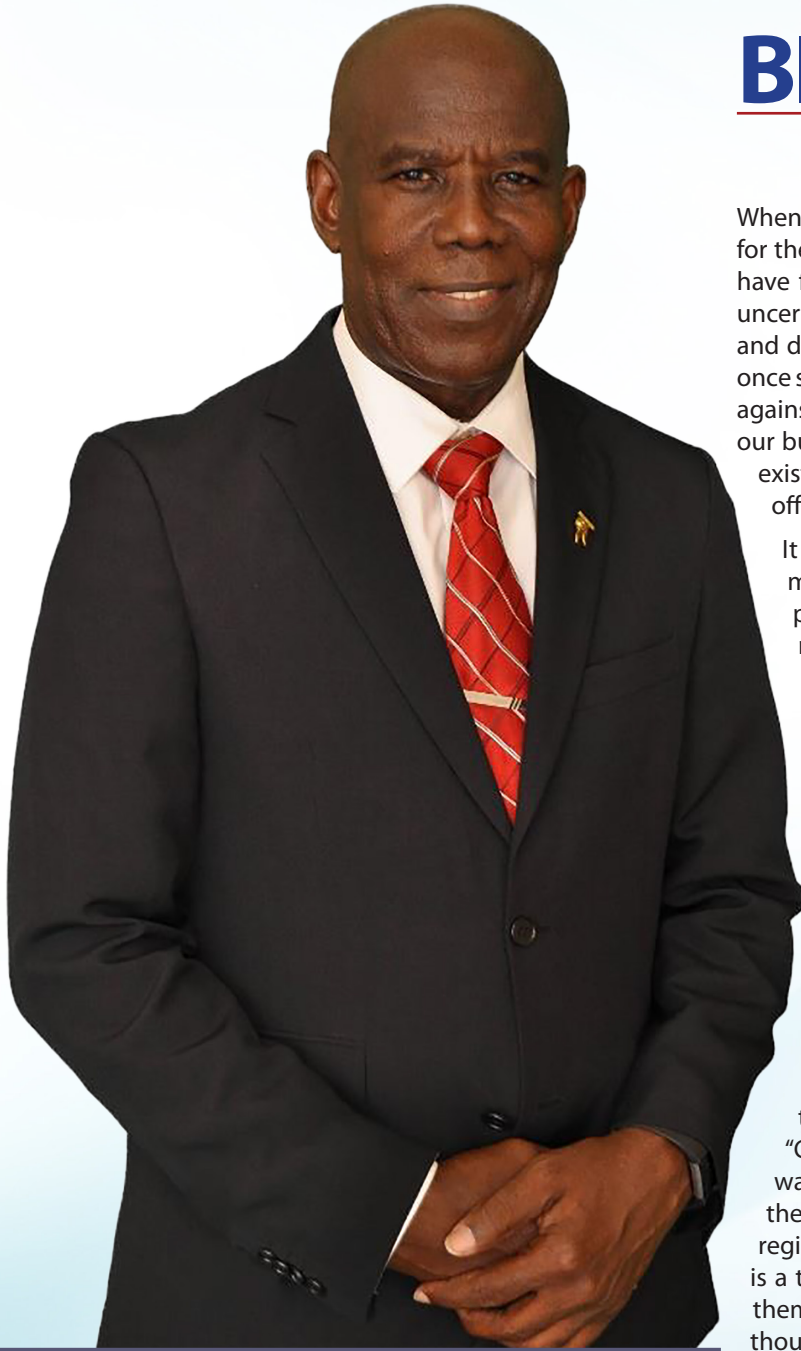




**PENTECOSTAL
ASSEMBLIES
OF THE
WEST INDIES**

BISHOP *Speaks*



When we reflect on the past three years, we are filled with gratitude for the journey we have taken, despite the numerous challenges we have faced, especially in light of the Covid-19 pandemic. Amid the uncertainties of this unprecedented season, we have found solace and direction in the words of the Church's founder and owner, who once said, "I will build my Church, and the gates of hell shall not prevail against it" (Matt. 16:18). While we were forced to temporarily close our buildings due to the pandemic, this did not hinder the Church's existence or its mission to spread the word of God. Therefore, we offer our gratitude and worship to the Lord of the Church.

