

South African Football Association

Annual Report 1999



ANNUAL REPORT
of the
SOUTH AFRICAN
FOOTBALL ASSOCIATION
1999



**SOUTH AFRICAN
FOOTBALL ASSOCIATION**

SAFA

MISSION STATEMENT

The South African Football Association, as the governing body of football in South Africa is committed to:

Promoting and facilitating the development of football through sustainable infrastructural and training initiatives;

Engaging in pro-active dialogue with the government to generate a partnership in recognition of football as a national asset;

Creating an image as being a stable, progressive and innovative institution;

Creating a mutually beneficial relationship with the corporate world;

Contributing to Africa's ascendancy in world football through the hosting of major events in Africa, while aspiring and striving to become a leading football nation.



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Address of Molefi Oliphant President of SAFA to the Annual General Meeting September, 2000



LEADERSHIP AND FACING THE CHALLENGES OF THE MODERN FOOTBALL ORGANISATION

"Until our... system accounts for people as well as things, we will operate our organisations in the dark. Of course, some people don't mind the dark, especially those who are into 'mushroom management,' the primary ethic being 'Keep people in the dark, pile lots of manure on them, and when they are fully ripe, cut off their heads and can them'."

Stephen R Covey, *Principle-Centered Leadership*, p225

In the post-Soccer Indaba stage of our development we adopted the mantra of learning a lesson from everything that we actually do in order to ensure our continued growth as an organisation. We then undertook to qualify for the World Cup for the first time in our existence as a united organisation - and we succeeded. The actual lesson we learned at the World Cup was then applied to our African Cup of Nations efforts.

We then increased our efforts ten-fold to secure the 2006 World Cup for our nation. The actual lessons we learned from that were then applied to develop stronger relations with our sister football federations. We built dynamic bonds with our Caribbean sister football federations. We entered into a new era with our Swedish friends, winning against a European side for the first time in our history. We established links with the Indian Football Association. We played a credible match in Denmark against the Danish Senior National Team. We also built a very strong relationship with the US Soccer Federation.

All of this happened whilst maintaining our strong links with our African sister federations as a proud member of the African football family. We successfully hosted the COSAFA Under-20 Youth Championship, our team reaching the finals. We did so well that the very next edition of the tournament was awarded to us.

We entered the 1999 All Africa Games with the greatest expectation and came close to reaching the finals of Africa's premier sporting tournament. Our Under-23 National Team acquitted themselves very well in this tournament whilst working very hard to reach for that upper echelon of football achievement - qualification for the 2000 Olympic Games in Sydney.

We have always characterised ourselves as the veritable babies on the FIFA block, learning from every hesitant step that we take into football development. Like babies, we uttered some sounds that turned into words with meaning the longer we practiced using them. Like babies, we took our first hesitant steps trying to walk the distance to the waiting arms of our mentors, first stumbling as if to run, then learning to walk steadily and then confidently learning to run with the rest of the pack.

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The development of our motor skills in football has been remarkable since we are truly the gifted babies of the international football community. We have come much farther than any other football federation in history, cracking the top twenty on the FIFA Rankings sooner than any other. We have therefore learned to run the best race in the shortest period of time, notching many victories in the process. Yet, there is still a lifetime of learning ahead of us.

Stephen R. Covey's comment on mushroom management must therefore be carefully considered to avoid a blind rush into the creation of automatons that are not capable of creative thinking. We have achieved many milestones in our short existence, but have we paid sufficient attention to the development of the human potential within our midst? Last year we posed the question whether we are allowing sufficient new leadership talent to develop. That question is still germane this year since we are faced with even more serious challenges as an organisation, challenges that require creative responses.

We had to ask ourselves at the beginning of the year whether we were doing enough to develop our human potential and answered ourselves by creating two Presidential projects that would see to the long-term development of that human potential within South African football.

We first staged a highly successful Women's Football Indaba that saw a genuine exchange of information and ideas on how to develop one of the most neglected areas of our sport. The Indaba then led to the development of a policy blueprint for women's football that is now being implemented by the Women's Football Committee.

Secondly, we embarked on the most ambitious policy development framework ever seen in South African football by laying the groundwork for the Youth Development Policy Framework, arguably the most extensive policy guideline created for South African football. The resultant implementation framework and plan will no doubt ensure the long-term health of South African football for both genders and its youth.

We were also confronted with some daunting challenges that brought back shades of past difficulties. Once again, we had to face serious questions raised by government about the development of football and the public acrimony among colleagues within the League. Our immediate plans must therefore take into account the need to create a more stable and less rancorous environment where differences are seen to be a strength rather than a weakness within the League. We must promote an enforceable code of good conduct since a negative public profile has a spillover effect on football throughout the country. It has been my considered opinion that we must reestablish the Management Committee in the League to ensure a stable administration and rational input by all role players in professional football. We shall continue to work toward this objective.

Notwithstanding these challenges we list above, we are proud to pronounce that the South African Football Association remains a strong, multi-faceted organisation with the capability of handling many difficult tasks simultaneously. We have no

doubt that we can surmount these challenges with dignity if we keep in mind that in order to grow fresh flowers, we need to continue pouring water on our football development efforts to nourish the talents within our structures. We must also add plenty of light through open debate and information exchange to enable further growth of these talents. We can then boast that we are not only growing mushrooms, but also a wide variety of the most beautiful flowers.

We therefore take pride in presenting the Youth Policy Development Framework and Implementation Steps for your perusal and further development. Use it wisely and enthusiastically. It is "For the Good of the Game!"

I thank you.



Molefi Oliphant
SAFA President

National Executive Committee

Emergency Committee

M Oliphant
I Khoza
R Mahlalela
LM Taunyane
D Jordaan
R Hack

General Secretariat

Raymond Hack
CEO

Committees

Appeals Board

M Nonkonyana
T Malaza, A Nkosi,
R Stonehouse

Competitions & Provincial Affairs

M Mahomed
R Makhadi,
R Paul, E du Plooy,
B Zulu,
F Tshithavhane,
D Nhlabathi,
D Nkuna, S Nkumane,
D Soko, S Lebeko,
C Goliath, O Manong,
S Sebapu,
E Mtshatsha,
S Pila, S Masitenyane,
M Selolo, T Makana

Delimitation & Audit

L Gadinabokao
V Mahlangu
J Monnakgotla
K Nematandani

Development

L Gadinabokao
D Nhlabathi
G Thabe
K Nematandani

Disciplinary

V Baartjes
M Selolo
P Mphulenyane
S Sebapu

Events Management

E du Plooy
J Monnakgotla
D Leboa
S Nkumane

Finance & Staff

R Mahlalela
V Mahlangu
M Mubarak
O Molatedi
D Jordaan
V Baartjes

International Board

M Oliphant
I Khoza
R Mahlalela
D Jordaan
O Molatedi
L Taunyane
R Hack
V Mahlangu

Indoor Football

P Govindasamy
O Manong
N Tschilas
S Nkumane
M Oliphant

Legal/Constitutional

P Govindasamy
S Lebeko
M Nonkonyana

Youth Development

K Motaung

Marketing

O Molatedi
J Monnakgotla
D Jordaan
V Baartjes

Referees

R Paul
E Sono
N Tschilas
R Shaik
S Ndaba
C Morodi
J Mateia
P Masemola
L Gadinabokao
M Nonkonyana

SAFA Education Trust

L Taunyane
L Gadinabokao

Schools & Tertiary Institutions

K Nematandani
D Nkuna
O Manong
T Makana
J Shube
2 USSASA
2 SASSU
S Pila
S Lebeko

Security, Protocol, Gate Control

I Khoza
D Nhlabathi
M Selolo
D Thidiela
P Ntombela
D Leboa

Technical

V Mahlangu
E Sono
H Kriete
B Chetty
J Mabitsele
K Motaung
SAFCA Rep.

Women's Football

N Tschilas
M-J Sokhela
G Brown
B Zulu
B Xulu
K Tshoma
J Tellie

World Cup 2006

I Khoza
D Jordaan



Molefi Oliphant
President



Irvin Khoza
Vice-President



Reuben Mahlalela
Vice-President



Leepile Taunyane
Vice-President



Danny Jordaan
2006 Bid CEO



Raymond Hack
CEO



Vincent Baartjes



Poobalan
Govindasamy



Obakeng Molatedi



David Nhlabathi



Mwelo
Nonkonyana



Dick Nkuna



Mubarak
Mahomed



Russel Paul



Eddie du Plooy



Simon Sebapu



Lesole
Gadinabokao



Kirsten
Nematandani



Oihile Manong



Frederick
Tshithavhane



Nastasia Tschilas



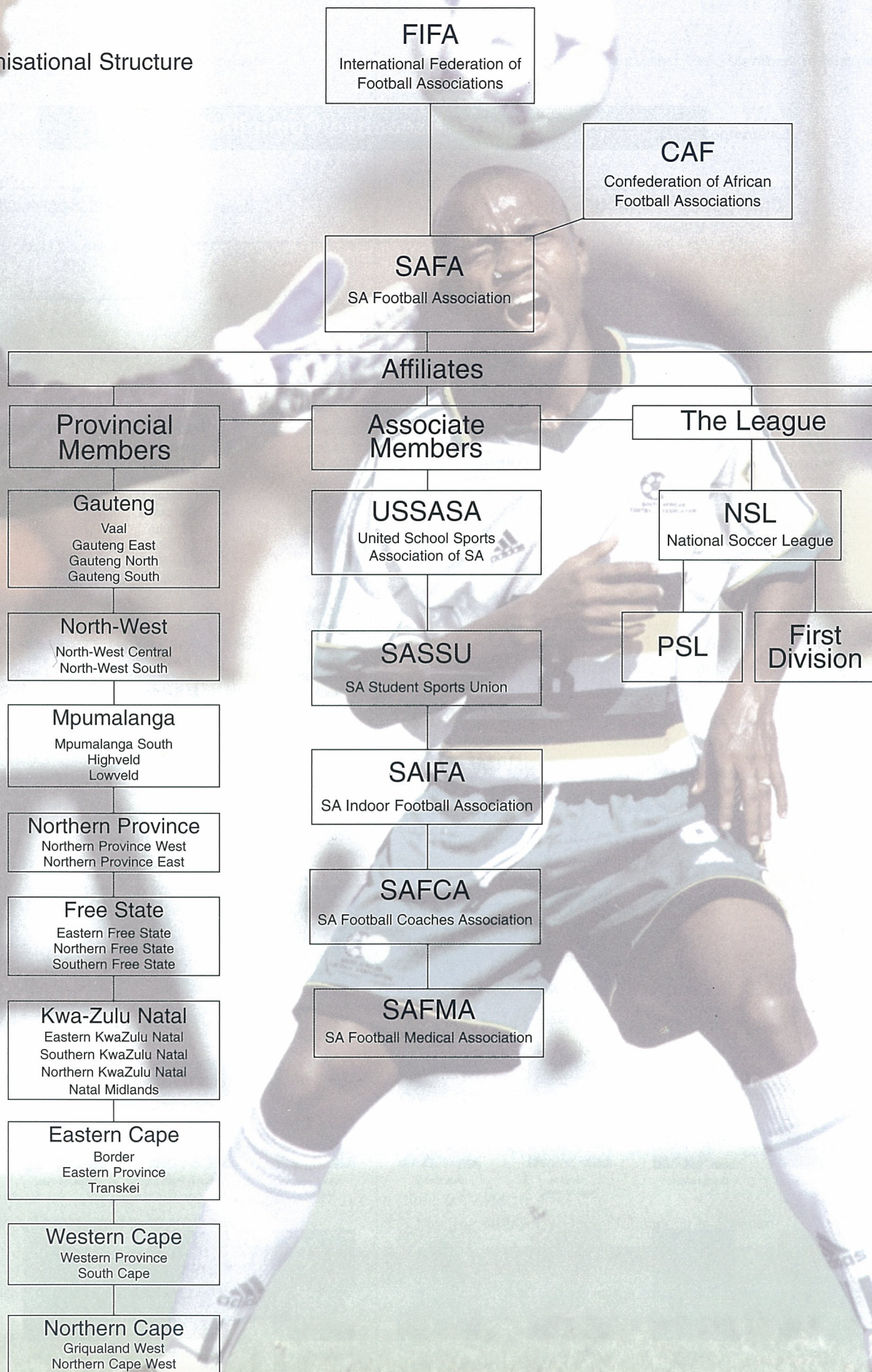
Kaiser Motaung



Veli Mahlangu

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Organisational Structure



Address from the Chief Executive Officer Raymond Hack

IMPROVED SERVICE DELIVERY WHILST RESOLVING INHERENT STRUCTURAL INCOMPATIBILITIES

To all SAFA Members, staff and observers present at this Annual General Meeting, I bid you a warm welcome.

It is so easy at times to sound like a broken record whilst dishing out platitudes to all and sundry for what they have done for this wonderful organisation. Year after year we tend to exhaust the many ways to extend our gratitude for the partnerships we enter into amongst ourselves, finding better ways to express how we feel about the work we do. These better ways of expression often contain the same linguistic elements, albeit in different forms depending on the circumstances. Therefore, listening with the intent to hear becomes a very difficult task indeed.

I humbly ask your indulgence and hope that you would listen to the content of what I am about to relate to you with the intent to understand instead of merely interpreting the mechanical syntax. I am sincerely proud to have been part of this dynamic, growing and learning organisation during this eventful year.

We started the year with much hope to dramatically improve on our performance of the previous year by strengthening the various departments through task consolidation, interdepartmental cooperation and stepped-up human resource development. Additionally, we sought to define the responsibilities of individual department managers and coordinators in more detail to cope with the increased delivery obligations.

This process was not always as smooth as we would have liked it to be. In some cases we had to learn how to walk the fine line between the need to ensure increased productivity and the dangers of micro-management in a professional environment.

It is therefore instructive for us to take note of an old analysis of administrative versus professional authority:

"Probably the most important structural dilemma is the inevitable strain imposed on the organization by the use of knowledge..."

The most basic principle of administrative authority and the most basic principle of authority based on knowledge - or professional authority - not only are not identical but are quite incompatible.

Administration assumes a power hierarchy. Without a clear ordering of higher and lower rank... the basic principle of administration is violated. The organization ceases to be a coordinated tool. However, knowledge is

largely an individual property; unlike other organization means, it cannot be transferred from one person to another by decree...

Only if immune from ordinary social pressures and free to innovate, to experiment, to take risks without the usual social repercussions of failure, can a professional carry out his work effectively. It is this highly individualized principle which is diametrically opposed to the very essence of the organizational principle of control and coordination by superiors".

Amitai Etzioni, Modern Organisations, p.77.

How then to organize the administration of the organisation to avoid the pitfalls described above? How do we administer without turning the coaches and other administrative professionals in different directions, away from the centralizing nature of an organisational objective? Etzioni recommends that the answer lies in the organisation of knowledge within the structure. He points to the need to establish specialist organisational models designed not to displace the goals of the organisation and which cater to the needs of the professionals who are primarily guided by their consciences in pursuit of achievement in the way they know how.

Another method is to create service structures in which the instruments, facilities and other equipment can be enlisted to support professional objectives. In the light of this analysis, an improved administrative structure became an organisational necessity.

We then set out to create the appropriate environment within which to operate, taking into consideration the individual styles of the various staff members in the office. Information sharing through regular meetings, news bulletins and other discussion opportunities were seen as another means of redressing the inherent inconsistencies in a multi-purpose organisation like ours. Platforms were created for coaches to talk about their



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programmes and other technical matters. A forum for managers and coordinators was created to share experiences gained in their respective departments. Some of these efforts were quite successful whilst others needed more patience.

However, these experiments in good governance did not detract from the overall delivery of quality services. We managed to:

- Mount a series of high quality competitions;
- Improve communication with Regions around the country;
- Manage the national teams with increased efficiency;
- Continue the money-saving management of big matches in-house;
- Successfully organise the COSAFA U-20 Youth Championship; and
- Host the most efficient Meridian Cup competition to date, amongst other things.

