



ANNUAL REPORT 2024





VISION

Better football for a better life

MISSION

To enable people to enjoy the beautiful game and excel in all areas of football through programmes and well organized competitions

VALUES

Equality, Accountability, Passion, Integrity, Excellence, Good Governance, Trust, Teamwork, Service, Commitment, Transparency, Fair Play

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NOTICE OF THE 2023 ANNUAL GENERAL MEETING

TO: Honorary Members
Members of the Council
Members of the Barbados Football Association
Committee Members

FROM: Amanda James, General Secretary

DATE: February 28th, 2024

SUBJECT: Ordinary Congress 2024

Notice is hereby given of the Ordinary Congress of the Barbados Football Association (BFA) to be held on Sunday, April 7th, 2024, at 4:30 pm at the Barbados Football Association Headquarters, Garfield Sobers, Wildey, St. Michael.

AGENDA

- a. A declaration that the Congress has been convened and composed in compliance with these Statutes;
- b. Approval of the agenda;
- c. An address by the President;
- d. Appointment of Members to check the minutes;
- e. Appointment of scrutineers;
- f. Suspension or expulsion of Members (if applicable);
- g. Approval of the minutes of the preceding Congress;
- h. Activity report (containing the activities since the last Congress);
- i. Presentation of the consolidated and revised balance sheet and the profit and loss statement, as well as the independent and external auditors' report;
- j. Approval of the audited financial statements;
- k. Approval of the budget;
- l. Votes on proposals for amendments to these Statutes and the Standing Orders of the Congress (if applicable);
- m. Discussion of proposals submitted by the Members and the Council in accordance with the procedure stipulated under art. 31 par. 3 of these Statutes;
- n. Appointment of the independent and external auditors (if applicable) upon proposal of the Council;
- o. Dismissal of a member of a body of the BFA (if applicable);
- p. Election of the President, vice presidents and members of the Council
- q. Elections of the members of the independent committees, i.e. the Audit and Compliance Officer, electoral committees and judicial bodies (if applicable);
- r. Admission for membership (if applicable).

SUBMISSIONS

Delegates

Members are entitled to be represented by one (1) delegate at the meeting, who is entitled to vote. In this regard, members who will be represented by a delegate are kindly requested to submit the names and email addresses of these persons to the BFA on or before 5:00 pm on Thursday 7th March 2024, to adequately allow us to prepare for the meeting. The delegation form can be collected from the Barbados Football Association office at any time, before 5 pm Monday to Friday.

Nominations

Nominations for the filling of the posts of:

1. President
2. Vice President 1
3. Vice President 2
4. Vice President 3
5. Five Executive Members.

are to be submitted on the approved form from the BFA as well as the integrity check questionnaire, to the General Secretary of the Association on or before 5:00 pm on Thursday, March 7th, 2024. The nomination form and the integrity check questionnaire can be collected from the Barbados Football Association office at any time before 5 pm Monday to Friday.

Additions or Alterations to Statutes

Additions or alterations to the BFA statutes are to be submitted in writing to the General Secretary of the Association on or before 5:00 pm on Thursday, March 7th, 2024. A proposal submitted by a member is valid, provided it has been supported in writing by at least twenty other members.

Motions and Proposals

Motions and proposals to be included on the Agenda for the Ordinary Congress are to be submitted in writing along with supporting documentation to the General Secretary of the Association on or before 5:00 pm on Thursday 7th March 2024. Thanking you for taking note.

Yours truly



Amanda James
General Secretary



MEMBERSHIP 2023

1. Atlas United Football Club
2. Bagatelle FC
3. Barbados Fire Service Sports & Social Club
4. Barbados Soccer Academy
5. BDF
6. BDF Sports Programme
7. Benefica Football Club
8. Beverly Hills SC
9. Blackspurs FC
10. Britton's Hill United Football Club
11. Caribbean United Football Club
12. Carlton Red and White
13. Cave Hill Football Club
14. Central League Spartans
15. Checker Hall FC
16. Chickmont Football Club
17. College Savannah United Football
18. Cosmos FC
19. Dayrells Road FC
20. Deacons FC
21. Eastern United FC
22. Eden Stars Football Club
23. Emmerton United FCP
24. Empire Club
25. 2Evans Maughan Soccer Academy
26. FC Bye Mill
27. FM Four Pillars Soccer Academy
28. Fitts Village FC
29. FC Mega Ballers FC
30. George Park Sport Club
31. Greens United
32. Haynesville United Football Club
33. Hillaby FC
34. Hotheral Turning United Football Club
35. Ivy Rovers
36. Kickstart Rush FC
37. Lodge Road FC
38. Long Bay & Ruby (L & R)
39. Mapp Hill FC
40. Martindales Road
41. Mavericks Sports Club inc
42. Maxwell Sports Club
43. National Sports Council Development
44. Notre Dame SC
45. Orange Hill
46. Paradise Football Club
47. Parish Land FC
48. Pinelands
49. Police Sports Club
50. Potential Ballers FC
51. Pride of Gall Hill Sports & Social Club
52. Pro-Shottas Soccer club
53. Red Hill
54. RF Prime Football Academy
55. Shilling Square United
56. Silver Sands
57. St Andrews Lions
58. St. Philip Football Academy
59. Sunrise Sports Club
60. Technique FC
61. Trents FC
62. United Stars Alliance
63. UWI Blackbirds
64. Villa United FC
65. Weymouth Wales Football Club
66. Whitehall Football Academy
67. Wildey Sports Academy
68. Wotton FC
69. WRBSSC FC
70. YoungBoyz FC
71. Youth Millan FC

2024 BFA PRESIDENT'S ADDRESS

On behalf of the Executive Board, it's my pleasure to extend a warm welcome to the Ordinary Congress of the Barbados Football Association at its Technical Centre at Wildey.

This is a special occasion for us, not only for an opportunity to fellowship, but to review the past year and plan for the future of this beautiful game, but to celebrate the participation of our players not only in competition but also in our development programs.

Let me extend our pride in the success of our Weymouth Wales Club, Champions of the Premier League, FA Cup, Republic Cup Competition and the Women's Premier League.

To all the other champions of the various tournaments we extend our congratulations.

I, however, also acknowledge that football for us in Barbados is more than a tale of Champions and worthy contenders; it's more than medal worthy on the field performances, point standings and FIFA rankings.

This game in our country is indivisible from the hope and dreams of thousands of young girls and boys who play football. For some, it's chasing careers, for some it's chasing opportunities and for others, the pitch serves as a safe haven and a positive alternative to the problems that are becoming prevalent across our respective communities.

The work of you, our members, who have been giving yeomen service, especially with your grassroots and women's program have not gone unnoticed.

Our stories encompass the administrators, referees, coaches and volunteers who do everything from providing transport, to providing kits, to maintaining pitches, to standing in the gap for persons who otherwise have no one else rooting for them. We should never ignore that our programs and opportunities which are afforded to players for National exposure are often life changing and at times lifesaving.

However, for our Association to experience the success that we all crave for in the future, we need all hands on deck; no one person in this audience has all of the answers so it is imperative that we work together as a united Body for the good of the game in Barbados.

Thanks to everyone – from those who served on the various committees and to the Executive Councils of each of our 64 active member clubs.

Stay the course, do not ever consider giving up. We are on a solid mission.

One love!



Randolph Harris GCM
PRESIDENT

MINUTES OF THE ANNUAL GENERAL CONGRESS OF THE BARBADOS FOOTBALL ASSOCIATION (BFA)

Held on Thursday, April 6th, 2023 at the BFA Auditorium, Wildey, St. Michael, Barbados at 7.00 pm

a. **Declaration**

The Annual General Congress of the Barbados Football Association (BFA) was called to order at 7.26 pm. by President Randolph Harris who chaired the meeting. He informed the members present that it was a continuation of the meeting slated for March 30th where no quorum could be ascertained and according to the statutes no quorum was required for the current meeting to proceed.

A roll call was done by the General Secretary, Edwyn Wood, and the meeting was duly declared as convened and composed in accordance with the statutes of the Barbados Football Association (BFA);

b. **Verification of the Composition of the Meeting**

There were nine members present at the start of the meeting. This number increased to fifteen which were as follows:

- | | | |
|---------------------------|-----------------------------|-------------------------------|
| • Cave Hill FC | • Maxwell FC | • St. Andrew Lions |
| • Central League Spartans | • Paradise FC | • United Stars Alliance |
| • Checker Hall FC | • Potential Ballers FC | • Weymouth Wales |
| • College Savannah FC | • Pro Shottas Soccer School | • White Hall Football Academy |
| • Deacons FC | • RF Prime Academy | • Youth Milan FC |

c. **Approval of the Agenda**

The agenda was presented by Chairman Randolph Harris for approval. The motion was passed.

d. **The President's Address**

The President's address was given by Mr. Harris, and this being circulated prior to the meeting he gave a synopsis of its contents and urged the members to work together for the benefit of football. He also used the opportunity to highlight the programmes being undertaken by the BFA.

e. **Appointment of members to check the minutes.**

Checker Hall FC and RF Prime were appointed and the members to check the minutes of the meeting.

f. **Approval of the Minutes of the last Annual General Meeting**

The minutes of the last annual General Meeting held were presented to the members as previously circulated. A motion for their approval was proposed by Checker Hall FC and seconded by RF Prime. The motion was passed without objection.

g. **The Report of Activities for the previous year**

The Report of Activities for the year 2022 was presented as previously circulated. A motion for the approval was put forward by Paradise and seconded by Central League Spartans. The motion was passed. 0 against. 0 abstained.

h. **Auditors Report and Audited Financial Statements**

The Auditors Report and the Financial Statements for 2022 were presented by Mr Winston Waithe of Steven R. Payne & Co Chartered Accountants by video presentation. Mr Waithe apologised for not being presented at the continuation to present in person and offered his company for reappointment as auditors for the year 2024.

