



2020 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 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 recognize 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 recognize information empowers. Leaders embrace life -long learning by investing in their own self development.

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.



CONTENTS

05	Brief on Leadership Fiji
06	Leadership Fiji Management Board
09	2020 Program Schedule
10	2020 Program Overview
11	2020 Participants, Program Highlights and Projects
48	Alumni Profiles & Projects
93	Acknowledgement
94	2020 Financial Report

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 Loaloo
LF2009
Director



Ratu Isireli Dausiga
LF2008
Director



Elvin Atish Lal
LF2008
Director



Neelam Sharma
LF2017
Board Company Secretary



Sharyne Fong
LF2005
Chief Executive Officer



Julianne Verma
LF2013
President
Leadership Fiji Alumni



Rajesh Patel
LF2002
Chairperson
LF Community Fund



Shaheed Ali
LF2019 Representative

“ Always think outside of the box. Be bold. Be innovative. Be experimental. Take risks ”

The United States Ambassador to Fiji, Kiribati, Nauru, Tonga and Tuvalu
His Excellency, Mr Joseph Cella
(Leadership Fiji 2020 Graduation Address)

2020 PARTICIPANTS



LEADERSHIP FIJI

2020 VISION

By 2030, our Fiji will be a just society that values and respects the rights of all. We will be healthy, diverse and secure. Inspired not just to succeed but to exceed. Through collaboration, good governance and accountability, we will be the power.

2020 Leadership Fiji Program Outline

March	Thurs 5th March	2020 Launch/ Induction of 2018 Fellows	6:00pm
March	Fri/Sat/Sun	OPENING RETREAT <i>Mandatory</i>	6:00 am
	6, 7 & 8 March		
March	Wed 18 March	An overview of Fiji's History	8:00 am
April	Wed 22 April	Human Rights & the Media	8:00 am
April	Wed 23 April	Law & Order & Government Machinery	8:00 am
May	Wed 6 May	Poverty & Social Welfare	8:00 am
May	Wed 20 May	Fiji's Economy and Infrastructure	8:00 am
June	Wed 3 June	Environment	8:00 am
June	Wed 17 June	Education	8:00 am
July	Fri & Sat	MID YEAR RETREAT	5:00 am
	3 & 4 July		
July/August	Thurs, Fri & Sat	Consolidated Session - Alternative Agriculture, Sugar & Mining	5:00 am
	30, 31 July & 01 August		
August	Wed 12 August	Health	8:00 am
August	Wed 12 August	Etiquette Dinner	5:00 pm
August	Fri & Sat	Tourism Industry (WEST)	5:00 am
	28 & 29 August		
September	Wed 16 September	Fiji and the World	8:00 am
September October	Wed, Thurs, Fri & Sat	Look North (North)	4:00 am
	30 Sept, 1, 1 & 3 Oct		
October	Wed 14 October	Participants Choice	8:00 am
October	Fri & Sat	CLOSING RETREAT <i>Mandatory</i>	5:00 am
	30 & 31 October		
November	Thurs 5 November	2020 Vision and 2019 Fellows Project Presentation	3:00 pm
November	Fri 6 November	2020 Class Graduation	6:00 pm

2020 PROGRAM OVERVIEW

2020 Program Launch & Fellows Induction of 2018

The Launch of the 2020 Leadership Fiji program was held on Thursday 5th March at Tiri Restaurant and Bar - Fiji National University at Queen Elizabeth Drive in Nasese. At the same event, the Leadership Fiji 2018 Fellows were inducted. Alumni and Fellows are involved in many of Leadership Fiji's events and programs long after they have graduated and it has been a tradition that a couple of participants from the year before host the Launch and Induction. The exuberant MCs for the evening were LF2019's Miriama Dinamati and Shaun Corrie.

Many a sponsor, supporter, alumni and nervous new participants were present at the event. The event provided a space where colleagues and friends were able to catch up and meet and greet each other.

Our Chief Guest for the occasion was Ivan Fong (LF2002), Chief Executive Officer of Amalgamated Telecom Holdings. Although presented as a discreet person, Ivan managed to capture the crowd's attention with his encouraging presentation and ended his address with the

words of wisdom, "be prepared to fail and learn from it, the right culture is key to the success of organisations and if you have passion in what you do, it takes you far and people will respect you."

Yvette Samson (LF2018) presented her year's Fellows Project, the refurbishment of the Dama District School library. LF2018 took on the challenge to refurbish and resource the Dama District School library in Bua, Vanua Levu as part of their Fellows Project. LF2018 were inspired by Laisa Bale (LF2003) who introduced the school to LF2018 as part of their North Session tour. This Fellows project set the bar for the following years program participants as majority of the participants live and work in mainland - Fiji, Viti Levu. This project would not have been a success without the incredible leadership, adaptability and teamwork of LF2018, their sponsors, the school management committee, parents and teachers.

The event ended with 26 of LF2018 being inducted as Fellows and were presented with their Certificates and Fellows Pin as well as the introduction of the 31 LF2020 participants.



2020 PARTICIPANTS



Abdul Ifraz

ANZ Pacific Operation
Head of Technology
Team: Tauratale



Acacia Roche

Homes of Hope
Program Assistant
Team: Tuitui



Ana Maria Naiveli

Naiveli & Co Chartered Accountants
Accountant
Team: Tabua



Andre Crocker

Nakasi Fire Station
Sub Officer
Team: Tabua



Ann Patricia Naisara

Westpac Bank
Senior Manager Legal
Team: Tabua



Arishma Lata

Paradise Beverages (Fiji) Ltd
Finance Officer
Team: Tabua



Ashneel Naidu

Natural Waters of Viti Pte Ltd
Production Manager
Team: Tauratale



Brenda Fenton

Charity Trust Society
(trading as Animals Fiji)
Northern Outreach Manager West
Team: Tagimoucia



Dirend Sagar

Pet Technology Pte Ltd
Factory Manager
Team: Tilapia



Edwin Sharma

Tritech Joinery Solutions Pte Ltd
Managing Director
Team: Tagimoucia



Isapela Serevi

BSP Life Insurance
Business Development Officer
Team: Tilapia



Jashil Raniga

The Fiji Times Pte Limited
Finance Manager
Team: Tauratale



Luisa Turaga

Communications Fiji Ltd
Total Event Company (TEC)
Sales Executive
Team: Tagimoucia



Meredani Lutubula

Ministry of Health
Senior Accounts Officer
Team: Tuitui



Marama Tamanitoakula

Transam Fiji Pte Ltd
Customer Services Manager
Team: Tagimoucia



Melanie Dean Lobendahn

Williams & Gosling Pte Ltd
Sales Executive
Team: Tauratale



Melissa Harm

Munro Leys
Financial Controller
Team: Tilapia



Mereoni Rogocala

Plantation Island Resort
Resort Accountant
Team: Tilapia



Penina Magnus

The Fiji Times Pte Ltd
Production Manager
Team: Tauratale



Pita Whippy

One Agency Bayshore Fiji
Senior Sales Associates
Team: Tuitui



Prit Chand

Telecom Fiji Ltd
Manager Network Planning
& Designing
Team: Tabua



Priya Pritika

Motibhai & Company Ltd
Credit Officer
Team: Tuitui



Priya Lal

Fiji Public Trustee Corporation Ltd
Manager Legal
Team: Tagimoucia



Ravnil Prasad

ANZ Bank Fiji
Financial Reporting Officer
Team: Tagimoucia



Sanil Prasad

Bluescope Lysaght Fiji Ltd
National Sales Manager
Team: Tilapia



Sanjay Lal

Credit Corporation (Fiji) Pte Ltd
Corporate Relationship
Manager, Suva
Team: Tabua



Seema Kumar

Future Farms Pte Ltd
T/A Rooster Poultry
Senior HR /ER Specialist
Team: Tauratale



Sasha Acraman

*Shaziah Collection, Sasha Acraman
Fiji*

Fashion/Jewelry Designer

Team: Tilapia



Shivneel Sivan

*Tower Insurance Fiji Ltd
Mobile Insurance Consultant*

Team: Tuitui



Viliame Vuniivi

*Reserve Bank of Fiji
Economist*

Team: Tuitui



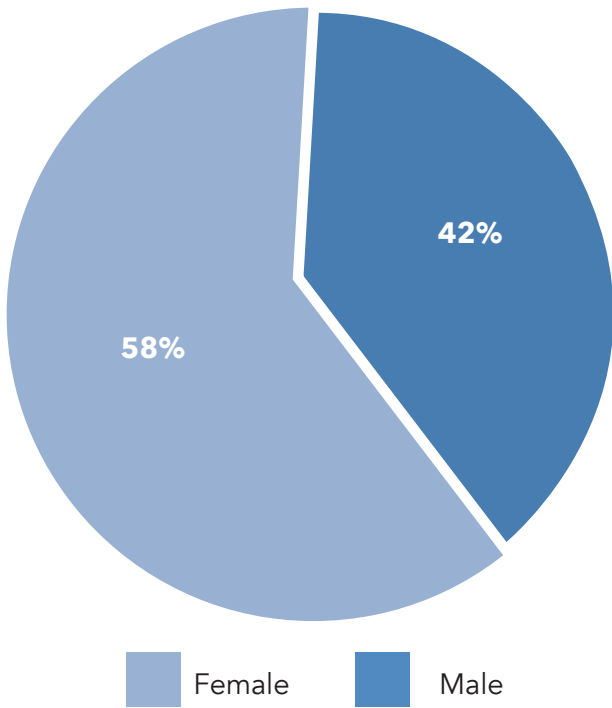
Whilma Smith

*Digicel Fiji Ltd
National Sales Manager*

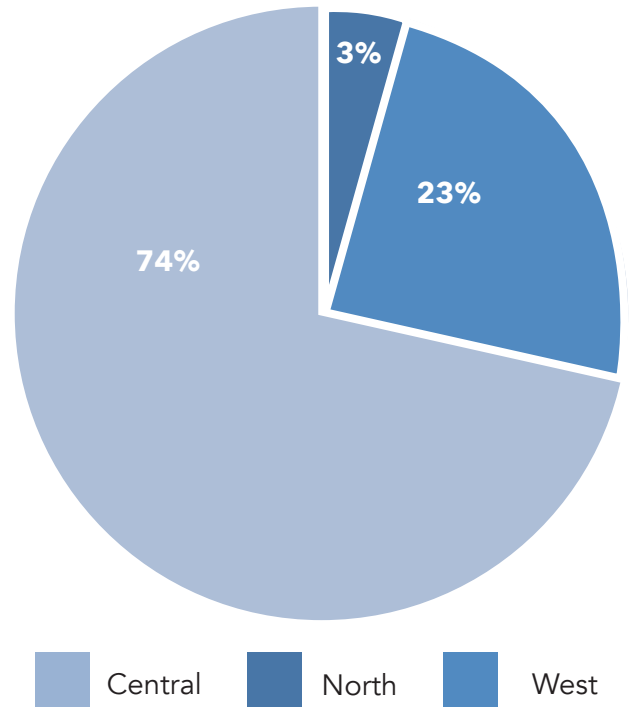
Team: Tuitui

2020 PARTICIPANTS DEMOGRAPHICS

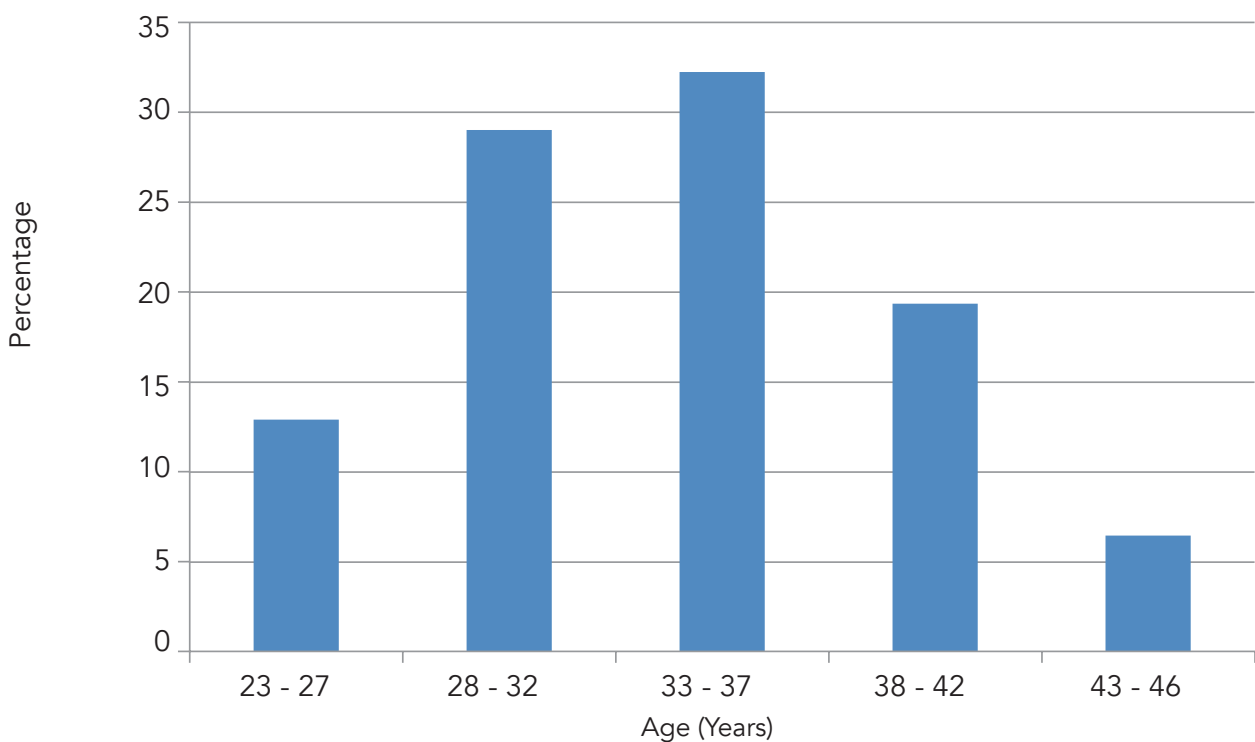
LF 2020 Participants Gender



LF 2020 Participants Region



LF 2020 Participants Age



2020 SESSIONS & SITE VISITS



16

Opening Retreat

The LF2020 participants carpooled to the Lagoon Resort in Pacific Harbour, starting their journey at the meeting spot, Home of FM96, 231 Waimanu Road early on Friday morning. The first mandatory retreat for the participants was anticipated and discussed as well as getting to know each other in each of their cars on the way to the Resort.

