

GRASSROOTSOCCER  
ZAMBIA



# 2023 Annual Report

# Our Mission

Grassroot Soccer Zambia GRS Zambia is a rapidly growing local adolescent health organisation that leverages the power of soccer to equip young people with the life-saving information, services, and mentorship they need to live healthier lives.



Grassroot Soccer's model uses a strategy referred to as the 3 C's: Curriculum, Coaches, and Culture.

## 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.

## YOUTH REACHED IN 2023

**26,160** Adolescents with **Assets** (increased health knowledge and life skills and self-confidence to use it)

**14,085** Adolescents with increased **Access** to and uptake of high-quality health and social services

**2,449** Adolescents with increased **Adherence** to medical treatment, therapy, and/or healthy behaviors.



# Organisational INFORMATION

*GRS Zambia, registered in 2005 is a non profit 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

In 2023, GRS Zambia currently operates in eight provinces including Central, Copperbelt, Eastern, Lusaka, Muchinga, North-Western, Northern, and Western Provinces.

## GRS Zambia Board of Directors

- Ms Isabel Mukelabai – Board Chair
- Mr Chikondi Phiri – Board Member
- Mr Moses Sakala – Board Member
- Mr Boyd Mkandawire – Board Member/Secretary
- Dr Thomas S. Clark – Board Member
- Ms Fiona Shanks – Board Member

## A NOTE FROM THE DIRECTOR

Adolescence is a period of major transitions, when young people develop many of the habits, patterns of behavior, and relationships they will carry into their adult lives. During this time, Adolescents engage in risky behavior and develop unhealthy habits that can jeopardize their immediate health and safety and contribute to poor health in future years. In 2023, Grassroot Soccer (GRS) Zambia, through the evidence-based SKILLZ programming, continued to provide sexual and reproductive health and rights (SRHR) and mental health information to young people.

Promotion of adolescent health requires comprehensive and intersectoral interventions aimed at empowering young people, addressing the social determinants of their health, and maximizing the positive benefits of family, schools, and communities to create an environment in which every young person can thrive. An enabling and favorable environment remains critical to GRS Zambia's achievements of set objectives across our 3 A's impact model (assets, access, adherence). In 2023, GRS Zambia continued establishing itself as an organization committed to adolescent health and worked with multiple stakeholders including the Ministry of Education, Ministry of Health, and community structures. The fundamental accomplishments for GRS Zambia programs in 2023 include:

- Implementing SKILLZ health interventions (SKILLZ Guyz, SKILLZ Girl, SKILLZ Core, SKILLZ Plus, and MINDSKILLZ) across its implementation sites.
- Deepening our impact strategy and expansion targeting hard-to-reach rural areas, achieved through USAID Action HIV with a focus on HIV prevention, care, and treatment; the Comic Relief "Leveling the Field project" with a focus on HIV prevention and gender-based violence reporting mechanisms; and Bohemian Foundation-supported "Zambia SKILLZ Plus Program" focusing on young people living with HIV.
- Facilitation of SRHR and mental health services to adolescents and young people (AYP): In partnership with the Ministry of Health, GRS Zambia SKILLZ Coaches provided escorted referrals across all sites through community outreach activities coupled with a Community-Based Distribution model of family planning – a peer-led approach to the provision of contraceptives (i.e., condoms, oral pills and and short term injectables) in convenient community spaces.

In 2023, GRS Zambia used various platforms to highlight our work that included the International Workshop on HIV and Adolescence. In addition, GRS Zambia staff attended the Grassroot Soccer World AIDS Day Gala in London, which focused on the theme of mental health and brought together various GRS funders, partners, and stakeholders. The Gala featured soccer stars and GRS Global Ambassadors Christen Press (also a GRS Global Board Member) and Tobin Heath (also a GRS Global Advisory Board Member), who had just visited Zambia to spend time with the GRS Zambia team and learn about our exciting adolescent health programmes and impact.

GRS Zambia carved its name in the history of local leadership as the sole local organization to win the prestigious USAID 2023 CLA Case Competition, a platform that spotlights real-life examples of how USAID staff and partners effectively apply the Collaborating, Learning, and Adapting (CLA) approach to overcome common challenges in international development. GRS Zambia's success story stood out among 150 applicants as an extraordinary example of locally led development, an example of how a CLA approach can yield remarkable results.

