

Grace & Staff
Community Development Foundation
28th Annual General Meeting
2009



"Honest Living"

Winning Picture from the LICK Photography Club, 2009

Taken by Davia Shuttleworth

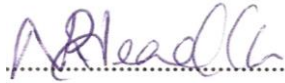


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Notice of Meeting

Notice is hereby given that the 28th Annual General Meeting of Grace & Staff Community Development Foundation will be held in the Lunch Room, GraceKennedy Limited 73 Harbour Street, Kingston on Wednesday September 15, 2010 starting at 4:30 p.m.



Nadarni Headlam

Secretary

AGENDA

1. Call to Order
2. Prayer
3. Welcome and Opening Remarks
4. Apologies for Absence
5. Adoption of Agenda
6. Adoption of Minutes of the 27th AGM
7. Matters Arising from Minutes
8. Adoption of Audited accounts
9. Reports: Chairman's Report
Treasurer's Report
Membership Committee's Report
Fund-Raising Committee' Report
Projects Committee's Report
Education Committee's Report
Community Relations Committee's Report
10. Election of Board
11. Upcoming Events of the Grace & Staff Community Development Foundation
12. Any Other Business
13. Termination

Board of Directors

L. Anthony Lawrence	Director/Chairman
Philip Alexander	Director
Fay McIntosh	Director
Caroline Mahfood	Director
Dionne Rhoden	Director
Noel Greenland	Director
Caryn Spencer	Director
Jason Dear	Director
Simon Roberts	Director
Lisa Marie Lescene	Director
Mark Anderson	Director/Treasurer
Paula Samuda	Director/Secretary

Committees

Community Relations Committee	<i>Dionne Rhoden</i>
Education Committee	<i>Caroline Mahfood</i>
Fund-Raising Committee	<i>Caryn Spencer</i>
Membership Committee	<i>Noel Greenland</i>
Projects Committee	<i>Jason Dear</i>

Members of Staff

Frances Madden	<i>General Manager</i>
Curtis Sweeney	<i>Counsellor</i>
Matthew Cole	<i>Accountant</i>
Yanique Clarke	<i>Administrative Assistant</i>
Michelle Peters	<i>Field Officer</i> Parade Gardens
Mercella Gordon	<i>Field Officer</i> Rose Gardens
Tameica Lewis	<i>Field Officer</i> Majesty Gardens

Community Volunteers

Lorna Blake	Rohan Smith	Barbara Campbell
Barbara Richards	Steve Lewars	Dave Ngyou
Althea Beverley	Merle Anderson	Morgianna Douglas
Hyacinth Francis	Vinette Plummer	Angella Wade
Patricia DeLeon	Lowest Reid	Glenville Hamilton
Michelle Anderson-Brown		

Chairman's Report 2009

It has always been the philosophy of our Foundation to show that by caring for each other and by helping each other through volunteerism that we can make our community a better place for all. The best response to the long list of social ills is to put into effect the Noah principle. That is, *“Stop looking for credit for predicting the rain, its time to start building an ark.”* Johnnetta B. Cole and like Marianne Williamson said *“In every community, there is work to be done. In every nation, there are wounds to heal. In every heart, there is the power to do it.”* To my colleagues at GraceKennedy I say thanks for believing that we can make that change that we dream for Jamaica.

As such we continue to ***“Build the bridge of human care and understanding”***. To this end we had a very productive year. The human capital is the single most important asset of any country and we are duty bound to help each other attain our full potential. We are pleased that our foundation has continued in this tradition of uplifting the down trodden, stimulating the minds of the youth and facilitating the development of their mental capacity.

In serving the communities the Foundation networked and partnered with several Private and Public Sector entities as well and the various subsidiaries of Grace Kennedy who from time to time came to the rescue of our most vulnerable and needy clients.

I am taking this opportunity therefore to say a special thank you to the *Parents of Inner City Kids, Dick Kinhead Ltd, Grace Food Processors (Canning), GFP Meat Division, Dairy Industries, National Processors & World Brands* for providing the well needed snacks for the homework centres.

Our focus on the young people and education in particular has really paid dividends.

- ***Three hundred (300)*** students received educational support for the year 2009
- ***Fifty-nine (59)*** students were successful in CXC, CAPE and A Level Examinations. (See break down in appendix)

- ***Chantol Grant*** was accepted in the ***National Society of High School Scholars USA***
- ***Chantol Dormer*** received a scholarship to attend ***Catherine University Michigan*** for the summer of 2009
- ***Two (2)*** marathon workshops in English Language and English Literature benefited ***fifty (50)*** fourth and fifth form students.
- ***Seventy-one (71)*** new mentors were recruited.
- For the second year in a row ***Shari Brown***, won 1st prize in the essay competition, sponsored by Catalyst, with her essay entitled: ***“It’s All About Me.”***

Homework Centre

- ***One Hundred and twenty (120)*** students registered for attendance at the LICK Homework Centre
- ***Sixty (60)*** students were registered at the Majesty Gardens and Barbican Homework Centres.

Continuing Education / Remedial Classes

- ***Twenty-five (25)*** persons were assessed for the Data Entry Level I & II course at Heart

Youth Summer Employment Programme

- The database, established for persons seeking employment, continues to expand and a number of persons have gotten employment as a result of our intervention.
- ***Seventy-two (72)*** students gained work experience in various social agencies.

Inaugural run

In partnership with Grace Kennedy Limited, Grace and Staff held its’ inaugural Education Run to benefit students returning to tertiary institutions. The race was a success as it raised over 1.5 million Jamaican dollars. I must extend a special thank you to all the companies who provided sponsorship, members of staff and volunteers who by their commitment and participation ensured the success of the event.

Christmas Outreach

We had a very successful Christmas Threat for our Golden Agers and children.

VOLUNTEERISM

Thanks to the many employees- *one hundred and ninety (190)* from across the Grace Kennedy Group of Companies, who volunteered their time and gave freely of themselves in the many ways they were able to share, particularly at the home work centres. They taught and mentored the youngsters and even increased their individual donations. These are the true champions among us.

I would like to acknowledge and thank the Directors and Staff of the Foundation, Volunteers and Community Persons for the contribution they have made to the many achievements of the Foundation during the year. I can assure you that the Foundation will continue its efforts in making a valuable contribution to community development.

Thanks to you our members who played the role either through the giving of your time or finances to assist the Foundation in its endeavours.

