

SUPPLEMENTAL REPORT OF THE NATIONAL EXECUTIVE COMMITTEE

ANNUAL GENERAL MEETING 2003 – 2004

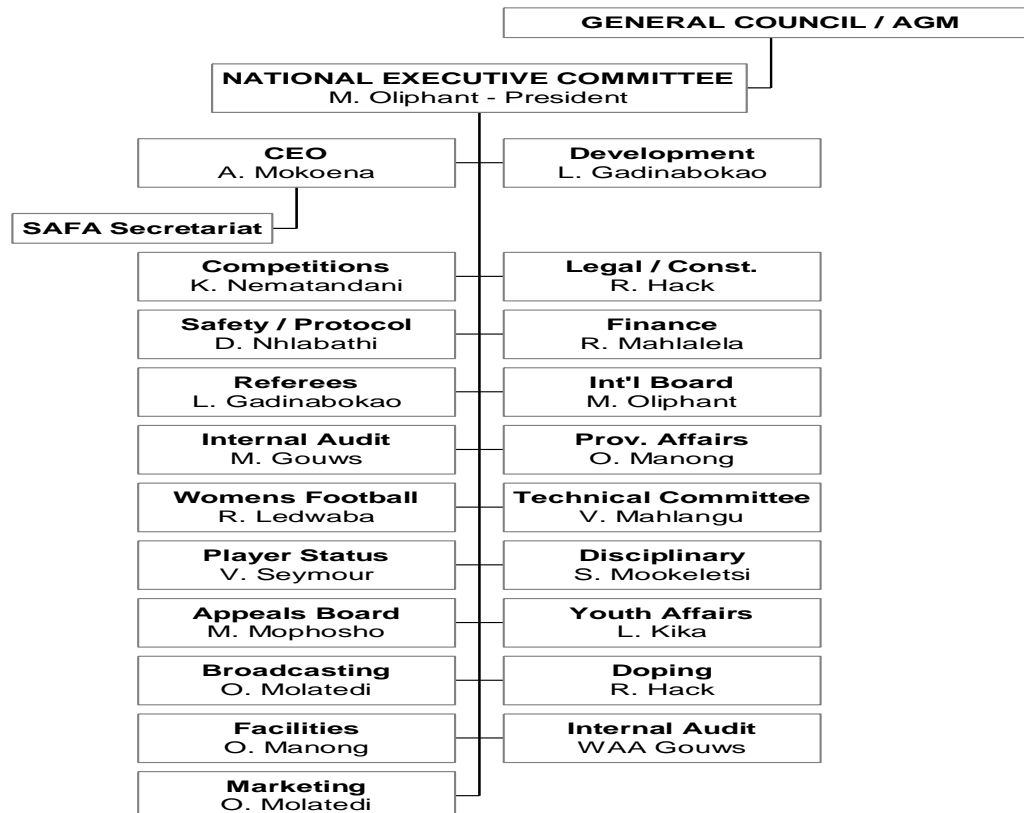
Introduction

The National Executive Committee of the South African Football Association proudly presents this supplemental report for the 2003 – 2004 period.

This report is intended to provide the policy framework for the previous report presented to the adjourned Annual General Meeting of 11 September 2004.

The period covered by this report proved to be a trying one because of the overwhelming workload that confronted the various organs of the Association. We therefore present this summary report as a means of informing our membership of the wide range of activities undertaken by this Association.

The Structure of the Association



General Matters

The National Executive Committee (NEC) convened six (6) regular meetings during the period under discussion whereby it executed its mandate through a series of decisions after deliberations and those on matters forwarded by its committees and other parties. These decisions are summarised in **Annexure A** of this report.

The NEC continued to play a major role in building the Association's profile at home and abroad by sending national teams to participate in a wide variety of international events, including the prestigious African Cup of Nations, among others.

As standard practice, an NEC Member is appointed as the Head of Delegation for each group assignment abroad, with each NEC Member thereafter submitting reports and ensuring the Association's policies are dutifully applied to all these activities.

Members of the NEC continue to get recognition from international football bodies (FIFA and CAF) and serve productively in various capacities on the structures of our mother bodies.

Our international programme also received the biggest boost ever with the tremendous honour bestowed upon us by the acquisition of the 2010 FIFA World Cup™ hosting rights for South Africa.

Throughout this period the NEC made contributions to the debate around the 2010 Bid effort, receiving, with appreciation, several reports from the Bid Committee.