The Opening Retreat focused on participants getting to know each other and themselves, creating a lifelong bond. Valuable growth topics were learnt like the 10 commandments of being a good leader, setting rules for oneself to follow, being disciplined, problem solving, self-reflections and defining commitments for the future, understanding conflict and creating our Leadership Fiji 2020 Vision by examining their community and nation.

An interesting part of the Opening Retreat was having former LF participant, Veronika Naiwaqa (LF2015) share tips and tricks on public speaking, questioning techniques and thought structures. The group was involved in speech exercises that led to each and every participant being conscious of their speech fillers like, "um", "ah" and "like". This exercise with Veronika led to the group implementing the "uh" and "um" count throughout the year. A grammar police was appointed at each session throughout the year and instilled in our minds, for the rest of time, is the "um" and "ah" count we became aware of at our LF2020 Opening Retreat!

The Opening Retreat gave the participants a taste of what to expect during our sessions and retreats to come throughout the year. Apart from thought provoking and growth exercises, the Retreat offered morning wellness and bonding exercises.



Overview of Fiji's History

Duty Group: Tabua

Speakers: Mr Jone Balenaivalu - Manager Technical Administration and Facilities, Fiji Museum. Professor Sudesh Mishra - Professor in Literature, Language and Linguistics, USP. Professor Vijay Naidu - Adjunct Professor Victoria University of Wellington. Professor Sandra Tarte - Associate Professor, Head of School and Director, Politics and International Affairs, USP. Professor Jon Fraenkel - Victoria University in Wellington, Professor of Comparative Politics in the School of History, Philosophy, Political.

Brief: As a future leader, it is paramount to understand the people you are leading, your country and understand and acknowledge its historical background. Like doctors, we need to examine the history of our country before we can understand how to manage its condition(s). Fiji's history is a direct result of the unique make up of its people, the opinions they have and the leadership that has brought it through each trying time.

Our very first classroom session began with a tour of the Fiji Museum before being addressed by our various esteemed speakers on their areas of expertise and their overviews of the history of Fiji in both the political and culture context.

Lessons Learnt: We learnt about the patterns that occurred over Fiji's history and how these could have been predicted, deterred and better prepared for. The Constitution was and always has been a critical piece of the puzzle of Fiji's history, it not only guides how the leaders of the day act, but also how they react, and that is where the coup culture derived from. Some of the ideas and facts presented were confronting and it served as the critical introduction to the Leadership Fiji program we needed to create the foundation of the remainder of the program.

As future leaders we need to know where we came from, in order to know where we are going. With COVID-19, this group of young leaders had a crucial situation before them. The world's leaders were under the microscope, the survival of nations was now hanging on the actions of those who lead and as young leaders, whilst we may not be in the stronger positions of power, we do have power to make a difference. We have the power to influence, to bring about change, because no matter how small, small pebbles in a lake can still make big ripples and waves.



Human Rights & the Media

Duty Group: Tagimoucia

18

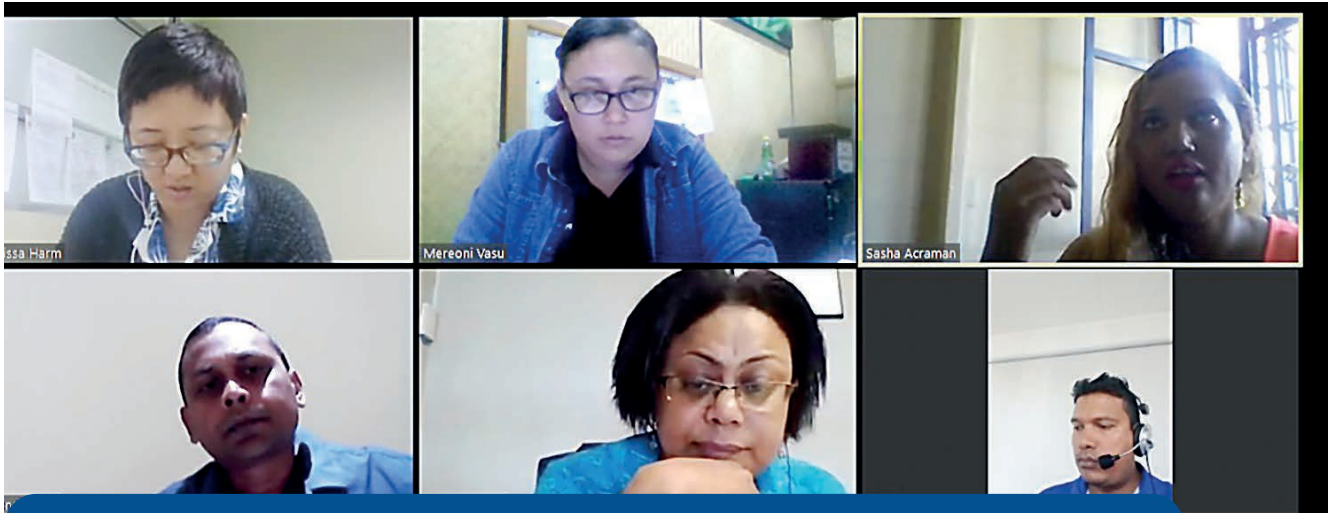
Speakers: Ashwin Raj - Director, Fiji Human Rights and Anti-Discrimination Commission. Miles Young - Director Regional Rights Resource Team. Nalini Singh - Executive Director, Fiji Women's Rights Movement. Shairana Ali - Chief Executive Officer, Save the Children Fiji. Fred Wesley - Editor in Chief, The Fiji Times. Vijay Narayan (LF2003) - News Director, Communications Fiji Limited. Malcolm Fiahlo - Diversity and Inclusion Consultant.

Brief: This was our first Zoom session going into COVID-19 restrictions, but continuing the program.

Human rights are a set of rights, which every person is entitled to, from birth, regardless of caste, creed, gender or economic status. These are, in fact, essential for the overall development of a country and its individuals. Human rights safeguard the interests of the citizens of a country. They are responsible for limiting the government's authority that may affect any individual's independence. Furthermore, these rights allow humans to contribute to the involvement of the government. The speakers provided view points from different aspects and areas of both media and human rights.

Lessons Learnt: Racial and gender based discrimination is prevalent in Fiji. These affect people's political rights in a multitude of ways. To illustrate, one of the most unspoken laws, dating from Ancient Greece to 1920, is that women have no right to vote and that only the gentry could contribute in political matters according to the Governor. This type of discrimination and suppression has the potential to create chaos throughout the world. Social justice presents itself in all shapes and sizes. We can observe social justice in poverty, the controversial death penalty, environmental rights, access to health care, labour laws, civil rights, racism, sexism, access to education and so much more!

In modern Fiji, there is a diversity of people. Different races, different backgrounds, and also different stories. We live in a colourful world. One would think living in such a diverse world, we would form a common ground and maybe unite together to be "equal" but that is far from true. Following the rules and regulations of ancient cultural practices and traditions have blocked the path for change and it's up to our emerging leaders to break that block and unite our diverse people.



Law & Order and the Government Machinery

Duty Group: Tilapia

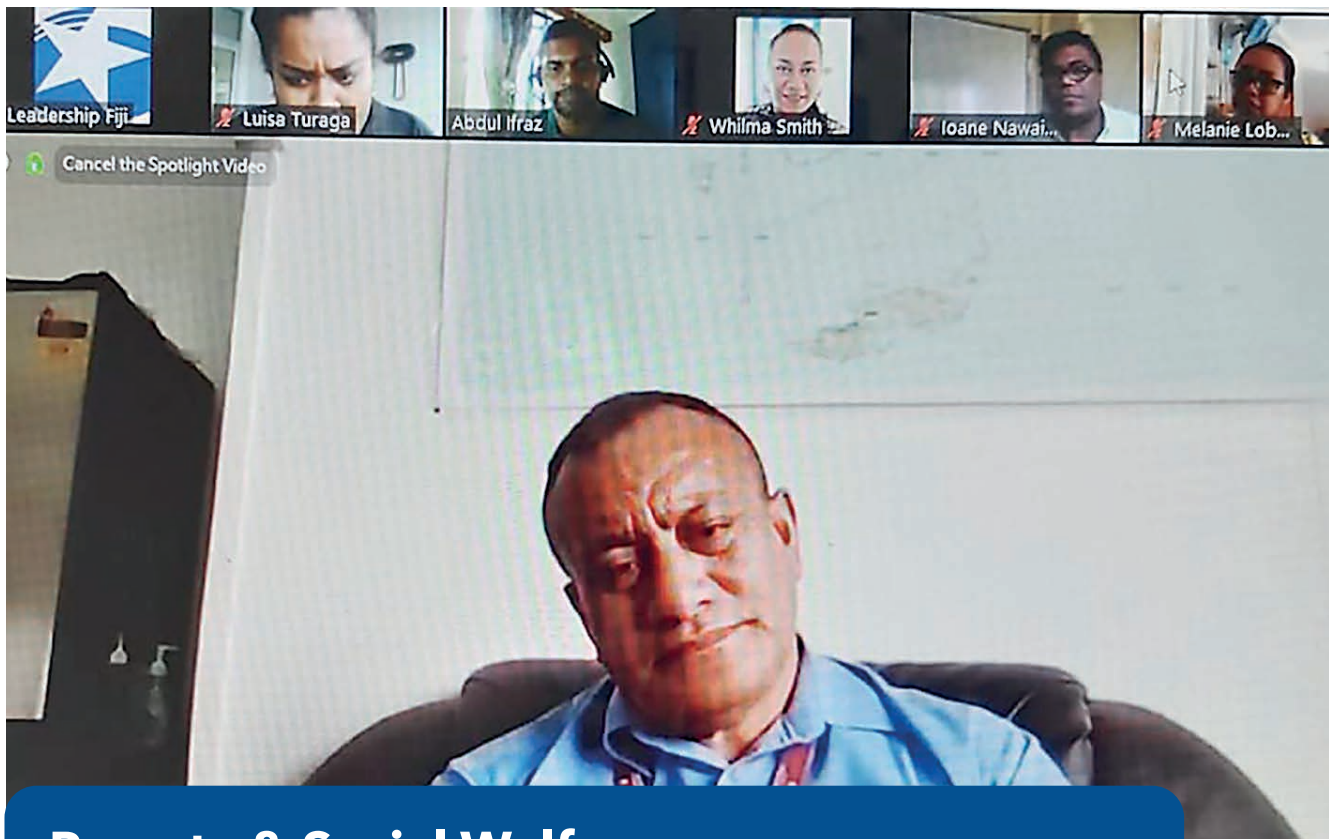
Speakers: Sitiveni Rabuka - Leader of Opposition, Fijian Parliament. Mary Chapman - Former Secretary General, Fijian Parliament. Richard Naidu - Partner, Munro Leys. Romulo Nayacalevu - Manager Governance and Legal Affairs, Melanesian Spearhead Group.

Brief: This was our second Zoom session in the midst of COVID-19. The speakers provided a breakdown of various aspects of democracy in Fiji, their experience in the field and impact of

the law on the governance and development of a country.

Lessons Learnt: The session concluded with four golden nuggets of wisdom passed onto our participants: Embrace the vision for and about your life, celebrate any small things we do, lead by stepping out of your comfort zone and chase your dreams. Leadership is a process of social influence, which maximises the efforts of others, towards the achievement of a goal.





