

15th June 2025

Ms Lydia Monyepao
Chief Executive Officer
South African Football Association
SAFA House
JOHANNESBURG

UNLAWFUL AND DISGRACEFUL CONDUCT IN VIOLATION OF SAFA STATUTES AND PRINCIPLES OF GOOD GOVERNANCE

Dear Ms Monyepao,

On behalf of the only few Statutory sound members of the National Executive Committee (NEC) of SAFA, hereby write to you in our private capacities but in full recognition of our constitutional rights and responsibilities as NEC Members. We are compelled to address your recent conduct which has brought the Association into further disrepute and raises serious questions about your fitness to occupy the office of Chief Executive Officer.

It is deeply concerning that you have chosen to issue a memorandum to SAFA stakeholders warning against attendance at a National Dialogue called by concerned individuals who seek nothing more than to rescue and restore the integrity of the South African Football Association. This memo was issued **without consultation or authorisation of the NEC**, in direct violation of your constitutional obligation to **implement NEC decisions**, not to act unilaterally or in the service of a factional agenda.

This conduct reflects an authoritarian posture that is incompatible with the values upon which SAFA was founded. The Preamble to the SAFA Statutes affirms the foundational principle that *"people enjoy the principles of democracy, accountability and transparency"* and that *"all people enjoy freedom of association, freedom of movement ... and live in peace, harmony and comfort"*. By attempting to suppress legitimate democratic engagement through your circular, you have violated these founding principles and shown gross disrespect for the autonomy and constitutional rights of those you seek to silence.

Your conduct is further in breach of Article 3.2 of the SAFA Statutes, which prohibits *"discrimination of any kind ... on account of politics or any other reason"*. Issuing a circular against a private gathering based on the political or moral stance of concerned members is discriminatory and punitive, and shall be treated as such.

It is vital to remind you that your position does not grant you unilateral authority to speak or act on behalf of the Association in the absence of formal NEC decisions. The NEC has not met to discuss, approve or mandate the issuance of your circular. Therefore, your memo to stakeholders is unlawful, unauthorised, and ultra vires.

You were not elected by the football people of South Africa; you were (illegally) appointed to administer policy, not to make it. The mistake you make is to think that you own SAFA, together with your embattled President and the cartel enabling this decline in governance.

We are further troubled by your pattern of neglecting serious governance failures while springing to action only when your own factional interests are threatened. The following issues — none of which have been addressed under your leadership — have all brought SAFA into disrepute:

1. **13 November 2024** – The President and CFO were criminally charged for allegedly defrauding and stealing from the association. You have failed to treat this as an existential threat to the reputation of the association and have failed to convene the NEC to discuss the matter as decided by the NEC meeting of 25 January 2025.
2. You prepared and approved a ‘TRO’ to ferry the 12 of the cartel members from their destinations to and from Joburg from the 12th to 14th November 2024 at SAFAs cost to support your master in court.
3. You took instructions from your master and his lawyers to write a letter to the court distancing SAFA from a matter you have no idea of.
4. You failed to take the NEC into confidence regarding the alleged payment of over **R10m** to the President.
5. **Dismissal of Ms Namhla Mphelo** – Whilst we acknowledge our inability to intervene unprocedurally in disciplinary matters involving staff members, correspondence was addressed to you to indicate that NEC Members had materially relevant information to share on the matter. Instead, you appear to have scapegoated the said staff member over the R10m debacle.
6. **03 June 2025 Parliamentary Appearance** – the Cartel moonlighting as a SAFA delegation repeatedly lied, distorted and misled Parliament. You and the delegation revealed certain matters to Parliament and yet the NEC was not informed of these revelations.
7. **Teboho Mokoena vs Lesotho player eligibility saga** – A case of gross mismanagement – which the permanent President of SAIFA, the man who’s unilaterally responsible of plunging SAFA into the current Constitutional catastrophe, incorrectly lying to Parliament that SAFA must first wait on FIFA to confirm SAFAs incompetence and gross violation of the Competition rules and regulations as you refuse to name the pensioner who was supposed to have retired last year September but instead you blessed him with a two year contract only for being the friend to the President.
8. **Adverse court rulings on non-payment to teams** – Judicial condemnation of SAFA’s failure to uphold its obligations. In the process bringing women football

and more so SASOL into disrepute by an illiterate constitutional delinquent of note without any reprimand or adverse consequences.

9. **Non-payment of regional grants with a backlog of over 40 months** – A disgraceful abdication of responsibility. You KPAs and KPIs were adjusted in June 2024 in relation to nonpayment of grants and you did absolutely nothing until this week payments of R35,000 instead of the R40,000 approved by Congress because you're on autopilot with absolutely no regard to the NEC that hasn't appointed you.
10. **Misappropriation of FIFA Forward Programme** which you requested to start a Merchandising Store in 2023 – the store only exist in the plan you submitted to FIFA but strangely has a dedicated "Store Manager" in place. You were funded to build ablution facilities and a portable pavilion at the white elephant Fun Valley referred to as the SAFA Technical Centre.

Instead of addressing these substantive failures, you chose to attack a National Dialogue convened in our private capacities and without use of SAFA branding. Why now? Why this circular? Why silence dissent but protect wrongdoing?

The timing of your circular — *immediately after partial payment of overdue grants* (R35,000 instead of the Congress-approved R40,000 per month for the last 16 months) — raises legitimate suspicions. Are you attempting to buy loyalty from regions in advance of the questionable Congress scheduled for 28 June 2025? Is this not yet another example of manipulation and disrespect?

Let us be clear: you have no authority to instruct or warn members of the football community against exercising their constitutional rights. Your memo is a misuse of office, an affront to the democratic values of SAFA, and if not withdrawn immediately, we shall not hesitate to:

- Communicate the legal and constitutional position to all stakeholders you attempted to intimidate; and
- Institute appropriate disciplinary and legal proceedings in terms of the SAFA Statutes and applicable law.

We urge you to reflect deeply on your role, the oath of office you swore to uphold, and the principles that must guide the conduct of any person entrusted with a position of such consequence.

We therefore call upon you to withdraw the circular with immediate effect. Failure to do so within the next 24 hours will compel us to take all necessary steps — legal, ethical, and organisational — to correct this injustice and protect the future of football governance in South Africa.

Kindest regards,



Gladwyn White [MBA²]

On behalf of the following NEC Members collective:

**Lebogang Riet, Mosimanegape Mathe, Emma Hendricks, Monde Montshiwa,
Orapeleng Setlhare, Vincent Ramphago, Sphiwe Mkhangelwa**