



GHANA FOOTBALL ASSOCIATION

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DISTRIBUTION:

CONGRESS

EXECUTIVE COUNCIL

**CONVOCATION OF THE 26TH ORDINARY SESSION OF CONGRESS
OF THE GHANA FOOTBALL ASSOCIATION**

Please take notice that pursuant to Article 32(1) of the Ghana Football Association (GFA) Statutes, the 26th Ordinary Session of Congress shall be held on **Tuesday, September 1, 2020 at 9:00 o'clock in the forenoon** at the **Ghanaman Soccer Centre of Excellence, Prampram.**

In accordance with Article 32(2) of the GFA Statutes, the Agenda of the Congress is as follows:

1. Opening Prayer;
2. Roll Call;
3. A declaration that Congress has been convened and composed in compliance with the Statutes;
4. Approval of the Agenda;
5. An address by the President;
6. Appointment of Members to check the minutes;
7. Appointment of scrutineers;
8. Approval of the minutes of the preceding Congress;
9. Budget for (Oct 26, 2019 to June 30, 2020);
10. Activity Report (containing the activities since the last Congress by the General Secretary);
11. Appointment of independent Auditors upon the proposal of the Executive Council;
12. Ad-Hoc Compensation Committee Proposal as per Article 42(2) of the GFA Statutes.
13. Approval of the work programme and budget for the coming year;
 ~ Budget for the 2020/2021 financial year (July 1, 2020 to June 30, 2021)
14. Approval of Standing Order of Congress;
15. President's closing remarks;
16. Closing Prayer;

Sporting regards,

**PROSPER HARRISON ADDO, ESQ.
[GENERAL SECRETARY]**

NB: Find attached all relevant documents.

AGENDA

8

**APPROVAL OF THE MINUTES OF THE
PRECEDING CONGRESS**



MINUTES OF THE MEETING OF THE 25TH ORDINARY CONGRESS

HELD ON THURSDAY 19TH DECEMBER 2019

AT THE GHANAMAN SOCCER CENTRE OF EXCELLENCE AT PRAMPAM

ATTENDANCE

PRESENT

EXECUTIVE COUNCIL

- | | | | |
|-----|------------------------------|---|----------------|
| 1. | MR. KURT EDWIN SIMEON-OKRAKU | ~ | PRESIDENT |
| 2. | MR. MARK ADDO | ~ | VICE PRESIDENT |
| 3. | MR. GEORGE ERNEST AMOAKOH | ~ | MEMBER |
| 4. | MR. KINGSLEY OSEI BONSU | ~ | MEMBER |
| 5. | MR. LINFORD B. ASAMOAH | ~ | MEMBER |
| 6. | MADAM HABIBA ATTAH | ~ | MEMBER |
| 7. | MR. SAMUEL ADDO ANIM | ~ | MEMBER |
| 8. | NANA SARFO ODURO | ~ | MEMBER |
| 9. | DR. RANSFORD ABBEY | ~ | MEMBER |
| 10. | MR. FREDERICK ACHEAMPONG | ~ | MEMBER |

REGIONAL FOOTBALL ASSOCIATION

- | | | | |
|-----|------------------------|---|-----------------|
| 11. | MR. ABU-HASSAN M. | ~ | NORTHERN RFA |
| 12. | MR. KESSIE MUSAH ISSAH | ~ | NORTHERN RFA |
| 13. | MR. TWENE YEBOAH NICK | ~ | BRONG AHAFO RFA |
| 14. | MR. FRANCIS A. WANNEY | ~ | BRONG AHAFO RFA |
| 15. | MR. MARTIN O. ASARE | ~ | EASTERN RFA |
| 16. | REV. SAMUEL KOTOKA | ~ | EASTERN RFA |
| 17. | MR. ATSU KUADEY | ~ | VOLTA RFA |
| 18. | MR. DANIEL AGBOGAH | ~ | VOLTA RFA |
| 19. | ALHAJI D. S. YAHAYA | ~ | UPPER WEST RFA |
| 20. | MR. ABU IDDRISU | ~ | UPPER WEST RFA |
| 21. | MR. SAMUEL ABOABIRE | ~ | GT. ACCRA RFA |
| 22. | MR. GABRIEL KWAO | ~ | GT. ACCRA RFA |



23.	OHENEBA TUTU SAM	~	CENTRAL RFA
24.	MR. R. O. DUNCAN	~	CENTRAL RFA
25.	MR. SALIFU ZIDA	~	UPPER EAST RFA
26.	MR. NICHOLAS AYIDALI A.	~	UPPER EAST RFA
27.	MR. KWABENA OWUSU DANKWA	~	ASHANTI RFA
28.	MR. ABDUL-MUNIN MAHAMA	~	ASHANTI RFA
29.	MR. SIMON EHOMAH	~	WESTERN RFA
30.	MR. ANDREWS KWESI ESHUN	~	WESTERN RFA

PREMIER LEAGUE CLUBS

31.	MR. DANIEL BROH	~	ASHANTIGOLD
32.	MR. SAMUEL ADDO	~	ASHANTIGOLD
33.	NANA KWAME DANKWAH	~	ASANTE KOTOKO
34.	NANA AKWASI GYAMBIRI	~	ASANTE KOTOKO
35.	MR. FRED MOORE	~	ACCRA HEARTS OF OAK
36.	ALHAJI AKAMBI BRIMAH	~	ACCRA HEARTS OF OAK
37.	MR. KELVIN ABOAGYE	~	ELMINA SHARKS
38.	MR. GEORGE WIREDU	~	ELMINA SHARKS
39.	ALHAJI A. A. KARIM	~	KING FAISAL
40.	NANA A. KWAKYE	~	KING FAISAL
41.	MR. EMMANUEL A. ADANSE	~	WAFU
42.	MR. FRED GYAN-MANTE	~	INTER ALLIES
43.	MR. DELALI ERIC SENAYE	~	INTER ALLIES
44.	MR. AMEENU SHARDOW	~	DREAM FC.
45.	MR. HENRY ASANTE TWUM	~	DREAM FC.
46.	MR. OLOBOI COMMODORE	~	GREAT OLYMPICS
47.	MR. FRED PAPPOE	~	GREAT OLYMPICS
48.	MR. JOHN ANSAH	~	EBUSUA DWARFS
49.	MR. JAMES ESSIFIE	~	MEDEAMA SC
50.	MR. ISAAC KOMSON	~	ADUANA STARS
51.	MR. NOAH ASARE	~	ELEVEN WONDERS



52.	MR. ERIC OPOKU	~	ELEVEN WONDERS
53.	MS. LINDA ANSONG	~	LIBERTY PROFESSIONALS
54.	MR. FRED KWESI AGBENYO	~	WA ALL STARS
55.	MR. JERRY MAXWELL-AIDAN	~	WA ALL STARS
56.	MR. AWAR SADAT ABAS	~	BEREKUM CHELSEA

DIVISION ONE LEAGUE

57.	MR. VICTOR AGYEMANG	~	ACHIKEN FC.
58.	MR. ALEX O. ESHUN	~	FC. SAMARTEX
59.	MR. PRINCE AGYEMANG DUAH	~	NKORANZA WARRIORS
60.	MR. DAVID OBENG NYARKO	~	BOFOAWA TANO
61.	MR. STEPHEN ANSU FABIRI	~	NSOATREMAN
62.	MR. YAKUBU OSMAN ISSAH	~	KINTAMPO FC.
63.	MICHEAL OSEKRE	~	VISION FC.
64.	ALHAJI SAM SUKA-BRAIMAH	~	TUDU MIGHTY JETS
65.	MAJOR KWAME BAAH	~	B. A. UNITED
66.	MOHAMMED ALHASSAN	~	YOUNG APOSTLES
67.	ALHAJI ABDUL KARIM M. OLIVER	~	FC NANIA
68.	ALHJI AHMED DAWODH	~	REAL TAMALE UNITED
69.	MR. REXFORD I OUOE	~	PRAMPAM UNCLE T. UTD
70.	ALHAJI SHERIF	~	BYFA
71.	MR. ADZOKPA ADA A. K.	~	AGBOZUME WEAVERS
72.	MR. ROCKSON COFFIE	~	UNISTARS ACADEMY
73.	NANA OBIRI YEBOAH	~	ACCRA LIONS
74.	MR. WILFRED KWAKU OSEI	~	TEMA YOUTH
75.	MR. FELIX BEWU	~	HEART OF LIONS
76.	MR. JUSTICE BOISON	~	VIPERS
77.	MR. JOHN KWESI ADU	~	GOLD STARS
78.	MR. JONES ALHASAN –ABU	~	TAMALE CITY FC.
79.	MR. LESLIE BOAHENE	~	PACIFIC HEROS
80.	MR. AEX AKUMEY	~	NEW EDUBIASE
81.	MR. EUGENE NOBEL NOAH	~	DANBORT



82.	MR. CHARLES KWADWO NTIM	~	TECHNIMAN CITY
83.	MR. B. OTUO-ACHEAMPONG	~	ASOKWA DEPORTIVO
84.	MR. SAMUEL ARBUAH	~	HASAACAS FC.
85.	MR. GIDEON FOSU	~	KRYSTAL PALACE
86.	MR. DANIEL ASANTE	~	NEA SALAMINA
87.	MR. AHMED GAMBO	~	AMIDAUS
88.	NANA YAW AMPONSAH	~	PHAR RANGERS
89.	MR. SAAKA HAMID	~	WA SUNTAA
90.	MR. SUALE HARUNA	~	STEADFAST FC
91.	MR. STEPHEN NANA AHENKORAH	~	WASSAMAN UNITED
92.	MR. ABUBAKARI NUNTRARI	~	PAGA CROCODILE STARS
93.	DR. G. K. YANKSON	~	KOTOKU ROYALS
94.	MR. SAMUEL ANSAH	~	YOUNGWISE
95.	MR. PAUL KWASI AMPABENG	~	SKY FC
96.	MR. EMMANUEL ACKON	~	PROUD UNITED

CONSTITUENT BODIES

97.	MR. ABUBAKAR KASIM	~	JUVENILE FOOTBALL
98.	MR. ADAM MEMUNATU	~	JUVENILE FOOTBALL
99.	MR. MICHAEL K. FIADUSE	~	JUVENILE FOOTBALL
100.	MR. KEN AUGUSTT	~	COACHES ASSOCIATION
101.	MR. JOE DEBRAH	~	REFEREES ASSOCIATION
102.	MR. T. R. K. ATIFU	~	REFEREES ASSOCIATION
103.	NANA OPOKU GYABOUR I	~	WOMEN'S FOOTBALL
104.	MS. HANNAH NUNOO	~	WOMEN'S FOOTBALL
105.	NANA BANYIN EYISON	~	WOMEN'S FOOTBALL
106.	MR. CHRISTIAN ISAAC MENSAH	~	WOMEN'S FOOTBALL
107.	MR. FRANK TODD AMOAH	~	WOMEN'S FOOTBALL
108.	PAUL AYAMBA	~	BEACH SOCCER
109.	MR. NATHANIEL LARYEA	~	PFAG
110.	MR. SAMPSON OSEI-YAW	~	FUTSAL GH.



