

OYDC ZAMBIA ANNUAL REPORT 2025



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FOREWORD

As Chairperson of the Board, I am honored to reflect on a year of resilience, growth, and achievement at the OYDC Zambia Sports Development Centre. The year 2025 reaffirmed the Centre's vital role in nurturing sports talent, promoting youth engagement, and positioning Zambia as a key player in the regional sports landscape.



We celebrated a year marked by notable success, as athletes from the Teulings Youth Sports Challenge proudly represented Zambia at various tournaments, returning home with medals. We also marked the continued success of the 2025 Teulings Youth Sports Challenge an initiative that remains instrumental in empowering the next generation of athletes. The continued support of Mr. Coen Teulings and Merifin Capital is deeply appreciated, and we look forward to strengthening these partnerships as we move into 2026.

This progress would not have been possible without the dedication of the OYDC Zambia management team, the unwavering support of the Government of the Republic of Zambia, our collaborating sports federations, and the many stakeholders who believe in and support our vision.

As a Board, we remain steadfast in providing strong governance and strategic oversight to ensure that the Centre continues to thrive and evolve in response to the growing demands of sports development in Zambia and the region. Through collaboration, innovation, and sustained investment, we are confident that OYDC and sport in Zambia as a whole is on the right path.

That said, we also recognize that many of our facilities are in urgent need of renovation and modernization. We therefore appeal to our partners, government agencies, and private-sector stakeholders to join us in supporting these much-needed upgrades.

Thank you for your continued support and commitment.

Chance Kabaghe
Chairperson of the Board
OYDC Zambia Sports Development Centre

OYDC Zambia extends its sincere appreciation to all individuals and institutions that contributed to the successful implementation of its programmes and activities in 2025. During the year under review, more than 1,200 athletes participated across various sports and development initiatives. Their discipline, commitment, and pursuit of excellence underscored the transformative role of sport in character development, youth empowerment, and social change.



The organisation also recognises and congratulates over 200 coaches, athletes, and officials who were honoured for their outstanding contributions and achievements. Their professionalism and dedication played a critical role in talent identification, athlete development, and the overall strengthening of Zambia's sporting landscape.

Coaches and administrators continued to provide essential leadership and guidance, ensuring the effective delivery of programmes nationwide. Athletes demonstrated resilience and determination throughout the year, reflecting the true spirit of Olympism and reinforcing confidence in the future growth of Zambian sport.

OYDC Zambia remains committed to creating a safe, inclusive, and empowering environment in which young people can develop through sport and education. The organisation acknowledges with gratitude the continued trust and support of its stakeholders, whose collaboration remains vital to building a stronger and more sustainable sporting future for the nation.

Benjamin Tembo
Acting Chief Executive Officer
OYDC Zambia Sports Development Centre.

INTRODUCTION



OYDC Zambia Sports Development Centre remained steadfast in its mission throughout the 2025 reporting period to provide transformative opportunities for athletes, coaches, and underserved community members. The Centre continued to position itself as a hub for both sports excellence and holistic community development by delivering inclusive programmes that promote not only athletic performance, but also education, life skills, and social empowerment.

Through the effective provision and management of its facilities, OYDC Zambia supported a wide range of structured activities, including sports training, competitions, educational initiatives, and community-based programmes. These efforts were underpinned by a strong commitment to grassroots development, equitable access, and the empowerment of young people, particularly

Adopting a holistic approach that integrates sports development with sports-for-development principles, OYDC Zambia delivered a diverse portfolio of programmes aimed at nurturing well-rounded individuals. These initiatives focused not only on producing competitive athletes who can contribute to national sporting success, but also on developing responsible, resilient, and socially conscious citizens who positively influence their communities.

This Annual Report provides a comprehensive overview of the key programmes, activities, and milestones achieved by OYDC Zambia in 2025. It reflects the Centre's continued dedication to advancing youth participation, strengthening community engagement, and creating meaningful and sustainable impact through innovative and inclusive initiatives.

1. SPORTS PROGRAMME.

1.1. Teulings Youth Sports Challenge.

The Teulings Youth Sports Challenge is an annual initiative dedicated to fostering sports development among young athletes. Its primary goal is to identify and nurture emerging talent by offering a competitive platform that promotes participation in sports while encouraging a healthy and active lifestyle. The challenge also provides young athletes with opportunities for training, mentorship, and exposure to advanced levels of competition. The challenge features thirteen sports disciplines, including baseball⁵, basketball, beach volleyball, boxing, football, handball, hockey, judo, netball, rugby, taekwondo, table tennis and teqball. By embracing this diverse range of sports, the event caters to the unique interests and abilities of young participants, allowing them to explore and excel in various athletic pursuits.

The 2025 season was marked by weekly training sessions and weekend league games across all the thirteen disciplines. The year concluded with the Teulings Youth Sports Challenge Grand Finale, a celebratory event that showcases the talent and dedication of participating athletes, culminating in the successful close of the 2025 sporting season.

Project Description

The Teulings Youth Sports Challenge is an annual project that spans the entire year and is comprised of the following programmes:

- Sports Development Programmes for



Baseball⁵, Basketball, Beach Volleyball, Boxing, Football, Handball, Hockey, Judo, Netball, Rugby, Taekwondo, Table Tennis, and Teqball.

- Sport for Change Programmes by means of educational and health sessions for athletes and members of the community.
- Support for the OYDC academies/-clubs.

1.2. Goals and Purpose.

The primary objective of the Teulings Youth Sports Challenge is to enhance the delivery of programmes at OYDC with increased capacity to deliver impactful sports programmes that foster the holistic and social development of the athletes, ultimately leading to increased participation in international events.

1.3. General objectives

Some of the objectives of this project are to:

- Ensure that members of the community have access to quality sport facilities.
- Ensure that National Federations have access to proper training facilities for the development of their athletes.
- Ensure the sports facilities are accessible, safe and user friendly for all types of athletes.
- Provide infrastructure that will help advance sports, recreation and physical activity in Zambia.
- Assist in the creation and increment of competition platforms for the athletes.

1.4. Specific Objectives

For the year 2025, some of the goals for the challenge were:

- Engage at least 135 teams from 13 different sports disciplines representing various school and community teams in regular and organized training and league games
- Effectively manage and provide support for academy athletes.
- Engage at least 10000 athletes and members of the communities in sports for social change programmes.

- Engage an average of at least 1160 athletes in structured and organized sports competitions.

- Engage at least 10000 athletes and members of the communities in sports for social change programmes.

1.5. Sports development programmes.

1.5.1. The Teulings Youth Sports Challenge seeks to provide young athletes from underprivileged backgrounds with access to structured sports development and sports-for-development programmes. Through this initiative, athletes are offered a competitive and developmental platform to refine their skills, gain exposure, and increase their prospects of identification by clubs and National Federations. Ultimately, the Challenge creates pathways for talented athletes to progress to higher levels of competition, including opportunities to represent the country at regional and international events within their respective sports disciplines.

1.5.2. Primary Target.

The Challenge primarily targets athletes aged 10 to 17 years from surrounding communities, providing participation opportunities across the



1.5.3. Project Plans.

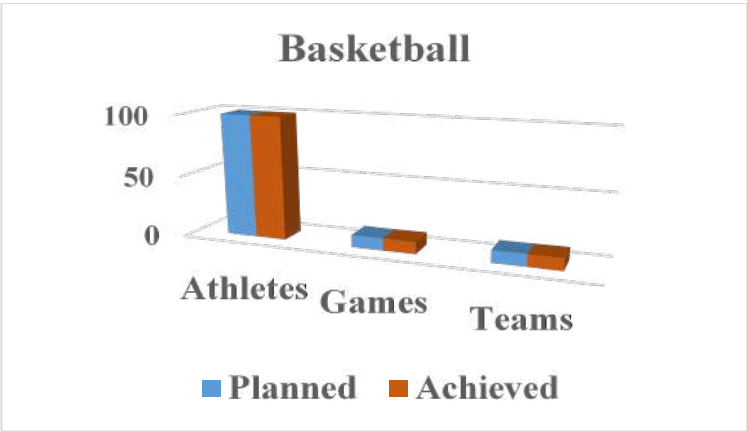
SN	Sport	Teams		Number of Teams	Number of Athletes Per Team	Totals
		M	F			
1	Baseball	5		10	5	50
2	Basketball	5	5	10	10	100
3	Beach Volleyball	5	5	10	3	30
4	Boxing	10		10	10	100
5	Football	6	4	10	15	150
6	Handball	10		10	10	100
7	Hockey	8	7	15	10	150
8	Judo	10		10	10	100
9	Netball	10		10	10	100
10	Rugby	5	5	10	10	100
11	Taekwondo	10		10	10	100
12	Table Tennis	10		10	5	50
13	Teqball	5		5	6	30
	Total			130		1160

1.5.3.1. Basketball

During the 2025 basketball season, the programme aimed to engage 100 athletes drawn from 10 school and community teams, with a total of 10 league games scheduled over the course of the year. These targets were successfully achieved across all indicators. Despite this progress, the programme continued to face challenges, including inadequate equipment and playing attire, deteriorating basketball courts, and financial constraints that limited participation in external competitions. In response, the Centre has committed to addressing these gaps through the procurement of essential equipment and attire, as well as by strengthening partnerships to support facility maintenance and court renovations.

Figure 1 presents a comparison between the planned targets and the actual achievements for the basketball programme.

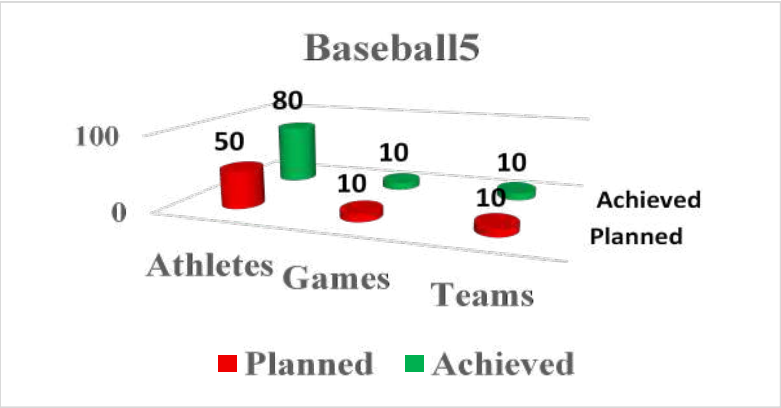
Figure 1: Planned vs achieved – Basketball



1.1.1.1. Baseball5

Baseball5 continues to be one of the fastest-growing sports at the Centre. During the season, the programme set out to engage 50 athletes from 10 teams; however, this target was exceeded, with more than 80 athletes participating and all scheduled league games successfully conducted. The graph below illustrates a comparison between the planned objectives and the actual achievements.

Figure 2: Planned vs achieved – Baseball5



1.5.3.3. Beach Volleyball

The beach volleyball programme aimed to engage 30 athletes drawn from 10 teams through 10 league games. These targets were fully achieved, with all 10 teams and 30 athletes participating in the scheduled league fixtures. Despite this success, the programme continued to face challenges related to inadequate equipment and playing attire.