L. Anthony Lawrence
Chairman

**MINUTES OF THE 27TH ANNUAL GENERAL MEETING OF
GRACE & STAFF COMMUNITY DEVELOPMENT FOUNDATION
HELD ON SEPTEMBER 30, 2009 IN THE LUNCH ROOM,
GRACE, KENNEDY & COMPANY LIMITED,
73 HARBOUR STREET, KINGSTON**

CALL TO ORDER

Chairman Anthony Lawrence called the meeting to order at approximately 4:30p.m.

PRAYER/WELCOME

The Chairman welcomed all present and invited Mr. Curtis Sweeney to lead the meeting with a word of prayer.

APOLOGIES FOR ABSENCE

Apologies were tendered on behalf of Messrs. Douglas Orane – Chairman and CEO, Grace, Kennedy & Co. Limited; Director Philip Alexander; Director Caroline Mahfood and Director Mrs. Fay McIntosh.

AMMENDENT/ADOPTION OF AGENDA

The agenda was adopted on a motion by Mr. James Moss-Solomon, and seconded by Mrs. Lisa Lescene.

ADOPTION OF MINUTES OF THE 26TH AGM

The minutes of the 26TH Annual General Meeting was confirmed by Miss Caryn Spencer and seconded by Miss Dionne Rhoden.

MATTERS ARISING FROM (PREVIOUS) MINUTES

There were no matters arising from minutes of the 26th Annual General Meeting.

ADOPTION OF AUDITED ACCOUNTS

PricewaterhouseCoopers Limited Auditors' Report for 2008, dated April 17, 2009, was read by the Foundation's Treasurer, Mr. Mark Anderson.

It was reported that a \$1M surplus was made during the year, bringing total surplus to \$10.7M.

The Grace & Staff Community Development Foundation's Accounting Department was thanked for getting the timely delivery of the audited accounts

The auditors' report was adopted on a motion moved by Mr. Mark Anderson and seconded by Mrs. Frances Madden.

REPORTS

The Chairman's Report (pages 5- 6) was read by Grace & Staff Community Development Foundation's Chairman, Mr. Anthony Lawrence.

Committee Chair Reports

The Committee reports, having been previously circulated, were adopted:

- ✓ Membership Committee Report (page 24) – Chairperson, Mr. Noel Greenland
- ✓ Fund-Raising Committee Report (page 25) – Chairperson, Mr. Simon Roberts
- ✓ Projects Committee Report (page 26) – Chairperson, Mr. Jason Dear
- ✓ Education Committee Report (page 27) – Chairperson, Mrs. Patricia Robinson.
- ✓ Community-Relations Committee Report (page 28) – Chairperson, Ms. Dionne Rhoden

Management Report

Management Report for 2008 was taken as read – Highlights were shared by Mrs. Frances Madden.

ELECTION OF OFFICERS

Board of Directors re-elected to serve on block were named as:

Mr. Jason Dear

Mr. Simon Roberts

Miss Dionne Rhoden

Miss Paula Kaye Samuda

Mr. Noel Greenland

Miss Caryn Spencer

Mr. Anthony Lawrence

Mr. Mark Anderson

Mrs. Fay McIntosh

Mr. Philip Alexander

Mrs. Lisa Marie Lecesne

Ex-officio Director (Executive Director of GraceKennedy Foundation):

Mrs. Carloine Mahfood

ANY OTHER BUSINESS

Good-byes

Special Thank you's were expressed to retiring past-Director Mrs. Patricia Robinson. Mrs. Robinson served the Grace & Staff Community Development Foundation for many years and her contributions were vast and wildly appreciated.

Special Thank you's were expressed to retiring Accountant Mr. Andrew Vanwhervin. Mr. Vanwhervin was congratulated on his years of invaluable service. He received high praise on a job well-done.

Welcome

Mr. Matthew Cole was welcomed as the Grace & Staff Limited Community Development Foundation's Accountant, working in Mr. VanWhervin's stead.

Presentations

Gift Certificates of Appreciation were presented to staff, external contributors, as well as community members.



TERMINATION

Chairman Anthony Lawrence thanked all in attendance and ended the meeting, wishing all the Grace & Staff Community Development Foundation's supporters a good evening.

The meeting was terminated on a motion moved by Mr. Simon Roberts and seconded by Mr. Philip Alexander.

The meeting was terminated at 5:15p.m.

Manager's Report 2009

The year 2009 was marked by the significant increase in the number of students in our program who excelled in their examination over the previous year. This was particularly note worthy in light of the economic down turn and its impact on the families and the community as a whole.

Many parents' source (s) of income was affected by redundancies in the public and private sectors. Parents migrated to other parishes and countries with hopes of finding some form of economic support leaving children/young adults to take care of their siblings and themselves. They were therefore left to deal with the possibility of not being able to complete their secondary/tertiary education.

That being said it created challenges for the Foundation to source enough funding to support the expanded demand for services that the above mentioned factors generated. Funding tertiary education was crucial as the number of students requiring assistance at this level surpassed our budgetary allocation.

In partnership with Grace Kennedy Limited, Grace and Staff held its' inaugural Education Run to benefit students returning to tertiary institutions. The race was a success as it raised over 1.5 million Jamaican dollars.

The Foundation provided relief for over 3000 clients; the largest support went to education assistance and health care for our most vulnerable groups. The demand for financial aid for persons from the rural areas who were unable to find work in Kingston and wish to return home increased.

The number of tertiary level student needing financial support increased in 2009. Within the inner city, once the children have achieved CXC exams or enter university, parents see this as an opportunity for the child to leave home or provide support for siblings, as it is felt that they are now adults. The parents have great difficulty understanding that on going support is still required after the child have achieved positive examination results.

Grace and Staff also provided administrative support for many community based organizations working within Kingston. The Foundation also facilitated venting and debriefing sessions for parents and students who were exposed to traumatic situations.

The Foundation could not have met all its objectives without the partnership and support of State Agencies and private sector groups who responded swiftly and positively to our referrals. We wish to acknowledge the contribution of our volunteers who in addition to giving financial resources, served on various committees.

Special thanks and appreciation must be extended to the subsidiaries: Grace Food Processors (Canning) and Grace Food Services for their continued support in providing snacks for the children at the Homework Centre and donations towards our Golden Age Baskets.

Last but not least we would like to thank Dick Kinhead Limited and Parents of Inner City Kids for their continuous participation in ensuring the success of our Programmes.

