



BOTSWANA FOOTBALL ASSOCIATION

“

The Future belongs to Women
Football and School Sport

”

ACTIVITY REPORT 2024/25



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BOTSWANA FOOTBALL ASSOCIATION

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CAF 
**WOMEN'S
AFRICA CUP
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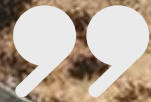
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BOTSWANA FOOTBALL ASSOCIATION

AGENDA FOR THE 2025 ORDINARY GENERAL ASSEMBLY



The Future belongs to Women
Football and School Sport



DATE: SATURDAY, 09TH AUGUST 2025
TIME: 09:00HRS | VENUE: JWANENG

Director of Ceremonies: BFA General Secretary, Mr. Mfolo Edwin Mfolo

1. Arrival of delegates and registration | 08:00hrs–08:45hrs
2. Prayer

2.1 Moment of silence for the departed souls with short video

3. Introductions by director of ceremonies
4. Roll call of members present – electronic
5. A declaration that the ordinary general assembly has been convened and composed in compliance with the Constitution of BFA; **Article 28.2.1**
6. Welcome remarks by the Kgosi
7. Approval of the agenda

Play short video

8. Key note address – BFA President
Message of goodwill from town mayor or district commissioner
9. Approval of the minutes of the 2024 General Assembly
10. Appointment of members to check the minutes (**Nhabe RFA, Ghanzi RFA**)
11. Appointment of scrutineers (**Tswapong RFA, Gaborone CRFA**)
12. Matters for ratification
13. Suspension or expulsion of members (where applicable)
14. President activity report (containing the activities of the BFA since the last General Assembly)
15. CEO's activity report – 12 minutes video
16. Approval of the financial statements 2024/2025
- 16.1 Presentation of the audited financial statement
- 16.2 Auditors' report
- 16.3 Report by the Chairman of the BFA Audit and Compliance Committee
- 16.4 Vote on approval of the consolidated financial statements for 2024/2025
17. Approval of the budget 2026/2027
- 17.1 Presentation of the budget 2026/2027
- 17.2 Vote on approval of the budget for 2026/2027
18. Admission for membership (where applicable)
19. Votes on proposals for amendments to the Constitution and the Standing Orders of the General Assembly (where applicable)
20. A discussion of proposals submitted by the members and the NEC
21. Appointment of independent auditors (if applicable) upon the proposal of the NEC
22. Revoking the mandate of a person or a body (if applicable)
23. Election of the President, Vice Presidents and the members of NEC (if applicable)
24. Election of the members of the Judicial Bodies
25. Election of the Audit and Compliance Committee
26. Election of the members of the Electoral Committee and the Election Appeals Committee (where applicable)
27. President's closing remarks



Standing Orders Of The General Assembly

STANDING ORDERS OF THE GENERAL ASSEMBLY

1 Participation in the General assembly

1.

Each member may be represented at the General assembly by a maximum of two delegates, all of whom may take part in the debates.

2.

The names of the delegates, including the one with the right to vote, shall be submitted to the general secretariat before the opening of the General assembly. The general secretariat enters the delegates mentioned on to a list (numbered 1 to 2). The delegate with the right to vote is entered as number 1. If the delegate with the right to vote leaves the General assembly during the debates, the delegate entered as number 2 on the member delegation list is entitled to vote.

3.

BFA shall bear the costs of travel and accommodation for two delegates of each member taking part in the General assembly. The National Executive Committee shall issue appropriate directives in this connection.

2 Chair

1.

The President shall chair the General assembly. If the President is unable to attend, the first vice-president shall deputise. If the first vice-president is unable to attend, the second vice-president shall chair. If none of the vice-presidents is present, the General assembly shall elect a member of the National Executive Committee as chairperson.

2.

The chair shall ensure that the General assembly is conducted in strict compliance with these Standing Orders, open and close the General assembly

and debates, and, unless the General assembly decides otherwise, grant delegates permission to speak and conduct all discussions.

3.

The chair shall be responsible for maintaining order during debates. He/She may take the following action against any General assembly participant who disturbs the debates:

- a) a call to order;
- b) a reprimand;
- c) exclusion from one or more sessions.

4.

If an appeal is made against such action, the General assembly shall decide immediately without debate.

3 Scrutineers

At the beginning of the first session, the General assembly shall appoint an adequate number of scrutineers to count the votes and to assist the Secretary General in distributing and counting voting papers issued for the elections. The National Executive Committee may decide to use electronic equipment to determine the results of a vote.

4 Interpreters

Official interpreters shall be appointed to translate into the official languages of the General assembly. They shall be appointed by the Secretary General.

5 Debates

1.

Debates on each item on the agenda shall be preceded by a short report:

- a) by the chair or a member of the National Executive Committee designated for this purpose;
- b) by a representative of the committee designated by the National Executive Committee to give a report;

c) by a delegate from the member that requested the item be included in the agenda.

2.

The chair then opens the debate.

6 Speakers

1.

Permission to speak is granted in the order in which it is requested. A speaker may not begin speaking until he has obtained permission to do so. Speakers shall address the General assembly from the rostrum intended for this purpose.

2.

A speaker may not speak for a second time on the same item until all other delegates who have requested permission to speak have spoken.

7 Proposals

1.

All proposals shall be submitted in writing. Proposals which are not relevant to the subject under discussion shall not be admitted to the debate.

2.

Any amendment shall be drawn up in writing and passed to the chair before being put to the debate.

8 Procedural motions and closing of debates

1.

If a procedural motion is made, discussion on the main question shall be suspended until a vote has been taken on the motion.

2.

If a motion is made to close the discussion, it shall immediately be put to the vote without debate. If the motion is approved, permission to speak shall only be granted to those member who have asked to speak before the vote was taken.

3.

The chair shall close the discussion unless the General assembly decides otherwise by a simple majority (more than 50%) of the valid votes cast.

9 Votes

1.

Voting by secret ballot is prohibited.

2.

Before each vote, the chair, or the person designated by him, shall read the text of the proposal aloud and explain the voting procedure (quorum) to the General assembly. If an objection is raised, the General assembly shall decide immediately.

3.

Votes may be taken by roll call if requested by members present and eligible to vote.

4.

No-one is compelled to vote.

5.

As a rule, votes are taken by a show of hands (voting cards) or by the use of electronic equipment.

6.

Proposals shall be put to the vote in the order in which they are submitted. If there are more than two main proposals, they shall be put to the vote in succession and the delegates may not vote for more than one of the proposals.

7.

Alterations to amendments shall be put to the vote before the amendments proper, and amendments before the main proposal.

8.

Proposals without a vote against are regarded as having been passed.

9.

The chair shall check the result of the vote and announce it to the General assembly.

10.

No one is permitted to speak during the vote and until after the result has been announced.

10 Elections

1.

Elections shall be carried out by secret ballot. They shall either be conducted with ballot papers or by using televoters, electronic vote counters that guarantee the secrecy of the election. Elections of the President shall not be carried out by using televoters. The Secretary General, assisted by the scrutineers, shall conduct the distribution and counting of the ballot papers or the distribution and evaluation of the televoters.

2.

The number of ballot papers that have been distributed shall be announced by the chair before the count.

3.

If the number of ballot papers returned is equal to or fewer than the number of ballot papers distributed, the election shall be declared valid. If the number returned exceeds that of the ballot papers distributed, the vote shall be declared null and void and another vote shall be taken immediately.

4.

The chair shall announce the result of each ballot.

5.

The Secretary General shall put the ballot papers that have been collected and counted into envelopes intended for this purpose and seal them immediately. The general secretariat shall keep these envelopes and destroy them 100 days after the end of the General assembly.

11 Calculation of majorities

1.

The simple majority (more than 50%) shall be calculated for elections, votes and other decisions on the basis of the number of valid ballot papers collected or the number of valid votes cast electronically. Blank ballot papers, invalid votes or electronic votes manipulated in any other way as well as abstentions shall be disregarded when calculating the simple majority.

2.

The absolute majority (more than 50%) shall be calculated on the basis of the number of member associations present and eligible to vote.

3.

If during an election a member casts two or more votes in support of one candidate on one ballot paper or through an electronic vote counter in an election round, or if during a vote a member casts two or more votes for the same matter, the vote shall be considered not valid.

12 Enforcement

These Standing Orders of the General assembly are adopted as is and come into force immediately after adoption.





Minutes of The Botswana
Football Association
Ordinary General Assembly



MINUTES OF THE BOTSWANA FOOTBALL ASSOCIATION

ORDINARY GENERAL ASSEMBLY

DATE: Saturday, 14 September 2024

VENUE: Majestic Five Hotel, Palapye

TIME: 0830hrs

DIRECTOR OF CEREMONY: Mfola Edwin Mfola– BFA Secretary General

ATTENDANCE: See Annexure “A”



1. OPENING PRAYER

The General Secretary requested for a moment of prayer to be observed and Mrs. Tsietsi delivered an opening prayer for the assembly.

2. MOMENT OF SILENCE

The Botswana Football Association (BFA) General Assembly held a moment of silence to honour the departed football heroes since the last General Assembly. The moment of silence was followed by a video clip depicting the fallen heroes.

3. INTRODUCTION BY DIRECTOR OF CEREMONY

The BFA Secretary General (Mr. Mfola) introduced the members of the BFA National Executive Committee (NEC) to the Assembly. The Secretary General further introduced the Botswana National Sport Chairman (Mr. Marumo Morule) and the Botswana National Olympic Committee representative (Ms. Boineelo Hardy).

The Secretary General further introduced BFA Associate Partners, being Footballers Union of Botswana represented by Mr. Lesego Molemogi, Botswana Football Coaching Association represented by Mr. Nelson Olebile and Botswana Tertiary Student Association represented by Mr. Setlhare and members of BFA Standing Committees.

4. ROLL CALL OF MEMBERS

The Secretary General informed the Assembly that as at the beginning of the proceedings, the number of delegates in attendance complied with the

Constitution. The Assembly was therefore quorate. The Secretary General requested the President to make the declaration.

5. A DECLARATION THAT THE ORDINARY GENERAL ASSEMBLY HAS BEEN CONVENED AND COMPOSED IN COMPLIANCE WITH THE CONSTITUTION OF BFA

- 5.1. The President declared that the Ordinary General Assembly was convened and composed in compliance with Article 28.2.1 of the BFA Constitution.
- 5.2. A video was played addressing grass roots development and journey to the national team.

6. PRESIDENT'S WELCOME REMARKS

- 6.1 The BFA President indicated that he is pleased to recognise the chairperson of Botswana National Sports Council and recognised Head of Delegation from FIFA the Observer mission who is a former president of the Nigerian Football Federation and is a FIFA Council Member Mr Amaju Melvin Pinnick.
- 6.2 The President further recognised the attendance of CAF Director member Associations being Ms. Sarah Mukuna, and lastly introduced Mr Jean Jacques Diene, who is the Head of Regulatory Governance at the CAF.
- 6.3 The President indicated that he pledged in his manifesto to professionalise football in Botswana.

- 6.4 The BFA President Mr. Maclean Letshwiti welcomed the delegates and members of the Assembly and introduced the President of COSAFA and Angolan Football Federation and cited that his attendance is to bring his encouragement as the leader of the 14 countries in Southern Africa.
- 6.5 He further thanked delegates for their devotion to football and reminded them that last year he commissioned the reset agenda and that the delegates are in a position to guarantee football structures that you are ready to aggressively adopt an implementation mode as this has been an Achilles' heel in our football for the longest of time. He recited that the objectives were couched into four Goals, including, Good Governance & Administration; League Development; Club Development; and marketing & Sponsorship.
- 6.6 The President indicated that during his tenure he had made an undertaking to professionalise Botswana football and significant strides have been made although there were challenges punctuated mainly by covid 19 pandemic.
- 6.7 The President indicated that football in Botswana is now professional and this is as a result of many coaches that have been trained and this is evidenced by there being over 40 CAF A license holders.
- 6.8 These are coaches who can coach any team in Africa and Botswana and BFA has become an area for training and a hub for obtaining CAF A licences.

- 6.9 Continuity in football is fundamental and scouting such talent should not be allowed to fall through the cracks and should go to national levels.
- 6.10 The President alluded that there are 23 graduates from four COSAFA countries who attained CAF A Licenses rights.
- 6.11 The President highlighted that football at regional levels has reached unprecedented levels as competition is growing which in turn is bringing confidence into the sport
- 6.12 The President indicated that corporate partners are coming to Botswana football as shown by a recent announcement of the FNBB sponsoring over three seasons.
- 6.13 The President indicated that he is happy to see that clubs are increasingly putting in place structures of governance and these include marketing departments and finance departments and this correlates with his convictions on off the pitch.
- 6.14 BFA good governance has become one of the most elementary requirements as clubs are encouraged to be compliant with all FIFA regulations and charters.
- 6.15 At the center of good governance is predictability which spells out and is embodied by the constitution which guarantees the rule of law

- 6.16 The President indicated that we should always bear in mind that we have submitted ourselves to the laws and rules of CAF and FIFA to both which we are affiliated members therefore our constitution can not be in conflict with those of CAF and FIFA.
- 6.17 The President indicated that it was his goal to grow the Botswana football voice both at CAF and FIFA and indicated that he is happy to report that significant gains have been made in this regard as various Botswana professionals have been appointed to various judicial bodies of international football. The president concluded by indicating that our voice at FIFA and CAF can only grow when the constitution is upheld by BFA and also Clubs.
- 6.18 The President indicated that during his tenure he has implemented a reset agenda which is underpinned by a desire to improve governance structures of football clubs across the country.
- 6.19 The reset agenda emplores clubs to call regular membership meetings, hold Annual General Meetings, conduct elections, uphold their constitution, keep records and to maintain accounts. The objective of this was aimed at taking Botswana football to new heights.
- 6.20 The agenda has been part of the BFA strategy of taking the Association forward.
- 6.21 The President indicated that it was because of the above programmes that there were high levels of discipline across all our regions.

- 6.22 BFA has seen phenomenal growth in woman football across the world and Botswana has not been left behind as we are moving towards getting more women and more girls in all levels of football from club level to the boardroom of the association.
- 6.23 The Association is playing a big part in fighting gender based violence through the use of football.
- 6.24 BFA is proud of the achievements it has made, the national women's football, Maseru has qualified for AFCON back to back and this was no small feat and we should be proud of that.
- 6.25 The Association has undertaken to build technical center across the country and will partner with government to improve centers of excellence and this is a critical role in supporting the player pathway.
- 6.26 The autonomy of the BFA has not been withdrawn and steps have been taken to do this in a phased approach and arose as a result of events that put BFA into disrepute and BFA had to step in to restore order. This was a breach of governance and a breach of BFA constitution.
- 6.27 A three phase approach starting 2024/2025 will be taken to ensure BFL is restructured and BFL will be in a position to run its process independently and this can be achieved within 3 years of process and structures if fast tracked.

- 6.28 The President further indicated that in honouring the fathers of football Former Botswana Football Association and COSAFA President, it is a honor that Ledkedi East Ground be named after Mr Bhamjee. The ground will now be named as Ishmael Bhamjee Football Pitch.
- 6.29 The President indicated that Molefhi Sexton Kowa, a BNSC Hall of Fame Inductee has over the years through his academies used the game to put countless kids off the streers and away from drugs, he is a living example of how one used his talents and passion to build the communities he lived within.
- 6.30 The President indicated that it is his honour that Lekidi West Ground be name after Sexton and the ground will now be named as Sexton Kowa Football Pitch.
- 6.31 Lastly the President indciated that Kgosi Michael Gaborone has been extensively involced in the development of football in Botswana as a development coach prior to his retirement from playing football and during his playing days he qualified for the under 17 boys national team as coach for their maiden apperance at the CAF under 17 championships.
- 6.32 The President indicated that there is a message of good will from FIFA and requested delegates for the message to be delievered by Mr Amaju Melvin Pinnick.

- 6.33 Mr Amaju Melvin Pinnick recognised members present at the meeting and delegates and indicated that his message is to encourage delegates to keep this ship of football sailing. He stated that football has an unimaginable effect on all of us and that is why it is critical that we unite through football.
- 6.34 Mr. Pinnick thanked the Head of State for allowing football to thrive in Botswana and this can only be done through being each others keepers.
- 6.35 Mr. Pinnick indicated he is in attendance representing the President of FIFA and the President of CAF and the message is to keep the ship of football sailing in Botswana.
- 6.36 Mr Pinnick indicated that football has an unimaginable impact on all and that is why it is important to unite through football as it symposises love all round in african.

7. APPROVAL OF THE AGENDA

- 7.1. President noted that the agenda was duly circulated and there was no additions or subtractions by any member therefore a request for approval was made.
- 7.2. Central North proposed for the approval of the agenda and FRAFA seconded. The approval of the agenda was unanimously approved by the delegates as there was no opposition.

8. APPROVAL OF THE MINUTES OF THE PRECEDING GENERAL ASSEMBLY

- 8.1. President noted that two sets of minutes were circulated and there were no corrections therefore asked members to approve the minutes.
- 8.2. Hukuntsi proposed approval and Tsabong seconded the approval of minutes of the Ordinary General Assembly dated 7 October 2023 and Special General Assembly dated 18 December 2023. There was no opposition to the approval thus the minutes were unanimously adopted.

9. APPOINTMENT OF MEMBERS TO CHECK THE MINUTES

- 9.1. The President proposed for the following members to check the minutes:
 - 9.1.1. Gaborone RFA; and
 - 9.1.2. Selibe Phikwe RFA.
- 9.2. SOFA proposed for approval of the above members to check minutes and Central South seconded with no opposition from the delegates thus unanimously approved.

10. APPOINTMENT OF SCRUTINEERS

- 10.1. The President proposed the following members to check the minutes:
 - 10.1.1. Kang RFA; and

10.1.2. Nhabe RFA.

10.2. SOFA moved proposal for approval of the above members to be appointed as scrutineers and SERFA seconded with no opposition from the delegates thus unanimously approved.

11. MATTERS FOR RATIFICATION

11.1 The President indicated that there are no matters for ratification

12. SUSPENSION OR EXPULSION OF MEMBERS

12.1 President commented that no member has been suspended or expelled.

12.2 There were no members proposed for suspension or expulsion.

13. PRESIDENT'S ACTIVITY REPORT

13.1. A video presentation summarising the President's activity report and the CEO's Activity Report was shown to members. A 10 minutes video was played and physical copies of the Activity Report were handed out to members during the assembly.

13.2. The President indicated that the video reflects truly what the activities of the association and further moved the Activity Report for Adoption.

- 13.3. Proposal was made by Phikwe RFA and seconded by Kgatleng RFA with no opposition thus the activity report was unanimously adopted.

14.CEO ACTIVITY REPORT

- 14.1. A video presentation summarising the President's activity report and the CEO's Activity Report was shown to members. A 10 minutes video was played and physical copies of the Activity Report were handed out to members during the assembly.
- 14.2. Proposal was made by Phikwe RFA and seconded by Kgatleng RFA with no opposition thus the activity report was unanimously adopted.

15.APPROVAL OF THE FINANCIAL STATEMENTS 2023/24

15.1. The Auditors' Report

- 15.1.1. Bakertilly stated that the duty as independent auditors is to report to the Assembly on the result of the audit that was conducted for financial year ended 31st March 2024. Bakertilly director indicated that they have been able to conduct an audit and have as a result been able to issue an audit opinion.
- 15.1.2. The audit opinion indicated that the financial statements have been reviewed and the audit opinion has been arrived at following receipt of appropriate and sufficient evidence.

15.1.3. Bakertilly indicated that the financial statements reflect the financial position of the Botswana Football Association as at the year ended 31 March 2024 and its financial performance and cash flow for the year ended in accordance with the International Financial reporting Standards (IFRS) and requirements of the Societies Act.

15.2. Report by the Chairman of the BFA Audit and Compliance Committee

15.2.1. The General Secretary indicated that the Financial Statements were to be presented by the Financial Director.

15.2.2. The Association recorded an increase in income of 23% and recognised an amount of BWP 50,000,000.00 as opposed to BWP 41,000,000.00 which was recognised in the prior year.

15.2.3. The Finance Director indicated that the expenditure for the year just ended 31 March 2024 was recorded at BWP 59,000,000.00 but in the prior year this was at BWP 49,000,000.00 and this records an increase amounting to 43% and this led to deficit of BWP 4,900,000.00 as opposed to BWP 7,700,000.00 surplus recorded in the previous financial year.

- 15.2.4. The Finance Director indicated that the increase was due to increase in football activities which were differed in the year 2023 and occurred in the year 2024.
- 15.2.5. With respect to assets and liabilities, the non-current assets recorded are at BWP 13,900,000.00 and current assets have decreased by 51%.
- 15.2.6. Current liabilities have decreased by 52% and this is due to deferred revenue from the previous financial year which was utilised in the current financial year.
- 15.2.7. Chawada Machacha-Kebonang presented on behalf of Chairman of the BFA audit and compliance committee Mr Thomas Masifhi who could not make the assembly due to a family commitment.
- 15.2.8. Machacha-Kebonang indicated that they have sat in meeting where the auditors presented their opinion and management letter and the committee is confident that the opinion given is bona fide.
- 15.2.9. The management letter has been discussed and all aspect of the management letter shall be addressed by management in the coming financial year and the committee recommends the financial statements for approval.

- 15.2.10. The President invited delegates to raise questions on the financial statements of the Association.
- 15.2.11. Hukuntsi enquired that on page 26 of the financial report, if the plots set out were the only plots that were acquired and secondly why the plots have not been used to adjust the value of BFA through putting a value of them?
- 15.2.12. The President indicated that he will answer the first question and he indicated that the facilities have been approved in the sum around BWP 19,000,000.00 or BWP 20,000,000.00 but can reflect on the books once activities have started, FIFA will only release funds once title deeds have been received.
- 15.2.13. The President requested Nhaba Region to address issues on title deed of properties to the assembly.
- 15.2.14. Nhaba region indicated that projects are expected in Kasane, Shakawe, Maun, Mahalapye and in Kang. With respect to Kazungula project the title deeds have been done but the Association is awaiting release of funds by FIFA and the project will then commence, procurement will commence once funds are released.
- 15.2.15. With respect to Maun and other projects there are issues with receiving secure land titles despite BFA obtaining surveyors but the Secure Land Titles are now awaiting

approval from the register of deeds from the various land boards.

15.2.16. Mahaplye project is in partnership with the government and government is working on securing the title deeds and once this is concluded the project will commence.

15.2.17. South East stated that referees have not been paid since March and was expecting the documents to address this.

15.2.18. The President indicated that the accounts represent the financial position and the question is not to be answered by auditors when the audit opinion is prepared. However, this will be taken up with the member. The president requested the General Secretary to follow up on payment of referees in light of the upcoming commencement of the new season.

15.3. **Vote on Approval of the Consolidated Financial Statements 2021/22**

15.3.1. The President recommended the approval of the Consolidated Financial Statements for 2023/24.

15.3.2. Kang RFA proposed the approval of the Consolidated Financial Statements and Tswapong RFA seconded with no opposition from the

delegates thus the consolidated financial statements were approved unanimously.

16. APPROVAL OF THE BUDGET 2025/26

16.1. The Finance Manager gave a presentation on the 2025/2026 budget.

16.2. FRAFA proposed and Chobe seconded approval of the 2025/2026 Budget.

17. ADMISSION FOR MEMBERSHIP

17.1. There were no memberships presented for admissions.

18. VOTES ON PROPOSALS FOR AMENDMENTS TO THE CONSTITUTION AND THE STANDING ORDERS OF THE ASSEMBLY

There were no members who proposed for amendments to the constitution and the standing orders of the assembly.

19. DISCUSSION OF PROPOSALS SUBMITTED BY THE MEMBERS AND THE NEC

There were no proposals made by members and the NEC.

20. REVOKING THE MANDATE OF A PERSON OR A BODY

There were no revocations of the mandates of any person or body.

21. APPOINTMENT OF INDEPENDENT AUDITORS

The President indicated that there is no appointment required as the current auditors are still within their three-year period.

22. DECLARATION BY THE PRESIDENT TO DISSOLVE THE NEC

- 22.1. The President requested Mr. Morule to do the closing remarks before the National Executive Committee is dissolved.
- 22.2. The BNSC chairman indicated his content to see that the assembly complies with its governance procedures and documents and activities in the calendar.
- 22.3. Mr. Morule indicated that this has been a well organised assembly and wishes that the business of the day is concluded appropriately.
- 22.4. The President indicated that it has been a wonderful journey despite it being rough for a period of four years and thanked delegates for their support. The President proceeded to declare the National Executive Committee as dissolved.

23. ELECTION OF THE PRESIDENT, VICE PRESIDENT AND MEMEBERS OF THE NEC

- 23.1. The Electoral Committee Chairperson conducted a roll call to confirm attendance of all delegates present to vote. The roll call resulted in confirmation of all individuals eligible to vote being confirmed to have attended the assembly.

- 23.2. The Electoral Committee Chairperson addressed the assembly on the process to be followed during the election process.
- 23.3. The Electoral Committee Chairperson indicated that the task of the committee is to conduct free, fair and transparent elections.
- 23.4. The starting point in achieving this is through the use of urns that are clear and transparent, and which will be placed in a position for everyone to see.
- 23.5. The Electoral Committee Chairperson indicated that each voter will be given 1 ballot paper to vote for the position of President then following casting of that vote they will be given another ballot paper to cast a vote for the position of First Vice President, they will then proceed to collect a new ballot paper to cast a vote for the position of Second Vice President, the Electoral Committee will once more be given a ballot paper to cast their vote for the positions of ordinary members which members of the assembly will be required to place an X mark for three candidate and lastly voters will be given another ballot paper to cast their vote for the position of additional female member.
- 23.6. The Electoral Committee Chairperson indicated that there are 38 (Thirty-Eight) delegates who are entitled to vote during the election process.
- 23.7. The Electoral Committee highlighted that for the position of President candidates must have more than a 70% vote in terms of

article 26.3 to be elected on the first run, this therefore makes it clear that on the first run for a Presidential candidate to be successful they must receive 27 votes from delegates.

- 23.8. Should candidates for the position of President fail to get the required 70% then the candidate with the least amount of votes will be dropped off and a second re-run will be conducted with the two remaining candidates and the one who shall receive more than 50% of the votes would be declared as the winner of the re-run.
- 23.9. Should candidates in a re-run receive equal votes resulting in a tie, then another re-run will be conducted.
- 23.10. Delegates will be provided with different coloured ballot papers for each re-run.
- 23.11. The Electoral Committee Chairperson indicated that all other positions being contested for a candidate with the most votes will be successful as provided for by article 26.4 of the Constitution.
- 23.12. The Electoral Committee Chairperson indicated that each ballot paper has names of candidates to choose from and delegates are required to place a mark of an X within the box that is next to the candidate they are desirous of voting for.
- 23.13. The Electoral Committee Chairperson indicated that the X mark must not interfere/protrude outside the box of the candidate being voted for in order to cast a valid vote.

- 23.14. The Electoral Committee Chairperson indicated that for voter verification the register held by the Electoral Committee contains names and identity numbers of all delegates and each delegate will sign for collecting each ballot paper before the bailiff and Chairperson where each delegate will be required to produce a copy of their national identity card and this shall result in verification of the voter taking place to ensure that the name of the candidate and their identity number matches with the registered held by the Electoral Committee.
- 23.15. The Electoral Committee Chairperson highlighted that when voting has concluded the Chairperson will verify the number of ballots in each urn, ballots to be counted from each urn are expected to be equal to the number of votes ballots that have been issued to delegates.
- 23.16. The Electoral Committee Chairperson indicated that for each ballot box should there be more ballots in a particular box than those that have been issued then a re-run will be declared. However, should any ballot box have less than the number of ballots issued counting may proceed as this shall be compliant with article 23 of the Constitution.
- 23.17. The Electoral Committee Chairperson indicated that when counting of votes contained in ballot boxes, one box will be counted at a time calling out the name ticked on each ballot and displaying the tick for delegates to see the mark.

- 23.18. During the counting process a tally will be scored to each name voted for and at the end of the count a winner will be announced for the first round and second round voting will commence with a white colour for any re-run.
- 23.19. The Electoral Committee Chairperson indicated that there are three candidates that are contesting for the position of President, two contesting for the position of Vice President and three contesting for the position of members of the NEC and two candidates contesting for the position of additional female member.
- 23.20. The names of candidates contesting for President are as follows:
- 23.20.1. Maclean Letshwiti;
- 23.20.2. Masego Ntshingane; and
- 23.20.3. Oabile Thona Babitseng.
- 23.21. The names of candidates contesting for Vice President are as follows:
- 23.21.1. Maokakeng Bontshetse; and
- 23.21.2. Phazha Butale.
- 23.22. The names of candidate contesting for Second Vice President are as follows:

- 23.22.1. Imwiko Carlos Sebina; and
- 23.22.2. Tebogo Tico Kamati.
- 23.23. The names of candidates contesting for the position of ordinary members are as follows:
 - 23.23.1. Norma Sebele;
 - 23.23.2. Goemeone Letebele;
 - 23.23.3. Bathsi Rathari;
 - 23.23.4. Rabbie Tshosa; and
 - 23.23.5. Moreotsile Juta.
- 23.24. The names of the candidate contesting for the position of additional female member are as follows:
 - 23.24.1. Suzie Montsho; and
 - 23.24.2. Thabang Shadikong.
- 23.25. Following verification of voters and counting of votes the following were results announced by the Electoral Committee Chairperson.

- 23.26. The Electoral Committee Chairperson indicated that the next step of the verification process is the review of each box and expectation is that there will be 38 ballots for all 5 ballot boxes.
- 23.27. Electoral Committee Chairperson indicated that votes for candidates for the position of Additional Female Member resulted in a tie at 19 votes each totalling 38 votes giving rise to a need for a second round of voting.
- 23.28. Electoral Committee Chairperson indicated that verification of votes indicated that the ballot box had 38 ballots out of a total of 38 ballots that have been issued.
- 23.29. The results for Additional Female Member were tied as follows:
- 23.29.1. Suzie Montsho received 19 votes; and
- 23.29.2. Thabang Shadikong received 19 Votes.
- 23.30. The Electoral Committee Chairperson indicated that there will be a re-run to resolve the tie votes.
- 23.31. Electoral Committee Chairperson indicated that vote verification on the number of ballots for Ordinary Members indicated that there was a total of 38 ballots in the ballot box out of a total of 38 which were issued to delegates.
- 23.32. Chairperson of Electoral Committee counted the votes and the results for Ordinary Member were as follows:

23.32.1. **Norma Sebele received 19 votes;**

23.32.2. **Goemeone Letebele received 31 votes;**

23.32.3. **Bathusi Rathari received 27 votes;**

23.32.4. Rabbie Tshosa received 17 votes; and

23.32.5. Moreotsile Juta received 16 votes.

23.33. Chairperson proceeded to deal with verification of votes contained in ballot box for Second Vice President. The Chairperson indicated that there was a total of 38 ballots in the ballot box out of a total of 38 ballots which were issued to delegates.

23.34. Following verification of votes counting commenced and the following result was declared:

23.34.1. Imwiko Carlos Sebina received 3 votes; and

23.34.2. **Tebogo Tico Kamati received 35 votes.**

23.35. Vote verification for the position of First Vice President began and there were a total number 37 ballots on the ballot box out of a total of 38 ballots which were issued to delegates.

