

SAFA ANNUAL REPORT 2005

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SAFA MISSION STATEMENT

MESSAGE OF THE PRESIDENT

ADDRESS OF MR MOLEFI OLIPHANT PRESIDENT

"Fall down seven times; stand up eight times."

Japanese Proverb

Good morning, ladies and gentlemen. Colleagues from the SAFA Regions, members of the media, SAFA staff members, members of the SAFA National Executive Committee, SAFA sponsors and partners, government representatives, players, coaches and administrators.

We stand before you today to report humbly what this executive and all its component parts have achieved over the past year. This past year has indeed thrown so many challenges in our direction, sometimes with such enormous force that we continuously had to delve deep into our imaginative reserves to find constructive solutions to these challenges.

As Clive Staples Lewis put it, *"Reason is the natural order of truth; but imagination is the organ of meaning."* In the final analysis, we are proud to report a range of successes – and some disappointments – that gave meaning to the solutions we had to create to resolve these challenges.

However, this is also a time for us to assess what we have done over the past four years – four momentous years indeed – and to look ahead at the future of this organisation. We are faced with an historic period ahead and must grow this organisation to rise to the demands of the next four years!

The year 2004 will forever be remembered in South African history as the year the FIFA World Cup™ hosting rights were awarded to South Africa. It set in motion a series of events that culminated in us appointing a Local Organising Committee to deliver a superior 2010 FIFA World Cup™ along with our partners – FIFA and the South African Government.

During this period we also signed the Organising Association Agreement (OAA) that captures the scope of our responsibilities as the Host Association and which illustrates the enormous task ahead of us.

We recently reached another milestone in our quest to deliver a successful event in 2010 through the successful registration of the LOC company. The entity will be formally named the 2010 FIFA World Cup Local Organising Committee South Africa™.

We are currently in the Compliance Phase of a 3-step delivery process (the other two being the Operational and Debrief Phases). We are therefore hard at work to ensure that all the government guarantees are enshrined in law or

are legally enforceable, setting up the LOC offices and just generally laying the groundwork to ensure that our infrastructural and organisational obligations of this phase are met on time.

We are happy to report that we are comfortably ahead of the process and quite happy with the progress made on the delivery of a most successful event in 2010.

Over the last four years this executive has made development its top priority and streamlined our structures to ensure the successful delivery of the best national teams, competitions and advanced instruction for our officials, coaches and administrators.

During this time, our administration has gone through a few changes in pursuit of the goals outlined by our members and the NEC. While there has been criticism about the way we went about implementing your vision, we must always recall from whence we came. We cannot start from an imaginary base and quantify the distance we have travelled. Instead, we must calculate the start of the journey from the base that we occupied at the beginning of the year and also four years ago.

There is absolutely no doubt that this organisation has not stood still during this time. Much as we have not reached our goals in certain areas, it would be wrong for us to measure progress purely by what we have not achieved at the expense of what we have achieved. We must remember the words of Mohammad Ali who said that "*The man who views the world at fifty the same as he did at twenty has wasted thirty years of his life.*" We must therefore consult our hopes and dreams and not our fears of the past when we plan for the future of this organisation – whilst being realistic about our weaknesses.

We must be frank in admitting that during the last year our national teams have not performed to their potential – and as we all know, this potential is quite massive – and has led us to institute an assessment of the state of our national teams and the way forward in this regard. We have therefore not delivered on one of the core elements of this Association's mission.

We would be well-advised to heed the wise words of Dr. Martin Luther King Jr. who said "*The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy.*" We must take this opportunity to look long and hard at the gap between our obvious and abundant talent and our inability to conquer the world, starting with our role in the African football family.

The performance of our Under-12 talent at international competitions gives us hope that the future is indeed bright providing that we nurture that talent and provide the appropriate support systems. We are also encouraged by the recent performance of the Under-23 National Team that was constituted from the Wonke Wonke programme – the largest and most comprehensive talent search this Association has ever embarked upon. A great deal of thanks must go to Sasol for their support of this wonderful innovation that has uncovered

so much talent that we could even populate the Under-20 National Team from this exercise.

We are therefore looking to the future with much anticipation. We have several very daunting challenges that we must surmount if we are to leverage the enormous goodwill and benefits of the 2010 FIFA World Cup™:

- We must take an earnest look at the development of our national teams, coaches and administrators so that we can deliver the strong national teams that we all know is a prerequisite to a successful event in 2010;
- We hold in our hands the future of South African football and at the core of this is the health and wealth of the structures that produce our talent – the PSL, the SAFA Regions, the coaches that we develop and the administrators who must provide the support service for them to succeed;
- We are faced with a massive challenge to complete the developmental cycle that will take us into the elite of football nations – and maintain our position there;
- We must, as an Association, stand ready to learn by doing our best in the delivery of the administration of the 2010 FIFA World Cup™ and thereby strengthen our own ability to move this Association forward in the next decade.

Ladies and gentlemen, we have much to be thankful for because of the support you have given us during this past year and it gives us great pleasure to extend this special word of thanks to you for this support.

Additionally, our hearts go out to the sponsors and partners of this Association who have dug deep into their pockets to support the work of this organisation from the most basic level to the most elite. We are grateful for your support and pledge our eternal gratitude to you.

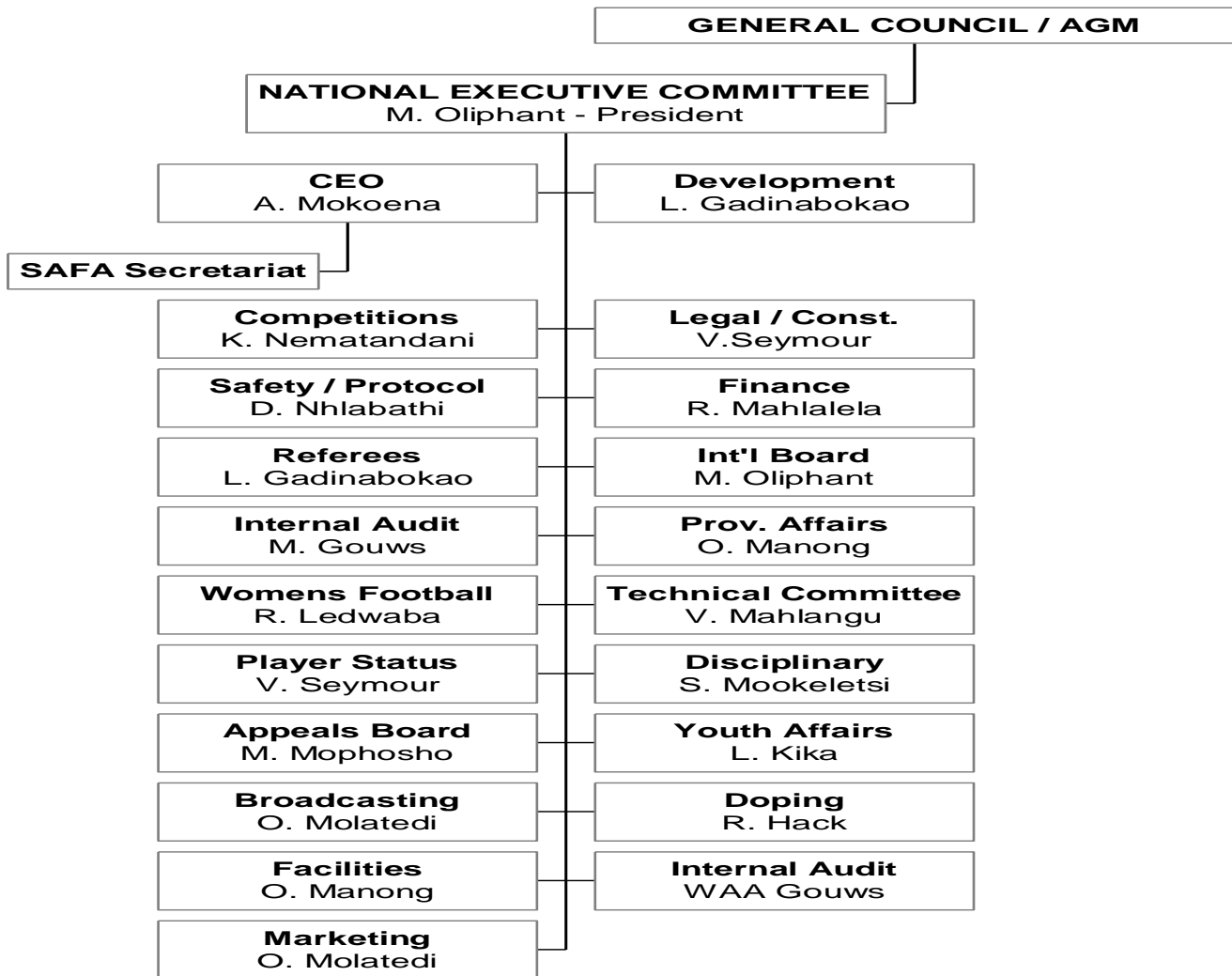
Similarly, we must extend our sincerest thanks to our government without whom we would not have been able to stand in front of you as proud owners of the rights to host the biggest sporting event in the world. We are grateful for the continued partnership of government at all levels.

In conclusion, let me leave you a few wise words from the former President of the United States, Abraham Lincoln, who once said that "the best thing about the future is that it comes one day at a time."

Colleagues, let us plan extensively for the future but build it one day at a time.

We wish you constructive deliberations during this ground-breaking Annual General Meeting.

NEC COMMITTEE STRUCTURE



THE SAFA NEC

We are pleased to include the following summary of activities of the NEC for your perusal. This summary contains all the key decisions taken by the NEC during the period under examination and provides context for the other activities performed by all other structures as indicated in this report of the NEC to the Members of the Association.