In 2024, GRS Zambia will continue to work with various stakeholders to expand our SKILLZ programming to rural areas and continue to contribute to improved health outcomes for AYP.

Thank you,

**Boyd Mkandawire**  
Grassroot Soccer Zambia Managing Director



# Programming Overview

## Building Social Assets:

Leveraging our existing partnerships with the Government (Ministry of Health and Ministry of Education) and other stakeholders including communities, GRS Zambia built health knowledge and social assets for AYP centered on the delivery of sexual and reproductive health and mental health information and services through the utilization of our well researched soccer-based SKILLZ curricula. To promote mental health among AYP, GRS Zambia distributed MINDSKILLZ Magazines (a mental health resource tool) and focused on facilitating dialogue between AYP and their support systems.



## Facilitating Access: SRHR and Mental Health Services:

Working closely with the Ministry of Health and other service providers, GRS Zambia employed innovative and peer-led approaches through Community Based Distribution of contraceptives in safe spaces within communities and escorted referrals in the promotion of uptake of SRHR and mental health services for AYP.

## Adherence Promotion: SRHR and Mental Health Information and Services:

Decentralized Community Adherence support group clubs (SKILLZ Plus Clubs) and teen clubs served as networks for building a support network for AYP including young people living with HIV (YLHIV), and were utilized as platforms encouraging ART adherence and healthy behaviors. The clubs provided for continuous sharing of SRHR and mental health information and linkage to health services.

## Mental Health-Focused Programing:

In collaboration with the Ministry of Health and Ministry of Education and supported by SKILLZ Coaches, GRS Zambia implemented a mental health-focused program centered around the MINDSKILLZ curriculum and MINDSKILLZ Magazine. This initiative aimed to support AYP and YLHIV with essential mental health knowledge and coping strategies, as well as enhance their overall well-being and adherence to ART treatment. The MINDSKILLZ curriculum and MINDSKILLZ Magazine raised awareness about mental health issues, provided stress and anxiety coping mechanisms, and helped participants to identify triggers of mental health challenges.

# Programming Overview



## **PEPFAR Community Led Monitoring:**

GRS Zambia implemented phase III of the PEPFAR-supported Community-Led Monitoring (CLM) project in Lusaka Province and continued to work with Community Monitors in collecting perspectives from people living with HIV on their experiences accessing HIV services in PEPFAR-supported health facilities, with the goal to strengthen the feedback mechanism from recipients of care (YLHIV) and to identify gaps and opportunities to strengthen HIV health services. Through this feedback loop, GRS Zambia leveraged CLM findings across its portfolio of HIV care and treatment programming, including USAID-funded projects (USAID Empowered Children and Adolescents Program and Action HIV in Zambia). GRS partnered with the Zambia Agency for People with Disabilities (ZAPD) and Key Population Alliance of Zambia (KPAZ) to ensure inclusion of key populations and people living with disabilities.

## **USAID Action to HIV Epidemic Control Project:**

In 2023, SKILLZ Coaches created demand and linkage to SRHR and HIV/AIDS interventions such as access to contraceptives, HIV testing, voluntary male medical circumcision (VMMC), and pre-exposure prophylaxis (PrEP) initiations in partnership with the Ministry of Health and Right To Care Zambia (RTCZ) service providers. Demand creation was conducted utilizing a three-pronged mobilization strategy (SKILLZ health interventions, Coach-led community outreach activities, and integration of health messages within health facility service delivery points).

## **USAID Empowered Children and Adolescents Program (ECAP) I. Partnering for Impact and Scale: Engaging Government and Community-Based Partners to Advance Adolescent Health Outcomes:**

GRS Zambia has partnered with Access to Health Zambia (A2HealthZ), formerly Catholic Medical Mission Board (CMMB), to reduce the risk of HIV infection and the risk of physical, emotional, and psychological injury due to exposure to violence. The positive contribution is attained through Coaching Boys into Men (CBIM) and Stepping Stones (SS) interventions reaching aged 10 – 14 years old with SRHR support, health services, and Gender Based Violence (GBV) messages. GRS fosters healthy relationships, increases access to SRHR services and improves physical, emotional and psychological wellbeing.

