



CONSTITUTION **CONIFA**

CONIFA – Confederation of Independent Football Associations

In accordance to the Swedish Law, a non-profit organization, registry number 802 473 – 7572, has been incorporated in Sweden, 15th August 2013, with the following Constitution

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Article 1: General Provisions

1.1. Name, Headquarter, Duration and Language

1. The name of the non-profit organization is **Confederation of Independent Football Associations**, referred to elsewhere in this Constitution by its abbreviated title “**CONIFA**”.
2. The CONIFA headquarter are located in the city of Piteå, Sweden and may be moved to any other location, by resolution by the Annual General Meeting.
3. CONIFA is incorporated for an unlimited period of time.
4. English is the only official language of CONIFA and all minutes, correspondence and announcements shall be in English.

1.2. Composition

1. CONIFA shall consist of its affiliated members, governing the sport in accordance with the principles of CONIFA.
2. Members shall not be regarded as agents of CONIFA.

1.3. Principles

1. Football is a sport for people all ages and people of all abilities – recreational, competitive and world class.
2. CONIFA and its members shall take all reasonable care to ensure competitions and those participating in events respect fair play. CONIFA promotes the highest degree of sportsmanship and integrity among players, officials and administrators.
3. The organization shall be operated with high ethical standards and with no political and/or religious purposes.
4. All those working and participating in CONIFA events, including players, coaches, referees and administrators have a right to compete, work and participate in a harassment-free environment. CONIFA shall use its Code of Ethics to ensure there are no forms of harassment whether that be physical, psychological or other forms of harassment.
5. CONIFA supports the active participation of women in football at all levels and the representation of both men and women in any affairs of CONIFA beyond the field of play.
6. CONIFA shall take a responsible approach to safeguard the environment and managing resources in a sustainable way through its practices in hosting events and in managing its operations.
7. CONIFA shall not allow any form of discrimination to affects its decisions or actions, be it discrimination based on race, colour, sex, sexual orientation, language, religion, political or other opinion, national or social origin, property, birth or other status.
Anyone who deals with CONIFA and/or participates in its activities in any capacity, commit

themselves by their actions to behave in a non-discriminatory and ethical manner.

8. CONIFA respects the freedom of press and promotes this important value to all of its members at all times.
9. CONIFA is committed to become a role model for transparency in international sports.
10. CONIFA recognizes the right of self-determination in a strictly non-political context. While CONIFA does encourage and support all People in identifying themselves with any nation, regardless of its political status, CONIFA does not support any actions directed against any other nations and thus, consequently, does not take sides in any conflicts or political debates.

1.4. Objectives

The overall objective of CONIFA is to:

Promote and celebrate people all over the world through football and cultural activities by:

1. Upholding the Principles of CONIFA and developing the spirit of friendship and mutual assistance among its Members.
2. Promoting and popularizing football worldwide.
3. Support and encourage the development of football as a sport for all.
4. Encourage the formation of new Members and strengthen the bonds between Members.
5. Fostering friendly sporting competition and to eliminate unfair and unsporting practices such as match fixing, match corruption, irregular and illegal betting, doping or illegal equipment to enhance performance.
6. Being authorized to collect donations and request or carry out any type of activity enabling to gather funds which shall be used to achieve objectives 1.4.1.-1.4.5.

1.5. Purposes

CONIFA aims to bridge people, nations, ethnicities, minorities and sportingly isolated territories all over the world through friendship, cultural exchange and the joy of playing football. The main purpose of CONIFA is strengthening people individually and collectively, while respecting differences, and thus contributing actively to world peace.

This purpose shall be achieved by:

1. Federating Football Associations and Clubs that represent People, Nations, Ethnicities, Minorities and geographically or sportingly isolated territories as defined in the Internal Regulations on Membership Admission, which are not yet a member of FIFA.
2. Organizing international football games and creating a platform for cultural exchange.
3. Preparing its affiliated members for international competitions, and for arranging administrative structures and matches to fulfill the conditions of the FIFA Admission rules,

where possible.

4. Organizing friendly matches, tournaments and international competitions.
5. Promoting its own development and the development of its members.

1.6. Legal Status and Self-Image

1. CONIFA is a not-for-profit organization (ideell förening) governed by Swedish Law.
2. CONIFA is endowed with legal status and its Members and employees shall not be responsible for its debts, unless it is by a grossly negligent or willful conduct.
3. CONIFA understands itself as an additional platform to existing football organizations, such as FIFA, and with due respect of existing stately controlled institutions. CONIFA does not see itself as a competitor or opponent of any other sport governing body or organization, including FIFA.

Article 2: Membership

CONIFA consists of following membership categories:

- I. Confederation Member
- II. Association Member
- III. Honorary Member

Each member's role is kept in a database by the CONIFA General Secretariat. All members can consult the register at any time.

2.1. Membership status

- 2.1.1. All Members of CONIFA are considered associate members, unless they are active Members.
- 2.1.2. Members that fulfilled their financial obligation to CONIFA, by paying the annual membership fee, are considered Active members from the moment CONIFA acknowledges that the fees were received until the end of the fiscal year.

2.2. Confederation Member

- 2.2.1. Confederation members are membership-based organizations that operate football activities between their members for a clearly defined region or type of entities.

2.2.2. Admission

- 2.2.2.1. Any Confederation, which fulfills above definition, that has at least one member that fulfills the International Regulations on Membership Admission, may become a member of CONIFA.
- 2.2.2.2. Any Confederation wishing to become a member of CONIFA shall submit its membership application to the CONIFA General Secretariat.

