

# URGENT APPEAL TO FIFA, CAF, AND SASCOC

## SYSTEMIC GOVERNANCE FAILURES, FINANCIAL MALFEASANCE, AND INSTITUTIONAL INACTION AT THE SOUTH AFRICAN FOOTBALL ASSOCIATION (SAFA)

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 Barkly West, South Africa

 Confidential Document

*(Submitted for Formal Review and Immediate Action)*



# **Serious Systemic Governance Failures, Financial Malfeasance, and Institutional Inaction at South African Football Association (SAFA)**

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# **SUBJECT: SERIOUS SYSTEMIC GOVERNANCE FAILURES, FINANCIAL MALFEASANCE, AND INSTITUTIONAL INACTION AT SOUTH AFRICAN FOOTBALL ASSOCIATION (SAFA)**

## **1. Overview**

Recent developments at SAFA, including unresolved allegations of financial misconduct, governance failures, and systemic retaliation against whistleblowers, necessitate urgent intervention under FIFA's statutory oversight.

This submission urgently requests FIFA's immediate intervention regarding severe and ongoing governance failures at the South African Football Association. Despite previous complaints submitted to both FIFA and the Confederation of African Football (CAF), there has been no apparent action taken to address these issues.

This inaction directly contradicts FIFA's stated commitment to strong compliance culture as outlined in the FIFA Compliance Handbook 2025 and threatens the integrity of South African football at all levels.

This submission formally documents:

- **Ongoing corruption, financial mismanagement, and abuse of power** within the South African Football Association (SAFA).
- **Repeated failures by FIFA and CAF** to act on credible complaints, despite evidence of violations of FIFA's Compliance Handbook (2025), CAF statutes, and global football ethics.
- **A demand for immediate, transparent intervention**, including an independent forensic audit and sanctions for SAFA officials and complicit FIFA/CAF representatives.

Below is a structured analysis of key issues, supported by evidence and aligned with FIFA's Compliance Handbook 2025 and ethical frameworks.

- **Critical Governance Breakdown at SAFA**

The following represents a comprehensive outline of serious governance failures currently occurring at SAFA that require immediate intervention:



## **i. Ongoing Financial and Ethical Violations**

- **Fraud Charges Against SAFA Leadership**

SAFA President Danny Jordaan and CFO Gronie Hluyo face active fraud charges related to the alleged misuse of R1.3 million in association funds for personal PR campaigns. While theft charges were dropped, fraud proceedings continue, with the case set for August 2025.

- **FIFA Compliance Handbook Reference**

FIFA's guidelines prohibit using organizational resources for personal gain and mandate accountability for senior leadership. SAFA's failure to suspend implicated officials during ongoing investigations violates Article 19 of FIFA's Code of Ethics.

- **Collapse of Internal Governance Structures**

SAFA's Ethics Committee has been non-functional since 2024, creating a regulatory vacuum. NEC members have repeatedly escalated concerns to FIFA and CAF, citing violations of:

- **Article 13 (Duty of Loyalty):** Retaliation against whistleblowers.
  - **Article 15 (Conflicts of Interest):** Misuse of funds for legal defences.
  - **Article 19 (Accountability):** Leadership's refusal to step aside during investigations

## **ii. Abuse of Power and Obstruction of Governance**

- **NEC Meeting Manipulation**

Since the November 2024 arrest of President Danny Jordaan and CFO Gronie Hluyo for fraud, SAFA has held only one NEC meeting (January 2025). During this meeting, Jordaan refused to recuse himself or entertain motions demanding accountability, violating SAFA's statutes and FIFA's **Article 13 (Duty of Loyalty)**. A resolution to reconvene by February 2025 was ignored, with the CEO unilaterally postponing meetings and excluding critical motions

## **iii. Criminal Proceedings Against Leadership & Orchestrated Support**

- On 13 November 2024, SAFA President Danny Jordaan, CFO Gronie Hluyo, and Grit Communications Director Trevor Neethling appeared in court on charges of theft, corruption, and fraud involving over R1.3 million in association funds. The courtroom was notably filled with high-ranking SAFA officials – including seven provincial chairpersons, three vice presidents, and the chairpersons of the Finance & Procurement and Legal & Constitution committees – who were transported from across the country to Johannesburg on SAFA's account specifically to demonstrate support for the accused leadership. This mass mobilization of SAFA leadership to back individuals facing serious allegations



- raises significant questions about the association's commitment to impartial governance and the proper use of organizational resources.
- The CEO has attended court proceedings to support the accused officials and improperly represented SAFA's position without NEC authorization through a letter that was read in court.

## **2. Senior Management Turnover and Departure of Technical Director Walter Steenbok**

### **i. High Turnover of Senior Managers and Lack of Exit Interviews**

There is a concerning trend of high turnover among senior managers at the South African Football Association (SAFA), with several high-profile departures in recent years. Notably, these exits have often occurred without the benefit of formal exit interviews, which are critical for organizational learning and risk management. The most recent and significant departure is that of Technical Director Walter Steenbok, whose exit follows a pattern seen with other senior executives, including multiple CEOs under the current administration.

### **ii. Departure of Technical Director Walter Steenbok**

Walter Steenbok, a highly skilled and transformative leader within SAFA, recently left his position as Technical Director. Steenbok had distinguished himself not only through his work but also by graduating with a FIFA Technical Leadership Diploma, a prestigious qualification awarded at FIFA headquarters in Zurich. This diploma covered vital domains such as technical leadership, coach education, high performance, amateur football, and management, and positioned Steenbok as one of only 23 graduates globally from FIFA's inaugural class. This graduation is notably preceded his recent PhD graduation specialising in Sports Sciences majoring in talent identification and development where he developed two models in player profiling model in for SA players and the other one highlighting the best talent development for youth development players in variable development settings. His expertise and vision have been credited with significantly advancing SAFA's technical and development agenda.

Despite his substantial contributions, Steenbok was reportedly severely underpaid, which may have contributed to his decision to leave. His departure is particularly troubling given his recent academic achievement and the value he brought to SAFA. The loss of such a key figure, especially under these circumstances, is likely to be viewed unfavourably by FIFA, especially considering SAFA's ongoing challenges with leadership stability and organizational governance.

### **iii. Context of Organizational Instability and Governance Concerns**

Steenbok's exit comes at a time of heightened scrutiny and internal strife within SAFA. The organization has been beset by allegations of maladministration, financial irregularities, and deep divisions among its leadership. There have been recent investigations by law enforcement into alleged fraud and misuse of funds by the current president, and public disputes among senior officials have become commonplace. These issues have not only affected morale but also SAFA's reputation both domestically and internationally.

