



The Gambia Football Federation 2017 ACTIVITY REPORT



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1 President's STATEMENT

As a statutory requirement, the GFF Executive Committee shall organise an Annual General Meeting to report on the activities of the Federation to its members and as such the meeting provides the members the opportunity to review and approve the Annual Activity Report, the Audited Financial Statement and approve the Draft Budget for the coming year.

The Executive Committee have taken serious steps to address a number of issues raised by the delegates at the last AGM. As stated above, the purpose of this report is to provide an update on the progress towards the improvement of football in the country. In this regard, I am pleased to report that significant progress has been registered in the various components of football development in the country during the year under review.

The GFF under my leadership places a very high priority in articulating our core competency in good governance, sound financial management and genuine partnership with our stakeholders including but not limited to the Government, Clubs, Affiliated Associations, WAFU, CAF and FIFA. The GFF have made concrete plans to move the game forward in terms of national football development, capacity building, Grassroots Football, Women's Football, Regional Leagues, National Teams, Infrastructure Development, Fund Raising and Marketing for a healthy financial standing. The plan also includes targets and milestones for implementing improved management information systems in the areas of finance, human resources and project management for the Regional Football Associations, which culminated in the hiring of Coaches and Administrative/Financial Secretaries at the Regional Football Associations. It is heartening to report that the furnishing of the GFF Football Hotel has been completed, the Senior Management Team is recruited,

and a Board of Directors appointed to oversee the operations of the hotel. I am pleased to inform you that the hotel has since started operations, though at a small scale. If all goes well with the project, it will serve as a new source of income for the Federation which will greatly reduce our financial dependence on FIFA/CAF and the government, and also significantly reduce our expenditure in the camping of national teams and conducting of technical training programs. This is a landmark achievement in the history of football administration in the country.

The Executive Committee met regularly and meetings were held in all the regions except one - Banjul; and the various Committees continue to meet.

A new General Secretary and Technical Director have been appointed after the contract expiry of the previous holders of the two positions.

The above achievements notwithstanding, the past year has been a very challenging one for the Federation due to the avoidable crisis that arose between us and the Ministry/National Sports Council. It was unfortunate that we were not given the opportunity to familiarize ourselves and work with the new leadership of both the Ministry and NSC, instead we found ourselves in an unnecessary impasse, which has created tension and acrimony between us. As we have been saying throughout the impasse, we are not afraid of an investigation as our hands are clean and our conscience is clear as far as the handling of the funds and management of the affairs of the Federation are concerned. All we were insisting on was the following of due process and that the actions of all should be dictated and guided by Laws and existing Rules and Regulations, as we operate within the dictates of the GFF Constitution, the FIFA and CAF Statutes, and the

national laws of the country.

Despite the above challenges which ran over a period of several weeks, peace has finally showed up her face when the Minister of Youth and Sports made a public statement that he was calling for peace and reconciliation to enable bygones to be bygones and that the purported investigation was being discontinued. This was followed by a meeting I held with the Minister in his office at his invitation. The meeting was a successful one, and we both agreed to give peace a chance and work together in the interest of the athletes and the nation at large.

I wish you a very healthy and successful deliberations.

Long Live GFF,
Long Live Football,
Long Live The Gambia.
I thank you all.



LAMIN KABBA BAJO President

EXECUTIVE MEMBERS -

- | | | | |
|--|--|--|--|
| ABDOULIE JALLOW
1st Vice President | EBOU FAYE
2nd Vice President | MARTIN GOMEZ
3rd Vice President | BAKARY K. JAMMEH
Co-opted Member |
| ALHAGIE FAYE
Co-opted Member | MODOU SOWE
Banjul RFA President | NUMUKUNDA KANYI
CRR FA President | ABDOU KARIM SEY
WCR FA President |
| FURUMUSE GOMEZ
URR FA President | ANSUMANA SANNEH
LRR FA President | ABU KHAN
Member | SAINABOU CHAM
Member |
| MAM LISA CAMARA
Member | ADAMA LOWE
Member | MJR. MUSA JAMMEH
Member | |
| ALHAGIE OUSMAN B CONATEH ESQ
Honorary Life President | | ALHAGIE SALIFU JAITEH
Honorary Life Vice President | |
| ALHAGIE OMAR SEY ESQ
Adviser | | | |



2 GFF Domestic COMPETITIONS



2.1 National League Competitions (Men)

The 2016/2017 First Division League Season was completed successfully and **Gambia Armed Forces (GAF) Football Club** emerged as Champions. **GAF FC** as national league champions received a trophy with a cash prize of D300,000. **Marimoo FC** came out second in their first season in the top division and received a cash prize of D150,000. **Real de Banjul FC** finished third and received a cash prize of D100,000.

Sere Kunda United FC and **Samger FC** were relegated to Division Two

In the FF Cup competition, **Hawks FC** emerged as winners and went home with a trophy and a cash prize of D75,000 after a well contested match played at night at the Independence Stadium in Bakau.

The match was the first FF Cup finals held in the Holy month of Ramadan. **Real de Banjul FC** as the runners up went home with a cash prize of D50,000.

In the Second Division, **Banjul United FC** and **Fortune FC** gained promotion into the First Division after an intriguing and well contested second-tier league. **Banjul United FC** as the Champions received a cash prize of D75,000, whilst **Fortune FC** went home with D50,000 as Play-Off winners having defeated Lions of Banjul FC in the Play-Off Final held at the Independence Stadium.

Bakau United FC, **Blue Star FC** and **Interior FC** were relegated to Division Three.