- 2.2.2.3. The General Secretariat will compare the members of the applicant with the Internal Regulations of Membership Admission of CONIFA and will compile a report on the eligibility of the applicant, based on the criteria of the International Regulations of Membership Admission. The report shall include the number of members of the Confederation that would qualify for CONIFA Association Membership, based on the International Regulations on Membership Admission.
- 2.2.2.4. The Executive Committee will, within at least 3 months, elect on the membership application of the applicant, based on the recommendation given by the CONIFA General Secretariat. Should three quarters (75%) of the attending Executive Committee member, vote in favor of the application, the Confederation will be an associate member of CONIFA with immediate effect and until the next Annual General Meeting convenes. The CONIFA General Secretariat, in the name of the Executive Committee, will invite the applicant to the next Annual General Meeting, regardless of the outcome of the voting, to present itself.
- 2.2.2.5. The Annual General Meeting will, within 13 months from the day of application, elect on the membership application of the applicant, based on the report of the CONIFA General Secretariat, the presentation of the applicant and the recommendation of the Executive Committee, expressed by their voting result. Should three quarters (75%) of the Annual General Meeting vote in favor of the application, the Confederation will remain an associate member of CONIFA permanently. Should more than 25% of the Annual General Meeting vote against admission of the applicant, the applicant may not re-apply within the next 13 months.
- 2.2.2.6. From the Date of Admission, temporarily or permanently, the Confederation Member will be published on the CONIFA homepage and will be involved in all official communication to members.

2.2.3. Rights

- 2.2.3.1. Any Confederation Member has the right to attend the Annual General Meeting with 2 delegates. An active Confederation Member holds 10 votes in all elections during the Annual General Meeting.
- 2.2.3.2. Any active Confederation Member has the right to propose topics to be added to the agenda of an Annual General Meeting.
- 2.2.3.3. Any active Confederation Member has the right to nominate candidates for presidency, vice-presidency and general secretary and membership in the Executive Committee and other CONIFA bodies.
- 2.2.3.4. Any Confederation Member has the right to use the trademarks and intellectual properties of CONIFA in all of its publications and communications that do not contradict the Objectives, Purposes and Principles of CONIFA.
- 2.2.3.5. Any active Confederation Member has the right to participate in events organized of CONIFA.

- 2.2.3.6. Any Confederation Member is free in association and thus has the right to join any other organization in addition to CONIFA membership.
- 2.2.3.7. Any active Confederation Member has the right to apply for hosting rights of a CONIFA tournament or event.

2.2.4. Obligations

- 2.2.4.1. Any Confederation Member has the obligation to pay its membership fee.
- 2.2.4.2. Any Confederation Member has the obligation to ensure that the Confederations and all of its members align with the Principles of CONIFA and do not act in any way contrary to the Objections and Purposes of CONIFA.
- 2.2.4.3. Any Confederation Member has the obligation to provide the CONIFA General Secretariat with all relevant contact details, trademarks and own rules and regulations and is solely responsible for registering any changes.
- 2.2.4.4. Any Confederation Member has to ensure that their own members comply fully with the Constitution, Internal Regulations, regulations, directives and decisions of CONIFA bodies

2.3. Association Member

- 2.3.1. Association members are bodies that operate football activities within a clearly defined community and are representative of this community and thus qualified to nominate representative football teams for the entity they seek to represent.

2.3.2. Admission

- 2.3.2.1. Any Association, which fulfills above definition, may become a member of CONIFA if they in the same time fulfill the at least one criteria in the Internal Regulation of Membership.
- 2.3.2.2. Any Association wishing to become a member of CONIFA shall submit its membership application to the CONIFA General Secretariat.
- 2.3.2.3. The General Secretariat will compare the applicant with the Internal Regulations of Membership Admission of CONIFA and will compile a report on the eligibility of the applicant, based on the criteria of the International Regulations of Membership Admission.
- 2.3.2.4. The Executive Committee will, within at least 3 months, elect on the membership application of the applicant, based on the recommendation given by the CONIFA General Secretariat. Should three quarters (75%) of the attending Executive Committee member, vote in favor of the application, the Association will be an associate member of CONIFA with immediate effect and until the next Annual General Meeting convenes. The CONIFA General Secretary, in the name of the Executive Committee, will invite the applicant to the next Annual General Meeting, regardless of the outcome of the voting, to present itself.

2.3.2.5. The Annual General Meeting will, within 13 months from the day of application, elect on the membership application of the applicant, based on the report of the CONIFA General Secretariat, the presentation of the applicant and the recommendation of the Executive Committee, expressed by their voting result. Should three quarters (75%) of the Annual General Meeting vote in favor of the application, the Association will remain an associate member of CONIFA permanently. Should more than 25% of the Annual General Meeting vote against admission of the applicant, the applicant may not re-apply within the next 13 months.

2.3.2.6. From the Date of Admission, temporarily or permanently, the Association Member will be published on the CONIFA homepage and will be involved in all official communication to members.

2.3.3. Rights

2.3.3.1. Any Association Member has the right to attend the Annual General Meeting with 2 delegates. An active Association Member holds 10 votes in all elections during the Annual General Meeting.

2.3.3.2. Any active Association Member has the right to propose topics to be added to the agenda of an Annual General Meeting.

2.3.3.3. Any active Association Member has the right to nominate candidates for presidency, vice-presidency and general secretary, membership in the Executive Committee and other CONIFA bodies.

2.3.3.4. Any Association Member has the right to use the trademarks and intellectual properties of CONIFA in all of its publications and communications that do not contradict the Objectives, Purposes and Principles of CONIFA.

2.3.3.5. Any active Association Member has the right to participate in events organized of CONIFA.

2.3.3.6. Any Association Member is free in association and thus has the right to join any other organization in addition to CONIFA membership.

2.3.3.7. Any active Association Member has the right to apply for hosting rights of a CONIFA tournament or event.

2.3.4. Obligations

2.3.4.1. Any Association Member has the obligation to pay its membership fee.

2.3.4.2. Any Association Member has the obligation to ensure that their representatives align with the Principles of CONIFA and do not act in any way contrary to the Objectives and Purposes of CONIFA.

2.3.4.3. Any Association Member has the obligation to provide the CONIFA General Secretariat with all relevant contact details, trademarks and own rules and regulations and is solely responsible for registering any changes.

