



East Midland Baptist Association

ANNUAL REPORT 2020-2021

A report on our life together as an Association
of Baptist Churches in the East Midlands

Presented to the AGM on 27 March 2021

East Midland Baptist Association

Registered Charity Number: 1094457 Registered Company Number: 4302466

Registered Office: EMBA Office, c/o West Bridgford Baptist Church, Melton Road,
West Bridgford, Nottingham NG2 7NF

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EMBA Staff Team

Administration

Mrs Cathy Mumford

Mrs Becky Nicholls

Regional Ministers

Revd Mark Clay – Regional Team Leader (RTL)

Revd Dr Nick Ashton

Revd Mike Fegredo

EMBA Board of Directors

EX-OFFICIO MEMBERS

Regional Team Leader:	Revd Mark Clay	
Treasurer:	Mr Tim Jackson	Rothley BC, Leics

ELECTED MEMBERS

Moderator:	Revd David Harvey	Belper BC, Derbys
	Revd John Brewster	The Well, Retford BC, Notts
	Revd Hannah Colk	Robert Hall Memorial BC, Leics
	Mrs Ellie Cox	Oadby BC, Leicestershire
	Revd Sam Hackett	Ruddington BC, Notts
	Revd Martin Hills	Oundle BC, Peterborough
	Pastor David Howe	Heanor BC, Derbyshire
	Revd Matt Jones	Westdale Lane BC, Notts

CO-OPTED MEMBERS

	Mrs Kay McManus	New Day BC, Morton, Lincs
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NON-VOTING MEMBER

Company Secretary:	Mrs Becky Nicholls
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At the 2021 AGM there will be five vacancies on the EMBA board of Directors.

Report of the EMBA Directors



Objectives and Activities

The objects of this charitable company are the advancement of the Christian faith, particularly across the East Midlands and especially by the means of and in accordance with the principles of the Baptist denomination as set out for the time being in the Declaration of Principle of the Baptist Union of Great Britain (BUGB).

The charitable company exists as a network of churches seeking to serve God's kingdom, led by the Holy Spirit, enabling all to do everything possible to fulfil God's apostolic mission and ministry within the communities in which they are placed. The charitable company believe that the local church is the primary way in which God's apostolic mission is fulfilled and as such, healthy churches are crucial to seeing God at work across the region. The trustees of the charitable company are committed to growing healthy churches through inspiring, equipping, pioneering, caring and partnering. These five priorities guide the work of the charitable company.

The principle activities of the charitable company are the employment of a Regional Ministry and administrative staff team and the organisation of a number of volunteers, working in groups or individually, to offer support and guidance, training and financial resources to advance the Christian faith in a way which benefits Baptist churches and the communities they serve.

The charitable company is part of the family of Baptist organisations serving the needs of many of the Baptist churches in Great Britain, working particularly closely with the Baptist Union of Great Britain and BMS World Mission.

Achievements and Performance



During 2020-21, the EMBA Directors and Staff Team have had to adapt the way in which support has been made available to churches and ministers in response to restrictions arising from COVID-19. Staff Team members have rarely been able to meet

together in-person and meeting with ministers, leadership teams and fellowships as part of the usual activities of Regional Ministers has presented many challenges for everyone involved. Nevertheless, this important work has continued.

Despite the difficulties, much more has been achieved with an ever-increasing use of technology facilitating on-line meetings and gatherings. Many churches have participated in on-line



Induction of Revd Mike Arnold, Long Eaton BC

prayer events, and discussions on 'Towards a New Normal' through which churches have shared experiences and reflections on what God might be telling us during these unprecedented times. Revd Elaine Burrows and Revd Nick Swanson have been appointed as Regional Associates to lead on the delivery of training, Revd Graham Dunn has been appointed as Regional Associate for church development and a network for Retired Baptist Ministers in the area has been established.

The Directors have also had to meet on-line throughout the year. The 2020 AGM was cancelled as COVID advice and restrictions made it unwise to gather. As a result, the five individuals nominated for election as Directors were appointed by the existing Directors to fill vacancies as allowed for in the Bye-Laws. We welcomed Revd Hannah Colk, Mrs Ellie Cox, Revd Sam Hackett, Revd Martin Hills and Revd Matt Jones to their first meeting in May. Under the Bye-Laws they serve until the next AGM and they have all been nominated for election at the AGM in March 2021. With a substantial number of new Directors and meeting on-line, the focus has been on doing the essential business. We have not made as much progress on the Strategic Review as expected, but a survey of churches regarding moves to do more electronically has encouraged us to work up some detailed proposals for consultation with churches during the coming year. We anticipate bringing proposals for a change to the Bye-Laws and Articles of Association to a General Meeting of the Association at or before the 2022 AGM.