### **iv. Submission to the NEC and Whistleblowing**

It is of particular note that prior to his departure, Walter Steenbok made a submission to the National Executive Committee (NEC) calling for an investigation into alleged irregular and illegal operations involving both the CEO and the President. This act of whistleblowing underscores the seriousness of the governance concerns at SAFA and raises further questions about the environment for ethical leadership and accountability within the organization.

### **v. Implications for FIFA and Compliance**

Given Steenbok's international profile and the circumstances of his departure, there is a real risk that FIFA may view these developments as indicative of deeper structural and governance problems at SAFA. The lack of exit interviews and the apparent disregard for retaining and valuing top talent further compound these concerns. Proactive measures, including transparent reporting to FIFA and the implementation of robust exit interview processes, are recommended to mitigate reputational and compliance risks.

### **vi. Irregular Human Resource Practices**

- Illegal staff appointments without following established HR processes.
- Current CEO appointed by the President without NEC approval.
- Former CEO brought back as COO for a position previously eliminated from the organizational structure.
- CMO who resigned in December 2024 was improperly reinstated in March 2025.

### **vii. Illegitimate Appointment of Manager of National Teams**

#### **• Contradiction of Organogram**

In October 2024, the CEO appointed a **Manager of National Teams** to a position scrapped from SAFA's official organogram. The appointee, a former NEC member and staunch ally of President Danny Jordaan, not only lacks requisite qualifications, experience, or skills for the role but is allegedly over the

retirement age as well. Apart from violating FIFA's **Article 18 (Integrity)** and SAFA's own HR protocols requiring merit-based recruitment.

- **Operational Failures**

The appointee's incompetence led to critical failures, including:

- **Training Facility Debacle:** Bafana Bafana was denied access to a training ground due to unsecured bookings, forcing the team to retreat.
- **Match Stat Negligence:** Failure to record player bookings and report suspensions to coaches, compromising team preparation.
- **Defiant Conduct:** Threatened to "spill the beans" on SAFA leadership if disciplined, leveraging insider knowledge to evade accountability.

- **Financial Mismanagement and Petty Cash Abuse**

- **Unregulated Petty Cash Handling**

The Manager of National Teams has repeatedly failed to reconcile petty cash advances, with discrepancies in player allowances and sundry expenses.

- **Protocol Violations:** Petty cash responsibilities were unlawfully transferred to the Head of Delegation, bypassing SAFA's **Financial Policy (PRO7)** requiring CEO/NEC approval for expenditure.

### 3. Violations of FIFA Compliance Handbook

- **Appointment Standards**

FIFA's **Handbook for Technical Directors** mandates that staff appointments align with technical expertise and organizational structure. SAFA's nepotistic hiring contravenes these guidelines, prioritizing loyalty over competence.

- **Financial Governance**

SAFA's 2021–2022 Financial Report emphasizes "financial governance as non-negotiable," yet petty cash irregularities and misallocated FIFA loans reveal systemic non-compliance

### 4. Systemic Governance Retaliation and Suppression of Dissent

- **SAFA's Safety Committee Targeting Critics**

A SAFA committee is actively investigating NEC members and former staff for alleged "smear campaigns," using internal leaks to media platforms as justification. This contradicts FIFA's emphasis on protecting whistleblowers and maintaining safe reporting channels.



- **FIFA Compliance Handbook Reference**  
Retaliation undermines the “Embed” phase of compliance, which requires fostering trust in reporting mechanisms.
- **Disregard for Presumption of Innocence**  
While CAF initially stressed presumption of innocence for Jordaan, FIFA has not addressed SAFA’s failure to uphold this principle for critics. NEC members reporting misconduct face threats of expulsion.
- **Immunity for Loyalists**  
Despite operational and financial failures, SAFA leadership has refused to discipline the appointee, fearing exposure of internal misconduct. This aligns with prior retaliation against whistleblowers who uncovered **R10 million in unauthorized payments** to Dr Jordaan.
  - **Selective Transparency:** SAFA issued “back-to-back” statements supporting Dr Jordaan during court appearances but remained silent on the Manager’s incompetence, violating FIFA’s **“Embed” phase** principles on transparency.
- **Coordinated Campaign for Fourth Term**  
Dr Danny Jordaan’s pursuit of an unprecedented fourth term as SAFA President, despite his 2022 pledge to step down, has been facilitated through **statutory loopholes** and **internal manipulation**. The absence of term limits in SAFA’s statutes (mirroring CAF’s framework) allows Dr Jordaan to exploit legal technicalities, arguing that term limits apply only prospectively. However, his renewed campaign contradicts FIFA’s emphasis on **leadership accountability** and **ethical succession planning**.
- **COO’s Role in Mobilizing Support**  
The newly appointed COO, Advocate Motlanthe, is allegedly spearheading efforts to rally regional presidents behind Jordaan by **drafting template letters** for them to submit to SAFA, FIFA, and courts. These letters falsely portray broad internal support for Jordaan while dismissing critics as a “disgruntled minority,” **misrepresenting dissent** within SAFA’s structures.
- **Convicted Officials in Leadership**  
The Namakwa Football Association (Northern Cape) retains a regional president serving a four-year correctional supervision sentence for municipal tender fraud and money laundering. The regional treasurer and acting secretary, facing charges for misappropriating SAPS bail funds, also remain in office due to their staunch support for SAFA President Danny Jordaan. This violates FIFA’s **Article 18 (Integrity)** and **Article 22 (Eligibility)** requiring officials to meet ethical standards.

## 5. Fraudulent Statutes and Legal Negligence

- **Unauthorized SAFA Statutes**

The 2022 Extraordinary Congress operated under fraudulent statutes copy, signed by both Dr Jordaan and former CEO without NEC review. He admitted to signing an incorrect version “hurriedly given at SAFA House gates,” rendering the 2022 elective Congress illegitimate. A promised constitutional correction congress has not materialized in three years.

- **Complicit Legal Chairperson**

The Chairperson of Legal and Constitution, despite academic credentials, has failed to address statutory irregularities, prioritizing loyalty to Jordaan (who secured his CAS panel position) over legal oversight.