We were called upon to make representations on various platforms in world football as a result of these efforts. These engagements then led to us concluding several new cooperation agreements with our sister football associations on the African continent, in particular. Page 40 of the main report details the cooperation agreements we have concluded during this period.

The 2002 Soccer Indaba

The NEC appointed an ad hoc Committee, the Indaba Resolution Implementation Committee (IRIC), whose members are Prof. L. Gadinabokao (c), Adv. Norman Arendse, Mr V. Seymour, Mr K. Nematandani, Ms M. Madlala, Mr P. Govindasamy, Mr KC Mabelane, Mr D. Jordaan, Mr A. Mokoena, Prof. R. Schloss, Mr M. Sibilanga. Peo Productions and High Performance Sport were also appointed as consultants to the committee.

This committee was tasked with implementation of the various resolutions passed by the Soccer Indaba of 2002, among which is the commercialisation of football around the country.



Page 40 of the Main Report refers to the completion of most of the high priority decisions of the Soccer Indaba.

Problem-Solving

Several committees were faced with a variety of very serious corporate governance difficulties, some of which had to be referred to the state for further investigation and prosecution.

The most serious of these matters are the continuing allegations of corruption among referees swirling throughout the country. The SAFA Referees Committee was tasked with appointing a private investigating firm to get to the bottom of these allegations.

The resultant probe into the match-fixing allegations were then given high priority by the South African Police Services (SAPS) who arrested several referees and officials and is continuing with the prosecution of those implicated in this scandal.

The NEC also sent high-profile delegations to a few SAFA Regions to conduct corporate governance investigations and to prosecute those who were found to be in violation of these principles. Notably, the long-standing crises in the Southern Free State Region and problems relating to demarcation in the Tygerberg FA were dealt with decisively.

Competitions

The Association's eleven (11) national competitions programme was successfully executed with the active involvement of the members of this committee.

Notably, a very successful workshop on the nature of our competitions system was held outside Johannesburg and produced a number of very innovative ideas that promises to advance our competitions programme to another level of quality. The National Policy Framework on Competitions was also completed as part of our on-going review of the effectiveness of our various competitions and ways to improve on these activities.

Our pride and joy, the Vodacom Provincial League for women was successfully launched with 94 participating teams.

Development

The period covered by this report witnessed the acceleration of our coordinated development programme in all areas. We consider this area of activity our bread and butter resource since the success of



football at higher levels depends on the extent to which we raise the standards at the lowest level of development.

This committee was therefore one of the busiest by virtue of its enormous task. It had to ensure successful delivery of our educational programmes for referees, coaches and administrators and devise a communications protocol for all disciplines to interact with each other to enhance the individual disciplines.

It also had to ensure that the competitions programme was of a sufficient quality to strengthen our national teams, leagues and other activities.

Legal & Constitutional Affairs

This committee embarked on a massive review of the SAFA Constitution and will continue its work in the coming years to introduce the new SAFA Constitution mandated by the decisions of the Soccer Indaba of 2002.

Safety and Security

The hiring of the National Safety Officer during this term assisted in the development of a Safety and Security Guideline for this discipline throughout the country.

This guideline is currently under discussion by the Safety, Security and Protocol Committee.

Finance

Perhaps the most harrowing task – and the most time-consuming one – in this Association is that of the Finance Committee who had to deal with many daunting challenges during this period.

First, the committee had to deal with a surprise gigantic claim by the South African Revenue Services (SARS) as a result of a review of the Association's obligations. The committee had to spend countless hours investigating this matter and is still in the process of finalising this matter with the expert assistance of Dr WAA Gouws' firm. It continues to provide Dr Gouws with guidance in this matter.

The resulting confusion caused by the claims created a crisis that prevented the finalisation of the Financial Report since the auditors lacked information in key areas and could not complete the necessary audit of the SAFA books.

Moreover, it was faced with the task of reviewing the restructuring in the Secretariat in an effort to increase efficiencies at Head Office. This



exercise was successfully completed during this term and it is hoped that the newly-defined responsibilities of the secretariat will take us to a new level of achievement.

Internal Audit and Remuneration Committee

As a result of a new directive from FIFA, the Association had to establish its own Internal Audit Committee. Simultaneously, the King II Report on Corporate Governance also recommends that all organisations establish remuneration committees in line with best practice around the world.

The NEC therefore felt that it would be appropriate to combine these two functions into one committee and appointed Dr WAA Gouws as the Chairman of the committee.