In September, the Directors paid tribute to the work done by Mr Melvyn Gilmour as he stood down from his roles as Company Secretary to both the EMBA and EMBTC and as Data Protection Officer. The Company Secretary roles have been taken on by Mrs Becky Nicholls. She is also acting as the Data Protection Officer on a temporary basis.

The Directors and Staff Team are approaching the coming year with a sense of optimism that God is calling churches and the Association to engage in fresh thinking and embrace new approaches for continuing the mission of Jesus.

The Directors are very grateful to our administrators, and the many other individuals who support the work of the Association on a voluntary basis. We are always keen to hear from those who have a passion to see God's Kingdom grow and have some skills and time available. Please contact any of the Directors or Regional Ministers.

We encourage you to pray for the Staff Team on a regular basis.



Revd David Harvey
Moderator of the EMBA board of Directors



East Midland Baptist Trust Company (EMBTC)

Purpose Statement

The East Midland Baptist Trust Company (EMBTC) primarily acts as 'Custodian Trustee' for many EMBA churches. In addition, it has responsibility for advising congregations on property related matters; the maintenance of burial grounds arising from 'closed' churches; and the consideration of Small Building Project Grant applications from EMBA churches.

Achievements and Performance

The EMBTC Board managed one face to face meeting before the various lockdowns started. All our business this year has been by electronic communication and virtual meetings. Our long serving company secretary, Melvyn Gilmour, announced his retirement and we bade him a fond farewell in October. We are grateful for his service and wish him well in 'retirement'. We welcomed Tim Chowns as our Baptist Union Corporation (BUC) link person and are grateful for his service. The opportunity was taken to reallocate responsibilities within the Board with Chris Hanning picking up a number of areas, Becky Nicholls taking on some official roles and Gary Anderson taking on responsibilities of property matters.

The Board has continued to support the churches of the Association with regard to property and legal matters related to Trust deeds and to applications for BUC loans, as well as assisting those churches which are closing to resolve legal and financial matters, a sad but necessary task. Chris Hanning was appointed EMBTC representative on the BUC Board and has contributed to their work over the year. Some small grants were approved to support EMBA churches with property development.

The recently completed BUC project to digitise all Trust deeds, some of which date back 200 years or more, has facilitated our management of Trust matters. We resolved that those churches who are in Trust with the EMBTC but who are not in membership with the EMBA and BU should pay an annual fee for the privilege as we did not feel that it was right that they be subsidised by those churches that are in membership. This is being implemented.

The EMBTC remains on a firm financial foundation and we look forward to supporting the churches in 2021. Our prayer is that the release from lockdown will inspire churches to renew their sense of mission and we stand ready to support in practical ways.

Dr Chris Hanning (EMBTC Moderator)

EMBTC Small Building Project Grants

The East Midland Baptist Trust Company (EMBTC) established the Small Building Project Grant fund to support EMBA churches in the maintenance, renewal and development of their church buildings.

Over the past year, EMBTC have awarded three Small Building Project Grants to assist with the following projects:

- **Newbold Verdon Baptist Church, Leicestershire** – installation of a gas central heating system
- **Stanground Baptist Church, Peterborough** – refurbishment of the school room and creche



- **West Bridgford Baptist Church, Nottinghamshire** – refurbishment of the toilets

Rooted

Rooted is the EMBA's commitment to equip ministers and leaders for contemporary ministry and to help churches engage in mission and ministry in our ever-changing world. Themed days (usually three) are held each year that provide an opportunity to reflect theologically and practically on a particular aspect of ministry. The day is broadly aimed at either Ministers and Pastors (Rooted for Ministers), wider church leadership teams, including ministers and pastors (Rooted for Leaders), or open to everyone (Rooted for Everyone).