It is with great admiration and appreciation that I express my respect for the remarkable adaptability, ingenuity, and perseverance displayed by our Credential Workers and members during the recent Health Emergency. The pandemic containment measures, such as lockdowns, social distancing, and rigorous health protocols, posed significant challenges that forced us to find innovative ways to continue doing church while ensuring the safety and well-being of church membership. Despite the difficulties, we are immensely grateful for the valuable lessons learned and the tremendous growth that resulted from this experience. The unwavering commitment and dedication of our Credential Workers and church members throughout the Caribbean to the cause have truly been exemplary, and we are proud to stand together in solidarity during these

trying times.

We reflect on the 38th Biennial General Conference, which took place a year ago. The conference theme was aptly titled "Certainty in Uncertain Times: Progressing to Wholeness" and was held virtually. The format of the conference was a first for the organization, and it was a resounding success. The level of registration for the conference was the highest ever recorded, which is a testament to the relevance and importance of the conference theme. The discussions and presentations were informative, thought-provoking, and enlightening, and the attendees left with a sense of shared purpose and a renewed commitment to the organization's mission.

◀ Presiding General Bishop Rev. Sonny Williams
Pentecostal Assemblies of the West Indies

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During times of uncertainty and hardship, it is imperative to have leaders who are strong, decisive, and capable of guiding their team towards success. This is especially true for organizations like PAWI, where the challenges are complex and ever-changing. Fortunately, we have a newly appointed executive who has proven themselves to be a true asset to our team. Following the General Conference, they have taken on the role of a transformational leader, utilizing their unique skills and expertise to develop a powerful vision for the future of our organization. Their approach is deeply rooted in the values and teachings of Jesus, our founder. We have no doubt that under their leadership, PAWI will thrive and continue to make a significant impact in the lives of those we serve.

Our General Executive has implemented the 2022-2024 Strategic Plan, which was accepted at our 2022 General Conference, a top priority. The plan was built around seven solid pillars, including Worship, Ministry/Discipleship, Evangelism/ Church Planting, Divine Empowerment, Leadership, Church Governance, and Fellowship, and aimed to promote the health and renewal of PAWI. So far, seven districts have used this plan as a blue print to create their own strategic plans, while the others are close to completing their own. A significant success factor and measurement indicator of the strategic plan is the level of ownership and commitment by districts toward achieving their objectives. The quick progress made by districts in implementing the Strategic Plans is evidence of their level of engagement.

The General Executive has agreed, and is pursuing, the establishment of a board of elders. Our ultimate goal is to appoint the most competent and dedicated individuals to this esteemed position during the upcoming General Conference. Additionally, we are working to align all aspects of our church planting, curriculum development, and mentorship programs to ensure that future PAWI leaders are equipped with the knowledge and skills necessary to fulfill their roles with excellence.

Further, we are committed to fostering a culture of respect and honor within our Fellowship. We believe that this not only creates a positive and supportive environment for our members, but it also reflects our organizational values. Consequently, we are exploring various ways to encourage and promote these virtues, including regular communication and training sessions, as well as recognition programs for individuals who exemplify these qualities in their daily lives.

Successful implementation of our Strategic Plan, requires adequate financial, human, and technological resources, as well as the guidance of the Holy Spirit. Trusting in the Lord, we must invest consistently and sacrificially in our fellowship, understanding that provision always accompanies the vision. It is important that we remain willing to make the necessary changes outlined in our plan and embody the courage to follow through with them. Rather than relying on past spiritual experiences, we must actively seek new, daily experiences and avoid repeating the mistake of hoarding manna. By obtaining the right resources and having the willingness to change, we can achieve our goals and bring glory to God through our actions. Undoubtedly, progress and change are closely intertwined. This prompts us to consider whether PAWI is adequately prepared to implement the required changes in accordance with our Strategic intent. It is critical therefore, that we foster a strategic mindset among all individuals within the organization, regardless of their position, so that we can work collaboratively to create innovative and godly solutions that are initiated and empowered by the Holy Spirit to overcome the obstacles that lie ahead.

