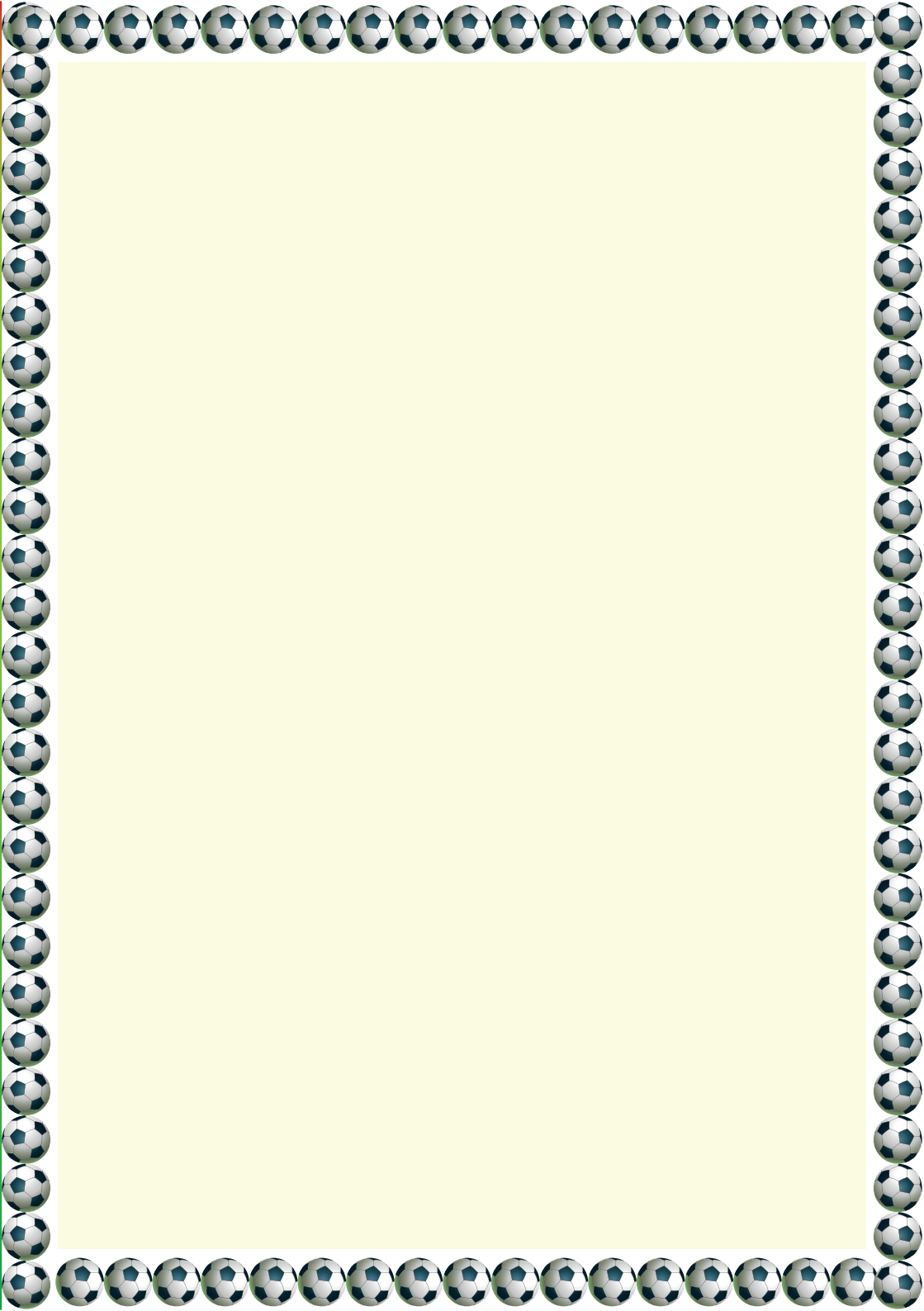


THE NEXT 4 YEARS



ENG. MOSES MAGOGO HASSIM
FUFA PRESIDENT



Preamble

Allow me start by highly commending the out going **FUFA PRESIDENT** **[Mr Mulindwa Lawrence]** for having spearheaded the development of Ugandan Football, the level at which we are is because of him as a person and his leadership as a **FUFA PRESIDENT**.

