



04 SOCCER LEAGUE CONSTITUTION

Bikita East, Masvingo Province, Zimbabwe

Grooming Local Talent | Building Community | Changing Lives

Affiliated to: Zimbabwe Football Association through 04 Football Club | Masvingo Province

COMMUNITY SOCIAL FOOTBALL LEAGUE

Season: April – December | Adopted: 2026

<https://04sl.online>



*Approved by the 04 Soccer League
General Assembly & Community Leadership*
Bikita East, Masvingo Province

PREAMBLE**Our Vision, Our Community**

We, the founding clubs, players, officials, and community leaders of Bikita East, Masvingo Province, Zimbabwe, hereby establish the o4 Soccer League — a community social football league dedicated to the power of sport as a tool for unity, discipline, personal development, and opportunity.

This league was born from a shared belief that football can be more than a game. In Bikita East, we have seen how young men without structured activity can be drawn into drug abuse, early marriages, stock theft, and wildlife poaching. This constitution sets out the rules and values of a league that seeks to counter these dangers by giving our youth a purpose, a platform, and a pathway.

At the heart of the o4 Soccer League sits a bold ambition: to discover and nurture footballing talent in our community and channel the very best players into o4 Football Club (o4 FC), our representative team in the ZIFA divisional structure. From there, players from Bikita East can be seen, scouted, and graduate to higher football — a journey that begins right here on our local pitches.

LEAGUE MOTTO

"From Bikita East to the Nation — Community, Character, Football"

ARTICLE 1**Name, Location & Identity****1.1 Official Name**

The league shall be known as the 04 Soccer League (hereinafter referred to as "04SL").

1.2 Location

The League is based in Bikita East, Masvingo Province, Zimbabwe. All home matches of member clubs shall be played within this area unless the League Committee grants written approval for an alternative venue.

1.3 Affiliation

The 04 Soccer League operates as a community social football league. It shall seek and maintain affiliation with the Zimbabwe Football Association (ZIFA) – Masvingo Province – in accordance with ZIFA registration requirements for local and community leagues.

1.4 Season Duration

The League season runs from April to December of the same calendar year. The League Committee shall publish the full fixture schedule before the start of each season, no later than the last week of March.

Season Element	Scheduled Period
Season Opens	Second Saturday of April
Mid-Season Break (optional)	July/August – at Committee discretion
Season Closes	Second Saturday of December (or as determined)
Awards Ceremony	December – date set by Committee
Annual General Meeting (AGM)	January of the following year

1.5 Colours & Crest

The official colours of the 04 Soccer League are #903c08 - brown-red and #182366 - deep sea nightmare. The League crest and any official branding may only be used with written permission of the League Committee.

ARTICLE 2**Objectives & Social Mission**

The 04 Soccer League is not merely a sporting competition — it is a community institution. The objectives of the League are:

2.1 Sporting Objectives

- To organise, administer, and promote competitive community football of a fair and consistent standard in Bikita East.
- To identify, develop, and promote local footballing talent from Bikita East through structured league competition.
- To provide a clear and transparent pathway for talented players to progress from the League into 04 Football Club (04 FC) and from there into the wider ZIFA divisional structure.
- To produce players who are technically sound, disciplined, and ready for higher-level football.

2.2 Community & Social Objectives

The League is deeply committed to the social wellbeing of the Bikita East community. The League shall at all times actively pursue the following social goals:

THE FOUR PILLARS OF THE 04 SOCCER LEAGUE'S SOCIAL MISSION**1. ELIMINATING DRUG ABUSE**

The League provides structured, purposeful activity for young men. Regular training, matches, and team commitments serve as a direct counter to drug and substance abuse. Any player found to be under the influence of alcohol or illegal substances during a league match or league activity shall face suspension.

2. ELIMINATING EARLY CHILD MARRIAGES

The League includes youth categories and encourages clubs to recruit and develop young players. The League actively promotes education and discourages any conduct by players, officials, or clubs that facilitates or encourages early or child marriages. Clubs are encouraged to partner with schools and involve school-going players.

3. COMBATING STOCK THEFT

The League recognises that economic hardship and idleness contribute to stock theft in rural communities. By occupying youth and building community pride through football, the League aims to reduce the conditions that lead to theft. Any player convicted of stock theft shall be suspended from the League pending a hearing.

