



Our Model 3C's



Curriculum

Our Curricula are activity-based and provide accurate and actionable health information.



Coaches

Our Coaches care about and connect with adolescents so that they are inspired to take action.



Culture

Our Culture creates a fun and safe environment that is optimal for engaging young people around the most important, difficult, and often taboo health topics.

Our

Impact 3A's



Assets

We build Assets (health knowledge and the confidence to use it).



Access

We improve Access to high-quality health services.



Adherence

We increase Adherence to crucial treatments and healthy behaviors.



Organisational **Information**

GRS Zambia, registered in 2005 is a nonprofit NGO with the Government of Zambia through the Ministry of Community Development and Social Services, and the Patents and Companies Registration Agency (PACRA) under registration #59641.

Geographic Coverage

GRS Zambia currently operates in eight provinces including Central, Copperbelt, Eastern, Lusaka, Muchinga, North-Western, Northern, and Western Provinces.

GRS Zambia Board of Directors

- Isabel Mukukelabai Board Chair
- Boyd Mkandawire Board Secretary
- Dr. Moses Sakala Board Member
- · Chikondi Phiri Board Member
- Dr. Thomas Clark Board Member
- Fiona M. Shanks Board Member

2022 Impact:

35K+

Youth Reached

A note from the director

Dear Friends of GRS Zambia,

The Republic of Zambia has an estimated population of 18 million, of which 25% are adolescents (10-19 years). These adolescents are faced with several challenges related to their development, such as unintended and teenage pregnancies, unfriendly environments at health service access points, gender-based violence (GBV), HIV infections, and sexually transmitted infections, among many other challenges.

In 2022, Grassroot Soccer (GRS) Zambia continued to prioritise adolescent health through implementing GRS's signature evidence- and sport-based "SKILLZ" health programmes that equip youth to navigate their futures. These programmes are driven by a preventive and promotive youth-led approach and focus on sexual and reproductive health and rights (SRHR), HIV, GBV prevention, youth-friendly services, mental health, and positive youth development.

In this Annual Report, we highlight some of GRS Zambia's life-changing interventions that were implemented in 2022, which complemented government efforts in several key areas in adolescent health: primary HIV and GBV prevention and social asset building, promoting pro-social behaviours among adolescent boys and young men, improving the mental health and well-being of adolescents, promoting treatment adherence for youth living with HIV, and empowering adolescent girls and young women around SRHR and life skills.

We are committed to continued partnership with our network of partners in scaling and sustaining our efforts to improve health outcomes for adolescents and young people in Zambia.

Many thanks for the continued dedication to our work.

Boyd Mkandawire

Grassroot Soccer Zambia Managing Director



Programming Overview

Building Assets: Reaching Adolescents and Young People with Health and Social Assets

In 2022, GRS Zambia built the health and social assets for more than 35,600 adolescents and young people aged 9-24 years by providing them with comprehensive SRHR and HIV information. We continued to leverage our unique sport-based SRHR and age-appropriate SKILLZ curricula to deliver interventions using a mixed-gender approach for SKILLZ Core (for very young adolescents), and a single-gender approach for SKILLZ Girl and Guyz (for older adolescents and young people).





In 2022, GRS Zambia continued to complement government efforts in strengthening the provision of adolescent-friendly health services by linking 10,210 adolescents and young people to various health services, including HIV testing, STI screening, family planning, and mental health services. GRS Coaches were integral in raising awareness on available health services using models such as peer-to-peer-led, community-based distribution (CBD) and also interactive sport-based SRHR sessions. Coaches trained as CBDs provided one-stop SRHR commodities for young people including short-term contraceptive injectables (Sayana press and Depo-Provera), condoms, emergency contraceptives, and oral contraceptives, in conjunction with government-managed health facilities.

