

# **COUNTY GOVERNMENT OF BUNGOMA**



## **DEPARTMENT OF GENDER, YOUTH, CULTURE AND SPORTS**

### **Bungoma County Sports Policy 2022**

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## ACRONYMS AND ABBREVIATIONS

<b>AGM</b>	Annual General Meeting
<b>AK</b>	Athletics Kenya
<b>B.C.S.C</b>	Bungoma County Sports Council
<b>C. C. K.</b>	Communications Commission of Kenya
<b>CDF</b>	Constituency Development Fund
<b>C. G. F.</b>	Commonwealth Games Federation
<b>FIFA</b>	International Federation of Football Associations
<b>FKF</b>	Football Federation of Kenya
<b>GNP</b>	Gross National Product
<b>HIV/AIDS</b>	Human Immune Virus/Acquired Immune Deficiency Syndrome
<b>IAAF</b>	International Association of Athletics Federations
<b>IDP</b>	International Development Partners
<b>I.O.C.</b>	International Olympic Committee
<b>I.P.C</b>	International Paralympics Committee
<b>K.N.P.C.</b>	Kenya National Paralympic Committee
<b>K.N.S.C.</b>	Kenya National Sports Council
<b>K.N.S.I.</b>	Kenya National Sports Institute
<b>K.N.S.P.</b>	Kenya National Sports Policy
<b>MDA</b>	Ministries, Departments & Agencies
<b>N.O.C.K</b>	National Olympic Committee of Kenya.
<b>NYC</b>	National Youth Council
<b>P.E.</b>	Physical Education
<b>SMEs</b>	Small Micro Enterprises
<b>SCSA</b>	Supreme Council for Sports in Africa

## FOREWORD

Devolution is currently regarded as the major Constitutional framework for both growing and developed democracies in the world. The world has embraced this form of governance reforms to achieve global social, economic and political development. Kenya being one of the countries yearning for devolution, embraced this system in the new dispensation in August 2010 when the new constitution was promulgated. Bungoma County is one of the devolved units that has taken a strategic position to reap the fruits of devolution without delay.

It is in this regard that the County Government of Bungoma through the Directorate of Sports, embarked on policy formulation geared towards developing sports disciplines strategically from the grassroots level through talent identification and nurturing, organizing various competitions and collaboration with development partners.

Bungoma County has not only excelled in various sports disciplines such as soccer, athletics, volleyball among others, but also exported talents to various levels of competitions both nationally and internationally. The main aim of this policy therefore is to spell out how sports activities will be conducted in the County, with specific focus being on talent development among the youth. This will lead to creation of employment opportunities either directly or indirectly thus resulting to socio-economic development of the County.

In order to achieve the above, my Department recognizes the contributions of all stakeholders in the development and management of sports in Bungoma County. The successful implementation of this Policy therefore calls for the co-operation of all stakeholders and indeed citizens of Bungoma County. In conclusion, I would like to thank all stakeholders who participated in the development of this Policy.

**County Executive Committee Member,  
Department of Gender, Culture, Youth and Sports,  
County Government of Bungoma.**

## **ACKNOWLEDGEMENT**

Bungoma County Sports Policy was prepared by a committed team drawn from various sectors of Bungoma County.

Sincere gratitude is extended to the technical staff from the Department of Education, Youth and Sports and the nominated committee who tirelessly worked to produce the policy. We also appreciate the concerted efforts of various stakeholders drawn from other Government Departments, the Legal sector, Private Sector and civil organizations.

We recognize the invaluable input and contribution of the community in generating information that refined and enriched this policy document. Finally, I extend special gratitude to all other individuals and organizations who directly or indirectly contributed to the process of developing this policy.

