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OUR POWER

NEWSLETTER



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Four Decades of Impact: LUCELEC's Scholarship Programme Celebrates Student Success

by Carmy Joseph



LUCELEC 2025-2026 Scholarship Class

Exclusively available to children of LUCELEC employees, the scholarship offers a comprehensive academic support package that includes the cost of approved textbooks, uniforms, stationery, school bags, school and facilities fees and one-time CPEA and CAPE exam fees.

During her review of student performance in the previous academic year, Programme Chairperson, Alpha Felix, welcomed the newest scholars with words of encouragement.

"Your performance in the CPEA has earned you an opportunity and we encourage you to maintain the high standard that brought you here today. Congratulations to all of you," she says.

The 2024-2025 academic year saw seven scholarship students consistently meet or exceed the programme's academic benchmarks. The Top Performing Secondary School student was Form Four student at the St Mary's College Aiden George, who ended last term with a 94.41 GPA.

Shernan Jankie was the Top Performing Tertiary student with a 3.70 GPA, and the Most Improved Student was Alyssa Clery of the SDA Academy.



(From Left to Right) 2024-2025 Top Performing Secondary School Student Aiden George and Top Performing Tertiary Student Shernan Jankie

Speaking on the day's theme, "Empowered by excellence: Spotlighting determination, resilience & economic determination" - LUCELEC's Chief Strategy Officer Ian Peter encouraged the recipients to embrace a holistic view of excellence.

"Remember, being excellent isn't just about getting top grades, it's about being kind, helpful and determined no matter what. Keep chasing your goals, inspire friends and know we at LUCELEC are here rooting for you always. We're really proud to celebrate with you and can't wait to see all the amazing things you do next."

The keynote speaker at the Scholarship Social was Sherlon Leon, a certified development coach and Head of Sales at Sagicor Saint Lucia. He was a beneficiary of the company's scholarship programme from 1994 to 1999.

"Remember today, remember you were honoured for your academic ability. You didn't make it up, you achieved this. That means you can do it. And when the next challenge comes remember I can do this, I did this before. I have the ability to conquer what some people think is not conquerable.

Parents, you, me – I am a parent myself; we play a crucial role. We're not just providing financial support. We have the responsibility to help them recognize their unique strengths and abilities because you know what we have?



2024-2025 Most Improved Student - Alyssa Clery

We have this vantage point. We get to see them more than they see themselves."

LUCELEC remains committed to nurturing academic excellence and personal growth through its Scholarship Programme, celebrating four decades of impact and inspiration



Thank You

On behalf of the teachers and the graduating class of 2025, I wish to express our heartfelt gratitude for your generous support in making our graduation ceremony a truly special and memorable occasion. Your contribution made it possible for us to host an event that will be fondly remembered by all who attended.

We are sincerely appreciative of your assistance and pray for continued blessings and prosperity upon your organization.

As a school community, we are committed to supporting and promoting your institution in every way we can, as your generosity reflects a genuine commitment to the development and success of our youth.

Once again, thank you for your support. We look forward to your continued partnership in our future endeavours.

- Karen Renee | *Principal* | Babonneau Secondary School

Blue Planet Alliance (BPA) Fellowship Cohort #4

by Quanley Marieatte



St. Lucian team at the BPA Fellowship Cohort. LUCELEC represented by Joanne Husbands & Quanley Marieatte

In May 2025, I attended the Blue Planet Alliance (BPA) Fellowship Cohort in Hawaii, representing LUCELEC and St. Lucia. The fellowship aimed to share information among island states to achieve 100% renewables.

BPA partners and industry experts presented on policy, technology, financing, and ecological impacts of renewable energy initiatives. The cohort visited a wind/solar farm with battery storage and an agrivoltaics PV site with battery storage. Agreements were signed with governments to mandate deadlines for achieving 100% renewables, including St. Lucia's commitment to reach this goal by 2050.