DATE	DECISION
24 July 2004	Confirmed the Minutes of the 1 st Part of the 2 nd NEC Meeting held on 6 March 2004
	Confirmed the Minutes of the continuation of the 2 nd NEC Meeting held on 28 May 2004
	Confirmed the Minutes of the Special NEC Meeting held on 28 May 2004
	Agreed that the Protocol and Safety Committee be renamed the Safety, Security, Protocol and Ceremonies Committee
	Agreed that Mr D. Jordaan is involved throughout the process involving books of account for presentation at a general meeting, especially in the period when he was the accounting officer. Mr Jordaan should also receive Minutes of all meetings even when he was absent.
	Agreed that the books of account are the responsibility of management who in turn report to the Finance Committee. However, it is the Finance Committee that reports to the Exco. Once the Exco approves the books, the responsibility finally resides with it to the general meeting
	Agreed that in future SAFA will adopt the FIFA model on how books of accounts are presented – by the Chairman of Fincom, then the Chairman of internal audit and finally the external auditors
	Agreed that once the Fincom has approved the 2002-2003 Financial Statements, a special NEC meeting should be held so that Exco can consider them beforehand
	Agreed that the date of the SGM will be set at the Special Exco that shall have considered the books
	Agreed that 2010 World Cup Preparatory Committee should co-opt a minimum of two (2) members from the NEC

DATE	DECISION
24 July 2004	<p>Agreed that the NEC Members in the provinces should be engaged on 2010 activities within a given province</p> <p>Agreed that the 42 listed referees and assistant referees and the 4 commissioners (implicated in corrupt activities) should be suspended from providing service pending the outcome of the current investigation</p> <p>Agreed that the question of club owners who have been arrested in connection with the investigation should be referred for a legal opinion and upon receipt of such opinion, the CEO, should act as per the recommendation</p> <p>Agreed that because the members did not have adequate time to study and prepare for discussion of the Financial Statement, the discussion should be deferred to a special meeting to be convened in three weeks' time</p> <p>Agreed that the Technical Director's item be deferred to the next meeting</p>
28 August 2004	<p>Agreed that as soon as the settlement is made between SAFA and SARS a special sitting of the NEC should take place to finalise the statement of accounts</p> <p>Agreed that the books of account for the period ending 30 June 2004 will be approved at that meeting</p> <p>Agreed that Mr Kika should take up the matter of the Kay Motsepe Cup with USSASA to clarify the relationship and work out the appropriate model</p> <p>Agreed that the Joint Liaison Committee should meet as a matter of urgency to deal with refereeing matters</p>
10 September 2004	<p>Agreed that the financial statement be accepted for the period ending 30 June 2003 and to recommend to the AGM to adopt the statements</p>
25 September 2004	<p>This was a special meeting to re-examine the financial statements for the period ending 30 June 2003 and to enable the President to report back to the NEC on a meeting he held with a few concerned leaders from various Regions. No formal decisions were taken at this meeting</p>

DATE	DECISION
8 October 2004	<p>Concluded that the LOC for the 2010 FIFA World Cup™ is a structure of SAFA and derives its power and authority therefrom and shall function in the following manner: It shall have a Chairperson, Members drawn from SAFA, Members drawn from Government, a Chief Executive Officer as the accounting officer.</p> <p>The Management of the LOC which shall be the operational section and composed as follows: CEO as Chairperson, Directors of Units to be established and the Chairman of the Board as ex-officio.</p> <p>The LOC shall be established as a Section 21 Company and it must also apply to be a Public Benefit Organisation (PBO);</p> <p>The structure of the LOC must be tax efficient and its corporate framework must comply with the principles of the King II Code of Corporate Governance;</p> <p>After the adoption of the new SAFA Constitution and when SAFA's company status is attended to, it must be brought in line with the thinking around PBO issues.</p> <p>It is understood that SAFA-FIFA-LOC-FIFA LOC collaboration and interactions are paramount;</p> <p>FIFA should be approached to reimburse SAFA on expenses incurred over activities relating to LOC issues since May 2004</p>
29 October 2004	<p>Agreed that Mr Mahlalela lead an ad-hoc committee to consult with a labour lawyer before replying to the letters of Mr Mokoena;</p> <p>The lawyer should specifically advise if Mr Mokoena has resigned from SAFA and what route should SAFA take to conclude the issue.</p> <p>Agreed that Mr D. Jordaan should report at SAFA on Monday, 1 November 2004</p> <p>Agreed, after studying the documents, to recommend the statements and to recommend such to the AGM to be held early 2005</p>

DATE	DECISION
3 December 2004	<p>Agreed to approve the new Constitution and to recommend it for adoption by the AGM to be held on 30 October 2004 subject to the following amendments: “the League” should be changed to “The Special Member”; “Ordinary Vice-President” should read “Elected Vice-President”; “Pure Regions” should change to read “Regions”; “Metropolitan Regions” should be deleted so that there are only two categories (a) Regions, and (b) Cross Border Territories; South African Students Sports Union should read “South African Students Sports Union (Football)”; Bafana Bafana National Supporters’ Club” be deleted; “United School Sports Association of South Africa” should become “United School Sports Association of South Africa (Football)”; “Honorary Membership” should read “Honorary and Life Membership”.</p> <p>Agreed that the membership of the LOC shall comprise the following: Dr I. Khoza (Chairman), Mr D. Jordaan, Mr M. Oliphant, Mr K. Motaung, Mr R. Hack, Ms N. Tsihlas, Mr K. Lebenya, Mr M. Mahomed, Mr T. Sexwale, Prof. M. Katz, Mr K. Bekker, and nominated by Government, Mr E. Pahad, Rev M. Stofile, Mr C. Ngakula, Mr J. Moleketi, Mr J. Radebe. A CEO to be appointed.</p> <p>Agreed that the position of CEO of the LOC should be filled after inviting applications through a public tender.</p> <p>Agreed that the same principle should apply when filling other posts as they become vacant from time to time.</p>
17 December 2004	<p>Agreed to endorse the Finance and Staff Committee’s decision to refer all matters related to Mr Mokoena’s resignation to Adv Cassim and that the CEO must proceed with determining the normal termination benefits due to Mr Mokoena and that, after making such determination, he is to pay same to Mr Mokoena.</p> <p>Agreed that, as soon as SAFA’s funding position become solid, the bonuses to Messrs Oliphant, Khoza and Jordaan be payable.</p>
13 January 2005	<p>After an address by the FIFA President, Mr Blatter, it was agreed that the NEC will, at its next meeting, rescind its decision regarding the position of the LOC’s Chief Executive.</p> <p>Accepted that Mr Oliphant has agreed to avail himself as a candidate for SAFA President in the forthcoming election.</p>

DATE	DECISION
8-9 February 2005	Confirmed the Minutes of the 3 rd Regular NEC Meeting held on 24 July 2004
	Confirmed the Minutes of the Special NEC Meeting held on 28 August 2004
	Confirmed the Minutes of the Special NEC Meeting held on 10 September 2004
	Confirmed the Minutes of the Special NEC Meeting held on 25 September
	Confirmed the Minutes of the Special NEC Meeting held on 8 October 2004
	Confirmed the Minutes of the Special NEC Meeting held on 29 October 2004
	Confirmed the Minutes of the Special NEC Meeting held on 3 December 2004
	Confirmed the Minutes of the Special NEC Meeting held on 17 December 2004
	Confirmed the Minutes of the Special NEC Meeting held on 13 January 2005
	Agreed that the matter of the placing of the Security Directorate in South African football be referred to the Standing Committee on Security & Protocol and that the committee should report at the next meeting
	Agreed that in the Executive the order shall be the same as for all standing committees i.e. the Chairperson presents, but can be assisted by member/s of the same committee as the chairperson shall have planned. Members of a particular committee are not to disagree about their report when it is presented.
	Agreed that the CEO must contact the Technical and National Teams Committees and other options and all should report back at the next meeting regarding the position of Technical Director
	8-9 February 2005

DATE	DECISION
8-9 February 2005	<p>Agreed that there must be talks between SAFA and USSASA since at present it is the body that is controlling USSASA (Football); SAFA's delegation be composed of members from the Youth Committee; The Youth Committee must report at the next meeting; and Whatever agreement the delegation reaches with USSASA it must be in writing.</p> <p>Agreed that Mr Jordaan must pursue the matter of FIFA reimbursing SAFA on expenses incurred and report progress at the next meeting.</p> <p>Agreed that a letter be written to Mr E. Sono to inform him that the meeting has observed that over a period of time he has been absent from meetings and that in terms of the Constitution he could be regarded as automatically no longer a member.</p> <p>Agreed to defer discussion on composition of the LOC to the agenda item dealing with 2010.</p> <p>Agreed to rescind the earlier decision that Mr D. Jordaan should file an application with the LOC should he wish to be considered for appointment to the position of CEO of the LOC for World Cup 2010.</p> <p>Agreed to appoint Mr Jordaan to the position of CEO for the LOC of World Cup 2010.</p> <p>Agreed that Mr Jordaan's term of appointment as SAFA CEO is to end 31 March 2005.</p> <p>Agreed to appoint a search committee with full powers comprising of the Presidency and head-hunt a SAFA CEO who will assume duty at SAFA with effect from 1 April 2005.</p> <p>Agreed that the CEO should re-draft the Schedule of Meetings and should not include mid-week days.</p> <p>Agreed that Mr Jordaan will bring the documents and a full report or analysis of the FNB/RMB issue.</p> <p>Agreed that the NEC should go and do its homework regarding the proposal from CAF that South Africa should host the 2010 African Cup of Nations Final Tournament.</p>