2.3.4.4. Any Association Member has to ensure that their own members comply fully with the Constitution, Internal Regulations, regulations, directives and decisions of CONIFA bodies

2.3.4.5. From the Date of Admission, temporarily or permanently, Association Member will be published on the CONIFA homepage and will be involved in all official communication to members.

2.4. Honorary Member

2.4.1. Honorary Members are Individuals that are acknowledged for their outstanding contribution in CONIFA.

2.4.2. Admission

2.4.2.1. Active Association or Confederation Members are entitled to propose Honorary Members at the Annual General Meeting of CONIFA together with the members of the Executive Committee.

2.4.2.2. The Annual General Meeting votes on the admission of Honorary Members. If a two-third majority of delegates vote in favor of admission, the honored individual is regarded an Honorary Member with immediate effect and will be acknowledged publicly, accordingly.

2.4.3. Rights

2.4.3.1. Any Honorary Member has the right to attend the Annual General Meeting.

2.4.3.2. Any Honorary Member has the right to contribute and speak at the Annual General Meeting, but is not entitled to vote.

2.4.4. Obligations

2.4.4.1. Any Honorary Member has the obligation to ensure that he/she aligns with the Principles of CONIFA and do not act in any way contrary to the Objections and Purposes of CONIFA.

2.4.4.2. Any Honorary Member has the obligation to provide the CONIFA General Secretariat with all relevant contact details and is solely responsible for registering any changes.

2.5. Retirement, Suspension and Expulsion

2.5.1. Retirement

Any Member wishing to retire from CONIFA must give notice in writing to the General Secretariat on or before 30 September in any given year. Any membership fees already paid are non-refundable. Members will be promptly notified of any retirement. The retirement is not valid until the member wishing to retire has fulfilled its financial obligations towards CONIFA and its other members.

2.5.2. Suspension and Expulsion

2.5.2.1. A Member which fails to maintain the principles or to respect the Constitution, Internal Regulations, Rules of a CONIFA event or decisions of any CONIFA body may be suspended or expelled by the Executive Committee by a three-thirds majority; a suspension or expulsion may be cancelled by an AGM by a three-thirds majority.

- 2.5.2.2. A Member that fails to pay the annual membership fee or show any activity of the field in a period of three years will automatically be expelled and need to apply for new membership to CONIFA to become member again.
- 2.5.2.3. A Member that is suspended from membership shall, including but not limited to, not be entitled to nominate or enter teams for any event held under the jurisdiction of CONIFA nor to attend or be represented at an AGM nor to nominate any person for election to the Executive Committee, any committee, commission or working group nor shall any individual nominated by the Member be entitled to participate in the activities of the Executive Committee, commission or working group; further:
- 2.5.2.4. No referee nominated by the Member shall officiate at any CONIFA sanctioned event.
- 2.5.2.5. The Member shall not be entitled to receive any benefit from CONIFA including but not limited to participation in development activities nor to receive any grants from CONIFA.
- 2.5.2.6. The Member shall not be entitled to host a CONIFA sanctioned event save that where a CONIFA sanctioned event has been approved prior to the suspension, the Executive Committee may establish a committee to oversee the organization of such sanctioned event under conditions approved by the Executive Committee, at its discretion.
- 2.5.2.7. Before the AGM suspends or expels a Member, the Member must have been sent notice in writing of the proposed suspension or expulsion at least one month before the AGM at which the suspension is to be considered; the Member shall be afforded an opportunity to present its case at the AGM.
- 2.5.2.8. The Executive Committee have full authority to suspend or expel a Member pending the AGM, provided that:
- 2.5.2.8.1. Decision on the suspension or expulsion is by a three-thirds majority vote;
- 2.5.2.8.2. All Members are informed of the suspension providing reasons.

Article 3: Governance

3.1. Annual General Meeting

- 3.1.1. The Annual General Meeting, referred to elsewhere in this Constitution as AGM, is the supreme governing body of CONIFA and consists of the assembled representatives of the Members. It shall have the widest powers to have all the instruments concerning the CONIFA ratified. Resolutions shall be binding on all members, including those absent or dissenting.
- 3.1.2. The AGM has the following functions and powers:**
- 3.1.2.1. To amend the Constitution.
- 3.1.2.2. To elect the CONIFA President, the CONIFA Vice-Presidents, the General Secretary, the Continental Presidents and all members of the Executive Committee. The President elected shall serve for a four-year term and shall be eligible for re-election.

All other members of the Executive Committee elected shall serve for a three-year term and shall be eligible for re-election.

- 3.1.2.3. To delegate any of its powers to the Executive Committee on the request of at least a simple majority of the votes.
- 3.1.2.4. To ratify the work done by the Executive Committee since the last AGM.
- 3.1.2.5. To decide to deal with a matter normally delegated to another CONIFA body or decided upon by this body on the request of at least a simple majority of the votes.

3.1.3. Representation of Members and attendance

- 3.1.3.1. Each Confederation and Association Member shall be entitled to 2 representatives, referred to elsewhere in this Constitution as “delegates” at an AGM. Honorary Members do represent themselves and are not entitled to be represented by an additional second delegate.
- 3.1.3.2. The Executive Committee is entitled to allow special guests to attend the AGM with the right to speak but not to vote.
- 3.1.3.3. Delegates must belong to the member that they represent and be appointed by the appropriate body of the member.
- 3.1.3.4. Representation by letter or proxy is permitted. The bearer of proxy can only be a person representing an active Member or an member of the Executive Committee and must be a bearer of a signed Power of Attorney. Representation by letter must give reasonable explanation of all votes given by letter and appoint a proxy to interpret the explanation and vote on behalf of the respective Member.

3.1.4. Delegates

- 3.1.4.1. Delegates shall be appointed by the Member they represent.
- 3.1.4.2. CONIFA does not cover the cost of travel and accommodation for any delegates per se. The Executive Committee can decide to give a travel grant to a Member that could otherwise not participate on request of that Member.

