

STATUTES
OF THE
NAMIBIA FOOTBALL ASSOCIATION



The Statutes of the Namibia Football Association is adopted under the authority of Part V of the Namibia Sports Act, No. 12 of 2003

This Edition of the Statutes is a comprehensive revision and was adopted by the Extra-Ordinary Congress of the Namibia Football Association on Saturday, 14 October 2023.

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DEFINITIONS

In these Statutes, unless the context indicates otherwise-

1. **“Arbitration Tribunal”** means an independent and duly constituted tribunal to adjudicate football-related matters acting instead of an ordinary court in accordance with these Statutes.
2. **“Association”** means the Namibia Football Association a member of and recognized as such by FIFA, CAF and COSAFA.
3. **“Association football”** means the game controlled and organized by the NFA, the confederations and/or the associations in accordance with the Laws of the Game.
4. **“Body”** or **“Bodies”** refers to an organization or group of persons that is defined by a particular name and that acts, or may act, as an entity as listed in these Statutes.
5. **“CAF”** refers to the Confederation Africaine de Football.
6. **“CAS”** or **“TAS”** refers to the Court of Arbitration for Sport (Tribunal Arbitral du Sport) in Lausanne (Switzerland).
7. **“Club”** means a member of a league that is a member of the association.
8. **“Confederation”** refers to a group of associations recognized by FIFA that belongs to the same continent (or assimilable geographic region).

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9. **“Congress”** means the supreme and legislative body of the NFA.
10. **“COSAFA”** refers to the Council of Southern Africa Football Associations.
11. **“Delegate”** means a natural person validly representing a Member at the Congress.
12. **“Executive Council”** means the strategic and oversight body of the NFA as elected by Congress.
13. **“FIFA”** refers to the Fédération Internationale de Football Association.
14. **“Laws of the Game”** refers to the laws of association football issued by The IFAB in accordance with the relevant provisions of the FIFA Statutes.
15. **“League”** means a regional league subordinate to the Association.
16. **“Legal entity”** means an entity registered and incorporated in the Republic of Namibia in accordance with company laws.
17. **“Member”** means a legal entity duly registered in accordance with the laws of Namibia, which has been admitted into membership of the NFA by the Congress.
18. **“NFA”** means the Namibia Football Association, registered as the Namibia national sports body for football under the Namibia Sports Act No 12 of 2003 and recognized by and a member of FIFA, CAF and COSAFA.
19. **“National League”** means any Top Tier League for men and women, and the nationwide First Divisions subordinate to the Association.
20. **“Official”** means any Executive Council member (including the members of the Executive Council), committee member, referee and assistant referee, coach, trainer and any other person responsible for technical, medical and administrative matters in FIFA, a

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confederation, an association, a league or a club as well as any other persons obliged to comply with the FIFA Statutes (except players and intermediaries).

21. **“Ordinary courts”** means Namibian courts which hear public and private legal disputes.
22. **“Player”** means a football player registered on the FIFA licensing system by the NFA.
23. **“Regional association”** means any regional association organizing league football under the auspices of and subordinate to the NFA.
24. **“Rules and Regulations”** refers to the principles governing association football, leagues and related matters in Namibia, as approved by the Association, aimed at ensuring the enforcement of these Statutes as issued by the Executive Council from time to time.
25. **“Sports Act”** means the Namibia Sports Act, No.12 of 2003, as amended from time to time.
26. **“The IFAB”** refers to the International Football Association Executive Council.
27. **“These Statutes”** includes any Rules and Regulations.
28. **“Top Tier League”** means the Men’s and Women’s highest league as admitted by Congress from time to time.
29. References to **natural persons** include both genders.
30. The singular case applies to the plural and vice versa.

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CHAPTER I
GENERAL PROVISIONS

Article 1: Legal form, headquarters and trademarks

1. The Namibia Football Association is a national football sports body of an associative nature registered in accordance with the Laws of the Republic of Namibia, particularly the Sports Act. It is formed for an unlimited period.
2. The NFA headquarters are located at Football House, Mahatma Gandhi Street with its entrance in Richard Kamuhuka Street, Katutura, Windhoek.
3. The NFA is a Member of COSAFA, CAF and FIFA.
4. The colours of the NFA are blue, red, green, yellow and white.
5. The flag of the NFA is to reflect the national colours as approved by Congress.
6. The emblem of the NFA is a soccer ball engraved in the centre of a shining sun with twelve rays and the words “NFA” and “Namibia Football Association” superimposed at the plane base.
7. The motto of the NFA is “bringing Peoples’ Game to People”.
8. The flag, emblem, logo and abbreviation are legally registered with the Business and Intellectual Property Authority of Namibia.



Article 2: Objectives

The objectives of the NFA are to:

1. improve the game of football constantly and promote, regulate and control it throughout the territory of the Republic of Namibia in the light of fair play and its unifying, educational, cultural and humanitarian values, particularly through youth and development programmers.
2. organize competitions in association football, futsal and beach soccer at national level, by defining precisely, as required, the areas of authority conceded to the various leagues of which it is composed.
3. draw up regulations and provisions and ensure their enforcement.
4. protect the interests of its members.
5. respect and prevent any infringement of the Statutes, regulations, directives and decisions of FIFA, CAF, COSAFA, NFA, the Laws of the Game, and the Sports Act, to ensure that these are also respected by its members.
6. promote integrity, ethics and fair play with a view to preventing all methods or practices, such as corruption, doping or match manipulation, which might jeopardize the integrity of matches, competitions, players, officials and Members or give rise to abuse of association football, futsal or beach soccer.
7. promote and strengthen good governance principles and practices at national level and encourage its members to adopt their own good governance principles.
8. promote the development of women's football and the full participation of women at all levels of football governance.

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9. control and supervise all international friendly football matches of all forms played throughout the territory of Namibia.
10. control and supervise association football, futsal and beach soccer at national level and to control and supervise all forms of international football matches played throughout the territory of Namibia, in accordance with the relevant Statutes and regulations of FIFA, CAF and COSAFA and the Rules and Regulations.
11. manage international sporting relations connected with association football, futsal and beach soccer.
12. host competitions at international and other levels; and
13. promote friendly relations amongst its members, their affiliates, officials, players and supporters by promoting the organization of football matches at all levels and by supporting Members and their affiliates in any manner the NFA deems appropriate.

Article 3: Human rights

The NFA is committed to respecting all internationally recognized human rights and shall strive to promote the protection of these rights.

Article 4: Non-discrimination and equality

Discrimination of any kind against a country, private person or group of people on account of race, skin colour, ethnic, national or social origin, gender, disability, language, religion, political opinion or any other opinion, wealth, birth or any other

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status, sexual orientation or any other reason is strictly prohibited and punishable by suspension or expulsion and/or other disciplinary measures.

Article 5: Neutrality, non-discrimination and institutional independence

1. The NFA is neutral in matters of politics, religion, ethnicity and gender.
2. The Members of the NFA shall also be neutral in matters of politics, religion ethnicity and gender and shall ensure that their own members remain neutral.
3. The NFA shall remain independent and shall avoid any form of undue political interference. The NFA and its members shall manage its affairs independently and shall ensure that its own affairs are not influenced by any third parties.

Article 6: Promoting friendly relations

1. The NFA shall promote friendly relations between its members, clubs, officials and players and in society for humanitarian objectives.
2. Every person and organization involved in the game of football is obliged to observe these Statutes, the Rules and Regulations and the principles of fair play, loyalty, integrity and sportsmanship.
3. The NFA shall provide the necessary institutional means to resolve any internal dispute that may arise between members, clubs, officials and players.

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Article 7: Players

1. The status of players and the provisions for their transfer shall be regulated by the Executive Council in accordance with the Rules and Regulations of the NFA and FIFA Regulations on the Status and Transfer of Players.
2. Players shall be registered in accordance with the Rules and Regulations of the NFA and/or FIFA licensing system.

Article 8: Laws of the Game

1. The NFA and each of its Members shall play association football in compliance with the Laws of the Game issued by the IFAB. Only The IFAB may lay down and alter the Laws of the Game.
2. The NFA and each of its Members shall play futsal in accordance with the Futsal Laws of the Game. Only FIFA may lay down and alter the Futsal Laws of the Game.
3. The NFA and each of its Members shall play beach soccer in accordance with the Beach Soccer Laws of the Game. Only FIFA may lay down and alter the Beach Soccer Laws of the Game.
4. Other forms of football shall be football in accordance with its Laws as governed and laid down by FIFA.

Article 9: Conduct of bodies, officials and others

1. All bodies and officials of the NFA must observe the Statutes, regulations, directives, decisions and the Code of Ethics of FIFA, CAF, COSAFA and the NFA in their activities.

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2. Every person and organization involved in the game of association football, futsal and beach soccer in the territory of Namibia is obliged to observe the Statutes and regulations of FIFA, CAF, COSAFA and the NFA and any other relevant statutes applicable in Namibia provided that such national law does not override provisions of this Constitution in matters specifically governed by this Constitution, as well as the principles of fair play, loyalty, integrity and sportsmanship.