DATE	DECISION
8-9 February 2005	<p>Agreed to defer the discussion about the date of the 2004 AGM until the financial statements are available.</p> <p>Agreed to thank Ms R. Ledwaba for her input and that the issues raised will be followed up; and That the delegation that is going to meet with USSASA should include members from Womens Football.</p> <p>Agreed to appeal a decision on two doping cases where players were given suspended sentences but in which FIFA was not satisfied with the sanction.</p> <p>Agreed that the SA vs Uganda match be played in Cape Town; and In future those who wish to provide venues must do so in writing indicating estimates on various logistical factors including financial gains.</p>
11 March 2005	<p>Agreed that in future, if there are changes to the notices covering a meeting, such changes must be communicated in advance of the meeting so that members should be fully prepared when they attend. Notices must be signed only by the CEO.</p> <p>Agreed to allow members time to study the documents received from Mr Jordaan (Financial Recovery Plan, the Commercial Plan, the Organisation Plan) after which a workshop be organised; That the date of the workshop be 21 – 24 April 2005; That Prof. Gadinabokao (Convenor), Mr Molatedi, Mr Nematandani, Mr Seymour form a committee to organise the workshop.</p> <p>Agreed that Mr Raymond Hack be appointed as SAFA CEO; and That his appointment be effective from 1 April 2005 to 31 December 2010.</p>
31 March 2005	<p>Agreed that a reply to FIFA's letter regarding its position on the composition of the LOC be sent to FIFA and it should read as follows: <i>"We thank you for your letter of 10 March 2005. We are pleased to note FIFA's acceptance of the LOC operating through a Section 21 Company under the aegis of SAFA in terms of the OAA. We would be pleased to know what additional information you may require."</i></p>

DATE	DECISION
12 May 2005	Agreed that in future the NEC agenda must include “Reports from Standing Committees” and should list them accordingly; and That all reports must be in written form.
	Agreed that Mr Nhlabathi should report on the matter of security placing at the next NEC meeting.
	Agreed that: 1) SAFA and COSATU should arrange for similar talks at provincial levels because it is there that the matches will take place; 2) What COSATU raised requires a little more in-depth discussions so that we can set the industry basis for any understanding or agreement that may be reached in the future; 3) COSATU must be thanked for being proactive; When SAFA engages workers’ federation, it must do so with all three of them.
	Agreed that: 1) the question of Vodacom Coordinators should seriously be attended to, otherwise the organisation might face an uphill battle when trying to rationalise its staffing position; 2) It cannot be taken for granted that the nine Vodacom Provincial Coordinators will so easily settle for Regional appointments because Regions employ their own staff on their terms. Hence, the CEO must look into the question of coordinators urgently; 3) The CEO must report on the staffing position at the next meeting.
	Agreed that: 1) the financial statement is ready and should be sent through to members in preparation for the postponed 2004 Annual General Meeting; 2) That entries reflected as bad debt should be removed because the funds concerned are recoverable.
	Agreed that: 1) the document that was circulated earlier cannot be accepted as the Executive Committee Report; 2) Once the Standing Committees have submitted their reports, the CEO should compile the actual Executive Committee Report from such drafts and that will be the composite report to be presented at the AGM.
	Agreed that: 1) Through Mr Seymour, a service agreement, fulfilling the material aspect of the LOC, must be created between SAFA and the LOC; 2) Upon completion, the agreement to be signed by the President of the SAFA and the Chairman of the LOC.

DATE	DECISION
12 May 2005	Agreed that Chief Mwelo Nonkonyane be co-opted as the NEC member in place of Mr R. Hack who has since vacated his seat to take the position of Chief Executive Officer of SAFA
	Agreed that: 1) The Provincial Affairs Committee must make certain that in terms of the newly adopted Constitution of the Border Region, the AGM happens on 12 June 2005 according to the Constitution with the membership as per the delimitation report; 2) The CEO must actively assist that this mandate is fulfilled; 3) if the elections are carried out, it will not be necessary to address (2) and (3) contained in the letters from SAFA Border.
	Agreed that: 1) Where there is a conflict of interest, the Legal Committee must make a determination. But the committee must be given the facts and they will advise whether or not there is a case to follow up; 2) About schools' competitions, the Competitions Committee must work in collaboration with the Youth Affairs Committee.
	Agreed that the matter of problems in the South Cape Region be handled by Mr Manong, Chairman of the Provincial Affairs Committee, in collaboration with Mr R. Hack, the CEO.

THE ADMINISTRATION REPORT

ADDRESS OF MR RAYMOND HACK CHIEF EXECUTIVE OFFICER

Good morning, ladies and gentlemen. SAFA Regions, Members of the National Executive Committee, SAFA sponsors, SAFA staff, members of the media, government representatives, colleagues and acquaintances. We are pleased to present the following report of the Secretariat for this past year.

This past year has indeed been a momentous one. Administratively, we were faced with a plethora of issues for which we had to provide workable answers, chief among which was the continuing difficulty of coordinating the work of the various departments charged with delivering a world-class product for our Association.

We trust that the following departmental reports will provide a reasonable reflection of the scope of the work we delivered and an insight into the operational matters that must still be addressed if we are to take up the challenge of developing our Association into one of the best in the world.

We started the year with serious financial difficulties that threatened to derail many of our plans. Massive financial commitments to international competition, a wide range of inter-regional competitions, and an accumulating debt to the Receiver of Revenue taxed our financial health to the brink.

The difficulties presented by the financial constraints forced us to look inward and make a thorough assessment of the way we conduct our business:

- A full staff audit was undertaken to determine whether we were utilising our staff complement efficiently;
- We engaged a world-renowned sports strategic planning firm, AT Kearney, to help us devise a strategic plan to create a world-class organisation. This assessment produced the way forward for us and we are currently in the process of implementing this comprehensive framework;
- We have also conducted a thorough assessment of the work of all the NEC Committees with a view to make them more productive. This project is proceeding well thanks to the continued commitment of the many members of these committees. We are witnessing the strengthening of the SAFA committee system.

With all the new procedures we have instituted in the management of our finances and the increased commitment on the part of our staff, we trust that we will increase our overall productivity and be guided by that well-known German proverb which says that *“without industriousness, there is no reward”*.

DEPARTMENTAL REPORTS

DEVELOPMENT

Introduction

Allow us to open our update by quoting to the late former Minister of Sport and Recreation Mr Steve Tshwete, “Sports policies of this country will be biased towards the most oppressed, i.e. rural, women and people with disabilities”

Looking at football, a sport of the masses, existing in every corner of this country where people live, you will then understand why we are calling for that bias towards football. We have created a healthy number of partnerships to allow football to be used also to change the lives of our youth for the better. Football therefore, is more than sport. It is the instrument of change. Our government needs this tool.

We would like to believe that our government has noted this position of football.

Besides the spin-offs of the 2010 World Cup for our country, what else would have made the President of our country, Mr Thabo Mbeki, the icon of our people, Mr Nelson Mandela and our Noble Prize winners Bishop Desmond Tutu and Mr F.W. De Klerk to leave the country to go and convince the world that South Africa is the right place to host?

The SAFA Development Programme

There is still a lingering feeling that soccer is something of a luxury, to pass away time, something to do when you have nothing else to do.

Football has become much more than that. It is as much a part of life as work and it plays an equally important part in a person’s development and the quality of life. It is as important to the well-being of the community as is good housing, hospitals and schools.

Human beings have an infinite capacity for play. In tracing human development, anthropologists have found that play has been part of our physical, mental and social make-up. As a society, we neglect play at our peril.

You cannot therefore call soccer a sport to pass away the time. Lots of people have free time but time without the means and the motivation can be time for boredom, vandalism, crime and destruction.

This is where the Mass Participation Programme of Government and SAFA’s Development Programme come in. Soccer’s influence permeates politics,

business life, race relations, nationalism, heroes, ethical values and behaviour. For these reasons we must develop our youth using soccer, the biggest and the most popular sporting code in our country.

Soccer knows no shackles. It respects no wars and occupies the majority of youth and keeps them away from crime. Just one soccer ball can do wonders for a community – bringing people together, away from mischief.

Football Development

Currently, football development in South Africa uses a top-down approach. This method is not good for the development of the game in our country. We must change this approach to move our game to a higher level.

The short-term impact of this approach can lead to the following myths:

- Development of a false image;
- Short-term glory; and
- building/investing on an old system with no promise for tomorrow

Instead, what this method really delivers are the following failures:

- no proper grooming;
- no continuity;
- no exposure for the young;
- and therefore no complete player development.

Development Strategic Vision 2003-2010.

Talent Identification

The government's Mass Participation Programme has also greatly contributed to us in identifying this talent. While other codes are finding it hard- to encourage mass participation, in football, our challenge is servicing this massive talent we are finding from every corner of the country.

Youth Leagues

This is the most challenging area yet. The recent announcement of Daimler Chrysler for sponsoring grass-root, is exciting and gives great hope.

We have begun to discourage all major competitions that do not follow a league format. We want continuity throughout the season all the way down to the District Association (the first level). This does not only assist in encouraging activity but also helps at monitor our development programme.

South African Deaf Football Association

We have not made many in roads to address football for people with disabilities but we are happy to report that we have set up a meeting with the above structure and advised them to:

- Submit their application for Associate membership in our next AGM in September 2005;
- Confirm their national status (National membership);
- submit their programme thereafter;
- We introduced them to our Marketing Directorate and we committed SAFA to assist them wherever possible;
- We will only feel satisfied to have covered all sectors Mr Tshwete mentioned if we have them on board. We are looking forward to this association.

Scientific and Medical Programme

This is a high performance programme incorporating structures from all our geo-political provinces:

- Every Under 17 boy and Under 15 girl in all our provinces has a chance to be in this programme if he/she is good enough;
- Over a weekend, once a month, in every province, the 18 best provincial players meet at the government's provincial academy to conduct life skills, nutrition, fitness tests, intervention strategy and player progression plan;
- We have selected 25 Regional Scouts in every Region for now (53 scouts for 2006 are needed) and 1 Provincial Coach to monitor these players and report monthly to both the Region and SAFA Head office's Youth Development Department;
- Inter- Provincial matches are part of this programme;
- Provincial coaches will also – during the same period – conduct training and coaching once a month for the mentioned players. Modern equipment for each province is provided and will be kept in all targeted academies for this programme.
- This Master Plan is as a result of tripartite alliance between SAFA, Wits University and Lott. We are indebted to Lotto, for without them our Provinces would have been poorer;
- This is the first time such a high performance programme has been conducted in a continuous process for every promising soccer player and in every province.

