

7th March 2025

The Honourable President
Confederation of African Football (CAF)
Cairo, Egypt

Attention Dr President Motsepe

Urgent Request for Intervention Regarding Governance Violations in SAFA

I am writing to formally bring to your attention serious concerns regarding governance violations within the South African Football Association (SAFA), particularly the conduct of its CEO and President. These concerns relate to the blatant disregard for NEC resolutions, unauthorized expenditures, and actions that compromise the integrity of football administration in South Africa.

During its Ordinary Meeting on **January 25, 2025**, the SAFA NEC resolved to defer key motions submitted by Messrs. Gladwyn White and Lebogang Riet to the next Ordinary Meeting, which **must** be held before the end of February 2025. Despite this, the CEO has **deliberately failed** to convene this meeting, contravening SAFA statutes and undermining corporate governance.

Furthermore, the CEO has **ignored the NEC's unanimous rejection** of a communiqué issued on **December 6, 2024**, and has instead deployed representatives – at SAFA's cost – to manipulate Regional Congresses in selective areas. These actions appear to be in service of bolstering support for the **incumbent SAFA President**, who is currently facing serious legal troubles. The NEC never authorized such deployments, and we view this as an abuse of office and mismanagement of already depleted resources.

In light of these concerning developments, I urge your esteemed office to:

1. **Conduct an urgent review** of these governance failures and their implications for football administration in South Africa.
2. **Hold the SAFA CEO accountable** for dereliction of duties in her deliberate failure to discharge NEC resolutions and for incurring unauthorized and wasteful expenditure.
3. **Ensure adherence to FIFA, CAF, and SAFA statutes**, as well as the principles of corporate governance and ethical leadership in football management.

The inquiry (attached) submitted to the CEO regarding the NEC resolution to hold the meeting in the absence of the incumbent President was completely ignored, as it was neither acknowledged nor addressed.

Meanwhile, Regions are being forcibly controlled beyond their sovereign authority, as granted by their Statutes, but only during their **quadrennial year**, to favour certain individuals who will align with the preferred **fourth term** agenda.

Strangely, there has been no oversight in the preceding three seasons for any Region, yet two Regions from the **Western Cape** were permitted to hold their Congresses without any overseer – solely because of their strong allegiance to the fourth term.

Former SAFA VP, Chief Mwelo Nonkonyane, was suspended and subsequently expelled for stating that should then-coach Gordon Igesund fail to win the 2014 CHAN in Cape Town, he should be removed. However, he never faced any trial for accusations of stealing or defrauding

SAFA. Similarly, former VP Thamsanqa Mokoena and Mr. William Mooka were charged and expelled from SAFA for non-existent crimes, yet neither was accused of theft or fraud against SAFA.

The Pickard Commission condemned and recommended the limitation of executive powers for political office bearers, yet today, SAFA continues to suffer from excessive executive control and abuse of power, albeit unofficially.

Matters have worsened as the CEO knowingly defied the NEC resolution to hold an Ordinary NEC meeting before the end of February 2025, specifically to discuss motions regarding the **November 13, 2024, arrest** of the President, in his absence. Instead, despite facing serious criminal charges, both the President and CEO have defied the NEC resolution by deploying their supporters to Regional Congresses to impose sympathetic individuals in key positions.

Unilateral decisions continue to be made, including the appointment of coaches outside the NEC's authority by the Chairperson of the Technical Committee, a key SAFA beneficiary rewarded for his loyalty to the President.

The turnover of senior staff members leaving SAFA due to the toxic environment is alarming. Recent media reports have confirmed the resignation of the highly qualified Technical Director, who played a crucial role in restoring respect to SAFA's technical operations.

This follows the resignation of the Chief Medical Officer in December, who was quietly reinstated in March without following proper HR procedures. Additionally, the former CEO, resigned on a Friday afternoon in a scathing resignation letter citing how he was reduced to be a glorified clerk and was replaced within **48 hours** (over a weekend), by the current CEO, a process that bypassed HR processes.

Furthermore, this former CEO was later brought back by the President to a COO position, which had been previously scrapped from the organogram – solely to head his fourth term campaign from within SAFA at SAFAs expense.

A personal associate of the President, with **no academic qualifications**, was also awarded an employment contract for a position previously removed from the organogram, once again circumventing HR procedures.

For two full financial years, SAFA has been operating **without a budget**, yet no action has been taken. We are skating on thin ice, and continued negligence threatens the few sponsorships still available.

Meanwhile, the President and CEO continue their campaign of **arrogantly suspending and charging subordinates for questionable offenses**, all while they themselves evade accountability for **violating ethical governance principles** and facing **criminal proceedings** without consequence.

Additionally, the **R5 million advanced by the Minister in December** to mitigate the **non-payment of bonuses** for **Bafana Bafana** and **Banyana Banyana** was originally intended for the **Women's National League**. As a result, this reallocation has now created a significant **financial shortfall** for an already underfunded league.

The CEO ferried **seven provincial chairpersons, three vice presidents, and the chairmen of Legal & Constitution and Finance & Procurement committees** from **12th to 14th November**

to and from their residence to Johannesburg to support the accused in court **at SAFA's expense.**

Additionally, the Chair of Finance Committee, in his former capacity as Chair of Audit & Risk, **appointed and paid himself over R360,000** for a period of six months **without any consequences.**

Regions are now **30 months behind** in receiving their monthly grants. Despite the CEO's KPIs including a stipulation that non-payment of grants would have consequences, **almost a year later, nothing has been done.**

Additionally, there is also a **serious backlog** of club **prizes for all competitions**, including **sponsored** ones, as well as outstanding **traveling subsidies for both provincial sponsored leagues.**

Moreover, there has been **no effort** to reinstate the **Interprovincial Tournaments (IPTs)** for juniors in the **annual calendar.**

As of today, there is still **no provincial and national schools football leagues**, despite the NEC's resolution in **2018** to establish them.

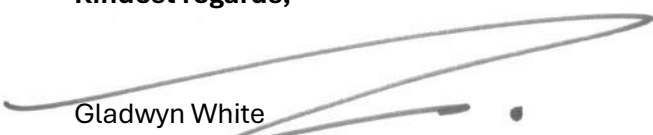
Additionally, the **R5 million advanced by the Minister in December** to address the **non-payment of bonuses** for **Bafana Bafana** and **Banyana Banyana** was originally intended for the **Women's National League**. As a result, this reallocation has now created a significant **financial shortfall** for an already underfunded league.

The current state of affairs threatens the credibility of football governance in South Africa, and without immediate intervention, the integrity of our football structures will be further compromised. I trust that your office will take the necessary steps to address these concerns.

I remain available for any further clarification and look forward to your urgent response.

Your prompt attention to these matters is required.

Kindest regards,



Gladwyn White
SAFA NEC Member
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