2016-2017 Season

The following teams were promoted from Division Three:-
Gunjur United FC from West Coast Region Football League
Immigration FC from Banjul Regional Football League
Latrikunda United FC from KM Regional Football League

Men's Competitions

League Champions: **Gambia Armed Forces FC**
 FF Cup Winners: **Hawks FC**
 2nd Division Champions: **Banjul United FC**
 Play-off Winners: **Fortune FC**



2.2 National League Competitions (Women)

In the Women's First Division League, **Interior FC** emerged as winners of the League and the FF Cup respectively for the second year running. As the League Champions and FF Cup winners, **Interior FC** received D75,000 and D50,000 respectively. **Gambia Armed Forces FC** emerged as the runners-up of the Women's First Division League and they went home with a sum of D50,000. **Immigration FC** claimed the third place in the Women's First Division League. **Immigration FC** emerged as the runners-up of the FF Cup final.

Brikama United FC were relegated to the Women's Second Division.

In the Women's Second Division, **Red Scorpions FC** emerged as the winners, whilst **City Girls FC** emerged as the runners-up.

Company Ten FC were relegated to the third tier of women's football.

It should be noted that the GFF continue to provide uniforms, boots and balls to both First and Second Division teams in the women's category.

In our bid to promote and develop all forms of football in the country, the GFF will from the 2018/2019 season, organize a Regional First Division Women's League across the country.

Women's Competitions

League Champions: **Interior FC**
 FF Cup Winners: **Interior FC**
 2nd Division Champions: **Red Scorpions FC**
 2nd Division Runners-up: **City Girls FC**





2.3 GT Bank Principals Cup

The Gambia Football Federation (GFF) in collaboration with the Schools' Football Association (SFA) and Guaranty Trust Bank, held the second edition of the GT Bank Principals Cup football competition for senior secondary schools in June 2017 at the Independence Stadium. A series of meetings were held at Football House before the start of the competition between the GFF, SFA and GT Bank. The meetings were aimed at addressing the challenges that were highlighted during the first edition so that those issues can be addressed to improve the standards and organization of the competition. Among the issues highlighted were to:

- Separate the Senior Secondary and the Upper Basic schools competition and decide which to play first
- Solicit a sponsor for the Upper Basic school competition
- Involve the GFF regional coaches in the process at regional level
- Preliminaries to start early in order to avoid playing the finals during Ramadan
- Preliminaries to be played in a league format instead of knockout
- Scouting of players by the regional coaches to start during the preliminaries
- Registration of players be properly done by taking all the required data of the players
- Organize a summer camp at the NTTC in Yundum for the selected players



- Organize a summer camp at the NTTC in Yundum for the selected players

After discussions on the way forward, the preliminaries started in all the regions across the country on a knockout basis. The process was organized by Schools' Football Association sub committees in the various regions and supervised by the SFA executive and organizing committee. Participating teams registered both male and female teams and after the end of the preliminaries, the following schools qualified for the finals:

MALE

Mahad SS School
Mingdaw SS School
Sheikh Mass Kah SS School
Gambia SS School
Nasir SS School
Armitage SS School
Essau SS School
Tahir SS School

FEMALE

Mingdaw SS School
Bottrop SS School
Gambia SS School
Muslim SS School
Nyakoi SS School
Armitage SS School
Sitanunku SS School
Tahir SS School



The balloting and the presentation of jerseys for the qualified schools was done at the GT Bank head office in Kairaba Avenue. The occasion was graced by the GT Bank Managing Director, GFF 2nd Vice President Ebou Faye, Lifetime President of the Schools' Football Association and GFF 3rd Vice President Martin Gomez, national team coaches, Schools' FA executive members, representatives from participating schools and other invited guests.

Participating schools were each presented with a set of jerseys, balls and a captain's armband. The balloting was done by the national team head coach Mr Sang Ndong which saw both the male and female category grouped in two groups of four each and played in a league format with the two teams in each group to qualify for the semifinals.

OBJECTIVES

- Help create a wider pool of young players
- Help coaches and clubs in talent identification and recruiting of young players
- Building the base for National youth teams/selection
- Create competition for youth players

COMPETITION SUMMARY

- In the male category, Mahad SSS defeated Essau SSS in the finals by a goal to nil.
- In the female category, Muslim SSS defeated Gambia SSS in the finals two goals to nil.

PRESENTATION OF PRIZES AND MEDALS

- Winners D100,000 (One hundred thousand dalasi) for both male and female
- Runner up D75,000 (Fifty thousand dalasi) for both male and female
- Third place D50,000 (Fifty thousand dalasi) for both male and female
- Leading goal scorer and best player awards for both male and female
- Best goalkeeper award for both male and female





2.4 Youth Football

GFF YOUTH SUMMER CAMP 2017

The Gambia Football Federation held a five day summer camp at the National Technical Training Centre from the 19th to the 23rd of September. A total of eighty players consisting of forty boys and forty girls were selected by the Youth Coordinator and the GFF Regional Coaches during the GT Bank Principal's Cup Competition. The selection was later divided into two by the technicians in order to have two separate camps for schools in the urban and rural regions.

The first pilot phase camp was organized for players from schools within the urban regions and it consisted of twenty boys and twenty girls making a total of forty athletes. All the athletes were camped at the NTTC together with the program coordinators and representatives of the Schools' Football Association and the program was fully funded by the Gambia Football Federation. The opening ceremony was chaired by the GFF President, the 3rd Vice President, Schools' Football Association executive members, program coordinators, tutors and other invited guests.

TUTORS

MATARR MBOGE - U20 NATIONAL TEAM COACH
 ALHAGIE MARONG - GOALKEEPER TRAINER
 MARIAMA SOWE - WOMEN'S NATIONAL TEAM HEAD COACH
 LAMIN SAMBOU - FORMER U17 NATIONAL TEAM COACH
 EBRIMA NYASSI - YOUTH COORDINATOR
 SAINEY SISSOHORE - WOMEN'S FOOTBALL COORDINATOR
 KEBBA NJIE - BANJUL REGIONAL COACH
 IBRAHIM KHALIL DUMBUYA - KM REGIONAL COACH
 ENSA SAMBOU - WCR REGIONAL COACH
AMBASSADORS / FORMER SCORPIONS
 BABOU CARR SOWE, GEORGE LOBBA, MODOU JAGNE

Players were taught the basics of football and other technical and tactical elements of the game. Two sessions were held a day in the morning and afternoon on both theory and practical lessons.

