



# 2023 ANNUAL REPORT

Bahamas Football Association

2023





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## EXECUTIVE SUMMARY



The Bahamas Football Association made significant strides in both international and grassroots development. Our national teams, across men's and women's categories, showcased their talent in high-profile regional and international competitions. From the ANOC World Beach Games in El Salvador to the Concacaf Nations League, our players continued to elevate the standard of Bahamian football on the global stage. Notably, the Men's Beach Soccer Team, under the leadership of newly appointed coach Alex Jose Soares, delivered strong performances that highlighted our growing presence in beach soccer.

Domestically, the BFA expanded its competitive landscape with leagues and tournaments for all ages, from U13 to senior levels. This year's highlights included the Hummel Cup and the Bahamas Games, both serving as key platforms for talent development and community engagement. The participation and enthusiasm for these events reflect the growing football culture within the Bahamas.

Our development programs remained a cornerstone of our long-term strategy. Grassroots initiatives, particularly focused on youth and women's football, saw enhanced training opportunities and expanded participation. The Talent Development Scheme and the Football for Schools Program were just a few of the initiatives that connected football to education and future success.

Looking ahead, the BFA is committed to strengthening the sport's foundation, not only through good governance and competitive play but also through ongoing talent development and community initiatives. With continued support and collaboration, we are building an environment where Bahamian football thrives, both on and off the field.

# WOMEN'S NATIONAL TEAMS



## Concacaf U20 Women's Championship Qualifiers

The U20 Women's National Team competed in the Confederation of North, Central America, and Caribbean Association Football (Concacaf) U20 Women's Championship Qualifiers in Curacao from April 14-20. The team faced tough opposition from teams like Panama and Curacao, but their performance against St. Maarten saw them net their first goal of the tournament. This match marked a positive moment for the team, highlighting their growth and potential on the international stage.

Led by Head Coach Ricqea Bain and Director of Women's Football Soraya Toppin-Herbert, the team's participation in the qualifiers provided invaluable experience. Despite the challenges faced, the players demonstrated resilience, laying the groundwork for future success in regional competitions





## International Competitions: Beach Soccer

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The Bahamas Women's National Beach Soccer Team embarked on a busy year of international competition. At the National Beach Soccer League (NBSL) in Fort Lauderdale from March 4-6, the team gained vital experience, competing against international teams that helped sharpen their skills.

At the Association of National Olympic Committees (ANOC) World Beach Games Qualifiers in El Salvador from April 4-9, under the leadership of Coach Daria Adderley, the team put forth a strong showing, finishing 4th overall. One of the standout performances came during a closely contested match against the host nation, El Salvador, where the Bahamian team showed resilience and determination, earning recognition as a rising force in the region.

Following that, the team was invited to the Acapulco Beach Soccer Cup in Mexico from April 12-17. Although a late addition to the tournament, the Bahamas made the most of the opportunity, delivering a spirited performance. Competing against teams from beach soccer powerhouses, they held their own, gaining recognition for their tenacity and skill.



## Concacaf Nations League

The Bahamas Men's National Football Team competed in the **Concacaf Nations League**, facing tough regional rivals in a series of matches. In the March 24 match against Trinidad & Tobago, the team delivered a solid performance, narrowly losing in a hard-fought contest. The return leg in Port of Spain on March 27 saw another strong effort, showcasing the team's growth under Head Coach Nesley Jean.

Throughout the Nations League campaign, the Bahamas team faced opponents like St. Vincent and the Grenadines, Antigua & Barbuda, and Trinidad & Tobago, consistently demonstrating their competitive edge. Though results were mixed, the team's ability to challenge more established football nations reflects the ongoing progress of the program.

## International Friendly Matches

As part of their preparation for the Concacaf Nations League, the Bahamas team participated in international friendlies on March 3 and 4 against Turks & Caicos. These matches provided valuable opportunities for the national team to evaluate new talent and test different tactical approaches. The friendlies played a key role in shaping the final squad for the Nations League matches later in the month.





## International Competitions: Beach Soccer

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The Bahamas Men's National Beach Soccer Team had an active year, starting with their participation in the ANOC World Beach Games Qualifiers in El Salvador from April 4-9. Led by Coach Alex Jose Soares, the team competed against some of the top beach soccer nations, finishing in a respectable 6th place. The team showed resilience in matches against higher-ranked opponents, including a standout performance against El Salvador, where they held their ground in a tightly contested match.