4. COMBATING WILDLIFE POACHING

Bikita East is surrounded by natural resources that must be protected. The League shall include anti-poaching awareness in its community programmes and events. Any player or official found to be engaged in wildlife poaching shall be subject to immediate suspension and referral to the relevant authorities.

2.3 Community Engagement

- The League shall work in partnership with traditional leaders, headmen, ward councillors, village heads, and schools in Bikita East.
- The League shall hold at least one community outreach event per season — which may include clean-up campaigns, anti-drug awareness days, or meetings with traditional authorities.
- The League shall respect and uphold the customs, traditions, and authority of community leadership in Bikita East at all times.

ARTICLE 3**Governance – The League Committee****3.1 The League Committee**

The League shall be governed by a League Committee elected at the Annual General Meeting (AGM). The Committee is the highest decision-making body of the League between AGMs.

Position	Responsibility
Chairperson	Presides over meetings; represents the League publicly; has casting vote
Vice-Chairperson	Deputises for Chairperson; oversees disciplinary matters
Secretary General	Keeps all records, fixtures, minutes, and official correspondence
Treasurer	Manages all finances, fees, and league accounts
Competitions Officer	Fixtures, results, standings, and match scheduling
Welfare & Discipline Officer	Handles player welfare, misconduct, and social programme coordination
Community Liaison Officer	Liaises with traditional leaders, schools, and community organisations

3.2 Meetings

- The Committee shall meet at least once a month during the season.
- An AGM shall be held in January each year. All member clubs must send at least one representative.
- An Extraordinary General Meeting (EGM) may be called by the Chairperson or upon written request of at least two-thirds of member clubs.
- A quorum for any meeting shall be a simple majority (more than half) of Committee members or club representatives.

3.3 Decision Making

All decisions shall be made by a simple majority vote of those present, except constitutional amendments which require a two-thirds majority. In the event of a tie, the Chairperson shall have the casting vote.

ARTICLE 4 Membership – Clubs & Players

4.1 Club Membership

Any football club based in Bikita East may apply for membership of the 04 Soccer League. Membership is granted by the League Committee upon:

- Submission of a completed Club Registration Form
- Payment of the annual club registration fee (as set by the Committee each season)
- Proof of a home ground / confirmed playing venue within Bikita East
- Nomination of at least one club official to serve as the Committee's point of contact
- Agreement to abide fully and unconditionally by this Constitution

4.2 Player Registration

PLAYER REGISTRATION – KEY RULES

- Each club may register a MAXIMUM of 30 (thirty) players per season.
- There is no specified minimum, but a club must have at least 11 registered players to participate in league matches.
- Registration must be completed before a player participates in any league match.
- No player may play before their registration is confirmed by the League Secretary.
- Each player must pay a registration fee at the time of registration. The exact fee shall be set by the League Committee before the start of each season and communicated to all clubs.
- FAILURE TO PAY the registration fee at the time of registration shall result in the player being refused permission to play until the fee is paid in full. No partial payment arrangements are permitted unless approved in writing by the Treasurer.
- Registration fees are NON-REFUNDABLE once a player has appeared in a match.

4.3 Local Player Priority – Grooming Bikita East Talent

Clubs are strongly encouraged to register players who were born and raised in Bikita East. This is a core principle of the League – to identify, nurture, and promote local talent from within our own community.

LOCAL TALENT POLICY

The 04 Soccer League was created, in part, to give Bikita East youths a footballing home and a chance to be seen. Clubs that consistently register and develop local-born players will be recognised at the annual awards ceremony.

Clubs may register players from outside Bikita East, but a club that has more than 25% of its registered players from outside Bikita East may be required to justify this to the League Committee at any time.

For the purposes of this Constitution, a 'local player' is defined as any person who was born in Bikita East (ID number with 04) or who has lived continuously in Bikita East for at least two years at the time of registration.

4.4 Player Transfer

- A player registered with one club may apply to transfer to another club within the League.
- Transfers are permitted only during the designated transfer window, which opens on 1 February and closes on 15 April each season.
- The player must obtain a transfer clearance letter signed by their former club's chairperson and submit it to the League Secretary.
- A player who transfers must pay a new registration fee at the new club.
- A player who leaves a club without a transfer clearance letter shall be suspended until the matter is resolved by the Committee.

4.5 Guest Players

Guest players (players not registered with any club in the League) are NOT permitted in any league match. All players must be fully registered before participating.