Figure 3 presents a summary of the programme’s achievements in comparison with targets for beach volleyball.

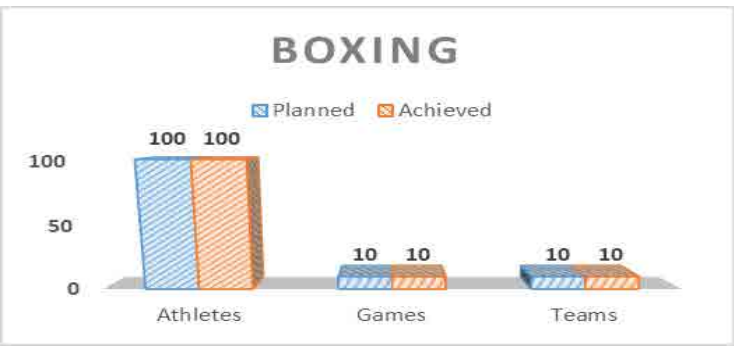
Figure 3: Beach volleyball planned vs achieved



1.5.3.4. **Boxing**

Boxing remains a popular sport among athletes, highlighted by the successful execution of planned activities. The Challenge has consistently served as an essential platform for developing future boxing talent, with many selected athletes advancing to represent the country in international competitions. Figure 4 provides a summary of the 2024 boxing season.

Figure 4: Boxing planned vs achieved.

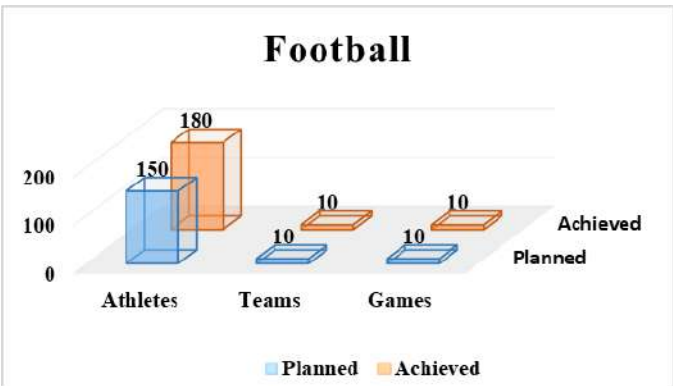


1.5.3.5. **Football**

The 2025 football season was successfully implemented, with all set targets achieved. Notably, the sport continued to record an increase in female participation, reflecting positive progress toward inclusivity and gender balance.

Figure 4 provides a visual comparison of the planned targets against the actual achievements in football.

Figure 5: Football planned vs achieved.

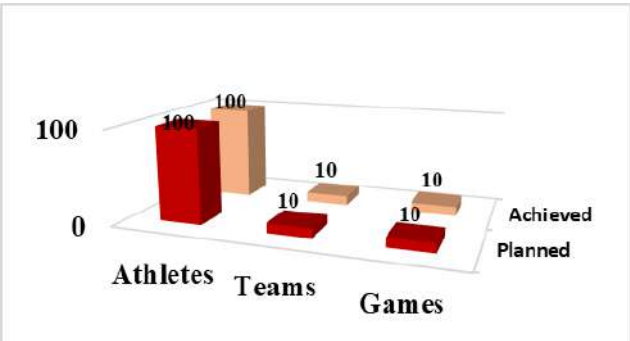


1.5.3.6. Judo

The 2025 judo season was largely successful, despite challenges related to scheduling conflicts that affected full implementation. The programme targeted the engagement of 100 athletes from 10 judo clubs and the hosting of 10 league games over the year. While athlete participation targets were met, only six league games were conducted due to the scheduling constraints.

Figure 5 presents a summary of the judo programme implementation.

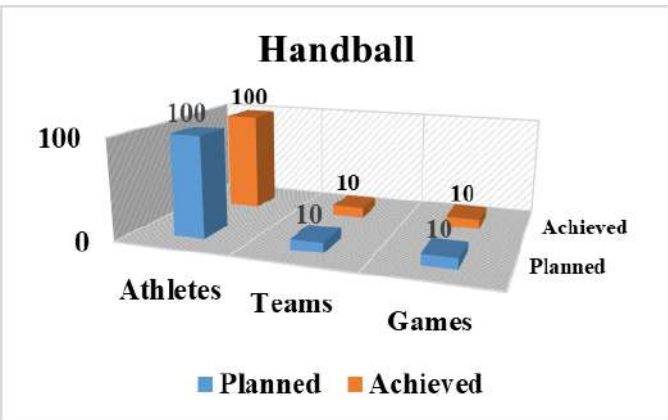
Figure 5: Judo planned vs achieved



1.5.3.7. Handball

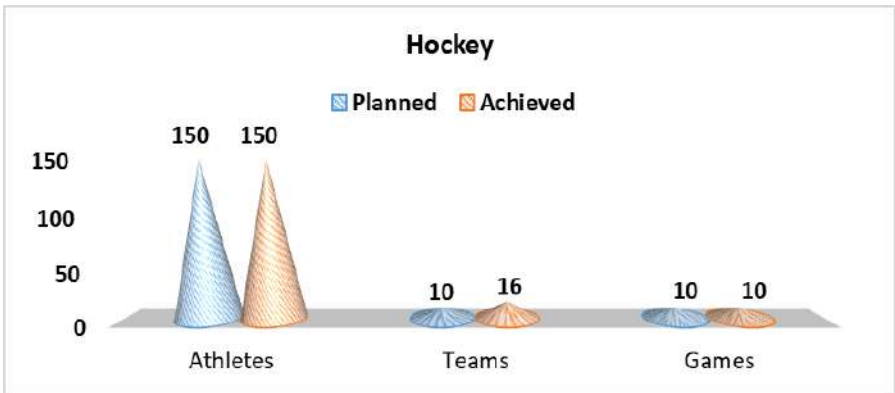
All handball activities for the 2025 season were executed as planned. Figure 7 provides a summary of the implemented activities.

Figure 7: Handball planned vs achieved



1.5.3.8. Hockey

Hockey continued to be one of the highest participation sports at the Centre, as evidenced by the successful implementation of all planned activities. During the 2025 season, the programme aimed to engage 150 athletes from 10 teams across 10 league games. This target was fully achieved, with 150 athletes participating, drawn from an expanded total of 16 teams.

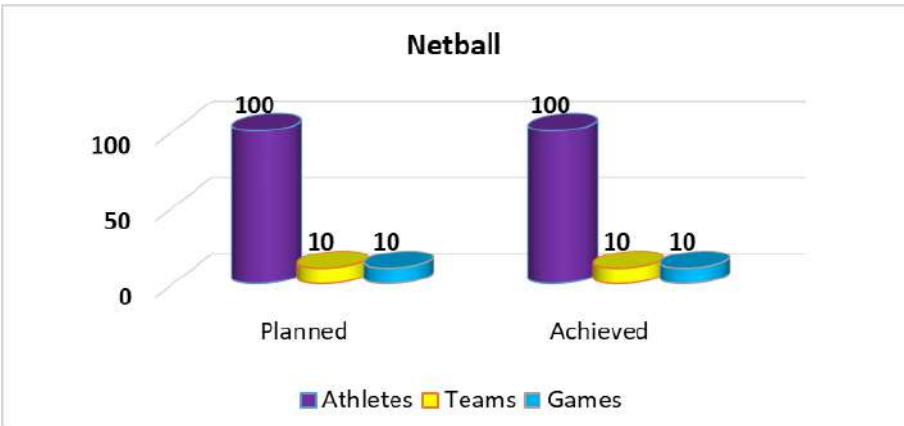


1.5.3.9. Netball

Netball continued to receive strong athlete support in 2025, as evidenced by the successful implementation of all planned activities and the achievement of all set targets.

Figure 9 presents a graphical comparison of the planned targets against the actual outcomes for netball.

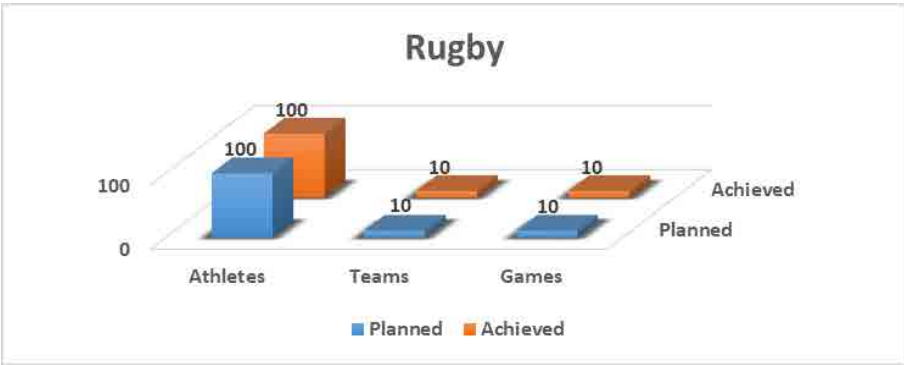
Figure 9: Netball planned vs achieved



1.5.3.10. Rugby

During the season, the rugby programme was implemented as planned, with all scheduled league games successfully played and participation from 10 teams. The table below provides a summary of the rugby programme implementation.

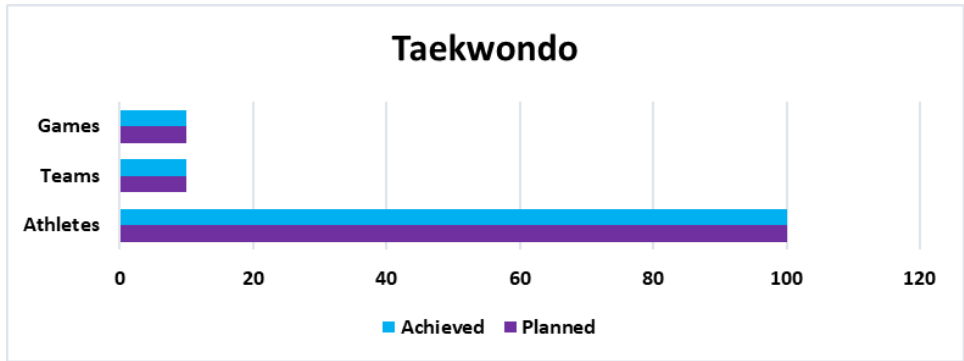
Figure 10: Rugby planned vs achieved.



1.5.3.11. Taekwondo

All taekwondo activities were successfully implemented as planned. Figure 11 provides a graphical representation of the planned versus achieved outcomes.