Workshop for Referees

Non-playing members are targeted in all 53 SAFA Regions.

More financial muscle is needed to develop our referees. Plans are ready
Instructors are there.

Monitoring the Preparations of our Youth National Teams

Our Development National Teams are from Under-12 to Under-20. We use these teams' performance as a barometer to check the progress of our development programme. We have been found lacking on proper preparations of these teams and are seriously addressing this.

Practise matches are now planned against Provincial teams. This exercise helps to instill a sense of pride on the representative level for our players and creates additional competition for representative colours.

Partnerships with Government

Partnerships with government can be significantly strengthened. Negotiations on facility leasing and allocation with maintenance programmes are being prepared. Government's assistance in this process is desperately needed to meet the big demand for these services.

Football Facilities Development

Lack of football facilities - is a major concern in this country – dominated by the sport of football.

We need the intervention of government in terms of making land available for football facilities development.

It has been quite clear for some time that there are too few football-specific facilities available in the country. The result is that the ones that are available are being over-used.

We are looking at providing at least one 5,000-seater stadium for each of our SAFA Regions and a number of other practice venues to facilitate the tremendous growth in our sport.

This should be seen as one of government's social upliftment programmes since the more youth that are involved in organised sport the less opportunity there is for criminality in our communities.

Club Administration

SAFA has developed a well-researched football Administration Manual to assist clubs on improving their administration.

We will continue to look for partnerships to promote the highest level of administration in our sport.

Challenges

We are faced with numerous challenges that, if not addressed, can negatively impact the development of our sport. Among these are the following:

- The state of our soccer is largely influenced by lack of infrastructure, unavailability of resources and poor administration;
- There is a lack of synergy between our Regions and the National Office (no visible linkage);
- The vastness of some of our Regions and the resulting travel costs that tempers our development;
- Many Regions have no operating offices and it is not easy to trace at times when there is a need (including officials);
- Few Regions have full-time staff. Also problematic are the lack of technology and registration systems that are not uniform;
- Funding of SAFA Regions is inadequate while some Regions lack proper accounting systems.

Possible Solutions

- Relevant Committees like Youth, Finance, Marketing, Technical (Coaching) Referees, Women, Competitions, and Development should be formed by the Regions and Provincial structures to directly link up with same structures at the National Office. Fortunately, this matter has been addressed and the process will commence in 2006;
- The co-ordinators of these Committees should be employed full-time but we understand that it is impossible for now as SAFA is unable to provide for such financially. We hope the 2010 FIFA World Cup™ spin-offs will address this challenge;
- We need well-sponsored leagues to encourage both continuity and activity. The process has just been started but the demand is too big for SAFA alone;
- We need many more committed officials/administrators and players are scarce. SAFA has started the process to develop more administrators but the demand is quite high and the resources are limited;
- We need a more geographically representative professional league in the country to assist in the overall development process. Regions need to devise ways in which they can contribute to the development of these professional franchises in each province;

- We must set up Schools of Excellence in each of the 9 Provinces. We must encourage each of the provinces, together with the Departments of Education and Sport and Recreation South Africa to start this process.

Coaching Development

This past year was indeed a very difficult one for the Coaching Development Programme. A serious lack of resources for the development of coaches and a few other uncertainties created undue stresses in the programme.

However, the programme showed a great deal of initiative and entered into key strategic partnerships with public and private higher education institutions that in turn provided welcome relief from the stresses associated with the cash-flow problems in the first half of the reporting period.

The appeal for more courses from the SAFA Regions was partially met by these partnerships but still much more needs to be done to deliver on the overwhelming demand for coaching development throughout the country.

Nevertheless, a number of coaches were trained during this period (see report below) notwithstanding the difficulty securing the necessary resources.

Coach Education

In December 2004 – with the assistance of Mr Klaus Sterk, a German coach that came to South Africa, the coaching education staff spent nearly the whole month of December revising the three coaching courses offered by SAFA (Introductory, Level 1 and Level 2) and devised four new courses (Youth Coaching course, Goalkeepers course, Instructors course and most importantly the Professional license (level III).

We were even more encouraged to have a positive acknowledgement e-mail from the Head of the FIFA Technical Department after we sent the revised and new coaching content to FIFA.

We made use of the two Coaching Instructors (Fran Hilton-Smith and Aboebaker Williams) who were sent to our Directorate without their contractual issues being finalized in their transfers from Head Coaches of national teams to Coach Educators. Their total commitment to these tasks helped us tremendously in the delivery of quality content.

We plan to educate 7 500 coaches between 2005 and 2010.

Coaching strategy

We have identified and trained Coaching Instructors in most of our geopolitical provinces. The idea is for them to conduct the Introductory coaching course within their provinces. This will also reduce the workload on the National Department.

We have appointed a qualified Provincial Coach in each of the nine provinces. These Provincial Coaches will assist in all coaching issues within that province. They will also monitor the work of Regional Scouts.

We pleaded with all our 25 Regions to nominate or appoint a Regional coach with some qualifications. They all responded well. We even offered those coaches without the proper qualifications but who are helpful to the Regional structures to free courses and asked the SAFA Regions to pay their travel costs.

Coaching and Training

At Grassroots level

- From our 2003 to 2010 strategy we targeted 10 500 coaches. We have 4 000 coaches so far that have gone through our coaching courses. 6 500 is not unattainable within the next 5 years to reach the target, but the demand is far beyond that.

At PSL level

- We are proud to announce that coaches like Pitso Mosimane, Roger de Sa, Steve Komphela, Da Gama, Khabo Zondo, Mirriam Tshabalala, Marion February, Cheryl Botes, Boebie Solomon, Tebogo Moloi, Lifa Gqosha, Professor Ngubane, Page Mahlangu and Themba Ngwenya are our products and have not disappointed us.

Professional Licence (Level 3)

- This is the highest coaching credential in the world and we have just conducted phase one for the first time in the country. Twenty-three (23) coaches, including almost all our former Bafana-Bafana coaches who are South African have attended this course. Phase 4 (out of 6 phases), requires attachment to a strong football culture. The following countries are targeted to send these coaches for their placement, viz Brazil, Netherlands, Germany, France and England. The government's intervention will be most welcomed in this process.

At Continental Level

- Five (3 male coaches and 2 females) of our coaches qualified for the FIFA and CAF programmes of Futuro III courses. In the Futuro III for women, we had Miss Marion February – together with an Ethiopian coach – topping the list of 40 attendees from 38 African Federations – a proud moment for South African coaching!

Other Coaching Issues

One of our Coaching Instructors,- a former Bafana Bafana player, and a Provincial Coach of Gauteng, Augustine Makalalane, has been chosen by our Coaching Education Department to attend a two-month course at Leipzig University in Germany by invitation of German Department of Foreign Affairs.

Pimville/Klipspruit SAFA Soccer Development Center

This is the 1st facility, situated in Soweto, that SAFA has developed in the country. The idea then was to acquire such facilities in all our Provinces and Regions. We have a 90-year lease agreement on this facility. The facility was built with funds supplied by Foodcorp through the SAFA Development Trust.

The status of the facility in the overall development programme of SAFA must still be clarified.

A proposal was made in February 2002 by our Youth Affairs Department, under which this facility was allocated, to form a Board of Trustees that will run its activities. That has – until today – not been done.

There are three (3) staff members at this Centre, and SAFA is paying rates for the place. There is a Primedia advertising board that would help us support the maintenance of this facility. The proposed Board of Trustees would even be in a position to generate more funding for this facility.

Youth Affairs

We successfully applied to Lotto – together with Wits University as service provider – to assist in funding our development programme.

A programme, along with its roll-out plan, were drawn and circulated to all SAFA Regions. The focus is on Provincial U-17 boys and U-15 girls.

We also believe that, if our request for a Board of Trustees to run the Pimville/Klipspruit SAFA Soccer Centre is accepted, the three staff members working there would be supported by the Board and enable SAFA to save some funds.

We also need an administrator to coordinate the SAFA–Wits University-Lotteries Board Project at Head Office. We need this person for the following functions:

- Data collecting;
- Receiving monthly reports from Regional Scouts and Provincial coaches;
- Coordinating the payment of traveling and meeting allowances for the scouts and coaches;
- Compiling a monthly report on this project.

In the interest of brevity, we list below some of the challenges and threats facing us and some of the other work performed by this department in bullet format.

Challenges:

- Less than 30% of SAFA budget is spent on Youth;
- Coordination of achievements of grassroots club owners;
- Lack of conducive training and playing facilities;
- National coordinated leagues for all;
- Transport even for the lowest clubs to games.

Threats

- External influence – not external expertise;
- Top down approach to development;
- Administrators for own jackets;
- People for jobs – not jobs for people/pals;
- Dictates by sponsors;

Things done

- Started coaching coaches at grassroots - on a small scale;
- SAFA-Wits-Lotto Project – for U17 boys only;
- 4 500 trained coaches – targeting 11 000 by 2010;
- Created partnerships to assist development;
- Identified Regional and Provincial Scouts;
- Started Scientific and Medical Programme (High Performance);
- Very healthy School Structures: USSASA & SASSU
- Bringing in legends/ex pros to assist.

We trust that the above report is a clear indicator of what we have achieved as a department and the challenges that we face in the future.

COMPETITIONS

Introduction

The department is reporting on all the activities of the Association tasked and confirm that the office planned and supervised on implementation as envisaged by the Association.

We note individual executive members' (Competitions Committee Members) and the former Chief Executive Officer's decisions before the 2004/2005 kick-off that saw the Eastern Cape stream extended to seventeen (17) clubs.