## 6. Retaliation Against NEC Dissent

NEC members advocating for Jordaan’s removal face **targeted retaliation**:

- **Suspension Threats:** NEC members Monde Montshiwa, Jacob Mathathe, and Gladwyn White, risk suspension for demanding Dr Jordaan’s recusal, despite SAFA statutes requiring Congress approval for member suspensions.
- **Bail Condition Violations:** Dr Jordaan’s continued chairing of NEC meetings while on bail for fraud charges risks **interference with witnesses**, including PSL Chairman Dr Irvin Khoza.

### i. Deliberate Obstruction of Governance Processes

- NEC meetings to address the criminal allegations have been repeatedly postponed through abuse of power.
- The only NEC meeting held in January 2025 resulted in the President refusing to entertain two properly submitted motions in accordance with SAFA statutes
- Despite a NEC resolution to convene a meeting by February 2025 to address these motions, the CEO deliberately undermined this directive by:
  - Scheduling the meeting for late March 2025
  - Failing to include the mandated motions on the agenda
  - Subsequently postponing the meeting indefinitely
- A security report tabled in March 2024, which detailed misconduct by a key supporter of the current leadership, has not resulted in any disciplinary action or transparent follow-up. This failure to act on internal findings suggests a pattern of selective enforcement and undermines the credibility of SAFA’s governance and compliance processes, especially when juxtaposed with the swift mobilization of resources to support accused officials.

## 7. Governance Violations

- Election Manipulation: Intimidation of regional delegates to secure leadership positions.

## 8. Financial Mismanagement & Possible Embezzlement

- **Misuse of FIFA Forward Funds:** Allegations of diverted funds meant for development programs (e.g., youth academies, women's football) into opaque expenditures.
- SAFA is operating without an approved budget for two consecutive financial years.
- Alleged discovery of unauthorized payments of over 10 million rand made to the SAFA President until 2020 that were never disclosed to or authorized by the NEC.
- A R22 million FIFA loan intended for regional grants and league subsidies was diverted to security contracts and inflated legal fees, exacerbating a 30-month backlog in payments to stakeholders. This violates FIFA's anti-corruption guidelines and **Article 23 (Financial Integrity)**
- Regions have experienced a 30-month backlog of payments.
- SAFA's going concern status is questionable?

## 9. Retaliatory Actions Against Whistleblowers

- An employee who allegedly uncovered R10 million in unauthorized payments to Dr Jordaan via SAFA's Financial Management System (FMS) was dismissed at the president's directive. The CFO, under investigation, led the retaliatory probe, contravening FIFA's "**Embed**" phase principles on safe reporting channels
- **Silencing Whistleblowers:** Threats against journalists and football depleted money used to sue media houses (Sowetan, Sunday World, City Press and many others).

## 10. Competitions and Development Sabotage

- **Unilateral Team Withdrawals**  
Bafana Bafana's withdrawal from CHAN and the U17 women's team from COSAFA (May 2025) occurred without board consent, undermining FIFA's **Fair Play Principle** and damaging SAFA's sporting reputation.

- **Collapse of Hollywoodbets Women's Super League**
- **Selective Fixture Fulfilment:** Only televised matches in the National Women's League are being played, while non-broadcast clubs remain idle due to unpaid monthly grants. This disrupts player development, jeopardizing Banyana Banyana's WAFCON title defence
- Provincial-level corruption is reportedly widespread, damaging SAFA's and sponsors' reputations.
- **Mishandling of Sasol League Expulsions:** SAFA attempted to expel 14 teams from the Sasol League in a manner described as unfair and arrogant. This action was challenged in court, where both SAFA and its sponsor, Sasol, were found wanting, indicating procedural and legal failings within the association's administration. Such incidents not only damage the reputation of SAFA but also risk alienating sponsors and undermining the development of women's football.
- Football and Sasol as the partner were brought in disrepute as proceedings revealed that the sponsored league owed the clubs around R2 million which was ordered to be paid within 14 days.
- SAFA has embarrassingly elected to challenge and provide financial assistance for legal fees to the region, having previously turned down similar requests from Vhembe FA, Northern Cape FA and many others.

## 11. Nepotism & Abuse of Appointment Powers

- The President is appointing unqualified supporters as Standing Committee Chairpersons.
- Loyalists are being appointed as Heads of Delegation for international fixtures to provide protection and cover for leadership in return.
- These appointments undermine FIFA's Fair Play principles and proper governance.

## 12. Electoral and Constitutional Breaches

- **Unlawful Regional Elections**  
SAFA's March 2025 directive for regional elections contravenes its own statutes (Article 25.1) and FIFA's standard electoral code, which mandates four-year terms for officials. Arbitrary timelines and NEC interference in Limpopo's Capricorn FA elections exemplify systemic manipulation.

## 13. Suspected Double-Dipping on Travel Allowances

- **Self-Arranged International Travel**

Danny Jordaan allegedly books international travel independently of SAFA's NEC-approved processes, bypassing oversight mechanisms. SAFA's **Travel Policy** (PRO7) mandates that all travel requisitions require CEO/NEC approval, with class-of-travel distinctions (e.g., First Class for presidency internationally) and reimbursement limits (e.g., R150/meal domestically).

- **Forensic Red Flags**

Claims spreadsheets suggest potential **duplicate billing** for the same assignments through FIFA and CAF, while Jordaan reportedly states he "doesn't receive a cent from SAFA." This contradiction necessitates scrutiny of SAFA's payment records against FIFA/CAF reimbursement logs.

- **Tax Implications**

SARS guidelines require taxable allowances (e.g., travel, subsistence) to be declared as income. Dr Jordaan's alleged "night out allowances" and unreported reimbursements could violate **PAYE-GEN-01-G03** tax compliance rules.

## 14. Violations of SAFA Travel Policy

- **NEC Oversight Bypass**

SAFA's policy explicitly delegates travel approval authority to the CEO and NEC. Jordaan's unilateral arrangements breach **PRO7 Section 3.6.2.3**, which restricts First Class travel to the presidency only for pre-approved international trips.

- **Corporate Card Abuse**

Policy prohibits using SAFA corporate cards for unauthorized expenses (e.g., spousal travel without CEO approval). Forensic audits should verify compliance with **Section 3.11.1.1**, which mandates receipts for all expenditures [1](#).

## 15. HRM Irregularities

- **PA's Unlawful Retention**

The president's PA remains employed beyond SAFA's retirement age without NEC approval, violating standard HR protocols and potentially constituting **age discrimination or nepotism**.

- **Ghost Employment Risks**

Lack of transparency around the PA's role and remuneration raises concerns

about **unauthorized benefits**, particularly if the PA facilitates Jordaan's off-book travel arrangements.