Notable Discussions

The Kaua'i Island Utility Cooperative (KIUC) presented its progress with RE on Kaua'i Island. At present, there are many days in the year, during the daytime, when the island runs 100% on RE. They achieved this by focusing on grid-scale solar farms and distributed PV. With that, they went from the

most expensive electricity in Hawaii to the cheapest electricity in Hawaii. To deal with the possibility of damage from natural disasters, the fossil fuel infrastructure must remain maintained but kept unused.

There was talk that policy should be set based on goals, rather than accounting for all technical factors – set a goal and use innovation to achieve it. Performance-based regulation can form a part of this to spur utility cooperation.

Customer-sited rooftop solar leads Hawaii's renewable energy pursuits and it can be a big part of our island's RE goals moving forward. Focus on this, including creating funding opportunities and "Green Banks" will significantly increase our progress towards 100% RE.

Key Takeaways

- Global pressure to legislate policies for achieving 100% renewables by a deadline.
- Emphasis on performance-based regulation to reward/punish utilities for meeting or missing RE targets, with potential revenue caps and profit-related incentives. The NURC was present and may look further into this possibility for St. Lucia in the future.

EMPLOYEE SPOTLIGHT AWARDS

Joanne's Commitment Drives Change in Pre-Paid Metering Project



Joanne Husbands demonstrated exceptional dedication and leadership in supporting the Pre-Paid Metering Project during Q2. Her proactive approach ensured that impacted teams were not only informed but truly equipped to navigate the changes being introduced.

Joanne went beyond standard group training sessions, personally arranging one-on-one briefings for individuals who couldn't attend. She maintained close communication with supervisors to monitor progress, track readiness, and identify areas needing additional support. Her attention to detail and persistence helped ensure that no one was left behind.

Throughout the process, Joanne kept both the Initiative Manager and Project Sponsor informed, offering timely updates and strategic advice on where interventions were needed to maintain team engagement, especially critical as the pilot phase extended beyond its original timeline.

Thanks to Joanne's efforts, the people side of the project received the care and attention it deserved, laying a strong foundation for successful adoption and long-term impact.

Cornphia Elevates Strategy Reporting with Empathy and Precision



In Q2, Cornphia showcased outstanding internal customer service by actively supporting Data Owners, Initiative Managers, and Objective Owners in meeting their strategy reporting obligations.

While automated reminders in ESM kept the process moving, Cornphia added a personal touch by crafting thoughtful, empathetic email nudges that encouraged timely submissions. Her messages struck the perfect balance between professionalism and support, helping recipients feel guided rather than pressured.

To further assist, she provided clear, detailed notes outlining exactly what needed to be addressed in each report. This proactive approach not only improved compliance but also led to more complete and insightful submissions.

Cornphia's dedication and finesse made a measurable impact, reinforcing the value of human-centered communication in driving organizational success.

Strategy Refresh Update

by Roger Joseph



Senior Managers & Executive at Strategy Refresher

As we approach the end of the first milestone in our 2035 Strategic Business Plan (December 31, 2025), we took time to review and refresh our strategy. This is part of our commitment to regularly update our strategy to stay relevant, make improvements, and respond to changes in our environment.

We looked at both internal and external factors using tools like PESTEL and SWOT, and revisited the original assumptions behind our strategy. We also assessed how well we've executed the strategy so far and what we've learned along the way.

To get a full picture, we engaged with key stakeholders - including the Senior Management Team, staff, Board of Directors, policy makers and representatives from major business and professional associations. These conversations helped us understand current priorities and identify areas where our strategy needed to shift.

As a result, we've updated our strategic direction. Instead of becoming an economic development utility by 2035, we're now aiming to become a vertically integrated electricity and energy solutions company.

We've revised our vision milestones to reflect this new direction and updated our strategy map and Balanced Scorecard (BSC) with appropriate objectives and updated measures and targets to align with our goals through 2030.

The Board of Directors has approved the revised strategy map and BSC. Starting January 2026, we'll use these to track our progress. The new strategy will also guide our 2026 budget and financial planning for the next few years.

In Q3 and Q4, we'll roll out the updated strategy across the organization. Departments will update their scorecards to align with the revised strategy, and updated department scorecards will inform personal scorecards for 2026.