Poverty & Social Welfare

Duty Group: Tagimoucia

Speakers: Rupeni Fatiaki - Director for Social Welfare, Ministry of Women, Children and Poverty Alleviation/Department Social Welfare. Lynn Roche - Director, Homes of Hope. John Yee (LF2018) - General Manager, Bayly Trust Fund. Paseiro Furivai - Housing Assistance And Relief Trust (HART). Neelum Kumar - Senior Welfare Officer, Golden Age Home, Samabula. Milika Naulumatua - Fiji Council of Social Services. Renu Snowsill - Director, Make a Difference Fijji. Sureni Pereira - Chief Executive Officer, Frank Hilton Organisation.

Summary: The speakers on this virtual session took us through an emotional and eye-opening journey of the different aspects and harsh reality of poverty in Fiji. Poverty is very much prevalent in Fiji and our Government's effort alone is not enough to eradicate the problem. Individuals need to step up and become leaders in their communities by educating themselves and what we, as

individuals, and later groups of regular people can do to help eradicate poverty. The Ministry of Women, Children and Poverty Alleviation/Department Social Welfare, Make a Difference Fiji, Housing Assistance And Relief Trust, Homes of Hope and many other organisations are countering poverty at root source economically and socially by enabling people to be integrated back into society. This is done by teaching income generating skills and financial literacy, promoting healthy social interactions and boosting morale, etc.

Lessons Learnt: The Government and CSOs need our help. The way forward would be to educate, empower and upskill those at risk of entering poverty. Implementing policies and schemes as well as monitoring the effectiveness, feasibility and long term results of these will reduce Fiji's poverty level.



Fiji's Economy & Infrastructure

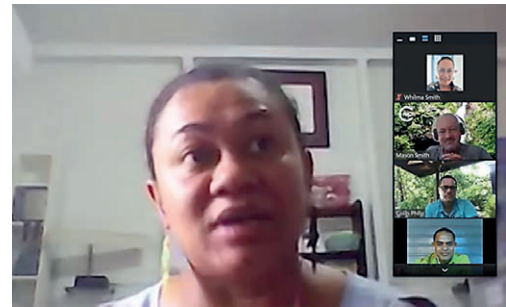
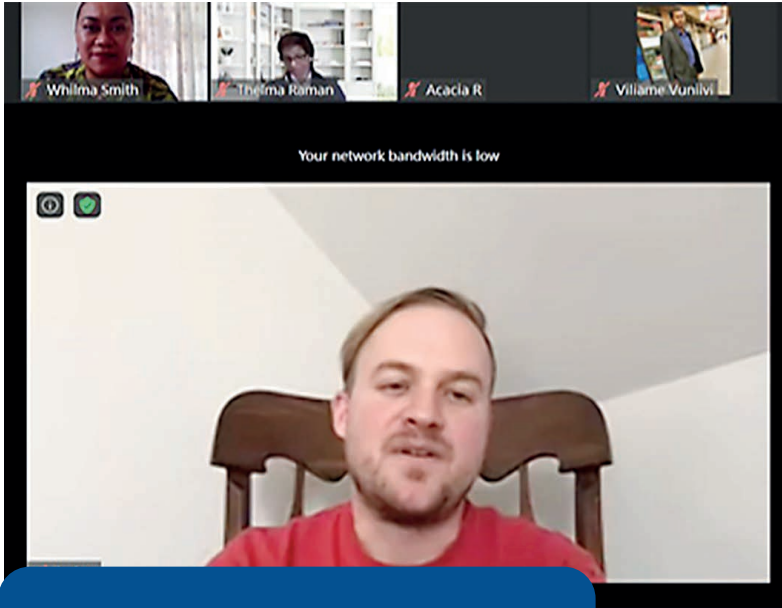
Duty Group: Tauratale

Speakers: Dr Sunil Kumar - Senior Lecturer, Faculty of Business and Economics, USP. Hon Aiyaz Sayed Khaiyum - Attorney General and Minister for Economy, Civil Service and Communications. Governor Ariff Ali - Governor, Reserve Bank of Fiji. Mark Halabe - Managing Director, Mark One Apparel (Fiji) Pte Limited. Ram Bajekal - Managing Director, FMF Group of Companies. Vera Chute - Managing Director, Value City (SP) Ltd. Mesake Tuinabua - General Manager Engineering, Telecom Fiji Limited. Seymour Singh (LF2018) - Manager Strategic Planning and Manager Procurement, Water Authority of Fiji.

Brief: Another Zoom session during COVID-19 restrictions. Because of COVID-19, our world is in an odd new position. Discussions were being had, at that time, about how we are going to get out of this situation in the next 3 months. Reality hit hard as the pandemic and all of its issues were still not resolved 3 months from this session date. Fiji's economy did not look good against other Pacific Island Countries (according to the GDP growth chart as at Dec 2019). Our

speakers shared sentiments around where Fiji would go next. COVID-19 was teaching us to manage or find alternative resources internally - in turn, relying less on overseas countries. Fiji will learn the benefits of value-adding onto our local products.

Lessons Learnt: The last and final point about Fiji's Economy and Infrastructure is a challenge many Pacific Island Countries face and continue to face, pandemic or not. This is the export of our academics, in other words: brain-drain; whether rural to urban, domestically or graduates migrating overseas to greener pastures. Fiji is faced with this problem and policies to retain workers and incentives, within Fiji's means, must be implemented. Infrastructure such as telecommunication, water and electricity have an ever-growing demand. Hence, there is a need to invest and expand their infrastructure and technology to meet the demand. The organisations in this field are strategising around being resilient towards natural disasters and economic activity imbalances, like COVID-19.



Environment Duty Group: Tuitui

Speakers: Dr John P Leckey - Remote Sensing Branch, NASA Langley Research Centre, Virginia, USA. Dr Thelma Raman - Sustainability Education Advisor, Macquarie University, Sydney, Australia. Kiji Vukikomoala (LF2005) - Executive Director, Fiji Environmental Law Association. Mason Smith - Regional Director for Oceania, International Union for the Conservation of Nature. Nunia Thomas-Moko - Director, NatureFiji - MareqetiViti. Colin Philp - President, The Uto Ni Yalo Trust Fiji. Nicholas Sadhu - Commercial Litigation Lawyer.

Summary: This session, although online, via Zoom because of the global pandemic that is COVID-19, hit close to home as our LF2020 participants each had their own individual relationship and

connection to the land and sea from living and growing up in Fiji. The awareness of conservation of our environment must start early, at home, where we grew up, being immersed in Nature.

Lessons Learnt: LF2020 participants learnt about issues affecting our environment today and what our Government and NGOs as well as NASA are doing to address these issues. By engaging in long term sustainable practices, our Government, NGOs and individuals working together towards minimum waste production, sustainable tourism and living responsibly and reasonably, we can prolong enjoyment of Nature's gift to us humans and live in a symbiotic relationship with our environment for generations to come.

Education

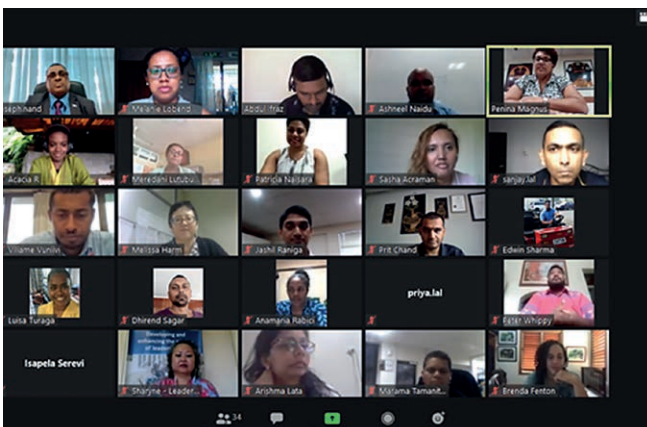
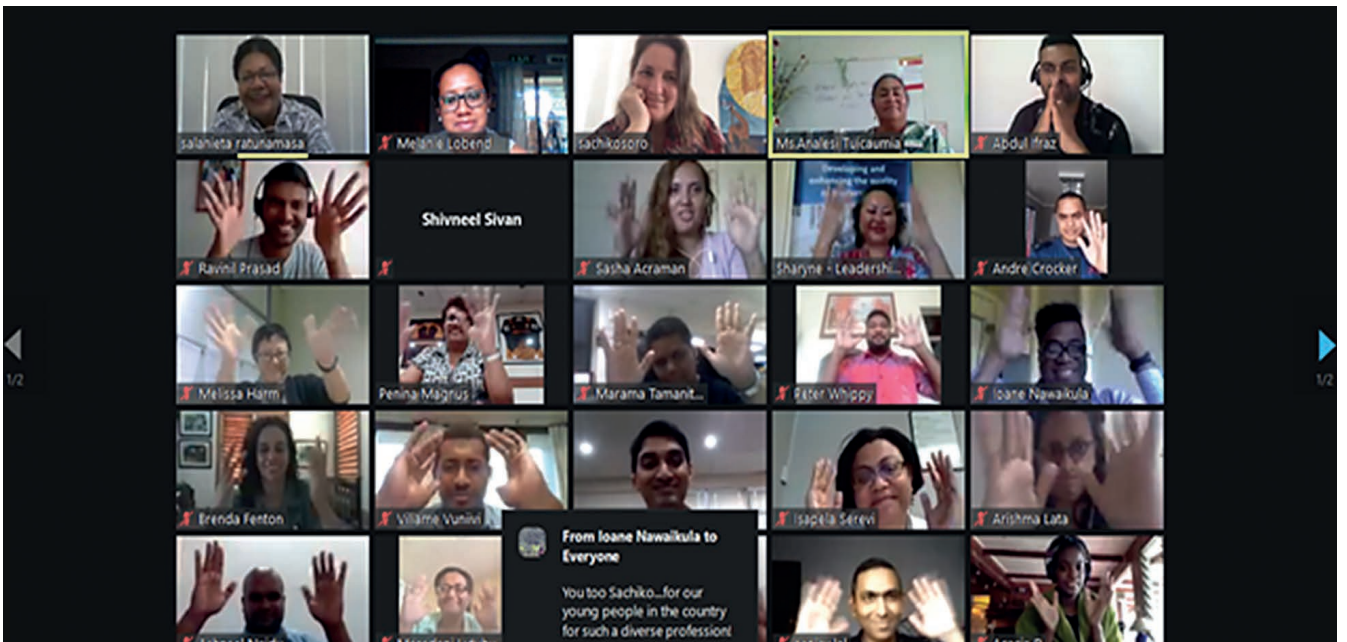
Duty Group: Tauratale

Speakers: Professor James Pounder - Acting Vice Chancellor, Fiji National University. Jovesa Saladroka - Country Director, Fiji and Tuvalu, Australia Pacific Training Coalition. Hon Assistant Minister Joseph Nand, Ministry for Education, Heritage and Arts. Dr Jim Madavana - Director, Montfort Boys Town, Savusavu. Shazna Khan - Director, Makoi Women's Vocational Training Centre. Sala Ratunamasa - Principal, The Learning Centre, Suva. Analesi Tuicaumia - Director, Child Benefit Fiji. Sachiko Soro - Founder and Director, VOU Fiji.

Summary: The speakers in this session came from diverse backgrounds and different areas of the education sector. From the public, to the private, from

vocational and formal to the arts and each provided a fresh outlook on where Fiji is in terms of education, where it needs to be and their visions on how to get us there. This included a robust discussion on the opportunities for growth in the sector and ways in which the LF2020 cohort could contribute to the further development of this.

Lessons Learnt: Whilst education is paramount to the development of any country, the level, resources and diversity of our current systems needed to be reviewed. Gone are the days where your grades spoke to your intelligence. Academia was no longer the only measure and area of education, the arts, vocational training and skill based trades are fast becoming the way forward.





Mid-Year Retreat

Duty Group: Tilapia

Speakers: William Parkinson, Sharyne Fong and Sufi Dean.

Brief: William Parkinson and Sharyne Fong took us on an incredible journey of self-discovery. Some leaders are more influential than others. Why is that? Martin Luther King Jr, The Wright brothers and Steve Jobs all had one thing in common. They had defined their "Why".

Lessons Learnt: To understand and define our "Why", we must first start from the outermost part of the circle. What we do and what we provide

to the world. Many know what they do and how can they give back to their community. The next step of the golden circle is the "How". How we do things is what makes us special. It is what sets us apart from the rest. Only some know how they do the things that they do. The core and most important part of the golden circle is "Why". Very few know why they do, what they do. Why isn't it about being successful, making money, financial freedom... Why is it not about making money. That is a result. Why is a purpose, a cause, a belief. Why is the very reason of our existence and therefore it is paramount to ALWAYS believe and define clearly, our "Why".

24





Sugar, Mining Industries and Alternative Agriculture (Consolidated)

Duty Group: Tilapia, Tuitui and Tabua.