We aim to make the days as practical as possible with subjects covered that stimulate our thinking in mission and ministry. Themes explored so far include creative discipleship, understanding cultural change, and engaging missionally with new housing estates. Our summer session in 2020 on Spiritual abuse had to be cancelled due to the lockdown but has been rescheduled to Saturday 19 June 2021 – more details to follow. In November 2020, ministers were joined by the Revd Simon Mattholie, CEO of Rural Ministries, who explored the theme of 'Guests: Not Hosts' and encouraged churches to reflect on the changing methods of outreach and models of mission.

All sessions are delivered free of charge to EMBA churches, although donations are always welcome to offset costs. We are always happy to receive suggestions for topics or themes to be explored.

Re:imagine

In September 2019 we launched Re:imagine and our first cohort consisted of 35 leaders representing seven churches across the EMBA.



Re:imagine takes participating churches through a two-year learning and development process and encourages leadership teams to reflect on areas of culture, leadership, discipleship and mission so that they are better equipped to engage with the communities they are part of and be kingdom focused churches.

Over the two-year period, leadership teams gather four times (roughly six months apart) together for input and reflection and are then encouraged to put into practice something of what they have been engaging with. The aim is to become more missional, outward focused churches with God's mission at the heart of what we do.

Our first cohort last physically met on Saturday 07 March 2020, a few weeks later lockdown measures were imposed that meant we could not physically meet for our September session, but met for a short period of time via Zoom.



We are committed to Re:imagine and have been working with a couple of other Baptist Associations to develop it further and make it even more accessible.

If your church would be interested in joining or would like to find out more about what is involved, please speak to your regional minister or contact the EMBA Office.

EMBA Children, Young People and Families (CYF)

It goes without saying that this has been a challenging year for everyone, and arguably children and young people have struggled in unique ways as they have grappled with home schooling, loss of social relationships and activities, loss of support networks for those struggling with physical and mental health, as well as illness and death looming large in their families and communities. This has meant the challenges for people working alongside them have grown and the opportunities for face-to-face contact have shrunk. Workers, both volunteers and paid, have risen to the challenge across the country and the EMBA is no exception: workers have done zoom youth groups; video messy church; learned how to do YouTube, Facebook Live, video editing, you name it; they have had a go at it. I know that workers have spent hours bagging up lovely



Video messy church – Arnie Hensby at Sutton St James BC, Lincs

resources to support children and young people in their faith, have walked around hand delivering them, having doorstep conversations week in week out, have faithfully phoned, prayed without ceasing and loved endlessly.

I have offered as much support as I can through all the different phases of lockdown, both to individuals and to groups. During the first lockdown I offered a weekly zoom gathering to give anyone working with children and young people to come along for chat and prayer and that has been regularly attended. Currently it's running monthly and anyone is welcome. I have also signposted to resources using the EMBA CYF Facebook page. The national CYF Roundtable has also been active and offering support and resources – in fact this month sees the roll out of the Emotional Rollercoaster online training that has been offered to all thirteen associations in partnership with TLG. The EMBA event is on Monday 01 March – book early to avoid disappointment.

As well as supporting and praying for workers who are tired, sad, anxious, I have also been involved in conversations with churches asking questions about what we learn from these strange COVID times. What will discipling children and young people look like in the future? What are young people learning about God and themselves that we need to be thinking about? What can churches offer the young people in their local schools and wider community to help their wellbeing? What will the long-term impact of COVID be on this young generation, and how do we as the people of God respond. These are open questions that we will need creativity to respond to – if you would like to ponder them with me do get in touch.

Please pray for our children and young people, their families, and for those in our churches who are working with them, often exhausted themselves but committed to doing the best they can to support them. Pray for them often and send chocolate (or other appropriate gifts!) to keep them going and let them know that they are appreciated.

If I can help your church with Children, Youth and Families work, get in touch with me at sfegredo.emba@gmail.com

Revd Sarah Fegredo, EMBA CYF Associate



EMBA Retired Baptist Ministers' Network (RBMN)

Soon after my 'retirement', Mark Clay came over to talk through with me an issue that had been playing on his mind: how to make meaningful contact with the growing number of retired Baptist Ministers living in, or moving into, the East Midlands region. The aim was to develop a network that would help to make contact with those who had – between them - served the Union and its churches for many decades, and to help them feel a sense of belonging, even if loosely, with the EMBA family. As we reflected on the options three concerns were uppermost: (i) the local church retired Ministers attend should be their main place for receiving pastoral support, (ii) those still active in local church leadership and

ministry (but not retired) must remain the Regional Team's main responsibility, and (iii) some kind of opt-in network, for retired Ministers who now live within the EMBA region, *would* be an improvement on the current situation.

