail
ANZ Bank



Rejeli Elaise
Senior Manager,
E-Chanei Retail
Bank of the South Pacific



Yogeeta Raj
HR Manager
Mark One Apparel



Avikali Bari
Community Policing
Coordinator
Sigatoka Police



Naomi Tove
Accounts Officer
Fijian Teachers
Association



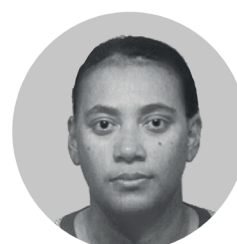
Ritesh Ratiram
Manager Operations
Star Printery



Nasik Swami
Senior Journalist/ Team
Leader
The Fiji Times Ltd



Filipe Tikoisuva
Sub Officer
National Fire Authority



Virisila Lidise
Associate Solicitor
Young & Associates



Neelam K. Sharma
General Manager Legal
Credit Corporation



Kuineta Taomia Sokimi
Senior Actuarial Analyst
Fiji National Provident
Fund



Rokowati Crocker
Qualified Fire Fighter
National Fire Authority



Aradhana Devi
Manager
KPMG



Arif Khan
Director
Bay Shore Fiji



Nitesh Chand
Manager, Hospitality
Sales
Motibhai Group



Esther Ching Mei Yee
Reservations Coordinator
Pacific Centrecom



Timoci Tovomaiwai
Resort Manager
Uprising Beach Resort



Sunil Kumar

Social Enterprise Team
Leader
Homes of Hope,
Fiji



2017 COMMUNITY PROJECT

LF2017 Fellowship Project, Koroipita - LF2017 built a home at Koroipita that cost \$16, 708.88 and donated mattresses, construction helmets and tools. LF2017 also supported an applicant from Koroipita to the LF2019 program, Pravneil Chand. The group agreed to support Pravneil in the payment of 50% of his fees pending results of his LF scholarship application.

Fatima Girl's Hostel, Suva - LF2017 purchased a refrigerator for the hostel at a cost of \$4,000.

Ratu Ilaisa Memorial School, Sigatoka - The group invested \$7,007 in the purchase of hardware and equipment for the school's playground. The completed playground was handed over to the school and community on 12th January 2019.

2016 PARTICIPANTS



**Angelina
Christina Anthony**
Branch Manager
ANZ Bank



Arishma Kumar
Operation Risk
Compliance
& Audit Manager
W & G



**Christine Xueru
Zhang**
Manager, Audit Assurance
Ernst & Young



Isoa Vikari
Qualified Fire Fighter
NFA



James Pridgeon
General Manager
Uprising Resort



**Jason Roneel
Narayan**
Director of Programs -
Sargam
CFL



Jasween Bhan
Regional Fraud and
Scheme
Compliance Officer
Westpac



Jawahir Lal
Human Resources
Manager
Suva City Council



**Jitesh Jotika
Prasad**
Primary School Teacher
Ministry of Education



Leonard Chan
Manager Reconciliation
and Reporting
BSP Bank



**Meliki Talei
Matakibau**
Business Accounts
Manager
BSP Bank



Navin Raj
Executive Director
Fiji Institute of
Accountants



**Nilesh Sanjay
Chand**
Manager
Motibhai



Pretty Pritika
Principal Internal Auditor
FNPF



Priya Chand
Journalist
Islands Business



Rajesh Kumar
Sales Manager, West
Motibhai



Ronal Rinesh Prasad
 Manager Finance
 BSP Life



Shakhim Sharma
 Resident Engineer
 MWH



Shavlin Narayan
 Senior Systems Developer
 Telecom Fiji Ltd



Ulamila Mocesui
 Administration Manager
 Mark One Apparel



Vhandhana Sharma
 Associate Director
 ANZ Bank



Viniana Verevukivuki
 Learning & Development
 Associate (Pacific)
 ANZ Pac Ops



Vishal Kumar
 National Sales Executive
 Total (Fiji Ltd)



2016 COMMUNITY PROJECT

Homes of Hope - outdoor shelter for new school, picture library for 3-5 years age group and donation of toddler mattresses.

Go Fiji Go Book - assistance with photos and info, bring book to selected schools in Fiji.

Sago Palms - support for Sago plantation awareness, maintenance and financial literacy awareness for the villages we work with.

2015 PARTICIPANTS



Shivani Raman

Sales Manager
Motibhai



Mellony Inia

Senior Personal Banker
ANZ Bank



Gina Rawalai

Reservations Manager
Flight Coordinator
Pacific Island Air



**Unaisi
Tagicakibau**

Monitoring & Evaluation
Coordinator World Wide
Fund for Nature



Priscilla Reddy

Administration &
Marketing Manager
Pacific Training and
Management



**Veronika
Naiwaqa**

Executive Secretary
International Labour
Organisation



**Oripa
Adicokocoko**

Planning & Customer
Relations Officer
Mark One Apparel



Renee Whippy

Project Coordinator
iTVTi (Subsidiary of
Lyndhurst Limited)



**Annie Kumkee-
Chandra**

Sales Manager
Williams & Goslings
Limited



**Leilani
Kotobalavu**

Principal Economic
Planning Officer
Ministry of Fisheries and
Forests



Saleshi Chand

(MF) Director General
Office
Practice & Secretarial
Services



Susan Vocea

Senior Environment
Engineer
MWH Global - Fiji Branch



Ronald Prasad

Accounts Supervisor
Motibhai & Company
Limited



Epeli Vakatawa

Assistant Manager,
Business Development
Fiji Television Limited



Nitesh Chand

General Manager
Corporate
Fiji Television Limited



Mosese Bogidrau

Technical Officer
Vatukoula Gold Mine
Limited



Shaad Ansari
Renewable Energy
Technician
Fiji Electricity Authority



Peter Rigamoto
Senior Legal Counsel
Digicel



Saimone Shaw
Manager Leasing
BSP Life



Epeli Roko
Sub Officer
National Fire Authority



Feroz Ali
Training Manager
Lyndhurst Limited



Dhanjay Deo
News Editor
Communications Fiji
Limited



Vinesh Chandra
Account Manager
Williams & Goslings
Limited



Vikash Harikishan
Commercial Relationship
Manager
Bank South Pacific



Ryan Kennedy
Team Leader
Corporate Services
Westpac



Noni Veikoso
Senior Security Officer
Reserve Bank of Fiji



Francis Ali
Records Administrator
Reserve Bank of Fiji



**Poasa
Vasukicakau**
Senior Security Officer
Reserve Bank of Fiji



2015 COMMUNITY PROJECT

Sawani Kindergarden - donation of books, school supplies, toys, shoes.

Saint Vincent De Paul - donation of stove and baking supplies and refurbishment of kitchen.

Rukuruku district school - bulding of school play ground.

SPCA - donation of curtains.

2014 PARTICIPANTS



Ajay Bhan
Sales Manager
Motibhai & Company Ltd



Allyson Heritage-Vave
Business Analyst
ANZ Pacific Operations
Limited



Alrina Ali
Business Development
Manager
Telecom Fiji Limited



Anare Nakaunicina
Manager Procurement
Services
BSP Life



Anareta Tawaqa
Training Manager
Bank of South Pacific



Ane Tabuya
Branch Manager
Westpac Banking
Corporation



Benjamin Sikuri
Manager Finance -
Financial
Control
ANZ Pacific Regional
Office



Dharmend Sharma
Head of Corporate Sales
Digicel (Fiji) Limited



Grace Varea
Manager Administration
& Finance
Reproductive & Family
Health



Jacinta Hesaie
Senior Economist -
Domestic
Activity and Forecasting
Reserve Bank of Fiji



Joseph Rao
Guest Experience
Champion
Holiday Inn Suva



Lanietta Dabea
Senior Flight Attendant
Fiji Airways



Litea Lagilagi
Associate Project
Manager
ANZ Pacific Operations
Limited



Michelle Khan
Customer Service
Consultant
Williams & Gosling
Limited



Robert Pene
Tug Master
South Sea Towage
Limited



Semaima Lagilagi
Administrator
FASANOC Women in Sports
Commision



Taina Shankaran
Manager Shipping
ANZ Banking Group Limited



Timoci Vula
Chief of Staff
Fiji Times Limited



Tomasi Vosanibola
Principial
Investigation Officer
Fiji Prisons and
Corrections Services



Waisale Iowane
KPMG



2014 COMMUNITY PROJECT

Hilton Special School – monetary contribution covering running costs for the children for 2 weeks.