## 16. Financial Mismanagement Evidence

- **Spreadsheet Discrepancies**

Attached claims data reportedly shows overlapping SAFA-FIFA-CAF reimbursements for identical trips (e.g., airfare, accommodations). This aligns with prior misuse of the **R22 million FIFA loan** for non-designated purposes.

- **Unpaid Stakeholder Debts**

SAFA's 30-month backlog in regional grants and referee fees (noted in **2012–2013 Annual Report**) contrasts with Jordaan's alleged self-payments, violating FIFA's **financial integrity** mandates.

## 17. Reckless and Unilateral Legal and Security Expenditure by SAFA President

### i. Summary of Allegations and Evidence

- **Personal Legal Costs with SAFA Funds:**

Multiple credible reports and court records indicate that SAFA President Danny Jordaan is accused of using SAFA's resources to fund personal legal battles and security arrangements. These amongst others include:

- Hiring private security companies for his personal protection, paid for by SAFA, without proper board approval and supply chain processes.
- Engaging public relations and legal firms to defend his personal image and legal interests, again using SAFA funds and bypassing standard authorization processes.

- **Legal Representation Conflicts**

The state has challenged the involvement of Advocate Norman Arendse as legal counsel for Jordaan and his co-accused, citing a conflict of interest since Arendse is also SAFA's lawyer. This raise concerns that seasoned legal service providers with existing relationships to SAFA are being used in cases where the president's personal interests are at stake, potentially at the association's expense.

- **Magnitude of Legal Fees**

Forensic reviews and whistleblower reports reveal that millions of rands have been spent from SAFA's coffers on legal fees directly tied to Jordaan's personal matters. Examples include:

- At least R2.8 million paid to a New York-based legal firm, often marked specifically as “Dannyjordaan Leg” or “Dr Danny Jordaan Legal Service” in SAFA’s financials.
- An estimated R10 million in legal fees paid on behalf of Jordaan for matters described as private, not for the benefit of SAFA.
- R1.76 million in legal fees to the local firm Nortons for Jordaan’s private matters, with the then-CEO noting this came “at a tremendous cost to the association, whose cashflow was already severely constrained”.
- **Suing Media and Hawks, and Challenging Arrests**  
Jordaan has used SAFA resources to sue media houses for critical reporting and to challenge the Directorate for Priority Crime Investigation (Hawks) and his own arrests, all at SAFA’s expense. These legal actions are widely seen as attempts to suppress scrutiny and criticism rather than protect the association’s interests.
- **Unilateral Postponement of NEC Meetings and Congress**  
There is a clear pattern of the president and CEO postponing or cancelling NEC meetings and the annual Congress without proper consultation or approval from the NEC, contravening SAFA’s statutes and governance protocols. The most recent Congress, scheduled for May 10, 2025, was postponed twice without NEC consultation, further eroding internal accountability.
- **Key Points Table**

Issue	Evidence/Source	Impact
Personal legal/security costs via SAFA	Hawks investigation, court records, whistleblower reports	Financial strain, governance breach
Conflicted legal representation	State challenge to Arendse’s dual role as SAFA and Jordaan’s lawyer	Conflict of interest, lack of independence
Excessive legal fees	Forensic audits, confidential reports, financial statements	Millions spent, less for football development
Suing media/Hawks, challenging arrests	Legal actions funded by SAFA, targeting critics and investigators	Suppresses scrutiny, reputational risk
Unilateral postponement of meetings	NEC/Congress delays without consultation, violating statutes	Undermines governance, accountability

## **18. Context Around Namhla Mphelo, SAFA, and R10 Million Payment**

### **i. Summary of the Situation**

Namhla Mphelo was reportedly expelled from her position at the South African Football Association (SAFA) after being accused of sharing information about a R10 million transaction allegedly paid to the SAFA President in 2020 with Mr Monde Monthsiwa, a SAFA NEC member. The investigation into Mphelo was led by Gronie Hluyo, SAFA's Chief Financial Officer, who himself faces serious criminal charges related to defrauding SAFA and has not been suspended. This has raised questions about consistency and fairness in how SAFA leadership handles allegations and disciplinary actions.

### **ii. Expulsion of Namhla Mphelo and Alleged Double Standards**

- SAFA's leadership, including President Danny Jordaan and CFO Gronie Hluyo, have faced serious allegations of theft, fraud, and corruption, some of which have led to court appearances.
- Despite these charges, SAFA's official stance is that individuals are not required to step aside while facing allegations, maintaining the principle of "innocent until proven guilty". This policy has allowed Jordaan and Hluyo to remain in their positions despite facing court proceedings.
- The apparent inconsistency-where Mphelo was expelled for accusations, while others facing more serious or similar charges remain and has fuelled criticism of SAFA's internal governance and disciplinary practices.

### **iii. Who Authorized the R10 Million Payment?**

- The question remains "Who authorized the R10 million payment as this never reached the NEC.
- However, multiple sources highlight questionable financial management within SAFA, including large, sometimes unexplained payments to or for the benefit of President Danny Jordaan and CFO Gronie Hluyo.
- Former CEO Dennis Mumble alleged that approximately R10 million (different from the questionable transaction) in legal fees were paid on behalf of Jordaan for his personal benefit, not for SAFA's interests. These payments were reportedly not authorized by the NEC, at least in some instances.
- The payments in question included legal fees and public relations services, particularly during periods when Jordaan faced personal legal and reputational challenges.

- The authority for such payments appears to have been exercised by Jordaan himself, sometimes invoking a so-called “discretionary fund,” though the legitimacy and oversight of this fund is disputed.

#### **iv. Purpose of the R10 Million Payment**

- The R10 million referenced in the search results was primarily spent on legal fees for President Jordaan’s personal matters, including defending against rape allegations and funding personal protection services.
- These expenditures were controversial because they were paid from SAFA funds rather than Jordaan’s personal finances, and their authorization by the appropriate SAFA structures (such as the NEC) is questionable.
- The payments were the subject of criminal complaints and are part of ongoing fraud and corruption investigations against Jordaan and Hluyo.
- We still want to know the purpose of the R10 million transaction directly paid to Jordaan (for a period until 2020).

#### **v. Why Are Some Expelled While Others Remain?**

- The difference in treatment between Namhla Mphelo and senior SAFA officials appears to stem from internal politics and the lack of a formal “step aside” policy within SAFA.
- SAFA’s official position is that only a court conviction, not mere allegations or charges, warrants suspension or expulsion from office.
- This policy has allowed senior officials to hang on to their positions despite facing serious allegations, while others, possibly with less power or political protection, face harsher disciplinary measures.