We also increased our contact with the world outside South Africa, striking up new relations with sister federations on six continents. There were no controversies related to international player status and transfer. We received a few requests for information on our administrative structures from a few sister

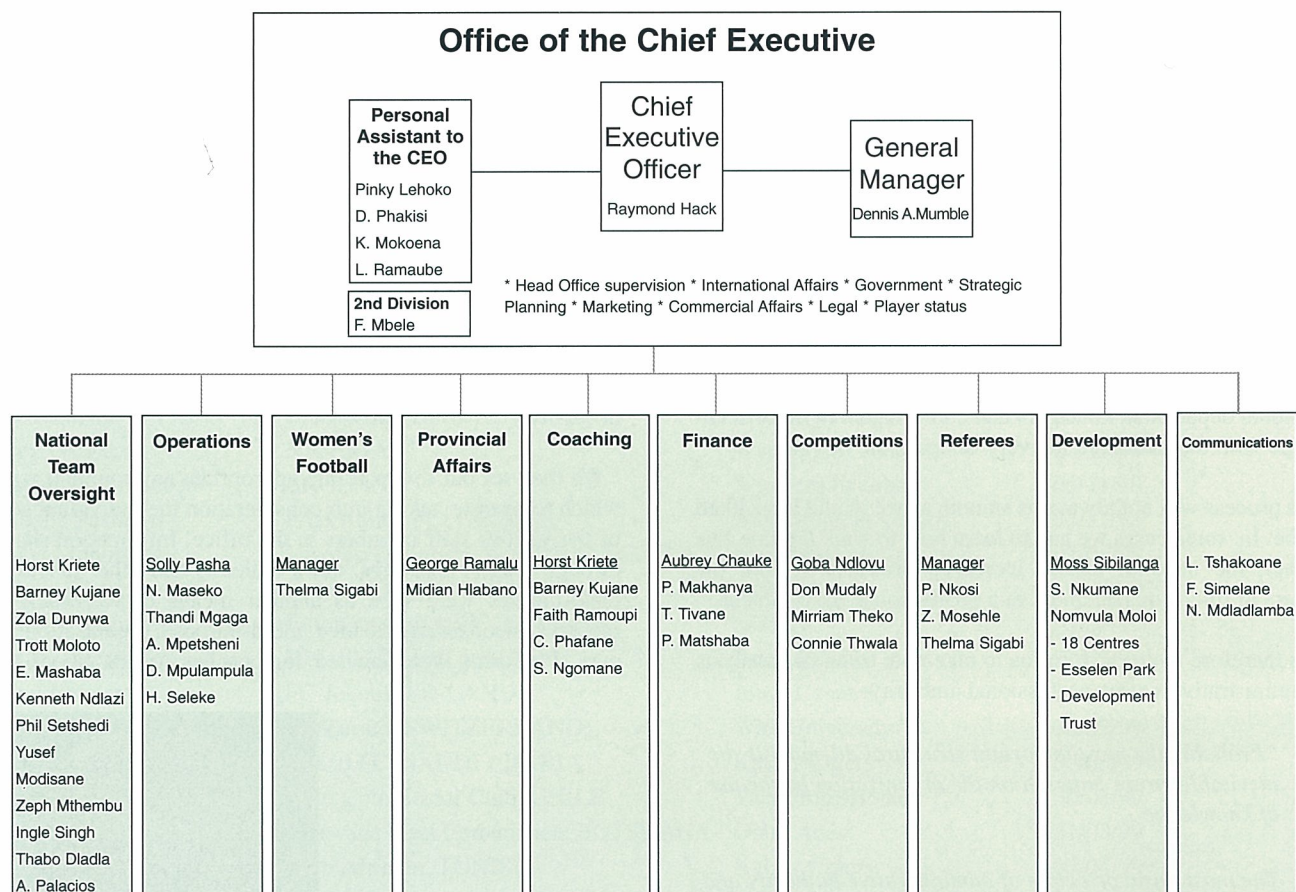
federations who were impressed with our abilities and promptly responded to these requests.

We also undertook to add more vigilance to the already tight financial controls, instituting a more rigorous method of centralised claims processing.

One of our major achievements, however, must be the finalisation of the arrangements for buses to our Regions for use in transporting teams to national competitions and to assist in their year-round development programmes. The delivery schedule started late in the year and would have been completed by the time this report goes to the printer.

To all SAFA staff members who made our job easier, we extend a sincere thank you for all your hard work.

Therefore, on balance, we proclaim that we have succeeded in improving our service delivery to most of our constituencies. We took a few major strides during an eventful 1999, learning, growing and improving as we went along. We plan to do even better in the next service delivery cycle.



Dennis Mumble



Pinky Lehoko



Lucy Ramaube



Dintle Phakisi



Tillie Koloba



Thamsanqa Tom



Simon Mohlabi



Floyd Mbele



DEVELOPMENT DEPARTMENT

(INCLUSIVE OF A BRIEF REPORT ON THE SAFA
DEVELOPMENT TRUST)

The Development Department's main responsibilities coincide to a great extent with the objectives of the SAFA Development Trust. Concurrent with this objective, this department was also tasked during the past year with:

- Implementing the Administrators Development Programme;
- Assisting in the development of the Women's Football Policy Development Framework; and
- Implementing the Women's Football Policy Development Framework.

Additionally, the SAFA Development Trust and the SAFA Development Department have collaborated on the most intensive policy development project ever undertaken in South African football.

The project, SAFA's Youth Development Policy Framework and the accompanying implementation steps of the policy framework, is the most comprehensive statement on the South African Football Association's vision for youth football development.

The Administrators Development Programme

To date 118 Master Trainers have completed their training and have been awarded certificates for being declared competent trainers. At present there are Master Trainers in all Regions of SAFA.

Regrettably, we have not reached the targets that we have set for ourselves during this year due to unavailability of funds. We are in the process of raising funds to take the process forward.

Position of the Trust

Discussions are underway to appoint other trustees as some trustees have resigned. Professor Lesole Gadabokao is the Association's representative on the Trust.

The thinking at present is to appoint trustees from the existing SAFA sponsors. The objective is to take advantage of the expertise that they possess to assist in the marketing and fundraising for the projects undertaken by the Trust.

Facilities

The Klipspruit Development Centre has been handed over to the Association for management and administration.

Discussions are underway to get the provincial and local governments involved in the long-term maintenance of the centre.

Special Assignment

The Youth Development Policy Framework

A seminar was held to develop the abovementioned policy. This seminar was attended by a number of experts from different fields and backgrounds including the President of



Moss Sibalinga



Thelma Sigabi



Sipho Nkumane

SAFA and some of the Association's National Executive Committee members. Key issues were identified, debated and agreed upon, namely:-

The Purpose of the Youth Development Programme

To advance South Africa into the top world football ranking by holistically grooming the youth into responsible, nation-building sports people with a competitive edge to always strive to excel.

Vision

To maximise the potential of the youth through football.

Mission

Our vision can be achieved through the establishment of an effective and appropriate Youth Development Policy and programme, which will:

- encourage mass participation
- identify talent
- educate and develop
- encourage play
- manage resources
- ensure participation at national and international level and is based on the application of scientific knowledge and research.

Scope

This policy shall focus on the age group of 6 to 20 years, whilst recognising the specific needs of the age groups; U-11, U-17, and over 17 years.

Key Principles

The South African Football Association in the application of this policy, commits itself to the following key principles:

- Mass participation

Put strategies, structures and systems in place to ensure that the maximum number of youngsters participate in all football activities and programmes.

- Accessibility

To ensure that the Youth Development Programmes are accessible to all the youth in the country regardless of their geographical location and social background.

- Equity

To ensure that the available resources are allocated and opportunities are created for all the youth in the country regardless of race, creed, religion, sexual orientation and the differently-abled.

- Equality

To ensure all the youth are treated equally in terms of the country's and SAFA's constitution.

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- Accountability

To instill a sense of responsibility to him/her and the community in general.

- Volunteerism

Design, develop and introduce volunteer programmes for the youth and for those who have the will and are able to participate in Youth Development Programmes.

- Fair play

Train and educate the youth regarding the Laws of the Game, regulation and rules considering fairness, consistency, impartiality etc.

- Good sportsmanship

Ensure that a positive environment based upon mutual respect is created, rather than promoting a win-at-all cost attitude.

- Positive coaching

Train, educate and encourage our coaches, referees, parents and volunteers to make the necessary effort to be understanding and to offer positive support to our players.

- Citizenship

Through the Youth Development Programmes, ensure that our children respect authority, abide by the laws of the land, volunteer for community service and protect the environment.

- Pursuit of excellence

Put strategies, structures and systems in place to make it possible for youth with exceptional talent to reach highest standards of excellence locally and internationally.

- Continuous learning

Ongoing assessment of the strengths and weaknesses of Youth Development Policies and Programme with a view to capitalise on our strengths and to improve on our weaknesses.

- Scientific approach

Conduct research in the area of Youth Development, benchmark ourselves against great footballing nations and enter into Exchange Programme agreements, thereby keeping abreast of international trends and development.

- Recognition

SAFA will formally recognise progress and achievements of development of the youth.

- Values

Ubuntu: Through its Youth Development Programmes, endeavour to instill a sense of upliftment, support and helping one another to grow.

- Trustworthiness

Through the Youth Development Programmes, encourage and reinforce the display of behaviors such as honesty, integrity, commitment and loyalty.

- Respect

Encourage the youth to be independent, to respect the privacy and dignity of others and to be courteous, tolerant and unbiased.

- Caring

Inculcate the culture of compassion, consideration, generosity, kindness and friendship, by means of the Youth Development Programme.

- Well-being

SAFA will strive for the physical, emotional and mental well-being of the youth.

- Health Awareness

There will be campaigns to educate the youth on important matters such as:

- Doping control
- HIV/Aids
- Positive life-style - Tobacco, Alcohol Abuse

Focus Areas for Youth Development

- Mass participation

Design, development and implementation of mass participation programmes for youth to have maximum fun, excitement, challenges and opportunities for participation.

Development programmes and activities will be of such a nature that the youth's uniqueness in terms of natural flair, skill application, creativity, playing sense, intelligence and improvisation are enhanced.

These programmes will provide a foundation for the identification of talent.

- Talent detection

SAFA will employ scientific processes, systems, measurement, principles, models and tests to detect and develop talent.

- Talent identification

Development of more objective criteria and systems for talent identification and the selection of youth who show potential.

- Training and education

Training and Education Programmes will focus on holistic development. Each programme will be tailored to suit a specific age group.

- Youth competitions

Competition programmes will form an important component of youth development. Youth clubs and schools will be encouraged to participate in international competitions. There will be relevant competition for all targeted age groups from club to national level.

Equipment and rules at competition will be adjusted to accommodate physiological and composite requirements of the youth.

- Non-playing youth

Non-playing youth interested in life-skills education, aspirant referees, coaches, administrators, scouts volunteers etc. will be given the opportunity to be involved in various aspects of football. By means of permanent evaluation systems (to be implemented as soon as possible), they will be detected, assessed and channeled to the different sections where they will



be trained appropriately. After a readiness assessment they will be placed (distributed) where the need may arise.

- Preparations of national youth teams

SAFA will lay down general and uniform principles addressing selection, preparation, and game concept and playing mentality to maximise performance in national and international competitions.

- Code of conduct

SAFA will ensure that all participants adhere to the prescribed Code of Conduct.

Enablers

- Coaches

At mass participation level, coaches displaying a desire to become involved in Youth Development Programmes and activities, will have access to basic technical knowledge.

SAFA will design and develop specialised programmes for the development of Youth Coaches and Educators.

Youth coaches will have access to information on sports medicine such as sport nutrition, first aid and scientific means of injury prevention, sport injury treatment and management of common medical problems in football

- Scouts

SAFA will establish a sub-structure of qualified people who have the ability to identify youthful talent.

- Referees

At mass participation level, referees showing the desire to become involved in Youth Development Programmes and activities will have access to the basic technical knowledge.

At advanced level (clubs, centres, academies and the school of Excellence), SAFA will design and develop specialised youth refereeing educators and referee programmes, from club to national teams. Systems and procedures will be put in place to ensure that correct selection; training, licensing, validation and performance evaluations are adhered to.

- Parents

Parents will be actively involved in all the youth activities and programmes such as administration, first aid etc.

- Volunteers

Members of the community who show an interest in Youth Development Programmes will be given access to appropriate training.

- Teachers

Teachers will be encouraged to take up an active role in Youth Development Programmes and activities specifically within the areas of organising, technical assistance, implementation and supervision.

- Funding

SAFA will solicit funding for the Youth Development Programmes and other activities from current and potential

sponsors, government and other corporate bodies, both locally and internationally.

Fund-raising will be guided by the principles and procedures as developed by SAFA and made available to registered fund-raisers.

- Organisational structure

SAFA will create favourable conditions for the involvement of new and existing sponsors to contribute towards youth development.

- Sponsors

Encourage sponsors to continue to be partners in the implementation of Youth Development Programmes and activities.

SAFA will refrain from involving sponsors who promote products that are harmful to the youth as per FIFA Rules and Regulations.

- Administrators

SAFA will define the required standards and assessment criteria for the selection, training and qualification of administrators.

- Facilities and equipment

SAFA, in conjunction with Local Government, will endeavour to identify under-utilised facilities, which could be made available for mass participation.

At youth performance level SAFA, through the Development Trust, will establish centres in all 25 regions that comply with international standards.

For support service facilities and equipment such as first aid, ambulances and emergency medical care, SAFA will subscribe to and ensure adherence to the minimum requirements.

- Schools of excellence

The SAFA-Transnet Sports School of Excellence will be retained and strategies put in place to ensure that it runs at its maximum capacity in terms of the number of students.

As a long-term goal, SAFA will, in partnership with the government and big business, replicate the SAFA-Transnet School of Excellence in all geo-political provinces.

Stakeholders

- Clubs (amateur and professional)

Clubs will be required to participate in and support the implementation of Youth Development Programmes and activities in terms of setting up youth structures and programmes.

- Regional and District Associations

Regional and District Associations will participate in the implementation and evaluation of the Youth Development Programmes.

- National Executive Committee

The NEC will provide policy direction and support for the



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successful implementation of the Youth Development Policy and Programmes.

- Government (all three tiers)

SAFA will give full support to the white paper of the National Department of Sports and Recreation.

SAFA will forge partnerships with all three tiers of government on all matters of mutual interest, especially in the area of human resources and infrastructure development and all matters pertaining to Youth Development.

- Spectators

SAFA will actively promote good spectator behaviour and will encourage involvement in Youth Development Programmes and activities.

- Business fraternity

SAFA will market Youth Development Programmes and activities to the corporate community.

SAFA will encourage the corporate community to dedicate a percentage of their available funds to Youth Development Programmes and activities.

SAFA will co-operate with sponsors for maximum exposure.

SAFA will provide sponsors with feedback on their investment in Youth Development Programme and activities.

- Tertiary institutions

SAFA will make use of resources and expertise available at tertiary institutions especially in the area of Youth Development.

- Schools

Schools will be targeted as important stakeholders.

SAFA will make recommendations to schools with regards to Curriculum 2005.

SAFA will assist with all relevant technical development in schools.

SAFA will encourage schools to make facilities available for football development.

SAFA will provide guidelines for football development in schools.

SAFA will encourage schools to promote mass participation in football and competitions at all levels.

- Media

SAFA will involve the media in the promotion, education and coverage of all Youth Development Programmes and activities.

At the end of the seminar it was agreed that the Youth Development Directorate be established. The purpose of the directorate would be to develop strategic and business plans for all the focus areas of Youth Development. It was noted that the establishment of the Youth Development Directorate would have an impact on the current structure of the Secretariat.

OPERATIONS DEPARTMENT

Established two years ago, the Department has grown in leaps and bounds as it took over the functions of among others, the production room, transportation, office maintenance, fleet management, travel and accommodation and most recently the operations of the Klipspruit Development Centre.

The main objective of the Department is to assist in the betterment of the above-mentioned operational functions of Head Office and to implement improved systems.

Physical Plant Maintenance

The Operations Department has the task of sourcing and recommending to management the furnishing and décor of new offices. This task has become a daunting one given the unorthodox layout of FNB Stadium. One objective was to group departments in such a manner as to facilitate efficient communication.

However, this is not always possible since space is quite limited and it is not always possible to renovate existing space to accommodate additional needs. A new office layout is currently under consideration.

Vehicle Fleet Maintenance

During the past year, the Association added significantly to its fleet of vehicles to be used for various purposes. Avis and Daimler Chrysler sponsorships that added eight vehicles to the fleet were concluded.

With the increased activities of all departments, the fleet management system had to be updated to keep track of the many movements of officials and equipment. A new record-keeping system was therefore implemented to log the usage of each vehicle to improve service forecasts and usability of the Association's vehicles. All company vehicles are now controlled by means of a log book, which has to be signed by each driver requesting the use of a vehicle.

Physical inspections are also conducted to ensure that vehicles are returned in good condition after use. These inspections are conducted in the presence of the drivers returning the vehicles, all damages assessed and, where there was negligence, drivers are invoiced for repairs undertaken. Before implementing the new system, all vehicles were returned to excellent working condition, dents removed and any other maladjustments corrected. Vehicles are also regularly cleaned on site.

Efficient fleet management and strategic scheduling and placement of meetings close to the airport enables us to lower the number of hired vehicles to a minimum.

The demand on the Association's existing fleet, whilst still quite heavy, has been alleviated because of this new practice.





Solly Phasha



Annah Mpetsheni



Thandi Mgaga



D. Mpulampula



N. Zitha



Hermina Seleke

An added advantage has been the Avis vehicle sponsorship. Parking fees at the airport are no longer required since the vehicles can be parked at the Avis airport parking facility. The task of making transport arrangements for teams travelling to Inter-Regional Tournaments has now been eased with the introduction of buses which have been made available to all the Regions by the Association. The buses are governed by a special set of requirements that are periodically reviewed by Head Office with the assistance of the Operations Department.

Office Technology

A new digital switchboard was installed to cope with the growing telephone traffic to and from the office. A more efficient Telephone Management System was included as part of the new system to help with cost control.

Protocol

Plans are afoot to improve the protocol system at all the Airports to make the facilities there more user-friendly for the benefit of our visitors. Thus far, we have managed to develop better relationships between ourselves as the Association and the Airport Company South Africa in almost all the Airports.

Our good relationship with almost all the South African hotel groups have seen an enormous growth for the better and we are

very close to realising our objective of better and improved quality of services.

Thanks to all the staff of the Operations Department for a job well done during the past year.

The Staff

Solly Phasha
Annah Mpetsheni
Thandi Mgaga
Dudley Mpulampula
Nomathemba Zitha
Hermina Seleke

Manager: Operations Department
Production Room Assistant
Receptionist
Driver
Department Secretary
Office Assistant



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PUBLIC RELATIONS DEPARTMENT

With the many oversight functions and governance responsibilities vested in the national office, the need for a modern communications system is considered a priority. The Public Relations Department with three staff members was therefore established to develop a more improved communications system.

The Manager: Public Relations Department, Louis Tshakoane, was appointed to head this department in June 1999. He is joined by Nomvuyo Mdladlamba and Felix Simelane as Public Relations Officer and Media Liaison Officer, respectively.

The public relations division has taken a broad view of all public relations within SAFA. It will seek input in the co-ordination of national and regional public relations activities to ensure a consistent and coherent message and level of professionalism.

Among the activities that were identified quite early on were the following areas, each area of activity being tackled with varying degrees of effectiveness. Given the size of the organisation, its message is invariably a diffused one with many voices and areas of activity not properly synergised to produce a more focused message. The department has determined that it should tackle this task in stages through the following areas:

Corporate hospitality	Video production
Exhibitions	Television production
Events	Media presentation
Promotional merchandise	Radio transmission
Sponsorship presentation	

Supporters Clubs

One of the major areas of activity for this department is the building of a strong supporters club base for all the national teams. Our national teams have enormous base of support around the country and it would be quite helpful to formalise supporters club branches through promotions and special events and the national supporters clubs.

