



# THE SPOKE

SERVICE ABOVE SELF

ISSUE 3 • MARCH 2022

BY NATOYA CASSIUS

## IT'S WATER, SANITATION, AND HYGIENE MONTH



Image courtesy CABRI

"Thousands have lived without love, not one without water."

— W. H. Auden

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## THE ROTARY 4-WAY TEST

The Four-way test 'formula' guides our International membership. The creed which states:

- Is it the **TRUTH**?
- Is it **FAIR** to all concerned?
- Will it build **GOODWILL** and **BETTER FRIENDSHIPS**?
- Will it be **BENEFICIAL** to all concerned?

VISION: "Together, we see a world where people unite and take action to create lasting change - across the globe, in our communities, and in ourselves."

# THE PRESIDENT'S MESSAGE

## WATER AND SANITIZATION



KETURAH DONAI

During the month of March 2022, the Water and Sewerage Company (WASCO) had to shut down the water supply to consumers to facilitate repairs on a major line. Can you imagine the effects of this shut down on households, business places, schools and farmers? Some schools had to remain closed after a day or two because the water storage ran out. Farms without storage felt the effects as these days were sunny without a drop of rain to moisten the soil and nourish the grain and plants. We cannot take for granted the importance of water as it is one of the key essentials for survival and without it we can be extinct.

Water is the medium through which all essential vitamins and minerals are transported in the bodies of living organisms. No wonder our bodies are 70% water! The water that is received in our taps contain essential vitamins such as magnesium, sodium, iron, calcium and other valuable nutrients. St Lucians are very privileged to have access to clean water at their fingertips. Many countries face water crisis and are in need of assistance. Countries such as Ethiopia, Somalia, Egypt, Syria, and India to name a few, are not as fortunate as we are and have to travel miles to fetch water for daily consumption.

On the other hand water can be very devastating when it shows up in the form of storms, hurricanes and tsunamis. In my travels I noticed in Venice that the patriots build innovative and elaborate bridges with elevated walkways to protect against inevitable yearly floods. In St Lucia we are affected by floods and landslides and we need to get innovative ways to solve the flooding issues that we experience and possibly take a page from Venice and other first world countries.

Water is invaluable as it relates to sanitization. There are so many illnesses and diseases in countries that experience water shortages. These are as a result of insufficient water which is needed for flushing of toilets, for cleaning of households, medical facilities, for showering and for simply just drinking. Many years ago our Rotary Club saw the need to erect public restrooms, and shower facilities with laundry mats in various communities. This was to assist with the eradication of Bilharzia which was a disease that affected people because of contaminated river water.

As Rotarians we have a work to do in enlightening others of the importance of water and sanitization. Our humanitarian efforts can never plateau but instead we must persist in doing good as we continue to change lives.

# BOARD MEMBERS 2021/22



## The Rotary Club of Saint Lucia Leadership Team 2021-22



FROM LEFT TO RIGHT:

PRES. KETURAH CHARLES-DONAI, PP SELMA ST.PRIX PHF, IPP LEATHON KHAN PHF, DIR. JULIAN CHARLES, PP CHESTER HINKSON, PP LEEVIE HERELLE, DIR. SHEBA O'BRIEN PE GORDON JULIEN, PP TIMOTHY MOFFAT PHF, DIR. NATOYA CASSIUS, DIR. ROGER HARE, PP MALCOLM CHARLES PHF & PP AZMINA LONG PHF

### Rotary Prayer – During the Covid-19 Pandemic

May we who are merely inconvenienced, remember those whose lives are at stake.

May we who have little risk factors,  
remember those most vulnerable, with difficult choices to make.

May we who have the luxury of homes and jobs that pay,  
remember those who are helpless and have no place to stay.

May we who have close families and surrounded by friends who care,  
remember those who have no options, who survive on loneliness and fear.

May we who have each other, as Rotarians willing to give,  
remember the least among us who only wants to live.

May we with our Rotary ideals and a purpose to fulfill,  
Keep fighting for humanity and not be found standing still.