The camp was a pilot project geared towards setting the base for youth football development thereby making the NTTC functional by organizing camps to nurture and train players to help create more talents at youth level for future transformation in national youth teams. Other objectives were to create a quality pool of players at grassroots level and expose them to periodic competitions and training to enhance their development. The next pilot phase will include athletes from schools in the rural areas.



2.5 Super Nawettan

FiBank, the proud sponsors of The Gambia Football Federation's most prestigious Summer Football Championship, the Super Nawettan, finalised the arrangements for the 2017 season.

Under the guidance of the GFF, the 2017 edition of the FiBank Super Nawettan held in October, showcased 14 Nawettan Zones with Foni and Kombo East competing for the first time alongside the existing 12 zones that regularly take part in the Zonal championships.

The balloting and presentation of items from FiBank was conducted, with the draw as follows:-

GROUP A	GROUP B	GROUP C	GROUP D
GUNJUR	BANJUL	S/K EAST	SUKUTA
LAMIN	FONI	KOMBO EAST	S/K WEST
BAKAU	BRIKAMA	BRUFUT	BEM
S/K CENTRAL	MANJAI		

The Organizing Committee for the 2017 FiBank Super Nawettan was chaired by RTD Lieutenant General Lang Tombong who was assisted by GFF 2nd Vice President Ebou Faye and ExCO Member Alagie Faye. The Committee was responsible for all the essential logistics for the successful conduct of the tournament with the GFF serving as an oversight body.

The final was contested by BEM and eventual winners Sukuta who played out in front of a packed Independence Stadium. The full-time result was 1-1 with Sukuta crowned 2017 champions after the penalty shoot-out. They were presented cash prizes and trophies by the sponsors, FiBank, who were at the forefront for the third year in a row.

Several players have gone on to be scouted and signed by League teams from the First and Second Division.





3 GFF International COMPETITIONS



3.1 MEN'S SENIOR NATIONAL TEAM

The Scorpions started 2017 with a series of friendly matches in Morocco against the Moroccan CHAN national team and the Central African Republic, both matches took place in Rabat, Morocco during the FIFA window in March. These friendlies were organised as part of the preparations for the AFCON 2019 Qualifiers where the Scorpions were drawn in Group D alongside Algeria, Togo and Benin.

The squad was able to feature a number of new faces who were scouted by Head Coach Sang Ndong during a tour of Europe immediately preceding the matches.

Morocco 2-1 The Gambia

The Scorpions played our Moroccan hosts at the Municipal Stadium in Kenitra. The final result was 2-1 in favour of Morocco, with the Scorpions getting on the score-sheet through Mustapha Carayol.

Central African Republic 1-2 The Gambia

The match against Central African Republic took place at the Stade du Prince Moulay Abdallah in Rabat. The Scorpions recorded an impressive 2-1 victory thanks to goals from Modou Barrow and Mustapha Carayol. Following the publication of the FIFA rankings at the end of the month, the Scorpions had gained 13 places.



The 2019 AFCON Qualifiers opened away to Benin in the month of June and the Scorpions held a training camp in Ghana before proceeding to Benin.

Ghana 2-1 The Gambia

A friendly match was held at the Accra Sports Stadium in Accra against the local-based Ghana national team who won 2-1 with the Scorpions replying through Lamin Jallow.

Benin 1-0 The Gambia

The match against Benin at the Stade de l'Amitie in Cotonou ended with a 1-0 loss despite the brave efforts of the Scorpions.

Morocco 1-2 The Gambia

During the FIFA window in November 2017, a friendly match was held at the Grande Stade in Marrakech, Morocco with the Scorpions beating the CHAN 2018 hosts 2-1 thanks to a double from Assan Ceesay.

With 2017 ending on a positive note, 2018 will be a very busy year for the Scorpions with only one FIFA window for friendlies in March 2018 followed by four qualifying matches across September, October and November in Group D of the 2019 AFCON qualifiers which will conclude in March 2019.





3.2 CHAN NATIONAL TEAM



3.3 CAF CLUB CHAMPIONSHIP

The Junior Scorpions opened 2017 with a friendly match away to neighbours Senegal in February 2017, the match was held at Stade Leopold Senghor in Dakar with Senegal winning 2-1 with Solomon Kanform scoring a late reply.

In March 2017, The Junior Scorpions also took on the Morocco U-23 Team as part of their preparations for the CHAN 2018 qualifiers where they were drawn to face Mali. Alagie Sarr was appointed Head Coach to be assisted by Foday Bah and Abdoulie Bojang. The Junior Scorpions held two games against the Moroccans drawing the first game held at the Independence Stadium 0-0 then winning 3-2 at the Brikama Stadium, thanks to goals from Mustapha Drammeh (2) and Lamin Charty.

In July 2017, The Junior Scorpions held two test matches before their CHAN Qualifiers, drawing 0-0 with Guinea-Bissau at The Independence Stadium before winning 1-0 away in Bissau thanks to a strike from Yankuba Jarjue.

The Junior Scorpions exited the CHAN 2018 qualifiers after a 0-0 draw at The Independence Stadium before a 4-0 defeat away to Mali at the Stade Modibo Keita in Bamako.

The CHAN national team took part in the inaugural Fox Sports WAFU Cup of Nations held in September 2017 where they were drawn to face the hosts Ghana. Omar Sise was appointed as Head Coach to be assisted by Abdoulie Bojang. The game was the tournament opener in a knock-out format and was held at the Cape Coast Stadium. The Junior Scorpions lost 1-0 to a controversial last-minute penalty despite their brave and committed efforts.