In line with this objective, we have created supporters clubs in the following jurisdictions:

- | | |
|-------------------|---------------------|
| 1. Port Elizabeth | 2. Tembisa |
| 3. Mmabatho | 4. Soweto |
| 5. Vosloorus | 6. Katlehong |
| 7. YMCA Durban | 8. Pietermaritzburg |
| 9. Mamelodi | |

The objective of the supporters club development effort is to ensure that the nation's national teams are fully supported at all times. The department has therefore placed special emphasis on promoting the matches of the various national teams. The games



Louis Tshakoane



Nomvuyo Mdladlamba



Felix Simelane

against Mauritius, Zimbabwe, Sweden, Saudi Arabia, Togo, Ghana, Guinea, Uganda, Algeria, Mali, the COSAFA Youth Championship (Under-20) and the All Africa Games were particularly well-supported by the local communities as a result of this effort.

With the establishment of the Bafana Bafana Band and Choir, the spirit at the matches has been very upbeat, drawing the spectators into the action on the field through their expertly choreographed entertainment repertoire.

It has not been possible to sell membership to the Supporters Club yet because of a lack of an infrastructure to manage the expected large numbers of club members. Negotiations were started with potential sponsors to establish the database and management system for this part of the operation.

The SAFA Web Site

The Safa web site is one method of communication between the Association and the general public. The site provides a wide range of information on the work of the Association, from Bafana Bafana statistics, the 1998-1999 Annual Report in full colour, to news about current events in football. The site provided excellent coverage of the Association's efforts to secure the 2006 World Cup for our country for the greater part of 1999. On some occasions we beat the Bid web site to the punch on some news of interest because users of our site fed information directly to our web master. This friendly competition generated a great deal of interest in the work of the Association.

Whilst the site is updated quite frequently, it is not as dynamic as we would like it to be. A lack of funds for further development of the site has prevented us from establishing the player information database and the other components of the site that we had initially envisioned.

Whilst an intensive review of our communications system is underway, we have already discovered that we need to install an information sharing culture amongst the football family that will lead to timely sharing of information about what we do. We are however also hampered by our physical surroundings. To install the information technology infrastructure at Head Office would cost between R150,000 and R200,000. However, we have outgrown the current space and it would not be feasible to install the cabling if we have to move to alternative office space soon.

We are therefore faced with a continuing dilemma - that of providing up-to-date information to our constituencies but without the necessary infrastructure to do so.

Adding to the difficulty of providing information in a timely fashion is the task of securing information about the activities of



all our Members. We would like to provide each Member with a page on the web site to post their general information and results of their competitions. This would make our web site a truly representative site of all South African football. Anyone could then log onto the Internet and find results of even local league scores on the site, from anywhere in the world. We will soon communicate with Members on how to forward information to us for posting on the web site. The technology is available to do so seamlessly, but we must first prepare our human resources to perform the job.

Press Conferences

The department serves as the nexus for all information to be sent to the media. It convenes SAFA's press conferences for most of the national teams. The Under-23 National Team currently has its own public relations infrastructure to provide for the sponsorship agreement with Sasol Oil (Pty) Ltd.

Press conference scheduling has therefore become much easier. We are now able to coordinate media briefings with the League to avoid any scheduling or communication conflicts. Issues of mutual importance to Head Office and the League are also shared.

The SAFA Social Responsibility Programme

HIV/Aids Awareness

A critical part of the mission of our sport is to assist in the

development of the total human being through structured football activity. However, we very often neglect to tie the elements of the various pieces together and often promote the football player as somewhat distant from the rest of society. The SAFA Social Responsibility Programme is an attempt to re-connect the various dimensions that make up the fabric of the football player's life. Given the magnified role of football in South African society, any attention we focus yields magnified results.

The Association has therefore selected one of the scourges of modern day South African society, the HIV/Aids catastrophe, on which to deliver its social responsibility programme.

With the Association's ever-popular decision to take the national teams to the people of the nation, a wonderful partnership with provincial health departments has developed. Provincial Health Departments are responsible for delivering the HIV/Aids education campaign to all South Africans and SAFA has made its international match platform available to these departments to educate the football-loving public about this dreaded disease.

Educational pamphlets, lectures, visits and public service announcements by national team players has helped us to penetrate the football family's consciousness about the perils of HIV/Aids. Players have donned t-shirts whilst warming-up for their matches, enabling the message to reach millions of others watching around the world.



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It is very encouraging to note that even our Inter Regional Tournaments have ensured that AIDS awareness is promoted throughout the periods of the tournaments and have included an embossed red ribbon on the tournament apparel.

This programme will be intensified in the coming years as the threat grows bigger. The football family has a great responsibility to ensure that the message is heard by all South Africans.

Civic Responsibility

Concurrent with its mandate to educate the public about the health threat of HIV/Aids, our national teams and other activities have also kept abreast of the exciting changes our society has undergone. Since our democracy is still in its infancy, we bear a special responsibility to assist in the nation-building process through our activities.

SAFA's Voter Registration Project

To be sure, whatever civic programmes we engage in, must be of a non-partisan nature. Voter registration and encouraging all citizens to vote in elections, are two such areas to which we lend our voices. We worked with the Independent Electoral Commission (IEC) in the run-up to the 1999 national elections, launching massive pamphleteering/voter education drives. We will continue to do so during the 2000 municipal elections.

SOS Children's Villages

The project 'FIFA for SOS Children's Villages' launched in Paris during 1995 has set a precedent for a number of countries and their football associations actively participating in activities ranging from development clinics to international benefit games. The South African Football Association has been no exception.

The country as a whole is taking great interest in the achievements of the national teams and their activities leading up to major events.

Our Senior National Team has been particularly busy in support of the several SOS Children's Villages around the country. Many of our most famous players have contributed tens of thousands of Rands to our SOS Children's Villages partners. In particular, the Nelson Mandela Challenge, which pitted the FIFA World XI against an African XI in August 1999, raised more than R500 000 for the SOS Children's Villages.

Our player ambassadors continue to promote our partnership with the Villages through clinics, high-profile visits and direct donations of money and time during their season breaks.

Lucas Radebe, the captain of the Senior National Team, was appointed the ambassador of the SOS Children's Villages and the team routinely visits the SOS Children's Villages during their stays prior to their games.

We take our hats off to all our Senior National Team players who give so generously of their time and money and loving attention to these kids.

Visits to hospitals, hospices and other institutions have now become a standard part of all our national teams' programmes.

Small Business Support Programme

SAFA has gone out of its way to ensure that it supports small, formerly disadvantaged businesses through its purchasing policies. At international matches, we always insist that stadium owners utilise previously disadvantaged businesses to cater or provide other services. We were successful at Odi Stadium, The Stadium at Kings Park, Norwich Park Newlands Stadium and at various other venues.

CAF Inter-club Competitions

Only two of our clubs participated in the CAF Inter-club competitions. These were Sundowns FC and Orlando Pirates FC. They contested the CAF Champions League and the CAF African Cup of Cup Winners.

Champions League

This year saw Sundowns enter the Championship for a second consecutive year. They were unfortunately eliminated at a very early stage in the contest. However, they were able to eliminate other teams in the preliminary stages of the competition.

They sailed through easily against Telecom Wanderers of Malawi in the first stages of the competition.

25th African Cup of Cup Winners

Orlando Pirates, previous winners of the Super Cup, performed marginally this time around. Having managed to edge out Botswana Defence Force and Maxaquene from Mozambique, they travelled to Guinea to play against ASM Sangaredi in the last 1/8 finals of the Championship.

It was sad to have the team eliminated here at home by African Sport of Cote d'Ivoire after a startling performance when they commenced the second leg trailing 0-2. They equalled the score only to lose on penalties.

International Referees

The Public Relations Department still coordinates arrangements for international referees visiting our shores to officiate in CAF or FIFA matches and works with the Referees Department in this regard. We extend a sincere thank you to MEC Member Mr. D. Nhlabathi for tirelessly greeting visiting referees at the airport on behalf of the Association.

Our referees have also been extremely busy with both CAF and FIFA appointments.

One important element is that the match officials are now very capable of arranging their own visas which is indeed a wonderful breakthrough. Here and there advice is given on the requirements and the footwork is done by them.



COMPETITIONS DEPARTMENT

Introduction

From January 1999 to December 1999 the Competitions Department successfully completed a long programme. In all, the programme included 14 Tournaments played in the 25 South African Football Association (SAFA) Regions situated throughout the Republic of South Africa.

The department was given the task of staging these competitions in a highly professional manner and acquitted itself well by managing the following competitions:

- Bob Save Super Bowl
- Woman's Inter-Provincial Tournament
- Woman's Tournament-Club Competition
- Nike - Boys
- Nike - Girls
- Vodacom U-12
- Vodacom U-20
- Coca-Cola U-17
- Transnet U-14
- Vodacom U-12
- Vodacom U-20
- Vodacom U-14
- Transnet U-14
- SAFA Vodacom Second Division League

Bob Save Superbowl

The above tournament took place in Gauteng South in February 1999. Six teams which included one Regional winner made it to the *Bob Save Superbowl Last 32*. Intercity from Zululand



Goba Ndlovu



Don Mudaly

(KwaZulu Natal) was the sole Regional representative and played along five SAFA Vodacom League Campaigners. viz. Olympics (Northern Cape) Madidi Cosmos (North West Region), Bosveld (Northern Province), Nelspruit City Black Swallows (Mpumalanga) and Pimville Young Stars (Gauteng).



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Tournaments

Inter-Regional Tournaments

Coca-Cola Under-17: The Coca-Cola Under-17 Inter-Regional Tournament (IRT) was held in Cape Town in December 1999. All 25 SAFA Regions plus USASSA took part in the exciting tournament. Western Province were crowned champions after a gruelling week of top class soccer.

Section One

Team Name	P	W	D	L	GF	GA	PTS	GD
S Gauteng	6	0	5	1	18	6	15	12
E Gauteng	6	5	0	1	14	6	15	8
Border	6	3	1	2	9	8	10	1
E KZN	6	2	2	2	9	8	8	1
Lowveld	6	1	2	3	8	8	5	0
South Cape	6	1	2	3	7	10	5	-3
N Cape West	6	0	1	5	4	23	1	-19

Section Two

Team Name	P	W	D	L	GF	GA	PTS	GD
W Province	6	5	1	0	23	0	16	23
E Province	6	3	3	0	25	2	12	23
N Gauteng	6	2	2	2	5	9	8	-4
Highveld	6	2	2	2	9	26	8	-17
NW Central	6	1	3	2	8	8	6	0
Griqualand-W	6	1	2	3	7	14	5	-7
S Free State	6	0	1	5	4	22	1	-18

Section Three

Team Name	P	W	D	L	GF	GA	PTS	GD
S KZN	5	4	1	0	7	1	13	6
Vaal	5	3	1	1	5	1	10	4
USSASA	5	3	0	2	13	2	9	11
NP East	5	2	0	3	9	7	6	2
E Free State	5	1	2	2	5	11	5	-6
E Cape East	5	0	0	5	1	18	0	-17

Section Four

Team Name	P	W	D	L	GF	GA	PTS	GD
N KZN	5	2	3	0	5	3	9	2
NP East	5	2	2	1	6	5	8	1
N Free State	5	2	1	2	7	4	7	3
Midlands	5	2	0	3	9	7	6	2
Mpumalanga S	5	1	2	2	2	8	5	-6
NW South	5	0	4	1	3	5	4	-2

Nike Premier Cup (Girls): In March 1999, our department chalked up two historic events. The first was the NIKE Girls' Premier Cup, held in Southern Gauteng. For many years, this tournament for girls was mere talk. But, in March it became a reality.

Gauteng South carried the day and their team was pitted against the world's best in June 1999, during the Nike International Premier Cup tournament in the USA.

Nike Premier Cup (Boys): The second historic event occurred towards the end of March when soccer development advanced a step further by staging the Under-12 Inter-Regional Tournament in Springbok, Namaqualand. A promise by President Molefi Oliphant during a Regional visit in 1998 led to the tournament being staged for the first time far outside one of the major metropolitan areas. Described variously as 'beyond the behinds', 'vergenoe' and 'unknown land' by sports teasers,

Namaqualand put up their best administrative efforts to make the tournament one of the most memorable. Gauteng East won this IRT.

Transnet Under-14: Towards the end of June, SAFA and Transnet wrote another success story in Gauteng in the Under-14 tournament that was staged in the Vaal. For the first time in many tournaments the role of medical assistance through practical first aid demonstrations and lectures on good football administration was brought into prominence.

Western Province won the tournament for a record fourth time.

Final Log Standings

Gold

Team Name	P	W	D	L	GF	GA	PTS
South Cape	6	6	0	0	36	5	18
Southern Gauteng	6	4	1	1	23	6	13
S KwaZulu Natal	6	2	2	2	20	13	8
S Free State	6	2	1	3	7	26	7
Border	6	0	4	2	9	17	4
USSASA	6	1	1	4	13	26	4
Griqualand West	6	1	1	4	5	20	4

Silver

Team Name	P	W	D	L	GF	GA	PTS
Western Province	6	6	0	0	37	3	18
Natal Midlands	6	4	1	1	25	10	13
Gauteng East	6	4	1	1	13	5	13
E Free State	6	3	0	3	15	13	9
Highveld	6	1	1	4	4	14	4
North West Central	6	0	2	4	5	37	2
Northern Cape East	6	0	1	5	4	21	1

Red

Team Name	P	W	D	L	GF	GA	PTS
Northern Province	5	5	0	0	4	4	15
E KwaZulu Natal	5	4	0	1	5	5	12
North West South	5	2	1	2	7	7	7
Vaal	5	2	0	3	14	14	6
Eastern Cape East	5	0	2	3	17	17	2
Mpumalanga South	5	0	1	4	27	27	1

Black

Team Name	P	W	D	L	GF	GA	PTS
Gauteng North	5	5	0	15	0	0	15
N KwaZulu Natal	5	3	1	28	6	6	10
Eastern Province	5	3	1	27	9	9	10
Great North South	5	2	0	11	10	10	6
Northern Free State	5	1	0	2	29	29	3
Lowveld	5	0	0	2	31	31	0

Vodacom Senior Women's IRT: During July 1999, Gauteng North hosted the Senior Women's Inter-Regional Tournament. Although there were numerous teething problems, the competition was a success. Not only was it played to a finish, but it created tremendous interest in and around the country.

Club Tournaments

Over the Easter Weekend (1- 4 April 1999) SAFA NIKE Boys Premier Cup was played in Bloemfontein, Free State. Remember FC from Secunda, Mpumalanga won the day, earning themselves a place in the Nike International Premier Cup tournament played in Barcelona, Spain in July 1999. Other club tourneys were withheld while proper sponsorship assignments were being sought. Their implementation in the new season should provide great excitement.



Our first Inter-Regional for the 1999/2000 season took place in Pietermaritzburg, Kwazulu Natal, in September 1999. It was a great success. Eastern Province won the tournament.

Section One

Team Name	P	W	D	L	GF	GA	PTS	Pos
E Province	5	4	0	1	19	3	12	1
Northern KZN	5	4	0	1	14	1	12	2
N Gauteng	5	0	2	3	2	11	2	6
Highveld	5	1	2	2	6	9	5	4
NW Region	5	1	1	3	8	18	4	5
South Cape	5	2	1	2	6	12	7	3

Section Two

Team Name	P	W	D	L	GF	GA	PTS	Pos
N Free State	5	1	1	3	5	10	4	3
W Province	5	5	0	0	12	3	15	1
Vaal	5	1	1	3	3	13	4	4
Southern KZN	5	2	0	3	12	12	6	5
NP East	5	0	2	3	1	14	2	6
Transkei	5	4	0	1	22	8	12	2

Section Three

Team Name	P	W	D	L	GF	GA	PTS	Pos
USSASA	6	3	0	3	10	5	9	4
N Midlands	6	3	3	0	8	0	12	2
Griqualand	6	5	0	1	17	9	15	1
Border	6	2	0	4	6	15	6	6
S Free State	6	2	1	3	12	7	7	5
E Gauteng	6	3	1	2	5	5	10	3
NW South	6	0	1	5	3	10	1	7

Section Four

Team Name	P	W	D	L	GF	GA	PTS	Pos
S Gauteng	6	4	2	0	26	5	14	1
E Free State	6	4	2	0	23	6	14	2
Mpu South	6	1	0	5	2	22	3	6
Eastern KZN	6	3	0	3	18	14	9	4
Namaqualand	6	2	0	4	12	20	6	5
NW West	6	0	0	6	2	18	0	7
Lowveld	6	4	2	0	15	6	14	3

Innovations at Inter-regional Tournaments

The Department is proud to have instituted a programme that utilises the setting of the tournament to enhance the football experience for youngsters and football officials in attendance at these tournaments. Two innovations introduced during the period covered by this report are dietary improvements and video recording of key matches. This was accomplished at the first tournament of the year in Namaqualand.

Videotaping of tournament activities

Both the opening ceremony and official opening match are videotaped. The final and cup presentation ceremony as well as the highlights of the tournament e.g. march past, tribal dancing etc. are also captured on video.

Some of the benefits of videotaping our tournaments are:

- The tape could be used when negotiating sponsorships;
- The possibility of showing development in action on television;
- It can be used in the general marketing of the Association's development programmes;
- These tapes can be used at other events organised by the Association. These events include awards dinners, Soccer Expos, etc.;
- To showcase SAFA's commitment to ongoing development of football.



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Introduction of Improved Diets for Players

Our tournament physician, Dr Mmuso Ramantsi, has conducted extensive research on the best combination of meals for players at the tournaments and liaises with catering companies to ensure that the proper meals are served during these events.