The entire outgoing Executive Committee, FUFA Delegates and Standing Committees, FUFA CEO, the entire FUFA staff, fans, the sponsors namely MTN, NIC, NILE BREWERIES and Government have greatly contributed to the improvement of the game of football. On that note i want to thank them as a team.

Federation of Uganda Football Associations (FUFA) was started in 1924, who affiliated to CAF in 1959 and to FIFA in 1960. FUFA is an association made up of 31 Members and Represented by 86 delegates at the Supreme Body called the FUFA General Assembly.

It is my honour to address myself to the delegates of the FUFA General Assembly and to the entire football public. I request to be availed the opportunity to lead the organisation as the FUFA President for the four year term 2013 - 2017.

QUALIFICATIONS

Having started owning a football club in 1999 and ascending the ladders of administration to the position of FUFA Vice President, having attained a number of individual and team scores along the road and having become a FIFA administration instructor, I am motivated to believe I can lead this organisation.

I have proposed an executive committee composed of experience, technical ability, commitment, selflessness, strategists, diversity in skills, all FUFA Members representation

I, together with my executive, have a collection of big ideas to continue turning around the institution of FUFA without compromising delivery of good football to the public

In this document, we bring forth our manifesto that will be expounded into a working document of FUFA when the opportunity to lead the organisation is given to us by the FUFA delegates through this August Assembly

Our campaign and manifesto is based on the code **iFET** as detailed in here



below;

Internal Organisation

Statutes, Regulations, Policies, Procedures

If offered the opportunity, I and my team will continue the process of strengthening all the institutions ahead of individuals so that they are sustained in existence and growth even when certain individuals depart. Strong statutes, regulations, policies and their strict adherence and enforcement will allow growth of institutions. We will advocate for mass distribution, education, prevention of contravention and enforcement of statutes, regulations and policies at all levels in the game of football in Uganda

Friendly Relations

In football, we are supposed to be one family. Therefore, we will continue to put in place means, activities, and programmes to foster co-operation, friendship and co-existence even in the unlikely cases of adversity and/or diversity without compromising on the rights and obligation of members. We will strengthen reconciliatory means for those with or without reasons of disgruntlement as a means to pull football development in one direction

Results Orientation

My administration will set performance indicators for the different bodies and individuals and a continuous performance appraisal will be carried out to evaluate the bodies and individuals. Improvement and corrective measures will thereafter be instituted until the results expected are achieved