23.36. The Chairperson of the Electoral Committee indicated that ballot counting may begin due to compliance with the Electoral Code despite one vote missing.

23.37. The total number of votes received by candidates for First Vice President are as follows:

23.37.1. Phazha Butale received 11 votes; and

23.37.2. **Maokaneng Bontshetse received 26 votes.**

23.38. Verification for Presidential nominee ballots began and the Electoral Committee Chairperson indicated that there was a total of 39 ballots in the ballot box out of 38 issued ballots.

23.39. Electoral Committee Chairperson indicated that there is a ballot missing on the First Vice President count and ballot counting commenced and should it be found it will be regarded as a spoilt ballot.

23.40. The total number of votes received by candidates for President vote are as follows:

23.40.1. **Oabile Thona Babitseng received 21 votes.**

23.40.2. Maclean Letshwitii received 16 votes; and

23.40.3. Masego Ntshinigane received 1 vote.

- 23.41. The Electoral Committee Chairperson declared that In terms of section 26.1 of the constitution there is non-compliance therefore, there will be a re-run on the position of President.
- 23.42. Electoral Committee Chairperson further indicated that Mr. Babitseng and Mr. Letshwitii will be the candidates for the re-run and the candidate with the outright majority will win the election.
- 23.43. Electoral Committee Chairperson indicated that the rules for the re-run are that the candidate who receives more than 50% of the votes will be declared the winner.
- 23.44. Prior to commencement of the re-run round Mr. Amaju Malvin Pinnick requested to address the assembly and indicated that there has been a transparent election process and further indicated that from the votes that have been counted it is clear who delegates want to lead them as President. Mr Amaju Pinnick called upon Mr. Letshwitti to come upon the stage to address the assembly.
- 23.45. Mr. Letswitii invited Mr. Babitseng into the stage and indicated that he will be withdrawing from the Presidential re-run.
- 23.46. Chairperson of the Electoral Committee proceeded to conduct a re-run on the Additional Female Member using a white book.
- 23.47. The Electoral Committee Chairperson in verifying the votes received indicated that 38 ballots number of ballots were issued and 38 ballots were found in the ballot box.

23.48. The total number of votes received by candidates for Additional Female Member were as follows:

23.48.1. Suzie Montsho received 12 votes; and

23.48.2. **Thabang Shadikong received 26 Votes.**

23.49. The Electoral Committee Chairperson declared the new National Executive Committee as follows, namely:

INCOMING

1. Oabile Thona Babitseng (President);
2. Maakaneng Bontshetse (First Vice President);
3. Tebogo Tico Kamati (Second Vice President);
4. Goemeone Letebele (First NEC member);
5. Bathusi Rathari (Second NEC Member);
6. Norman Sebele (Third NEC member); and
7. Thabang Shadikong (Additional Female Member).

24. NEW PRESIDENTS' ACCEPTANCE SPEECH

- 24.1. The General Secretary thanked the Electoral Committee for the task they have completed following weeks of hard work and preparation for the elections.
- 24.2. The General Secretary called upon Mr Babitseng to deliver an acceptance speech to the assembly.
- 24.3. Former President of the BFA, distinguished former leaders of our beloved game, Members of the Media, Delegates, my newly appointed National Executive Committee, Good Afternoon.
- 24.4. Today marks the beginning of a new era in Botswana football. As FIFA EXCO Member, Mr. Amaju Melvin Pinnick, remarked, what has transpired today sets a powerful precedent for African football. To Mr. Letshwiti, thank you for the love and dedication you have shown to the game. The foundation you've laid will serve as a cornerstone for unity in Botswana football, and for that, offer my sincerest gratitude.
- 24.5. It is with deep honour and privilege that I accept the role of President of the Botswana Football Association. On behalf of my entire executive committee, I pledge to lead with integrity, fairness, respect for our statutes and steadfast commitment to the rule of law.
- 24.6. Over the past few months, I've travelled across our nation, meeting with regional executives, players, coaches, referees, sponsors, and supporters. What I have witnessed is not just passion, it is a

profound love for this game. In Botswana, football is more than a sport; it is the pulse of our nation. It unites us, elevates our spirits, and carries the dreams of every young boy and girl who aspires to greatness.

24.7. To all of you, the football community: YOU are the reason we stand here today, you've shown unwavering patriotism, that, dedication, and belief together, we can elevate Botswana football to new heights. Today, I proudly stand with you, committed to our shared mission.

24.8. This afternoon, we made powerful decisions:

24.8.1. You have said yes to better grassroots and youth development. We will invest in the future, nurturing the talent of every child across Botswana, ensuring they have the resources and opportunities to reach their full potential.

24.8.2. You have said yes to inclusivity and the advancement of women's football. No player, boy or girl will be left behind. We will foster an environment where everyone has access and opportunity, supported by robust safeguarding measures to protect their paths to success.

24.8.3. You have said yes to integrity and good governance. We commit ourselves to transparency, accountability, and a leadership that prioritizes the good of the game above all else.

- 24.8.4. You have said yes to strengthening partnerships and stakeholder relationships. Our success will be built on the value we place on our partners and stakeholders. We will work to ensure mutual respect and shared prosperity within our football ecosystem.
- 24.8.5. You have said yes to harmony and unity in football. Football transcends any individual; it is a shared passion. Together, we will create a legacy of excellence through cooperation, solidarity, and our unwavering love for the game.
- 24.8.6. You have said yes to supporting the autonomy of the elite league (BFL).
- 24.8.7. We honour the autonomy of the Botswana Football League and encourage them to convene their Assembly at the earliest opportunity, for the good of the sport.
- 24.8.8. Today is not just my victory, it is our victory. A victory for Botswana football, and for the future we will build together. The road ahead will undoubtedly bring challenges, but I stand ready to meet them, knowing that I am not alone. I have each and every one of you beside me.

24.8.9. This is our moment to unite, to rebuild, and to elevate Botswana football to heights it has never before reached. Let US seize this opportunity with hope, with purpose, and with the same spirit of unity that has carried us to this day.

24.8.10. Together, we will transform Botswana football into a beacon of hope and inspiration, not just for ourselves, but for the entire nation. We will make it a game that uplifts and unites us all.

24.8.11. Join me on this journey of transformation. This election speaks volumes. It is a story of hope and a promise that we are up to the challenge ahead.

15. CLOSURE

15.1. Closing Remarks

15.2. General Secretary requested for a prayer to made to closed of proceedings.

Closing Prayer

15.3. A delegate closed the Assembly with a prayer.

ACTION ITEMS FROM THE MINUTES

ITEM	MINUTE	TASK	RESPONSIBLE	DEADLINE/STATUS
1.	15.3	To look into and determine when the referees may be paid ahead of the new season.	General Secretary	Immediately

Oabile Thona Babitseng

PRESIDENT

Date: _____

Mfolo E. Mfolo

GENERAL SECRETARY

Date: _____

Thapelo Resheng

**Chairperson of Electoral Committee
Committee**

Date: _____

Ofentse Motlogelwa

Vice Chairperson of Electoral

Date: _____

Mpho Keatshabe

Member of the Electoral Committee

Date: _____



MR OABILE THONA BABITSENG
BFA PRESIDENT

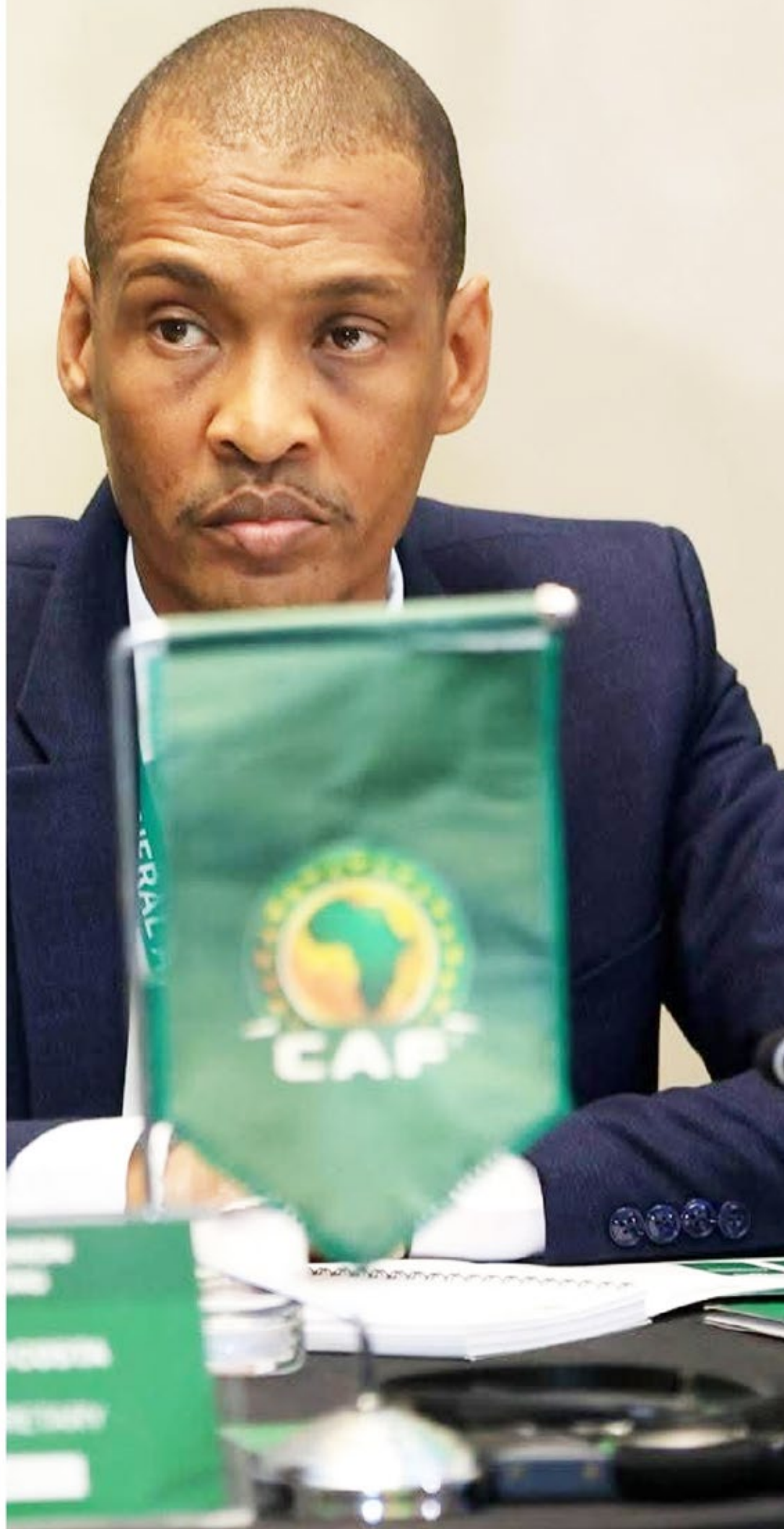
On 14 September 2024, you – the football family – entrusted me with a mandate. Not to wear a title, but to lead a movement. Ten months later, as we present this Activity Report and gather for the first General Assembly under that mandate, I do so not with promises, but with responsibility: to account, to listen, and to lead. This period has not been a honeymoon.

It has been a mirror, reflecting both the cracks and the courage within our game. We have confronted financial shortfalls, grassroots and youth systems in need of alignment, and governance structures requiring urgent repair. Yet we have also witnessed the power of unity when football people move together with one purpose.

This has been a defining year for football in Botswana, one marked by progress and historic firsts. For the first time in our nation's history, both the senior men's and women's national teams qualified for Africa's most prestigious tournaments: AFCON and WAFCON. This is far more than a sporting milestone; it reflects what a nation can achieve when it rallies behind a shared dream. At the Botswana Football Association, we are proud to stand at the heart of this movement – building not only champions on the pitch but also unity and pride beyond it.

Our regions remain the cradle of football, where raw passion meets purpose and the future of the game is born every day. It is there that talent is nurtured, dreams are shaped, and the foundation of national success is laid. The Mares, after an intense preparation campaign, made a courageous showing at the 2025 Women's Africa Cup of Nations. The Zebras earned their long-awaited return to AFCON and now await their fate in Morocco, cementing Botswana as a force to be reckoned with on the continent.

These milestones are the culmination of unified efforts from every corner of our football family. They prove that our structures, especially at the regional level, are maturing and that our vision of an inclusive, sustainable, and thriving football ecosystem is becoming a reality.





BFA

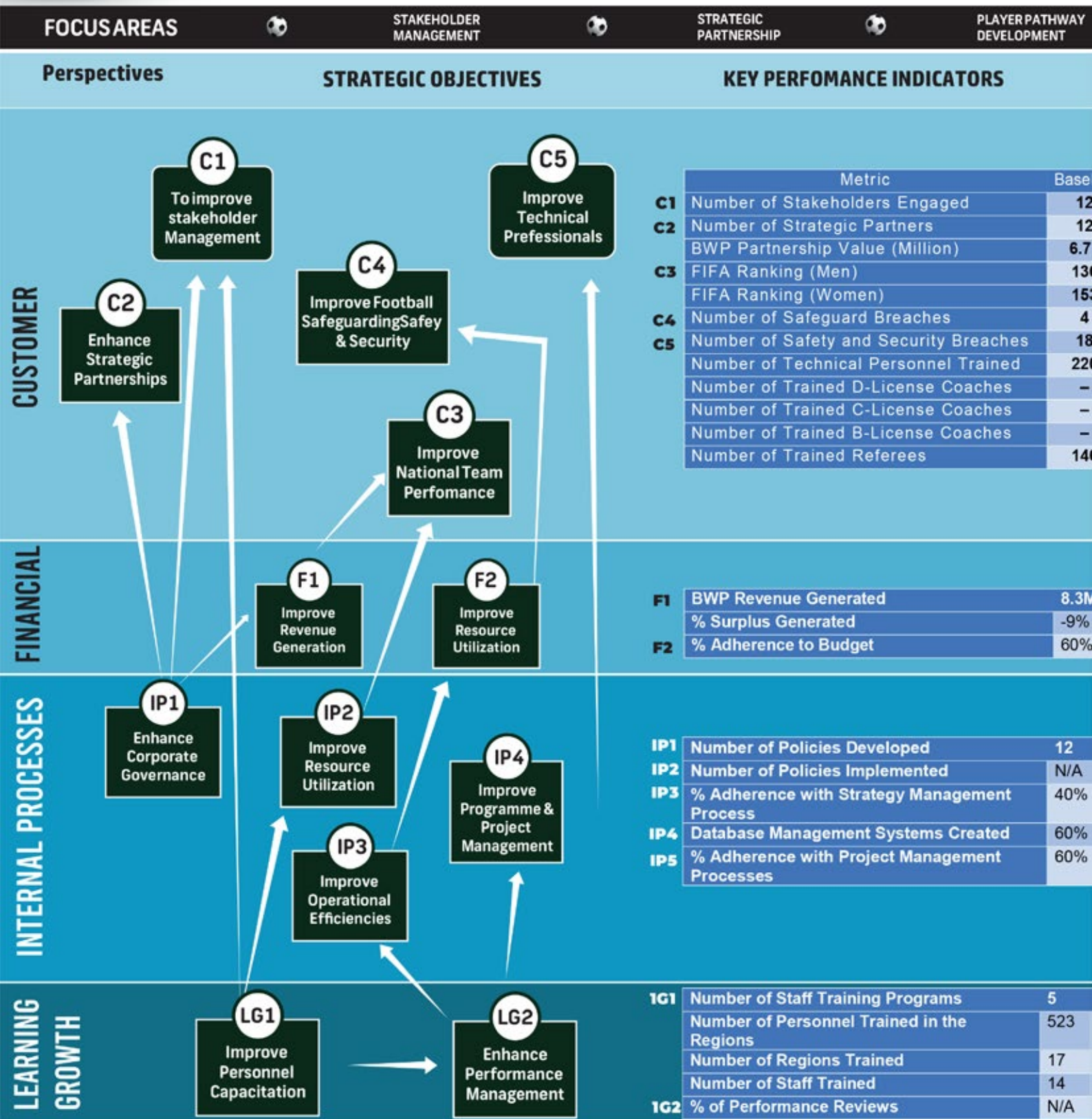
STRATEGY

2024-2028





BOTSWANA FOOTBALL STRATEGY



OUR MISSION

We build a football environment that creates opportunities, nurtures talent and strengthens unity

OUR VISION

To create an inclusive th

FOOTBALL ASSOCIATION

2024-2028



WOMEN'S FOOTBALL DEVELOPMENT	CORPORATE GOVERNANCE	PERSONNEL CAPACITATION
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TARGETS

STRATEGIC INITIATIVES

Line	2025	2026	2027	2028
1	29	50	60	70
2	14	36	45	50
3	7.00	15.00	20.00	22.50
4	136	120	100	80
5	153	120	100	80
6	4	200	180	160
7	25	160	120	80
8	425	425	425	425
9	100	100	100	100
10	50	50	50	50
11	25	25	25	25
12	175	210	245	300

- C1**
1. Development of Communication Strategy
 2. Implementation of Communication Strategy
 - Player relationship management program
 - Regional FA stakeholder management
 3. Conduct Stakeholder engagement survey
 - Development of a Stakeholder Management System (Customer Relations Management System)
 4. Football Festivals

- C4**
1. Conduct Safeguarding awareness campaigns
 2. Conduct safeguarding trainings
 3. Develop a Safeguarding Policy
 4. Develop a Security Policy
 5. Conduct CAF security trainings

- C2**
1. Football partnership engagement program/ Football Futures Program (Player centric)
 2. Develop a football partners network
 3. Implement football partners network

- C5**
1. Coaches development program (Fresher course)
 2. Develop National football Technical Masterplan
 3. Women Specific Coaching Education
 4. Refereeing Education
 5. Develop Exchange Programs
 6. Establish technical development Centres

- C3**
1. Competition Exposure
 2. Coaching Development
 3. Development of player management
 4. Implementation of player management
 5. Development of talent scouting model
 6. Implementation of talent scouting model

1	10M	12M	14M	16M
2	-5%	-2%	0%	0%
3	70%	85%	90%	90%

- F1**
1. Develop robust infrastructure
 2. Improve Match day experience (ticketing, fan engagement)
 3. Diversify income revenue stream through
 - Increase sponsorship partners and value

- F2**
1. Improve cash-flow management
 2. Budgeting Accuracy
 3. Implement financial policy
 4. Establish a funding frameworks for our structures

3	3	3	3
3	3	3	3
80%	90%	95%	100%
80%	80%	80%	90%
70%	80%	90%	95%

- IP1**
1. Strengthen the statutes to reflect modern governance principles.
 2. Develop corporate governance policy.
 3. Terms of reference for standing committees, NEC, BFA personnel
 4. Implement corporate governance policy.
 5. Establishment and Implementation of Whistleblower Programme
 6. Establishment and implementation of Enterprise Risk Management

- IP4**
1. Develop project implementation program.
 2. Implement project implementation program

- IP2**
1. Conduct strategy cascading
 2. Develop monitoring and evaluation framework/matrix.
 3. Implement the monitoring and evaluation framework/matrix.
 4. Performance review and reporting.

- IP5**
1. Develop and implement Staff training program
 2. Train regional clubs leadership
 3. Conduct continuous professional development for staff

- IP3**
1. Develop information and communication management systems
 - a. Case management system
 - b. Coaches database
 - c. Player profiles
 - d. Referees database

4	5	4	5
500	1000	1500	2000
17	17	17	17
40	40	40	40
70%	75%	80%	80%

- LG1**
1. Develop and implement Staff training program
 2. Train regional clubs leadership
 3. Conduct continuous professional development for staff

- LG2**
1. Develop and implement performance management program
 2. Implement standardized performance appraisal system with clear metrics
 3. Develop a performance reward policy
 4. Resuscitate regional awards events

Driving football ecosystem that enables growth and fosters unity

CORE VALUES

Botho - Integrity - Fair Play - Teamwork - Volunteerism



BOTSWANA FOOTBALL ASSOCIATION

ACTIVITY REPORT



2024/25

THE NATIONAL EXECUTIVE COMMITTEE (NEC) MEMBERS



MR OABILE THONA BABITSENG
BFA- PRESIDENT



MR MAOKANENG BONTSHETSE
FIRST VICE PRESIDENT



MR TEBOGO TICO KAMATI
SECOND VICE PRESIDENT



MR NORMAN SEBELE
ORDINARY MEMBER



MR BATHUSI RATHARI
ORDINARY MEMBER



MR GOEMEONE LETEBELE
ORDINARY MEMBER



MS THABANG SHADIKONG
FEMALE REPRESENTATIVE



MR KGOTSO CARLOS MOTAUNG
NORTHERN BLOCK REPRESENTATIVE



MR KELEEME BAHAKGAMETSE
WESTERN BLOCK REPRESENTATIVE



MR KABO NELSON TIRO
SOUTHERN BLOCK REPRESENTATIVE



MR REBASIKWA MOTHOGAE
EASTERN BLOCK REPRESENTATIVE



MS KEENG MOSINYI
NATIONAL WOMEN COMMITTEE CHAIR

BFA GOVERNANCE STRUCTURE



Letsweletse Martin Mogakolodi Dingake
Legal Advisor



Mfolo Edwin Mfolo
Chief Executive Officer

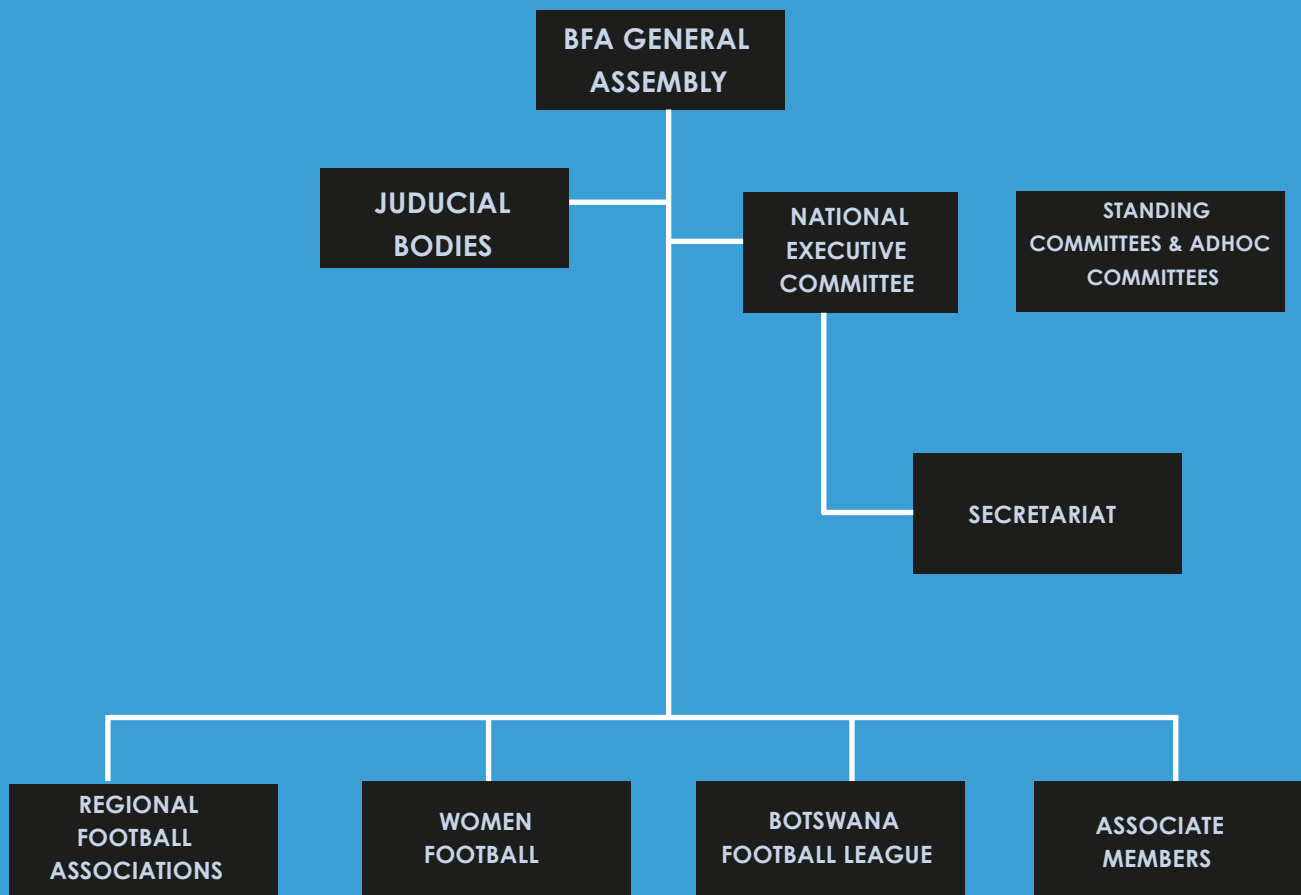


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1. EXECUTIVE DEPARTMENT

1.1. HUMAN RESOURCES

- 1.1.1. Following on the NEC resolution of 26th October 2024 to hire a Chief Operations Officer, Mr Kago Mosinyi was appointed to the position on 1st January 2025.
- 1.1.2. Following the NEC memo dated 17 December 2024, the Botswana Football Association is pleased to announce the appointment of Mr. Morena Ramoreboli as the substantive Head Coach, effective 01 February 2025.
- 1.1.3. Ms. Masego Busumane has resigned from the position of Head of Marketing.
 - 1.1.3.1. The position will **not** be filled for now.
 - 1.1.3.2. The marketing function will be performed by Ms. Iwani Malomo who is the substantive Marketing officer.
 - 1.1.3.3. Since the marketing function did not achieve the desired result of income generation, the income generation function will now be channelled to business development. We hope to work with external agencies to achieve this feat.
- 1.1.4. Ms. Morwadi Mothowathota has been engaged as the Digital Content officer under the women development programmes, for a **two-year** fixed contract.
- 1.1.5. Mr. Daniel Nyakane has been offered a **one-year** fixed-term contract as Boarding Master under the Talent Development Scheme (TDS).

1.2. PENSION SCHEME

- 1.2.1. Introduction - The majority of the employees of the Association are entitled to a pension benefit, with premiums historically paid to Botswana Life. However, a review has identified key challenges with Botswana Life's pension arrangements, necessitating a reassessment of the Association's pension scheme.

1.2.2. IDENTIFIED CONSTRAINTS WITH BOTSWANA LIFE

The following issues were observed with Botswana Life's pension arrangements:

- 1.2.2.1. Botswana Life does not offer a pension fund as stipulated in employee contracts but instead provides a retirement annuity.
- 1.2.2.2. Contracts were established between Botswana Life and individual employees, rather than the Association, leading to fragmented

management of pension benefits.

1.2.3. SELECTION OF A NEW PENSION SCHEME

1.2.3.1. To address these challenges, the Association conducted a review to identify a suitable pension scheme. The following service providers were engaged for presentations:

- 1.2.3.1.1. Botswana Life
- 1.2.3.1.2. Minet Botswana
- 1.2.3.1.3. Alexander Forbes
- 1.2.3.1.4. Fiducia

1.2.3.2. Following a thorough evaluation, both Minet Botswana and Alexander Forbes presented suitable pension schemes, with Alexander Forbes offering lower administration fees and superior services. Consequently, an offer letter was issued to Alexander Forbes in September 2024, and the pension fund registration for the Association was completed in December 2024.

As at 05th May 2025, the NEC approved Alexander Forbes as the Association's pension service provider.

1.3. THE 75 FIFA CONGRESS

Paraguay, Asunción
Thursday, 15 May 2025

This for information to the BFA Ordinary General Assembly Delegates

1.3.1. FIFA FINANCIAL POSITION

1.3.1.1. FIFA entered the new four-year cycle with an unprecedented financial cushion. Twelve months on, FIFA financial position continues to be very solid.

1.3.1.2. FIFA is able to provide such a high level of support thanks to its own financial stability. The balance sheet remains very strong and healthy with sufficient liquidity. At the end of 2023, FIFA's total assets amounted to USD 5,490 million, with the vast majority in cash and financial assets (86%). Reserves also remained at a highly satisfactory level (USD 3,565 million), well above the budgeted amount.

1.3.2. FIFA FORWARD 3.0 BUDGET

1.3.2.1. The total Forward 3.0 budget for 2025 therefore amounts to USD 494 million. Technical development programmes aim to increase the competitiveness of

member associations through tailor-made initiatives. An investment of USD 26 million will be committed for this purpose.

- 1.3.2.2.** Refereeing, with the new STAR Programme, aims to train referees around the world to perform at the top level of competitions. The FIFA Foundation will dedicate USD 9 million to various initiatives, with the goal of mobilising the positive power of football to improve lives.
- 1.3.2.3.** FIFA will allocate USD 17 million for women's football promotion programmes worldwide, in addition to those funds allocated under Forward and other development programmes. The main objectives include the enhancement of competitions, boosting the game's commercial value, reforming women's development programmes, and driving the professionalization of women's football both on and off the pitch.

1.4. UPCOMING FIFA COMPETITIONS

1.4.1. FIFA CLUB WORLD CUP 2025 14 JUNE –13 JULY 2025

The new FIFA Club World Cup will grace the world stage in June and July 2025, with 32 of the globe's leading teams gathering in the United States for the inaugural edition. This truly global event will bring together the most successful club sides from each of the six continental confederations: the AFC, CAF, CONCACAF, CONMEBOL, the OFC and UEFA.

1.4.2. FIFA U-20 WORLD CUP CHILE 2025 27 SEPTEMBER –19 OCTOBER 2025

- 1.4.2.1.** The FIFA U-20 World Cup will return to South America in 2025, heading to Chile for the first time since 1987. The tournament will take place from 27 September to 19 October 2025. Twelve nations have lifted the trophy before, with Uruguay winning the 2023 edition. It will be the fifth FIFA tournament to be hosted by Chile.

1.4.3. FIFA U-17 WOMEN'S WORLD CUP MOROCCO 2025 17 OCTOBER –8 NOVEMBER 2025

- 1.4.3.1.** Morocco will become the first African nation to stage the FIFA U-17 Women's World Cup after it was awarded multi-year hosting rights by the FIFA Council

to organise the new annual, expanded tournament every year between 2025 and 2029. Five nations have lifted the trophy before, with

- 1.4.3.2.** Korea DPR winning the tournament in November 2024. The 2025 edition will be the ninth instalment overall and the first to feature 24 teams.

1.4.4. FIFA U-17 WORLD CUP QATAR 2025 5-27 NOVEMBER 2025

- 1.4.4.1.** Qatar will stage its third global FIFA tournament after the FIFA Council awarded the Gulf state multi-year hosting rights to the FIFA U-17 World Cup. The first Arab nation to stage a FIFA World Cup™ in 2022, Qatar will host FIFA's expanded 48-team flagship men's youth tournament every year between 2025 and 2029. Having organised the AFC Asian Cup three times, including the most recent edition in 2023, Qatar will be the stage on which the future of the FIFA U-17 World Cup is shaped.