Article 10: Official language

The official language of the NFA shall be English.

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CHAPTER II
MEMBERSHIP

Article 11: Admission, suspension and expulsion

1. The Congress shall decide whether to admit, suspend or expel a Member.
2. Admission may be granted if the applicant fulfils the requirements of the NFA, in accordance with these Statutes.
3. Membership is terminated by resignation or expulsion. Loss of membership does not relieve the Member from their financial obligations towards the NFA or other Members of the NFA but leads to cancellation of all rights in relation to the NFA.
4. The NFA shall ensure that the interest of all members is represented within its Congress, including those of women's football.

Article 12: Members

1. The members of the NFA are the:
 - (a) Namibia Premier Football League (NPFL, i.e., Men's Top Tier League)
 - (b) Namibia Women Football Association (NWFA).
 - (c) Women Super League (WSL, i.e., Women's Top Tier League)
 - (d) Nationwide First Division Streams (i.e., Northeast, Northwest and Southern).

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- (e) Fourteen Regional Associations.
- (f) Futsal Association.
- (g) Beach Soccer Association.

Article 13: Admission

1. Any legal entity wishing to become a Member of the NFA shall apply in writing to the Secretariat of the NFA.
2. The application must be accompanied by the prescribed fee as determined from time to time by the Executive Council, as well as the following mandatory items:
 - (a) a copy of its legally valid statutes or constitutional document, aligned to these Statutes and, if applicable its regulations.
 - (b) a copy of the legal entity's registration documents.
 - (c) a 3-year strategic business plan outlining the objectives and strategies of the entity.
 - (d) identification documents of each director or member of the legal entity.
 - (e) a declaration, under oath by the members and/or directors, that it will comply with the Laws of the Game in force as laid down by the IFAB, as well as the Beach Soccer Laws of the Game and the Futsal Laws of the Game as laid down by FIFA.

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- (f) a declaration under oath by the members and/or directors that it will refer in the last instance (i.e., after exhaustion of all internal channels within the NFA) any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of the NFA only to an independent and duly constituted arbitration tribunal, which shall definitely settle the dispute to the exclusion of any ordinary court, unless expressly prohibited by legislation in force in Namibia;
- (g) a declaration under oath by the members and/or directors that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA, CAF or COSAFA may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA, CAF or COSAFA.
- (h) a declaration under oath by the members and/or directors that it recognizes the arbitration tribunal that the NFA has recognized or will establish independently, as specified in these Statutes, as well as the jurisdiction of CAS, as specified in the Statutes of FIFA, CAF or COSAFA, and its decisions.
- (i) a declaration under oath by the members and/or directors that it is located and registered in the territory of Namibia.
- (j) a declaration under oath by the members and/or directors that it will play all official home matches in the territory of Namibia.
- (k) a declaration under oath by the members and/or directors to the effect that the legal composition of the applicant guarantees that it can make decisions independently of any external entity.

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- (l) a declaration under oath by the members and/or directors to the effect that the members of its own bodies were elected or appointed as a result of a procedure that guarantees the complete independence of the election or appointment.
 - (m) a declaration under oath by the members and/or directors that it undertakes to organize or participate in friendly matches only with the prior consent of the NFA.
 - (n) a declaration under oath by the members and/or directors that it can financially sustain itself.
 - (o) a list of officials, specifying those who are authorized signatories with the right to enter into legally binding agreements with third parties.
 - (p) a copy of the minutes of its last congress, annual general meeting or constitutional meeting.
3. The Executive Council may grant provisional membership, subject to ratification by the Congress.
 4. This Article shall not affect the status of existing Members.

Article 14: Request and procedure for application

1. The procedure for admission shall be regulated by special regulations approved by the Executive Council.

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2. The Executive Council shall request the Congress to either admit an applicant or not. The applicant may state the reasons for its application to Congress.
3. The new Member shall acquire membership rights and duties as soon as it has been admitted, subject to these statutes.

Article 15: Members' rights

1. The Members of the NFA have the following rights:
 - (a) to take part in the Congress of the NFA, to receive its agenda in advance, to be called to the Congress within the prescribed time and to exercise their rights to participate in the debates and discussions and to exercise their voting rights.
 - (b) to draw up proposals for inclusion in the agenda of the Congress.
 - (c) to nominate candidates for elections and/or appointment to the relevant bodies of the NFA.
 - (d) to be informed of the affairs of the NFA, including relevant financial information, through its official bodies in a timely manner.
 - (e) to take part in competitions, if applicable, and/or other sporting activities organized by the NFA.
 - (f) to exercise all other rights arising from the Statutes and regulations of the NFA.



2. The exercise of these rights is subject to other provisions in these Statutes and the applicable Rules and Regulations of the NFA.

Article 16: Members' obligations

1. The Members of the NFA have the following obligations:
 - (a) to comply fully with the Statutes, regulations, directives and decisions of FIFA, CAF, COSAFA, NFA and the Namibia Sports Act at all times and to ensure that these are also respected by its members.
 - (b) to ensure the election of its decision-making bodies at least every four years.
 - (c) to convene the Congress at regular intervals, as a general rule once a year but if circumstances so require, at least every two years.
 - (d) to take part in competitions, if applicable, and other sports activities organized by the NFA.
 - (e) to pay their membership subscriptions.
 - (f) to respect the Laws of the Game as laid down by The IFAB and the Beach Soccer and Futsal Laws of the Game as laid down by FIFA, and to ensure that these are also respected by its members through a statutory provision.
 - (g) to adopt a statutory clause specifying that any dispute of national dimension arising from or related to the Statutes, regulations, directives and decisions of NFA may only be referred in the last

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instance (i.e., after exhaustion of all internal channels within NFA as well as relevant provisions of the Namibia Sports Act) to CAS, which shall definitively settle the dispute to the exclusion of any ordinary court, unless expressly prohibited by the legislation in force in Namibia.

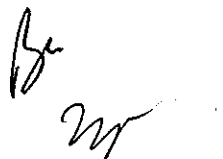
- (h) to adopt a statutory clause specifying that any dispute of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA, CAF, or COSAFA may only be submitted in the last instance to CAS, as specified in the Statutes of FIFA, CAF, or COSAFA.
- (i) to manage their affairs independently and ensure that their own affairs are not influenced by any third parties in accordance with these Statutes.
- (j) to ensure that their bodies are either elected or appointed according to a procedure that guarantees the complete independence of the election or appointment.
- (k) to communicate to the NFA any amendment of its statutes and regulations as well as the list of its Officials or persons who are authorized signatories with the right to enter into legally binding agreements with third parties.
- (l) not to maintain any relations of a sporting nature with entities that are not recognized or with Members that have been suspended or expelled.
- (m) to observe the principles of loyalty, integrity and good sporting behaviour as an expression of fair play through a statutory provision.



- (n) to observe the mandatory items specified under Article 13 paragraph 2 for the duration of their affiliation.
 - (o) to administer a register of Members which shall regularly be updated and to ensure that those Members also administer a register of their members which shall regularly be updated.
 - (p) to ratify statutes that are in accordance with the requirements of these Statutes.
 - (q) to develop regional football.
 - (r) to comply fully with all other duties arising from the Statutes and other regulations of FIFA, CAF, COSAFA and the NFA.
2. Violation of the above-mentioned obligations by any Member may lead to sanctions provided for in these Statutes.
 3. Violation of para. 1(i) above may also lead to sanctions, even if the third-party influence was not the fault of the Member concerned. Each Member of the NFA is responsible towards it for any and all acts of the members of their bodies caused by the gross negligence or wilful misconduct of such members.

Article 17: Suspension

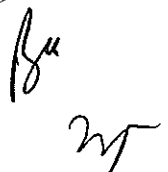
1. The Congress is responsible for suspending a member. The Executive Council may, however, temporarily suspend a member that seriously and/or repeatedly violates its obligations as a member with immediate effect. The suspension approved by the Executive Council shall last until the next Congress, unless the Executive Council has lifted it in the meantime.

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2. The presence of a majority (more than 50%) of the delegates representing the Members eligible to vote is necessary for a suspension to be valid. A suspension of a Member by the Congress or the Executive Council shall be confirmed at the next Congress by a two-thirds majority of the delegates representing the Members present and eligible to vote. If it is not confirmed, the suspension is automatically lifted.
3. A suspended Member shall lose its membership rights. Other Members may not entertain sporting contact with a suspended Member or a Member of its Member. The Disciplinary Committee may impose further sanctions.
4. Members that do not participate in the sporting activities of the NFA for two consecutive years shall be suspended from voting at the Congress and their representatives shall not be elected or appointed until they have fulfilled their obligations in this respect.