Serua Island Financial Literacy Awareness – facilitated financial literacy awareness for the people of Serua Island through the promotion of savings, micro finance and planning for retirement. Partners for this event included Westpac Bank, the Fiji National Provident Fund (FNPF), National Centre for Small and Micro Enterprise Development (NCSMED), Elections Office, Fiji Volleyball Federation's Sports Clinic and Reproductive & Family Health Association of Fiji (RFHAF)

Book Donations – distributed over 140 boxes or about 7000 donated library books to Serua Island, Burebasaga District School, Lami Primary School, Lami High School, Sawani Primary School (first books for their new library), Ratu Ravuama Primary School, Namataku District School, Vatumali, Women's Prison – prompted the setup of a small library corner for inmates.

Financial Literacy & Small Business Training – Women's Prison – conducted financial literacy awareness and small business training for ten inmates at the Women's Prison in Suva.

Tamavua Village Hall – repainting of the Tamavua Village Hall in conjunction with the youth of Tamavua Village.

COMMUNITY PROJECTS DELIVERED IN 2015

Nabitu District School In partnership with Rotary Suva – catalogue and handover approx.1,600 books for library and catalogue them for the school.

Women's Prison, Suva – Handover of approx. 200 books to add to the small library started in October 2014 (200 books donated).

Tamavua Village Kindergarten – Supply art & craft supplies and books for kindergarten class, as a follow-up to the painting of the hall done in 2014.

West Based Kindergartens (Vitogo Village Kindergarten & Lovu HART Home) – Supply art & craft supplies and books for kindergarten class.

Nadi Dental Clinic In partnership with Rotaract Nadi – Scrub down clinic, prep for painting, paint, donation of a computer, curtains, cabinets.

Valelevu Health Centre In partnership with Mark One Apparel – Procure & install water tank with pump and piping to connect to the Hospital and also to staff quarters.

St Giles Hospital – Procurement of items listed by the hospital as priority needs.

2013 PARTICIPANTS



Amol Narayan
Assistant Accountant
Motibhai & Company
Limited



Charlie Manuel
Senior Loans Officer
Sugarcane Growers Fund



Chinnamma Reddy
Country Director
Projects Abroad (UK)
Limited



Cilia Pareti - Wilson
Marketing Administration
Assistant
Wyndham Vacation
Resort



Edward Yee
Area Manager Business
Banking Western &
Northern Division
Westpac Banking
Corporation



Elena Rahiman
Finance Officer
Communications Fiji
Limited



Esala Halafi
Head of Operational Risk
Bank of South Pacific



Isoa Wainiqolo
Acting Senior Economist
Reserve Bank of Fiji



Jitendra Prakash
Field Sales Executive
Post Fiji



Julianne Johansen
Business Development
Management Wines
& Spirits
Punjas Wines & Spirits



Kris Prasad
Programme Support
Officer
Fiji Women's Rights
Movement



Kritika Kripal
Brand Activation Manager
Nestle (Fiji) Ltd



Lepani Makabuna
Area Manager Business
Banking - East
Westpac Banking
Corporation



Linesh Kumar
Manager Information
Technology
Pleass Global Limited



Luisa Nakauciri
Customer Services
Manager
BSP Life



Manuelli Daurewa
Senior Engineer
TOTAL (Fiji) Limited



Mareta Fong
 Manager Financial
 Analysis & Planning
 Global Loans & Markets
 Pacific
 ANZ Banking Group
 Limited



Milinia Naituyaga
 Senior Flight Attendant
 Fiji Airways Limited



Nilesh Chand
 Finance Manager &
 Company Secretary
 Pacific Islands
 SCA Hygiene Australasia
 Limited



Sitiveni Marovia
 Manager Corporate
 Responsibility, Micro
 Finance & Rural Banking
 ANZ Banking Group
 Limited



Tamara Smith
 Editorial Operations
 Manager
 Fiji Times Limited



Teuila Lockington
 Custom Agent
 William & Goslings
 Limited



Vijesh Prasad
 Head of Customer
 Operations & Finance
 Digicel Fiji Limited



2013 COMMUNITY PROJECT

Leadership Fiji 2013 participants completed a Clothes & Book Drive for the Nadroga/Navosa Provincial Office (Cyclone Tomas affected areas) and Homes of Hope, Wailoku. As part of a visit to Bau Island, the group also donated supplies to Bau District School and made a monetary contribution to the Bau netball team. In keeping in line with their Vision to protect Fiji's

environment they spent a Saturday planting mangroves in Nasese near the children's park. LF2013 also held a computer drive which enabled them to donate 11 computers to Lautoka Primary School and Shastri Memorial School in rural Ba. Their final group project for the year was a donation of supplies to the Little Ones Mobile Kindergarten at Savutalele Settlement, Tacirua.

2012 PARTICIPANTS



Ajay Kumar
Customs Supervisor
Williams & Gosling Ltd



Alex Elbourne
Legend FM Programs
Director
Communications Fiji
Limited



Anabel Ali
Manager Audit
Aliz pacific



Anjini Buksh
Team Leader Regional
International
Westpac Banking
Corporation



Avaneesh Raman
Fiji Analyst
Fiji Financial Intelligence
Unit (RBF)



**Avinesh Prasad
Sen**
Sales Depot Supervisor
and Exports Coordinator
British American
Tobacco



Disusu Delana
Economist
Reserve Bank of Fiji



Hitesh Chandra
Senior Human Resources
Officer
Vinod Patel & Co Limited



Jason Tutani
Park Manager - Sigatoka
Sand Dunes National Park
National Trust of Fiji



Mavis Yuen
Human Resource
Assistant Projects
Secretariat of the Pacific
Community



Nowen Low
Manager Process
Simplicity and Projects
BSP Life



Palinda Kaitu'u
Relationship Manager
Commercial Banking
ANZ Group Banking
Limited



Rajeshwar Raj
Acting Senior Health
Inspector
Health Department -
Nadi Town Council



**Rajshree
Baleisuva**
General Manager
Fiji Cancer Society



Rakesh Roshan
Loans Ocer
Administration
Sugar Cane Growers
Fund



Ritesh Sharma
Purchasing & Warehouse
Manager
Pleass Global Ltd



Sanjeev Oddyar

Assistant Accountant
Motibhai Group of
Companies



Shamita Prakash

FX Market Advisor
ANZ Banking Group
Limited



Shayne Sorby

Associate
Munro Leys



Shivniel Chand

Supervisor - Suva
Terminals
Total Fiji Limited



Sina Suliano

Project Officer
Adventist Development
Relief Agency



Sue Lealea

Conference & Event
Sales Executive
Holiday Inn Suva



Usa Kalim

Team Leader - Tellers
Westpac Banking
Corporation



Vinal Singh

Manager IT
Total Fiji Ltd



Will Osborne

Business Relationship
Manager
Bank of the South Pacific



2012 COMMUNITY PROJECT

Save the Children Fiji

Leadership Fiji 2012 donated \$1000.00 to Save the Children Fiji (SCF) to assist children in the Western Division who were affected by the floods. As part of their community initiative under the leadership program, the group held a work-a-thon at the Nasese foreshore and part of the funds raised were donated to provide assistance towards the free lunch program coordinated by SCF.

Habitat for Humanity

LF2012 partnered with Habitat for Humanity Fiji (HFHF) to build 2 houses for flood victims at Sovi Bay, Vatukarasa, near Sigatoka. The project was in line with the disaster recovery projects carried out by HFHF in areas affected by the flooding in March 2012. LF2012 spent a day at the site helping with painting and general construction work. They also donated helmets, hammers, gloves and other building materials to assist with the project which was donated to HFHF after the completion of the project. This was a great learning experience for emerging leaders and gave the group a better understanding of what it takes to deliver change in people's lives via charity and community work.