The other issue to be noted was the poor Referees appointment system which resulted in many fixtures not being played as scheduled and the Association had to reimburse clubs for their travel, the payment for stadium hire contributing to the deficit because of unplanned or unbudgeted expenditure.

The withdrawal of the Womens Regional League sponsorship also, contributed to the competitions programme's undoing in that some of our Regions could not continue with the proper running of the women's regional league. We need to speedily acquire a sponsor for that league for continuity.

The Nike Under-15 Boys and Girls tournaments were also removed from the department's activities because of conflicting interest with the current technical sponsor.

The Association will need to source another sponsor for the Under-15 girls as it serves as our entry point for the women's activities and we can not proceed with proper development of that section if this office cannot find a replacement for that level.

LEAGUES

The Vodacom League (both men and women)

This League programme kicked off on the weekend 3-5 September 2004, except for the Western Cape that kicked off on the weekend 1-3 October 2005

Entry Fees

The office secured R8500 (Eight Thousand Five Hundred Rand) from the,

- Vodacom Promotion League - from the 144 actively participating clubs, and R5000 (Five Thousand Rand) from
- Vodacom Provincial League - 128 actively participating clubs.

<u>Total Number of Clubs</u>	<u>Capitation</u>	<u>Tangible amount</u>
Vodacom Promotion League 144-	@ R8500	= R1,224,000
Vodacom Provincial League 128 -	@ R5000	= R 790, 000
Players Cards 2723	@ R57	= R 155, 211
Total capitation		=R2,169,211

Eight (8) Vodacom Provincial League clubs could not complete their league season as follows:

- Eastern Cape – North Crest Ladies F.C
The Girls Ladies F.C
African Connection Ladies F.C
- Gauteng - Two For Joy Ladies F.C
Leeds Ladies F.C
- Mpumalanga – Siyathemba Ladies F.C
Take Free Ladies F.C
- Northern Cape – Public Works Ladies F.C

It would seem the management and or administration of clubs was the main factor while two clubs from Gauteng reported a financial burden.

The provincial league is the women's senior league played within the nine (9) Geopolitical provinces of our country.

The two (2) other divisions – Castle Regional League and the Regional Women's League – are administered within the Regions on behalf of Head Office and we are not in good position to account for those entry fees.

Registered Players

Number of players (men) 2004/2005

❖ Eastern Cape	650
❖ Free State	607
❖ Gauteng	745
❖ Kwazulu Natal	804
❖ Limpopo	765
❖ Mpumalanga	560
❖ Northern Cape	547
❖ North West	605
❖ Western Cape	608
	5891

Number of players (women) 2004/2005

❖ Eastern Cape	292
❖ Free State	326
❖ Gauteng	277
❖ Kwazulu Natal	329
❖ Limpopo	334
❖ Mpumalanga	269
❖ Northern Cape	228

❖ North West	222
❖ Western Cape	126
	2403
GRAND TOTAL	8294

Kit

The delivery of kit to clubs was delayed for almost up to the last week of August 2004 and two clubs in the Northern Cape had to wait for more than two months before delivery. In the Western Cape Mitchell's Plain F.C acquired their own club colours and the office had to reimburse for same.

It is repetitious that we experience shortages in items delivered to Northern Cape clubs as reported by the Provincial Coordinator, and the Western Cape has a complaint about their clubs receiving wrong colours.

The quality of the apparel is also being questioned unlike in the past seasons.

We are not providing kit for the Regional Leagues and this impacts negatively on the Association as most of these clubs use other brands while playing in a league sponsored by *Castle Lager*.

Leagues Handbooks

The Vodacom Promotion League handbook 2004/2005 was produced and delivered to all clubs fraught with mistakes regarding rules and other information. This matter was rectified through additional communication with the Regions.

Our office could not produce handbooks for the Castle Regional League and the Regional Women's League for the season in discussion. We hope to overcome this anomaly and the handbooks shall be produced in time for the ensuing season.

Vodacom Provincial League

Subsequent to the instructions of the National Executive Committee the deliberations of the Competitions Committee, Head of Administration, Provincial Affairs and the Marketing Department the Competitions Department implemented and supervised the implementation of the second season of the Vodacom Provincial League (Women's).

The League took off with the promotion and relegation of clubs to and from the Regional Women's League within a Province and the ultimate was achieved with the successful National Playoff hosted by SAFA (Sedibeng) Vaal from 22-29 May 2005.

Our sincere thanks go to the club owners (Directors / Managers) and Provincial Coordinators of the league, who supported the ladies throughout the season ensuring that the matches are played.

The new level of play at the semi-professional level yielded positive results for our Association and the Sponsors.

The attitude and behaviour of the clubs is also commendable on and off the field. A special word of thanks go to the staff of the Competitions Department for their sterling work.

Vodacom Promotion League

In recent times we also gauged the support we have from our communities using the Vodacom league as a yardstick. We had “YEBO BOLO” road shows which became a hit with our clubs and the sponsors fully financed the events which took place.

We note with excitement that during these events the sponsors also requested that the Association introduce coaching clinics which were ably handled by our Mr Conti Kubeka, Ms Fran Hilton Smith and Mr Aboobaker Williams from the Coaching Education Department.

Referees

The management of the referees appointment system for the Vodacom League was indeed very disappointing this past season.

Match officials failed to turn up or were being appointed for fixtures resulting in the Association being questioned by the Sponsors who got the information about the status of our fixtures from the media and clubs alike.

The Competitions Department also had tremendous difficulty in securing the status of players in relation to cautions and red cards for the entire season. This impacted negatively on the Administration of the League since suspensions and other discipline could not meted out uniformly.

There are numerous other incidents that led to difficulty in the referees appointment system.

We recommend the original system of appointments by Regions within a Province. With this system the conduct of referees was easily monitored and action was taken against the transgressors soon after receiving reports.

Disciplinary Cases

There was a notable reduction in the number of cases during the past season. However, this is an area in need of improved communication between the Legal Department and the Competitions Department since the administration of these cases impact the work being performed by this Department.

The application of competition rules must also be clarified since at times it is not clear which rules are being applied in the adjudication of cases. The

League has its own rules whilst it appears that the Association's main rules and regulations are being applied on a first-level basis in certain cases.

The Provincial Coordinator should also at all times be informed about the disciplinary matters.

SAFA Vodacom Women's League

The second season of the *SAFA Vodacom Women's League* saw the extension of the League in other Regions to 12 teams for those that had the initial eight (8) and 16 teams in those with the initial 12 teams at the commencement of the season.

Out of a possible 128 teams that have affiliated for the season only 118 teams participated in the league. We anticipate that 16 teams per Province will affiliate for the forthcoming season.

PROVINCE	PROMOTED TEAMS
EASTERN CAPE	Regions shall nominate/ recommend
FREE STATE	Welkom Real Hearts Harrismisth Ladies
GAUTENG	Super Falcons Premier United
KWA ZULU NATAL	Ducks Ladies Holland Ladies
LIMPOPO	Tshianelo Anchors Sedibeng Young Fighters King Stars Botlokwa Ladies Radingoana Super Eagles Tshandama Young Stars
MPUMALANGA	Shamrocks F.C. Tlakoane F.C.
NORTHERN CAPE	N.E. Celtics Law United Police Cats Manyathela F.C. Junior Aces Rhodesian Sweepers
NORTH WEST	Madibogopan Blizzards Uniwest Ladies Boikhutso Ladies Golden Palace Garankuwa Ladies Themba Liverpool F.C

The overall participation of teams countrywide was remarkable save in instances where our match officials did not make an appearance or failed to honour the match. However, some of our teams take walkovers too easily and this obviously does not reflect well on their performance.

The Western Cape is the only area that had participation coming from one Region. South Cape Region failed to register so only 7 teams from the Western Province participated in the League.

A strategy for the Regions without the regional leagues should be embarked upon wherein the Region is encouraged to ensure the continuity of the League at that level.

Performance of New Teams

The teams that were promoted to the League this past season need to be commended for their sterling performance. This is demonstrated by their standing on the logs of the different Provincial Leagues.

Provincial Winners

EASTERN PROVINCE	City Lads F.C.	(Port Elizabeth)
FREE STATE	Kovsies Ladies F.C	(Bloemfontein)
GAUTENG	Moroka Swallows F.C	(Springs)
KWA ZULU NATAL	Kwa-Mashu Ladies F.C	(Durban)
MPUMALANGA	Detroit F.C	(Witbank)
NORTHERN CAPE	Everton Ladies F.C	(Springbok)
LIMPOPO	Ma Indies Ladies F.C.	(Makhado)
NORTH WEST	Hallelujah Zebra Force F.C	(Pretoria)
WESTERN CAPE	Cape Town Pirates F.C	(Cape Town)

Except for Kwa-Mashu Ladies, MaIndies, Detroit and Hallelujah Zebra Force All other teams were first-time Provincial winners.

Final Positions at the Play-offs

- Moroka Swallows Ladies F.C
- Detroit Ladies F.C.
- Hallelujah Zebra Force Ladies F.C.

The overall commitment by the teams is very encouraging as there was a marked difference in the standard of play.

Selectors at the Tournaments

We need selectors who will dedicate their time for the entire tournament and be at all the matches. The presence of the selectors could have given the players an opportunity to be tried for positions and especially because there was an international friendly against Zimbabwe during that week. This would have been a cost effective exercise and an opportunity for our technical office to confirm our commitment to the development of our women's section.

Management Of Teams

There is a remarkable interest on the ownership of teams in the League. To date we have received many inquiries from individuals willing to acquire the status of the teams in the Vodacom Provincial League.

Provincial Squads

These would create an opportunity for the selectors to have an easier access to the players at Provincial level. This should be an off season project as the players are in limbo for a fairly long period. Here we are looking at approximately 5 months. Alternatively a knock out competition should also be arranged to keep the players busy during this period.