OBSERVERS

111.	MR. EMMANUEL OPOKU	~	FOOTBALL ADMINISTRATOR
112.	NII AMOAH GOGO	~	FOOTBALL ADMINISTRATOR
113.	MR. JOSEPH LANGABELL	~	NATIONAL TEAM ENTERTAINER
114.	MR. ABDUL KARIM ZITO	~	NATIONAL COACH
115.	MR. BISMAK KOBI-MENSAH	~	FOOTBALL ADMINISTRATOR
116.	MR. DANIEL MAC-MENSAH	~	NZEMA KOTOKO FC
117.	MR. FRED TINDANI	~	GOLD STARS FC
118.	MR. KAN FAISAL	~	FOOTBALL ADMINISTRATOR
119.	MR. LESLIE AMAH	~	FOOTBALL ADMINISTRATOR
120.	MR. GABRIEL N. NKETIAH	~	FOOTBALL ADMINISTRATOR
121.	MR. EMMANUEL JACKSON AFARI	~	FOOTBALL ADMINISTRATOR
122.	MR. ABDUL RAZAK	~	FOOTBALL ADMINISTRATOR
123.	MR. MOHAMMED ZAMPA	~	FOOTBALL ADMINISTRATOR
124.	MR. MOHAMMED ASAMOAH	~	FOOTBALL ADMINISTRATOR
125.	MR. PAUL AYAMBA	~	MATCH COMMISSIONER
126.	MR. CLEMENT W. OKAI	~	MATCH COMMISSIONER
127.	MR. ISAAC ASEMPAH	~	FOOTBALL ADMINISTRATOR
128.	MR. YAW ODURO-NYARKO	~	FOOTBALL ADMINISTRATOR

IN ATTENDANCE

129.	MR. OSMAN ABUBAKARI	~	DIRECTOR OF AUDIT, AUDIT SERVICE
130.	MR. YUSSIF MOHAMMED GHANI	~	ASSISTANT DIRECTOR OF AUDIT, AUDIT SERVICE
131.	MR. CHARLES BOTCHWEY	~	ELECTORAL COMMISSION
132.	MR. SAMUEL KWADJO AMEY	~	ELECTORAL COMMISSION
133.	MR. JACOB GIDIMADZOR	~	ELECTORAL COMMISSION



STAFF

134. ALEX ASANTE
135. EMMANUEL N. DASOBERI
136. ESSAH ADU FRANCIS
137. MARK ADDO
138. DANIEL TETTEH ODURO
139. SENA AKOTO-AMPAW
140. HANNAH AMAKYE
141. JOYCE ASARE
142. ELIEZER KWAME OPARE
143. TAMIMU ISSAH
144. MAXWELL CAESAR KEMEH
145. JULIUS HANSEN SACEY
146. BARBARA YANKAH
147. SAMIRA GHARTEY
148. AGNES ANARFI ASSOH
149. BERNICE SARFO BEMPAH
150. BARBARA KABUKI CAESAR
151. JOEL AHADZI
152. CAROLINE ANYANFUL
153. FREDERICK KWAME BOAKYE
154. WILLIAM BOSSMAN
155. REBECCA AMOATENG
156. FELIX GBAFA
157. BERNARD OSEI ANSONG
158. ODARTEY LAMPTEY
159. STEPHEN SAFORO



(1) **OPENING**

The Acting General Secretary, Mr. Alex Asante, declared Congress open at 9:25 am with an opening prayer by Mr. Justice Boison of Venormous Vipers FC.

(2) **ROLL CALL**

The Acting General Secretary conducted the roll of the Clubs and the Constituent Bodies in accordance with the GFA Statutes. Sixty-three (63) members of Congress were present, forming a quorum, for proceedings to begin.

(3) **ADDRESS BY PRESIDENT**

Hon Minister for Youth and Sports, Congress men and women, Members of the Executive Council, Acting General Secretary and Staff of the GFA, Owners, President and Chief Executive Officers of Football clubs,

**Distinguished invited guests,
Our friends from the media,
Ladies and Gentlemen.**

It is an absolute privilege to address this august gathering as President of the Ghana Football Association.

Nearly two months ago, you elected me to lead our Association after it had gone through arguably the most difficult moment in its over 60-year history. The election followed a FIFA-backed normalization process which brought Ghana football back on track, somehow, from near collapse.

Once the normalization process was nearing its completion, there was the need for the management of football to be entrusted back in the hands of a substantive administration to continue with the process of resuscitating Ghana football.

The enthusiasm with which many able people from the football fraternity expressed their interest to lead the GFA, the vigorous campaign which all candidates had, and the keen interest the media and Ghanaians showed in our elections, clearly showed the significance of the GFA to many, especially members of the Association.

My election on October 25 was not a personal victory for Kurt E.S. Okraku. Rather, I see it as a huge responsibility placed on me to change the game, ignite passion and create wealth for all, as I promised.



My election, dear Congressmen, is a show of confidence from you. But more importantly, it is an arduous, but surmountable task to bring back the love for the game our people love so much across the country.

The task ahead is possible if we all put our shoulders to the wheel and collectively pull towards the direction, we all want to be.

The wheel, which will take us to our destination, which we all have to push, is the national Secretariat, as well as all our regional Secretariats. We cannot get to where we want to be without paying attention to the national and regional Secretariats.

It is the reason I maintained throughout the campaign period that I am for a more functional Secretariat.

The process to appoint a new General Secretary for the GFA is on, and we have established a Competitions Department, which will supervise all domestic competitions in the country alongside the respective competitions' committees.

We will also set up a Marketing Department, National Teams Department, and compliance unit. We will also support other departments of the GFA such as accounts, IT, and Communications Department to derive the very best out of these departments to impact positively on our game.

As was recently announced, the Technical Directorate of the GFA is being moved from the headquarters in Accra to here in Prampram. This is to get the technical directorate to our technical centre to ensure a more efficient output, monitoring and evaluation.

Dear Congressmen, the Executive Council has been announcing membership of the various committees, including our competitions management committee and the judicial committees, whose approvals are high on the agenda today.

Membership of committees are carefully considered in order to get dedicated, passionate and knowledgeable people who can help us achieve our stated objectives. These are men of impeccable credentials and integrity, and we are confident that with the support of all stakeholders, they will help us to achieve our goals.



Dear Congressmen, part of what we want to do is to strengthen the GFA's relationship with its key stakeholders. In view of this, one of the earliest duties of the Executive Council was to meet key stakeholders of our game including the clubs, referees, the National Sports Authority, GHALCA, Parliamentary Select Committee on Youth, Sports and Culture, the Speaker of Parliament, the Minister for Youth and Sports and some of our sponsors.

I have also met some heads of foreign missions in Ghana, as well as Presidents of CAF and FIFA. These were important meetings, whose outcomes, I strongly believe will impact positively on our game.

It was particularly refreshing to receive assurances from both the CAF and FIFA President of their personal and institutional support towards the development of Ghana Football.

One subject which is dear to heart of everyone here and every follower of Ghana football is the return of our domestic competitions. We are all itching for the game to return, and tomorrow at the Accra Sports Stadium, we will be launching the 2019/2020 Football season.

The Premier League will kick off first on the weekend of December 27-29, while the Division One and Women's Premier League will kick-off on January 10 and 17th respectively.

As we are all aware, substantial funding as required by both the FA and the clubs to be able to carry through a successful football season. Despite the lack of funding, due to very limited sponsorship, we have decided to go ahead with our programs to get football back.

To aid the preparations of the clubs and also cushion the teams financially, the Executive Council approved the disbursement of the following advance to all clubs:

- i. 50,000 Cedis to all Premier Clubs
- ii. 25,000 Cedis to all Division One Clubs
- iii. 10,000 Cedis to all Women's Premier Clubs.

We are working very hard to woo corporate Ghana to come on board, and these monies have been advanced to the clubs with the hope that, the GFA will retain these monies from hopefully future sponsorship payments without any interest whatsoever.



Ladies and gentlemen, we are looking forward to a brand-new football season which promises to be exciting. We have done everything possible to get all stakeholders ready for the season by organizing series of workshops for all stakeholders of the league namely, administrators, coaches, match commissioners, match coordinators, safety and security officers, media officers and an integrity seminar for referees.

I am confident these seminars and workshops will aid all participants throughout the season, and also impact positively on our leagues.

And in order to ensure the smooth management of our leagues, we have proposed competition-specific regulations for all domestic competitions.

These regulations will also guide conducts of all officials and players who play direct roles in the league. It is extremely important we safeguard the image of our products.

Dear friends, before I end, let me once again call on all stakeholders that, collectively, we have a job to do. Let's all come together and push towards the same direction to change the game, ignite passion and create wealth for everybody.

It is time to bring back the love.

We need this Congress, so that we get some very important duties done:

- Especially the Independent Committees, get the full Executive Council of 12 and get the season started.
- A number of things are not ready, but we cannot continue to wait abreast with all the things that had gone on to. Checking handing over items, financials, eg. all debts and all liabilities, state of the GFA in order to do proper business, budget income and expenditure.

Therefore, there will be an Extraordinary Congress to address these issues, in February or March to look at some of this pressing issues.

- As we all know it has been exactly 7 weeks since we took office, we have discovered some mutual findings, since the completion of the audited financial statement which we believe you need to know.



- ✓ The Globacom payment of US\$1 million of which the legal fees are yet to be paid.
- ✓ A potential debt obligation of \$1.35 million plus interest and legal fees on a claim by a company, WestHead which claim to have brokered the GFA-GNPC Black Stars sponsorship deal.
- ✓ A judgement debt against the GFA for an amount of over GHc7 million. This involves works done for the Goal Project 1 that was not fully paid for at the Ghanaman Soccer Centre of Excellence.
- ✓ Two official cars imported by the GFA continue to sit at the port for almost two years. There is an outstanding US\$100,000 and duties and demurrage close to GHc700.000 remain unpaid.

Thank you all.

(4) **SCRUTINEERS**

Messrs. Mohammed Alhassan and Felix Bewu volunteered to be scrutineers for the Congress.

(5) **CORRECTION OF PREVIOUS MINUTES**

The President asked members to read through the previous minutes and make the necessary corrections where necessary.

Since there were no corrections, Mr. Jones Alhassan Abu moved for the acceptance of the previous minutes. He was seconded by Mr. Oloboi Commodore.

(6) **ACTIVITY REPORT**

The Acting General Secretary read the activity report for the season under review.

A minute silence was observed for the departed souls during the past season.

Mr. Charles Kwadwo Ntim drew Congress' attention to the omission of the name of the late Junior Agogo and urged that it should be included.

(7) **APPOINTMENT OF MEMBERS OF THE INDEPENDENT COMMITTEES**



Mr. Oloboi Commodore raised an objection that by the Statutes, members of the Independent Committees must be by election and not by appointment.