Amen

BY: LEATHON KHAN



NATOYA CASSIUS

# EDITOR'S NOTE



I think we can all relate in some shape or form that we are a busy bunch. However, it is essential that we allocate time in order to make the most out of each day. I leave you with a simple comical poem written by yours truly:

## TIME

Busy, busy, busy...the nights seem shorter  
Heat, heat, heat...the days seem hotter  
There goes the hands of my big old clock  
Time is of the essence, a tick and a tock

Eat, shower and put on things  
There goes the phone- the rings and the pings  
Every day? 24 hours?  
Superman, please borrow me your powers!





## ROTARY AREAS OF FOCUS

Rotary is a global network of 1.2 million neighbors, friends, leaders, and problem-solvers who see a world where people unite and take action to create lasting change – across the globe, in our communities, and in ourselves.

Rotary is dedicated to causes that build international relationships, improve lives, and create a better world to support our peace efforts and end polio forever.

We direct our efforts to enhance our local and global impact. Our most successful and sustainable projects and activities tend to fall within the following areas:

**Promoting Peace**

**Fighting Disease**

**Providing clean water,  
sanitation, and hygiene**

**Saving mothers and children**

**Supporting education**

**Growing local economies**

**Protecting the environment**

## ROTARY THEME FOR MARCH 2022

### WATER, SANITATION, AND HYGIENE MONTH

#### GOAL 6: ENSURE ACCESS TO WATER AND SANITATION FOR ALL

While substantial progress has been made in increasing access to clean drinking water and sanitation, billions of people—mostly in rural areas—still lack these basic services. Worldwide, one in three people do not have access to safe drinking water, two out of five people do not have a basic hand-washing facility with soap and water, and more than 673 million people still practice open defecation.

The COVID-19 pandemic has demonstrated the critical importance of sanitation, hygiene and adequate access to clean water for preventing and containing diseases. Hand hygiene saves lives. According to the World Health Organization, handwashing is one of the most effective actions you can take to reduce the spread of pathogens and prevent infections, including the COVID-19 virus. Yet billions of people still lack safe water sanitation, and funding is inadequate.



**WATER  
ACTION DECADE**  
— 2018-2028 —

# CALENDAR OF EVENTS -MARCH 2022

The Rotary Club of Saint Lucia used the Zoom platform to conduct its weekly meetings. Our monthly Board Meeting and Business Meetings occurred as planned.

Our 'Rotary in a Minute' Rotarian was PP Digby Ambris and our 'Know Your Rotarian' was Crissy Laurent for the month of March. Rtn. Everton Sealy was highlighted this month.

The Club's activities for the month included:

- Succession Planning Workshop by IPP Leathon Khan
- Obesity Project-Planting of fruits and vegetables in observance of the Childhood Obesity theme. Additionally, a Fun Walk in collaboration with the Rotary Club of Barbados was held in observance of Childhood Obesity.
- The Rotary Club of Saint Lucia has embarked on a project which was specifically mandated by Rotary International – 'Empowering Girls'. In order for this project to be realized, we are working with the interact clubs. This project includes virtual and face to face sessions on Self Awareness and Career Guidance and concluded with an Empower Girls Presentation Lunch
- in recognition of Water and Sanitization Month, the Rotary Club of Saint Lucia conducted a site visit to the WASCO Water Treatment Plant.



## SUCCESSION PLANNING

MARCH 17TH 2022



LEATHON KHAN

A successful Succession Plan will cater where possible for:

- Training, certification and development of any special skills which could be beneficial to the club.
- The Club would need to offer special opportunities for members to hone their skills such as through ownership of a relevant project that matches their skills-set.
- This will certainly help to provide motivation for members to aspire further.
- Functioning Club Committees would need to review and assess current and future needs of the club based on Stat Plan/Goals and Objectives and to make sure they are in alignment.
- The Board would also need to take swift action to correct any leadership gaps which may arise due to resignations, migration, etc.
- Membership Development Committee would also need to link recruitment strategies to the Clubs long-term goals and objectives by identifying the talent pool that would be required to effectively execute projects.
- Finally, a clear communication strategy is required to ensure that the Club's broader strategic plan is known and understood by all members. This is necessary to secure their buy-in. All members should know what's happening....all the time.....and should be strongly encouraged to get fully engaged, especially in that areas that they have an affinity for.