ACCOMPLISHMENTS

1. YOUTH DEVELOPMENT PROGRAMMES

a. Education

Objective: To provide educational support for *four hundred (400)* secondary students

To provide educational support for *sixty (60)* tertiary students

Achievements

- *Three hundred (300)* students received educational support for the year 2009
- *Ten (10)* career talk sessions from various institutions were made throughout the year and students attended the ODPEM Career Expo
- *Fifty-nine (59)* students were successful in CXC, CAPE and A Level Examinations. (See break down in appendix)
- *Chantelle Grant* was accepted in the *National Society of High School Scholars USA* this afforded her the opportunity to identify scholarships overseas and network with her peers in the United States.
- *Chantol Dormer* received a scholarship to attend *Kettering University Michigan* for the summer of 2009 where she participated in pre-engineering and management courses.
- *Forty-five (45)* students took the SAT/PSAT Exams, the top score was 1819 in SAT to A- for PSAT.
- For the second year in a row *Shari Brown*, won 1st prize in the essay competition, sponsored by Catalyst, with her essay entitled: *“It’s All About Me.”*
- *Four (4)* students participated in Job Shadowing at GFP Cannings & Group Finance. They acquired first hand knowledge of the role engineers play in production and management.
- *Seventy-one (71)* mentors were recruited for the mentorship program.
- *Twenty-five (25)* parents completed the data operations course level 1 and 2 at Garmex Heart Academy

b. Homework Centre

Objective: To provide counseling service to *three hundred and fifty (350)* students and parents at *three (3)* homework centres in Kingston.

Achievements

- *Two hundred (200)* students registered for attendance at the LICK Homework Centre Tower Street.
- *Ninety-five (95)* students were registered at the Majesty Gardens and Barbican Homework Centres.
- Over *eight hundred and fourteen (814)* students and community persons sought counselling from the Foundation.
- *Twenty-five (25)* students of the Photography Club were taken on a Field Trip to visit a farm in Clarendon and markets around Kingston. The theme for 2009 was “Food Security: Bringing Good Food to Life”.
- Students participated in *(2) two* motivational field trips to the Turtle Towers beach in St Ann and attended a Dance Recital at the University of the West Indies

c. Youth Summer Employment Programme

Objective: To provide summer employment for *eighty (80)* high school and tertiary students.

Achievements

- A database was established for persons seeking employment continues to expand however a number of persons have gotten employment as a result of our intervention
- *Seventy-two (72)* students gained work experience in various social agencies.

2. DEVELOPMENT OF COMMUNITY LEADERSHIP & CAPACITY BUILDING

Objective: To maintain social stability in the community of Parade Gardens, Majesty Garden and Bernard Lodge.

Provide training and exposure to new techniques in community planning and development parents and community leaders.

Achievements

- PICK executives received training from Jamaica Business Development Center (JBDC) in book keeping, in how to write business plans and conduct meetings.
- PICK convened *twenty-four (24)* parent education meetings.
- The Foundation provided administrative support to *Four (4)* community groups including: Inner-city Marching Band, Victoria Foundation, Parade Gardens Citizens Association, and PICK.
- Supported *four (4)* fundraising events which were organized by community groups to raise funds for the purchase of equipment and instrument for unattached youth within the community.
- As part of the Grace and Staff Labor Day activities, a number of Grace Kennedy employees and their families participated alongside parents and students to give the LICK centre at Tower Street a face lift: cleaning and painting the building as well as repairing chairs and the roof.
- The LICK centre was selected as a venue for diagnostic testing for remedial students applying to HEART.
- Parents participated in the river of peace conference/march organized by Sistren Theatre Collective and Hanna Ford Smith.
- *One hundred and twenty (120)* parents attended a presentation on the pros and cons of abortion at Tower Street LICK centre.
- *Twenty-five (25)* persons were assessed for the Data Entry Level I & II course at Heart.
- *One (1)* HEART Trust Development Officer completed placement at Grace and Staff.
- *Six (6)* mediation sessions were convened for high risk youth in Majesty Gardens involve in an on going turf war.

3. ECONOMIC ACTIVITY AND WEALTH CREATION

Objective: To provide loans, grants and business counseling up financing to establish *twenty (20)* micro businesses.

Achievements

Of the 70 applications received small business funding

- *Twenty (20)* applications were approved for loans;

- *Fifteen (15)* received grants;
- *Twelve (12)* received business counseling
- And the remaining *twenty-three (23)* were referred to other agencies for funding as they were in need of larger funding support.

4. **HEALTH CARE FOR THE COMMUNITY'S MOST VULNERABLE GROUPS: Indigent, Elderly & Infants**

Objective: To support health relief for *three hundred and fifty (300)* Golden Agers, indigents and children in all.

Achievements

- *Six hundred and sixty-one (661)* Golden Agers, indigent and children in all received treatment, assistance with prescription and medical treatment. Surpassing our target by *three hundred and sixty-one (361)*.

5. **CHRISTMAS OUTREACH**

Objective: To bring Christmas cheer to *eighty hundred (800)* Golden Agers and school children.

Achievements

- *Seven hundred (700)* food baskets were delivered to Golden Agers across Kingston and St Andrew.
- *One hundred and fifty (150)* children from Lakes Pen, Quarry Hill and Clifton received a Christmas Treat. Surpassing our target for the period.

6. **VOLUNTEERISM**

Objective: To increase staff participation by 50%

Achievement

- *One hundred and ninety (190)* employees from across the Grace Kennedy Group of Companies taught and mentored the youngsters in the Grace and Staff youth education program and increased their individual donations to the Foundation.

