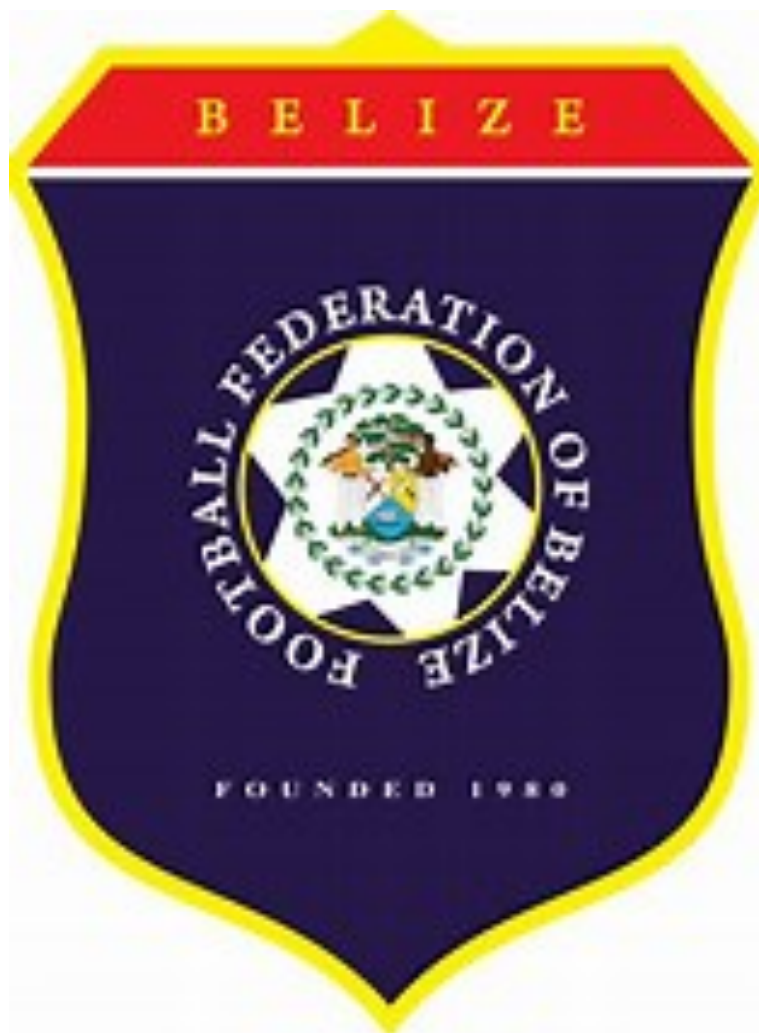


**FOOTBALL FEDERATION OF BELIZE**  
**ACTIVITY REPORT 2019**



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## Message from the FFB President



My Dear football family

It is now exactly two years since you entrusted me with your confidence to lead the Football Federation of Belize. I am hoping that you are pleased with the new professional direction that the secretariat has taken and the youth development processes put in place which is still being polished to give us a well-developed and competitive male and female national “A” team. It was made clear that the process will take several years before we start seeing the results at the “A” national team’s level. The youth teams have begun to bring home the trophies as a testament of the extraordinary Belizean football talent that we have showing that our investment in the youths is by far the best decision made by my executive. As I sit and write this message, I am thinking on this week's hosting of the Central American Football Union U-15 FIFA Forward tournament being hosted here in Belize. This current tournament is giving us a feel of where our football performance structure is when compared against our Central American counterparts. I can safely say that our team is making us proud as I have seen them play beautiful football starting from the goalkeeper playing to his defence and the increase of touches before the team finds

that open space where they can penetrate and attack like a young Jaguar. The process is working!

This activity report carefully outlines the progress and the work of the secretariat in its entirety. This new executive with a mandate of only two years has come a very long way in accomplishing the goals set as the head of the FFB with much more to accomplish in 2020.

This year we have managed to vote on a new revised FFB statute and today we will install the final committees which will make our federation stronger and very transparent so that we can stand up to any scrutiny from within or outside of our federation. We can safely say that we have built a strong foundation on which we will continue to build and perfect. We Believe in the process.

Yours in football

*Sergio Chuc*  
*FFB President*

## Message from FFB General Secretary



As the year 2019 comes to a close we can reflect on our many achievements with pride. The administration has shown great determination in reforming the governance structure of the Federation as well as the drive to continue youth development competitions around the country while engaging our stakeholders to ***“Believe in the process”*** that started in 2018.

There was significant change in the finance department with the hiring of a new finance director in June as we said goodbye and thanks to the outgoing finance director who has done a tremendous job in bringing us this far. New policy procedures were put into place and the Statutory Audit and FIFA Compliance Audit shows that we are on the right track and working to become fully compliant in 2020.