Adrian Donovan asked that it be minuted that the amount of club present was unacceptable and said he believes it is time the members of the Council "pull up" the administrators of clubs. He further stated that they only want to attend when there is controversy or when they stand to gain from the BFA. He stated it is time they understand that their participation is expected to make the sport better.

A motion for the acceptance of the Auditors Report and Audited Financial Statements was put by College Savannah FC and seconded by St. Andrew Lions. The motion was passed. 0 against.

i. Appointment of Members to the Electoral Committee

President Harris told the meeting that Mr Eric Smith, Chris Donowa and Glynne Clarke were recommended to sit on the Electoral Committee of the BFA. A motion was put forward by Maxwell Fc for their ratification and seconded by United Stars Alliance. There was no objection to this, and the motion was passed.

j. Admission of new members.

The General Secretary told the members that the following clubs were recommended for membership by the Executive Council for membership:

- | | | |
|-------------------|------------------|-------------|
| • Cave Hill FC | • George Park FC | • Trents FC |
| • FM Four Pillars | • Mapp Hill FC | |

There was no objection to these members being admitted to the membership.

k. Any other business

The General Secretary also notified the meeting of the fulfilment of article 8 (1) b of the FIFA Forward Development Programme Regulations where the Council was obligated to inform the Congress of it contract of agreed objective and any projects undertaken by the BFA and their costs. He read as follows:

In accordance with the FIFA Forward Development Programme Regulations, the Congress is formally notified that the Barbados Football Association and FIFA signed a four-year Contract of Agreed Objectives for the cycle 2023-2026, setting out the objective agreed between the parties for the use of the financial support granted by FIFA to the Barbados Football Association under the FIFA Forward Development Programme. The specific objective included in the contract is the following:

1. To continue to development of the BFA Technical Centre/Stadium as per the designed Master Plan of the facilities

b. Forward Project

In accordance with the approval by the Executive Council of the Barbados Football Association and the Contract on Agreed Objectives signed with FIFA, for the 2023-2026 cycle, the Congress is formally notified that with the assistance of FIFA the following project is implemented through the funds provided under the FIFA Forward Development Programme:

1. BFA Multi-functional Building

Description: This building will be a continuance of the BFA's Technical Center. It will include over 1600 additional spectator seating, 2 more dressing rooms, VIP areas, concessions, media cabins, a recovery room, a high-performance gym and a referee and anti-doping rooms. The BFA aims to improve the headquarters of football and provide the necessary resources, amenities, and equipment for its national teams.

Location: Garfield Sobers Sports Complex, Wildey, St. Michael

Total project funds – budgeted - USD\$3,264,676.35

Funds required from FIFA – USD\$3,264,676.35.

The President thanked the members for coming and the meeting was adjourned at 9.03 p.m.



Edwyn Wood
General Secretary

COMMITTEE MEMBERS 2023

Development Committee

Capt. Al Walcott - Chairman
Gregory Castagne - Deputy Chairman
Lisa Bannister
Technical Director
Harley Moseley III
Augustine Jacob
Nicole McKenzie - Ex-officio
Amanda Watson-James - Ex-officio

Referees Committee

Frederick Hoyte - Chairman
Sherlock Wall - Deputy Chairman
Clifton Ganes
Beverly Grant
Trevor Taylor
Victor Moore - Referees Manager (Ex-officio)

Finance Committee

Derrick Cummins - Chairman
Shelly Griffith - Deputy Chairman
Tricia Browne
Lisa Bannister
Amal Mayers
Jennifer Williams - Finance Manager (Ex-officio)

Competitions Committee

Randolph Harris - Chairman
Tahir Batson - Deputy Chairman
Dale Rudder
Tricia Browne
Technical Director
Enrico Ramsey
Gregory Thompson
Shamika Estwick - Ex-officio
Mark Forde - Ex-officio

Medical Committee

Dr Rene Best - Chairman Resigned
Dr Nicola Yard Resigned
Dr Harley Moseley III
Tricia Browne - Ex-officio

Independent Committees

Club Licensing First Instance Board
Trevor Taylor - Chairman
Frederick Hoyte - Deputy Chairman
Ytannia Wiggins
Junior Browne
Neil Murrell

Club Licensing Appeal Board

Barbados Olympic Association

Disciplinary Board

Richard Lavine – Chairman
Vernon Waithe
Franklyn Greenidge
Malcolm Ifill
Frank Gill

Arbitration Tribunal Board

Barbados Olympic Association

Electoral Committee

Erskine Simmons - Chairman
Chris Donawa
Clifford Gooding-Edghill



THE TECHNICAL DEPARTMENT



SENIOR WOMEN 2023

The campaign commenced on a high note with an outstanding 5-0 victory at home against St Vincent, showcasing the team's potential and flair. However, despite commendable performances, the subsequent matches were met with disappointment, highlighting the challenge of sustaining the initial success.

While our local players demonstrated their skills proudly representing Barbados, it became evident that to truly thrive in the women's game, we must expand our horizons. The inability to build on the promising start underscored the importance of recruiting talent from abroad and providing opportunities for our players to showcase their abilities in different international environments.

While we take pride in fielding a team comprised of players born and raised in Barbados, this campaign serves as a lens into the current state of our domestic football. It serves as a testament to the level we aspire to reach in order to compete effectively on the global stage. Recognizing the significance of international exposure, we acknowledge the need to diversify our squad with players from different backgrounds and experiences.

The standout moment of the campaign was undoubtedly Acaia Smalls' spectacular goal against the Dominican Republic. Despite the challenges faced, this exceptional moment symbolizes the potential within our team and the talent that can emerge from our nation.

As we reflect on this campaign, the focus shifts to enhancing our domestic football landscape, providing more opportunities for growth and development. The journey ahead involves building a team that can seamlessly blend local talent with international expertise, ensuring that Barbados becomes a formidable force in women's football.

Barbados 5- 0 St Vincent
Dominican Republic 3- 0 Barbados
Bermuda 4-2 Barbados
Barbados 1-1 Bermuda
Barbados 1 - 7 Domincaian Republic
St Vincent 4 -2 Barbados





SENIOR MEN 2023

The senior men's national league campaign concluded with disappointment, marked by a lack of victories and relegation to the league below, mirroring the challenges faced by the women's team. A closer examination reveals key issues that need addressing, notably our domestic league's competitiveness and the need to integrate players from professional setups into our teams.

While our nation boasts talented players, raising standards across player development, football education, and game understanding is imperative. The importance of ensuring our domestic league is at a level enabling international competitiveness cannot be overstated.

Refereeing standards also play a pivotal role, requiring our officials to officiate at a level in line with international standards. This ensures that our players, who may tackle similarly in local competitions, do not face undue disadvantage with yellow or red cards in international contests.

Despite these challenges, there is a positive outlook with a crop of highly talented youngsters emerging, on the cusp of joining the senior team. This bodes well for our prospects in the next iteration of the national league, offering optimism for a more favorable showing.



Barbados 2-3 montserrat
Nicaragua 5-1 Barbados
Barbados 0 - 5 Dominican Republic
Dominican Republic 5-2 Barbados
Barbados 0-4 Nicaragua
Montserrat 4-2 Barbados



U17 GIRLS

The withdrawal of two national teams left us in a challenging group alongside formidable opponents such as Cuba and Haiti. Despite the girls' commendable efforts and tenacity, the evident gap in development became apparent during the two games. Observing the promising performances from the younger players underscores the need for a critical evaluation of our development and training programs.

To compete with stronger nations, enhancing the structure of our development initiatives is essential. While the results may have been tough on the girls, they gleaned valuable insights from the games. The experience provided a unique opportunity to observe and learn from how the opposing teams prepared, executed passes, orchestrated movement, and executed shots. In every setback, there lies an opportunity for positive growth and improvement, and these matches serve as crucial learning experiences for our players and the broader development strategy.

U15 BOYS

The U15 boys delivered a commendable performance in the tournament, successfully advancing to the next round. However, the challenge of back-to-back games proved to be a significant test, ultimately presenting a bridge too far for the team. Despite this, the players exhibited excellent skills and showcased a more mature approach to the game, demonstrating valuable lessons learned from the previous year's competition.

Renaldo, Luke, and Team Manager Tahir played pivotal leadership roles, guiding the boys effectively both on and off the pitch. Their representation of Barbados was exemplary, making the nation proud with their sportsmanship and conduct.