Thank You!



# CALENDAR OF EVENTS -MARCH 2022

## OBESITY PROJECT- KITCHEN GARDENS

The RCSL has launched a campaign to promote healthy eating. We want to reach out to young people who are eager to plant and cultivate their own food.

Here are some photos of the work of our children planting and growing. It's fascinating to follow their progress.

We are proud of them!



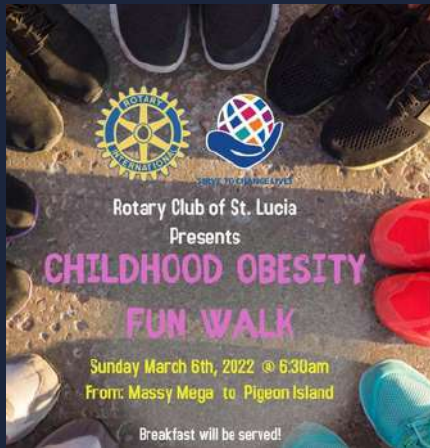


# CALENDAR OF EVENTS -MARCH 2022

## CHILDHOOD OBESITY PROJECT: WALK 2022

MARCH 06TH 2022

The Rotary Club of Saint Lucia hosted a 'Fun Walk' in recognition of childhood obesity. The route was Massy Mega to Pigeon Island. This initiative was in collaboration with the Rotary Club of Barbados.





# CALENDAR OF EVENTS -MARCH 2022

## CHILDHOOD OBESITY PROJECT: WALK 2022 PRIZES

MARCH 06TH 2022

1



2



3



LUNCH AT NSDC

4



National Skills Development Centre  
"Explore your potential"

5



National Skills Development Centre  
"Explore your potential"



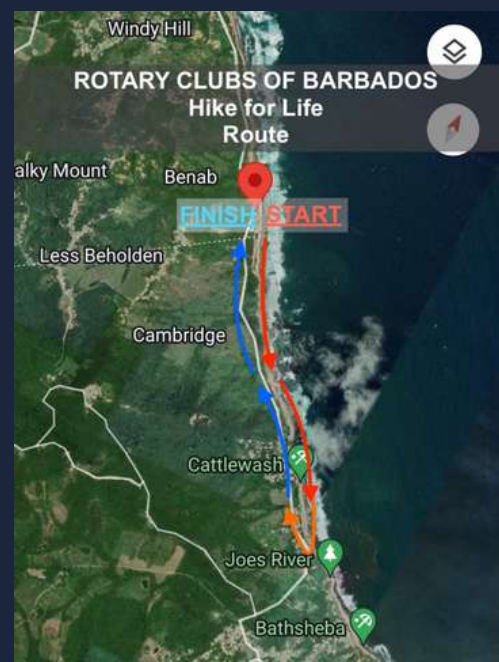
## CHILDHOOD OBESITY PROJECT: ROTARY CLUB OF BARBADOS WALK 2022



**WORLD OBESITY DAY 5KM HIKE**  
6TH MARCH 2022 @ 6.00AM  
ASSEMBLY POINT: BARCLAY'S PARK, ST. ANDREW

BOOK NOW WITH YOUR CLUB REP.

Rotary Club of Barbados  
RTH ADRIAN SKETE    RTH PAT DOWNES GRANT    PP GREGORY HAZZARD



# CALENDAR OF EVENTS -FEBRUARY 2022

## EMPOWER GIRLS SERIES: SJC

FEBRUARY 08TH 2022

Face to face sessions on Self Awareness and Career Guidance with the Interact Club from the St Joseph's Convent.





# CALENDAR OF EVENTS -MARCH 2022

## EMPOWER GIRLS SERIES: CCSS

MARCH 15TH 2022

face to face sessions on Self Awareness and Career Guidance with Castries Comprehensive Secondary School Interact Club.



# CALENDAR OF EVENTS -MARCH 2022

## EMPOWER GIRLS SERIES: SALCC

MARCH 24TH 2022

Face to face sessions on Self Awareness and Career Guidance with the Sir Arthur Lewis Community College Interact Club.