2015/2016 League Champions Gambia Ports Authority (GPA) registered to enter the 2017 Total CAF Champions League and began the Preliminary Round with Sewe Sports of Ivory Coast. In February 2017, GPA won the first leg held at the Independence Stadium 1-0 with the goal coming from Gregory Sambou. They secured a 0-0 draw in the return leg at Stade Robert Champroux in Abidjan which secured their passage to the First Round.

In March 2017, GPA met AS Vita of DR Congo with a 1-1 draw in the first leg at the Independence Stadium, with Alagie Sarr scoring the opening goal. They were defeated 2-0 in the second leg at Stade des Martyrs in Kinshasa which meant that they progressed to the 2017 Total CAF Confederation Cup Third Round play-off for a place in the group stages of that competition.

In April 2017 they faced Al-Hilal Al-Ubayyid of Sudan and drew the first leg 1-1 at the Independence Stadium with Modou Njie Sarr scoring the opener. They eventually lost the second leg 3-0 at the Al-Ubayyid Stadium in Sudan and were eliminated despite spirited and resilient displays throughout their CAF adventures.

The 2016 FF Cup winners Brikama United did not register for the 2017 Total CAF Confederation Cup.





3.4 WOMEN'S NATIONAL TEAM

In May 2017, Mariama Sowe was appointed as the Head Coach of the Women's National Team. The Women's Senior National Team, the Queen Scorpions, won their first ever FIFA friendly international in October 2017, defeating Guinea-Bissau 2-0 at the Independence Stadium with goals from Adama Tamba and Isatou Jallow.

The team has been registered for the qualifiers of the 2019 Women's Africa Cup of Nations and will face Burkina Faso in the first round in February/March 2018 with the winner meeting Nigeria in the final qualifying round. A series of friendly matches are planned early in 2018 in order to give the team the best preparation possible.



3.5 WOMEN'S U-17 NATIONAL TEAM

The Women's U-17 National Team were drawn against Sierra Leone in the preliminary round qualifiers for the FIFA U-17 Women's World Cup 2018 to be held in Uruguay. In October 2017, Abdoullie Bojang was appointed as Head Coach assisted by Haddy Sanneh.

At the time of writing, the Scorpion Girls were due to face their counterparts from Ghana in the return leg to be held in Ghana after suffering a heavy 5-1 first leg loss at the Independence Stadium in December 2017. The winners are due to face Djibouti in the final round in February 2018.

The Scorpion Girls secured a stunning 3-0 win in the first leg played at Bo Stadium in Bo, Sierra Leone where Ola Buwaro, Aminata Camara and Cathrine Jatta were among the goals. The ongoing problems in Sierra Leone meant that they withdrew from the second leg and The Gambia qualified for the next round.



4 WOMEN'S FOOTBALL





4.1 FIFA LIVE YOUR GOALS – GIRLS’ FESTIVAL

The Gambia Football Federation conducted the FIFA Live Your Goals (LYG) Girls’ Festival in CRR in October 2017. The FIFA LYG is four-year legacy program initiated by FIFA to all affiliated Member Associations in order to attract girls and women to football, all over country. The LYG Girls’ Festival is the platform where girls can showcase their talents, thus the key mandate of the GFF is to develop and strengthen girls’ and women’s participation from grassroots level in order to groom future generations and to live their dreams through football.



The President of the CRR FA thanked the GFF for giving them the opportunity to host the last legacy program of the FIFA LYG in Bansang (CRR).

The major objectives at the festival were:-

- To provide further opportunity to the GFF to showcase the potential growth of girls’ and women’s participation
- To create awareness of women’s football in the country especially in the regions
- To enhance and encourage mass participation of girls and women in football
- To identify young talented girls to be groomed as future players, Coaches, Administrators, Referees and Medics
- To empower women to be given and take up a leading role within an organization

FIFA LYG Summary 2014-2017

The FIFA Live Your Goals concept was launched in 2014 and in 2015, 240 girls aged 6-12 were also introduced in KM, BJL, and WCR. In 2016, 240 girls aged 6-12 were introduced in NBR and 1000 girls aged 6-12 were introduced in LRR. Finally in 2017, 700 girls were introduced to football in CRR.



4.2 GERMAN TECHNICAL ASSISTANCE PROGRAMS

The Gambia National Olympic Committee (GNOC) collaborated with the GFF to facilitate the visit of women’s football expert Monika Staab from Germany, who has been involved in the women’s game in Germany and worldwide for many years. Monika spent two months from October to November 2017 on a working visit to The Gambia. During her stay she conducted and assisted several programs and activities including coaching courses, festivals and symposiums, as well as training sessions with the national women’s teams, all for women’s football. She also met with several stakeholders in football to assist the growth of women’s football in The Gambia. Among them were the Women’s Football Committee, the Women’s Football Association and various departments within the GFF.

The Women’s Football Coordinator and Women’s Football expert conducted a tour visit to the 1st Division & 2nd Division teams at their training grounds as follows:-

- | | | |
|----------------|-----------------|------------------|
| 1. Interior FC | 2. Jam City | 3. Abuko United |
| 4. City Girls | 5. Armed Forces | 6. Kinteh’s |
| 7. Immigration | 8. Brikama Utd | 9. Red Scorpions |
| 10. Berewuleng | 11. Future Bi | 12. Jeshwang Utd |

The purpose of the tour was to see how the coaches in the national women’s football league train their players in terms of technique and to measure their level of understanding of the game.

The outcome of the tour was as follows:-

1. Most of the teams do lots of running instead of using the ball.
2. Teams don’t have enough water bottles to give to players to drink.
3. The training given to the players should always include balls.
4. Coaches don’t train their players with game related sessions.

The Ambassadors and the expert also conducted training programs with various regions including KM, West Coast and Banjul.