1.4.5. FIFA FUTSAL WOMEN'S WORLD CUP PHILIPPINES 2025 21 NOVEMBER –7 DECEMBER 2025

- 1.4.5.1.** The stunning Southeast Asian nation of the Philippines will host the maiden FIFA Futsal Women's World Cup™ in 2025. Set against inspiring mountain ranges and the beautiful Pacific Ocean, the event will see 16 teams from across all six confederations compete. Known for its rich culture, diverse landscapes and warm hospitality, the Philippines is a unique and fascinating destination for this tournament's debut.

1.4.6. FIFA ARAB CUP QATAR 2025 1-18 DECEMBER 2025

- 1.4.6.1.** At the request of the Qatar Football Association, the country will host the FIFA Arab Cup in 2025, 2029 and 2033, which will follow the principle of an invitational competition not included in the Men's International Match Calendar. Algeria are the current holders, having lifted the trophy at the 2021 tournament in Qatar after a 2-0 victory over Tunisia and the next edition is sure to get pulses racing when it returns in 2025.

1.4.7. FIFA FOUNDATION COMMUNITY PROGRAMME

- 1.4.7.1.** The FIFA Foundation Community Programme supports local projects that use the power of football to effect positive social change and address the most pressing global challenges facing underprivileged children and young people around the world.
- 1.4.7.2.** The programme seeks to engage non-governmental organisations (NGOs) in

a variety of initiatives that contribute to good health and well-being, high-quality education, gender equality, the eradication of poverty, reduced inequalities, peace, justice and strong institutions, and the promotion of decent work and economic growth.

1.4.8. THE FUTURE

- 1.4.8.1.** The Under-17 boys' and girls' (FIFA) World Cups will now take place every year. This will have a huge, huge impact on the development of football.
- 1.4.8.2.** Festival for U-15 teams playing, competing and training, in order to organise, as well, boys' and girls' football at that age.

1.5. REGULATION ON CLUB OWNERSHIP

1.5.1. INTRODUCTION

- 1.5.1.1.** A foreign investor must have the approval of BFA (Botswana Football Association) if he/she wants to become an owner of club in BFL (Botswana Football League in Botswana) while a Motswana investor must have only the approval of BFL.

1.5.2. PERFORM DUE DILIGENCE

- 1.5.2.1.** The purpose of due diligence is first and foremost to avoid causing or contributing to adverse impacts on people, the environment and society, and to seek to prevent adverse impacts directly linked to operations, products or services through business relationships.

1.5.3. CHECKLIST ON ORGANIZED WAY TO ANALYSE A COMPANY

The checklist will include all the areas to be analysed, such as;

- 1.5.3.1.** ownership and organizational structure,
- 1.5.3.2.** assets and operations,
- 1.5.3.3.** financial ratios -This service involves an investigative analysis of a business, assessing the key issues facing the business and the drivers behind maintainable profits and cash flows, identifying the key financial risks and potential deal breakers of the transaction. **[for the past five years]**
- 1.5.3.4.** shareholder value,
- 1.5.3.5.** processes and policies,
- 1.5.3.6.** future growth potential,
- 1.5.3.7.** Management, and human resources.

The BFA is pleased to inform the Assembly that the National Executive

Committee has approved the regulation of club ownership by investors.

1.6. HALL OF FAME

1.6.1. INTRODUCTION

- 1.6.1.1.** Induction into the Hall of Fame is an honour and a recognition of a player's achievements. Plaques in the Hall of Fame are reserved only for those players who made an impact on the game.
- 1.6.1.2.** Voting shall be based upon the player's record, playing ability, integrity, sportsmanship, character and contributions to the team(s) on which the player played.
- 1.6.1.3.** A player's off-field activities should not affect his consideration for induction into the National Football Hall of Fame. Off-field activities are defined as anything but the player's game statistics and include personality, violence, personal opinions, use of enhancements, and gambling.
- 1.6.1.4.** These activities should not have any influence on whether the player is considered for the Hall of Fame because induction into the Hall is a recognition of the player's football achievements on the field, not a reflection of his personal life off the field.

1.6.2. WHAT DOES IT MEAN TO BE INDUCTED INTO THE HALL OF FAME?

- 1.6.2.1.** If you say that someone is a member of a particular hall of fame, you mean that they are one of the most famous people in that area of activity and that individual has served the area of activity with distinction.

1.6.3. WHAT IS THE HALL OF FAME ELIGIBILITY?

- 1.6.3.1.** At the time of their election, they must have been active during a period between five and 15 years before their election to the Hall of Fame.
- 1.6.3.2.** Therefore, players must have played at least 10 years in the majors and be retired for at least five years before they are eligible to be elected to the Hall of Fame.

1.6.4. WHO DECIDES WHO GETS INDUCTED INTO THE HALL OF FAME?

- 1.6.4.1.** All appointments are open-ended and approved annually by a majority vote of the Hall of Fame's Board of Trustees. The Selection Committee meets annually in advance of the Super Bowl to elect new members.

The NEC has approved the establishment of a Hall of Fame.

1.7. PROGRESS REPORT ON LEKIDI SPORTS INVESTMENTS REGISTRATION WITH CIPA

1.7.1. All the requisite documentation, as outlined by CIPA, has been duly submitted.

This includes the company:

- 1.7.1.1.** Constitution
- 1.7.1.2.** Consent form for directors
- 1.7.1.3.** Consent form for shareholders
- 1.7.1.4.** Consent form for beneficial owners
- 1.7.1.5.** Controller's form
- 1.7.1.6.** Copy of IDs/passports
- 1.7.1.7.** Director/shareholder/BO information
- 1.7.1.8.** Supplementary form

1.7.2. At this stage, the registration dossier is under formal review by CIPA, and we are currently awaiting their feedback and confirmation for the restoration of the company.

1.7.3. Despite these outstanding items, all other requirements have been met and submitted. We are now at the stage of awaiting CIPA's processing and approval, after which we anticipate completion of the company's restoration and registration.

1.8. TRADEMARKS: "THE MARES" AND "THE ZEBRAS"

1.8.1. We are pleased to report that the trademark applications for "The Mares" and "The Zebras", the official identities of our women's and men's national football teams have been successfully processed and accepted for publication by CIPA.

1.8.2. The Botswana Football Association is listed as the parent entity and trademark owner.

1.8.3. We are now in the final stages of awaiting formal publication in the official register, which will conclude the trademark protection process under Botswana law.



**LEGAL &
COMPLIANCE
DEPARTMENT**

2. LEGAL AND COMPLIANCE

2.1. LITIGATION

NO	MATTER	STATUS	ACTION
2.1.1.	<p>GOABAONE TAYLOR (Labour dispute)</p> <p>Ms Taylor is a former CEO of the BFA. She sued the BFA before the industrial court for unfair dismissal and succeeded in her claim.</p> <p>The BFA had noted an appeal before the COA</p>	<p>Court of appeal issued an invitation to a meeting to set record and security of costs. The meeting was held on the 4th October 2023 and the Registrar set down payment of security of costs on or before the 3rd of November 2023. Unfortunately the security of costs were not timeously paid and an application for leave to pay the security costs out of time (condonation application) has been filed with the Court of Appeal. Ms Taylor had filed a Notice to abide, meaning she did not contest the application for leave. The matter came before court on the 12th of January 2024 for roll call and the court referred the matter for a full hearing such that the application is decided on the merits. The matter was withdrawn ultimately by the BFA in November 2024 as the parties settled and the outstanding judgment debt was paid</p>	COMPLETED
2.1.2.	<p>SUNDAY STANDARD</p> <p>(This is a defamation case. The case concerns an article published by the newspaper alleging corruption and maladministration by BFA and the then President of BFA Mr Letshwiti.</p>	<p>Matter should have proceeded to trial on the 1st of August 2024 however the Defendant's attorney wrote a letter on the 31st of July 2024 indicating that he is indisposed and requested for a postponement to the 5th of September 2024. The Defendant's attorneys did not appear in court on the day and the judge set the date of the 09th of October 2024 for the attorneys to explain their conduct and why an order of costs must not be made against them. Trial dates have not been set. The matter was withdrawn at court by the BFA</p>	COMPLETED

NO	MATTER	STATUS	ACTION
2.1.3.	KAGISO KITSO KEMOENG	Matter is completed. Judgment debt has been paid.	COMPLETED
2.1.4.	<p>FRESH BRANDS (This company sued BFA for payment of money, as the company alleged that they had rendered service to BFA for which the BFA failed to pay. The company claimed for the sum of BWP 1 2 000 000.00)</p> <p>Following a trial, the court dismissed the claim by the company and costs were awarded in favour of the Association)</p>	Matter did not proceed to taxation due to registrar's unavailability. Status remains unchanged	COMPLETED
2.1.5.	BABONENG FILM PRODUCTIONS	The urgent application was dismissed, with costs awarded to the association. Awaiting date of taxation Matter was withdrawn	COMPLETED
2.1.6.	AXIS Studios v BFA	The matter was dismissed with costs and costs are yet to be collected. The previous attorneys who were representing the parties have withdrawn. Our attorneys indicate that they have tried to send documents to the companies via registered mail, but the mail was sent back to them as an unsuccessful delivery report and they cannot locate the party.	
2.1.7.	<p>TSHEPO SEDIMO v BFA (Mr Sedimo resigned from employment and later sued BFA for payment of commission during his tenure as the head of Marketing.</p>	<p>Claim for payment of the sum of BWP 675 000.00 being the 0.05% commission of the new FNB sponsorship and payment of the sum of BWP 40,000.00 being the 0.05% commission of the Lactalis Sponsorship.</p> <p>Claim for payment of BWP 1 425 000.00 being the 0.05% commission of the FNB sponsorship for the Botswana Football League.</p>	

NO	MATTER	STATUS	ACTION
		<p>Mr Sedimo filed two similar matters before two different judges of the high court.</p> <p>Both matters were withdrawn by Mr Sedimo on account that the attorneys intended to consolidate the matters and re-file in the future.</p> <p>A bill of costs has been filed for the purposes of recovering legal costs spent.</p>	
2.1.8.	<p>GODFREY RATLHAGA (Mr Ratlhaga filed an application for the judicial review and setting aside of the award and proceedings of the BFA Arbitration Tribunal proceedings. The matter relates to the composition of the Board of BFL.</p> <p>Simultaneously with the review application, Mr Ratlhaga moved an urgent application for stay of execution against the arbitration award, pending the final determination of the review application. The urgent application was dismissed by the court on the 28th of May 2024. The review application is set for hearing on 11 November 2024</p>	<p>The matter has been settled and a bill of costs has to be filed to recover amount spent on the Urgent application</p>	COMPLETED
2.1.9.	<p>MOLEFI OBENNE</p> <p>A claim for BWP 2 MILLION PULA for the purported breach of the Plaintiff's copyright over the usage of a video clip during the Molefi Sexton Kowa memorial.</p> <p>The matter was filed on the 13th of February 2025</p>	<p>The Defendant filed a Notice of Exception to the Plaintiff's claim after receiving the response to the Request for Further and Better Particulars</p> <p>The Plaintiff filed a Response to the Defendant's Notice of Exception on the 4th of June 2025.</p> <p>A draft scheduling order was made an order of court on the 25th of June 2025. Specifically, each party is to file its</p>	<p>Ruling is reserved for the 25th of September 2025</p>

NO	MATTER	STATUS	ACTION
		heads of argument on the notice of exception and a ruling will be made on the heads by the judge on the 25 th of September 2025.	
2.1.10	TSA GAE PTY LTD	The Applicant filed an urgent application before the High Court, following the termination of the technical sponsor contract. The Applicant sought the following orders; An order staying the termination of the agreement pending the termination of the legality of the termination through arbitration An order interdicting and restraining the Respondent from negotiating with third parties for the supply of kit merchandise.	The matter was heard on the 21 st of May 2025 and the application was dismissed with costs for want of urgency. Bill of costs has been filed as at 11 June 2025 at a grand total of BWP142,918.10

2.2. MATTERS BEFORE CAF DISCIPLINARY COMMITTEE

2.2.1. CAPE VERDE COMPLAINT

- 2.2.1.1. On or about the 18th October 2024, Cape Verde lodged a protest against the BFA pertaining to the AFCON qualifiers, averring that the Association conducted the preparation of the game in a manner contrary to the AFCON Regulations [Organization of the match] inter alia complaining about;
- 2.2.1.1.1.** The decision to divert the Cape Verde team to another airport and why they weren't allowed to land at Francistown as planned.
- 2.2.1.1.2.** The arrangements that were made for the Cape Verde delegation's transportation and security upon their arrival at Gaborone
- 2.2.1.1.3.** The electricity was cut off during their training session
- 2.2.1.2. The Association duly responded to the complaints raised and on or about the 10th December 2024, Cape Verde withdrew its complaint at the hearing of the matter.

2.2.2. MAURITANIA COMPLAINT

- 2.2.2.1. On or about the 02nd December 2024, CAF Disciplinary Committee informed the BFA that they have received reports from CAF officials about incidents that occurred before, during and after Match no. 110 of the Total Energies Africa Cup of Nations Qualifies 2025
- 2.2.2.2. The Association was required to place arguments in fact and in law on the incidents that were reported and the matter was heard on the 10th of December 2024. On the 24th of December 2024, the CAF Disciplinary Committee held the Association liable for the security breaches and fined the Association a sum of **USD 25, 000.00** to be paid within 60 days.

2.3. GOVERNANCE

- 2.3.1. The Legal and Constitutional Committee held its inaugural meeting with the BFA President on 16 April 2025, as part of an introductory session to formally commence the committee's work and a virtual induction was conducted on the 22nd of May 2025.
- 2.3.2. The Legal and Constitutional Committee sought members of the BFA and structures to submit their proposals for statutory amendments on or before 31st March 2025. Only two structures have duly complied.
- 2.3.3. **THE FOLLOWING ARE THE CHANGE OF NAME/STATUS TRANSACTIONS BETWEEN SEPTEMBER 2024 AND JULY 2025:**
 - 2.3.3.1. Status acquisition of City Polar FC by Thamaga Shooting Stars.
 - 2.3.3.2. Status swap between Magosi FC and Dinare FC.
 - 2.3.3.3. Status swap between Enesia FC and Chadibe FC.
 - 2.3.3.4. Status swap between Makungulupeswa Football Club and Tonota Football Club.
 - 2.3.3.5. Change of name of Glamour Boys and Girls to become Chadide Young Ventures Sporting Club.
 - 2.3.3.6. Change of name of Amakhosi Football Club to become Amakhosi Tati-Town Academy (Pty) Ltd.
 - 2.3.3.7. Change of name of Siwelele FC to become M.T Real F.C
 - 2.3.3.8. Change of status of Broadhurst Sundowns Football Club from society to company.
 - 2.3.3.9. Change of name of Selolwane Rangers United Football Club to Tutume Rangers Football Club.

2.4. NEC RESOLUTIONS

- 2.4.1.** The National Executive Committee further **resolved** to establish the President's office at the Administration Offices in Lekidi, which shall have two key employees comprising of a Chief of Staff and an Administrative Assistant.
- 2.4.2.** The National Executive Committee **resolved** to have a forensic audit of the BFA, provided BFA does not incur any expenditure in the audit.
- 2.4.3.** The National Executive Committee, having considered the upcoming CAF Executive Elections in 2025, resolved to endorse CAF President Dr Patrice Motsepe's bid for re-election.
- 2.4.4.** The National Executive Committee, having considered the report on the status of BFA **resolved** to audit and review all BFA contracts and further **resolved that** expired contracts are not to be renewed.
- 2.4.4.1. **TSA GAE PTY LTD contract has been terminated but due to the ministry's intervention, the parties are currently engaging to re-negotiate the terms of a new agreement.**
- 2.4.4.2. **The consultancy contract with MMK INTERNATIONAL IN JOINT VENTURE WITH MPI CONSULTANT has been terminated**
- 2.4.5.** The National Executive Committee, having considered the current BFA Strategy and the recommendation to hire a Chief Operations Officer/Director or Operations **resolved** to approve the recommendation. The NEC further **resolved** to have a full staff audit of skills and job profiling.
- 2.4.6.** The National Executive Committee, having considered the administration and fleet management report, **resolved** to create a company fully owned by the Association in order to allow for BFA facilities to be outsourced and managed through expression of interests inviting third parties to assist in the property management and income generation. (The restoration of Lekidi Investments Pty Ltd)
- 2.4.7.** The National Executive Committee, having considered the marketing report, **resolved** to have the Finance and Marketing Committee Chairman craft a strategy used for Marketing Onboarding of sponsors.
- 2.4.8.** The National Executive Committee **resolved** to have regional offices/satellite offices in the regions for better administration.

2.4.9. The National Executive Committee, having considered the status of litigation matters in the Association, **resolved** to terminate the provision of legal services from Akoonyatse Law Firm and further **resolved** to have matters litigated in-house by the Association's Legal Department.

2.4.9.1. In line with the resolution, the association has as at 28th November 2024 terminated the provision of legal services by AKOONYATSE LAW FIRM.

2.4.10. The National Executive Committee **resolved** that the BFA must patent its logo and name.

2.4.11. The National Executive Committee **resolved** to constitute a working committee which shall establish a regional demarcation committee and roadmap.

2.4.12. The National Executive Committee **resolved** that the substantive committees in the Boteti and SOFA regions be reinstated as a result of the lapse of the Normalisation period.

2.4.13. The National Executive Committee **resolved** to appoint the members of the standing committees, whose names are annexed hereto the resolutions. The National Executive Committee further **resolved** to have the following persons be appointed to be members of the judicial bodies and quasi-judicial bodies, whose names are annexed hereto the resolutions.

2.4.14. The National Executive Committee **resolved** to review the Play Rules and Regulations in its entirety.

2.4.15. The National Executive Committee, having carefully considered the status of suspended BFA officials and the circumstances that led to the suspensions, **resolved** to lift all previous suspensions of officials provided that the officials who have matters pending before BFA judicial structures or the Botswana Police Services shall not have the suspensions lifted.

2.4.16. The National Executive Committee resolved to approve the BFA strategy presented by the GS to the members, which was unanimously approved and adopted by the members.

2.4.17. The National Executive Committee resolved to that the pension fund scheme to be adopted by the Association would be with Alexander Forbes.

2.4.18. The National Executive Committee resolved to provide training for more personnel to assist with player registrations during peak periods.



TECHNICAL DEPARTMENT



3. TECHNICAL DEPARTMENTAL REPORT

3.1. INTRODUCTION

3.1.1. This report outlines the progress made by the Technical Department of the Botswana Football Association from **September 2024 to July 2025**. The report highlights the major activities under the following strategic pillars: **Grassroots Development, Youth Development, Talent Identification, Junior National Teams and Coach Education**.

3.2. GRASSROOTS DEVELOPMENT

3.2.1. CHOPPIES Cup was played involving the four regional blocks. The purpose of this tournament is to enable the association to identify talent to be developed through our centre.

3.2.2. Grassroots tournament was conducted in Dec 2024 involving all 6 five RE Ba Bona Ha centres plus Gaborone West.

3.2.3. One festival and one tournament were held in Lobatse. There were about 70 kids and the tournament attracted 48 kids.



3.3. DEVELOPMENTAL TEAMS/ JUNIOR NATIONAL TEAMS

3.3.1. U20 Boys participated in the COSAFA CUP in Mozambique. **(3 games played)** - However were eliminated at the group stage.

3.3.2. U20 Girls participated in the COSAFA Cup in South Africa in 2024 - However were



eliminated at the group stage.

3.3.3. U17 Boys & Girls participated in the COSAFA Cup in South Africa in Dec 24. (**3 games played**) - However were eliminated at the group stage.

3.3.4. Prior to that U17 Girls played two international friendly matches with their Lesotho counterparts in Lesotho. (**2 games played**)

3.3.5. U20 Boys played an International friendly against South Africa in March 2025 in South Africa. (**2 games played**)

3.3.6. U17 Girls participated in the COSAFA Cup in Namibia in May 2025 playing in the group stages against Zambia, Zimbabwe and Mauritius. (**3 games played**) - However were eliminated at the group stage.

3.3.7. U20 Boys and girls were playing Region 5 games in Namibia, the girls were awarded a bronze medal while the boys were eliminated at groups stage



3.4. THE MARES

3.4.1. The Mares played in the three nations' tournament in Morocco at the invitation of Morocco involving Mali as the third country.

3.4.2. The team played the DRC Congo here at home and away in a World Cup Qualifier. In May, they played another three-nation tournament involving South Africa and Zambia as preparation for WAFCON 2024.

3.4.3. The team won 1 out of 3 games and were eliminated at group stage of the competition.



3.5. COSAFA U20 BOYS TOURNAMENT

3.5.1. The Young Zebras made a good impression of themselves at the COSAFA 2024 tournament held in Mozambique with three of our players winning man of the match awards consecutively.



3.6. COSAFA 2024 U17 TOURNAMENT SOUTH AFRICA

3.6.1. Our U17 Boys and Girls participated in the COSAFA tournament held in Johannesburg, South Africa in 2024.

3.6.2. Limited competitive playing opportunities due to limited budget is serious challenge and a threat to our commitment to develop young talent.



3.7. COACH EDUCATION

3.7.1. Botswana Football Association continues to build professional capacity through coach education. Since the beginning of the year, we have managed to conduct the following courses:

3.7.2. Five (5) CAF Diploma Courses conducted with a total of 174 participants enrolled.

3.7.3. Two (2) CAF B Diploma courses conducted enrolling fifty (50) participants.

3.7.4. BFA C course is ongoing at the Central South Regional Football Association and others are planned to be conducted at FRARA, GRFA, and Nhabe RFA this year.

3.7.5. Two Grassroots courses were conducted on behalf of (Independent Secondary School Sport Association (ISSSA) attracting **28 coaches** in GC and **18 in Francistown**. ISSSA comes as a big and critical stakeholder as it represents a large



constituency in the form of private schools. The plan is to have a Memorandum of Understanding so that we collaborate to improve football in the country more especially at private primary schools.

3.8. TALENT DEVELOPMENT SCHEME

3.8.1. LEKIDI TECHNICAL CENTRE ACADEMY

3.8.1.1. U15 Boys Development Camps and Midweek Training Blocks

3.8.1.1.1. Two weekend camps were held during this period (16–18 May and 30 May – 1 June 2025), alongside mid-week training blocks targeting technical development and transition play. Sessions were conducted at Lekidi Football Centre and were attended by selected U15 players (during the 2024 Choppies Youth Cup) from across the country.

3.8.1.2. FRIENDLY MATCHES

3.8.1.2.1. As part of the tactical preparation during the weekend camps, the U15 Boys' Team engaged in friendly matches to simulate game scenarios and evaluate tactical application.

3.8.1.2.2. On 18 May 2025, the U15 squad played against the Academy of Champs U17. Team A secured a 2-0 victory, while Team B drew 2-2. These matches provided a valuable assessment opportunity and informed individual player evaluations and collective tactical readiness.

3.8.1.2.3. On 1 July 2025, the U15 squad played against Top Stars U17. Team A, narrowly lost 4-3 in a competitive encounter, while Team B held their opponents to a 0-0 draw. These matches continued to offer valuable match exposure and insights for ongoing development assessment.

3.8.1.2.4. Talent observations from these sessions have been crucial in assessing player readiness, tactical understanding, and positional awareness. Progressive improvements were noted in pressing triggers, ball circulation under pressure, and midfield recovery transitions.

3.8.2. GREATER GABORONE-BASED PLAYERS (FORM 1 & 2)

3.8.2.1. During midweek training, only Form 1 and 2 players residing in Greater Gaborone and Lekidi Technical Centre hostels were expected to attend. This

structure ensured consistency in training load and availability during academic periods. A total of 18 players formed the regular training group for this cycle.

3.8.3. CSE Integration and Institutional Development

3.8.3.1. Bonwatlou CSE is not yet participating in official competitions but is preparing for integration into the Selebi Phikwe Regional Football Association League in the upcoming season. On 5th June 2025, a courtesy visit was conducted by representatives from BNSC, BFA, and the Regional Football Association to appreciate the school management for allowing Bonwatlou JSS to serve as the host institution for the Centre for Sports Excellence (CSE) program. During the visit, the delegation toured key facilities including student hostels and training fields.

3.8.3.2. Mogoditshane CSE, which serves as a centre which players transition to when they graduate from the TDS programme, participated in the Gaborone Regional Football Association Leagues, with the boys competing in the Men's Division 1 League and the girls in the Women's Division 2 League. The boys' team finished in 14th place with 26 points and were relegated to Division 2, while the girls' team secured 6th place with 18 points from 18 games. Despite mixed results, the season provided meaningful talent development opportunities.

3.8.3.3. Notably, six players from Mogoditshane CSE were selected for the U20 junior national team camps, and individual standouts like Kennedy Machaokane, Kgosi Tshidi, and Bakang Ditugile were highlighted as emerging talents with two of them having participated in the 2024 COSAFA U17 Championship. The program demonstrated effective integration with school support systems, though challenges around player retention, equipment shortages, and injuries were evident.

3.8.4. RADISELE CENTRE FOR SPORTS EXCELLENCE (CSE)

3.8.4.1. Radisele CSE continues active participation in the Central South Regional Football Association (CSRFA) Youth Leagues. The Centre fields both Girls and Boys U17 teams within the competitive structure of regional football. This engagement supports technical development, game exposure, and long-term athlete progression through consistent match play.

3.8.4.2. The Radisele CSE Girls U17 team is registered in the U15 Boys league category to ensure appropriate competitive challenge, while the Boys U17 team competes in the standard U17 Boys league within CSRFA.

3.8.5. MATCH PERFORMANCE SUMMARY (AS OF 9 JUNE 2025):

3.8.5.1. Girls U17 Team (competing in U15 Boys League):

- 3.8.5.1.1. Matches Played: 8
- 3.8.5.1.2. Wins: 3
- 3.8.5.1.3. Draws: 3
- 3.8.5.1.4. Losses: 2

3.8.5.2. Boys U17 Team (competing in U17 Boys League):

- 3.8.5.2.1. Matches Played: 9
- 3.8.5.2.2. Wins: 7
- 3.8.5.2.3. Draws: 1
- 3.8.5.2.4. Losses: 1

3.8.6. SUMMARY INSIGHTS:

- 3.8.6.1. The Girls team continues to show resilience in a physically demanding league structure, with a balanced performance thus far.
- 3.8.6.2. The Boys team has demonstrated strong tactical discipline and consistency, leading to a high win rate and positive momentum.

3.8.7. KEY TALENT INSIGHTS

- 3.8.7.1. Players showed increased comfort in structured pressing schemes and possession games.
- 3.8.7.2. Strong individual performances emerged in wide attacking and central

- defensive positions.
- 3.8.7.3. Midfielders demonstrated improved counter-pressing cues and vertical compactness.
- 3.8.7.4. Talent from Mogoditshane and Radisele CSE programs is contributing to national pool depth.
- tactical themes.

3.8.8. RECOMMENDATIONS

- 3.8.8.1. Expand technical scout reporting forms to track long-term player progression.
- 3.8.8.2. Continue targeted weekend camps to intensify training under specific

- 3.8.8.3. Deepen integration with academic institutions for consistent player attendance.
- 3.8.8.4. Monitor player adaptation and positional development within tactical cycles.

3.9. REGIONAL YOUTH LEAGUE

- 3.9.1. Our regional structures continue to inspire children through organized structured playing opportunities. The Youth League presents us with a window of opportunity to develop and integrate young players with potential into senior teams



NATIONAL TEAMS

DEPARTMENT

4.1. WAFCON & AFCON PREPARATIONS

4.1.1. THE MARES – WAFCON 2024

- 4.1.1.1. The Mares have competed in the **2024 Women's Africa Cup of Nations (WAFCON)** in Morocco, which commenced on the 5th July 2025. Unfortunately the team was eliminated in the group stage.



4.1.2. THE ZEBRAS – AFCON 2025

- 4.1.2.1. The men's senior national team preparations for AFCON 2025 will intensify after completing **FIFA World Cup Qualifiers** scheduled for **September and October 2024**. A training camp is planned for **mid-November 2024** to finalise preparations.
- 4.1.2.2. The BFA successfully engaged the **Botswana Football League (BFL)** to adjust its 2025/26 season calendar to minimise clashes with national team activities. Coordination with league sponsors is also ongoing to prevent disruption to commercial obligations.



4.2. JUNIOR NATIONAL TEAMS

- 4.2.1. Botswana's junior male and female teams continue to participate annually in the **COSAFA tournaments**, with limited opportunities beyond that. Although the **Region 5 Youth Games** offer occasional international exposure, they are insufficient to meet the full

developmental needs of our youth football structure.

- 4.2.2. A significant concern remains the instability within the technical teams. Frequent staff rotations complicate planning and resource allocation, leading to fluctuating budgets



and inconsistent team development.

4.2.3. **RECOMMENDATIONS:**

4.2.3.1. Establish stable technical teams across junior levels.

4.2.3.2. Lobby for additional international friendly

matches and invitational tournaments to provide broader exposure and competitive development.

4.2.3.3. Secure long-term planning frameworks to manage budgeting and logistics for junior national camps.

4.3. CONCLUSION

4.3.1. While notable progress was made in strategic engagement and preparations for international tournaments, challenges remain around player welfare, logistical efficiency, and junior team development.

4.3.2. The following immediate actions are recommended:

4.3.2.1. Secure improved financial incentives for players through government and private partnerships.

4.3.2.2. Finalise all technical sponsorships ahead of upcoming competitions.

4.3.2.3. Stabilise junior technical structures and expand their playing opportunities.

4.3.2.4. By addressing these areas, BFA will not only enhance its operational efficiency but also strengthen its reputation and credibility on the international stage.



Two young girls are standing on a green soccer field. They are both wearing bright orange short-sleeved jerseys with white trim on the sleeves and white collars. The jerseys feature the FIFA logo and the text 'WOMEN'S FOOTBALL campaign'. They are also wearing orange shorts with the same FIFA logo and text. The girl on the left is smiling and has her right arm raised, wearing a black long-sleeved shirt underneath. The girl on the right has a serious expression and is also wearing a black long-sleeved shirt underneath. Both girls are wearing black socks with white stripes at the top. The background shows a blurred soccer field and some trees.

WOMEN'S FOOTBALL DEPARTMENT

5. WOMEN'S FOOTBALL

5.1. INTRODUCTION

5.1.1. The 2024/2025 season represents a transformative chapter in the history of women's football in Botswana—one characterized by unprecedented growth, structural innovation, and international breakthroughs. This period saw the successful execution of regional and national leagues and the expansion of grassroots and youth development pathways across the country.

5.1.2. Crucially, the season was defined by strengthened governance, enhanced visibility of the women's game, and the integration of strategic partnerships and sponsorships that have reinforced Botswana's alignment with FIFA's 12-Point Agenda Items and the FIFA Women's Football Development Programmes.

5.1.3. This report captures the depth of these advancements across key thematic objectives, offering both a reflection on the year's milestones and a forward-looking strategy to sustain and accelerate progress. With growing public interest, committed leadership, and increasing support from both national and international stakeholders, Botswana is rapidly positioning itself as a leading force in women's football on the African continent.