Figure 11: Taekwondo planned vs achieved

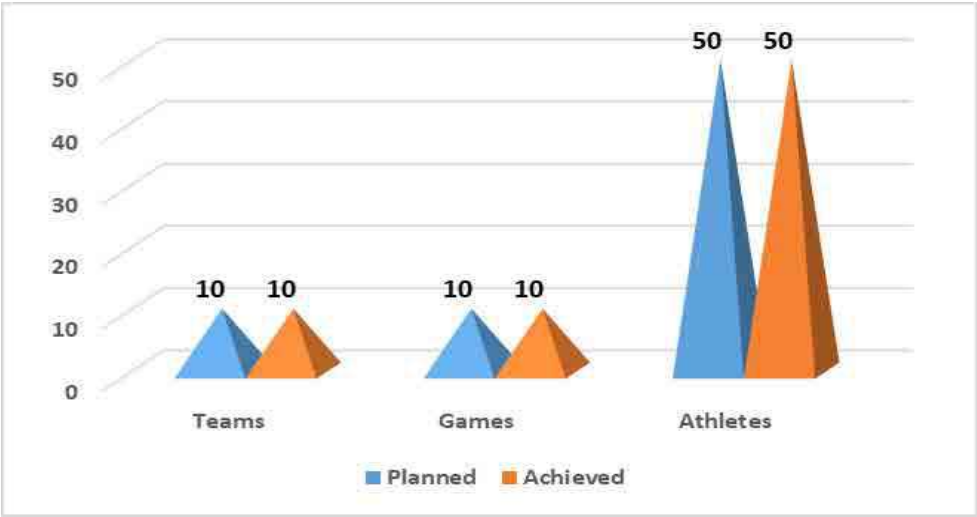


1.5.3.12. Table Tennis

Table tennis, which was newly introduced to the Teulings Youth Sports Challenge, was well received by athletes. The programme aimed to engage an average of 50 athletes through 10 league games over the course of the season, and this target was successfully achieved.

The table below is a summary of what was implemented during the 2025 season in table tennis

Figure 12: Table Tennis planned vs achieved



1.5.3.13. Teqball

During the 2025 season, teqball recorded participation from two teams against the planned target of five. The sport continued to experience a decline in athlete participation, which resulted in lower-than-expected average numbers. Despite this challenge, all scheduled league games were successfully implemented as planned.

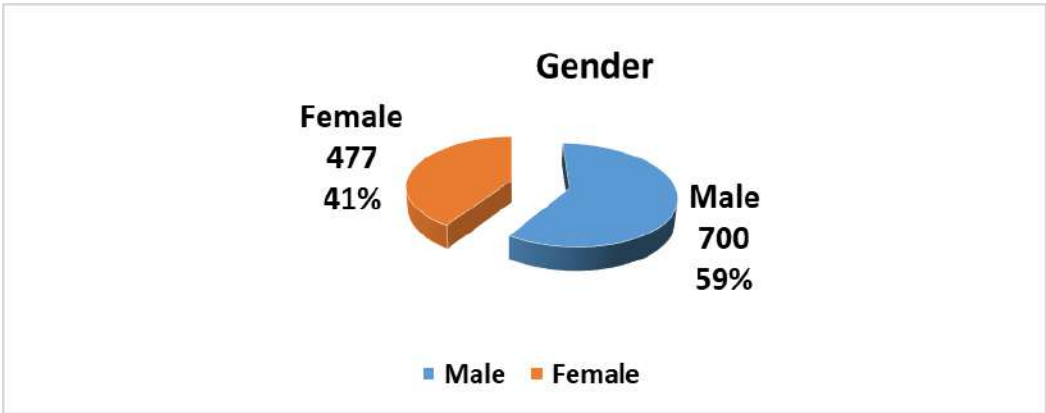
The graph below illustrates a comparison between the planned targets and the actual outcomes.

Figure 13: Teqball planned vs achieved.



Overall, an average of 1,177 athletes participated in the 2025 season, slightly exceeding the planned target of 1,160. This increase was largely attributed to higher-than-anticipated participation in Baseball5, despite teqball recording lower-than-planned average athlete numbers. Of the total participants, 700 were male and 477 were female.

The graph below illustrates the ratio of male to female participants.



1.6. Academies.

In addition to participating in the Teulings Youth Sports Challenge, the OYDC academy teams are actively engaged in various leagues within their respective sports disciplines. These competitions provide athletes with valuable exposure and opportunities to be identified by National Federations and clubs for potential advancement. The table below outlines the leagues in which selected academy teams are currently competing.

Sport	League	Number of athletes
Basketball	Youth Basketball League – Chipata Zone	40
Boxing	Midland Boxing Association, Zambia Boxing Federation	15
Handball	Handball Association of Zambia League B	20
Judo	Musa Biscuit League	10
Rugby	Zambia Rugby Youth Development League	20
Netball	MINA Premier League (Men), Lusaka Community Netball League	30

1.7. Teulings Youth Sports Challenge Grand Finale.

The 2025 Teulings Youth Sports Challenge (TYSC) Grand Finale was successfully held on Saturday, 29th November 2025, marking the culmination of the sports season. The event celebrated outstanding performances by teams, athletes, officials, and coaches, while also recognising media professionals from various houses for their consistent and impactful coverage of the Challenge throughout the year.

The Guest of Honour was Hon. Elvis Nkandu, MP, Minister of Youth, Sport and Arts represented by the Acting Director of Sport, Mr. Gibson Muyaule. Other dignitaries in attendance included Mr. Hans Bertels, representing Mr. Coen Teulings, a delegate from the International Hockey Federation, OYDC Board Members, and representatives from various National Federations.

Table 2 presents a summary of the winning teams by age group and gender across the 13 sports disciplines under the Teulings Youth Sports Challenge

SN	SPORT	SEX	AGE GROUP	TEAM
1	Basketball	Boys	U 18	Olympafrica
		Girls		Olympafrica
		Boys	U 16	Matero Magic
		Boys	U 13	Sport In Action
2	Beach Volleyball	Boys	-	OYDC
		Girls	-	Masanga/Musole
3	Boxing	-	-	Evergreen
4	Football	Boys	U 15	OYDC
		Girls	U 15	OYDC
5	Handball	Open	-	Bluewood Handball Club
6	Hockey	Boys	U 12	Lusaka Tigers
		Girls	U 12	Olympafrica
		Boys	U 14	Springfield
		Girls	U14	Zambezi
7	Judo	-	-	Green Buffaloes Judo Club
8	Netball	Girls	-	Zingalume
9	Rugby	Boys	U 18	Mtendere Sharks
		Girls	U 18	OYDC
		Boys	U 16	Mtendere Sharks
		Boys	U 14	Mtendere Sharks
10	Taekwondo	Boys	U 17	Lusaka Leopards
		Boys	U 14	Red Scorpions
		Boys	U 12	OYDC
		Girls	U16	Lusaka Leopards
11	Teqball	-	-	OYDC
12	Baseball5	-	U13	Cowsdale Academy
		-	U16	Cowsdale Academy B
13	Table Tennis	-	U13	Ezekiel/ Cynthia

SPORTS FOR CHANGE PROGRAMMES.

During 2025, OYDC Zambia Sports Development Centre implemented a range of Sports for Change programmes that leveraged sport as a catalyst for positive social outcomes among young people and surrounding communities. These initiatives addressed key thematic areas, including the Olympic Values Education Programme, mental health awareness, leadership development, anti-doping education, child protection and safeguarding, and youth empowerment.

Through a mix of structured sporting activities, interactive workshops, and integrated events, the Centre engaged a broad and diverse group of participants, including athletes in training and camp, pupils, community members, facility users, and visitors. By providing a safe, inclusive, and supportive environment, the programmes promoted personal development, social inclusion, and positive behavioural changes, enabling participants to thrive both on and off the field. These Sports for Change interventions reinforced OYDC’s holistic approach to youth development by complementing sports skills training with initiatives that address social challenges and contribute to sustainable community development.

The table below provides a summary of the activities implemented under the Sports for Change programme during the reporting period.

PROGRAMME	OBJECTIVES	PEOPLE REACHED		TOTAL	SESSIONS
		M	F		
Olympic Value Education Programme (OVEP)	- Promote understanding and adoption of Olympic values (Excellence, Friendship, Respect) among athletes, pupils, and the community. - Foster a culture of fair play, sportsmanship, and mutual respect. - Encourage athletes to embody Olympic values in their daily lives, both on and off the field.	7989	5409	13398	86

Mental Health	• Raise awareness about mental health importance and reduce stigma around mental health issues. • Equip athletes and pupils with coping strategies and stress management techniques. • Provide support and resources for athletes and pupils struggling with mental health issues.	1836	1985	3821	25
Safeguarding and Child Protection	• Raise awareness about safeguarding principles in sport. • Promote safe sport environments. • Preventing harm and abuse	190	301	491	8
Leadership	• Develop leadership skills and confidence among athletes and pupils. • Empower athletes to take on leadership roles in their communities.	40	30	70	1
Antidoping and Drug abuse	• Promote clean sport. • Raise awareness about doping risks. • Provide information on prohibited substances.	488	582	1070	15

HIV/AIDS	• Increase awareness of HIV transmission, prevention, and treatment. • Promote positive health-seeking behaviours among young athletes and community members. • Reduce stigma and misinformation associated with HIV/AIDS. • Equip participants with life skills to make safe and informed decisions.	500	650	1150	8
Hygiene	• To promote good personal hygiene practices among athletes, coaches, and facility users. • To increase awareness of the importance of hygiene in preventing illness and infection. • To promote clean and safe use of shared facilities such as changing rooms and toilets. • To reduce the spread of communicable diseases within the sports environment.	650	350	1000	8

2.1. FIRST AID AND INJURIES.

During the season, 13 sports disciplines conducted training sessions and competitive tournaments. The First Aid Department recorded a total of 560 injury cases during the year. Injury incidence was notably higher in male-dominated sports, particularly rugby, football, and boxing, and was more prevalent during competitive events than training sessions. It should be noted that some injuries were chronic in nature and required multiple treatment sessions exceeding seven visits, with each session recorded as a separate case.

The table below presents a detailed breakdown of the injuries recorded during the year.

SN	SPORT	NUMBER
1	Rugby	210
2	Football	210
3	Basketball	106
4	Handball	102
5	Netball	95
6	Taekwondo	79
7	Teqball	41
8	Beach Volleyball	72
9	Baseball5	72
10	Table Tennis	19
11	Hockey	60
12	Judo	30
13	Boxing	37

3.0. OTHER PROGRAMMES.

In partnership with various stakeholders, OYDC implemented a range of sports development and sports-for-development programmes during the year. These initiatives were delivered both at the Centre and within surrounding communities. Highlighted below are some of the key activities undertaken in 2025:

3.1. 2025 Youth Day: To commemorate Youth Day, OYDC in partnership with Positive Mind from Eden University, successfully hosted the 2025 Youth Day Schools Quiz and Football Tournament, bringing together over 150 pupils from 9 schools. The table below is a summary of winners of the various competitions:

SN	COMPETITION	SCHOOL
1	Boys’ Football	Arakan Boys Secondary School
2	Girls’ Football	Lusaka Girls Secondary School
3	Quiz	St Francis & Clare Secondary School
4	OVEP Shield of Excellence	St Francis & Clare Secondary School

3.2. Football: Young female footballers from selected teams across Lusaka underwent fitness tests and football trials at OYDC as part of an ongoing selection process that was led by Yuto Nakamura, a Japanese scholar and founder of the Pang’ono Pang’ono Project.