International Programme

The International Board recommended, and the NEC approved, the adoption of the following proposals:

1. Bid to host the 26th African Cup of Nations scheduled for 2008;
2. Bid to host the 4th African Womens Championship scheduled for 2004;
3. Not to bid for the 15th African Youth Championship scheduled for 2007;
4. Not to bid for the 7th African U-17 Youth Championship scheduled or 2007;
5. Not to bid for the 5th Futsal (Indoor Football) Preliminary Competition.

FIFA informed the Association that it would not accept a SAFA proposal to retire the Number 19 jersey at competitions in which South African national teams participate in honour of the late Lesley Manyathela.

In Memoriam

The football family suffered the loss of the following individuals during this period:

- Mr George Thabe
- Mr Kalder Dawood
- Ms Kedidimetse Tshoma
- Mr Lesley Manyathela

The Association is saddened by the passing of these stalwarts of our game. We have sent our sincerest condolences to the families of these



highly valued individuals and ask the football family to join us in honouring the memories of these dear departed souls who gave so much of their lives for our sport.



ANNEXURE A

DECISIONS OF THE SAFA NATIONAL EXECUTIVE COMMITTEE 2003-2004

DATE	DECISION
31 January 2003	The Legal & Constitutional Affairs Committee must look at the School of Excellence contract as a matter of urgency.
	The Legal & Constitutional Affairs Committee must look at the SABC contract as a matter of urgency.
	The SAFPU cooperation matter should be referred to the Indaba Resolutions Implementation Committee where Adv. Norman Arendse sits as a member.
	Deloitte and Touche should not be engaged as consulting firm in the matter of commercialisation of football, but to permit the Indaba Resolutions Implementation Committee to look for a different firm of auditors in the place of Deloitte & Touche.
	At the next meeting the Legal & Constitutional Affairs Committee must submit its recommendation on whether Rule 16.1 should be amended or not following on the opinion of Adv. Arendse.
	The COO, Mr Mokoena, should continue to seek a response from the League about the commercialisation of football.
	A forensic audit over the service rendered by de Villiers Attorneys should be undertaken and a progress should be presented at the next meeting.
	The Finance should report at the next meeting on how the 2010 Bid is accommodated in the budget for the financial year 2002-3.
	To request the COO, to once again, make a follow up and should insist on obtaining the required response from the PSL and report at the next meeting.
	The process to appoint SAFA's Security Officer should be completed within 14 days and report submitted at the next meeting.
	Members are encouraged to submit comments on the Ngoepe report so that the issues raised therein could be discussed at the next meeting.
There is now a need to revisit the question of Vice-Presidents under Article 12.1.2 and the President should take time to consider it.	



31 January 2003 (cont)	A replacement for Prof. Schloss as Chairman of SAFA's Internal Audit Committee should be considered at the next meeting since Prof Schloss has now become a full-time employee of the PSL.
	To approve the report from the 2002 Soccer Indaba Committee.
	In terms of Resolution (4) to establish the Indaba Resolutions Implementation Committee (IRIC).
	The following shall constitute the IRIC: -Prof L. Gadinabokao (convenor); -Mr V. Seymour -Mr K. Nematandani -Ms M. Madlala -Adv. N. Arendse -Mr P. Govindasamy -Mr K C Mabelane -Mr D A Jordaan -Mr A Mokoena -Prof. R. Schloss -Mr M Sibilanga
	<u>CONSULTANCIES:</u> -Peo Productions -Highper-formance Sport
	The Chairman of the Referees Committee should institute a commission of enquiry with a view to cleaning up the alleged problems around the referees and refereeing, the conduct of referees and the persistent allegation that corruption is rife among SAFA's practising referees and those connected to this service.
	In the process of the investigation, the Chairman of the Referees Committee should look for and employ the services of a top investigating firm.
	There is a need for SAFA to employ security agents for referees.
	The Chairman of the Referees Committee should arrange to meet with the NSL with regard to the above issues.
	That the NEC allowances be raised by 50%
	That the NEC should be provided with a medical aid scheme, the funding of the scheme should accrue from SAFA/Discovery Agreement.
	The Tournament and National Playoff Calendar 2003 is referred back to the Competitions Committee in order that the NSL competitions must be included.
	A Task Team must be appointed with the mandate to deal with the SAFA Southern Free State (SFS) issue including bringing in a new authority through a process of open and fair election within 90 days.