Promoting Adherence: Integrated Mental Health and HIV Treatment Programme

GRS Zambia utilised its adherence support clubs to encourage continued positive health behaviours for adolescents and young people. Additionally, GRS's SKILLZ Plus curriculum, an adolescent-friendly HIV treatment adherence programme delivered by GRS Coaches openly living with HIV, provided a nexus for fostering positive behaviours around ART adherence. Under the USAID Youth Excel-funded project, GRS integrated mental health information and services into the programme through the MindSKILLZ Magazine, a supplemental, hard-copy resource that reinforces key mental health messaging and exercises to spark vital conversations between youth living with HIV (YLHIV) and their support systems at the household/community level, which links YLHIV to age-appropriate mental health information for maintaining a positive HIV lifestyle.

Programming Overview



PEPFAR Community-Led Monitoring: Integrating Voices of Recipients of Care to Improve Provision of HIV Services

GRS Zambia completed our second year of the PEPFAR-funded Community-Led Monitoring project to ensure the voices and suggestions of people living with HIV are incorporated in the design and approach of HIV care and treatment across PEPFAR-supported health facilities in Lusaka province. Recipients of care were engaged to share their views and recommendations for the provision of client-centred HIV services. Through these participatory efforts, GRS Zambia documented and shared key findings with PEPFAR, the Ministry of Health, and clinical partners around the need for comprehensive client-centred HIV services. Additionally, GRS Zambia proactively incorporated the feedback from recipients of care into our other programmes that focus on HIV treatment and prevention activities for adolescents and young people.

USAID Action to HIV Epidemic Control Project

2022 marked the launch of GRS's partnership with Right to Care Zambia, which signified our dual effort to reduce HIV mortality, morbidity, and transmission aligned with the UNAIDS "95-95-95" targets for HIV incidence, prevalence, and viral load suppression. Through community outreaches facilitated by GRS Coaches, GRS Zambia successfully linked young people to HIV testing, voluntary male medical circumcision (VMMC), pre-exposure prophylaxis medication (PrEP), contraceptives, and viral load sample collection and ART initiations services across 18 health facilities of Northern province.

USAID Empowered Children and Adolescents Program (ECAP) I

GRS Zambia has partnered with Catholic Medical Mission Board since 2021 to reduce the risk of HIV infection and improve the physical, emotional, and psychological well-being of vulnerable children and adolescents through the delivery of high-impact, evidence-informed, and age-appropriate interventions. GRS Zambia conducted interventions (Coaching Boys into Men and Stepping Stones), reaching 13,854 adolescents throughout the year with SRHR support, health services, and messaging around gender equality.

Partnering for Impact and Scale: Engaging Government and Community-Based Partners to Advance Adolescent Health Outcomes

GRS Zambia continued to leverage its partnerships with Government Line Ministries (Education and Health) and community-based partners to strengthen the provision of comprehensive SRHR information and services to adolescents. Working with other PEPFAR-funded community-based organisations, GRS Zambia fostered alliances for advancing health outcomes for all, especially those living with HIV. Partnerships with Catholic Medical Mission Board Zambia/Access to Health Zambia, Right to Care Zambia, Muchinga Corridors, and Adolescent Health Reproductive Advocates enabled complementary and innovative approaches for reaching adolescents and young people. Additionally, riding on the Ministry of Health and Ministry of Education, GRS Zambia was able to work with more than 100 schools and 35 clinics.



Research Highlights

From participating in rigorous randomised controlled trials to conducting rapid evaluations of programmes, GRS Zambia is committed to contributing to the global understanding of what works in adolescent health. GRS integrates these insights, along with the latest evidence in the field, into its programmes to maximise impact.