Looking ahead, the team is scheduled to resume training in a week or two, continuing their journey of growth and development in the pursuit of excellence.



U14 GIRLS

Under the commendable leadership of Fitz and Morrison, this group of players exhibited exceptional qualities in representing Barbados. Their collective efforts transformed them into a team that continues to showcase its unity and strength even today. Each player played a distinctive role, contributing individually to the overall success of the team.

The tournament served as a significant platform for growth and camaraderie, instilling valuable life skills in these young athletes. Their journey, guided by the unwavering commitment of Fitz and Morrison, not only showcased their prowess on the field but also reflected the character and resilience that will undoubtedly shape the future of women's football in Barbados. The legacy created by this remarkable group of players continues to resonate, inspiring future generations to come together, excel, and embody the spirit of unity in sports.

As for the tournament itself, the players delivered a commendable performance, relishing the atmosphere of the competition and the honor of representing their country.

The games served as a robust test for the girls, showcasing their ability to execute intricate passing and football skills while demonstrating resilience and strong character in battles on the field. Their comprehensive understanding of tactics and adherence to the coach's game plan was evident throughout the tournament.

The campaign commenced on a positive note with a 2-0 victory, followed by an impressive 1-1 draw against the host nation, considered one of the favorites. Prioritizing player development over results, we ensured a well-balanced playing time for all selected players. Unfortunately, the strain of consecutive games proved challenging, resulting in losses to Bermuda and Antigua.

A source of immense pride for both myself and the nation was the players' unwavering determination. Even in the face of defeat, their burning desire to return to the training ground and improve for the future was truly commendable. The poignant moment of singing the national anthem from the changing rooms to the hotel, 25 minutes away, showcased their deep commitment.

Several standout players emerged, not only for their on-field prowess but also for their off-field dedication. The consistent voluntary attendance at training sessions reflects their genuine passion for the sport, and credit is due to Fitz Morrison and Tricia Brown for their instrumental roles in fostering this commitment.

A special mention is deserved for the medic and team manager, Brunelda Soudatt, who stepped in at the last minute. Her nurturing presence, coupled with vast experience, played a crucial role in supporting the girls during both triumphant and challenging moments throughout the tournament. Her motherly figure was a source of comfort, contributing significantly to the overall well-being of the team.







DALE RUDDER TALENT DEVELOPMENT MANAGER

The Talent Development Scheme is FIFA's brand new approach to "levelling the playing field" and giving every young football player a fair chance to develop to his or her fullest potential. To this end the Member Associations are to be provided with the necessary resources to aid in the overall goal of the FIFA initiative, that is, ultimately, to produce elite players. Talent Development is a long and arduous task and one which must be approached with patience, a firm set of realistic objectives in mind, a mindset to constantly pursue excellence and the overall commitment from many of the stakeholders in football.

GIVE EVERY TALENT A CHANCE

Players, parents, coaches, trainers, schools, clubs, academies etc. Our initial TDS Project is focused on developing the Girls 11-16 age group. To this end an aggressive recruitment and training regimen (4 days a week) has been employed targeting schools, clubs and academies across the island as well as various communities in an effort to unearth our next generation of young talented female footballers. The response has been tremendous and at present we have about forty (40) young female players of various levels in their development, hard at training with some of the island's best and most certified coaches.

Aimed at total overall development, we have engaged in various activities to help develop these young players both mentally and physically. Namely Easter and Summer Football Camps, Art Therapy sessions, Health and Wellness lectures, Social Media Workshops, Football Video sessions etc. These are exciting times and a vast improvement can already be seen in the attitude and approach to training sessions. This "yearning for learning" amongst our TDS group is definitely a plus and very encouraging. The future looks bright indeed. Next Project will be the Under-15 Boys and we have conducted extensive talent scouting exercises over the last two (2) Youth tournaments to identify the best young talent within this age group. This group is scheduled to start training on their developmental journey in January 2024. Quote: "It is absolutely important to align our young players with our best coaches as early as possible in their footballing pathway. For Best+Best = Excellence and Excellence is the ultimate Goal."

The TDS team has been dedicated to advancing youth football development, particularly at the younger age levels. Building on the success of the U14 girls' group, we are poised to introduce the U14 boys in the coming weeks, pending confirmation of coaches by the executive board. Our objective is to follow the same development pathway as the girls, offering three weekly sessions that align with our established academy structure for the younger age group.



Ensuring access to the grass pitch at the BFA is crucial to meeting all the criteria of our Academy structure. Inspired by Arsene Wenger's emphasis on frequent training (ideally four times a week), we have tailored our approach to three days a week in our environment. This includes an advanced group catering to the TDS focus players, whom we identify as the next generation of football talent.

Recognizing the paramount importance of coaching quality, we have identified a key area of focus – ensuring that all coaches at the younger age groups are licensed. We are committed to promoting coaching success and imparting the game to the younger generation in the most effective and enriching manner.

We recognize the imperative to concentrate our efforts on ensuring that coaches in the younger age groups are appropriately licensed. Our focus extends to actively promoting coaching success and guaranteeing that the younger generation receives instruction in the correct manner. To fortify this commitment, we are establishing a comprehensive club licensing system and a coaching policy.

Effective immediately, our coaching policy mandates that any coaches involved in the BFA youth leagues must possess a minimum of a D license. Looking ahead to 2025, this requirement will be elevated, necessitating a minimum of a C license. We are implementing courses designed to span 12 months from initiation to completion, with ongoing monitoring by coach educators. This proactive approach ensures that coaching standards, player development, and coaching behavior align seamlessly with the BFA coaching methodology. Our aim is to foster a nurturing and progressive environment for both coaches and the young talents under their guidance.

Starting the project of a youth soccer tournament tailored for U16 girls, with a strong focus on football education:

Launching an initiative that seamlessly integrates the excitement of football with enriching educational experiences and essential life skills, we proudly introduce a U16 girls' soccer tournament. This unique event is meticulously crafted to nurture not only the athletic prowess of the players but also the intellectual growth of both players and coaches involved in the younger age groups.

Beyond the boundaries of the playing field, our primary goal is to empower young female athletes by imparting knowledge, enhancing teamwork skills, and fostering holistic development. We recognize that success in sports is not solely defined by on-field achievements but also by the personal and intellectual growth of the individuals involved.

Key Objectives:

Football Education:

The tournament will go beyond conventional match dynamics, incorporating dedicated football education sessions. These sessions will provide players and coaches with a deeper understanding of the game, strategic insights, and advanced techniques, elevating their football IQ.



Life Skills Workshops:

In addition to the physical aspects of soccer, participants will engage in workshops focusing on crucial life skills. These include leadership, communication, resilience, and time management, aiming to equip them for success both on and off the pitch.

Coaching Development:

Recognizing the pivotal role coaches play in youth development, our tournament places a strong emphasis on coaching education. Coaches working with younger age groups will have access to specialized training sessions and mentorship programs to enhance their ability to guide and inspire the next generation of players.

Teamwork and Holistic Development:

The tournament environment will encourage teamwork, emphasizing the importance of collaboration and unity. Players will experience holistic development, ensuring they emerge not just as skilled athletes but as well-rounded individuals ready to tackle challenges beyond the soccer field.

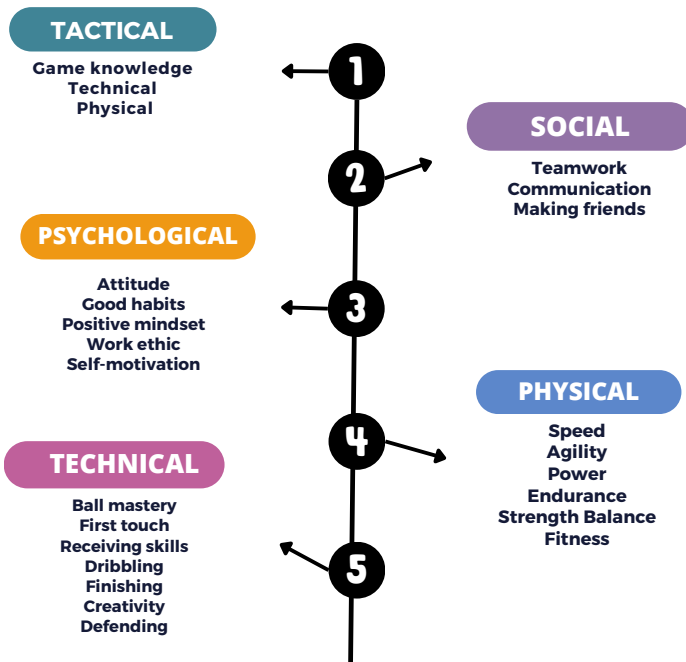
In summary, our U16 girls' soccer tournament is more than a competition – it's a comprehensive educational journey. By merging the thrill of football with valuable life skills and football-specific knowledge, we aim to shape the next generation of female athletes and coaches, setting them on a path of success in both their sporting endeavors and personal growth.