3.1.5. Place and Time

- 3.1.5.1. An AGM shall be held at any place as the Executive Committee may determine.
- 3.1.5.2. An AGM shall be held during the first three months of every calendar year.

3.1.6. Notice of Meeting

- 3.1.6.1. Notice of the meeting, giving details of the place, date and time and the business to be transacted, shall be send by post or e-mail to:
 - 3.1.6.1.1. Every active Member
 - 3.1.6.1.2. Every Member of the Executive Committee

- 3.1.6.1.3. Special Guests as selected by the Executive Committee.
- 3.1.6.1.4. The notice shall be sent not later than 2 calendar months before the date of the meeting.

3.1.7. Notice of Business

- 3.1.7.1. Details in writing of nominations, propositions and resolutions to be dealt with at an AGM must reach the General Secretariat not later than 40 days before the date of the meeting to be valid.
- 3.1.7.2. Notice of the actual closing date in each year for the receipt of business and propositions shall be sent to all Members by the General Secretariat not later than 1 months before the date of the meeting.
- 3.1.7.3. Propositions and resolutions, other than changes to the Constitution, of which due notice has not been given but which, in the opinion of the Executive Committee, relate to the business in hand or relate to an emergency may be admitted by a vote in favour of two-thirds of the votes cast at the AGM.

3.1.8. Procedure

- 3.1.8.1. The agenda for an AGM shall include:
 - 3.1.8.1.1. The appointment of a Chair;
 - 3.1.8.1.2. A roll call of the Members and numbers of votes present;
 - 3.1.8.1.3. The confirmation that the AGM has been convened and composed in compliance with the Constitution.
 - 3.1.8.1.4. An address by the President
 - 3.1.8.1.5. The confirmation of the Minutes of the previous AGM or EGM.
 - 3.1.8.1.6. The approval of the agenda.
 - 3.1.8.1.7. When appropriate, the consideration of applications for membership.
 - 3.1.8.1.8. When appropriate, suspension or expulsion of a member
 - 3.1.8.1.9. Determination of CONIFA Annual Membership subscription following year.
 - 3.1.8.1.10. Votes on proposals for amendments to the Constitution and the Internal Regulations (if applicable)
 - 3.1.8.1.11. When appropriate, the consideration of propositions and resolutions and the reports of the committees and commissions that have studied them.

- 3.1.8.1.12. The ratification of the work done by the Executive Committee since the last AGM.
 - 3.1.8.1.13. The approval of the budget for the upcoming fiscal year.
 - 3.1.8.1.14. The approval of the financial report of the last fiscal year.
 - 3.1.8.1.15. When appropriate, the election of President, Vice-Presidents, General Secretary, Continental Presidents and other Executive Committee Members.
 - 3.1.8.1.16. The consideration of any other business.
- 3.1.8.2. A question once decided may not be reverted to for re-discussion and re-vote unless the Chair rules, as a matter of urgency, that a case has been made for supposing that the decision taken may jeopardise the whole welfare of CONIFA.

3.1.9. Voting

- 3.1.9.1. Each active Confederation and Association Member present or represented by letter or proxy shall have 10 votes. Each Executive Committee member present or represented by letter or proxy shall have 1 vote.
- 3.1.9.2. Questions shall be decided by a simple majority of votes cast except that:
 - 3.1.9.2.1. Changes to the Constitution, suspensions or expulsions from membership, the acceptance of belated or emergency business or propositions and the revocation of a World Football Cup option require a majority of two-thirds of the votes cast;
 - 3.1.9.2.2. Dissolution of CONIFA requires a three-fourths majority of the votes cast
- 3.1.9.3. If there is an equality of votes on an administrative or financial matter the Chair shall have a casting vote; if there is an equality of votes on any other matter the motion shall fail, and the meeting shall proceed with the next business.
- 3.1.9.4. Voting and elections shall be either by a show of hands, by electronic device, by roll call, by selected online voting tool or by secret ballot, as decided by the meeting on a proposition by the Chair.
- 3.1.9.5. For each vote requiring scrutineers, including elections, the Chair may appoint such scrutineers, omitting the representatives of any Member having a particular interest in the item, which is the subject of the vote.

3.1.10. Elections

- 3.1.10.1. Where there are more candidates or options for a post or posts than the number vacancies, as long as the simple majority is not reached, additional ballots will be required. In this case, the candidate or option obtaining the smallest number of votes shall be eliminated.

- 3.1.10.2. If there is a tie for the lowest number of votes, a further vote shall be held amongst them to determine who is eliminated.
- 3.1.10.3. Consecutive ballots will be organised until the election is decided.
- 3.1.10.4. At an election a ballot paper shall be considered valid only if the number of votes cast on this ballot equals the number of vacancies.
- 3.1.11. Amendments to the Constitution and the Internal Regulations**
 - 3.1.11.1 Any proposals for an amendment to the Constitution or the Internal Regulations must be submitted in writing with a brief explanation to the general secretariat by an Active member or by the Executive Committee.
 - 3.1.11.2 A proposal submitted by an Active member is valid, provided it has been supported in writing by at least one other member.
 - 3.1.11.3 Proposals for amendments from an Active member shall only be considered if it has arrived in written to the General secretariat at least one month before the AGM.

3.2. Extraordinary General Meeting

- 3.2.1. An Extraordinary General Meeting (EGM) shall be convened within 12 weeks of receipt by the General Secretariat of a requisition in writing submitted by not less than two-thirds of the Members, including at least one submission from at least two Continents or by the Executive Committee .
- 3.2.2. For an EGM the notice shall be sent not later than one calendar month before the date of the meeting.
- 3.2.3. The requisition for an EGM shall specify the business for which the meeting is to be convened and no other business except the confirmation of the Minutes of the previous AGM or EGM shall be transacted at such a meeting.