However, the President averred that the GFA Statutes was very clear on the procedure and process given to the Executive Council to undertake that action.

In view of that the President tabled a motion for the approval of the nominated members of the Independent Committees namely:

- APPEALS COMMITTEE
- DISCIPLINARY COMMITTEE
- ETHICS COMMITTEE
- ELECTIONS COMMITTEE

The President further added that the members nominated to the Independent Committees with their corresponding CVs were circulated to the members of Congress earlier (in the congress document).

A motion for the acceptance of the appointed members was carried by

VOTE

Motion for	-	64
Motion against	-	0
Abstention	-	8

The President announced that the motion was therefore carried.

(8) **PRESENTATION OF CONSOLIDATED AND REVISED BALANCE SHEET AND PROFIT AND LOSS STATEMENT**

After the presentation of the Financial Statement by the Auditors, Mr. Wilfred Osei Kweku (Palmer) said the report should not be accepted based on the following:

- That GFA was a private entity hence it was the Board of Directors who are expected to sign the audited accounts and not the Acting General Secretary.
- That the Acting General Secretary was not a Board member.
- That the Directors were misrepresented.
- That if the GFA wants to imbibe public governance then Congress should accept Accumulated Funds as been used but there was nothing like that.
- That the funds should be listed as members funds and not accumulated funds.



- That the report does not give any good image to the Association.
- That the valuation of the assets was not accurate.

The President of the association reacted to Mr. Osei Kweku's submission stating that the current administration did not prepare the financial statement but that it was during the period of normalization that the audited accounts were prepared.

The President tasked the Auditors who were present to respond to issues raised by Mr. Wilfred Osei Palmer.

In responding, the Auditors said they had prepared the Audit in line with international best practice and had met all the ethical standards therein. The Auditors however advised that if the GFA felt it prudent to re-evaluate its assets with the prevailing market value, then GFA could explore that option.

Mr. Jones Alhassan Abu said a preliminary issue had been raised so the subject should be shelved and discussed at a reconvened date.

In contributing, Abu Hassan Mahamadu (RFA Chairman Northern Region) said looking at the GFA Statutes, Article 44(1)(j), (m) and (n) the General Secretary had the authority to sign because it says, he shall be responsible for managing the accounts of the GFA.

Mr. Wilfred Osei Kweku moved for the rejection of the financial statement because it had not been properly signed and he was seconded by Mr. Isaac Koomson.

A counter motion was moved by Mr. Felix Bewu. He was seconded by Mr. Oloboi Commodore for the acceptance of the Audited Accounts.

The President put the two motions to vote and the results were as follows:

VOTING

Motion for the acceptance of the Audited Accounts	-59
Motion for the rejection of the Audited Accounts	- 21
Abstained	- 7

The motion to accept the Audited Accounts was therefore carried.

(9) **MATTERS ARISING FROM THE FINANCIAL REPORT**



Mr. Wilfred Osei Kweku said the values raised in the report do not conform with the valuation of the land. The values were low and it could affect sponsorship sought by the GFA. He said the GFA should start preparing financial statements like FIFA, UEFA and CAF.

The President said the report was not only for the year under review. He said from Mr. Wilfred Osei Kweku's submission, the GFA must do a yearly assets valuation, and opined that the GFA has been using the same figures for the past five (5) years and not only the year under review.

Mr. Frederick Moore said that the International Accounting Board allows cost-based valuation but that he understood what Wilfred Osei Kweku said concerning the valuation too.

Mr. Felix Bewu moved for the acceptance of the subject matter and he was seconded by Mr. Oloboi Commodore.

A vote for the acceptance of the audited accounts and matters arising was by 69 members with 2 abstentions.

(10) **SPEECH BY PROFESSOR PETER TWUMASI**

The Director General of the National Sports Authority, Prof. Peter Twumasi represented Minister for Youth and Sports and read a speech on behalf of the Minister for Youth and Sports.

He congratulated the Association for a successful Congress after the normalisation period. He informed Congress that the National Sports Authority and the Ministry of Youth and Sports were ready to the Association with all the facilities for the commencement the leagues.

Prof. Twumasi thank the President of GFA for the visit to his office to deliberate on issues of mutual benefits for their respective institutions. He further stated the Ministry was ready to support the #BringBackTheLove campaign.

He added that the National Sports Authority had officially been invited to the launch of the season on Friday, December 20, 2019 at the Accra Sports Stadium.

He assured the football family that he would attend the launch and added that the Vice President of Ghana, His Excellency Dr. Mahamudu Bawumia would be in attendance and urged all members to endeavour to attend the event.



The Director concluded by wishing the Association a successful season.

(11) **VOTES ON PROPOSALS FOR AMENDMENTS TO THE STATUTES**

The Congress considered the proposed amendment that 3 clubs should be demoted from the 18-club Premier League instead of the 5 clubs approved at the previous Congress.

The Congress also considered the proposed amendment that with the 18-club league, the membership of Congress should change from 120 to 124 members.

Mr. Oloboi Commodore moved for the acceptance of the proposed amendments and he was seconded by Nana Kwame Dankwah.

VOTE

In favour	-	77
Abstain	-	1

(12) **APPOINTMENT OF INDEPENDENT AUDIT FIRM**

Members of Congress agreed that the above subject should be deferred to the next Congress.

(13) **ELECTIONS OF THE AVAILABLE POSITION ON THE EXECUTIVE COUNCIL
(1 RFA REP)**

Results of the 7 votes cast.

Salifu Zida	-	6
Spoilt ballot	-	1
Mr. Robert Duncan	-	0

Mr. Salifu Zida was duly elected as an Executive Council member to fill the remaining 1 slot out of the 2 reserved for the Regional Football Associations.

The President administered the Oath of office and inducted him into office.

(14) **ANY OTHER BUSINESS**



Mr. Charles Kwadwo Ntim congratulated the President on his new position. He said the late Junior Agogo should be included on the list of the departed souls.

He added that the Executive Council should top up monies given to the Division One League clubs, especially for the clubs in Zone 1.

Furthermore, he said he had noticed that all visitors were required to sign a visitor's book and were given tags at the GFA Secretariat but since club officials were members of the Association there was no need for this new directive. He suggested that there should be a mechanism for club officials to have free access to the Secretariat.

The President said the Executive Council would consider his request.

In respect of the signing of the Visitors book at the Secretariat, the President said for Security reasons, the access control should be enforced.

Mr. Rockson Coffie said he watched a lot of friendly matches and he was highly impressed with officiating. He said if the referees would continue like that, then attendance will be encouraging for the season.

The President advised clubs to assist the referees to behave well.

Nana Gyambibi Coker suggested that amendment should be done on the mandate given to the General Secretary to sign on financial reports. Also, he asked Congress to know the source of the money given to clubs.

The President said the GFA paid the money from its own resources.

Mr. Christian Mensah said even though the GH¢10,000 given to the Women's Clubs was encouraging, a lot more could be done to ameliorate their plight. He further stated that Women Football clubs have very limited sources of generating funds.

Mr. Kwabena Owusu Danquah asked whether the Division 2 and 3 clubs will get assistance from the GFA.

Mr. Kwasi Adu said the GFA should speed up the process in appointing a competent Auditor to start work.



Mr. Ahmed Gado said during the previous season some clubs had problems with the Chairmen of the Referees Committee. He said at least clubs should be consulted on the appointment of the Chairman of the Referees Committee.

The President assured Congress that a lot of mechanisms would be put in place to check the performance and attitude of referees. The President emphasized that National Security, the BNI and other Security apparatus would be engaged.

Alhaji Karim Gruzah congratulated Mr. Alex Asante for his good work as the Acting General secretary. He also thanked the Lord Almighty for the President being the Chairman of the Juvenile Committee. He said affiliation fees being paid by Juvenile clubs should be abolished and advised referees to use the fear of the Lord in their work.

Mr. Kudjo Fianoo said GHALCA was in full support of the new administration. He said there was nothing in the Gbadegbe Commission Report and the White Paper which said Hearts/Kotoko could not play under flood light.

He therefore urged the GFA to re-visit this assertion and do the needful.

(15) **PRESIDENT CLOSING REMARKS**

The President thanked all stakeholders for the time spent. He said the game had gone through a lot in the past 18 months and some members were still not happy.

He added that the sport had to be developed and the journey to ignite passion and bring back the love for the game is not to individuals but all in the family. He said change is difficult to accept but positive change is always good.

He reminded members to attend the Premier league Launch at the Accra Sports Stadium on Friday, December 20, 2019 at 5pm.

He also informed members to take note of the new amendments to the code of ethics and code of conduct together with the Statutes and Regulations of GFA. He thanked the Referees Association for their support and wished them well.

The President also thanked GHALCA for their support and assured them that the GFA would reciprocate their gesture.



He advised the Executive Council members to put in more energy and do their maximum best to sail well. He said everyone should think positive about the future, ignite passion and create wealth for all.

(16) **CLOSING PRAYER**

Deliberations at congress formally ended at 12:30pm with a prayer by Alhaji Karim Gruzah.

Recorded By:

Alex Asante
(Ag. General. Secretary)

AGENDA

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**BUDGET FOR
(OCT. 26, 2019 TO JUNE 30, 2020)**



Ghana Football Association

Budget

(Oct 26, 2019 to June 30, 2020)

Budget Summary

2

GHANA FOOTBALL ASSOCIATION

October 26, 2019 to June 30, 2020	
Budget Summary	GH¢
Budgeted Revenue	39,959,296
Budgeted Expenditure	40,190,829
Surplus / Deficit	(231,533)

Revenue Details

3

Revenue	Notes	Amount (GHS)
Sponsorship	1	17,570,000
FIFA/ CAF Grants	2	17,600,000
Affiliation Fees	3	218,000
Government Grant (International Competition)	4	2,554,146
International Games	4	550,000
Share of Gate Proceeds	4	475,150
Investment Income	4	80,000
Fees (Registration, Protest Fees & Fines, Transfers)	4	902,000
Donation - Vanguard Insurance (Women's League)		10,000
Total		39,959,296

Revenue Note 1 (Sponsorship)

Sponsorship	Transaction Currency	Reporting Currency - GHc
StarTimes (GPL)	\$700,000	3,850,000
StarTimes (FA CUP)	\$150,000	825,000
StarTimes (Visibility for DOL & Women's football)	\$100,000	550,000
2019 Puma	€500,000	2,885,000
2020 Puma	€500,000	2,885,000
MTN (FA CUP)	GH¢800,000	800,000
Globacom (Debt Recovery)	\$1,000,000	5,500,000
WAFU	\$50,000	275,000
Total		GH¢17,570,000

Amounts translated in Ghana Cedis is at a rate of 5.50 for US\$ and 5.77 for €

Revenue Note 2 (FIFA/CAF Grant)