**M/S Saphia Awili**  
**Chief Officer,**  
**Department of Gender, Culture, Youth and Sports**  
**County Government of Bungoma**

## EXECUTIVE SUMMARY

Sports is a significant aspect of human culture both at the individual, county, national and international levels. It permeates a wide range of socio-economic aspects of the lives of our people. It is vital for sustaining good health and wellbeing, enhancing social interaction, promoting integration and friendship among people of diverse socio-economic backgrounds. The Department aims “To be the leader in the promotion of sports for all”. This will be achieved by “formulating, implementing and coordinating sports programmes through partnership and initiative strategy for recreation, good health, competition, career development and as an industry”. The main goal therefore is ***“To enrich the lives of Bungoma citizens through total participation, quality training and excellence in sport.”*** The sports policy thus will streamline all aspects of sports development so as to improve and maintain existing as well as initiating new sports. A total of ten thematic areas have been identified to aid in achieving the Department’s vision. These include:

- I. Sports for All
- II. Sports for Peace Building and National Cohesion
- III. Sports for Economic Development
- IV. Sports and the Environment
- V. Sports and Talent Identification and Nurturing
- VI. Sports for Employment and Poverty Reduction
- VII. Sports for Advocacy, Information, Education and Communication
- VIII. Sports and Investment
- IX. Sports and Education
- X. Sports as a Career

This will be achieved through the provision of guidelines on management principles and resource utilization procedures. To maintain high quality sports performance, a County Sports Institute will be established to address performance standards, training needs and facilities for information generation and documentation through the



creation of a County database. It will also undertake research and institutionalise scientific approaches to training in order to adequately address the changing needs of our people and keep our sports standards abreast with evolving international standards. To maintain fair practices and orderliness in procedures and to provide protection from malpractices against established sporting norms, a comprehensive legal framework is necessary for the smooth running of sports. It will also provide for registration, dispute resolution and a code of conduct. For efficient management of sports, it is necessary to have an effective institutional structure with clear and well-defined roles. The mandates and responsibilities of all the institutions are clearly spelt out and mechanisms put in place to enhance harmonious relationship between and among them.

## CHAPTER ONE INTRODUCTION

### 1.1. Preamble

The vision of the Directorate is to ensure that “it becomes the leader in the promotion of sports for all”. The mission is “To formulate, implement and coordinate sport programme through partnership and initiative strategy for recreation, good health, competition, career development and as an industry”. The County Government of Bungoma, therefore, firmly believes in its duty to promote and develop sports in the County as an avenue for recreation, health and fitness as well as a career while respecting every individual’s rights and freedom. This policy thus will ensure that every person participates and enjoys sports from whichever perspective they prefer.

### 1.2. Background

The history of sports in Kenya stretches way back to the period before the British rule. The people of Kenya were actively involved in traditional sports such as dance, wrestling, hunting, traditional archery, and others, which were mainly confined within the various indigenous communities. The period during colonialism witnessed the introduction of many of the modern sports in Kenya, some of which were played along racial lines. The first major international competition in which Kenyans of African origin participated and made an impact was in the 1954 Vancouver Commonwealth Games. Since then, there has been an increased participation of Kenyans in international competitions.

There have been some achievements realized in the area of sports growth and diversification in Kenya. The Sports portfolio currently is under County Governments. Bungoma County has excelled in soccer, volleyball and athletics. It has fronted various sportspersons such as Doris Wefwafwa (volleyball), Moses Wabwayi (Soccer), Ben Jipcho (sprinter in Athletics) and Joseph Barasa (current assistant national coach) among others to represent the country internationally. The county is rich with youths with special talents in sports disciplines such as Rugby and Tug O’ War.

In 2013, upon devolution of government services, Sports was in the Department of Youth, Gender, Sports and Culture in the County Government of Bungoma. It was however moved to the Department of Education, Youth and Sports as a Directorate toward the end of the year 2014. The Department has established a County Volleyball men and women teams that are currently competing in the national league.

Implementation and management of sports programmes have been uncoordinated due to lack of a guiding framework thus necessitating formulation of this Policy. It is envisioned that the policy will streamline such programmes thus strengthening the current structures and developing proactive ones. It will contribute to achievement of the economic and social pillars of the Vision 2030 through the identified themes.