Navatu Primary School, Rakiraki

LF2012 provided assistance to the school to access a regular supply of clean water by funding the connection from the borehole to the water tank. Previously the school faced constant water supply problems because of the dry season and shared water supply with the nearby village. LF2012 also donated library books and stationery to the school.

St. John's Association's Training Room

For about a month of ongoing preparation and maintenance, LF2012 successfully completed the renovation needs for the St John's Associations Training room as part of their community work during the year. They revamped the training room by painting, and providing plumbing works, new curtains, book shelves, noticeboards, and whiteboards. This project allowed the revamp of facilities that provides first aid training and services to thousands of citizens from all walks of life since its inception.

2011 PARTICIPANTS



Amitesh Sharma
Optical Dispenser
Eyesite Optometrists



Apenisa Tuicakau
Senior Economist
Reserve Bank of Fiji



Camari Turagarua
Manager
BSP Life



Elenoa Dolodolotawake
Supervisor – Human Resources
Williams & Gosling Limited



Eleanor Tabakaucoro
Acting Operations Manager
Avis Fiji



Fehrial Afzal
Foreign Exchange Dealer & Markets Advisor – Commodity & Sales
ANZ Banking Group



Jeetesh Kumar
Marketing Manager
SCA Hygiene Australasia Limited



Joseph Howard
Commercial Securities Officer
Westpac



Maureen Nisha
Reservations Supervisor
Holiday Inn Suva



Mereia Rasiga
President/Founder
Mission Empowerment Solo West



Mohinesh Prasad
Sales Executive Retail
Central Eastern
TOTAL (Fiji) Limited



Neera Lal
Business Analyst
International Operations,
Westpac



Radhika Raj
Assistant Manager
KPMG



Rajnesh Kumar
Primary Manufacturing & Engineering Manager
British American Tobacco



Ronald Singh
Accounts Supervisor – Nadi
Motibhai Group of Companies



Ronil Singh
Senior Engineer
TOTAL (Fiji) Limited



Sharon Narayan
Projects Manager
Sigatoka Builders Limited



Snehal Morris
Regional Media Affairs
Specialist
Embassy of the United
States of America



**Sowani
Nabukavou**
Properties Manager
Bank South Pacific



Tavite Ragogo
Transport Business
Proprietor



Tevita Gade
Acting Settlements
Officer
Reserve Bank of Fiji



**Theresa
Yalimailakeba**
Team Leader Call Centre
ANZ Pacific Operations



Vijay Varma
Programme Director –
Radio Sargam
Communications Fiji
Limited



**Vilisoni
Qalobogidua**
Senior Properties Officer
ANZ Banking Group



2011 COMMUNITY PROJECT

Leadership Fiji 2011 participants assisted the Nadi Hospital by providing the maternity ward with linen as well as toiletries for new mothers. Additionally, the group assisted Treasure Home (Nadi) by providing food hampers. The group also refurbished the kitchen at St. Christopher's Home as well as painted part of Homes of Hope.

To assist needy children, LF2011 sponsored two children under the Foundation for the Education of Needy Children (FENC) program and completed a shoe drive for Nokonoko Primary School in Sigatoka. In December 2011, the group organised a very successful Teen Leadership Camp for 60 teenagers.

2010 Participants



Apenisa Seniloli
Head of Electronic
Banking Services
ANZ Bank



**Andrew Van
Willies**
Manager Balance Sheet
& FX trading
ANZ Bank



Sanjay Kumar
Team Leader Insurances/
Claims
Motibhai & Company
Limited



Mele Marafono
Head of Banking
Operation
Bank South Pacific



**Priyanka
Damodran**
Operations Admin
Officer
TOTAL (Fiji) Limited



**Nirenjeev Nishant
Kumar**
Management
Accountant
& Officer-in Charge
Central Share Registry
Ltd- South Pacific Stock
Exchange Ltd



Asha Ali
Branch Manager
ANZ Bank



Angeleena Pala
Analyst
Asian Development Bank



Devend Ram
Manager Logistics &
Marketing
Niranjans Autoport
Limited



**Ropate
Daucakacaka
Pareti**
National Fire Authority



**Shainesh Vikash
Lal**
Sugar Cane Growers
Fund



Amelia Rigby
FM96 Program Director
& FM96 Mid Morning
Show Host
Communications Fiji Ltd



Joseph Magnus
Senior Relationship
Manager, Signature
Priority Banking
ANZ Bank



Kamlesh Kumar
Fire Officer
National Fire
Authority



Atelina Muavono
Head of Human
Resources – Insurance
BSP Life



Vijayeeta Raj
Brands Executive
British American
Tobacco



Akhtar Ali

Senior Safety / Risk
Coordinator
Fiji Electricity Authority



Amit Kumar

Credit Officer
Williams & Gosling Ltd,
Nadi Airport



Satish Narayan

Project Manager
Saraswati Development
Unit



2010 COMMUNITY PROJECT

As part of their vision to Ensure Prosperity and Equality for all People, LF2010 have faithfully continued with their 5 year commitment to Hilton Special School where they will 'Sponsor a Child' to ensure one child at the school gets the education they need and deserve. In March, 2011 they group donated \$800.00 to the school.

In July they completed a Clothes and Craft Drive for St. Giles Hospital consisting of eight bags of clothes and art supplies. Later in the year, the group also donated potting soil and seeds.

To contribute to a Sustainable Economy through Care for the Environment, LF2010 embarked on their project to plant 50,000 new mangroves by 2020. This is an on-going yearly project directly benefitting villages that

use the sea as their source of livelihood. In 2011, they planted 5,000 new seedlings at Muavuso Village with volunteers from BSP and youth groups as well as friends of LF2010. LF2010 would like to acknowledge the contribution of BSP who donated \$1,000.00 worth of planting equipment.

LF2010 also helped to plant 2,500 bundles of Vetiver grass at the Homes of Hope in Wailoku.

The group also received a request from the Ministry of Health to help fund the Jaipur Foot Project which directly assists amputees by giving them prosthetic limbs to improve their quality of life. LF2010 have so far raised \$2,000.00 for the project and will continue to fundraise for the refurbishment of the fitting center.

2009 PARTICIPANTS



Aisake Mario Mausio

Manager Process
Efficiency & Dev.
Westpac Suva



Amanda Smith



Bill Lockwood

Credit Controller
Williams and Gosling Ltd,



Laisiasa Dave

Creative Director
Communications Fiji Ltd



Deepika Devi

British American
Tobacco



Elizabeth Maki

Sales & Marketing
Manager
Williams & Gosling Limited



Faiyum Ali

Manager & Compliance
LTA - North



Gokul Naidu

Operations Manager
Datec Fiji Ltd



Ilaitia Tuinamoala

Head of Internal Audit
Colonial Fiji Group
Limited



Jason Li



Jese Tikomailepanoni

DY Manager Customer
Services
TOTAL (Fiji) Limited



Jone Tupou Nawaikula

Governance Officer
Foundation for Rural
Integrated Enterprises N
Development (FRIEND)



Lailanie Burnes

WorldMark Wyndham



Losana T Ah Yuk

Operations Assistant
Asian Development
Bank



The Late Mili Naivanawalu

ANZ Bank



Mohammed Alfaaz Latif

Manager Regional
Applications Services
WESTPAC Banking Corp
- Pacific Banking



Nancy Tikoisuva
The Office of the
Director of Public
Prosecutions



Nilkant Lal
Accountant Manager
JP Bayly Trust



**Ravinesh
Chaudhary**



**Rosa Johansen-
Chute**
Marketing Manager
ANZ Bank – Suva



Rosini Ravono
Ministry of Health



**Rouhit Karan
Singh**
Manager Health Services
Lautoka City Council



Stella Tiko
Senior Finance Assistant
Asian Development Bank



Tupou Halofaki
Bank of the South
Pacific



**Verenaisi Tuvuki
Raicola**
The Fiji Times Ltd



**Viliame
Tuinamoala**
System Officer
Reserve Bank of Fiji



2009 COMMUNITY PROJECT

LF2009 along with some key contacts in the US (Dr. Hendricks of the Loloma Foundation) managed to secure 10 Wheel-Chairs and books for donations around the country. The books were delivered to several schools on Viti Levu (Tailevu, Nadroga and Suva) and an island primary school in Lomaiviti. The wheelchairs were donated to various organizations and individuals including CWMH, Lautoka Old Peoples Home (LOPH), Samabula Old Peoples Home (SOPH). The delivery of these wheelchairs and books were made possible with the assistance of W&G.