23rd October in BJL 70 girls age 6-12

24th October in KM & West Coast 90 girls age 6-12

As part of the German Sports Co-operation Programme, the GFF completed four days of training for capacity building in coaching for women’s football. The participants included 24 National league coaches and elite players and was held at the NTTC in Yundum.

In addition, a coaching course for PE teachers from various schools was held with 10 coaches each from Primary, Junior and Senior school categories. The objectives of the course were to introduce Grassroots at the schools, to encourage more PE teachers especially female to be involved and to enhance their coaching capacity.





4.3 WOMEN'S FOOTBALL SYMPOSIUM

The first ever Women's Football Symposium in collaboration with GNOC was held on the 25th October 2017. The main objective of the symposium was to create awareness and promote women's football in The Gambia.

300 participants witnessed the inaugural event with stakeholders including GFF members, clubs, allied associations, GNOC and the Ministry of Youth and Sports.

The President of the GFF highlighted the achievements and the support given to women's football through his executive in the past few years. He concluded that The Gambia can pride herself as one of the few countries across the world to successfully complete the Four-Year legacy program of the FIFA Live your Goals Girls' festival.

Presenters and Topics at the Symposium included:-
 Monika Staab – Women's Football around the World
 Sainey Sissohore - Women's Football in The Gambia
 Caro Broun – Women's Football in Germany
 Sainabou Cham - Education and Grassroots program
 Ajara Samba – The Role of an Ambassador



4.4 LEADERSHIP PROGRAMS

The GFF has placed much emphasis on the future of women's football through its promotion and exposure of women administrators and leaders. Executive member Miss Sainabou Cham has been a benefactor in this program since her inception in the FIFA Female Leadership Development Program. She took part in many FIFA organized leadership programs, the most recent of which was a leadership course held in the Netherlands.

UEFA and FIFA joined together to organize a Women in Football Leadership Program in the Netherlands from 14th to 16th July 2017. It brought together one hundred and fifty (150) women worldwide who have passed through the FIFA and UEFA Leadership Program. Ten (10) from African countries consisting of four (4) from West Africa.

Specific recommendations and action plans were made at the end of the program.

Program Objectives

- Inspiring Change
- The need to have more women leaders and role models in football worldwide
- To promote women opportunities in senior positions in football
- To encourage young and competent women leaders as role models



A large group of people, mostly men, are seated in a room, attending a training session. They are sitting on blue plastic chairs and black metal chairs. The room has light-colored walls, a wooden door, and large windows with yellow curtains. A dark blue banner is overlaid on the top right of the image, containing the number '5' and the text 'TECHNICAL & ADMINISTRATIVE CAPACITY BUILDING'.

5 TECHNICAL & ADMINISTRATIVE CAPACITY BUILDING



5.1 FIFA TRANSFER MATCHING SYSTEM TRAINING

In our drive to professionalize football in the country, a two day training workshop was organized by the Gambia Football Federation (GFF) from 25th to 26th October 2017 for First and Second Division male clubs on the Transfer Matching System (TMS). The two day workshop discussed important issues such as,

- A. Claims,
- B. Minor Applications
- C. Transfer of Players

Participants also received practical lessons as to how to enter the TMS and make requests for the transfer of players. After the practical, club representatives filled forms sent by FIFA for the usernames and passwords of their individual clubs.

Club representatives are urged to use the system wisely and not to use public places or internet cafes for their transfers and this is for security purposes.

A total of eleven (11) representatives from both First and Second Division clubs attended the October 2017 workshop.



5.2 MATCH COORDINATORS & MATCH COMMISSIONERS TRAINING

As in line with one of the recommendations made after the 2016/17 football season, the training of Match Commissioners and Coordinators was finally held before the start of the new football season 2017/18. The training has gathered all identified male and female Match Coordinators and Commissioners for the Men's and Women's Leagues.

It was facilitated by The GFF through its 2nd Vice President, Mr. Ebou Faye, who has been a CAF Match Coordinator for a couple of years now.

OBJECTIVES:

The objectives of the training were to:

1. Know the role of the Coordinator and the Commissioner
2. Differentiate their role
3. Understand and implement the duties of each of them
4. Improve in our service delivery as Coordinators or Commissioners
5. Develop a cohesive relationship with the other match officials and other stake-holders
6. Develop our observation skills in order to be able to write good reports

PARTICIPATION:

About twenty three (23) match Coordinators and Commissioners took part in the one day training program. This number was trained to be in a position to stand either as a Coordinator or a Commissioner. The service could either go to Men's or Women's football, as the two genders share the same Organizing Committee.

THE TRAINING:

It was participatory and interactive. The delivery from the moderator was supported by a projector with the use of CAF materials.

It has finally enabled us to differentiate the role and duties of these two Officials in a match situation and to avoid the confusion that used to exist. It has helped to understand that henceforth, the Coordinator does most of the hard work including the inspection of the teams. The Commissioner has had his/her tasks reduced drastically.

CONCLUSION:

The training lasted for three hours and having gone fully through the role and duties of the Coordinator, it was very visible to note the limitation of the Commissioner.

The training further helped to re-visit some of the recommendations for the coming football calendar and some of the tasks we are expected to carry out as Coordinators or Commissioners.

Lunch and transport refunds were accorded to the participants.



5.3 REFEREES EDUCATION

In our continual drive to develop Referees, the GFF through our Referees Department had organized and participated in the following training courses in 2017.