Article 18: Expulsion

1. Congress may expel a member or a Member of a Member if it seriously and repeatedly violates the Statutes, regulations directives or decisions of FIFA, CAF, COSAFA and the NFA.
2. The presence of a majority (more than 50%) of the delegates representing the Members eligible to vote at the Congress is necessary for an expulsion to be valid, and the motion for expulsion must be adopted by a three-quarter majority of the valid votes cast.

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Article 19: Resignation

1. A Member may resign from the NFA with effect from the end of a football season. Notice of resignation must reach the general secretariat no later than six months before the end of the football season.
2. The resignation is not valid until the Member wishing to resign has fulfilled his financial obligations towards the NFA and its other Members.

Article 20: Independence of Members and their bodies

1. Each Member shall manage its affairs independently and with no undue influence from third parties.
2. The Members' bodies shall be either elected or appointed. The Members' statutes shall provide for a democratic procedure that guarantees the complete independence of the election or appointment.
3. Any Members' bodies that have not been elected or appointed in compliance with the provisions of paragraph 2 above, even on an interim basis, shall not be recognized by NFA.
4. Decisions passed by bodies that have not been elected or appointed in compliance with paragraph 2 above shall not be recognised by NFA, except if the Executive Council is of the view that a Member's body has an ownership structure that does not allow for any electoral process to take place in accordance with paragraph 2.

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Article 21: Status of clubs, leagues, regional associations and other groups of clubs

1. Clubs, Leagues, Regional Associations or any other groups of Clubs affiliated to the NFA shall be subordinate to and recognised by the NFA. There shall only be one men's and women's top-tier national league in Namibia.
2. These Statutes define the scope of authority and the rights and duties of the entities mentioned in par. 1 above. Their statutes and regulations shall be in line with the requirements and obligations of the Statutes and regulations of the NFA.
3. The NFA shall have the primary responsibility to regulate matters relating to refereeing, the fight against doping, the registration of players, club licensing, the imposition of disciplinary measures, including for ethical misconduct, as well as measures required to protect the integrity of competitions.
4. The entities mentioned in paragraph 1 above shall take all decisions on any matters regarding their membership independently of any external body. This obligation applies regardless of their corporate structure.
5. In any case, no natural or legal person (including holding companies and subsidiaries) shall exercise control over more than one club or group of clubs whenever the integrity of any match or competition could be jeopardised.



CHAPTER III
HONORARY PRESIDENT AND HONORARY MEMBER

Article 22: Honorary president and honorary member

1. The Executive Council shall propose for the title of honorary president and honorary member any persons for meritorious service to football.
2. Based on the said proposal(s), the Congress may bestow the title of honorary president or honorary member for the duration of the term of the sitting Executive Council that proposes said honorary president/member.

CHAPTER IV
ORGANISATION

Article 23: Bodies

1. The Congress is the supreme and legislative body.
2. The Executive Council is the strategic and oversight body.
3. The General Secretariat is the operational and administrative body.
4. Standing and ad-hoc committees shall advise and assist the Executive Council and the general secretariat in fulfilling their duties. Their duties, composition and function may be defined in these Statutes and/or special regulations drawn up by the Executive Council. In the absence of such regulations the similar regulations passed by FIFA shall apply with the changes necessitated by the context.



5. The Club Licensing Body is in charge of the club licensing system within the NFA.
6. The independent committees fulfil their functions in accordance with these Statutes and applicable regulations. The independent committees are the Audit and Compliance Committee, the electoral committees and the judicial bodies.
7. The judicial bodies are the Disciplinary Committee, the Ethics Committee and the Appeal Committee.
8. The electoral committees are in charge of organising and supervising the election process.
9. The bodies of the NFA shall be either elected or appointed by the NFA itself without any undue external influence and in accordance with the procedures described in these Statutes. The members of the bodies shall not have previously been found guilty of any criminal offence incompatible with the position.
10. Any member of the bodies must withdraw from the debate and from taking a decision if there is any risk or possibility of a conflict of interest. In particular, members of the bodies shall always be aware of, and comply with, the relevant provisions of the FIFA Code of Ethics on conflicts of interest and adjust their conduct as necessary (e.g., abstain from performing their duties, notify the chairperson in cases of potential conflicts of interest, etc.).

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Article 24: Dismissal of a member of a body

1. The Congress may dismiss a member of a body, which was admitted, appointed or elected by it. The Executive Council may also dismiss a member of a body provisionally, with the exception of the members of the independent committees. The provisional dismissal approved by the Executive Council shall be confirmed by the next Congress, unless the Executive Council has lifted it in the meantime.
2. Dismissal of members of the independent committees shall be decided by the Congress. The NFA may convene a Congress in the event that it becomes necessary to dismiss a member of an independent committee. The Executive Council may dismiss a member of an independent committee on a provisional basis until the Congress confirms or does not confirm the dismissal.
3. If the next Congress is of an elective nature, a dismissed member shall be allowed to be an elective candidate (provided that he or she fulfils the relevant eligibility criteria) on a conditional basis depending on the final decision of the Congress on his or her dismissal which shall be taken before the election.
4. The motion for dismissal must be justified and shall be sent to the members of the Executive Council and/or to the Members of the NFA along with the respective agenda. The member of the body in question has the right to defend him- or herself- in front of the Executive Council and/or the Congress.
5. The motion for dismissal shall be decided by means of a secret ballot at the Executive Council and/or the Congress. For the motion to be passed, a majority of two-thirds of the valid votes cast is required.



6. The member dismissed (provisionally or not) is relieved of his or her functions with immediate effect.

PART A
CONGRESS

Article 25: Definition and composition

1. The Congress is the meeting at which all of the Members regularly convene. It represents the supreme and legislative authority of the NFA. Only a Congress that is properly convened has the authority to make decisions.
2. The Congress shall be constituted in accordance with the principles of representative democracy and shall take into account the importance of gender equality in football.
3. A Congress may be an ordinary or extraordinary Congress.
4. The President shall chair the Congress in compliance with these Statutes, the Standing Orders of the Congress, as well as any applicable Rules and Regulations.
5. The Executive Council may appoint observers to take part in the Congress without the right to debate or to vote.
6. The honorary presidents or honorary members may take part in the Congress. They may join the debates but are not entitled to vote.

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Article 26: Delegates and votes

1. The Congress is composed of delegates as follows:
 - (a) For the (NPFL) Men's Top Tier League, 6 delegates, with 1 vote each.
 - (b) For the (WSL) Women's Top Tier League, 6 delegates, with 1 vote each.
 - (c) For the Namibia Women Football Association, 1 delegate with 1 vote.
 - (d) For the Southern Stream First Division: 2 delegates with 2 votes.
 - (e) For the North-West Stream First Division: 2 delegates with 2 votes.
 - (f) For the North-East Stream First Division: 2 delegates with 2 votes.
 - (g) For each of the 14 Regional Leagues (Second Division) 2 delegates each, with 1 vote each.
 - (h) For the Futsal Association: 2 delegates with 1 vote.
 - (i) For the Beach Soccer Association: 2 delegates with 1 vote.
2. One of the delegates, must be the duly elected chairperson of the Member, and where the chairperson is not available, the vice chairperson of the Member that they represent.
3. Delegates must belong to the Member that they represent and be constitutionally appointed or elected by the appropriate body of that Member. They must produce evidence of this at every Congress to the Secretariat before commencement of the Congress.

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4. Each delegate has one vote in Congress. Only the delegates present and eligible are entitled to vote. Voting by proxy or by letter is not permitted.
5. Executive Council members and the General Secretary shall take part in the Congress without voting rights. During their terms of office, Executive Council members may not be appointed as delegates for any of the Members.

Article 27: Areas of authority

1. The Congress has the following areas of authority:
 - (a) adopting or amending the Statutes, and the Standing Orders of the Congress.
 - (b) appointing three Members to check the minutes and approving the minutes of the last meeting.
 - (c) electing or dismissing the President, the vice-president and the 9 members of the Executive Council.
 - (d) approving or dismissing the chairperson, deputy chairperson and members of the judicial bodies, the electoral committees and the Audit and Compliance Committee.
 - (e) appointing the scrutineers and to assist the General Secretary in distributing the ballot papers issued for the elections.
 - (f) approving the annual audited financial statements, including the consolidated financial statements and the annual report.

- (g) approving the operational budget of which expenses should at least equal guaranteed income in compliance with Article 67 (2).
- (h) approving the President's activity report (containing the activities of the NFA since the last Congress).
- (i) appointing the independent and external auditors upon the proposal of the Executive Council.
- (j) fixing the membership subscriptions upon proposal of the Executive Council.
- (k) bestowing the title of honorary president or honorary member, upon proposal of the Executive Council.
- (l) admitting, suspending or expelling a member.
- (m) dismissing a member of a body of the NFA.
- (n) dissolving the NFA.
- (o) passing decisions at the request of a member in accordance with these Statutes or passing any decision entrusted to the Congress in accordance with these Statutes.

Article 28: Quorum

1. Decisions passed by the Congress shall only be valid if a majority (more than 50%) of the delegates representing the Members entitled to vote are present.



