

CONFIDENTIAL CORRESPONDENCE

Date: 7 November 2025

To: Honourable Minister Gayton McKenzie
Minister of Sport, Arts and Culture
Department of Sport, Arts and Culture
Pretoria, South Africa

From: White Gladwyn
Member, National Executive Committee
South African Football Association (SAFA)

Subject: Urgent Concerns Regarding Governance, Financial Mismanagement, and Administrative Failures at SAFA

Dear Honourable Minister McKenzie,

I write to you in my capacity as a duly elected member of the South African Football Association's National Executive Committee, compelled by my constitutional responsibility to South African football and my fiduciary duty to protect the interests of our national sport.

Purpose of This Correspondence

This letter serves to formally bring to your attention systemic governance failures, financial mismanagement, and administrative incompetence at SAFA House that threaten the sustainability of South African football. Despite previous submissions to your office and the ongoing criminal proceedings against President Dr. Danny Jordaan, the situation has deteriorated further, necessitating urgent ministerial intervention.

Current Criminal Proceedings Context and Your Deafening Silence

Minister, your silence was the loudest when November 13, 2024 came and gone – the day President Dr. Danny Jordaan and CFO Gronie Hluyo were arrested for allegedly defrauding the very same SAFA resources which both should have treasured and protected as expected. They have appeared several times in court after being released on bail, yet disturbingly, Congress delegates were misled with claims that the case had been withdrawn.

More recently, the former Acting CEO of SAFA, Russell Patrick Paul, a good friend of mine, has been added to the list of accused after being arrested and released on bail. It is also reported that Mr Paul gave his warning statement in the presence of a seasoned SAFA lawyer, an allegation that still needs to be verified and confirmed.

Minister, still no word has come from you. Your office has remained conspicuously silent while the leadership of our national football association faces serious criminal charges involving the alleged misuse of millions of rands in SAFA funds – funds that

should have been used to develop football, pay players, support regions, and sustain our youth development programmes.

This silence is particularly troubling given your vocal presence on other SAFA matters. You were quick to claim credit for negotiating sponsorships, swift to defend SAFA's position on the Mokoena incident before consulting the NEC, and eager to appear alongside SAFA leadership at public events. Yet when the President and CFO you have been defending were arrested for allegedly defrauding the organization, your voice disappeared entirely.

While these are matters before the courts and the accused maintain their innocence, the ongoing criminal proceedings have exacerbated SAFA's already dire financial and reputational crisis. More concerning is the apparent misinformation campaign within SAFA itself, where Congress delegates have been told the case was withdrawn when court records show the accused continue to appear before the courts with the case proceeding toward trial.

Critical Financial Crisis

Immediate Cash Flow Emergency

Minister, your department's recent R5 million advance to SAFA in December 2024 – representing 70% of our annual government grant – was a necessary intervention that prevented our national team players from entering the festive season unpaid. However, this emergency measure has merely treated a symptom while the underlying disease continues to metastasize.

The facts are stark:

1. **Players unpaid since September 2024**, with outstanding bonuses totalling approximately R6 million
2. **Regions owed over 36 months of monthly grants**, creating unsustainable operational conditions across all provinces – estimated at **R68,640,000**
3. **Two consecutive financial years without an approved annual budget**, and we are now five months into the current financial year without a tabled budget
4. **No transparency on executive compensation**, particularly regarding CEO Lydia Monyepao's salary, known only to President Jordaan

Lost Sponsorships and Revenue Streams

The commercial damage is severe and ongoing:

- **SASOL Sponsorship**: Lost due to misallocation of funds intended for women's provincial league clubs
- **Hollywood Regional Sponsorship**: Departed after one season, with clubs still owed multiple seasons of prize money

- **NSL/Nedbank Cup:** Annual payments received annually but prize money not distributed to participating clubs
- **ABC Motsepe Competition:** Our only remaining CSI project, maintained solely through the ubuntu of the Motsepe family despite chaotic administration

Minister, your public claims in the media about negotiating commercial partnerships for SAFA appear disconnected from the reality we face in the NEC. Potential sponsors are deterred not by lack of marketing effort, but by SAFA's tainted reputation and the ongoing criminal proceedings against our leadership makes it worst.