ARTICLE 5 Match Regulations

5.1 Laws of the Game

All matches in the 04 Soccer League shall be played in accordance with the FIFA Laws of the Game (current edition) as administered by ZIFA, subject to the specific provisions of this Constitution.

5.2 Match Officials

- All matches shall be officiated by a qualified referee registered with ZIFA — Masvingo Province and if not qualified, they must be vetted and approved by the league committee.
- The League Committee shall appoint match officials for all fixtures. Clubs may not bring their own referees.
- Two assistant referees (linesmen) should be appointed where possible. In lower division community matches, club linesmen may assist at touchlines if qualified officials are unavailable, but the centre referee must be ZIFA-registered. The referee's decision on all matters of fact during the match is final.

5.3 Team Requirements on Match Day

- A club must present a minimum of 7 registered players to start a match. Failure to do so constitutes a forfeit (walkover) awarded to the opposing team.
- Each player must present their **valid registration card** to the referee before the match for verification.
- Club jerseys must be numbered and match the team sheet submitted to the referee.
- No player whose name does not appear on the submitted team sheet may participate.

5.4 Match Duration

Matches shall consist of two halves of 45 minutes each with a half-time interval of no more than 15 minutes, in accordance with the Laws of the Game. Added time shall be at the discretion of the match referee.

5.5 Points System

Result	Points Awarded
Win	3 points
Draw	1 point each team
Loss	0 points
Walkover awarded (opposing team fails to appear)	3 points + 3-0 score recorded
Walkover conceded (own team fails to appear)	0 points; 0-3 score recorded; fine applicable

5.6 League Standing Tiebreakers

If two or more clubs are equal on points at the end of the season, the following criteria shall be applied in order:

Goal difference (goals scored minus goals conceded)	Most goals scored
Head-to-head result between the tied clubs	Head-to-head goal difference
If still equal: playoff match at a neutral venue (single match, extra time and penalties if required)	

ARTICLE 6**Fixture Scheduling & Postponements****6.1 Fixture Schedule**

The League Committee shall publish a full fixture schedule before the start of the season. Matches shall generally be played on Saturdays and/or Sundays unless otherwise agreed by the Committee. The schedule shall be circulated to all club officials and posted at the designated community notice point.

6.2 Rescheduling Requests**RESCHEDULING RULE – STRICT 24-HOUR NOTICE**

Any club wishing to reschedule a fixture must submit a formal written request (communicate) to the League Secretary at least **24 HOURS** before the scheduled kick-off time.

Requests received less than 24 hours before kick-off shall NOT be accepted, and failure to fulfil the fixture shall result in a WALKOVER awarded to the opposing team (3-0 score recorded against the defaulting club).

Rescheduling requests must state the reason, the match involved, and propose an alternative date. The Committee has the final say on whether to approve the reschedule and on the new date. ONLY exception of scheduling in less than 24 hours will be if there is a funeral in the home team area

6.3 Funeral Postponement – Community Bereavement Protocol

The 04 Soccer League deeply respects the customs and traditions of the Bikita East community. In recognition of the cultural importance of mourning and communal solidarity in times of loss, the following protocol applies when a death occurs in the community:

FUNERAL POSTPONEMENT PROTOCOL**GENERAL RULE:**

If there is a funeral in the village where a match is scheduled to be played, that match shall be **AUTOMATICALLY POSTPONED** as a mark of respect to the deceased and their family.

EXCEPTION – THE COMMUNITY OVERRIDE:

If the relevant traditional authority – being the Village Head, Headman, Ward Councillor, or Chief covering the village in which the match is to be played – expressly gives their approval (a 'go-ahead') for the match to proceed despite the funeral, then the match **SHALL** proceed as scheduled.

The community override must be communicated to the League Secretary by the home club no later than 6 hours before kick-off. The League Secretary shall then confirm the status of the match to both clubs and the appointed match officials.

Where the funeral postponement applies and no community override is granted, the League Committee shall reschedule the match within 14 days. No walkover or penalty shall apply to either club in a genuine funeral postponement situation.

The home club bears the responsibility of notifying the League Secretary as soon as they become aware of a funeral in their village. Deliberate failure to notify and use of a false funeral claim to avoid a fixture shall result in a walkover being awarded to the opposing team plus a fine determined by the Committee.

6.4 Weather & Force Majeure Postponements

- Postponements due to severe weather (heavy rain, storms, flooding) shall be at the sole discretion of the appointed match referee on the day.
- Force majeure events (natural disasters, civil unrest, government-declared emergencies) shall be handled by the Committee on a case-by-case basis.
- All weather-related postponements shall be rescheduled within 14 days.