5.2. STRATEGIC PARTNERSHIPS & FINANCIAL SUPPORT

NO	PARTNER	SUPPORT CONTRIBUTION
5.2.1.	Diamond Trading Company Botswana	P3,500 grants per women's team for league operations per season
5.2.2.	Francistown College Technical	Technical and vocational support for Mares & Under 20 players
5.2.3.	FIFA	Technical support via League Development Program & Women Campaign
5.2.4.	CAF	Support through CAF C coaching license roll-out
5.2.5.	COSAFA	Support through COSAFA Women's Club Licensing & Women in leadership Workshops

5.3. COACHING AND CAPACITY BUILDING

5.3.1. ALIGNED WITH FIFA AGENDA & WOMEN FOOTBALL STRATEGY: COACHING EDUCATION & LEADERSHIP DEVELOPMENT

NO	ACTIVITY	DATE	PARTICIPANTS	OBJECTIVES
5.3.1.1.	CAF C Coaching License (Phases 1 & 2)	Apr & June 2025	30 (18 Males, 12 Females)	Increase local coaching expertise in women's football
5.3.1.2.	Goalkeeper Coaching Course	23–27 June 2025	30 coaches	Develop goalkeeping-specific coaches
5.3.1.3.	First Aid Training (Women's Leagues)	14–18 July 2025	30 regional medics	Enhance pitch-side medical preparedness
5.3.1.4.	COSAFA Leadership Training	Ongoing	9 (2 annually)	Equip women with leadership & management tools
5.3.1.5.	Entrepreneurship & Leadership Workshop	14–18 April 2025	25 (Women Under 20 & National Team - The Mares)	Empower national players with off-field skills

Note: Francistown Technical College partnership aims to provide annual scholarships for 3–4 national team athletes. **The BFA has intends to have an MOU with the Ministry of Higher Education.**

5.4. FIFA SCHOOL HOLIDAY CAMP – U13 GIRLS GRASSROOTS DEVELOPMENT HIGHLIGHTS

5.4.1. Milestone:

Successfully hosted a national U13 girls' grassroots football camp from 18–24 April 2025, with support from the FIFA Women's Football Campaign Development. This marked a key step in early talent identification and structured grassroots implementation.



Coaching was delivered by CAF-certified women coaches, with mentorship from national team players. Positive feedback from communities, parents, and regional associations affirmed strong engagement and support.

5.4.1.3. **Preparation:** Friendly matches, training camps, safeguarding training



5.4.1.4. **Media Coverage:** Enhanced via BFA content creators, and public relations officers

5.5. WOMEN LEAGUE DEVELOPMENT

5.5.1. The BFA conducted the FIFA Connect & Compliance Workshop (5–7 May 2025), the participants and focus areas are as follows:

5.5.1.1. **Participants:** 34 women from 17 regional structures

5.5.1.2. **Focus Areas:** Governance, FIFA Connect, Compliance, Communication Strategy



5.6. REGIONAL LEAGUES OVERVIEW

5.6.1. **ALIGNED WITH FIFA AGENDA: DOMESTIC COMPETITIONS - Active Regions:** 15 out of 17

NO	REGION	NO. OF TEAMS	2025 CHAMPION
5.6.1.1.	Gaborone	15	Gaborone United
5.6.1.2.	Nhabe	14	Western Dynamites
5.6.1.3.	Francistown	12	Francistown United
5.6.1.4.	Selibe Phikwe	7	Nico United
5.6.1.5.	Kgatleng	7	Royal Fighters
5.6.1.6.	Central South	8	Tsabotlhe FC
5.6.1.7.	Boteti	7	Orapa United
5.6.1.8.	Tsabong	4	Makgabz City FC
5.6.1.9.	Hukuntsi	4	El Pots
5.6.1.10.	Ghanzi	6	Ghanzi Swallows
5.6.1.11.	Chobe	5	Tornado Sporting
5.6.1.12.	Central North	6	Mafia Visions
5.6.1.13.	SOFA	10	Jwaneng Galaxy
5.6.1.14.	Tswapong	5	Eyes on the Ball

5.6.2. **Support:** DTCB grants enabled smooth operations; referee costs were covered by BFA from the **FIFA LEAGUE DEVELOPMENT PROGRAMME**

5.7. NATIONAL TOP 4 TOURNAMENT – DTCB CHAMPIONSHIP

5.7.1. **ALIGNED WITH FIFA AGENDA: REGIONAL LEAGUE DEVELOPMENT**

5.7.1.1. Structure: Regional Champions → Block Champions → Top 4 Finals

NO	BLOCK	DATES	LOCATION
5.7.1.1.1.	Northern	10–11 May	Kasane
5.7.1.1.2.	Western	17–18 May	Ghanzi
5.7.1.1.3.	Southern	24–25 May	Gaborone
5.7.1.1.4.	Eastern	31 May–1 June	Mahalapye
5.7.1.1.5.	Semi-finals	6–7 June	Gaborone



5.7.1.2. Results:

NO	POSITION	CLUB	PRIZE
5.7.1.2.1.	Champions	Gaborone United	P250,000
5.7.1.2.2.	1st Runner-Up	Orapa United	P150,000
5.7.1.2.3.	2nd Runner-Up	Nico United	P100,000
5.7.1.2.4.	3rd Runner-Up	Makgabz City FC	P50,000

5.8. GRASSROOTS PARTICIPATION

5.8.1. **ALIGNED WITH FIFA AGENDA:** PARTICIPATION EXPANSION & TALENT DEVELOPMENT **U13 School Holiday Girls' Camp**

5.8.1.1. **Date:** 17–25 April 2025

5.8.1.2. **Centers:** Selibe Phikwe, Central South

5.8.1.3. **Participants:** 56 girls, 12 coaches

5.8.1.4. **Features:**

5.8.1.4.1. **Programme Ambassador:** Mares Vice Captain Nondi Fingi Mahlasela

5.8.1.4.2. **Presidential visit: BFA President:** Mr. Oabile Thona Babitseng

5.8.1.4.3. **Training focus:** Technical skills, safeguarding, life skills, team-building

5.8.1.4.4. This camp serves as a foundation for a future U15 Girls League starting in 2026.



5.9. STRATEGIC RECOMMENDATIONS

To sustain momentum and accelerate the growth of women's football in Botswana, the following strategic priorities are recommended for implementation over the next cycle:

5.9.1. **Finalize and Operationalize the National League Structure** - Expedite the implementation of a standardized National League comprising 10 teams in the South and 10 in the North. This is a critical foundation for enhancing competitive consistency, talent development, and league integrity.

5.9.2. Establish the U15 Girls Regional League by 2026

Launch the U15 Girls League in at least two pilot regions in 2026, with a phased expansion strategy based on available resources. This league will create early playing opportunities and strengthen the talent pipeline.

5.9.3. Expand Technical Capacity through CAF B License (Women-Specific) - Facilitate the introduction of a CAF B License course tailored specifically for women coaches in 2026 to grow a qualified and gender-balanced technical workforce.

5.9.4. Enforce Safeguarding and Club Licensing Standards - Intensify the implementation of safeguarding policies and club licensing requirements to improve professional standards, ensure child protection, and strengthen the credibility of the women's game.

5.9.5. Enhance Storytelling and Stakeholder Engagement - Invest in high-impact storytelling, digital media, and strategic communications to elevate the visibility of women's football and maintain strong stakeholder confidence and support.

5.9.6. Formalize Partnership with Ministry of Higher Education - Establish a formal agreement with the Ministry of Higher Education to support vocational training and education pathways for national team players, ensuring long-term empowerment and dual career planning.

5.9.7. Scale Regional League Sponsorship and Media Coverage - Deepen engagement with corporate sponsors and media partners to amplify coverage, enhance regional league branding, and build stronger community and commercial support.

5.9.8. Strengthen Operational Capacity of Regional Women's Leagues - Provide structured support and capacity-building for regional league administrators to enhance efficiency, governance, and grassroots outreach.

5.9.9. Support Technical Development of Women's National Team Coaches - Allocate funding and facilitate access for national team coaches to attain advanced CAF B and CAF A coaching certifications, ensuring high-level technical leadership for elite competition.



5.10. CONCLUSION

- 5.10.1. The 2024/2025 season has marked a **transformative** chapter for Botswana Women's Football—one defined by historic milestones, strategic growth, and an **unwavering commitment to excellence**. Securing The Mares' qualification on the continental stage has not only elevated national pride but also demonstrated the competitive potential of our women athletes.
- 5.10.2. The deliberate expansion of grassroots development initiatives, coupled with targeted capacity building, has created a strong and inclusive pipeline that nurtures talent from the ground up.
- 5.10.3. Increased visibility through media, partnerships, and public engagement has helped shift perceptions and **build a strong, marketable identity for women's football in Botswana**. Just as critically, structural reforms and improved governance frameworks have positioned the game in line with CAF, FIFA, and global best practices, ensuring long-term credibility, sustainability, and investor confidence.
- 5.10.4. These advancements were not by chance but the result of a **clear vision, bold leadership, and the active collaboration of stakeholders from across government, the private sector, and the global football community**. Botswana is no longer a silent contender—it is fast becoming an emerging powerhouse and a beacon of possibility for women's football in Africa.
- 5.10.5. As we look ahead, the momentum is undeniable. Our focus must remain on **deepening investment, strengthening institutional capacity**, and ensuring that the gains made are scaled, sustained, and celebrated by generations to come.





REFEREEING

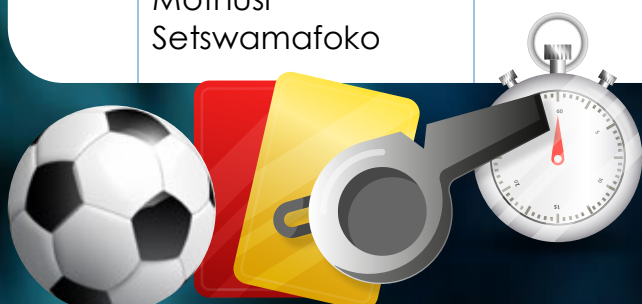
DEPARTMENT



6. REFEREES DEPARTMENT

6.1. COURSES/SEMINARS/PRESENTATIONS

NO	PROJECT	EXPECTED RESULTS	EXPECTED DATE OF COMPLETION	RESULTS ACHIEVED	WAY FORWARD
6.1.1.	<p>Advance referees south- Workshop 11 - 13 October</p> <p>There were 25 participants (24 males & 1 Female). It was facilitated by BFA Instructor Mr Gaotebale Maletse .</p> <p>He was assisted by BFA Technical Instructors: Dikarabo Ramadubu and Harris Lebotse</p>	<p>Emphasis on new considerations as well as new football understanding concepts</p> <p>Quality match officials at Premier League</p> <p>-Readiness for the start of the new season.</p>	13.10.24	All what was planned for effectively covered despite limited time	Continuous technical support to up the standard of refereeing at elite league.
6.1.2.	<p>Beginners course in central north region -Serowe.</p> <p>This was a continuous training running for 2 weeks (Weekends and some week days) 2hrs per session.</p> <p>The main objective of such courses is to increase retention rate and engage regional instructor more. The course was facilitated by Regional Technical Instructor: Mr Mothusi Setswamafoko</p>	<p>Inculcating the love for refereeing</p> <p>Understanding, Interpreting and applying laws of the game.</p>	19.10.24	<p>All what was planned for was diligently covered.</p> <p>- Participates are already officiating at regional level</p>	Intensive monitoring in both technical and physical aspects.



6.1.3.	Referees Beginner Course (Ghanzi)	Emphasis on understanding, interpreting, and applying the Laws of the Game. Increased number and improved quality of officiating in Ghanzi Region.	14 Feb 2025	22 participants (14 males & 8 females) were trained. Course effectively covered despite limited time.	Continuous technical support to improve refereeing standards in Ghanzi.
6.1.4.	Referees Beginner Course (Southern Region - Kanye)	Inculcate love for refereeing. Understanding, interpreting, and applying Laws of the Game.	07 Mar 2025	All content was diligently covered. Participants already officiating at the regional level.	Intensive monitoring of technical and physical performance.
6.1.5.	VAR Course (Gaborone)	Identify potential talent for nurturing as VAR, AVAR, and VAR Instructors.	02 May 2025	38 participants. Potential talents identified for further training and certification	Plan training sessions for certification and conduct VAR workshop before the league starts.



6.1.6.	FIFA/MA Elite referee Instructors course	Improved quality of instructors at elite level	9-13 June 2025	-Talent identification and classification of instructors according to their levels base on their performance	Intensive monitoring and full support to those who are working with referees.
6.1.7.	FIFA/MA Elite referees course	Improved quality of officiating at elite level as well as increase number of referees	7 -11 July 2025	Introduced to the latest concepts and law changes Improved positioning and reading the game - Ability to objectively analyse clips	weekly practice of what has been shared by FIFA instructors -Intensive monitoring and evaluation
6.1.8.	Weekly Clip Analysis & Quizzes	Enhance ability to analyze match situations. Improve quality of assessors and instructors.	25 Mar 2025	Key considerations factored in when analyzing clips.	Identify and support individuals needing assistance.
6.1.9.	Physical Training Sessions	Improve fitness levels across the regions.	March 2025	Weekly sessions held	Develop a monitoring strategy for



				nationally. High fitness levels among elite referees. Western block referees were not in the right level of fitness.	Western Block instructors.
6.1.10.	Fitness Tests (Q1)	Assess fitness levels and readiness of referees.	25 Mar 2025	Conducte d in Ghanzi, Hukuntsi, Francistown, Molepolole and Lobatse	Continue support and track fitness across regions.



6.2. INTERNATIONAL MATCHES

NO	MATCH	DATE	MATCH OFFICIALS/COMMISSIONER/ASSESSOR
6.2.1.	CAF African Schools Championship - COSAFA	11-13 October 2024	Jacob Mereki -Referee Emmah Maklinda - Assistant Referee Phodiso Jonty Rasetsoga -Referees Coordinator
6.2.2.	AFCON,Morocco 2025- Qualifiers (Malawi vs Senegal)	15 October 2024	Obvious Moyo– Match commissioner
6.2.3.	2024 COSAFA Women Championship - Port Elizabeth (SA)	22 October to 2 November 2024	Seonyatseng Joyce Tshephe - Referee Leungo Tsogang -Assistant Referee Thobekile Manyanya- Development Technical Instructor Phemelo Oatile - Physical Instructor Julia Lekgowe - Referees Coordinator
6.2.4.	WAFCON 2026 Qualifier (Mali vs Gabon)	25 Feb 2025	Seonyatse Joyce Tshephe - Referee Leungo Tsogang - Assistant Referee Dorcus Chenset - Assistant Referee Itumeleng Methikga - Fourth Official
6.2.5.	FIFA U17W (Burundi vs Côte d'Ivoire)	12 Mar 2025	Seonyatse Joyce Tshephe - Referee Leungo Tsogang - Assistant Referee
6.2.6.	FIFA U17W (Zambia vs Tanzania)	15 Mar 2025	Yvonne Letota- Ratshipo - Commissioner
6.2.7.	WCQ 2026 (Zimbabwe vs Benin)	20 Mar 2025	Obvious Moyo – Commissioner
6.2.8.	WCQ 2026 (Malawi vs Namibia)	20 Mar 2025	K.R. Gilika – Commissioner
6.2.9.	WCQ 2026 (Mauritania vs DR Congo)	25 Mar 2025	M. Thabologang, G. Molefhe
6.2.10.	FIFA U17W (Zambia vs Benin)	19 Apr 2025	Y. Ratshipo – Commissioner
6.2.11.	FIFA U20W (Malawi vs CAR)	11 May 2025	Y. Ratshipo – Commissioner
6.2.12.	FIFA U20W (Djibouti vs South Sudan)	18 May 2025	S. Tshephe, L. Tsogang



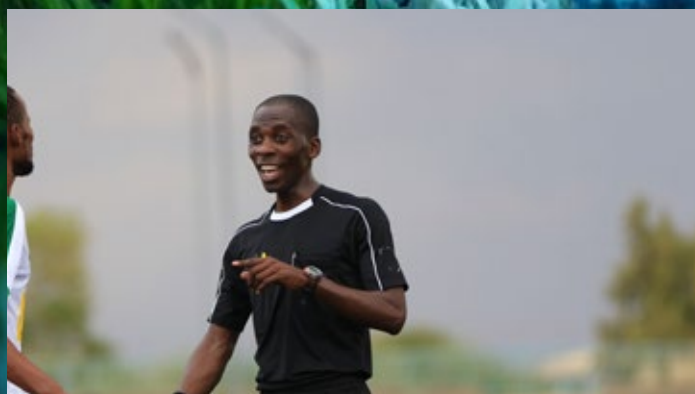
6.2.13.	CAF CC 24/25 (Stellenbosch vs Simba)	27 Apr 2025	K.R. Gilika – Commissioner
6.2.14.	COSAFA U17 Girls (Namibia)	10–17 May 2025	Kakale Mbiko – Officiated up to final
6.2.15.	CAF African Schools Championship Final (Ghana)	23–26 May 2025	Emmah Maklinda – Unavailable
6.2.16.	SA Friendly Match (SA vs Tanzania)	6 Jun 2025	K. Dintwa, L. Kegakologetswe
6.2.17.	SA Friendly Match (SA vs Mozambique)	10 Jun 2025	L. Kegakologetswe, K. Dintwa
6.2.18.	COSAFA CUP 2025 (SA)	4–15 Jun 2025	T. Ketshabile, G. Molefe, T. Manyanya, G. Malete

6.3. INTERNATIONAL COURSES/SEMINARS

NO	OFFICIAL	ACTIVITY	ACHIEVEMENT	COMMENTS
6.3.1.	S. Tshephe	FIFA Seminar for Women Elite Referees (Qatar)	Acquired elite referee skills	Positioned for major tournaments
6.3.2.	J. Lekgowe, D. Dintwa	FIFA Regional Instructors Seminar (Ethiopia)	Improved instructional capability	To share knowledge across teams
6.3.3.	L. Kegakologetswe	CHAN 2024 Prep Course	Aligned with modern refereeing tech	Positioned for major tournaments

6.4. LEAGUE MANAGEMENT

- 6.4.1. **Regional League:** Successfully completed.
- 6.4.2. **Women's League:** Successfully completed.
- 6.4.3. **National First Division (North & South):** Successfully completed.



6.5. PROMOTIONAL PLAY-OFFS

6.5.1. WESTERN BLOCK:

- 6.5.1.1. Refereeing handled well.
- 6.5.1.2. Two referees per region participated.
- 6.5.1.3. Talent identified.
- 6.5.1.4. Ghanzi region lacks trained instructors.
- 6.5.1.5. Way Forward: Deploy mentors from nearby areas, promote experienced referees into instructor roles.

6.5.2. SOUTHERN BLOCK:

- 6.5.2.1. Held over two weekends.
- 6.5.2.2. Good standard of officiating.
- 6.5.2.3. Four referees identified for promotion.

6.5.3. EASTERN BLOCK:

- 6.5.3.1. Strong mentorship from Francistown team.
- 6.5.3.2. Good performance by youthful referees.

6.5.4. NORTHERN BLOCK:

- 6.5.4.1. Matches were well officiated by youthful referee's.
- 6.5.4.2. 5 referees were identified for promotion.



6.6. FNB PREMIERSHIP – REFEREEING OVERVIEW

- 6.6.1. Smooth conclusion.
- 6.6.1.1. All match officials paid.

6.6.2. NOMINEES SUBMITTED:

- 6.6.2.1. Referee: K. Dintwa, T. Ketshabile, A. Menyatso
- 6.6.2.2. Assistant Referee: L. Kegakologetswe, G. Molefe, M. Mankanku

6.7. WOMEN'S FOOTBALL – DTCB PLAYOFFS FINAL

- 6.7.1. 45 referees (age 16–35) participated.
- 6.7.2. Nationwide representation.
- 6.7.3. Good officiating quality.

6.7.4. AREAS NEEDING IMPROVEMENT:

- 6.7.4.1. Western Block: Fitness & Law Interpretation
- 6.7.4.2. General: Positioning, reading play, offside judgments



6.7.5. WAY FORWARD:

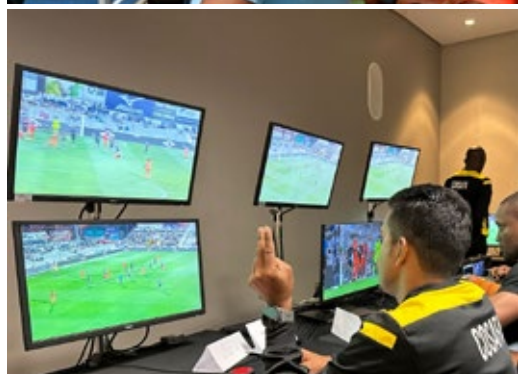
- 6.7.5.1. Implement structured training plans.
- 6.7.5.2. Talent identification for assistant roles.

6.8. ORANGE FA CUP SEASON 6

- 6.8.1. All the matches were officiated well up to the final.
- 6.8.2. Proposal - Referees to be provided with kit especially at regional level
- 6.8.3. Winners for two categories: Referees of the tournament : Seonyatseng Joyce Tshephe and Assistant referee of the tournament: Ookeditse Keitseope

6.9. INTERNATIONAL SUCCESS HIGHLIGHTS

- 6.9.1. Participation in major COSAFA and CAF events.
- 6.9.2. First male CAF Assessor.
- 6.9.3. Upgraded Referees:
 - 6.9.3.1. 3 to CAF Elite-B
 - 6.9.3.2. 1 to CAF Young Talent
- 6.9.4. VAR Achievements:
 - 6.9.4.1. 3 VAR-certified referees
 - 6.9.4.2. 1 VAR Instructor in development
 - 6.9.4.3. VAR course hosted (28 April–2 May 2025)





REGIONAL FOOTBALL ASSOCIATIONS



The BFA Regional Football Associations are crucial parts of the football ecosystem in Botswana, working under the umbrella of the Botswana Football Association (BFA).

7. REGIONS REPORT

7.1. INTRODUCTIONS

7.1.1. This report covers Regional activities for the 2024/2025 season. The report highlights the commencement of Leagues/activities from October 2024 to June 2025.

7.1.2. The grouping of regions into blocks has brought regions closer to BFA NEC and secretariat office.

The seventeen (17) Regional Football Associations are responsible to administer, control and run their leagues (men & women). This report highlight efforts, achievements and their challenges.

7.2. REGIONAL LEAGUES STATUS 2024/2025

7.2.1. All regional football associations completed their leagues within the stipulated period of 31 May 2025. The leagues were successfully finished as planned without any hindrance.

7.2.2. When comparing the 2023/2024 season with the 2024/2025 season, the regional leadership showed togetherness in administering, control, league fixtures and football development in their respective regions.

7.2.3. There were no cases of protests, appeals, rescheduling and legal brought before the standing committees.

7.2.4. The regional leadership needs to be congratulated for their primary responsibilities in fulfilling the organization's objectives.



7.3. REGIONAL LEAGUES 2024/2025 SEASON

7.3.1. Regional leagues for both men and women finished as per the regions approved fixtures 2024/2025 season.

7.3.2. CHAMPIONS 2024/2025

NO	BLOCK	REGION	CLUB NAME (MEN)	WOMEN
7.3.2.1.	Northern	Chobe RFA	Ferry Wonders FC	Tornado FC
7.3.2.2.	Northern	Boteti RFA	Dessert Buffalo	Orapa United
7.3.2.3.	Northern	Francistown RFA	Sowa United FC	Francistown United
7.3.2.4.	Northern	Nhabe RFA	Ndundu FC	Francistown United
7.3.2.5.	Eastern	Central South RFA	United Hot Spurs	Mafia Vision Ladies
7.3.2.6.	Eastern	Central North RFA	Kegg Supa Strikers	Tsabotlhe FC Ladies
7.3.2.7.	Eastern	Tswapong RFA	JJ United FC	Eyes on the ball
7.3.2.8.	Eastern	Selibe Phikwe RFA	Gunston United	Nico United Ladies
7.3.2.9.	Western	Kang RFA	Tsetseng United	N/A
7.3.2.10.	Western	Ghanzi RFA	Ghanzi Swallows FC	Western Zebras Ladies
7.3.2.11.	Western	Tsabong RFA	Red Lions FC	Makgabz City FC
7.3.2.12.	Western	Hukuntsi RFA	Lokgwabe FC	Sand Diamonds Ladies
7.3.2.13.	Southern	Kweneng RFA	Majweng Sporting Club	BDF XV Ladies
7.3.2.14.	Southern	Kgatlang RFA	Mokatse Mountain Bird	Royal Fighters Ladies
7.3.2.15.	Southern	SERFA	Tourism F.C	N/A
7.3.2.16.	Southern	Gaborone	Gaborone Young Strikers FC	Gaborone United Ladies
7.3.2.17.	Southern	SOFA	Kanye United SC	Jwaneng Galaxy Ladies



7.4. PROMOTIONAL GAMES REGIONAL TO FIRST DIVISION

NO	BLOCK	HOST REGION	REGIONS INVOLVED	PROMOTED TEAMS
7.4.1.	Western	Ghanzi	Ghanzi Kang Hukuntsi Tsabong	Tsetseng United from Kang RFA
7.4.2.	Southern	Gaborone	Gaborone SOFA SERFA Kweneng Kgatleng	Majweng Sporting Club from Kweneng RFA
7.4.3.	Eastern	Selibe Phikwe	Tswapong Central North Central South Selibe Phikwe	J.J United FC from Tswapong RFA
7.4.4.	Northern	Boteti	Nhabe Chobe Francistown Boteti	Ndundu from Nhabe RFA



7.5. PROMOTIONAL GAMES FIRST DIVISION TO BFL

7.5.1. National First Division North

- 7.5.1.1. Santa Green Football Club gained straight promotion to the elite league from central south regional football association.
- 7.5.1.2. Calendar Stars Football club also gained promotion to the Elite League after beating Jwaneng Young Stars FC runners up promotional game which was played on a home and away legs.



7.5.2. National First Division South

7.5.2.1. Botswana Police XI gained straight promotion after emerging the first division south champions for the 2024/2025 football season from the southern block.



7.6. NUMBER OF TEAMS PER- REGION

NO.	Region	Division 1	Division 2	Streams	Women	Youth
2.1.1.	Boteti RFA	18	0	0	6	11
2.1.2.	Chobe RFA	16	0	0	16	15
2.1.3.	Francistown RFA	14	30	3	16	15
2.1.4.	Nhabe RFA	33	3	3	14	18
2.1.5.	Central South RFA	20		2	7	10
2.1.6.	Central North RFA	14	0	0	10	12
2.1.7.	Tswapong RFA	18	2	2	6	10
2.1.8.	Selibe Phikwe RFA	18	2	2	8	7
2.1.9.	Kang RFA	9	0	0	0	0
2.1.10.	Gantsi RFA	12	2	2	6	8
2.1.11.	Tsabong RFA	8	0	0	4	0
2.1.12.	Hukuntshi RFA	11	0	0	0	0
2.1.13.	South East RFA	16	12	0	0	15
2.1.14.	Kweneng RFA	16	24	0	8	12
2.1.15.	Kgatleng RFA	16	15	0	6	9
2.1.16.	Gaborone City RFA	16	23	0	17	32
2.1.17.	SOFA	12	12	0	10	7
	TOTAL:	267	127	17	134	153
	TOTAL (D1+D2) 394 Teams)					

7.7. REGIONAL FOOTBALL ASSOCIATIONS ASSEMBLIES 2024/2025 SEASON

NO	BLOCK	REGION	DATES	VENUE
7.7.1.	Western	Ghanzi	31 May 2025	Ghanzi
7.7.2.	Western	Kang	31 May 2025	Kang
7.7.3.	Western	Tsabong	15 June 2025	Tsabong
7.7.4.	Western	Hukuntsi	21 June 2025	Hukuntsi
7.7.5.	Southern	Kgatleng	31 May 2025	Oodi College
7.7.6.	Southern	Gaborone	1 June 2025	Gaborone - UB
7.7.7.	Southern	Kweneng	21 June 2025	Mogoditshane Junior School
7.7.8.	Southern	SOFA	28 June 2025	Kanye - Warm Hands Hotel
7.7.9.	Southern	SERFA	14 June 2025	Boitekanelo College
7.7.10.	Eastern	Central North	28 June 2025	Serowe
7.7.11.	Eastern	Selibe Phikwe	28 June 2025	Phikwe – Botshabelo
7.7.12.	Eastern	Central South	29 June 20205	Kalamare
7.7.13.	Eastern	Tswapong	29 June 2025	Palapye
7.7.14.	Northern	Nhabe	5 July 2025	Maun
7.7.15.	Northern	Chobe	5 July 2025	Kasane
7.7.16.	Northern	Francistown	6 July 2025	Francistown
7.7.17.	Northern	Boteti	6 July 2025	Lethakane



7.8. REGIONAL OFFICES

7.8.1. The BFA secretariat continue with the assignment to acquire offices for the regions. It is envisaged the regional offices will help in the regional operations. The secretariat with the Regional leadership are in discussions with the Local Authorities on the office matter. Below are the 10 regions that have offices:

- 7.8.1.1. Francistown Regional Football Association
- 7.8.1.2. Boteti Regional Football Association
- 7.8.1.3. Nhabe Regional Football Association
- 7.8.1.4. Gaborone Regional Football Association
- 7.8.1.5. South East Regional Football Association
- 7.8.1.6. Kgatleng Regional Football Association
- 7.8.1.7. Kweneng Regional Football Association
- 7.8.1.8. Kang Regional Football Association
- 7.8.1.9. Tsabong Regional Football Association
- 7.8.1.10. Central North Regional Football Association

7.9. RECOMMENDATIONS

7.9.1. REGIONAL SUBVENTION

7.9.1.1. It has become apparent that the current subvention and the manner in which it is distributed does not sufficiently address the needs of the Regions. We therefore propose that the subvention be reviewed as follows:

- 7.9.1.1.1. Increase the subvention to P30 000.00
- 7.9.1.1.2. That the subvention be dispensed at the interval of three months.
- 7.9.1.1.3. That the second phase of the subvention be dispensed only after accounting fully for the first one.

7.9.2. REGIONAL STREAM

7.9.2.1. The Regional stream were initial designed to gauge the viability of dividing the affected Region into two. The system has since become a permanent feature which was not the initial intention. We therefore recommend that Regions which qualifies to be divided it be done soon as a matter of urgency.

7.9.3. The main reason/s for the division is ordinarily distance which makes it difficult for more teams to get involved. Ghanzi Region being a case in point as some teams have decided not to participate due to distance.



COMPETITIONS DEPARTMENT



8. COMPETITIONS DEPARTMENT

8.1. BFA DOMESTIC COMPETITIONS

The competition office oversees the following national and regional competitions:

8.1.1. BOTSWANA PREMIER LEAGUE

8.1.1.1. The league commenced on Friday, October 4, 2024, and concluded within the scheduled competition period on May 24, 2025. It was undoubtedly a spectacular season, thanks to FNB Botswana for ensuring that the top-flight football creates lasting memories for all football-loving nations. Congratulations to **Gaborone United FC** for emerging as the champions.



8.1.2. **NATIONAL FIRST DIVISION LEAGUE NORTH AND SOUTH:** Both league streams (North and South) started on time, beginning on Friday, October 18, 2024. We are pleased to report that both leagues concluded as scheduled. The last matches in the South were played on Thursday, May 29, 2025, while the North wrapped up on May 31, 2025. Congratulations to **Santa Green FC** for winning the National First Division North stream, and to **Police XI** for being the champions of the South stream.



