

However, these good intentions on paper can be undermined by those responsible for its implementation. As can be seen from the abuse of constitutional processes, the SAFA President has used his power to entrench bad governance practices – ironically, in the name of good governance – ensured that his political opponents are removed from football and intertwined his private challenges with the organisation, making it difficult at times to separate the two.

I am also concerned that SAFA has once again regressed to the old way of doing things through the wanton demonization of people whose views differ from the majority. A prime example is that of the ostracizing of South African football legend, Lucas Radebe, for sharing an opinion that it could perhaps be time for a change in the Association. Mr Radebe served on the SAFA Technical Committee for 4 years and was summarily removed because of his view that he would like to become President one day.

This intolerance for opposing views also manifested itself when some NEC Members who supported a different candidate for President were removed from a list of candidates for office, whilst the President also pressed criminal charges against one former NEC Member for criticising his failure to deal with the rape allegations against him. How this can be a criminal offence is incredulous! And how the South African Police Service even accepted this complaint and investigated it is even more perplexing. It is downright scary that state power was used by the President to fight football political battles.

However, I will try to limit my remarks to the abuse I personally encountered by outlining below how my job was made doubly difficult by the President's behaviour and how it negatively affects the well-being of the sport.

My primary concerns are summarised in limited form below:

- His day-to-day meddling in administrative matters was seriously impacting the performance of the Secretariat and on my ability to manage a respectable distance between the governance and operational structures¹⁹;
- His belligerent, demeaning and belittling conduct toward others in the organisation, especially his threatening behaviour toward the staff of the Association;
- His inconsistent instructions on many matters of policy was counterproductive and confusing to many in the organisation;
- His manipulation of the governance and policy instruments to suit his widely fluctuating daily moods was seriously impacting the overall performance of the Association;
- His cavalier attitude to the financial management of the Association and its related structures was exposing the Association to undue risks. Responsible financial management was only applicable to others, but not to him;

¹⁹ Annexure 16 -- CEO's Employment Agreement and Annexure ... -- CEO's Performance Agreement and Annexure 2 -- Constitutional Role of the CEO