Regional League

With the withdrawal of the Regional League sponsor, Regional Associations did not start off the League as expected. Unless we revert to the previous status where there was no sponsorship, the progression into the Vodacom League will be affected

A number of our Regions did not have Leagues in the regions but in instances teams played within Districts and this may result in teams not being promoted to the provincial league.

Some Regions hastily assembled logs who did not comply with the minimum number of teams required for the formation of a League. This also means that the teams do not play as many matches as required for the development and the standard of play as envisaged by the Association.

Sponsorship for this League is therefore an urgent necessity.

Castle Regional League

Introduction

Six hundred and ten (610) teams registered and participated in the league countrywide. The teams were divided into 45 streams. The league commenced in October 2004 and was highly competitive.

Regional Winners

The following teams were declared overall winners by the Regions.

Aces Cosmos FC	-	Border
UPE FCK School of Excellence	-	Eastern Province
Shinning Stars	-	Transkei
FS Ambassadors	-	Eastern Free State
African Eagles	-	Northern Free State
Mathatha Take Me Cool	-	Southern Free State
Juventus	-	Gauteng East
Jusben	-	Gauteng North

Galatasaray	-	Southern Gauteng
Vaal University of Technology	-	Vaal
Chess FC	-	Eastern KZN
Eyethu	-	Natal Midlands
Young Killers	-	Northern KZN
Clermont United	-	Southern KZN
FC Spurs	-	Highveld
FC Barcelona	-	Lowveld
Real Madrid	-	Mpumalanga South
Atamelang Mates	-	North West Central
Rustenburg Brazil	-	North West South
Hungry Lions	-	Griqualand West
Wings United	-	Northern Cape West
Dia Ro Ra	-	Limpopo West
Bilika FC	-	Limpopo East
Brazillian Chiefs	-	South Cape
Ajax Cape Town	-	Western Province

Provincial Play-offs

The 25 Regional Winners were engaged into the Provincial Play-offs to determine the nine Provincial Winners during the month of May. The following teams emerged winners:

UPE FCK School of Excellence	-	Eastern Cape
Free State Ambassadors	-	Free State
Clermont United	-	Kwazulu Natal
FC Spurs	-	Mpumalanga
Rustenburg Brazil	-	North West
Hungry Lions	-	Northern Cape
Dia Ro Ra	-	Limpopo
Ajax Cape Town	-	Western Province
No winner	-	Gauteng

Relegation

The two bottom-of-the-log teams per stream in every Region have been demoted to the lower division.

Castle Regional League National Play-offs

This event was scheduled for the 19th to the 25th of June 2005. It was then postponed to the 11th to the 16th of July 2005 as per the Sponsors' request.

Refereeing

The remarkable achievement was the way in which referees officiated our games for this League. The standard was impressive such that teams bear testimony to this. With the best of their abilities and financial limitations, referees displayed no fatigue in their commitment.

Achievements

League Coordinators showed a marked improvement in terms of reporting and the administration of the league.

The Sponsors, through their consultancy, had positively discussed with our office a structure envisaged for the coming season.

The prize-money structure confirmed at 50% of the number of teams in stream per Region for all the leagues. *Head Office circular dated 30 January 2004 and again 27 February 2004*

Some of our Regions have established good relationships with the SAB Regions and same is appreciated.

Challenges

- Our inability to supply teams with league outfits. This is the only sponsored league that is not providing teams with apparel.
- Regions that are still running two or more streams. It is still a challenge to the Association as the promotion path is extended for the clubs. Despite Head Office intervention, some Regions failed to comply with same.
- There is a need to conduct provincial visits and a need to have talks with Regional Co-ordinators or the competitions sub committee about the leagues.

Danone Under-12 League

Introduction

The SAFA Danone Under-12 League was introduced during the season (from April 2005). This was in line with the Association's mandate to develop football at all levels. Our sponsors also realised the importance of continuing competition throughout the year instead of the once-off events of the past.

The move is yielding positive results as spectatorship throughout the country is increasing with parents accompanying the junior participants during league matches and the media and publicity generated is of a very high quality and visibility.

While there has been teething challenges, observed during the league road shows, members assisted at all times and are even willing to remain at the tournament venue long after the day's activities have been completed. We hope for the same spirit as we progress.

Unfortunately, the age factor of participants is rearing its ugly head at some of the areas and we hope to eliminate this in the ensuing season.

Affiliation

We envisaged an initial entry of 6,069 participants within the 381 Districts. We are undertaking a verification process to finalise the actual number of participants.

Registration

We recommended that all participants be registered by the Regions and that capitation is determined at reduced cost to enable every one to register at that level. This will serve the Association well in determining the entry level of all players and we hope that all players in the country can be accounted for through a unified database system.

In the future, the league will kick off simultaneously with other leagues to allow enough rest period for the juniors during their league season and to complete their activities well in time for the winners to be able to apply for the required travel and accompanying documents.

We hope that youth co-ordinators will be appointed to administer the League in a similar manner as the senior leagues. This will allow a smooth succession within the Association when the need arises.

Vodacom Leagues National Playoffs

The National Play-offs, held on 22 – 29 May 2005, was a resounding success and enjoyed very good publicity, to the delight of our sponsors. The standard of football and general administration was good. The play-offs certainly enhanced the image of the Association.

There was a “Yebo Bolo” Vodacom Road Show in the period before the playoffs, run and supervised by Sail Sport and Entertainment. During the road show all areas are visited to sensitize people within an area about the upcoming event and it is our firm believe that this created the needed advantage for the support and attendance at the National Play-offs.

Arrivals

Registration proceeded very smoothly. Team punctuality, discipline and cooperation was most impressive, except for the late arrival by two teams.

Civic Reception

The Sedibeng District Council and Emfuleni Local Municipality jointly hosted the reception for all the participants and officials on Sunday May 22, 2005 from 19H00 – 22H00 at the Civic Hall and was attended by all the Councillors and the District Officers.

We also enjoyed support and cooperation from the Local Working Committee of the Region led by the President, his deputy and the Regional Secretary.

Accommodation

The NEC and Competitions Committee members, referees, league and Tournament Officers, Coordinators as well as the women's teams/clubs were accommodated at the Emerald Hotel, while the men's teams were accommodated at Riviera on the Vaal.

We encountered some difficulties at the accommodation locations where an accident led to the destruction of a carpet at one hotel and inadequate bookings were experienced at another. In yet another incident we had clubs that hired the conference room on the Association's account and we intend deducting same from their prize monies.

Media

The tournament had personnel from *The Star*, *Vaal Weekly*, *Daily Sun*, *City Press*, and *Sunday World* supervised by Eventive PR. SAFA accommodated the media while Vodacom was responsible for their travel and well-being. The media personnel at the play-offs quickly organized the local media (Provincial and regional) and this contributed to vast coverage of the tournament. The strategy worked out very well thus the national publicity and interest in this League.

Budget / Creditors

All the tournament needs were paid for timeously with the help of our Finance Manager and there was absolute satisfaction by the hosting Region and all involved. The only outstanding payment at instance is the Prize money for the promoted teams and the hotel's last invoices.

The new system in the Finance department as brought by the Head of Administration and ably managed by the Finance Manager need to be commended. We also have commend the efforts of the personnel in the Finance department.

Registration of Players/ Scrutinizing

Since this is a senior open League, the registration of players was confirmed on production of players' cards. We had permanent team sheets produced by this office where eighteen (18) players appeared and there was no changes allowed to the team sheet, we also carried with us the original registration forms of the players as registered by clubs/teams during the season and had no problem in identifying the players for participation.

We also held meetings with all the clubs, for proper instructions and procedures as well as the Hotel rules for the duration of the play-offs. There

were some minor instances where the duty staff at the hotel was indifferent towards clubs and the officials during meals, but same were solved amicably to the satisfaction of both parties.

Playing Facilities

The tournament venue (George Thabe) was of acceptable standard and was supplemented by use of the Boipatong and Bophelong Stadium. The tournament office was fully equipped. We had all the necessary equipment and this allowed the recording of league logs and results being collated on a daily basis and distributed timeously to all the participating teams.

All the facilities (stadiums, ambulance, and first aiders) were provided free by the District Council.

Opening Ceremony

The opening ceremony was a glittering affair attended by among others the Executive Mayor of Sedibeng and Emfuleni, the Chairman of the Competitions Committee and two National Executive Committee Members. The Chairman, the Secretary and all the Executive members in the Region represented the host Region.

We also had in our midst the captain of the senior national team and many representatives from the PSL clubs. This was a successful affair covered on all SABC news channels of 23 May 2005.

Local Organizing Committee

Although the local organizing committee was limited in terms of personnel, their untiring efforts and willingness to cooperate was very good. The people in the Vaal football structure were very helpful and were present at all times.

The District Council also provided us with a sports manager who assisted us at all times when problems or challenges arise.

Medical

The presence of a fully equipped ambulance, first-aiders on the field as well as two physiotherapists resulted in very professional treatment of the players. We had three (3) players from Peoples Bank Spurs F.C with injuries-two (2) with ankles and the other one suffering from severe shock after the stage collapsed on Sunday, May 29, 2005 after the awards ceremony. All these players were treated at the field and transported to the Medi City Clinic in Vereeniging.

Head Office settled all invoices regarding the injuries. We had no Doctor on standby at the grounds because of budgetary constraints.

Matches

All fixtured matches were played and we had no major incidents involving discipline of clubs officials or players.

There was an unfortunate incident of a referee that arrived late, causing some fixture congestion and a knock-on effect impacting other parts of the overall schedule.

Crowd Support

This tournament will be remembered for the good crowd support at Boipatong, Bophelong and George Thabe Stadiums for the duration of the tournament.

We had a Road Show rig that visited taxi ranks, shopping malls, train stations and learning institutions.

Closing Ceremony

The closing day was held at the George Thabe Stadium and was attended by the President of the Association, the Executive Mayors of both Sedibeng and Emfuleni Councils, local government officials, SAFA NEC members and Competitions Committee members.