Speakers: Manoa Iranacolaivalu - Senior Research Officer Horticulture, Sigatoka Government Research Station. Dominic Lee - Team Leader, Taiwanese Technical Assistance. Amit Singh - Scientific Officer, Sugar Research Institute of Fiji. Sachin Deo - Chief Information and Commercial Officer, Fiji Sugar Corporation. Sheetal Chetty - Legal Counsel, Sugar Cane Growers Council. Navi Tuivuniwai - National Export Market Systems Facilitator, PHAMA Plus. George Kotobalavu - General Manager Sales, Fiji Kava Limited. Dinny Leufenboeck- Head of Administration, Vatukoula Gold Mine. Parmesh Chand - Former Banker, Civil Servant and Now Farm Owner & Investor. Sashi Kiran, Founder and Chief Executive Officer, FRIEND Fiji. Simon Cole - Founder Vuda Piggery and Owner, West Farm Holdings. Kamlesh Prasad - Owner, Farm Boy.

Brief: This was the first away trip session post COVID-19 restrictions in Fiji and the first face-to-face session the group engaged in following the Mid Year Retreat. This served as a consolidation of various site visits and crucial practical sessions that were missed during the Zoom component of the program for 2020.

We kicked off the session on a Thursday discussing the Sugar and Kava industries, engaging in some sustainable discussions around voyaging with the Uto Ni Yalo crew before wrapping up the day with the Frank Hilton Organization and the Fiji School for the Blind. The day was hectic and time was tight, but we were sure to get the most out of our visits and absorb as much information as possible.

Fiji's prime location along the Pacific Ring of Fire has gifted the country with deposits of gold, copper, silver and zinc. The Island Country of Fiji is a consistent exporter of gold for close to 85 years now. The process of mining and getting to the final product is complicated and associated with high risks. The Mining industry also has a declining trend for gold production. Some of the factors are that it's challenging to find gold miners, staff need to be trained well before they can go underground and start mining. The impacts of COVID-19 to the mining industry was not easy as they had to mitigate the factors and get things done via cargo flights and even hiring a helicopter. Mining is never an easy job. There are major risk factors to the job, but the staff love what they do. A way forward would increase the health and safety of the area, also take into account the staff families as well in case of any future accidents.

The agricultural sector plays an important role in Fiji's economy. It offers both employment and opportunities for sustaining livelihoods. There is strong linkage between the agriculture sector and the rest of the economy. Therefore, Fiji requires an inclusive development framework between the farmers and the government for its agriculture economy to move forward. In this pandemic, Fiji needs to build modern agriculture as an organised system of producing, processing, and marketing crops, livestock, and aquaculture products.

FRIEND discourages the use of any form of artificial chemicals in any of the methods mentioned because evidence has proven that these chemicals are highly likely to cause cancer to those that consume the product and who work in production. A way forward would be to encourage and teach locals on how to grow things organically and make organic mixtures for plants that do not have any chemicals.

Sustaining key industries within our country



is very critical, especially whilst we attempt to normalise our economy during these trying times. The Sugar and Kava Industry offers essential ingredients to our daily lives and to maintain our Fijian culture.

Lessons Learnt: LF2020 participants learnt a lot of valuable insights from the various organisations visited during the trip in terms of its individual history and background, challenges faced and the way forward for the organisation and its respective economic sector as a whole. A critical lesson learnt from our site visits was the importance of humility. Being grateful for the little things in life will help us be more appreciative of the good deeds of others. We as a team need to make a difference by supporting those that provide love, compassion and care to people with special needs, and for the safety of our oceans and environment.





Health

Duty Group: Tagimoucia

Speakers: Dr Ifereimi Waqainabete - Minister of Health and Medical Services. Pramesh Sharma - Executive Director - Oceania Hospitals PTE Limited (OHPL). Alvina Deo - Senior Nutritionist, National Food and Nutrition Centre. Dr Momtaz Ahmed - Team Leader, Diabetes Hubs in Fiji. Grace Tucakasiga - Communications Officer, Fiji Cancer Society. Inoke Bainimarama - Fiji Cancer Society. Loata Vosaniyavu - Staff Nurse, St Giles Hospital. Elizabeth Maki (LF2009) - Fitness Entrepreneur.

Summary: Well-being is about being emotionally healthy, feeling able to cope with the stresses of modern living and living a fulfilled life. Dr Ifereimi Waqainabete and Mr Pramesh Sharma insight to participants on public and private health sectors, respectively. Both sectors continue to heavily invest into their own infrastructure and upgrade with state of the art equipment. Frontline workers are highly commended for working tirelessly with limited resources and able to achieve milestones

and keep Fiji COVID-19 contained. Alarming statistics that these esteemed guest speakers have brought up is the rise in NCD related diseases such as Diabetes and Cancer due to poor eating habits and disregard for personal, mental and physical health.

Lessons Learnt: The participants explored every aspect of Fiji's health system, both the public and private sector as well as the nutritional and physical requirements. The session was concluded with an emotional trip to St Giles Hospital. This trip saw the participants meeting and understanding the patients issues most were being neglected, rejected and shunned by their families because of depression, substance abuse, stress, and attempted suicide. St Giles Hospital faces many challenges such as the deteriorating condition of the facility itself, lack of bedding, and clothing. To date, there is no proper rehabilitation centre in the country that Fiji so desperately needs.



Etiquette Dinner

Duty Group: Tabua

Speakers: Mr William Parkinson - Chairperson of Leadership Fiji and Director, Communications Fiji Limited. Anish Lal (LF2017) - Lounge Manager and Head Chef, Fiji Airways Tabua Class Lounge.

Brief: The dinner that everyone was looking forward to had finally presented itself to our participants. This special occasion was focused on teaching and providing participants (and their guests) with the relevant skills and experience around networking at social events.

Lessons Learnt: Eating with someone you don't know too well in a professional environment is a tricky situation. On one hand you're trying to get to know the person better, but on the other hand, you're worried about what your eating habits say about you. Anish Lal, our dinner etiquette guide for the evening, highlighted that good etiquette is practiced long before a cocktail/dinner event: responding to the RSVP. Table manners makes for a favourable impression; as they are visible signals of the state of our manners and therefore are essential to professional success. Seating etiquette, host duties and cues, and topics of discussion were all highlighted. The most important thing to remember, is that you're not there to enjoy the food, or the drinks. You are there for business!





Tourism

Duty Group: Tilapia

Speakers: Day 1: James Pridgeon (LF2016) - Niche Experiences Manager, Tourism Fiji. James Sowane - Managing Director, Pacific Destinationz. Tui Kabu - Fiji Backpackers Association. Fantasha Lockington - Chief Executive Officer, Fiji Hotel and Tourism Association. Mereseini Baleilevuka - Chief Operation Officer, Free Bird Institute Ltd. Bradley Robinson - Chief Executive Officer, Raffle Hotels and Resorts.

Day 2: Arif Khan (LF2017) - Founder, OneAgency Bayshore Real Estate/Vanua Chocolate. Vive Daunivesi - Koyamaibole - Business Manager, Port Denarau Marina. Kayden George - General Manager, Wyndham Resort, Denarau. Jason Tutani (LF2012) - Park Manager, Sigatoka Sand Dunes National Park.

Summary: Key takeaways for us was understanding through engaging discussions with our speakers, the mechanics of the Tourism Industry and the Agriculture sector, the different key stakeholders who contribute to the growth of Fiji's largest industry and is contributing more than 40% revenue to the economy. The question and answer sessions allowed us to probe further for an in-depth look into the challenges faced by the Tourism Industry. Listening to all the speakers, year 2020 is the most challenging year of them all due to COVID-19 and the closing of borders since tourism relied heavily on this.

Our first panel discussion was with James Pridgeon of Tourism Fiji and James Sowane of Pacific Destinationz. Tourism Fiji is the statutory body that is responsible for marketing and promoting Fiji as a Tourist destination globally. Because of COVID-19, Tourism Fiji has had to let some of their staff go and postpone the launch of their Bulainaires initiative.

Pacific Destinationz provides various transportation services. They also apply creative and industry knowledge to build one-of-a-kind itineraries that reflect individual interests, travel and accommodation preferences. Pacific Destinationz make recommendations based on their first-hand experience and this means, whether its adventure focused, heritage or cultural interest, they make the perfect travel solutions with meticulous attentions. Pacific Destinationz had to layoff staff because of the pandemic.



We then heard from Fantasha Lockington of Fiji Hotel and Tourism Association and Tui Kabu from Fiji Backpackers Association.

Fiji Backpackers and Fiji Hotel and Tourism Association major challenges was COVID-19 and borders closures. Care packages were given to most staff that had been laid off. There are 3 main routes for backpacking around the Fiji Islands. The most popular and consequently the most commercial backpacker route in Fiji is along the Yasawa Islands where roughly 30 budget backpacker resorts are scattered along the island chain offering accommodation in thatch huts and dorm beds.



The Leadership Fiji 2020 Participants also visited Cacao Fiji to speak with Arif Khan on how his family operates a boutique chocolate factory came to be. Arif helped many of us realise that there is a great sense of pride, power and an opportunity to create revenue in value adding our products.

Lessons Learnt: Tourism brings people from around the world to our shores. It is connecting places with people and people with people. This sector brings the developed, growing, and emerging economies, all on a single platform, thus driving it to become competitive globally and improve on their level of services, to be tourism competitive. Tourism can drive countries to have a stable and sound political environment and also have a more developed society. However, if COVID-19 has taught us anything, it is to not put all of our eggs in one basket. Our Tourism Industry is nothing like it ever was. It has almost come to a complete halt. Tourism heads are now brainstorming to figure out ways to keep their businesses afloat. They are redesigning, repurposing and adapting.

The Tourism Industry contributes approximately 40% to Fiji's GDP. All this has ceased and different questions are now being asked. How do we continue to generate income, keep the ball rolling and tourism in Fiji standing? Many hotels have turned to locals, Tourism Fiji has launched "Love our Locals", an initiative designed to bring local tourism to the resorts doors. We also visited Sigatoka Sand Dunes National Park, a big name in the tourism industry. This uniquely, magnificent park and the rangers that keep it that way deserve world recognition and respect. The park rangers work with so much pride and dedication but like all tourism institutes, face challenges that needs to be addressed. We visited Denarau Island and stopped over at Wyndham Resort Denarau and Port Denarau Marina, where we were impressed by the self-sufficiency that the port had to offer. Free Bird Institute, an English teaching school is paving the way for exchange student to travel here in Fiji. Many of the students enrolled into this institute are from Japan, immersing themselves in Fiji's culture, by staying at homestays, eating local food, volunteering, socialising and learning with and about our locals.





Fiji and the World

Duty Group: Tuitui

Speakers: Amena Yauvoli - Roving Ambassador/ High Commissioner to the Pacific Islands (ad-interim) - Ministry of Foreign Affairs. Michelle Podmore - New Zealand Deputy High Commissioner, NZ High Commission. Jean-François Fitou - Ambassador of France to Fiji, French Embassy. Revai Makanje Aalbaek - Team Leader Effective Governance, United Nations Development Programme. Erik Aelbers - Unit Head, Economics and Programming and Fiji Country Team Leader - Asian Development Bank. Kaliopate Tavola, former Diplomat and Ambassador, Author and Publisher.

Summary: The various diplomats provided insight into the interesting world of diplomacy and international relations. Each speaker provided an interesting view of the various aspects of their

lives, work and experiences and people they met along the way.

Lessons Learnt: Fiji is a small, developing country where individuals can contribute effectively to make our nation stronger, this means voicing our opinions on the world stage where it really matters like addressing climate change. Our people are being directly affected, some villages have already relocated, our marine life is choking. We need to speak up on the global scale, and as individuals, we need to invest in energy-efficient appliances, reduce water waste and plant more trees. We also have a duty to continue to share our knowledge with the next generation in whatever way possible.





Look North

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

Speakers: Day 1: Captain Patrick Osbourne - Spirit of Harmony, Patterson Shipping. Krishneel Chand - Research Officer, Dreketi Agriculture Station. Ravi Chaganlal, Business owner - Rahi's Shop and Savusavu Chamber of Commerce President. Setareki Dakuiboca - Provincial Administrator, Cakaudrove Provincial Council. Delia Rothnie-Jones - President, Savusavu Tourism Association.

Day 2: Paul McDonnell - Manager, J Hunter Pearls. Sailosi Ramatu - Turaga Ni Koro, Vunidogoloa Village. Vesi Simpson - Owner and Manufacturer, Kula Palms Fiji. Vosamana Baravilala - Turaga ni Koro, Naidi Village.

Day 3: Janendra Lal - Fire Station Officer, Savusavu Fire Station. Ratu Wiliame Katonivere - Tui Macuata. Gordon Leewai - Former Civil Servant and Former Fiji Soccer Rep.

Summary: This was one of the most anticipated trips of the program. The LF Secretariat expressed great care and concern for the participants, even providing us with a list of items we should pack and a brief of how we should compose ourselves in a traditional village setting. After a very early morning start and a ferry ride from Natovi jetty in Viti Levu to Nabouwalu jetty in Vanua Levu and an interesting and informative session with captain Patrick Osbourne of the Spirit of Harmony about his life at sea, we were joined by Kaiava Lekenaua (LF2018) as our local tour guide and Brenda Fenton (LF2020), our lone Northern Participant for the year 2020.