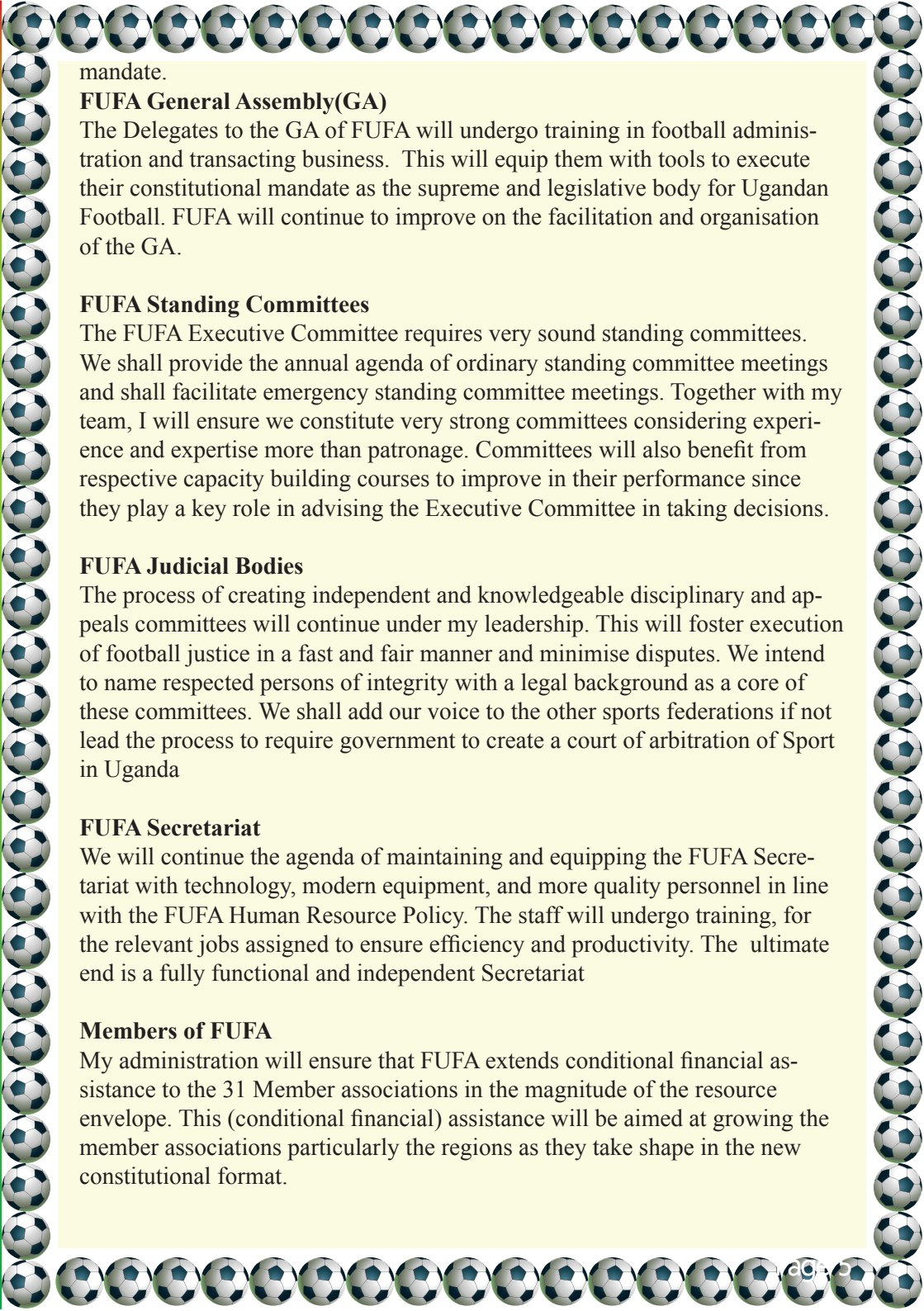
Expertise and Experience

A continued process to recruit, hire, motivate and retain critical human resource or outsource expertise will be undertaken in areas that are lacking in accordance with the FUFA Human Resource Policy while the administration structure will continue to monitor and set policies. Capacity building courses will be given special consideration for both FUFA staff and policy makers as a strategy to improve on internal performance.

Bodies of FUFA

FUFA Executive Committee(EXCOM)

The FUFA EXCOM will undergo training in football administration and transacting business. This will equip them with tools to execute their constitutional mandate. FUFA will continue to improve on the facilitation and organisation of FUFA (EXCOM) Meetings, Retreats and other activities that fall with in its



mandate.

FUFA General Assembly(GA)

The Delegates to the GA of FUFA will undergo training in football administration and transacting business. This will equip them with tools to execute their constitutional mandate as the supreme and legislative body for Ugandan Football. FUFA will continue to improve on the facilitation and organisation of the GA.