# CALENDAR OF EVENTS -MARCH 2022

## EMPOWER GIRLS SERIES: LUNCH

MARCH 31ST 2022

On Thursday March 31st, 2022, the Rotary Club of St Lucia culminated the Empower Girls Series with a Presentation Lunch for the Interact Clubs.



# CALENDAR OF EVENTS -MARCH 2022

## SITE VISIT TO THE CICERON WATER PLANT

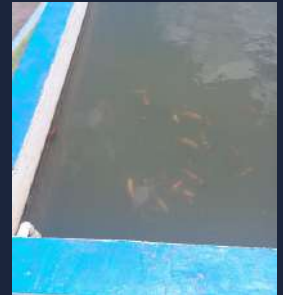
MARCH 25TH 2022

On Friday March 25, 2022, the Rotary Club of St Lucia visited the water treatment plant in Ciceron and what a TRIP it was! Toyon Herelle (yes Leevie's nephew) the tour guide was very informative and began in the physical plant by explaining what chemicals were used in the beginning of the purification process. The first steps were purification and separation sediments like rust. There were thousands of gallons of rid-rust to take away all rust particles and other magnetic chemicals and coagulants that separated the unwanted particles and germs for purification. There were pipes and huge tanks for each process which takes place as follows:

- Coagulation
- Flocculation
- Sedimentation
- Filtration
- Chlorination
- Activated Charcoal

Seeing how it actually works with the separated sediments/matter was an amazing experience. Other significant takeaways was that the plant served Castries and Bexon except Babonneau and delivered daily, 6.2 million gallons to that part of St Lucia.

The last part of the tour was a visit to the indoor lab where Jan (the lab technician) gave us a tour explaining how water is tested. The procedure she said was continuously repeated to ensure the water stays pure for consumption. Purification in tubes and calibration of machines and incubators were discussed as well as all the minerals are to remain to ensure healthy water. The takeaway was that not only does bottled water remove the minerals like iron, magnesium and others, but they use WASCO water to do so. A lot was learnt especially the fact that in vicinity of Castries, consumption of tap water is better than bottled water. If you feel uncomfortable, put a filter on your tap and DRINK!





# CALENDAR OF EVENTS -MARCH 2022

## ROTARY CODE OF CONDUCT

As a Rotarian, I will:

- 1. Act with integrity and high ethical standards in my personal and professional life
- 2. Deal fairly with others and treat them and their occupations with respect
- 3. Use my professional skills through Rotary to mentor young people, help those with special needs, and improve people's quality of life in my community and in the world
- 4. Avoid behavior that reflects adversely on Rotary or other Rotarians
- 5. Help maintain a harassment-free environment in Rotary meetings, events, and activities; report any suspected harassment; and help ensure non-retaliation to those individuals that report harassment

For more information, please visit link:  
<https://my.rotary.org/en/guiding-principles>

## ROTARY IN A MINUTE



### DIGBY AMBRIS

When PP Digby thinks of Rotary, he thinks of selfless service; service above self. He believes that we should offer without expecting anything in return, we should work rather than portray self-promotion and practice and exemplify what we do with compassion and respect. He considers Rotary a way of life as it promotes charity, world peace and selflessness.

## MEMBERSHIP PROFILE FEATURE

### EVERTON SEALY



My engagements in Rotary represent an opportunity to do something totally positive. A chance to engage with positive personalities, in deeds that have a positive impact on our community.

# CALENDAR OF EVENTS -MARCH 2022

## KNOW YOUR ROTARIAN-CRISY LAURENT

MARCH 10TH 2022



Rtn. Crisy hails from the community of Laborie where she enjoyed playing cricket and football on the beach with her family during her childhood. She comes from a very large family; the first of ten siblings (six boys, four girls). To Crisy family is everything. This has driven her love for the youth and her passion to change the circumstances of underprivileged children. At the tender age of 19, Crisy became the sole breadwinner of her large household as her mother had unfortunately suffered from a stroke which paralysed her on the left side of her body. Demise struck again, a year and a half later when her mom passed away.