FIFA Grants	Transaction Currency	Reporting Currency
2019 Grant (<i>President visit to FIFA</i>)	\$250,000	GH¢1,375,000
2020 Grant - Operations — Jan (<i>After Sending Congress approved audited account</i>)	\$500,000	GH¢2,750,000
2020 FIFA Forward 1.0 Programme	\$2,250,000	GH¢12,375,000
CAF	\$200,000	GH¢1,100,000
Total		GH¢17,600,000

Amounts translated in Ghana Cedis is at a rate of 5.50 for US and 5.77 for €

Revenue Note 3 (Affiliation Fees)

Affiliation Fees	Transaction Currency	Reporting Currency
Premier League Clubs	GH¢90,000	GH¢90,000
Division One League Clubs	GH¢120,000	GH¢120,000
Women's League Clubs	GH¢8,000	GH¢8,000
Total		GH¢218,000

Premier League club Subscription Fee - GH\$5,000

Division One League Clubs Subscription Fee - GH\$2,500

Women's League Club Subscription Fee – GH\$500

Revenue Note 4 (Others)

Others	Transaction		Reporting
	Currency		Currency
Investment Income		GH¢80,000	GH¢80,000
International Friendly Matches		\$100,000	GH¢550,000
Share of Gates Proceeds		GH¢475,150	GH¢475,150
Government Grant(Camping for International Competitions)		GH¢2,554,146	GH¢2,554,146
Fees (Registration, Protest Fees & Fines, Transfers)		GH¢902,000	GH¢902,000
Total			GH¢4,561,296

Amounts translated in Ghana Cedis is at a rate of 5.50 for US and 5.77 for €

Expenditure Details

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Football Governance

9

Expenditure	Amount (GHS)
Honorarium to Committees	1,672,750
Refresher Courses and Logistics	500,000
GSCE Project	8,375,000
Regional Football Associations	334,000
Transportation and Allowances	750,000
Election Expense – RFAs & DFAs	762,000
Total	12,393,750

Football Competition 1 of 3

10

Premier League	GHS
Match Officials	1,377,000
Share of StarTimes Sponsorship to Teams	2,970,000
Administration of League	1,000,000
Media & Promotion	284,580
Total	5,631,580
Division One League	GHS
Match Officials	1,944,000
Teams	2,400,000
Promotions and Administration of League	800,000
Total	5,144,000

Football Competition 2 of 3

Women's League	GHS
Competition Budget	1,181,048
Match Officials	270,000
Total	1,451,048
Men's FA Cup	GHS
Competition Budget	1,700,000
Match Officials	350,100
Total	2,050,100
Women's FA Cup	GHS
Competition Budget	379,080
Match Officials	160,000
Total	539,080

Football Competition 3 of 3

12

Second Division National Interclub Festival	GHS 200,000
National Colts Festival	GHS 200,000
Juveniles Interclub Champions League	200,000
National Teams	GHS
Camping WAFU B U-20	189,412
Camping WAFU B U-17	313,934
Camping FIFA Women's U-17	787,844
Camping FIFA Women's U-20	970,820
Camping Women's AFCON	292,136
Total	2,554,146
Commission on Sponsorship	120,000
Glo Legal Fees	550,000
Grand Total	GHS 18,639,954

Administrative & Legal Expenses

13

Expenditure	Amount (GHS)
Clearing Charges (Cars, FIFA, CAF, jerseys)	1,200,000
Advert, Promotion & Communication	500,000
Legal Fees & Judgement Debt	1,720,000
Financial Charges	32,000
Donations	237,581
Insurance	102,371
Staff Cost , Medical & Consultancy	2,618,154
IT, Telecommunications, Stationery	200,000
Travelling and Transport and Hotel	1,039,500
Stipend to Team-Turkey & Morocco	400,000
Utilities, Cleaning, Security, Property Rate	357,500
Football Logistics	119,000
Refreshment	57,313
Total	8,514,808

Maintenance & Running Expenses

14

Expenditure	Amount (GHS)
Repairs and Maintenance- Office Equipment	39,996
Repairs and Maintenance- Vehicles	191,294
Motor Vehicle Expenses – Fuel, DVLA	130,127
Renovation, Repairs to Building	280,900
Total	642,317

AGENDA

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**ACTIVITY REPORT (CONTAINING THE
ACTIVITIES SINCE THE LAST CONGRESS
BY THE GENERAL SECRETARY)**



ACTIVITY REPORT FOR THE 2019-2020 FOOTBALL SEASON (SINCE DECEMBER 19, 2020)

A. INTRODUCTION

(a) Corporate Vision

To be the best football brand in Africa and a great force to reckon with in the world.

(b) Mission statement

To regulate, promote and develop enjoyable football for all stakeholders at all levels of the game through the right systems and policies with greater integrity, transparency, and accountability.

B. ADMINISTRATION

The GFA Secretariat continues to evolve administratively.

The Information Technology and its security architecture have been improved. We have moved our email to Microsoft 365 which comes with various tools and application for works including Microsoft Teams used by FIFA and many other Football Associations. The IT Security and integrations with our other platforms are assured.

Again, the Executive Council has approved the GFA Master Policy framework. This enables the Secretariat to standardize the drafting, management and renewal of the Policies we work with.

The approved policy Template is now being used by each Department to draft for approval policies to guide our way of work and to enable the Compliance & Integrity Officer to drive compliance to PPPs across the organization.

The Secretariat continues its quest to build mutual beneficial relationships across the football eco-system of the World. In this respect, The GFA has build a strong relationship with the Irish Football Association, The FA of England, UEFA and FIFA in order to benefit from technical skills and facilities.

The Secretariat has also now commenced the full use of the SAFE accounting software. There are more innovative work practices on the way. The Finance Department now operates a cashless payment system to Committees (Bank & MoMo), etc. The GFA is registered for Mobile Money.

We will continue to deploy strategies and policies to ensure continuous improvement in our delivery for the betterment of the Secretariat.

C. COMPETITIONS

- 1.0 The GFA Competitions Department, one of the new departments formed by the Executive Council to manage domestic competitions could be the veritable game-changer in the quest to develop domestic football.

The Department was given a herculean task to kick start GFA elite competitions within one month in collaboration with the following Management Committees:

- Premier League Management Committee
- Division One League Management Committee
- FA Cup Management Committee
- Women's Premier League Management Committee
- Women's FA Cup Management Committee
- Beach Soccer Management Committee
- Futsal Management Committee.

2.0 COMPETITION REGULATIONS

The Executive Council put together a Regulations Review Committee to set out special Regulations for each competition which draft was submitted to all stakeholders for their inputs and was subsequently approved and adopted for the various competitions per Article 39(k) of the GFA Statutes (2019).

Drafts were shared with all clubs through email for inputs and finally approved for the various competitions.

3.0 SPONSORSHIP AND GFA SUPPORT TO CLUBS

The Department drew up the budget for the competitions which was presented to the Government of Ghana for investment in domestic football aimed at growing the football economy.

Steps were also taken to reactivate the suspended final year of the contract with MTN to sponsor the FA Cup.

Again, thanks to NASCO for reactivating its partnership with the GFA to award outstanding players and Coaches. This sponsorship served as a form of motivation to improve upon the quality of the game.

The GFA waived off officiating fees for all clubs and advanced support of GH¢50,000.00, GH¢25,000.00 and GH¢10,000.00 to all Premier, Division One and Women's Premier clubs respectively.

Among other expenses were the acquisition of footballs and bibs which were distributed to support clubs.

4.0 CMS TRAINING PROGRAMS

Approval was given to organize training programs for Match Officials, Club Officials, Media and Team Security Officers among other organizational expenses.

The Competitions Management System ensured a remarkable improvement in the game. It was strictly used by all stakeholders for the running of the various competitions.

5.0 BROADCAST PARTNERSHIP

The GFA Executive Council per recommendations by a Sub-Committee which managed a bidding process awarded StarTimes the television rights to produce and telecast GPL and FA Cup matches live and produce highlights for other broadcasters in order to whip up interest in domestic football across the country.

After agreeing with StarTimes on the matches that should be telecast live, they went beyond expectation to form a second crew to produce two live matches on certain Match Days.

StarTimes covered a total of twenty-nine (29) matches before the suspension of league matches.

6.0 CLUB LICENSING

The Department collaborated with the Club Licensing Board in terms of facility and ensured that matches were played only at venues sanctioned by the Licensing Board.

However, it is worthy to note that Clubs at the national leagues, particularly Division One League clubs, are still struggling to meet the basic requirements such as well grassed playing fields, inner perimeter fencing and standardized dressing rooms.

The CLB also directed the Competitions Department to strictly adhere to the coaching certification for the various competitions. The Department sternly monitored and ensured only qualified coaches were available for selection.

7.0 CLOSURE OF BABA YARA SPORTS STADIUM- KUMASI

The National Sports Authority in a letter dated 19th February 2020, informed the GFA on the closure of the Baba Yara Sports Stadium (Kumasi) for renovation works.

The Department in consultation with the Club Licensing Committee assisted the affected clubs (i.e. Asante Kotoko SC, King Faisal FC, Asokwa Deportivo SC and Wassaman FC) to select alternative home venues for their home matches.

8.0 RESCHEDULING OF MATCHES

The Department in its quest to whip up excitement rescheduled some weekday matches to be played at night.

The introduction of game centers with double headers for both Women Premier and Division One Leagues has also generated excitement across the country.

9.0 OFFICIATING

Officiating in general was commendable. It is the view of the Department that some match officials need more matches to improve upon their confidence. Following unnecessary ranting by some club officials through the media and at match centers, the Department introduced the complaint forms to encourage clubs to channel their grievances to the appropriate bodies for redress when they are not satisfied with the performance of match officials.

10.0 MATCH ATTENDANCE

Attendance generally was encouraging. Community based clubs like Aduana Stars, Berekum Chelsea, Medeama SC, Karela FC, Bibiani Goldstars, Bofoakwa Tano, Brong Ahafo United, etc had massive spectatorship during the period under review. The Day Six fixtures between Hearts of Oak SC and Asante Kotoko SC recorded a gross gate proceed of GH¢739,230.00 which is the highest proceed ever recorded in the history of our domestic league.

11.0 SECURITY

When fans feel secured at match centers, they are likely to patronize matches, and this will obviously generate the expected attention to our competitions. The security situations at some match venues were inadequate.

The Executive Council in its wisdom put together a Safety and Security Committee to work closely with the Competitions Department to reduce acts of violence and misconducts at match centers. Steps are being taken to collaborate with the Ghana Police Service and other security agencies to help sanitize the game and encourage many more fans to troop the stadia.

12.0 DISCIPLINARY MATTERS

Disciplinary issues ranging from on-field indiscipline by players and officials, to crowd violence were referred to the GFA Prosecutor for appropriate charges.

The Disciplinary Committee fined a few clubs heavily and asked others to play home matches behind closed doors, for various acts of misconduct.

Some Division One clubs who deliberately refused to honor their preliminary stage matches were fined and banned by the GFA Disciplinary Committee. Their appeals are awaiting decision from the GFA Appeals Committee.

