



It has been an honour to have sat at the helm of this August Organization for over the past two (2) years

Though the road has not always been as smooth as most would wish; nothing worth having is ever easy.

Having said that, our mandate set for 2020 was successful as clearly delineated at our Annual Report 2019. We appeared quite on track for another productive, quality, educationally stimulating and motivational ensuing year and then the world experienced meltdown with the COVID-19 pandemic.

Our much anticipated training initiatives were limited, especially those with respect to overseas exposure with Homeland Security and Immigration Affairs abroad, as was our recruitment program and so much more due to this world wide scourge.

In spite of this setback, we saw the steady growth of revenue, improvements to our work environments, revolutionary technological advancement inclusive of our Agency's CASHLESS system, and advanced efforts at going **fully** ONLINE in early 2021. We likewise saw accountability measures improve and a renewed awareness for the Rule of Law in an anti-corruption environment throughout 2020.

Those who fell short were held accountable and those who performed above and beyond were rewarded with awards and certificates of appreciation. I would be remiss if I failed to mention our advanced efforts in completing our Agency's advancement/promotional exercise scheduled for 2020 and into 2021.

As Director, I am encouraged in my daily duties as we carry out the Mandate of this Administration and encourage all and sundry to remain focused, steadfast and determined to be the positive change we all demand in our workplace, personal lives and in this nation.

To those hard working officers isolated from the sometimes basic amenities we take for granted in the cities, I encourage you to stand fast - your rewards are imminent. To our hard working and often times overlooked civilian staff headed by FAS Karen Neilly, our esteemed support teams at Monarch House, Headed by Financial Services Deputy Director Brandace Duncanson, FAS Rochelle Smith- who held the fort previously, and all our dedicated and honest future leaders in this Organization, too many to name at this time; you are owed a tremendous debt of gratitude, particularly for your tremendous dedication to duty and diligence, throughout this PANDEMIC on the front line. Never before have we in this Agency faced such a nemesis, yet rose to the occasion.

To our Hon. Minister Elsworth Johnson, Permanent Secretary Janice Miller, Director Watson, we say thank you for your continued support. To my Executive Team, immediate Support Staff, Custodial Team, Mr. "Stinky" Williams, Mr. Manni Mosko, and all Operational and Administrative Staff, I encourage you to continue to grow as a team.

To our external support teams at our Immigration Commission, Security Personnel, Secret Shoppers, Master Motivator Spence Finlayson, Joint local and international Law Enforcement Colleagues, as well as various Government Ministries, we say thank you all for your support.

I look forward to that which 2021 shall bring to our Agency, this nation and by extension this world. To the families, friends and co-workers of those we lost throughout 2020- I encourage you to hold fast to those fond memories we hold close of them tucked away in our hearts and minds; to you, members of the public who have supported our every efforts, held us accountable, constructively criticized us to be the best we possibly can be- I offer you a debt of gratitude!

To you and all your loved ones, I offer a very Merry Christmas and a Healthy, Safe and Prosperous New Year 2021.

C. Alexander Russell II
Director of Immigration
MOFSTI & Immigration
Commonwealth of The Bahamas.