Following their efforts in El Salvador, the Bahamas hosted the prestigious Concacaf Beach Soccer Championship from May 8-15. Competing at home under Coach Soares, the Bahamas team showcased their skills in front of an enthusiastic local crowd. Their competitive spirit was evident as they took on teams from across the region. The team earned the fair play award, reflecting their sportsmanship and commitment to the game.

# DOMESTIC COMPETITIONS



The Bahamas Football Association (BFA) hosted a wide range of domestic competitions in 2023, providing platforms for competitive and non-competitive play at all age levels. These tournaments showcased the talent within the country and played a key role in the ongoing development of Bahamian football.



## Hummel Cup

The Men's Hummel Cup, held from January to April, concluded with Western Warriors claiming the championship title, with United FC finishing as runners-up and Seventeen FC taking third place. The Women's Hummel Cup took place in June, where Baha Juniors triumphed as champions with United FC and Cavaliers FC securing second and third places, respectively.

## Men's Soccer League

The 2022-2023 Bahamas Men's Soccer League featured high-level competition, with 10 teams competing throughout the season. Western Warriors were crowned champions, United FC finished second, and UB Mingoes placed third. The league also honored outstanding individual players, with Johnny Tinus of United FC winning the Golden Boot, Thajjay Asquith of Western Warriors receiving the Golden Glove, and Ronaldo Green of UB Mingoes earning the Golden Ball.

## Non-Competitive Soccer

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From January to April, non-competitive soccer leagues provided 10 teams with opportunities to engage in matches, focusing on skill development and game experience without the intensity of formal competition.

### U18 Boys League

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The U18 Boys League featured 7 teams, with Western Warriors dominating throughout the season to secure the championship. Renegades FC finished second, and Future Stars placed third. The league's MVP award went to Kenaz Swain of Western Warriors, recognizing his pivotal role in their success.



### U15 Boys & Girls Leagues

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In the U15 Boys League, 5 teams competed, with Western Warriors emerging victorious, Baha Juniors securing second place, and Dynamos FC in third. Ralph Djino Gervais of Western Warriors was named the league MVP.

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## U13 Boys & Girls Leagues

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The U13 Boys League featured 8 teams, while the U13 Girls League had 4 teams. Both leagues continued to play a significant role in early talent development. These leagues saw clubs and schools competing in highly anticipated matches, contributing to the identification of future football stars in the country.



## Primary School Boys & Girls Football Tournament

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The Primary School Boys & Girls Football Tournament, held from October to November, was renamed the Dawn N. Knowles Primary School Soccer Tournament in honor of Ms. Knowles' decades-long contribution to youth football. The BFA, in partnership with the New Providence Primary School Sports Association (NPPSSA), recognized Knowles for her dedication to the event since its inception in 1995. This historic event featured 22 boys' teams and 20 girls' teams from U10 and U12 levels across New Providence.

In this year's edition, Sybil Strachan Primary School won the boys' tournament, with Gerald Cash Primary and Carlton Francis Primary placing second and third. Eva Hilton Primary School won the girls' tournament, followed by EP Roberts and Garvin Tynes Primary.

## High School Nationals

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The Samuel P. Haven Jr. High School Soccer Nationals, held in May, continued its tradition as one of the premier high school football events in the country. Organized in partnership with the Ministry of Education (MOE), this championship featured intense competition among 8 boys' teams and 8 girls' teams from across the islands.

In the boys' competition, Lyford Cay International School (LCIS) Dragons won the title, with Government High School (GHS) Magic and Anatol Rodgers Timberwolves securing second and third places, respectively.

In the girls' competition, CR Walker Knights emerged victorious, with Bishop Michael Eldon School (BMES) Warriors in second and Queen's College (QC) Comets in third.

Individual awards were also presented, with Michael Massey of LCIS named MVP for the boys and Edisa Bain of BMES named MVP for the girls.

## Bahamas Games

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The Bahamas Games saw teams from across the islands competing in both men's and women's football events. In the women's competition, 3 teams participated, with New Providence claiming first place, followed by Grand Bahama in second and Abaco in third.

In the men's competition, 5 teams competed, with New Providence taking the top spot, Abaco finishing second, and Eleuthera placing third. These games brought together athletes from all corners of the country, highlighting the depth of talent and competition in Bahamian football.