The Technical Department has done a remarkable job of training 371 coaches at all levels and we can now boast that

we have certified CONCACAF Trainers. The Referee Department has an improved structure resulting from reforms at the district levels and many more newly trained referees who continue to benefit from regular training programmes. Coordinators and assessors were put in place and given stipends to deliver localized training in their respective districts. The Competitions Department along with the member associations showed their commitment and desire to boost the game around the country building upon the success of 2018. The new FIFA Connect Platform test version has been completed and we are now populating the finalized version. Training was also done for Match Commissioners with four of our commissioners being appointed as match commissioners for CONCACAF.

We have conducted the most transparent bidding process ever, for the construction of the bleachers and infrastructure development project under the FIFA Forward Programme, which is expected to start early next year. The Federation Statutes and Electoral Code have been revised, the member

associations' statutes will be completed this year as we prepare for the 2020 elective congress, starting first with all the member associations and concluding at the federation executive level. As much as we want to make key changes, we should also acknowledge the things that we have done well knowing that we can do better. That is why we have set out our long-term strategy for the women's game: gender equality is essential to football and is a key part of the FIFA 2.0 vision which will also assist in bringing the family into the stadium to enjoy our beautiful sport.

The FFB is prepared to meet the challenge in 2020 and enforce the upgraded standards throughout the country where football is concern.

Yours faithfully,

Earl Jones, JP

*FFB General Secretary*

**The Federation has made notable strides in most of its five key strategic areas viz. Governance, Competitions, Capacity Building, Infrastructure and National Teams.**

## **Governance**

Our objectives for this strategic area call for the strengthening and deepening of governance throughout the FFB, with emphasis on effective procedures, for greater responsibility and accountability as outlined in the statutes, regulations, and policies, and also to assure the integrity of the FFB by improving management effectiveness and the appointment of required oversight bodies.





## **Statutes**

The FFB has this year embarked on two main activities for the development and deepening of its governance structure. One was the revision of the FFB statutes to make it compliant with the FIFA statutes. This was critical since the deficiencies of the 2011 statutes needed be amended to better serve the new forward-looking administration. The new revised statutes benefitted from direct technical inputs from FIFA and intense and spirited local examination and suggestions before it was unanimously adopted by the extraordinary Congress on 31 August 2019.

In tandem with the process at the national level, the other activity was the revision of the statutes for the respective District Associations which is also critical and is presently ongoing. This revision is key and is nearing 100% completion and most importantly, they are now all aligned and in concordance with the FFB, UNCAF, CONCACAF and FIFA statutes. This has been a significant accomplishment for football throughout Belize.

## **Policies and Procedures**

Policy formulation and codification was significantly advanced this year. The following policies and procedures were formally adopted to enhance the accountability and transparency structures of the federation.

- Storage and Equipment Policy

- Credit Card Policy
- Tender Policy
- Laptop and PDA Policy
- Finance handbook

## **Management**

The FFB Executive and Management team has held extensive meetings and consultations with the FIFA regional representatives in Panama who have supported the work that the FFB is undertaking to assure that it is aligned with the prescribed implementation and reporting specifications of FIFA. Regular monthly meetings continue to be a part of the internal landscape that support and assure coordination and cooperation.

## **Capacity Building**

Our objectives for this strategic area calls for the provision of continuous education and training to players, coaches, referees and all supporting functionaries of the FFB.

In keeping with its mandate and the contract of agreed objectives that was signed between the FFB and FIFA, continuous training in the key areas of coaching and staff development has been pursued as a matter of urgency and deliberation. The following important training were undertaken: -

## Coaching Development

- FFB Pre-development courses for Primary School teachers 26-28 February 2019
- FFB Beach Soccer Course 16-18 May 2019
- FIFA Train the Trainer COURSE 11-15 June 2019
- FIFA Grassroots Coaching course 1-5 July 2019
- Concacaf "D" License 9th to 12th July 2019
- CONCACAF Train the trainer's seminar, Honduras 9 – 13 August 2019
- Concacaf "C" License 23-27 August 2019
- FIFA Beach soccer course 15-19 October 2019
- FIFA/CONCACAF coach educator workshop, Honduras 21 – 25 October 2019

## Training Seminars

- FIFA Forward workshop Miami, USA 11-15 May 2019
- Technical Director Seminar Guatemala 16-18 May 2019
- FIFA Technical Director and General Secretary Seminar, Costa Rica 19-23 August 2019



## Referee Development

The motto of the Referee Department is **“Every Referee, an Improved Referee – from Grassroots to Top League.”** This imperative provides the impetus for the recruitment and continuous training of Belizean Referees.