## **Protection and Safeguarding:**

In 2023, GRS Zambia conducted a Child Protection and Safeguarding Training for 22 SKILLZ Coaches and 25 teachers and health facility caregivers to equip them with key information on how to protect adolescents and young people from harm and abuse in the various activities, settings, and communities. The Coaches were provided with information on the reporting mechanisms which included safeguarding team contact numbers and emails, and a safeguarding email address to be used when the victim or reporting person wants to report the case anonymously.

# Research Highlights

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GRS Zambia developed a comic book-style magazine as a resource to support the mental health of youth living with HIV (YLHIV) in Chipata and Lusaka Districts including adolescent girls and young women (AGYW). The MindSKILLZ Magazine was acceptable and relevant to participants, and they were willing to share the magazine with their fellow adolescents and parents/guardians. Research to Change (R2C) was conducted in Lusaka and Chipata with YLHIV and AGYW using the pre/post questionnaire, focus group discussions, and key informant interviews with caregivers and guidance school teachers who co-facilitated the distribution of the MINDSKILLZ Magazine.

GRS Zambia conducted midline evaluation under the Comic Relief Leveling the Field project to evaluate the scalability and sustainability of the integration of sport-based GBV prevention and identify how AGYW and ABYM discuss and share information and beliefs about traditional socio-cultural and gender norms, power, and healthy relationships. The midline evaluation employed a mixed methods approach with both qualitative and quantitative techniques. Qualitative data collection was only conducted in Mongu and Nakonde, which included interviews with key informants that included parents and staff from implementing partners Muchinga Corridors (MC) and Adolescent Reproductive Health Advocates (ARHA). Parents of the adolescents were identified based on their engagement in the program. Interviews were conducted with staff from MC and ARHA to better understand the scalability of the project and partnership. Focus group discussions were also conducted with AGYW who participated in SKILLZ health intervention in schools and communities as well as implementing SKILLZ Coaches.



# Technical Working Groups

GRS Zambia actively engaged with different stakeholders through technical working group (TWG) meetings on adolescents and mental health at National, Provincial, and District levels. These meetings provided a structured forum for advocacy for more policy responsiveness to AYP needs and fostered collaboration and exchange of best practices among stakeholders. GRS Zambia actively contributes by sharing lessons learned on adolescent health needs and emerging trends with the working groups. This includes providing insights on best practices, advocating for policy changes, and presenting data-driven recommendations.

1. National Mental Health Technical Working Group
2. National & Provincial Adolescents and HIV/AIDS Technical Working Group
3. National and Provincial Technical Working Group on Voluntary Medical Male Circumcision (VMMC)
4. Sub- District Adolescent Technical Working Group Meeting

GRS Zambia built a strong network of stakeholders working towards common goals in adolescent SRH and mental health resulting in improved efficiency and effectiveness of the programs but also ensured that different needs of adolescents were adequately addressed.





# Success Story: Christopher

By Kekeni Nikisi, Project Site Coordinator: Ndola

***“I didn’t know how sexual harassment can affect a girl’s life.”***

Christopher Ngambi, a 14-year-old student, was a habitual harasser of his female classmates before he was selected to participate in the Coaching Boys into Men (CBIM) intervention under the USAID Empowered Children and Adolescent Program 1 (USAID ECAP 1). He would flirt with and make sexual signs at his female classmates under peer pressure, not realizing that his behavior constituted harassment.

Christopher’s life took a positive turn when he attended a session on disrespectful behavior ***towards women and girls’ delivered by Coach Mirriam Mukasa. “I thought I was being funny and cool each time I flirted, commented, and made sexual signs on a girl’s body appearance, not knowing I was harassing them and making them feel uncomfortable. If it weren’t for my coach, I would have continued with this kind of behavior, but she made me realize the importance of respecting women and girls both at school and in the community,”*** he said.

Thanks to the USAID ECAP 1 program, Christopher's behavior has changed, and he has taken the pledge to always be a positive bystander whenever he witnesses abuse. He now reports to his coach and teacher whenever he sees his classmates engaging in inappropriate behavior.

***“I am grateful and happy to have participated in this program.”***

ECAP 1's interventions have been successful in increasing knowledge of what constitutes abuse and positively impacting the lives of boys who have participated in the CBIM sessions. Christopher's story is an excellent example of the program's effectiveness in creating positive change in young people's lives.