Frances Madden
General Manager

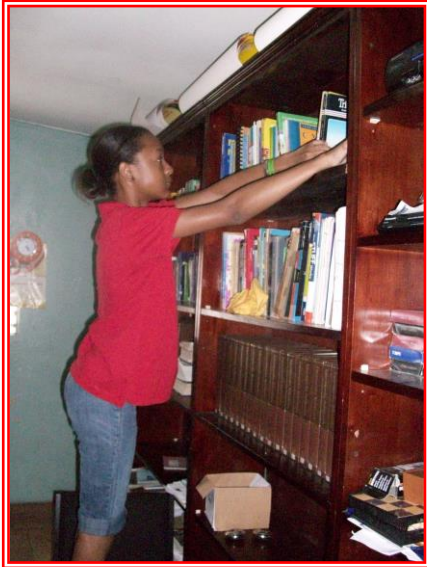
Grace & Staff Community Development Foundation



Activities in Retrospect 2009

Labour Day 2009

L.I.C.K. Centre, 74 Tower Street



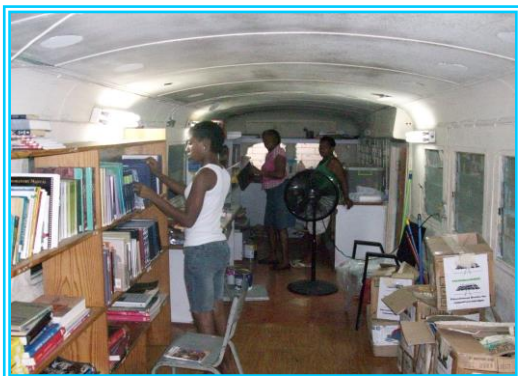
Reorganizing learning tools.



Repainting the door.



Brightening the centre walls.



Rearranging our books.



Getting the dust off!



Getting the resources ready for classes.



Getting rid of debris.

Highlights 2009

LICK Photography Club Competition 2009



"Early Sale"
Christine Granstan
2nd Place Winner



"Variety Feast"
Chantol Dormer
3rd Place Winner

LIME Computer Donation

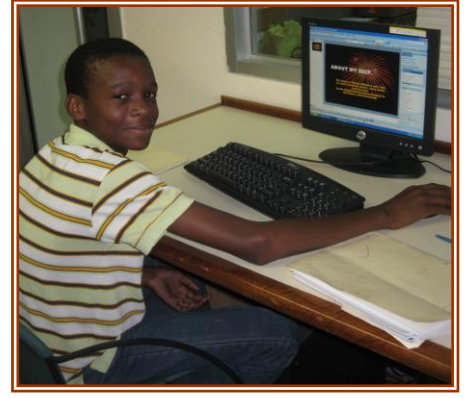
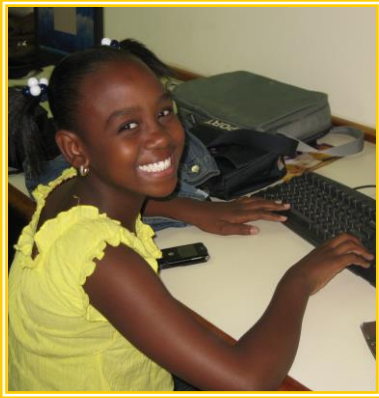


Social Work Seminar



Highlights 2009

Computer Camp



Grace Kennedy Education Launch & Run



1st Place Wheelchair



1st Place Run

Christmas Outreach 2009



Have a Merry Christmas!



Thank you! Ms. Kennedy!



Happy Holidays!



Ahh...Grace. The Good Food People.



This is for you!



I am satisfied!

Christmas Treat 2009

Lakes Pen Basic School



The Way Forward 2010

Youth Education and Development

- Provide educational and psychosocial support for *five hundred (500)* secondary and *eighty (80)* tertiary level students

Economic Activity and Wealth Creation

- Provide Agricultural Training and Business Counselling and small start up financing to establish *twenty-five (25)* micro businesses.

Development of Community Leadership

- Create opportunities for networking/training with *twenty-five (25)* Community Based Organizations / Non-Government Organizations

Training

- Provide exposure and training for *one hundred and twenty-five (125)* community practitioners from the University of the West Indies

Skills Certification / Training

- To provide skills training and certification for *one hundred and fifty (150)* adults and school leavers residing in our project areas

Health

- Provide health support for *five hundred (500)* golden agers and children

Christmas Outreach

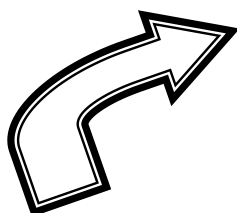
- Provide food and refreshments to *one thousand (1000)* golden agers and children through Christmas Outreach.

Fundraising

- Increase by 40% and maintain *one hundred and eighty (180)* staff volunteer's participation in Grace and Staff activities

Documentation

- Document and publish successful processes used in community development



Membership Committee Report

For the Year 2009, several presentations were made at induction ceremonies and staff meetings to solicit new members, increase contribution and recruit volunteers to assist with the programmes administered by the Foundation.

As of December 2009 membership stood at ***seven hundred and fifty-two (752)*** employees from *twenty-three* companies across the group. This compared to ***six hundred and forty-seven (647)*** for the same period in 2008. The total amount contributed by employees for the year was \$3,202,035.00, which was matched by the company 2:1 ratio.

Increased membership and contributions were as follows: variance

Particulars	2008	2009	Variance	% Increase
Membership	647	752	105	16.23
Staff Contribution	\$ 2,666,177.00	\$ 3,202,035.00	\$ 535,858.00	20.1

Grace & Staff wishes to extend a hearty Thank You to all contributors who have responded positively to our membership drive. As a result of your generosity we were able to support several inner-city projects designed to bring relief and assist golden agers, children and adults in our immediate environment.

However, for us to have greater impact, we will intensify our drive to increase our membership from 25% to 50% in the upcoming year. Your continued support and commitment will ensure that we will be able to extend our arm of benevolence to more of our nation's children.

Noel Greenland
Chairman

Fundraising Committee Report

For the year 2009, the fundraising committee was mainly involved with the staging of the inaugural GraceKennedy Education Run. The committee mainly provided operational support for the Run but also assisted in the recruitment of participants.

The remainder of the year saw no activities from the Fundraising Committee, primarily due to work and time constraints faced by the committee members throughout the year. As such, for the year 2009, the Fundraising Committee generated no additional income for Grace & Staff.

For 2010, the committee will seek to revamp and revitalize with the intention of hosting more activities to assist in the generation of the well needed income for Grace & Staff.

Many thanks to everyone who volunteered of their time and effort, to assist with the arrangements for the inaugural GraceKennedy Educational Run.

Caryn Spencer
Chairperson

Projects Committee Report

For the year 2009 the Foundation **received seventy (70) applications** for assistance with micro businesses mainly due as a result of the down turn in the local economy which propelled unemployment especially among women.

Of the 70 applications received, **twenty (20) applications were approved** for loans; **Fifteen (15) received grants; Twelve (12) received business counselling** and the remaining **twenty-three (23) were referred** to other agencies for funding as they were in need of larger funding support.

Traditionally women have always been the ones to access these loans; however, in 2009 there was a marked increase in the number of male applicants.