FUFA Standing Committees

The FUFA Executive Committee requires very sound standing committees. We shall provide the annual agenda of ordinary standing committee meetings and shall facilitate emergency standing committee meetings. Together with my team, I will ensure we constitute very strong committees considering experience and expertise more than patronage. Committees will also benefit from respective capacity building courses to improve in their performance since they play a key role in advising the Executive Committee in taking decisions.

FUFA Judicial Bodies

The process of creating independent and knowledgeable disciplinary and appeals committees will continue under my leadership. This will foster execution of football justice in a fast and fair manner and minimise disputes. We intend to name respected persons of integrity with a legal background as a core of these committees. We shall add our voice to the other sports federations if not lead the process to require government to create a court of arbitration of Sport in Uganda

FUFA Secretariat

We will continue the agenda of maintaining and equipping the FUFA Secretariat with technology, modern equipment, and more quality personnel in line with the FUFA Human Resource Policy. The staff will undergo training, for the relevant jobs assigned to ensure efficiency and productivity. The ultimate end is a fully functional and independent Secretariat

Members of FUFA

My administration will ensure that FUFA extends conditional financial assistance to the 31 Member associations in the magnitude of the resource envelope. This (conditional financial) assistance will be aimed at growing the member associations particularly the regions as they take shape in the new constitutional format.



Funds

Finance is a resource that drives development. The modern game requires a lot of funds and we come in as a team well aware of this. There is an end to the era of a reliable source of funds on the person of the President. Whereas the outgoing President had the will and means, it is not the case with myself and team. It is a continued era of great ideas to generate and manage finances. This is an area I and team shall approach on two fronts;

Accountability

We will continue with and even institute more prudent methodologies and policies to protect the income and plug any possible leakages to the accuracy of a shilling. Policies and procedures to minimise expenditures and obtain value for money will be put in place

Marketing


In order to boost the income to the federation, I will spearhead the commercialisation of properties. A deliberate strategy to nurture various products and rights from potential to desired state will be laid. The legal requirements to issue and obtain licenses will be expedited; more revenue channels and streams will be opened.

External Relations and Communications

The image of FUFA is the source of its revenue. Once offered opportunity of leadership, we shall improve the communications strategy to reach out to all parties. Our strategy will be made of inward and outward communication with the fans, the media, the corporate world, Government, UOC, NGOs, suppliers, service providers, sister FIFA Member Associations, CECAFA, CAF, FIFA and any other stakeholders. We intend to mass communicate outward our statutes, regulations, decisions, strategies and programmes and we shall establish feedback channels so that we move in tandem with the wishes and aspirations of all partners and stakeholders.

We shall constructively engage Government so that we establish a harmonious relationship on roles and responsibilities for enhanced development of football in Uganda.

My administration will organise an annual stakeholders' conference where everyone will present on their evaluation and plan for the future. This will include representation from the customers (Fans), the Sponsors, the Media,



Government, (NGOs) and all football stakeholders.

There will be training about football for strategic partners such as fans, media, Government, Sponsors, etc.

I will spearhead to strengthen the communications department at the FUFA Secretariat with fulltime personnel to ensure that information flow is conducted with a checking and monitoring system to ensure that the expected message is sent out.

Technical

There will be a deliberate long term technical development agenda for football in Uganda.

Annual Symposium

The technical department will conduct an annual symposium where coaches will undertake to discuss the technical aspects of the game and draw a direction for the future. This will generate the style of football that Uganda should play and be known for as a brand.

Education

There will be a training agenda for players, coaches, referees, administrators and sports medicine practitioners. The agenda will include the funding sources, the syllabus, the evaluation and progress exercises, the training of trainers, etc

The Education programme for the development of the Human Resource for the football industry will be drawn and facilitated with a syllabus, with levels, with clear and transparent procedures of progress from one level to another. The human resource here will include coaches, the referees, the administrators, the sports medicines practitioners and the players. In short we will spearhead the formulation of a Capacity Building Plan that will advise the Executive Committee on the procedure of ensuring all targeted courses are handled with an aim of improving on stakeholders' performance.