2022 research highlights for GRS Zambia include completing the longitudinal evaluation of the Total Health programme, concluding programme and research activities on the NIH 'Using all our SKILLZ' study, and conducting an evaluation of the MindSKILLZ Magazine under the USAID Youth Excel project. The team continued evaluation of group therapy for SKILLZ Plus participants in the Comic Relief Strong Bodies, Strong Minds project, and continued the Comic Relief Leveling the Field Phase II project. Results from the Total Health evaluation, a two-year longitudinal study, revealed that SKILLZ participants had improved knowledge of HIV, pregnancy, and SGBV support services, though service uptake remained low. Adolescents reported improved attitudes toward health facility staff, more genderequitable attitudes, and increased HIV testing uptake. Coaches played a key role in disseminating SRHR information and referring/linking adolescents to services, especially during the period of COVID-19 pandemic restrictions. Evaluation results of the MindSKILLZ Magazine showed that the magazine was found to be highly acceptable and relevant to participants and adult stakeholders, and YLHIV participants shared numerous examples of how they had used the magazine in their daily lives.

In 2022, GRS Zambia continued to work together with the government, including training of Community Based Distributors (CBD), held in conjunction with the Ministry of Health. MOH trainers under the Adolescent Health Unit provided technical support to 88 GRS Coaches on the CBD model, focused on building their skills around the provision of SRHR services such as short-term family planning and STIs/HIV/AIDS counseling and testing within their local communities. GRS Coaches were drawn from six districts of Zambia (Lusaka, Chilanga, Kafue, Nyimba, Chongwe and Mwembeshi). Through this training, GRS Zambia also worked with respective district health offices to support the rollout of the CBD model by placing 70 GRS Coaches to work as CBDs in selected youth-friendly spaces. The rollout was also facilitated by Maternal Child Health Coordinators who are providing ongoing technical support and SRH commodities to ensure that GRS Coaches continue to serve as links of health services for young people and communities.

Technical Working Groups

GRS Zambia engaged in the following technical working groups to support with meeting the needs of adolescents, and increase visibility and sharing of learnings and best practices with other thought leaders in the sector:

- National Adolescents and HIV/AIDS Technical Working Group
- · Provincial Technical Working Group meetings
- Sub- District Adolescent Technical Working Group meeting
- · District Technical Working Group meetings
- National and District Mental Health Technical Working Group
- National and Provincial Technical Working Group on Voluntary Medical Male Circumcision (VMMC)

"Grassroot Soccer changed my life, and it has now given me a platform for me to change the lives of others. For this, I am very thankful to Grassroot Soccer."

> -SKILLZ Coach



Success Story: Mercy

Mental health is a critical health challenge for adolescents living with HIV, and one that has to be proactively addressed to scale up effective HIV prevention and treatment. If not addressed, these challenges can disrupt a young person's development



and have far-reaching consequences for their mental and physical health and quality of life.

Mercy Mpango, a 21-year-old woman from Chongwe, Zambia, has had to overcome many obstacles in her life. She lost her mother when she was just six years old, and as a child suffered from a number of illnesses without being told exactly what the cause was. Mercy would push her father and older siblings for answers until, when she was almost 13 years old, her cousin sat her down one day and revealed to Mercy that she was HIV-positive, and that she contracted the virus from her mother.

When she learned her status, Mercy's behaviour changed. She struggled with her mental health, often isolating herself during the difficult spell that followed. "I'd be sitting in class by myself thinking I was the only one taking medication, and it made me feel even worse," she said. When Mercy would go home after school, she would be affected even more by feelings of isolation, as she was the only child in the house taking antiretroviral medication.

Years later, this would change when volunteers stationed at Mercy's local health facility invited her to join Grassroot Soccer's SKILLZ Plus programme for youth living with HIV.

"When I first started attending Grassroot Soccer sessions, I loved the safe and open environment it provides," Mercy said. "This led me to open up. There, no one would point fingers at me over my status or how I have HIV at this age. All of that did not matter. I felt like I became a different person after losing myself when I found out about my status; I felt like I was reborn because of Grassroot Soccer."

