

Limbe, 20<sup>th</sup> June 2023

To the particular attention of  
Mr Eto'o fils Samuel  
President of the Cameroon  
Football federation  
(FECAFOOT)  
Tsinga, Yaounde.

**Via email**

Mr president,

On the 11<sup>th</sup> of December 2021, the Cameroonian football family and Cameroonian public in general celebrated your victory in what was unarguably the most followed FECAFOOT elections since creation and one of the most popular events in the history of Cameroon as a whole. Your election as president of FECAFOOT signalled new hope and optimism following close to 10 years of administrative turmoil which led to the invalidation of two electoral processes as well as the institution of two normalisation committees during this period. Your distinctive status as a global superstar and one of the most popular personalities ever to emerge from Cameroon as a result of your glittering career in which you won virtually every single honour as a player, while representing Cameroon honourably at the international stage pushed many Cameroonians to believe that the much needed change vital towards restoring the glory days of our football has finally arrived. Indeed, Mr President, you were seen by many as the messiah of Cameroon football and the man to lead us out of the dark tunnel. Even beyond the football circle, many young Cameroonians are looking up to your administration to be the model of good governance in a country plagued by corruption and other ills of poor governance both in the private and public sector.

Mr President, as you know, I was one of very few football stakeholders who was inspired by your candidature and genuinely supported your course without even meeting you in person or exchanging messages via telephone or other medium and without any pre-conditions (positions or financial benefits). I made this very clear in my very frequent outings on social and regular media during the campaign period. In addition to this,

you would recall the letters I wrote to the highest authorities of the state as well as FIFA and CAF denouncing pre-electoral malpractices and the risks it posed on the future of our football as well as social cohesion, particularly in the South west Region which is my region of origin and which has been the theatre of a deadly socio-political crisis for close to seven years now. My stand in these elections, particularly at regional level fetched me a lot of enemies, particularly as I was opposed against tenors of the previous administration. I was a persistent victim of intimidation and threat of life. I still face these threats till date. I however wasn't bothered about that because I knew I was taking a positive risk for the betterment of our football which I am very passionate about and which I am a major stakeholder and investor. By the grace of God, we won the elections at regional level and ended up winning at national level. Today, I've had the privilege of serving Cameroon football as one of your vice presidents.

Mr President, we are exactly one and a half years into our four-year mandate and the midway point of our mandate is fast approaching. During this period, we've had two football seasons and have taken part in the almost all major international competitions. The timing can't be better to evaluate our term of office so far. Keeping the social media buzz apart, we must be completely honest with ourselves in order to ascertain where we are and where we are going to.

In all honesty Mr President, we have to admit that things are not going according to plan. We've been unable to blend controllable and uncontrollable elements so far. I would prefer to focus on the controllable elements which constitute what we could have done better but have failed to do so.

Allow this letter to therefore serve as my personal analysis of Cameroon football one year six months into our mandate. I consider this letter as very confidential due to the sensitive nature of certain elements found herein. I observed you have changed your regular communication channel so following the advice of your chief of cabinet, I decided to send this letter via the email provided by him. I would love to draw your attention to the fact that what I am going to say in this letter are my personal opinions which may be wrong of course. I however feel that as Vice President, member of the executive committee and one of the

people who have been entrusted with the stewardship of our football, it is my duty to give you my own observations as silence and acclamation to all decisions you take is not what you need presently. Mr president, kindly consider all my comments as strictly professional with no personal attachments. If you feel I am wrong somewhere or may have gone out of line, kindly discard these comments. I however feel it is my duty to draw your attention to certain aspects which I think are responsible for our below average results so far and how we may improve in order to meet our objectives as promised to Cameroonians. It has taken me a lot of courage to draft this letter but I believe it is well within my prerogatives particularly as you had told me in previous exchanges to impose myself and take my responsibilities. I also recall that during the last executive committee meeting held in Yaoundé on the 26<sup>th</sup> May 2023, you told us that administration is written and that if we have any issues, we should draw it to your attention in writing. As you know, I do not entertain gossip. I love speaking with facts, but as earlier said, I am liable to wrong judgements which is why I would like you to verify all the information I shall provide. For professional reasons therefore, I shall refrain from calling names and referring to certain people. The sole purpose of this letter is to provide you with information on certain happenings which if deemed serious or necessary by you shall lead to investigations and appropriate action.