2. If a quorum is not achieved, a second Congress shall take place within 24 hours, or another period defined by the Executive Council with the same agenda.
3. A quorum is not required for the second meeting of the Congress unless any item on the agenda proposes the amendment of the Statutes of the NFA, the election of the President, a vice-president or members of the Executive Council, the dismissal of one or a number of members of a body of the NFA, the suspension or expulsion of a Member of the NFA or the dissolution of the NFA.
4. Once it is declared that the Congress has convened and composed in accordance with these Statutes, the quorum shall not be influenced by delegates departing.

Article 29: Decisions of Congress

1. A decision that requires a vote shall be reached by a show of hands. If a show of hands does not result in a clear majority in favour of a motion, the vote shall be taken by calling the roll in alphabetical order.
2. Unless otherwise stipulated in the Statutes, a majority (more than 50%) of the valid votes cast is sufficient for a decision to be valid. Blank ballot papers, invalid votes manipulated in any other way as well as abstentions shall be disregarded when calculating a majority.



Article 30: Elections

1. Elections shall be conducted by secret ballot unless the number of candidates is equal to the number of vacancies, in which event the candidates will be declared duly elected by acclamation.
2. NFA elections and Members' elections shall be conducted in accordance with the Electoral Code of NFA and shall be supervised by the electoral committees.
3. The election for the positions within the Executive Council shall take place by list. Only Members of the NFA may propose candidates for the Executive Council by list. A candidate shall not be on more than one list.
4. Subject to Article 37 (1) and (7), every list in the election for the positions within the Executive Council shall consist of 8 candidates and shall be proposed by one Member and seconded by two Members. Each Member shall support one list only. If a Member supports more than one list, none of its expressions of support shall be considered valid.
5. For the election for the positions within the Executive Council, a majority (more than 50%) of the valid votes cast is necessary for a list to be elected. If there are more than two lists, whichever obtains the lowest number of votes is eliminated after each ballot until only two lists are left.
6. For the election of the chairpersons, deputy chairpersons and members of the independent committees (i.e., Audit and Compliance Committee, the electoral committees and judicial bodies), the candidate(s) who receive(s) the most votes in respect of the free seat(s) shall be elected. These elections may be conducted *en bloc*. However, at the request of at least 10 delegates

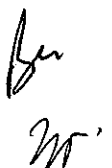


representing the Members, a separate vote for a specific candidate shall take place. Candidates for chairpersons of these committees should have at least an Honours degree in the relevant field from a NQA accredited institution.

7. In case of a tied vote in any election of any body, two new ballots shall be conducted in accordance with the procedure set forth in this article. If the tied vote remains, the relevant position shall remain vacant until a new elective Congress convenes to proceed with new elections according to these Statutes.
8. Blank ballot papers, invalid votes or electronic votes manipulated in any way as well as abstentions shall be disregarded when calculating the majority.
9. Candidatures for any of the positions of the Executive Council shall be sent to the General Secretariat at least 30 days before the relevant Elective Congress. The official list of candidates must be passed to the Members of the NFA at least 14 days before the Congress at which the Executive Council shall be elected. The provisions of this paragraph shall also apply when elections take place during an Extraordinary Congress.
10. Candidatures for any of the positions of the independent committees (i.e., Audit and Compliance Committee, Electoral Committees and Judicial bodies) must be passed to the Members of the NFA at least 14 days before the Congress at which the members in question shall be elected.

Article 31: Ordinary Congress

1. The Ordinary Congress shall be held every year.
2. The Executive Council shall fix the place and date. The Members shall be notified in writing at least 2 months in advance.



3. Any proposal that a Member wishes to submit to the Congress shall be sent to the General Secretariat in writing, with a brief explanation, at least 30 days before the date of the Congress.
4. The formal convocation shall be made in writing at least 10 days before the date of the Congress. This convocation shall contain the agenda, the President's activity report, the financial statements, the external auditors' report and any other relevant documents.
5. Objection against non-compliance with the time limits may be expressed in writing to the General Secretary at least five (5) working days prior to the meeting, failing which it shall be deemed that any non-compliance has been condoned.

Article 32: Ordinary Congress agenda

1. The General Secretary shall draw up the agenda based on proposals from the Executive Council and the Members.
2. The Congress agenda shall include the following mandatory items:
 - (a) a declaration that the Congress has been convened and composed in compliance with the Statutes of the NFA.
 - (b) approval of the agenda.
 - (c) an address by the President.
 - (d) appointment of Members to check the minutes.



- (e) appointment of scrutineers.
- (f) suspension or expulsion of Members (if applicable).
- (g) approval of the minutes of the preceding Congress.
- (h) President's activity report (containing the activities since the last Congress).
- (i) presentation of the audited annual financial statements for approval.
- (j) approval of the detailed operational budget of the NFA in compliance with Article 67.
- (k) votes on proposals for amendments to the Statutes and the Standing Orders of the Congress (if applicable).
- (l) discussion of proposals submitted by the Members and the Executive Council.
- (m) appointment of independent external auditors (if applicable) upon the proposal of the Executive Council.
- (n) dismissal of a member of a body of the NFA (if applicable).
- (o) election of the President, vice-presidents and members of the Executive Council (if applicable).

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- (p) elections of the members of the independent committees, i.e., the Audit and Compliance Committee, the electoral committees and judicial bodies (if applicable).
 - (q) admission for membership (if applicable).
 - (r) any further items proposed by Executive Council members (if applicable).
3. The Congress shall not make a decision on any point not included in the agenda.
 4. The agenda of an Ordinary Congress may be altered, provided two-thirds of the delegates present at the Congress and eligible to vote agree to such a motion.

Article 33: Extraordinary Congress

1. The Executive Council may convene an Extraordinary Congress at any time.
2. The Executive Council shall convene an Extraordinary Congress if half of the delegates representing the Members of the NFA make such a request in writing. The request shall specify the items for the agenda. An Extraordinary Congress shall be held within one month of receipt of the request. If an Extraordinary Congress is not convened, the delegates representing the Members who requested it may convene the Congress themselves. In doing so, they shall inform all the Members of the NFA and the Executive Council of the date and location of the Extraordinary Congress, along with the items to be included in the agenda in accordance with para. 3 below.

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3. The Members shall be notified of the place, date and agenda at least 14 days before the date of an Extraordinary Congress.
4. When an Extraordinary Congress is convened on the initiative of the Executive Council, it must draw up the agenda. When an Extraordinary Congress is convened upon the request of Members, the agenda must contain the points raised by those Members.
5. The agenda of an Extraordinary Congress may not be altered.

Article 34: Amendments to the Statutes and Standing Orders of the Congress

1. Congress is responsible for amending these Statutes and the Standing Orders of the Congress.
2. Any proposals for an amendment to the Statutes must be submitted in writing with a brief explanation to the general secretariat by a member or by the Executive Council. A proposal submitted by delegates representing a member is valid, provided it has been supported in writing by at least two other delegates representing the Members.
3. For a vote on an amendment to these Statutes and the Standing Orders of Congress to be valid, a majority (more than 50%) of the delegates representing the Members eligible to vote must be present.
4. A proposal for an amendment to the Statutes and the Standing Orders of Congress shall be adopted only if three-quarters of the delegates representing the Members present and eligible to vote agree to it.

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Article 35: Minutes

The General Secretary shall be responsible for recording the minutes at the Congress. An audio record of the proceedings shall be kept. The minutes shall be checked by those Members designated, and finally approved at the next Congress.

Article 36: Effective dates of decisions

Decisions passed by Congress shall come into effect immediately after the close of the Congress, unless otherwise stipulated in these Statutes or unless the Congress fixes another date for a decision to take effect.

**PART B
EXECUTIVE COUNCIL**

Article 37: Composition

- I. The Executive Council shall consist of 9 members (comprising of at least two women), as follows:
 - (a) the President.
 - (b) a Vice-President.
 - (c) 7 ordinary members.



2. The Chairperson of the Namibia Women Football Association will automatically be a member of the Executive Council. The President, the vice-president and the other Executive Council members shall be elected by the Congress in accordance with these Statutes. They shall undergo an integrity and eligibility check, to be conducted by the Audit and Compliance Committee, in accordance with the questionnaire attached as Annexure A to these Statutes prior to their election or re-election.
3. The mandate of the President, the vice-president and 7 members of the Executive Council is for four years. Their mandates shall immediately begin after the end of the Congress which has elected them and shall expire at the end of the Congress at which their successors are elected. All members of the Executive Council may serve for no more than two terms of office (whether consecutive or not). Any partial term of office (of not less than a period of two years) shall count as one full term.
4. The President, vice-president and the 7 members shall furthermore have been active in football for a period of not less than four years, serving as an executive committee member of a member and shall fulfil the prerequisites stipulated in subsection (5) below.
5. Eligibility requirements for election to the Executive Council include that an Executive Council member:
 - (a) shall be a Namibian citizen and reside in Namibia.
 - (b) shall not be older than 70 years or younger than 23 years.
 - (c) Is not a unrehabilitated insolvent or has managed their personal debt or personal financial affairs in a manner that has caused financial loss to others.