The Teboho Mokoena Incident: Administrative Incompetence

The Facts of the Matter

The incident involving Mr Teboho Mokoena's ineligibility during the 2026 FIFA World Cup qualifier represents an unprecedented administrative failure that cost South Africa:

- **Three points deducted plus a 5-goal deficit** from our World Cup qualifying campaign
- **Approximately R250,000 in FIFA fines**
- **Over R1.3 million in lost winning bonuses** for players and technical staff
- **Immeasurable reputational damage** to South African football globally

NEC Resolution Versus Presidential Actions

Minister, I must emphasize that at our Nelspruit NEC meeting held on the same day as the Bafana Bafana fixture, the NEC explicitly **rejected** any report recommending an appeal of FIFA's decision by Mr Pooblan Govandisami. We instructed the Head of Administration to address the gross misconduct of Team Manager Vincent Tseka.

Yet, President Jordaan appeared before television cameras immediately the next morning after the World Cup qualification, contradicting the NEC's position and exonerating Mr. Tseka of all responsibility. This blatant disregard for NEC authority exemplifies the autocratic governance style that has brought SAFA to its knees.

The Team Manager's Failures

Your department's acceptance of SAFA's explanation – that Mr. Tseka was away from his post "getting ice" – is deeply concerning. This excuse insults the intelligence of all stakeholders:

1. **Primary Responsibility:** Match statistics and player eligibility tracking are fundamental duties of a Team Manager
2. **Unreconciled Expenses:** Mr. Tseka owes SAFA over R600,000 in unreconciled expense slips and has allegedly threatened to "spill the beans" if held accountable

3. **Budget Reallocation:** The team contingency budget has been reassigned to the Head of Delegations due to Mr. Tseka's financial misconduct
4. **No Accountability:** Despite unprecedented failure, there have been no consequences due to his proximity to President Jordean

Minister, we had competent Team Managers before this administration who served Bafana Bafana with distinction and never caused such global embarrassment. Accepting mediocrity as the new standard is unacceptable.

Your Intervention and FIFA Protocol

While I appreciate your demand for accountability through letters to both SAFA and FIFA in October 2025, I must respectfully note that your immediate public support of SAFA's position the day after the Nelspruit fixture was premature. You should have first demanded answers at the NEC meeting held earlier that same day, where the administrative failure was discussed and rejected.

Your subsequent correspondence to FIFA and SAFA correctly demanded accountability, but as CAF President Patrice Motsepe noted, there is a fine line between demanding accountability and governmental interference in football administration. I trust you will navigate this balance carefully while ensuring those responsible are held accountable.

Treatment of National Team Coaches

Coach Desiree Ellis

Minister, it was your Deputy Minister, Mme Peace Mabe, who stood for Coach Desiree Ellis and prevented what would have been constructive dismissal. Coach Ellis worked for over a year without a contract while the administration offered poverty-stricken remuneration despite the NEC's unanimous resolution at Nelspruit to appoint her properly.

Banyana Banyana travelled to their first WAFCON qualifier without a coach or Head of Delegation because President Jordean's directive contradicted the NEC's decision. This required intervention from the first Deputy Secretary of the African National Congress, who condemned SAFA's leadership for abusing Coach Ellis.