ARTICLE 7**04 Football Club (04 FC) & Player Pathway**

One of the most distinctive and important features of the 04 Soccer League is its direct connection to 04 Football Club (04 FC). This article sets out how the two structures interact and what it means for players in the League.

7.1 What Is 04 Football Club?**04 FC — THE PATHWAY CLUB**

04 Football Club (04 FC) is the representative football club born from all the teams in the 04 Soccer League. It is the product of the entire community's footballing talent.

04 FC competes in the ZIFA divisional structure — meaning it plays against clubs from across Masvingo Province and Zimbabwe. It is the bridge between community football in Bikita East and professional or semi-professional football at a national level.

04 FC is owned, in spirit, by the whole community of Bikita East. Every club in the League contributes to 04 FC by producing talented players.

7.2 How Players Enter 04 FC

The top talents from each club in the 04 Soccer League are identified, selected, and invited to represent 04 FC in the ZIFA divisional competitions. The selection process is as follows:

- The League Committee and 04 FC coaching staff shall jointly conduct a talent identification review at the end of each season (November/December).
- Each participating club in the League shall be eligible to contribute players to the 04 FC squad — no single club dominates selection.
- Selection is based on merit: technical ability, consistency, attitude, discipline, and character both on and off the pitch.
- Selected players shall remain registered with their respective League clubs and can continue to play in the League alongside their 04 FC commitments, subject to scheduling.
- 04 FC matches take precedence over League matches for selected players, and clubs must honour this.
- The 04 FC squad shall be reviewed annually and players may be added or released based on performance.

7.3 The Scouting Opportunity**A MESSAGE TO EVERY PLAYER IN THE 04 SOCCER LEAGUE**

Playing in the 04 Soccer League is your stage. Scouts from higher clubs, ZIFA representatives, and football agents attend ZIFA divisional matches. 04 FC plays in those divisions.

Every match you play in the League is an audition. Play well, behave well, train hard — and you could earn your place in 04 FC. From 04 FC, you could be scouted by a provincial club, a Premier League club, or even the national team.

This league was built for you. Use the opportunity.

7.4 04 FC Governance

o4 Football Club has its own club structure and officers as required by ZIFA for registered clubs. The o4 FC Committee shall include representation from the o4 Soccer League Committee to ensure alignment between the two bodies. A formal Memorandum of Understanding (MOU) between the League and o4 FC shall be signed and reviewed annually.

ARTICLE 8**Discipline & Misconduct****8.1 On-Field Discipline**

On-field discipline is handled by the match referee in accordance with the FIFA Laws of the Game and the ZIFA Match Officials guidelines. Yellow and red cards issued by the referee carry the following automatic consequences in the League:

Sanction	Automatic Consequence in the League
Yellow Card (single)	Warning – recorded in League records
5 Yellow Cards (cumulative)	1-match automatic suspension
Red Card – serious foul play	Minimum 2-match suspension pending hearing
Red Card – violent conduct	Minimum 3-match suspension pending hearing
Red Card – offensive/abusive language	Minimum 2-match suspension + written apology required
Red Card – DOGSO (denying obvious goal)	Minimum 2-match suspension pending hearing

8.2 Off-Field Misconduct

The League Committee shall have the power to discipline any player, club official, or club for misconduct off the field. Off-field misconduct includes but is not limited to:

- Threatening, assaulting, or abusing a match official before, during, or after a match
- Bringing the League into disrepute through public behaviour
- Participating in a match while under the influence of alcohol or illegal substances
- Falsifying player registration documents
- Fielding an unregistered or improperly registered player
- Failure to pay registration fees or league fines
- Conviction for stock theft or wildlife poaching
- Conduct inconsistent with the social objectives set out in Article 2

8.3 Disciplinary Procedure

- Any complaint or report of misconduct must be submitted in writing to the League Secretary within 72 hours of the incident.
- The accused party shall be notified in writing within 48 hours and given no fewer than 5 days to respond in writing.
- A Disciplinary Panel of three Committee members (excluding any member with a conflict of interest) shall convene to consider the matter.
- The accused party has the right to appear before the Panel and present their case.
- The Panel shall deliver its decision within 14 days of the hearing.
- Sanctions available to the Panel include: warning, fine, match ban, season ban, and expulsion from the League.
- Any party may appeal a Panel decision to the full Committee within 7 days of notification. The Committee's decision on appeal is final at League level.