8.1.3. **REGIONAL FOOTBALL ASSOCIATION LEAGUES:** The leagues at the BFA Regional Football Associations commenced in October and November 2024 across all seventeen regions. We are glad to report that all competitions at the BFA regional structures ended on time. Congratulations to all our regional champions for their success this season.



8.1.4. **WOMEN'S FOOTBALL COMPETITIONS:** Competitions in women's football began within the scheduled playing period, with nearly all regions participating this season. As usual, this competition culminated in the DTCB tournament final, held on June 7, 2025. Congratulations to the Gaborone United Ladies team for being the champions.



8.2. ORANGE FA CUP SPONSORSHIP RECAP

8.2.1. The Orange FA Cup second Edition Season 6 tournament started on time and concluded slightly earlier than scheduled. The first batch of the qualification phase took place over two weekends, with the last round of 48 matches held in the South on February 8-9, 2025, and in the North on February 15-16, 2025. The final for the Orange FA Cup 2nd Edition Season 6 was played on Friday, June 13, 2025, at the National Stadium. Congratulations to Jwaneng Galaxy FC for winning this year's Orange FA Cup tournament.

The renewal of the new contract with the BFA was announced in January

- **Season 1** – Jan to June 2019
- **Season 2** – Nov 2019 – Mar 2020 and resumed in October 2021 till Dec 2021
- **Season 3** – Feb 2022 – June 2022
- **Season 4** – Jan 2023 – June 2023
- Season 5 – Feb 2024 – June 2024
- Season 6 – Feb 2025 – June 2025

The negotiations for the renewal of the 3rd Edition of the Orange FA Cup is underway..

8.2.2. SUCCESSES

- 8.2.2.1. Online engagement of 2,156,868
- 8.2.2.2. Increased Orange customer touch points in remote areas because of new teams taking part in the tournament from areas such as Gumare, Tsabong & Hukuntsi etc
- 8.2.2.3. Improved visibility in remote/ rural areas
- 8.2.2.4. Boosted acquisition through FA cup asset
- 8.2.2.5. Involvement and engagement of staff .i.e. ticket giveaways, FA Cup replica giveaways, SBP attendance of the final
- 8.2.2.6. Good attendance of games throughout the tournament compared to other Seasons 70K plus on average

8.2.3. CHALLENGES

- 8.2.3.1. The football calendar was compressed and OBW was not able to fully maximize on activations as games were back to back
- 8.2.3.2. Issues around mobilising resources and logistics involved
- 8.2.3.3. Limited branding during games especially during the first stages in multiple areas



8.2.4. ATTENDANCE ANALYSIS

8.2.4.1. We had a total **53, 258 fans** attending the FA Cup games throughout the tournament. With the Semi-final, stage game one being poorly attended (3284) given the teams that had made it into this stage of the tournament.

NO	STAGE	NUMBER OF GAMES	FANS ATTENDANCE IN
8.2.4.1.1.	Last 48 South & North	16	12771
8.2.4.1.2.	Last 32	16	15199
8.2.4.1.3.	Last 16	8	12783
8.2.4.1.4.	Quarter Finals	4	3662
8.2.4.1.5.	Semi Finals	2	3284
8.2.4.1.6.	Final	1	5559
8.2.4.1.7.	TOTAL	47	53258

8.2.5. ORANGE FA CUP SEASON 6 SCHEDULE 2024/2025

8.2.5.1. The table below shows the final schedule for the Orange FA Cup Season 6 Matches of 2024/2025 season

Description	Duration	Dates
Orange FA Cup Last 48 Draw	1 day	04, December 2024
Last 48 Orange FA Cup Matches (South)	1 weekend	08-09 February 2024
Last 48 Orange FA Cup Matches (North)	1 weekend	15-16 February 2024
Orange FA Cup Last 32 Draw	1 day	16, February 2024
Last 32 Orange FA Cup matches (8)	1 weekend	08-09 March 2025
Last 32 Orange FA Cup matches (8)	1 weekend	15-16 March 2025
last 16 draw		

Last 16 Orange FA Cup matches 1 weekend
 Last 8 (quarter-finals)Orange FA Cup matches 1 weekend
 Last 4 (semifinal) Orange FA Cup Matches 1 weekend
 Last 2 (Final) Orange FA Cup Matches 1 weekend

26-27 April 2025
 10-11 May 2025
 31 May 2025
 14 June 2025



8.3. PROMOTIONAL PLAYOFFS

8.3.1. Both the national and regional promotional playoffs began within the designated competition period, with national playoffs starting in the last week of May and regional playoffs in the second week of June. However, the Northern block was scheduled for June 27-28, 2025.

8.3.2. We encourage all teams to start on time in the next season to align with competition schedules. Congratulations to Calendar Stars FC for winning both legs of the National promotional playoffs and securing a place in the FNB Premiership for the 2025/2026 season.



8.4. CAF INTER-CLUB COMPETITIONS

The competitions office also manages the following inter-club competitions:

8.4.1. **CAF Women's Champions League:** The Gaborone United Ladies team will represent Botswana in this year's Women's Champions League (COSAFA Qualifier) competition, scheduled for August 1-10, 2025.



8.4.2. **CAF Men's Champions League:** Congratulations again to Gaborone United FC for being the FNB Premiership champions this season. As champions, they will represent Botswana in this year's CAF Champions League, set to take place in 19-21 September 2025 (1st Preliminary Round 1st & 2nd Leg) 26-28 September 2025 (2nd Preliminary Round 1st & 2nd Leg).



8.4.3. **CAF Men's Confederations Cup:** Jwaneng Galaxy FC will represent Botswana in the CAF Inter-Club competition, having won the Orange FA Cup. This competition will also take place in 19-21 September 2025 (1st Preliminary Round 1st & 2nd Leg) 26-28 September 2025 (2nd Preliminary Round 1st & 2nd Leg).



8.5. CLUB LICENSING

8.5.1. The next licensing period is in progress, set to kick off for the 2025/2026 season in June 2025. The core process will begin on June 3, 2025, and conclude on August 4, 2025. All applicant clubs will continue to utilize the Club Licensing Online Platform (CLOP) for both domestic and continental licenses.

8.5.2. This tool has proven effective in enhancing club football in all aspects. We will proceed with the four-year implementation plan, currently in its third year, which began in the 2023/2024 season. Licensing will adhere to the BFA Club Licensing Regulations edition 2023 until the completion of this four-year plan and into the 2026/2027 domestic licensing process.



8.5.3. Below is the activity plan for the current licensing period

NO	DOMAIN	ACTIONER	START DATE	END DATE	ACTION	RESULTS
8.5.3.	Submission of files	All BFL and NFDL Clubs	03 June 2025	18 July 2025	The BFA CL Manager to make sure that clubs submit files within the prescribed dates	All files should have been submitted with the BFA CL Manager as per the set dates on CLOP.
8.5.3.	Preliminary perusal of files and response	Club Licensing Unit	21 July 2025	22 July 2025	Ensure that clubs submit files as per laid down regulations and check for defects and omissions and write applicants to rectify	All files should be in full compliance as per the regulations before being placed before the FIB
8.5.3.	Adjudication of applications /files	CL FIB	23 July 2025	26 July 2025	Review all the submitted material to check for compliance as per the club license regulations	Be able to grade all applicants as per information submitted
8.5.3.	Release of results	CL FIB	28 July 2025	28 July 2025	Communicate the FIB decision to the license applicant in writing	All applicants should receive results before public announcement
8.5.3.	Appeals	CL AB	01 Aug 2025	01 Aug 2025	Unsuccessful applicants should have lodged their appeals within 72 hours of pronouncement	Applicants should receive their results immediately after the judgement
8.5.3.	Final Publication of the Results	BFA	04 Aug 2025	04 Aug 2025	Announcement of the results in writing to all the stakeholders	All the concerned stakeholders should have the results immediately

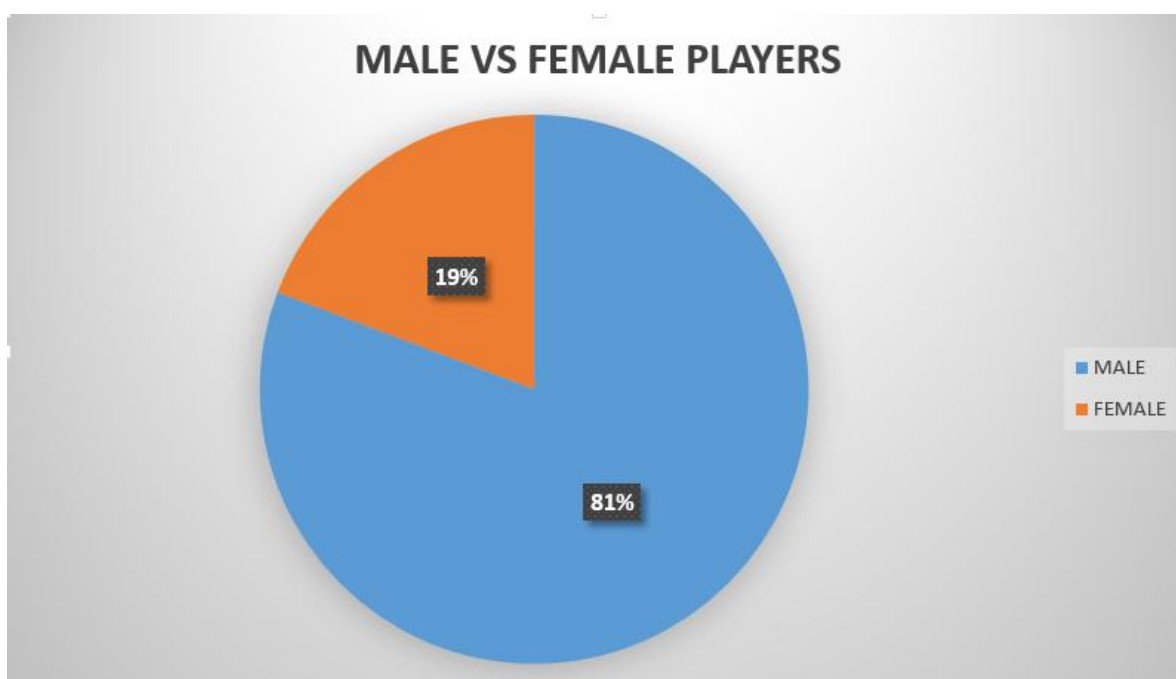
8.6. PLAYER REGISTRATION

8.6.1. Player Transfer Window Period: All transfer windows from the previous season (2023/2024) are now closed. The current transfer window is ongoing and expected to close 22 September 2025.

8.6.2. FIFA CONNECT: All registrations and approval processes are ongoing for this current season.

8.6.3. The statics below shows the previous seasons registration.

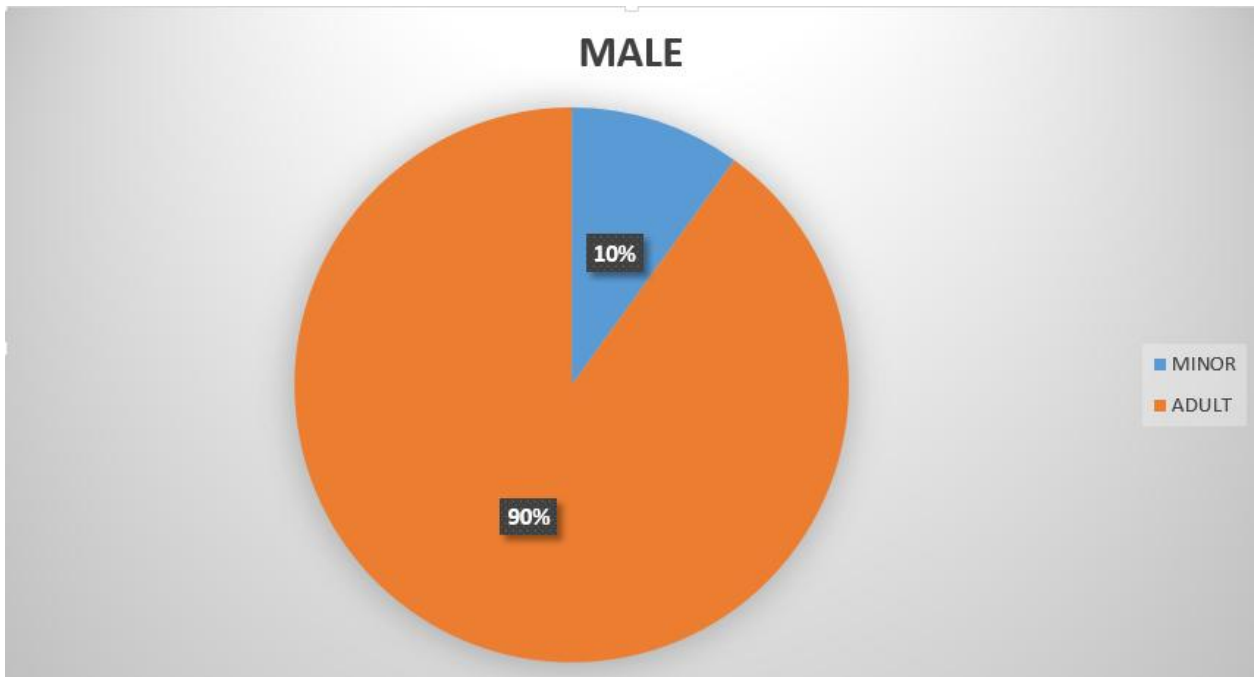
MALE AND FEMALE REGISTERED PLAYERS IN PERCENTAGE 2024/25 SEASON



MALE = 14,825, FEMALE = 3534

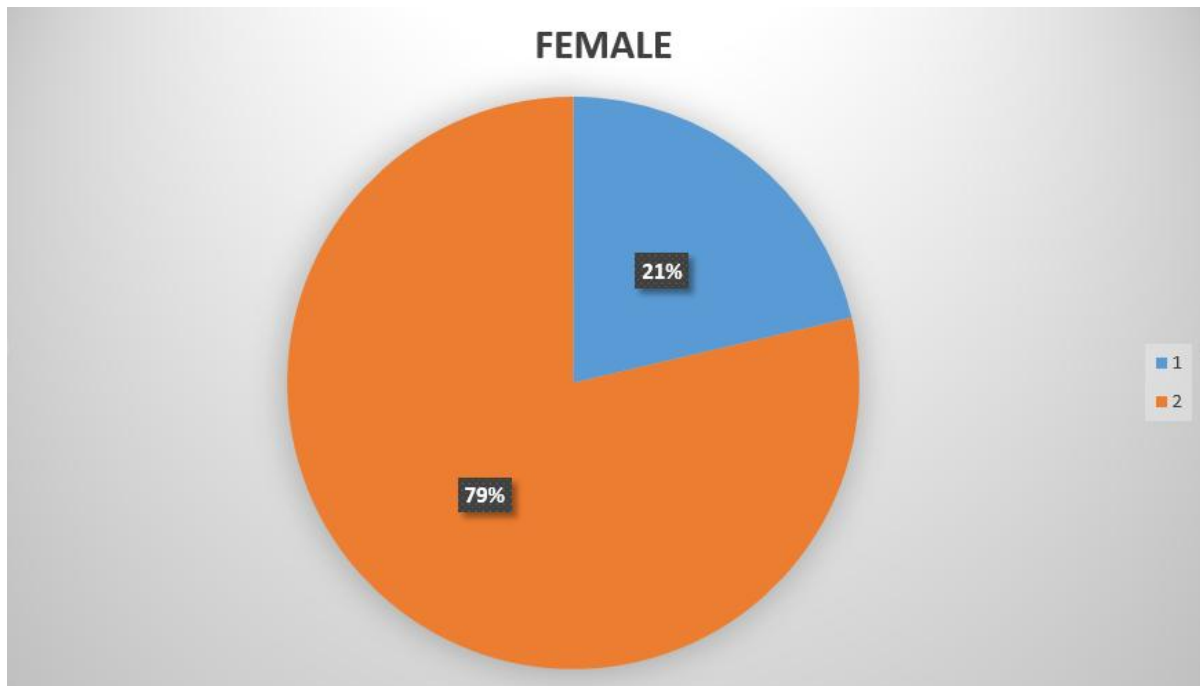
MALE ADULTS AND MINORS IN PERCENTAGE 2024/2025 SEASON





ADULT MALE = 13,344, MINOR MALE = 1,481

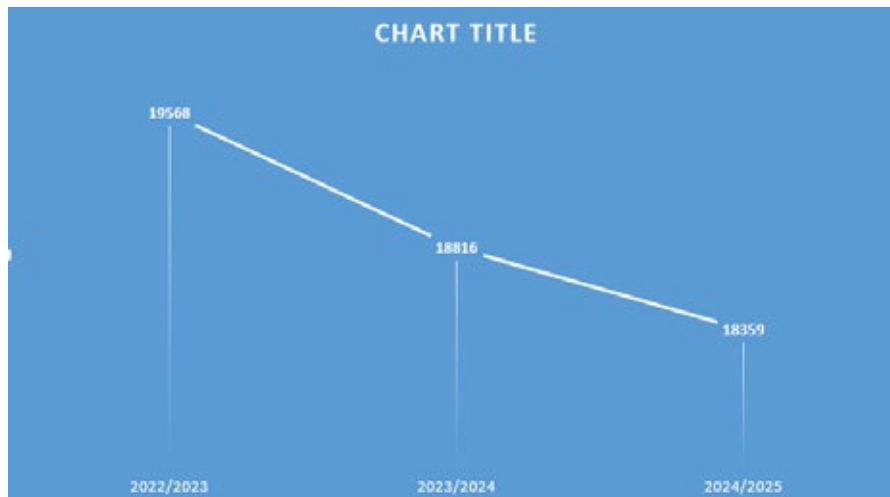
FEMALE ADULTS AND MINORS IN PERCENTAGE 2024/2025 SEASON



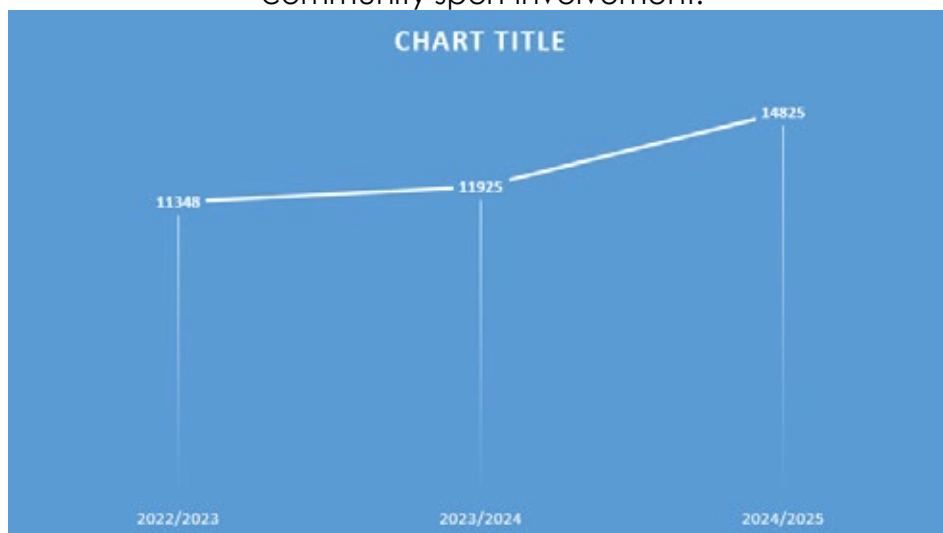
FEMALE = 2,783, MINOR FEMALE = 754

8.6.4. COMPARISM STATISTICS - 2022/23 VS 2023/24 VS 2024/25 SEASON

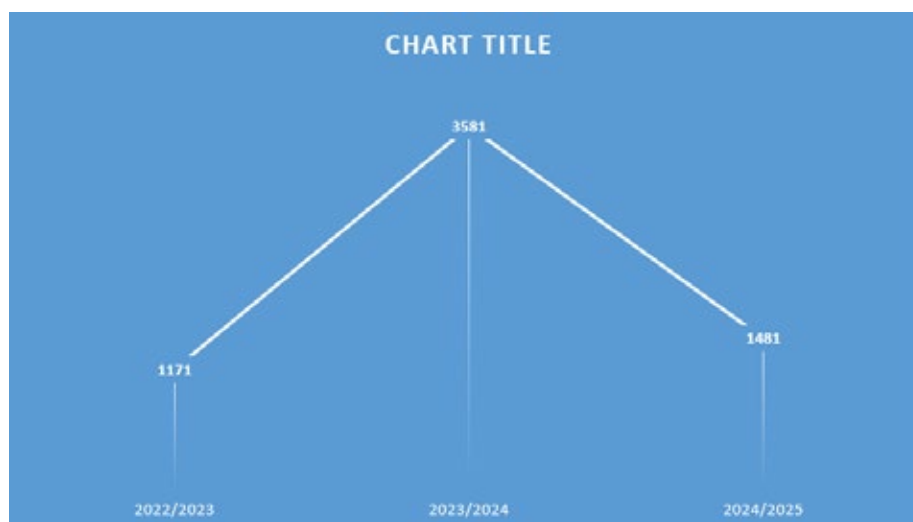
- 8.6.4.1. The downward trend in player registrations has persisted over the past three seasons, with total numbers falling from 19,568 in 2022/23 to 18,816 in 2023/24—a 3.8% decrease—and declining further to 18,359 in 2024/25, representing an additional 2.4% drop. This continued reduction highlights a concerning pattern that may warrant further investigation into underlying causes.



- 8.6.4.2. Adult male registrations have experienced strong and accelerating growth over the past two seasons, increasing from 11,348 in 2023/24 to 11,925—an initial rise of 5.1%—followed by a substantial 24.3% jump to 14,825 in the 2024/25 season. This surge suggests a renewed interest or improved retention in adult male participation, potentially driven by targeted engagement strategies, expanded competition offerings, or post-pandemic recovery in community sport involvement.



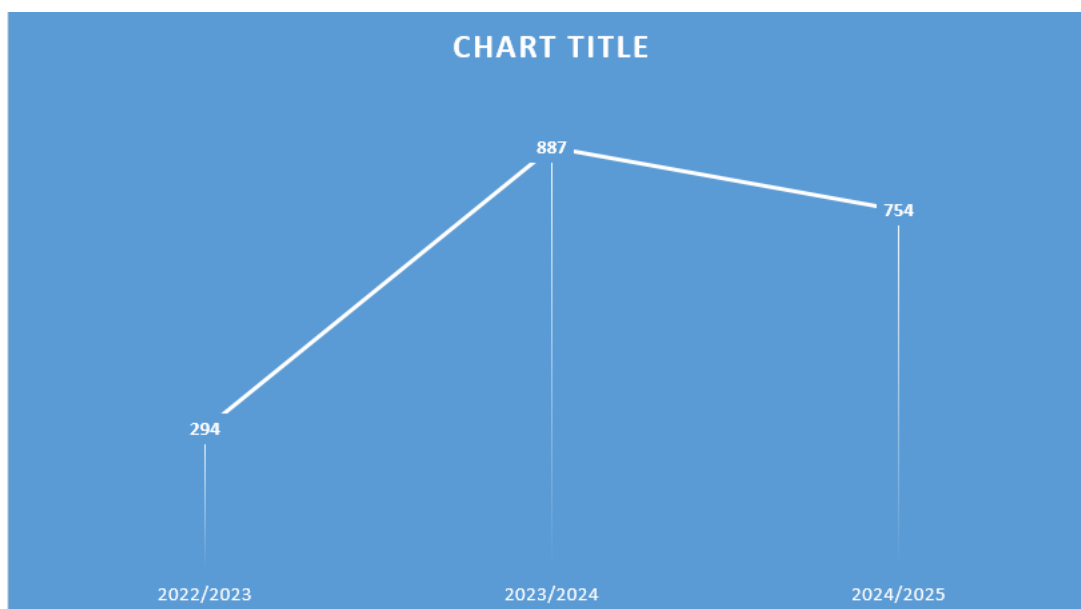
- 8.6.4.3. Minor male registrations saw a sharp increase from 1,171 in the 2023/24 season to 3,581, indicating a temporary surge in participation. However, this was followed by a significant drop to 1,481 in the current 2024/25 season—a 58.6% decrease. This fluctuation suggests the initial spike may have been driven by short-term factors such as targeted campaigns, special programs, or event-based recruitment, rather than sustained engagement



- 8.6.4.4. Adult female registrations have shown steady growth over the past two seasons, increasing from 1,855 in 2022/23 to 2,423 in 2023/24—a 30.6% rise—followed by a further increase to 2,780 in the current 2024/25 season. This continued upward trend reflects growing interest and engagement among adult women, possibly driven by increased visibility of female role models, expanded competition formats, and a broader emphasis on inclusivity and accessibility in the sport



8.6.4.5. Minor female registrations grew significantly from 294 in the 2022/23 season to 887 in 2023/24, marking a nearly threefold increase. However, this momentum slightly tapered off in the current 2024/25 season, with registrations decreasing to 754—a decline of 15%. While the overall growth trend remains positive compared to two seasons ago, the recent dip suggests a need to focus on retention and continued engagement strategies to maintain long-term participation among young female players.



8.6.5. The table below shows the Challenges and Solutions in Football Program Implementation

NO	CHALLENGE	DESCRIPTION	RECOMMENDED SOLUTIONS
8.6.5.1.	Staffing Constraints	Insufficient personnel leads to high workloads and delays during peak periods like registration.	- Hire additional or temporary staff Train more staff members on FIFA Connect as users
8.6.5.2.	Limited Funding	Budget limitations restrict workshops and development programs.	- Seek external funding (grants, sponsors) - Prioritize low-cost, high-impact programs- Improve budget planning
8.6.5.3.	Low Stakeholder Engagement	Poor communication leads to disengagement and lower program participation.	- Regular updates and stakeholder meetings- Feedback mechanisms- Strengthen regional structures
8.6.5.4.	Youth Retention Issues	Decline in minor player numbers, especially female, suggests retention challenges.	- Analyze dropout trends- Improve program appeal and progression- Strengthen school/community links



MARKETING COMMUNICATIONS DEPARTMENT



9. COMMUNICATION AND MARKETING ACTIVITY REPORT 2025

9.1. MARKETING ACTIVITIES

9.1.1. The Botswana Football Association's marketing initiatives during this period focused on enhancing fan engagement, increasing ticket sales, strengthening media partnerships, and growing our digital presence. Through strategic activations and targeted campaigns, the association successfully amplified the visibility of football events and fostered stronger community involvement.

9.1.2. Activities

NO	ACTIVITY	DATE	KEY METRICS & IMPACT
9.1.2.1.	AFCON Qualifiers: Botswana vs. Mauritania	15/11/2024	<ul style="list-style-type: none"> - A total of 1,781 out of 1,800 allocated tickets were sold, achieving a 99% ticket sales success rate. - Social media engagement surged by 40% during the activation period, increasing digital reach and interaction. - Over 500 new social media followers were gained, expanding our audience base and potential fan conversion.
9.1.2.2.	Choppies Youth Cup (U15 & U17)	11/11/2024	<ul style="list-style-type: none"> - The event generated a 35% increase in social media reach, demonstrating heightened interest in youth football. - Facebook impressions exceeded 20,000, showing significant digital traction and exposure for the tournament.
9.1.2.3.	Watch Party: Zebras vs. Egypt	19/11/2024	<ul style="list-style-type: none"> - Over 150 fans attended the event, creating an electrifying atmosphere for supporters. - The watch party was featured in four major local news outlets, ensuring widespread media coverage. - Influencers actively promoted the event, generating over 10 social media posts and further amplifying visibility.
9.1.2.4.	President's Press Conference	23/01/2025	<ul style="list-style-type: none"> - The announcement of the new senior men's national team head coach garnered significant media attention, with 13 media outlets covering the event. - Three national news channels provided live coverage, extending reach across the country. - The event generated over 10,000 social media interactions, making it one of the most discussed football topics in Botswana during that period.
9.1.2.5.	AFCON Draw Watch Party	27/01/2025	<ul style="list-style-type: none"> - Fans actively engaged with the event, leading to 3,500+ social media interactions and conversations. - Event content reached over 50,000 user's online, significantly boosting excitement for Botswana's AFCON journey. - Over 15,000 video views were recorded, showcasing strong interest in the draw and our national team's participation.
9.1.2.6.	Media Engagement	07/01/2025	<ul style="list-style-type: none"> - The session attracted over 20 representatives from various media houses, enhancing relationships with journalists and

	Session		<p>broadcasters.</p> <ul style="list-style-type: none"> - Five radio stations, seven online media channels, and six print publications covered the discussions, ensuring broad media coverage. - Positive feedback from 90% of attendees highlighted the session's effectiveness in fostering better collaboration between the BFA and the media.
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9.2. STAKEHOLDER ENGAGEMENT

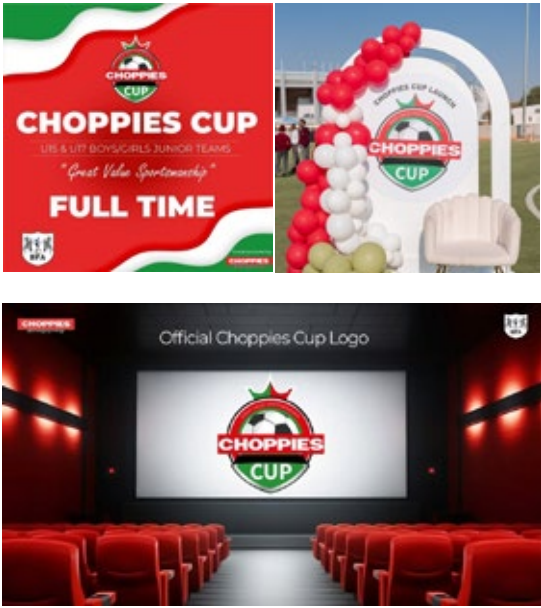
9.2.1. CHOPPIES BOTSWANA SPONSORSHIP EXPANSION

9.2.1.1. The Marketing Chairman, Head of Marketing, and Technical Director paid a courtesy visit to Choppies Botswana to negotiate an increase in sponsorship funding. The engagement was successful, with Choppies agreeing in principle to increase their sponsorship by an additional BWP 250,000 beyond the initial annual commitment of BWP 1,725,000.

9.2.1.2. Additionally, the Technical Director and Finance Manager are finalizing the budget allocation. A proposal will be presented to regional leadership on how to efficiently utilize the BWP 1.2 million reserved for running the youth league, transitioning from regional leagues to the Choppies Cup. A portion of these funds will also be allocated to administration and marketing efforts to enhance operational efficiency and brand visibility.

9.2.2. NALEDI MINING PARTNERSHIP FOR U17 DEVELOPMENT

9.2.2.1. The Head of Marketing and Technical Director paid a courtesy visit to Naledi Mining to review the existing contract under the Out-of-School Youth Programme, which focuses on under-17 players by offering them capacity-building programmes. The meeting also aimed to revive discussions on the



long-term objective of nurturing the under-17 team in preparation for the 2028 Olympics, where they will compete as an under-23 squad.



- 9.2.2.2. Naledi Mining expressed willingness to invest further and explore engagement with their stakeholders and partners to ensure the current under-17 team develops into a competitive squad for Olympic qualification. The Technical Director has been tasked with developing a strategic plan to align with this objective.