National Teams

My administration shall maintain and grow further the Uganda Cranes Brand. We shall continue with the good welfare scheme of the Uganda Cranes.

We shall perceive qualification to the major tournaments as just one of the



many indicators to show growth but not the end product itself.

We intend to improve and create a co-ordinated system of national teams from U-17, U-20, U-23, the home based players senior team and the Uganda Cranes for the men and U-20 and Crested Cranes for the women. The coaches of all these teams, the players, the support staff will be one department under the head coach of the Uganda Cranes.

The National Teams Department will draw an annual programme for preparations, training, practise matches, friendly matches and competition matches for all the teams. The monitoring, the training regimes and styles of play, the statistics, the bonding, the transitioning of players, etc will be the focus of our technical Directorate.

The national teams' coaches and the top league clubs coaches will periodically meet to discuss the development of various national team players and any other pertinent issues related to coaching.

Coaches

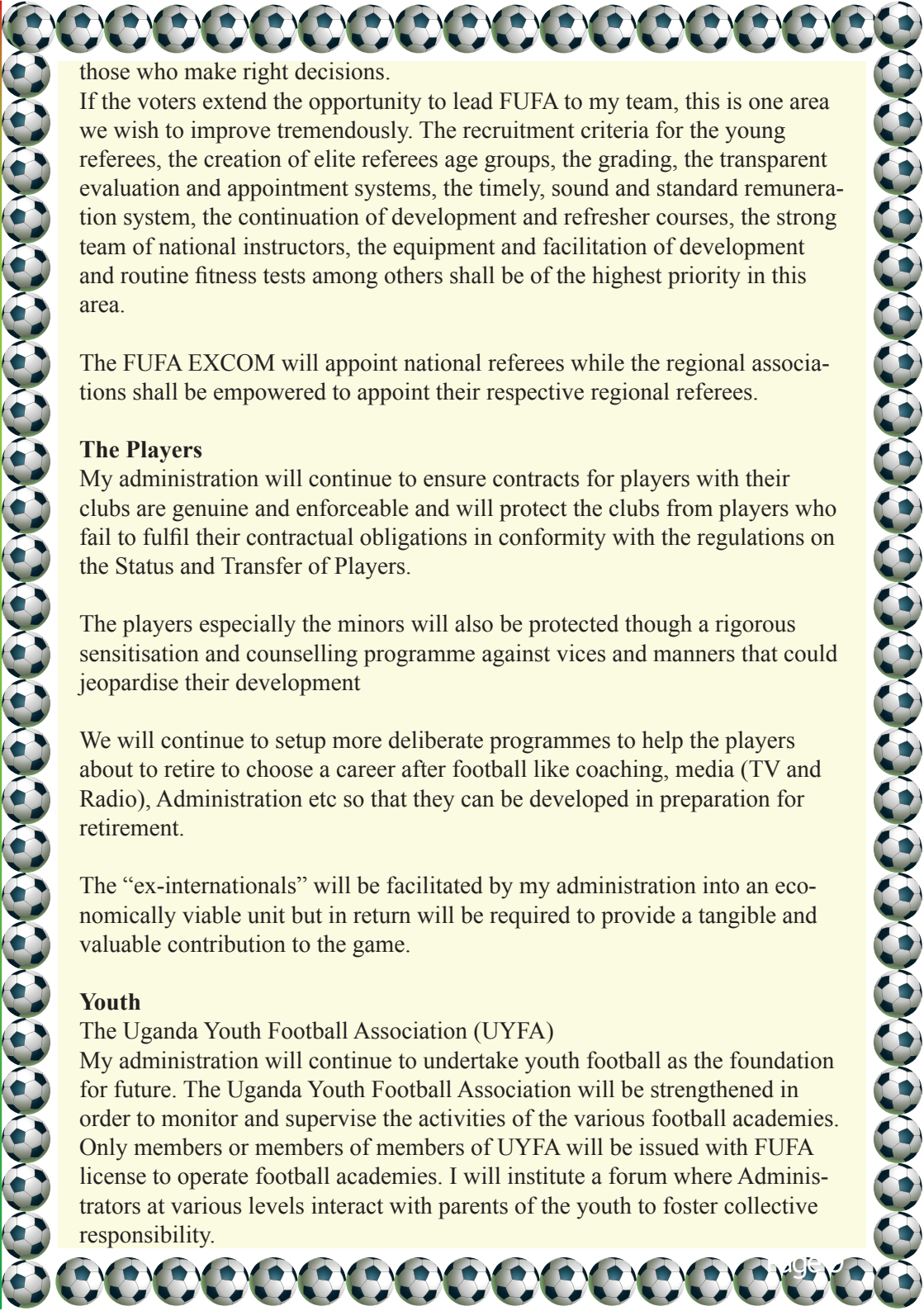
If we get it wrong with the teachers, we can never get it right with the students. Under the technical department and together with the Coaches Association, the coaches' development activities will be conducted in consideration of age and gender to handle, local languages in the beginners phase, refresher and courses outside the country for the elite categories.