31 January 2003 (cont)	The Task Team should ascertain that SAFA SFS complies with the 1998 decisions.
	Prof L. Gadinabokao and Mr E. Mtshatsha to appointed accordingly as the members of the Task Team for the above matter.
	The Task Team must present a progress report at the next meeting.
28 March 2003	The Acting CEO will provide a further progress report on the FNB Stadium matter at the next meeting.
	The Chairman of the Legal & Constitutional Affairs Committee should ask for the School of Excellence documents and proceed to convene his meeting in order to advise the NEC by way of a resolution from the committee.
	The Chairman of the Legal & Constitutional Affairs Committee should ask for the SABC documents and proceed to convene his meeting in order to advise the NEC by way of a resolution from the committee.
	Progress report on the SAFPU matter should be given at the next meeting.
	Since the facts on the commercialisation of football proposals have not yet been considered by the IRIC, the NEC is not able to respond to the proposals presented. The matter must first be dealt with by the IRIC.
	However, in order to expedite the matter as far as reaching finality on who to engage, the Finance Committee should be ready to consider budgetary request from the IRIC at its next meeting.
	The Finance Committee be requested to make provision in anticipation of the request from the IRIC.
	The IRIC should consider the issue commercialisation as urgent because many other issues depend on the finality of this matter.
	The IRIC should report progress at the next meeting.
	The Legal & Constitutional Affairs Committee must meet as planned to consider the opinion from Adv. Arendse regarding Rule 16.1 in order to advise the NEC accordingly.
	The Acting CEO, Mr A. Mokoena, should continue to seek a response from the NSL until he eventually secures it and must report at the next meeting.
	The Acting CEO, Mr A. Mokoena, should report further progress on the matter of the forensic audit at the next meeting.



28 March 2003 (cont)	The Emergency Committee will present its recommendation for the appointment of the Safety & Security Officer at the next meeting.
	Dr WAA Gouws is appointed as Chairman of the Internal Committee and that another member be recruited and confirmed at the next meeting.
	The Chairman of the Referees Committee should meet with Mr S. Ndaba, the Convenor of the Referees Technical Committee to discuss his role in a TV soccer programme – an issue that appears to be a conflict of interest.
	The Chairman of the Referees Committee should, at the next meeting, report progress regarding the choice of a top firm to investigate alleged problems in referees and refereeing.
	The Referees Committee should send copies of all match reviews to the League for information.
	The Competitions Committee is requested to meet so that it could work out and submit, at the next meeting, a comprehensive national competitions programme that includes all the League competitions and events.
	The SAFA SFS Task Team should report progress made at the next meeting.
	That in terms of a decision taken earlier in 2002, Mr Mokoena should act as CEO while Mr Jordaan is away on secondment to the SA 2010 Bid. Upon the return of Mr Jordaan, he, Mr Mokoena, will revert to his position of Chief Operations Officer.
	That the position of Director: Corporate Services post not be advertised until the incumbent has resigned or been terminated.
	That the Acting CEO should arrange to meet with Mr I. Soomra to direct him to return to his post at SAFA head office.
<p>The NEC reaffirms the appointment of Mr I. Khoza as Chairman of the SA 2010 Bid with the following amendments:</p> <ul style="list-style-type: none"> -Reference to Johannesburg CBD shall be replaced by <i>“anywhere in Johannesburg Metro as defined by the Demarcation Act (Act No. 27 of 1998)”</i>. -By the addition of <i>“the right to engage legal services or consulting with counsel”</i>. 	



28 March 2003 (cont)	The report on the meeting with Cape Town Tygerberg FA and clubs held at the Athlone Stadium on 3 March 2003 be referred to the Audit & Delimitation Committee for action.
23 June 2003	<p>A letter must be sent to the League regarding Mr E. Sono's absence from NEC Meetings for three consecutive meetings.</p> <p>The CEO should keep contact with Mr Mumble regarding the FNB Stadium matter to monitor progress and to provide progress report from time to time.</p> <p>Accepted the report dated 18 June 2003 on the SAFPU matter from Adv. Arendse. In future, the report with regard to SAFPU must be submitted with the general progress report of the IRIC.</p> <p>Recorded appreciation of progress made on commercialisation of football based on report submitted by the Convenor of Committee for Commercialisation of Football.</p> <p>Requested the Chairman of the Committee for the Commercialisation of Football to arrange an internal workshop for members of the NEC to explain to them the meaning and/or understanding of "Commercialisation of Football" concept. This will, thereafter, allow members to speak with confidence about this new idea.</p> <p>Accepted the Legal & Constitutional Affairs Committee's recommendation that the status quo regarding Rule 16.1 of the Constitution be maintained and if an application is received, the NEC should apply the principle of precedence set when Orlando Pirates FC's application decided in 2001.</p> <p>Ratified the appointment of Mr M. Phasha as SAFA Safety & Security Officer.</p> <p>That Mr Phasha must work out and submit, at the next meeting, a document on the policy and guidelines for safety and security.</p> <p>The matter of the resignation of Mr M. Mchunu and the consequent vacancy must be brought to the attention of the League.</p> <p>To establish a new standing committee to be know as Internal Audit & Remuneration Committee (IARC) with Dr WAA Gouws as its chairman.</p> <p>The Convenor of the IRIC must meet with Dr Gouws to discuss terms of reference, composition, operations and other related issues.</p> <p>Prof Gadinabokao, Mr I. Khoza, Mr M. Mahomed, Mr L. Kika, and Mr A. Mokoena to meet to discuss the referees service delivery to the PSL.</p>