### **19. Governance Violations and Compromised Legal Frameworks**

#### **i. Violations of SAFA Statutes**

- **Article 30.4(b) – Failure to Remove Convicted Officials**

The Namakwa FA regional president, convicted of a 5-year correctional supervision sentence, should have been removed under SAFA’s statutes. Article 15.1.2 mandates expulsion for members who “seriously violate the Statutes, regulations, directives or decisions of FIFA, CAF or SAFA.” The NEC’s inaction here violates SAFA’s Ethics and Anti-Corruption Policy (Article 10.2.1–10.2.4), which prohibits tolerating corruption or criminal conduct.

- **Article 30.4(f) – Fraudulent Amendment**  
The alleged insertion of Article 30.4(f) to permit Danny Jordaan's 2022 presidency despite his prior role as CAF Vice President violates:
- **SAFA Statutes:** Article 22.1 requires Congress to approve constitutional amendments, which the user claims were bypassed.
- **FIFA Code of Ethics:** Article 19 prohibits conflicts of interest, as Jordaan's dual roles (CAF/SAFA) could compromise impartiality.

## ii. Financial Mismanagement and Discretionary Fund Abuse

- **"Presidential Discretionary Fund"**
  - No such fund appears in SAFA's audited financials or budgets, violating **SAFA's Financial Regulations** and **FIFA's Financial Integrity Rules**.
  - Payments from this fund (e.g., R30k to Jack Maluleke in 2020) contravene SAFA's Ethics Policy (Article 10.1), which prohibits unauthorized inducements.

## iii. Governance Failures

- **Centralization of Power**
  - Refusal to appoint an acting president during absences violates SAFA's operational protocols and **CAF Governance Guidelines**, which emphasize delegation and accountability.
  - Postponing meetings for personal reasons (e.g., Club World Cup attendance, personal funerals and others) undermines **SAFA Statutes Article 22.10**, which mandates transparent scheduling.
- **NEC Manipulation**
  - Unilateral postponement of Congress and NEC meetings (e.g., January & May 2025) bypasses statutory requirements for member consultation, violating **SAFA Statutes Article 14.1** and **FIFA's Governance Principles**.
- **Compromised FIFA, CAF, and SAFA Frameworks**

Framework	Violation
<b>FIFA Code of Ethics</b>	Misuse of funds (Art. 20), conflict of interest (Art. 19), lack of financial transparency.



Framework	Violation
<b>CAF Regulations</b>	Failure to act in SAFA's best interest, politicization of executive roles.
<b>SAFA Ethics Policy</b>	Unauthorized discretionary payments (Art. 10.1), suppression of whistleblowers (Art. 11.2.4).
<b>SAFA Statutes</b>	Fraudulent amendments (Art. 22.1), NEC meeting irregularities (Art. 14.1).

### i. Precedent: Kirsten Nematandani's Suspension

Jordaan's predecessor was suspended by SAFA's Emergency Committee for similar ethical breaches, yet Jordaan has faced no equivalent scrutiny despite:

- **FIFA's Equal Treatment Principle:** Leaders must be held to consistent standards.
- **SAFA's Duty of Care:** Failure to investigate credible allegations breaches statutory obligations.

## 20. Demand for Forensic Investigation into SAFA's Fun Valley and Financial Practices

- **Misuse of FIFA Forward Funds at Fun Valley**
  - **Unaccounted Upgrades**  
FIFA Forward Funds allocated for upgrades at Fun Valley (SAFA Technical Centre) remain unaccounted for, including portable pavilions, ablution facilities, and field infrastructure. Despite a R87.7 million grant from the 2010 FIFA World Cup Legacy Trust, audits reveal discrepancies such as R5.2 million missing from project accounts.
    - **Overpayment Allegations**  
SAFA paid R65 million for Fun Valley in 2015, double its R30–35 million valuation. A 2016 valuation post-purchase confirmed the property's worth at R44.5 million, exposing reckless financial decisions.
  - **Staged Burglaries and Security Failures**  
During Fortico Security's tenure, suspicious burglaries at Fun Valley were reported, with allegations implicating internal collusion. These incidents diverted attention from financial audits and enabled further mismanagement.

## ii. Dubious Role of Delphisure Insurance and Venghor

- **Conflict of Interest with Delphisure**

Delphisure Insurance, SAFA's short-term loan provider, was inexplicably handed oversight of renovations at SAFA House under CEO Venghor. This violates procurement protocols and raises concerns about kickbacks or inflated contracts.

- **Insurance Policy Manipulation**

Delphisure's Soccer Insurance Policy mandates strict confidentiality, yet SAFA's partnership lacks transparency. Venghor's dual role as insurer and renovation overseer breaches FIFA's **Article 15 (Conflicts of Interest)**.

## iii. Systemic Financial Mismanagement

- **R600 Million Funding Gap**

SAFA's admission of needing R600 million to complete Fun Valley highlights gross fiscal negligence, compounded by Legacy Trust depletion and unapproved spending.

## iv. Recommended FIFA Actions

- a) **Independent Forensic Audit**

- Scrutinize FIFA Forward Fund allocations to Fun Valley, including unaccounted upgrades (e.g., pavilions, ablutions).
  - Investigate Fortico-era burglaries and Delphisure's loans and renovation contracts.

- b) **Suspend Implicated Officials**

Temporarily remove SAFA President Danny Jordaan, CFO Gronie Hluyo, and CEO pending audit outcomes, per FIFA's **zero-tolerance corruption policy**.

- c) **Review Delphisure's Involvement**

Audit insurance policies and loan agreements for compliance with FIFA's financial integrity standards.

- **Compliance Handbook Violations**

SAFA's conduct breaches FIFA's **“Establish” phase** (failure to embed oversight) and **“Evaluate” phase** (non-functional Ethics Committee). The association's refusal to address:

- **Article 19 (Accountability):** Jordaan's unilateral Fun Valley decisions.
  - **Article 23 (Financial Integrity):** Misuse of FIFA loans and grants.

- **Urgency of Intervention**

SAFA's leadership has institutionalized financial recklessness, undermining South African football's credibility. Immediate FIFA action is critical to halt further misuse of funds and restore compliance with global governance standards.