Jason S. R Dear
Chairman

Education Committee Report

2009 marked the 30th Anniversary of the Grace & Staff Community Development Foundation. It was a year to reminisce and celebrate the impact that the Foundation has had on the lives of countless young people. In 2009 alone, two hundred and forty-five (245) high school students were assisted including twenty-six (26) sixth form students. Funding was also provided for fifty-five (55) students attending tertiary institutions such as the University of the West Indies, the University of Technology, Jamaica, the Maritime Institute and Shortwood Teachers College.

The continued growth in the Foundation's education programmes and the marked improvement by the students each year has stretched the finances of the Foundation. Initiatives such as the GraceKennedy Education Run which was launched in 2009 and the Bursary Programme for tertiary students provided by the GraceKennedy Foundation are specifically geared towards funding these education programmes.

The Committee is happy to report that the external examination results for 2009 showed marked improvement over the previous year. We had four (4) students that took CXC subjects in forth form and successfully passed all exams taken; thirty-six (36) fifth form students took CXC exams, with twenty-three (23) passing five (5) or more subjects. The CAPE results were also excellent with Andre Ewan of Kingston College having the most outstanding results.

Congratulations to the Foundation staff, mentors, teachers at the Homework Centre and parents for their commitment to motivating these students to believe in themselves and work hard to achieve. We look forward to an even more successful year in 2010.

Caroline Mahfood
Chairperson

Community Relations Committee Report

For the year under review, the committee supported the activities of the Foundation and the communities in which GraceKennedy has its operations.

The activities for this committee included:

- Providing oversight for community relations programmes
- Providing publicity for Grace and Staff's activities.

Among the main activities highlighted during 2009 were:

- The Foundation's celebration of its 30th anniversary during the month of October
- The inaugural GraceKennedy Education Run spearheaded by the Foundation to benefit children pursuing tertiary level education
- Catalyst Photo Club photo exhibition titled 'Bringing Good Food to Life'
- The Summer Computer Camp,
- Labour Day activities carried out at the Learning Institute of Central Kingston (LICK)
- The successful results obtained by students associated with the homework centres;
- The call for volunteers

These highlighted activities represent only a small portion of the substantial and invaluable work carried out behind the scenes by the hard working team at the Secretariat of Grace & Staff. The Community Relations Committee expresses appreciation to the Secretariat for their untiring efforts and significant contribution to community development. We also thank the volunteers who not only contributed financially, but also gave of their time and skills in furthering the work of the Foundation.

Dionne Rhoden
Chairperson

Treasurer's Report

The Grace & Staff Community Development Foundation had a very successful year in 2009. The foundation recorded positive growth in all areas of its income stream. Key revenue growth areas were staff and company contributions, interest income, and fund raising.

Over 2009 the GOJ 6-months weighted average treasury bill rate reflected a decline to 16.8% from 24.45% in 2008, the BOJ foreign exchange selling rate depreciated by 11.3% to \$89.6002 (2008:\$80.4713) and the calendar inflation rate stood at 10.2% (2008:16.8%).

NET SURPLUS

The net surplus for the financial year ending December 2009 stood at \$3.73 million, up \$2.56 million, from \$1.17 million in 2008. The accumulated surplus stood at \$14.41 million as at December 2009 (2008: \$10.68m).

INCOME

Total income stood at \$34.10 million, inclusive of \$18.41 million in subvention from GraceKennedy to cover staff related costs. This reflected an increase of \$8.83 million year over year, when compared to the \$25.27 million recorded in 2008 (GK Subvention 2008: \$13.93m).

A disaggregation of total income reflected the following increases for 2009 over 2008:

Company and staff contributions grew from a combined \$8.0 million in 2008 to \$9.6 million in 2009, representing a 20% increase.

Interest income grew by \$1.08 million, from \$1.91 million in 2008 to \$2.99 million in 2009. This was due primarily to the prevailing relatively higher interest rate conditions, as well as, an increase in cash balances due to growth in fundraising and contributions.

Fundraising income reflected the most dramatic increase in contribution to income in 2009. Fundraising stood at \$1.99 million, up by 290% from the \$0.51 million recorded in 2008. The successful staging of the inaugural GraceKennedy Education Run on July 5, 2009 earned a net of \$1.8 million for the Foundation.

The GK Run came out of the need to raise additional income, amidst the growing educational success of students from the Foundation's programmes, with increasing numbers qualifying for tertiary education pursuits. The main objectives of the GraceKennedy Education Run are:

- To raise funds in support of inner-city education initiatives
- To raise public awareness as to the importance of education in community and national development

- To focus public attention on activities in downtown and to showcase its unique beauty
- To foster a healthy lifestyle and a spirit of good, clean, family fun.

By all accounts all these objectives were met during 2009.

EXPENDITURE

Total expenditure for 2009 stood at \$30.37 million, compared to \$24.09 million in 2008. Core expenditure, net of staff costs, stood at \$11.96 million, compared to \$10.16 million in 2008, reflecting a 17.6% increase year over year. Staff cost for 2009 and 2008 stood at \$18.41million and \$13.93 million respectively.

The main area of increased expenditure was in educational expenses recording growth of \$1.76 million to \$5.68 million (2008: \$3.92m). This reflects the Foundations continued focus on educational programmes as a critical pillar of its community development intervention.

EQUITY

The equity of the foundation now stands at \$18.23 million, which compares to \$14.37 million as at December 2008. This reflects a growth of \$3.86 million in 2009.

SUMMARY

The continued recession in Jamaica serves to increase the demand on the Grace & Staff Foundation's resources at a time when individuals and companies may be tempted to cut back. Added to this challenge is the matter of inflation and its impact on providing, at a minimum, the same level of services to communities. There will be continued need to strengthen the focus on growing membership, contributions and fundraising so as to support the growing need for the Foundation's services.

The Grace & Staff Foundation is committed, now more than ever, to continue to make its mark in the various communities that we serve. This is especially as the education system in Jamaica is challenged by lack of resources. We deeply believe that the future success and development of our country is inextricably linked to the strengthening of its human capital.

I would like to take this opportunity to express our gratitude to the directors, management, staff, subsidiaries and well wishers, who continue to partner with the Grace & Staff Community Development Foundation as it "builds a bridge of human care and understanding".