9.2.3. AFCON 2025 TRAVEL ITINERARY PROPOSALS

- 9.2.3.1. The Marketing department has proposed a process where four companies that have approached the BFA regarding travel packages for Morocco 2025 will pitch their ideas. This initiative aims to maximize engagement and commission opportunities for the BFA.

- 9.2.3.2. A dedicated session will be organized where these companies will present their tailored travel offerings, which will then be evaluated for their alignment with BFA's strategic goals for AFCON 2025. The goal is to map out ways to uniquely engage each partner, offering bespoke packages for fans while optimizing commission rates and boosting fan participation.

9.2.4. COCA-COLA & LIQUID INTELLIGENT TECHNOLOGIES

Pitch presentations were made to both Coca-Cola and Liquid Intelligent Technologies to explore partnership opportunities supporting youth football, national leagues, and digital transformation.



9.2.5. CONTRACT 03 RENEWAL

Contract 03 expired and is being revised with BFA Legal. The renewal will maintain current terms and formally incorporate the expanded support received under the previous contract.



9.2.6. THE TABLE BELOW SHOWS THE SPONSORSHIP & PARTNERSHIP ENGAGEMENT STATUS REPORT

NO	ITEM	DESCRIPTION	STATUS	REMARKS
9.2.6.1.	Coca-Cola Partnership	Youth football and grassroots development sponsorship	In Progress	Pitch deck submitted; awaiting feedback
9.2.6.2.	Liquid Intelligent Technologies	Digital transformation and national league support	In Progress	Initial engagement positive; proposal follow-up scheduled
9.2.6.3.	Choppies Youth League Sponsorship	Support for youth football league nationwide	Awaiting Approval	Sponsorship request submitted; response pending
9.2.6.4.	Contract 03 Renewal	Contract revision and integration of expanded support	Under Legal Review	BFA Legal Department reviewing updated terms

9.3. MEDIA PARTNERSHIPS

9.3.1. UPICTV COLLABORATION



9.3.1.1. BFA is working with UPicTV to ensure that the next season of the Women's League and the National First Division (NFD) is professionally produced and available for:

9.3.1.1.1. Local broadcast on BTV

9.3.1.1.2. Distribution on international streaming platforms

9.3.2. Objectives:

9.3.2.1. Increase visibility for women's football and grassroots talent.

9.3.2.2. Provide platforms for scouting and sponsorship.

9.3.2.3. Align with SDGs such as Gender Equality and Reduced Inequalities.



Item	Description	Status	Remarks
UPicTV Collaboration	Broadcast of Women's League & NFD	Confirmed	Production planning in coordination with BTV
International Distribution	Streaming of matches globally	In Development	Platform selection underway



9.4. BROADCAST RIGHTS & NATIONAL TEAMS

9.4.1. BTV Stakeholder Engagement

- 9.4.1.1. Strategic meeting planned with BTV to discuss expectations and operational alignment for broadcasting for National team matches (Men's and Women's)

Item	Description	Remarks
BTV Engagement	Strategic alignment meeting	Meeting scheduled to discuss rights, scheduling, and marketing
National Team Coverage	Broadcast planning for men's and women's matches	Awaiting final calendar confirmation

9.5. STRATEGY ROLL-UP CAMPAIGN

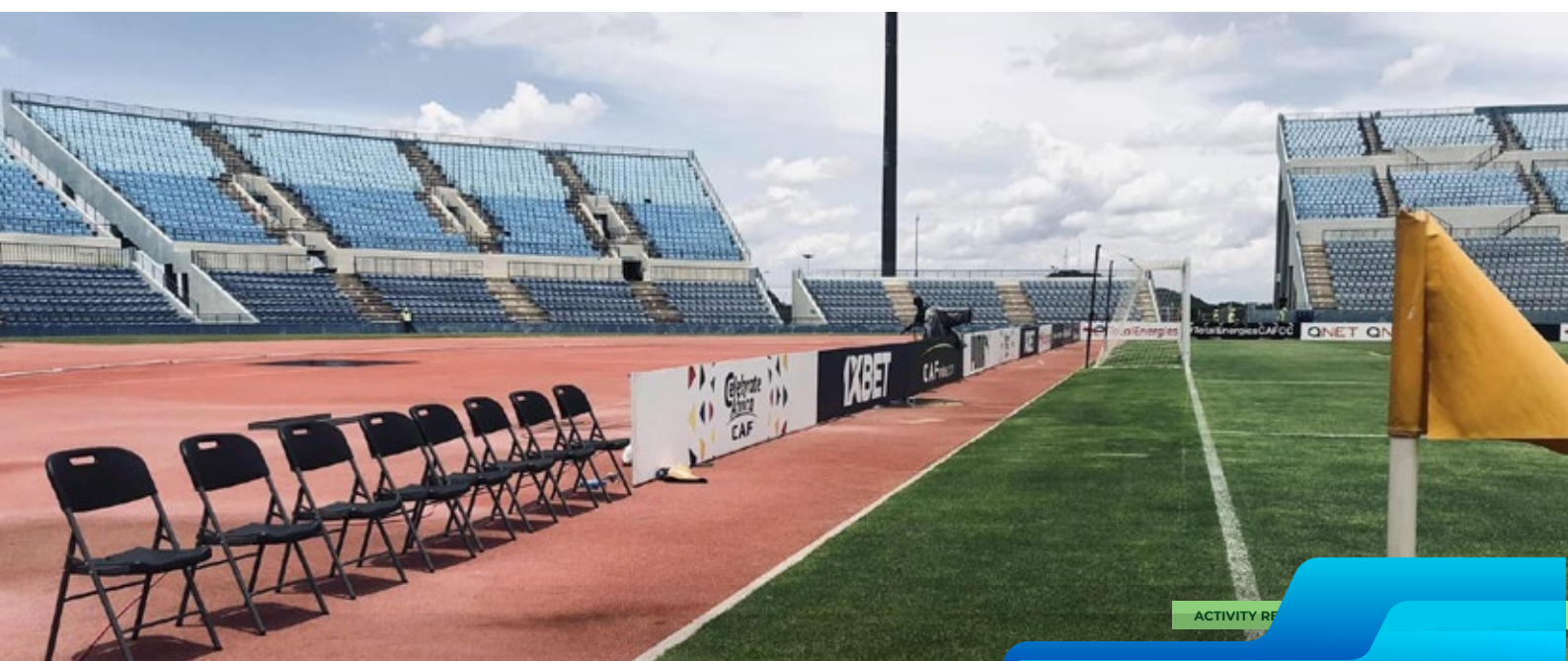
- 9.5.1. **Purpose:** Present the consolidated football strategy to all stakeholders to ensure understanding, alignment, and commitment.

9.5.2. Stakeholders Targeted:

- 9.5.2.1. Corporate Sponsors & Strategic Partners
- 9.5.2.2. Regional Football Structures
- 9.5.2.3. Host Communities & Local Authorities
- 9.5.2.4. Technical & Administrative Teams

9.5.3. OVERVIEW

- 9.5.3.1. The Department focused on strategic stakeholder engagement, visibility enhancement, and sponsor relationship management to support the Association's key objectives. The period under review was marked by impactful campaigns, stakeholder partnerships, successful events, and an intentional shift toward inclusivity and collaboration with corporate partners.



9.6. KEY HIGHLIGHTS AND ACTIVITIES

9.6.1. The table below show the BFA April – June 2025 Marketing & Stakeholder Engagement Report: Activities, Outcomes, and Recommendations.

NO	ACTIVITY	DATE	OBJECTIVE/OUTCOME	KEY STATS/DETAILS	CHALLENGES & RECOMMENDATIONS
9.6.1.1.	Road to Morocco Campaign	April – June 2025	Rally stakeholder support for The Mares & The Zebras; MOU with travel agencies.	Strong attendance; nationwide awareness created.	N/A
9.6.1.2.	BFA Golf Day	11 April 2025	Fundraise for national teams' AFCON campaigns.	80+ companies approached; 15 participated; P125, 000 raised. Sponsorship: P10k (Standard), P20k (Premium). Entry Fee: P5,000 per 4 ball.	Low company turnout, Plan 6+ months ahead, flexible promotional packages and holes, early funding, systematic follow-up.
9.6.1.3.	Mares Send-Off Ceremony	Pre-WAFCO N 2025	Public/corporate send-off event for The Mares.	Orange (P100k), Peugeot (P30k), Concorde (P15k), Shield (toiletries), Coca-Cola (250 cans).	N/A
9.6.1.4.	Orange FA Cup Quarter & Final	April – June 2025	National football tournament with fan/media engagement.	Branding, media, and engagement activities completed despite budget constraints.	Limited resources for media; Recommend dedicated media budget moving forward.
9.6.1.5.	DTC Botswana Women's Tournament	April – June 2025	Ensure high visibility and fan engagement.	Branded live updates, sponsor integrations, BTS content, fan engagement, daily highlights, and traditional media outreach.	N/A

9.6.1.6.	Coaching Courses Launches	April – June 2025	Build coaching capacity across the nation.	Covered Goalkeeping & C-License Courses with graphics, recaps, photography, and highlights shared online.	N/A
9.6.1.7.	National Team Activities	2025 WAFCON/AFC ON/CO SAFA Cycle	Comprehensive online and offline media coverage for all national team activities.	Profiling, match coverage, camps, travel updates, countdowns, and COSAFA/WAFCON/FIFA Football Week content.	N/A
9.6.1.8.	Stakeholder Courtesy Visits	April – June 2025	Strengthen ties with existing and potential sponsors.	Visits to corporate partners; relationship building and partnership pitches.	Regular courtesy visits recommended; develop tailored sponsorship proposals.
9.6.1.9.	Stakeholder Inclusion Culture	Ongoing	Foster transparent and collaborative engagement with all stakeholders.	All stakeholders now invited to all relevant events; promotes transparency and sense of ownership.	Maintain this practice to strengthen stakeholder trust and loyalty.

9.7. MEDIA ENGAGEMENTS

9.7.1. PRESS RELATIONS

- 9.7.1.1. We issued press releases, match previews, and official statements consistently.
- 9.7.1.2. Maintained strong ties with media houses such as Btv, RB1/RB2, Yarona FM, Gabz FM, and Daily News.

9.7.2. MATCH DAY MEDIA COORDINATION

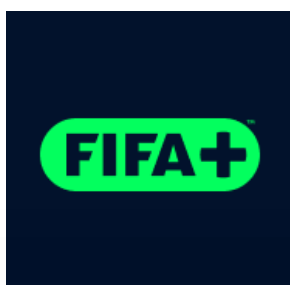
- 9.7.2.1. Provided structured access to accredited media during BFA-sanctioned matches.
- 9.7.2.2. Ensured media welfare and technical readiness for smooth event coverage.

9.7.3. INTERVIEWS & PUBLIC REPRESENTATION

- 9.7.3.1. Coordinated appearances of BFA officials, coaches, and players on RB1 Sports Show, Btv Sports, Yarona FM, and other platforms.
- 9.7.3.2. Promoted national teams and events through consistent messaging.

9.7.4. BROADCAST PARTNERSHIPS

- 9.7.4.1. Liaised with COSAFA TV, CAF TV, and FIFA+ for coverage facilitation and footage syndication.



9.8. CONTENT CREATION & DIGITAL OUTREACH

9.8.1. MEDIA PRODUCTION

- 9.8.1.1. All activities documented through professional photography and videography.
- 9.8.1.2. Content archived for institutional memory and used across all platforms.



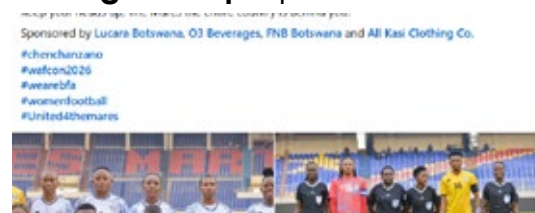
9.8.2. REGULAR CONTENT TYPES DELIVERED:

- 9.8.2.1. Match day posters
- 9.8.2.2. Highlight reels
- 9.8.2.3. Player profiling
- 9.8.2.4. Team line-ups
- 9.8.2.5. Post-match interviews



9.8.3. SOCIAL MEDIA PERFORMANCE

- 9.8.3.1. Notable growth in public engagement through boosted content, creative storytelling, and consistent branding.
- 9.8.3.2. Trending hash tags included:
#WeAreBFA | #Zebras4Life | #UNITED4THEMARES | #OrangeFACup6 | #DTCBotswana2025



Botswana Football Association

278K followers • 299 following



Professional dashboard

Edit

Advertise



BFA-Women Football

20K followers • 53 following

Contact us

Following

Search

Posts

About

Mentions

Reviews

Followers

Photos

More

Intro

Featured

9.8.4. CURRENT FOLLOWER STATISTICS:

NO	PLATFORM	FOLLOWERS/SUBSCRIBERS
9.8.4.1.	YouTube	1.2K
9.8.4.2.	Facebook – Main Page	277K
9.8.4.3.	Facebook – Women's Football	20K
9.8.4.4.	Instagram	20K
9.8.4.5.	Tik-Tok	12K



9.9. CHALLENGES & RECOMMENDATIONS

NO	CHALLENGE	RECOMMENDATION
9.9.1.	Limited equipment & personnel	Procure additional production and multimedia equipment.
9.9.2.	Delayed media access & accreditation	Strengthen early engagement with LOCs and partners to ensure timely media access.
9.9.3.	Difficulty in Attracting and Retaining Sponsors	Package well-documented sponsorship proposals that highlight audience reach, engagement stats, and brand exposure opportunities. Provide post-campaign reports showing impact and value delivered to sponsors. Adopt a culture of courtesy visits to potential sponsors and partners to foster strong relationships and create a more conducive environment for successful partnership negotiations.
9.9.4.	Content Creation Bottlenecks	Pre-plan content using monthly or weekly content calendars. Build a content library with evergreen material (player profiles, historical highlights, team stats).
9.9.5.	Stakeholder Expectation Management	Conduct stakeholder mapping and identify priorities for each group (sponsors, clubs, fans, teams). Hold regular engagement sessions or feedback forums to align on expectations. Use structured reporting (e.g., weekly updates or post-event summaries) to keep stakeholders informed.

9.9.6.	Measuring Impact and ROI	<p>Use analytics tools (e.g., Meta Insights, Google Analytics, social listening tools) to track reach, engagement, and conversions.</p> <p>Set clear KPIs for each campaign (e.g., impressions, new followers, website traffic).</p> <p>Prepare visual, easy-to-read reports with data and testimonials to demonstrate impact.</p>
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9.10. CONCLUSION

9.10.1. The Marketing Department has made significant strides in reinforcing the Association's public image, fostering stakeholder relationships, and supporting national teams' preparations through strategic events and partnerships. Going forward continued stakeholder engagement, efficient resource mobilization, and media capacity building will remain top priorities.



The background is a blurred photograph of a soccer field. In the foreground, the lower legs and feet of two players are visible, wearing black and red sneakers. A blue and white soccer ball sits on the grass between them. In the background, another player in a green shirt and dark shorts is visible. A large, stylized grey arrow graphic points to the right, partially overlapping the background.

SAFEGUARDING



10. SAFEGUARDING REPORT

10.1. INTRODUCTION

10.1.1. The primary aim of safeguarding is to promote a safe, inclusive, and respectful environment for players, coaches, officials, and other stakeholders, **particularly children and vulnerable individuals.**

10.1.2. This report outlines the progress made in implementing safeguarding standards for continued enhancement of safeguarding practices within the football ecosystem. The report also reflects the BFA's ongoing commitment to upholding its duty of care and aligning with national and international safeguarding frameworks.

10.2. DEVELOPMENT OF THE SAFEGUARDING POLICY

10.2.1. The Safeguarding Policy has been developed and endorsed by the National Executive Committee in July 2025, which demonstrates the Association's commitment to creating a safe football environment. This step will validate the policy as an official governance tool and encourage full compliance by all stakeholders.

10.3. EDUCATION & TRAINING

10.3.1. STAFF

10.3.1.1. Gender-Based Violence Awareness Initiative. In response to the growing concern of Gender-Based Violence (GBV) in Botswana, the Botswana Football Association (BFA) has taken proactive steps to strengthen its safeguarding efforts by raising awareness among its staff members. Recognising the potential impact of GBV not only on employees but also on football athletes under their care, the Association prioritised capacity building as a preventive measure.



10.3.1.2. Gender-Based Violence (GBV) awareness will remain an ongoing initiative within the organization. Staff members received direct guidance from the Botswana Gender-Based Violence Prevention and Support Centre (BGBVSC), experts in the field. The session focused on sensitizing BFA staff to the realities of GBV and appropriate response measures. This program was particularly significant, as it highlighted the impact that experiences of GBV—especially those occurring in the home, can have on individuals' well-being and performance in the workplace.

10.3.2. ACADEMIES

10.3.2.1. In February 2025, a successful safeguarding awareness session was conducted with Dinaledi Academy, the only registered academy in Botswana. The session was attended by all members of the academy's management, technical, and operational staff, who were equipped with essential information to support the creation of a safe and inclusive environment for all participants.



10.3.3. PLAYERS

10.3.3.1. On 5 June 2025, just a day before the kick-off of the DTCB Women's Tournament in Gaborone, the "Winning with Integrity" safeguarding session brought together four participating teams (Gaborone United, Orapa United, Makgabs and Nico United) for an empowering and educational experience. This tournament served as the qualifying event to determine Botswana's representative at the upcoming CAF Women's Championship (COSAFA Tournament).

10.3.3.2. As part of the Botswana Football Association's commitment to player welfare, the session focused on promoting safety, discipline, and personal development through key presentations from:



- 10.3.3.2.1. Gaborone City Council, Health Promotion Department – Addressing the dangers of alcohol and substance abuse.
- 10.3.3.2.2. Footballers Union of Botswana – Educating players on their rights and responsibilities.
- 10.3.3.2.3. Ms. Malebogo Marumoagae, former Miss Botswana – Sharing motivational insights to inspire the players.
- 10.3.3.3. The initiative was designed not only to prepare the players for competition but to ensure they are supported with knowledge and resources that enrich their lives beyond the pitch. The session was officially opened by Chief Gender Officer, Ms Matshidiso Thathana from Ministry of Youth & Gender.
- 10.3.3.4. In June 2024 during the DTCB Women Tournament, held in Gaborone, brought together the winners from BFA Four blocks (Gaborone United, Granada, Tawana and Makgaz) to compete for the national title and the opportunity to represent Botswana in the CAF Women's Champions League. As part of the tournament activities, a dedicated safeguarding session was organized for players and officials, with a specific focus on code of conduct, anti-doping and mental health education.
- 10.3.3.5. Raising awareness among players was vital in ensuring they are informed, protected, and empowered both on and off the field. Collaborating with key stakeholders, such as the Botswana National Olympic Committee, to provide education on anti-doping regulations and involving sports psychologist to address mental health was essential in promoting the holistic well-being of athletes and fostering a safe sporting environment.



- 10.3.3.6. During the April 2024 school holidays, girls from two active grassroots centres in Mahalapye and Selebi Phikwe participated in a training camp focused on developing tactical and technical football skills. Recognizing the value of football as a tool for life skills development, the Association also incorporated safeguarding education into the camp. Young-girls learned about various



forms of abuse they may encounter both on and off the field, how to identify warning signs, and appropriate ways to respond. This initiative aimed to equip the young girls with essential knowledge to help prevent abuse and ensure their protection within and beyond the sporting environment.



10.3.4. COACHES

10.3.4.1. Although in-person training has not yet been conducted, the Technical Department remains committed to ensuring that all coaches complete safeguarding courses online to gain essential foundational knowledge.

10.3.4.2. From year 2024, all CAF coaching course advertisements clearly stated that completion of a mandatory safeguarding course was a prerequisite. Specifically, applicants must have successfully completed the FIFA Online Level 1 Safeguarding Essentials Course to be eligible for any coaching course.



10.3.4.3. The table below shows Coaches completed the FIFA Safeguarding Level 1 Course

NO	LICENCE	Women	Men	Total Course	completed	Total Participants
10.3.4.3.1.	CAF C 2025	0	30	30		30
10.3.4.3.2.	CAF C 2025	14	16	30		30
10.3.4.3.3.	CAF B 2025	3	22	30		30
10.3.4.3.4.	CAF B 2024	2	21	23		23
10.3.4.3.5.	GOALKEEPING	5	19	25		33

10.4. SECOND PHASE OF THE FIFA GUARDIANS SAFEGUARDING IN SPORTS DIPLOMA

10.4.1. Two officials, Mr. Basimanebothhe Malete, Youth Development Officer, and Dr. Kagiso Tlhabano, a member of the Safeguarding Committee, were selected to participate in the second phase of the FIFA Guardians Safeguarding in Sport Diploma, a two-year programme.

10.4.2. Dr. Tlhabano successfully fulfilled the mandatory requirements and subsequently joined other representatives from FIFA Member Associations for a residential course held in the United Kingdom in May 2025. As a qualified sport psychologist, Dr. Tlhabano is expected to make a significant contribution to the advancement of safeguarding and overall player welfare within Botswana football.



10.5. SAFEGUARDING AND MEDIA TRAINING WORKSHOP

10.5.1. On 30 April 2025, Team Botswana's captains and team managers prepared for the AUSC Region 5 Youth Games in Namibia participated in a Media Training and Safeguarding Workshop hosted by WASBO and the BNSC. Ms Galeboe



Gaboeme, a safeguarding expert from the Botswana Football Association, facilitated a powerful session focused on safeguarding in sport.

- 10.5.2. During the presentation, emphasized on the importance of creating safe, respectful environments free from abuse and harm. She addressed key safeguarding principles such as recognising signs of misconduct, setting personal boundaries, and fostering inclusivity. Athletes were encouraged to protect their personal spaces, while team managers and coaches were reminded of their critical responsibility to safeguard athletes. The session equipped all participants with practical knowledge to ensure a safe and dignified sporting experience for all.

10.6. APPOINTMENT - 2025 AUSC REGION 5 TOURNAMENT

- 10.6.1. Ms. Galeboe Gaboeme, a FIFA-trained safeguarding expert and current Safeguarding Officer at the Botswana Football Association was officially appointed as the Country Designated Safeguarding Officer by the Botswana National Sport Commission (BNSC) for the AUSC Region 5 Youth Games from the 30th June – 13th July 2025 hosted by Namibia in Windhoek. This appointment is a significant honour and recognition of her expertise and dedication to safeguarding in sport.



- 10.6.2. In this role, Ms. Gaboeme served as the key liaison between the Botswana teams and the Region 5 Safeguarding Committee, supporting the implementation of safeguarding protocols and ensuring timely prevention and response to any safeguarding concerns during the tournament. Her presence helped strengthen protective measures and promote a safe environment for all athletes, particularly children and other vulnerable individuals.



10.7. COLLABORATION

- 10.7.1. The BFA has established a relationship with the Botswana Police Services (Department of Gender and Child Protection) as law enforcement responsive to GBV and child concerns. This is a child-friendly centre where all child safeguarding and gender based violence are referred to.
- 10.7.2. A Memorandum of Understanding between Botswana Football Association (BFA) and the Botswana Gender-Based Violence Support Centre (BGBVSC) has been signed. BGBVC is a non-profit organisation that aims to respond to and raise awareness about gender-based violence in Botswana. Through this collaboration, we aim to offer a range of services designed to support and empower individuals affected by gender-based violence. These services include comprehensive counselling, community outreach programs, and advocacy efforts to foster a safer and more inclusive environment.



10.8. REPORTING AND RESPONDING MECHANISMS

- 10.8.1. As safeguarding continues to be a priority in football, we must address a critical gap in our current reporting system. While we encourage reporting, many concerns go unreported due to the sensitive nature of issues and lack of anonymity.

10.8.2. Introducing a digital safeguarding reporting platform can allow individuals to report safely, confidentially, and even anonymously. It will be accessible across all regions, help us manage cases efficiently, and ensure accountability.

10.8.3. More importantly, we challenge all BFA delegates to promote an open and supportive culture where every person feels safe and confident to speak up. Let's all remember that safeguarding is everyone's responsibility, and together, we can build a system that truly protects our people.



CAF SAFE STADIUM INITIATIVE WORKSHOP



**SIGNED BY: MR KGOTSO CARLOS MOTAUNG
NATIONAL SAFETY AND SECURITY OFFICER**

A handwritten signature in black ink, appearing to read 'Kgotsi'.

Date: 01 August 2025



BOTSWANA FOOTBALL ASSOCIATION

CAF STADIUM SAFETY INITIATIVE TRAINING WORKSHOP REPORT

CAF Safe Stadium Initiative, 2025 “Promoting Safe Stadium Culture Across Africa”



INTRODUCTION

The Botswana Football Association as a member of CAF, has an obligation to comply with the safety and security regulations of CAF. The safe stadium initiative aims to create a safe environment for everyone coming to football venues and promote a safety and security culture within the members associations (MA's) across Africa. The CAF Safe Stadium Initiative, 2024, was successfully held from 04 to 06 March 2025 at Cresta Thapama Hotel in Francistown, Botswana. The course was facilitated by highly experienced CAF instructors, including Dr. Christian Emeruwa, Ms. Xolile Nokuthula Vilakati, and Mr. Joshua Andries Hoebeeb. Speaking at the opening of a CAF safety and security workshop, the BFA President emphasized the urgent in need to

protect match officials, players and ensure a safe environment for all stakeholders involved in the sport. The Botswana Football Association (BFA) intends to roll out similar workshops across all regional football associations and will require all affiliated clubs to appoint designated safety and security trained personnel.



A total of **40 participants** attended the training, representing a broad spectrum of key stakeholders. These included representatives from the Botswana Football League, Botswana Defense Force, Botswana Police Service, Office of

the President, Private Sector, Botswana National Sports Commission, and the Botswana Football Association's regional structures. The gender representation included **4 females and 36 males**.



The core **objectives** of the training were to:

- Raise awareness on the **challenges of safety and security** in African stadiums.
- Provide an understanding of **CAF Safety and Security Regulations**.
- Clarify the **roles and responsibilities of Club Safety and Security Officers (CSSOs)** and enhance collaboration among all safety stakeholders.
- Equip participants with knowledge on **protecting players, officials, and VVIPs**, proper **stewarding, accreditation and access control**, and effective **ticketing and capacity management**.
- Train stakeholders on **crowd management, contingency and emergency planning**, and the identification of **prohibited items and pyrotechnics**.
- Offer practical experience through a **site visit to the stadium**, focusing on **barrier systems, queuing, and access board placement**.

The sessions were structured across theory, group discussions, video illustrations, and practical exercises, culminating in a stadium visit to apply the knowledge gained.



Benefits of the Course Going Forward

- Improved **stadium safety planning and preparedness** by relevant stakeholders.
- Enhanced **collaboration among law enforcement, sports bodies, and private security**.
- Establishment of a network of **trained personnel** to support safe match day operations. Protect against the pitch intrusion by some spectator's into the field of play.
- Promotion of a **safety-first culture** in football environments, aligning with international standards. Sponsors do not want to associate their companies in negative environments where hooliganism is at play. Once they feel safe they are able to sponsor football.
- Reduction of incidents and risks during football matches, improving the **overall fan experience and confidence** in attending live events.

The CAF Safe Stadium Initiative has laid a strong foundation for the future of safe and secure football in Botswana and the broader African continent.





FINANCE

DEPARTMENT





BOTSWANA FOOTBALL ASSOCIATION
ANNUAL FINANCIAL STATEMENT
For the year ended 31 March 2025

BOTSWANA FOOTBALL ASSOCIATION

GENERAL INFORMATION

Country of incorporation and domicile	Botswana
Nature of business and principal activities	Governing body for football activities in Botswana
National Executive Committee Members	Aobile Thona Babitseng (President) Maokaneng Bontshetse (Vice President I) Tebogo Tico Kamati (Vice President II) Kgotso Carlos Motaung Kabo Nelson Tiro Norman Sebele Bathusi Rathari Goemeone Letebele Thabang Shadikong Keleeme Bahakgametse Rebasikwa Mothoagae Martin Dingake Peter Emolemo Kesitilwe Keeng Mosinyi Mfola E Mfola (Ex- Officio)
Registered office	PO Box 1369 Gaborone Botswana
Business address	Plot 73281 Gaborone Botswana
Bankers	First National Bank Botswana Limited Absa Bank Botswana Limited
Auditors	Baker Tilly Certified Auditors Plot 64515, Fairgrounds Gaborone Botswana

BOTSWANA FOOTBALL ASSOCIATION

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BOTSWANA FOOTBALL ASSOCIATION

STATEMENT OF RESPONSIBILITY BY THE NATIONAL EXECUTIVE COMMITTEE For the year ended 31 March 2025

The National Executive Committee (NEC) is required in terms of the Constitution of the Botswana Football Association to maintain adequate accounting records and is responsible for the and integrity of the annual financial statements. It is their responsibility to ensure that the annual financial statements present a true and fair view of the state of affairs of the Association as at 31 March 2025 and the results of its operations and cash flows for the year ended, in conformity with International Financial Reporting Standards.


The annual financial statements are prepared in accordance with International Financial Reporting Standards and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgement and estimates.

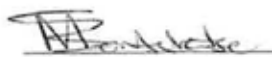
The National Executive Committee acknowledge that they are ultimately responsible for the system of internal financial control established by the Association and place considerable importance on maintaining a strong control environment . To enable the National Executive Committee to meet these responsibilities, the National Executive Committee sets standards for internal controls aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the Association and all employees are required to maintain the highest ethical standards in ensuring the Association's business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the Association is on identifying, assessing, managing and monitoring endeavors to minimize it by ensuring that the appropriate infrastructure, controls, systems and ethical behavior are applied and managed within predetermined procedures and constraints.

The National Executive Committee are of the opinion, based on the information and explanations given by management , that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the annual financial statements. However, any system on internal financial control can provide only reasonable, and not absolute, assurance against material misstatements or loss.

The going concern basis has been adopted in the preparation of the annual financial statements. The National Executive Committee has no reason to believe the Botswana Football Association will not be a going concern in the foreseeable future based on forecasts, available cash resources and the combined support by the Botswana National Sports Commission and Federation of International Football Associations. The financial statements disclose all matters which the members of the NEC are aware of that are relevant to the Association's ability to continue as a going concern.

The Financial Statements presented on pages 6 to 34 have been authorized for issue by the National Executive Committee in its behalf by:


President
04/08/2025


First Vice President
04/08/2025

Independent Auditor's Report

To the Members of the Botswana Football Association

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of the Botswana Football Association set out on pages 6 to 34, which comprise the statement of financial position as at 31 March 2025, statement of profit or loss and other comprehensive income, statement of changes in funds and statement of cash flows for the year then ended, and the notes to the financial statements, including a summary of material accounting policy information.

In our opinion the accompanying financial statements give a true and fair view of the financial position of the Botswana Football Association as at 31 March 2025, and its financial performance and cash flows for the year then ended in accordance with the International Financial Reporting Standards and the requirements of the Societies Act (Cap 18:01).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the company in accordance with the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (Parts 1, 3 and 4A) (IESBA Code) and other independence requirements applicable to performing audits of financial statements in Botswana. We have fulfilled our other ethical responsibilities in accordance with the IESBA Code and in accordance with other ethical requirements applicable to performing audits in Botswana. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Emphasis of Matter – Material Uncertainty Related to Going Concern

We draw attention to Note 22 to the financial statements, which describes the Association's financial position. The Association incurred a net loss of BWP378,048 for the year ended 31 March 2025 and had accumulated losses of BWP7,209,544 as at that date. As of that date, its current liabilities exceeded its current assets by BWP 8,572,970. Furthermore, the Association is significantly dependent on grants and sponsorships to fund its operations. These conditions, as set out in Note 22, indicate that material uncertainty exists that may cast significant doubt on the Association's ability to continue as a going concern. Our opinion is not modified in respect of this matter.