- (d) has not been found guilty of an offence relating to dishonesty.
 - (e) has not been found guilty of bringing or attempted to bring the game of football in Namibia into disrepute in whatsoever way and
 - (f) has passed the integrity check (see Annex 1).
 - (g) Is not a member of the National Assembly, a regional council or a local authority council.
 - (h) Shall not holds office as a member of the executive organ of more than one national sports body or national umbrella sports body at the same time.
6. Candidatures must be sent to the General Secretariat of the NFA. The official list of candidates must be passed to the Members of the NFA along with the agenda for the Congress at which the Executive Council will be elected.
 7. One of the two women who are elected as a member of Executive Council must be the chairperson of the Namibia Women Football Association (NWFA).
 8. A member of the Executive Council may not at the same time be a member of an independent committee and may not be appointed or elected as a delegate representing a Member of Congress.
 9. If a position or up to 50% of the positions of the Executive Council become vacant, the Executive Council shall fill the position(s) in question until the next Congress, when replacement(s) for the position(s) will be elected for the remaining period of office. If the vacancy occurs within three months prior to the next Ordinary Congress, the Executive Council may elect not to fill the vacancy.

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10. If more than 50% of the positions of the Executive Council become vacant, the Secretary General shall convene an Extraordinary Congress within the prescribed period of time.

Article 38: Meetings

1. The Executive Council shall meet at least four times during a calendar year. The Executive Council members (including the President) shall be required to attend at least 75% of meetings, of which 50% shall be in person.
2. The President shall convene the Executive Council meetings. If 50% of the Executive Council members request a meeting, the President shall convene it within 21 days. If the President does not convene the requested meeting within the aforementioned deadline the other members of the Executive Council shall convene it themselves but must send the agenda to all members of the Executive Council at least three days before the meeting in accordance with paragraph 3 below.
3. The President, assisted by the general secretariat, shall compile the agenda. Each Executive Council member is entitled to propose items for inclusion in the agenda. Executive Council members must submit the points they wish to be included in the agenda for the meeting to the general secretariat at least 14 days before the meeting. The agenda must be sent out to the members of the Executive Council at least seven days before the meeting.
4. The General Secretary shall take part in the meetings of the Executive Council in a consultative role and without voting rights. If the General Secretary is unable to attend a meeting, he or she may nominate a representative to attend the meeting on his or her behalf, subject to the approval of the Executive Council.
5. The meetings of the Executive Council shall not be held in public. The

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Executive Council may, however, invite third parties to attend. Those third parties shall not have voting rights and may only express an opinion with the permission of the Executive Council.

6. The President may also convene the Executive Council on an urgent basis to deal with any matter requiring immediate settlement between two meetings of the Executive Council.
7. The members of the Executive Council may pass decisions through other modern means of communication on urgent matters by correspondence and must be confirmed in writing by means of an Executive Council resolution submitted to the General Secretariat, within 7 working days following the decision.

Article 39: Powers

The Executive Council shall have the following powers:

1. passing decisions on all cases that do not come within the sphere of responsibility of the Congress or are not reserved for other bodies by law or under these Statutes.
2. preparing and convening, with the assistance of the general secretariat, the Ordinary and Extraordinary Congress of the NFA.
3. appointing the chairpersons, deputy chairperson and members of the standing committees.
4. proposing to the Congress the chairperson, deputy chairperson and members of the judicial bodies the electoral committees and of the Audit and Compliance Committee.
5. deciding to set up ad hoc committees, if necessary, at any time.
6. approving and issuing the regulations for the organisation of standing



committees and ad hoc committees.

7. appointing the General Secretary upon proposal of an ad hoc independent committee or consultant appointed by the Executive Council, provided that the General Secretary may be dismissed, in accordance with Namibia Labour laws, by the Executive Council.
8. proposing independent and external auditors to the Congress.
9. appointing replacements for vacancies in the independent committees until the next Congress.
10. approving and issuing rules and regulations governing the conditions of participation in and the staging of competitions organised by the NFA, and the various leagues and competitions organised by its members.
11. appointing the coaches for the representative national teams in consultation with the Technical Committee and other technical staff.
12. approving General Organisational Regulations stipulating how the NFA shall be organised internally.
13. ensuring that the Statutes are applied and adopting the executive arrangements required for their application.
14. dismissing a person or body or suspending a Member of the NFA provisionally until the next Congress.
15. delegating tasks arising out of its area of authority to other bodies of the NFA or third parties.
16. inviting observers to take part in Congress without the right to debate or to vote.

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Article 40: Decisions

1. The Executive Council shall not engage in valid debate unless more than 50% of its members are present.
2. The Executive Council shall reach decisions by a majority (more than 50%) of the valid votes cast. In the event of a tied vote, the President shall have the casting vote. Voting by proxy or by letter is not permitted.
3. Any member of the Executive Council shall withdraw and recuse themselves from the debate and from taking a decision if there is any risk or possibility of a conflict of interests.
4. The decisions taken shall be recorded in the minutes.
5. The decisions taken by the Executive Council shall come into effect immediately, unless the Executive Council decides otherwise.

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PART C
PRESIDENT

Article 41: President

1. The President represents the NFA legally.
2. The President is primarily responsible for:
 - (a) implementing through the general secretariat the decisions passed by the Congress and the Executive Council.
 - (b) ensuring the effective functioning of the bodies of the NFA in order that they achieve the objectives described in these Statutes.
 - (c) supervising the work of the General Secretary.
 - (d) relations between the NFA and its Members, FIFA, CAF, COSAFA, statutory bodies, political bodies and other organisations.
3. The President may, following a due recruitment process, propose the appointment of the General Secretary to the Executive Council.
4. The President shall preside over the Congress, the Executive Council and the Emergency Committee meetings and those committees of which he or she has been appointed as chairperson.
5. The President shall have an ordinary vote on the Executive Council and, whenever votes are equal, shall have a casting vote.



6. If the President is absent or unavailable or his or her position becomes vacant, the first vice-president shall deputise. If the vice-president is also absent or unavailable.
7. The position of President will be considered vacant if the conditions set out article 37 paragraph 8 of these Statutes manifest, or if he or she does not participate in three consecutive meetings of the Executive Council, whereupon the first vice-president or in his or her absence the second vice-president shall deputise until the next Congress. That Congress shall elect a new President for the remaining period of office.
8. Any additional powers of the President shall be contained in the General Organisational Regulations of the NFA.

Article 42: Representation and signature

1. The President represents NFA generally. The Executive Council shall adopt special provisions regarding the joint signature of office holders in the General Organisational Regulations.
2. All legal documents shall be jointly signed by the President and the General Secretary and in their absence, by whomever is deputising them.

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PART D
EMERGENCY COMMITTEE

Article 43: Emergency Committee

1. The Emergency Committee shall deal with all matters requiring immediate settlement between two meetings of the Executive Council. The Committee shall consist of the President of the NFA, the Vice-President and one member with a legal background and appointed by the Executive Council for a period of four years.
2. The President shall convene the Emergency Committee meetings. If an in-person meeting cannot be convened within an appropriate period of time, decisions may be passed through other means of communication such as by means of virtual meeting platforms, email, or round robin decision-making. Such decisions shall have immediate legal effect. The President shall notify the Executive Council immediately of the decisions passed by the Emergency Committee.
3. The Emergency Committee shall not engage in valid debate unless a majority (more than 50%) of its members are present. The Emergency Committee shall reach decisions by a majority (more than 50%) of the valid votes cast. In the event of a tied vote, the President shall have the casting vote.
4. All decisions taken by the Emergency Committee shall be ratified by the Executive Council at its next meeting.
5. If the President is unable to attend a meeting of the Emergency Committee, the First Vice-president shall deputise, and the Second Vice president shall deputise the First Vice president.

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PART E
GENERAL SECRETARIAT

Article 44: General Secretariat

The General Secretariat is the executive, operational and administrative body of the NFA and shall carry out the work of the NFA under the direction of the General Secretary. The members of the general secretariat are bound by the General Organisational Regulations of the NFA and shall fulfil the given tasks in good faith and the best way possible.

Article 45: General Secretary

1. The General Secretary is the chief executive officer of the general secretariat of the NFA.
2. The General Secretary shall be appointed on the basis of an agreement governed by the laws of Namibia and shall have the necessary professional qualifications and experience.
3. The General Secretary shall be responsible for:
 - (a) implementing decisions passed by the Congress and the Executive Council.
 - (b) attending the Congress and meetings of the Executive Council and the standing and ad hoc committees, as ex-officio.
 - (c) organising the Congress and meetings of the Executive Council and other bodies of the NFA.