Mark B. Anderson
Treasurer & Director

Appendices

EDUCATION ASSISTANCE BENEFICIARIES 2009-2010

High School

First Form

	Surname	Christian	School
1	Allen	Shaquille	St. George's College
2	Bugess	Nyhandu	Alpha Academy
3	Comrie	Jumela	Melrose Primary & Junior High
4	Copeland	Shanice	Ascot High School
5	Dennis	Shivani	Holy Trinity High
6	Robinson	Sudeon	The Queen's School
7	Smith	Rushawn	Norman Manley High
8	Swaby	Andre	Ardenne High School

Second Form

	Surname	Christian	Name of School
9	Atkins	Teneshia	Merl Grove High
10	Beckett	Drucilla	St. Hughs High
11	Bell	Tamra-Kay	Excelsior High School
12	Black	Pretannia	Institute of Higher Learning
13	Blackwood	Aaliyah	Wolmers Trust for Girls
14	Bogle	Danealle	Donald Quarrie High
15	Bogle	Danielle	Donald Quarrie High
16	Brooks	Tiffany	Holy Trinity High
17	Brown	Corey	Kingston College
18	Brown	Shemar	Donald Quarrie High
19	Clarke	Ashley	Holy Trinity High
21	Davis	Kimberly	Braeton Junior High
22	Davis	Neco-Shane	Campion College
23	Dawkins	Rushanna	Melrose Junior High
24	Dawson	Kimona	Melrose Junior High
25	Douglas	Myeisha	Tivoli Gardens High
26	Dowding	Dominique	St. Hughs High
27	Fiddler	Colleen	St. Hughs High

28	Fiddler	Collette	St. Hughs High
29	Flemmings	Junior	Jamaica College
30	Forbes	Beanca	Tivoli Gardens High
31	Goldson	Jamal	Kingston College
32	Harding	Rickton	Tivoli Gardens High
33	Johnson	Falode	Kingston College
34	Jones	Shanique	Donald Quarrie High
35	Lennon	Jerome	Wolmer's Boys
36	Leslie	Lateafa	Vauxhall High
37	Lewis	Deidre	Windward Road Junior High
38	Marriot	Jamealia	Calabar Junior High
39	McDonald	Shanice	Donald Quarrie High
40	McFarlane	Aisha	Kingston Technical
41	McFarlane	Shanique	Pembroke Hall High
42	McGillvary	Daniella	Mona High
43	McIntosh	Shanice	Donald Quarrie High
44	McPherson	Kimone	Gaynstead High
45	Mighty	D'mitre	Excelsior High School
46	Miller	Shavonne	Donald Quarrie High
47	Moodie	Kirk Tanya	Edith Dalton James High
48	Moodie	Melona	Denham Town
49	Morgan	Shania	Tivoli Gardens High
51	Nash	Nasheva	Holy Trinity High
52	Newby	Brad	Calabar Junior High
53	Parchment	Rochelle-Ann	Alpha Academy
54	Pearl	Tameria	Immaculate Conception High
55	Pedley	Olivia	Alpha Academy
56	Powell	Tusanne	Donald Quarrie High
57	Pusey	Malik	Kingston College
58	Reid	Kaysha	Calabar Junior High
59	Ricketts	Deja	St. Hughs High
60	Robe	Demetrious	Alpha Academy
61	Robinson	Daneil	Calabar High
62	Scarlett	Nia	Wolmers Trust for Girls
63	Shaw	Kimo	Trench Town Comprehensive High
64	Simpson	Terry-Kay	Holy Trinity High
65	Smith	Jenine	The Queens School
66	Stora	Monique	Camperdown High
67	Strachan	Sonika	Alpha Academy
68	Thompson	Kimoya	Excelsior High School
69	Thorne	Janelle	Wolmers Trust for Girls
70	Whitely	Dominique	Immaculate Conception High

71	Whyte	Ashlee	Ardenne High
72	Williams	Devroy	Calabar Junior High
73	Williams	Stefan	Donald Quarrie High
74	Williams	Zelica	Donald Quarrie High
75	Williamson	Yasheema	Camperdown High
76	Wishart	Sherika	Meadowbrook High
77	Wright	Dwayne	Jamaica College
78	Wright	Tamika	Melrose Junior High

Third Form

	Surname	Christian Name	School
79	Burgess	Abbygail	Calabar Junior High
80	Campbell	Kemar	Jamaica Foundation for Lifelong Learning
81	Chacamp	Romario	Tivoli Gardens High
82	Clarke	Mickayle	Holy Trinity Sec High
83	Daley	Laron	Donald Quarrie
84	Dawkins	Rasheed	Kingston College
85	Finnikin	Junior	Trench Town Comprehensive High
86	Francis	Fydol	Donald Quarrie
87	Francis	O'shane	Calabar High
88	Frys	Devonna	Merl Grove High
89	Harris	Shaunille	Clan Carthy High
90	Hendricks	Roshane	Vauxhall High
91	Henry	Carrion	Excelsior High
92	Henry	Raheem	Kingston College
93	Isaacs	Kellisha	Clan Carthy High
94	Jackson	Alanzo	Kingston College
95	Lawrence	Alphanso	Clan Carthy High
96	Martin	AK' eem	Norman Manley High
97	McDonald	Rasamego	Norman Manley High
98	McFarlane	Yanique	Maverley Primary & Junior High
99	McGillvary	Dannico	Holy Trinity High
100	Miller	Olatunji	Jamaica College
101	Minzie	Alex	Calabar High
102	Mowatt	Jamar	Gaynstead High School
103	Phillips	Lashawn	St Hughs High
104	Pommells	Sowhana	Immaculate Conception
105	Powell	Shanice	Tivoli Gardens High School
106	Robe	Camala	Excelsior High
107	Robinson	Janelle	Alpha Academy

108	Robinson	Sharnette	St. Andrew Technical High
109	Samuels	Peta-Gaye	Holy Trinity High
110	Santos	Daniel	Donald Quarrie High
111	Stewart	Venecia	Wolmers Girls
112	Taylor	Georgina	Charlie Smith High School
113	Thompson	Leigan	Alpha Academy
114	Wheatle	Chantelle	Windward Road Junior High
115	Williams	Hakeem	St. George's College
116	Williams	Sabrina	St. Andrew Technical High
117	Willie	Raheem	Clan Carthy High
118	Wishart	Camoiy	Calabar High