## 21. Mr Mxolisi Sibam's Roles and Controversies at SAFA

- **Background and Credentials**

Mr Mxolisi Sibam holds a Bachelor of Commerce in Accounting, a Post Graduate Diploma in Accounting from Rhodes University, and certifications in Corporate Governance (University of Johannesburg) and Project Management. As an associate member of SAICA and the Institute of Directors, he specializes in financial management, auditing, and corporate governance. He serves as SAFA Buffalo City President, NEC member, former Chair of SAFA's Audit and Risk Committee and current Chairperson of Finance and Procurement Committee.

- **Key Allegations and Involvement**

- **Questionable Contract:** In March 2020, Sibam signed a backdated "Assignment Contract" (1 February–31 July 2020) with SAFA's CFO, earning R3,000/day (R360k total), with an advance payment of R40k received on 25 March 2020-30 days before the contract was formalized.
- **Loan Controversy:** As SAFA's Finance Committee Chairperson, Sibam publicly disclosed that SAFA executives had taken loans from the financially strained association, raising concerns about governance and fiscal discipline.

## 22. SAFA's Use of 2010 Legacy Trust Funds and Governance Concerns

- **Background on the 2010 FIFA Legacy Trust**

The commitment by the SAFA NEC to use the final tranche of the 2010 Legacy Trust to purchase 52 Isuzu bakkies for the regions was never fulfilled, despite the funds being transferred to SAFA. According to a detailed dossier on SAFA's financial management, the NEC had resolved to make this purchase, but "this commitment was never fulfilled." The failure to deliver on this promise reflects negatively on SAFA's financial management and its ability to honour commitments made to its regional structures. There is no evidence in the available reporting that a single bakkie was ever purchased with the allocated funds

- **Legal and Security Expenditure**

Reports indicate that, under President Danny Jordaan, SAFA has spent substantial sums on legal and security matters, including:

- Hiring senior legal counsel and attorneys for cases involving SAFA leadership, with the association covering these costs even when the legal matters were personal or not directly related to football governance.
- Engaging multiple security companies to protect the SAFA President, while reportedly neglecting similar threats to other officials.
- Using legal threats against media houses reporting on SAFA's internal issues.

These expenditures have been criticized as nonessential and exorbitant, diverting resources from SAFA's core mandate of football development.

- **Football Development Programmes**

There are credible concerns that football development has suffered as a result of these spending priorities:

- Interprovincial tournaments for U17, U19, and U21 have been permanently removed from the annual calendar, limiting opportunities for grassroots and provincial players.
- Selection for junior national teams is now mostly based on players from prominent national academies, excluding broader participation.
- Stakeholders allege that the Legacy Trust's funds did not always reach their intended beneficiaries, and that transparency around the allocation and impact of these funds has been lacking.

- **Governance and Accountability**

Multiple incidents point to a lack of transparency and accountability within SAFA's leadership:

- The winding down of the Legacy Trust was shrouded in haste and secrecy, with conflicting accounts about the removal of trustees and the final disposition of funds.
- Former officials and whistleblowers have faced suspension or expulsion after raising concerns about governance, financial management, or advocating for transparency.
- NEC meetings have been unceremoniously postponed or manipulated to avoid addressing motions related to leadership accountability.

- There is a call for a full, audited register of legal and security expenditures, including service providers, reasons for services, dates, and outcomes-a level of transparency not currently evident.
- **Summary Table: Key Issues**

Category	Issue/Allegation	Impact
Legacy Trust Spending	Funds diverted to vehicle purchases and administrative costs	Reduced funds for football development
Legal/Security Costs	High legal and security spending for leadership, not always football-related	Strains resources, limits development programmes
Football Programmes	Removal of key youth tournaments, reliance on academies for selection	Excludes grassroots/provincial talent
Governance	Lack of transparency, suppression of dissent, manipulation of NEC processes	Erodes trust, impedes accountability
Registration Systems	Multiple systems in use, including costly private platforms, despite FIFA offering free options	Financial inefficiency, stakeholder dissatisfaction

## 23. Allegations By Bart Henderson the Self-Proclaimed Forensic Investigator and Fraud Examiner

Bart Henderson, a self-proclaimed forensic investigator and fraud examiner, made extensive allegations of fraud, corruption, and financial mismanagement against the South African Football Association (SAFA) and its leadership, particularly targeting SAFA President Danny Jordaan and CFO Gronie Hluyo. His claims and findings, which he detailed in a comprehensive forensic report and a petition titled "SA Sports Under Siege," warrant careful consideration for submission to FIFA due to their severity and potential impact on football governance integrity.

- **Key Allegations Made by Bart Henderson:**
  - **Governance Failures and High Turnover:** SAFA has experienced significant instability with 9 CEOs in 14 years and 11 Vice Presidents in

10 years. The National Executive Committee (NEC) has an unusually large membership of 47 paid members, far exceeding global norms, which Henderson suggests contributes to poor governance and oversight.

- **Restricted Access to Financial Records:** Henderson claimed only Jordaan and CFO Hluyo have ever had access to SAFA's financial records, raising concerns about transparency and accountability.
- **Auditor Resignation and Criminal Charges:** PwC, SAFA's auditors, abruptly resigned in 2019 citing reputational and liability risks. Additionally, Jordaan and Hluyo are facing serious criminal charges of theft, fraud, and corruption brought by a (former) SAFA NEC member.
- **Misuse of SAFA Resources for Personal Gain:** Allegations include unauthorized hiring of private security and public relations firms for personal benefit by Jordaan, resulting in an estimated loss of R1.3 million to SAFA.

- **Points Warranting Submission to FIFA**

Given FIFA's commitment to integrity and transparency in football governance, the following points from Henderson's findings merit attention and possible investigation by FIFA:

- **Alleged Corruption and Fraud Involving SAFA Leadership:** The accusations against SAFA's president and CFO concerning theft, fraud, and corruption directly implicate individuals in positions of trust within football's national governing body.
- **Governance and Transparency Issues:** The high turnover of executives, excessive size of the NEC, and restricted financial oversight suggest systemic governance failures that could affect SAFA's compliance with FIFA's statutes and regulations.
- **Auditor Resignation and Lack of Financial Accountability:** The abrupt resignation of SAFA's auditors and limited access to financial records highlight risks of financial misreporting and lack of accountability.
- **Ongoing Criminal Investigations and Legal Proceedings:** The involvement of South African law enforcement, including the Hawks' raid on SAFA premises and seizure of documents related to fraud investigations, underscores the seriousness of the allegations and the need for FIFA to monitor developments closely.