PLAYER DEVELOPMENT



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TALENT DEVELOPMENT WORKSHOPS





BFA COACHING SUCCESS

Concacaf and the Barbados Football Association (BFA) marked the culmination of the community-centric 'Bigger Game' program at Barbados' Wildey Turf, effectively concluding the launch of Bigger Game among Concacaf Member Associations for the rest of the year. The initiative, which places a strong emphasis on promoting women in sports, orchestrates football festivals exclusively tailored for girls and hosts comprehensive coaching workshops. The overarching goal is to ignite enthusiasm leading up to the 2024 W Gold Cup.

Under the banner of Concacaf's Bigger Game, a social impact strategy, both Concacaf and the Barbados Football Association have taken the lead in organizing community activities. The Bigger Game initiative is driven by a mission to propagate the game of football and its core values throughout the region. This is achieved by broadening access to opportunities through football-centric events and embracing social responsibility initiatives.

In essence, what transpired at Barbados' Wildey Turf is a manifestation of our commitment to coaching education and training sessions under the umbrella of the Bigger Game program. This initiative not only serves as a platform to enhance football skills but also as a catalyst for fostering social impact and inclusivity within our community.

Our commitment to promoting coach education remains steadfast, with an added emphasis on involving former national players in the process and encouraging their participation in coaching pathways. It is imperative that we establish a clear and accessible pathway for former players who have proudly represented the country. This initiative aims to provide them with the opportunity to stay connected with the game, equipping them with the necessary tools to contribute to national setups and positively influence the next generation of players.



COACHING SUCCESS

The Coaching Education Development Program, centered on the advancement of our coaching staff, achieved notable success in 2023. Four coaches, namely Mario Harte, Renaldo Gilkes, Marlon Harte, and Kenvile Layne, embarked on their A license journey, reflecting our unwavering commitment to coach development. Witnessing the dedication and progress of these individuals has been truly gratifying.

Moreover, we are delighted to announce that Kent Hall and Fitzgerald have successfully completed their coach educators qualification. This accomplishment positions us favorably, showcasing our dedication to upskilling our coaches, a pivotal element for our future success.

FIFA held the FIFA/CONCACAF Coach educator workshop in Barbados

The Barbados Football Association is actively participating in the inaugural Coach Education Conference organized by CONCACAF. Represented by Technical Director Emmerson Boyce, Coach Kerry Trotman, and Head of Coaching Education Kent Hall, Barbados stands among the Member Associations (MAs) taking part in this groundbreaking event. The primary focus is to emphasize the critical role of coach education within the region.

Notably, this conference holds significance as the first-ever coaching convention hosted by CONCACAF. Barbados, as one of the MAs, aims to underscore the importance of coach education and advocate for diversity and inclusion in fostering opportunities for female coaches. The participation of Barbados in this pioneering event reflects the commitment to advancing coaching standards and promoting inclusivity within the realm of football education.





FOOTBALL 4 SCHOOLS

A programme where football meets education, inspiring children to learn life skills through fun football sessions.

The launch of Football 4 School in 2023 marked another significant stride in our football and coach development initiatives. With the support of FIFA and a collaborative partnership with the Ministers of Education and Sport, coupled with assistance from the sports council, we are thrilled to leverage football as a tool to introduce diverse ways it can positively impact the lives of young children. This program not only serves to acquaint them with the beautiful game but also aims to influence the coaching approach within schools.

Following the completion of the master trainer course and the selection of facilitators, we are now gearing up for the final workshop on January 18th. Subsequently, the program is set to be officially launched in the first week of February, with active involvement from schools and the Ministry of Education. Building on the foundation laid by our D license initiative, where we began educating and introducing PE teachers to the fundamentals of football education, this program represents a continued effort to enhance the football experience for young learners.





REFEREE ACTIVITY CONGRESS REPORT 2023

The 2023 BFA Season concluded in December and consisted of very compact and hectic schedules for the Referee Department.

Overall, the Department enjoyed a reasonable measure of success and achievements matched by a few areas of concern of developing trends that will seriously be addressed before the start of the New Season.

Major constraints mainly because of the clustering of multiple Tournaments interweaving with each other on numerous occasions and held at distant venues created challenging situations that demanded creative methods to provide adequate coverage of Games with only 43 Officials to manage appointments throughout the season.

Premier League, Div 1-2-3, Reserve League, Schools Football, Youth Football, Women's League, Men's Challenge Cup, Republic Cup, Women's Super League and approved sanctioned Tournaments exerted tremendous pressure on our limited resources and manpower.

The Department is however pleased with the commitment and performance of our Officials during this period under review.

The 2023 Referee Training and Development Plan was designed with Structured Courses and training modules to address major challenges needed to enhance the performance and image of Refereeing in general.

A Technical Department comprising mainly of CONCACAF trained Technical and Physical Instructors was set up within The BFA Referees Committee to conduct and manage programs of the Plan.

MEMBERS OF THE TECHNICAL COMMITTEE:

Cliffton Garnes - Physical Instructor

Trevor Taylor - Technical Instructor

Edley Malcolm – Match Day appointment Officer



Below are some of the initiatives of the Plan:

- 1-Training and fitness.
- 2-Education and Game Management.
- 3-Recruitment and Retention
- 4-FIFA Referee Development.

Physical Fitness Training

Mandatory Sunday Morning Physical and on field Technical Training
Bi-weekly classroom Technical Training with video clips and game analysis
FIFA regulated Referee Physical Test Men/Women.

A total of 58 training sessions in addition to 4 FIFA Regulated Physical Test were conducted during this period under review.

Attendance at these sessions averaged 18 to 13 Referee participants throughout the year with special provision for mid-week Wednesday night classes for Officials who were unable to attend the mandatory Sunday morning sessions.



Education and Game Management

4 Technical Referee Training Workshops and 2 mid-season review seminars were conducted and well attended by a high percentage of Officials.

Game analysis and FIFA training video clips were used to re-enforce the methods and instructions conducted at the sessions.



Referee Recruitment Training and Retention

One of the most critical areas of concern was the urgent need to add Referees into the system to fully service and meet the demands of the Leagues.

Research showed that a very high percentage of persons attending previous Courses did not continue or graduate and become referees.

Therefore, Recruit Retention became my main focus in designing a Course with a regulated process that allows for eager participants to become directly involved in the Game on attaining a successful assessment grade and completion of an Apprenticeship period.

The Recruit Program now consist of:

- 11 hrs. of face to face theoretical, technical and physical training on laws of the game
- Introduction to the game as 3rd Div. ARs (Mentor assisted).
- Match appointment to official games on completion of (5) Youth Games as CRs (Mentor assisted).
- Awarding of Certificate and Official Referee Badge.

A total of 3 Recruit Courses were conducted this year.

May 9th – 18th 23 persons applied 15 were successful.

August 22nd – 31st 13 persons applied 9 were successful.

November 14th - 28th 7 persons applied 4 were successful.

The success of these Courses can be measured by the high number (19) of Recruits who have graduated and are now actively participating in our current BFA competitions and training programs.

FIFA Referee Development

Specific attention and high-level training sessions were conducted by the Technical Department to ensure that our current FIFA Officials and potential candidates are given the necessary skills needed for effective control of games of higher quality.

- Topics for Maintaining High Level Performances:
- Penalty Area incidents.
- Tactical fouls.
- Penalty Area challenges.
- Game management
- Offside
- Handle ball infringements.
- Teamwork.



Congratulations to FIFA International Officials Kevon Clarke, Angelo Doyle and CFU Next Generation candidates Cleon Culley, Jaselle Louison who were individually appointed to a high number of CONCACAF and CFU Competitions and Workshops during this year.

Referee Department 2024 Programs.

The following event schedules are designed to further enhance the knowledge and skill levels of our present Officials and Recruits.

- Referee Assessor and Mentorship training.
- CONCACAF and CFU (RAP) Courses.
- Schools Referee Development Program.
- Women's Referee Development Program.
- Referee Recruitment Courses.

Optimal Referee Performance Training to prepare Officials to reach their full potential and achieve their Career goals.

Victor Moore
Referee Manager

MEN AND WOMENS DOMESTIC LEAGUE

Wales once again asserted dominance in both the men's and women's leagues, raising questions about the overall standards of our domestic competitions. The fact that the top team secured victory with minimal training raises concerns, especially when considering international performance.

To enhance competitiveness, a league restructuring is imperative. Aligning with CONCACAF and entering our winners into the Concacaf competition will introduce a new level of challenge and elevate the overall quality of our leagues.

Addressing club licensing is crucial, with a focus on ensuring that coaches in the top league possess at least a C-license. Implementing structured criteria for clubs will aid in their development, fostering self-sustainability and effective marketing to generate income.

The women's league has faced challenges in club retention, as evident from the decline in teams from 9 to 7 within a year. To counter this trend, the introduction of a suggested U16 girls' competition is essential. This not only aligns us with FIFA and CONCACAF safeguarding standards but also serves as a proactive measure to bolster the growth and sustainability of women's football in our region.



COMPETITIONS REPORT

The competitions department was established in April of 2023 with the following core responsibilities.