# Success Story:

## Esther

Grassroot Soccer Zambia's transformative journey to bridge the gap existing in accessing sexual and reproductive health (SRHR) services through the Community Based Distribution (CBD) program has profoundly impacted lives by increasing healthcare access and reducing costs associated with contraceptives.



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Esther Banda, a 23-year-old resident of Chongwe, faced significant challenges in accessing SRHR services despite the presence of youth-friendly spaces within health facilities. Esther's frustration grew as she repeatedly encountered supply shortages and harsh judgment from health facility staff who deemed her too young to request contraceptives. ***"When I went to get contraceptives at the facility, the health staff were not friendly and told me I was too young to ask for contraceptives,"*** Esther shared.

The turning point in Esther's life came when she was enrolled in the SKILLZ Plus program by Grassroot Soccer Zambia. During one of the sessions, Esther confided in her SKILLZ Coach, Simon, about her struggles. Simon introduced her to the CBD model, reassuring her that he was trained to be a distributor. This revelation filled Esther with hope and relief. She now had a trusted source for contraceptives, ensuring her safety and helping her avoid unwanted pregnancies. ***"I now feel safe when getting contraceptives. I usually ask about the side effects and which one I can take,"*** she said.

Esther's story exemplifies the transformative impact of the CBD approach. It transcends barriers to access, especially in remote and rural areas, by providing convenient and private services directly to homes. This model has empowered women like Esther, who previously felt fear and resistance in seeking healthcare. ***"Thank you, Grassroot Soccer, for making this available to communities like my own,"*** Esther expressed gratefully.

The CBD approach is more than just a distribution system; it's a lifeline, a symbol of empowerment, and a testament to the significance of community-based solutions in overcoming healthcare access challenges. As stories like Esther's continue to emerge, it becomes increasingly evident that CBD is a crucial initiative, bringing health, hope, and empowerment to those who need it most.

Grassroot Soccer Zambia's dedication to making this service available underscores their commitment to improving the health and well-being of communities. Esther believes many more individuals could benefit from the Community-Based Distribution approach, which has brought significant empowerment and positive change to her life and many others.

# Success Story:

## Nancy



Nancy Nampongwe, a 22-year-old coach with Grassroot Soccer (GRS), embodies the transformative power of peer-led initiatives in combating HIV. Trained under the Grassroot Soccer SKILLZ curriculum, Nancy leads by example, guiding young girls through 11 practice sessions that blend soccer-themed activities with critical discussions on HIV, peer pressure, gender roles, sexual risks, stigma, and voluntary counseling and testing. Her work is not just about imparting knowledge; it's about creating a safe space where young people, especially girls, can find the courage and inspiration to take charge of their health.

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***“I was encouraged to be a coach because I realized that young people, especially girls, can change the world. When messages about HIV prevention, care, and treatment come from a fellow young person, they resonate more deeply. I run two sessions every Friday, targeting adolescent girls. I've been a coach for three years, and I love what I do,”*** Nancy shared passionately.

Nancy's story is just one thread in the broader tapestry of USAID's Action HIV Epidemic Control project. Through the efforts of sub-partner Grassroot Soccer, the project has significantly increased access to Pre-exposure prophylaxis (PrEP) among adolescents and young people in Kasama District. From October 2023 to January 2024, a remarkable 505 adolescents and young people (247 males and 258 females) accessed PrEP, surpassing the target of 136 by 371%. This achievement highlights the effectiveness of the project's multipronged mobilization strategy despite challenges such as stigma. Nancy's dedication and the project's achievements underscore the importance of community-driven efforts in the fight against HIV. Through the USAID Action HIV Programme, young people are not just recipients of aid but active participants in creating a world where they can thrive free from the threat of HIV.

# 2024 Outlook

GRS Zambia will continue to build the life skills of AYP, focusing on mental health, ART adherence and treatment, sexual and gender-based violence (SGBV), and SRHR information for adolescent boys and girls aged 10-24 years. GRS will use its curricula to share SRH-focused interventions with AYP in partnerships with the Ministry of Health, Ministry of Education, and community structures as key stakeholders in the mobilization of AYP.