By the beginning of 2020, then, plans were being developed to set up an EMBA Retired Baptist Ministers' Network (EMBA – RBMN). A two-year programme, in four venues, was envisaged, largely based in county groups. These would focus on a meal together, and on giving an opportunity to meet and spend time with each other and with at least one Regional Minister. Then COVID struck and changed, well, almost everything! After further reflection with Mark, and with his pa Becky, we decided on a different approach...for the time being. During Advent an opt-in Zoom meeting was held. In preparation for this, the EMBA agreed to purchase a gift copy of a recently released book by Paul Beasley-Murray: *Make the Most of Retirement* for any retired Minister in the region who requested a copy. Around 30 Ministers participated in the meeting, with apologies from others for whom that morning was not a suitable one. The Zoom gathering included a devotion from Mark, an extended review of Paul's book by myself, and EMBA news updates from Nick and Mike.

At the time of writing this brief AGM report, a consultation is underway seeking future patterns, if any, for the EMBA - RBMN. In 2021, given the continuing uncertainties around the pandemic, two online events are being considered. From 2022, please God and with a fair wind, it *may* then be possible to pick up again the initial idea of several networking meals together. More information will follow, once the responses to the consultation questionnaire are received and considered.

Revd Michael I Bochenski (EMBA – RBMN Coordinator)

EMBA Ministry Recognition Committee (MRC)

The Ministry Recognition Committee primarily works with those who are exploring a call to ministry across the EMBA.

In 2020, two MRC's were scheduled, one in March and one in October. Due to lockdown the March meeting was not able to take place physically but following BU guidelines we were able to take three candidates through an online process. Likewise, in October, we could not meet physically, but met with another candidate online. As in previous years we have collaborated with HEBA and have been grateful for some of their MRC members participating in our MRCs.

Currently we have three candidates who are preparing to attend our MRC later in the year – please do pray for them.

MRC is comprised of representatives from the regional team, EMBA ministers, and others who have been appointed by our churches. We are grateful for the work and time that they give to this group.

Grants Group

Thanks to the generous giving of our EMBA churches to Home Mission, the Association have been able to fund four Mission Grants and three Pioneer Mission Grants for 2021, one of these being a new grant, to support ministry at Robert Hall Memorial Baptist Church in Leicester.

In 2020 a Mission Micro Grant was also awarded to Basford Road Baptist Church, Nottingham to assist with the costs of starting a Renew Café. To find out more about how to set up a Renew space in your church community, please visit www.renewwellbeing.org.uk

We are grateful to the members of our EMBA Grants Group who give of their time to review the grant applications received and help discern the level of grant to be awarded. We are also thankful for the wisdom and expertise of Mr Norman Lazonby, in reviewing the financial component of all applications received and to all those who support the Regional Team in assisting with grant review visits.

If as a church you are considering a new mission opportunity but finance is an issue, we would strongly encourage you to take a look at the different grants available on the Grants section of the EMBA website or talk to your Regional Minister.

Safeguarding

In the first quarter of 2020, we were able to deliver five Level 2 trainings and one Level 3 training prior to the pandemic. All subsequent 'in-person' trainings then had to be cancelled for the remainder of 2020, creating a significant backlog. In response to the growing demand for training, together with the ongoing uncertainty as to when it will be safe to resume 'in-person' training, Baptists Together produced an Excellence in Safeguarding Update Film for church workers and leaders in our Baptist churches. In January 2021, the online training was rolled out to EMBA ministers, and to all EMBA churches with the help and support of church Designated Persons for Safeguarding (DPS's). The interim training has been well-received and assuming the positive uptake continues, it is hoped that the interim online training may help to ease the rush for training once 'in-person' training can resume.

As an Association we are supported by a very gifted and able Safeguarding Team, whose professional backgrounds provide significant knowledge and expertise in supporting EMBA churches. Mrs Helen Parker joined the team as an Adviser in the Autumn of 2020, having served as a safeguarding trainer for many years. We were also delighted to welcome back Mr Ed Ronayne as an Adviser at the start of 2021 after a period of ill health. Together with Mr Alan Davies, Helen and Ed manage the Association safeguarding cases alongside the Regional Ministers who provide pastoral support to churches.