Coach Raymond Mdaka (Amajita)

You publicly witnessed the frustrations when SAFA offered a laughable salary to Coach Ray Mdaka, who achieved remarkable success by qualifying Amajita for the FIFA U-20 World Cup with a podium finish at the U-20 AFCON. Yet Minister, you remained silent when:

- Amajita left South Africa as continental champions without proper preparations for the global stage
- We prepared against two Multichoice Diski Challenge teams while all opponents organized proper international friendlies

- Morocco, whom we defeated to become continental champions, became world champions while we failed due to inadequate preparation
- The team travelled by bus to honour an official fixture in Mozambique

Amajimbos (U-17 National Team)

Amajimbos, representing the future of South African football, departed for Qatar as the last country to arrive and without a single practice match. Any success achieved by these youth teams is attributed to President Jordaan personally, while failures are blamed on everyone else trying to rescue SAFA from catastrophe.

Governance Breakdown

Executive Authority Usurped

The CEO, Ms. Lydia Monyepao, occupies her position without having undergone any interview process. Her appointment and compensation are known only to President Jordaan, who operates SAFA as a sole proprietor. She is widely understood to function as the President's personal assistant rather than as an independent Chief Executive Officer accountable to the NEC and membership.

NEC Marginalized

The NEC and Congress can only convene through host city funding because SAFA's coffers are empty. Presidential directives routinely override NEC resolutions, and attempts to investigate financial irregularities are frustrated by loyalist executives.

Schools Football Programme Collapsed

Minister, schools football is effectively dead. We only participate in continental tournaments despite having resolved to establish schools football leagues. We should be organizing programmes for approximately 28,000 schools in South Africa, yet we engage only with fewer than 4,000 schools that participate in knockout tournaments. Only one school represents the country annually at continental tournaments, meaning all other schools eliminated in preliminary rounds must wait an entire year for their next opportunity.

Your Response and the Protection of President Jordaan

Ministerial Conduct Concerns

Minister, I must address what many in the NEC perceive as your reluctance to take decisive action despite overwhelming evidence of governance failure:

1. **Premature Public Support:** Your immediate support of SAFA's position on the Mokoena incident before consulting with the NEC
2. **Claims of Negotiating Sponsorships:** Your media statements about securing commercial partnerships appear to be public relations exercises disconnected from SAFA's commercial reality

3. **Acceptance of Inadequate Explanations:** Your department's acceptance of the "getting ice" excuse for gross incompetence
4. **Silence on Systemic Issues:** Your public silence on the treatment of coaches Ellis and Mdaka, the collapse of schools' football, and the marginalization of the NEC
5. **Stop acting like a self-proclaimed Commercial Director and/or Spokesperson of SAFA**

The Allegation of Political Protection

Minister, some within SAFA believe your reluctance to take strong action stems from your Patriotic Alliance's political positioning. I do not wish to attribute motives without evidence, but I must note that the perception exists that President Jordaan receives protection that would not be extended to others in similar circumstances.

Your department provided a R5 million advance – 70% of SAFA's annual grant – yet the conditions you attached (a turnaround plan and explanations for financial troubles) appear to have been satisfied with minimal scrutiny. The public has not seen a comprehensive turnaround plan that addresses the systemic governance failures detailed in this letter.

What SAFA Needs: Clear Interventions Required

Minister, the situation demands urgent and decisive action:

Immediate Actions

1. **Independent Forensic Audit:** Commission an independent forensic audit of SAFA's finances covering the past decade, separate from any criminal proceedings
2. **Governance Review:** Institute an independent governance review to assess compliance with SAFA's constitution and the fiduciary duties of executives
3. **Financial Oversight:** Appoint an independent financial oversight committee to monitor SAFA's expenditure until financial stability is restored
4. **Accountability for Mokoena Incident:** Ensure concrete consequences for those responsible for the administrative failure, regardless of proximity to leadership

Systemic Reforms

1. **CEO Recruitment Process:** Require a transparent, competitive recruitment process for the CEO position with clear reporting lines to the NEC, not the President
2. **Executive Compensation Transparency:** Mandate disclosure of all executive compensation to the NEC and membership

3. **Budget Approval Process:** Establish strict timelines for budget preparation, NEC approval, and quarterly financial reporting
4. **Regional Grant Arrears:** Develop and implement a payment plan to clear the 36+ months of outstanding regional grants
5. **Sponsorship Recovery Plan:** Engage professional commercial consultants to develop a credible sponsorship recovery strategy that addresses reputational damage