GRS Zambia will continue to engage key stakeholders through TWGs at various levels (National, Provincial and District) and community dialogue/engagement meetings on mental health, SRH, and GBV information. Additionally, GRS Zambia will conduct radio and door-to-door advocacy campaigns to raise awareness about GBV referral pathways, gender equality, and SRH information.

GRS Zambia will implement long-term SKILLZ Plus and teen club support programs to engage participants in meaningful SRH discussions. The clubs will ensure continuous engagement, allowing adolescents to share information and enhancing their ability to make informed decisions about their health and lives. GRS will continue to scale up mental health interventions to AYP through the implementation of MINDSKILLZ, Indicated Prevention Interventions (IPI), and the distribution of MINDSKILLZ Magazines with the aim of providing valuable skills for managing mental health and improving resilience and the ability to navigate challenges.



***“Grassroot Soccer empowered me to see a future for myself beyond my HIV status, transforming my outlook on life and giving me the strength to advocate for others.”***

- Dennis, Chipata





# Our Supporters



# Audited Financials

## 2. PROPERTY AND EQUIPMENT

Property and equipment consisted of the following at December 31, 2023 and 2022:

	<b>2023 ZMW</b>	<b>2022 ZMW</b>
Vehicles	1,720,884	1,720,884
Furniture and fixtures	77,689	77,689
Computer equipment	993,368	1,011,338
Computer software	<u>128,120</u>	<u>128,120</u>
	2,920,061	2,938,031
Less: Accumulated depreciation and amortization	<u>(2,388,893)</u>	<u>(1,810,774)</u>
<b>NET PROPERTY AND EQUIPMENT</b>	<b><u>531,168</u></b>	<b><u>1,127,257</u></b>

The following is a reconciliation of property and equipment for the year ended December 31, 2023:

	<b>Vehicles</b>	<b>Furniture and Fixtures</b>	<b>Computer Equipment</b>	<b>Computer Software</b>	<b>Total</b>
Net book value, at beginning of year	723,446	34,271	324,937	44,603	1,127,257
Additions	-	-	110,490	-	110,490
Disposal	-	-	(128,460)	-	(128,460)
Accumulated depreciation disposal	-	-	128,460	-	128,460
Depreciation and amortization	<u>(434,524)</u>	<u>(8,750)</u>	<u>(227,623)</u>	<u>(35,682)</u>	<u>(706,579)</u>
<b>NET BOOK VALUE AS OF DECEMBER 31, 2023</b>	<b><u>288,922</u></b>	<b><u>25,521</u></b>	<b><u>207,804</u></b>	<b><u>8,921</u></b>	<b><u>531,168</u></b>

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

	<b>Vehicles</b>	<b>Furniture and Fixtures</b>	<b>Computer Equipment</b>	<b>Computer Software</b>	<b>Total</b>
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	<u>(486,687)</u>	<u>(8,750)</u>	<u>(225,626)</u>	<u>(35,682)</u>	<u>(756,745)</u>
<b>NET BOOK VALUE AS OF DECEMBER 31, 2022</b>	<b><u>723,446</u></b>	<b><u>34,271</u></b>	<b><u>324,937</u></b>	<b><u>44,603</u></b>	<b><u>1,127,257</u></b>

# Audited Financials

## 3. CASH AND EQUIVALENTS

Cash and equivalents consisted of the following as of December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
Bank balances	5,308,478	679,412
Cash on hand	<u>24</u>	<u>1,527</u>
<b>TOTAL CASH AND EQUIVALENTS</b>	<b><u>5,308,502</u></b>	<b><u>680,939</u></b>

## 4. GRANTS RECEIVABLE

Grants receivable consisted of the following for the fiscal years ended December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
Peace Corps	-	126,562
UAB/NIH	-	1,363,769
Right to Care	447,142	-
CMMB	<u>761,963</u>	<u>-</u>
<b>TOTAL GRANTS RECEIVABLE</b>	<b><u>1,209,105</u></b>	<b><u>1,490,331</u></b>

## 5. OTHER RECEIVABLES

Other receivables consisted of the following for the years ended December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
Subgrant receivables	3,675	312,759
Cash advances	<u>-</u>	<u>7,798</u>
<b>TOTAL OTHER RECEIVABLES FOR THE YEAR</b>	<b><u>3,675</u></b>	<b><u>320,557</u></b>