GENERAL EXECUTIVE DECISIONS

MEETING HELD ON – 22.3. & 24.4.2023

1. In Trinidad and Tobago, there are difficulties in accessing foreign currency. To manage miscellaneous payments and remittances to missionaries, the General Executive has asked the General Administrator to discuss with District Bishops outside of Trinidad and Tobago the possibility of using their banking facilities to help the International Office with foreign currency transfers.
2. The equitable compensation of Church Ministries General Directors has posed a significant challenge, primarily due to the restrictions on foreign currency access in Trinidad and Tobago. In light of this, it has been proposed that District Bishops assume direct responsibility for providing financial support towards the stipend of Church Ministry Directors. This proposed approach seeks to address the current issue by ensuring that the Directors receive fair and just compensation commensurate with their duties and responsibilities. By taking this strategic step, it is hoped that the compensation challenges faced by Church Ministries General Directors will be resolved in a timely and effective manner.
3. The West Indies School of Theology Board of Governors is responsible for evaluating the institution's progress. To ensure proper evaluation and guidance moving forward, Mrs. Andrea Phillip, the Chair of the Board of Directors, will provide three essential documents to The Board of Governors. These documents include; the WIST Strategic Plan, a comprehensive plan to address systemic concerns, and a campus management plan to strategically use the campus plant for self-reliance. The documents will be presented one month before the next planned meeting of the General Executive.
4. Rev. Dr. Ferrette has been given the responsibility for reconvening the Curriculum Committee to address and resolve any concerns and initiating the process as prescribed by the General Executive. The Chair has requested that the process be carried out gradually. Additionally, regular updates are to be sent to the General Executive as the committee continues to meet over the next few months. A full report of the Curriculum Committee will be tabled at the next General Executive Meeting.
5. The General Executive has requested that all Districts provide their Strategic Plans for review in accordance with the PAWI Strategic Plan, which was accepted at the General Conference 2022. The deadline for submission of these plans was January 31st, 2023. However, some Districts have requested additional time to align their plans with the PAWI Strategic Plan before submission to the International Office for distribution to the General Executive Members. It was agreed that the outstanding Strategic Plans, should be submitted to the General Administrator in time for the next Strategic Planning Meeting Scheduled for 25th of June 2023.
6. PAWI is committed to preparing for the future by identifying and developing strong leaders through an ongoing succession planning program. As such, District Bishops were asked to submit the names of five (5) potential leaders from their districts for intensive leadership training. Unfortunately, the submission process was delayed due to District Conferences and other engagements. Notwithstanding, the General Bishop has reiterated the call, and Presiding Bishops are reminded to submit the names of these individuals one week before our next Strategic Plan Meeting.
7. According to Bylaw 3.13, the remuneration of General Officers of the Fellowship will be determined by the General Executive and reviewed every third year of the conference term. However, in the absence of a policy to guide this process, an Ad Hoc Committee will be formed to develop a policy and make recommendations to the General Executive in this regard. The General Administrator is responsible for convening the Committee, providing them with the terms of reference, appointing a committee chair, and distributing the completed policy to the rest of the Executive at least one month before the next duly called General Executive Meeting.
8. The General Conference 2022 has taken note of concerns raised about incorporated churches throughout the region. As a result, the General Executive has been instructed to address this issue and provide a Memorandum of Understanding (MOU) that would enable these churches and Credential Workers to fully participate in the PAWI Fellowship without restrictions. The General Executive will start with the Barbados District as requested. An Ad Hoc Legal Committee is currently working on preparing the MOU. The General Executive has undertaken to complete this exercise by June 2024.
9. To expand the Fellowship into other nations and deploy missionaries worldwide, PAWI now requires signed contractual agreements. These agreements will outline the terms and conditions of the missional relationship before they are confirmed. The Executive Director of World Mission and the Pentecostal Assemblies of the West Indies World Missions Agency will ensure these contracts are in place before the next General Executive Meeting.

