



SAFSA Executive Summary Report

Reporting Period: 1 April 2022 – 31 March 2023

1. Executive Committee Composition and Vacancies

As at the end of the reporting period, the SAFSA Executive Committee consisted of:

- President: Mr. Ricardo Jacobs
- National Treasurer: Mr. Enzo D'Aguanno
- National Public Relations Officer: Ms. Jo Cossavella

The positions of National Secretary, Deputy President, and National Development Officer remained vacant at the end of the period, and no formal efforts were made by the Executive to fill these critical governance positions. This prolonged vacancy negatively impacted the federation's ability to fully execute its mandate and raised ongoing concerns around constitutional compliance and operational effectiveness.

2. National Events and Competitions

All planned Provincial, Inter-Provincial competitions and the SAFSA National Championships were successfully held during the reporting year. These events proceeded smoothly, with solid attendance and competitive performances across all levels. The successful hosting of these events was made possible through the ongoing dedication of provincial structures, volunteers, and technical officials.

3. Technical and Development Committees

Several standing committees continued to function effectively throughout the year. Notably:

- The National Technical Committee (NTC) and
- The National Judges Technical Committee (NJTC)

These committees played a central role in athlete and judges development and competition standards, overseeing numerous Level Tests and Star Tests nationwide. These testing opportunities enabled athletes to progress through the ranks, with a number of them meeting the criteria for international selection and proudly representing SAFSA in global competitions.

4. Rules and Regulations Committee Concerns

While most SAFSA committees functioned within their mandates, serious concerns arose regarding the composition and operation of the Rules & Regulations Committee. Nominations submitted by the provinces for appointment to this committee were not accepted by the President, who indicated that he would appoint members directly. This approach is in conflict with the SAFSA Constitution, which mandates a democratic and representative nomination process for committee composition. These irregularities contributed to broader governance concerns and perceptions of centralised decision-making.

5. Governance and Disciplinary Proceedings

During the reporting year, SAFSA faced a major governance dispute involving the Deputy President. The matter began when the Deputy President made multiple formal requests to the Executive Committee for a written Terms of Reference to clarify his role. These requests were not acknowledged or responded to.

Frustrated by the lack of clarity and engagement, the Deputy President escalated the matter to the Rules & Regulations Committee, and subsequently to Council, seeking intervention. However, Council referred the issue back to the Executive Committee, which again did not act to resolve it.

The situation escalated when the President was invited to appear before a Parliamentary Committee in September to represent SAFSA, and the Deputy President was neither invited nor informed. Feeling excluded from critical governance matters and having exhausted internal channels, the Deputy President submitted a formal complaint to SASCO, citing failures in governance processes and structural exclusion.

Following this, the President instituted disciplinary proceedings against the Deputy President in December 2022, alleging he had brought the sport into disrepute. The matter was handled by the Rules & Regulations Committee, which found the Deputy President guilty without holding a disciplinary hearing. Sanctions imposed included:

- Revocation of SAFSA membership
- Removal from the Executive Committee
- Withdrawal of portfolio responsibilities

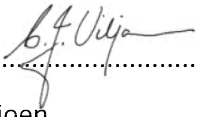
The Deputy President lodged an appeal in January 2023, citing procedural unfairness and lack of due process. However, the appeal was dismissed by the Rules & Regulations Committee and the President, who upheld the sanctions, with one adjustment: his SAFSA membership was reinstated, but his Executive position and portfolio were not restored.

As a result, the Deputy President has indicated his intent to pursue mediation or arbitration, in accordance with the SAFSA Constitution, on the grounds that he was not provided a fair disciplinary or appeal hearing.

6. Looking Ahead

While key competitive and technical functions of the federation continued to operate successfully during the period under review, the Executive Committee's limited composition, failure to fill key vacancies, and irregular handling of committee appointments and disciplinary processes have led to **serious reputational and governance concerns**.

The year concluded with ongoing internal disputes and a need for **constitutional compliance, fair governance practices, and restored trust** across all SAFSA structures. A mediation or arbitration process may offer a necessary path forward to resolve long-standing disputes and re-establish integrity in leadership.


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CJ Viljoen

24 August 2025
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Date

As accepted by the SAFSA Council on 24/08/2025