We would also like to thank our team of safeguarding trainers who, despite the difficulties of the past year, have continued to journey with us as an Association. We would ask for your

continued prayers for our Advisers and Trainers in the coming year as they receive ‘refresher training’ and seek to respond to the high demand for training and advice going forward.

Further information about safeguarding in the Association can be found via the EMBA website.

EMBA Associates for Training: Revd Elaine Burrows and Revd Nick Swanson

Nick and Elaine were appointed as EMBA Associate trainers in April 2020. They had already developed and delivered training courses for the EMBA and were keen to use their experience, gifts and skills to further develop this aspect of association life. In this new role they work alongside the Regional Ministers in delivering training across the region.

Whilst current restrictions due to Covid have had an impact on running in-person training, Nick and Elaine delivered an online course ‘Making Disciples in Small Groups’ in October. This course ran over two Saturdays via zoom and was well attended. There are plans in place to both repeat this course and the Pastoral Care course, ‘Encircled in Care’, which they initially ran in autumn 2019.

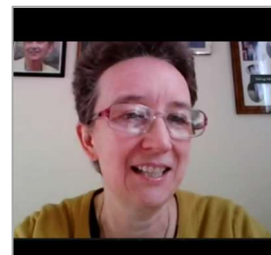
Additional courses under discussion include the CPAS Growing Leaders Course and a course entitled ‘Building Healthy Communities’; the leaders’ course is designed for anyone who is leading or could potentially lead a church ministry; it has also been a foundation course for those serving in church leadership or contemplating full-time ministry; the training on building healthy communities majors on managing tensions within ourselves and how we might address issues of tension within our churches.

Please get in touch with Nick and Elaine to enquire about training courses or to discuss any specific training needs you have by emailing trainers.emba@gmail.com

EMBA Ministers’ Conference

We held our Ministers’ Conference online this year; it was a bit of a leap into the unknown for the team, but the feedback so far has been very positive, accepting that it might have been longer. With hindsight, which is always a good thing, we could perhaps have managed more!

The event was held over two mornings with the addition of an optional webinar on digital mission led by Revd Tom MacDonald, Revd Ben Haldane and Hannah Fleming-Hill, which was excellent. Other contributions were also wonderful; we were blessed by Revd Rashell Beya who led our worship and our keynote speaker, Revd Dr Helen Paynter from Bristol Baptist College, who led us in a short meditation and sent us out to retreat on the first morning. This was followed by a meatier presentation the following morning and both sessions were



Revd Dr Helen Paynter

an absolute feast; contextual, insightful and very challenging. Revd Mark Clay ended the conference leading us in a very moving communion.

We hope to be together again in-person next year, but for this year, as unusual and challenging as it was to do the conference online, it was also a blessing for around 100 ministers, pastors and chaplains of the EMBA.

Thank you to all on the Ministers' Conference Team for getting out of the boat and treading into the unknown. Special thanks to Revd Dr Nick Ashton who managed the technology.

Revd Gill Isterling (Conference Coordinator)

EMBA Women's Day

When we started to plan for the EMBA Women's Day for March 2021, we had no idea of how different it was going to be. So instead of everyone going to the church that we had booked in Nottinghamshire, we were all in our homes, using now very familiar Zoom, and wondering how that would work for such a day. In fact, it was a wonderful occasion and we have had very, very positive feedback of people reconnecting with God and reconnecting with other women in a very special way.

Our two speakers brought Hagar's story very powerfully to life, through their own experiences in Christian ministry. So Margaret Gibbs, now a Baptist minister, could speak of some of her experiences as BMS Regional Minister for Asia and the challenges of being a woman on her own there, and Henneke Cook could help us understand more of Hagar's situation as she had lived for many, many years in cultures where husbands have multiple wives.

The worship which was led by a very gifted family from Whetstone Baptist Church touched many people and, along with the two seminars and break-out rooms for chat, laughter and prayer, made for a very special day.

We must give a very big thank you to Cathy Mumford for making it all happen, technologically speaking. What a star!

Revd Pam Bryan (Women's Day Coordinator)

Finance review

Home Mission giving in 2020 totalled £253,037 compared to £254,743 in 2019, a 1% decrease which is pleasing in these continuing difficult times.

We encourage all churches to continue reviewing their giving to this important cause.

Net Income before movement on investments of £39,826 was recorded for the year on unrestricted funds.