The Technical department together with the Coaches association will draw a definite syllabus for the development of coaches including amongst others man-management skills, football marketing skills, administration, sports medicine and laws of the game. The Curriculum will be geared at turning Ugandan coaches into Managers.

The Coaches Association will be empowered such that only its members are issued with the FUFA practising licenses for conducting business. Matters of ethics, integrity and compliance to membership of their association shall be in the jurisdiction of the coaches association

Referees

Referees are very central to the development of the game. They are the judges whose decisions have no appeal. Whereas they can be compromised or they can make mistakes, they are also sometimes right and the rest wrong. I believe we need a strong disciplinary mechanism for the compromised (if proven guilty), more training for those who make mistakes but strong protection to



those who make right decisions.

If the voters extend the opportunity to lead FUFA to my team, this is one area we wish to improve tremendously. The recruitment criteria for the young referees, the creation of elite referees age groups, the grading, the transparent evaluation and appointment systems, the timely, sound and standard remuneration system, the continuation of development and refresher courses, the strong team of national instructors, the equipment and facilitation of development and routine fitness tests among others shall be of the highest priority in this area.

The FUFA EXCOM will appoint national referees while the regional associations shall be empowered to appoint their respective regional referees.

The Players

My administration will continue to ensure contracts for players with their clubs are genuine and enforceable and will protect the clubs from players who fail to fulfil their contractual obligations in conformity with the regulations on the Status and Transfer of Players.

The players especially the minors will also be protected though a rigorous sensitisation and counselling programme against vices and manners that could jeopardise their development

We will continue to setup more deliberate programmes to help the players about to retire to choose a career after football like coaching, media (TV and Radio), Administration etc so that they can be developed in preparation for retirement.

The “ex-internationals” will be facilitated by my administration into an economically viable unit but in return will be required to provide a tangible and valuable contribution to the game.

Youth

The Uganda Youth Football Association (UYFA)

My administration will continue to undertake youth football as the foundation for future. The Uganda Youth Football Association will be strengthened in order to monitor and supervise the activities of the various football academies. Only members or members of members of UYFA will be issued with FUFA license to operate football academies. I will institute a forum where Administrators at various levels interact with parents of the youth to foster collective responsibility.



Schools

As FUFA we shall require to partner directly or indirectly with other stakeholders for all the schools football competitions in the entire country through the Uganda Schools Football Association

Schools of Excellence

As a deliberate policy FUFA will, in consultation with the Ministry of Education and sports, establish schools of excellence and undertake formal understandings with these schools in all the regions to offer football development materials like balls and others provide trained coaches while the schools will provide the facilities for Holiday clinics and bursaries for players under development.