Throughout these series of unfortunate circumstances, Crisy prospered. She was an active member of the Kiwanis Club, she was on the national volleyball team and had a very social group of friends. Additionally, Crisy was able to complete her degree in Bsc in Banking and Finance through Scotiabank's education assistance programme for full-time studies in Jamaica. She is also a a certified project management professional, a certified anti-money laundering specialist and hold the associate life management institute designation from LOMA.

Crisey acknowledges that she is a firm believer every experience, good or bad ultimately is meant to teach her something. She often reflects on my experiences, try to learn from them and focus on always moving forward.





# HIGHLIGHTS

## INVESTIGATION SECTION



QUEEN ON THE MOVE

Is the queen running away from the King?!! Oh no... In the roaring 20s CNN caught Hollywood's Selma on a secret rendezvoos with Prince Akim

## JOKE OF THE MONTH

Why do we tell actors to "break a leg?"

Because every play has a cast.

## MONTHLY RIDDLE

**Riddle:** What can you hold in your right hand, but never in your left hand?

**Answer:**

The answer will be revealed in the next issue of The Spoke; Stay tuned!!!

## LET'S PLAY!

### SUDOKU

LEVEL: MEDIUM

				6				
			4		3	6	7	
		5			7			
	9					4		
1						9		3
	3	2					5	8
	1		5	2			9	7
	5				9	8		
				8	6	2		

#### Steps/ Rules

Sudoku is a puzzle based on a small number of very simple rules:

Every square has to contain a single number

Only the numbers from 1 through to 9 can be used

Each 3x3 box can only contain each number from 1 to 9 once

Each vertical column can only contain each number from 1 to 9 once

Each horizontal row can only contain each number from 1 to 9 once

## ANSWER TO LAST MONTH'S RIDDLE

**Riddle:**

What can travel all around the world without leaving its corner?

**Answer:**

**A postage stamp!**



# HIGHLIGHTS BIRTHDAY FEATURES



**HAPPY BIRTHDAY,  
AZMINA LONG!**

"Count not the candles...see the lights they give. Count not the years, but the life you live. Wishing you a wonderful time ahead. Happy birthday."

-From your Rotary Family



**HAPPY BIRTHDAY,  
SORAYA WARNER-  
GUSTAVE!**

"May the joy that you have spread in the past come back to you on this day. Wishing you a very happy birthday!"

-From your Rotary Family



**HAPPY BIRTHDAY,  
SELMA ST. PRIX!**

"This birthday, I wish you abundant happiness and love. May all your dreams turn into reality and may lady luck visit your home today. Happy birthday to one of the sweetest people I've ever known."

-From your Rotary Family



**HAPPY BIRTHDAY, STEVE  
JOHNNY!**

"Your birthday is the first day of another 365-day journey. Be the shining thread in the beautiful tapestry of the world to make this year the best ever. Enjoy the ride."

-From your Rotary Family



# BUDDIES OF THE MONTH



What is the buddy system? A cooperative arrangement whereby individuals are paired or teamed up and assume responsibility for one another's instruction, productivity, welfare, or safety. Do you know your buddy?? See page 19.



180 POINTS



## CONGRATULATIONS PP SELMA



Winning selfie for Gros-islet charter dinner selfie competition titled "Creeping out in the Roaring 20s"

# UPCOMING EVENTS - 2022

## UPCOMING EVENTS - MARCH 2022 ONWARDS

1. Fellowship Comedy - Friday April 01, 2022
2. Know your Rotarian
3. Rotary in a minute
4. Member Profile
5. Guest Speaker on Child and Maternal
6. Presentation by Cabot St Lucia
7. Continuation of Childhood Obesity Initiative
8. District Conference
9. Fun Raising Dinner
10. Rotary 113th annual international convention is slated for June 4-8 in Houston, Texas

Further details will be provided closer to the event.