8.4 Drug & Substance Abuse Policy

In line with the League's social mission, the following rules apply to substance abuse:

- Any player found to be under the influence of alcohol or illegal substances during a match or official League event shall be removed from the activity immediately.
- A first offence results in a 3-match suspension and mandatory written warning.
- A second offence results in a season-long suspension.
- A third offence results in permanent expulsion from the League, subject to a right of appeal.
- Clubs are encouraged to support affected players in accessing community health services. The Welfare Officer shall facilitate referrals where appropriate.

ARTICLE 9**Finances & Fees****9.1 Fee Setting**

All fees — including club registration fees, player registration fees, match fines, and any other levies — shall be set by the League Committee before the start of each season and communicated to all clubs in writing. Fees may be revised at an EGM if circumstances require.

9.2 Fee Schedule (To Be Set Annually)

Fee Type	Notes
Annual Club Registration Fee	Set by Committee pre-season — paid by each member club
Player Registration Fee (per player)	Paid by each player upon registration — MANDATORY before first match
Walkover Fine (defaulting club)	Set by Committee — paid within 14 days of the walkover decision
Late Submission Fine (team sheet etc.)	Set by Committee
Disciplinary Fines	Set by Disciplinary Panel per incident

9.3 Financial Management

- All League funds shall be held in a dedicated account operated jointly by the Chairperson and Treasurer (two signatories required for any withdrawal).
- The Treasurer shall present a financial report at every monthly Committee meeting and a full audited statement at the AGM.
- No Committee member shall benefit personally from League funds except for pre-approved expenses (e.g., transport to official meetings).
- Any unexplained expenditure shall be investigated by the full Committee.

ARTICLE 10**Respect for Traditional & Community Authority**

The 04 Soccer League operates within the fabric of the Bikita East community and its traditional structures. The League shall at all times act in a manner consistent with respect for traditional leadership and community values.

10.1 Role of Traditional Leaders

- The Chief, Headmen, Village Heads, and Ward Councillors of Bikita East are honoured partners of the League.
- The Community Liaison Officer shall maintain ongoing communication with traditional leaders throughout the season.
- Traditional leaders shall be formally invited to the League's opening ceremony, awards ceremony, and significant community events.
- Where traditional leaders raise concerns about the conduct of the League or any of its members, the Committee shall respond formally within 7 days.

10.2 Funeral & Bereavement Respect

As detailed in Article 6.3, the League fully recognises the authority of traditional leaders in matters of community bereavement. The funeral postponement protocol is one of the clearest expressions of the League's respect for community life over competitive schedules.

10.3 Community Events & Holidays

The League shall avoid scheduling matches on days of recognised community significance – including national holidays, major traditional ceremonies, and other occasions communicated by traditional leaders. The Competitions Officer shall consult the Community Liaison Officer when setting the fixture calendar.

ARTICLE 11**Amendments to This Constitution**

This Constitution may be amended at any Annual General Meeting (AGM) or Extraordinary General Meeting (EGM) called for that purpose, provided that:

- The proposed amendment is submitted in writing to the League Secretary at least 21 days before the meeting.
- All member clubs are notified of the proposed amendment at least 14 days before the meeting.
- The amendment is approved by a two-thirds majority of clubs present and voting at the meeting.
- Amendments do not take effect until the start of the following season, unless the Committee determines that immediate effect is necessary.

This Constitution was adopted at the inaugural General Assembly of the 04 Soccer League and supersedes any previous rules or regulations of the League.

DECLARATION OF ADOPTION

We, the undersigned, being duly authorised representatives of the founding clubs and the League Committee of the 04 Soccer League, hereby adopt this Constitution as the governing document of the 04 Soccer League, Bikita East, Masvingo Province, Zimbabwe, effective from the date of signing below.

We commit ourselves and our clubs to uphold these rules, to pursue the social mission of this League with sincerity, and to use football as a force for good in the Bikita East community.

League Chairperson

League Secretary

League Treasurer

Community Liaison Officer

Traditional Authority Representative

ZIFA Masvingo Province Representative

Date of Adoption: _____

Venue: Bikita East, Masvingo Province, Zimbabwe

"Football is the seed. Community is the soil. Bikita East is the harvest."

04 Soccer League | Bikita East, Masvingo Province, Zimbabwe | 2026