- (d) compiling the minutes for the meetings of the Congress, Executive Council and standing and ad hoc committees.
 - (e) managing and keeping the accounts of the NFA.
 - (f) correspondence.
 - (g) the relations with the Members, bodies, committees, FIFA, CAF and COSAFA, under the direction of the President.
 - (h) organising the general secretariat.
 - (i) the appointment and dismissal of staff working in the general secretariat subject to the Namibia Labour laws.
 - (j) providing the electoral committees with logistic and operative support for the elections.
4. The General Secretary may not be a Congress delegate or a member of any body of the NFA.

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PART F
STANDING COMMITTEES

Article 46: Standing committees

1. The standing committees of the NFA are:
 - a) Audit and Compliance Committee.
 - b) Technical and Development Committee.
 - c) Referees' Committee.
 - d) Committee for Women's Football.
 - e) Players' Status Committee.
 - f) Medical Committee.

2. Chairpersons, deputy chairpersons and members of the standing committees may be Executive Council members with the exception of the Audit and Compliance Committee and the Referees' Committee, who may not belong to the Executive Council. The members of each standing committee shall be appointed by the Executive Council on the proposal of the President of the NFA. The chairpersons, deputy chairpersons and the members of the standing committees shall be designated for a term of office of four years.

3. The Executive Council shall ensure appropriate female representation on standing committees.

4. Each chairperson shall represent his or her committee and conduct business in compliance with the relevant directives issued by the Executive Council or the relevant provisions of the General Organisational Regulations of the NFA.



5. Each chairperson shall fix the dates of meetings in collaboration with the General Secretary, ensure that all tasks are carried out and report back to the Executive Council.
6. Each standing committee may propose amendments to the Executive Council to its terms of reference set out in the General Organisational Regulations of the NFA.

Article 47: Audit and Compliance Committee

1. The Audit and Compliance Committee shall ensure the completeness and reliability of the financial accounting and review the financial statements, the consolidated statement and the external auditors' report.
2. The Audit & Compliance Committee shall advise and assist the Executive Committee in monitoring the Association's financial and compliance matters and issues and monitor compliance with the relevant regulations of the Association.
3. Details on the Audit and Compliance Committee's responsibilities, its internal cooperation and other procedural matters are stipulated in the relevant regulations of the Association.
4. The Audit and Compliance Committee shall consist of a chairperson, deputy chairperson and three members. The chairperson, deputy chairperson and members of the Audit and Compliance Committee shall be elected for a period of four years and may only be relieved of their duties by Congress.
5. If the chairperson, the deputy chairperson or a member of the Audit and Compliance Committee permanently ceases to perform his official function.



During his term of office, the Executive Committee shall appoint a replacement to serve until the next Congress.

Article 48: Technical and Development Committee

1. The committee shall primarily analyse the basic aspects of football training and technical development in football. It shall also be in charge of the NFA's development programmes, devising and proposing appropriate strategies, monitoring these strategies and analysing the support and programmes provided to the Members of the NFA and providing advice to the Executive Council on development matters in general. It shall consist of a chairperson, a deputy chairperson and two members.
2. The committee shall organize the NFA's competitions of association football, futsal and beach soccer at any level within the NFA in compliance with the provisions of these Statutes and the regulations applicable to the NFA's competitions. It shall consist of a chairperson, a deputy chairperson and 2 members.
3. The committee shall deal with all matters relating to amateur football and grassroots development within the NFA and its Members. It shall consist of a chairperson, a deputy chairperson and two members.
4. The committee shall organize youth football competitions and deal with all matters relating to youth football. It shall consist of a chairperson, a deputy chairperson and two members.
5. The Technical and Development Committee shall deal with all aspects of safety and security of football including safeguarding.

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6. The Technical and Development Committee shall consist of a chairperson, deputy chairperson and three members.

Article 49: Referees' Committee

The Referees' Committee shall implement the Laws of the Game. It shall appoint referees for matches in competitions organised by the NFA, organize refereeing matters within the NFA in collaboration with the administration of the NFA and monitor the education and training of referees. It shall consist of a chairperson, a deputy chairperson and two members, two of whom shall be ex-referees.

Article 50: Committee for Women's Football

The Committee for Women's Football shall organize women's football competitions and deal with all matters relating to women's football. It shall consist of a chairperson, a deputy chairperson and two members.

Article 51: Players' Status Committee

1. The Players' Status Committee shall set up and monitor compliance with transfer regulations in accordance with the FIFA Regulations on the Status and Transfer of Players and determine the status of players for the various competitions of the NFA. The Executive Council may approve special regulations governing the Players' Status Committee's powers of jurisdiction. The Players' Status Committee shall consist of a chairperson, a deputy chairperson and two members.
2. Players' status disputes involving the NFA, its Members, clubs, players, officials, intermediaries and licensed match agents shall be settled in the last



instance by an independent and duly constituted arbitration tribunal in accordance with these Statutes and subject to any applicable national law.

Article 52: Medical Committee

The Medical Committee shall deal with the medical aspects of football. It shall consist of a chairperson, a deputy chairperson and two members. The Medical Committee shall act as an advisory organ for the Association on all aspects of medicine as it relates to football, draw up a medical guide for use by coaches, players and the referees of the Association, conduct information seminars on medicine and treatments in football and make regular reports on activities relating to medicine in football.

Article 53: Ad hoc committees

The Executive Council may, if necessary, create ad hoc committees for special duties and a limited period of time. The Executive Council shall appoint a chairperson, a deputy chairperson and the appropriate number of members. The duties and function of ad hoc committees are defined in special regulations approved by the Executive Council. An ad hoc committee shall report directly to the Executive Council.



PART G
CLUB LICENSING BODIES

Article 54: Club licensing bodies

1. The club licensing bodies shall be in charge of the club licensing system within the NFA in accordance with the Club Licensing Regulations of the NFA, CAF and COSAFA.
2. The club licensing bodies consist of a first instance body and an appeal body.
3. Decisions passed by the club licensing appeal body may only be appealed before an independent and duly constituted arbitration tribunal in accordance with the provisions in these Statutes.

CHAPTER V
INDEPENDENT COMMITTEES

Article 55: Institutional independence

The independent committees as well as their individual members shall conduct their activities and perform their duties entirely independently but always in the interests of the NFA and in accordance with its Statutes and regulations.



Article 56: Audit and Compliance Committee

1. The Audit and Compliance Committee shall ensure the completeness and reliability of the financial accounting and review the financial statements, the consolidated financial statement and the independent and external auditors' reports. The Audit and Compliance Committee shall consist of a chairperson, a deputy chairperson and two members. Its members shall be knowledgeable and experienced in financial and/or regulatory and legal matters and may not be involved in any decision affecting the operations of the NFA.
2. The Audit and Compliance Committee shall advise, assist and oversee the Executive Council in monitoring the NFA's financial and compliance matters, set up compliance mechanisms and monitor compliance with the relevant regulations of the NFA. It shall also supervise the general secretariat in financial and compliance issues. The Audit and Compliance Committee shall ensure the completeness and reliability of the financial accounting and review the consolidated financial statements and the independent and external auditor's report. The Audit and Compliance Committee shall furthermore monitor the NFA's financial and compliance matters and suggest to the appropriate bodies any action that it deems necessary as a result of such monitoring. The Audit and Compliance Committee shall, with the assistance of the general secretariat, implement a compliance programme within the NFA to help protect it from liability by preventing improper conduct and promote adherence to their regulations and the law in general.
3. Details on the Audit and Compliance Committee's responsibilities, its internal cooperation and other procedural matters are stipulated in the General Organisational Regulations of the NFA.

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4. The chairperson, deputy chairperson and members of the Audit and Compliance Committee shall be elected by the Congress for a period of four years and may only be relieved of their duties by the Congress. They shall not belong to any other body of the NFA, and they shall undergo an integrity check, to be conducted by the Disciplinary and Ethics Committee, prior to their election or re-election and shall fulfil the independence requirements contained in par. 5 below.
5. The chairperson and deputy chairperson of the Audit and Compliance Committee as well as any of their immediate family members may not exercise or have exercised during the four years preceding their initial terms any executive function at the NFA, one of its Members, a league or a club (including any of their affiliated companies/organisations), nor have or have had in the four years preceding their initial term any material business relationship with the NFA, one of its Members, a league or a club (including any of their affiliated companies/organisations). “Immediate family member” shall mean, with respect to a person, such person’s spouse or domestic partner, parents, grandparents, uncles, aunts, children (including any stepchild or adopted child), grandchildren, son-, daughter-, father- or mother-in-law, and including anyone else, whether by blood or otherwise, with whom the individual has a relationship akin to a family relationship for which such person provides financial support.
6. If the chairperson, the deputy chairperson or a member of the Audit and Compliance Committee permanently ceases to perform his or her official function during his or her term of office, the Executive Council shall appoint a replacement to serve until the next Congress.

Article 57: Electoral committees

1. The electoral committees are the bodies in charge of organising and supervising the election process in accordance with the Electoral Code of the NFA.
2. The composition and function of the electoral committees shall be governed by the Electoral Code of the NFA.