3.3. Executive Committee

- 3.3.1. The Executive Committee is the executive body of CONIFA with the power to handle the following duties:
 - 3.3.1.1. To appoint the bank accounts of CONIFA and the persons with signature on them.
 - 3.3.1.2. To approve the remuneration of the President, the Vice-Presidents, the General Secretary; Continental Presidents and all other elected Members of the Executive Committee, if applicable. Such decisions must be minuted with specific mention of the names and amounts and must be reflected in the annual statement of the accounts.
 - 3.3.1.3. To review all applications for new membership, approve or reject them temporarily until the next AGM as detailed in Article 2, and make recommendations on

acceptance to the AGM.

- 3.3.1.4. To submit propositions and resolutions to the AGM.
- 3.3.1.5. To define the use of the CONIFA name and logo.
- 3.3.1.6. To award the host of the World Football Cup and all other global events under the auspices of CONIFA.
- 3.3.1.7. To form committees, appoint Chairs for such committees and delegate any of its powers to such committees.
- 3.3.1.8. To deal with all other current or urgent business and to assume all responsibilities which are not expressly attributed to another body within CONIFA.

3.3.2. The Executive Committee shall consist of the President, the two Vice-Presidents, the General Secretary, six Continental Presidents and two to eight Executive Committee Members.

3.3.3. The Executive Committee shall meet in person or virtually at least once every three months and otherwise when convened by the President.

3.3.4. Vacancies at the Executive Committee

3.3.5. If the President resigns or is unable to continue in office, he or she shall be replaced by the first Vice-President; if, additionally, the first Vice-President resigns or is unable to continue in office, he or she shall be replaced by the second Vice-President.

3.3.6. A vacancy arising in the post of a Vice-President shall be filled by an interim Vice-President nominated by the Executive Committee.

3.3.7. If the General Secretary resigns or is unable to continue in office, the post of General Secretary shall be filled by an Interim General Secretary nominated by the Executive Committee.

3.3.8. Commissions and Committees

3.3.8.1. The Executive Committee may appoint commissions, working groups or panels as may be needed from time to time and select one of its members as the Chair of such committees.

3.3.9. Eligibility for Office

3.3.9.1. Nominations for President, Vice-Presidents, General Secretary and other Executive Committee members may be made by any Active member of CONIFA.

3.3.9.2. Nomination for Continental Presidency can only be done by an active Member representing the specific Continent.

- 3.3.9.3. No more than one person from a Member shall be nominated for the Executive Committee and no-one shall be nominated for more than one post of the Executive Committee.

3.3.10. Conflict of Interest

- 3.3.10.1. Members of any CONIFA decision-making body shall avoid any situation that could lead to conflict of interest or perceived conflict of interest. Any actual, perceived or potential conflict of interest must be declared and action taken by the individual to remove him/herself from the situation where a conflict may arise. It is the personal responsibility of each person to avoid any case of conflict of interest.

3.4. Presidential Office

3.4.1. Members:

- 3.4.1.1. The Presidential Office shall consist of the CONIFA President and two Vice-Presidents.
- 3.4.1.2. The President shall be directly elected by the AGM by simple majority and stay in office for four years. The President is eligible for re-election.
- 3.4.1.3. The two Vice-Presidents shall be directly elected by the AGM by simple majority and stay in office for three years. Both Vice-Presidents shall be eligible for re-election.
- 3.4.1.4. The President shall define, which Vice-President serves as his first Deputy and which Vice-President serves as his second Deputy, whenever at least one new Vice-President is elected.

3.4.2. Responsibilities:

- 3.4.2.1. The President is the lead representative of CONIFA.
- 3.4.2.2. The President shall lead the work of the Executive Committee including ensuring that the Executive Committee is organized properly, functions effectively, acts within its powers and meets its obligations and responsibilities.
- 3.4.2.3. The Presidential Office shall supervise the work of the General Secretariat
- 3.4.2.4. The President organises and presides all Executive Committee meetings.
- 3.4.2.5. The President has the right to open every AGM and EGM with a personal address to the participants.
- 3.4.2.6. The President shall only authorise transactions exceeding 1500 euro, and sign any documentation, on behalf of CONIFA with at least one person from the General Secretariat or the Presidential Office.

- 3.4.2.7. If no Financial Director are appointed by the AGM, Day-to day management of CONIFA up to 1500 euro per transaction shall be conferred on the President of the Executive Committee or on a member of the Executive Committee given written delegation for this purpose.
- 3.4.3. If the President is absent, unavailable or not able to carry out his work, the Vice-President appointed as his Deputy will act as Interim President until:
- 3.4.3.1. The President returns to office, in which case the original hierarchy will be reinstated.
- 3.4.3.2. The next AGM or EGM elects a new President.
- 3.4.4. If the President and his appointed Vice-President are absent, unavailable, or not able to carry out their work, the other Vice-President shall act as Interim President until:
- 3.4.4.1. The President returns to office, in which case the then Interim President becomes Deputy Vice-President, while the President is reinstated in his original role.
- 3.4.4.2. The appointed Deputy Vice-President returns to office, in which case he shall become Interim President and the other Vice-President his Deputy.
- 3.4.4.3. Both, the President and Deputy Vice-President return to office, in which case the original hierarchy shall be reinstated.
- 3.4.5. If all three members of the Presidential Office are absent, unavailable or not able to carry out their work anymore, the General Secretariat shall propose three candidates to fill the vacancies and ask the Executive Committee to confirm them to become Interim President.
- 3.4.5.1. Should the Executive Committee not confirm the proposed candidates of the General Secretariat, the Executive Committee shall call for an Extraordinary General Meeting (EGM) for election of members of the Presidential Office.