Mr president, in consideration of all of the above, I would love to draw your attention on some key issues currently affecting our football which I believe you have a direct control over and must intervene promptly in order to restore order and salvage our mandate and reputation.

***Unending battles for control and supremacy in the different Regions of the country which is greatly affecting grass root football***

One year six months down the line, some stakeholders have refused to grow beyond the outcome of the November/December 2021 elections and embrace the new team. On the other hand, some newly elected officials have continued to torment and at the limit apply dictatorial methods on those who were on the opposing camp during the last elections. Due to ongoing conflicts in different regions and reports which reached your table (which I don't have), interim management teams

were instituted at the head of some divisional and regional leagues. What disturbs me personally is that this seems to be the first time we are seeing so many elected presidents being replaced by interim presidents. While these acts may be justifiable, there's no denying the fact that the transition period has greatly affected football on the pitch. The most obvious consequence has been delays in starting the championships, or a prolonged suspension hereby leading more expenses by club presidents who've had to keep the players for longer periods without any active competition. The players also suffer as we've seen the prolonged delays in some cases leading to a modification of the calendar with reduced number of games hereby impacting the learning and development curve of the players.

I would like to make particular reference to my region; the South West Region. While the league has been near spectacular with record attendances particularly during the 2021/2022 season, and a near perfect organisation, so many issues fuelled by a power tussle behind the scenes have been raised. As one of the national Vice presidents, and member of the executive committee, I am naturally the number one football authority in my region and there's no disputing that fact. As stipulated by the statutes which we are bound to respect, I resigned as president of the regional league following my designation as one of the national vice presidents. I have never in any way imposed myself on the Regional president or prevented him from doing his work in any way. I have never collected a single franc from the regional league for personal or professional purposes and I have never ever insisted that they justify any of their revenue and expenditures to me. On the contrary, in fulfilment of a personal pre-electoral promise, I have devoted most of my FECAFOOT related income towards the development of football in the region. Clubs, media houses and journalists have received football equipment and other items worth over eight million francs from my personal pockets since being elected into office (records exist to prove this). However, my attention was drawn to acts of corruption, favouritism and match fixing in my region. In trying to resolve this issue, the strongest opposition I met was from "our allies". In essence, people who supported my campaign at regional level and yours at national level feel that they must benefit from undue favours. While they are not the only ones guilty of corruption, they have used their position as allies to those in power to intimidate officials and employees and discourage

other competitors going as far as claiming that champions have already been decided due to pre-electoral agreements. These same people have gone in public claiming to be self-proclaimed mafia lords, promising to use all instruments available to them in order to have their way. I was never part of neither am I aware of any pre or post electoral agreements aimed at distorting the credibility of our championships. I decided not to let this happen under my watch, cautioning officials in the region and promising severe sanctions for those found guilty. In response, I was met with threats, blackmail, slander, and insults, some which even went as far as referring to my deceased family members. Due to my anti-corruption stand, many of these allies are using your name, and are hiding under your wings in order to show everyone that they are the ones who are really in control. Their plan is to undermine my authority and have their way at all costs.

Mr President, some may call me naïve on this issue as the popular opinion is that football is mafia but I fully understand that we have political and sporting objectives. Nevertheless, we seem to have prioritised political objectives over football development objectives.