The Bahamas Football Association (BFA) continues to prioritize player development at all levels, with a focus on providing youth and coaches with the resources and training needed to excel. Several key programs and initiatives were introduced, expanding opportunities across the islands for both players and coaches.

## Talent Development Scheme (TDS)

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The Talent Development Scheme (TDS) aimed to prepare U13 boys and girls for advanced football competition. This initiative focused on identifying young talent and equipping them with the necessary skills to compete at higher levels, laying the groundwork for the future of Bahamian football.

## Family Island Football Development

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In February, BFA Technical Director Bruce Swan and Director of Women's Football Soraya Toppin-Herbert conducted a U20 talent search in Grand Bahama. Their visit identified promising young players for further development within the national team pipeline.

In October, Swan led a D License coaching course in Eleuthera, with the support of FIFA Regional Consultant Lenny Lake. This course provided coaches on the island with critical tools for player development. In addition to coaching development, they visited various playing venues to assess the local football infrastructure.

## Coaching Development

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The BFA held two CONCACAF C License courses in early 2023, facilitated by FIFA Regional Technical Consultant and CONCACAF Coach Educator Lenny Lake. The courses were completed by 42 coaches (21 men and 21 women), building on previous D License qualifications. Additionally, a safeguarding workshop was conducted for all participants, and an online platform was developed to streamline the certification process.

In November, the BFA launched its inaugural D License Coaching Syllabus in Eleuthera, marking an important step in formalizing coaching education in The Bahamas. Further efforts to enhance coaching included a session in June by Coach Marcus DiBernardo, which focused on tactical football development for young players.

In December, Daria Adderley, Edward Bethel, Kristal Delancy, and Bruce Swan attended the inaugural CONCACAF Coach Educator Conference, expanding their knowledge to better guide future coach development programs.



## CONCACAF Generation Amazing Program

The BFA continued its collaboration with the CONCACAF Generation Amazing Program, distributing equipment to primary schools across New Providence. In September, a Generation Amazing workshop was held in partnership with the New Providence Primary School Sports Association (NPPSSA), with over 50 physical education teachers attending. The workshop introduced methods to integrate football with social values, providing essential resources for school programs.

## Football for Schools Program

Representatives from the BFA, including Daria Adderley, Adam Miller, and Soraya Toppin-Herbert, attended the Football for Schools workshop in Jamaica. This international workshop provided valuable insights into the best practices for developing football programs in Bahamian schools, enhancing the BFA's capacity to implement these strategies across the islands.

## Beach Soccer Summer Camps

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In the summer, the BFA held two beach soccer camps to engage and develop young players. The co-ed camp in July was led by BFA Technical Director Bruce Swan and featured national team players Jean Francois and Lesly St. Fleur. The camp focused on skill-building and team exercises for boys and girls aged 8-13.

A girls-only camp followed in August, aligning with the FIFA Girls Football Campaign. With strong participation and an average daily attendance of 30 players, the camp provided young female athletes with a platform to enhance their skills and build confidence in the sport.

## SMART GOALS Initiative

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In February, the BFA launched its SMART GOALS initiative in partnership with Dynamos FC and SC McPherson Junior High School. This program brought football into the school's sports curriculum, integrating life skills and football development for students from the Marlins, Grouper, Wahoo, and Dolphins sports houses. The pilot program was a success, generating renewed interest in football among students and providing a model for future partnerships between football clubs and schools. The program was designed to create measurable and achievable goals, ensuring progress in the development of both football and student-athletes.

## FIFA Environmental Analysis

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FIFA completed an extensive environmental analysis of football in The Bahamas. The data collected will help shape future initiatives by providing a clear understanding of the current football landscape, identifying strengths and opportunities for growth.





## Referees and Officials Development

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In 2023, the Bahamas Football Association (BFA) enhanced the development and recognition of our referees and officials, elevating the quality of football officiating nationwide.



## Training and Development

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### INTERNATIONAL TRAINING COURSES

◆ **FIFA Referee Instructor Training in Toluca, Mexico:** Referees **Dianne Ferreira-James, Raymond Charles, and Jeremy Holland Sr.** attended, focusing on updates to the Laws of the Game, referee education methodologies, and fitness protocols.

◆ **CFU Next Generation Referee Course in Antigua:** Attended by **Evans Julmis**, furthering his skills and knowledge.