Fourth Form

#	Surname	Christian Name	School
119	Asphall	Kimmona	Donald Quarrie High School
120	Binnie	Yekini	Campion College High School
121	Burgess	Jamie-lee	St. Andrews Technical
122	Calvert	Rohan J.	Charlie Smith High School
123	Campbell	Kadeen	Camperdown High School
124	Clarke	Demitri	Kingston College
125	Collins	Shana-Kay	Excelsior High School
126	Davis	Odean	Holy Trinity High School
127	Dixon	Jamar	Donald Quarrie High School
128	Elleston	Romane R.	Calabar High School
129	Eubanks	Shamara N.	Holy Trinity High School
130	Fisher	Andre	Jamaica College
131	Francis	Shonique N.	Wolmers Girls School
132	Gillespie	Tanyashae K.	Tivoli Gardens High School
133	James	Altinardo	St. Andrews Technical High School
134	Johnson	Marlon	St. George's College
135	Johnson	Sushanna	Donald Quarrie High School
136	Martin	Cornelius O.	Holy Trinity High School
137	McCarthy	Lance	Dunoon Park Technical High
138	McDonald	Danielle	Bridgeport High School
139	Miller	Brittney	Holy Childhood High School
140	Miller	Shade S.	Queen's High School
141	Morgan	Christopher	Edith Dalton James High
142	Morgan	Khisepher	Edith Dalton James High
143	Morris	Francois	Charlie Smith High
144	Ngyou	Abigail	St. Andrew High School

145	Pinto	Racquille	Clan Carthy High School
146	Pryce	Andre	Donald Quarrie High School
147	Reid	Christopher	Kingston Tecnhical High School
148	Richmond	Nicholas	Donald Quarrie High School
149	Ricketts	Junior	Donald Quarrie High School
150	Ricketts	Kemar	Jamaica College
151	Robinson	Chavoi	Charlie Smith High School
152	Royal	Matthew	Wolmers Boys'
153	Simpson	Shanesha	Ardenne High School
154	Smith	Rushane	St. Andrew Technical High School
155	Spaulding	Ardo	Donald Quarrie High School
156	Stennett	Danielle	Gaynstead High School
157	Taylor	Michael	Charlie Smith High School
158	Williams	Melissa	Donald Quarrie High School
159	Williams	Selene A.	Vauxhall High School
160	Wilson	Orachio	Donald Quarrie High School

Fifth Form

#	Surname	Christian Name	School
161	Anderson	Samantha	Jose Marti Tech. High School
162	Barrett	Ophelia	Alpha Academy
163	Bennett	Ainsworth	Excelsior High School
164	Booth	Donat	Kingston College
165	Brown	Lasstar	Alpha Academy
166	Brown	Michael	Camperdown High School
167	Campbell	Kayla	Camperdown High School
168	Daley	Sudeon	Camperdown High School
169	Davidson	Devon	Kingston College
170	Douglas	Kaedian	Holy Childhood High
171	Ellis	Jonelle	Wolmer's Girls School
172	Falconer	Shane	Camperdown High School
173	Flemmings	Eyan	Jamaica College
174	Foster	Donhue	Camperdown High School
175	Graham	Adrian	St. George's College
176	Hendricks	Sharlene	Excelsior High School
177	Isaacs	Charlet	Clan Carthy High School
178	Jackson	Akeem	Donald Quarrie High School
179	James	Claudine	Donald Quarrie High School
180	Jones	Shantina	Donald Quarrie High School
181	Lammie	Anna-Kay	Excelsior High School

182	Levy	Richard	Excelsior High School
183	Lywood	Lavar	Mona High School
184	McCalla	Jermaine	Excelsior High School
185	McDonald	Sashawna	St Hugh's High School
186	McGillvary	Daneil	Donald Quarrie High School
187	McKenley	Latoya	Norman Manley High School
188	Palmer	Deshane	Kingston Senior High School
189	Payne	Lalibella	Alpha Academy
190	Peart	Tiffany	Immaculate Conception
191	Pickersgill	Andre	Kingston College
192	Powell	Sushana	Donald Quarrie High School
193	Priestly	Claudine	Camperdown High School
194	Rhoden	Rhonesha	Campion College
195	Richards	Dave	Campion College
196	Robe	Channel	Wolmer's Girls School
197	Robe	Shantel	Camperdown High School
198	Robinson	Kristal	Tarrant High School
199	Samuels	Shanice	Ardenne High School
200	Simpson	Shanesha	Ardenne High School
201	Singh	Tiffany	Vauxhall High School
202	Smith	Kayann	Donald Quarrie High School
203	Spence	Ann-Marie	Campion College
204	Sydney	Kimone	Excelsior High School
205	Thompson	Maurice	Kingston College
206	Tyrell	Tanecia	Alpha Academy
207	Walker	Chantal	Clan Clarthy High School
208	Wellington	Devrick	Clan Clarthy High School
209	Wheeler	Tyquan	St. Andrew Technical High School
210	Williams	Nico	St Georges College
211	Williams	Vanessa	Camperdown High School
212	Wint	Trudian	Immaculate Conception
213	Woodbine	Shannoya	Holy Childhood High

Lower Sixth Form

#	Surname	Christian Name	School
1	Belnavis	Cavelle	Camperdown High
2	Brown	Sharie	Campion College
3	Buchanan	Sanjay	Jamaica College
4	Cadien	Lauriston	Camperdown High
5	Depass	Delroy	Kingston College

6	Harris	Djuvayne	Camperdown High
7	James	Ramone	St. George's College
8	Nelson	Moya	Camperdown High
9	Ricketts	Josette	St. George's College
10	Samuels	Tonya	Camperdown High
11	Saunders	Sheree- Ann	Holy Childhood High
12	Smith	Kia	The Queen's School
13	Spence	Cavell	Meadowbrook High
14	Tenn	Monique	Wolmers Girls' School
15	Thompson	Shavon	Ardenne High

Upper Sixth Form

#	Surname	Christian Name	School
1	Shuttleworth	Davia	Alpha Academy High
2	Escoffery	Jonathan	Camperdown High
3	Francis	Denise	Camperdown High
4	Francis	Delmar	Jamaica College
5	Bryan	Sophia	Meadow Brook High School
6	Lawrence	Rallicia	Queen's High School
7	Cummings	Kemar	St. George's College
8	Mitchell	William	St. George's College
9	Dormer	Chantol	St. Hugh's High School
10	Wellington	Desmond	St. Jago High School
11	Graham	Telo A.	Wolmer's Boys' School