13.0 COVID-19

On Sunday, 15th March 2020, the President of the Republic of Ghana issued a directive that all public gatherings including sporting events are suspended for four (4) weeks, hence the various GFA competitions were put on hold at the following stages;

- Premier League – Day 15 (2 outstanding)
- Division One League – Day 13 (1 outstanding)
- FA Cup – Round of 32 (all outstanding)
- Women's Premier League – Day 7 (end of First Round)
- Women's FA Cup – Round of 32 (all outstanding)

Management took steps to engage clubs and other stakeholders to take a firm decision on the effect of the corona pandemic on GFA competitions.

The GFA Executive Council at its meeting on Tuesday, June 30, 2020 took a decision to cancel the 2019/2020 football season. In effect, all records associated with the season were expunged but fines accrued are expected to be honored by clubs. To effect, there shall be no promotion or demotion regarding the cancelled season.

14.0 MATCH STATISTICS

At the time the 2019/2020 season was cancelled, the statistics from the competitions stood as follows:

- (a) Premier League
- 133 Games
 - 277 Goals
 - Average of 2 Goals per Match
 - 93 Wins

- 60 Home wins
 - 33 Away wins (record)
 - 40 Draws
- (b) Division One – Zone One
- 104 Games
 - 189 Goals
 - Average of 1.8 Goals per Match
 - 70 Wins
 - 54 Home wins
 - 16 Away wins
 - 34 Draws
- (c) Division One – Zone Two
- 103 Games
 - 213 Goals
 - Average of 2.1 Goals per Match
 - 75 Wins
 - 52 Home wins
 - 23 Away wins
 - 28 Draws
- (d) Division One – Zone Three
- 103 Games
 - 200 Goals
 - Average of 1.9 Goals per Match
 - 76 Wins
 - 48 Home wins
 - 28 Away wins
 - 27 Draws
- (e) MTN FA Cup
- 75 Games
 - 179 Goals
 - Average of 2.4 Goals per Match
 - Highest Win 0-6 by King Faisal FC.
 - 4 Hattricks
 - 18 Braces
- (f) Women's Premier League
- 56 Games
 - 156 Goals
 - Average of 2.8 Goals per Match
 - 36 Wins
 - 19 Home Wins
 - 17 Away Wins
 - 18 Draws

15.0 CHALLENGES & RECOMMENDATIONS

The following were some challenges to which recommendations that could best address them are made:

CHALLENGES	RECOMMENDATIONS
Violence at League Centres	<p>The GFA Safety and Security Committee should identify hot-spots and arrange for military personnel to augment security at those venues during matches in the interim.</p> <p>In the long term, the Safety & Security Committee should liaise with the Ghana Police Service to develop a policy to recruit and train stewards to assist in providing security at match venues.</p>
Officiating	<p>Arrangements should be put in place to ensure Match Officials are paid monthly to avoid public outcry.</p> <p>Clubs should be encouraged to use the complaint forms to channel their grievances.</p>
Competitions Management System	<p>A refresher course should be organized for all stakeholders on the use of the CMS before the commencement of the upcoming season.</p> <p>Players who are ineligible to feature in matches should not be available for selection.</p>
The Use of NSA Facilities	<p>The GFA should engage NSA through the MOYS on the usage of their facilities particularly for night matches.</p> <p>NSA should also be implored to reconsider charging Division Two clubs when they want to use their facilities for FA Cup matches.</p>
Unavailability of Ambulances at Match Centres	<p>The GFA should engage the Ghana Ambulance Service to provide Ambulances during matches where possible at affordable rates.</p> <p>RFA pick-up vehicles should be made available where there are no ambulances to convey emergency cases to the nearest medical facility.</p>
Prize Monies/ Awards	<p>All prize monies and or awards should be communicated to all stakeholders before the start of any competition.</p>
Under Declaration of Gate Proceeds	<p>The GFA must deploy officials, particular to match centres not managed by the NSA to ensure that appropriate proceeds are declared. It is the view of the Department that some privately owned venues sometimes declare as low as 50% of the actual spectators turn up.</p>
Low Media Visibility	<p>The GFA should make additional efforts to place pitch panels of the various competition logos at all league centres.</p> <p>These pitch panels should also help promote GFA catchphrases like #BringBacktheLove#, #CreatingWealth&IgnitingPassion#, and #SayNotoHooliganism#.</p>

16.0 ISSUES FOR THE CONSIDERATION OF MANAGEMENT

After a careful assessment of the cancelled competitions, the Department took note of various issues of concern that is considered relevant for referral to Management for consideration. Notable amongst these were the following:

- (a) The GFA should organize a brainstorming session with all stakeholders to review all competitions with resource persons.
- (b) Due to the poor nature or non-existence of substitution boards at some league centers, it is recommended that substitutions boards are purchased for approved league centers.
- (c) The sharing ratio for gate proceeds from FA Cup matches should be reviewed to give home teams a greater share to encourage them to market and promote the matches in their localities.

17.0 CONCLUSION

Amidst all the challenges and other human elements, the Department in its view will describe the cancelled season as reassuring.

It is our pursuit to work tirelessly and closely with all relevant stakeholders to help #BringBacktheLove# and make Ghana football brands more attractive in the upcoming season.

The excitement the various competitions generated were admirable and it is believed that the good people of Ghana were buying into the laudable initiatives introduced by the new administration.

D. PLAYERS' STATUS COMMITTEE

- 1.0 As a Standing Committee, it is mandated to deal with disputes concerning the status of players, matters regarding the eligibility of players, training compensation, solidarity mechanism while also performing the duties of the Dispute Resolution Chamber since the DRC operates under the Players' Status Committee and the GFA has no local DRC in place.

2.0 PROCEEDINGS

The Committee this season deliberated on over four hundred and ninety (490) cases out of which some four hundred and twenty (420) were granted. About ten (10) cases were amicably resolved by the parties involved.

Eight (8) out of the almost four hundred and eighty (480) decisions reached by the Committee were challenged at the Appeals Committee.

3.0 CHALLENGES

- Lack of official contacts for clubs in the various regions
- Lack of information on defunct clubs in the various regions
- Ambiguous contracts drafted by clubs.

4.0 RECOMMENDATION

- The Committee recommends that, a standard employment contract is drafted by the GFA to guide player and club relationship. Players should be given a copy of the signed contract.
- Players seeking for free agent letter should attach a passport picture for easy identification.
- Training programme on the FIFA and GFA Rules and Regulation on the Status and Transfers of players should be arranged for clubs and players especially, those in the lower divisions.
- Security should be provided during meeting.

5.0 CONCLUSION

On the whole the committee was satisfied with the conducive atmosphere that enable them to deliberate fruitfully on matters concerning the status and transfer of players and resolve contractual issues that hinder the progress of the game.

E. REPORT OF THE GFA APPEALS COMMITTEE 2019/20 FOOTBALL SEASON

- 1.0 The Executive Council of the Ghana Football Association (GFA) in the exercise of the powers given them under Article 39 of the GFA Statutes appointed the Appeals Committee (hereinafter referred to as “the Committee” or “the Appeals Committee”) of the Ghana Football Association (GFA).

2.0 GENERAL STATISTICS

During the season, the Appeals Committee sat on cases emanating from clubs, players and club officials who were either dissatisfied with the ruling of the GFA Disciplinary Committee of Players Status Committee. A total of 6 cases were filed as Appeal following the Decision of the GFA Disciplinary Committee. With regard to Appeals from the Players Status Committee, a total of 8 cases were recorded.

3.0 APPEALS CASES

Breakdowns Per Competition/Other Appeals

Appeals per Competition/Others	Number of Cases	Cases
Ghana Premier League	2	Olympics v WAFA Medeama v Olympics
MTN FA Cup	4	Okyeman Planners v GFA New Edubiase v GFA Berekum Chelsea v GFA Techiman City FC v GFA
Players Status Committee	8	Asante Kotoko SC v C.K Akonnor Medeama v Nathaniel Asamoah Douglas Amaning v Ashantiold Douglas Mintah v Attram De Viser Frank Nuttal v Accra Hearts of Oak Philimon K. Tawiah v Cheetah FC Tudu Mighty Jets v Cheetah FC Andy Sinason v Swedru All Blacks United
TOTAL	14	

It is sad to note that apart from the Asante Kotoko SC v Charles Kwablan Akonnor Accra Great Olympics v WAFA and Medeama v Accra Great Olympics cases.

The season cancelation has ended the match cases between clubs.

The Committee is yet to come out with its ruling on the rest of the cases stated above at the time of writing this report.

F. CLUB LICENSING BOARD

1.0 The Club Licensing Board during the 2019/20 League Season engaged in the underlisted activities:

2.0 ACTIVITIES CARRIED OUT

The Board conducted inspection of the venues and secretariat of Clubs in the Premier and Division One Leagues using the minimum criteria set out in the Club Licensing Regulations.

The Board accordingly set out a comprehensive programme to do just what the Regulations of the GFA required.

However, due to the tight schedule with regards to the commencement of the league, the Board relaxed some requirements thereby not subjecting the application of clubs to a rigorous exercise.

At the initial stage of the issuance of a license, the use of the Madina Park and the Robert Mensah Stadium by Legon Cities FC and Ebusua

Dwarfs respectively were declined based on technical grounds. Eleven clubs had their venues given conditional approval with 5 clubs receiving full approval for the use of the venues. Details of these are attached to the report.

With regard to the Audited Accounts and other requirements, the Board centred on the Premier League clubs and where some anomalies were detected, it was pointed out to the clubs.

The Board also imposed fines on clubs that failed to meet some licensing requirements.

3.0 CONCLUSION

The Licensing System is the way forward if we want our football to be professional. The only way we can get there is to collaborate with the Club Licensing Board towards the attainment of the licensing goals.

G. NATIONAL TEAMS

The number of National teams has increased from eight (8) to twelve (12). The increase is as a result of the additions of the Beach Soccer, Futsal, the U 15 Boys and the U 15 girls' National teams to the existing eight National teams.

Since the last session of this assembly, there has not been many activities for the teams due to COVID 19.

The Black Stars had begun the 2021 African Cup of Nations qualifying matches, the draw put them in a group together with South Africa, Sao Tome and Sudan. In November 2019, the team played two matches with South Africa in Cape Coast and Sao Tome in Sao Tome. The Black Stars won both matches with 2-0 and 1-0 win over South Africa and Sao Tome respectively. The remaining qualification matches had to be suspended due to COVID-19.

In December, the contract of our former Coach Kwasi Appiah expired and he was replaced by Mr. Charles Akunnor.

The 2022 FIFA World Cup draw was also held, and Ghana was placed in the same group with South Africa, Zimbabwe, and Ethiopia. The qualifying matches are yet to begin.

The Black Meteors participated in the 2019 African U 23 Cup of Nations in Egypt; this tournament was to qualify the team for the 2020 Olympics which was to be held in Japan. Unfortunately, the team failed to qualify.

The Black Queens also had their WAFU Zonal tournament cancelled due to COVID 19. However, the FA was able to send the team out to Turkey for a Friendly tournament in March involving the National teams of Chile, Northern Ireland and Kenya. The team placed second in the tournament.