## DISTRICT EVENTS - 2022





# ROTARY CLUB OF ST. LUCIA COMMITTEES

## LEADERSHIP TEAM

President	Keturah Donai
Vice President	Past President Selma St. Prix, PHF
President Elect	President Elect Gordon Julien
Immediate Past President	Immediate Past President Leathon Khan
Secretary	President Elect Past President Gordon Julien
Treasurer	Julian Charles
Sergeant at Arms	Past President Chester Hinkson, PHF
Club Administration	Past President Selma St. Prix, PHF
Service Projects	Past President Leevie Herelle, PHF
Membership	Director Sheba O'Brien
Rotary Foundation	Director Past Assistant Governor Timothy Moffat, PHF
Youth Services	Spoke Editor Director Natoya Cassius
Spoke Editor	Director Natoya Cassius
Social Media Strategist	Director Roger Hare
Public Image/Relations	Immediate Past President Leathon Khan, PHF
After Meeting Chair	Past President Malcolm Charles, PHF
International Service Director	TBD
Caregivers Director	Past Assistant Governor Malcolm Charles, PHF
Vocational	Past President Azmina Long, PHF

# ROTARY CLUB OF SAINT LUCIA COMMITTEES

## Club Administration Committee

This Committee is responsible for all operations of the Club including its day-to-day activities, club announcements, club assemblies, raffles etc.

### Members:

PP Selma St. Prix, PHF (Chair)  
Marcus Joseph  
Jeremiah Jonas  
Riquette Bonne Smith

## Rotary Foundation Committee

Foundation is the lifeblood of rotary as the funds collected through Every Rotarian Every Year (EREY) go back into funding our big projects as global funds. Part of Foundation is polio the first disease that began rotary's journey. Foundation must be kept alive as it plays a pivotal role in the existence of every club. You get out of it what you put into it, hence the importance of ensuring we all contribute to EREY.

### Members:

PAG Timothy Moffat, PHF (Chair)  
PP Chester Hinkson  
Rtn. Julian Charles

## Community Services Committee

The Service Projects Committee develops and implements educational, humanitarian, and vocational service projects that help our community.

### Members:

PP Leevie Herelle, PHF (Chair)  
PP Brad Paul  
Rtn Steve Johnny  
Rtn. Mary Dix

## New Generations/Youth Services Committee

This committee focuses on fostering relationships with the Rotaract, Interact and Early Act Clubs and support their members in their professional development and assist with their projects as appropriate. We also engage the wider community and other established organizations to find ways to promote and engender youth development and entrepreneurship. Historically, this has involved financing participation in regional workshops and conferences, holding professional development conferences, facilitating youth study exchanges, and providing mentorship.

### Members:

Dir. Natoya Cassius (Chair)  
PP Timothy James, PHF  
PP Rudolph Francis  
PP Soraya Gustave, PHF

## Membership Committee

Membership Service Committee identifies the needs of members and recommends the development of services to meet those needs.

### Members:

Dir. Sheba O'Brien (Chair)  
PP Digby Ambris  
Rtn. Julie Bonnett  
Rtn Everton Sealy



# ROTARY CLUB OF SAINT LUCIA COMMITTEES

## International Service Committee

The Club's International Service Committee seeks to execute projects that support communities in need throughout Saint Lucia. We engage international Rotary Clubs and other Friendly organizations seeking collaboration in the execution of these projects.

### Members:

TBD (Chair)

PP Konrad Wagner, PHF

PAG Malcolm Charles, PHF

Rtn Justice Francis Belle

## Vocational Committee

Vocational Services calls on Rotarians to empower others by using their unique skills and expertise to address community needs and help others discover new professional opportunities and interests

### Members:

PP Azmina Long, PHF

PDGA Charlie Serieux, PHF

PP Joe Simmons, PHF

PP Frank Myers, PHF

## Fund Raising Committee

The main purpose is to generate funds to undertake community projects such as feedings of the homeless, supplies to various homeless shelters, provision of Computers for schools, and many more

### Members:

PP Azmina Long, PHF

PP Gordon Julien

Riquette Bonne Smith

Sean Devaux

## Public Relations Committee

The role of the club public relations committee is to inform the public about Rotary and promote the club's service projects and activities. This ensures that the club's work is known and generates a positive public image whereby current members are motivated to be active and prospective members are eager to join.