Article 58: Judicial bodies

1. The judicial bodies are the:
 - (a) Disciplinary & Ethics Committee; and
 - (b) Appeal Committee.
2. The judicial bodies are to be composed in such a way that the members, together, have the knowledge, abilities and specialist experience that is necessary for the due completion of their tasks and duties. The chairpersons and deputy chairpersons of the judicial bodies shall be qualified to practice law.
3. All members of the judicial bodies (including the chairpersons and deputy chairpersons) shall undergo an integrity check prior to their election or re-election which shall be conducted by the Audit and Compliance Committee.



4. The term of office of all members shall be four years. The members may be re-elected or relieved of their duties at any time, although they may only be relieved of their duties by the Congress.
5. The chairpersons, deputy chairpersons and other members of the judicial bodies shall be elected by the Congress upon proposal of the Executive Council and shall not be members of any other body of the NFA.
6. The chairpersons and deputy chairpersons of the judicial bodies shall fulfil the independence criteria that are stipulated in article 58 paragraph 5 of these Statutes.
7. If the chairperson, the deputy chairperson or a member of a judicial body permanently ceases to perform his official function during his term of office, the Executive Council shall appoint a replacement to serve until the next Congress, in which the Congress shall appoint a new member of the respective judicial body for the remaining period.
8. The responsibilities and function of the judicial bodies shall be stipulated in the Disciplinary Code and the Ethics Code of the NFA.

Article 59: Disciplinary & Ethics Committee

1. The function of the Disciplinary Committee shall be governed by the Disciplinary Code of the NFA.
2. The Disciplinary Committee may pronounce the sanctions described in these Statutes and the Disciplinary Code of the NFA on Members, officials, players, clubs, licensed match agents and intermediaries.

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3. These provisions do not affect the powers of the Congress and the Executive Council with regard to the suspension and expulsion of Members.
4. The Executive Council shall issue the Disciplinary Code of the NFA, which shall be in accordance with the principles laid down in the FIFA Disciplinary Code and the FIFA Ethics Code.
5. The Executive Council shall issue the NFA Code of Ethics, which shall be in accordance with the principles laid down in the FIFA Ethics Code.
6. The function of the Ethics Committee shall be governed by the NFA Code of Ethics. The Ethics Committee shall pass decisions only when at least three members are present.
7. The Ethics Committee is primarily responsible for investigating possible infringements of the NFA Code of Ethics and making recommendations to the Disciplinary Committee to institute disciplinary action against Members, Officials, Players, Clubs and match and players' agents.

Article 60: Appeal Committee

1. The function of the Appeal Committee shall be governed by the NFA Disciplinary Code and the NFA Code of Ethics.
2. The Appeal Committee is responsible for hearing appeals against decisions from the Disciplinary Committee that are not declared final by the relevant regulations of the NFA.
3. Decisions pronounced by the Appeal Committee may only be referred to an independent and duly constituted arbitration tribunal in accordance with the provisions in these Statutes.

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CHAPTER VI
DISCIPLINARY MEASURES

Article 61: Disciplinary measures

1. The disciplinary measures are primarily:

1.1. for natural and legal persons:

- (a) a warning.
- (b) a reprimand.
- (c) a fine.
- (d) the return of awards.

1.2. For natural persons:

- (a) a caution.
- (b) an expulsion.
- (c) a match suspension.
- (d) a ban from the dressing rooms and/or the substitutes' bench.
- (e) a ban from entering a stadium.
- (f) a ban on taking part in any football-related activity.



- (g) social work.
- (h) compliance training.

1.3. For legal persons:

- (a) a transfer ban.
- (b) playing a match without spectators.
- (c) playing a match on neutral territory.
- (d) a ban on playing in a particular stadium.
- (e) annulment of the result of the match.
- (f) expulsion from a competition.
- (g) a forfeit.
- (h) deduction of points.
- (i) relegation to a lower division.
- (j) replaying a match.



CHAPTER VII
ARBITRATION

Article 62: Arbitration

1. Disputes within the NFA or disputes affecting Members of the NFA, leagues, members of leagues, clubs, members of clubs, players and officials may only be referred in the last instance (i.e., after exhaustion of all internal channels within the NFA) to the CAS, which shall settle the dispute definitively to the exclusion of any ordinary court, unless expressly prohibited by legislation in Namibia.
2. Disputes of international dimension arising from or related to the Statutes, regulations, directives and decisions of FIFA, CAF or COSAFA may only be submitted in the last instance to CAS as specified in the Statutes of FIFA, CAF or COSAFA.

Article 63: Jurisdiction

1. The NFA shall have jurisdiction on internal national disputes, i.e., disputes between parties belonging to or affiliated to the NFA.
2. FIFA, CAF or COSAFA shall have jurisdiction on international disputes, i.e., disputes between parties belonging to different associations and/or confederations, in accordance with the relevant regulations.
3. NFA shall ensure its full compliance and that of all those subject to its jurisdiction with any final decision passed by a FIFA body, a CAF or COSAFA body, the Arbitration Tribunal recognised by the NFA or CAS.



CHAPTER VIII
FINANCE

Article 64: Financial period

1. The financial period of the NFA shall be one year and shall begin on 01 April and end on 31 March of the following year.
2. The revenue and expenses of the NFA shall be managed so that they balance out over the financial period. The NFA's major duties in the future shall be guaranteed through the creation of reserves.
3. The General Secretary is responsible for drawing up the annual consolidated accounts of the NFA with its subsidiaries as of 31 March.

Article 65: Revenue

The revenue of the NFA comprises:

- (a) Members' annual subscriptions.
- (b) income generated by the marketing of rights to which the NFA is entitled.
- (c) fines imposed by the authorized bodies.
- (d) other subscriptions and income in keeping with the objectives pursued by the NFA.
- (e) donations.



(f) any other revenue related to football activities.

(g) funding from FIFA, CAF or COSAFA.

Article 66: Expenses

The NFA shall bear:

(a) the expenses stipulated in the budget.

(b) other expenses approved by Congress and expenses that the Executive Council is entitled to incur within the scope of its authority.

(c) all other expenses in keeping with the objectives pursued by the NFA.

Article 67: Independent and external auditors

1. The independent external auditors appointed by Congress shall audit on a yearly basis the accounts approved by the Finance Committee in accordance with the appropriate principles of accounting and present a report to Congress.

2. The independent external auditors shall be appointed for a period of three financial periods. Their mandate may be renewed.

Article 68: Membership subscriptions

1. Membership subscriptions are due on 31 April of each succeeding year. The annual subscription for new Members for the year in question shall be paid within 30 days of the close of the Congress at which they are admitted.



2. The Congress shall fix the amount of the annual subscription every year on the recommendation of the Executive Council. It shall be the same for every Member.

Article 69: Settlement

The NFA may debit any Member's accounts or deduct such from monies owed to a Member to settle claims.

Article 70: Levies

The NFA may demand that a levy be paid by its members for matches.

Article 71: Publication of financial data

1. The NFA shall publish on its official website the audited annual financial statements referred to under Article 32 paragraph 2 (i), (j) and (k) of these Statutes once the relevant items have been approved by the Congress.
2. The remuneration of the members of the Executive Council (including its President), the General Secretary and the members of the independent committees shall also be disclosed in the audited annual financial statements.

CHAPTER IX

COMPETITIONS AND RIGHTS IN COMPETITIONS AND EVENTS

Article 72: Competitions

1. The NFA shall organize and coordinate the following official competitions held within its territory:

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- (a) the Men's and Women's Top Tier Leagues
 - (b) the NFA Cup.
 - (c) Youth Cup(s).
 - (d) sponsored cups; and
 - (e) such other competitions as the Executive Council may decide from time to time.
2. The Executive Council may delegate to the NFA's subordinate leagues the authority to organize competitions (e.g., by means of a proper and comprehensive agreement for elite football). The competitions organised by the leagues shall not interfere with those competitions organised by the NFA. Competitions organised by the NFA should take priority.
 3. The Executive Council may issue special regulations to this end.

Article 73: Club licensing

1. The Executive Council shall issue regulations regarding a club licensing system governing the participation of clubs in the competitions of the NFA, CAF or COSAFA, in compliance with the minimum requirements of the club licensing system as set up by CAF, COSAFA and FIFA.
2. The said club licensing system includes in particular:
 - (a) The minimum criteria to be met by clubs to be allowed to take part in in the competitions of the NFA, CAF or COSAFA; and



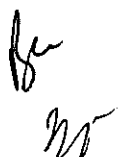
- (b) The procedure for granting the license to the clubs.

Article 74: Rights

1. The NFA and its Members are the original owners of all the rights emanating from competitions and other events coming under their respective jurisdiction, without any restrictions as to content, time and place. These rights include, among others, every kind of financial rights, audio-visual and radio recording, reproduction and broadcasting rights, multimedia rights, marketing and promotional rights and incorporeal rights such as emblems and rights arising under copyright law.
2. The Executive Council shall decide how and to what extent these rights are utilized and shall draw up special regulations to this end. The NFA shall ensure that the sale of such rights is carried out in a transparent manner and in compliance with the Statutes and Rules and Regulations of the NFA as well as mandatory national laws.