Dreketi Agriculture Station was a display of Government activity in research, incentive provision, subsidiary, extension and production of rice here in Fiji to reduce the trade deficit from rice importation and provide food/income security involving our locals for farming and production, in turn bring one step closer to eradicating poverty and hunger. We had a chance to try the local,



unpolished red rice at an authentic Fiji-Indian restaurant in Labasa during our Northern trip. The notes distributed at our site visit provided an insight to the above and a roll call of farmers to farm.

Discussion with key stakeholders in Savusavu town - Delia Rothnie-Jones, Ravi Changanlal and Setareki Dakuiboca saw a deep dive into COVID-19 effects on the North. Necessity is always the mother of creativity and innovation and the North is a true illustration of this. The effects of climate change are real and it's already here and affecting our people. There is a serious need to increase awareness on impacts of climate change in Fiji and the push to Look North and to the rest



of Fiji for tourism, economic development and sustainability as they have faced this challenge and can provide guidance for the rest of the country. The rest of the country needs to also look to them for us to develop as a whole country and not just the mainland.

Day 2 started off with an early morning yoga class by Daku Resort's Delia Rothnie-Jones, a quick breakfast and visit to J Hunter Pearls showroom. The business was set-up 20 years ago and is greatly impacted by COVID-19 mainly because the lack of access to the market in Hong Kong and no demand for their product locally. In addition, implanting pearls requires technical expertise that is not available locally. The business is now focused on edible oysters to diversify the business

and remain sustainable. Mr McDonnell gave a tour of the showroom as well as the workshop and explained the process of implanting, growing and harvesting the pearls.

We then visited remote villages along Hibiscus Highway and by Natewa Bay. Vosamana (Naidi village Headman) and Sailosi (Vunidogoloa village former Headman) displayed understanding of where we came from, were patient with us, spoke in the English language and were very accommodating and forgiving as some of us had never entered a traditional village setting before. LF2020's participant Viliame Vuniivi presented their sevusevu, with some books and toys for village children. The headmen gave us an insight of the community hierarchy and stressed that every person in the village has a role to play. They also acknowledged Leadership Fiji, other organisations and private donors that have come before us to help, which shows deep gratitude. Sailosi's village is the first in Fiji and the South Pacific to relocate due to effects of climate change. Former *Turaga-ni-Koro*, Sailosi, explained the reasons for moving. We visited the old village site and saw firsthand the inundating of sea water in what used to be their village. The former *Turaga-ni-Koro* explained the hard task of trying to convince the villagers to relocate to another place since that was their ancestral home with lot of memories and of sentimental value.



We also visited Vesi Simpson who gave us an insight to, as he likes to call himself, “just an old hippies” life and background. Growing up at an old Copra Plantation Family Estate, Vesi has acquired unique qualities and strengths. Life on the estate is full of conflicts with other families/ shareholders and we sensed that Vesi developed, at quite a young age the maturity to mitigate and mediate shareholder issues. He started his business and Kula Palms is growing exponentially. With the help of his children and wife, Vesi’s session showed us the importance of putting our difference aside and acknowledging that you start and end with family.



Day 2 ended with song and dance and a beautiful spread of local food. *Turaga-ni-Koro*, Vosamana Baravilala and his village, Naidi, hosted Leadership Fiji to a glorious evening.

Leadership Fiji’s 3rd day in Vanua Levu began with a visit to Savusavu Fire Station where we met Mr Janendra Lal. Mr Lal spoke about his work, their everyday life and dedication to being a fire fighter. We explored the firefighter’s dorms and were given an exclusive skit on what generally happens during a rescue. After this exciting visit, we left Cakaudrove province and made our way to Macuata province. Leadership Fiji participants were honoured to meet Tui Macuata, Ratu Williame Katonivere. The Tui Macuata provided us with an overview of the future prospect plans and dreams he had envisioned and the steps and key qualities needed towards making these a reality. Tui Macuata also spoke about the challenges he faces with his role, professionally and personally. We had a quick leaders lunch with Gordon Leewai - former Civil Servant. Gordon spoke about life in Labasa back in the day and the changes he can see along with the exciting new prospects the town is experiencing right before his very eyes.

Day 3 concluded with a trip to the FSC Labasa Sugar Mill where the participants learnt of the mechanics, energy production and consumption and sugar making process. We were given a tour of the entire mill from when the cane has been crushed to the final product-crystallised sugar.



Day 4 saw us interacting with market vendors in Labasa and Nabouwalu markets. The vendors expressed great disappointment and fear for the future as they’re forced to reduce their prices as demands drop and food production increases; Although uncertain, the vendors keep a positive attitude. This is because most have acquired farmland from their ancestors. Life in the North is relatively low compared to the city for obvious reasons. The land they work and live on provide security for their families. Although poor in wealth, they’re rich in substance, happiness and culture.





Participant's Choice

Duty Group: Tuitui

Speakers: Glenis Yee (LF2006) - Partner, Munro Leys. Wah Sing Yee, Businessman, Director of Marco Polo Limited. Marlene Dutta - Pacific Regional Manager, Good Return. Saud Abdul Minam - Chief Executive Officer, ANZ Fiji. Atonio Takala - Chief Executive Officer, Fiji Public Trustee. Arif Khan (LF2017) - Founder/Owner, One Agency Bayshore Real Estate. Litiana Loabuka - Chief Executive Officer, Fiji Sports Council. Koli Sewabu - National Development Manager, Fiji Rugby. Cathy Wong (LF2008) - Director, Suva Physio Centre. Sumeet Tappoo - Director, Sai Prema Foundation.

Summary: Our Participants Choice Session was fun and interactive and IN PERSON! We got to meet the people we had chosen to hear from. Glenis Yee taught us to be authentic in all that we do and know who we are. A strong support system is paramount in the REAL world and recognising what type of people you surround yourself with is important and sacred. Being controlling is not someone you'd want to be. There comes a time when you cannot control the inevitable. Learn not to be in control of situations and allow yourself to become humble. Volunteer, a lot. Glenis left us with a quote that she lives by; "Be who you are and say what you feel, because those who mind don't matter and those who matter don't mind." Dr Seuss.

Marlene, our storyteller from the School of Hard Knocks shared with us her rationale; To sow the seeds of kindness and positivity is a must. Be true to your convictions and know your values and you will never go wrong. Control your actions, hold your tongue! Learn from your mistakes and GROW.

Wah Sing Yee taught us the importance of self reflection. Motivation doesn't get you far if you

don't have legs. Wah Sing asked us why we do the things that we do. What is the meaning of our lives? Wah Sing had 3 golden nuggets to share with us:

- Protect the wellbeing and safety of your family at all times.
- Make do with what you have; Conserve your resources.
- Have a world embracing vision.

We then heard from ANZ's CEO, Saud Abdul Minam. Saud presented himself to us as poised, driven, well kept and a person who follows his schedule religiously and keeps to his promises. Saud also shared with us some pointers: In whatever you do, seek clarity. Make decisions to protect the bigger interest of your business and communication is key.

Saud also mentioned that we should always make time for the simple, little things in life and to learn to relax at the end of the day.

Litiana Loabuka delivered an empowering presentation on delivering excellence, never falling short of greatness and making wise decisions that will create the right impact in our lives.

Lessons Learnt: Not only have their presentations taught us valuable lessons but the way our valuable guests carry and present themselves captured the LF2020 participants attention. Estate is everything that you own. Having a will is an important thing and no problem is big enough to take over your life. All of life's issues can and will be handled; like water off a duck's back, address them, brush them off and carry on.



Closing Retreat

Duty Group: Tauratale

Speakers: Alex Wilson - General Manager, Plantation Island Resort. William Parkinson - Chairperson, Leadership Fiji. Sharyne Fong - Chief Executive Officer, Leadership Fiji.

Summary: The evolution of your goals and mission does not indicate failure of your previous mindset but rather a step forward. Footprints to success are the footprints of success.

Our Closing Retreat was an amazing experience. To visit a fine establishment such as Musket Cove Island Resort and spend time with the 30 participants we shared the year with as well as the Secretariat was special. We heard from Alex Wilson, General Manager of the neighbouring resort, Plantation Island Resort. Mr Wilson shared with us the challenges he had faced throughout his career and what we can do to better our lives. He stressed the importance of having a champion in our career and spoke about the different leaders he had to consult and work with, his journey and travels, and the obstacles faced in life. One thing Alex stressed was that as a leader, one has to be disciplined with oneself in order to go a long way and achieve goals. William Parkinson shed light on Adaptive Leadership. Leadership is not about control but about mobilising people. We can also treat challenges as technical problems.



Lessons Learnt: Take time and move between the balcony and the dance floor. Listen to the voices and ideas from those under your leadership. Know what sets you off. Understand your strengths, triggers. We should know when to step out. Experiment beyond our comfort zone. Energise others by getting people to move together, to care, having a trustworthy process. Walk in other peoples shoes. Sometimes as leaders we need to raise the heat by saying things that are unsaid. Try putting your hand on the thermostat to get the right temperature before making any change. Apply pressure and bring discomfort to the surface so that people get compelled to act. Finally you cannot exercise leadership without purpose. Give something back. Progress is experimentation. Try new things. The story of Michael Jordan; Leadership has a price. At times you have high expectation from your team but you must not impose things you cannot do. To want to win or to want to achieve things, you have to want it. Keep the hunger for growth and achievement alive with the right path in mind. Sharyne led us through an emotional journey of self-discovery. Her session was more to do with our reflection and the new beginning. We reflected on the letters written to ourselves, by ourselves, during our Opening Retreat. We had a hearty and insightful discussion on our plan for the future, how we will achieve them and by when. This is connected to our growth both personally and professionally as individuals, as teams, and as LF as a whole. A meaningful review of a wonderful journey.



2020 Vision & 2019 Fellows Project Presentation

Duty Group: Tagimoucia

This session was held at the Fiji Times Conference Room, 177 Victoria Parade, Suva. The panelists for the presentation were Mr William Parkinson, Ms Sufi Dean and Mr Richard Naidu.

LF2019 Fellows Project Presentation

LF2019 presented their Fellows project to LF2020 as well as the panel. A repurposed 20 foot shipping container; converted into a kitchen, stocked with kitchen utensils and groceries to last many weeks was donated to Nuku Secondary School. The school was classified by the Ministry of Education as Disadvantaged Education facility. The school is also a boarding facility and many of its students are from villages and settlements spread out in the interior area of Serua. Some of which are, Masi, Namasimasi, Nuku and Numuamua. The gift to Nuku Secondary School was worth FJD17,000.

LF2020 Vision

Leadership Fiji's 2020 Vision is, "By 2030, our Fiji will be a just society that values and respects the rights of all. We will be healthy, diverse and secure. Inspired not just to succeed but to exceed. Through collaboration, good governance and accountability, we will be the power".

Patricial Naisara, LF2020's team leader addressed the LF2020 Vision and Fellows project with a detailed powerpoint presentation.

Whilst discussing opportunities for improvement in Fiji's various sectors, Leadership Fiji 2020 identified an area close to home, a topic rudimentary yet crucial for a developing nation on Early Childhood Education.

LF2020 intends to educate children, one book at a time by maintaining and renovating libraries and spaces, then stock them with books and other learning material. These spaces encourages reading and education. LF2020 also intends to build and maintain relationships with various rural villages through a partnership with The Uto Ni Yalo Trust. Leadership Fiji 2020's participants intend to develop an ongoing literacy driven program through consultations with the school, village and the people. Sustainable project implementation with a clear Monitoring, Evaluation, Learning and Impact (MELI) evaluation is to be carried out annually to manage and maintain this project. Our focus in 2021 is to implement a pilot project, providing lifelong benefits for the first adopted village in Uluibau, Moturiki, with the full intention to replicate the project in various other remote villages in the coming years.

The panel commended LF2020 for being understanding during the course of the 2020 Leadership Fiji program. The unprecedented circumstances that 2020 encountered meant that LF2020 had to adapt and survive, displaying an unfathomable amount of resilience. The panel wished LF2020 all the very best with undertaking the task presented and provided invaluable advice for a successful fellows project in 2021.

LEADERSHIP FIJI CHAIRPERSON'S ADDRESS 2020- LF2020 GRADUATION DINNER FRIDAY, 6TH NOVEMBER 2020, HOLIDAY INN, SUVA



Summary: Mr Parkinson acknowledged the presence of the Chief Guest, His Excellency, The United States Ambassador to Fiji, Kiribati, Nauru, Tonga, and Tuvalu, Mr Joseph Cella and Mrs Kristen Cella; His Excellency, The New Zealand High Commissioner to Fiji, Jonathan Curr and Fololeni Curr; Leadership Fiji's sponsors and partners; The Leadership Fiji Board and Alumni present, employers, friends and family of the participants of Leadership Fiji 2020.

A vote of thanks was extended to guests of the evening for attending an important occasion in our Leadership Fiji Calendar, the LF2020 Graduation. A moment was spared to acknowledge and thank new partners, Tower Insurance, Eco Clean (Fiji) and Holiday Inn.

Mr Parkinson highlighted that this is the 19th year that Leadership Fiji's program has been running for and that 2021 will be a momentous occasion, where Leadership Fiji celebrates its 20th Anniversary. He also highlighted that as of this evening, 470 participants would have graduated from the Leadership Fiji program. An outstanding achievement.