The stadium was filled to near capacity and the last matches were played between Hallelujah Zebra Force Ladies (North West) and Detroit Ladies F.C (Mpumalanga) while the last match was between Clyde Pinelands F.C (Western Cape) and Peoples Bank Spurs F.C (Mpumalanga)

Both matches appeared live on SABC TV.

Off grave concern was the collapse of the podium just after the presentation of awards by the President and the Executive Mayor of Sedibeng. The club, People's 'Bank Spurs danced on the stage and the support base folded, resulting in two minor injuries to players.

Promoted to National 1ST Division

People's Bank Spurs F.C	Mpumalanga
PJ Stars F.C	Gauteng

National Champions

Moroka Swallows Ladies F.C	Gauteng
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SAFA Coca-Cola Under-17 Youth Challenge

SAFA Western Province hosted this tournament that took place at four (4) playing grounds in Avonwood, Cape Town from 05 - 11 December 2004.

Twenty-five (25) Regions and USSASA participated in this event, where teams were divided into five (5) groups. The first four groups consisted of five (5) teams each with the last group consisting of six (6) teams.

The following Regions emerged winners in their respective groups:

- Gauteng East A
- Highveld B
- USSASA C
- Southern Gauteng D
- Southern Kwazulu Natal E

The runners-up in their respective groups were given an opportunity to battle it out for the Plate Final trophy that was ultimately won by Limpopo West after defeating Eastern Kwazulu Natal.

Western Province and Gauteng North had a battle for the coveted trophy and finally Western Province lifted the Cup winning (2-0) after full time. The last year's champions, Gauteng North became the runner-up in the main final. Highveld beat Gauteng East in the third and fourth place play-off.

A 40 member training squad was selected and announced by Mr. Serame Letsoaka, the U17 national coach after the finals.

Mike Nqaleni of Western Province and Doctor Sikhosana of Highveld were named the player and the Top Goalscorer of the tournament respectively. They both received awards for their efforts.

The tournament was a success and there was overwhelming support shown by both the community and the host Region as the tournament progressed. The sponsors, through the marketing and events companies, should be applauded for the support they provided this tournament. The participants enjoyed themselves during and after the tournament and no major obstacles were observed.

The meetings held with the Sponsors prior the tournament contributed enormously to the success of this event in that responsibilities were clearly defined during same.

Western Province was crowned the 2004 Coca-Cola Under-17 Youth Challenge Champions.

Gauteng North was the runner-up.

Highveld and Gauteng East got the 3rd and 4th positions, respectively.

Limpopo West won the 2004 Plate final

Suggestions From the Department

- All Regional leagues to have equal number of teams;
- That the office acquire a data base management system and that all Provincial and Regional Coordinators use the soccer software for uniformity;
- That all Castle League clubs be provided with kit. They are all using different branding on their kit.
- That we promote the Ten (10) women's teams at the end of the current season to a semi professional level. (1st division equal)
- That Provincial Coordinators for Gauteng and Western Cape be employed.
- That additional airtime is considered for competitions department staff and Provincial Coordinators.
- Review of Competitions Department staff contracts retrospectively to consider additional League, and ABSA which were not included in the first instance.

- That Provincial Co-ordinators contracts be finalized.
- That we get marks of the Sponsors (bill boards and other items) at the match venues or that we supply league flags to all participating clubs- Vodacom, Castle and Danone.
- We recommend that entry fees be paid to this office for uniformity as agreed in the Competitions Workshop attended by all our Regions. Our office is also expected to enforce uniformity as clubs are not entering the league on a uniform basis. (Different amounts are charged) while Head Office expend on prize monies, kit, Provincial play offs and the National play-offs.
- We acquire kit for the Regional League clubs at 16 per Region, multiplied by the current 25 Regions.
- That the current season kick-off (all leagues) on the weekend 19-21 August and be completed on the weekend 24-26. The Castle National play-offs from 23-29 April 2006 while the Vodacom league should play-off from 14-21 May 2006.

Conclusion

We applaud the guidance and leadership of the Head of Administration during the past season even with minor discomfort experience during other events. Despite the additional workload created with the introduction of new projects we have been able to complete the said projects.

NATIONAL TEAMS

1. Introduction

1.1 The directorate of National Teams Administration was established at the beginning of the year 2003 with the primary objective to provide administration management support for all the national teams.

1.2 This entails mainly :

- 1.2.1. Provision of management support to the National Teams Administration
- 1.2.2. drawing, monitoring and reconciliation of activities budgets
- 1.2.3. coordination of national teams activities i.e. international tournaments, matches and friendly games

2. National Teams

- Men's Senior National Team (Bafana Bafana)
- Women's Senior National Team (Banyana Banyana)
- National U-23 Team (Amaglug-glug)
- National U-20 Team (Amajita)
- Women's U-19 Team (Basetzana)
- National U-17 Team (Amajimbos)

2.1.1 The Association's National Team Committee recommended that the Association should disband the idea to have both U-14 & U-12 national teams in order to be inline with the rest of the world practices. There are no international competitions at this age category thus it becomes difficult to secure funding.

2.1.2 All national teams except for the women's U-19 team are funded through sponsorship from different companies

2.1.3 Management support

For administrative purposes, the teams are provided with managers with specific responsibilities to deal with all administrative matters, organisational planning in support of the technical staff concerning their respective teams

3. National Teams Programmes

3.1 Men's Senior National Team (Bafana Bafana)

3.1.1 During the period of June 2004 to June 2005, the team participated in eight games of the 2006 FIFA World Cuptm qualifying matches;

3.1.2 They also played three international friendly matches against Tunisia, Australia and Nigeria. The Nigerian match was the Association's annual event named the Nelson Mandela Challenge;

3.1.3 The team recently participated in the Gold Cup as the guest of the Confederation of North Central American and Caribbean Association Football (CONCACAF);

3.1.4 We were in the same group as Mexico, Jamaica and Guatemala. By virtue of having obtained position two in the groups the team qualified for the quarterfinals. They were ousted from the tournament in the quarterfinals by Panama on a penalty shootout after the match ended in a 1 – 1 draw;

3.1.5 The team has two 2006 FIFA Germany World Cup qualifiers outstanding, against Burkina Faso and the Democratic Republic of Congo, to determine our future in the forthcoming World Cup tournament finals in 2006.

3.1.6 Outstanding Fixtures

- The team will participate in the 2005 Cosafa Castle Cup Semi-finals in South Africa on 13&14 August 2005
- 13 August 05 – Angola vs Zimbabwe
- 13 August 05 – South Africa vs Zambia
- Sunday, 14 August 05 - Finals

3.1.7 2006 Fifa World Cup Germany qualifiers results

- 5 June 04 South Africa 2 – 1 Cape Verde – home
- 19 June 04 Ghana 3 – 0 South Africa – away
- 3 July 04 South Africa 2 - 0 Burkina Faso – home
- 4 September 04 DR Congo 1 – 0 South Africa – away
- 9 October 04 Uganda 1 - 0 South Africa – away
- 26 March 05 South Africa 2 - 1 Uganda – home

3.1.8 Friendly matches & results

- 18 August 05 Tunisia 0 - 2 South Africa -- away
- 7 February 05 South Africa 1 – 1 Australia – home
- 17 November 05 South Africa 2 - 1 Nigeria – home
- 4 June 05 Cape Verde 1 - 2 South Africa – away
- 18 June 05 South Africa 0 – 2 Ghana – home

The team consisting of mainly local based players defeated Madagascar and Mauritius in the Cosafa Castle Cup semi-finals to qualify for the final stages of the tournament scheduled for 13&14 August 2005, in Mmabatho.

3.1.9 Cosafa Cup results

- Seychelles 0 - 3 South Africa - away
- Mauritius 1 - 0 South Africa - away

3.1.10 Gold Cup results

- 8 July 2005 Mexico 1 - 2 South Africa

- 10 July 2005 Jamaica 3 - 3 South Africa
- 13 July 2005 South Africa 1 – 1 Guatemala
- 17 July 2005 Panama 6–4 South Africa (penalty shootout)

3.2 Women's Senior National Team (Banyana Banyana)

3.2.1 During the period under review the team played three official matches against Ghana, Zimbabwe and Ethiopia in the 3rd African Women Nations Cup hosted by South Africa from 18 September – 2 October 2004

3.2.2 Afcon results

- 19 Sept 04 South Africa 0 - 3 Ghana
- 21 Sept 04 South Africa 1 – 2 Zimbabwe
- 24 Sept 04 South Africa 1 – 2 Ethiopia

3.2.3 As a result of these disastrous results, the team failed to qualify for the next stage of the competition;

3.2.4 The team did not play preparation matches prior to this tournament because of the Association's financially constrained position;

3.2.5 Prior to this tournament, the Head Coach, Mr Gregory Mashilo was removed from his position as the Head Coach. The administrative manager, Ms Fran Hilton Smith has been redeployed at the Football Development directorate;

3.2.6 As a result of these complications the team remained inactive for the better part of the season;

3.2.7 Styles Phumo has since been appointed the team Head Coach, assisted by Sheryl Botes;

3.2.8 Ms Desiree Ellis is identified as team manager. Her appointment is still to be formalised;

3.2.9 Banyana Banyana Programme, budgets for the 2005/6 period have been prepared and submitted to the Association for approval;

3.2.10 On 27 May 2005, they played Zimbabwe in a friendly game at Vaal Technikon. South Africa defeated Zimbabwe with 10 goals to zero.