3.5. General Secretariat

3.5.1. Members:

- 3.5.1.1. The General Secretariat shall consist of the General Secretary and two Executive Committee members.
- 3.5.1.2. The General Secretary shall be directly elected by the AGM by simple majority and stay in office for three years. The General Secretary is eligible for re-election.
- 3.5.1.3. The General Secretary shall propose two Executive Committee as his first and second Deputy. The proposed candidates and the Presidential Office of CONIFA shall confirm the Deputies.
- 3.5.1.3.1. Should the candidate not confirm his appointment, the General Secretary shall propose a new candidate.
- 3.5.1.3.2. Should the Presidential Office reject a candidate, the General Secretary may either propose a new candidate or request the Executive Committee to vote on the

appointment. Should a two-third vote in favour of the appointment, the candidate is appointed with immediate effect. If less, the General Secretary has to propose a new candidate.

3.5.1.3.3. The Deputies of the General Secretary shall remain independent Executive Committee members with the full right to form an own Directorate.

3.5.1.3.4. The members of the General Secretariat shall not be Continental Presidents to avoid a conflict of interest.

3.5.2. Responsibilities:

3.5.2.1. The General Secretariat is responsible to implement decisions by the AGM, EGM or Executive Committee under the directive of the Presidential Office.

3.5.2.2. The General Secretariat shall compile the minutes of all AGMs, EGMs and Meetings of the Executive Committee.

3.5.2.3. The General Secretariat shall maintain relations with all Continental Committees.

3.5.2.4. The General Secretariat shall keep due records of all activities the Members report to it.

3.5.2.5. The General Secretariat shall maintain the membership register, containing all relevant Member data, and shall give Members access to any required information from the register.

3.5.3. If the General Secretary is absent, unavailable or not able to carry out his work, his first Deputy shall act as Interim General Secretary until:

3.5.3.1. The General Secretary returns to office, in which case the original hierarchy will be reinstated.

3.5.3.2. The next AGM or EGM elects a new General Secretary.

3.5.4. If the General Secretary and his first Deputy are absent, unavailable, or not able to carry out their work, the second Deputy shall act as Interim General Secretary until:

3.5.4.1. The General Secretary returns to office, in which case the then Interim General Secretary becomes first Deputy General Secretary, while the General Secretary is reinstated in his original role.

3.5.4.2. The first Deputy General Secretary returns to office, in which case he shall become Interim General Secretary and the second Deputy General Secretary his first and only Deputy.

3.5.4.3. Both, the General Secretary and Deputy General Secretary return to office, in which case the original hierarchy shall be reinstated.

- 3.5.5. If all three members of the General Secretariat are absent, unavailable or not able to carry out their work anymore, the Presidential Office shall propose three candidates to fill the vacancies and ask the Executive Committee to confirm them to become Interim General Secretary, first and second Deputy.
- 3.5.5.1. Should the Executive Committee not confirm the proposed candidates of the General Secretariat, the Presidential Office shall make new proposals, until a proposal receives the support of the Executive Committee.

3.6. Continental Committees

3.6.1. Members:

- 3.6.1.1. For administrative matters, CONIFA shall be divided into six Continental zones, namely Africa, Asia, Europe, South America, North America and the Caribbean and Oceania.
- 3.6.1.1.1. All Confederation and Association members shall determine in which Continental zone they consider themselves to be.
- 3.6.1.1.2. The Executive Committee shall approve the Continental membership for every Member mentioned in 3.6.1.1.1.; in particular, they might overrule the will of the Member and locate them in a different Continent for administrative reasons, where they deem this to be necessary.
- 3.6.1.2. Every Continental Committee shall be led by an elected Member of the Executive Committee, referred to as Continental President, who shall be appointed by the Annual General Meeting.
- 3.6.1.3. The Continental President shall build an own Committee sufficient to govern all Continental matters autonomously. The members of the Continental Committees are not necessarily Members of the Executive Committee. No Continental Committee shall have more than 16 members, including the Continental President.

3.6.2. Responsibilities:

- 3.6.2.1. As only the Continental Presidents are Members of the CONIFA Executive Committee, they are responsible for the actions of the Continental Committees.
- 3.6.2.2. The Continental Committees shall be entirely autonomous in organizing any Continental events, including but not limited to Continental Championships for men, women, youth players of both genders and disabled players of both ages.
- 3.6.2.2.1. The Continental Committees shall seek official confirmation of a host of any such Continental Event from the Executive Committee. Should the Executive Committee reject any bid for hosting supported by the Continental Committee, the Executive Committee should provide detailed reasoning to allow the Continental Committee and the potential host to strengthen the bid.
- 3.6.2.3. The Continental Committee shall maintain relations with all its Continental Members.

- 3.6.2.4. The Continental Committee shall keep records of all activities the Members report to it.
- 3.6.2.5. The Continental Presidents are responsible to report on actions within their Continent by submitting an informal Report to the Executive Committee at least every three months.
- 3.6.2.6. The Continental President shall ensure that the members of the Continental Committee he presides act in line with the Constitution of CONIFA and, in particular, the Principles of CONIFA.
- 3.6.3. If any of the six Continental Presidential posts are vacant, the Executive Committee shall appoint any Member of the Executive Committee to act as an Interim Continental President until the next AGM.

3.7. Directorates

- 3.7.1. Every Member of the Executive Committee, except for the President, Vice Presidents, the General Secretary and the Continental Presidents, shall form and preside an own Directorate.
- 3.7.2. The Executive Committee shall confirm the formation of any Directorate by voting.
- 3.7.3. Potential Directorates can be any of the following, but are not limited to those:
 - 3.7.3.1. Financial Directorate
 - 3.7.3.2. Cultural Directorate
 - 3.7.3.3. Youth Football Directorate
 - 3.7.3.4. Women’s Football Directorate
 - 3.7.3.5. Futsal Directorate
 - 3.7.3.6. Disabled Football Directorate
 - 3.7.3.7. Media Directorate
 - 3.7.3.8. Legal Directorate
 - 3.7.3.9. Member Associations Directorate
 - 3.7.3.10. Referee Directorate
 - 3.7.3.11. Commercial Directorate
 - 3.7.3.12. Public Engagement Directorate
 - 3.7.3.13. Event Management Directorate

3.7.4. Members:

- 3.7.4.1. Every Directorate shall include one Member of the CONIFA Executive Committee, who presides the Directorate and shall be referred to [Directorate Name] Director.
- 3.7.4.2. The Director shall have the freedom to appoint additional Members of his Directorate, who do not necessarily have to be Members of the CONIFA Executive Committee. No Directorate shall have more than 16 Members, including the Director.