**Recommendations:** Regarding this aspect, I strongly believe you are the only one to restore order. Mr President, your anti-corruption stand must be strongly reiterated and you must make it clear to everyone in the Cameroon football family that you have full confidence in the executives elected or appointed at national, regional and divisional levels, calling for maximum collaboration. You are the father of Cameroon football and everyone wants to work with you. Personally, I don't believe that even those who were against you in the last election will deliberately work against your interest. Even though their political affiliations may be elsewhere, it is difficult to comprehend that they will compromise their own values and ruin their local championships just because of political differences. If that however is the case, then replacing them is justified but I plead with you to look deeper into the professional atmosphere surrounding some regional and divisional executives. I would also plead with you to not give room to those who bring cheap gossip about your collaborators at Regional and Divisional level but rather open thorough investigations into the management of these leagues whenever necessary. As proposed during the last executive committee seating, assigning members of your executive committee who are supposed to be

your closest collaborators and who also have the pressure and need to succeed to verify and occasionally supervise activities at the various regions particularly in the midst of a crisis shall be important. These members who have the shared need to succeed shall then return to you with feedback for appropriate decision making. It is also vital to let all stakeholders, particularly our allies who played strategic and financial roles during the elections know that no favours shall be gotten from the office as a result of their electoral support. If we are to go this way, then there would be total chaos. We must respect the small clubs, big clubs, “ally” clubs as well as “opposition” clubs. You promised to be president for all stakeholders regardless of their electoral stand. It is inadmissible for our allies to openly insult and intimidate other clubs while influencing officials to favour them. Everyone, regardless of their pre-electoral position must feel welcome and the current executives must be given full power to execute decisions and run our championships in all fairness.

***2022/2023 Elite one and Elite two championships marred by violence in stadia as well as reports of corruption and match fixing.***

We witnessed a wonderful end to our professional championships with the MTN Elite one playoffs which took place in Douala. Indeed, Mr President, the spectacle was wonderful! There was good football on display, with very beautiful goals, impressive attendance, as well as well as a good organisation. However, we can't ignore what happened during the regular phase of the championships. There are reports of widespread corruption and manipulation of matches implicating match officials, club presidents and some staff of the federation. We witnessed major acts of violence and unsportsmanlike behaviour on more than one occasion this season. Unless I'm wrong, such scenes of violence had been absent from our football for some time. While violence should not be tolerated in any form whatsoever, analysis of some of the videos which circulated on the media led me to conclude that some of these acts were provoked by extremely poor and questionable officiating. Some audio messages that also circulated gave direct indications to acts of corruption in some of these games.



Mr president, in 2012, I became the youngest club president in Cameroon's professional leagues inheriting a squad which was built by my late father who had set the bar very high. It was very tough to maintain these standards; hence our relegation from these championships followed three years later. During my time as a club president in the professional leagues, I forged very good relationships with other club presidents and I still maintain most of these relationships till date. While no two persons may have the same character, as a former club president at this level, it pains me to see the insults levied on these personalities everyday by the press, as well as some members of the federation. Like other humans, club presidents are liable to errors. Some may be deliberately manipulative and ill-intentioned but the efforts and sacrifices they put in place to accompany us while playing vital social roles should not be discarded. I have followed with a lot of disappointment the latest saga involving FECAFOOT and club presidents of professional clubs. Mr president, this was supposed to be different under our mandate. Yet again, I may be termed naïve but this is another scenario whereby football politics has once again taken precedence with a looming danger of another delay in the start of next season following this umpteenth stalemate. I admit there may be very much going on as far as this particular issue is concerned which I'm ignorant about but it is my understanding that the latest episode of the club presidents/FECAFOOT standoff is due to FECAFOOT's intervention in the internal politics of ACEC who had scheduled their extra-ordinary general assembly meeting for the 30<sup>th</sup> May 2023. It is rumoured that one of the main reasons for convening this meeting was to replace their current leadership whom they accused of conniving with FECAFOOT at the detriment of other clubs. It is also rumoured that some FECAFOOT employees helped fix games for some clubs at the detriment of others and that the regulations of our championships were twisted to favour some clubs seeing as there were some clubs who committed similar or worse offenses but did not suffer any sanctions.