Whilst the meals could change from one tournament to the other, depending on the ages of the players, the following menu is used on most occasions with some daily variations:

Breakfast:

Cereal, Eggs, Vienna/sausages/hake, Toast, Butter/jam/ bread/ rolls, Fruit juice, Fruit.

Lunch Packs:

Rolls with fillings, or Pasta, or Fish, Salads, Fruit, Energy Bar.

Dinner:

Roast chicken or Fish, or Mince, Rice or bread/rolls, Assorted vegetables, Salads, Dessert, Fruit, Fruit juice.

We hope to improve on this menu to ensure that players are provided with the appropriate protein-carbohydrate ratios to maximise their performances during games.



Vodacom League

The 1998/1999 season of the SAFA Vodacom League went ahead as scheduled. The season proceeded without major hitches and ended with a bang at the national play-offs in the North West town of Mmabatho.

As planned, the number of teams and streams was reduced from the 1998/1999 season to the 1999/2000 season. This was in line with the long-term objective to create a 2nd Division consisting of 9 provincial streams with 16 teams in each stream starting with the 2000/2001 season.

Province	Streams 1998-1999	# of Teams 1998-1999	Streams 1999-2000	# of Teams 1999-2000	Streams 2000-2001	# of Teams 2000-2001
Gauteng	4	14 x 4	3	17 x 3	1	16
Northern Province	1	15	1	18	1	16
Eastern Cape	2	16 x 2	2	16	1	16
Mpumalanga	2	14 + 15	2	18 x 2	1	16
Northern Cape	1	24	1	12 + 16	1	16
Free State	1	12	1	24	1	16
KwaZulu-Natal	2	16 x 2	2	12 + 12	1	16
North West	2	16 x 2	2	10 + 9	1	16
Western Cape	1	20	1	20	1	16
TOTAL	16	252	15	230	9	144

Provincial Coordinators

All Provincial Coordinators were finally in place by January 1999. These Coordinators then took all administrative responsibility from the NEC Members who were initially asked to run the League in their respective provinces. The nine Provincial Coordinators are:

- | | |
|----------------------|--------------------------|
| 1. Zacharia Masetle | <i>Gauteng</i> |
| 2. Peter Mathekga | <i>Northern Province</i> |
| 3. Wellington Ngcobo | <i>Eastern Cape</i> |
| 4. Sabad Koali | <i>Mpumalanga</i> |
| 5. Bareng Kgobi | <i>Northern Cape</i> |
| 6. Qinisile Goliath | <i>Free State</i> |
| 7. Pannuel Nkwakhwa | <i>KwaZulu Natal</i> |
| 8. Jeff Monnakgotla | <i>North West</i> |
| 9. George Freddy | <i>Western Cape</i> |

National Play-offs

The national play-offs for the 1998/1999 season were held in Mmabatho from the 12-19 June 1999. The teams that participated were:

- | | |
|------------------------|--------------------------|
| 1. Arcadia | <i>Gauteng</i> |
| 2. Black Burn Rovers | <i>Eastern Cape</i> |
| 3. Premier United | <i>Western Cape</i> |
| 4. Mapate Silver Stars | <i>Northern Province</i> |
| 5. Junior Stars | <i>Free State</i> |
| 6. Madidi Cosmos | <i>North West</i> |
| 7. William Pescod | <i>Northern Cape</i> |
| 8. Mond FC | <i>KwaZulu Natal</i> |
| 9. Ravens | <i>Mpumalanga</i> |





The above teams were divided into the Inland and Coastal Streams with the following teams gaining promotion to the NSL 1st Division:

Inland Stream

1. Arcadia FC
2. Mapate Silver Stars FC

Coastal Stream

- Premier United FC
- Black Burn Rovers FC

The overall winner of the SAFA Vodacom League was Arcadia Shepherds FC from Gauteng.

1999/2000

The beginning of the season was delayed as a result of the lengthy registration procedure. We took advantage of this delay to launch the League in all nine provinces to enable more visibility for the sponsor, Vodacom, and to generate additional publicity for the League in its second season.

As scheduled, the promotion and relegation decisions were made before the start of the season and plans were afoot to implement the procedure at the end of the 1999/2000 season.

The national play-offs at the end of this season were scheduled for Nelspruit in the SAFA Lowveld Region.

As a result of administrative difficulties in the early part of the season, the National Executive Committee decided to move the League from the Competitions Department. The NEC also tasked the President to search for a League Manager to set it on the right course.

By the 17th December 1999 most of the provinces were through with their 1st round matches and everyone was on schedule to complete the season on time.

Floyd Mbele was later appointed to manage the League from Head Office and he reports directly to the Office of the CEO.

PROVINCIAL AFFAIRS DEPARTMENT



George Ramalu



Midian Hlabano

The primary role of this department is to ensure that SAFA Members are properly serviced by the national office and to oversee Member compliance with the various provisions of the SAFA Constitution. Audited Financial Statements, Updated Constitutions, Compliance with Annual Grant usage conditions, information collection and distribution, benefit administration and distribution, Member auditing, delimitation matters and dispute resolution are but a few of the tasks this very busy department must perform.

Constitutions

It is a SAFA Constitutional requirement that every Region submits its constitution to SAFA for approval. We currently hold constitutions from all Regions (old). Everytime an amendment is made, Members must forward these for SAFA's approval. Since the Special General Meeting of October 1998 every Member ought to have updated its constitution, reflecting the decisions taken therein and submitted to SAFA. Many of our Members have not done so.

Inter-regional/Cross border activities

A number of our Regions/Districts/Clubs are still participating in Inter-Regional and cross-border activities without the prior approval of SAFA. Some Regions are encouraging these activities with scant regard for Rule 7 of the SAFA Constitution. SAFA views this violation with serious concern and in future will not hesitate to institute disciplinary procedures against the offending parties.

SAFA Annual Reports Update and Checklist

As members of SAFA, Regions need to submit certain information annually - list of officials & contact numbers, Annual General Meeting reports, Annual Financial Statements, Annual Subscription, Constitution, Sponsorship approval requests, details of staff and office premises etc. Many Regions have not fully complied.

Audited Annual Financial Statements/ Annual General Meeting Reports

In terms of our Constitution, Members must submit their Annual Financial Statements, together with the Annual Reports to SAFA on or before the 28th February each year. The Annual Financial Statements must be audited by a recognised firm of Auditors. From the Audited Financial Statements submitted we have found that some Regions have stopped generating their own funds and have become totally reliant on SAFA grants. This is not a healthy situation and will be urgently addressed. Some Regions are spending scant amounts on development and more on allowances, travel, accommodation, refreshments etc.

Women's Football

Regions have been repeatedly asked to complete surveys on Women's Football structures and development. However,

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information supplied to Head Office does not reflect the true situation on ground.

We have therefore decided to conduct a tour of the Regions with the SAFA Women's Football Committee. We have already visited the three Regions in the Free State. We are making some very interesting findings. We are asking Regions to develop Women's football parallel with men's football and that at least 20% of the annual grant is spent on Women's Football development.

Audit and Delimitation

The department acts as a secretariat to the Audit & Delimitation Committee. The Committee has done follow-up visits to the Regions to offer assistance and guidance in the implementation process of the Audit & Delimitation Report. At some Regions the revival of previously non-active districts and integrating those playing outside SAFA structures into our folds is a major responsibility. There are still a few outstanding matters pertaining to the decisions of the General Meeting of 24 October 1998. The Committee is in the process of finalising these issues. A Member Audit is conducted every two years. The previous Audit was done in August/ September 1998 and we are gearing up to conduct the 2nd Audit of the Members. Questionnaires will soon be forwarded to all Members.

Annual Grants

SAFA allocated an amount of R3 750 000 to the Regions as annual grants for football development. The department handled the distribution of the grants to the 25 Regions which received R150 000 each. More extended guidelines on the use of the grants are currently planned and the continued distribution of these grants will be linked to the timely submission of certain returns and documentation to prove that it was used for development.

Bus Allocation

Each of the 25 Regions were allocated a 23-seater Mercedes Benz bus to facilitate the transportation of its teams and official delegations to the various Inter-Regional Tournaments and other national activities. Whilst these buses were primarily purchased to lower the cost of transporting Regional teams to the national tournaments, there is an added benefit in that the Regions can then promote year-round football development in their areas.

The delivery of the buses was co-ordinated by the Provincial Affairs Department. This is an asset worth close to R300 000 each and it is a requirement that they are well kept and maintained in terms of the manual. The buses must be driven by a designated driver carrying at least a code 10 licence.

Updated usage guidelines for these buses are to be sent to the Regions soon. However, Regions must be aware that Head Office reserves the right to conduct unannounced inspections of the condition and usage of these valuable means of transport and development aides.

Complimentary tickets

The department handles the distribution of complimentary tickets to Members for the Senior National Team's games played at home. The allocation for Regions is 20 unreserved and two Suite tickets - if these suite tickets are available (some stadia do not have adequate suite facilities).

Periodic Newsletter

The department's high priority is to keep a constant communication line with Members and to disseminate information. As a result we introduced a periodic newsletter. As of late, this project is being co-ordinated by the Public Relations Department. However, there is not nearly enough news about what is happening within the ranks of our Members. We therefore ask that all our Members appoint a liaison who would contribute a weekly report from the Region for the newsletter.

Disputes

We handle various kinds of disputes and complaints from Members. Some of the matters we handle are complaints of poor administration, lack of democratic practice, misuse of power, lack of communication, absence of organised activities in certain areas. Lack of attention given to rural districts by Members are regularly brought to us. We do our best to resolve all the problems brought to our attention. We make regular visits to Regions to meet and resolve problems. Some Regions co-operate fully whilst others become reluctant to face the real issues. Further problem-solving and fact-finding visits to Regions are planned.

The department is committed to providing a service to all our Members. Members must also communicate with the department and respond timeously to all requirements and requests for information.

We plan to post all the logs of Members' various leagues and competitions on the SAFA web site from the beginning of the new season and ask for your full cooperation in this regard.



NATIONAL TEAMS

SENIOR NATIONAL TEAM

Introduction

We ended 1998 with a bang after winning for the first time the Mandela Cup by beating Egypt 2-1 in December. We were immediately faced with the African Cup of Nations qualifying games.

Coach Moloto has used 56 players in the 1999 calendar year, revealing a lot of young talent. This augurs well for our preparations for the 2002 World Cup in South Korea/Japan.

Social Responsibility Programme

It has been the dream of SAFA to take Bafana Bafana to all those SAFA Regions with suitable facilities. We fulfilled that wish. We had games played in Mmabatho, Odi Stadium in Mabopane, The Stadium Kings Park (now Absa Park) in Durban and Minolta Loftus in Pretoria. We won all those matches. Whilst in camp, in all those cities, we visited schools, hospitals and community gatherings to make our contribution at highlighting the dangers of unprotected sex that can lead to Aids. We discouraged the drug and women abusers and most importantly, we encouraged and motivated the young footballers to participate in football and reach for the skies.

Our national players, in quite a number of areas, contributed large sums of money to S.O.S Children's Villages, schools for mentally challenged children and left a lot of memorabilia.

Trophies Won

Afro-Asian Nations Cup

We represented Africa by virtue of being the 1996 African champions. We won the first leg against the Asian Champions, Saudi Arabia, in Cape Town by one goal to nil and finished up in a nil-nil draw in the second leg of the match in Riyadh, Saudi Arabia.

Mandela Inauguration Challenge Cup

South Africa completed a wonderful double by winning this prestigious event for the second consecutive year by beating Sweden by one goal to nil. The previous victory was against Egypt in December 1998. This was the first time that South Africa had beaten any European side.



Trott Moloto



Zola Donyawa

Games Played by Bafana Bafana in 1999

Opposition	Home	Away	Win	Draw	Loss	Competition
Mauritius		x		x		ACN 2000 Qualifier
Botswana		x	x			COSAFA Cup
Gabon	x		x			ACN 2000 Qualifier
Denmark		x		x		Friendly
Trinidad		x			x	Friendly
Jamaica		x		x		Friendly
Gabon		x			x	ACN 2000 Qualifier
Mauritius	x		x			ACN 2000 Qualifier
Zimbabwe	x				x	Friendly
Angola		x		x		ACN 2000 Qualifier
Namibia		x			x	COSAFA Cup
Saudi Arabia	x		x			Afro-Asian Nations Cup
Saudi Arabia	x		x			Afro-Asian Nations Cup
Sweden	x		x			Mandela Challenge
Totals	5	9	5	5	4	



1999 Annual Report

UNDER-23 NATIONAL TEAM

Introduction

This report is a review of the Under-23 National Team's activities for the period between January - December 1999.

During the year 1999 the Sasol-sponsored Under-23 National Team participated in fourteen international games. Five of these were friendly matches, five were official fixture matches of the 7th All Africa Games and four were Olympic Qualifying matches.

The matches were played against some of the strongest national teams on the African continent in an endeavour to qualify for the Sydney 2000 Olympics Final Tournament in September 2000.

Staff of the Under-23 National Team - 1999

Barney Kujane	<i>Team Manager</i>
Ephraim Mashaba	<i>Head Coach</i>
Kenneth Mandlazi	<i>Assistant Coach</i>
Raynold Dladla	<i>Physical Trainer</i>
Cyprian Maimang	<i>Goal Keeper Trainer</i>
Faith Ramoupi	<i>Project Assistant</i>

The Challenge of Qualifying for the Olympic Games

Due to the enormity of the challenges posed by the qualifications process, and particularly the burden placed on the technical team, the Association increased the team's coaching staff by two members during May 1999.

The former Under-23 National Team Assistant Coach, Mike Ntombela, who took employment with adidas as their Soccer Sponsorship Manager, was replaced by Kenneth Mandlazi, formerly the Assistant Coach of the Under-20 National Team.

Raynold Dladla and Cyprian Maimang were appointed as the team's Physical and Goalkeeper trainers, respectively.

1999 Under-23 National Team Programme

International Friendly Games

January 1999	South Africa 3 Lesotho 2	Vosloorus
February 1999	Tunisia 2 South Africa 0	Bizerte
February 1999	Tunisia 2 South Africa 0	Sousse
April 1999	Namibia 0 South Africa 0	Windhoek
June 1999	Togo 2 South Africa 2	Lome
June 1999	South Africa 2 Togo 0	Vosloorus

7th All Africa Games Men's Football Tournament

Since South Africa's readmittance into international Football arena by Fifa and CAF, the Under-23 National Team's participation in the 7th All Africa Games was the second time that South Africa participated in Africa's premier multi-sport tournament.

These games were an ideal platform that provided the opportunity for growth and development to thousands of sports men and women nationwide.

Participating Countries in the 7th All Africa Games Final Tournament:

- South Africa	- Mauritius
- Algeria	- Zambia
- Cote d'Ivoire	- Cameroon
- Uganda	- Mali



Ephraim



Barney Kujane



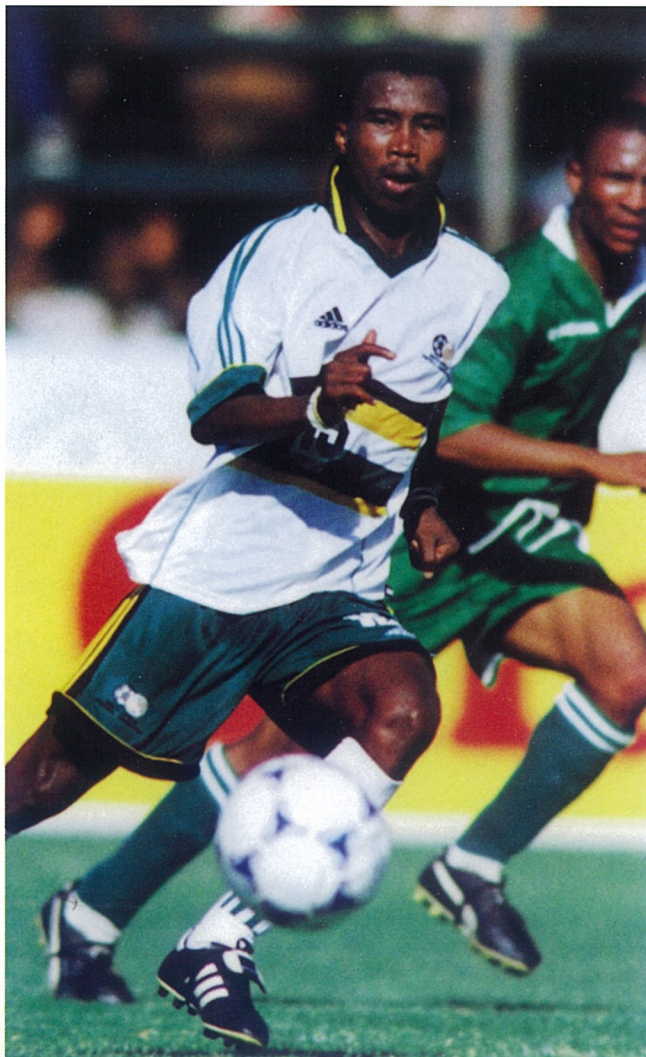
Faith Ramoupi

The teams were placed in two groups. The teams were grouped as follows:

Group A	Group B
1. South Africa	Cameroon
2. Uganda	Zambia
3. Algeria	Cote d'Ivoire
4. Mali	Mauritius

The final results of the groups were as follows:

Group A			
1. Algeria	2	Uganda	0
2. South Africa	2	Algeria	0
3. South Africa	4	Mali	1
4. South Africa	0	Uganda	0
5. Mali	0	Uganda	2
6. Algeria	0	Mali	2



Group B

1. Zambia	4	Cote d'Ivoire	1
2. Cameroon	3	Mauritius	0
3. Cameroon	2	Zambia	0
4. Cote d'Ivoire	2	Mauritius	0
5. Cameroon	1	Cote d'Ivoire	1

*Logs after Group Matches***Group A**

	P	W	L	D	GF	GA	Pts
South Africa	3	2	-	1	6	1	7
Uganda	3	1	1	1	2	2	4
Algeria	3	1	2	-	4	4	3
Mali	3	1	2	-	3	6	3

Group B

	P	W	L	D	GF	GA	Pts
Cameroon	3	2	-	1	6	1	7
Zambia	3	2	1	-	6	1	7
Cote d'Ivoire	3	1	2	-	4	7	3
Mauritius	3	-	3	-	0	8	0

Results - Semi Finals

Zambia	1	South Africa	0
Cameroon	2	Uganda	0

Result - Bronze Medal Play-Off

South Africa	3	Uganda	0
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Result - Final

Cameroon	5	Zambia	3 (penalty shoot-out)
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Medal Standings

Cameroon:	Gold
Zambia:	Silver
South Africa:	Bronze

Cameroon emerged as the 7th All Africa Games men's football tournament winners by defeating Zambia in a penalty shoot-out. South Africa defeated Uganda in the 3rd/4th position playoffs to snatch the bronze medal.