Mercy enjoyed the programme's activities, and the session on disclosure in particular stood out among the rest. "I never disclosed my status to anyone before Grassroot Soccer, and I always wondered what that would be like," Mercy said. "The session gave me the procedure of evaluating what needs to be shared before disclosing to someone."

Mercy has now become confident about speaking on HIV-related topics and knows how to approach them despite their sensitivity, thanks to the information she gained from Grassroot Soccer. Specifically, she also credits the support and mentorship of her SKILLZ Plus Coach, Simon, in empowering her personal growth.

"Coach Simon has been a great mentor," Mercy said. "He has really helped me regain my confidence."

Mercy now volunteers at her local health facility where she continues passing on the information she gained from Grassroot Soccer to other youth in her community. In her free time, she enjoys watching movies and her favorite TV shows. Mercy plans on pursuing clinical medicine as her profession, with the hope of continuing to make a difference in people's lives.

Success Story: **Bupe**

"Grassroot Soccer has influenced my life in that it has helped me in decision-making, teaching me the do's and don't's of society. It has taught me that moral values and respect for elders are important, and as a girl child, we should not use our bodies as a source of income." –Bupe



Adolescent girls succumb to various situations like unplanned and teenage pregnancies, poor menstrual hygiene, and sexually transmitted infections like HIV/AIDS due to limited knowledge on sexual and reproductive health and rights (SRHR). Having access to information on SRHR is vital for an adolescent girl, as this decreases risk due to various factors. Grassroot Soccer (GRS) continues to deliver this information to various adolescent girls, and Bupe is an example of one who has benefited from the SKILLZ Girl programme.

Bupe, a 15-year-old girl from Chipata, is in her 12th school year. Growing up, Bupe was curious about certain topics, but she was told that this information would be shared with her at a later age. Bupe did not hesitate to sign up when GRS Coaches came to her school to explain the SKILLZ Girl programme. "I was motivated to join as I wanted to know the ways of communication, more about gender-based violence (GBV), and how I can live a healthier and risk-free life as a girl," Bupe said.

The intervention began, and Bupe did not miss any sessions, but one particular session stood out from the rest. "My favorite session was on communication; I got to know different ways of communicating. Before this, I did not know how to communicate a message clearly, this really helped." The SKILLZ Girl programme is designed to provide information and skills to girls in order for them to be gamechangers and make sound decisions.

"SKILLZ Girl has enabled me to do the things that I love to do as a girl child; no one has the right to force me to do something that I do not want to do," Bupe said.

During the program, Bupe developed a special relationship with her GRS Coach, Dalitso. "Coach Dalitso has helped me a lot. I had a number of questions, and when I was stuck, I would call her." Bupe is thankful for the programme as she has been empowered with skills. "I now have a skill in abstinence, and I am confident in what I am doing and what I want."

After the programme, Bupe has continued to be a gamechanger in her community as she encourages her friends about the importance knowing their rights and roles as a girl. "I encourage girls, whether in my community or elsewhere, to join up for this programme because what we are learning is important, and these are the things we see in our lives like early marriages and gender-based violence."

In her spare time, Bupe loves to dance, and she is also part of the praise team at her local church. For her future plans, Bupe hopes that once she is done with her secondary school, she can join GRS as a SKILLZ Coach herself, and later pursue an education in midwifery.

2023 Outlook

Looking ahead, GRS Zambia will continue to reach adolescents and young people by building their social and health assets using its evidence-based SKILLZ health curricula: SKILLZ Plus (with integrated mental health programming), SKILLZ Guyz, SKILLZ Girl, and SKILLZ Core.



GRS Zambia will continue to implement the Levelling the Field project, a girl-centred programme in three rural districts (Nakonde, Mongu, and Chipata) to promote gender equality in order to level the field of play for young men and women in regards to power dynamics in relationships, decision-making, and access to SRHR services. GRS Zambia will also engage stakeholders around the project via stakeholder community dialogues, radio campaigns, and community outreach to foster a sense of ownership and shared responsibility for addressing GBV and promoting gender equality.