### FIFA MEMBER ASSOCIATION (MA) COURSE

◆ From November 9 to 12, the BFA hosted the FIFA MA Course in Nassau with 17 participants from New Providence and Grand Bahama. The course covered key topics such as challenges, handball interpretations, tactical fouls, offside rules, and game management, led by FIFA and local instructors.

### CFU U-14 CHALLENGE SERIES PARTICIPATION

◆ Five referees—**Evans Julmis, Prince Albury, Jeremy Holland Jr., Meko Evans, and Curt Thompson**—officiated at the CFU U-14 Challenge Series in the Dominican Republic, gaining valuable experience.

## International Recognitions and Assignments

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### REFEREE ACCREDITATIONS

- ◆ **Raymond Charles** became a **Concacaf Academy Instructor** in 2023, strengthening our pool of qualified instructors.
- ◆ **Dianne Ferreira-James** maintained her status as a **FIFA Technical Instructor**, continuing her significant role in referee education.

### FIFA REFEREE LISTS

- ◆ **Anissa Albury** qualified for the 2024 FIFA Beach Soccer Referee List, a significant milestone for Bahamian officiating.
- ◆ **Krystal Delancy** retained her position on the FIFA Referee List for 2024. She officiated at major events including the Dallas Cup, Concacaf U20 and U17 qualifiers, and Women's World Cup qualifiers, and contributed as a grassroots instructor coach.

### INTERNATIONAL ASSIGNMENTS

**Evans Julmis** officiated in the Bermuda Premier League and served as fourth official in two Concacaf Nations League matches, showcasing his growing expertise.



## Ongoing Commitment

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The BFA remains dedicated to investing in referee education and development programs, ensuring our officials uphold the highest performance standards and contribute to the integrity of football in The Bahamas.



This year, the Bahamas Football Association (BFA) has made steady progress on several important infrastructure projects designed to enhance football facilities and support domestic clubs. These initiatives, backed by the FIFA Development Office, represent a significant part of our long-term strategy to improve playing conditions and encourage the sport's growth across the nation.

## Domestic Club Support

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The FIFA Development Office is in the final stages of approving the project, having addressed all necessary queries. Once finalized, the last payment is expected by the second quarter of 2024, positioning the BFA to provide enhanced resources for domestic clubs.



## Ongoing Projects

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### ◆ Fencing Upgrade

The fencing upgrade is nearing completion, with 75% of the work done. Delays stem from the manufacturing and shipping process, which includes sending materials to Grand Bahama for powder coating and then returning them to Nassau for installation. The project is slated for completion by the end of Q4 2024, with final base work left to be completed.

### ◆ Grass Field Upgrade

The grass field upgrade was completed earlier this year, with the final evaluation and approval granted in April. The new surface is now in use, and matches are already being played on the improved pitch.

### ◆ Upgrade of Old Turf Field

Preliminary discussions have started with the FIFA Development Office regarding the upgrade of the old turf field. Companies will be invited to inspect the current structure and submit bids. Drainage issues are under review as part of the upgrade discussions to ensure long-term durability.

### ◆ Technical Center

Initial renderings for the new Technical Center have been drafted and are being discussed with the FIFA Development Team. Once designs are finalized, FIFA will oversee the bidding process to move the project forward.



## 73rd FIFA Congress in Kigali, Rwanda

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From March 15-17, General Secretary Fred Lunn, President Anya James, and Council Member-Deputy to the President Dion Peterson represented the Bahamas Football Association at the 73rd FIFA Congress in Kigali, Rwanda. The congress gathered global football stakeholders to address key governance issues, discuss future development, and approve strategic decisions aimed at growing the game worldwide.

## Representation at the 38th Concacaf Ordinary Congress

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From February 24-25, the BFA was represented at the 38th Concacaf Ordinary Congress in Guatemala by President Anya James, General Secretary Fred Lunn, and immediate past president Anton Sealey. The Congress gathered delegates from all 41 Concacaf member associations to discuss the future of football across the region. During the event, Victor Montagliani was unanimously re-elected as Concacaf President for a new four-year term. Under his leadership, Concacaf has expanded competitions like the Gold Cup and Nations League, while launching initiatives that benefit all member associations, including the announcement of a new sports complex in the Dominican Republic to support regional football development.