Period October 1999 Olympic Qualifying Games

October 1999	Ghana 2 South Africa 2	Accra
October 1999	South Africa 3 Guinea 1	Vosloorus

Period December 1999 Friendly Game

December 1999	Mozambique 1 South Africa 2	Maputo
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Marketing/Publicity

The team's international programme provided the sponsors and the Association with valuable marketing opportunities.

UNDER-20 NATIONAL TEAM

The Under-20 National Team was inactive for most of 1999 because there were no official competitions to enter after the team failed to qualify for the African Youth Championship. Additionally, the team was left without a Head Coach after Coach Ephraim Mashaba was deployed to the Under-23 National Team in 1998.

However, the Council for Southern African Football Associations (COSAFA) awarded the COSAFA Under-20 Youth Championship competition to South Africa at short notice due to the inability of a sister federation to stage the tournament. We were then able to assemble a new Under-20 team to participate in this tournament. The team was comprised of the nucleus of the team that participated in the 1999 competition in Toulon, France.

Soon after Coach Augusto Palacios was hired, he hastily assembled an Under-21 squad to compete in the prestigious tournament in Toulon. This team did very well after only two days of preparation, beating their Brazilian counterparts in a thrilling encounter.

The reconstructed Under-20 National Team then prepared in earnest for the COSAFA tournament and earned the silver medal after being beaten by the Zambian Under-20 National Team, the reigning champions.

UNDER-17 NATIONAL TEAM

After the disastrous campaign in the Meridian Cup held in Cape Town in January - February 1999, where the team performed dismally, the Under-17 National Team was reconstructed, both in terms of players and technical staff. The team was therefore inactive for about three months after the Meridian Cup. Coach Aboobaker 'Boebie' Williams was hired in June 1999 to rebuild the team into a winning combination.

The team played one match against their Botswana counterparts in a curtain-raiser to the Senior National Team's match against the Swedish Senior National Team in November 1999 and lost by two goals to one. However, they acquitted themselves very well against a broad range of provincial and club sides in the preparation phases for the match in November.

UNDER-14 NATIONAL TEAM

This team was inactive for most of 1999 due to a lack of international competitions in this age category.

The team did play a friendly against their Botswana counterparts in a curtain-raiser to the Senior National Team's match against the Swedish Senior National Team in November 1999 and won by 6 goals to 2.

UNDER-12 NATIONAL TEAM

This national team was inactive for 1999. Plans have been drafted to keep this team active during 2000.

WOMEN'S SENIOR NATIONAL TEAM

In the absence of any international competitions during 1999 and the need to rebuild the team, this team was inactive for 1999.

Ms Fran Hilton-Smith was appointed as caretaker Coach and Team Manager in the latter half of 1999 and was asked to begin the rebuilding process.

A new Head Coach was set to be appointed in early 2000.



1999 Annual Report

REFEREES DEPARTMENT

The Referees Department continued with its efforts to bring some stability to the turbulent world of the referee. Always accused but hardly ever praised, the silent referee went about the business of interpreting the Laws of the Game in the best way possible. We state unequivocally that most of our referees have succeeded beyond the expectations of some of our local coaches' ability to account for their own shortcomings and the media's appreciation of their abilities. They continue to be recognised by FIFA, CAF and COSAFA through increasing appointments to officiate at international matches (too numerous to list in this report).

This continued recognition comes in the midst of our programme to involve more and more younger referees in the game in accordance with the Youth Development Policy Framework. More referees from the lower divisions were given opportunities to officiate at First Division matches. Others who previously only officiated at First Division level were brought into the Premier Division where they gained valuable experience at the very top level.

The Referees Department is driven by the strategic programme listed below and its activities for 1999 must be viewed within the context of these guidelines. The work of the department is still carried out in a very cooperative spirit by some dedicated members of committees. In particular, we extend our thanks to the Referees Review Committee, the Referees Disciplinary Committee and the Referees Technical Sub-Committee for their hard work.

1. *Vision*
To be the best football refereeing country in the World.
2. *Mission*
 - 2.1 To develop referees from grass root level to International level;
 - 2.2 To select and appoint suitable or competent referees for amateur tournaments/competitions/matches at professional and international level;
 - 2.3 To administer the affairs of the referees;
 - 2.4 To contribute towards upholding professional ethics and ethos of the refereeing fraternity;
 - 2.5 To develop younger referees in line with the Youth Development Policy Framework;
 - 2.6 To develop women referees in line with FIFA standards;

To achieve the objectives listed above it is important to assess the personnel and equipment needs necessary to achieve the required higher levels of productivity outlined by these goals.

Lack of personnel and equipment continue to be a fundamental problem for the department. The department continued to function with just the National Referees Coordinator and part-time secretarial support. The centralised faxing and photocopying service is also a continuing problem because the department relies on committees to assist in its functions. Since these committees consist of former referees who work



Phil Nkosi



Nomvula Moloi



Zach Mosehle

elsewhere, evening meetings are a normal part of the office routine. However, the department does not have access to photocopying and fax services after hours.

Confidentiality (referee assignments, for instance) is also difficult to maintain since there always appears to be a long line for these services, making it difficult to shield important information from unauthorised sources.

The Department's Budget

Budgets for training and other developmental events are regularly submitted for approval. However, a comprehensive budget is still not possible since the referees programme was left without sponsorship after the previous sponsor withdrew to concentrate on local football development. There is hope, however, that sponsorship will be forthcoming soon.

Kit Sponsorship

Our technical sponsor provided kit for Premier League referees only. However, no such arrangement is in place for the First Division referees panel or for the referees doing duty in the 2nd Division. We hope that additional kit will be obtained for these two leagues to make the match officials look more presentable and professional. A new list of sizes for the 1999-2000 season has been forwarded to the technical sponsor.

Referees Development

The development of referees around the country remains a high priority for the department. Consistent with this, the department conducted the following training sessions:

Referees and Assistant Referees

These courses were held for the premier and MTN league panels. They were decentralized into three groups (one Inland and two Coastal).

Johannesburg: 23-25 July 1999

Cape-Town: 16-18 July 1999

Durban: 16-18 July 1999

The programme was as follows:-

1. *Objective*
To have developed trained referees with National qualifications
2. *Course contents*
 - 2.1 Day One - Fitness Test
 - 2.2 Day Two - Theory
 - 2.3 Management
 - 2.4 Pitch Inspection
 - 2.5 Match Preparation
 - 2.6 Amendments to the 1999 Laws of the Game.

A performance review course which was scheduled for 19-21 November 1999 was postponed to 21-23 January 2000. This was for the Premier League panel only.



Inspectors

The Referees Inspectors Programme continues to be the catalyst for good, disciplined and ethical performance by referees doing duty in the Premier League. The inspectors refresher course was held on 17-18 September 1999 at Gold Reef City. A total of 33 inspectors attended. We had to ensure that enough inspectors are trained so that referees in the First Division could also be assessed.

Lack of inspector's reports in the First Division league has made it difficult for the Review Committee to follow-up on the performance of match officials in the event of complaints. It is also a problem in determining whether the referee/assistant referee deserves to be promoted to the Premier League panel.

Instructors

All regions need to have a minimum of two instructors. Further, each SAFA Region must have two instructors per district. This is necessary for the purpose of continued development of referees. The Committee still has to meet to finalize the date for graduation of instructors who have already qualified. It is very important to note that some of the regions do not have regional instructors trained by Head Office. This is an anomalous practice that needs to be corrected.

Local Referees Development Programme

It is worth mentioning here that not all Regions were visited in 1999. Additionally, there were some Regions who cancelled for different reasons.

The following are statistics of the courses conducted and the statement by the Development Officer Mr. Z Mosehle.

<i>Dates</i>	<i>Provinces</i>	<i>Pass</i>	<i>Fail</i>	<i>Total</i>
99-01-17	Bloemfontein	22	3	25
99-02-22	Gauteng	17	12	29
99-03-09	Free State East	11	-	11
99-04-06	Eastern Cape	6	-	6
99-04-10	North Natal	26	17	43
99-05-21	Gauteng	28	-	28
99-06-25	Northern Cape	19	2	21
99-07-16	Eastern Tvl	8	3	11
99-07-19	Eastern Free State	22	9	31
99-08-23	Gauteng N-S	11	19	30
99-08-13	Gauteng N-S	5	10	15
99-08-27	Gauteng N-S	47	3	50
99-08-31	Rustenburg	41	6	46
99-10-05	East Cape	18	-	18
Total:		281	84	354

The results noted here are of those Regions who responded positively to our timetable.

Due to regions who failed to adhere to the timetable, we found it difficult to complete the programme as prepared. We presume in future we would work together for the development of our referees/assistant referees so that we should break the record set by our three officials who went to the World Cup and even officiated in the World Cup final. The three heroes are McCleod, Soldatos and Salie who, as mentioned earlier, officiated in the final. May we work together in order to produce more heroes.

In line with the above, younger referees between 18-25 years of age were invited to soccer tournaments where they would be

assessed and rated accordingly. It is in these tournaments/competitions where younger referees with potential are spotted and are then brought into higher levels such as the First Division league with the ultimate objective of bringing them to the Premier League and then to the CAF/FIFA panels.

International Involvement

Our FIFA/CAF referees and assistant referees have continued to earn recognition from the FIFA and CAF Appointment Committees. This is further proof that our standard of refereeing is above average. Our match officials have stood us in good stead each time they were appointed to officiate. The names of these officials are:

Petros Mathabela	<i>Referee</i>
Robin Williams	<i>Referee</i>
Walter Mochubela	<i>Referee</i>
Achmat Salie	<i>Assistant Referee</i>
Carlos Henriques	<i>Assistant Referee</i>
Lazarus Matela	<i>Assistant Referee</i>
Regional Motlounq	<i>Assistant Referee</i>
Andrew Mdluli	<i>Assistant Referee</i>
Daniel Thamaga	<i>Assistant Referee</i>

Referee Petros Mathabela and Assistant Referee Achmat Salie were appointed to the 2000 African Cup of Nations panel. They have to be commended for their effort that earned them a place in the most prestigious CAF competition.

Isaac Arendse, one of the First Division Assistant Referees from Western Province, went to Italy with USSASA for a tournament in July 1999. We trust this opportunity benefited him immensely.

Exchange Programmes

The exchange programme between SAFA and US Soccer was in place and the cycle was completed on a reciprocal process as intended. The Referees Department obliged with responses as asked by Management to do so when the Americans were on shore to hear presentations from SAFA.

There was another exchange programme whose cycle was not completed. That was between South Africa and the UK. We had two of our young referees with potential invited to the UK. They are Daniel Bennett and Simon Motau.

The development programme and the subsequent performance report of the two referees are available for scrutiny at the SAFA Head Office. These exchanges were arranged by David Ellera, a well-known FIFA and English Premier League referee.

Prior to this invitation, Mr Ellera visited the country and conducted a Fitness Test for the Gauteng South Region on 2 June 1999. Subsequent to the fitness test, a meeting between Mr. Ellera and two referees sub-committees took place. It is in this meeting where the agreement for the visitation of the two referees was reached pending the approval of management and the National Referees Committees. We congratulate the two referees on their excellent performances while in the UK.

Request from Referees Association of Zambia

A request was received from the Zambian Football Association for a delegation from Zambia to conduct an exchange visit to learn more about the operation of our Referees Department.



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7th All Africa Games

Some personnel from the Referees Department assisted in hosting the CAF Referees who were appointed to officiate in these games. As a token of appreciation diplomas were presented to these referees. These were signed by the 7th All Africa Games Chairperson, Mthobi Tyamzashe, and President of the Supreme Council of Sport in Africa, Minister Ngconde Balfour.

Mr. Molefi Oliphant, President of SAFA, played a pivotal role by assigning the personnel concerned to exercise courtesy towards the match officials and to make them feel at home. It is worth mentioning that the purpose was achieved. This is borne out by the many positive comments by all the referees present at the 7th AAG. However, special remarks by Farah Addo, Gabriel Tessafaye and the match commissioners were quite welcome. The personnel concerned were Messrs J. Matiea, Z. Mosehle, S. Madonsela, P. Maisela and PMZ Nkosi.

Special commendations also go to our two match officials who formed part of the 7th All Africa Games referees panels for their display of maturity. They conducted themselves in a manner worthy of praise much to the delight of Messrs. F. Addo and G. Tessafaye. These officials are Walter Mochubela and Lazarus Matela.



Awards, Commendations and Achievements

Referee and Assistant Referee of the Year

Referee Walter Mochubela and Assistant Referee Clarence Prince won the 1998/1999 Referee of the Year award and Assistant Referee of the Year Award, respectively. The two are congratulated for their efforts.

Presidential Sports Awards

The State President, Thabo Mbeki, on the recommendation of the Minister of Sport and Recreation, approved that the Presidential Sports Award for 1998/99 be awarded to three of our senior referees. They were Ian McCleod, Achmat Salie and Ari Soldatos.

The ceremony took place at the Presidential Guest House on 5 November 1999 where the State President presented the decorations. Once more, we wish to congratulate the three recipients from the referees department. It goes without saying that there is a concerted effort by the officials and referees to ensure professionalism in refereeing.

Letters of Appreciation

While some critics talk only of poor refereeing, we not only point out the performances of our referees internationally but also highlight letters of appreciation from our Premier League and other lower division clubs praising the performance of our referees. These letters are available for scrutiny at SAFA Head Office.

Women's Referees

All regions are encouraged to ensure that within their development programmes, provision is made for female referees and assistant referees to be developed. FIFA expects every Federation to enlist four (4) women referees and four (4) assistant referees into their top panels. This is an opportunity we cannot afford to miss.

FIFA Referee Panels

Seven referees and eight assistant referees have been recommended to FIFA for consideration into its panels. The names are as follows:

Referees

1. Petros Mathabela
2. Robin Williams
3. Walter Mochubela
4. Simon Motau
5. Stephen Moshotle
6. Jeremiah Ngwenya
7. Jarome Damons

Assistant Referees

1. Achmat Salie
2. Carlos Henrieques
3. Regional Motlounge
4. Lazarus Matela
5. Andrew Mdluli
6. Daniel Thamaga
7. Enock Molefe
8. Amos Mlambo

The minimum age for acceptance of prospective Assistant Referees has been reduced to 23 years. The FIFA referees committee held a meeting in October 1999 and the decision taken about the panels will be made known to federations.

Referee's Performance Data

The 1999 referee's performance ratings statistics are available in the SAFA Head Office for scrutiny.



SPECIAL EVENTS

The Council of Southern African Football Associations Under-20 Men's Football Youth Tournament

Introduction

The Council of Southern African Football Associations (COSAFA) U-20 Men's Football Youth Tournament took place in Gauteng Province South Africa from the 2nd to the 12th of December 1999.

The theme of the tournament was to provide development of sports, particularly football, at the grass roots level and will be remembered for a proliferation of continental competition from various countries in Southern Africa.

The tournament also provided a fabulous springboard and magnificent platform for young players, administrators and referees who came from everywhere in Southern Africa to prosper and prove their ability in the game of football.

This tournament not only provided the talented young footballers from various countries the opportunity of competing and improving their skills by playing against the cream of the other nations, but also offered them the opportunity of enriching their understanding of human beings by creating an environment wherein bonds of mutual respect and friendship could be formed.

A number of various football controlling bodies sent in delegations of twenty-five people consisting of twenty players, four officials and one referee who officiated in the tournament. The countries' heads of delegations played important roles of being Tournament Match Commissioners.

Participating Countries

- South Africa
- Zambia
- Zimbabwe
- Malawi
- Madagascar
- Mozambique
- Namibia
- Lesotho
- Swaziland
- Botswana

Participants' Accommodation

The nine participating countries were accommodated at Esselen Park Training Center for the duration of the tournament except for South Africa who stayed at Milpark Holiday Inn, Johannesburg. The Esselen Park Training Center has training fields and laundry facilities all within close walking distance.

Officials' Accommodation

The Council of South African Football Association (COSAFA) executives and countries' heads of delegations were accommodated at Johannesburg International Airport Holiday Inn whilst the match officials were housed at Holiday Inn Garden Court next to the Johannesburg International Airport.

Travel/Local Transport

Each participating country was provided with a bus for the players and a motor vehicle for the head of delegation, team liaison person and the driver. Executive vehicles with drivers were made available for COSAFA Officials to ensure that they executed their duties without any obstruction.