Mr Parkinson then proceeded to speak about the year's activities.

Shortly after the first session on Fiji's History, Lautoka City went into lockdown due to COVID-19. This put the Leadership Fiji Board and its participants for the year 2020 in an odd position. The participants of Leadership Fiji 2020 were mobilised and had discussions on how we would carry out the rest of the program. The participants agreed to continue sessions virtually and defer site visits to when gathering restrictions are lifted. This operation required an immense amount of adaptability and restructuring. Both the LF Secretariat and Participants exceeded through the COVID-19 hurdle and ALL 31 participants are graduating tonight. A total of 6 virtual Leadership Fiji sessions were conducted during COVID-19 restrictions and as soon as gathering was permitted, the Secretariat and the Participants were on their way to site visits. An additional task had been introduced in 2020, the Advocacy Challenges. Each team were allocated the task to plan an activity to advocate for worthy causes to undertake throughout the year.

Leadership Fiji also hosted 4 free virtual dialogues to bring our communities into conversation about the challenges we are faced with COVID-19 and to share experiences. The first, on 30th March and through to May. We had attendees from China, New Zealand, Australia, and all across Fiji. In addition to these dialogues on COVID-19's challenges, experiences and plans for the future, Leadership Fiji also hosted a virtual dialogue on Active Citizenship to mobilise our Alumni and to bring together Civil Society Organisations (CSOs), to find out who was doing what relief work on COVID-19 and the cyclone. Leadership Fiji also hosted three virtual short impactful leadership programs which had participants from Labasa, West and Suva.

A virtual children's Leadership Program called "Kids Lead Up" was introduced over June, July and August of 2020 and now have 35 children in our Kids "Alumni" program. The children of a country are the most crucial part of its future. Leadership Fiji aims to acquire funding to expose them to activities, speakers and site visits, developing their minds, prompt them to ask questions and think without limitation. Leadership Fiji's Kids Lead Up Program was able to host children as far as Tavua, Lautoka and the surrounds of the greater Suva area, as far as Lomary and Pacific Harbour.

Leadership Fiji also hosted another virtual Stemming Financial Crime Course on 17th and 19 November 2020, which Avaneesh Raman (LF2012), an Anti Money Laundering specialist, facilitated.

Mr Parkinson proudly announced another win for Leadership Fiji and the Country that it serves, the launching of the Leadership Fiji Community Fund. Its committee is led by Rajesh Patel (LF2002) as Chair, Thelma Savua (LF2003), Anare Manulevu (LF2005), Ritesh Ratiram (LF2017), Talei Tuitoga (LF2018) and Ioane Nawaikula (LF2009) - LF Program Coordinator as its Secretary. The Leadership Fiji Community Fund is funded by, but not limited to the previous years' group excess funds from fellows projects and philanthropists such as the Parkinson's Fund. Other donors

are welcome to utilise this as a means to reach out to communities. The first call of funding for The Leadership Fiji Community Fund received overwhelming numbers in excess of available funds, only proving that there is so much good work to do in the community and that there is a strong support system behind this cause.

Leadership Fiji signed a Memorandum of Understanding with Fiji Institute of Accountants (FIA) where FIA members can earn continuing professional education structured hours by attending Leadership Fiji public programs. Leadership Fiji also ran Leadership programs for regional organisations, Pacific Islands Forum Secretariat in January and Pacific Island Forum Fisheries, virtually, in September of 2020.

Mr Parkinson stated that community project engagements are a must as a requirement for graduating and for a further year to attain Fellowship. The Board is looking forward to what Leadership Fiji 2020 has in store for their fellowship initiative.

Leadership Fiji's strategic plans and dreams of one day having their own "home" for A Leadership Centre were expressed. Leadership Fiji is in the process of developing programs that generate more revenue; creating an Adaptive Leadership localised Video; and Leadership Exchange programs. Leadership Fiji strongly believes in and enforces diversity across all programs.

In conclusion, Mr Parkinson informed the audience that Leadership Fiji, in 2020, has had a productive year despite the challenges. Leadership Fiji 2020 Participants welcomed two babies (and one on the way) to their LF2020 family; their mothers managed to graduate. The LF2020 participants tackled the ups and downs together, reinforced their positive affirmations and adapted quickly to the constant changes and challenges. On this auspicious evening, 100% of the group graduated from the Leadership Fiji Program.

Leadership Fiji wishes to thank the families and employers of participants for supporting them through the program year and everyone again for being present.

HIS EXCELLENCY, THE UNITED STATES AMBASSADOR TO FIJI, KIRIBATI, NAURU, TONGA, AND TUVALU, MR JOSEPH CELLA'S ADDRESS— 2020 GRADUATION DINNER.

The graduating class of 2020 were honoured to have the presence of their Excellency's, the United States Ambassador, Mr Joseph Cella, Mrs Kristen Cella and the New Zealand High Commissioner, Mr Jonathon Curr and Mrs Fololeni Curr.

Ambassador Cella opened his speech with an emotional tribute to a great leader, his beloved wife. He acknowledged her critical role in their lives, being their CFO, spiritual prayer warrior, homeschooling Mom, his best friend and confident, quiet diplomat, caregiver always, and always defending least and most innocent of brothers and sisters in need. In his opening address he reminded us to always acknowledge and appreciate the support systems, the silent mechanisms that play a pivotal role in our success as leaders. Noting that leadership is not just a title, but an action.

The Ambassador shared various pearls of wisdom, some of these were:

- a. Responsible Ownership: POTUS Harry S. Truman "The buck stops here!" ('45-'53). The buck with stops us as leaders. The buck cannot be passed to staff, the environment, or the dog who may have eaten the homework. That does not reasonably mean people should not be held to account, but it does mean, we are ultimately always responsible. We are the leaders and when mistakes happen causing major disruptions, we own it. Great success, yes, own it, but share it. It takes a team.
- b. Truth and Transparency: Reciprocal trust and transparency is vital between the leader and the team. People will give their all for a leader who is truthful and transparent with information, and who keeps the promises and parameters laid

down. Truth is a virtue and a critical trait. It inspires, motivates, and grows respect on the team working on the mission.

- c. Always think outside of the box. Be bold. Be innovative. Be experimental. Take risks. It is always good to take a chance on a new idea, within reason, whether it is right or wrong. Always keep an open door and bring your door to the desks of your team regularly. Be approachable always. And go to people. Be a bridge builder.
- d. Being approachable is integral to being a supportive leader who treats their team with dignity, worth and respect. To lead the team successfully, keep the ego in check and embrace the virtue of humility. Great leaders are those materially available and accessible. It is important to be grinning, bearing and owning mistakes when they occur.
- e. Delegate and Empower: The mission and its success turns on your team, and it is vital you have confidence in the people you have onboarded, or were previously there, to achieve your mission and success. This is kind of a difficult one. I am sure it is safe to say there are many perfectionists among us, or borderline perfectionists, or those who have flashes of perfectionism. That said, a great leader knows, and trusts, when it's time to pass the baton, and to whom and why, allowing others to soar. Micromanaging will put you inside of a silo, inside of a box, painted into a corner. Delegating and empowering will set you free in an earthly manner.

The Ambassador closed by reminding the graduates, to always give yourself without ceasing.

2020 COMMUNITY PROJECTS

1. COVID-19 Distribution Packs

Date: July 2020

Challenges: Following COVID-19 Fijians, much like the rest of the world, were suddenly faced with hardship. There were wages reduction, working hours reduction, job losses and a surge of people who, almost overnight, had no way to provide for their families and did not know where their next meal would come from. This was a situation we were all facing and despite this, we were able to pull together whatever resources we had to provide some relief where we could within our own means.

LF2020 Donation: Food/grocery packs and seedlings to residents of Jittu Estate in Suva. The total value was FJD1,000.

2. Fiji School for the Blind

Date: August 2020

Challenges: During one of our sessions we were introduced to the Fiji School for the Blind. The visit touched our hearts and we were overwhelmed with emotion at the level of resilience of both the students and the teachers of the school. It was identified that their immediate needs were lawn mowers to help maintain their grounds and new specialised desks to assist the students with their learning requirements.



LF2020 Donation: The group reached out to the Merch Director and were able to secure a donation of 4 new lawn mowers and utilised the skills and business of a participant, Mr Edwin Sharma. In addition to the 4 lawn mowers the participants spent an afternoon sanding down and varnishing 10 desks that were built by TriTech Joinery (Edwin Sharma's business) to be provided to the school.

3. Northern Schools Book Drive

Date: October 2020

Challenges: As part of the Look North session LF2020 were going to visit various schools around Vanua Levu. We decided not to go empty handed and reached out to our various networks and ran a Book Drive to help fill the various libraries and learning spaces in the villages and schools we would be visiting. We were grateful to Value City and various kind donors for the books and toys donated to support this drive.

LF2020 Donation: We made the book and toy donations to:

1. Dama District School
2. Vunidogoloa Village
3. Naidi Village
4. Nakawaga Village



2020 ADVOCACY CHALLENGE



World Environment Day - Advocacy Challenge

Duty Group: Tabua

Project Date: 6 June 2020

Activity: Team Tabua were given the challenge to organise an Advocacy on World Environment Day which fell on June 6, 2020. The team agreed to have a clean-up campaign along the Suva foreshore on Saturday, 6 June 2020 and Mangrove planting in Plantation Island. The theme of the 2020 World Environment Day was "TIME OF NATURE".

Summary: All necessary approvals from relevant authorities including Suva City Council was sought on the 21st of May and Police clearance was approved on the 22nd May. A flyer was then created and circulated to our LF group for interests. Furthermore, the media release and program were done to carry out this event successfully.

There were two groups of fifteen to twenty people, keeping in mind the COVID-19 social gathering restrictions. A total of thirty-eight participants from Leadership 2020 and their families participated in the clean-up campaign. The participants were briefed about the program of the day before the campaign began at 10am up until 1pm.

The participants were provided with hand gloves, garbage bags, hand sanitizers (courtesy of Paradise Beverages (Fiji) Limited) and bottled water (courtesy of Fiji Water).



The rubbish that was collected was placed at allocated collection points which was later collected by Suva City Council using their garbage truck and the collection crew. In total, approximately 25 bags of rubbish were collected on the day.

At the end of the program, all the participants were thanked for their support in helping the team in meeting their objectives of raising awareness and the importance of maintaining a clean environment.

Light refreshments were provided at the end-point as the Clean Up activity concluded at 1pm.

The West team, who could not travel to Suva, organised their own activity. This was led by Mereoni (LF2020 Participant) and the West team organised mangrove planting in Plantation Island.



Lessons Learnt: Team Tabua, fellow LF2020 Participants and Advocacy participants raised awareness on important issues that impacted the environment and simple ways that can be practiced to protect the environment. This includes discarding rubbish appropriately which avoids pollution and unnecessary stress on nature. This simple practice also prevents drain blockages and flood issues. A major lesson learnt was that keeping the environment clean helps in sustainability, which further ensures a better future for our future generations.





Micro, Small and Medium Enterprises - Advocacy Challenge

Duty Group: Tuitui

Project Date: 27 June 2020.

Zoom discussion with different MSME owners, LF Alumni, LF2020 participants and their families and friends.

Activity: Zoom meeting was held to discuss openly about the real meaning behind starting your own business. All that is required from the legal stand point to the day-to-day basics. The importance of remembering your origin. Understanding the market you are targeting. The importance of having an innovative and unique product as well as a unique brand and slogan. Most importantly is to BUDGET and SAVE. In other words, having a safety net.

Value of Project: LF Alumni Speakers, LF2020 participants, families, and friends.

Benefits: Individuals who were able to join the meeting have a better understanding of what it means to run your own business. The legality that is involved with starting your own business. Knowing the pros and cons of running your own business. Participants were taught on how to create a brand and slogan for their business using online sources.

Leadership Fiji 2020 was able to network with past LF Alumni, strengthen the bond within LF2020 family, and with COVID-19, still be able to discuss a booming topic in the world.



International Day of World Peace - Advocacy Challenge

Duty Group: Tilapia

Project Date: 19 September 2020

Tilapia team organised and hosted an event at Sukuna Park to advocate on the theme “Shaping Peace Together”.

Activity: Poetry slam, speech and education, fun activities and scroll writing session.

Value of project: We successfully obtained corporate sponsorship from BSP Life, Munro Leys, Motibhai and Fiji Water. Total value approximately FJD5,000 with 5 volunteers to help.

Benefits: The year 2020 was a challenging year worldwide as we were all caught by this pandemic – COVID-19. Involving the youths in our peace activity, has provided them some therapeutic healing after the lockdown and restrictions we had for almost 6 months.

Through this activity, we have learnt the difference between peace and conflict, how to interact with people through energy games, through fun we can bring people together and when we work together, we can get so much done and especially when we have good leadership.





World Mental Health Day - Advocacy Challenge

Duty Group: Tauratale

Project Date: 13 October 2020

After the LF2020 visit to St Giles, we were made aware of the hospital's challenges. This was our follow up visit incorporating a 'talanoa' session and handover donated and collected items to assist the St Giles team.