### 1.3. Rationale for Sports Policy

The rationale for development of this Policy is to:

- I. Offer direction in terms of vision and mission to all sports organization and other stakeholders in terms of their operations locally and nationally;
- II. Streamline all aspects of sports so as to improve and sustain the existing and harmonize sports;
- III. Act as the supreme constitution, reference and guideline document in sports, which will establish a county plan and guiding principles upon which the management of sporting activities will be based towards identification, nurturing and development of sports talent;
- IV. Ensure that the county keeps up with the fast evolving sports performance standards and stiff competition nationally through better coordinated sports management, and intensified training;
- V. Outline the county government desired procedures in the planning, organization, participation and management of sports and thus create better understanding, co-operation and socio-political harmony among the people of Bungoma;

- VI. Use sports to enhance the health of all citizens and serve as a vehicle for promoting county image, national cohesion, international co-operation and friendship.

## CHAPTER TWO

### THE POLICY VISION, GOAL, OBJECTIVES & MANDATE

#### 2.1. Vision and Mission Statements

##### 2.1.1 Vision

To be the leader in the promotion of sports for all.

##### 2.1.2 Mission

To formulate, implement and coordinate sport programme through partnership and initiative strategy for recreation, good health, competition, career development and as an industry.

#### 2.2. The Goal

The main goal therefore is “To enrich lives of the citizens of Bungoma through total participation, quality training and excellence in sport.”

#### 2.3. Policy Objectives

In line with the Departmental vision and mission, the policy objective will be:

- I. To develop a healthy, disciplined, united and productive society through greater participation in sport and physical recreation by all members of the society.
- II. To regulating sports and sport activities in the County
- III. To provide opportunities for the fulfilment of social, psychological, emotional
- IV. and physiological needs of the individual through sport and physical recreation.
- V. To develop and improve the knowledge and practice of sport in the interest of the holistic development of the individual and the enjoyment by the public at large.
- VI. To endeavor to attain excellence at the highest level of sporting competition, develop county pride, patriotism and enhance goodwill among nations.
- VII. To promote and facilitate the development of sport as an industry that will contribute to the earning capacity of the individual as well as to the county economy.

- VIII. To promote Bungoma County as a hub of sporting activities thereby positioning the county as a preferred destination for national and international sports events.
- IX. To mobilizing financial resources for sports programmes and activities
- X. To establish sports centers and facilities
- XI. To ensure care and safety of sports facilities and users.
- XII. To register sports clubs
- XIII. To collaborate with the relevant public and Private institutions on development of sports talents and facilities
- XIV. To develop and promote anti-doping strategies I sports
- XV. To organize and coordinate training for sports personnel.

#### 2.4. Mandate

In order to achieve the stated objectives, the Directorate of Sports shall:

- I. Identify and nurture sports talents in the County;
- II. Promote and develop all forms of sports and sporting activities in Bungoma County;
- III. Advocate and promote good management and fair play in sports;
- IV. Conduct advocacy fora for recognition of sports as an industry which provides an avenue for sportspersons to earn a living;
- V. Encourage and educate all citizens on the importance of participating in sports for good physical, mental, emotional and social development;
- VI. Enhance national unity and promote of international co-operation through sports medium;
- VII. Provide the required sports facilities countywide to allow easy access by the people;
- VIII. Encourage regular bidding and hosting of national competitions in Bungoma County to popularize sports nationally; and
- IX. Facilitate initiation, registration and establishment of new sporting initiatives to broaden people's participation

## 2.5. Guiding Principles

Integral to the Bungoma County Sport Policy is the acknowledgement that excellence in sports at all levels is dependent on the following key principles that form the basis of all sport-related policies and programmes:

## CHAPTER THREE

### THEMATIC AREAS AND IMPLEMENTATION STRATEGIES

#### 3.1 Introduction

The Government of Bungoma recognizes that the effectiveness of the County Sport Policy lies in its consistency, coherence, and alignment with the SDG, national goals, CIDP, and other county government policies, and its positive and all pervasive impact. This impact should be measurably evidenced across all relevant Departments and Agencies, the private sector, locally, nationally and internationally.

The Government recognises the need for having comprehensive sports development plans. An integrated development program will be developed with the aim of improving general awareness in sports as well as enhancing our success locally, nationally and internationally. All sports organisations will have annual work-plans to guide their operations towards improved participation, financial management, coaching, officiating, event management and sports science facility development.