Local Organising Committee

Molefi Oliphant	<i>Convenor</i>
Irvin Khoza	<i>Protocol and Security</i>
Danny Jordaan	<i>Marketing</i>
Raymond Hack	<i>Finance and Administration</i>

Operations

Dennis Mumble	<i>Tournament Director</i>
Veli Mahlangu	<i>Tournament Coordinator</i>
Pinky Lehoko	<i>Organizing Committee Secretary</i>
Barney Kujane	<i>Logistics Manager</i>
Sipho Nkumane	<i>Tournament Secretary</i>
Faith Ramoupi	<i>Logistics Secretary</i>
Solly Phasha	<i>Transport Coordinator</i>
Moss Selolo	<i>Protocol Coordinator</i>
Floyd Mbele	<i>Medical Coordinator</i>
Nomvuyo Mdladlamba	<i>Media Liaison</i>

Technical Committee

Hilesha Mukuka	<i>Zambia</i>
Zac Mosehle	<i>South Africa</i>
Joseph Matea	<i>South Africa</i>
Frank Vandermarca	<i>Zimbabwe</i>

COSAFA Disciplinary Committee

Adam Mthethwa	<i>Swaziland</i>
Frank Valdermarca	<i>Zimbabwe</i>
Barney Kujane	<i>South Africa</i>
Gift Nyerende	<i>Malawi</i>
Alfred Randrianoeliarivory	<i>Madagascar</i>

Appeals Committee

Jeff Gondwe	<i>Malawi</i>
Molefi Oliphant	<i>South Africa</i>
Chilesha Mokuka	<i>Zambia</i>

Tournament Referees

Mr. K. Nchengwa	<i>Botswana</i>
Mr. A. Mdluli	<i>South Africa</i>
Mr. T. Seholoba	<i>South Africa</i>
Mr. N. Sello	<i>Lesotho</i>
Mr. W. Nyatanga	<i>Zimbabwe</i>
Mr. H. Nkuna	<i>South Africa</i>
Mr. F. Razakanarivo	<i>Madagascar</i>
Mr. A. Randriamoeliarivory	<i>Madagascar</i>
Mr. L. Monnathoko	<i>South Africa</i>
Mr. G. Nyirenda	<i>Malawi</i>
Mr. D.M. Mondlane	<i>Mozambique</i>
Mr. F. Samaria	<i>Namibia</i>



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The Botswana and Malawi delegations arrived on the 30th November 1999 and spent a night of accommodation a day prior to the official reporting date. Their period of stay during the tournament exceeded the official quota by one day. The rest of the participating countries arrived and reported in time except for Mozambique who arrived two days after the tournament had commenced. They alleged that they experienced problems in obtaining visas to travel. The fixtures were adjusted to accommodate them.

Competition Match Venues

Group A: Orlando Stadium; Group B: Vosloorus Stadium

The semi-finals and final stages of the tournament were played at Vosloorus Stadium in Boksburg on Thursday 9th and Friday 10th December 1999.

Groupings

Group A	Group B
1. Zambia	South Africa
2. Zimbabwe	Botswana
3. Namibia	Lesotho
4. Malawi	Mozambique
5. Swaziland	Madagascar

Tournament Programme and Fixture Lists

Final Logs

Group A

	P	W	D	L	GF	GA	Pts
Zambia	4	3	1	0	13	4	10
Zimbabwe	4	3	0	1	8	3	9
Malawi	4	2	0	2	8	8	6
Namibia	4	1	0	3	5	15	3
Swaziland	4	0	1	3	7	11	1

Group B

	P	W	D	L	GF	GA	Pts
South Africa	4	3	1	0	11	3	10
Lesotho	4	2	1	1	5	6	7
Botswana	4	1	2	1	3	4	5
Madagascar	4	1	1	2	4	6	4
Mozambique	4	0	1	3	2	6	1

Semi-finalists

Group A: Zimbabwe, Zambia; Group B: South Africa, Lesotho

Disciplinary Hearings

Two disciplinary cases were received arising from the Malawi and Lesotho games, involving the referee and the Namibian delegation, respectively. Evidence collected from the aggrieved parties was handed to COSAFA Secretary General Ashford Mamelodi to formulate charges and arrange hearings at COSAFA level. Neither case affected the outcome of the match results.

Media Briefings

A Press Conference to announce the semi-finalists' venues and match times was held on Wednesday the 8th December 1999 at FNB Stadium in Johannesburg. A large contingent of media, both print and electronic, attended.

The occasion provided the tournament sponsors with the opportunity to maximize the publicity to market their products.

Civic Reception

The Mayor of the Boksburg Transitional Local Council, Mr. Eric Xayiya, hosted a civic reception for the ten countries participating in the tournament. The occasion was also attended by COSAFA and SAFA officials and the entire tournament organizing committee members.

The Semi-finals and the Finals

The semi-finals and the final stages of the competition took place at Vosloorus Stadium on Thursday and Friday 10-11 December 1999. Zambia and South Africa eliminated Lesotho and Zimbabwe respectively in the semi-finals to qualify for the finals. The Zambians emerged winners and were crowned the tournament champions for the fourth consecutive time after defeating South Africa by two goals to nil.

Medal Presentations

The medals were presented to: Zambia (Gold), South Africa (Silver) and Zimbabwe (Bronze).

Publicity

The tournament received massive exposure from the media, both print and electronic. Press cuttings tracked during the competition are attached as annexures of this report.

Final Guest Attendance List

Mondi Gungubele (Gauteng MEC for Sports)
 Jeff Gondwe (COSAFA Vice President)
 Ashford Mamelodi (COSAFA General Secretary)
 Molefi Oliphant (SAFA President)
 Reuben Mahlalela (SAFA Deputy President)
 Irvin Khoza (SAFA Deputy President)
 Councillor Eric Xayiya (Mayor Boksburg TLC)
 Kirsten Nematandani (SAFA Exco member)
 David Nhlathathi (SAFA Exco Member)
 Veli Mahlangu (Tournament Director)
 Dennis Mumble (SAFA GM)
 Alfred Mbezi (VFA President)
 Horst Kriete (SAFA Director of Coaching)

Closing Ceremony

The closing ceremony and a farewell dinner in honour of the COSAFA delegation by SAFA was held at the Junction Restaurant, Esselen Park, on Friday 10th December 1999.

Guest Speakers

Veli Mahlangu - SAFA Exco member and Tournament Coordinator, Jeff Gondwe - COSAFA Vice President, Councillor Eric Xayiya - Mayor Boksburg TLC and Dennis Mumble - Tournament Director.

COSAFA officials, the referees and the semi-finalists, except for Zimbabwe, attended the Rothmans Cup finals between Sundowns and Free State Stars at Bafokeng Sports Palace in Rustenburg.

Promotion and Entertainment Expenses

Promotion materials were hired at a cost of R450 prior to the finals to create more awareness and mobilize people to attend the game. The drum majorettes cost R400 to entertain the spectators as well as leading the teams for all the formalities.



COACHING DEPARTMENT

The Coaching Department continued with its task of conducting the Level 1 Coaching Course for coaches around the country, beginning with a highly successful course in Bloemfontein in January 1999. The 26 participants in this course came from Southern Free State, Griqualand West, Northern Free State and Eastern Free State Regions. There were no less than four former professional players among the participants in the course (Owen da Gama, Benjamin Reed, Leonard Ponoane and Serame Letsoaka). A total of nine candidates did not fulfill the requirements and must repeat the whole course. Most of the coaches present were already involved at various clubs, including at the Premier League level.

In May 1999 another group of 28 participants from Gauteng and North West also received Level 1 training at the Transnet Esselen Park Sports Complex in Kempton Park. Among them were former professionals Gregory Mashilo, Sammy Troughton, Joseph Mkhonza, Jacob Motaung and Meshack Mokoebob. Also in attendance was Mr Khabo Zondo, who at that time was the coach of the First Division team Tembisa Classic. The team has since been promoted to the Premier League.

Only five participants did not fulfill the requirements for the course at Esselen Park and have to repeat the whole course. We have also seen graduates of our earlier courses take up positions with clubs like SuperSport United (Pitso Mosimane). SAFA-Vodacom Promotion League clubs are advised to look closely at these coaching talents produced by the Coaching Department.

The next Level 1 course was held in Pietersburg to service the Mpumalanga and Northern Province areas. 30 candidates participated, including three former professionals. The overall results were quite disappointing with ten candidates (including some of the former professionals) not fulfilling the basic requirements of the course. The lesson to be learned from this experience is that credentials as a former player are not the only ingredient for success in the coaching course, which requires hard work, determination and practical skills to be displayed.

Another Level 1 course was held in Port Elizabeth during November 1999. In an attempt to further improve the quality of the product, two days were added to the standard 15 days to give candidates more time to prepare for the final examination. Candidates are examined in the final examination using the following criteria: Practical Coaching, Theory of Football, Theory of Training, Match Practice, Individual Skills and Laws of the Game. Candidates must then pass all of the above-mentioned areas. In the Port Elizabeth course, only three of the 24 candidates could not complete the requirements.

Though we are happy with the quality of the courses, we are way below the mark in terms of the quantity given the backlog



Horst Kriete



Christina Phafane



Barney Kujane



Simon Ngomane

and need for such training. Further, though 30 candidates can be trained in a single course (and are invited through the Regions) it is disappointing that on many occasions this number is not met and as a result, would-be participants are denied the opportunity when names submitted do not occupy their seats. It is also a serious concern that many Regions do not increase their pool of trained coaches at introductory level even though communication to this effect was continuously made.

Seminars

Meetings and seminars with the Premier Soccer League, Provincial and Level 1 Coaches were held at two different venues under the guidance of Horst Kriete and Trott Moloto. One such seminar was held at Esselen Park where 25 coaches attended and the other in Cape Town was attended by 30 coaches. Such interaction among our coaches was no doubt long overdue and we certainly will encourage more of these positive actions.

Appointments

To improve delivery within the Coaching Department, the following appointments were made:

Simon Ngomane: Assistant Director

(to focus on Youth Development)

Boebie Williams: Under-17 National Team & Coaching Development (he is a qualified Coach Educator)

Kenneth Khubeka: Under-14 National Team
(he is also a Coach Educator)

Their contribution in the department will no doubt stand the Department in good stead.

We present the following addition to the report since it would be instructive to note the coaching structure as a way to assess the enormous task ahead of us in the Coaching Department.

The SAFA Coaching Structure

1. Preamble Coaching Philosophy
2. The Coaching Development Programme
 - 2.1 Introduction
 - 2.2 The Objectives of the Different Courses
 - 2.2.1 The Introductory Coaching Course
 - 2.2.2 The Level 1 - Coaching Course
 - 2.2.3 The Youth - Coaching Course
 - 2.2.4 The Level 2 - Coaching Course
 - 2.2.5 The Coach Educators Course
 - 2.2.6 The Level 3 - Coaching Course
 - 2.2.7 The Further Education - Refresher Course
 - 2.3 Number of Courses per year

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3. The Licence System
 - 3.1 Introduction
 - 3.2 Level 1 -Licence
 - 3.3 Level 2 - Licence
 - 3.4 Level 3 - Licence
4. The National Coaches
 - 4.1 Criteria for the Evaluation of the Performance of the National Coaches.
 - 4.2 Developing the Potential of the National Coaches
 - 4.3 Structure of Match Reports
 - 4.4 Request Form for Further Education Particulars

1. Preamble - Coaching Philosophy

The game of football has taken dramatic forward strides over the last decade in the area of physical fitness, tactics and skills. It is clear that any coach can only help players achieve their potential if he has the necessary knowledge and expertise in all areas of football.

Coaching is not just about practice sessions, team selection and technical and tactical information to players. Coaching is a many-sided activity: it involves the effective communication of technical knowledge, important decision-making, and the often delicate handling of many different types of temperaments, it must include motivation and even basic psychology.

Coaching must be seen as a process for change of physical and psychological disposition as each player has a set of dispositions and abilities that allows the individual to realize certain talents and characteristics during the course of his development.

Expert coaching takes into account the player's individual characteristics, his personality and the specific conditions of the competitive situation, which have to be molded into the common good of the team in which the members act simultaneously. From group dynamics and group conflicts have to be dealt with.

Coaching leads to personal growth and is characterized much by qualitative process of differentiation: it aims at optimum performance in training and competition. Therefore the knowledge of the coach and the success of the team are inextricably linked with each other.

2. The Coaching Development Programme

2.1 Introduction

The Coaching Development Programme of the South African Football Association (SAFA) is based on a Three Level coaching course curriculum.

Integrated into this programme's framework are two optional courses:

- The Youth Coaching Course
- The Coach Educators Course

These two courses are special courses that concentrate on a specific area of coaching activity. The courses can be attended after completing the Level 1 or the Level 2 Coaching Courses (See Graph: proposed Coaching Structure).

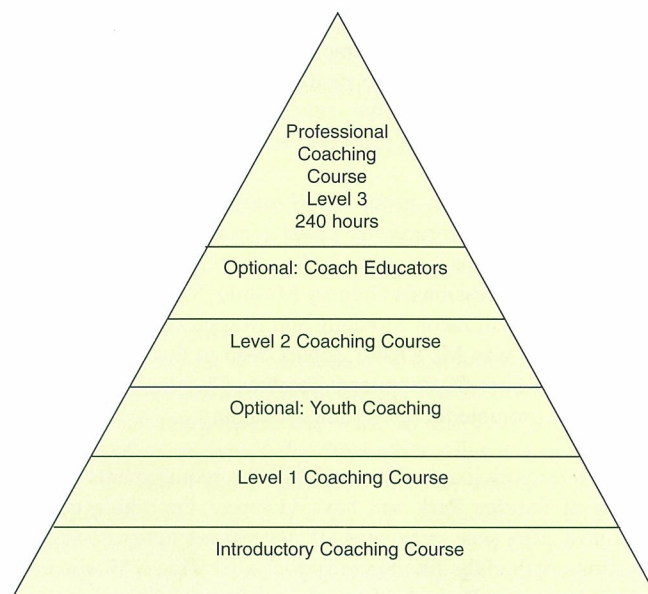
2.2 The Objectives of the Different Courses

2.2.1 The Introductory Coaching Course

The Participants of the Introductory Course should be enabled:

- To support and to promote the development of young players in the districts and Regions
- To initiate further training activities in the districts and Regions
- To develop, execute and evaluate a varied and age-conformed basic training programme.
- To demonstrate exercises (skill and tactical behaviour) to young players
- To set up and execute proper sessions during training
- To teach players fair play and to play according to the laws of the game

South African Football Association Coaching Structure



2.2.2 The Level 1 Coaching Course

The participants of the Level 1 Coaching Course should be qualified:

- To know, analyze and justify contents of performance football
- To acquire knowledge, abilities and skills in the areas of tactics, technique, conditioning, theory of training and team management
- To know general principles of youth development
- To support youth players in their performance development and to improve their abilities
- To scout and promote talent
- To impart many - sided basic and advanced training programmes
- To work as a successful coach in a club afterwards
- To build up a team and to look after it
- To prepare players and teams for matches and to coach them during matches
- To draw up a weekly training programme
- To evaluate training and matches
- To recognize group dynamic processes (conflicts) and to react to it adequately
- To describe and explain laws of the game and to impart them to the players
- To know how to apply first aid when players are injured



2.2.3 The Youth Coaching Course

The participants of the Youth Coaching Course should be qualified:

- To develop the child's and youth's interest for the game of football - when practicing the emphasis lies with the pleasure of playing with the ball
- To convey the message to young players that football is a game of skills, creativity, awareness and decision-making
- To learn and understand the different development stages of child and youth players as well as the consequences in training and coaching
- To understand the different steps of the learning process as well as the didactical and methodical means of its implementation
- To understand the main objective of youth training to improve the personal performance of each individual player
- To develop players through all age groups
- To know how the specific elements of skills, tactics and physical fitness are to be incorporated age-relatedly into training
- To emphasize that in tactics the possession of the ball is most important
- To develop a motivating physical training (till the puberty stage) centered around agility, flexibility, speed and the sharpening of reaction
- To establish a basic youth training concept in a football club
- To set up training programmes with the emphasis on creative rather than prescriptive activities
- To conduct trials with respective criteria when recruiting new players
- To convey the laws of the game in well-measured stages

2.2.4 The Level 2 Coaching Course

The participants of the Level 2 Coaching Course should be qualified:

- To build up players and teams for the performance football: from highest provincial leagues to the PSL and to look after them
- To plan, to execute and to evaluate the training of players and teams of the above leagues according to the latest scientific knowledge and practical experience
- To use their acquired knowledge to uplift the standard of other coaches working with them.
- To analyse matches in order to deduce conclusions from it for the training
- To periodise training and competition with specific reference to highest leagues in South Africa
- To acquire knowledge about training processes for U-17 and U-20 with regards to the adaptation to high senior football
- To acquire knowledge about the different playing styles and a possible transfer to the own team
- To acquire knowledge about the latest know-how in developing physical fitness
- To acquire knowledge about the different assignments of a coach (team leadership) and the different means of psychological leadership
- To officiate in a match and thereby prove his knowledge about the laws of the game
- To acquire knowledge about the football administration

in South Africa

- To acquire knowledge about the Rules and Regulations of SAFA
- To acquire knowledge about the conclusion of a contract (club - coach)
- To acquire advanced knowledge about typical injuries in football: being able to treat them personally if possible or to recognize when to consult a doctor.

2.2.5 The Coach Educators Course

The participants of the Coach Educators Course should be qualified:

- To train and assess candidates for the SAFA Introductory Coaching Course
- To develop and to set up teaching material for coaching courses
- To analyse and assess different sports and football texts (literature) - scientific ones as well as media reports
- To accumulate and filter information from different technical reports (SAFA, CAF, FIFA)
- To develop a football vision based on the analysis of modern trends in football, on the examination of selected models and on own experiences
- To learn and understand the basics of the learning and developmental psychology and of the psychology of motivation and personality
- To understand the basics of the theory of sensorimotor systems
- To understand 'movement conception': the system of conscious/subconscious knowledge about movement processes
- To apply movement analysis which is concerned first of all with the analysis of goal-oriented movements but contains movement characteristics as well as another assessment
- To assess the performance of a team/player which refers to the process and the result of a match/an activity
- To learn, understand and apply properly the three phase of teaching
 - Planning
 - Implementation
 - Analysis
- To understand and apply the communicative relationship between transmitter (coach) and receiver (team/player)
- To understand and to identify stress on a particularly heavy demand either physically or mentally during training and matches
- To understand and apply football related tests as checks on the level of motoric development.