23 June 2003 (cont)	To accept the CEO's position that since there was a breach of trust, he would not be in a position to reinstate Mr Soomra at the end of the SA 2010 Bid period.
	Accepted, with appreciation, the report from the SAFA SFS Task Team.
	Accepted the Chairman of the League's Competitions Committee and one other member his committee become members of the National Competitions Committee.
	To require the National Competitions Committee to broaden its scope of operations in order to acquire the true national character.
	The CEO should obtain the names of the new members of the Competitions Committee from the League.
18 July 2003	Agreed to wait for the necessary intervention of the League on the matter of Mr E Sono's continued absence from NEC Meetings.
	Mr Jordaan should take care of setting up a meeting around the stadium recovery, the upgrade, and so on.
	To wait to receive the document on the policy and guidelines for safety and security for SAFA from Mr Phasha.
	Agreed that Messrs Jordaan, Mokoena and Mahlalela meet to discuss and conclude the matter of Mr Soomra's move from SAFA to the Bid.
	Agreed to wait to receive from the League the names of members who are to serve in the National Competitions Committee.
	Agreed to defer the discussion on the Bidco Section 21 company to the next meeting when the Chairman of the Bid Committee shall be present.
	<p>Agreed to accept the report of the SAFA SFS Task Team and that the following be done:</p> <ul style="list-style-type: none"> -Charges should be preferred against the former Exco members of SAFA SFS; -Mr Steve Lebeko should be removed permanently from football; -A forensic audit be undertaken on the finances of Southern Free State; -After elections SAFA should institute a "hands-on policy" as a way of making sure that things with the new Exco keep on track.
26 September 2003	Agreed to refer the Safety and Security Guidelines report received from Mr M. Phasha to the Safety and Security Committee.
	That the Safety and Security Committee should, after studying guideline, submit its report to the CEO on or before 10 October 2003.



26 September 2003 (cont)	Agreed to appoint Messrs John Comitis and Mr A. Hlophe, from the League, to the National Competitions Committee.
	That the disciplinary action that was contemplated against former Southern Free State REC should be abandoned.
	However, should the forensic audit conclude otherwise, the matter will be revisited.
	To accept the nominations of Adv Motloung, Mr Mthembu, Mr Poka and Mr Mkhosana into the respective national committees upon verifying that this is according to policy.
	Agreed with the Finance Committee's recommendation to invoke Article 14.3.1 of the Constitution for the upcoming AGM.
	Correspondence from CAF regarding candidatures for upcoming CAF competitions are referred to the International Board.
26 November 2003	The Protocol and Safety and Security Committee to meet as a matter of urgency so as to produce its comments on the Safety and Security Guidelines on or before 17 December 2003.
	That the Protocol and Safety and Security Committee is invited to make input to the comments that will be submitted to the CEO.
	Ratified the appointment of Dr Gouws's firm of consultants on the current tax problem that SAFA is experiencing.
	That in future the report of the nature of Dr Gouws' presentation should be in writing.
	In the event the investigation reveals that anybody had been negligent, or made poor representation or had acted in a manner prejudicial/unacceptable, then due process will be implemented as recourse.
	Agreed that SAFA should do the following: <ul style="list-style-type: none"> 1. Bid to host the 26th African Cup of Nations scheduled for 2008; 2. Bid to host the 4th African Womens Championship scheduled for 2004; 3. Not to bid for the 15th African Youth Championship scheduled for 2007; 4. Not to bid for the 7th African U-17 Youth Championship scheduled or 2007; 5. Not to bid for the 5th Futsal (Indoor Football) Preliminary Competition.
	The National Teams Committee of the International Board should meet urgently to finalise preparations for Afcon 2004.