3.3. King’s Baton Relay: On 27th August 2025, the Commonwealth Games Association of Zambia, in partnership with OYDC, proudly welcomed the King’s Baton Relay at the Centre. The Baton was officially received by OYDC Zambia Board Chairperson, Mr. Chance Kaba-ghe and included distinguished guests such as CGA Zambia President, Mr. Alfred Foloko, OYDC Zambia Acting CEO, Mr. Benjamin Tembo, CGA Zambia Secretary General, Mr. Boniface Kambikambi, members of the CGA Zambia Board, representatives of national sports federations, and athletes.



3.4. Young Leader Orientation Workshop: The Young Leaders Orientation Workshop was organized to equip emerging leaders with the knowledge, skills, and values required to excel in their respective areas of influence. The workshop attracted over 70 participants, representing OYDC and various schools.

3.5. Basketball and Pickleball Training Camp: OYDC, in collaboration with Surgicorps International hosted a basketball and pickleball training camp on 7th to 10th April 2025 and 15th to 19th September 2025 respective. Both events attracted an impressive 412 participants



4.0. EVENTS HOSTED.

4.1. Handball: On 1st February 2025, the Centre hosted friendly international matches between Zambian clubs and the Zimbabwean Club and were aimed at fostering the growth of handball beyond the country's borders.

The Centre also hosted the 2025 Zambia-Zimbabwe Handball Annual Festival, a partnership initiative aimed at strengthening the relationship between Zambia and Zimbabwe.

4.2. Thuso Sports Management Scouting Tournament: OYDC Zambia proudly hosted the launch of the Thuso Sports Management Scouting Tournament on 13th February 2025, an initiative aimed at identifying top football talent for trials in Europe and provides young Zambian athletes with international exposure and opportunities to advance their football careers.

4.3. British High Commissioner's Visit: On 7th March, OYDC Zambia played host to the British High Commissioner to Zambia, Her Excellency Rebecca Terzeon, ahead of the Commonwealth Day celebrations. During her visit, the High Commissioner toured the facility and interacted with athletes. To conclude her visit, she planted a tree at the sports facility, leading the way in protecting the environment through sport.



4.4. Commonwealth Day: National Olympic Committee/Commonwealth Games Association of Zambia Commemorated 2025 Commonwealth Day on 12th March 2025 at OYDC Zambia Sports Development Centre under the theme "Together We Thrive." The event was graced by the Assistant High Commissioner to Zambia, Jason Tran. Participants were derived from universities and schools who engaged in various fun activities.



4.5. International Tennis Federation (ITF) Development Officer for Southern Africa's Visit: Miss Tapiwa Masunga visited the OYDC Zambia Sports Development Centre to explore ways to support and enhance the sport's growth in the country. She was accompanied by Zambia Tennis Association (ZTA) President Lighton Musonda, General Secretary Joe Siame Jnr, and Technical Director Teddy Chambisha.

4.6. Korfball Coaching Course at OYDC Zambia: Korfball Zambia successfully hosted a Korfball Coaching Course at OYDC Zambia, bringing together participants from Zambia, Zimbabwe, South Africa, and Malawi from 24th March to 29th March 2025.



4.7. Volleyball: The Centre played host to Emmanuel Volleyball Club from Democratic Republic of Congo who were training and camping at the facility in preparation for the 2025 Men's African Volleyball Club Championship which took place in Libya from 17th April to 30th April 2025.

The Centre also hosted the Zambia Women's Volleyball Team that was preparing for the Ditsa-la International Cup which was held in Botswana from 29th May to 1st June 2025. Additionally, the Zambia Volleyball Association has also been holding their national league games in the multipurpose hall at the Centre



4.8. Athletics: On 24th April, the President of Zambia Athletics paid a courtesy visit to OYDC Zambia Sports Development Centre to discuss potential areas of collaboration focused on revitalizing athletics both at the Centre and nationally. He was accompanied by members of his executive team. As part of the visit, they toured the track and field facilities to assess



4.9. Bankers Sports Day: On 10th May 2025, OYDC hosted staff from various financial institutions that participated in the 2025 Bankers Sports Day. The event was officiated by the Minister of Tourism, Hon. Rodney Sikumba.

4.10. Judo: OYDC Zambia hosted various events organised by the Zambia Judo Association. Some of these events included the National Women's Judo Cup held on the 11th October 2025, The Veterans' Championship on 25th October 2025, the Senior National Judo Championships on 22nd November 2025, the Prestigious Misato Nakamura Workshop on 19th June 2025 and the 35th Edition of the Japanese Ambassador's Judo Cup from 23rd to 24th August 2025



4.11. BORDA Zambia's "Football for WASH" Project: OYDC Zambia to serve as the venue for the grand finale of the Football for WASH Project by BORDA Zambia, which brought together 10 schools for an exciting day of football and awareness on hygiene and menstrual health.



4.12. Zambia U21 Netball Team Friendly Games: OYDC Zambia Sports Development Centre hosted a series of friendly matches between the Zambia Under-21 Netball Team and their counterparts from Malawi. The teams played three matches, which formed part of their preparatory programmes ahead of the Under-21 Netball World Cup.

4.13. Hockey: OYDC Zambia hosted to a three –day Hockey Test Series between Zambia Schools Select and Zimbabwe Schools Select which featured competitive fixtures across different age groups, highlighting the growth of the sport.

ZHA also hosted a Fundraising Dinner whose main aim was supporting the national teams. The Zambia Hockey Association also conducted the Level 1 and Level 2 Olympic Solidarity Coaching Course hosted at OYDC Zambia – Sports Development Centre from 10th to 16th December 2025 and was facilitated by international hockey expert Ghazanfar Ali from Manchester, United Kingdom.

4.14. King's Baton Relay: On 27th August 2025, the Commonwealth Games Association of Zambia, in partnership with OYDC Zambia – Sports Development Centre, proudly welcomed the King's Baton Relay at the Centre.



4.15. Wheelchair Tennis:

The OYDC Zambia – Sports Development Centre officially opened its doors to wheelchair tennis following a courtesy visit and exhibition matches by International Tennis Federation (ITF) White Badge Chair Umpire and Wheelchair Tennis Consultant from South Africa, Patrick Selepe.



4.16. Karate:

OYDC Zambia Sports Development Centre played host to the 1st Kyokushin Kenbukaikan World Karate Championship, from 24th to 25th October 2025. The championship brought together athletes, coaches, and officials from across the world to compete and share in the spirit of discipline, unity, and sportsmanship that defines karate.

4.17. 2025 Olympiad Day:

On 30th November 2025, OYDC Zambia – Sports Development Centre hosted the 2025 Olympiad Day. The event, organized by the French Embassy in Zambia, was graced by the French Ambassador to Zambia and attracted young athletes from selected schools across Lusaka who competed in football, handball, and athletics.



4.18. Volleyball:

During the quarter, OYDC Zambia continued hosting the Zambia National Volleyball League Games in the multipurpose hall. Apart from the league games, the Centre also played host to the Zambia Army sponsored teams, Green Buffaloes Volleyball Men and Women's Teams which were camped and training there prior to their participation in the Zone Six Club Championships in Polokwane, South Africa.

4.19. Baseball5:

The Africa Baseball5 Championship was held at the OYDC Zambia – Sports Development Centre in Lusaka. The event ran from 5th to 8th November 2025, bringing together six nations in an exciting continental showdown



4.20. Badminton:

OYDC Zambia hosted the 2025 Zambia Badminton International. The tournament ran from 13th November to 16th November, bringing together elite athletes from 18 countries for a showcase of world-class badminton.



4.21. 2025 National Youth Games:

The Centre is played host to the 2025 National Youth Games from 16th to 18th December 2025, an event that brought together young athletes across Zambia to compete, grow, and celebrate the spirit of sport.



Hon Elvis Nkandu MP. at the Official Launch of the National Youth Games





5.1. Hockey: The Zambia U21 Hockey Men and Women's National Teams participated in the 2025 Junior Africa Cup in Namibia. The tournament, which also served as the Junior World Cup Qualifier, saw 10 athletes that are currently competing in the Teulings Youth Sports Challenge being selected as part of the teams.

5.2. Handball: The U17 and U20 Women's Handball Teams participated in the Zone 6 IHF Tournament that took place in Harare, Zimbabwe from 28th April to 3rd May 2025 which also served as the qualifying tournament for the continental phase of the IHF Trophy. Both teams were crowned champions in their respective categories which saw them qualifying for the 2025 IHF Africa Cup of Nations in Algeria. Six (6) players that are currently participating in the Teulings Youth Sports Challenge were part of the teams that emerged victorious at this tournament.

5.3. Taekwondo: An OYDC athlete and Young Leader, Christopher Kajila, competed in the 27th edition of the World Taekwondo Championships, which was held in the city of Wuxi, China, from 24 to 30 October 2025. Despite not winning any medals, Kajila who competed in the –54 kg weight category, represented Zambia with pride and determination.

5.4. Football: Alex Chola, the OYDC Football Coach and Teulings Youth Sports Challenge Coordinator was the Goalkeeper Coach for the Zambia U-17 Girl's National Team that has qualified for the 2025 FIFA U-17 Women's World Cup for the second time in a row. On the other hand, Matildah Hambulo, a player with the OYDC Girls' Football Team, was part of the Zambian squad that competed in the CAF COSAFA Schools Championship in South Africa. She scored the decisive and only goal in the girls' final against the host nation, securing the championship title for Zambia.



5.5. Baseball5: The Zambia Baseball5 National Team participated in the Southern Regional Baseball5 Continental Qualifiers which were held in Maseru, Lesotho. The team, which consisted of two (2) OYDC players, managed to obtain the Silver Medal at this tournament and managed to qualify for the continental tournament.

5.6. Judo: Team Zambia, comprising eight athletes, participated in the African Open and Cadet & Junior Cup held in South Africa on 26th to 27th June 2025. The team delivered a commendable performance, securing a total of five medals—one gold and four bronze. The gold medal was notably won by Sasha Kapumpa, a current participant in the Teulings Youth Sports Challenge. It is also worth highlighting that most of the athletes who took part in this competition have been nurtured through OYDC programmes and have significantly benefitted from the support and developmental opportunities provided by the Centre.

5.7. African Youth Games: The 2025 African Youth Games were held in Luanda, Angola, from 10th to 20th December 2025. Zambia was represented by a delegation of 20 athletes drawn from six sports disciplines, namely judo, table tennis, taekwondo, tennis, rowing and swimming. Sasha Kapumpa, a current participant in the Teulings Youth Sports Challenge, secured a bronze medal in her respective weight category, marking a commendable achievement for both OYDC and Team Zambia.



The OYDC Zambia Sports Development Centre was represented by nine athletes, comprising four judokas and five table tennis players, all of whom are participants in the Teulings Youth Sports Challenge. Notably, Sasha Kapumpa, competing in judo, secured a bronze medal in her respective weight category, marking a commendable achievement for both OYDC and Team Zambia.