- To organize all football competitions in accordance with all regulation of the Barbados Football Association.
- Providing direction and leadership for competitions delivered by the Barbados Football Association or by CFU and Concacaf.
- Ensuring that competitions are organized across the age group from children through senior.
- Building strong partnership with key stakeholders.
- Work closely with staff to manage technical aspects of competition i.e. Rules, dispensation requests and coordination/communication of results (live where possible) using results platforms that are standardized across all competitions.
- Provide content and event information to the communication officer, Events Coordinator and maintenance staff to ensure signage branding and live streaming/broadcast is professional, engaging and of high quality.

The department organized the following Domestic Competitions:

Premier League

Winners: Weymouth Wales
Runner Up: Ellerton
Third place Brittons Hill
Fourth Place Paradise

Most Outstanding Performances
Best Goalkeeper: Kishmar Primus
Best Defender: Andre Applewhaite
Best Midfielder: Aceel Applewhaite
Most Goals: Zeco Edmee
MVP: Kishmar Primus

Final Standing:

TEAMS	PLAYED	WIN	DRAW	LOST	GD	POINTS
Weymouth Wales	22	19	1	2	59	58
Ellerton	22	15	3	4	35	48
Brittons Hill	22	13	3	6	14	42
Paradise	22	13	2	7	21	41
Wotton	22	11	5	6	7	38
UWI Blackbirds	22	10	4	8	21	34
Empire	22	10	3	9	2	33
Deacons	22	7	3	12	-15	24
St. Andrew Lions	22	5	7	10	-17	22
Notre Dame	22	5	4	14	-11	19
BDFSP	22	5	1	16	-47	13
Silver Sands	22	2	0	22	-65	6

Premier League Reserve

Winners: UWI Blackbirds
Runner UP: Brittons Hill
Third Place: Paradise
Final Standing Reserve League:

TEAMS	PLAYED	WIN	DRAW	LOST	GD	POINTS
UWI Blackbirds	7	6	1	0	22	19
Brittons Hill	7	5	1	1	11	16
Paradise	9	5	1	3	9	16
St. Andrew Lions	8	4	2	2	2	14
Pride of Gall Hill	7	4	1	2	4	13
Fitts Village	6	3	1	2	-2	10
Notre Dame	4	3	0	1	4	9
BDFSP	8	3	0	5	-3	9
White Hall	8	2	1	5	-5	7
Empire	7	2	1	4	-6	7
Central League	8	1	3	4	-11	6
Barbados Soccer Academy	6	0	2	4	-5	2
Bagatelle	5	0	0	5	-20	0

Womens Premier League

Winner: Weymouth Wales

Runner UP: Paradise

Third Place: RF Prime

Outstanding Performances

Best Goalkeeper: Kamilla Burke

Best Defender: Roland Kirton -Browne

Best Midfielder: Chanice Stevenson

Most Goals: Riana Cyrus

MVP: Riana Cyrus

Final Standings

TEAMS	PLAYED	WIN	DRAW	LOST	GD	POINTS
Weymouth Wales	12	10	2	0	56	32
Paradise FC	12	9	1	2	37	28
RF Prime	12	8	2	2	35	26
Technique WFC	12	4	0	8	-25	12
FVFC Femeni	12	3	1	8	-13	10
Pinelands WFC	12	2	2	8	-32	8
Mavericks WFC	12	1	2	9	-58	5

Division One

Winner: Barbados Soccer Academy

Runner UP: Kickstart Rush

Third Place: Pride of Gall Hill

Outstanding Performance

Best Goalkeeper: Joshua Williams

Best Defender: Luke Archer

Best Midfielder: Khimani Cox

Most Goals: Ramario Savoury

MVP: Khimani Savoury

Final Standing:

TEAMS	PLAYED	WIN	DRAW	LOST	GD	POINTS
Barbados Soccer Academy	23	16	4	3	34	52
Kickstart Rush	23	15	6	2	27	51
Pride of Gall Hill	23	13	7	3	23	46
White Hall	23	12	9	2	25	45
Fitts Village	23	11	6	6	10	39
Central League Spartans	23	11	5	5	7	38
Pinelands	23	9	5	9	3	32
Bagatelle	23	8	6	8	2	30
Potential Ballers	23	5	6	12	-21	21
Blackspurs	22	3	8	10	-24	17
Haynesville	22	3	7	12	-20	16
Ivy Rovers	23	3	4	16	-20	13
Youth Milan	23	1	1	21	-49	4

Division Two

Winner: Carlton Red&White

Runner UP: Villa United

Third Place: Greens:

Outstanding Performances

Best Goalkeeper: Kden Hee Chung

Best Defender: Dave Taylor

Best Midfielder: Ethan Taylor

Most Goals: Nathan Mc Collin

MVP: Ethan Taylor

Final Standing:

TEAMS	PLAYED	WIN	DRAW	LOST	GD	POINTS
Carlton Red&White	17	16	0	1	47	48
Villa United	17	15	1	1	35	46
Greens United	17	12	2	3	29	38
Cosmos FC	17	10	3	4	26	33
Technique	17	9	2	6	17	29
Barbados Fire Service	17	9	2	6	-2	29
Emmertown	17	8	4	5	9	28
Dayrells Road	17	9	0	8	-2	27
Chickmont	17	8	1	8	14	25
Police	17	8	1	8	5	25
WRBSSC	17	7	1	9	6	22
Checker Hall	17	7	4	7	0	22
Caribbean United	17	5	5	7	3	20
L&R United	17	5	4	8	-15	19
Benfica	17	4	1	12	-35	13
Route 16 United	17	3	2	12	-26	11
Hothersal Turning	17	2	1	14	-51	7
College Savannah	17	0	0	17	-60	0



Division Three

Winner: FC Bydes Mill
Runner Up: United Stars Alliance
Third Place: Maxwell FC

Outstanding Performances
Best Goalkeeper: Terrel Murphy
Best Defender: Stefan Batson
Best Midfielder: Shaquille Payne
Most Goals: Rojae Collins
MVP: Stefan Batson

Final Standing:

TEAMS	PLAYED	WIN	DRAW	LOST	GD	POINTS
FC Bydes Mill	18	16	2	0	30	50
United Stars Alliance	18	14	3	2	35	45
Maxwell SC	18	13	3	2	24	42
Parish Land	18	11	6	1	32	39
Beverley Hills	18	11	1	6	15	34
Hillaby FC	18	10	2	6	4	32
Eastern United	18	8	4	6	6	28
St. Philip FA	18	8	2	8	9	26
Atlas FC	18	8	2	8	4	26
Sunrise FC	18	8	3	7	-2	27
Youngboyz FC	18	6	4	5	5	22
Lodge Road FC	18	5	7	6	-3	22
Trents FC	18	6	1	11	-9	19
George Park FC	18	6	1	11	-15	19
Orange Hill	18	4	6	8	-4	18
Cave Hill	18	4	6	7	-4	18
Mapp Hill	18	4	2	12	-26	14
Shilling Square	18	1	1	16	-52	4
Wildey SA	18	0	0	18	49	0



The Champions cup.

The tournament was played on a two match Aggregate up to the round of Sixteen.

The Quarterfinals, Semifinals and Finals was played single match knockout.

The Championship Finals was played on

Champions Cup (Knockout).

Winner: Weymouth Wales

Runner Up: Ellerton

Third Place: UWI Blackbirds

Outstanding Performance

Best Goalkeeper: Kishmar Primus

Best Defender: Andre Applewhaite

Best Midfielder: Shaquan Clarke

Most Goals: TBA

MVP: Andre Applewhaite

Republic Cup Tournament

Winner: Weymouth Wales

Runner Up: Wotton

Third Place: UWI Blackbirds

Most Goals: Zuhri Morris

Junior MVP: Nadre Butcher

Senior MVP: Nadre Butcher

Outstanding Performances

Best Goalkeeper: Shaquille Frank

Best Defender: Mario Williams

Best Midfield: Nadre Butcher

Women's Champions Cup (Knock-out)

Winners: Weymouth Wales

Runner Up: Paradise

Third Place: RF Prime

Outstanding Performances:

Best Goalkeeper: Kamilla Burke

Best Defender: Tanija Maughn

Best Midfielder: Chazelle C

Most Goals: Riana Cyrus

MVP: Riana Cyrus

Women Super Cup.

Winner: Paradise

Runner Up: Weymouth Wales

Third Place: Maverick / RF Prime

Most Goals: Shanice Stevenson

MVP: Shanice Stevenson

Outstanding Performances

Best Goalkeeper: Kamilla Burke

Best Defender: Alyssa Yarde

Best Midfielder: Shanice Stevenson

Youth Tournament

There were two youth tournaments held during the year, The guardian Group youth Tournament from April – June and the National Youth Tournament from November – December.

Both Tournaments was successful with great participation from our youth players.

Results of the finals of both tournaments are.