The Black Princesses who were also in camp preparing for the first round of the 2020 FIFA U 20 WWC were also asked to break camp due to the same reason.

However, before then, they also had the opportunity to participate in an international friendly match against the National Women's senior team of Morocco in Rabat in March. The Princesses lost the match by three goals to two. The match was in commemoration with the 2020 international women's day.

The Black Maidens played their first-round qualifying match of the 2020 FIFA U 17 WWC and eliminated Liberia, the second and final round match was supposed to be played in June against Nigeria but was suspended due to COVID 19

The Starlets also suffered the same blow when they were sent home after a considerable time in camp preparing for the WAFU Zonal tournament. An international friendly match which had been scheduled for them in Finland was also cancelled.

The Black Stars 'B', Black Satellites, Beach Soccer, Futsal and the boys and girls of the U 15 National teams did not see any major activity over the period.

With the gradual easing of restrictions across the globe, FIFA, CAF and WAFU are engaging member Associations to ascertain for themselves the situation in each Country.

Thankfully, the Government has granted permission to the U 17 & U 20 male and female teams to resume camping to prepare ahead of time. The Association has collaborated efficiently with the Ministry of Sports in all these engagements.

H. REFEREEING

The refereeing department under the period under review, has undertaken the following activities:

1.0 RESTRUCTURING / ENGAGEMENT OF PERSONEL

The GFA ExCo approved the new structure to conform with FIFA Refereeing Organization in Member Association by introducing the following.

The Ghana Football Association engaged Mr. Alexander Neequaye Kotey as the Referees Manager and will head the Refereeing Department of the GFA and shall report to the General Secretary.

The Executive Council has also approved a new refereeing structure for the federation. The new structure is to ensure the separation of personnel in the various functions of refereeing in Ghana. It seeks to consolidate the gains achieved so far and to strive for new heights.

The structure includes the Referees Committee, Match Review Panel, Assessors and Classification Panel and the Refereeing Department with different personnel serving on each function of refereeing to drive for more effectiveness and speedy response to complaints by clubs.

2.0 REFEREEING DEVELOPMENT

To enhance refereeing and officiating at all level, the Ghana Football Association purchased 10 communication gadgets to be used at all league centers. These gadgets will surely improve refereeing and reduce errors in officiating.

3.0 SPONSORSHIP / PARTNERSHIP

As part of efforts to improve and enhance refereeing, the Ghana Football Association secured a partnership deal with the state own Transport Company STC.

After accepting a GFA proposal for a symbiotic relationship, Intercity STC offered a 50% reduction on all referee travels for the upcoming season.

4.0 COURSES AND TRAINING

In view of the Covid-19 pandemic, all referees' courses are to be held online due to the various restrictions imposed in the country. The Football Association and FIFA Development Instructors organized a 4-days Assessor's online course for 13 selected officials from all the 10 RFA. The FUTURO III Instructors also undertook a 3-days online course.

Other categories of referees will undergo similar online courses starting with the RFA Technical and Physical Fitness Instructors, Elite Referees and Assistant Referees then the Young Talent (Youth) referees.

5.0 CHALLENGES.

The Covid-19 pandemic has been the major obstacle that has confronted a lot of sporting activities. Refereeing were not left out. In view of that, FIFA and the Football Association has adopted the Online teaching which has its peculiar issues.

I. COMPLIANCE & INTEGRITY

As a requirement of FIFA, each Member Association is obliged to employ an integrity and compliance officer. The GFA therefore did so at the beginning of the year by employing Mr. Obed Tuffuor as the Integrity and Compliance Officer of the GFA.

Currently, the officer is working with the FIFA Compliance Department to produce flyers and brochures to help create awareness.

Further to this, seminars and workshops would soon be organised across the length and breadth of the Country for all stakeholders to bring sanity into the game.

J. DEPARTED SOULS

During the season, the following persons departed from this great family;

1. Kwaku Ampim-Darko
2. Opoku Afriyie
3. Rtd. Referee L. O. Laryea
4. ASP. Rtd. Raphael Chaitey Tottimih
5. Kwasi Owusu (Powerhouse)
6. Jonathan Oti Ankrah (Joe Dakota)

May God give the departed peaceful rest.

K. CONCLUSION

The future of Ghana football looks extremely bright and I trust that COVID-19 would be a thing of the past and our cherished game will come back whilst we bring back the love, ignite passion and create wealth for all.

May God continue to bless our efforts in developing Ghana Football.

Thank you.

PROSPER HARRISON ADDO, ESQ.
[GENERAL SECRETARY]

AGENDA

II

**APPOINTMENT OF INDEPENDENT
AUDITORS UPON THE PROPOSAL OF
THE EXECUTIVE COUNCIL**



GHANA FOOTBALL ASSOCIATION

PROPOSAL BY THE EXECUTIVE COUNCIL TO CONGRESS FOR THE APPOINTMENT OF INDEPENDENT AUDITORS

The Executive Council conveys its compliments to the respected Congress of the Ghana Football Association.

1.0 LEGAL BASIS

The Ghana Football Association (GFA or the Association) is a Company Limited by Guarantee registered under the Companies Act 2019 (Act 992) of Ghana. The Association is regulated by the laws of Ghana and by the Statutes of the Association and the various Regulations and approved policies of the Association.

The GFA Statutes under Article 67 headed - Independent and External Auditors – provides as follows:

“The independent and external auditors appointed by the Congress shall audit on a yearly basis the management accounts of the GFA in accordance with the appropriate principles of accounting and present a report to Congress. The auditors shall be appointed for a period of three years and be internationally recognised entities. This mandate may be renewed. The audited accounts shall be published in the national dailies in compliance with the Companies Act of Ghana”.

The Statutes states further under Article 39(i) that:

“The Executive Council shall have the following powers: propose the independent auditors to the Congress”

Again, the Statutes 2019 under Article 32(2)(o) provided for in the Agenda for Congress that:

“Appointment of independent auditors (if applicable) upon the proposal of the Executive Council”

It is very clear from the foregoing statutory provisions that, Congress has the sole power to appoint the Independent Auditors for the Association for a period of three (3) years. The Executive Council is enjoined by the Statutes to make a proposal to Congress for this purpose after putting the item as an agenda for Congress.

2.0 PROCESS & ASSESSMENT

The Association commenced the process over five months ago with a publication on the GFA website www.ghanafa.org requesting audit firms which are interested in becoming the auditors of the GFA to send their proposals to the Ghana Football Association.

The Association also sent letters to the top four (4) international audits firm (KPMG, EY, Deloitte and PwC) as well as top Ghanaian audit firm to send to the GFA their proposals.

KPMG responded to the Association and also requested for a meeting to understand the requirements of the Association to enable the firm to send its proposal to the Association.

However, after the meetings, KPMG wrote back to the Association that its schedules would not permit it to undertake an audit for Association at this moment.

PwC contacted us with a position that because they undertake audit work for FIFA, it may not be prudent to also audit the Ghana Football Association.

We did not receive any response from the other two top international audit firms.

There were a number of firms which responded to the Ghana Football Association. Out of the companies which sent their full profile, technical knowhow and fees, three firms (**Mazars Ghana, Baker Tilly Andah & Andah, B. Omani Antwi Consult**) were selected for analysis by the Finance Committee and for consideration by the Executive Council.

The full Analysis has been summarized per at attachment hereto

3.0 PROPOSAL

It is against this background that the Executive Council acting under Article 32(2)(o) and Article 67 of the Statutes propose to the respected Congress of the Ghana Football Association for approval under Article 39(i) of the Statutes:

Having come top in the assessment, the Executive Committee proposes Baker Tilly Andah & Andah, a reputable and international audit firm to be appointed for a period of three (3) years.

Signed:



.....
Prosper Harrison Addo, Esq.
(General Secretary)

Dated: 17th August, 2020

**ASSESSMENT OF PROPOSALS FROM THREE AUDIT FIRMS
TO AUDIT GFA ACCOUNTS FOR THE NEXT 3 YEARS**

Assessment Criteria	Baker Tilly Andah + Andah	Mazars Ghana	B. Omani Antwi Consult
Technical Knowledge	9	7	7
Initial Audit Fees	8	7	9
Experience	9	8	7
Payment Terms	9	8	6
Total Score	35	30	29

Initial Audit Fees	GHc45,000	GHc50,000	GHc21,358.50
Payment Terms	50 Start, 50 After Audit	50 Start, 30 Middle, 20 After Audit	Not Provided

Experience

Millennium Challenge Corporation (MCC)/USAID: Office of Inspector General Approval	Energy Commercial Bank	Ministry Of Education – Education Sector Adjustment Credit (EDSAC)
Right to Dream Foundation	Phoenix Insurance	European Union Micro-project Program 1 st to 5 th
District Assemblies Common Fund (DACF)	University of Ghana School of Public Health	Panbros Salt Industries Limited
Ministry of Roads & Highways/Department of Urban Roads	Theovision International Corip - Ghana Project	Compudist Ghana Limited

Baker Tilly Andah + Andah

Although the firm presented the 2nd highest audit fee, it had the overall audit experience as well as the only Company with Sports and Football audit background

From the analysis of all the criteria of assessment, the firm got the highest marks of 35 points and **came first**. The firm has a reputable name in the audit industry in Ghana and they are offering a very competitive price.

Profile of Firm Baker Tilly Andah + Andah is an independent member firm of Baker Tilly International.

Baker Tilly International is one of the world's largest network of independent accountancy and business advisory firms (a top ten accountancy firm per CA Magazine's Global Accountancy Firms Rankings), providing high quality accounting, assurance, tax and specialist business advice to private and public interest entities with a presence in 147 countries worldwide.

AGENDA

12

**AD-HOC COMPENSATION COMMITTEE
PROPOSAL AS PER ARTICLE 42(2) OF
THE GFA STATUTES**



REPORT OF THE AD-HOC COMPENSATION COMMITTEE GHANA FOOTBALL ASSOCIATION

1.0 INTRODUCTION

The Ghana Football Association (GFA or the Association) is a Company Limited by Guarantee registered under the Companies Act 2019 (Act 992) of Ghana. The Association is regulated by the laws of Ghana and by the Statutes of the Association and the various Regulations and approved policies of the Association.

The Executive Council (akin to a Board of Limited by Shares companies) is obliged by its Statutes to appoint a Committee to propose the remuneration of members of the Executive Council to Congress (akin to Annual General Meeting of Limited by Share companies) for approval.

Article 42(2) of the GFA Statutes 2019 provides as follows:

“The remuneration of members of the Executive Council shall be proposed by an ad-hoc compensation committee and approved by Congress”.

In compliance with the provisions of the said provision, the Executive Committee on July 29, 2020 appointed a three-member committee to undertake the work.