2.2.6 The Level 3 Coaching Course

The participants of the Level 3 Coaching Course should be qualified:

- To train teams of the first National league or Selection Teams which represent SA in international matches
- To supervise and advise coaches working under them or even to run coaching courses in the provinces (Level 1 course)
- To plan, execute and evaluate training at performance centers
- To plan, execute and evaluate provincial tournaments



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(selection of players)

- To analyze (national and international) games and tournaments in order to obtain fundamental and new information about the performance structure of modern football
- To draw up perspective plans for individual players or teams respectively
- To execute tests, to find out and steer the performance development of players
- To plan the structure, execution, control and evaluation of the training according to the long term, intermediate and short term training objectives and training procedures necessary for reaching desired standards
- To develop further the game in a region or in the country
- To support the public relation work and the representation of a club, province or the country
- To participate actively in the work of the South Africa Football Coaches Association
- To uplift the standard of football in South Africa

2.2.7 Further Education - Refresher Courses

SAFA recognizes the need for further education as there is a good deal of change in modern playing and coaching philosophy. Trained coaches of all categories have to keep abreast of new developments in a certain period of time (see LICENCE-SYSTEM). At the beginning those courses/ clinics should be conducted by the SAFA Coaching Department but from a certain time on these programmes should be facilitated by the Coaches Association or the Regional Football Association when trained and educated staff is available at these institutions.

2.3 The Number of Courses per year

The number of courses which can be conducted depends on the following issues:

- Need for trained coaches
- Availability of Coach Educators
- Availability of Funds

That there is dire necessity of trained coaches in the country on all levels. The abundance of new talent is in most cases not trained and developed according to the demand of modern football. Even the Senior National Team and PSL players show quite a lot of deficiencies in areas of tactics, skill and physical conditioning.

At the moment seven (7) qualified staff (The Director of Coaching and six Coach Educators) are available to conduct courses. Three members of the coach educators are employed with SAFA full-time so that the Coach Education programme is well staffed to run more courses.

So far the courses have been financially covered by the sponsor SASOL. However, the demand for these courses is high and funds were inadequate to meet the overall need. SAFA had to find alternative funds for two (2) Level-1 Courses last year. Since the last Level-1 Course - in January 2000 - no funds are available for any course and the coaching course activities have virtually come to a standstill.

To have a sound base of coach education the following number of courses per year have to be conducted:

<i>Introductory Coaching Course:</i>	<i>One course for each football region</i>	<i>Participants 40</i>
Level 1 Coaching Course:	12	30
Youth Coaching Course:	2	30
Level 2 Coaching Course:	4	30
Coach Education Course:	1	20
Level 3 Coaching Course:	2	30

3. The Licence System

3.1 Introduction

In order to work as a coach within a National Football Association the coach should be in possession of a valid licence. A licence is issued when a coach acquires the necessary qualification. First of all he qualifies by attending and completing a certain Coaching Course after which he obtains the licence.

But the knowledge he gains at a certain time has to be refreshed and be broadened after some time otherwise his qualification becomes outdated.

For this purpose SAFA, in conjunction with CAF and FIFA, will offer further courses from time to time with topics related to the newest developments in football.

Through the SAFA Football Coaches Licencing System the South African Football Association (SAFA) will manage a database indicating what training each coach has obtained throughout his coaching career.

According to the three-level format of Coaching Courses there will be the:

- Level 1 - Licence
- Level 2 - Licence
- Professional or Level 3 - Licence

3.2 Level 1 - Licence

Coaches with the Level 1 - Licence are qualified to train teams of the Regional/Provincial leagues.

After passing the examination at the end of the Level 1 - Course, the Level 1 - coach automatically gets the Level 1 - licence of the South African Football Association, which license remains valid for four (4) years from date of having passed the course.

To renew the Level 1 - Licence after that period the coach has to participate in a national (SAFA) or international (CAF, FIFA) recognized further training (Refresher Course, Coaching Congress, Coaching Symposium etc.) for a time period of at least 30 hours.

3.3 Level 2 - Licence

Coaches with the Level 2 - Licence are qualified to train any junior and senior team affiliated to play in competitions under SAFA's professional wing.

After passing the examination at the end of the Level 2 - Course, the Level 2 - Coach automatically gets the Level 2 - Licence of the South African Football Association, which licence remains valid for four (4) years from date of having passed the course.



To renew the Level 2 - Licence after that period the coach has to participate in a national (SAF) or international (CAF, FIFA) recognized further training for a time period of at least 30 hours.

3.4 Level 3 - Licence

Coaches with the Level 3 Licence are qualified to train any junior and senior teams and should be considered for Provincial and National duties.

After passing the examination at the end of the Level 3 Course, the Level 3 Coach automatically gets the Level 3 Licence: the highest coaching qualification in South Africa of the South African Football Association, which license remains valid for four (4) years from date of having passed the course. To renew the Level 3 Licence after that period the coach has to participate in a national (SAFA) or international (CAF, FIFA) recognized further training of at least 40 hours.

4. The National Coaches

4.1 Criteria for the Evaluation of the Performance of the National Coaches

4.1.1 Evaluation of the Performance of the National Coaches

- 4.1.1.1 Yearly -, seasonal -, tournament or match preparation plans.
- 4.1.1.2 Activities and reports about the observation of the National Team players and potential candidates.
- 4.1.1.3 Co-operation with local and overseas based clubs/players concerning the development and progress of players.
- 4.1.1.4 Planning and activity reports about monitoring future opponents.
- 4.1.1.5 Reports about the different planning processes have to be submitted to and evaluated by the Head of Department National Team.
- 4.1.2 Match reports according to the SAFA 'Match Report Structure' have to be submitted to and evaluated by the Head of Department: National Teams
- 4.1.3 Match results and performances in tournaments have to be taken into consideration. Progress within a certain time period has to be assessed.

4.2 Developing the Potential of the National Coaches

Before any means of further training and development of the National Coaches can be taken in consideration the Head of Department: National Teams should know the specific professional training and qualification of each National Coach and his assistant.

Only then can specific programmes SAFA Coaching Courses, overseas coaching courses or attachments etc. - be set up to accommodate the needs of SAFA as well as of the respective National Coach/Assistant.

4.3 Structure of Match Reports

- 4.3.1. Line up of the team
- 4.3.2. Tactical set up of the Game Plan
- 4.3.3. Graph and verbal
 - 4.3.3.1 Organisation and play in defence
 - Goalkeeper + defence
 - Midfield
 - Strikers
 - Group and team tactics in defence

- Reverse from attack to defence
- Specific behaviour during set pieces: free kicks, corner kicks throw-ins
- Goals conceded

4.3.3.2 Organisation and play in attack

- Strikers
- Midfield
- Defence

4.3.3.3 Group and team tactics in attack: Pattern of play

- Reverse from defence to attack
- Specific behaviour during set pieces
- Goals scored

4.3.4. General Observations

4.3.5. Tactical set up (+changes) of the match played

4.3.6. Consequences of the match (performance, result) for the further preparation/necessities of the team.

4.4 SAFA Request Form for Further Education

Particulars of the Coach

Full Name: _____ Age: _____

Period employed by SAFA: _____

Professional Qualifications: _____

Recognized courses attended in the past (organizer, time, duration etc.) _____

Request for Further Education (type of training, personal needs, time, duration): _____



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INTERNATIONAL TRANSFERS

TRANSFERRED FROM SOUTH AFRICA TO OTHER FEDERATIONS

Ricardo Manneti	Santos	Sheffield Utd FC, ENGLAND	23/09/98
David Mutale	Qwa Qwa Stars	ZAMBIA	21/09/98
Michael Thurling	Gauteng Rangers	ENGLAND	01/10/98
Kenwyn Manual	Hellenic	GERMANY	05/10/98
Mwanza Nkola Willy	Bloemfontein Celtics	Al Rims FC, UAE	08/10/98
Kyky Kabanga	Bloemfontein Celtics	Khasab FC, OMAN	22/10/98
Aime Kitege	Jomo Cosmos	St Patrick's Athletics, IRELAND	27/01/99
Manuel Bucuane	Jomo Cosmos	Walsall FC, ENGLAND	27/10/98
Arnaldo Quana	Manning Rangers	Clube De Desportos Da Costa DoSol, MOZ	20/10/98
Ryan Paterson	Cape Town Spurs	SCOTLAND	08/02/99
Ryan David Botha	Stella	Manchester Utd, ENGLAND	12/12/98
Troy Phillip Botha	Stella	Manchester Utd, ENGLAND	12/12/98
Peter Castello	Wynburg St Johns	ENGLAND	13/01/99
Ricard NGQ Ferreira Uniao	Cultural Desportiva Portuguesa	Grupo Desportiva Lagense, PORTUGAL	03/02/99
Lewis Kutinyo	Manning Rangers	Black Pool, ZIMBABWE	05/02/99
Jerry Sikhosana	Orlando Pirates	Yunnah Hongta FC, CHINA	17/02/99
Bjorn Guggen	Rentmeester Rangers	BSC Boys, SWITZERLAND	18/02/99
William De Paula Moreira	Moroka Swallows	Brazil	20/02/99
Declan Oliver Perkins	Hellenic	Purfleet FC, ENGLAND	23/02/99
Hareipha Marumo	Randa Spears	FC Septemvri, BULGARIA	23/02/99
Richard Farrer	Hellenic	Dallas Burn FC, USA	24/02/99
Vito Spinelli	Robertsham Callies	Leeds Utd, ENGLAND	11/03/99
Wayne Jason Roberts	Cape Town Spurs	Manchester Utd, ENGLAND	10/03/99
Jones Nkwhwanzi	Jomo Cosmos	F C Jokerit, FINLAND	11/03/99
Ryan Oxlade	Tableview	ENGLAND	12/03/99
Manuel Bucuane	Jomo Cosmos	Jokerit, FINLAND	12/03/99
Gareth Devine	Wits University	Leeds Utd, ENGLAND	15/03/99
Lawrence Molelekoa	Pimville Young Stars	Asante Kotoko, GHANA	19/03/99
Owen Sutton	Spartak	FC Levski, BULGARIA	29/03/99
Mohamed Quarshie	Spartak	FC Levski, BULGARIA	29/03/99
Mark Lipman	Hellenic	Western Australia FC, AUSTRALIA	30/03/99
Stephan Hopf	Sporting	ENGLAND	31/03/99
Emille Baron	Hellenic	Lillestrom Spoortklub, NORWAY	08/04/99
Matthew Robert Lord	Randburg Association	Stalybridge, ENGLAND	09/04/99
Maybin Chama	Moroka Swallows	Notwane FC, BOTSWANA	15/04/99
Haroon Nathie	VOA Social Club	South UTD FC, AUSTRALIA	16/04/99
Lefatse Hina	Western Province	TSG Calbe, GERMANY	26/04/99
Donovan Howard	Western Province	Easter Sharks, USA	30/04/99
Trevor Gragg	Rygersdal	Elwood City-VSF, AUSTRALIA	20/05/99
Derek Terence Parry	Tramway	Sandringham City, AUSTRALIA	08/06/99
Oupa Kenneth Majiane	Jomo Cosmos	ICELAND	10/06/99
Lance Patrick O'Brien	Virginia Utd	Kawana S/Coast, AUSTRALIA	20/06/99
Manuel Bucuane	Jomo Cosmos	CHINA	02/07/99
Eric Makara	Vaal Professionals	LESOTHO	02/07/99
Brian Sebapole	Jomo Cosmos	CHINA	21/07/99
Brendon Barker	Carlisle Utd	ENGLAND	26/07/99
Raphael Chukwu	Sandowns	ITALY	26/07/99
Dumisa Ngobe	Orlando Pirates	TURKEY	27/07/99
Thabang Molefe	Jomo Cosmos	ND Hit Gorica, SLOVENIA	26/07/99
Kanga Nzenza	Dynamos	COSTA RICA	29/07/99
Godfrey Sapula	Jomo Cosmos	MKE Ankaragucu, TURKEY	03/08/99



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Sascha Brauer		GERMANY	03/08/99
Mulowayi Kazadi	Orlando Pirates	ASM Sangredi, TUNISIA	04/08/99
Pollen Ndlanya	Kaizer Chiefs	Goztepe AS, TURKEY	05/08/99
MacDonald Mukasi	Jomo Cosmos	FC Lokomotiv, BULGARIA	06/08/99
Pinto Barros	AmaZulu	MOZAMBIQUE	06/08/99
Kyk Christiaan Kabanga	Bloemfontein Celtics	El Club Sport Cortagines, COSTA RICA	10/08/99
Gary McNab	Wits University	Preston North End, ENGLAND	10/08/99
Jones Nkhwanazi	Jomo Cosmos	MALAWI	13/08/99
John Moeti	Orlando Pirates	Charlton Athletic, ENGLAND	13/08/99
Adrian Barros	Santos	SG Dornheim, GERMANY	12/08/99
Justine Miller	Zoo Lake	Colchester FC, ENGLAND	20/08/99
Shaun Campbell	Ashford Athletic AFC	SG Hoechst, GERMANY	23/08/99
Preston Jongbloed	Baybill Utd AEC	SG Hoechst, GERMANY	24/08/99
Perry Ssuckling	Super Sport Utd	Dagenham & Redbridge FC, ENGLAND	24/08/99
Martial Protain Chimbronson	Moroka Swallows	F C Botev, BULGARIA	26/08/99
Benjamin Njemo	Moroka Swallows	FC Botev, BULGARIA	26/08/99
Glen George Salmon	Supersport Utd	NAC, NETHERLANDS	03/09/99
Bhekitshe Mlotshwa	Mother City	Jets, ZIMBABWE	09/09/99
Oumar Barro	Sundowns	Brondby, DENMARK	09/09/99
Darrel Smith	SAFA Western Province	SG 01 Hoechst, GERMANY	09/09/99
Stephen Blassoples	FC Fortune	Manchester Utd, ENGLAND	10/09/99
Giovanni Rector	FC Fortune	Manchester Utd, ENGLAND	10/09/99
Ashraaf Andrew	FC Fortune	Manchester Utd, ENGLAND	10/09/99
Glen Knight	Hellenic	Welling Utd, ENGLAND	20/09/99
Thobeka Bikwani	Trinitrians	PSV, NETHERLANDS	20/09/99
Warren Kevin Cunningham	Chiltern Park	Doncaster Rovers, ENGLAND	20/09/99
Wasiu Ipaye	Kaizer Chiefs	Soleil, BENIN	22/09/99
Michael Utting	Supersport Utd	Football Kingz, NEW ZEALAND	29/09/99
Alan Clark	Benoni Utd	ENGLAND	29/09/99
Itumeleng Duicker	Dynamos	Gunner, BOTSWANA	5/10/99
Rolf Peter de Boer	Ajax Cape Town	ACV, NETHERLANDS	25/11/99
Ernest Chirwali Mtawali	Jomo Cosmo	SAUDI ARABIA	26/12/99
Zitha Gabriela Mofokeng	School of Excellence	NETHERLANDS	06/01/2000
Anthony John Tilley	Supersport Utd	ENGLAND	07/01/2000
Paul Michael Wheatcroft	FC Fortune	ENGLAND	10/01/2000
Ian Matthew Fitzpatrick	FC Fortune	ENGLAND	10/01/2000
Amin Bhojani		U.S.A.	11/01/2000
Yannick Ebot Tanyi	Saxon Rovers	Pae Veria, GREECE	01/02/2000
Pat O'Neill	Alberton FC	Kilmarnock, SCOTLAND	01/02/2000
Sunday Kalunga	Vaal Professionals	Township Rollers, BOTSWANA	03/02/2000
Graham Duncair Muir	Tableview	SCOTLAND	08/02/2000
Sibusiso Zuma	Orlando Pirates	DENMARK	07/03/2000
Bradley August	Hellenic	DENMARK	07/03/2000
Paul Shaun Kelly	Chiltern Park	Doncaster Rovers, ENGLAND	20/03/2000
Joseph Zabbia	Reentmeester Quins	Vfb Schelm, GERMANY	20/03/2000
Gabriel Francisco	Borrageira APN FC, S Natal	ENGLAND	06/04/2000
Michael Abrahams	Arsenal (W. Prov)	Beaumaris, AUSTRALIA	12/04/2000
Nazzim Khan	Klipspavit (Durban)	Herbert Valley, AUSTRALIA	17/04/2000
Craig W Aitken	Westville (Durban)	USA	19/04/2000
Luiz Carlos Dos Santos	Moroka Swallows	Joacaba Atletico Club, BRAZIL	19/04/2000
Glen Hollingworth	Bedfordview	USA	04/05/2000
Edwin Sepipi	Vaal Professionals	LESOTHO	04/05/2000
Frank Schoeman	Sundowns	DENMARK	10/05/2000
Kabelo Mosothoana	Orlando Pirates	LESOTHO	12/05/2000
George Uwusu	Hellenic	CAPS Utd, ZIMBABWE	02/06/2000
Stuart Murisa	Ajax CPT	Dynamos, ZIMBABWE	02/06/2000
Gift Kambala	Sundown	Nkana, ZAMBIA	15/06/2000
Manuel Bucuane	Jomo Cosmos	Tampa Bay, USA	15/06/2000
Russel Simon Best	FC Fortune	Manchester, ENGLAND	26/06/2000
Massimo D Pesci	Olympia	Luton, ENGLAND	29/06/2000
Godfrey Sapula	Jomo Cosmos	TURKEY	11/07/2000
Eric Bamuza Sono	Jomo Cosmos	SC Austria Lustenau, AUSTRIA	21/07/2000