**Recommendations:** I strongly recommend that an independent ad-hoc committee made up of executive committee members, general assembly members as well as some external experts (for the circumstance) who have no direct interest in the case at hand should be put in place. This committee should investigate all reports of corruption, fraud and match fixing and establish the roles played by those found guilty (if any). The

committee should also review the regulations of our professional championships with respect to sanctions relating to corruption. As humans, we have the natural tendency of helping our friends when in difficulty. However, one of the main principles of good governance is fairness and equity. Mr President, our allies should rather help us enforce the regulations in force by being exemplary rather than using their relationships with us to break the law and serve as a bad example to others because they know we shall protect them. Such practices shall instead lead to chaos. On account of that, we must ensure that anyone guilty of breaching any of our regulations must be punished accordingly without fear or compromise. Mr President, while there shall always be politics in our football as we all know, I will strongly advice that we should not directly interfere with the internal politics of associations and guilds whose members are affiliated to FECAFOOT. The dangers posed by such interference shall always outweigh the benefits.

***Unhealthy internal professional relationships, overall discipline of employees, recruitment and promotion policies***

In my opinion, this is one of the biggest problems we have today at FECAFOOT. Permit me say there are two categories of workers and executives at FECAFOOT. On one hand, we have hard workers who are devoted and are working for the best interest of football and on the other hand, we have those who want to show the president that they are hardworking while preventing others from working. Gossiping, lies telling, blackmailing and other professional ills have become the order of the day. Like every leader will do after taking over an organisation, you appointed certain collaborators to key positions of responsibility. Truth must be told Mr president, some of these collaborators instead of being exemplary have used their personal ties with you to intimidate and disrespect other workers and executives, hereby promoting a negative working atmosphere. We can't ignore the complaints relating to granting of professional internships, employment and promotion. Many old workers have complained of their situation being ignored while prioritising the working situation of new recruits. Whether this is valid remains to be verified but it is worth looking into. On several occasions which I have brought to your occasion, I have been a victim of disrespect and disregard by employees of the federation who are supposed to be under our control and authority. Mr President, how can we explain that



during official trips, staff of the federation are lodged in hotel suites while vice presidents and the representative of the Minister of Sports and Physical Education are lodged in single rooms? How do we explain the fact that executive committee members whom you appointed to head the different commissions of the federation in a bid to assist you in carrying out your mission are being restricted from vital information and instead given orders by directors whose appointments we validated? This is a very deplorable situation which I highlighted in our last executive committee seating. Due to the treatment I received, I lost motivation and took the natural decision to not impose myself on any marketing, communication and media related activities which I am naturally supposed to oversee, seeing as it was clear and obvious that I wasn't welcome and all the complaints I made in order to remedy the situation fell on deaf ears with no action taken and with me instead tagged as "the bad person". There's no doubt that many other workers and executives are facing similar situations. Some are engaged in very unhealthy battles for control and leadership while others have simply decided to let go. This situation has led to the prevalence of incompetence.

As a former footballer who has played at the very highest level, you can't deny the fact that victories are prepared long before the match actually takes place. Good team spirit on the pitch and behind the scenes, good administrative preparations are all prerequisites for victory. Mr President, we can't dissociate the present internal administrative tensions from the results we are having today. Every organisation has workers that are disgruntled and no system can ever satisfy everyone but there is sufficient evidence to show that the current tensions amongst staff and executives are due to abuse of power, discrimination and favouritism amongst many other bad practices carried out by certain persons.

**Recommendations:** Mr President, at the start of our mandate, you personally drew my particular attention to the fact that FECAFOOT is overstaffed with many of these employees lacking the skills required to execute their duties. You also drew my attention to the very low number of English speaking Cameroonians in our workforce promising to increase this number significantly. You further disclosed that future recruitment shall be based purely on competence and bilingualism. Permit me

appreciate your actions towards my request for English speaking Cameroonians to be appointed across the various national team selections. Today, we are witnessing possibly highest number of English speaking Cameroonians represented in the staff of our different selections and occupying different positions. While defending national interest is my priority, you will understand my interest in defending the rights of a people whom I represent and who constitute the minority. Like Oliver Twist, we will keep asking for more. However, Mr President, looking at permanent employments which have taken place since the start of our mandate, I do not know of any English Speaking Cameroonian who has been newly recruited on a permanent basis. Again, I may be wrong. If that is the case kindly discard this particular observation. However, in consideration on all of the above concerning internal professional relationships, employment and promotions, I hereby propose the following:

- ✓ That a human resource audit should be carried out and supervised by the executive committee. This audit should review the qualifications and professional experience of all workers (old and new) and the results must be used as a basis for categorising and promoting workers in conformity with the labour code and existing conventions.
- ✓ Our recruitment and promotion policy should be reviewed and brought to the attention of all executives and employees.
- ✓ Investigate reports of abuse of power, sexual harassment, favouritism, nepotism, disrespect for hierarchy etc exhibited by certain staff. Those found guilty should be dismissed in accordance with the regulations in force of course.
- ✓ Organise internal training seminars amongst executives and staff, explaining the organigram and the role of every party within FECAFOOT, clearly indicating where authority starts and where it ends. The job description of every employee must also be well spelled out.

### ***Poor internal and external communication***

Mr president, as someone who has a bit of experience in communication, I must confess I have been particularly disappointed by our communication strategies. With the hope and optimism that surrounded

our election, I am of the opinion that we have failed to capitalise on this. Today, the trend has been for us to label some journalists as “enemies” who are working for our opponents and are paid to paint a bad image of all our actions. While this is the case in some instances, it is not entirely true. At the start of our mandate, even journalists who were used by our opponents to spread their campaign propaganda were ready to work with us and for the most part, most of them were reporting on our early actions and programs. Mr president, from my observation, we have failed to consistently and appropriately communicate our activities. Apart from the Senior Lions, communication on the activities concerning other selections and actions carried out by FECAFOOT in general are very limited. Not everything about our mandate has been negative. We’ve carried out a lot of positive actions which have not been communicated in time or have not been communicated at all. Mr president, without any offence, most of our communication at FECAFOOT has been centred around your presence at FECAFOOT organised events, national team camps, international competitions etc. We can’t dispute your status as a global superstar but such communication has advantages and disadvantages like every other action. While the undisputed and natural advantage is attaching your personal glittering image to FECAFOOT, hereby attracting a large audience and interest in FECAFOOT related activities, the major disadvantage is being directly linked and held solely responsible for the different scandals perpetrated by some allies as earlier mentioned coupled with result deficiencies currently affecting our football. There must be a clear distinction between Samuel Eto’o the man who is the most successful African Footballer in history and Samuel Eto’o who today serves as the president of FECAFOOT. Failure to dissociate these two via efficient and professional corporate communication shall lead to potentially irreparable damages to your personal image. Our internal communication has also been catastrophic. Information relating to our activities do not circulate effectively amongst staff and executives. Many activities carried out happen without the knowledge of the executives who at times are embarrassed to discover such activities on social media. At times we are faced with questions from other stakeholders after seeing certain FECAFOOT related activities on social media and we really don’t know how to respond in the most appropriate manner. In addition, many official working documents still exist only in the French language and prompt important announcements

are still done only in French. While there has been a lot of improvement on this side, there are still avoidable lapses.

**Recommendations:** In consideration of the above, I strongly recommend the following:

- ✓ Sample the opinions of journalists and other media professionals relating to our external communication and see how we can improve to meet the international standards which we are striving for.
- ✓ Designate communication/media correspondents in all regions of the country in order to disseminate at the widest level possible, the actions and activities carried out by FECAFOOT while also keeping the public informed on football in the different regions of the country.
- ✓ Make only essential communication on the actions of the president of FECAFOOT, in order to safeguard and protect his image. More focus should therefore be put on overall actions and programs taken and to be taken by the institution itself without necessarily linking it to the president.
- ✓ Make significant efforts towards improving internal communication so as to keep all workers and executives at the same level of information at all times.
- ✓ Recruit a qualified professional on a permanent basis who shall ensure the systematic translation of official communiqués and working documents from French to English and vice versa