Samabula Old Peoples' Home (SOPH) Campaign Phase I of the SOPH Campaign focused on a clean-up drive. Phase II included the installation of 2 hot water systems for the Male & Female bathrooms and the repainting of the kitchen with paints sponsored by Resene Paints. Phase III included the provision of needed food trolleys for SOPH.

During a visit to the Naboro Prison complex, a book drive was organized. In partnership with Wyndham Resort, LF2009 presented Lautoka Old People's Home with new blankets and wheel-chairs from the Wheel-Chair Drive. The Sujit Foundation program sought assistance for LF2009 to help prepare a home for Sujit and this was provided. LF2009 also has a member sitting on the board.

Fijineighbours.com is a community development program first introduced to a community in Caubati. This program focuses on community-interaction by way of development programs and also focuses on community security.

When part of the Dilkusha Girls hostel burnt, LF09 fundraised to help rebuild the hostel. LF2009 also supports the Dilkusha Girls hostel on an annual basis by way of providing food supplies. Part of the Dilkusha support includes an initiative brought up by an LF09 member to mentor teenagers. A pilot program was introduced in 2010 with a youth at the Dilkusha Hostel.

LF2009 fundraised and donated to the efforts for rebuilding Samoa following the Tsunami. In partnership with FENC Fiji LF2009 obtained sponsors for 10 students for their education. Located about four kilometers from the main Kings Highway, Tavua Andra Primary School was built in 1965 and caters for approximately 105 students who have been using pit toilets since its inception. With the assistance of Wyndham Resorts a block of flush toilets was completed in 2010.

Leadership Fiji 2009 Graduates embarked on collecting 1000 story books for Vatuvonu Primary School in the North which is situated in the Bay of Buca, Cakaudrove.

Suva Special School was in need of a 3A Photocopier (approx. \$7k) for the schools activities LF2009 assisted and fundraised and partnered with Datec (Fiji) Limited to see this initiative through.

LF2009 have also embarked on expanding their horizons by seeking self-development by working with other organization to grow their leadership knowledge. Today, LF2009 has members represented in boards such as TPAF, Senior Citizens Home (SOPH), Fiji Environmental Association, Sujit Foundation, Bible Society of Fiji & FENC Fiji.

2008 PARTICIPANTS



Ashita Lin

Admin / Credit Manager
Williams and Gosling Ltd



Cathy Wong

Director
Suva Physio Centre



Elvin Lal

Management
Accountant
Solander Pacific Limited



Epeli Racule

Operational Risk Officer
Westpac



Gitesh Nair

Compliance and AML
Officer
ANZ



Ida Buksh

Rooms Division Manager
Holiday Inn



Isireli Dausiga

Chief Prison Officer
Fiji Prision



Jainine Penjueli

Marketing Manager
Westpac



Jignesh Pala

Associate Director
Kontiki Capital Limited



Kavekini Digitaki

Staff Officer Operations
Fiji Prisons



Lisa Pene

Assistant Manager
Business Financial
Services
ANZ



**Melvin Houng
Lee**

Team Leader EBS
Support
ANZ



Nilesh Kumar

Project Manager
ANZ Pacific Operations



Pauline Kostatino

Project Manager
Transformation
ANZ Pacific Operations



Praveen Maharaj

Senior Lecturer,
Pharmacy
Fiji National University



Romana Andrews

Manager Packing
& Removals Dept
Williams and Gosling Ltd



Roneel Lal
News Reporter
Communications Fiji
Limited



**Rupeni
Silimaibau**
Head, Strategic Business
Development
The Digital Group



Seci Taleniwase
Manager - Exports
Proceeds Monitoring
Reserve Bank of Fiji



Sharun Ali
Manager Quality &
Compliance
Air Pacific



Shusendra Singh
Supply Chain Manager
British American
Tobacco



Subrina Hanif
Board Secretary
Reserve Bank of Fiji



Sunil Prasad
Assistant Manager Tax
Division
KPMG



Teerath Shandil
Management
Accountant
Solomon Telekom
Company Limited



Veniana Tukana



2008 Community Project

Baby Joshua gets Another Chance at Life

Baby Joshua (who lives with his mum- Laisa, at Homes of Hope-centre for single mums to help them get back on their feet), was born with talipes equino varus, or club feet. This is a severe physical deformity of both feet and will require series of extensive operations and physiotherapy. These operations were not possible in Fiji and Baby Joshua needed to have to go to Hawaii for the beginning of his many operations. The group managed to raise \$3,000.00 which went towards his second and subsequent operations.

Early Childhood Centres

LF 2008 teamed up with Save the Children Fund Fiji (SCF) and the communities in establishing kindergarten centres around Fiji. The Early Childhood Education program was developed in 2002. It has progressed from humble beginnings of having a mobile play group which travelled around to various communities offering education/

play to the children of the communities; to now establishing permanent kindergarten/play centres in various communities around Fiji.

Seven (7) centres were identified by SCF. The communities had to be part of these projects as they owned the project and they were responsible for the long term viability of the project.

The team was able to establish all 7 kindergartens in Wainadoi Settlement; Lokia Community (Nausori); Kalokolevu Village; Natua Settlement (Labasa); Saivou Settlement (Labasa); Yaudiga Settlement (Labasa) and Matawalu Village (Lautoka). Each kindergarten was supplied with learning and educational toys, teaching aids/ equipment like easels, chalk, plasticine, books, blackboards, storage equipment.

2007 Participants



Amelia Sawau
Manager Consumer
Credit Control
Westpac Banking
Corporation



Anish Lal
Food and Beverage
Manager
JJ's on the Park



**Ateca Ledua
Toganivalu**
Team Leader
Administration
Communications Fiji
Limited



Darlene Viliame
Money Market Dealer
ANZ Bank



Henry Kan
Balance Sheet Manager
Westpac Banking
Corporation



Joeli Naivolasisiga
Operations Dept, Suva
National Fire Authority



Keshni Krishna
Resort Accountant
Wyndham Vacation
Resort



Murgessan Pillay
Financial Controller
Finance Division
BSP



**Nacanieli
Bakeidaku**
Structural Fire Safety
Dept, Lautoka



Niraj Bharti
Fiji TV



Petaita Tuimanu



Racule Keteca
Relationship Manager
Commercial
ANZ



Radhika Murti



Rakesh Khanna



**Rajendra
Sheromani**
Acting Laboratory
Superintendent, Labasa
Ministry of Health



Ravinesh Deo
Business Analyst
ANZ Pacific Operations



Rick Eyre
Commercial Manager
West
Williams & Gosling Ltd



Rowena Erasito
Senior Manager Human
Resources
Reserve Bank Fiji



Shiروف Khan



Tevita Yasawa
Head of Project Office
BSP



Tinai Colawai
People Capital
ANZ, PNG



Tini Finiasi
Team Leader Settlement
& Reconciliation
ANZ Pacific Operations



Vanessa Kilner
Group Manager
Marketing & Public
Relations
Telecom Fiji Limited



Vijay Narayan
Assistant Project
Analyst
Asian Development Bank



Winston Penjueli
Vodafone Fiji



2007 COMMUNITY PROJECT

Vision Fiji

President Ratu Epeli Nailatikau presented 10 awards to young people at the inaugural Fiji Children's Award on Saturday Nov 20th, 2010. These 10 young people had shown exemplary achievements in various areas of their lives despite their personal circumstances. Recipients are between the ages of 6 and 17 years and received \$500 to assist in their school expenses

Book Donation to Naboro Maximum Prison

In an effort to assist prisoners the group donated 13 cartons of reading books and magazines for the prisons library.