Guardian Group Youth Tournament:

Under 9 All participating teams given awards for each player

Under 11 Beverley Hills vs White Hall Football Academy - Champion White Hall Football Academy

Under 13 National Sport Council vs White Hall – Champion: National Sport Council

Under 15 Technique vs Kickstart – Champion: Kickstart

Under 17 Paradise vs Pro Shottas United – Champion: Paradis

National Youth Tournament:

Under 9 All participating teams given awards for each player

Under 11 Paradise vs Pinelands Youth Academy – Champion: Pinelands Youth Academy

Under 15 Technique vs Kickstart

Under 17 Paradise vs FM Four Pillars – Champion FM Four Pillars



THE CAREER HUB ACTIVITY REPORT FOR 2023

The Career Hub was implemented in August 2022.

The main purpose of the Hub is for the organization to provide our players and staff with additional support on and off the pitch. Furthermore, the Hub strives to reach out to as many entities to ensure that the many benefits that football can offer are known.

Throughout the year the Hub has offered support on an individual basis as well as collectively.

Below you will see just a few highlights from 2023

Safeguarding Session with our referee manager and referees.

The session was focused on introducing our referees to the FIFA Safeguarding rules and regulations.



Career Day at Lodge School

We were asked to attend Lodge School Career Day which had a strong emphasis on careers in sports. Our focus was based on football.





'Get In Gear' workshops in collaboration with the Ministry of Education

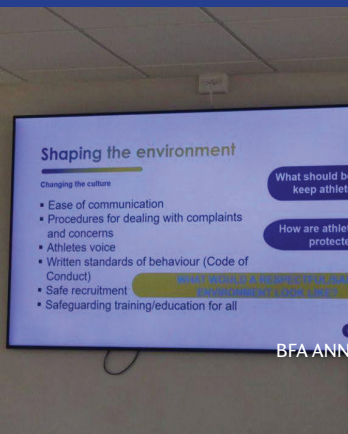
These workshops involved pupils attending the BFA for the day. We integrate football skills on and off the pitch. There is an emphasis on incorporating 21st-century skills like creativity, and communications skills along with informing students of the importance of maintaining a clean social media page to ensure their options when they become adults are not tainted by their social media presence.



Safeguarding session with our staff which was facilitated by Ms. Cadogan from the Barbados Olympic Association


This focused on the importance of protecting our youth within the confines of FIFA's strictest guidelines along with addressing the health and safety procedures, and best practices within a supervised environment. We discussed creating and maintaining a student/teacher environment conducive to learning with considerations for protecting and acknowledging differences in gender, race, and religion.

The Career Hub will strive to continue to support those within the football arena to enable our players to succeed in their chosen careers to the best of their ability.







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BARBADOS FOOTBALL ASSOCIATION FINANCIAL STATEMENTS FOR THE YEAR ENDED DECEMBER 31, 2023

EXPRESSED IN BARBADOS DOLLARS

Barbados Football Association

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Independent Auditors' Report

To the Members of The Barbados Football Association

Opinion

We have audited the financial statements of the **Barbados Football Association** which comprise the statement of financial position as at December 31, 2023 and statement of changes in equity, statement of income and expenditure, and statement of cash flows for the year then ended and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2023 and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium-Sized Entities (IFRS for SMEs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the **Auditors' Responsibilities for the Audit of the Financial Statements** section of our report. We are independent of the Association in accordance with ethical requirements that are relevant to our audit of the financial statements in Barbados, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Association's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of the Auditors' responsibilities for the audit of the financial statements is located at the Institute of Chartered Accountants of Barbados' website at:

https://www.icab.bb/ICAB_Public/Resource_Library/Technical_and_Professional_Matters/Auditing/03_2016_illustrations_of_Auditors_Reports.aspx.

This description forms part of our auditor's report.

Other Matters

This report is made solely to the Members of The Barbados Football Association, as a body. To the full extent permitted by law, we do not accept or assume responsibility to anyone other than the Association and its Members as a body, for our audit work, for this report, or for the opinion we have formed.



.....
Steven R. Payne & Co.
Chartered Accountants

March 28, 2024
Bridgetown, Barbados

Barbados Football Association
Statement of financial position
As at December 31, 2023
(Expressed in Barbados dollars)

		2023	2022
	Notes	\$	\$
Current assets			
Cash at bank	4	548,384	43,263
Accounts and other receivables	5	805,834	649,251
Prepaid expenses	6	3,308	11,550
Inventory	8	117,696	160,760
		<u>1,475,222</u>	<u>864,824</u>
Non-current assets			
Security deposits	7	21,122	19,913
Construction in progress	9	2,360,314	-
Fixed assets	2 (b) & 3	<u>8,647,782</u>	<u>8,779,746</u>
		<u>11,029,218</u>	<u>8,799,659</u>
		<u>12,504,440</u>	<u>9,664,483</u>
Current liabilities			
Accounts payable and accrued expenses	10	892,531	686,055
Deferred income		<u>9,919</u>	<u>9,919</u>
		<u>902,450</u>	<u>695,974</u>
Non-current liabilities			
Loans payable	11	<u>120,781</u>	<u>124,265</u>
		<u>120,781</u>	<u>124,265</u>
Equity			
Capital grant	12	5,714,435	2,812,809
Accumulated surplus		<u>5,766,774</u>	<u>6,031,435</u>
		<u>11,481,209</u>	<u>8,844,244</u>
		<u>12,504,440</u>	<u>9,664,483</u>

The accompanying notes form part of these financial statements.

Approved by the Executive Board on the 28th day of March, 2024 and signed on its behalf by:

President.....

Treasurer.....

Barbados Football Association
Statement of changes in equity
For the period ended December 31, 2023
(Expressed in Barbados dollars)

	Accumulated surplus \$	Capital grant \$	Total \$
Balance at 1 January 2021	6,488,811	2,901,779	9,390,590
Amortization of capital grant	-	(88,970)	(88,970)
Excess of (expenditure over income)	<u>(457,376)</u>	<u>-</u>	<u>(457,376)</u>
Balance at 31 December 2022	6,031,435	2,812,809	8,844,244
Increase in capital grant	-	2,990,596	2,990,596
Amortization of capital grant	-	(88,970)	(88,970)
Excess of (expenditure over income)	<u>(264,661)</u>	<u>-</u>	<u>(264,661)</u>
Balance at 31 December 2023	<u>5,766,774</u>	<u>5,714,435</u>	<u>11,481,209</u>

The accompanying notes form part of these financial statements.

Barbados Football Association
Statement of income and expenditure
For the year ended December 31, 2023
(Expressed in Barbados dollars)

	2023	2022
Income	\$	\$
Amortization of capital grant	88,970	88,970
F I F A grant - received (See note 14)	4,192,639	3,056,692
One CONCACAF grant	836,635	296,736
CONCACAF - Nation's league	247,085	388,632
Gate receipts - domestic	153,560	60,273
Insurance - players	36,150	6,050
Net merchandise income	2,912	25
Miscellaneous (See note 13)	59,959	25,921
Registration fees and fines	200	1,532
Rental of property	144,773	37,300
Sponsorship	69,000	8,000
Subventions	104,934	106,684
Total income	5,936,818	4,076,814
Expenditure		
Football administration (See page 7)	1,165,391	478,869
National and international (See page 7)	2,322,801	1,995,403
General administration (See page 8)	2,713,287	2,059,917
Total expenditure	6,201,479	4,534,189
Excess of (expenditure over income)	(264,661)	(457,376)

The accompanying notes form part of these financial statements.

Barbados Football Association
Statement of cash flows
For the year ended December 31, 2023
(Expressed in Barbados dollars)

	2023	2022
	\$	\$
Cash flows from operating activities		
Excess of (expenditure over income)	(264,661)	(457,376)
Amortization of capital grant	(88,970)	(88,970)
Gain on disposal of fixed asset	(22,108)	-
Depreciation	418,776	411,638
Operating profit/(loss) before working capital changes	43,037	(134,708)
Net changes in non-cash working capital balances relating to operations	101,200	76,155
Net cash provided by/(used in) operating activities	144,237	(58,553)
Cash flows from investing activities		
Proceeds from disposal of fixed assets	40,000	-
Additions to fixed assets	(304,704)	(242,089)
Construction in progress	(2,360,314)	-
Net cash (used in) investing activities	(2,625,018)	(242,089)
Cash flows from financing activities		
(Repayment) of loans payable	(56,875)	(7,091)
Increase in loans payable	53,390	49,784
Increase in capital grant	2,990,596	-
Net cash provided by financing activities	2,987,112	42,693
Change in cash and cash equivalents for the year	506,331	(257,949)
Cash and cash equivalents, beginning of year	43,263	301,212
Cash and cash equivalents, end of year	549,594	43,263
Represented by:		
Cash at bank	548,384	43,263
	548,384	43,263

The accompanying notes form part of these financial statements.

Barbados Football Association
Statement of football administration, national
and international expenditure
For the year ended December 31, 2023
(Expressed in Barbados dollars)

	2023	2022
	\$	\$
Football administration		
Advertising	145,559	40,813
Contract labour	25,936	19,120
Equipment and gear	63,053	88,552
Facilities maintenance	48,860	27,587
Insurance	19,125	26,856
Medical expenses	94,895	75
Tournaments	101,331	24,404
Printing	683	-
Prize money and trophies	186,700	105,665
Referees training	90,549	73,187
Rental of grounds and equipment	82,822	8,375
Security	240,225	22,043
Transportation - local	32,898	41,243
Youth development	15,163	950
Supplies	17,594	-
	1,165,391	478,869
	2023	2022
	\$	\$
National and International		
Accommodation and meals	901,951	554,133
Allowances - Management teams	41,078	18,714
Allowances - National teams players	100,786	158,989
Gear and equipment	15,938	340
Insurance and medical	73,598	128,279
Rental of grounds	-	5,905
Supplies	36,852	61,868
Training and development	4,160	220,189
Travel and taxes - International	1,148,439	846,987
	2,322,801	1,995,403

The accompanying notes form part of these financial statements.