LUCELEC & Energyze Light Up Emancipation Murals with Solar Technology

by Carmy Joseph



Emancipation Mural by Alwyn St Omer lit up by LUCELEC & Energyze Holdings Inc. (EHI)

Residents and visitors still have time to experience the vibrant glow of the Emancipation Murals on Jn Baptiste Street in Castries, is now illuminated nightly as part of the Cultural Development Foundation's (CDF) observance of Emancipation Month.

The lighting of the murals was made possible through a collaborative effort between LUCELEC and energy services company Energyze Holdings Inc (EHI). The project also included the relocation of an electrical pole to facilitate the installation.

Energyze General Manager David Leonce explained that the solar-powered LED lights installed above the murals are a sustainable and cost-effective solution.

"For us, this was a very important occasion for us to partner with the Cultural Development Foundation to showcase what we do, our offerings around sustainable energy solutions and sustainable lighting is also an area that we want to provide services to our customers," he said.

CDF Cultural Producer, Drenia Frederick, emphasized the significance of the murals, noting their role in inspiring reflection, offering therapeutic value, and enhancing the aesthetic of the city—especially for those arriving by sea.

"It is also an iconic thing that we have developed in the city of Castries and of course all our partners especially LUCELEC has been instrumental in working with us to get most of these activities and things that are meaningful, that have longevity in the society. We are working to light up the murals and it's done thank you to LUCELEC and Energyze who have sponsored this entire process so it's going to be lit up and it's eco-friendly. These lights are solar powered so during the day they will soak up the energy and at night they will come alive giving some sort of life to this street."

Painted by artists Alwyn St. Omer and Naja Simeon, the Emancipation Murals were unveiled in August 2023. They serve as a visual narrative of Saint Lucia's history and aspirations, bridging the past with the future. The CDF hopes the illuminated murals will continue to energize the city and foster a deeper appreciation for Saint Lucia's cultural heritage.

Energizing Our Community

Corporate Social Responsibility - August 2025



Helen's Daughter - Unconference on Agriculture

LUCELEC continues to demonstrate a strong commitment to community development through meaningful sponsorships and donations across a wide range of initiatives.

Our support reflects a deep belief in the power of collaboration and the importance of investing in our people, especially through programs that promote education, wellness, creativity, and inclusion.

By sponsoring activities in education, sports, the arts, charitable causes, and government-led outreach, we help to create spaces where individuals and communities can thrive. Our contributions enable organizations to deliver impactful experiences that foster growth, empowerment, and national pride.

Our willingness to support these initiatives underscores LUCELEC's role not just as a utility provider, but as a dedicated partner in building a stronger, more resilient Saint Lucia.

Education

- Fresh Springs Life Enrichment Center – Summer Camp for children of Bouton

Charitable

- National Council of & for Persons with Disabilities Inc. - Camp Lajwa 2025
- Helen's Daughter - Unconference on Agriculture

Government

- St Lucia Fire Service – Fun Walk

Sports

- Saint Lucia Chess Federation – FIDE World Youth U16 Chess Olympiad 2025
- Southern Flying Fish (SSF) Swim Club – 29th Goodwill Swim Meet – Barbados 2025

Arts & Festival

- AVAD Dance Ministry – Alvin Ailey 2025 Dance Summer Workshop
- McDonald Dixon – Theatrical Production "Kesnoh" at Carifesta XV in Barbados

Volunteer

- Vieux Fort Infant School – Painting of Exterior walls



La Woz Festival 2025

Watts Up Next



LUCELEC Movie Night

Corporate Warfare Futsal

Team LUCELEC plays on the following nights:

Oct 18 @8:30pm: vs. St Judes

Oct 24 @8:30pm: vs. Heineken

Nov 1 @6:30pm: vs. Bordelais

Breast Cancer Awareness

October 1-31

Dwive Kweyol

Oct 18 | Fond Latisab Creole Park, Chassin, Babonneau

National Jounen Kweyol Celebration

October 28

Bubbles & Bloom Brunch Fete

Nov 30 @2pm | Maury's Bar & Grill, Corinth

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Or drop by the office or just stop us in our tracks!