GRS Zambia will also continue to leverage its partnerships to extend the footprint of its SRHR and mental health interventions to vulnerable adolescents and young people in rural communities. As part of GRS's support for the USAID Action to Epidemic Control project, GRS will be responsible for voluntary medical male circumcision (VMMC) demand creation targeting 3,365 adolescents and young people aged 15 to 29 among the project's key performance indicators, while working toward USAID ECAP I targets to reach 20,200 vulnerable children and adolescents with SRHR and gender equality messaging and health services.

The Community Led Monitoring initiative with support from PEPFAR will continue to collect perspectives from people living with HIV to support the provision of client-centred services and leverage partnership with kep population-led organisations to include perspectives of key populations living with HIV. GRS Zambia will continue to leverage a strong partnership with the Key Population Alliance of Zambia as a strategic partner working with the key population networks across the six districts of Lusaka.

Additionally, in 2023, GRS Zambia will pilot our signature adolescent mental health promotion programme, MindSKILLZ, which targets key determinants of positive mental health through simple strategies based on global evidence and GRS's own research.

"Because of the Grassroot Soccer programme, I have developed three skills to say no. The first skill is being able to say it; the second skill is being able to use strong body language; and the third skill is being able to walk and run away if I feel unsafe."

SKILLZ Girl Participant



Our Supporters















	2022 ZMW	2021 ZMW
PROPERTY AND EQUIPMENT, NET (Note 2)	1,127,257	902,165
CURRENT ASSETS		
Grants receivable (Note 4) Other receivables (Note 5) Other assets (Note 6) Cash and equivalents (Note 3)	1,490,331 320,557 77,650 680,939	1,252,332 329,723 72,045 3,030,635
Total current assets	2,569,477	4,684,735
TOTAL ASSETS	3,696,734	5,586,900

The following is a reconciliation of property and equipment for the year ended December 31, 2022:

	Vehicles	Furniture and Fixtures	Computer Equipment		Total
Net book value, at beginning					
of year	467,186	43,021	311,673	80,285	902,165
Additions	742,947	-	266,106	-	1,009,053
Disposal	(46,000)	-	(101,954)	-	(147,954)
Accumulated depreciation disposal	46,000	-	74,738	-	120,738
Depreciation and amortization	(486,687)	<u>(8,750</u>)	(225,626)	_(35,682)	(756,745)
NET BOOK VALUE AS OF DECEMBER 31, 2022	723,446	34,271	324,937	44,603	1,127,257

The following is a reconciliation of property and equipment for the year ended December 31, 2021:

		Furniture			
		and	Computer	Computer	
	Vehicles	Fixtures	Equipment	Software	Total
Net book value, at beginning of					
year	747,498	974	154,199	_	902,671
Additions	-	43,750	312,898	107,047	463,695
Depreciation and amortization	(280,312)	(1,703)	(155,424)	(26,762)	(464,201)
NET BOOK VALUE AS OF					
DECEMBER 31, 2021	467,186	43,021	311,673	80,285	902,165

CASH AND EQUIVALENTS

Cash and equivalents consisted of the following as of December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
Bank balances	679,412	3,026,767
Cash on hand	1,527	3,868
TOTAL CASH AND EQUIVALENTS	680,939	3,030,635

GRANTS RECEIVABLE

Grants receivable consisted of the following for the fiscal years ended December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
Peace Corps	126,562	22,045
UAB/NIH	1,363,769	1,230,287
TOTAL GRANTS RECEIVABLE	1,490,331	1,252,332

OTHER RECEIVABLES

Other receivables consisted of the following for the years ended December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
Subgrant receivables Cash advances	312,759 7,798	329,723
TOTAL OTHER RECEIVABLES FOR THE YEAR	320,557	329,723

OTHER ASSETS

Other assets consisted of the following for the fiscal years ended December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
Security deposit Prepaid expenses	17,606 	17,606 54,439
TOTAL OTHER ASSETS	77,650	72,045