5.8. National Youth Games:



The event attracted athletes from all ten provinces of the country, competing across various sports disciplines, and was held at OYDC, NASDEC, and National Heroes’ Stadium from 16th to 18th December 2025. Athletes enrolled in the OYDC programme actively participated in the tournament. The table below presents OYDC’s representation at the 2025 National Youth Games, including the achievements recorded by participating athletes.

SN	SPORT CODE	# OF TEULINGS ATHLETES	ACHIEVEMENT
1	Basketball	2	-
2	Taekwondo	18	4 Gold, 2 Silver, 4 Bronze, Coach of the Tournament
3	Table Tennis	8	2 Gold, 2 Silver, 1 Bonze, Most Improved Player



OYDC Zambia was proudly represented through athletes in judo, boxing, and netball whom are either currently involved in the Teulings Youth Sports Challenge or progress it. The table below provides a summary of the sports in which some of the OYDC be participated, along with their respective accomplishments.

th overall on the medals table.

OYDC Zambia was proudly represented through athletes in judo, boxing, and netball whom are either currently involved in the Teulings Youth Sports Challenge or progress it. The table below provides a summary of the sports in which some of the OYDC be participated, along with their respective accomplishments.

SN	SPORT	# of Athletes	ACHIEVEMENT
1	Judo	10	9 medals
2	Boxing	13	6 medals
3	Netball	1	Group stages

Indicators

SN	INDICATOR	
1	Number of sports disciplines involved in the project	13
2	Number of teams engaged and participating in regular training at OYDC, schools and community clubs.	130
3	Number of community coaches and schoolteachers engaged to ensure effective talent management and support.	180
4	Number of athletes effectively managed in the Teulings academy and provided with support.	125
5	Percentage of athletes and coaches engaged in Olympic Values Education Programme (OVEP).	100%
6	Number of international competitions at regional, continental and world level participated in with either TYSC or academy athletes	9
7	Results of international competitions at regional, continental and world level participated in with either TYSC or academy athletes	3 Trophies and 19 Medalss
8	Percentage of NFs actively involved in the project.	100%

6.1.PARTNER RESPONSIBILITIES

Responsibilities of the Government of Zambia

Provide the committed annual grant of K538,200 for the management and running of the Centre	Done
Provide the committed swimming pool annual grant of K165,600 for the maintenance of the swimming pool	Done
Use OYDC as the high-performance Centre for the Podium Performance Program (PPP) athletes 3 sports in Judo, Athletics and Boxing and use OYDC as a fund manager of the PPP fund.	Done
Support the collaboration between other OYDC programmes like TYSC and PPP programs to leverage opportunities	Done

Responsibilities of OYDC

Solicit for funding	In progress
Administer the grant as per proposed activities	Being done
Receive and engage athletes in trainings and camps conducted by qualified coaches and support staff while engaging the same athletes in non-sport activities such as Olympic Value Education Programmes, health talks on HIV and AIDS and other diseases and basic health checks which will be provided to the athletes and coaches.	On going
Offer athletes opportunities to be selected by the NF to participate in local, regional and international competitions where their performance will be gauged.	On going
Develop and support top athletes who can compete at major competitions such as the Africa Youth Games and the Youth Olympic Games.	Being done, OYDC has continued providing support to various NFS.
Ensure academic, medical and nutritional support is given to academy athletes.	On going

Responsibilities of the National Federation

Engage young talented athletes between the ages of 10 and 17 years.	On going
Identify top talented athletes for their national teams thereby increasing the chances of the national teams performing favorably at major competitions. These athletes should compete in programs like the Teulings and other available competitions at OYDC	On going
Engage their International Federation (IF) for athlete development equipment and other resources to be used at the Centre.	Work in progress
Provide/recommend and give support to coaches working with academy athletes.	On going
Sign and adhere to the players code of conduct	On going

Responsibilities of NOCZ

Support and facilitate the participation of targeted athletes in the Teulings project in appropriate competitions e.g. Youth Olympic Games, Commonwealth Youth Games and the Africa Youth Games	Being done; Teulings athletes participated in the African Youth Games and ANOCA School Games
Provide technical and capacity building support to NF (Teulings sports included) through the Olympic solidarity programmes	Being Done; Hockey and baseball ¹⁵ Solidarity Programmes.
Continue providing necessary governance and policy direction through the usual oversight	On going

7.0. CONCLUSION.

In 2025, OYDC Zambia Sports Development Centre recorded steady and meaningful progress across its programmes, reaffirming its role as a key contributor to national talent development and community impact. Throughout the year, the Centre successfully delivered structured athlete development initiatives, hosted events across multiple sports disciplines, and strengthened pathways for youth progression at local, national, and international levels.

Notable achievements were recorded across several sports, with hockey athletes earning national team call-ups, handball players excelling in regional and international competitions, and judo athletes participating in continental tournaments and securing medals that enhanced their exposure and competitive experience. The Teulings Youth Sports Challenge remained a cornerstone of programme delivery, culminating in a successful Grand Finale that showcased emerging talent and reinforced competitive excellence among young athletes.

In parallel, Sports for Change initiatives continued to make a meaningful social impact by using sport as a tool for youth empowerment, social development, and community engagement.

Despite ongoing operational and resource-related challenges, OYDC remains committed to delivering quality, inclusive, and impactful programmes. As the Centre looks ahead to 2026, the focus will be on strengthening partnerships, addressing key operational challenges, and expanding access to structured sport for more young people, in line with its mission of sustainable



2025



FACILITY DEPARTMENT



Executive Summary

The facility successfully hosted multiple high-profile international and local events. Major capital projects, such as the installation of a new Solar Power System and Energy Saver lighting, were completed. However, critical maintenance backlogs specifically regarding the ablution blocks, multipurpose outdoor courts, and the servicing of essential utility vehicles persisted throughout all four quarters.

NO	FACILITY/ EQUIPMENT	WORKS	
		PLANNED	DONE
1.	Multipurpose Hall	The Multipurpose Hall saw consistent operational maintenance. Completed Works: Flooring: The polishing of the floor mat was successfully executed as an ongoing process throughout Q1, Q2, Q3, and Q4. Installations: Rods for catch nets were installed in Q1. In Q3, Energy Saver sport lights were installed to ensure lighting availability during load shedding, functioning even with the generator set. Pending Issues: - The replacement of broken blinds and the electrical timing scoreboard was planned in Q1.	
		- To continue polishing the floor mat. This is done and on-going - Replace broken windows and replacement of the blinds. Not due to financial resources - Change and service the air extractors on the roof of the hall. Not done - To install rods for catch nets. This was done	
			
2.	Multipurpose Outdoor Courts	Status: The courts require patching, repainting of lines, and replacement of netball goal posts. - Patch the courts, repaint some court lines and replace the netball goal posts	Patching of the courts, repainting of some court lines and replaced the goal posts not done.
			
3.	Hockey Field	Completed Works: Infrastructure: In Q1, the wall fence, which had collapsed due to heavy rains, was rebuilt. In Q4, the wire fence was replaced, and all goal posts were painted. Surface: Routine cleaning and grass cutting were ongoing activities. The turf was marked in Q2.	

		
4	Athletics Track & Field	● Routine Maintenance: The surroundings were cleaned and the in-field was mowed and watered consistently throughout the year.
		1. Cleaning the surrounding. There is need to replace the track it is not in a good condition. 2. To Host the Athletics Youth Games 1. Cleaned the track. Mowed the in-field. 2. Managed to host the Youth Games.
		
5	Artificial Football Pitch	● Lighting: Floodlight bulbs were successfully replaced, with most work completed by Q1/Q2.
		1. To brush the pitch every month. 2. To replace floodlights bulbs 3. To Host Football Youth Games 1. The brushing of the pitch is still on hold as the department awaits the servicing of the golf cart. 2. Most of the bulbs have been replaced 3. The centre managed to host the Youth Games.
		
5	Ablution Blocks	This facility area represents the most significant maintenance of 2025. ● Planned Works: Replacement of defective taps, doors, handles, painting of walls, and rehabilitation of non-functioning units.
		1. Replace defective taps 2. Replace defective doors in one of the male rooms and door handles in some rooms. 3. Paint walls 4. Rehabilitate nonfunctioning ablutions 1. Replacement of defective taps not done. 2. Replace the door in one of the male rooms and door handles in some rooms not done 3. Walls not painted. 4. Nothing has been done on the ablutions.



7	Maintenance and Other Equipment	Power and Lighting Solar Installation: A major success was the installation of the Solar Power System in Q2/Q3, enhancing energy resilience. 1. Repairing the Genset 2. Service golf cart 3. Service and repair lawn mowers 4. To procure lawn mower and a trimmer. 5. To Install New Solar Power Supply. 1. All of the above-mentioned equipment has not been serviced and repaired due to finances 2. The lawn mowers were serviced and repaired. 3. The lawn mower and trimmer were procured. 4. Partial Solar Power supply was installed
	   	

9	Lawn	Lawn Care: Lawn mowers and trimmers were successfully procured, serviced, and repaired during the year. Consequently, lawn care (mowing and hedge trimming) was well-executed	
		1. Planned to continue watering the lawns.	1. The lawns were cared for so well. Mowed the lawns and trimmed the hedges.
			
10	Lodge	• Repairs: A leaking roof affecting multiple rooms and ceilings was successfully sealed in Q1.	
		1. Leaking roof into multiple rooms, particularly affecting ceiling areas. 2. Renovate some of the rooms in bad condition.	1. Managed to seal the leaking roof. 2. Renovations are ongoing.
			
10	International & Local Major Events	Despite maintenance challenges, OYDC Zambia successfully hosted major events, particularly in Q1 and Q4.	
		1. Hosting of Korfball International Coaching course with participants from Zimbabwe, South Africa, Malawi and Zambia as hosts. 2. The British High Commission visit. 3. International Badminton Tournament. 4. International Baseball 5 Tournament 5. Teulings Grand Finale. 6. National Youth Games. 7. Zambia Hockey Level 1 & 2 Olympic Solidarity Coaching Course.	1. The centre managed to host the Korfball international coaching course. 2. British High Commissioner Official visit hosted successfully. 3. International Badminton Tournament hosted successfully. 4. International Baseball 5 Tournament Hosted successfully. 5. Teulings Annual youth sports finale hosted successfully. 6. The National Youth Games Hosted successfully. 7. Hosted the Zambia Hockey Level 1 & 2 Olympic Solidarity Coaching Course.



The British High Commission visit



National Youth Games



Hosting of Korfball International Coaching course





Africa International Baseball 5 Tournament



The 2025 Teulings Grand Finals.



Zambia Hockey Level 1 & 2 Olympic Solidarity Coaching Course.



World International Badminton Tournament



Conclusion

The 2025 operational year demonstrated OYDC Zambia's capacity to host high-level international sports events and execute specific capital upgrades like the Solar Power System. Routine grounds-keeping (lawns and cleaning) was generally effective.