1. FIFA/MA Elite Course - Referee training course was held at the Paradise Suites Hotel from 1st to 5th April 2017. A total of 28 men and women in black attended a five day intensive training program directed by a representative from FIFA. There was particular emphasis put on physical and mental fitness as well as the interpretation of the laws of the game .
2. Overseas Training Courses:
 - Mustapha Bojang attended a Non FIFA Referees course in Botswana from 31st to 7th October 2017
 - Isatou Touray took part in the CAF Elite Women Referee Course in Cameroon in October 2017
 - Mr. Bakary Papa Gassama also attended the following Elite Referees seminar in Cairo, Egypt and Doha, Qatar in April and September 2017
 - Messrs Bubacarr Jallow, Dictory Jawo and Seedy Manneh represented the Gambia at the FIFA Futuro Instructors Course held in Tanzania in October 2017

The future of Gambian refereeing is bright and the authorities are committed to producing more Papa Gassama's for Africa's best to hand over to when the time comes for him to hang up his whistle. These were the remarks of the President of The Gambia Football Federation, Rtd. Captain Lamin Kabba Bajo, at the opening ceremony of a five-day FIFA Member Association Refereeing Course held earlier in the year.

President Bajo is also the Chairman of the Referees Committee and described the training as one of the activities that the Federation cannot afford to miss and therefore thanked FIFA for their support. He added that he's not satisfied with the number of Gambians currently on the FIFA enlisted panel, noting that the welfare of the referees is very important to the GFF, describing them as indispensable, adding that the Federation has not received a single complaint about referees in the past two years. He also challenged the instructors to help develop more women referees.

The President also hailed the increasing number of local instructors and appealed to the FIFA refereeing instructors to help develop more Gambians.

FIFA referees instructor, Felix Tangawarima, a Zimbabwean, said Papa Gassama is one of the best referees in the world. Having worked with the three-time African Referee of the Year ten years ago he had already seen the potential of a World Cup referee in him from the beginning but the Gambian had self doubts. Tangawarima believe that the current batch has the ability and the capacity to do the same. He promised to do his best to develop more Gambian referees while also putting emphasis on more Gambian assistant referees to be helping Papa and other Gambian FIFA referees at international competitions.



5.4 MEDICAL MATTERS

In keeping with player and athlete's safety and to improve the medical and health condition of every player to perform maximally and professionally in the local and international front, the GFF Medical Department endeavor to cover both men's and women's leagues despite the challenges to ensure a wider coverage in the major football pitches hosting national league matches. The Medical Department has embarked on a volunteer recruitment drive to ensure that all the leagues are covered.

The medical department has recorded the following:

Fractures	Nil
Dislocations	Three (3)
Groin Muscles	Sixty-Seven (67)
GBP	Fifty-Five (55)

Recommendations

1. A mandatory Pre-Competition medical assessment of players before the commencement of the league
2. Stationed ambulance at each venue for the evacuation of injured people

5.5 MEDIA MATTERS



The GFF Media Unit enhances the promotion and publicity of the various departments' activities/engagements by a series of timely Press Releases

Media Releases are published on the GFF website (www.gff.gm), sent to all Press establishments and further reproduced on the GFF Facebook page which is widely followed.

The GFF Summer Camp at the National Technical Training Centre in Yundum was befittingly covered during the period. All Media houses were invited for daily coverage of the activities at the Football Hotel.

The Media Unit reports on the traits of the national team engagements both home and away. Reports of the various categories' activities are carried out jointly by the Team Managers with the Media Officer acting as the focal person for dispatch of updates to the general public through the press.

Case study: Benin vs The Gambia, the GFF Media Officer was embedded in the national team as team Media Officer to Ghana for brief training camp with the Scorpions before flying down to Benin for the AFCON 2019 Qualifier. All matters of public domain were extensively carried by the Media Unit and dispatched to all.

Coverage of the GT Bank Principal's Cup was another engagement carried by the GFF in which a pivotal role was played by the Media Unit with a huge coverage of the event hence the inclusion of the Media in the program for the balloting.

At the GFF conducted nationwide trek to assess the start of preparedness for the Regional Women's League, the Media Unit was embedded in the tour to file in reports and updates.

At a friendly international match between our Queen Scorpions and their counterparts from Guinea-Bissau in which the hosts won two nil, the Media continued play a major highlight in the publicity and promotion of the game.

Similarly as part of the preliminary qualifier for the FIFA U-17 Women's World Cup in Uruguay, the Gambia U-17 Female national team went wild over Sierra Leone 3 nil and reports by the Media was authoritatively carried from Bo City to the Gambia through all media units.

The GFF Facebook page is an active segment of the information block as it trends on timely information and regular updates to the liking of the stakeholders. The social media platforms also include Twitter which a new Youtube channel, GFF TV, to be launched in the near future.

The GFF established an Editorial Board chaired by 2nd Vice President Ebou Faye and three other members Baboucar Camara, Matar Mboge and Bakary B Baldeh. After consultations, a request was made for the disbursement of funds for the facelift of the GFF website to developed in-house and a new look has been streamlined at www.gff.gm. The Board is working on a Football magazine all meant to visualize the image of the Gambia Football Federation and to boost the products of the GFF.

5.6 STAFF MATTERS



In the beginning of this year, a Human Resources (HR) Manager was appointed by the GFF in line with our governance structure and the new organogram as approved by FIFA. The GFF is growing and with the incorporation of the Football Hotel, a HR Manager is therefore necessary to manage the human resources of the Federation in order to maximise employee performance in line with our strategic objectives.

Staff Training

Capacity building is one of the most important components of Football Development and thus it requires continuous training. Qualified people are needed to manage all aspects of football; currently there are very few trained personalities in Football in The Gambia thus impeding the development of the game. The GFF intends to dramatically increase this number.

We made available opportunities for staff to deliver their job responsibilities through professional approach and in achieving that the Finance Director underwent a nine-month post-graduate programme in Management at the Management Development Institute. The newly recruited Human Resources Manager was also awarded a scholarship to complete for the final one and a half year of his degree programme at the University of The Gambia while the Finance Manager was also sponsored to do his ACCA programme.

This is in addition to the long-term management and financial trainings being benefitted by some junior secretariat staff. In 2017 alone, seven GFF staff benefitted from our training programmes in their various fields of studies.