Activity: Donated towels, linens, mattresses and held a 'talanoa' session with Medical Superintendent and staff to increase awareness on common mental health issues in our society today.

Benefits: The residents of St Giles have much needed towels, linen and additional mattresses to address some of their growing operational needs making it possible for the St Giles team to make living more comfortable for the residents.

With participants and family members present, Medical Superintendent at St Giles, Dr Kiran Gaikwad was able to clear misconceptions on various mental health issues. By initiating this dialogue with mental health professionals, we took a step towards making an impact in spreading awareness and fighting the stigma on mental health.



World Poverty Day - Advocacy Challenge

Duty Group: Tagimoucia

Project Date: 17 October 2020

Activity: A walk along Queen Elizabeth Drive stopping at various NGO stalls and ending in a Zumba class.

Benefits: 'Colours in Unison' was a walk to raise awareness on the ever increasing poverty line, how different social and health issues are interlinked and related to poverty and how to reduce poverty.

Save the Children Fiji, Drug Free World - Fiji, Fiji Cancer Society educated the public on health and wellbeing, early detection, the assistance they make available and how abusing drugs can be detrimental to ones economic, as well as physical, mental and emotional status.

Summary: To make 'Colours in Unison' a reality, relevant Non-Governmental Organisations were invited to speak to our walkers and the necessary approvals were sought from relevant authorities including Suva City Council, The Fiji Police Force and Fiji Roads Authority. A flyer was created and circulated to the Leadership Fiji 2020 Participants and their families, Leadership Fiji Facebook page and on various Viber and Facebook posts.

The Fiji Cancer Society and Drug Free World - Fiji joined us on our walk and spoke about how cancer and poverty, as well as drugs and poverty, are interrelated and how early detection can save lives. Heavily subsidised tests for cancer,

consultations, pap smears and more are readily available here in Fiji. It was stressed to both Women AND Men that if they find an irregular lump in their breast or 'don't feel right', to PLEASE visit the health care centre as soon as possible. The harmful effects of using drugs, although not palatable to the average Joe, were discussed. A booklet was handed out to each walker to share the knowledge they had gained to their family and friends. The ever so enthusiastic and talented Jofi from Save the Children Fiji held our Zumba session at the end of our walk. Members of the Fiji Police Force were present to ensure we were all safe during our walk and accommodated the participants at the Muanikau Police Post. Although, Save the Children and the National Youth Council were not able to set up their booths, we had their full support with Jofi taking the Zumba class and NYC participants joining in on the walk. 'Colours in Unison' was about people from different backgrounds coming together and tackling different issues relating to poverty and working together to achieve one common goal. Poverty is catalysed by various issues in society. Some of many are diseases and drugs.

ALUMNI PROFILES

2019-2002



48

2019 PARTICIPANTS



Anish Prakash Nand

Dispatch Clerk
Agro Marketing Limited



Cama Rogo

Acting Station Officer
Nausori
National Fire Authority



Christina Choy

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



Devina Devi

Program Officer
Fiji Women's Fund



Dhiresh Kumar

Manager Personal Credit Fiji
Westpac Banking
Corporation (Fiji)



Elena Civoniceva

Human Resources Officer
Narseys Plastic Industries
PTE Ltd



Hitesh Kumar

Manager Infrastructure ICT
Motibhai Group of
Companies



Joanne Sakaraia

Economist
Reserve Bank of Fiji



Josua Satavu

Manager Equities
Fiji National Provident Fund



Lanieta Gadolo

Manager HR & Admin
Ministry of Fisheries



Miriama Dinamati

Sales & Finance Manager
The Greenhouse Studio



Mohseen Khan

Managing Director
Genius Tech



Navind Kumar

GM Loans Portfolio
Credit Corporation (Fiji)
Limited



Navitalai Taka

Team Leader ISP & Transport
Telecom Fiji Limited



Onorina Likusautu

Investment Officer
Merchant Finance Limited



Pita Raiqeu

Senior Sales Consultant
Bayshore Real Estate - NADI



Pravneil Chand

Community Development
Assistance Manager
Model Towns Charitable
Trust



Ronish Kumar

Manager Warehouses and
Properties
Janty Bondwell PTE Limited



Roqiqi Korodrau

Finance Manager
Free Bird Institute



Serupepeli Vularika

COVID-19 Ward Supervisor
Majuro Hospital, Marshall
Island



Shaheed Ali

Manager Operation
Support - Pacific
ANZ Pacific Operations Ltd



Shaun Corrie

Head of Business
Development
BSP Life



Shivneel Narayan

Freelance Videographer
Consultant



Shurti Kumar

Customer Wellness
Champion
Fiji Airways



Siale Yee

Senior Manager - Research &
Analysis - Fiji, Samoa, Tonga
& Cook Islands
ANZ Bank



Sulueti Cakau

Auditor Manager
Office of the Auditor
General of Fiji



Sustina Kamali

Export and Business
Development Manager
Bluescope Lysaght (Fiji) Ltd



Victoria Vollmer

Radio Host/Program Director
Communications Fiji Limited



Zohib Shah

Production Coordinator
Future Farms (PTE) Limited
T/A Rooster Poultry



2019 COMMUNITY PROJECTS

Refurbished 20 foot Kitchen Container for Nuku Secondary School

Refurbished a 20 foot kitchen container, build and constructed a shelter and pathway to the school kitchen container, donated 2 x drums stoves and supply of food ration for one school term (Term 3). Project was completed in October 2020.

Sand Dunes Dry Forest Seedling Planting

Planted 20-30 dry forest seedling at Sand Dunes Sigatoka Park in November 2020.

Supported the Veilomani Food Bank

LF2019 cohort collected and donated FJD1,000+ to the Veilomani Food Bank in June 2020.

Lautoka Hospital Nursing Conference

Serupepeli Vularika organised and initiated a 3 days conference for Lautoka Hospital Nursing on Leadership by Leadership Fiji.

Supported the Bula Broads Banking Kama Sewing Club

Donated FJD800 to Bula Broads Banking Kama Sewing club to buy the materials for their Pinktober Projects in September 2020.

Wailoaloa Beach, Nadi Campaign

Shurti Kumar of LF2019 organised a beach clean up campaign at Wailoaloa Beach. The rest of the LF2019 west team supported this campaign in July 2020.

Raiwaqa Raiwai Market Day

Victoria Vollmer organised a Railway Raiwaqa Market Day for her community in November 2020. Food, handicrafts and entertainments were sold during the market days. This initiative was supported by Roqiqi Korodrau and Ronish Kumar of the LF2019 Cohort.

2018 PARTICIPANTS



Abele Saunivalu

Director of Audit
Office of the Auditor General



Ajit Narsey

IT Admin/Company
Secretary
Narsey's Plastics



Andrew Reddy

Quality and Inclusion
Specialist
Market Development Facility



Annie Robinson

Manager Sales & Marketing
Fiji Times



Darren Kwan

Financial Accountant
Tower Insurance



Devika Darshani

Manager Reconciliation
ANZ Bank



**The Late Hanisvae
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, Seagaqa
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 PROJECTS

Father Law Home

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

Dama District School Book Drive

FJD1,000 worth of books, stationery, learning material and teachers' aides, including a cash donation of FJD300 for student field trip to Labasa. Refurbishment and stocking of the Library in 2019 as part of Fellows project.

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.

Mangrove Planting Project

Planted 5,050 mangrove propagules and donated FJD435 toward Mangroves for Fiji research.

Mobile Kindy

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

2017 PARTICIPANTS



Aradhana Devi
Manager
KPMG



Arif Khan
Director
Bay Shore Fiji



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



Avikali Bari
Community Policing
Coordinator
Sigatoka Police



Conelia Smith
CRM Marketing Officer
Fiji Gas Limited



Esala Nasarua
Principal Internal Auditor
Fiji Roads Authority



**Esther Ching Mei
Yee**
Reservations Coordinator
Pacific Centrecom



Fareesha Shah
Manager
Ernst & Young



Filipe Tikoisuva
Sub Officer
National Fire Authority



Jean Whippy
Sales Supervisor
Motibhai Group



**Kuineta Taomia
Sokimi**
Senior Actuarial Analyst
Fiji National Provident
Fund



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



Naomi Tove
Accounts Officer
Fijian Teachers
Association



Nasik Swami
Senior Journalist/ Team
Leader
The Fiji Times Ltd



Neel Nitin Kumar
Key Control Testing
Analyst
ANZ Pacific Operations



**Neelam K.
Sharma**
General Manager Legal
Credit Corporation



Nitesh Chand
 Manager, Hospitality
 Sales
 Motibhai Group



Niven Maharaj
 Resort Manager
 Plantation Island



Rahul Prakash
 Commercial Finance
 Manager
 British American Tobacco



**Ratu Joji
 Lewenilovo**
 Consultant
 Self Employed



Raziya Saheem
 Registered Nurse
 MIOT Pacific



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



Ritesh Ratiram
 Manager Operations
 Star Printery



Rokowati Crocker
 Qualified Fire Fighter
 National Fire Authority



Semi Turaga
 Journalist/News Presente
 Communications Fiji Ltd



Sunil Kumar
 Social Enterprise Team
 Leader
 Homes of Hope,
 Fiji



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



**Timoci
 Tovomaiwai**
 Resort Manager
 Uprising Beach Resor



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



Viliame Waqalaivi
 Training Manager
 BSP Life



Virisila Lidise
 Associate Solicitor
 Young & Associates



Yogeeta Raj
 HR Manager
 Mark One Apparel



**Yogendra
Gounder**

Team Leader, Brewing
Paradise Beverages



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



**Angeline
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
Head of Compliance &
Risk ANZ Bank



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



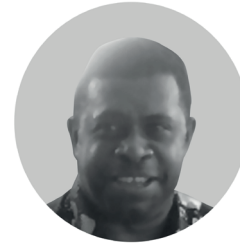
Ajay Bhan
Sales Manager
Motibhai & Company Ltd



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



Lanieta 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
 Principal
 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 Verma
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 Rigsby

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 Muaivuso 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 Willams & 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



Epli 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 Prison



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



Murgesson 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
Director for Global
Ecosystem
Management
Programme (GEMP),
IUCN



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



Shirof 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 costed \$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 Gavidi

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
 Assistant
 Superintendent



Satya Nand
 Programmes Director



Shamim Khan
 Manager International
 Help Services
 ANZ Pacific Operations
 PNG



Unise Cawaru
 Management
 Accountant
 SPC



**Anthony
 Tavutavuvanu**



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

• 74

91



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, Savusavu Station
Communications Fiji Limited	Sugar Cane Growers Fund
Make a Difference Fiji	Sugar Research Institute
Femlink	Uto Ni Yalo Trust
Fiji TV	Crusoes Retreat
The Fiji Times	Smugglers Cove
Bula Broads	Musket Cove Island Resort
Williams & Gosling Limited	Daku Resort
Frank Hilton Organisation	Fiji Museum
Mark One Apparel	FNU Tiri Bar & Restaurant
Government Agriculture Research Station	First Landing Resort
Fiji School for the Blind	Vuda Piggery
Savusavu Chamber of Commerce	Naidi Village, Savusavu
FRIEND Fiji	Patterson Shipping
Vatukoula Gold Mines Limited	Cacao Fiji Farm
National Fire Authority	J Hunter Pearls
Dama District School	Kula Palms Fiji & Vesi Simpson of Kuladrusi
St Giles Hospital	Vunidogoloa Settlement
Tui Macuata	Office of the Commissioner Northern
Laisa Bale, LF2003	Grand Eastern Hotel
Savusavu Tourism Association	
Ministry of Defense & National Security	
University of the South Pacific	
Fiji Water	
Rooster Poultry	
Fiji Kava	
Taiwan Technical Mission	
Sigatoka Sand Dunes	

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 2020

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

Table of contents	1
Director's report	2 - 4
Director's declaration	5
Auditor's Independence Declaration to the Company	6
Independent audit report	7 - 9
Statement of profit or loss and other comprehensive income	10
Statement of changes in equity	11
Statement of financial position	12
Statement of cash flows	13
Notes to the financial statements	14 - 20
Disclaimer on additional financial information	21
Detailed statement of income and expenditure	22 - 23

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTOR'S REPORT
FOR THE YEAR ENDED 31 DECEMBER 2020

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 2020, the statement of cash flows, the statement of profit or loss and other 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	Kevin McCarthy
Elvin Lal	Nancy Loaloa
Fatima Sufi Dean	Neelam Sharma - Secretary
Isireli Dausiga	

Board of Members

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

Shaheed Ali	Rajesh Patel
Sharyne Fong	Julianne Verma

Principal Activity

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

Results

Operations for the year ended 31 December 2020 resulted in a net surplus of \$23,242 (2019: net deficit of \$33,917) after providing for income tax expense of \$Nil (2019: \$4,444).

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.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)
DIRECTOR'S REPORT *continued*
FOR THE YEAR ENDED 31 DECEMBER 2020

Significant Changes in the Operations

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

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.