### ***Financial and administrative lapses***

Mr President, this is a very sensitive yet important point. I will be doing no justice to you or myself if I fail to mention this particular aspect. Mr President, as Vice President of FECAFOOT and member of the executive committee, I am in the dark concerning our financial position. I am sure this is shared by many other members of the executive committee. There seems to be no transparency in the circulation of information relating to financial and administrative operations. During the last executive committee seating, a budget of 12 Billion francs CFA balanced between expenditures and revenue was presented to us for adoption for the 2023 year. With my little experience in the professional world, I raised some

few observations. First of all, the executive committee and general assembly meetings which were supposed to adopt this budget was held in May, five months after the supposed budget came into effect. This meant that this budget was presented to the executive committee and general assembly simply as a formality with no possibility of debating or amending. Secondly, there was no clear explanation on how we suddenly jumped from a budget of under 3 billion under our predecessors to a budget of 12 billion. I understand there is a massive fallout of at least 4.5 billion FCFA as a result of our price money following our participation at the FIFA world cup Qatar 2022, but the other major sources of revenue were not highlighted (unless I missed out). Finally, physical copies of these budgets were not presented to us for further study and proposals. I raised this point during the meeting but it was met with a suspicious look coupled with a lukewarm acceptance from those who did the presentation. Till date, as vice President of FECAFOOT, I do not have a copy of our approved budget for 2023. I am also unaware of the major sources of income and expenditure for the federation. This puts me in a very difficult position, rendering me (and possibly other members) incapable of effectively assisting you make informed decisions on financial and administrative issues. Mr President, I had previously brought this issue to you after experiencing frustrations I obtained in getting information from some directors and you told me that I was not supposed to obtain this information from an employee but rather ask you directly. Personally, I found this very contradictory and strange seeing as after previous complaints which I had brought to you concerning retention of vital information and disrespect by employees were brushed aside and you told me in clear terms that you are tired of my complaints and that I should take up my responsibilities as President.

There are also reports of on overbilling scandal involving some staff of the federation and hotels that lodged players during the 2021/2022 season. If you would recall Mr president, when you mentioned the idea of lodging players in hotels and feeding them for the duration of the 2021/2022 season giving its compressed schedule, through an exchange we had on whatsapp, I exposed the dangers of this choice highlighting the huge cost it will entail, coupled with possibilities of corruption via overbilling proposing that it will be more cost effective to increase the subventions granted to clubs, asking them to take care of their accommodation during the season. As acknowledged in your response,

you justified this choice on the comfort you wanted the players to enjoy during the compressed season. I must applaud you for this outstanding gesture, but once more, your immediate collaborators whom you put so much confidence in didn't help you. Today, most of these hotels have remained unpaid with reports of your very close collaborators involved in overbilling. Similarly, I have on numerous occasions been approached by the owner of Marcsons Hotel in Limbe who is complaining of unpaid bills more than one year after we held our executive committee meeting where we consumed food, drinks, and used their accommodation and conference facilities. Apparently, he has also been accused of overbilling. Mr President, you are fully aware of my zero tolerance policy when it comes to corruption and other malpractices. If our staff are involved, then they must be punished. But how did we arrive here? How do we accuse service providers of overbilling and refusing to pay their dues months after consuming their services? What negotiations were made at the start? Who made these negotiations? Normal procedure will require that different quotations are gotten from different service providers and the service provider who has the best service at the best price for the circumstance shall be retained. What happened along the line? There are no two ways around it Mr president, it is administratively wrong for us to refuse to settle invoices after initially agreeing and consuming the goods/services on the basis that we were overpriced. Such issues shall only kill our credibility and reputation.

Mr president, the media has also been inundated with reports on debts owed by the federation following “abusive and unilateral” termination of contracts amongst other issues, particularly the case involving our former equipment suppliers; “Le Coq Sportif”. This is another case where I feel particularly helpless. While you made clear your intentions to terminate this contract, you also promised to give us (vice presidents) copies of this contract for us to study and give you feedback in order to aid your decision making. Maybe the other vice presidents who are in Yaoundé and whom you meet on a regular basis received these copies and gave you their own position but I was never privileged to do so. A similar trend has followed as far as all other cases where it is reported that the federation is heavily indebted.