Digitalising the HR Management System

Looking into the year ahead, we want to further maximise employee performance in service of our strategic objectives. And in this changing world of technology, HR technology is increasingly being used by small, medium, and large employers to meet the needs of its stakeholders. The GFF is not an exception and as a result, the Federation has engaged InSIST Global, a Pan African Information Technology company, based in The Gambia to establish a Human Resources and Payroll Management System technology software. We are currently discussing with the firm on how to implement this in the shortest possible time.

Regularising Staff Social Security Status

At the time that the HR Manager was recruited in January, there was a lot of missing information in the files of individual employees. The Social Security status of most of the employees was also not regularised, meaning if those staff are to be retired today, they will find it difficult to access their pension funds. The SSHFC has in its system some staff who had stopped working with the institution for more than a decade but because they were never terminated they continued to bill us.

The HR manager started by developing a data base for all GFF staff across the whole country and filled in key information for each staff such as Date of Employment, Type of Employment, End of Employment or Retirement and a Leave Month. It was through this that it was realised that a particular member of staff was due for retirement more than three years ago, thus a serious violation of the Staff Rules and Regulations. The concerned staff has been duly notified and is set to retire by the end of this year.

6 FOOTBALL INFRASTRUCTURE





6.1 SOMA MINI-STADIUM

The Gambia Football Federation has outlined in its O4 Year strategic development Plan to decentralize football throughout the country by building and improving football facilities in the regions of The Gambia. Under the FIFA Goal Project the Federation has commissioned a state of the art artificial turf in the central part of the country, in the Lower River Region approximately 176 kilometers from the Capital City.

The project was fully funded by FIFA under the FIFA Goal project. Currently, the construction of the pitch is completed and being use. However, the field lacked many important facilities namely: adequate perimeter fencing, adequate fencing of the Mini Stadium, adequate water supply, standard pavilion, rooms, toilets, and offices to host international matches and commercial shops in the area.

In this regard, the GFF sought funding from CAF to the tune of USD\$125,000.00 under the CAFAP 3 program to implement the following:

- a) Construction of perimeter fence to provide safety and security for the artificial pitch
- b) Provision of water supply to the facility
- c) Completion of the fencing of the mini stadium
- d) Commence the construction of 10,000 seater pavilion
- e) Commence the construction of Commercial shops for further income generation

Upon receipt of Funds GFF has begun the process of implementing project by engaging the services of a Consultant (Fenta Consultant Architect). The Consultant has since completed the detailed Design and Bill of Quantities and Bidding Documents. Bids are now formally opened for contractors to bid through an open tender system and was won by Shreeji Development Enterprise and work has started for the first phase of the Soma Mini Stadium.





7 GFF PROJECTS



7.1 GFF FOOTBALL HOTEL

Following the handover of the reconstructed NTTC and the approval of the GFF Hotel & NTTC by FIFA in October 2016, the GFF in 2017 continued to implement the GFF Hotel project. The reequipping and furnishing is in progress and the Board of Directors, Management and staff in place.

During the year, the following residential and non-residential GFF events were held at the facility saving the federation over D2.00 million.

1. Referees Conference for 44 people including Accommodation, Breakfast, Lunch and Dinner from the 12th of November to 17th November for 6 days.
2. The above was combined from the 16th to 19th November with another group of 30 participants on a conference for training of P.E TEACHERS including Breakfast and Lunch for 4 days.
3. The accommodation for the U-17 Women Footballers from the 21st November to the 3rd of December 2017 for 30 Persons on full-board.
4. A cocktail Reception was also organized in the Hotel on the 25th of the same month for 60 people for the departing Monika Staab under the Domain of the GFF.

Ms Staab had heartedly commended the Management for the improvement she had seen in 1 month.



BEFORE



NOW



7.2 UPGRADING EXISTING GFF MATCH VENUES (MINI STADIUM)

Access to quality football facilities is a yard stick in ensuring and increasing the opportunity to participate in football & physical related activity. Amongst a number of priority areas that we applied through the FIFA Forward Program, suitable and improved infrastructure available to the game will significantly boost participation and increase opportunities for more competitions. The infrastructural project intends to improve existing national and regional football structures and ensure football stakeholders have access to state of art facilities that can create and fulfill the potential growth in a player and coach development environment. The HR manager led a team to the regions to inspect the current infrastructure with action points and recommendations made going forward.

The project targets to improve and brings to standard the following GFF National Divisional Team playing grounds/Regional fields:-

Phase One

National League Competition Venues

1. Serekunda East
2. Serekunda West
3. Brikama
4. Banjul
5. Bakau
6. Manjai

Selected Regional Playing Grounds

1. Farafenni (North Bank Region)
2. Kaur (Central River Region)
3. Bansang (Central River Region)
4. Basse (Upper River Region)





8 INTERNATIONAL FEDERATION RELATIONSHIPS

During the year under review, the GFF has made some important strides in expanding and strengthening its bilateral relations with sister Federations/Associations within the continent. These are:

- **Egyptian Football Association (EFA)** – the GFF President on 12th October this year, held a bilateral meeting with his Egyptian counterpart, Mr. Hani Abou Rida in Cairo. During the meeting, the two sides agreed to establish a Bilateral Cooperation Agreement which will detail out the areas of cooperation between the two parties.

Upon the request of the GFF president, the EFA President agreed to assist the GFF in the following areas:

- Provision of a Technical Assistant to assess and assist in the development of the GFF Technical Department, with specific attention to the National Teams (Male and Female) and Youth Football,
- Hosting of Gambia National Teams on training camps in Egypt

Moroccan Football Federation (FRMF) – Upon the invitation of his Moroccan counterpart, Mr. Fouzzi Lekja, the GFF President travelled to Rabat, Morocco where the two presidents held a bilateral meeting. The two sides reviewed the existing Memorandum of Understanding between them, and expressed satisfaction that it is being satisfactorily implemented.