We shall introduce an annual competition involving all schools of excellence in the country.

Database

FUFA shall take record of the bio and technical performance data and statistics of all schools football competitions as a means to scientifically monitor the development of players.

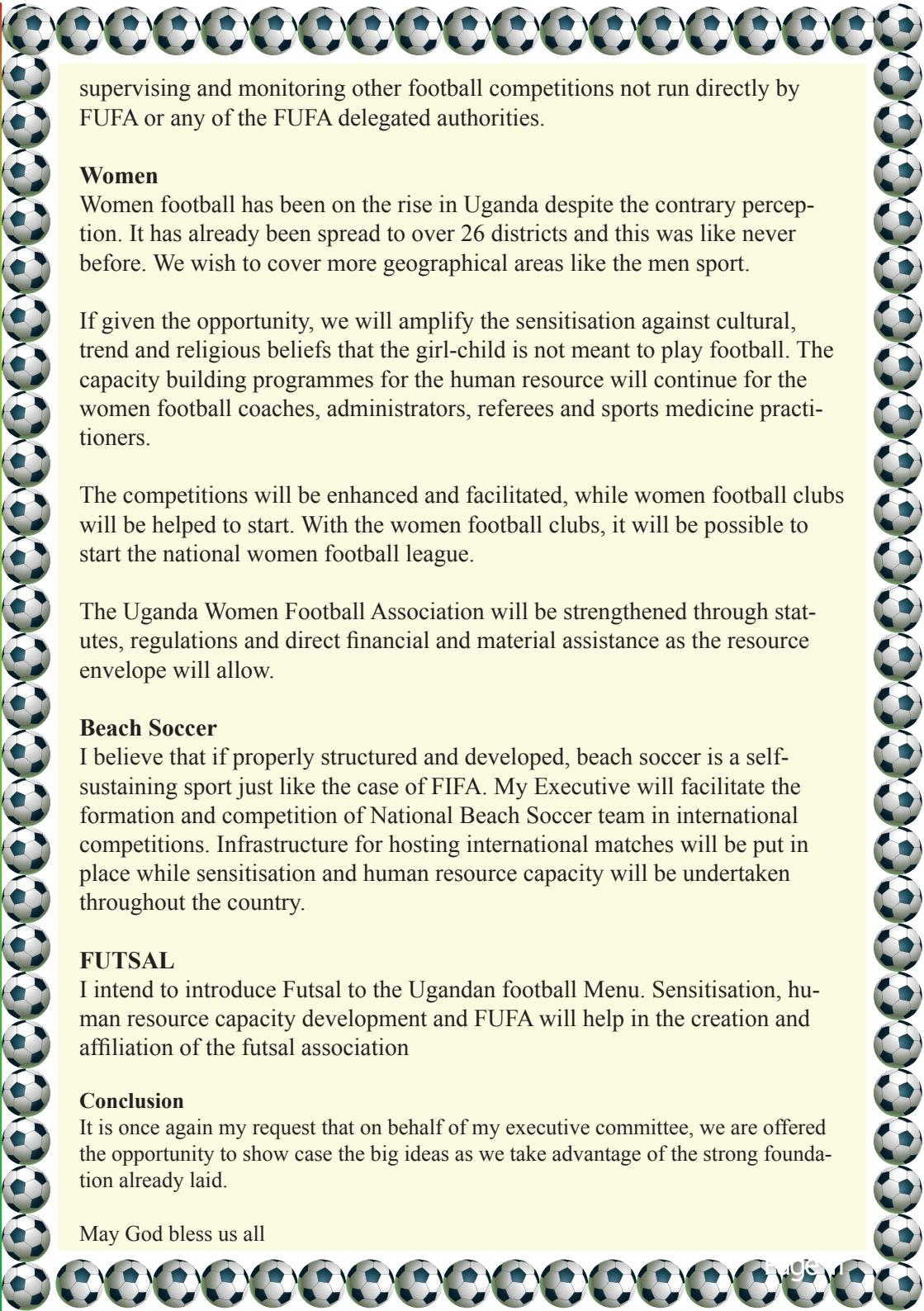
Competitions

Football Organisations touch the world through football competitions. My team will continue with building a pyramid of the league system in Uganda from the 5th division to the top league through an articulate and well managed annual football calendar. Ensuring the road to full professionalization of the Super League and Big League will be high on our agenda.