Smoke House for National Fire Authority of Fiji Northern Division

After seeing the great need for fire safety in our communities after the loss of lives in fires in 2007, the group decided to assist the NFA in fundraising for a smoke house which assisted the NFA in their awareness campaigns. The smoke house costing \$22,000 was sponsored by the ANZ, Westpac Bank, Wyndham Resort, Sangeeta Maharaj and Leadership Fiji 2007.

Blood Drive

Organised by the group, more than 60 businesses and the general public turned up to donate blood to the Fiji Blood Bank. The event resulted in 41 pints of blood being donated.

2006 PARTICIPANTS



Jone Vukimoala



Jayshween Kumar
Management Accountant
Bendigo & Adelaide Bank



Rakesh Lal
Finance Manager
West



Liliana Pareti
Project Manager
Reengineering
ANZ Pacific Operations



Ronald Rama
IT Manager
British American
Tobacco



Nanise Rokobiri Tabua
Assistant Denerau
Corporation



Nitendra Kumar
Manager Property
Development &
Management
Carpenters Properties
Limited



Saranjit Singh
Manager Finance
ANZ Pacific Operations



The Late Dr Siddarth Naidu
General Practitioner



The Late Wilisoni Kurusiqila
Director Public
Prosecution's Office



Timoci Nakaruru
National Fire Authority



Margaret Logavatu
Programme Manager
AusAid



Peter Paul Fatiaki
Head of Life Operation
BSP Life



Paula Lesubula Taufa



Glenis Yee
Munro Leys



Charles Taylor
Legend FM
Programme Director &
News Business
Development Manager
Communications Fiji
Limited



Duri Buadromo
Assistant Manager
Financial Systems
Development
Reserve Bank Fiji



**Alanieta
Vakatale**



Shaheen Asgar
Eyesight Optometrist



2006 COMMUNITY PROJECT

Mental Health St Giles Awareness & AusAid Funding for a Vehicle

On 28 January 2010, AusAID presented a new vehicle to the Ministry of Health's Community Mental Health Outreach Program for use in the Community Mental Health Outreach program at St. Giles Hospital. The vehicle helped the outreach program in its efforts to assist people living with mental health issues and to increase greater community understanding and acceptance of people living with mental illness.

LF 2006 in close partnership with the Psychiatric Survivors Association (PSA) published a collection of poems and stories of survivors of mental illness. This book, titled "Fright or Light" was launched in 2008 as part of a public awareness campaign on World Mental Health Day to assist in breaking down the stigma associated with mental illness. Feedback received from members of the public, health workers and the PSA has been overwhelming positive.

2005 PARTICIPANTS



Aliti Kiji Bavou



David Toganivalu

Solicitor
BSP Life



Anand Kumar



Deepika Lodhia



Anare Manulevu

Senior Manager, Audit
KPMG



Dinesh Chand

Systems Engineer
NEC Australia



**Dr Bainato
Korojiuta**

Division Dental Officer
Ministry of Health



Grace King

Finance, Administrator
and Control Officer
Asia Development Bank



**Benjamin
Seduadua**

Resort Owner and
Director
Rendezvous Stuff and
Dive Resort Fiji



Henry Brown

Assistant Police
Commissioner
Fiji Police



Ishwari Shankar



Randhir Singh

Inspector
Fiji Police Force



Jodiann Smith Ali

Manager Human
Resources
Westpac



Sarita Harish

Lecturer in Education
University of Fiji



Merelita Isimeli

Manager PR and
Customer Service
Post Fiji Limited



**Salome
Buadromo**

Manager Human
Resources
ANZ, Samoa



Mildred Wade
Sales Executive
Yellow Pages



Savenaca Ralagi
Manager PR and
Customer Service
Post Fiji Limited



**Rameshwaran
Nair**



Semi Leweniqila
Principal
Leweniqila Baristers
and Solicitors



Sharvind Kumar
Manager Imports / IT
Support (West)
Williams and Gosling Ltd



Tevita Mau
Manager
Post Fiji Limited



Sharyne Fong
Executive Manager
BSP



Umesh Prasad
Manager Finance &
Planning
Fiji Rugby Union



Timoci Motokula



**Yengteshwar
Naidu**



2005 COMMUNITY PROJECT

Friends of Hilton

Frank Hilton inspired the group when he spoke to them at a Poverty Session in 2005 and when asked the question "if there was one thing you would want to do, what would it be?" His response was "there was an urgent need to implement an early intervention training program of families and caregivers of children with disabilities."

The LF 2005 group hosted the Red October Charity Dinner in 2005 as its community project and from the little \$26,000 initially raised the CAL training program commenced in May 2006.

Friends of Hilton was founded to support the CAL training program and in July 2006 introduced Fiji's Greatest Charity Golf Challenge together with the Spastic Centre of Australia and the National Golf Association of Fiji... an event which continues to this day.

Friends of Hilton, whilst founded by the LF 2005 year group, now includes other like minded individuals who have the same passion and interest to create awareness on special abilities and help raise funds through this worthy cause. Since its inception Friends of Hilton has raised nearly \$200,000.00.

Since May 2006, the CAL Program has changed many lives and created a platform for the future development of disability services in the Fiji Islands. To date:

- 38 people have been trained as community disability workers
- 15 have completed the 'Train the Trainer' module
- 9 addition trainees participated in modules 1-5
- Over 520 children and adults have received an individual appointment and referrals made to either physiotherapists, Health Sister and Medical Doctor, Project Heaven and Eye Department and Social Welfare departments
- 29 children and adults have received specially fitted wheelchairs and other equipment
- In October 2010 Friends of Hilton funded the installation of internet connection for the Suva based. Fiji Crippled Children Society institutions, Hilton Special School, Hilton Hostel and the Society Office.

Friends of Hilton was a nominee for the 2009 Fiji Times Pride of Fiji Awards and also won the Inaugural Leadership Fiji Most Outstanding Community Project in 2010.

2004 PARTICIPANTS



Atunaisa Siwatibau
Partner
Siwatibau and Sloan



Fereti Atalifo
USP



Joseph Kumar
Business Banking
Manager
Westpac



Ravendra Achari
Finance Manager
Williams and Gosling Ltd



Dr Salanieta Saketa
Permanent Secretary for
Health



Ashwin Lal
Quality Assurance and
Process Improvement
Manager
British American
Tobacco, Samoa



Melaniani Gavid
Senior Education Officer
Ministry of Education



Asishna Prasad



Nilesh Patel
Owner
Neal's Trading



Radika S. Karunaratne
Manager Customer
Insights & Analysis
Telecom Fiji



Anna Padarath
Fiji Womens Rights
Movement



Inoke Bainimarama
Head of Marketing,
Pacific Marketing
ANZ



Praveen Singh



Peni Tora
Senior Manager
Ernest and Young
Chartered Accountants



Malti Kumar



Kitone Nadaro



Nemani Ligadua
Assiatant
Superintendent



Satya Nand
Programmes Director



Shamim Khan
Manager International
Help Services
ANZ Pacific Operations
PNG



Unise Cawaru
Management
Accountant
SPC



**Anthony
Tavutavuvanua**



Viliame Bulewa



Ian Lee

2003 PARTICIPANTS



David Dudley
Manager Corporate
Banking
ANZ



Jinesh Patel
Sales & Marketing
Executive
Motibhai Group



Eddie Yuen
Shipping and
Commercial Manager
Williams and Gosling Ltd



Jone Vuli
Manager Credit
Westpac Tonga



**The Late Ratu
Epeli Vuetibau**



Kiran Singh



Frances Loga
Manager Human
Resources
Telecom Fiji



Laisa Bale



**Isiromi
Bayameyame**
Chief Executive Officer
Yasana Holdings



Marcus Hill
Photographer
Islands Development



**Pita
Bulamainavula**



Thelma Savua
Corporate & Regulatory
Affairs - Projects
Manager
BAT NZ



Ritesh Patel
Chief Information
Officer
Office Brands



Vijay Narayan
News Director
Communications Fiji
Limited



Seremaia Turoga
Principal Valuer
Agriculture Land
Tribunal Department



Vikash Singh
Area Regulatory Affairs
Manager
Australasia



Shalini Singh

General Manager/sDirector
Opporto Sylvia Park
Restaurant



Willie Kwong

Principal Auditor -
Team Leader Large Int
Fiji Revenue & Customs
Athority



Tarai Kamikamica

Corporate Services
Manager



Terence Low

Chief Executive Officer
ANZ, Kiribati

2002 PARTICIPANTS



Arshad Daud
 Manager Director
 Midlink Marketing



Jiuta Wakolo



Autiko Loulou
 Manager Planning
 Telecom Fiji



**The Late Malakai
 Veisamasama**
 Programme Director
 Viti Fm



**Eseta
 Nadakuitavuki**
 Retail Area Manager
 East
 Westpac



Marica Hallacy



Filimoni Vosarogo
 Senior Associate
 Vakaloloma & Associate



**Mohammed
 Maqbool**
 Sales Representative
 BSP

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Ivan Fong
 Manager - Interconnect
 & Regulatory
 Telecom Fiji