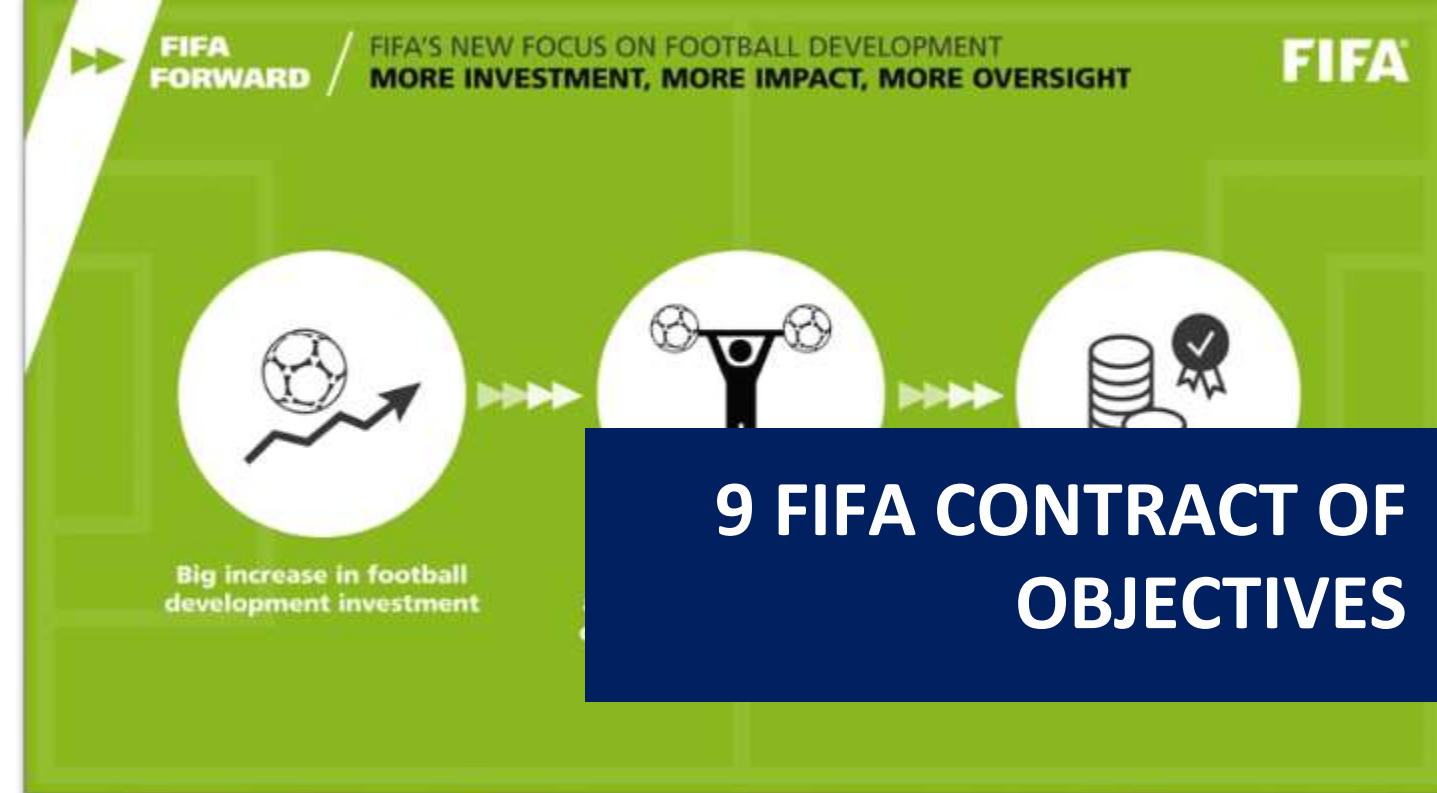
The Moroccan FF President also promised that his federation will assist the GFF in the following areas:

- Technical Development
- Means of Transportation for the National Teams
- Development of a Mini Stadium

South African Football Association (SAFA) – the GFF President and his SAFA Counterpart, Dr. Danny Jordan held a brief meeting in the margins of the meeting of the Organising Committee for African Cup of Nations in Cairo, in October this year. The two presidents agreed to forge a bilateral cooperation Agreement between the two Federations/Associations to enable them have exchange programs and for SAFA to assist GFF in football development.

The SAFA President extended an invitation to his GFF counterpart to visit South Africa to further discuss the proposal and develop a formal agreement.

The GFF President dispatched a three man delegation to Dakar, Senegal on the 14th of November. The mission which coincided with Senegal playing their last match in the 2018 World Cup Qualifiers against South Africa, was to congratulate Senegal and express solidarity with them in their qualification to the 2018 World Cup to be held in Russia.



After an analysis of the footballing situation in the country, the GFF with the Assistance of FIFA, has determined the following specific priorities and objectives for football development in the country:

- To improve the Technical and Administrative capacity of the GFF in line with the National Football Development Plan by benefitting from the FIFA Capacity Building Programme to increase the number of trained Football Coaches, Administrators, Referees and Medics.
- To improve Football Infrastructure in the country with a view of uplifting the standard of Football throughout the country as stipulated in the GFF Strategic Development Plan by rehabilitating existing grounds and constructing new grounds.
- To introduce women's football in four regions of the country (NBR, LRR, CRR and URR) and improve the standard of women's football throughout the country by assisting the Women's Football Association and the Regional Football Associations to organize women's football and raise the profile of women's football throughout the country.
- To Professionalise Clubs and Leagues in the country by assisting clubs to better organise, better structured and financially independent. To improve the management and organization of the Regional and National League competitions.
- To improve the financial base of the GFF to make it less dependent on Government and FIFA by implementing Income Generating Projects that shall accrue revenue to the GFF annually.

The GFF and FIFA entered in the Contract of Agreed Objectives effective 26th July 2017 making the GFF one of the first Member Associations to sign such an important milestone in Africa.

FIFA



10 THE YEAR IN PHOTOS - 2017