OYDC

Zambia

Sports Development Centre

Creating Opportunities for Youth Development
through Sport

BUSSINESS DEVELOPMENT AND LODGE REPORT

This report consolidates data and observations from the First Half (H1), Quarter Three (Q3), and Quarter Four (Q4) for the OYDC Lodge and Business Development in 2025.



2.0 EXECUTIVE SUMMARY

The 2025 fiscal year demonstrated OYDC's strong revenue-generating potential across accommodation, food and beverage, and facilities, particularly when anchored by large-scale institutional workshops and national sporting events. Performance was uneven across the year, reflecting a high dependency on major events, but overall results confirm the facility's capacity to deliver significant income when utilization is optimized.

Accommodation performance was strongest in the first half of the year, driven primarily by the Legal Aid Clinic workshop and sports federation activities. However, lodge occupancy declined in the second half, reaching a low of 23.01% in Q4, highlighting ongoing revenue volatility outside anchor events.

Food and Beverage emerged as a key revenue driver, particularly in Q4, when bulk catering for the National Youth Games generated exceptional results. Facilities and business development also performed strongly, recording 594 bookings during the year and achieving an annual utilization rate of 59.4% against estimated capacity, underscoring the importance of facilities as a strategic income stream.

Overall, the year confirms that revenue peaks correlate directly with institutional partnerships and large sporting events, reinforcing the need for structured business development, long-term contracts, and targeted facility investment.

Key 2025 Highlights

- Total Estimated Annual Revenue (Lodge, F&B & Facilities): K5,207,375
- Q2: Peak lodge occupancy at 43.17%, driven by the Legal Aid Clinic workshop
- Q4: Strongest Food & Beverage performance, generating K1.18 million mostly through the National Youth Games catering.
- Facility Performance:
- 594 total bookings recorded in 2025
- Annual utilization rate: 59.4%
- Average revenue per facility booking: approximately K2,469
- Major Operational Achievements:
- Completion of room painting and facility facelift
- Phase I solar installation successfully implemented
- Staff recruitment and operational

FINANCIAL & OPERATIONAL PERFORMANCE

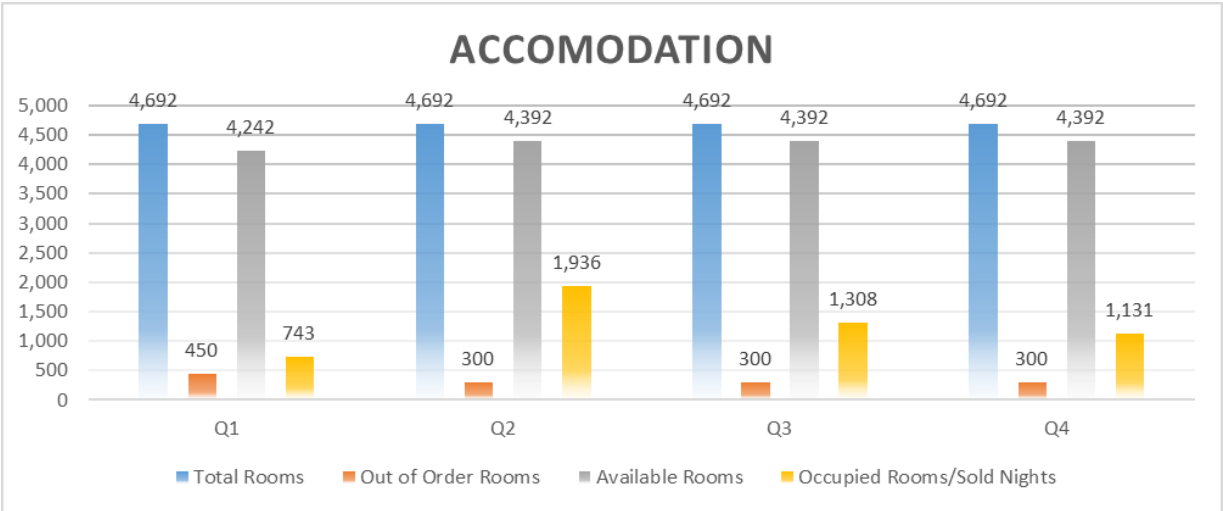
3.1 Accommodation (Lodge)

Lodge occupancy varied significantly throughout the year, reflecting dependence on institutional bookings and sports federation activities. The average daily rate (ADR) remained constant at K300.

Metric	Q1	Q2	Q3	Q4	Annual Total
Total Rooms	4,692	4,692	4,692	4,692	18,768
Out of Order Rooms	450	300	300	300	1,200
Available Rooms	4,242	4,392	4,392	4,392	17,418
Occupied Rooms/Sold Nights	743	1,936	1,308	1,131	5,118
Average Room Occupancy %	17.51%	44.08%	29.78%	26%	29.38%
Estimated Revenue	K222,900	K580,800	K392,400	K339,300	K1,535,400

Key Observations:

- Q2 Peak: Achieved 44.08% occupancy due to the Legal Aid Clinic workshop
- Q4 Decline: Dropped to 26%, missing the December projection of 40%



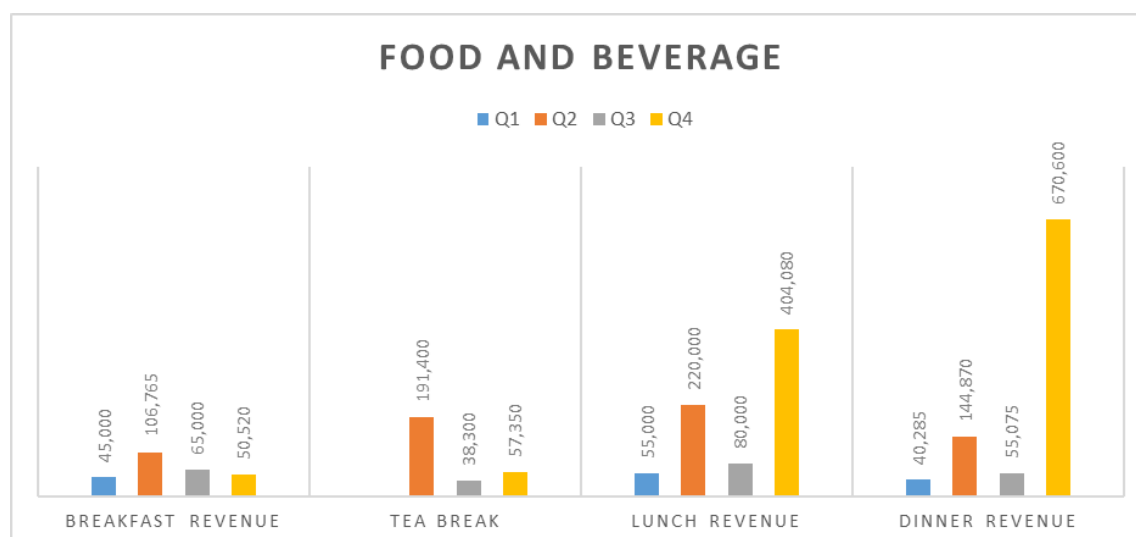
3.2 Food and Beverage (F&B)

Food and Beverage were the standout performer in Q4, demonstrating the facility's capacity for large-scale event catering.

Metric Total	Q1	Q2	Q3	Q4	Annual Total
Breakfast Revenue	K45,000	K106,765	K65,000	K50,520	K267,285
Tea Break		K191,400	K38,300	K57,350	K287,050
Lunch Revenue	K55,000	K220,000	K80,000	K404,080	K759,080
Dinner Revenue	K40,285	K144,870	K55,075	K670,600	K910,830
Total F&B Revenue	K140,285	K663,035	K238,375	K1,182,550	K2,244,245

Trend Analysis:

- Breakfast and lunch sales showed reducing trends in Q1 and Q3 when large events were absent
- Bulk catering for events (Legal Aid Clinic, Youth Games) proved to be the facility's most lucrative revenue stream
- Q4 generated K1.18M, primarily from National Youth Games catering.

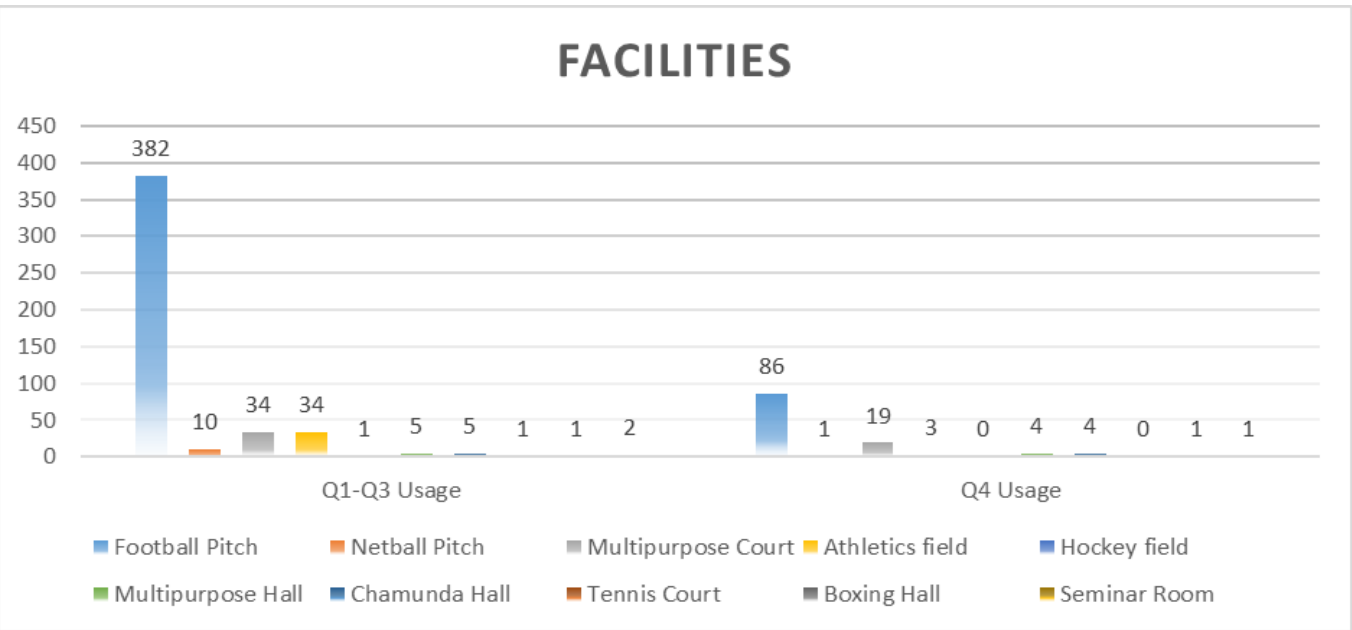


Facilities & Business Development

Facility Usage and Revenue (Annual Summary)

Facilities	Q1-Q3 Usage	Q4 Usage	Annual Total
Football Pitch	382	86	468
Netball Pitch	10	1	11
Multipurpose Court	34	19	53
Athletics field	34	3	37
Hockey field	1	0	1
Multipurpose Hall	5	4	9
Chamunda Hall	5	4	9
Tennis Court	1	0	1
Boxing Hall	1	1	2
Seminar Room	2	1	3
Total Facility Bookings	486	119	594
Average Facility Usage	48.6%	11.9%	59.4%
Estimated Revenue	K1,116,975	K350,000	K1,466,975

Key Revenue Drivers: Football pitch (468 bookings), Multipurpose court (53 bookings), and Athletics field (37 bookings).