2.0 MEMBERSHIP OF THE SEARCH COMMITTEE

The membership of the Committee was appointed by the Executive Council as follows:

- a. Frederick Nana Kweku Moore (CEO, Accra Hearts of Oak SC) - Chairman
- b. Delali Eric Senaye (CEO, Inter Allies FC) - Member
- c. Sampson Narteh-yoe (Financial Consultant & Lecturer) - Member

3.0 MANDATE

The mandate of the Committee was stated as provided under Article 42(2) of the GFA Statutes 2019 - to propose to the GFA Congress the remuneration of members of the Executive Council for the approval of Congress.

The Committee was expected to submit its work in time for its Report to form part of the Congress documents that will be sent to the members of Congress as part of the formal convocation of Congress under Article 31(3) of the GFA Statutes 2019 on Monday, August 17, 2020.

4.0 CONSIDERATION

The Committee also looked at the responsibilities, duties and powers of the Executive Council stated in the entire GFA Statutes and the various Regulations of the GFA, especially from Articles 37 to 42 of the Statutes 2019.

The Committee also took into consideration the legal and statutory responsibilities placed on the members of the Executive Council by the Companies Act 2019 (Act 992). The Committee noted that the consequences of the actions of the members of the Executive Council are not only executive in nature, but that some of the duties carries with them, criminal burdens.

The Committee, before arriving at a conclusion, considered the history of the payment of remuneration to members of the Executive Council and the Emergency Committee by the GFA under various administrations especially the last two administrations (the last full term and the term that was truncated due to the #12 Expose on Football).

The Committee also considered the payment of remuneration to members of the Normalisation Committee.

The Committee was also mindful of the country's perspective of remuneration of other Board and Executive Council of other companies (big, medium, and small), Associations, and Non-Governmental organisations.

The Committee was also privy of estimates of remuneration payments from some of the African Football Associations and FIFA. The Committee was quick to conclude that FIFA was not a good example to use because of its huge revenue and its size. The Committee noted also that Nigeria's remuneration may far outweigh that of Ghana.

The Committee was of the view that to attract the right quality of personalities to the Executive Council of the Association to provide executive direction for Ghana football a fair compensation must be paid for the enterprise the members put into the work.

Furthermore, the Committee unanimously recommended that the Football Association may increase the monetary compensation annually in line with the year-end inflation rate in the country.

5.0 DECISIONS

The Committee concluded that the age-long practice of paying a minimum of 7-day foreign travel allowance to all persons travels between one day to seven days must be stopped.

The Committee also decided that the concept of ex gratia should also be stopped.

Finally, the Committee also concluded that the full 12-member Executive Council functions like the Emergency Committee under the previous Statutes and urge that the proposed monthly allowance must also be viewed in that respect.

6.0 RECOMMENDATION

The Committee proposes to the respected Congress of the Ghana Football Association for approval:

- i. **The Proposed remuneration as contain in the tabled attachment hereto.**
- ii. **That the approved remuneration should be increased in line with year-end inflation in each financial year of the Association.**


7.0 ACKNOWLEDGEMENT

The Committee wishes to extend its appreciation to the Chief Finance Officer Eyram Etsa Adjo Dzikunu and her team at the Accounts Department and the General Secretary for the support provided to the Committee.

Signed:



.....
Frederick Nana Kweku Moore
(Chairman)



.....
Prosper Harrison Addo, Esq.
(Secretary)

Dated: 17th August, 2020

PROPOSED REMUNERATIONS OF MEMBERS OF THE EXECUTIVE COMMITTEE
Per Article 42(2) of the GFA Statutes

	Proposed Rates	2018 Rates	Rates During Normalisation
Executive Committee Yearly Incentive	GHS	GHS	US \$
One -Off End of Year Payment to President		Discretionary	
One -Off End of Year Payment to Vice President		Discretionary	
One -Off End of Year Payment to each other ExCo Member		Discretionary	
Ex-Gratia to Executive Committee	US \$	USD	US \$
Ex-Gratia Payment to President		15,000	
Ex-Gratia Payment to Vice President		15,000	
Ex-Gratia Payment to each other ExCo (EmCo) Member		15,000	
Monthly Allowance	GHS	GHS	US \$
Monthly Allowance to President	12,000	4,388	6,500
Monthly Allowance to Vice President	7,000	3,494	5,000
Monthly Allowance to each other ExCo (EmCo) Member	4,000	2,621	5,000
Meeting Sitting Allowances	GHS	GHS	GHS
Allowance per attendance for President	1,600	1,488.58	
Allowance per attendance for Vice President	1,400	1,332.28	
Allowance per attendance for each other ExCo Member	1,300	1,228.00	
Transportation & Accommodation-staying outside the venue	✓	✓	✓
Foreign Travels	US \$	EURO	EURO
Travel & Feeding allowance per day for President on Assignment	\$500 per pay	250 Euros *7 minimum Days (Euro 1,750) or (USD 1,980)	250 Euros *7 minimum Days (Euro 1,750) or (USD 1,980)
Travel & Feeding allowance per day for Vice President on Assignment	\$400 per day	minimum Days (Euro 1,400) or (USD 1,583.40)	minimum Days (Euro 1,400) or (USD 1,583.40)
Travel allowance per day for ExCo Member on Assignment	\$300 per day	150 Euros *7 minimum Days (Euro 1,050) or (USD 1,187.55)	150 Euros *7 minimum Days (Euro 1,050) or (USD 1,187.55)
Flight (Business Class) ticket - ExCo Member on Assignments	✓	✓	✓
Accommodation and any sundry cost	✓	✓	✓
Domestic Travels	GHS	GHS	GHS
Travel & Feeding allowance per day for President on assignment	600	300	N/A
Travel & Feeding allowance per day for Vice President on assignment	500	300	N/A
Travel & Feeding allowance per day for ExCo Member on assignment	400	300	N/A
Transportation for ExCo Member traveling on assignment	✓	✓	✓
Accommodation and any sundry cost	✓	✓	✓

Airtime Allocations and Others	GHS	GHS	GHS
Provision of Cell Phone and airtime for the President	1,000	840	
Provision of airtime for the Vice President	600	600	
Provision of airtime for other ExCo (EmCo) Members		360	
Provision of suits to Exco Members	2 Suits & 1 African Wear	2 Suits	
Provision of IPADS for all ExCo members	✓	✓	
Fuel Allowance	GHS	GHS	GHS
Monthly Fuel Allowance - President	✓	710	
Monthly Fuel Allowance - Vice President	✓	600	
Monthly Fuel Allowance to other ExCo (EmCo) Member		470	
ASSUMPTION - TOTAL YEARLY EXTIMATES			
	Proposed Rates	2018 Rates	Rates During Normalisation
Ex-Gratia	0.00	330,000.00	0.00
End of Year	0.00	30,201.72	0.00
Meeting Sitting Allowances	192,000.00	328,563.36	0.00
Monthly Allowances	708,000.00	188,940.00	1,802,233.20
TOTAL (GHS)	900,000.00	877,705.08	1,802,233.20

AGENDA

13

**APPROVAL OF THE WORK PROGRAMME
AND BUDGET FOR THE COMING YEAR**

**BUDGET FOR THE 2020/2021 FINANCIAL YEAR
(JULY 1, 2020 TO JUNE 30, 2021)**

BUDGET FOR THE GHANA FOOTBALL ASSOCIATION FROM JULY 2020 TO JUNE 2021

DESCRIPTION	NOTES	TOTAL BUDGETED AMOUNT (GHc)
BUDGETED REVENUE		
<i>SPONSORSHIP (Puma, StarTimes)</i>	NOTE 1	8,840,000.00
<i>GRANTS (FIFA RELIEF, FIFA FWD, CAF, EC, UEFA Assist)</i>	NOTE 2	46,930,984.20
<i>FEES AND FINES (Protest, Appeals, PSC, CLS etc)</i>	NOTE 3	327,400.00
<i>OTHER INCOME - (Player Registration, Intermediary, Transfers)</i>	NOTE 4	8,769,122.93
<i>OTHER SPONSORSHIP PROCEEDS</i>	***	6,774,651.31
TOTAL BUDGETED REVENUE		71,642,158.44
BUDGETED EXPENDITURE		
<i>FOOTBALL GOVERNANCE</i>	NOTE 5	4,192,400.62
<i>FOOTBALL COMPETITIONS</i>	NOTE 6	12,053,520.00
<i>PROJECTS AND GRANTS</i>	NOTE 7	36,425,684.20
<i>ADMINISTRATIVE GOVERNANCE</i>	NOTE 8	14,745,353.62
<i>MAINTENANCE & RUNNING EXPENSES</i>	NOTE 9	1,330,900.00
<i>CAPEX EXPENDITURE</i>	NOTE 10	894,300.00
<i>CONTINGENCY</i>		2,000,000.00
TOTAL BUDGETED EXPENDITURE		71,642,158.44
SURPLUS / (DEFICIT)		0.00

Assumptions

1. The Budget is prepared on Cash Basis
2. Amount translated in Ghana Cedis is at a rate of 6.00 for USD and 7.10 for Euro

*** OTHER SPONSORSHIP

- 1 : The drive by our Marketing Department will generate the revenue required.
- 2 : We aim to partner Companies for products sponsorship to take up some cost items - Eg Fuel, Water
- 3 : Effective negotiation and competitive bidding during implementation to reduce cost.
- 4 : Renewal of MTN Sponsorship is yet to be discussed.

REVENUE - SPONSORSHIP - NOTE 1	GHc
Kit and Equipment Sponsor - National Team (Puma 80%)	2,840,000.00
Broadcasting Rights Premeir League - StarTimes	4,500,000.00
StarTimes - Visibility for Women's League & DOL	300,000.00
Broadcasting Rights FA Cup Men - StarTimes	1,200,000.00
Total	8,840,000.00
REVENUE - GRANTS - NOTE 2	GHc
FIFA Grants - Operations (July 2020 & Jan. 2021)	6,000,000
FIFA Grants - Forward 1.0 Projects	13,500,000
FIFA Grants - Forward 2.0 Projects	12,000,000
FIFA Covid Relief Fund	6,000,000
FIFA Covid Reflief Fund - Women's Football	3,000,000
FIFA Loan Facility	3,000,000
Grants CAF Covid	1,800,000
Annual Grants CAF	1,200,000
European Commission - Irish FA Project	125,684
CAF UEFA Assist - Mini Van	305,300
Total	46,930,984
REVENUE - FEES & FINES - NOTE 3	GHc
Protest Filing Fees	125,000.00
Appeals Filing Fees	80,000.00
Disciplinary Fines and Sanctions	30,000.00
Administrative Fines	55,000.00
Player Status Fees (Floating Player)	13,200.00
Appeal by Referee or Match Commissioners on Decisions	15,000.00
Club Licencing Sanctions	3,000.00
Stay of Execution & Repeat	6,200.00
Total	327,400.00
REVENUE - OTHER INCOME - NOTE 4	GHc
Affiliation Fee (Premier, Division One & Women's League Clubs)	218,000.00
Club Licencing Fee	46,000.00
FIFA / GFA Intermediary	80,000.00
Friendly International Matches - National Teams	180,000.00
Disposal Of Assets	345,000.00
Player Registration Fee (All Players)	1,443,200.00
Globacom	6,000,000.00
Rental Income - Prampram	20,000.00
Football Development Fund - Transfers	300,000.00
Interest on Investment Income (T-Bill Cal Bank)	133,922.93
Other Income - Lost Player Cards	3,000.00
Total	8,769,122.93