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TRANSFERRED FROM OTHER FEDERATIONS TO SOUTH AFRICA

Kenga Zenga Pitshou	Club Olimpia, PARAGUAY	Dynamos	23/09/98
Sergio Faife Matsolo	Da Costa Dosol, MOZAMBIQUE	Jomo Cosmos	06/10/98
Chimbonsou Martial Portais	Union Sportive De Douala, CAMEROON	Moroka Swallows	13/10/98
Maybin Chama	Notwane FC, BOTSWANA	Moroka Swallows	07/10/98
Philip James Robinson	Farsley Celtics, ENGLAND	Wynberg St Johns	05/11/98
Lucas Tlomeng	Kerulet FC, HUNGARY	Jomo Cosmos	20/11/98
Naeem Johnson	Kerulet FC, HUNGARY	Jomo Cosmos	20/11/98
Ntuthuko Sibaya	Kerulet FC, HUNGARY	Jomo Cosmos	06/11/99
Bheki Mlotshwa	Dynamos, ZIMBABWE	Cape Town Spurs	08/10/98
Assumari Bakari	Renaissance Express FC, BURUNDI	Michau Warriors	05/11/98
Brian Sebapole	San Jose Clash, USA	Jomo Cosmos	15/10/98
Stanley Okwara	Udoji United FC, NIGERIA	Wynberg St Johns	20/11/99
Alois Bunjira	Caps United, ZIMBABWE	Qwa Qwa Stars	03/11/98
Saidi Aime	Salex FC, BURUNDI	Phoenix F C	24/11/98
Ndirorera Aime	Inter Star, BURUNDI	Phoenix F C	24/11/98
Teslim B Fatusi	Esperance Sportive FC, TUNISIA	Sundowns	10/12/98
Male Ndongala	Cintra FC, CAMEROON	Royal Tigers	14/01/99
Tanyi Yannick Ebot	Canon Sportive De Yaounde, CAM	Saxon Rovers	26/01/99
Stephen Mwansa	Green Mamba FC, Swaziland	Ria Stars	18/01/99
Manita Dondo	St Tropez FC, ZAIRE	Saxon Rovers	18/01/99
Innocent Udenyi	Bendel Insurance FC, NIGERIA	Giant Aces	12/11/98
Enock Mwansa	ZAMBIA	Bush Bucks	12/11/98
Edwin Sepipi	Thunder FC, LESOTHO	Vaal Professionals	27/01/99
Eric Thabo Makara	Rovers FC, LESOTHO	Vaal Professionals	18/12/98
Richard Farrer	Dallas Burn FC, USA	Santos	25/11/98
Stephen Mwansa	SWAZILAND	Ria Stars	18/01/99
Male Ndongala	CAMEROON	Royal Tigers	14/01/99
Chissano Joao Antonio	Clube De Desportos Da Costa Dosol, MOZ	Wits University	27/01/99
Junaid Hartley	Racing Club De Lens FC, FRANCE	Seven Stars	26/01/99
Musawenkosi Masango	Zimbabwe Highlanders, ZIMBABWE	Robertsham Callies	08/02/99
Lewis Kutinyo	Black Pool, ZIMBABWE	Manning Rangers	29/10/98
Stanley Okwara	NIGERIA	Wynberg St Johns	20/11/98
Philip James Robinson	ENGLAND	Wynberg St Johns	05/11/98
Sofiadelis Vasileios	PAB Kalata FC, GREECE	Bloemfontein Celtics	03/11/98
Lebajoa Mphongoa	Lesotho Defence Force FC, LESOTHO	Bloemfontein Celtics	07/01/99
Archbold Chasaya	Crackers FC, ZIMBABWE	Dyamos	15/02/99
Ibrahim Mohammed	Ethopian Coffee FC, ETHIOPIA	Hellenic	03/03/99
Emanuel Bucuane	Walsall FC, ENGLAND	Jomo Cosmos	12/03/99
Manuel Bucuane	FC Jokerit, FINLAND	Jomo Cosmos	24/03/99
Augustine Makalakalane	FC Zurich, SWITZERLAND	Wits University	30/03/99
Zane Moosa	Ittihad FC, SAUDI ARABIA	Kaizer Chiefs	30/03/99
Ismael Antonio A Mendoza	Colo Colo Social Club, CHILE	Vaal Professionals	30/03/99
Edison Mulubwa	Botswana Meat Commission, BOTSWANA	Giant Aces	31/03/99
Mamale Emeka Esanga	Club Africain, TUNISIA	Kaizer Chiefs	07/04/99
Guy Roger Nzenge	Pae Paniliakos, GREECE	Orlando Pirates	22/07/99
Brendan Augustine	Lask Linz, AUSTRIA	Ajax Cape Town	02/08/99
Gary McNab	Preston North End, ENGLAND	Moroka Swallows	27/08/99



2006 WORLD CUP BID

This was the year that our campaign to host the World Cup in 2006 was fully launched and operational. During January we opened the Bid offices at Summer Place, and the Chairman of the Bid, Irvin Khoza, and the CEO, Danny Jordaan, relocated there.

Staffing and infrastructure

A small core campaign staff were recruited under the General Manager, Dr Robin Petersen, and a range of contracted partners were engaged for specific project delivery. These included MegaPro Marketing to secure the necessary sponsorship for the Bid; Interactive Africa, Lindsay Smithers FCB, Diversity Management, iEvents Africa and VWV to undertake marketing projects for the Bid; and Grant Thornton Kessel Feinstein to undertake the financial management of the Bid. The CSIR were contracted to provide project management for the Bid documentation process, and to coordinate the technical studies required. Finally, Sandra Cress was contracted to head up the Bid Document project team.

These appointments, and the equipping of the offices with the necessary technical infrastructure were all finalised by the beginning of March.

Campaign report

The primary activity of the Bid was of course the international campaign. The following represents a synopsis of the campaign visits for the period until the end of December 1999.

1. Pre-Bid Phase

The period from February 1998 until December 1998 can be characterised as the Pre-Bid phase. During this time significant lobbying activity took place to position ourselves as a serious contender in the process. Some of the events include the following:

- Announcement of Bid at CAF Cup of Nations, Burkina Faso, Feb 1998
- Participation in Football Expo in Singapore, Sep 1998
- Addresses to the CAF Congress, the Asian Football Confederation, and CONCACAF.
- Visit to Sepp Blatter in Zurich
- Visit by Sepp Blatter to South Africa on two occasions
- Visit by Jack Warner of CONCACAF
- Visit by Issah Hayatou, and official visit to Bid Office along with Sepp Blatter
- Visit by Mohammed Bin Hamman from Qatar

2. Official Launch of Bid

The Bid was officially launched on December 16, 1998, at the FNB Stadium on the occasion of the Bafana Bafana - Egypt game for the Nelson Mandela Inauguration Trophy.



Irvin Khoza



Danny Jordaan

3. International Launch: Football Expo in Cannes, France, 11-14 January

The official international launch of the Bid took place at the Football Expo in Cannes, France.

Our press conference was well attended, and we received a great boost by the participation of Issa Hayatou, President of CAF. Speaking from our platform, he came out in support of a single African Bid, which is in line with our own position and interests. He also announced that CAF would be summoning the five African bidders to a meeting in April, where they would discuss which Bid would receive official CAF support.

4. Post-Launch Lobbying and Events

The following list is a summary of the national and international presentations and visits undertaken by members of the Bid team during 1999:

January 11-14, 1999:

Football Expo, Cannes

January 26-February 7 '99:

Presentation to UEFA and CAF Members at Meridian Cup

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February 14, 1999:

Presentation to all Heads of S.A. Missions abroad

February 20, 1999:

Presentation at Soccer Tournament in Port Elizabeth

February 23, 1999:

Presentation to Cape Town Metropolitan Council

February 24, 1999:

Briefing of S.A. cabinet

February 25, 1999:

Presentation to City of East London

February 26, 1999:

Presentation to Durban Metropolitan Council

March 02, 1999:

Presentation to World Forum in Ghana

March 08, 1999:

Presentation to Rustenburg City Council

March 09, 1999:

Presentation to Greater Johannesburg Metropolitan Council

March 11, 1999:

Presentation to Pietersburg Marketing Company

March 12, 1999:

Presentation to Nelspruit Town Council

March 16, 1999:

Presentation to City of Bloemfontein

March 20, 1999:

Meeting with Mr. Charles Dempsey in New Zealand

March 22, 1999:

Corporate launch at Summer Place

March 30, 1999:

Presentation to Cape Town City Council

April 14, 1999:

Presentation to Mohammed Bin-Hammam in Qatar

April 15, 1999:

Presentations to S.A. Embassy and to Moroccan FA

April 17, 1999:

Meeting with Mustapha Fahmy at CAF offices

April 18-19, 1999:

Presentation to and meeting with Nigerian Bid Committee

April 18-19, 1999:

Presentation to Mr Blatter and other Exec Members in Nigeria

April 27, 1999:

Presentation in Copenhagen and press conference

April 29, 1999:

Meeting with Mr. Per Ravn Omdal in Oslo

May 04, 1999:

Presentation to Dr Michel d'Hooghe in Brussels

May 05, 1999:

Presentation and press conference in Trinidad & Tobago

May 06, 1999:

Sponsors luncheon presentation

May 07, 1999:

Presentation and press conference in Jamaica

May 14, 1999:

Presentation to Mr Ismail Bhamjee and the Botswana FA in Gaborone

May 16, 1999:

Presentation to Mr Isaac Sasso Sasso in Costa Rica

May 16-18, 1999:

Meeting with Brazilian National Football Association, Mr Ricardo Teixeira, and Joao Havelange

May 19, 1999:

Meeting with Mr Julio Grondona in Buenos Aires

May 20-24, 1999:

African Journalists visit South Africa

May 25, 1999:

Security Symposium and Press Conference at Summer Place

May 27, 1999:

Meeting with Dato Peter Velappan of AFC in Kuala Lumpur, Malaysia, Presentation to AFC Congress

May 28, 1999:

Meeting with Dr. Chung in Korea

June 03, 1999:

Meeting with Mr. Lennart Johansson in Sweden

June 06, 1999:

Presentation to Confederation of African Football

June 08, 1999:

Presentation to Mr Slim Aloulou in Tunisia



June 16, 1999:

Inauguration of President Mbeki, visit by Mr Jack Warner and Mr Ismail Bhamjee

July 06, 1999:

Cocktail and press conference at Soccerex in Los Angeles

July 25, 1999:

Presentation at Bid function in Port Elizabeth

August 9, 1999:

Submission of Bid Document in Zurich

August 10, 1999:

International Press Conference, Paris

August 11, 1999:

Nelson Mandela Farewell Match, Johannesburg

August 24, 1999:

Visit to Yaounde Cameroon to see Mr Issa Hayatou

August 30, 1999:

Presentation to Mr Worawi Makudi in Bangkok

September 13, 1999:

Presentation to IOC and CAF members at the AAG function

September 12, 1999:

Presentation to Mr Angel Maria Villar Llona in Madrid

September 14, 1999:

Presentation to Dr Joseph Mifsud in Malta

October 14, 1999:

Meeting with Mr. Julio Grondona in Argentina

October 15, 1999:

Meeting with Dr. Nicol's Leoz in Paraguay

October 22, 1999:

Meeting with Mr. Charles Dempsey in New Zealand

October 25, 1999:

Presentation to Rustenburg City Council and Royal Bafokeng Authority

October 27, 1999:

Presentations to North West Provincial legislature and to City Council of Mafikeng

October 28, 1999:

Presentation to Cape Town City Council

November 02, 1999:

Presentations to Northern Provincial legislature and to the

City of Pietersburg

November 03, 1999:

Presentation to the Gauteng Provincial legislature

November 05, 1999:

Presentation to Mpumalanga Provincial legislature

November 10, 1999:

Presentations to Eastern Cape Provincial legislature and to City Council of East London

November 11, 1999:

Presentation to Port Elizabeth City Council

November 12, 1999:

Presentation to Commonwealth Heads of Governments in Durban

November 13, 1999:

Presentation to Supreme Council on Sport in Africa in Lesotho

November 17, 1999:

Presentations to Free State Provincial legislature and City Council of Bloemfontein

November 27, 1999:

Presentation to Bafana Bafana Squad

November 23-27, 1999:

Presentation to Charles Dempsey in New Zealand

December 5-7, 1999:

Presentation to FIFA members at breakfast in Japan



SAFA SPONSORS & SUPPLIERS



DAIMLERCHRYSLER

AVIS

FINANCE DEPARTMENT



P. Makhanya



Tholakele Tivane



P. Matshaba

This department was due for an overhaul in 1999, but because of the inability to find a full-time Finance Manager to fill this very demanding post, the Association recruited the able Mr Darryl Joselowsky to oversee this division on a part-time basis.

The department, currently staffed by the very patient trio of Mr Patrick Makhanya, Ms Tholakele Tivane and Ms Philicia Matshaba, was quickly brought in line through the adoption of newer control procedures to prevent unauthorised expenditure.

The cash books, journals and other finance-related records were updated more rapidly and regular reports of the Association's finances produced with greater regularity.

Whilst there are a few more procedures to be implemented to improve the efficiency levels of the department, basic systems have been implemented and further improvements scheduled for action in early 2000.

FINANCIAL REPORT

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF THE SOUTH AFRICAN FOOTBALL ASSOCIATION

We have audited the annual financial statements of the South African Football Association for the year ended 31 December 1999. These financial statements are the responsibility of the Association's Executive Committee. Our responsibility is to express an opinion on these financial statements based on our audit.

Scope

We conducted our audit in accordance with statements of South African Auditing Standards. Those standards require that we plan and perform the audit to obtain reasonable assurance that the financial statements are free of material misstatement. An audit includes:

- examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements,
- assessing the accounting principles used and significant estimates made by management, and
- evaluating the overall financial statement presentation.

We believe that our audit provides a reasonable basis for our opinion.

Audit opinion

In our opinion, the financial statements fairly present, in all material respects, the financial position of the Association at 31 December 1999 and the results of its operations and cash flows for the year then ended in accordance with generally accepted accounting practice, and in the manner required by the Association's Constitution.

Chartered Accountants (S.A.)
Registered Accountants and Auditors
15 March 2000

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INCOME STATEMENT FOR THE YEAR ENDED 31 DECEMBER 1999

	1999		1998	
	R	R	R	R
INCOME		73 660 696		51 505 337
EXPENDITURE		76 448 405		56 529 667
NET (LOSS) BEFORE TAXATION		(2 787 709)		(5 024 330)
Net loss is stated after crediting:				
Interest received	539 109		258 850	
and after charging:				
Auditors' remuneration:	153 544		162 229	
Audit fee	88 220		72 670	
Other services	65 324		89 559	
Depreciation	264 319		179 436	
Loss on disposal of assets	497		-	
Executives emolument: Honoraria	600 000		630 000	
: Performance bonus	2 545 000		896 126	
Interest paid	91 203		56 749	
Operating lease rentals	272 234		175 553	
Building	233 405		150 514	
Equipment	38 829		25 039	
NET DEFICIT FOR THE YEAR		(2 787 709)		(5 024 330)



STATEMENT OF CHANGES IN ACCOMMODATED FUNDS FOR THE YEAR ENDED 31 DECEMBER 1999

	Bidco Funds	Accumulated (loss)/profit R	Total R
Opening balance at 01 January 1998	-	1 013 403	1 013 403
Net loss for the year	-	(5 580 457)	(5 580 457)
Opening balance at 01 January 1999	-	(4 567 054)	(4 567 054)
Surplus/(deficit) for the year	290 000	(3 077 709)	(2 787 709)
Closing balance at 31 December 1999	290 000	(7 644 763)	(7 354 763)
	=====	=====	=====

BALANCE SHEET AT 31 DECEMBER 1999

	R	1999 R	R	1998 R
ASSETS				
Non-current assets				
Furniture, motor vehicles and equipment		1 753 723		684 644
Current Assets		4 231 803		15 569 187
Accounts receivable	4 222 470		10 916 294	
Bank and cash	9 333		4 652 893	
TOTAL ASSETS		5 985 526		16 253 831
		=====		=====
EQUITY AND LIABILITIES				
Reserves				
Accumulated deficit		(7 354 763)		(4 567 054)
Non-current liabilities				
Interest-bearing borrowings		853 774		-
Current liabilities		12 486 515		20 820 885
Accounts payable	11 052 523		11 144 223	
Bank overdraft	866 933		-	
Short-term portion of long-term loans	175 059		-	
Income received in advance	392 000		9 676 662	
TOTAL EQUITY AND LIABILITIES		5 985 526		16 253 831
		=====		=====



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INTERNATIONAL CALENDAR

2000

Aug 16	FIFA World Stars vs France	Marseilles, France
Sep 13-30	Men's Olympic Football Tournament	Australia
Sep 13-28	Women's Olympic Football Tournament	Australia
Nov 9-11	2000 FIFA Sports Medical Congress	Zurich, Switzerland
Nov 18 - Dec 3	4th FIFA Futsal (Indoor) World Championship	Guatemala
Dec 8-9	FIFA Executive Committee Meeting	Zurich, Switzerland

2001

Feb	3rd Meridian Cup	Bari, Italy
Feb/Mar	115th Annual General Assembly of International FA Board	TBA
Feb 18 - Mar 3	4th CAF Under-17 Championship	Seychelles
Mar 18 - Apr 1	12th CAF Under-20 Youth Championship	Ethiopia
June 17 - July 8	World Youth Championship for the FIFA/Coca-Cola Cup	Argentina
Nov/Dec	Final Draw for the FIFA 2002 World Cup	Seoul, South Korea
TBA	FIFA Under-17 World Championship	Trinidad & Tobago

2002

Feb/Mar	116th Annual General Assembly of International FA Board	TBA
May 31 - Jun 30	17th FIFA World Cup	South Korea/Japan
Jun	53rd FIFA Congress	Seoul, Korea
TBA	23rd CAF African Cup of Nations Finals	Mali

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