Total Estimated Annual Revenue (Lodge + F&B + Facilities): K5,226,620

- Mid-Year Performance: The facility side performed well in the first half, generating K1,116,975 with a 48.6% utilization rate.
- Key Clients: Legal Aid Board, ZUFIAW, ZAMMSA, and various sports federations (Volleyball, Judo, Boxing).

4.0 KEY CHALLENGES

4.1 OPERATIONAL CHALLENGES (Management Actions Underway)

1. Utilities

Load Shedding Impact: Heavy electricity load shedding significantly increased generator fuel costs beyond budget.

Management Action: Phase I solar installation complete. Phase II planned for Q1 2026 to reduce grid dependency.

STRATEGIC ANALYSIS (Requiring Board Intervention)

1. Lodge:

- Revenue Volatility: Heavy dependence on anchor events (Legal Aid Workshop, National Youth Games). Without these events, occupancy drops to 23-30%.
- Board Support Required: Leverage Board networks to create institutional and corporate linkages that attract long-term contracts with government ministries, parastatals, and international sports federations.

2. Market Competition:

- Intensifying competition from new facilities reducing bookings from National Federations and Government entities.
- Poor facility condition (peeling paint, worn-out athletics field, outdated boxing hall) contributing to client loss.
- Board Support Required: Strategic partnerships to secure sponsorships for Athletics Field and Boxing Hall rehabilitation, unlocking capacity to host regional/international sporting events.

FUTURE PLANS & RECOMMENDATIONS

To reverse the declining occupancy trend and stabilize revenue in 2026, the following actions are prioritized based on the quarterly reports:

6.1 Immediate Procurement and Renovation:

- Management is undertaking comprehensive lodge and restaurant furnishing to improve guest experience and service quality.
- Initiated redesign of reception area to enhance guest arrival experience and improve service flow.

6.2 Revenue Generation Initiatives:

- Implementing enhanced marketing initiatives, including billboard mounting to increase lodge visibility and drive occupancy.
- Developing social media advertising optimization and mounting visible, attractive signage outlining services.
- Maximizing room sales through aggressive marketing promotions targeting low-budget sports teams and institutional clients.

6.3 Operational Efficiency:

- Management has already initiated solar installation (Phase I complete, Phase II planned for 2026) to reduce dependency on grid power and control fuel costs.

7.0 CONCLUSION

In conclusion, management is actively addressing operational challenges through renovations, equipment procurement, energy efficiency measures, and marketing initiatives. Strategic challenges, however, require Board intervention in the form of business linkages, capital investment, and market positioning. By combining management's operational execution with the Board's strategic influence, OYDC can maximize facility utilization, attract high-value clients, and secure its role as a premier integrated sports and hospitality center in Zambia and the region.

HR & ADMINISTRATION REPORT

This Annual Human Capital (HC) and Administration Report presents a consolidated overview of key human resource and administrative activities at the Olympic Youth Development Centre (OYDC) Zambia for the period January to December 2025. The report draws from Quarter 1, Quarter 2, and Quarter 3 reports and related legal and administrative documentation, and highlights achievements, challenges, labour statistics, leave management, industrial relations, investigations, and management recommendations.

2. Overview of the Reporting Year

The year 2025 was characterised by operational continuity amidst governance and staffing challenges. While no major HR-driven successes were recorded, the department focused on maintaining compliance, managing staff welfare, handling labour disputes, and ensuring administrative stability during a period of delayed board appointments and prolonged recruitment processes.

3. Key Successes and Challenges

3.1 Key Successes

- Continued HR and administrative operations despite critical vacancies.
- Successful defence of labour-related litigation, including dismissal of claims in favour of OYDC Zambia.
- Full compliance with statutory investigations conducted by the Anti-Corruption Commission (ACC).
- Strengthened documentation and validation of leave and contract records.

Leave Management

5.1 Leave Summary

- Q1 2025 closing balance: 687 leave days.
- Q2 2025 opening balance: 719 days; closing balance: 687 days.
- Q3 2025 opening balance: 687 days; closing balance: 761 days.

A total of 232 Leave days were utilized in Quarter 1. Leave accumulation remained high throughout the year due to staffing constraints.

5.2 Leave Management and Utilization (as at 31 December 2025)

As at 31 December 2025, the organisation had a total of 29 employees captured in the leave management system. The cumulative leave position for the period was as follows:

- Total Opening Leave Days: 761 days
- Total Closing Leave Balance: 298 days

During the period under review, management deliberately placed employees on annual leave as part of a leave management strategy aimed at reducing excessive leave accumulation and ensuring compliance with labour and organisational leave policies. This intervention resulted in a notable reduction in outstanding leave days across departments.

Solomon Kazembe v OYDC Zambia

- Judgment delivered in December 2025 in favour of OYDC Zambia.
- All claims were dismissed
- By the High Court.
- No notice of appeal has been received within the statutory period.

6.3 Chisola Mukimba v OYDC Zambia

- Judgment delivered on 30th September 2025.
- Complaint dismissed in its entirety for lack of merit.

7. Anti-Corruption Commission (ACC) Investigations

During the year under review, OYDC Zambia cooperated fully with two ACC investigations relating to:

- Disposal of motor vehicles.
- Recruitment processes for key staff positions.
- Purchase and disposal of a Land Rover Discovery 3.
- Clinic tenancy arrangements at OYDC.

Management provided all requested documentation, including board approvals, tenancy agreements, and proof of rental payments. As at the close of 2025, no formal feedback or adverse findings had been communicated by the ACC.

8. Staff Claims for Unpaid Leave Days

Claims for unpaid leave days were submitted by: - Mr. James Mako (120 days claimed). - Ms. Lucy Nachinga (106 days claimed).

Comprehensive reviews of historical contracts and leave records revealed that:

- Both employees had utilised leave during the periods claimed.
- Only 10 leave days each were eligible for consideration based on contractual provisions.
- Pay slip records indicating higher leave balances were found to be inaccurate.

Given the risk of setting a precedent, the matter was referred to the relevant Committee for guidance, with HR recommending adherence strictly to contractual terms.

9. Management Recommendations

Management recommends the following actions:

- Engagement of qualified temporary staff on six-month contracts for the following positions:
 - Maintenance Officer - Housekeeping Assistant
 - Sales and Marketing Officer
 - Media and Communications Officer
 - Lodge Receptionist
- Acceleration of the recruitment process for an Accountant once governance structures are in place.

- Continued monitoring and resolution of outstanding legal matters.
- Strengthening of leave planning to manage accumulated leave balances.

10. Conclusion

Despite a challenging operational environment marked by staffing gaps and governance delays, the Human Capital and Administration function at OYDC Zambia remained resilient and compliant throughout 2025. The department effectively managed labour relations, safeguarded institutional interests in legal matters, and maintained administrative continuity.

Implementation of the outlined recommendations is expected to enhance operational efficiency and workforce stability in the subsequent year.



FINANCE DEPARTMENT

1.0 Introduction

This financial report covers the period January to December 2025. The report is based on management financial accounts for the year ended 2025. All figures reported are in local currency (ZMW). The summarised key highlights are indicated below;

2.0 The key highlights

2.1 Revenue: ZMW 13,636,397 there was an increase of 9% in revenue from the previous year (2024-ZMW 12,475,646).

2.2 Expenditure: ZMW 11,513,811 there was an increase in expenditure of 15% (2024-ZMW 9,980,600).

2.3 Non-Current Assets: ZMW 9,743,466 Installation of the mats was done during the year. (2024-ZMW 10,599,322).

2.4 Current Assets: ZMW 2,063,507 representing an increase of 37% (2024-ZMW 1,510,502).

2.5 Current Liabilities: ZMW 1,606,223 there was a reduction of 33% in liabilities (2024-ZMW 2,392,268).

3.0 Statement of Comprehensive Income

The table below shows actual totals for the year relating to income, cost of sales and expenses compared to budget and prior year. It also indicates additional notes.

Details	Actual 2025	Budget 2025	Notes	Actual 2024
Income	12,850,251	14,447,661	A	11,846,408
Cost of Sales	(1,639,668)	(910,000)		(1,783,117)
Gross Profit	11,210,583	13,537,661		10,063,291
Other Income	786,422	3,157,764		629,238
Net Income	11,997,005	16,695,425		10,692,529
Expenses				
Staff Costs	(5,012,515)	(8,840,922)		(4,750,788)
Administration	(3,225,471)	(3,840,672)		(2,529,012)
Programs	(3,275,825)	(3,395,000)	B	(2,700,800)
Total Expenses	11,513,811	(16,076,594)	C	9,980,600
Surplus/Deficit	483,194	618,831		711,929

1 Total Income: Actual ZMW 13,636,397 compared to budget of ZMW 14,447,661 (2024-ZMW 12,475,646). There was an increase of 9% actual income compared to prior year. This is due to major clients and the government who had their activities at the centre.

3.2 Total expenses: Actual was ZMW 11,513,811 representing 15% increment from prior year (2024-ZMW 9,980,600). Management ensured that expenditure was within budget. Detailed schedules are indicated in table B and C below.