## 6. OTHER ASSETS

Other assets consisted of the following for the fiscal years ended December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
Security deposit	17,606	17,606
Prepaid expenses	<u>29,821</u>	<u>60,044</u>
<b>TOTAL OTHER ASSETS</b>	<b><u>47,427</u></b>	<b><u>77,650</u></b>

# Audited Financials

## 7. ACCOUNTS PAYABLE AND OTHER LIABILITIES

Accounts payable and other liabilities consisted of the following for the fiscal years ended December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
Accrued leave	630,466	328,005
Accrued expenses	9,576	25,485
Refundable advance	<u>6,249,642</u>	<u>1,486,945</u>
<b>TOTAL ACCOUNTS PAYABLE AND OTHER LIABILITIES</b>	<b><u>6,889,684</u></b>	<b><u>1,840,435</u></b>

## 8. 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, 2023 and 2022, the amounts due from (to) Grassroot Soccer, Inc. are as follows:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
<b>TOTAL FROM (TO) RELATED PARTY</b>	<b><u>1,553,320</u></b>	<b><u>(933,724)</u></b>

## 9. INCOME

Income consisted of the following for the years ended December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
<b>GRANT INCOME</b>		
Private foundation grant revenue	6,937,731	8,794,536
Government grant revenue	13,101,826	14,172,257
Global grant revenue	<u>5,278,459</u>	<u>5,565,414</u>
Total grant income	<u>25,318,016</u>	<u>28,532,207</u>
<b>OTHER INCOME</b>		
Contract and other revenue	<u>393,498</u>	<u>363,868</u>
<b>TOTAL INCOME FOR THE YEAR</b>	<b><u>25,711,514</u></b>	<b><u>28,896,075</u></b>



# Audited Financials

Further analysis of grant income for the years ended December 31, 2023 and 2022 is as follows:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
Bohemian	1,971,997	1,643,273
Comic Relief	4,390,478	5,022,496
Contribution from Global	5,278,459	5,565,414
The Circle	103,813	20,367
CMMB	7,076,900	5,105,821
Ford Foundation	-	1,089,088
MAC AIDS	-	1,019,311
PEPFAR	2,405,210	2,069,529
Right to care	2,568,140	3,969,766
UAB/NIH	427,658	2,245,048
Vitol Foundation	471,443	-
Youth Excel	623,918	782,094
<b>TOTAL GRANT INCOME FOR THE YEAR</b>	<b><u>25,318,016</u></b>	<b><u>28,532,207</u></b>

Other income consisted of the following for the years ended December 31, 2023 and 2022:

	<b>2023</b> <b>ZMW</b>	<b>2022</b> <b>ZMW</b>
<b>OTHER INCOME</b>		
Contract fees	64,981	259,922
Currency exchange gain	309,648	-
Loss on disposal of fixed assets	-	(27,216)
Reimbursed expenses	18,869	131,162
<b>TOTAL OTHER INCOME FOR THE YEAR</b>	<b><u>393,498</u></b>	<b><u>363,868</u></b>

## 10. CONTINGENT LIABILITIES

The Company had no known contingent liabilities as of December 31, 2023 and 2022.

## 11. OPERATING LEASES

The Company signed a new lease in December 2018 in Lusaka, for approximately ZMW 18,000 (\$1,500 USD) a month for seven years with lease payments increasing by 5% each year. The lease expires on November 30, 2025. The lease is renewable every five years.

## 12. COMPARATIVE STATEMENTS

The prior year comparative information has been derived from the Company's 2022 financial statements.

## 13. SUBSEQUENT EVENTS

In preparing these financial statements, the Company has evaluated events and transactions for potential recognition or disclosure, through, the date the financial statements were issued.

# Audited Financials

## OPERATING EXPENSES

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

	<b>2021</b>	<b>2020</b>
	<b>ZMW</b>	<b>ZMW</b>
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	-	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	<u>1,312,144</u>	<u>588,102</u>
<b>TOTAL ADMINISTRATIVE AND OPERATING EXPENSES</b>	<b><u>24,510,618</u></b>	<b><u>11,384,067</u></b>

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