Barbados Football Association
Statement of general and administration expenditure
For the year ended December 31, 2023
(Expressed in Barbados dollars)

	2023	2022
General administration	\$	\$
Affiliation fees and subscriptions	36,863	15,805
Bank charges	12,935	8,974
Depreciation	418,776	411,638
Diesel for Equipment	54,551	61,085
Donations	11,769	17,383
Insurance	46,853	58,936
Interest and Penalties	-	500
Lease and land tax	1,100	3,000
Licenses and permits	3,225	2,000
Foreign currency fees	42,794	28,909
Office supplies	20,979	40,308
President's Honorarium from CONCACAF	49,734	49,700
Professional fees	27,717	23,225
Professional fees - Construction	9,579	55,245
Repairs and maintenance	57,451	6,262
Salaries, wages and national insurance	1,591,518	1,029,816
Seminars, congress and meetings	27,866	32,951
Stationery	30,099	37,481
Training and development	37,447	33,985
Utilities	177,499	117,501
Vehicle expense	54,531	25,211
	<u>2,713,287</u>	<u>2,059,917</u>

The accompanying notes form part of these financial statements.

Barbados Football Association
Notes to financial statements
December 31, 2023
(Expressed in Barbados dollars)

1. General information

The Barbados Football Association (BFA) was founded in 1910. The BFA is the governing body of football in Barbados and is responsible for football administration in Barbados.

2. Basis of preparation and accounting policies

These financial statements have been prepared in accordance with International Financial Reporting Standards for Small and Medium-Sized Entities ("IFRS for SMEs") promulgated by the International Accounting Standards Board ("IASB").

a) Basis of accounting

The preparation of financial statements in conformity with IFRS for SME requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of income and expenses during the period. Actual results could differ from those estimates.

These financial statements are prepared under the historical cost convention; no account has been taken for the effects of inflation.

b) Depreciation

Fixed assets are depreciated at rates sufficient to write off these assets over their estimated useful economic lives on a straight-line basis.

The rates used are as follows: -

Furniture and fittings	- 10%
Office equipment	- 20%
Container and sporting equipment	- 10%
Building	- 3%
Motor vehicles	- 20%

c) Comparative information

Certain comparative figures have been reclassified to conform with the current presentation. These changes had no effect on the previously reported financial statements.

Barbados Football Association
Notes to financial statements
December 31, 2023
(Expressed in Barbados dollars)

3. Fixed assets

	Land & Building	Furniture and fittings	Office equipment	Containers & Sporting Equipment	Motor Vehicle	Total
						2023
Cost	\$	\$	\$	\$	\$	\$
Balance b/f	10,028,230	185,281	278,015	192,575	267,723	10,951,822
Disposal	-	-	-	-	(89,459)	(89,459)
Additions	59,768	-	75,043	-	169,894	304,704
Balance c/f	<u>10,087,997</u>	<u>185,281</u>	<u>353,057</u>	<u>192,575</u>	<u>348,157</u>	<u>11,167,067</u>
Depreciation						
Balance b/f	1,499,779	117,369	217,544	102,560	234,824	2,172,076
Disposal	-	-	-	-	(71,567)	(71,567)
Charge for the year	304,468	14,352	36,887	14,083	48,986	418,776
Balance c/f	<u>1,804,247</u>	<u>131,721</u>	<u>254,431</u>	<u>116,643</u>	<u>212,243</u>	<u>2,519,285</u>
N B V - Dec 2023	<u>8,283,750</u>	<u>53,560</u>	<u>98,626</u>	<u>75,931</u>	<u>135,915</u>	<u>8,647,782</u>
N B V - Dec 2022	<u>8,528,450</u>	<u>67,912</u>	<u>60,470</u>	<u>90,015</u>	<u>32,899</u>	<u>8,779,746</u>

4. Cash at bank

	2023	2022
	\$	\$
Republic Bank Barbados Ltd. - Savings account	369	369
Republic Bank Barbados Ltd.- Current account	16,524	9,237
Republic Bank Barbados Ltd.- FIFA, FAP	447,535	409
Bank of Nova Scotia - Current account	<u>83,956</u>	<u>33,248</u>
	<u>548,384</u>	<u>43,263</u>

Barbados Football Association
Notes to financial statements
December 31, 2023
(Expressed in Barbados dollars)

5. Accounts and other receivables

	2023	2022
	\$	\$
Barbados Revenue Authority - VAT	727,285	634,558
Secondary School League	5,720	5,720
Other receivables	72,828	8,973
	805,834	649,251

The Value Added Tax refundable has neither been confirmed nor disputed by the Barbados Revenue Authority.

6. Prepaid expenses

	2023	2022
	\$	\$
Industrial Coating & decorative	-	11,550
Republic Bank - Credit card	3,308	-
	3,308	11,550

7. Security deposits

	2023	2022
	\$	\$
B'dos Light & Power Co.	12,622	11,913
Security deposit on rent	8,000	7,500
SOL (B'dos) Limited	500	500
	21,122	19,913

8. Inventories

This represents inventory of the national teams' replicates which are available for sale to the general public.

9. Construction in progress

This represents the amount expended to date in the construction of a multifunctional building, which will include the installation of bleachers, public washrooms, changing room facilities complete with a VIP lounge, hospitality box, media booths, external access staircase and elevator at its headquarters at Wildey, St. Michael.

Barbados Football Association
Notes to financial statements
December 31, 2023
(Expressed in Barbados dollars)

14. FIFA Grant

This represents a grant to the Barbados Football Association from The Federation of International Football Associations (FIFA), as a means of improving its administrative and technical infrastructure. FIFA has set rules for the supervision and administration of these funds, as well as measures to be taken in the event of misuse.

The following receipts and payments were made from the fund during the year:

	2023	2022
	\$	\$
Balance brought forward - January 1, 2023	409	180,160
Receipts - FAP Grant income	<u>4,192,639</u>	<u>-</u>
FAP Capital grant	<u>2,990,596</u>	<u>3,056,692</u>
	<u>7,183,645</u>	<u>3,236,852</u>
Payments - FAP General expenses	4,375,796	3,236,443
FAP Building project	<u>2,360,314</u>	<u>-</u>
	<u>6,736,110</u>	<u>3,236,443</u>
Balance carried forward - December 31, 2023	<u>447,535</u>	<u>409</u>

15. Events after the end of the reporting period

As of the date of approval of the financial statements there have been no events after the end of the reporting period that require adjustment or disclosure in the financial statements.

BARBADOS FOOTBALL ASSOCIATION BUDGET PLANNING 2024

Barbados Football Association
Budget Planning 2024
Currency: USD
Conversion : 2/1

	January	February	March	April	May	June	July	August
Incomes								
Stadium	8,824.00	11,709.00	11,068.00	10,788.00	7,084.00	3,756.00	11,202.50	13,539.50
National team ticketing and others								
Clubs ticketing and others	8,824.00	11,709.00	11,068.00	10,788.00	7,084.00	3,756.00	11,202.50	13,539.50
Others (e.g. rent, events, etc.)								
Broadcasting rights	-	-	-	-	-	-	-	-
National teams								
Club competitions								
Others								
Commercial	-	-	-	7,500.00	-	-	-	-
Sponsorship & advertisement				7,500.00				
Merchandising & licensing								
Other commercial activities								
Domestic competitions	-	14,100.00	18,150.00	16,100.00	-	-	-	-
Registration fees		14,100.00	18,150.00	16,100.00				
Supervision / affiliation								
Others (fines, etc.)								
Prize money (from competitions)								
Other operational income (Academy, coaching, etc.)								
Grants	950,000.00	100,000.00	320,000.00	37,500.00	-	-	409,000.00	-
FIFA	950,000.00	-	-	-	-	-	400,000.00	-
Operational Costs	650,000.00						400,000.00	
Travel solidarity	250,000.00							
Equipment solidarity	50,000.00							
Projects								
CONCACAF								
CONCACAF OCP			320,000.00					
CFU		100,000.00					9,000.00	
Government				37,500.00				
Other donations								
TOTAL INCOME	958,824.00	125,809.00	349,218.00	71,888.00	7,084.00	3,756.00	420,202.50	13,539.50

Barbados Football Association
Budget Planning 2024
Currency: USD
Conversion : 2/1