Long-term Sustainability

1. **Schools Football Revival:** Fund and implement a comprehensive schools' football development programme targeting all 28,000 schools
2. **Youth Development Investment:** Ensure adequate preparation and support for all youth national teams, including international friendlies and proper travel arrangements
3. **Women's Football Support:** Guarantee equitable treatment and compensation for Banyana Banyana and women's developmental programmes
4. **Constitutional Compliance:** Enforce SAFA's constitutional requirements for democratic governance and NEC authority

Addressing the Criminal Proceedings

Minister, I understand that you cannot interfere with judicial processes, and I do not ask you to do so. However, the criminal proceedings against President Jordaan and his co-accused have placed SAFA in an untenable position. The court case has been postponed multiple times and will not resume until November 2025, meaning this uncertainty will continue to paralyze SAFA's operations and deter sponsors for an unknown period creating extreme uncertainties.

While NEC member Jack Maluleka stated in December 2024 that allegations must be proven in court and that the NEC has not discussed misconduct, this position ignores the practical reality: SAFA's reputation is being destroyed regardless of the eventual verdict, and our financial crisis deepens daily.

The Crisis Requires Leadership, Not Protection

Minister, South African football is at a crossroads. The facts speak for themselves:

- Empty coffers requiring emergency government bailouts
- Lost sponsorships due to mismanagement and reputational damage
- Unpaid players, regions, and clubs
- Youth teams sent to international tournaments without proper preparation
- Coaches treated with disrespect and offered inadequate compensation

- An administrative failure costing us World Cup qualifying points
- A CEO appointed without transparency or NEC approval
- A President operating as a sole proprietor while facing criminal charges
- Collapsed schools football programmes
- No approved budgets for multiple years

This is not a temporary challenge requiring patience – this is an organizational crisis requiring immediate intervention. Your role as Minister is not to protect any individual, regardless of their historical contributions to South African football. Your role is to protect South African football itself.

Request for Meeting and Action

I respectfully request an urgent meeting with yourself and Deputy Minister Mabe to discuss these matters in detail. I am prepared to provide documentary evidence supporting all claims made in this letter and to propose specific interventions that respect both your ministerial authority and SAFA's constitutional autonomy.

I am also prepared to organize a delegation of NEC members who share these concerns to present a united front in advocating for the reforms our football family desperately needs.

Minister, I appeal to your stated commitment to transparency, accountability, and service delivery. The players, coaches, administrators, clubs, and millions of South African football supporters deserve better than the current state of affairs. Our national teams deserve to compete with proper preparation and support. Our youth deserve a functional schools' football system that develops the next generation of talent.

Conclusion

I write this letter with deep respect for your office and optimism that you will act in the best interests of South African football. The challenges we face are severe, but they are not insurmountable if we have the courage to demand accountability, implement reforms, and prioritize the institution over any individual.

President Jordaan has made significant contributions to South African football over many years, including his role in bringing the 2010 FIFA World Cup to our shores. However, no individual's past achievements can justify present failures or exempt them from accountability when their organization is in crisis.

The time for decisive action is now. South African football cannot afford to wait for court cases to conclude while our institutions crumble, our youth programmes collapsed, and our reputation deteriorates further.

I stand ready to work constructively with your department to chart a path forward that restores SAFA to financial health, governance integrity, and sporting excellence.

Kindest regards,



White Gladwyn [MBA²]

Member, National Executive Committee
South African Football Association

CC:

- Deputy Minister Peace Mabe
- Chairperson: Portfolio Committee
- SASCOC President
- SAFA National Executive Committee Members

Confidentiality Notice: This correspondence contains sensitive information regarding SAFA's internal governance matters. Recipient is requested to maintain appropriate confidentiality while pursuing necessary interventions.