### Members:

IPP Leathon Khan, PHF (Chair)

Dir. Roger Hare (Social Media Strategist)

## Rotary Care Giver and After Meeting Chair Committee

The main responsibility at present is the 'Rotary Caregiver Project' which connects the Club with 'Shut In/ disabled or incapacitated/elderly Rotarians. A 'Manual of Procedure' to guide Rotarians as to eligibility criteria for the Rotary Care Giver Program.

### Members:

PP PAG Dr Malcolm Charles PHF (Chair)

PP Digby Ambris

PP Dr Ira Simmons

Rtn Justice Francis Belle

PAG Konrad Wagner

PP Leevie Herelle (Discussion Lead)

IPP Leathon Khan, PHF (ex officio).

# ROTARY CLUB OF SAINT LUCIA MEMBERS

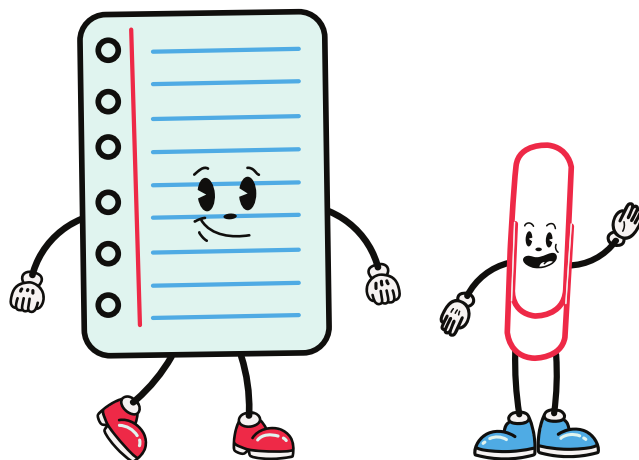
## FULL MEMBERSHIP

Ambris, Digby	Herelle, Leevie	Moffat, Timothy
Belle, Francis	Hinkson, Chester	Myers, Frank
Bonne-Smith, Riquette	James, Timothy	O'Brien, Sheba
Bonnett, Julie	Johnny, Fitzstephen	Paul, Brad
Cassius, Natoya	Jonas, Jeremiah	Sealy, Everton
Charles, Julian	Joseph, Marcus	Serieux, Charlie
Charles, OBE, JP., Malcolm	Julien, V. Gordon	Simmons, Ira
Charles-Donai, Keturah	Kent, Peter	St.Prix, Selma
Daniels, Albert	Khan, Leathon	Wagner, Konrad
Devaux, Sean	Laurent, Crisy	Warner-Gustave, Soraya
Francis, Lorenzo	Lewis- Dix, Mary	
Hare, Roger	Long, Azmina	

## BUDDY MEMBERS: JULY 2021 - JUNE 2022

What is the buddy system? A cooperative arrangement whereby individuals are paired or teamed up and assume responsibility for one another's instruction, productivity, welfare, or safety. Know your buddy today...!

1 Keturah Donai	Everton Sealy
2 Selma St. Prix	Riquette Bonne Smith
3 Gordon Julien	Sean Devaux
4 Tim Moffat	Leevie Herelle
5 Natoya Cassius	Francis Rudolph
6 Sheba O'Brien	Julian Charles
7 Justice Belle	Tim James
8 Azmina Long	Joe Simmons
9 Roger Hare	Steve Johnny
10 Leathon Khan	Konrad Wagner
11 Malcolm Charles	Digby Ambris
12 Chester Hinkson	Soraya Gustave
13 Julie Bonnett	Crisy Laurent
14 Marcus Joseph	Frank Myers
15 Charlie Serieux	Jeremiah Jonas
16 Mary Dix	Brad Paul





VISION: "Together, we see a world where people unite and take action to create lasting change - across the globe, in our communities, and in ourselves."



**ROTARY THE WORLD OVER!!**

WEBSITE- [HTTP://ROTARY.LC/](http://rotary.lc/)

FACEBOOK- ROTARY CLUB OF ST. LUCIA

INSTAGRAM- @ROTARYCLUBOFSTLUCIA