

Dear CEO Mrs Lydia, Monyepao

Counter to SAFA's Media Report and Governance Concerns in Line with the King Report aligned with SODA and Governance Best Practices

Introduction

The media report issued by SAFA last night and quoted below does not reflect the consensus or mandate of the SAFA NEC. It bypasses key governance principles outlined in the King IV Report and contravenes SAFA's own Statutes, undermining transparency, accountability, and stakeholder confidence.

[“https://www.safa.net/2024/11/15/safa-condemns-attempts-by-disgruntled-former-members-to-throw-the-association-into-disarray/”](https://www.safa.net/2024/11/15/safa-condemns-attempts-by-disgruntled-former-members-to-throw-the-association-into-disarray/)

Key Issues

1. Lack of NEC Consultation

The report was issued without NEC approval, violating the collective decision-making principles enshrined in Article 32 of the SAFA Statutes. This unilateral action undermines governance and credibility.

2. Misalignment with King IV Principles

- **Ethical Leadership:** The report defends leadership under scrutiny, disregarding the necessity for impartiality and objectivity.
- **Transparency and Accountability:** No clear evidence or consultation with independent committees (e.g., Ethics or Audit Committees and/or Governance Committee) is mentioned. This opacity erodes public trust.

3. Potential Conflict of Interest

Defending implicated officials without a thorough review may imply partiality, conflicting with Article 56 (Ethics Committee oversight) and King IV's emphasis on integrity and independence.

4. Reputational Damage

The report's tone against former members detracts from the organization's focus on governance and professionalism, violating King IV's stakeholder-centric approach to leadership.

5. Violation of Delegation Framework (SODA)

Unauthorized Media Statements: Issuing public communications without NEC approval breaches SODA principles, which require NEC oversight for governance

and transparency. Per SODA Section 6.3, any actions exceeding delegated authority can result in disciplinary review.

6. **Lack of Alignment with Best Practices**

King Report Compliance: SODA emphasizes adherence to governance frameworks like the King IV Report. The unilateral actions conflict with the principles of accountability, stakeholder inclusivity, and transparency.

7. **Failure to Convene NEC**

Ignoring requests for an NEC meeting undermines SODA's stipulation for collective decision-making (Section 4.1) and creates risks of ungoverned operational decisions.

Recommendations

- **Adhere to NEC Authority:** All statements should reflect NEC resolutions. The NEC must authorize and oversee public communications.
- **Engage the Ethics Committee:** Activate the Ethics Committee to review allegations and ensure compliance with governance standards.
- **Transparent Media Strategy:** Future reports must provide objective updates aligned with SAFA Statutes and King IV principles, fostering trust and accountability.
- **Corrective NEC Action:** Address the overreach in media issuance and reaffirm NEC's role in governance decisions.
- **Immediate Compliance:** Cease issuing unapproved statements and convene an NEC meeting promptly to align actions with governance standards.
- **FIFA Escalation Readiness:** Non-compliance necessitates referral to FIFA Ethics for impartial oversight, ensuring integrity and international governance alignment.
- **Strengthening Internal Governance:** Reinstate adherence to SODA and King IV principles to restore organizational credibility.

This submission underscores the importance of ethical, transparent, and accountable governance in safeguarding SAFA's reputation and functionality.

If the SAFA Ethics Committee is inactive or unable to handle this matter, it is imperative to escalate it to the **FIFA Ethics Committee**. This aligns with the overarching governance framework that SAFA operates under, including its affiliation with FIFA.

Article 56 of the SAFA Statutes emphasizes the need for impartial oversight in ethical matters, and FIFA's Ethics Committee is well-equipped to provide independent judgment.

This ensures adherence to global standards of transparency, accountability, and fair process while safeguarding SAFA's credibility within the football community.

As the CEO, may you immediately cease to issue any public statements on this matter without NEC approval. Such actions compromise the credibility and authority of the NEC, particularly as it has not yet convened to deliberate on the issue due to your refusal to call an impromptu NEC meeting.


Moving forward, any communications should strictly align with NEC resolutions to maintain transparency, accountability, and adherence to SAFA's Statutes, and the principles outlined in the King IV Report.

Any failure to adhere to this friendly submission, I will be compelled as a board member to escalate the matter by filing a formal complaint with the **FIFA Ethics Committee**.

Your action will ensure that governance standards, as outlined in FIFA's Code of Ethics, are upheld and that SAFA operates transparently and in the best interests of all stakeholders.

This step is paramount to safeguard the integrity of the NEC and reinforce its authority as the governing body for SAFA in order to prioritize SAFA's long-term governance credibility and operational effectiveness.

Kindest regards,



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Gladwyn White (MBA)

SAFA NEC

16th November 2024