10. A report was submitted to the General Executive by the Strategic Planning Execution Committee. Based on the recommendations submitted, the following decisions were taken: -
 - a. The General Executive has meticulously developed, circulated, and debated the criteria for selecting elders. This comprehensive guide will aid in identifying individuals who are ideal for this esteemed role in the Fellowship. In addition, the District Executive will receive the Board of Elders Selection Document to guide the recommendation of candidates deemed suitable to serve as elders, with the final selection taking place at the 2026 General Conference.
 - b. At the General Executive Meeting, the topic of "establishing a Culture of Honour, as outlined in the PAWI Strategic Plan, was thoroughly discussed. As a result, the General Executive unanimously decided that the Strategic Planning Committee will present a proposal, including current and researched practices, for consideration at the next meeting.
 - c. The matter of protocol and the recognition of District, National, and General Officers were discussed thoroughly by the General Executive. The results of the discussion yielded the following:
 - i. The creation of a PAWI Protocol Manual: The General Crusaders Commander has been asked to produce the manual for consideration and adoption in time for the next General Executive Meeting. All districts and churches that would have developed protocol manuals are asked to submit these for review and possible inclusion in the Protocol Manual.
 - ii. To aid with the identification and recognition of General, National and District Officers, posters bearing their pictures are to be displayed in the international, national, and district offices and churches.
11. The new credential form, together with the Code of Ethics introduced in 2020, has created a very detailed document that can create a great deal of bulk as well as cost implications related to printing/reproducing. Thus, the General Executive has asked the International Office to convert the existing forms into an online-friendly format, allowing applicants to complete and distribute the same efficiently and economically. This form should have been presented to the executive at the last General Executive Meeting.
12. Having agreed upon the four-year conference term, a mid-term convocation centered around inspiration and spiritual impartation was proposed. The General Executive unanimously agreed that PAWI should host this event. Accordingly, an Ad Hoc committee was formed to plan this event, including: Her Worship Candia George, Bishop Knowles McCall, Mr. Kurt Jean-Baptist, and Mrs. Shirlene Pope. This committee will submit a report to the Executive by June 9, 2023, recommending logistical considerations and a location for the convocation.
13. The leadership of PAWI discussed how to support the aging population of ministers during and after their retirement. It was suggested that; pastoral care, retirement seminars, and advice be offered. This matter would engage the attention of the Executive at the next meeting. Suggestions and recommendations were invited from the District Executives and churches.
14. PAWIT&T has received approval to submit its documents to the Trinidad and Tobago Parliament for consideration to be incorporated in T&T. PAWI Int. is now waiting for the official documentation to proceed with registering as a Charitable Organization in Trinidad.
15. The General Executive Meeting is scheduled to take place from October 2nd to October 8th, 2023, and will be held in person. PAWIT&T will host the meeting.

GENERAL CONFERENCE DECISIONS

During the last General Conference in May 2022, the conference agreed on several constitutional changes. However, through our conversations with a number of credential workers and church members, we have discovered that many were unaware or not fully aware of some of these constitutional changes agreed upon and their implications for the operations of our districts and churches.

Consequently, the General Executive has agreed to develop a series of articles to bring our constituents up-to-date with these changes. This will be done through the vehicle of an e-newsletter. In the first instance, our focus will be on constitutional changes. Consideration will be given to changes in the By-Laws later.

The following are some of the substantive changes made in the following Articles of the Constitution.

1. Article VIII.1: General Conference

At the General Conference of 2022, PAWI agreed upon a four-year term for General, National (where applicable), and District Officers; It was agreed that this change would allow elected officers more time to accomplish their tasks and submit reports before the term ends. In addition, this will give executives more time to execute their Strategic Plans and move the Fellowship forward.

This above change will also affect credentials, which will now be valid for four (4) years.

While it was agreed that District Term would also be extended to four (4) years, District Conferences would remain an annual fixture, and all reporting mechanisms would stay in place. This will ensure timely accountability by District Executives.

2. Article VIII.9: General Conference

The General Conference also agreed to insert a clause, which allows for "virtual" and "blended" General Conferences.

Having experienced the impact of the Pandemic, which restricted worldwide transportation, gatherings, etc., the conference felt it necessary to make provisions in the Constitution for any eventuality which may occasion similar restrictions in the future. Thus, the inclusion of this clause was to ensure that the business of the fellowship can continue in the event of such occurrences.

The decision to include a "blended" approach, is also beneficial in increasing the participation of credential workers in the conferences, as those who may not be able to attend the conference due to financial constraints or other factors, will still have an opportunity to participate in the fellowship's decisionmaking virtually.

3. Article XI National Executive and Conferences.

The Conference agreed on the removal of the words Trinidad and Tobago clause leaving it open for Districts with ample geographic space to be subdivided into

districts governed by National Executives, if that is desired.

The expansion drive of PAWI has introduced the ideology that the future growth of districts may necessitate having several districts in one Island, as in the case of Trinidad and Tobago. Therefore, the removal of the words "Trinidad and Tobago" eliminates the exclusivity arrangement with Trinidad and Tobago and makes provisions for other Islands to consider multiple districts if the growth needs dictate the same.