	September	October	November	December	Total
Incomes					
Stadium	8,090.50	6,640.00	3,470.00	14,230.00	110,401.50
National team ticketing and others	7,880.00	6,640.00	3,470.00	4,870.00	22,860.00
Clubs ticketing and others	210.50			9,360.00	87,541.50
Others (e.g. rent, events, etc.)					-
Broadcasting rights	-	-	-	-	-
National teams					-
Club competitions					-
Others					-
Commercial	-	-	-	-	7,500.00
Sponsorship & advertisement					7,500.00
Merchandising & licensing					-
Other commercial activities					-
Domestic competitions	-	-	-	-	48,350.00
Registration fees					48,350.00
Supervision / affiliation					-
Others (fines, etc.)					-
Prize money (from competitions)					-
Other operational income (Academy, coaching, etc.)					-
Grants	75,000.00	75,000.00	75,000.00	-	2,041,500.00
FIFA	-	-	-	-	1,350,000.00
Operational Costs					1,050,000.00
Travel solidarity					250,000.00
Equipment solidarity					50,000.00
Projects					-
CONCACAF	75,000.00	75,000.00	75,000.00		225,000.00
CONCACAF OCP					320,000.00
CFU					109,000.00
Government					37,500.00
Other donations					-
TOTAL INCOME	83,090.50	81,640.00	78,470.00	14,230.00	2,207,751.50

Barbados Football Association
Budget Planning 2024
Currency: USD
Conversion : 2/1

	January	February	March	April	May	June	July	August
Expenses								
National teams competitions	2,295.00	39,517.00	3,192.00	3,642.00	3,192.00	163,767.00	48,492.00	40,692.00
Travel	-	15,000.00	-	-	-	72,500.00	19,000.00	30,000.00
Accommodation	-	2,000.00	-	-	-	67,500.00	16,000.00	-
Medical expenses	2,295.00	10,750.00	-	-	-	1,000.00	4,500.00	6,250.00
Stipends	-	-	-	-	-	19,575.00	5,200.00	-
Other related expenses	-	11,767.00	3,192.00	3,642.00	3,192.00	3,192.00	3,792.00	4,442.00
Domestic competitions	11,010.00	13,715.00	34,028.75	27,818.75	26,656.25	2,481.25	107,425.00	-
Travel & accommodation								
Referees	4,590.00	4,190.00	5,940.00	5,940.00	5,580.00	350.00		
Stadium (management & infrastructure)		2,000.00	10,000.00	6,000.00	6,000.00			
Other related expenses	6,420.00	7,525.00	18,088.75	15,878.75	15,076.25	2,131.25	107,425.00	
Personnel costs	62,109.50	62,109.50	62,109.50	62,109.50	62,109.50	62,109.50	62,109.50	62,109.50
Technical staff	13,500.00	13,500.00	13,500.00	13,500.00	13,500.00	13,500.00	13,500.00	13,500.00
MA staff	41,182.00	41,182.00	41,182.00	41,182.00	41,182.00	41,182.00	41,182.00	41,182.00
Social security	3,987.50	3,987.50	3,987.50	3,987.50	3,987.50	3,987.50	3,987.50	3,987.50
Stipends								
Other staff costs	3,440.00	3,440.00	3,440.00	3,440.00	3,440.00	3,440.00	3,440.00	3,440.00
Other competitions operating expenses								
Football development contributions	16,700.00	4,025.00	5,100.00	2,400.00	600.00	400.00	725.00	1,250.00
Grassroots								
Academy / capacity building	16,700.00	4,025.00	5,100.00	2400	600	400	725	1250
Contribution to football organizations								
Projects (Infrastructure)								
Marketing & Communication		31,375.00		3,818.75	2,000.00	936.48		2,000.00
Other operating costs	16,629.00	27,491.90	33,513.38	16,085.03	12,652.00	13,035.03	14,844.50	14,744.03
Infrastructure								
Professional services (Auditor, legal, etc.)		1,909.38	1,909.38					
Rental								
Other	16,629.00	25,582.53	31,604.00	16,085.03	12,652.00	13,035.03	14,844.50	14,744.03
Outstanding payments (2023)	25,370.26	176,621.67	16,509.99	16,509.99	16,509.99	16,509.99	16,509.99	16,509.99
TOTAL EXPENSES	108,743.50	178,233.40	137,943.63	115,874.03	107,209.75	242,729.25	233,596.00	120,795.53
OPERATING RESULT	850,080.50	- 52,424.40	211,274.38	- 43,986.03	-100,125.75	-238,973.25	186,606.50	-107,256.03

Barbados Football Association
Budget Planning 2024
Currency: USD
Conversion : 2/1

	September	October	November	December	Total
Expenses					
National teams competitions	109,517.00	114,267.00	185,067.00	1,446.00	715,086.00
Travel	60,250.00	60,250.00	89,250.00	-	346,250.00
Accommodation	26,500.00	26,500.00	66,500.00	-	205,000.00
Medical expenses	-	4,750.00	750.00	-	30,295.00
Stipends	19,575.00	19,575.00	24,775.00	-	88,700.00
Other related expenses	3,192.00	3,192.00	3,792.00	1,446.00	44,841.00
Domestic competitions	-	-	-	-	223,135.00
Travel & accommodation					-
Referees					26,590.00
Stadium (management & infrastructure)					24,000.00
Other related expenses					172,545.00
Personnel costs	62,109.50	62,109.50	62,109.50	62,109.50	745,314.00
Technical staff	13,500.00	13,500.00	13,500.00	13,500.00	162,000.00
MA staff	41,182.00	41,182.00	41,182.00	41,182.00	494,184.00
Social security	3,987.50	3,987.50	3,987.50	3,987.50	47,850.00
Stipends					-
Other staff costs	3,440.00	3,440.00	3,440.00	3,440.00	41,280.00
Other competitions operating expenses					-
Football development contributions	625.00	300.00	150.00	350.00	32,625.00
Grassroots					-
Academy / capacity building	625	300	150	350	32,625.00
Contribution to football organizations					-
Projects (Infrastructure)					-
Marketing & Communication	30,000.00				70,130.23
Other operating costs	12,713.50	13,053.53	12,622.50	12,410.03	199,794.40
Infrastructure					-
Professional services (Auditor, legal, etc.)					3,818.75
Rental					-
Other	12,713.50	13,053.53	12,622.50	12,410.03	195,975.65
Outstanding payments (2023)	16,509.99	16,509.99	16,509.99	16,509.99	367,091.86
TOTAL EXPENSES	214,965.00	189,730.03	259,949.00	76,315.53	1,986,084.63
OPERATING RESULT	- 131,874.50	-108,090.03	-181,479.00	- 62,085.53	221,666.88

19,674.95







IN MEMORIAM

During the year the football fraternity lost the following

Mr. Dishon Howell - Former National Player

Mr. Gordon Simmons – Former Disciplinary Committee Member

Mr. Shirley Clarke – Former National Player

Wilfred Roach - Former National Player

Victor Taylor - Former Referee

May they rest in peace.

EXECUTIVE BOARD



Randy Harris
President



Al Walcott
Vice President



Gregory Thompson
Senior Assist Secretary



Austin Jacob
Member



Derrick Cummins
Member



Harley Moseley
Member



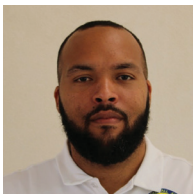
Lisa Bannister
Member



Nicole Mckenzie.
Member



Shamika Estwick
Member



Tahir Batson
Member



Tricia Browne
Member

BFA SECRETARIAT



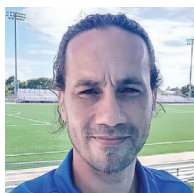
Amanda James
General Secretary



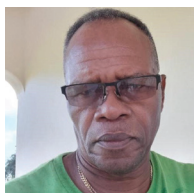
Jennifer Williams
Head of Finance



Mark Forde
Competitions Manager



Kent Hall
Head Of Coaching Education



Victor Moore
Referees Manager



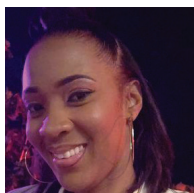
Fitzgerald Carter
Talent Development Coach



Emmerson Boyce
Technical Director



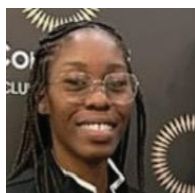
Dale Rudder
Head of Talent Development Scheme



Christine Rock
FIFA Forward Coordinator



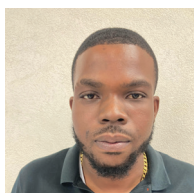
Ortis Williams
Senior Mens Manager /
Administration Officer



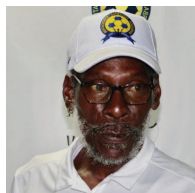
Stephanie Callender
Events Coordinator



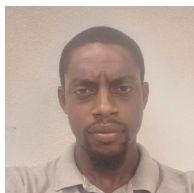
Anmar Goodridge-Boyce
Media and Communications
Officer



Jonathan Bynoe
Administration Assistant



Everton Keizer
Head of Maintenance



Andre Scott-Brathwaite
Operations & Maintenance



Patrick Mapp
Operations & Maintenance



Kimberly Lewis
Operations & Maintenance



ANNUAL REPORT 2024

FIFA



CFU Caribbean
Football Union



Garfield Sobers complex, Wilkey, St. Michael, Barbados

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