We shall continue ensuring that football competitions are organised and their results are determined without compromising the laws of the game. We are aware there has been some level of abuse of the game especially in the lower leagues and schools competitions but we intend to supervise more closely and bring to book any individuals involved.

We shall continue teaching clubs on how to professionalise their approach and shall ensure the club licensing agenda is adhered to by all. When the elite clubs undertake a professional approach to the game, the fans will automatically grow in numbers at their games.

FUFA under my leadership will continue protecting football by authorising,



supervising and monitoring other football competitions not run directly by FUFA or any of the FUFA delegated authorities.

Women

Women football has been on the rise in Uganda despite the contrary perception. It has already been spread to over 26 districts and this was like never before. We wish to cover more geographical areas like the men sport.

If given the opportunity, we will amplify the sensitisation against cultural, trend and religious beliefs that the girl-child is not meant to play football. The capacity building programmes for the human resource will continue for the women football coaches, administrators, referees and sports medicine practitioners.

The competitions will be enhanced and facilitated, while women football clubs will be helped to start. With the women football clubs, it will be possible to start the national women football league.

The Uganda Women Football Association will be strengthened through statutes, regulations and direct financial and material assistance as the resource envelope will allow.

Beach Soccer

I believe that if properly structured and developed, beach soccer is a self-sustaining sport just like the case of FIFA. My Executive will facilitate the formation and competition of National Beach Soccer team in international competitions. Infrastructure for hosting international matches will be put in place while sensitisation and human resource capacity will be undertaken throughout the country.

FUTSAL

I intend to introduce Futsal to the Ugandan football Menu. Sensitisation, human resource capacity development and FUFA will help in the creation and affiliation of the futsal association

Conclusion

It is once again my request that on behalf of my executive committee, we are offered the opportunity to show case the big ideas as we take advantage of the strong foundation already laid.

May God bless us all



Moses Hassim Magogo was born in Bugiri, eastern Uganda, on 8th November 1976 to Mr. Sam Zua Nkinda and Mrs. Ruth Birabwa Nkinda. Moses Magogo went to school at Kagulu Primary School (Kamuli District), Jinja College (Jinja District), and Namilyango College (Mukono District) before joining Makerere University for a Bachelor of Science degree in Engineering (Electrical).

He has worked with Kinyara Sugar Works, PricewaterhouseCoopers, the United Nations and African Development Bank.

With Moses Magogo as Interior Minister and participant in several disciplines, Nkrumah Hall Bull roasted for the first time in its history of 40 years and also won the university football cup. He later played for Kinyara FC and Mutundwe Lions FC.

He was Club Treasurer Mutundwe Lions FC (1998 – 2013), Club Secretary Super Cubs Soccer Academy (2011-2013), Secretary Rubaga District Football Association (2005-2009) and FUFA General Assembly delegate for Rubaga DFA (2004 – 2013).

He also served as Secretary FUFA Competitions Committee, Chairman FUFA Licensing Board, member AFCON 2012 mobilisation committee (headed by Hon. Obua), member of the FUFA EXCOM representing Kampala region, and member of the Board of Directors Nakivubo War Memorial Stadium.

Moses Magogo is the FUFA Vice President/Administration, Chairman FUFA Member Associations Committee, FIFA Transfer Matching System (TMS) Agent for Uganda, FIFA Football Administration & Management Instructor, FUFA delegate for Kampala Region Football Association, and Member of the Board of Directors Mandela National Stadium Limited.