Meli Nacuva



Rajesh Patel
 Operations Manager
 Motibhai Group



**Timoci
 Tavanavanua**
 MBA Student



Ritesh Singh
 Head of Operations
 Pacific & Business
 Manager
 ANZ Pacific Operations



Virisila Buadromo
 Fiji Women's Rights
 Movement
 Executive Director



**Salote
 Uluinaceva**
 General Manager
 Business Sales



Vineeta Nand
 Political & Communication
 Advisor British High
 Commission



Sanjay Maharaj



Waisea Tuidraki

Administrator
Sigatoka
Lautoka Town Council



Satendra Kumar



Sophie Foster

Operations Manager
Motibhai Group



Navi Sovalawa

Senior Properties Officer
Westpac

ACKNOWLEDGEMENT

The Leadership Fiji Management Board would like to acknowledge the efforts of all presenters who gave their time to address the participants during the various sessions. Their contribution to the program has been invaluable and without their support, the program would not have achieved the obvious success it has.

During the year, a number of organisations assisted by providing facilities and other services. The Board would like to extend its appreciation to all those friends of the program listed below.

ANZ	Holiday Inn Suva
Bank South Pacific	Port Denarau Marina
BSP Life	Wyndham Resort, Denarau
Westpac Banking Corporation	Labasa Sugar Mill
Reserve Bank of Fiji	National Fire Authority, Labasa Station
Communications Fiji Limited	Sugar Cane Growers Fund
Fiji TV	Sugar Research Institute
The Fiji Times	Paradise Beverages, Lautoka
Fiji Broadcasting Corporation	Uto Ni Yalo Trust
Williams & Gosling Limited	Fiji Airways
Fiji Correction Services	Yatule Resort
Mark One Apparel	Plantation Island Resort
Government Agriculture Research Station	Daku Resort
Koroipita Community, Lautoka	Fiji Museum
Tavua Town Council	FNU Tiri Bar & Restaurant
FRIEND Fiji	Pacific Island Development Forum
Vatukoula Gold Mines Limited	Vuda Piggery
National Fire Authority	Nakawaqa Village, Savusavu
Dama District School	Patterson Shipping
Tui Macuata	Cacao Fiji Farm
Laisa Bale, LF2003	J Hunter Pearls
Savusavu Tourism Association	Kula Palms Fiji & Vesi Simpson of Kuladrusi
Ministry of Defense & National Security	Vunidogoloa Settlement
University of the South Pacific	Shane Bower
Fiji Water	Office of the Commissioner Northern
Rooster Poultry	Parliament of Fiji
Fiji Kava	Grand Eastern Hotel
Ukeleles Fiji	

The Board would like to acknowledge the support from the spouses and families of all the executives and participants of Leadership Fiji as well as the unwavering support from the Leadership Fiji Alumni Executive Committee and alumni members.

FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2019

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LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2019

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LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTOR'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2019

In accordance with a resolution of the Board of Directors, the Directors of Leadership Fiji Limited ("the Company") submit herewith the Statement of Financial Position as at 31 December 2019, the Statement of Cash Flows, the Statement of Comprehensive Income and the Statement of Changes in Equity for the year ended on that date and report as follows:

Board of Directors

The following were Board of Directors during the financial year and up to the date of this report:

William Parkinson - Chairman	Isireli Dausiga (appointed in October 2019)
Avaneesh Raman (resigned in August 2019)	Kevin McCarthy (appointed in August 2019)
Elvin Lal (appointed in December 2019)	Nancy Loaloe
Fatima Sufi Dean	Ilaitia Tuinamoala

Board of Members

The following were other Board members during the financial year and up to the date of this report:

Shaheed Ali (appointed in December 2019)	Rajesh Patel (appointed in April 2019)
Neelam Sharma - Secretary (appointed in April 2019)	Gabriella Wong - Secretary (resigned in April 2019)
Sharyne Fong	Tupou Halofaki

Principal Activity

To educate, provide training, networking and to enhance and promote future leaders in Fiji.

Results

Operations for the year ended 31 December 2019 resulted in a net deficit of \$33,917 (2018: net surplus of \$12,176).

Doubtful Debts

Prior to the completion of the financial statements, the Directors took reasonable steps to ascertain that action had been taken in relation to writing off bad debts and the provision for doubtful debts. In the opinion of members, adequate provision has been made for doubtful debts.

As at the date of this report, the Directors are not aware of any circumstances, which would render the amount written off for bad debts, or the provision for doubtful debts in the Company, inadequate to any substantial extent.

Non-current Assets

Prior to the completion of the financial statements, the Directors took reasonable steps to ascertain whether any non-current assets were unlikely to be realized in the ordinary course of business compared to their values as shown in the accounting records of the Company. Where necessary, these assets have been written down or adequate provision has been made to bring the values of such assets to an amount that they might be expected to realize.

As at the date of this report, the Directors are not aware of any circumstances which would render the values attributed to non-current assets in the Company's financial statements misleading.

Significant Changes in the Operations

There were no significant changes in the operations of the Company during the financial year.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTOR'S REPORT *continued*
FOR THE YEAR ENDED 31 DECEMBER 2019

Related party transactions

All related party transactions have been adequately recorded in the financial statements.

Unusual transactions

In the opinion of the Directors, the results of the operations of the Company during the financial period were not substantially affected by any item, transaction or event of a material unusual nature, nor has there arisen between the end of the financial period and the date of this report any item, transaction or event of a material unusual nature likely, in the opinion of the Directors, to affect substantially the results of the operations of the Company in the current financial period, other than those reflected in the financial statements.

Events subsequent to period end

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors of the Company, to affect significantly the operations of the Company, the results of those operations or the state of affairs of the Company in subsequent financial years.

Other circumstances

As at the date of this report:

- (i) no charge on the assets of the Company has been given since the end of the financial year to secure the liabilities of any other person;
- (ii) no contingent liabilities have arisen since the end of the financial year for which the Company could become liable; and
- (iii) no contingent liabilities or other liabilities of the Company have become or are likely to become enforceable within the period of twelve months after the end of the financial period which, in the opinion of the Directors, will or may substantially affect the ability of the Company to meet its obligations as and when they fall due.

As at the date of this report, the Directors are not aware of any circumstances that have arisen, not otherwise dealt with in this report or the financial statements, which would make adherence to the existing method of valuation of assets or liabilities of the Company misleading or inappropriate.

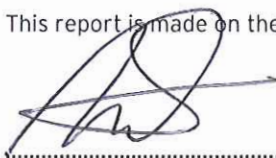
Auditor Independence

The Directors have obtained an independence declaration from the Company's auditor, Ernst & Young. A copy of the auditor's independence declaration is set out in the Auditor's Independence Declaration to the Directors of Leadership Fiji Limited on page 5.

Directors' benefits

Since the end of the previous financial period, no Director has received or become entitled to receive a benefit.

This report is made on the 27th day of February 2020 in accordance with a resolution of the Directors.



.....

Director



.....

Director

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTORS' DECLARATION
FOR THE YEAR ENDED 31 DECEMBER 2019

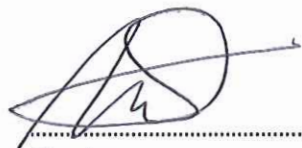
The Directors' Declaration is required by the Companies Act 2015.