3.7.5. Responsibilities:

- 3.7.5.1. As only the Directors are Members of the CONIFA Executive Committee, they are responsible for the actions of the Directorates.
- 3.7.5.2. The Directorates shall be entirely autonomous within their fields, unless this Constitution states otherwise.
 - 3.7.5.2.1. In particular, all Directorates shall seek confirmation of the Executive Committee for any financial transactions and any official statements or communication in the name of CONIFA, which has to be signed off by the President if the transaction is less than 1500 euro and if it exceeds 1500 euro, the President a member of the Presidential Office or the General Secretariat, if no Financial Director are appointed by the AGM.
- 3.7.5.3. The Directors are responsible to report on actions within their field by submitting an informal report to the Executive Committee at least every three months.
- 3.7.5.4. The Directors shall ensure that the members of Directorates he presides act in line with the Constitution of CONIFA and, in particular, the Principles of CONIFA.

4. Financial Provisions

4.1 Accounts

- 4.1.1 The financial year of CONIFA shall be from 1st January to 31st of December.
- 4.1.2 The Financial Director shall ensure that an annual statement of accounts be prepared and that a yearly report of income and expenditure be presented.
- 4.1.3 The bank accounts of CONIFA shall be held at banks appointed by resolution of the Executive Committee.
- 4.1.4 The power of signature on the CONIFA bank accounts should be restricted to the President or by written resolution, the Financial Director of CONIFA
- 4.1.5 If no Financial Director are in place the President serve in his/her place.
- 4.1.6 In a minimum, quarterly or by request, the Financial Director shall present a report of incomes and expenditure to the Executive Committee for full transparency.

4.2 Trustees

- 4.2.1 The Executive Committee members shall be Trustees for the purpose of purchasing, selling, leasing or otherwise dealing with any freehold or leasehold property or other assets required by the AGM or the Executive Committee for the purposes of CONIFA.
- 4.2.2 The Trustees shall be authorities to use funds of CONIFA in the purchase of such property and assets and shall stand possessed thereof and of the proceeds of sale thereof upon trust for CONIFA in such manner as the Executive Committee may from time to time direct.

- 4.2.3 The Trustees shall comply with any laws, statutes and requirements of the countries in which such trust property may be situated which relate to the purchase, sale and management of such property and the duties of Trustees in connection herewith.
- 4.2.4 The Trustees and their estates and effects shall be fully indemnified by CONIFA against all personal risk and expense arising as a result of their appointment as Trustees.
- 4.2.5 The Trustees shall cease to act in such capacity upon ceasing to hold office as Executive Committee members.
- 4.2.6 A Minute signed by the President and the General Secretary shall be conclusive evidence of a decision of any CONIFA body.

4.3 Subscriptions

- 4.3.1 Each Member shall pay an annual subscription fee of an amount decided upon by the latest AGM.
- 4.3.2 Membership subscriptions fees are due on 1st of January.
- 4.3.3 The Executive Committee has the power to waive the annual subscription of a Member, if a written request from the respective member was submitted to the General Secretariat.
- 4.3.4 Any Member that is admitted within a calendar year is considered active and will not be invoiced for the remaining part of that year.
- 4.3.5 The subscription shall be divided 50/50 between the Executive Committee who administrates the global platform and the Continental Committee who are responsible for the Continental operations.

5. Judicial Provisions

5.1 Judicial Bodies of CONIFA

- 5.1.1. The following bodies of CONIFA have judicial powers:
 - 5.1.1.1. The AGM and the EGM.
 - 5.1.1.2. The Executive Committee.
 - 5.1.1.3. The Disciplinary Panels appointed by the Executive Committee for CONIFA events.

5.2 Procedural Rules applicable to the judicial bodies of CONIFA

- 5.2.1 The judicial bodies of CONIFA shall provide fair procedures to all parties involved and shall respect their fundamental rights. They recognize in particular:
 - 5.2.1.1 That any person acting with CONIFA will not participate in any interaction which could influence an outcome or decision relative to any specific matter if the person

has a conflict of interest according to the defined Code of Ethics.

- 5.2.1.2 The right of the person or Member charged to know what he/she/it is charged with and to examine his/her/its file.
- 5.2.1.3 The right to know the penalties which might be imposed.
- 5.2.1.4 The right to be heard, to present a defence, to produce evidence and to be assisted by counsel at their own expense.
- 5.2.1.5 The right to present an appeal to any judicial decision in CONIFA.

5.3 Jurisdiction of Associations

5.3.1 Membership and Representation

- 5.3.1.1 Unless notified of any suspension or expulsion, Association Members shall be entitled to regard any player or organisation linked to their Association in any way as eligible for participation in CONIFA events.
- 5.3.1.2 No Member Association shall make a national of another CONIFA member or an international representative side outside of CONIFA a national of their own Association, unless sanctioned by the Continental Committee
- 5.3.1.3 Any dispute under these regulations shall be refereed to the Executive Committee.

5.4 Disciplinary Procedures

5.4.1 The disciplinary procedures to bring forward a complaint or protest against any Member of CONIFA depends on:

- 5.4.1.1 The Body of CONIFA or the form of Membership of the Member the protest or complaint alleges.
- 5.4.1.2 The context of the complaint or protest.