4. Article XV Indemnification

This article is intended to indemnify members of the General Executive in the event of any legal undertaking against PAWI. Except in the event of gross negligence, willful misconduct, or act of bad faith by the member/s. In Limited liability companies, trustees and executives are not held "personally" liable if legal action is taken against the company. However, for charitable organizations, this is not the case. Therefore, the article intends to safeguard General, District, and National Executives from being "personally" implicated in the event legal action is taken against the organization.

5. Article XVI Dispute Resolution

This article emphasizes the importance of seeking guidance from good faith and Christian principles before taking legal action to resolve disagreements. The basis for this perspective is drawn from 1 Corinthians 6:1-8 in the Bible.

6. Article XVII No Disputes as Trustees

Trusteeship of all properties being disposed of or acquired by the Fellowship is reserved for the General, National, and District Executive members, referred to as trustees. It is not permissible for any individual to undertake this role. The acquisition and ownership of property within a District or church are governed by established bylaws, ensuring that property is registered in the name of PAWI and not in the name of any individual.

7. Article XIX Construction of Terms

The Article establishes two crucial points. First, it confirms that the Constitution holds more value than the bylaws in situations where there are conflicts. The conflicts may arise due to laws being passed or where there is a perceived conflict, invalidating a bylaw by making it unenforceable. Secondly, it states that if any part of the constitution or bylaws becomes invalid or unenforceable in a particular area, the remaining portions will still be in effect. This allows the business of the Fellowship to continue.

8. Article XX Miscellaneous Provisions

This article clarifies that the headings included are solely for the purpose of making reference and convenience. They do not have any value and cannot define, limit, or augment the meaning of the actual article or bylaw.

ORDINATION UPGRADES

OCTOBER 2022 TO MARCH 2023

NETD

- Candice Daniel
- Tracy Marcano
- Cleavon Hector
- Roger Boca

ST. LUCIA

- Gibson Ishmael

ST. VINCENT

- Elvin Alan Peters

STD

- Duke Gordon
- Gerrul Ramdass
- Lyndon Thomas

FIRST TIME CREDENTIAL AWARDEES

BARBADOS

- Lorna Leacock - LTM
- Sheril Hoyte-Worrell - LTM
- Evelyn Moore - LTM
- Mitchin O. Simmons - LTM
- Evans Morris - LTM
- Nakeisha Sealy - LWC

CENTRAL TRINIDAD

- Stefan Boodram - LTM
- Akeisha Boodram - LWC
- Susan Musgrave - LTM
- Jeaneatha Thomas - LWC

DOMINICA

- Felixia Jervier - COR
- Jemmima Marcellin - COR
- Norbertine Etienne - COR
- Romancia Bellot - COR
- Rosie St. Louis - COR
- Vivian Augustine - COR

GRENADA

- Lindarine Phillip - LTM
- Catherine King - LTM
- Marjorie Thomas - COR
- Kimberley Young - COR
- Hayden Young - LTM
- Melissa St. Rose - COR
- Isiah St. Rose - LTM
- Tracy Alibachus - COR
- Wesley Alibachus - LTM
- Don-Rae Wilkinson - LTM
- Kelly-Ann Purcell-Wilkinson - COR
- Edwin Felix - LTM

NORTH EAST TRINIDAD

- Dexter Springer - LTM
- Jacqueline Taylor-Chase - LTM
- Helen Cheryl John - LTM
- Marlon Stroud - COR

NORTH WEST TRINIDAD

- Andrea Johnson - LWC
- Cheryl Ann Bentick-George - LTM
- Evelyn Battersby - COR

ST. LUCIA

- Anethia Thomas - COR
- Isaac St. Rose - LTM
- Tiris Frederick - LWC
- Ethleen Maxius - LTM

ST. VINCENT

- Desiree Armstrong - LWC
- Dave Cain - LWC
- Cletus Forde - LWC
- Annis A. Horne - LTM

SOUTH TRINIDAD

- Darron Rodney - LTM
- Michael Bholaramsingh - LWC

OTHER UPGRADE CREDENTIAL AWARDEES

BARBADOS

- Patricia Small - LTM

CENTRAL TRINIDAD

- Sharon Derrick - LTM

DOMINICA

- Magdalene Bertrand - LWC
- Sandra Daniel - LWC
- Sharmandy S. Laurent - LWC
- Renneth Alexis - LWC

NORTHEAST TRINIDAD

- Akins Glasgow - LTM
- Jason Joseph - LTM

SOUTH TRINIDAD

- Joel Isaac - LTM