#### 3.2. Sport for All

*Sport for All* is a movement which promotes the Olympic ideal that sport is a human right for all individuals regardless of race, social class, gender and physical and intellectual challenges. The movement encourages sport activities that can be exercised by persons of all ages, gender, social, economic, and physical and intellectual conditions.

##### ***Implementation Strategies***

- I. Encourage provision of the necessary resources while ensuring optimal utilization of the existing ones.
- II. Sensitize and educate the community on the role of sports in health and other areas of County development.
- III. Encourage Institutions of learning, public and private sectors to organize regular sports, physical activities, exercises, recreational sports and competitions.



- IV. Encourage County residents to participate actively in physical and recreational activities
- V. Integrate sports for persons with disabilities into the county sports programmes for able-bodied sportspersons, whilst safeguarding and preserving the identity of sports for persons with disabilities.
- VI. The County Government of Bungoma shall fully embrace gender equality consistent with the **1994 Brighton Declaration on Women in Sport** as an important aspect of *Sport for All*.

### 3.3. Sports for Peace Building and National Cohesion

*Sport for Peace Building and National Cohesion* shall be used to promote sport as a tool for peace, tolerance and understanding for and among persons across communities, beliefs, cultures, religion, class, gender, age groups, diversity and race. It promotes the ideals of fair play, teamwork, discipline, dedication and commitment as well as respect for self, competitors, and authority.

#### Implementation Strategies

- I. Engender a culture of cohesiveness while supporting the development of strong communities for socio-economic development;
- II. Strengthen social ties, promote intellectual and physical health, build networks, support ideals of peace, fraternity, solidarity, non-violence, tolerance and justice and advance social integration.

### 3.4. Sports for Economic Development

The County Sports Policy creates an enabling environment that supports the viability of sports as an industry. The County Government of Bungoma recognizes the value of sports in creating opportunities, generating employment and wealth, and sustaining the value of intellectual property. The Policy seeks to develop human, financial and physical resources with the objective of increasing viability, sustainability and growth as a means of increasing the contribution of sports to the County economy.

#### Implementation Strategies

- I. Develop and implement programmes which support the sports industry

- II. Create awareness through public education campaigns on sporting rules, regulations and opportunities.
- III. Facilitate both the public and private sectors to invest in sports.
- IV. Re-invest sports earnings for its further development.
- V. Encourage local industries to produce sports goods and equipment.
- VI. Initiate and promote sports tourism.
- VII. Maximize high performance sports and increased participation.
- VIII. Through research, the county government shall adopt industry effective practices for training of sport personnel including the certification of non-traditional and emerging careers in sport.
- IX. Strengthen the institutional capacity that protects intellectual property rights as a fundamental resource for sports persons in the County

### 3.5. Sport and the Environment

The County Government of Bungoma is committed to ensuring that the sports sector promotes a healthy natural environment. Strategies

- I. The County Sports Policy supports the requirement that all sports facilities, events and organizations employ appropriate technology and effective practices that minimize negative impact on the natural environment and contribute effectively to climate change mitigation.
- II. The County Government of Bungoma will seek to ensure that construction and development of sport facilities and infrastructure are done in compliance with development planning and building approval requirements including environment impact assessments and any other legislation governing such activities.
- III. The County Government of Bungoma will promote the use of environmentally sustainable methods for waste management to include the handling of solid and liquid waste, air emissions, and hazardous waste.
- IV. The County Government of Bungoma will implement climate change adaptation strategies in the location, design and construction of sport facilities and infrastructure.

- V. Sports forums will be used to sensitize people on the need to conserve the environment through pollution control measures, afforestation, re-afforestation and planting of trees around sports facilities.
- VI. Adequate space/land will be set aside for establishment and development of playgrounds at all levels.

### **3.6. Sports and Talent Identification and Nurturing**

The County Sport Policy seeks to create an environment which facilitates identification and nurturing of raw talent for prosperity and economic development of the individual and County. This will be achieved through the following strategies:

- I. County Annual Talent search programmes
- II. Establishment of sports academies
- III. Sports mentorship programmes
- IV. Sports competitions

### **3.7. Sports for Employment and Poverty Reduction**

The Sports industry is an important source of both direct and indirect employment generation and wealth creation. Widespread participation in sporting activities therefore helps to generate income among a wide spectrum of the population, thus playing a vital role in alleviating poverty.