Refereeing is an essential part of football. After all, if there is no referee, the game is only a scrimmage. In keeping with its strategy of “Every referee, an improve referee”, the FFB Refereeing Department kept the referees updated through technical and instructional sessions, and tests, aimed at giving match officials the best possible education for their development. Referee education has always been a key priority for the FFB Referees Committee.

The Referee Assistance Programme (RAP) is held annually and is the preeminent activity for assessing categories 1 & 2 referees to assure competency and consistency. The training targets referees who officiate at the Belize Premier League which is the highest level in Belize and therefore their performance must be optimal to enable the benefits of the game to cascade to all the lower levels.

The Elite training is conducted on a monthly basis and is open to all referees that officiate in the top league in Belize. All Regional Referee Coordinators and Assessors are invited to attend this training as well, since they are responsible to pass on the material taught to the other referees in their respective locale. There is usually a high attendance level at these courses.

The executive made the decision to appoint a new Director of Referees in February 2019 and a renewed energy in revamping the referee program was initiated. To this end two new recruitment video advertisements were designed and aired. Additionally, three posters were produced after a contest that was hosted by the Referee Department headed by the new Director Omario Contreras. A total of 31 new referees with an average age of 20 years and all with the minimum requirement of a high school diploma have now joined the referee ranks.



FIFA and UNCAF host regional courses to which they request participants from each member association in the region. In 2019 training was especially conducted for referee assessors and the department selected a current and a returning assessor to benefit from these regional training opportunities.

FIFA and UNCAF courses attended are:

- Managua, Nicaragua September 20-23 2019 (2 Participant)
- Guatemala City, Guatemala March 25-27, 2019 (1 Participant)

The restructuring process continues and will make maximum use of these capacity building opportunities.

## Match Commissioners training

Two FFB women viz: Mrs. Jacqueline Pelayo and Ms. Georgina Zabaneh participated in training for match commissioners and they are now UNCAF fully certified and acquitting themselves exceptionally well in the international arena.

## **Competitions**

Our objectives for this strategic area calls for well organized and structured competitions that assure the identification and development of talented players; that facilitates the playing of attractive and competitive football in the region and that satisfies the leisure aspirations of the participants.

## **Youth Tournaments**

This year the FFB continued its prioritization and investment in youth football while supporting the National Amateur Women's League and the National Amateur League Competition male tournament. In the youth category the administration of tournaments was held in the U15 and the U17 male and female categories. This tournament saw a total 148 players participating in the U15 female, 162 in the U17 female, 275 male U15 while 256 participated in the U17 male category. This year was a complete success as both our male and female selections are beginning to represent our football well internationally.

## **National Amateur Women League**

The Women Director made it her mission to go out on the ground to experience the development issues and happenings in each region of the Country. Many activities were attended, supported and planned for the year and, in addition, notable partnerships were fomented. The main achievement was the staging of this year's National

Amateur Women League (NAWL). In the previous season only eight teams participated in the league and the efforts of the first meeting for the closing season resulted in an increase to twelve participating teams. The structure of the competition was also improved to allow for more teams to advance and therefore play more games for a total of 104 competitive matches. A significant gesture of assistance and support was provided to women football by the National Sports Council who offered the league free access to all its facilities and in addition assisted in the purchase of awards.



## National Amateur League Competition (NALC)

The NALC has evolved into an exciting addition to the FFB tournament landscape and filled an important gap that had been missing for a long time. This year the champions and sub-champions from the different competition districts competed in this national cup tournament for two rounds instead of the one rounder that was staged last year. This tournament has reignited interest at the amateur level where local tournaments were the only event on the



horizon. This milestone is now an expectation for players at this level.





## National Teams

Our objectives for this strategic area call for the development of an objective process for the selection, training and development of National teams; the maintenance of a comprehensive database on national team players and to assure the availability of technical and financial resources for the sustainability of national teams.

The FFB received a total of \$500,000.00 Belize to assist with the National team programs. This fund is earmarked by FIFA strictly for the use by the FFB for activities of the national teams. \$400,000.00 Belize dollars is allocated and can only be used for travel and accommodation purposes for official international and friendly matches for the Male and Female “A” teams and, additionally, Boys and Girls national team categories. Stipends and team preparation expenses or are not included in the above allocation.

\$100,000.00 Belize dollars is also provided by FIFA for the purchasing of football equipment for these teams. These funds were used to purchase supplies which have been issued to the national teams and regional offices. Purchases made included national team uniforms, training cones, bibs, football boots, carrying kits, etc.