5.4.2 Protest or complaints against a Member of the Presidential Office:

- 5.4.2.1 Any protests or complaints against a Member of the Presidential Office, regardless of the context, shall be reported to the General Secretariat.
 - 5.4.2.1.1 Based on the allegations, the General Secretariat will conduct a full investigation of the case and determine and communicate a time limit for this process. The results of the investigations, which shall include hearings of the defending and the accusing party, shall be summarized in a report. All three Members of the General Secretariat shall sign the final report.
 - 5.4.2.1.2 The General Secretary submits the full report to the Executive Committee and shall schedule an Extraordinary Executive Committee meeting to discuss the allegation.

The accusing and the defending party shall be invited to this Extraordinary Executive Committee meeting to present their case.

5.4.2.1.3 The Extraordinary Executive Committee shall decide upon possible sanctions of the accused Member of the Presidential Office.

5.4.2.1.4 The General Secretariat shall inform the accused and accusing parties of the result within seven days in writing.

5.4.2.2 Protest or complaints against a Member of the General Secretariat, regardless of the context, shall be reported to the President of CONIFA.

5.4.2.2.1 Based on the allegations, the Presidential Office will conduct a full investigation of the case and determine and communicate a time limit for this process. The results of the investigations, which shall include hearings of the defending and the accusing party, shall be summarized in a report. All three Members of the Presidential Office shall sign the final report.

5.4.2.2.2 The President submits the full report to the Executive Committee and shall schedule an Extraordinary Executive Committee meeting to discuss the allegation. The accusing and the accused parties shall be invited to this Extraordinary Executive Committee meeting to present their case.

5.4.2.2.3 The Extraordinary Executive Committee shall decide upon possible sanctions of the accused Member of the General Secretariat.

5.4.2.2.4 The Presidential Office shall inform the accused and accusing parties of the result within seven days in writing.

5.4.2.3 Any protests or complaints against any Continental President, any Director or Member of any Continental Committee or Directorate shall be reported to the General Secretariat of CONIFA.

5.4.2.3.1 Based on the allegations, the General Secretariat will conduct a full investigation of the case and determine and communicate a time limit for this process. The results of the investigations, which shall include hearings of the defending and the accusing party, shall be summarized in a report. The President and the General Secretary shall sign the final report.

5.4.2.3.2 The General Secretary submits the full report to the Executive Committee and shall request the President to schedule an Extraordinary Executive Committee meeting to discuss the allegation. The accusing and the accused parties shall be invited to this Extraordinary Executive Committee meeting to present their case; uninvolved remaining Members of concerned Continental Committees or Directorates shall not be invited.

- 5.4.2.3.3 The Extraordinary Executive Committee shall decide upon possible sanctions of the accused Continental President, Director or Member of any Continental Committee or Directorate.
- 5.4.2.4 The General Secretariat shall inform the accused and accusing parties of the result within seven days in writing.
- 5.4.3 Complaints or protests against any Member of CONIFA or Body of CONIFA that is connected to a specific event shall be reported in accordance with the Disciplinary Guidelines of the concerned Event, which have to be predefined and signed off by all participants of the Event.
- 5.4.3.1 **Complaints or protests against a Confederation, Association or Honorary Member** not related to any specific event under the auspices of CONIFA shall be reported to the General Secretariat.
- 5.4.3.1.1 Based on the allegations, the General Secretariat will conduct a full investigation of the case and determine and communicate a time limit for this process. The results of the investigations, which shall include hearings of the defending and the accusing party, shall be summarized in a report. The President and the General Secretary shall sign the final report.
- 5.4.3.1.2 The General Secretary submits the full report to the Executive Committee and shall request the President to schedule an Extraordinary Executive Committee meeting to discuss the allegation. The accusing and the accused parties shall be invited to this Extraordinary Executive Committee meeting to present their case.
- 5.4.3.1.3 The Extraordinary Executive Committee shall decide upon possible sanctions of the accused Continental President, Director or Member of any Continental Committee or Directorate.

Possible sanctions include, but shall not be limited to:

- 5.4.3.1.3.1 Expulsion and ban from participating in any events under the auspices of CONIFA
- 5.4.3.1.3.2 Expulsion from CONIFA
- 5.4.3.1.3.3 Suspension for a defined period of time
- 5.4.3.1.3.4 Stripping of the right to be re-elected.
- 5.4.3.1.3.5 Retention of reimbursements, if applicable.
- 5.4.3.1.3.6 Public Statement expressing concern or disagreement

- 5.4.3.1.4 The General Secretariat shall inform the accused and accusing parties of the result within seven days in writing.
- 5.4.3.1.4.1 All decisions regarding complaints and protests reported and treated according to 5.4.1. to 5.4.3. is final, binding and cannot be challenged or be protested against.
- 5.4.3.1.4.2 If significant new evidence occurs, it shall be reported to the right Body, according to 5.4.2.1.,5.4.2.2. or 5.4.2.3., immediately and complete. The receiver of the new evidence has the sole discretion to decide whether such new evidence would have an impact on the outcome of a renewed decision-taking process.
- 5.4.3.1.4.3 If that is the case, the receiving party of the new evidence shall immediately make all Members of the Executive Committee aware that new evidence was presented and shall re-start the procedure described in 5.4.2.1.1. – 5.4.2.1.4.; 5.4.3.1.1. – 5.4.3.1.4. or 5.4.3.1.1. – 5.4.3.1.4. respectively.

6. Final Provisions

6.1. Dissolution

- 6.1.1 CONIFA shall not be dissolved other than at an EGM specially convened for the purpose and a three-quarter of the votes are in favour of a dissolution. At least 75% of the Active members has to be present at the EGM, either by delegates or by written proxy to make any decision valid.
- 6.1.2 The balance of funds in hand at the time of dissolution shall be divided equally among all active Confederation and active Association Members at the time.

6.2. Concluding Provisions

- 6.1.3 This Constitution was approved effective immediately by the CONIFA Annual General Meeting, held 30th of January 2021.

For the CONIFA Executive Committee

Per-Anders Blind
CONIFA Global President

Peter Doyle
CONIFA General Secretary