The Directors of Leadership Fiji Limited ("the Company") have made a resolution that declared:

- (a) in the Directors' opinion, the financial statements and notes of the Company for the financial year ended 31 December 2019:
 - i) give a true and fair view of the financial position of the Company as at 31 December 2019 and of the performance of the Company for the year ended 31 December 2019; and
 - ii) have been made out in accordance with the Companies Act 2015.
- (b) they have received declarations as required by section 395 of the Companies Act 2015.
- (c) at the date of this declaration, in the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed for and on behalf of the Board.

Dated this 27th day of February 2020.


.....
Director


.....
Director



Pacific House
Level 7
1 Butt Street Suva Fiji
PO Box 1359 Suva Fiji

Tel: +679 331 4166
ey.com

Auditor's Independence Declaration to the Directors of Leadership Fiji Limited

As lead partner in charge of the audit of Leadership Fiji Limited ("the Company") for the financial year ended 31 December 2019, I declare to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the Companies Act 2015 in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of the Company during the financial year.

Ernst & Young
Chartered Accountants

Steven Pickering
Partner
Suva, Fiji

27 February 2020

INDEPENDENT AUDIT REPORT

To the Board of Directors of Leadership Fiji Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Leadership Fiji Limited ("the Company"), which comprise the statement of financial position as at 31 December 2019, the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2019, of its financial performance, its changes in equity and its cash flows for the year ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities ("IFRS for SMEs").

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (IESBA Code) together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Directors and management for the Financial Statements

The Directors and management are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and the Companies Act 2015, and for such internal control as the Directors' and management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

The Directors and management are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

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

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

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

INDEPENDENT AUDIT REPORT *continued*

Auditor's Responsibilities for the Audit of the Financial Statements *continued*

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Directors' and management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide the Directors and management with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

In our opinion, the financial statements have been prepared in accordance with the requirements of the Companies Act 2015 in all material respects, and;

- (a) we have been given all information, explanations and assistance necessary for the conduct of the audit; and
- (b) the Company has kept financial records sufficient to enable the financial statements to be prepared and audited.



Ernst & Young
Chartered Accountants



Steven Pickering
Partner
Suva, Fiji

27 February 2020

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)

STATEMENT OF COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 \$	2018 \$
Revenue			
Sponsorship - cash	3	141,792	130,000
Participants fees and graduation dinner		79,917	53,890
Sponsorship - kind	4	38,100	44,600
Other income		26,283	1,463
Total income		<u>286,092</u>	<u>229,953</u>
Expenses			
Operating expenses		145,816	91,508
Program expenses		141,765	104,710
Staff costs		27,984	21,559
		<u>315,565</u>	<u>217,777</u>
(Deficit)/surplus		(29,473)	12,176
Income tax expense		4,444	-
Net (deficit)/surplus		<u>(33,917)</u>	<u>12,176</u>

The accompanying notes form an integral part of this statement of comprehensive income.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	\$	\$
Balance as at 1 January	36,700	24,524
Net (deficit)/surplus for the year	(33,917)	12,176
Balance as at 31 December	<u>2,783</u>	<u>36,700</u>

The accompanying notes form an integral part of this statement of changes in equity

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)

STATEMENT OF FINANCIAL POSITION
AS AT 31 DECEMBER 2019

	Notes	2019 \$	2018 \$
Current assets			
Cash and cash equivalents	5	42,844	61,196
Inventory		380	-
Trade and other receivables	6	16,226	1,826
		<u>59,450</u>	<u>63,022</u>
Non-current assets			
Held-to-maturity investments	7	9,000	9,000
Property, plant and equipment	8	2,981	4
		<u>11,981</u>	<u>9,004</u>
Total assets		<u>71,431</u>	<u>72,026</u>
Current liabilities			
Income received in advance		6,642	-
Other payables	10	62,006	35,326
		<u>68,648</u>	<u>35,326</u>
Total liabilities		<u>68,648</u>	<u>35,326</u>
Net assets		<u>2,783</u>	<u>36,700</u>
Equity			
Retained earnings		<u>2,783</u>	<u>36,700</u>
Total equity		<u>2,783</u>	<u>36,700</u>

The accompanying notes form an integral part of this statement of financial position.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2019

	Notes	2019 \$	2018 \$
Cash flows from Operating Activities			
Cash receipts from sponsors		148,434	130,000
Cash receipts from participants fees and dinner		79,917	53,890
Cash receipts from other activities		26,283	-
Payments to suppliers and employees		(265,462)	(137,363)
Income tax paid		(4,444)	-
Net cash (used in)/provided by operating activities	9(i)	<u>(15,272)</u>	<u>46,527</u>
Cash flows from Investing Activities			
Acquisition of plant and equipment		<u>(3,080)</u>	-
Net cash used in operating activities		<u>(3,080)</u>	-
Net (decrease)/increase in cash and cash equivalents held		(18,352)	46,527
Cash and cash equivalent at 1 January		<u>61,196</u>	<u>14,669</u>
Cash and cash equivalents at 31 December	9(ii)	<u><u>42,844</u></u>	<u><u>61,196</u></u>

The accompanying notes form an integral part of this statement of cash flows.

1. CORPORATE INFORMATION

Leadership Fiji Limited is a Company limited by guarantee, and not having a share capital, incorporated in Fiji. The financial statements of the Company for the year ended 31 December 2019 was authorised for issue in accordance with a resolution of the Directors on 27 February, 2020.

The principal accounting policies adopted by the Company are stated to assist in a general understanding of these financial statements. The accounting policies adopted are consistent with those of the previous year except as stated otherwise.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A summary of significant accounting policies adopted by the Company are set out in this note. The policies adopted are in accordance with International Financial Reporting Standard for Small and Medium-Sized Entities ("IFRS for SMEs").

(a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with the historical cost convention using the accounting policies described below and except where stated do not take into account current valuations of non-current assets.

Statement of compliance

The financial statements have been prepared in accordance with the IFRS for SMEs issued by the International Accounting Standards Board. All amounts are in Fijian dollars.

(b) Trade and other receivables

Trade and other receivables are stated at their cost less provision for doubtful debts. The collectability of debts is assessed at year-end and specific and general provisions for doubtful debts are made for any doubtful accounts.

(c) Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the straight-line method. The following annual rates are used for the depreciation of property, plant and equipment:

Furniture and fittings	12%
Motor Vehicle	10%
Office Equipment	20% - 33%

Profit and losses on disposal of property, plant and equipment are taken into account in determining the results for the year.

(d) Held-to-maturity financial assets

Investment made by the Company in Viti Bonds have been designated as held-to-maturity. This investment have been recorded at cost with the interest earned from them being recorded as revenue.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2019

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(e) Trade and other payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest. Trade payables denominated in the foreign currency are translated into Fijian dollar using the exchange rate at the reporting date. Foreign exchange gains or losses are included in other income or other expenses.

(f) Revenue recognition

Revenue is recognised to the extent that it is probably that the economic benefit will flow to the Company and revenue can be reliably measured. Revenue is measured when earned at the fair value of consideration received or receivable.

(g) Taxes

Current Income Tax

Current income tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at balance date.

Current income tax relating to items recognised directly in equity is recognised in equity and not in the statement of comprehensive income. Management periodically evaluates the position taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretations and establishes provisions where appropriate.

(h) Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at banks and on hand and short-term deposits with a maturity of three months or less. For the purpose of statement of cash flows, cash and cash equivalents consist of cash and short-term deposits as defined above, net of outstanding bank overdrafts.

(i) Inventories

Inventories consist of banners purchased during the year. Inventories are measured at the lower of cost and net realisable value. The cost of the inventories includes expenditure incurred in acquiring the inventories and bringing them to their existing location and condition.

(j) Share Capital

The Company has been incorporated under the Companies Act , Cap 247 and is a Company limited by guarantee, and not having a share capital.