**Recommendations:** Without any fear of reprisal or bias, I humbly propose the following points regarding amelioration of the financial and administrative lapses:

- ✓ Budgeting should be done more professionally, taken more seriously and done in total transparency as we promised during our campaign and early months in office. The executive committee and general assembly must be actively involved in this process with copies of the draft budget handed to members responsible for adopting the budget well ahead of time giving room for open observations, analysis and debate before approval. This must of course be guided by the provisions of our statutes and internal finance laws.
- ✓ An ad-hoc committee comprising of executive committee members, general assembly members and experts in the finance and accounting domain should be set up to independently evaluate the debts of FECAFOOT, proposing how these debts can be paid/negotiated/cancelled.
- ✓ Information relating to financial and administrative activities should be shared to vice president's, executive committee members and even general assembly members (where necessary). This will permit better, analysed and informed decisions to be taken.
- ✓ Most importantly Mr President, I strongly advise you to utilize your executive committee objectively and efficiently. In this committee, you are blessed to have people with rich and diverse experience from different backgrounds including; University professors, senior civil servants, Mayors and head of councils, as well as professionals in other domains such as law and business. Like you, your executive committee members have political objectives as well. In simple terms, no single objective member of your executive committee will embrace failure as this puts us at risk of losing the next elections or being kicked out entirely. Your executive committee members have the zeal and desire to succeed which you must utilize as they are at bigger risks than workers who are protected by employment contracts.

***Performance of our different national selections***

This is the last but definitely not the least point I shall be raising in this letter. As a matter of fact, Mr president, all the points earlier mentioned can be directly attributed to the poor results we've obtained so far. While we acknowledge that we are in a reconstructive phase, we know fully well that we ought to have done better given our football history and pedigree. Also, in football, we must also acknowledge that it takes more than skill to be successful. Many factors come into play. We must also be able to affect defeat gracefully. However, victories are prepared. When we look at Senegal's dominance on African football today, it is clear that they have been preparing this for many years now. My focus shall therefore be on how responsible we are for these multiple failures at this point. What did we possibly do wrong? I would like to draw your attention on two particular cases involving the under 20 and under 17 lions respectively.

In December 2022, a star studded under 20 squad made up of mainly MTN ELITE one and two players failed to qualify for the U 20 AFCON after losing to the Central African Republic and failing to beat Congo and the DRC. This was particularly very shocking and embarrassing for us. It came to my understanding that this team failed to do a pre-competition training camp. They simply regrouped in Yaoundé and flew to Congo a couple of days before the start of the competition. This was apparently due to the lack of equipment following the change of equipment suppliers. I also understand that the head coach designated to this category who also serves as assistant coach of the senior men's team has never taken up his duties and was absent for this crucial competition, leaving this very important squad in the hands of his very young and relatively inexperienced assistant coach who was just 26 years old at the time of his appointment. This must not be ignored Mr President. Concerning the under 17s, Mr President, during the last executive committee seating, revelations were made about player agents sharing the same hotel with players. We also got reports of these player agents offering contracts in the middle of the competition to players. Further reports indicated that these dubious agents were working in collaboration with the technical staff whom they used to enforce their authority and promote their business. While visiting the South West Region to launch the regional championship back in April, you personally spotted a bright promising player who later became one of the key players for our under 17's at the just ended AFCON. This raised a lot of

questions concerning the quality and objectivity of scouting carried out by our technical staff.

These are just two examples based on information which I have as far as internal reasons for our recent poor performances in international competitions is concerned. I must however say we have greatly improved compared to previous instances as far as our pre-tournament preparations are concerned. There is one major question we however need to ask ourselves. How competent, experienced and qualified are the men and women whom we have put in charge of our different selections?