Key Audit Matters

Key audit matters are those matters that in our professional judgment were of most significance in our audit of the financial statements of the current period. There were no key audit matters for the audit of the financial statements for the year ending 31 March 2025.

ADVISORY • AUDIT • TAX • ACCOUNTING

Partners: Samuel N. Njanji CA (Z), FCPA, MBL Jean Jones CA(Z), FCPA Phibion P. Gwatidzo FCPA, FZICA, CA(Z)

Baker Tilly Botswana trading as Baker Tilly is a member of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities.

Independent Auditor's Report

Other Information

The National Executive Committee are responsible for the other information. The other information does not include the financial statements and our auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express an audit opinion or any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

Responsibilities of the National Executive Committee for the Financial Statements

The National Executive Committee is responsible for the preparation and fair presentation of the financial statements in accordance with the International Financial Reporting Standards and the requirements of the Societies Act (Cap 18:01) and for such internal control as the National Executive Committee determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the National Executive Committee is responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the National Executive Committee either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

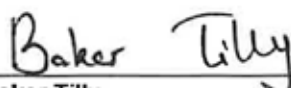
Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

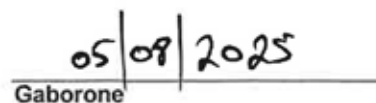
As part of an audit in accordance with International Standards on Auditing, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the National Executive Committee.
- Conclude on the appropriateness of the National Executive Committee's use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair

We communicate with the National Executive Committee regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Baker Tilly
Firm of Certified Auditors
Practicing Member: Samuel Njanji (CAP 0054 2025)


Gaborone

BOTSWANA FOOTBALL ASSOCIATION

STATEMENT OF COMPREHENSIVE INCOME **for the year ended 31 March 2025**

	Note	March 2025 BWP	March 2024 BWP
Income			
Grants and sponsorships	5	70,798,064	50,184,641
Gate takings on games		872,717	118,159
		71,670,781	50,302,800
Other income	6	4,287,692	4,485,322
Administrative expenses	26	(76,109,442)	(59,999,290)
Operating (deficit)/ surplus		(150,969)	(5,211,168)
Finance income	7	5,970	290,320
Finance costs	7	(233,049)	(25,548)
Net finance costs		(227,079)	264,772
Surplus/ (deficit) before income tax		(378,048)	(4,946,396)
Income tax expense	8	-	-
Surplus/ (deficit) for the year		(378,048)	(4,946,396)
Other comprehensive income		-	-
Total comprehensive surplus/(deficit) for the year		(378,048)	(4,946,396)

BOTSWANA FOOTBALL ASSOCIATION
STATEMENT OF FINANCIAL POSITION
as at 31 March 2025

	Note	2,025 BWP	2024 BWP
ASSETS			
Non-current assets			
Property, plant and equipment	10	11,757,928	12,491,214
Right of use assets	11	310,105	315,483
		12,068,033	12,806,697
Current assets			
Trade and other receivables	12	1,928,174	1,254,446
Financial assets at fair value through profit and loss	13	52,993	50,528
Cash and cash equivalents	15	5,291,466	4,752,182
Inventory		-	535,331
		7,272,633	6,592,487
Total assets		19,340,666	19,399,183
FUNDS AND LIABILITIES			
Funds and reserves			
Accumulated deficit		(7,373,246)	(6,995,198)
FODA reserve		163,703	163,703
		(7,209,543)	(6,831,495)
LIABILITIES			
Non-current liabilities			
Capital grants	16	10,392,570	11,080,583
Lease liabilities	16	312,036	332,679
		10,704,606	11,413,262
Current liabilities			
Trade and other payables	18	11,743,369	10,539,268
Lease liabilities	16	20,598	659
Borrowings	17	-	20,299
Contract liability	19	4,081,636	4,257,191
		15,845,603	14,817,416
Total liabilities		26,550,209	26,230,678
Total funds and liabilities		19,340,666	19,399,183

BOTSWANA FOOTBALL ASSOCIATION

**STATEMENT OF CHANGES IN FUNDS AND RESERVES
for the year ended 31 March 2025**

	FODA reserve BWP	Accumulated deficit BWP	Total BWP
Balance as at 1 April 2023	163,703	(2,048,802)	(1,885,099)
Deficit for the year	-	(4,946,396)	(4,946,396)
Other comprehensive income	-	-	-
Total comprehensive deficit for the year	-	(4,946,396)	(4,946,396)
Balance at 31 March 2024	163,703	(6,995,198)	(6,831,495)
Balance as at 1 April 2024	163,703	(6,995,198)	(6,831,495)
Other structures equity	-	-	-
Surplus for the year	-	(378,048)	(378,048)
Other comprehensive income	-	-	-
Total comprehensive deficit for the year	-	(378,048)	(378,048)
Balance at 31 March 2025	163,703	(7,373,246)	(7,209,543)

BOTSWANA FOOTBALL ASSOCIATION

STATEMENT OF CASH FLOWS
for the year ended 31 March 2025

	Note	2,025 BWP	2,024 BWP
Cash flows from operating activities			
Cash flows (used in)/ generated from operations	20	1,313,332	(8,110,369)
Income tax paid		-	-
Net cash (used in)/ generated from operations		1,313,332	(8,110,369)
Cash flows from investing activities			
Interest received	7	5,970	7,959
Investment in mutual funds	13	(2,465)	(2,834)
Purchase of property, plant and equipment	10	(553,885)	(375,401)
Disposal of property, plant and equipment		27,595	-
Net cash used in investing activities		(522,785)	(370,276)
Cash flows from financing activities			
Lease paid - Capital	16	(2,643)	(2,361)
Lease paid - Interest	16	(15,190)	(25,698)
Lease liability paid		-	-
Changes in equity		-	-
Loan paid	17	(20,299)	(114,406)
Capital grants received during the year	15	-	372,802
Net cash generated from financing activities		(38,132)	230,337
Net change in cash and cash equivalents		752,415	(8,250,308)
Cash and cash equivalents at beginning of year		4,752,182	12,720,129
Exchange gain/(loss) on bank balance	7	(213,131)	282,361
Cash and cash equivalents at end of year	14	5,291,466	4,752,182

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

1 General information

Botswana Football Association ("Association") is an organisation registered under the Society's Act in Botswana and engages in promoting the game of Football in Botswana.

The Association is registered and domiciled in Botswana.

The financial statements set out on pages 6 to 34 have been approved by the National Executive Committee on 28 July 2025.

2 Significant accounting policies

The significant accounting policies adopted in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

2.1 Basis of preparation

The financial statements of Botswana Football Association ("Association") have been prepared in accordance with International Financial Reporting Standards. The financial statements have been prepared under the historical cost convention as modified by the revaluation of financial assets and financial liabilities.

The preparation of financial statements in conformity with IFRS requires the use of certain accounting estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. Although these estimates are based on management's best knowledge of the current events and actions, actual results may ultimately differ from those estimates. It also requires management to exercise its judgment in the process of applying the Association's accounting policies.

Estimates and judgments are continually evaluated based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The areas involving a higher degree of judgment or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in Note 4.

2.1.1 Changes in accounting policy and disclosure

a) Standards and interpretation effective and adopted

The following standards and interpretations were effective and adopted in the current year, the expected impact of the amendments on the association is assessed not to be material

International Financial Reporting Standards and amendments effective for the first time for 31 March 2025 year-end		
Number	Effective date	Executive summary
Lack of exchangeability – Amendments to IAS 21 The effects of changes in foreign exchange rates	01 January 2025	Unlikely there will be a material impact

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

b) Standards and interpretation not yet effective

The Association has chosen not to early adopt the following standards and interpretations, which have been published and are mandatory for company's accounting periods beginning on or after 01 April 2025 or later periods

Standard/interpretation	Effective date: Years beginning on or after	Expected impact
Amendments to the Classification and Measurement of Financial Instruments – Amendments to IFRS 9 Financial Instruments and IFRS 7 Financial Instruments: Disclosures	01 January 2026	Unlikely there will be a material impact
IFRS 18 Presentation and Disclosure in Financial Statements	01 January 2027	Unlikely there will be a material impact
Sale or Contribution of Assets between an Investor and its Associate or Joint Venture – Amendments to IFRS 10 Consolidated Financial Statements and IAS 28 Investments in Associates and Joint Ventures	To be determined	Unlikely there will be a material impact

2.2 Property, plant and equipment

All property, plant and equipment are included at historical cost less accumulated depreciation and accumulated impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items. Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the Association and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial period in which they are incurred.

Depreciation on assets is calculated using the straight-line method to allocate their cost to their residual values over their estimated useful lives, as follows:

Buildings	50 years
Turf and improvements	20 years
Furniture and fittings and office equipment	6.66 - 10 years
Motor vehicles	4 years
Computer equipment	4 years

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount (Note 2.3).

Gains and losses on disposals are determined by comparing proceeds with carrying amount. These are included in the statement of comprehensive income.

2.3 Impairment of non-financial assets

Assets that have an indefinite useful life are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs to sell and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are separately identifiable cash flows (cash-generating units). Non-financial assets other than goodwill that suffered impairment are reviewed for possible reversal of the impairment at each reporting date.

2.4 Financial assets

2.4.1 Classification

The Association classifies its financial assets in the following categories: at fair value through profit or loss and financial assets at amortised cost. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition.

(a) Amortised cost and effective interest rate

The amortised cost is the amount at which the financial asset or financial liability is measured at initial recognition minus the principal repayments, plus or minus the cumulative amortisation using the effective interest method of any difference between that initial amount and the maturity amount and, for financial assets, adjusted for any loss allowance.

The effective interest rate is the rate that exactly discounts estimated future cash payments or receipts through the expected life of the financial asset or financial liability to the gross carrying amount of a financial asset (i.e. its amortised cost before any impairment allowance) or to the amortised cost of a financial liability. The calculation does not consider expected credit losses and includes transaction costs, premiums or discounts and fees and points paid or received that are integral to the effective interest rate, such as origination fees.

When the Association revises the estimates of future cash flows, the carrying amount of the respective financial assets or financial liability is adjusted to reflect the new estimate discounted using the original effective interest rate. Any changes are recognised in profit or loss.

(b) Financial assets at fair value through other comprehensive income

Financial assets are classified and measured at fair value through other comprehensive income if they are held in a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets.

(c) Financial assets at fair value through profit or loss

All other financial assets that are not held in one of the two business models mentioned are measured at fair value through profit or loss.

2.4.1 Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument.

At initial recognition, the Association measures a financial asset or financial liability at its fair value plus or minus, in the case of a financial asset or financial liability not at fair value through profit or loss,

transaction costs that are incremental and directly attributable to the acquisition or issue of the financial asset or financial liability, such as fees and commissions. Transaction costs of financial assets and financial liabilities carried at fair value through profit or loss are expensed in profit or loss. Immediately after initial recognition, an expected credit loss allowance (ECL) is recognised for financial assets measured at amortised cost, which results in an accounting loss being recognised in profit or loss when an asset is newly originated.

When the fair value of financial assets and liabilities differs from the transaction price on initial recognition, the Association recognises the difference as follows:

2.4.1 Initial recognition and measurement

(a) When the fair value is evidenced by a quoted price in an active market for an identical asset or liability (i.e. a Level 1 input) or based on a valuation technique that uses only data from observable markets, the difference is recognised as a gain or loss.

(b) In all other cases, the difference is deferred and the timing of recognition of deferred day one profit or loss is determined individually. It is either amortised over the life of the instrument, deferred until the instrument's fair value can be determined using market observable inputs, or realised through settlement.

2.4.2 Classification and subsequent measurement

The Association has applied IFRS 9 and classifies its financial assets as amortised cost and fair value through profit or loss.

The classification requirements for debt measured at amortised cost are described below:

2.4.3 Debt instruments

Debt instruments are those instruments that meet the definition of a financial liability from the issuer's perspective, such as loans, government and corporate bonds and trade receivables purchased from clients in factoring arrangements without recourse.

Classification and subsequent measurement of debt instruments depend on:

- (i) the Association's business model for managing the asset; and
- (ii) the cash flow characteristics of the asset.

Based on these factors, the Association classifies its debt instruments as amortised cost as follows:

Amortised cost: Assets that are held for collection of contractual cash flows where those cash flows represent solely payments of principal and interest ('SPPI'), and that are not designated at FVPL, are measured at amortised cost. The carrying amount of these assets is adjusted by any expected credit loss allowance recognised and measured using the simplified expected loss model. Interest income from these financial assets is included in 'Interest and similar income' using the effective interest rate method.

Business model: the business model reflects how the Association manages the assets in order to generate cash flows. That is, whether the Association's objective is solely to collect the contractual cash flows from the assets or is to collect both the contractual cash flows and cash flows arising from the sale of assets. If neither of these is applicable (e.g. financial assets are held for trading purposes), then the financial assets are classified as part of 'other' business model and measured at FVPL. Factors considered by the Association in determining the business model for a group of assets include past experience on how the cash flows for these assets were collected, how the asset's performance is evaluated and reported to key management personnel, how risks are assessed and managed and how managers are compensated. For example, the liquidity portfolio of assets, which is held by the Association as part of liquidity management and is generally classified within the hold to collect and

sell business model. Securities held for trading are held principally for the purpose of selling in the near term or are part of a portfolio of financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit-taking. These securities are classified in the 'other' business model and measured at FVPL.

2.4.3 Financial assets

SPPI: Where the business model is to hold assets to collect contractual cash flows or to collect contractual cash flows and sell, the Association assesses whether the financial instruments' cash flows represent solely payments of principal and interest (the 'SPPI test'). In making this assessment, the Association considers whether the contractual cash flows are consistent with a basic lending arrangement i.e. interest includes only consideration for the time value of money, credit risk, other basic lending risks and a profit margin that is consistent with a basic lending arrangement. Where the contractual terms introduce exposure to risk or volatility that are inconsistent with a basic lending arrangement, the related financial asset is classified and measured at fair value through profit or loss.

The Association reclassifies debt investments when and only when its business model for managing those assets changes. The reclassification takes place from the start of the first reporting period following the change. Such changes are expected to be very infrequent and none occurred during the period.

2.4.4 Impairment of financial assets

The Association recognises expected credit losses (ECL) on investments in debt instruments that are measured at amortised cost which include, trade and other receivables. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

The Association always recognises lifetime ECL for trade and other receivables. The expected credit losses on these financial assets are estimated using simplified ECL model based on the provision matrix. The ECL model takes into account Association's historical credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date. Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument.

Derecognition of financial assets

The Association derecognises a financial asset only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership of the asset to another entity. If the Association neither transfers nor retains substantially all the risks and rewards of ownership and continues to control the transferred asset, the Association recognises its retained interest in the asset and an associated liability for amounts it may have to pay.

On derecognition of a financial asset measured at amortised cost, the difference between the asset's carrying amount and the sum of the consideration received and receivable is recognised in profit or loss.

2.4.5 Financial liabilities

All financial liabilities are measured subsequently at amortised cost using the effective interest method. The effective interest method is a method of calculating the amortised cost of a financial liability and of allocating interest expense over the relevant period. The effective interest rate is the rate that exactly discounts estimated future cash payments (including all fees and points paid or received that

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

form an integral part of the effective interest rate, transaction costs and other premiums or discounts) through the expected life of the financial liability, or (where appropriate) a shorter period, to the amortised cost of a financial liability.

Derecognition of financial liabilities

The Association derecognises financial liabilities when, and only when, the Association's obligations are discharged, cancelled or have expired. The difference between the carrying amount of the financial liability derecognised and the consideration paid and payable is recognised in profit or loss.

2.5 Trade and other receivables

Trade receivables are amounts due from customers for services performed in the ordinary course of operation. If collection is expected in one year or less (or in the normal operating cycle of the business if longer), they are classified as current assets. If not, they are presented as non-current assets.

Trade receivables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method, less provision for impairment.

When a receivable is uncollectible, it is written off against the allowance account for receivables. Subsequent recoveries of amounts previously written off are credited in the statement of comprehensive income.

2.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the statement of financial position.

2.7 Borrowings

Borrowings are recognised initially at fair value, net of transaction costs incurred. Borrowings are subsequently stated at amortised cost; any difference between the proceeds (net of transaction costs) and the redemption value is recognised in the statement of comprehensive income over the period of the borrowings using the effective interest method.

Borrowings are classified as current liabilities unless the Association has an unconditional right to defer settlement of the liability for at least 12 months after the reporting date.

2.8 Leases

Lease liability

The lease liability is initially measured at the present value of the following lease payments:

- fixed payments, including in-substance fixed payments, less any lease incentives receivable;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- amounts expected to be payable by the association under residual value guarantees;
- the exercise price of purchase options, if the association is reasonably certain to exercise the option;
- lease payments in an optional renewal period if the association is reasonably certain to exercise an extension option; and

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

- penalties for early termination of a lease, if the lease term reflects the exercise of an option to terminate the lease.

Lease agreements may contain both lease and non-lease components. The association elected not to separate lease and non-lease components, for leases of buildings for which the association is a lessee, and instead accounts for these as a single lease component.

The lease payments are discounted using the interest rate implicit in the lease. If this rate cannot be readily determined, the association's incremental borrowing rate is used. The incremental borrowing rate is the rate that the association would have to pay to borrow the funds necessary to obtain an asset of similar value to the right-of-use asset in a similar economic environment with similar terms, security and conditions.

To determine the incremental borrowing rate, the association:

- uses recent third-party financing received by the association as a starting point, adjusted to reflect changes in financing conditions since third-party financing was received; and
- makes adjustments specific to the lease, e.g. term, credit standing, economic environment and security.

The lease liability is subsequently measured by increasing the carrying amount to reflect interest on the lease liability (using the effective interest method) and by reducing the carrying amount to reflect lease payments made. Interest charged on the lease liability is included in finance costs.

Right-of-use assets

Right-of-use assets are measured at cost comprising the following:

- the initial amount of the corresponding lease liability;
- any lease payments made at or before the commencement date;
- any initial direct costs incurred;
- any estimated costs to dismantle and remove the underlying asset or to restore the underlying asset or the site on which it is located, when the association incurs an obligation to do so; and
- less any lease incentives received.

Right-of-use assets are subsequently measured at cost less accumulated depreciation and impairment losses.

2.9 Leases

Right-of-use assets are depreciated over the shorter of the asset's useful life and the lease term on a straight-line basis. If the association is reasonably certain to exercise a purchase option, the right-of-use asset is depreciated over the underlying asset's useful life. Useful lives of the right-of-use assets are as follows:

Right-of-use assets	100 years
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The depreciation charge for each year is recognised in profit or loss.

Termination of leases

When the association or lessor terminates or cancels a lease, the right-of-use asset and lease liability are derecognised.

On derecognition of the right-of-use asset and lease liability, any difference is recognised as a derecognition gain or loss together with termination or cancellation costs in profit or loss.

Lease of a low value asset or a short-term lease

All leases that meet the criteria as either a lease of a low value asset or a short-term lease are accounted for on a straight-line basis over the lease term.

Accruals for unpaid lease charges, together with a straight-line lease asset or liability, being the difference between actual payments and the straight-line lease expense are recognised.

Payments made under these leases, net of any incentives received from the lessor, are recognised in operating expenses on a straight-line basis over the term of the lease. When these leases are terminated before the lease period has expired, any payment required to be made to the lessor by way of a penalty is recognised as operating expenses in the period in which termination takes place.

Reassessment and modification of leases

Reassessment of lease terms and lease modifications that are not accounted for as a separate lease

When the association reassesses the terms of any lease (i.e. it re-assesses the probability of exercising an extension or termination option) or modifies the terms of a lease without increasing the scope of the lease or where the increased scope is not commensurate with the stand-alone price, it adjusts the carrying amount of the lease liability to reflect the payments to be made over the revised term, which are discounted at the applicable rate at the date of reassessment or modification. The carrying amount of lease liability is similarly revised when the variable element of future lease payments dependent on a rate or index is revised.

For reassessments to the lease terms, an equivalent adjustment is made to the carrying amount of the right-of-use asset, with the revised carrying amount being depreciated over the revised lease term. However, if the carrying amount of the right-of-use asset is reduced to zero any further reduction in the measurement of the lease liability, is recognised in profit or loss.

For lease modifications that are not accounted for as a separate lease, an equivalent adjustment is made to the carrying amount of the right-of-use asset, with the revised carrying amount being depreciated over the revised lease term. However, for lease modifications that decrease the scope of the lease the carrying amount of the right-of-use asset is decreased to reflect the partial or full termination of the lease, with any resulting difference being recognised in profit or loss as a gain or loss relating to the partial or full termination of the lease.

Lease modifications that are accounted for as a separate lease

When the association modifies the terms of a lease resulting in an increase in scope and the consideration for the lease increases by an amount commensurate with a stand-alone price for the increase in scope, the association accounts for these modification as a separate new lease. This accounting treatment equally applies to leases which the association elected the short-term lease exemption and the lease term is subsequently modified.

2.10 Leases - where the Association is the lessor

Lease income from operating leases where the association is a lessor is recognised in income on a straight-line basis over the lease term. The respective leased assets are included in the statement of financial position based on their nature.

When a lease is terminated before the lease period has expired, any payment expected to be received from the lessee by way of penalty is recognised as an income in the period in which termination takes place.

2.11 Trade and other payables

Trade and other payables are obligations to pay for goods or services that have been acquired in the ordinary course of operation from suppliers. Trade and other payables are classified as current liabilities if payment is due within one year or less (or in the normal operating cycle of the business if longer). If not, they are presented as non-current liabilities.

Trade and other payables are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

2.12 Provisions

Provisions for claims are recognised when the Association has a present legal or constructive obligation as a result of past events, it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Where there are a number of similar obligations, the likelihood that an outflow will be required in settlement is determined by considering the class of obligations as a whole.

A provision is recognised even if the likelihood of an outflow with respect to any one item included in the same class of obligations may be small.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense. Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of resources embodying economic benefits will be required to settle the obligation, the provision is reversed.

2.13 Employee benefits

The Association contributes to a pension fund. Contributions are accounted for in the period in which they arise. A defined contribution plan is a pension plan under which the Association pays fixed contributions into a separate entity (a fund) and will have no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employee benefits relating to employee service in the current and prior periods.

The Association's contributions to defined contribution plans are charged to the statement of comprehensive income in the period to which the contributions relate.

For employees who are citizens of Botswana and not covered under defined contribution pension fund, the Association has implemented the requirements of the Botswana Labour Act relating to severance benefits. Non-citizen employees are paid an end of contract gratuity ranging from 25% of gross remuneration earned during the period of the contract. The Association's contributions to severance and gratuity are charged to the statement of comprehensive income in the period to which the contributions relate.

2.14 Foreign currency translation

(a) Functional and presentation currency

Items included in the financial statements are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). The financial statements are presented in Botswana Pula, which is the Association's functional and the presentation currency.

2.14 Foreign currency translation

(b) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation of monetary assets and liabilities denominated in foreign currencies are recognised in the statement of comprehensive income. Such monetary assets and liabilities are translated at the exchange rates prevailing at the year end.

Foreign exchange gains and losses that relate to borrowings and cash and cash equivalents are presented in the statement of comprehensive income within "finance income or cost". All other foreign exchange gains and losses are presented in the statement of comprehensive income within administration expenses.

2.15 Recognition of income

Revenue comprises the fair value of the consideration received from grants, sponsorships, and gate takings in the ordinary course of the Association's activities. The revenue is recognised as follows,

2.15.1 Sponsorships

Sponsorship income is recognised over the period of time as this reflects the nature of performance obligations embedded in the contracts for the services rendered by the Association. Sponsorship income recognition follows a five-step model framework model listed below:

- Step 1: Identify the contract(s) with a customer
- Step 2: Identify the performance obligations in the contract
- Step 3: Determine the transaction price
- Step 4: Allocate the transaction price to the performance obligations in the contract
- Step 5: Recognise revenue when (or as) the entity satisfies a performance obligation

2.15.2 Grants

Operational grants from Botswana National Sports Association, Federation of International Football Association and Confederation of African Football are recognised in the period that those grants relate to, at their fair value where there is a reasonable assurance that the grant will be received, and the Association will comply with all attached conditions.

2.15.3 Contract Assets and Contract Liabilities

Contract assets is recognised when, Association has right to consideration in exchange for services that the entity has transferred to a sponsor/ donor when that right is conditioned on something other than the passage of time (for example, the entity's future performance).

Grants/ sponsorship received for which related projects have not commenced are included in current liabilities as contract liabilities.

2.15 Recognition of income

2.15.4 Grants relating to purchase of property, plant and equipment

Grants relating to the purchase of property, plant and equipment are deferred and recognised in the statement of comprehensive income on a basis that matches the grant with the depreciation charge on the related property, plant and equipment.

2.15.5 Gate takings on games

Income on sales of ticket is recognised in the accounting period in which the tickets are sold net of Value Added Tax, on the basis of the actual income received from sale of tickets.

Income is recognised at a specific point in time as this reflects the nature of performance obligations embedded in the contracts for the services rendered by the Association.

Revenue recognition follows a five-step model framework model listed above under point

2.15.6 Other income

Other income is accounted for on an accrual basis except for other donations which are accounted for on a receipt basis.

2.15.7 Interest income

Interest income is recognised on a time-proportion basis using the effective interest method.

2.15.8 Donations

Donations are accounted for on a receipt basis. Donations relating to the purchase of property, plant and equipment are deferred and recognised in the statement of comprehensive income on a basis that matches the donation with the depreciation charge on the related property, plant and equipment.

2.16 Current income tax

Tax is recognised in profit or loss, except that a change attributable to an item of income or expense recognised as other comprehensive income is also recognised directly in other comprehensive income.

The current income tax is recognised on the basis of tax rates and laws that have been enacted or substantively enacted by the reporting date in Botswana.

2.17 Football Development Appeal ("FODA") Reserve

The Football Development Appeal reserve is a non-distributable reserve made up of funds obtained by the Association from the general public. The funds are to be utilized for the establishment of football academies and other activities related to promoting the game of football in Botswana.

The funds are recognised initially at fair value of consideration received in the period in which the funds are received.

Subsequently, the funds are recognised as income in the income statement in the period in which related expenditure is incurred to the extent that such expenditure can be measured reliably and it is probable that future economic benefits will flow from the entity to settle the related liability.

3 Financial risk management

3.1 Financial risk factors

The Association's activities expose it to a variety of financial risks: market risk (including currency risk, fair value interest rate risk, cash flow interest rate risk and price risk), credit risk and liquidity risk. The Association's overall risk management programme focuses on the unpredictability of financial markets and seeks to minimise potential adverse effects on the Association's financial performance. Risk management is carried out under policies approved by National Executive Committee Members.

(I) Market risk

(i) Foreign currency risk

Foreign currency risk is the risk that the value of a financial instrument will fluctuate because of changes in foreign exchange rates. In the ordinary course of business, the Association receives cash denominated in foreign currencies and is exposed to foreign exchange risk arising from various currency exposures, primarily with respect to the American Dollars (USD).

(ii) Cash flow and fair value interest rate risk

Interest rate risk is managed by the finance function. Its objective is to minimise the cost of financing through the placement of temporary excess funds in high yielding money market investments and cash deposits and to the extent possible by re-scheduling more expensive borrowings with cheaper finance.

The Association's interest rate risk arises from short-term deposits. Short-term deposits obtained at variable rates expose the Association to cash flow interest rate risk.

(iii) Other price risk

The Association is not exposed to other price risks such as equity price risk, commodity price risk, prepayment risk, and residual value risk.

(IV) Credit risk

Credit risk arises from cash and cash equivalents and deposits with banks and financial institutions, as well as credit exposures to customers, including outstanding receivables and committed transactions. If customers are independently rated, these ratings are used. If there is no independent rating, management assesses the credit quality of the customer, taking into account its financial position, past experience and other factors.

The credit quality of financial assets is disclosed in Note 9.2

(V) Liquidity risk

Management monitors rolling forecasts of the Association's liquidity requirements to ensure it has sufficient cash to meet operational needs while maintaining sufficient headroom on its undrawn committed borrowing facilities at all times so that the Association does not breach borrowing limits or covenants (where applicable) on any of its borrowing facilities. Such forecasting takes into consideration the Association's debt financing plans, covenant compliance.

Surplus cash is invested in interest bearing current accounts, time deposits, and money market deposits, choosing instruments with appropriate maturities or sufficient liquidity to provide sufficient head-room as determined by the above-mentioned forecasts.

3.2 Capital risk management

The Association's objectives when managing capital are to safeguard the Association's ability to continue as a going concern in order to provide benefits for stakeholders and to maintain an optimal capital structure to reduce the cost of capital in pursuit of its objective of promoting football in Botswana.

3.3 Fair value estimation of financial instruments

IFRS 13 'Fair Value Measurement', requires disclosure of fair value measurements by level of the following fair value measurement hierarchy:

- Quoted prices (unadjusted) in active markets for identical assets or liabilities (level 1).
- Inputs other than quoted prices included within level 1 that are observable for the asset or liability, either directly (that is, as prices) or indirectly (that is, derived from prices) (level 2).
- Inputs for the asset or liability that are not based on observable market data (that is, unobservable inputs) (level 3).

4 Critical accounting estimates and judgments

The preparation of financial statements in conformity with International Financial Reporting Standards requires the use of certain critical accounting estimates and judgments concerning the future. Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. In the process of applying the Association's accounting policies, management has made the following estimates and judgments that have a significant risk of causing material adjustments to the carrying amount of assets and liabilities within next year.

(a) Loss allowance on trade and other receivables

The Association recognises expected credit losses (ECL) on investments in debt instruments that are measured at amortised cost which include, trade and other receivables. The amount of expected credit losses is updated at each reporting date to reflect changes in credit risk since initial recognition of the respective financial instrument.

The Association always recognises lifetime ECL for trade and other receivables. The expected credit losses on these financial assets are estimated using simplified ECL model based on the provision matrix. The ECL model takes into account Association's historical credit loss experience, adjusted for factors that are specific to the debtors, general economic conditions and an assessment of both the current as well as the forecast direction of conditions at the reporting date. Lifetime ECL represents the expected credit losses that will result from all possible default events over the expected life of a financial instrument.

(b) Useful lives of property, plant and equipment

The Association follows the guidance of IAS 16 'Property, plant and equipment' (revised) and determines the residual values and useful lives of assets at each reporting date. This determination requires significant judgement. In making this judgement the management evaluates amongst other factors, the purpose for which the respective asset is acquired, market conditions at the reporting date and the practice adopted by similar organisations.

(c) Recognition of lease liability and right of use assets

The Association follows the guidance of IFRS 16 'Leases' and determines the lease liability and right of use assets. This determination requires significant judgement. In making this judgement the management evaluates amongst other factors, lease period, lease rate, option period and the purpose for which the respective lease asset is acquired, applicable interest rate and the practice adopted by similar organisations.