Article 75: Authorization to distribute.

1. The NFA and its Members are exclusively responsible for authorizing the distribution of image and sound and other data carriers of football matches and events coming under their respective jurisdiction, without any restrictions.
2. The Executive Council shall issue special regulations to this end.



CHAPTER X
INTERNATIONAL MATCHES AND COMPETITIONS

Article 76: International matches and competitions

1. The authority for organising international matches and competitions between representative teams and between leagues, club teams and/or scratch teams lies solely with FIFA, the confederation(s) and/or the association(s) concerned. No such match or competition shall take place without the prior permission of FIFA, the confederation(s) and/or the association(s) concerned in accordance with the FIFA Regulations Governing International Matches.
2. The NFA is bound by the international match calendar compiled by FIFA.

Article 77: Contacts

The NFA, its members, players, officials, licensed match agents and intermediaries may not play matches or make sporting contacts with associations that are not members of FIFA or provisional members of a confederation without the approval of FIFA.

Article 78: Approval

1. Clubs, leagues or any other group of clubs that are affiliated to the NFA may only join another association with the authorization of the NFA, the other association, the respective confederation(s) and FIFA.
2. Clubs, leagues or any other group of clubs that are affiliated to the NFA cannot participate in competitions on the territory of another association without the authorization of the NFA, the other association, FIFA and the



respective confederation(s) according to the FIFA Regulations Governing International Matches.

CHAPTER XI FINAL PROVISIONS

Article 79: Unforeseen contingencies and force majeure

The Executive Council shall have the power to decide on all cases of *force majeure* and on all matters not provided for in these Statutes; such decisions shall consider the relevant regulations of FIFA, CAF or COSAFA, as well as any applicable mandatory laws.

Article 80: Publication of corporate documents

The NFA shall make available on its official website the following documents and information:

- (a) Statutes and Standing Orders of the Congress.
- (b) Electoral Code.
- (c) NFA Disciplinary and NFA Ethics Code.
- (d) General Organisational Regulations.
- (e) most important/key decisions.
- (f) its strategy.



- (g) agenda for Executive Council and Congress meetings.
- (h) circular letters.
- (i) any other documents approved by the Executive Council or Congress.

Article 81: Dissolution

1. Any decision relating to the dissolution of the NFA requires a majority of three-fourths of all of the Members of the NFA, which must be obtained at a Congress specially convened for the purpose.
2. If the NFA is disbanded, its assets shall be transferred to the NSC. It shall hold these assets as a trustee in accordance with the relevant professional duties until the NFA is re-established. The final Congress may, however, choose another recipient for the assets on the basis of a two-thirds majority.

Article 82: Enforcement

These Statutes were adopted at the Extra-Ordinary Congress in Windhoek on 14 October 2023 and come into force on 14 October 2023. The former Statutes of the NFA are hereby repealed.

Article 83: Transitional provisions

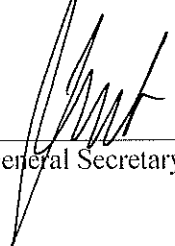
1. These Statutes do not affect the composition of the current Normalization Committee of the NFA as appointed by FIFA until the next elective Congress.




2. The renaming of the Executive Committee to the Executive Council takes effect from the date of the Congress at which these Statutes are adopted, subject to paragraph 1 above.
3. The time limits specified in article 30 (9), of this Constitution may be temporarily eased until the next elective Congress occurs, after which they will be fully enforced.
4. The terms of office of all bodies of the NFA shall remain effective subject to paragraph 1 above.

WINDHOEK, 14 OCTOBER 2023

For the NFA



The General Secretary



The President



ANNEX 1:

Part 1: General provisions

1. The integrity checks with regard to candidates for, and holders of, official positions within NFA that are subject to such checks ("candidates or holders") shall be conducted by the relevant body in accordance with the provisions of these Statutes and this annex.
2. Candidates or holders are obliged to comply with the screening and self-disclosure process as outlined in parts 2 and 3 below. Prior to the screening process, every candidate or holder shall give his written consent to said process through a form provided by the relevant body conducting the integrity check. If such written consent is not provided, the candidate or holder shall be deemed not to have passed the integrity check.
3. Candidates or holders shall act in good faith at all times and shall fully collaborate to establish the relevant facts upon reasonable notice. If the candidate or holder concerned does not cooperate with the body competent to conduct the integrity check, the candidate or holder shall be deemed not to have passed the integrity check.
4. The candidate or holder shall be deemed not to have passed the integrity check, if he:
 - a) has been subject to criminal convictions or disciplinary sanctions by a state court, in particular if the offence in question was a substantive issue and not a minor infraction or procedural misconduct.
 - b) has been found guilty and/or sentenced by the FIFA Ethics Committee or any other sporting body with a sanction that would seriously put into question the discharge of the office concerned.
5. Subject to the relevant provisions regarding disclosure and forwarding of the information and related data obtained in the context of integrity checks in accordance with this annex,



all such information and related data must be treated as strictly confidential by the body conducting the integrity check concerned.

Part 2: Screening process

1. At the beginning of the screening process, every candidate or holder shall undergo an identification check (“ID check”). In this context, the candidate or holder shall submit a valid certified copy of his passport or national identity card to the body in charge of performing the integrity check. The ID check shall include verification/identification of the following elements:
 - a) name(s) and surname(s).
 - b) address of residence.
 - c) date and place of birth.
 - d) nationality/nationalities.

2. Every candidate or holder shall complete the questionnaire contained in part 3 below.

3. The body in charge of performing the integrity check may conduct independent research and/or investigations in order to obtain further relevant information on a particular candidate or holder, which may include information on intermediaries and related parties, mandates, potential conflicts of interest and significant participations as well as civil and criminal proceedings/investigations.

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Part 3: Questionnaire

First name(s):	
Surname(s):	
Address of residence:	
Date and place of birth:	
Nationality/nationalities:	
Profession:	

1. Have you previously been convicted by a final decision of any intentional indictable offence or of any offence corresponding to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No Yes

If yes, please specify:

2. Has a sports governing body ever imposed any disciplinary or similar sanction or measure on you in the past for actions which amount to a violation of the rules of conduct set out in part II section 5 of the FIFA Code of Ethics?

No Yes

If yes, please specify:

3. Are you the subject of any pending civil, criminal or disciplinary proceedings or investigations?

No Yes

If yes, please specify:



4. I am fully aware that I am subject to the provisions of the Disciplinary and Ethics Code of NFA and to the provisions of the Statutes and other regulations of NFA that may address integrity issues, and I fully comply with such provisions.

5. I currently hold (or have held) the following positions in football (indicate periods):

6. The following facts and circumstances may give rise to potential conflicts of interest regarding me (cf. in particular art. 23 par. 9 of these Statutes):

7. Remarks and observations which may be of potential relevance in the context of the integrity check:

8. I am fully aware and agree that this questionnaire is made available to the members of the appropriate body of NFA.

9. I am fully aware and confirm that I must notify the body conducting the integrity check of any relevant facts and circumstances arising after the integrity check has been completed.

10. I am fully aware and confirm that I am obligated to cooperate fully to establish the relevant facts with regard to the integrity check which I am subject. In particular, I will comply with requested for any documents, information or any other material of any nature held by me. In addition, I will comply with the procedures and provision of documents, information or any other material of any nature not held by me but which I am entitled to obtain.

11. I am fully aware and confirm that the body conducting the integrity check may also request information on possible sanctions (questions 1 and 2 above) directly from FIFA or the relevant confederation as well as from other institutions such as the Court of Arbitration for Sport in



Lausanne, Switzerland, or the International Olympic Committee. In this regard, I hereby release the relevant institutions from any obligations of confidentiality relating to the information concerned.

12. I am fully aware and confirm that the body conducting the integrity check may collect further information on me in accordance with part 2 paragraph 3 of this annex.
13. I am fully aware and confirm that I must notify the body conducting the integrity check of any relevant facts and circumstances arising after the integrity check has been completed. 44.
14. I am fully aware and confirm that I am obliged to collaborate fully to establish the relevant facts with regard to the integrity check to which I am subject. In particular, I will comply with requests for any documents, information or any other material of any nature held by me. In addition, I will comply with the procurement and provision of documents, information or any other material of any nature not held by me but which I am entitled to obtain.
15. I am fully aware and confirm that the body conducting the integrity check may also request information on possible sanctions (questions 1 and 2 above) directly from FIFA or the relevant confederation as well as from other institutions such as the Court of Arbitration for Sport in Lausanne, Switzerland, or the International Olympic Committee. In this regard, I hereby release the relevant institutions from any obligation of confidentiality relating to the information concerned.

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