Significant Events During the Year

The COVID-19 outbreak was declared a pandemic by the World Health Organisation in March 2020.

The Company has remained operational since this declaration and continues educate, provide training, networking and to enhance and promote future leaders in Fiji. We have not seen a significant impact on our business to date. The outbreak and the response of Governments in dealing with the pandemic is interfering with general activity levels within the community, the economy and the operations of our business.

The scale and duration of these developments remain uncertain as at the date of this report however they are having an impact on our earnings, cash flow and financial condition. The Directors confirm that they have considered all currently known impacts of COVID-19 when preparing the financial statements and applying the going concern concept.

Events Subsequent to Balance Date

No other matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future 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.

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

DIRECTOR'S REPORT *continued*
FOR THE YEAR ENDED 31 DECEMBER 2020

Other circumstances *continued*

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 24th day of February 2021 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 2020


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 2020:
- i) give a true and fair view of the financial position of the Company as at 31 December 2020 and of the performance of the Company for the year ended 31 December 2020; 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 24th day of February 2021.


.....
Director


.....
Director



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

Tel: +679 331 4166
Fax: +679 330 0612
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 2020, 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

24 February 2021



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 2020, the statement of profit or loss and other 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 2020, 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 management and those charged with governance 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.

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

Other Information

The management and Directors are responsible for the other information. The other information comprises the *Directors' Report* but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated. If, based upon the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



INDEPENDENT AUDIT REPORT *continued*

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

We also provide those charged with governance 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.



INDEPENDENT AUDIT REPORT *continued*

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

24 February 2021

LEADERSHIP FIJI LIMITED

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

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2020

	Notes	2020 \$	2019 \$
Revenue			
Sponsorship - cash	4	147,142	141,792
Participants fees and short courses		61,840	79,917
Sponsorship - kind	5	39,714	38,100
Corporate/Organisation programs		11,400	-
Project admin fees		8,447	-
Other income		6,979	26,283
Total income		<u>275,522</u>	<u>286,092</u>
Expenses			
Operating expenses		135,851	145,816
Program expenses		88,285	141,765
Staff costs		28,144	27,984
		<u>252,280</u>	<u>315,565</u>
Surplus/(deficit)		23,242	(29,473)
Income tax expense		-	4,444
Net surplus/(deficit)		<u>23,242</u>	<u>(33,917)</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 2020

	2020	2019
	\$	\$
Balance as at 1 January	2,783	36,700
Net surplus/(deficit) for the year	<u>23,242</u>	<u>(33,917)</u>
Balance as at 31 December	<u><u>26,025</u></u>	<u><u>2,783</u></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 2020

	Notes	2020 \$	2019 \$
Current assets			
Cash and cash equivalents	6	171,675	42,844
Inventory		900	380
Trade and other receivables	7	3,254	16,226
		<u>175,829</u>	<u>59,450</u>
Non-current assets			
Held-to-maturity investments	8	9,000	9,000
Property, plant and equipment	9	2,211	2,981
		<u>11,211</u>	<u>11,981</u>
Total assets		<u>187,040</u>	<u>71,431</u>
Current liabilities			
Income received in advance		6,486	6,642
Other payables	11	154,529	62,006
		<u>161,015</u>	<u>68,648</u>
Total liabilities		<u>161,015</u>	<u>68,648</u>
Net assets		<u>26,025</u>	<u>2,783</u>
Equity			
Retained earnings		26,025	2,783
Total equity		<u>26,025</u>	<u>2,783</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 2020

	Notes	2020 \$	2019 \$
Cash flows from Operating Activities			
Cash receipts from sponsors		159,959	148,434
Cash receipts from participants fees and dinner		61,840	79,917
Cash receipts from corporate/organisation programs		11,400	-
Cash receipts from project admin fees		8,447	-
Cash receipts from other activities		6,979	26,283
Payments to suppliers and employees		(119,794)	(265,462)
Income tax paid		-	(4,444)
Net cash provided by/(used in) operating activities	10 (i)	<u>128,831</u>	<u>(15,272)</u>
Cash flows from Investing Activities			
Acquisition of plant and equipment		-	(3,080)
Net cash used in operating activities		<u>-</u>	<u>(3,080)</u>
Net increase/(decrease) in cash and cash equivalents held		128,831	(18,352)
Cash and cash equivalent at 1 January		<u>42,844</u>	<u>61,196</u>
Cash and cash equivalents at 31 December	10 (ii)	<u><u>171,675</u></u>	<u><u>42,844</u></u>

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

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

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

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 2020 was authorised for issue in accordance with a resolution of the Directors on 24th February, 2021.

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:

Computer and Software	25%
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 2020

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.

(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 2020

3. SUMMARY ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the Company's financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenue, expenses, assets and liabilities, and the disclosure of contingent liabilities at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future.

Judgments

In the process of applying the Company's accounting policies, management has made the following judgments, apart from those involving estimations, which has the most significant effect on the amounts recognised in the financial statements:

Estimations and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have a significant task of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are discussed below:

Impairment of non financial assets

The Company assesses whether there are any indicators of impairment for all non-financial assets at each reporting date. Non-financial assets are tested for impairment when there are indicators that the carrying amounts may not be recoverable.

Depreciation

Depreciation is calculated on a straight-line basis over the estimated useful lives of the assets. The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

	2020	2019
	\$	\$
4. 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	3,541	1,459
Bank of South Pacific	5,000	5,000
Bluescope Fiji 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
Kontiki Finance Limited	-	2,000
Munro Leys	10,000	10,000
Port Denarau Marina Limited	4,768	232
Natural Waters of Viti Limited	45,000	45,000
New Zealand High Commission	15,000	18,934
Transam (Fiji) Pte Limited	5,833	4,167
Williams and Gosling Limited	5,000	5,000
Tower Insurance (Fiji) Limited	3,000	-
	<u>147,142</u>	<u>141,792</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 2020

	2020	2019
	\$	\$
5. SPONSORSHIP - IN KIND		
The following sponsorships in kind were utilised during the year by the Company:		
Communications Fiji Limited	10,000	10,000
The Fiji Times Limited	5,000	5,000
Quality Prints Limited	5,000	5,000
Unwired Fiji Limited	2,500	2,500
Digicel Fiji Limited	1,200	600
Motibhai & Company Limited	5,000	5,000
Greenhouse Studio	10,000	10,000
Eco Clean Fiji	1,014	-
	<u>39,714</u>	<u>38,100</u>

	\$	\$
6. CASH AND CASH EQUIVALENTS		
Cash at bank - Leadership Fiji Community Fund Account	147,913	33,366
Cash at bank - Business Cheque Account 1	17,987	4,039
Cash at bank - Master Card Account	(4)	(61)
Petty cash	498	500
Term deposit	5,281	5,000
	<u>171,675</u>	<u>42,844</u>

The term deposit is held with Bank of South Pacific, at an annual interest rate of 2.85%, having a term of 12 months. The maturity date is 26 May 2021.

	\$	\$
7. TRADE AND OTHER RECEIVABLES		
Trade receivables	75	15,226
Rental deposit	1,000	1,000
Deferred expenses	1,486	-
Prepaid insurance	693	-
	<u>3,254</u>	<u>16,226</u>

	\$	\$
8. HELD-TO-MATURITY FINANCIAL ASSETS		
Held-to-maturity financial assets included in the financial statements are recorded at cost and comprise:		
Viti Bonds	<u>9,000</u>	<u>9,000</u>

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.

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 2020

	2020 \$	2019 \$
9. PROPERTY, PLANT AND EQUIPMENT		
<u>Office Equipment</u>		
<i>Cost:</i>		
At 1 January	4,709	4,709
At 31 December	<u>4,709</u>	<u>4,709</u>
 <i>Depreciation and impairment:</i>		
At 1 January	4,707	4,707
At 31 December	<u>4,707</u>	<u>4,707</u>
Written down value	<u>2</u>	<u>2</u>
 <u>Computers and Software</u>		
<i>Cost:</i>		
At 1 January	13,066	9,986
Additions	-	3,080
At 31 December	<u>13,066</u>	<u>13,066</u>
 <i>Depreciation and impairment:</i>		
At 1 January	10,087	9,984
Depreciation charge for the year	770	103
At 31 December	<u>10,857</u>	<u>10,087</u>
Written down value	<u>2,209</u>	<u>2,979</u>
Net written down value	<u>2,211</u>	<u>2,981</u>
10. NOTES TO THE STATEMENT OF CASH FLOWS	\$	\$
i) Reconciliation of net cash inflows from operating activities to operating surplus/(deficit):		
Surplus/(deficit) for the year	23,242	(33,917)
Depreciation expense	770	103
	<u>24,012</u>	<u>(33,814)</u>
 <i>Changes in assets and liabilities:</i>		
Increase/(decrease) in trade and other receivables	12,972	(14,399)
Increase in trade and other payables	92,367	33,321
(Decrease) in inventory	(520)	(380)
<i>Net cash provided by/(used) operating activities</i>	<u>128,831</u>	<u>(15,272)</u>
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:		
Cash and cash equivalents	<u>\$ 171,675</u>	<u>\$ 42,844</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 2020

	2020	2019
	\$	\$
11. OTHER PAYABLES		
Community Funds	147,913	33,366
Trade payables and accruals	6,616	13,640
Deferred income	-	15,000
	<u>154,529</u>	<u>62,006</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 prior year invoiced in current year.

12. 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 prior 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.

13. CAPITAL COMMITMENTS

Capital commitments as at 31 December 2020 amounted to \$Nil (2019: \$Nil).

14. CONTINGENT LIABILITIES

Contingent liabilities as at 31 December 2020 amounted to \$Nil (2019: \$Nil).

15. SIGNIFICANT EVENTS DURING THE YEAR

The COVID-19 outbreak was declared a pandemic by the World Health Organization in March 2020.

The Company has remained operational since this declaration and continues educate, provide training, networking and to enhance and promote future leaders in Fiji. We have not seen a significant impact on our business to date. The outbreak and the response of Governments in dealing with the pandemic is interfering with general activity levels within the community, the economy and the operations of our business.

The scale and duration of these developments remain uncertain as at the date of this report however they are having an impact on the earnings, cash flow and financial condition. The Directors confirm that they have considered all currently known impacts of COVID-19 when preparing the financial statements and applying the going concern concept.

16. SUBSEQUENT EVENTS

There has not arisen in the interval between the end of 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, to affect significantly the operations of the Company, the results of those operations or the state of affairs of the Company in the subsequent financial 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 2020

17. 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.

Number of employees at the end of the year

	2020	2019
Administration	<u>1</u>	<u>1</u>
	<u>1</u>	<u>1</u>

18. PRINCIPAL ACTIVITY

To educate, provide training, networking and to enhance and promote future leaders in Fiji. There were no changes in the principal activity of the Company during the year.

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 2020

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 2020

	2020	2019
	\$	\$
Revenue		
Sponsorship - cash	147,142	141,792
Participants fees and short courses	61,840	79,917
Sponsorship - kind	39,714	38,100
Donations	-	8,774
Event sales	6,240	14,365
Corporate/Organisation programs	11,400	-
Project admin fees	8,447	-
Other income	739	3,144
Total income	<u>275,522</u>	<u>286,092</u>
Expenses		
<u>Program expenses</u>		
Accommodation	17,443	49,504
Facilitator	-	18,270
Meals & Refreshments	57,228	36,481
Miscellaneous	374	900
Other Program Expenses	58	1,775
Stationery	390	1,707
Travel	11,323	26,090
Venue	1,469	7,038
Total program expenses	<u>88,285</u>	<u>141,765</u>
<u>Staff costs</u>		
Superannuation	1,202	4,598
Travel	109	115
Training	-	37
Wages and salaries	26,833	23,234
Total staff costs	<u>28,144</u>	<u>27,984</u>
<u>Operating expenses</u>		
Audit and accounting fees	5,051	5,250
Communication and internet	2,500	13,100
Computer software	2,065	163
Consultant fees	77,900	71,902
Depreciation	770	103
Donations - community	-	17,700
Event costs	-	458
Insurance	125	-
Marketing and promotion	15,000	15,000
Membership	880	888
Other expenses	4,004	1,413
Other miscellaneous	-	1,049
Printing, graphic & design	6,143	6,639

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 21.

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 2020

	2020	2019
	\$	\$
<i>Other expenses continued</i>		
Rent	10,125	12,000
Stationery & postage	88	111
Telephone	1,200	40
Website	10,000	-
Total other expenses	135,851	145,816
Total expenses	252,280	315,565
Surplus/(Deficit) before tax	23,242	(29,473)

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 21.

THANK YOU 2020 PROGRAM SPONSORS



Platinum

NZ High Commission
ANZ Bank
Fiji Water
Holiday Inn



Gold

Communications Fiji Ltd
British American Tobacco
Credit Corporation
BlueScope Lysaght (Fiji) Ltd
The Greenhouse Studio
Munro Leys



24



Silver

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



Bronze

Unwired
Digicel
AVI Pacific
Tower Insurance
Eco Clean Fiji Limited







leadershipfiji.org