**Recommendations:** As far as our sporting performances are concerned, I hereby propose the following:

- ✓ Assign the executive committee in collaboration with the DTN to objectively review the qualifications, experience and recent results of all staff of our national teams with all future appointments scrutinised and guided by this same bodies.
- ✓ Create a committee to review the recent performances of our national selections in order to ascertain responsibilities and avoid a repeat in the future. Cases relating to corruption and the influence of player agents on national selections should also be investigated with appropriate sanction taken against the accomplices.
- ✓ Assign the DTN to create a policy and guidelines governing the selection of players in the inferior categories.

Mr president, very strange and unacceptable things are happening in our football. While we have political objectives, we must not undermine our football development plans. It is clear that some of our allies are at the core of hate and division which is taking centre stage today. Few weeks ago, I drew your attention to public insults which were thrown at you by an ally in the South West region accusing you of encouraging corruption, tribalism, nepotism, leading FECAFOOT to failure, etc. I have also been a victim of worse insults from the same person including threats of life. I told you that from every indication, I am the short term target while you are the bigger target with their plan being to unseat you. I cautioned you to pay attention to similar actions across the football family in

Cameroon. Today, it has started manifesting amongst professional clubs. How come the same people who accused me of “plotting a coup” against you few months ago simply because I asked for working documents are suddenly united with the instigator in chief who has labelled all sorts of insults on your management in public and who is still doing so while benefiting maximum protection from one of your biggest allies? Mr president, I will strongly advise you to review your entourage and immediate collaborators. These includes old pals whom you brought into FECAFOOT to assist you as well as those who assisted you in one way or another during the campaign and feel their entitlements are limitless. As the youngest member of the executive committee I feel abandoned and left to my own. I shared audio and text messages demonstrating threats made to my life and the security of my family simply because of my stand in football but no action has been taken so far to protect me and punish the perpetrators within the football circle.

Mr President, it has taken me a lot of courage, and a lot of reflection as well as multiple hours to put this together. Prior to the November/December 2021 FECAFOOT elections, we had neither met or spoken. Your vision inspired me and gave me great hope as far as football in Cameroon is concerned. Everything I have said in this letter is from the bottom of my heart as the success of this administration is paramount to my future. I know there is a lot of gossip and slandering going on and I am also a victim. If taken the wrong way, this letter may lead to me being side-lined but if that is the price I have to pay for sharing my honest opinions with you, in a bid towards saving our football, then so be it. My understanding of loyalty towards your boss or hierarchy goes way beyond clapping your hands and accepting everything your boss says just to please him. Loyalty also entails protecting the interests of those you serve and represent and being able to tell them where they may have erred in a bid to see them do better. Mr President, I want you to understand that you are still the right man to lead our football and I’m still ready to accompany you (if I’m needed). Since our election, you have assigned me to two major tasks which I believe yielded the maximum satisfaction from you; the national interpools 2022 which took place in Limbe which was amongst one of the best ever competitions organised by FECAFOOT and the trip to Korea with the senior lions in September 2022 where I mobilised the Cameroonian community in this

country towards massively supporting the lions and donating 50 balls to our federation in their bid towards assisting us develop football in Cameroon. This gesture is amongst the best as far as support from the Cameroonian diaspora towards FECAFOOT is concerned.

In conclusion Sir, you are the father of the Cameroon football family. A father is supposed to unite and must not be encouraged to divide. Those who encourage you to prioritise personal settlement of scores instead of persistently seeking peace and football development are doing so to satisfy their personal wants. You have succeeded in solving the major cancer as far as Cameroon football is concerned which is the resolution of the conflict with the 2009 general assembly. You succeeded where professors and lawyers failed. This shows that you have all what it takes. If you didn't seek peace and unity, that would not have been possible. It is inadmissible for us to fall into similar traps which are brewing mainly due to misunderstandings and personal egos. I have been particularly saddened to see the number of executive committee members and senior staff who have resigned or faced suspension and are now at logger heads with us. When you took the decision to run for president of FECAFOOT, you knew you were taking over a fragmented family not short of problems and daily drama. In execution of your duties Mr President, always remember that you promised all Cameroonians that you will unite the Cameroon football family and make cameroon football great again!

Yours in all sincerity,

Henry Njalla Quan Jr