EXPENDITURE - FOOTBALL GOVERNANCE - NOTE 5	GHc
Committee Allowances (35 Committees)	2,282,100.00
Foreign Travel -(Air Ticket, Hotel Accommodation & Per Diem)	1,437,850.82
Local Travel -(Air Ticket, Hotel Accommodation & Per Diem)	356,204.12
Other Exco Expenses	116,245.68
Total	4,192,400.62
EXPENDITURE - FOOTBALL COMPETITIONS - NOTE 6	GHc
Match Commissioner's Allowance	513,300
Cameramen / Women Allowance	374,500
Venue Media Officers Allowance	156,100
Referees Allowance	1,977,600
Competition Award	-
CMS Training	402,000
Covid 19 Test for Teams	2,656,800
Transport for Competitions (Premier, Division One & Women's League)	2,432,000
Technical Directorate (Training Coaches, etc)	630,000
Inspection of venues and club secretariat - Club Licensing	80,000
Other National Team Expenses(Appearance Fee, Scouting, Medical)	2,180,220
Referees Other Expenses(Accessories, Gadgets, Training etc)	651,000
Total	12,053,520
EXPENDITURE - PROJECTS AND GRANTS - NOTE 7	GHc
FIFA Covid Relief Fund	6,000,000.00
FIFA Covid Relief Fund - Women's Football	3,000,000.00
FIFA Grants - Forward 1.0 Projects	13,500,000.00
FIFA Grants - Forward 2.0 Projects	12,000,000.00
Grants CAF Covid	1,800,000.00
European Commission - Irish FA Project	125,684.20
Total	36,425,684.20
EXPENDITURE - ADMINISTRATIVE GOVERNANCE - NOTE 8	GHc
RFA Expenses (Dev. Coaches & Administrative Support)	969,000.00
Social Media Posters, GFA News Letters,GFA Advert,Data etc	183,480.45
Quartely Meet the Press & 10 Regional Editors Forum	280,000.00
Training-Cameramen, VMO's & Club Media Officers	55,000.00
Media Accreditation Cards	30,000.00
Technical Center - GSCE - (Fuel for Genset & Mowers,General Maint.&Repairs,Internet& Data,DSTV etc)	122,530.00
Utilities - GSCE & Head Office	379,500.00
Fumigation - GSCE	135,000.00
Sanitation - GSCE (Refuse Collection , Cleaning & Laundry -GSCE)	42,000.00
Security - GSCE (Uniform, Protective Clothing, Equipments etc	43,423.00
Staff Salary	4,101,465.67
Staff Fuel	594,000.00
Staff Medical Costs	380,850.00
Staff Loan Revolving	500,000.00
Other Staff Cost (X'mas Pkge, Training & Development etc)	335,570.00

Office Refreshment (Long Meetings)	36,000.00
IT Accessories (Cables, Clips, Extension Cord, routers etc)	20,000.00
IT Network Security License & Sage Cloud Services)	10,000.00
HP Toners for Printers (GSCE & HQ)	54,000.00
Monthly Data Subscriptions-(Vodafone, Surflin, DSTV)	78,728.28
Mobile Phone Bill (Coach, Tech. Director, Gen. Sec. etc)	67,700.00
General Travel (Local & Foreign)	1,969,400.22
General Accommodation & Per Diem (Local & Foreign)	1,535,000.00
Marketing Expenses (Souvinirs, Signages, Posters, Décor etc	178,000.00
Reception Renovation & Branding	150,000.00
Professional & Legal Fees	599,592.00
Consultancy on Strategic Business Plan & Contribution to Football GDP	213,000.00
Prosecutors Fees	72,000.00
Election Expenses	50,000.00
Congress	700,000.00
Registrar General	40,000.00
Compliance & Intergrity	75,000.00
Share of Transfer Fee to GHALCA / Juvenile	150,000.00
Clearing Charges (FIFA, CAF, PUMA Items)	300,000.00
Other Expenses (WAFU, Fines, Safety & Security, Game Centers etc	295,114.00
Total	14,745,353.62
EXPENDITURE - MAINTENANCE AND RUNNING EXPENSES - NOTE 9	
	GHc
General Services - HQ (AC & Equip. Repairs & Maint., Fuel for Genset, Stationery, Fumigation, Property Rate etc	190,000.00
Repairs and maintenance - Generator	12,000.00
Drinking water & Refreshment (Office use)	54,000.00
Vehicle Repairs & Maintenance (cars & Buses)	90,500.00
Disposal of Assets (Auctioneer)	35,000.00
Cleaning & Refuse Collection	71,400.00
Repair of RFA Cars (General Body Works, Car Parts, Batteries)	150,000.00
Security - HQ	36,000.00
Renovation & Refurbishment of Offices	200,000.00
Motor Vehicle Insurance(9 other vehicles)	230,000.00
Motor Vehicle Insurance(2 New Cars)	60,000.00
Fuel for Office Vehicles	202,000.00
Total	1,330,900.00
CAPITAL EXPENDITURE - NOTE 10	
	GHc
CAF UEFA Assist - Toyota 12 Seater Bus	305,300.00
2 New Fuel Economy Saloon Vehicles - Office Use	270,000.00
Lawn Mowers (3) - GSCE	12,000.00
Tractor Mower (1) - GSCE	25,000.00
Brush Mower - Astro Turf - GSCE	25,000.00
Office Equipment (Audio Mixer, Access Control, Fridge, Safe etc)	117,000.00
Building (2 Container Office for GFA Store)	100,000.00
Furniture and Fitting (Boardroom Cabinet & Interior Finishings)	40,000.00
Total	894,300.00

AGENDA

14

**VOTES ON PROPOSALS FOR
AMENDMENTS TO THE STATUTES AND
STANDING ORDER OF THE CONGRESS
(IF APPLICABLE)**



GHANA FOOTBALL ASSOCIATION

STANDING ORDERS OF THE GFA CONGRESS

August 2020

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STANDING ORDERS OF THE GFA CONGRESS

1 Participation in the GFA Congress

1.

Each member shall be represented at the Congress by a delegate as stated in the GFA Statutes, all of whom may take part in the debates.

2.

The names of the delegates shall be submitted to the GFA Secretariat within the required of day(s) stipulated before the opening of the Congress. The Secretariat shall enter the delegates submitted on to a List of Persons for Congress.

3.

GFA shall bear the costs of travel for delegates of each member taking part in the Congress. The Executive Council shall approve and issue appropriate directives in this connection.

2 Chair

1.

The President shall chair the Congress. If the President is unable to attend, the Vice President shall deputise. If the Vice President is not present, the Congress shall elect a member of the Executive Council as chairperson.

2.

The chair shall ensure that the Congress is conducted in strict compliance with these Standing Orders, open and close the Congress and debates, and grant delegates permission to speak and conduct all discussions.

3.

The chair shall be responsible for maintaining order during debates. He may take the following action against any Congress participant who disturbs the debates:

a) a call to order;

b) a reprimand;

c) exclusion from one or more sessions.

4.

If an appeal is made against such action, the Congress shall decide immediately without debate.

3 Scrutineers

At the beginning of the first session, the Congress shall appoint an adequate number of scrutineers to count the votes and to assist the General Secretary in distributing and counting voting papers issued for the elections. The Council may decide to use electronic equipment to determine the results of a vote.

4 Interpreters

Official interpreters may be appointed to translate into the official languages of the Congress. They shall be appointed by the General Secretary.

5 Debates

1.

Debates on each item on the agenda may be preceded by a short statement:

- a) by the chair or a member of the Council designated for this purpose;
- b) by a representative of the committee designated by the Council to give a report;
- c) by a delegate from the member that requested the item be included in the agenda.

2. The chair then opens the debate.

6 Speakers

1.

Permission to speak is granted in the order in which it is requested. A speaker may not begin speaking until he has obtained permission to do so. Speakers may be asked by the Chair to address the Congress from the rostrum intended for this purpose.

2.

A speaker may not speak for a second time on the same item until all other delegates who have requested permission to speak have spoken.

7 Proposals

1.

All proposals shall be submitted in writing. Proposals which are not relevant to the subject under discussion shall not be admitted to the debate.

2.

Any amendment shall be drawn up in writing and passed to the chair before being put to the debate.

8 Procedural motions and closing of debates

1.

If a procedural motion is made, discussion on the main question shall be suspended until a vote has been taken on the motion.

2.

If a motion is made to close the discussion, it shall immediately be put to the vote without debate. If the motion is approved, permission to speak may only be granted to those delegates of members who have asked to speak before the vote was taken.

3.

The chair shall close the discussion unless the Congress decides otherwise by a majority of more than 75% of the valid votes cast.

9 Votes

1.

Voting by secret ballot is prohibited.

2.

Before each vote, the chair, or the person designated by him, shall read the text of the proposal aloud and explain the voting procedure (quorum) to the Congress. If an objection is raised, the Congress shall decide immediately.

3.

Votes may be taken by roll call, if requested by at least 30 of the delegates present and eligible to vote.

4.

No-one is compelled to vote.

5.

As a rule, votes are taken by a show of hands (voting cards) or by the use of electronic equipment.

6.

Proposals shall be put to the vote in the order in which they are submitted. If there are more than two main proposals, they shall be put to the vote in succession and the delegates may not vote for more than one of the proposals.

7.

Alterations to amendments shall be put to the vote before the amendments proper, and amendments before the main proposal.

8.

Proposals without a vote against are regarded as having been passed.

9.

The chair shall check the result of the vote and announce it to the Congress.

10.

No one is permitted to speak during the vote and until after the result has been announced.

10 Elections

1.

The Election Committee shall conduct elections of the President at Congress in accordance with the provisions of the Statutes and Elections Regulations of the Association.

11 Calculation of majorities

1.

The simple majority (more than 50%) shall be calculated for elections, votes and other decisions on the basis of the number of valid ballot papers collected or the number of valid votes cast electronically. Blank ballot papers, invalid votes or votes manipulated in any other way as well as abstentions shall be disregarded when calculating the simple majority.

2.

The absolute majority (more than 50%) shall be calculated on the basis of the number of delegates present and eligible to vote.

3.

Where a provision of the Statutes has defined the requirement or calculation for a vote to give an approval, the provision shall be complied with in the calculation for the approval.

12 Enforcement

These Standing Orders of the GFA Congress were adopted by the Congress in Accra on August, 2020 and come into force the next day, August, 2020 after adoption.

Accra, August, 2020

For GFA

PRESIDENT
(Kurt Edwin Simeon-Okraku)

GENERAL SECRETARY
(Prosper Harrison Addo, Esq.)