## Executive Mentorship Program Workshop

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On August 12-13, the BFA organized a two-day Executive Mentorship Program (EMP) aimed at equipping football administrators with essential leadership skills. Led by Howard McIntosh, Head of One Concacaf & Caribbean Projects, and Concacaf instructor Anton Sealey, the workshop covered topics including strategic planning, leadership in football, and crisis management. President Anya James and all council members actively participated, reflecting the association's focus on enhancing football administration in The Bahamas.

## FIFA Forward Finance Workshop

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On October 4, General Secretary Fred Lunn, President Anya James, and Jabari Wilmott attended the FIFA Forward Finance Workshop in Miami, FL, alongside other Caribbean member associations. The workshop, part of the FIFA Forward 3.0 cycle, focused on maximizing the use of allocated funds for football development. Key discussions included resource management, women's football growth, sports integrity, and financial transparency. FIFA's new digital platform for tracking resources was also introduced to improve financial governance among member associations.

## Financial Governance Workshop in the Bahamas

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In December, the BFA hosted the Financial Governance Workshop at Baha Mar in Nassau. Attendees included 22 member associations from the Caribbean. This two-part workshop, held from December 13-15 and December 18-20, focused on financial governance for FIFA Forward Programme funds. Topics included transparency, accountability, and best practices for financial management. Representatives from FIFA's financial governance team, external auditors, and FIFA's regional office in Barbados provided guidance on budgeting, risk control, and planning for national team matches.

## Anton Sealey Inducted into the National Sports Hall of Fame

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On November 23, Anton Sealey, the immediate past president of the BFA, was honored with induction into the National Sports Hall of Fame. This recognition celebrated Sealey's significant contributions to Bahamian football, particularly his leadership in advancing the sport across the islands. The ceremony, held at SuperClubs Breezes Resort, was attended by key figures in the Bahamian sports community, including Minister of Youth, Sports and Culture, the Hon. Mario Bowleg. Sealey's honor highlights his lasting impact on football and his dedication to the growth of the sport in The Bahamas.





## **BFA Family Fun Day**

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The Department of Immigration hosted their second annual Family Fun Day on May 27 at the Beach Soccer Stadium. The event drew over 900 attendees and offered a variety of family-friendly activities, games, and entertainment. The success of this collaboration reinforced the BFA's commitment to building strong relationships with community organizations through sport.

## **BFA Hosts Successful International Women's Day Celebration**

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The BFA held an International Women's Day Celebration on March 11 at Roscow A.L. Davies Field, dedicated to recognizing the contributions and potential of women in soccer. The event featured soccer matches, including U15 Girls League games and an U11-U13 Girls Festival. Several local women-owned businesses added to the community atmosphere as vendors by offering products and services, such as luxury pedicure kits, jewelry, and inflatables for the children. The event's combination of soccer, community involvement, and entertainment made it a memorable day for all involved.

## **School Visits and Youth Engagement**

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In 2023, the BFA prioritized youth engagement by bringing football closer to schools and communities. Throughout the year, the Men's National Teams visited several schools, such as DW Davis and Claridge Primary School. Players shared personal stories, emphasized the importance of education, and inspired students with their soccer journeys. The visits were part of the BFA's effort to reach young Bahamians, encouraging future athletes and promoting the value of education alongside football.

## **Concacaf Beach Soccer Championship - School Participation & Lunch Provision**

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The Concacaf Beach Soccer Championship in May provided a unique opportunity for schools to attend daytime matches and support the Bahamas Men's National Beach Soccer Team. The BFA made special provisions for schools to bring students, and over the course of three days, students from several schools participated. In addition to the live matches, the BFA provided lunch for the students attending, ensuring they had a fulfilling and enjoyable experience while supporting the national team.



The Bahamas Football Association (BFA) strengthened its visibility and connection with the community through a focused approach to marketing and public relations. With an emphasis on digital engagement, event promotions, and media relations, the BFA created impactful outreach, drove participation, and expanded its audience across various platforms.

## Social Media and Digital Growth

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The BFA's presence on social media grew significantly, allowing the organization to reach a wider audience and increase interaction with fans. The content strategy centered on real-time updates, engaging stories, and visual content that resonated with football enthusiasts.



**Instagram:** Increased followers by 122%, from 891 in December 2022 to 2,515 by year-end. The Women's National Team logo reveal and strategic plan rollout were highlights, with the top post engaging 1,648 accounts and receiving 382 likes.