TERTIARY INSTITUTION BENEFICIARIES

#	Surname	Christian	School	Year
		Nikolai-		
1	Alexander	Andre	University of the West Indies	1
2	Alvaranga	Natalie	Excelsior Community College	1
3	Austin	Andre	Excelsior Community College	2
4	Barnes	Jelissa	University of the West Indies	1
5	Buchanan	Shane	University of the West Indies	1
6	Campbell	Orane	University of the West Indies	2
7	Campbell	Sanjay	University of Technology	1
8	Carr	Caliph	National Tools & Engineering Institute	3
9	Cawley	Fabian	University of Technology	3
10	Cesvette	Jevon	Caribbean Maritime Institute	3
11	Davey	Andre	University of the West Indies	1
12	Dawkins	Andrew	University of Technology	3
13	Depass	Denisha	University of the West Indies	1
14	Dixon	Sasha	University of Technology	4
15	Dixon	Shadia	Excelsior Community College	2
16	Dormer	Kimika	University of the West Indies	1
17	Douse	Shanick	University of Technology	2
18	Elliston	Terri-ann	University of Technology	4
19	Ewan	Andre	University of the West Indies	1
20	Flemings	Inisha	University of the West Indies	1
21	Forbes	Christina	Excelsior Community College	3
22	Gillespie	Theresa	University of Technology	2
23	Gooden	Shelly Ann	University of Technology	3
24	Granstan	Christine	Excelsior Community College	2
25	Grant	Chantelle	University of the West Indies	1
26	Haynes	Cindy	University of the West Indies	3
27	Isaacs	Michael	Excelsior Community College	2
28	Jackson	Janielle	University of the West Indies	3
29	James	Calvin	University of the West Indies	1
30	Laiyi	Queen-Indi	Jamaica Theological Seminary	2
31	Lambert	Jermaine	University of the West Indies	2
32	McKenzie	Claude	Mico University College	1
33	Mills	Rayon	University of the West Indies	3
34	Morris	Nick	University of the West Indies	2
35	Murdock	Alicia	University of the West Indies	1
36	Myers	Marvin	University of Technology	1

37	Nelson	Neil	University of Technology	3
38	Panton	Tashia	University of the West Indies	1
39	Pearl	Tris-Ann	University of the West Indies	1
40	Phillips	Lorne	University of the West Indies	1
41	Powell	Kenyatta	UWI Cave Hill	1
42	Richards	Anthony	University of Technology	4
43	Ricketts	Josette	Caribbean Maritime Institute	1
44	Rose	Christopher	Excelsior Community College	2
45	Samuels	Shaneille	University of the West Indies	3
46	Seymour	Bryan	Caribbean Maritime Institute	2
47	Shuttleworth	Katesha	Heart Trust	1
48	Sinclair	Camille	University of the West Indies	3
49	Small	Kelly-Ann	University of Technology	3
50	Stanley	Akeem	Mico University College	1
51	Thompson	Kevan	Caribbean Maritime Institute	2
52	Thompson	Melissa	University of Technology	1
53	Thompson	Norman	University of Technology	2
54	Whyte	Sacheene	Mico University College	2
55	Willaims	Ali	International University of the Caribbean	3
56	Williams	Ramone	University of Technology	2
57	Williams	Taneisha	Shortwood Teachers' College	2

EXAMINATION RESULTS 2009

Fourth Form CXC Students

#	Surname	Christian	Subjects Taken	Subjects Passed
1	Barrett	Ophelia	4	4
2	Lammie	Anna-Kaye	2	1
3	Tyrell	Tanecia	1	1
4	Sharlene	Hendricks	1	1

Fifth Form CXC Students

#	Surname	Christian	Subjects Taken	Subjects Passed
5	Saunders	Sheree- Ann	10	10
6	Spence	Cavell	9	9
7	Depass	Delroy	9	9
8	Brown	Sharie	8	8
9	Nelson	Moya	8	8
10	Smith	Kia	8	8
11	Ricketts	Josette	9	8
12	James	Ramone	8	8
13	Samuels	Tonya	8	8
14	Tenn	Monique	8	8
15	Belnavis	Cavelle	8	8
16	Thompson	Shavon	8	7
17	Harris	Djuvayne	7	7
18	Gordon	Marie	8	7
19	Cadien	Lauriston	7	7
20	Ellwood	Jolan	7	6
21	Buchanan	Sanjay	8	7
22	Lewis	Johnall	8	5
23	Blair	Kay-Ann	6	5
24	Campbell	Jody-Ann	8	5
25	Walker	Shantau	8	5
26	Green	Marie	7	5
27	Dyer	Daniel	8	3
28	Jeffery	Dawitt	6	3
29	Miller	Chinelle	6	3
30	McLeod	Shaniece	6	1
31	McPherson	Tashj	2	1

32	Collins	Shana-Kay	2	1
33	Shaw	Shamel	4	2
34	Currie	Aldon	5	2
35	Morris	Sasha-Gaye	8	5
36	Munroe	Rascimo	5	4
37	Pennie	Jamila	4	1
38	Smith	Yanique	7	0
39	Dixon	Paige	8	0
40	Authers	Adam	6	0
41	Hoyes	Kaydean	3	0
42	Allen	Kemar		
43	Artwell	Santana		
44	Genus	Gracia		
45	Johnson	Alphanso		
46	Shand	Andre		
47	Spauldings	Radisha		
48	Tenn	Tanique		

CAPE Unit I Results

#	Surname	Christian	Units Taken	Units Passed
1	Bryan	Sophia	4	4
2	Cummings	Kemar	4	2
3	Dormer	Chantol	4	4
4	Escoffery	Jonathan	4	2
5	Francis	Denise	3	3
6	Graham	Telo	4	4
7	Francis	Delmar	4	4
8	Christine	Granstan	3	3
9	Lawrence	Rallicia	4	4
10	Mitchell	William	4	4
11	Peart	Tris-Ann	3	2
12	Shuttleworth	Davia	4	4
13	Wellington	Desmond	4	4

CAPE Unit II Results

#	Surname	Christian	Units Taken	Units Passed
1	Ewan	Andre	4	4
2	James	Calvin	4	4
3	Campbell	Sanjay	4	4
4	Flemmings	Inisha	4	4
5	Buchanan	Shane	4	4
6	Shuttleworth	Katesha	4	3
7	Barnes	Jelissa	4	3
8	Depass	Denisha	4	3