4.0 Statement of Financial Position

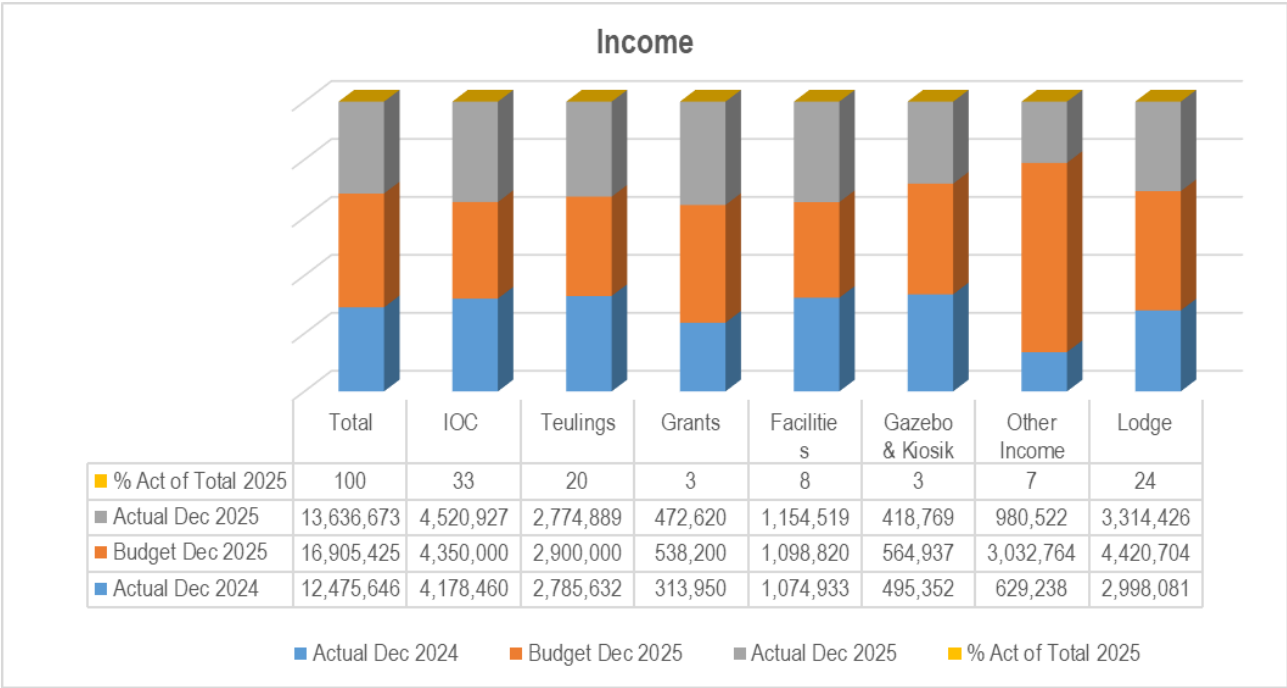
The table below shows actual non-current assets, current assets, current liabilities and equity. It also indicates prior year comparisons with accompanying notes from D to F below.

Details	Actual 2025	Notes	PY 2024
Non-Current Assets	9,743,466	D	10,599,322
Current Assets			
Accounts Receivables (A/R)	1,696,005		1,174,492
Cash & Cash Equivalent	367,502		277,023
Other Current Assets	0		58,987
Total Current Assets	2,063,507	E	1,510,502
Total Assets	11,806,973		12,109,823
Current Liabilities	Actual 2025		Actual 2024
Accounts Payables	256,674		321,733
NAPSA	826,639		1,137,777
PAYE	252,460		37,806
Other Payables	270,450		894,952
Total Current Liabilities	1,606,223	F	2,392,268
Equity			
Profit for the Year	483,194		711,929
Retained Earnings	9,717,555		9,005,626
Total Shareholders' Equity	10,200,750		9,717,555
Total Liabilities & Equity	11,806,973		12,109,823

5.0 Notes to the Financial Statements

A. Income

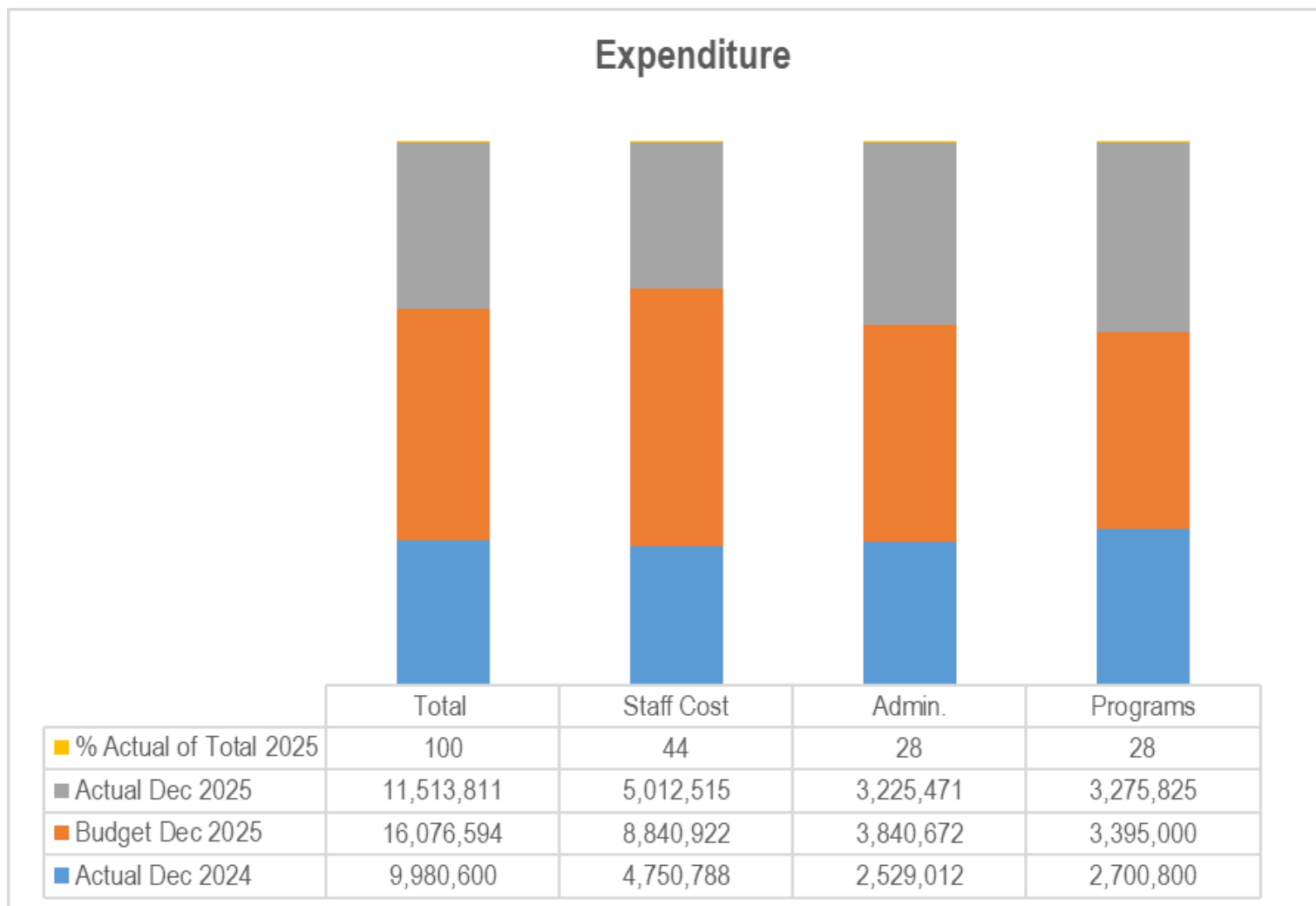
The table below highlights OYDC’s total revenue and per segment as at 31st December current (2025) and prior year (2024).



1. Total actual ZMW 13,636,397 compared to budget of ZMW 16,905,425. Prior year was ZMW 12,475,646. The reasons attributable to this are cited in point 3.1 above.
2. Actual IOC was ZMW 4,520,927 compared to budget of ZMW 4,350,000 (2024-ZMW 4,178,460). The difference between actual compared to budget was due exchange difference. IOC represents 33% of total revenue for 2025.
3. Teulings actual was ZMW 2,774,889 compared to budget of ZMW 2,900,000 (2024-ZMW 2,785,632). The difference between actual compared to budget was due exchange difference. Teulings income represents 20% of total income for 2025.
4. Actual Grant was ZMW 472,620 compared to budget of ZMW 538,200 representing 88% of budget (2024-ZMW 313,950). Grant came from government monthly funding.
5. Actual Facilities” income was ZMW 1,154,519 compared to budget of ZMW 1,098,820 representing 105% of budget (2024-ZMW 1,074,933). Included in this is hire of all OYDC facilities.
6. Actual Gazebo and Kiosk was ZMW 418,769 compared to budget of ZMW 564,937 representing 74% of budget (2024-ZMW 495,351.83).
7. Actual Other Income was ZMW 980,522 compared to budget of ZMW 3,032,764 representing 32% (2024-ZMW 629,238).
8. Actual Lodge income was ZMW 3,314,426 compared to budget of ZMW 4,420,704 representing 75% of budget (2024-ZMW 2,998,081). The reasons attributable to this are cited in point 3.1 above. Lodge income represents 24% of total income for 2025.

B. Expenditure

The table below shows total expenditure for the period under review and per class for the year ended 31st December 2025.



1. Total Expenditure was ZMW 11,513,811 compared to budget of ZMW 16,076,594 representing 71%. (2024-ZMW 9,980,600).
2. Staff related expenditure amounted to ZMW 5,012,515 compared to budget of ZMW of 8,840,922 representing 57% (2024-ZMW 4,750,788).
3. Administration actual ZMW 3,225,471 compared to budget ZMW 3,840,672 representing 84% (2024 ZMW 2,529,012).
4. Actual Programs expenses were ZMW 3,275,825, compared to budget of ZMW 3,395,000 representing 96% (2024-ZMW 2,700,000). Included in this are Teulings sponsored and OYDC contributions.

C. Teulings

The table below shows actual amounts received from Teulings and spent for the year.

	Annual	Annual		Actual	Budget	Actual
	Budget	Budget		31 st Dec 25	31 st Dec 25	31 st Dec 25
	USD	ZMW		ZMW	ZMW	USD
Rate ZMW/\$		29		27.75		
Competitions	33,900	983,100		940,725	983,100	33,900
Human Resources	35,092	1,017,668		973,803	1,017,668	35,092
Admin. Support	4,491	130,239		124,625	130,239	4,491
Health & Educational	0	0			0	0
Media Publicity	2,000	58,000		55,500	58,000	2,000
Support to Academy	25,000	725,000		680,236	725,000	24,513
	100,483	2,914,007		2,774,889	2,914,007	100,000

Actual grant received was ZMW 2,774,889 (USD 100,000) budget ZMW 2,914,007 (USD 100,483). The following is a break down:

1. Competitions actual was ZMW 940,725 compared to budget of ZMW 983,100. All scheduled competitions were conducted.
2. Human resources these include the coaches and other support resources directly involved in the sports programs. Actual was ZMW 973,803 compared to budget of ZMW 1,017,668.
3. Admin actual was ZMW 124,625 compared to the budget of ZMW 130,239. This expenditure relates to the administration of Teulings programs.
4. Media Publicity, this relates to marketing and publicity of the Teulings & OYDC programs, actual was ZMW 55,500 compared to the budget of ZMW 58,000.
5. Support rendered to academies in ensuring smooth running was actual ZMW 680,236 and budget was ZMW 725,000.

D. Non-Current Assets

A significant portion relates to buildings.

E. Current Assets

A significant portion of this amount relates to unpaid amounts due from the Ministry of sports and federations.

F. Current Liabilities

NAPSA: ZMW 790,000 relates to old interest and penalties.

6.0 Plans for 2026

6.0 Implement financial strategic plans, which are pending.

6.1 Resource mobilization and implement the proposed business ideas approved by the Business Development Committee (BDC).

6.2 Carry out the major renovations for OYDC facilities.

7.0 Conclusion

7.1 2025 was a challenging year; as a center we remained focused and ensured that there was smooth delivery of our programs.

We thank the board and all stakeholders for the support rendered to OYDC.

OYDC Zambia Annual Report