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

5 Grants and sponsorships	March 2025	March 2024
	BWP	BWP
Grants (Recognise based on activity or expenses incurred)		
Botswana National Sports Commission (BNSC)	26,289,997	5,801,319
Federation of International Football Associations (FIFA)	25,969,743	31,841,732
Confederation of African Football (CAF)	4,656,915	5,090,478
	56,916,655	42,733,529
Sponsorships (Recognised over the time)		
Debswana Diamond Company Limited	-	3,900,000
Choppies Enterprises limited	3,218,814	578,992
First National Bank of Botswana Limited	7,603,589	1,068,015
Botswana Television (BTV)	100,000	-
Orange Botswana (Proprietary) Limited	980,000	490,000
Skyways Travel Agency	-	50,000
Diamond Trading Company Limited	572,440	409,559
The Union of European Football Associations (UEFA)	343,357	783,744
White Clouds T/A O3	219,078	170,802
Lucara Botswana	844,130	-
	13,881,409	7,451,113
	70,798,064	50,184,641
6 Other income	March 2025	March 2024
	BWP	BWP
Amortisation of capital grant (Note 16)	688,012	723,348
Retirement/ disposal of capital grants		
Rental income	143,853	152,734
Donations	7,000	13,000
Income received to Regional Football Associations	1,804,975	1,377,939
Others	1,643,853	2,218,301
	4,287,692	4,485,322
7 Net finance (costs)/ income	March 2025	March 2024
	BWP	BWP
Finance income		
Interest income on short term bank deposits	5,970	7,959
Foreign exchange gain/(loss)	-	282,361
	5,970	290,320
Finance costs		
Interest expense	(19,918)	(25,548)
Foreign exchange gain/(loss)	(213,131)	-
	(233,049)	(25,548)
Net finance (costs)/ income	(227,079)	264,772

BOTSWANA FOOTBALL ASSOCIATION
**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025**

8 Income tax expense	2,025 BWP	2,024 BWP
Botswana tax:		
Current income tax expense at 22% (2024: 22%)	-	-
The tax on the Association's (deficit)/ surplus before tax differs from the theoretical amount that would arise using the basic tax rate as follows:		
Operating (deficit)/ surplus from continued operations	(378,048)	(4,946,396)
Operating deficit from discontinued operations	-	-
Operating (deficit)/ surplus for the year	(378,048)	(4,946,396)
Tax calculated at a tax rate of 22% (2024: 22%)	-	-
Tax effect of (deficit)/ surplus not subject to the tax	-	-
Tax calculated at a tax rate of 22% (2024: 22%)	-	-

The Association is liable to income tax in terms of Section 71(4) subject to paragraph (xxxix) and paragraph (xl) of Part II of the Second Schedule and in accordance with the provisions of paragraph 65 of the Botswana Income Tax Act Chapter 52:01 regarding sporting associations.

As per paragraph (xxxix) any income of a charitable, religious or educational institution or a trust established for public purposes exempt from income tax provided that where a person to whom this paragraph applies, carries on any business or derives any gains from disposal of any property chargeable to tax under section 35, exemption under this paragraph shall not be granted to such person unless it is proved to the satisfaction of the Commissioner General that the income of that person has been applied exclusively for public purposes within that tax year or such extended period as may be allowed by the Commissioner General;

As per paragraph (xl) any income of an association formed for the purpose of promoting social or sports amenities and not involving the acquisition of gain or the possibility of future gains to the extent that such income is applied exclusively for the purposes of such association within that tax year or such extended period as may be permitted by the Commissioner General are exempt from income tax;

With reference to the above paragraph, there is no deferred tax implications.

9 Analysis of financial instruments

9.1 Financial instruments by category	2,025 BWP	2,024 BWP
9.1.1 Financial Assets measured at amortised cost		
Trade and other receivables - excluding prepayments and statutory receivables (Note 12)	2,033,015	1,072,955
Cash and cash equivalents (Note 15)	5,291,466	4,752,182
Other financial assets (Note 14)		
	7,324,481	5,825,137
Financial assets held to maturity (Note 13)		
9.1.2 Financial assets at fair value through profit and loss (designated)	52,993	50,528

The table below analyses financial instruments carried at fair value, by valuation method at 31 March 2024. This requires disclosure of fair value measurements by level of the fair value measurement hierarchy disclosed in the note 3.3:

	Level 1 P	Level 2 P	Level 3 P
As at 31 March 2025			
Mutual funds	-	52,993	-
	-	52,993	-
As at 31 March 2024			
Mutual funds	-	50,528	-
	-	50,528	-
		2025	2,024

9.1.3 Financial liabilities at amortised cost		
Trade and other payables - excluding statutory payables and employee related provisions	8,530,331	7,536,212
Lease liabilities (Note 17)	332,634	333,338
	8,862,964	7,869,550

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

9 Analysis of financial instruments (continued)

9.2 Credit quality of financial assets

The credit quality of financial assets that are neither past due nor impaired can be assessed by reference to historical information about counterparty default rates:

		2025 BWP	2,024 BWP
Trade and other receivables - excluding prepayments and statutory receivables (Note 12)	Not rated	<u>2,033,015</u>	<u>1,072,955</u>
Mutual funds (Vunani Fund Managers Proprietary Limited)	Not rated	<u>52,993</u>	<u>50,528</u>
Cash at bank (including held for sale assets)			
Absa Bank Botswana Limited	Not rated	2,256	2,256
First National Bank of Botswana Limited	Not rated	5,288,456	4,744,674
Access Bank Botswana	Not rated	6,019	4,496
Cash		967	756
		<u>5,297,698</u>	<u>4,752,182</u>

The Association only deposits cash and invests with major banks with high quality credit standing. The Association has deposits with Vunani Fund Managers (Proprietary) Limited, First National Bank Botswana Limited, Absa Bank Botswana Limited and Access Bank Botswana.

Absa Bank Botswana Limited is part of Absa Group Limited, an African financial services group that aims to be the pride of the continent. Absa Group Limited is listed on the JSE in South Africa and is one of Africa's largest diversified financial services group.

Vunani Fund Managers (Proprietary) Limited is a registered investment manager which is well established investment manager and has a good reputation in Africa.

First National Bank of Botswana Limited is listed on the Botswana Stock Exchange and is a subsidiary of First Rand Holdings Limited, a company listed on the Johannesburg Stock Exchange.

Access Bank Botswana formerly known as BancABC Botswana is a subsidiary of Access Bank Group. Access Bank Group has its primary listing on the Nigeria Stock Exchange and with subsidiaries in the Nigeria, South Africa, Zambia and the United Kingdom.

BOTSWANA FOOTBALL ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025**

10 Property, plant and equipment

	Buildings P	Turf and improvements P	Furniture, fittings and office equipment P	Motor vehicles P	Computer equipment P	Total P
Year ended 31 March 2024						
Opening net book amount	5,877,764	5,738,653	642,867	940,987	257,171	13,457,442
Additions	-	-	2,599	293,744	79,058	375,401
Disposals	-	-	(139,377)		(263,934)	(403,311)
Reclasification				30,000		
Depreciation on disposals	-	-	132,290		256,371	388,661
Depreciation charge	(172,515)	(460,697)	(162,478)	(447,195)	(114,094)	(1,356,979)
Closing net book amount	5,705,250	5,277,956	475,901	817,536	214,572	12,461,214
At 31 March 2024						
Cost	8,624,591	9,214,043	2,925,324	3,917,894	1,847,723	26,529,575
Accumulated depreciation	(2,919,342)	(3,936,087)	(2,449,423)	(3,100,358)	(1,633,151)	(14,038,361)
Net book amount	5,705,249	5,277,956	475,901	817,536	214,572	12,491,214
Year ended 31 March 2025						
Opening net book amount	5,705,249	5,277,956	475,901	817,536	214,572	12,491,214
Additions	305,728	-	103,475		144,681	553,885
Disposals			(186,619)		(84,581)	(271,200)
Adjustments						-
Depreciation on disposals			182,468		61,137	243,605
Depreciation charge	(175,797)	(460,697)	(136,150)	(384,710)	(102,223)	(1,259,576)
Closing net book amount	5,835,180	4,817,259	439,075	432,826	233,587	11,757,928
At 31 March 2025						
Cost	8,930,319	9,214,043	2,842,180	3,917,894	1,907,823	26,812,260
Accumulated depreciation	(3,095,139)	(4,396,784)	(2,403,105)	(3,485,068)	(1,674,236)	(15,054,332)
Net book amount	5,835,180	4,817,259	439,075	432,826	233,587	11,757,928

BOTSWANA FOOTBALL ASSOCIATION
**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025**
10 Property, plant and equipment (Continued)

Property, plants and equipment include the following amounts where the Association acquired under the capital grants:

	Buildings BWP	Turf and improvements BWP	Furniture and office equipment BWP	Motor vehicles BWP	Computer equipment BWP	Total BWP
Year ended 31 March 2024						
Opening net book amount	5,691,003	5,738,653	-	(85,155)	86,628	11,431,129
Additions	-	-	-	293,744	79,058	372,802
Disposals	-	-	(139,377)	-	(263,934)	(403,311)
Depreciation on disposals	-	-	7,087	-	7,563	14,650
Depreciation charge	-	-	132,290	-	256,371	388,661
Depreciation Adjustment	(172,515)	(460,697)	-	23,958	(114,094)	(723,348)
Depreciation on reclassified asset	-	-	-	-	-	-
Closing net book amount	5,518,489	5,277,956	-	232,547	51,592	11,080,583
At 31 March 2024						
Cost	8,429,502	9,214,043	190,053	2,112,751	371,788	20,318,137
Accumulated depreciation	(2,911,014)	(3,936,087)	(190,053)	(1,880,204)	(320,196)	(9,237,554)
Net book amount	5,518,488	5,277,956	-	232,547	51,592	11,080,583
Period ended 31 March 2025						
Opening net book amount	5,518,488	5,277,956	-	232,547	51,592	11,080,582
Additions	-	-	132,290	-	167,314	299,604
Disposals	-	-	-	-	-	-
NBV written off	-	-	-	-	-	-
Depreciation adjustment	-	-	(132,290)	-	(167,314)	(299,604)
Depreciation charge	(165,411)	(460,697)	74,831	(118,228)	(18,506)	(688,012)
Closing net book amount	5,353,076	4,817,258	74,831	114,319	33,086	10,392,570
At 31 March 2025						
Cost	8,429,502	9,214,043	322,343	2,112,751	539,102	20,617,741
Accumulated depreciation	(3,076,425)	(4,396,784)	(247,512)	(1,998,432)	(506,016)	(10,225,170)
Net book amount	5,353,076	4,817,259	74,831	114,319	33,086	10,392,570

11 Right of use assets

	Right of use assets - land BWP	Right of use assets building BWP	Total BWP
Year ended 31 March 2024			
Opening net book amount	320,445	-	320,445
Addition	-	-	-
Depreciation charge	(4,963)	-	(4,963)
Closing net book amount	315,482	-	315,482
At 31 March 2024			
Cost	336,068	-	336,068
Accumulated depreciation	(20,586)	-	(20,586)
Net book amount	315,482	-	315,482
Period ended 31 March 2025			
Opening net book amount	315,482	-	315,482
Addition	-	-	-
Depreciation charge	(5,377)	-	(5,377)
Closing net book amount	310,105	-	310,105
At 31 March 2025			
Cost	336,068	-	336,068
Accumulated depreciation	(25,963)	-	(25,963)
Net book amount	310,105	-	310,105

These lands were acquired under long term lease agreements to develop football facilities. Details of the right-of-use assets as follows.

Nature of the Right-of-use assets	Location	Lease period	
		Start	End
Residential Building	Unit 3 at Plot 2679, Gaborone	01/09/2019	31/08/2021
Land	Lot 73281, Gaborone	01/02/2013	31/01/2043
Land	Lot 43625, Francistown	25/03/2015	24/03/2065
Land	Letlhakane/Phase 2 Ext Plot 7112	29/06/2016	29/05/2066
Land	Tonota/ Showground	07/09/2015	07/08/2065
Land	Lot 10458, Chobe, Kazungula	24/07/2020	24/06/2070

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NOTES TO THE FINANCIAL STATEMENTS
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12 Trade and other receivables	2025 BWP	2024 BWP
Trade receivables	-	1,533,507
Prepayments	32,869	293,162
Staff advances	61,432	57,747
VAT receivables	(137,710)	(111,671)
Imprest receivables	372,831	472,112
Other receivables	1,900,004	48,301
	2,229,426	2,293,159
Less: Impairment on trade receivables, staff advances and imprest receivables	(301,252)	(1,038,713)
	1,928,174	1,254,446

The expected loss allowance for trade receivables, staff advances, imprest receivables, and other receivables are

	1-30 days	31-60 days	61-90 days	Over 90 days impaired	Total
	BWP	BWP	BWP	BWP	BWP
Year ended 31 March 2025	Current	Past due	Past due	Past due	
Loss allowance %	0%	0%	0%	100%	
Gross carrying amount					
Trade Receivables	-	-	-	-	-
Staff Advance	58,221	2,000	921	-	61,142
Imprest receivables	56,138	14,764	676	301,252	372,832
Total	114,359	16,764	1,597	301,252	433,974
Loss allowance (Lifetime expected credit loss)					
Trade Receivables	-	-	-	-	-
Staff Advance	-	-	-	-	-
Imprest receivables	-	-	-	301,252	301,252
Total	-	-	-	301,252	301,252
Net carrying amount					
Trade Receivables	-	-	-	-	-
Staff Advance	58,221	2,000	921	-	61,142
Imprest receivables	56,138	14,764	676	-	71,579
Total	114,359	16,764	1,597	-	132,721
Year ended 31 March 2024	Current	Past due	Past due	Past due	
Loss allowance %	0%	0%	0%	100%	
Gross carrying amount					
Trade Receivables	11,340	908,675	10,940	602,553	1,533,508
Staff Advance	6,000	2,000	16,993	32,754	57,747
Imprest receivables	2,069	47,923	-	422,120	472,112
Total	19,409	958,598	27,933	1,057,427	2,063,367
Loss allowance (Lifetime expected credit loss)					
Trade Receivables	-	-	-	583,839	583,839
Staff Advance	-	-	-	32,754	32,754
Imprest receivables	-	-	-	422,120	422,120
Total	-	-	-	1,038,713	1,038,713
Net carrying amount					
Trade Receivables	11,340	908,675	10,940	18,714	949,669
Staff Advance	6,000	2,000	16,993	-	24,993
Imprest receivables	2,069	47,923	-	0	49,992
Total	19,409	958,598	27,933	18,714	1,024,654

Movement in the loss allowance for receivables	2025 BWP	2024 BWP
Opening balance as at 1 April	1,038,713	1,344,953
Loss allowance for the year	(736,784)	(306,240)
Closing balance as at 31 January	301,929	1,038,713

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025

13 Financial assets at fair value through profit or loss	2025 BWP	2024 BWP
Mutual funds	52,993	50,528

Financial assets at fair value through profit or loss are presented within "investing activities" in the cash-flow statement.

Changes in fair values of financial assets at fair value through profit or loss are recorded in "investment income" - net in the statement of comprehensive income.

The fair value of the units invested in managed funds is based on valuations provided by the fund administrators. Fund administrators determine the valuation of units based on the market prices of the underlying assets.

The movement in the financial assets at fair value through profit or loss are summarised in the table below by measurement category.

	2025 BWP	2024 BWP
Financial assets at fair value through profit or loss		
Balance at beginning of the year	50,528	47,694
Interest reinvestment during the year	<u>2,465</u>	<u>2,834</u>
Balance at end of the year	<u>52,993</u>	<u>50,528</u>

None of the financial assets listed above are past due nor impaired.

BOTSWANA FOOTBALL ASSOCIATION

**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025**

14 Cash and cash equivalents	2025 BWP	2,024 BWP
Cash at bank and on hand	5,291,466	4,752,182

For the purpose of the cash flow statement, the year-end cash and cash equivalents comprise the following:

Bank balances	5,290,712	4,751,426
Cash at bank	5,290,712	4,751,426
Cash in hand	754	756
Cash at bank and on hand	5,291,466	4,752,182

The Association's cash and cash equivalents comprise the amounts denominated in the following foreign currencies:
US Dollars

3,787,021	2,508,884
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- 14.1** Bank balances related to FODA reserve amounted to P163,703 had been transferred to Bank of Botswana during the financial year ended 31 March 2020 due to the fact that account was dormant. However, the Association has recovered the amount from Bank of Botswana in the prior year ended.

15 Capital grants	2025 BWP	2,024 BWP
Balance at beginning of year	11,080,583	11,431,129
Received during the year	-	372,802
Retired/ disposed during the year	-	14,650
Less: Amortisation of capital grants (Note 6)	(688,012)	(723,348)
Adjustment	(1)	(14,650)
Balance at end of year	10,392,570	11,080,582.99

16 Lease liabilities	2025 BWP	2,024 BWP
Balance at beginning of year	333,982	336,343
Adjustments	-	-
Lease payments	(17,833)	(28,059)
Interest	15,190	25,698
Balance at end of year	331,339	333,982

Current portion	20,598	659
Non-current portion	312,036	332,679
	332,634	333,338

Lease term : 100 years
Interest rate : 6.5% (Incremental Borrowing Rate)

The association leases a corporate office and lands. The lease imposes a restriction that the property can only be used by the association unless permission is given by the lessor to sublet, and that the building must be returned to their original condition at the end of the lease.

Extension and termination options are included in the lease. These terms are used to maximise operational flexibility in terms of managing contracts. In determining the lease term, management considers all facts and circumstances that create an economic incentive to exercise an extension option, or not exercise a termination option.

BOTSWANA FOOTBALL ASSOCIATION
**NOTES TO THE FINANCIAL STATEMENTS
for the year ended 31 March 2025**

17 Borrowings	2025 BWP	2024 BWP
Held at amortised cost		
Borrowings	-	20,299
Split between non-current and current portions		
Current portion	-	20,299
Non-current portion	-	-
	-	20,299
The loan was obtained from First National Bank Limited to buy a motor vehicle amounted to P 322,775. Duration of the loan is for a period of 3 years and it carries an interest rate of 8.76%.		
18 Trade and other payables	2025 BWP	2,024 BWP
Trade payables	5,313,900	5,533,724
PAYE payable	245,431	867,963
Accrued expenses	1,865,170	258,417
Accrued for legal claims (Note 19.1)	953,500	1,283,500
Accrued for leave pay, gratuity and severance pay (Note 19.2)	3,213,038	2,135,093
Other payables	152,330	460,571
	11,743,369	10,539,268
18.1 Accrued for legal claims		
Balance at the beginning of the year	1,283,500	1,283,500
Additions	(330,000)	-
Balance at end of year	953,500	1,283,500
18.2 Accrued for leave pay, gratuity and severance pay		
Balance at the beginning of the year	2,135,467	1,804,881
Accruals for the year	-	1,096,292
Payments made during the year	(141,593)	(765,706)
Balance at end of year	1,993,874	2,135,467
19 Contract liability (Deferred Income)	2025 BWP	2,024 BWP
Federation of International Football Associations (FIFA)	4,081,636	4,257,191
	4,081,636	4,257,191
Balance at beginning of year	4,257,191	11,268,322
Movement in the year	(175,555)	(7,011,131)
Balance at end of year	4,081,636	4,257,191
20 Cash flows generated from operations	2025 BWP	2,024 BWP
Operating (deficit)/ surplus from continuing operations	(150,969)	(5,211,168)
Operating deficit from discontinued operations	-	-
Adjusted for:		
- Amortisation and retirement of capital grants (Note 16)	(688,012)	(723,348)
- Depreciation on property, plant and equipment (Note 10)	1,259,576	1,356,979
- Profit on disposal of property, plant and equipment	-	-
- Right of use assets amortisation (Note 11)	5,377	4,963
- Adjustment of capital grant	(1)	(14,650)
Changes in working capital:		
- Inventories	535,331	(535,331)
- Contract liability (Note 20)	(175,555)	(7,011,131)
- Trade and Other receivables	(673,728)	(139,435)
- Trade and Other payables	1,204,101	4,163,302
Cash flows(used in)/ generated from operations	1,313,332	(8,110,369)

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

21 Related party balances and transactions

Related parties are members of the National Executive Committee (NEC) of Botswana Football Association, the Botswana National Sports Council (BNSC), Botswana Football League (Proprietary) Limited and key management of Botswana Football Association. The transactions carried out with the related parties during the year are as follows:

	2,025 BWP	2,024 BWP
Botswana National Sports Commission (BNSC)		
- Grant income	26,289,997	5,801,319
Botswana Football League (Proprietary) Limited (BFL)		
- Expenses incurred on behalf of BFL	-	-
- Payment received from BFL	-	-
- Amounts due from BFL	-	-
Key management personnel compensation		
Key management personnel include Chief Executive Officer and Technical Director of the Association		
- Chief Executive Officer	822,000	822,000
- Technical Director	471,820	515,039
	1,293,820	1,337,039

22 Going concern

The Association incurred a net loss of BWP 378,048 for the year ended 31 March 2025 and had accumulated losses of BWP 7,209,544 as at that date. In addition, as at 31 March 2025, the Association's current liabilities exceeded its current assets by BWP 8,572,970, indicating a net current liability position. The Association is significantly dependent on grants and sponsorships to fund its operations. The continued receipt of this funding is critical to the Association's ability to meet its obligations as they fall due.

These events and conditions indicate that a material uncertainty exists that may cast significant doubt on the Association's ability to continue as a going concern. However, the financial statements have been prepared on a going concern basis. This is based on management's assessment that, despite the uncertainty, it remains appropriate to prepare the financial statements on a going concern basis as the Association expects to receive continued support from its funding partners and to implement cost containment measures where necessary.

23 Events after the reporting period

There were no material events after the reporting period that require disclosures in or adjustments to the financial statements.

BOTSWANA FOOTBALL ASSOCIATION

NOTES TO THE FINANCIAL STATEMENTS for the year ended 31 March 2025

25 Commitments

Capital commitments

There were no material capital commitments outstanding as at the reporting date.

26 Administrative expenses

March 2025
BWP

March 2024
BWP

The following items have been charged in arriving at the deficit for the year:

Administrative expenses

Advertising & Marketing	1,256,211	1,288,617
Accounting fees	-	49,500
Auditors' remuneration		
- Current year	390,250	387,750
- Under provision in prior year	31,667	81,464
Bank charges	83,303	97,197
Consultancy fees	623,734	841,062
Convention, workshops and training expenses	560,217	549,275
Depreciation on property, plant and equipment	1,264,953	1,361,942
Computer expenses	135,383	-
Electricity	216,819	269,168
Insurance	136,838	147,461
Legal fees	547,249	605,223
Loss allowance of trade and other receivables	(445,819)	471,650
Licenses, permits and tax penalty	-	4,000
Motor vehicle and other repairs and maintenance expenses	1,332,737	2,153,496
Other expenses	1,147,311	2,112,082
Printing, stationery, telephone and postage	769,512	701,940
Referees' expenses	3,760,055	24,785
Rentals, leasing charges and levies	116,859	100,332
Employee Costs (Note 27.1)	10,797,006	10,479,601
Security	771,581	438,418
National team expenses	35,344,090	-
League & tournament expenses	14,722,591	27,625,633
Travel expenses	2,546,896	10,208,692
	76,109,442	59,999,290

26.1 Staff costs comprise:

Salaries and wages	9,010,564	8,940,849
Pension, gratuity, severance benefits and medical aid	1,786,442	1,538,752
	10,797,006	10,479,601

BOTSWANA FOOTBALL ASSOCIATION
FINAL BUDGET FOR THE FINANCIAL YEAR ENDED 2026-27

Income	Totals
FIFA	21,183,439
FIFA Funds - Regional man	1,575,942
FIFA Funds - TDS	667,073
BNSC (3M Grant)	3,000,000
FNB Sponsorship	4,500,000
CAF	4,662,543
Choppies Sponsorship	1,750,000
Gate Takings	250,000
Orange FA Cup	980,000
Regional Sponsorship - DTCB Sponsorship for Women	750,000
Coach education	1,837,500
Facilities rental	120,000
Affiliation Fees	25,500
Other income - SMS Trivia	7,500,000
Other income - Thomas hall documentary	1,560,000
Other income - fundraising activities	400,000
Appeals	10,000
Botswana Telecommunication Corporations	3,000,000
TOTAL Income	53,771,997

Expenditure	Totals	%
Finance	15,881,550	46%
Marketing	1,090,380	
IT	283,737	
Procurement & Admin	3,749,854	
Legal	1,684,000	
CEO Office	2,157,139	
CEO Office - Safeguarding	1,037,900	54%
Women	1,089,948	
Competitions	1,530,324	
Referees	3,738,160	
National Teams	12,055,277	
Technical	7,429,812	
Regions	2,012,600	
TOTAL Expenditure	53,740,680	100%
Surplus / (Deficit)	31,317	

JUDICIAL BODIES

2024- 2028



1. DISCIPLINARY COMMITTEE (2024–2028)

Name	Role
Abigail Ezekiel	Chairing
Themba Jeremiah	Member
Lawrence Kubanga	Member
Ofentse Khumomotse	Member
Khumo Portia Serojane	Member
Atang Latelang	Member
Tshiamo Sekwati	Member

2. APPEALS COMMITTEE

Name	Role
Lebogang Pillar	Chairing
Tefo Gaongalelwe	Member
Bokamoso Masilo Mpofu	Member
Uyapo Ndadi	Member
Maswabi Maswabi	Member
Girlie Maipelo Rapae	Member
Billy Sekgororoane	Member

3. ARBITRATION TRIBUNAL

Name	Role
Njirimanda Mbewe	Member
Shatho Nlebgwa	Member
Othusitse Mbeha	Member
Tumisang Hule	Member
Jabu Christian Oteng	Member
Victor Sebolao	Member
Patrick Lesotlho	Member

4. APPEALS TRIBUNAL

Name	Role
Keneilwe Mere	Chairing
Phatsimo Mphetolang	Member
Lesedi Seloka	Member
Onalethata Kambai	Member
Wangu Matenge	Member
Khumo Masonya	Member

5. ELECTIONS COMMITTEE

Name	Role
Thapelo Resheng	Chairing
Ofentse Motlogelwa	Member
Mpho Keatshabe	Member
Kennedy Mbaiwa	Member
Bashi Ratshosa	Member

6. ELECTIONS APPEALS COMMITTEE

Name	Role
Advocate Mpho Garebatho	Member
Shathani Somolekae	Member
Keorapele Sambere	Member
Monametsi Kewakae	Member
Patrick Matlho	Member

7. ETHICS COMMITTEE

Name	Role
Moreri Sebonego	Chairing
Marang Morakaladi	Member
Nokhuthula Nsubuka	Member
Kealeboga Tshane	Member
Chabo Peo	Member
Kebueng T. Mvungama	Member
Ontiretse Mugebelo	Member
Letlhogonolo Kgabi	Member

8. PLAYERS STATUS COMMITTEE

Name	Role
Olerato Marakalala	Member
Kago Theo Pelekekae	Member
Bakgethwa Motlhabani	Member
Thabo Kedikilwe	Member
Bornfirst Machinya	Member
Letso Thaba	Member
Sugar Molefhe	Member

9. NATIONAL DISPUTE RESOLUTION CHAMBER

Name	Role
Ian Kebopetswe	Chairing
Boikhutso Moreetsi	Member
Thapelo Koketso	Member
Tinashe Nyangu	Member
Keagile Lesolle	Member
Percival Moreeng	Member



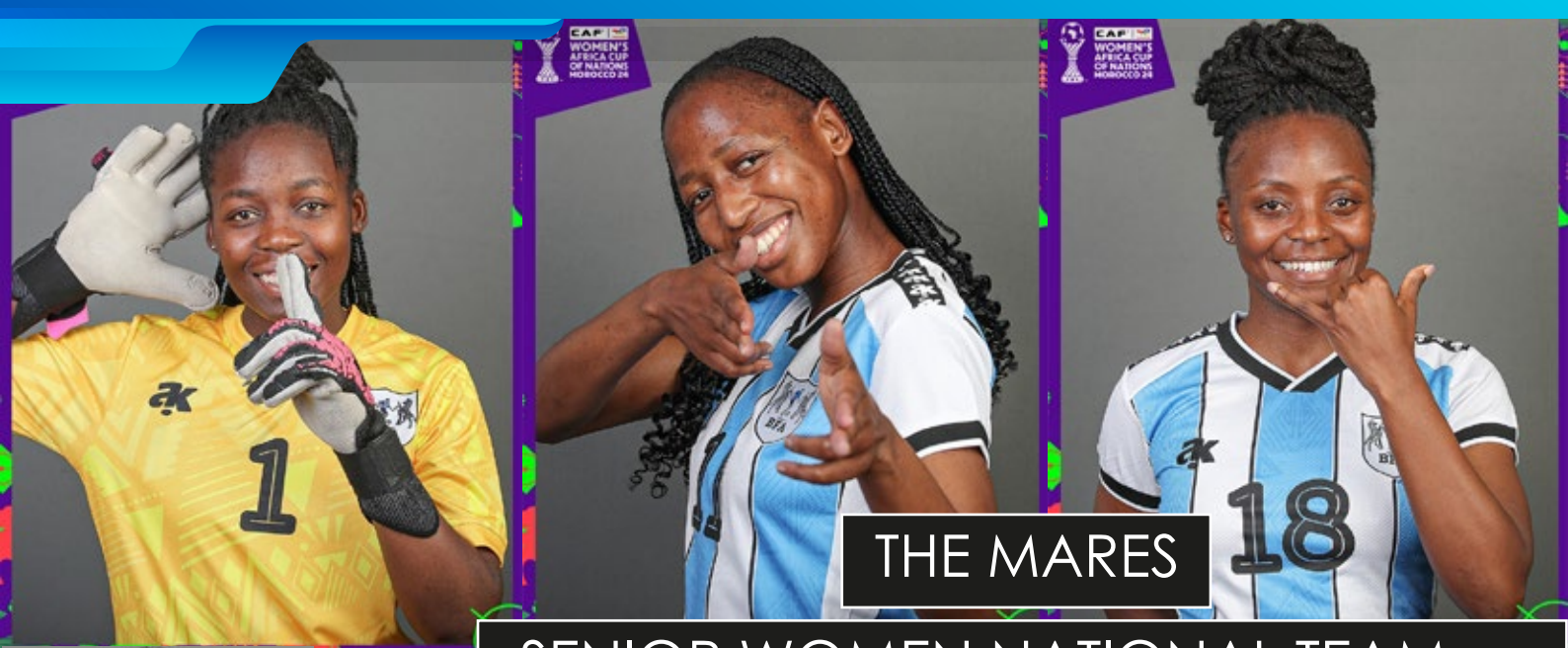
GRASSROOTS DEVELOPMENT





YOUTH DEVELOPMENT





THE MARES

SENIOR WOMEN NATIONAL TEAM





THE ZEBRAS

SENIOR MEN NATIONAL TEAM







CAF
WOMEN'S
AFRICA CUP
OF NATIONS
MOROCCO 24





“

The Future belongs to Women
Football and School Sport

”



BOTHO - INTERGRITY - FAIR PLAY - TEAMWORK - VOLUNTEERIS



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