## 24. FIFA, CAF and SASCOC's Pattern of Negligence

- Despite escalating complaints since 2019, both bodies have:
  - **Dismissed Evidence:** Labelled complaints as "internal disputes" without investigation.
  - **Ignored Whistleblower Protections:** Failed to act on SAFA's breaches of FIFA's Ethics Code (Art. 22–25).
  - **Selective Enforcement:** Contrast with swift action in other regions (e.g., 2024 suspension of Zimbabwe FA for similar offenses).
  - **CAF's Limited Engagement**  
CAF's request for a SAFA report in March 2024 has not led to tangible outcomes, enabling SAFA to dismiss allegations as "malicious"
  - Suspension of implicated officials.
  - An independent investigative panel.
  - Restoration of SAFA's Ethics Committee.  
FIFA acknowledged receipt but has not acted, despite SAFA's governance crisis worsening.
- **Key Questions for FIFA/CAF**
  1. Why were SAFA's 2022 and 2023 financial audits not scrutinized despite red flags?
  2. Why did CAF's "Integrity Task Force" omit SAFA from recent probes?
  3. Does FIFA's inaction reflect political protection of SAFA leadership?

## 25. FIFA Compliance Handbook Violations

- **Culture of Non-Accountability**  
Jordaan's refusal to step aside during investigations violates **Article 19 (Accountability)**. The non-functional Ethics Committee since 2024 and retaliatory "Safety Committee" targeting critics breach FIFA's "**Evaluate**" **phase** requirements for independent oversight.
- **Culture of Impunity:** SAFA's non-functional Ethics Committee and retaliatory "Safety Committee" contravene FIFA's "**Evaluate**" **phase**, which mandates independent oversight.
- **Misuse of Legal Resources**  
SAFA's CFO authorized R1.3 million for Jordaan's personal legal defence against

fraud charges, violating **Article 15 (Conflicts of Interest)**. The CEO further undermined NEC authority by submitting a court letter distancing SAFA from Jordaan without mandate.

- **Electoral Manipulation:** Regional election directives violate SAFA's own statutes (Article 25.1) and FIFA's **standard electoral code**.
- SAFA's conduct violates FIFA's "**Establish**" phase (failure to embed oversight) and "**Evaluate**" phase (non-functional Ethics Committee). By tolerating self-enrichment schemes, SAFA jeopardizes FIFA's **zero-tolerance anti-corruption stance**.

## 26. Broader Implications for Governance and Integrity

These events collectively highlight a culture of impunity and loyalty to individuals over the association's statutes and principles of fair play. The leadership's focus on defending the accused – while ignoring internal reports of misconduct and mishandling key competitions – reflects poorly on SAFA's commitment to ethical governance and transparency. The ongoing court case against the president and CFO, and the leadership's public framing of the charges as a smear campaign, further polarizes the organization and distracts from its core mission.

## 27. Breaches of King V and Governance Risks

SAFA, as a registered Non-Profit Organisation (NPO) and Public Benefit Organisation (PBO), is required to comply not only with SARS regulations but also with the highest standards of governance as set out in the King Code-now King V. The draft King V Code, released in early 2025, further sharpens the focus on ethical and effective leadership, accountability, transparency, and stakeholder inclusivity for all organisations, including non-profits.

- **Breaches of King V and Governance Risks**
- **Ethical and Effective Leadership:** King V defines corporate governance as the exercise of ethical and effective leadership by the governing body. SAFA's current leadership, as described, is failing this test through unilateral decision-making, lack of transparency, and disregard for stakeholder interests.
- **Disclosure and Accountability:** King V introduces a standardized disclosure template to improve accountability and comparability. SAFA's lack of transparent reporting on legal, security, and discretionary spending, as well as its failure to explain or justify deviations from good governance, is in direct breach of these requirements.

- **Inclusivity and Stakeholder Engagement:** King V emphasizes the need for the governing body to consider the combined context of the economy, society, and environment. SAFA's current trajectory-marked by internal strife, exclusion of grassroots structures, and opaque decision-making-undermines this principle.
- **Risk to Sponsorship:** The King Code underscores that good governance is essential for institutional credibility and sustainability. SAFA's compromised reputation, trending for negative reasons, directly threatens existing and potential sponsorships-a critical risk for any NPO or PBO reliant on external funding.

### **i. King V: Voluntary but Critical for NPOs**

While King V is not legally binding unless an entity is listed, it operates on an “apply and explain” basis. This means that, even for non-profits, there is an expectation to either apply the principles or explain why not-an explanation that would be difficult to justify in SAFA’s current circumstances. The code’s voluntary nature does not diminish its importance: funders, regulators, and the public increasingly expect compliance, especially for organizations seeking to maintain or attract sponsorship and public trust.

### **ii. Consequences of Non-Compliance**

- **Regulatory Risk:** Persistent governance breaches could result in SARS reviewing SAFA’s PBO status, with potential tax and operational implications.
- **Sponsor Attrition:** Sponsors are highly sensitive to reputational risk and governance failures. As most existing deals are already at risk of lapsing, continued negative trends and lack of corrective action will further erode SAFA’s ability to renew or attract sponsorship.
- **Brand Damage:** The inability to demonstrate adherence to King V principles-now more streamlined, transparent, and attuned to stakeholder expectations-will continue to damage SAFA’s brand both domestically and internationally

## **28. Recommended FIFA Interventions**

Based on the current context and recent developments within SAFA, there is a strong case for precautionary suspension of officials facing credible allegations of misconduct, governance breaches, or involvement in ongoing legal and disciplinary matters. This approach is consistent with calls from several SAFA regions and stakeholders for accountability, especially as the association faces mounting financial and reputational crises.

- **Rationale for Precautionary Suspension**

- Multiple SAFA regions have publicly called for the suspension of senior officials, including the president and CFO, citing a lack of accountability and ongoing fraud and misappropriation allegations.
- Recent court cases and government interventions highlight serious concerns about financial management, non-compliance with statutes, and the undermining of governance structures.
- The suspension of officials pending investigation or disciplinary proceedings is a standard governance measure to protect the integrity of the association and ensure independent inquiry.