3.3 National U-23 Team (Amaglug-glug)

3.3.1 In February 2005, the Association and the U-23 National Team official sponsors Sasol launched Vision 2008 dubbed "Beijing our Destination" to prepare a world-class team to participate in both the 2007 All Africa Games and 2008 Olympic final in Beijing;

3.3.2 They also embarked on a highly successful country-wide talent identification dubbed "Operation Wonke-Wonke" aimed at identifying players born on or after 1 January 1985;

3.3.3 Twenty-five SAFA regional teams consisting of 20 players per region were selected by the regional and provincial coaches under the auspices of the South African Football Association;

3.3.4 The Head Coach of the Under-23 National Team, Mr Steve Komphela, with his technical staff, travelled countrywide and selected nine (9) provincial teams, consisting of twenty players per team;

3.3.5 Nine provincial teams were brought together to the camp from 4 – 10 July 2005 in Johannesburg;

3.3.6 They participated in the provincial tournament where the development squad of ±60 players were selected. The development squad continued in further selection camp where they were trimmed to a manageable size of twenty (22) players;

3.3.7 The development squad will later participate in training camps combined with friendly international tournaments and matches preparation for their amalgamation with the players from Mvela and Premier Soccer league teams.

3.3.8 Professional Players Preparation

- They have already played in a friendly international game against Ghana on 27 March 2005, at Olympia Park Stadium, Rustenburg;
- Two training camps for technical and tactical assessment were held in April and May 2005;
- Participated in Festival International Espoirs de Toulon in which they played three matches against France, Mexico and Japan.

3.3.9 Period match results :

- 27 March 05 South Africa 1 – 1 Ghana – South Africa
- 1 June 05 France 2 – 0 South Africa – France
- 3 June 05 Mexico 1 – 0 South Africa – France
- 5 June 05 South Africa 1 – 0 Japan – France

3.3.10 2005/2006 Programmes

The Amaglug-glug programme for the period 2005.2006 has been submitted to the Association, it will be implemented as soon as it has been approved.

3.4 National U-20 Team (Amajita)

3.4.1 In June and August 2004, the team played the African Youth Championship qualifying matches against Lesotho on a home and away basis.

3.4.2 The team won the first leg of the qualifiers 2-1 in Nelspruit. They went on to lose the second leg 1 – 0 in Maseru. Due to the fact that the team conceded a goal at home, they failed to qualify for the African Youth Championship.

Coaching Staff

When the team failed to qualify for the African Youth Championship, the head coach, Boebie Williams was removed and redeployed to the Football Development Directorate as coach educator. Bafana Bafana Assistant Coach, Steve Komphela was appointed as the team's Caretaker Coach.

During November/December, 2004, the team successfully participated in the Cosafa tournament, which they won to be crowned 2004 edition champions. Five matches, including the finals were played against Mauritius, Seychelles, Angola, Malawi and Zambia.

African Youth Championship Results

- 16 July 2004 South Africa 2 – 1 Lesotho – Nelspruit
- August 2004 Lesotho 1 – 0 South Africa – Maseru

Cosafa Tournament

- 27 November 04 - South Africa 1 – 1 Mauritius
- 29 November 04 – South Africa 8 – 1 Seychelles
- 30 November 04 South Africa 1 – 1 Angola
- 2 December 04 South Africa 3 – 2 Malawi – semi-final
- 4 December 04 South Africa 5 – 4 Zambia – final

After the Cosafa tournament, a total of five friendly matches, three against Lesotho and two against Botswana were played. Four were played at home whilst one against Lesotho took place in Maseru.

Friendly match results were as follows :

- December 04 Lesotho 0 – 1 South Africa – away
- December 04 South Africa 0 – 1 Lesotho – home
- December 04 South Africa 1 – 2 Lesotho – home
- June 05 South Africa 1 – 0 Botswana – home
- June 05 South Africa 4 – 0 Botswana – home

2005/2006 Programmes

We anticipate that the team will participate in five international friendly games in preparation of the forthcoming CAF and FIFA fixtures. These matches will also serve as sponsorship contractual deliverables. The programme has already been submitted to the Association for approval.

3.5 U-17 National Team (Amajimbos)

The National U-17 team was the most active and successful junior team for the 2004-5 season.

African Youth Championship results

- 8 May 05 Nigeria 2 – 2 South Africa – Gambia
- 11 May 05 Zimbabwe 1 – 4 South Africa – Gambia
- 14 May 05 South Africa 1 – 0 Ivory Coast – Gambia
- 17 May 05 The Gambia 2 – 1 South Africa – Gambia
- 21 May 05 Ivory Coast 1 – 0 South Africa – Gambia

As a result of the defeat by both Ivory Coast and Gambia, our team could not qualify for the 2005 World Youth Championship in Peru.

3.6 Women's U-19 National Team (Basetsana)

- 3.6.1 Due to the lack of financial support caused by the fact that the team had no sponsor, they have been inactive for the better part of the season;
- 3.6.2 The Association has allocated a budget for the period of June 2005 – June 2006 for the team to be active. Plans are in place to arrange friendly international matches with neighbouring countries;
- 3.6.3 In January 2005, the Women's National U-19 team was invited by the German Embassy to participate in an intensive training camp, in Germany;
- 3.6.4 During the tour, they played practice matches against the local clubs. The German Embassy paid for all expenses ie:
 - International flights from Johannesburg to Germany return, for a delegation of twenty-five people;
 - Domestic transport in Germany;
 - Full boarding and accommodation for the duration of their stay

FINANCE DEPARTMENT

Introduction

The Finance Department was staffed by the following people:

- Gronie Hluyo (Finance Manager)
- Philicia Ramashia (Assistant Finance Manager)
- Nomandla Qashani (Finance Officer)
- Tholakele Tivane (Finance Officer)
- Mr. Levy Ramajoe has been seconded from the Logistics Department to assist in the Finance Department.

The department has, and continues to perform, the following key functions:

- Payments of expenses
- Maintenance and reconciliation of fixed assets register
- Cash flow management
- Budgets preparation and management
- Monthly reporting to Finance Committee
- Statutory compliance: Value Added Tax (VAT), Pay As You Earn (PAYE), Regional Services Council levy (RSC), Workmen's Compensation Act levy (WCA) and Skills Development Levy (SDL)
- Invoicing and debt collections (mainly sponsorship funding)
- Salaries administration
- Pension and medical aid coordination
- Insurance administration
- Gate takings management & security payments
- Fleet management (Fiat Cars only)
- Sourcing of foreign currency

Report Period 01 July 2004 to 31 December 2005

The improvements observed in efficiencies and productivity during last year continued in the period. The staff members have gone past the learning curve stage and are mastering their different portfolios with minimum supervision:

- The budgeting system continues to be effective. This system is forcing department heads to review their business practices and improve them before the actual events. This has resulted in cost reductions and efficient ways of doing business;
- We are supporting the other departments more efficiently since we have gained a better understanding of their processes;
- To sustain and improve on these improvements we are considering implementing a customized management system that will, among other things, provide detailed variance reports for the various units;
- An Electronic Banking System shall also be implemented and that should result in a more efficient way of effecting payments;

- Documents management has improved drastically. The filing of claims is being done on time and in an orderly manner. As a result, the number of missing claim forms has been reduced;
- We now have an excellent control over the Association's assets. This has been achieved by updating the fixed assets register regularly. In addition to that we perform a comprehensive verification of our assets. This includes checking their state in addition to their existence.

Period 01 January to 30 June 2005

During the month of December 2004 we had a case where the Assistant Finance Manager was involved in an unfortunate incident. This led to her immediate dismissal. In addition to this, the services of Dr. Gouws were terminated. This, then, led to a situation where the Finance Department was heavily understaffed. During this period a lot of key processes lagged behind, resulting in underperformance by the department.

From 01 June 2005, in conjunction with First National Bank, we engaged the services of CMS to assist us with updating the work, implementing controls and cost saving processes. Some progress has already been made and by the end of their assignment in September 2005 we hope to have covered a lot of ground.

The Department believes in the philosophy of continuous improvement and we shall endeavour to improve on our current processes and systems.

EXECUTIVE SUPPORT

Main Functions of the Department

Members are to be provided with the following support:

- Air Travel
- Accommodation Road Transport
- Meeting rooms
- Minutes of meetings

Other Functions

- Process meeting allowances for NEC members
- Distribute Discussion Documents
- Procurement of Visas for International Travel
- Arrangement and Insurance of NEC Members' mobile phones.
- Maintenance of vehicles for the Presidency

Highlights for the Period

Arranged traveling for a delegation to Zurich for the announcement of the 2010 World Cup Host Country;

Arranged travel and accommodation for FIFA President's first visit to South Africa for a meeting with SAFA NEC members, as well as meeting with the State President Mr. Thabo Mbeki;

Arranged travel for SAFA NEC members to attend successful Bafana Bafana Matches;

Participated in the arrangements of the Special General Meeting;

Participated in the arrangements of campaigning clubs such as Orlando Pirates, Kaizer Chiefs, Supersport United, Santos and Ajax CapeTown in the CAF Club Competitions;

Participated in the activities of all the National Teams, assisting in providing for the well being of the NEC Heads of Delegations, transporting of officials and general equipment;

Contributing to day to day general office operations;

Making travel arrangements for delegates to the Confederation Cup matches in Germany;

Drawing up budgets for the Directorate;

Record keeping and reconciliation;

Involvement in the cost exercise;

Participation in the then 2010 World Cup Bid Activities.

Plan of Action for Improvement

Open up accounts with hotels where by Southern Suns do not operate;

Uniformity in the form of having Executive Members organizing own road transport instead of SAFA hiring cars for some, except in cases of emergency;

All Sub-Committee meetings to be held in Johannesburg unless there is a need to do otherwise;

Sub-Committee conveners to have a year planner for their respective meetings;

Discuss with conveners their plans for meetings;

Have a monthly report on costs and activities;

SAFA Head Office to have spare passports and photos for Executive members to make it easy to facilitate for their visas (especially when they are appointed HOD's);

Air tickets not utilized to be monitored closely to ensure that refunds correspond with cancellations;

Car hire bookings to be monitored so that invoices correspond with issued vouchers;

All minutes of sub-committees to be coordinated for office records.