ACCOUNTS PAYABLE AND OTHER LIABILITIES

Accounts payable and other liabilities consisted of the following for the fiscal years ended December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
Accrued leave	328,005	243,880
Accrued expenses	25,485	-
Deferred revenue	1,486,945	2,319,354
TOTAL ACCOUNTS PAYABLE AND OTHER LIABILITIES	1,840,435	2,563,234

DUE TO RELATED PARTY

Grassroot Soccer, Inc. of the USA is the holding Company's parent entity. The related party activities (payables or receivables) are unsecured, interest free and have no fixed repayment terms. As of December 31, 2022 and 2021 the amounts due from (to) Grassroot Soccer, Inc. are as follows:

	2022 ZMW	2021 ZMW
TOTAL TO FROM RELATED PARTY	933,724	2,270,048

INCOME

Income consisted of the following for the years ended December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
GRANT INCOME		
Private foundation grant revenue Government grant revenue Global grant revenue	8,794,536 14,172,257 <u>5,565,414</u>	11,292,103 10,434,309 1,865,032
Total grant income	28,532,207	23,591,444
OTHER INCOME		
Contract and other revenue	363,868	250,205
TOTAL INCOME FOR THE YEAR	28,896,075	23,841,649

Further analysis of grant income for the years ended December 31, 2022 and 2021 is as follows:

	2022 ZMW	2021 ZMW
Bohemian	1,643,273	1,858,936
Comic Relief	5,022,496	4,849,242
Contribution from Global	5,565,414	1,865,031
The Circle	20,367	-
CMMB	5,105,821	6,492,503
FFH	-	583,454
Ford Foundation	1,089,088	433,535
Hivos	-	1,079,569
MAC AIDS	1,019,311	483,875
PEPFAR	2,069,529	901,383
Right to care	3,969,766	-
UAB/NIH	2,245,048	3,040,424
Vitol Foundation	-	2,003,492
Youth Excel	782,094	
TOTAL GRANT INCOME FOR THE YEAR	28,532,207	23,591,444

Other income consisted of the following for the years ended December 31, 2022 and 2021:

	2022 ZMW	2021 ZMW
OTHER INCOME		
Contract fees	259,922	223,705
Loss on disposal of fixed assets	(27,216)	-
Reimbursed expenses	131,162	26,500
TOTAL OTHER INCOME FOR THE YEAR	363,868	250,205

OPERATING EXPENSES

Operating expenses consisted of the following at December 31, 2021 and 2020:

	2021 <u>ZMW</u>	2020 ZMW
Advertising	8,400	
Airfare	1,640	8,470
Bank fees	92,663	45,826
Building repairs and maintenance	127,071	160,264
Coaches wages and casual labor	2,928,544	749,591
Computer equipment repairs	52,282	11,638
Depreciation and amortization	464,201	155,899
Equipment	381,614	30,960
Insurance	59,941	44,563
Lodging and meals	681,091	183,365
Loss on exchange transactions	668,464	154,305
Meetings	1,416,502	554,283
Motor vehicle expenses	1,410,002	107,597
Office supplies	358,010	139,466
Petrol and oil	257,482	182,968
Printing and production	853,307	154,023
Professional fees	404,935	327,419
Program supplies	2,148,197	702,347
Rent - office, storage and housing	409,002	348,707
Salaries and wages	7,820,499	3,110,521
Staff development	-	13,187
Subscriptions and publications	6,722	20,774
Telephone and postage	1,714,685	1,258,915
Transport and travel	2,295,261	2,289,158
Utilities	42,111	35,719
Venue and equipment rental	5,850	6,000
Subgrant expense	1,312,144	588,102
TOTAL ADMINISTRATIVE AND OPERATING		
EXPENSES	<u>24,510,618</u>	<u>11,384,067</u>



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