**Facebook:** Grew by 39%, reaching 3,398 followers, up from 2,354 in December 2022. The most engaging post featured the Men's National Team's Concacaf Nations League announcement, with over 28,000 accounts reached. Posts about beach soccer star Michael Butler being shortlisted for Best Men's Player by Beach Soccer Worldwide (21,083 reach) and FIFA Beach Soccer referee Anisa Albury (36,505 reach) also garnered significant attention.



**Twitter:** Gained traction, growing from 6 followers in 2022 to 205 by year-end. Engagement spiked during the Women's National Team strategic plan campaign, enhancing our digital footprint.

Throughout the year, we maintained consistent social media updates across Instagram, Facebook, and Twitter for all BFA leagues. This included posting photos, video highlights, and score updates to keep fans engaged and informed in real-time.

## Press Releases and Media Coverage

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The BFA maintained consistent media engagement, ensuring broad coverage for key events and activities including the Concacaf Beach Soccer Championship, Dawn N. Knowles Primary School Soccer Tournament, and Sam Haven High School Nationals. Press releases played a vital role in keeping the public informed and drawing attention to the association's initiatives.

## Strategic Campaigns

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The BFA's marketing campaigns centered on expanding audience reach, promoting events, and generating buzz around key moments in Bahamian football.

◆ **Bahamas Women's Football Logo Reveal:** One of the most notable campaigns of the year, the Women's Football logo reveal was delivered in segments on Instagram, along with an animated video unveiling the Women's Football Strategic Plan. The campaign received overwhelming support and successfully engaged a large audience, particularly female football fans.

◆ **School Visits and Youth Engagement:** The Men's National Team school visits generated local media coverage and social media buzz. By engaging students during assemblies and soccer demonstrations, these visits promoted the BFA's grassroots efforts and extended football's reach to younger audiences.

◆ **BAISS and GSSSA Digital Media Coverage:** The BFA provided digital media coverage for the BAISS (Bahamas Association of Independent Secondary Schools) and GSSSA (Government Secondary Schools Sports Association) regular seasons and championships. This coverage not only elevated the profiles of the student-athletes involved but also demonstrated the BFA's commitment to supporting football at every level. Match highlights, interviews, and social media updates helped increase visibility and engage new fans.

## Event Advertising and Promotions

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The BFA rolled out targeted advertising campaigns to promote key events, leveraging a blend of social media, radio, and press conferences to maximize reach and attendance.



### **Concacaf Nations League**

The promotional campaign for this event featured radio interviews, social media ads, and event press coverage, contributing to strong attendance. Collaboration with media partners amplified visibility, ensuring that fans were well-informed and engaged.



### **Concacaf Road to W. Gold Cup**

This promotional effort for the Women's National Team included social media ads, press releases, and media interviews. The campaign effectively drove awareness, and fans engaged heavily with posts about the Women's National Team's matches.



### **Concacaf Beach Soccer Championship**

A targeted media strategy, including outreach to schools, encouraged attendance from hundreds of students.

## **Conclusion**

The BFA's marketing and PR efforts centered on increasing awareness, driving community engagement, and promoting football at all levels. Through strategic campaigns, partnerships with media, and a focus on digital growth, the BFA will continue to build on these efforts, strengthening its presence in both local and global football communities.

# ACKNOWLEDGEMENTS



We extend our heartfelt thanks to everyone whose efforts and dedication helped drive our progress and achievements throughout the year.



## Our Volunteers, Players, Coaches, Referees, and Clubs

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Thank you to the incredible people on the ground—our volunteers, players, coaches, referees, and clubs. Your hard work and passion are the backbone of Bahamian football, helping us grow and strengthen the sport across the nation.

## Secretariat and Council Members

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To the Secretariat and Council Members, we extend our deepest appreciation for your leadership, dedication, and tireless work behind the scenes. Your guidance and efforts continue to propel the Bahamas Football Association forward.

## Our Partners

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We also extend sincere thanks to our key partners:



Your continued support has been instrumental in helping us grow the game and engage more communities.

## Government Agencies

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We appreciate the collaboration with various government agencies, whose support has been vital in making 2023 a success.

To everyone who contributed this year—thank you. Together, we look forward to even greater accomplishments in the future.







# 2023 ANNUAL REPORT

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