It must also be noted that the all purchases must be reported to FIFA by way of copious reports, scanning of receipts, invoices etc. All proof of the proper process used for purchasing and payment MUST be provided to FIFA. Purchases above \$50,000 require three quotations and as mentioned these standards are ensconced in the FFB regulations. The national teams were engaged internationally as follows: -

### **Men National “A” Team**

- Belize vs Guyana 23/3/2019
- French Guiana vs Belize 5/9/2019 (*Forfeited*)



- Belize vs Grenada 8/9/2019
- Belize vs St Kitts & Nevis 10/10/2019
- St Kitts & Nevis vs Belize 13/10/2019
- Belize vs French Guiana 14/11/2019
- Grenada vs Belize 17/11/2019

## **Women National “A” Team**

- Belize vs USA East Coast Selection 27/7/2019
- Belize vs Turks & Caicos Islands 26/8/2019
- Belize vs Turks & Caicos Islands 28/8/2019
- Guatemala vs Belize 26/09/2019
- Belize vs Guatemala 30/11/2019

## **Boys U-18**

- Panama vs Belize 21/10/2019
- Costa Rica vs Belize 22/10/2019
- Guatemala vs Belize 23/10/2019
- El Salvador vs Belize 25/10/2019
- Costa Rica vs Belize 26/10/2019

## **Boys U-15 (Concacaf)**

- French Guyana vs Belize 5/8/2019
- St Kitts & Nevis vs Belize 6/8/2019
- St Lucia vs Belize 8/8/2019
- Cayman Islands vs Belize 9/8/2019

## UNCAF FIFA Forward U-15 Youth Tournament

- Belize vs Nicaragua 2/12/2019
- Belize vs Guatemala 3/12/2019
- Belize vs El Salvador 4/12/2019

## Girls U-17 Concacaf Youth tournament

- Barbados vs Belize 21/8/2019
- US Virgin Islands vs Belize 23/8/2019
- St. Kitts & Nevis vs Belize 25/8/2019

## Girls U-16

### UNCAF FIFA Forward

- El Salvador vs Belize 8/4/2019
- Costa Rica vs Belize 9/4/2019
- Guatemala vs Belize 10/4/2019

## Girls U-20

### UNCAF Youth tournament vs

- Guatemala vs Belize 11/11/2019
- Cuba vs Belize 12/11/2019
- El Salvador vs Belize 15/11/2019
- Honduras vs Belize 16/11/2019

## **Stakeholders and Strategic Partnerships**

The FFB has an obligation to embrace local “social inclusion” initiatives and programmes. The FFB this year embarked on building strong healthy relationships with Belizean stakeholders to promote positive messages nationwide. Female football continues to lead the way in this area of endeavour.

## **National Sports Council of Belize**

The NSC has lent particular support to women football and continues to support local Associations in domestic competitions through the use of their facilities.

## **Special Envoy for women and children**

The FFB offered Special Envoy Mrs. Kim Simples Barrow our football platform to assist in bringing more national awareness to issues affecting Belize in the areas of violence against women and children, HIV, Cancer etc. The project’s main deliverable was the production of six TV ads featuring different female teams in all categories, grassroots, youth and women in all Districts. The ads were produced to the satisfaction of all concerned



## Cancer Society

On the 25th of April 2019 the FFB made an announcement regarding the declaration of May 2019 as Cancer month. Pink socks were provided to all National Amateur Women's League Teams to wear during the month of May for us to bring awareness of cancer and show support to cancer victims. All quarter finalists wore pink socks then for the semi-finals and finals only home teams wore the pink socks. The imagery was very effective, and the players felt honoured to have made the contribution.



## **Belize Olympic and Commonwealth Games Committee**

The BOCGC is a strategic partner that has consistently delivered assistance to the FFB. This year's collaboration resulted in the training of 30 youth coaches, under the Olympic Solidarity Coach Training Programme, with a focus on Youths.

## **Ministry of Education and Sports**

The close relationship that the FFB enjoys with the Ministry is invaluable for the delivery of training programs for our youths. "D" and pre- "D" training courses to teachers in many schools. A crowning event was the accreditation of our "D" licence as acceptable points applicable to the mandated continuous education of teachers. The Teachers Educational and Development Services (TEDS) has issued the below professional development (PD) directive regarding our FFB "D" license course.

Each teacher who successfully completes this program will be awarded a certificate of thirty (30) PD hours that may be used towards the maintenance of his/her Full license to teach.

## **Municipalities**

Local municipalities have always been closely connected to the local district associations. Many have responded to our need for eleven-a-side playing facilities and the FFB is responding with partnerships aimed at providing five-a-side artificial grass playing surfaces. The first project is in San Ignacio and plans are afoot to assess this pilot project to see if and how it can be replicated in other municipalities. This project is the first step



towards the development of our futsal aspirations. The FFB will scrutinize and monitor the sustainability of the novel business model envisioned for futsal which incorporates the use of these facilities in cooperation with other private sector initiatives.