(k) Comparatives

Where necessary, comparative figures have been re-grouped to conform to changes in presentation in the current year.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
3. SPONSORSHIP - IN CASH	\$	\$
The following sponsorships in cash were utilised during the year by the Company:		
Australia & New Zealand Banking Group Limited	15,000	15,000
AVI Pacific People	1,459	-
Bank of South Pacific	5,000	5,000
Bluescope Limited	10,000	10,000
British American Tobacco	10,000	10,000
BSP Life	5,000	5,000
Credit Corporation Limited	10,000	10,000
Exchange & Finance Limited	-	2,500
Kontiki Finance	2,000	-
Munro Leys	10,000	2,500
Port Denarau Marina	232	-
Natural Waters of Viti Limited	45,000	45,000
New Zealand High Commission	18,934	15,000
Tradewinds Marine Limited	-	5,000
Transam (Fiji) Pte Limited	4,167	-
Williams and Gosling Limited	5,000	5,000
	<u>141,792</u>	<u>130,000</u>
4. SPONSORSHIP - IN KIND	\$	\$
The following sponsorships in kind were utilised during the year by the Company:		
PKF Aliz Pacific	-	5,000
Communication Fiji Limited	10,000	10,500
The Fiji Times	5,000	5,000
Quality Prints Limited	5,000	6,000
Unwired Fiji Limited	2,500	2,500
Digicel Fiji Limited	600	600
Motibhai & Company Limited	5,000	5,000
Greenhouse Studio	10,000	10,000
	<u>38,100</u>	<u>44,600</u>
5. CASH AND CASH EQUIVALENTS	\$	\$
Cash at bank - Leadership Fiji Community Fund Account	33,366	28,661
Cash at bank - Business Cheque Account 1	4,039	32,090
Cash at bank - Master Card Account	(61)	-
Petty cash	500	445
Term deposit	5,000	-
	<u>42,844</u>	<u>61,196</u>
Term deposit is held with Bank of South Pacific, at an annual interest rate of 4.25%, having a term of 12 months. The maturity date is 25 May 2020.		
6. TRADE AND OTHER RECEIVABLES	\$	\$
Trade receivables	15,226	826
Rental deposit	1,000	1,000
	<u>16,226</u>	<u>1,826</u>

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019 \$	2018 \$
7. HELD-TO-MATURITY FINANCIAL ASSETS		
Held-to-maturity financial assets included in the financial statements are recorded at cost and comprise:		
Viti Bonds	9,000	9,000
Viti Bond investment relates to Bond issued by Reserve Bank of Fiji on 16th May 2017. The bond will yield interest at a rate of 5% per annum, which will be payable quarterly on 31 March, 30 June, 30 September and 31 December until maturity, The maturity date is 30 June 2026.		
8. PROPERTY, PLANT AND EQUIPMENT		
<u>Office Equipment</u>		
<i>Cost:</i>		
At 1 January	4,709	4,709
At 31 December	4,709	4,709
<i>Depreciation and impairment:</i>		
At 1 January	4,707	4,707
At 31 December	4,707	4,707
Written down value	2	2
<u>Computers and Software</u>		
<i>Cost:</i>		
At 1 January	9,986	9,986
Additions	3,080	-
At 31 December	13,066	9,986
<i>Depreciation and impairment:</i>		
At 1 January	9,984	9,984
Depreciation charge for the year	103	-
At 31 December	10,087	9,984
Written down value	2,979	2
Net written down value	2,981	4
9. NOTES TO THE STATEMENT OF CASH FLOWS		
i) Reconciliation of net cash inflows from operating activities to operating (deficit)/surplus:		
(Deficit)/surplus for the year	(33,917)	12,176
Depreciation expense	103	-
	(33,814)	12,176
<i>Changes in assets and liabilities:</i>		
(Increase)/decrease in trade and other receivables	(14,399)	430
Increase in trade and other payables	33,321	33,921
(Increase) in inventory	(380)	-
<i>Net cash (used)/provided by operating activities</i>	(15,272)	46,527

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2019

9. NOTES TO THE STATEMENT OF CASH FLOWS *continued*

ii) Reconciliation of cash and cash equivalents:

For the purpose of the statement of cash flows, cash and cash equivalents comprises of cash on hand and at bank. Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows are reconciled to the related items in the statement of financial position as follows:

	2019	2018
	\$	\$
Cash and cash equivalents	<u>42,844</u>	<u>61,196</u>
10. OTHER PAYABLES	\$	\$
Community Funds	33,366	28,661
Trade payables and accruals	13,640	6,665
Deferred income	15,000	-
	<u>62,006</u>	<u>35,326</u>

The community fund account relates to fund set aside for community projects and is not used for any other purpose. Deferred income relates to sponsorship income for 2020 invoiced in 2019.

11. TAXATION

The Company currently has a commercial Tax Identification Number ("TIN") issued by Fiji Revenue and Customs Authority ("FRCS") and have paid income tax relating to 2017 and 2018 tax year in the current period. The Company believes this to be incorrect and is in negotiations with FRCS and Government agencies to be designated as a Non-profit organization status to be exempt from paying income taxes.

12. CAPITAL COMMITMENTS

Capital commitments as at 31 December 2019 amounted to \$nil (2018: \$nil).

13. COMPANY DETAILS

Incorporation

The Company was registered on the 6th day of February, 2001 as a Company limited by guarantee.

Registered Office

The registered office and principal place of operations of the Company is 6 Denison Road, Suva.

14. PRINCIPAL ACTIVITY

To educate, provide training, networking and to enhance and promote future leaders in Fiji.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**DISCLAIMER ON ADDITIONAL FINANCIAL INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2019**

Disclaimer on Additional Financial Information

The following additional financial information, being the attached detailed Income statement has been compiled by the management of Leadership Fiji Limited and does not form part of the statutory Financial Statements as no audit or review has been performed by us and accordingly no assurance is expected.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than Leadership Fiji Limited may suffer arising from any negligence on our part. No person should rely on the additional financial information without having an audit or review conducted.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)

DETAILED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019 \$	2018 \$
Revenue		
Sponsorship - cash	141,792	130,000
Participants fees and graduation dinner	79,917	53,890
Sponsorship - kind	38,100	44,600
Donations	8,774	-
Event sales	14,365	800
Proceeds - Leadership Fiji Annual Signature Event	-	100
Other income	3,144	563
Total income	<u>286,092</u>	<u>229,953</u>
Expenses		
Program expenses		
Accommodation	49,504	40,977
Facilitator	18,270	-
Meals & Refreshments	36,481	37,038
Miscellaneous	900	-
Other Program Expenses	1,775	-
Stationary	1,707	-
Travel	26,090	19,272
Venue	7,038	7,423
Total program expenses	<u>141,765</u>	<u>104,710</u>
Staff costs		
Superannuation	4,598	2,033
Travel	115	-
Training	37	-
Wages and salaries	23,234	19,526
Total staff costs	<u>27,984</u>	<u>21,559</u>
Operating expenses		
Audit and accounting Fees	5,250	9,730
Bad debts	-	25
Communication and internet	13,100	13,100
Computer software	163	-
Consultant fees	71,902	29,715
Depreciation	103	-
Donations - community	17,700	4,823
Event costs	458	2,030
Marketing and promotion	15,000	15,000
Membership	888	-
Other expenses	1,413	898
Other miscellaneous	1,049	163
Printing, graphic & design	6,639	10,110

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 17.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

DETAILED STATEMENT OF INCOME AND EXPENDITURE *continued*
FOR THE YEAR ENDED 31 DECEMBER 2019

	2019	2018
	\$	\$
<i>Other expenses continued</i>		
Rent	12,000	2,000
Stationary & postage	111	-
Telephone	40	50
Training costs	-	3,864
Total other expenses	145,816	91,508
Total expenses	315,565	217,777
(Deficit)/surplus before tax	(29,473)	12,176

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 17.

THANK YOU 2019 PROGRAM SPONSORS



Platinum

NZ High Commission
ANZ Bank
Fiji Water



Gold

Communications Fiji Ltd
British American Tobacco
Credit Corporation
Bluescope Fiji Ltd
The Greenhouse Studio
Munro Leys



20



Silver

Bank of South Pacific
BSP Life
Williams and Gosling
Fiji Times Ltd
Quality Print
Motibhai Group
Bondwell
Transam (Fiji) PTE Limited



Bronze

Unwired
Digicel
AVI Pacific





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