- i. **Immediate Suspension:** Temporarily remove Jordaan, Hluyo, CEO, Manager of National Teams, pending investigation, per FIFA's **Article 19 (Accountability)** and the independent audits, per FIFA's zero-tolerance stance on corruption.
- ii. **Independent Audit Panel:** Mandate a FIFA-appointed body to investigate financial records, HR breaches, and competition mismanagement.
- iii. **Restore Electoral Integrity:** Annul unlawful regional election directives and enforce FIFA's standard electoral code.
- iv. **Whistleblower Protections:** Reinstate wrongfully terminated staff and investigate retaliation mechanisms.
- v. **Forensic Audit** – Appoint an independent auditor to:
  - Cross-reference SAFA's travel claims with FIFA/CAF reimbursement records.
  - Scrutinize corporate card transactions and meal/hotel allowances for **PRO7 compliance**.
  - Investigate misuse of FIFA loans, government grants, and travel allowances (e.g., R5 million advance).
- vi. **HR Review:** Audit all appointments (including the PA) for statutory compliance and retirement-age adherence.
- vii. **HR Policy Overhaul:** Enforce merit-based recruitment and reinstate scrapped organogram roles.
- viii. **Statutory Overhaul:** Mandate a FIFA-supervised constitutional congress to adopt legitimate statutes.
- ix. **Grassroots Funding Review:** Redirect misallocated legal/security budgets to development programs.
- x. **Audit Petty Cash and FIFA Loans:** Investigate discrepancies in cash advances and misuse of R22 million loan funds.

- xi. **Independent Oversight:** Deploy a FIFA-appointed panel to audit finances, HR processes, and electoral compliance.
- xii. **Whistleblower Protections:** Reinstate wrongfully terminated staff and investigate SAFA's retaliation mechanisms.
- xiii. **Enforce Term Limits:** Mandate SAFA to implement retrospective term limits, aligning with FIFA's **good governance principles**.
- xiv. Namhla Mphelo must be reinstated with immediate effect.

SAFA's leadership has rendered the association **operationally unsustainable**, risking South African football's global standing. FIFA's intervention is critical to halt systemic erosion of integrity.

- **Urgency of Action**

SAFA's leadership has rendered the association financially and operationally unsustainable, with sponsors distancing themselves amid escalating scandals. FIFA's intervention is critical to prevent irreversible damage to South African football's integrity and global standing.

- **Retaliation and Selective Enforcement**

- **Punitive Suspensions**

Former leaders were suspended at the 2024 Congress for litigating against SAFA (a non-agenda item), while a current NEC member faced no consequences for aiding a club's court challenge against an arbitration order.

- **Electoral Manipulation**

The 2025 regional election directive violates SAFA's statutes (Article 25.1) and FIFA's electoral code, shortening tenures of Jordaan-aligned officials.

## 29. Conclusion

SAFA's current trajectory, marked by the public support of accused officials, neglect of internal accountability mechanisms, and disregard for procedural fairness in league administration, poses serious risks to the association's integrity and credibility.

SAFA's leadership has institutionalized corruption, cronyism, financial recklessness, retaliatory governance, and financial recklessness, directly contravening FIFA's Compliance Handbook.

These patterns are inconsistent with the standards set out in the FIFA Compliance Handbook and threaten the stability and reputation of South African football at both national and grassroots levels. Immediate corrective action and external oversight are warranted to restore trust and ensure compliance with both FIFA, CAF and SAFA's own statutes.

The expulsion of Namhla Mphelo, contrasted with the continued tenure of senior officials facing criminal charges, highlights inconsistencies in SAFA's disciplinary practices and governance. She must be reinstated with immediate effect.

Danny Jordaan, CFO Gronnie Hluyo, CEO Lydia Monyepao, and aligned officials have systematically violated **SAFA Statutes, FIFA Code of Ethics, and CAF Governance Standards** through financial mismanagement, statutory manipulation, and suppression of accountability. Urgent intervention by FIFA's Governance Committee and independent forensic auditors is required to restore compliance with global football governance norms.

The evidence from available sources indicates that SAFA's management of the 2010 FIFA Legacy Trust and subsequent organizational governance have been marred by questionable spending priorities, lack of transparency, and a shift away from grassroots football development. There is substantial support for calls demanding a comprehensive, independently audited register of all legal and security expenditures, as well as a review of the impact of the Legacy Trust's disbursements on South African football. The pattern of sidelining whistleblowers and critics further underscores the need for urgent reforms in governance and accountability within SAFA.

Bart Henderson's forensic report and related allegations present serious claims of corruption, fraud, and governance failures within SAFA. While SAFA disputed these claims and has initiated legal action against Henderson, the nature and scope of the allegations – especially those involving misuse of FIFA legacy funds and criminal charges against top officials – warrant resubmission to FIFA's Integrity Department for further scrutiny and potential investigation. FIFA's established confidential reporting mechanisms and duty to investigate integrity-related misconduct make it imperative that these issues be formally brought to their attention to safeguard the integrity of football governance in South Africa.

SAFA's ongoing governance failures are in clear breach of both SARS requirements for NPOs/PBOs and the evolving King V Code. Immediate corrective action is essential-not only to restore compliance and ethical leadership but to prevent the loss of existing sponsors and to rebuild the association's credibility in the eyes of potential partners and the broader football community. Any further delay risks irreversible reputational and financial harm.

There is substantial, documented evidence that the SAFA President has unilaterally authorized significant legal and security expenses for personal benefit, often bypassing required internal approvals. The use of conflicted legal service providers and the repeated postponement of governance meetings without NEC input further undermine transparency and accountability within the association. These practices have diverted resources away from SAFA's core football development mission and have contributed to ongoing instability and public mistrust in the organization.

In conclusion, given the gravity of the financial, legal, and governance malfeasance facing SAFA, and in line with both internal calls and standard governance practices, it is

justified to recommend the **immediate removal** of Jordaan, Hluyo, CEO, Manager of National Teams, pending investigation, per FIFA's **Article 19 (Accountability)** and the independent audits, per FIFA's zero-tolerance stance on corruption.

Further institute the precautionary suspension of Mxolisi Sibam, Tankiso Modipa, Poobalan Govindasamy, Bennet Bailey, Anastacia Tsichlas, Linda Zwane, David Molwantwa, Andile Ngconjana, Jack Maluleke, Erasmus Ngwenya, Xolani Mdlokovane, Pius Nqandela, and Job Mchunu pending the outcome of thorough, independent investigations into their conduct and roles within the association for being ferried on account of SAFA to hold illegal meeting in preparation to support to accused in court on the 13<sup>th</sup> November 2025. This action would help restore confidence in SAFA's leadership and ensure that due process is followed without interference as urgent intervention is critical to salvage South African football's integrity and operational viability in South African Football Association (SAFA).

Signed at **Barkly West, Northern Cape, South Africa** on the **29<sup>th</sup>** day of **April 2025** by:



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Gladwyn White (MBA<sup>2</sup>)

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