Unrestricted funds of £1,512,270 are carried forward at the end of the year of which £777,515 has been designated for specific areas of mission opportunity and the pension fund reserve.

Making donations

Where possible, if donations could be made by bank transfer or standing order this would be greatly appreciated and aid administrative processes.

To Home Mission

If you wish to send a cheque payment, please make the cheque payable to 'EMBA Home Mission' and send FAO Jack Liquorish, c/o EMBA Office, West Bridgford Baptist Church, Melton Road, West Bridgford, Nottingham NG2 7NF.

All other donations to EMBA should be sent:

FAO Irene Milburn (EMBA Bookkeeper) c/o EMBA Office, West Bridgford Baptist Church, Melton Road, West Bridgford, Nottingham NG2 7NF.

Please make the cheque payable to 'EMBA General A/C' and attach a covering note explaining what the payment is for.

Welcome to new ministers

Those in ministry who we have welcomed into the Association over the last year:

Ellie Ake (Littleover BC, Derby)

Sue Christie (Pioneer – Village Chaplain, Lincolnshire)

Neil Jones (Barrow BC, Leics)

David Judkins (Grantham BC)

Alice McDermott (RAF Chaplain)

Joe Smith (Fleckney, Leics)



Socially distanced induction of Revd Neil Jones at Barrow BC, Leicestershire

EMBA ministers becoming Fully Accredited Baptist Ministers in 2021

The following ministers have successfully completed their Newly Accredited Minister (NAM) studies and transfer to the Fully Accredited Baptist Ministers (FAM) list. Completion of their NAMs studies will be officially recognised at the online BU Assembly in May.

Revd Tom Cox (Oadby BC, Leicestershire)

Revd Carol Knight (Open Door BC, Harris Street, Peterborough)

Revd Sue Steer (Lubbesthorpe Alive, Leicestershire)



EMBA Associates and Working Groups



Grants Group

Elaine Burrows
Graham Dunn
Sam Hackett
Sue Hensby
Graham Watkins

East Midland Baptist Trust Company (EMBTC)

Chris Hanning (Moderator)
Gary Anderson
Melvyn Gilmour
John Hemes

Women's Day Planning Group

Pam Bryan

Safeguarding

Team

Clare Blain
Elaine Burrows
Alan Davies
Malcolm Grimley
Kenny Henry
Helen Parker
Ed Ronayne
Amanda Tasker



**And to all who support
the work of the Association**

THANK YOU

Ministers' Conference Planning Group

Gill Isterling (Co-ordinator)
Steve Holland (Treasurer)
Rashell Beya
Sarah Fegredo
Jon Grant

EMBA Associates

Children, Young People and Families (CYF)

Revd Sarah Fegredo

Church Development

Revd Graham Dunn

Spirituality

Revd Stephen Ibbotson

Training

Revd Elaine Burrows and Revd Nick Swanson

Ministerial Recognition Committee (MRC)

Christine Cook

Gert Glasius

Jon Grant

Tony Haley

Chandra Morbey

Richard Nicholls



Contacting the Association Team

EMBA Staff Team

Administration

Matters relating to Association Events, Communications and MRC:

contact Mrs Cathy Mumford Tel: 07366 774 778 Email: administrator@embaptists.co.uk

Matters relating to the AGM, Data Protection, EMBTC, Grants, Retired Baptist Ministers' Network (RBMN) and Safeguarding enquiries (training/DBS checks):

contact Mrs Becky Nicholls Tel: 07763 401 793 Email: bnicholls.emba@gmail.com

Regional Ministers

Revd Mark Clay – Regional Team Leader (RTL)

Tel: 07975 863 772 Email: mclay.emba@gmail.com

Revd Dr Nick Ashton

Tel: 07399 660 047 Email: nashton.emba@gmail.com

Revd Mike Fegredo

Tel: 07972 350 242 Email: mfegredo.emba@gmail.com

Wider EMBA Team

EMBA Treasurer: Mr Tim Jackson

Email: timdjacks@gmail.com

EMBA Bookkeeper: Ms Irene Milburn

Email: irene.milburn1@btinternet.com

EMBA Home Mission Administrator: Mr Jack Liquorish

Email: homemission.emba@gmail.com

EMBA Settlement Administrator: Mrs Julie Lazonby

Email: jlazonby.emba@gmail.com