#### **Implementation Strategies**

- I. Encourage career development in sports;
- II. Provide job opportunities for players, coaches, administrators and other professionals
- III. Provision of skilled and non-skilled employment opportunities as well as contracts during infrastructure development;
- IV. Promote SMEs involved in provision of sporting goods.

### 3.8. Sports for Advocacy, Information, Education and Communication

Advocacy, Information, Education and Communication are important tools for creating awareness and disseminating information on vital issues in the society. In this respect sports will be used to: -

- I. Create awareness and information dissemination on areas of national development and community perceptions with a focus on positive behavioral change
- II. Market tourism, trade and the rich cultural heritage and diversity of our nation
- III. Uplift the pride of our people and reinforce their cohesiveness
- IV. Foster county, national and international goodwill as well as friendly rivalry

### 3.9. Sports and Investment

The stature of sports has grown significantly due to its recognized contribution economically, socially, culturally and politically to the country's welfare and development. Greater prominence will be given to sports funding and inclusion of sports programs in the county's overall development and programs of co-operation with development partners.

#### Implementation Strategies

- I. Increased funding for the establishment of grassroots sports development programs, which will be self-sustaining;
- II. Expansion and improvement of sports and recreational opportunities through the education system;
- III. Provision of sports managerial and administrative expertise, including provision of the necessary coaching and technical support;
- IV. Continued training of the necessary manpower in sports by the Kenya National Sports Institute (KNSI) and other tertiary institutions;
- V. Inclusion of sport in human resource development programs;
- VI. Increased investment in sport development in the county, paying particular attention to the needs of youth and persons with disabilities, and to the importance of strengthening the family unit and building community cohesion;

- VII. Encouragement of wider access to grassroots participation in sports by providing incentives to those who excel in sports;
- VIII. Drawing of contracts of understanding with willing private developers to construct sports facilities, which after utilization for an agreed period of time shall be transferred to the government;
- IX. Formation of an advisory body to advice sportsmen/women on how to invest their sports earnings;
- X. Encouragement of public and private organizations to design construct and equip sports facilities for their employees for training recreationally and competitively.

### **3.10. Sports and Education**

It is imperative that all sports persons maintain a supervised and regulated sports career to ensure long term participation geared towards sound investment for the later years. Formal education of many athletes has been jeopardized at the expense of their sporting careers. As a result many of them lack the basic academic backgrounds required to support themselves economically after retirement from active sports. It is necessary therefore, to ensure the acquisition of satisfactory educational background by sports persons so as to complement the success of their sports career.

#### **Implementation Strategies**

- I. The Directorate of Sports in collaboration with the Department of Education and other stakeholders will ensure that the young sports persons do not drop out of school in favor of short-term gains from the sports assignments.
- II. Encourage provision of scholarships to talented sports persons by local schools, universities and other training institutions, including relevant job placements and recognition after active sports careers.
- III. Youth selected for sports assignment locally and abroad will be encouraged to continue with their studies during and after the competitions
- IV. The County Government will promote sports in all learning institutions;

- V. The Directorate of Sports will ensure that all Sub Counties have Talent Development Centers for sports in general.

### 3.11. Sports as a Career

The County Government notes that rewards in cash and kind are overtly paid out to sportspersons who excel in sports. This trend will be encouraged to act as a motivation to the sportspersons and recognize its role in job creation. Towards this end, the following measures will be put in place: -

- I. The Government will encourage recreational sports for the masses and professionalism for the highly talented.
- II. Sports organizations will be encouraged to prepare workable programmes, which will promote sportspersons' talents to the level of professionalism.
- III. Sports organizations will seek more sponsorship from all stakeholders to provide the necessary resources for its development.
- IV. Deliberate efforts to encourage professional sports leagues, competitors and structures at county level shall be mounted.
- V. Sports organizations that have professional leagues should also adhere to signing of proper contract vis-à-vis players and teams.

## CHAPTER FOUR

### SPORTS DEVELOPMENT

#### 4.1. Sports Facilities, Goods and Equipment

##### 4.1.1 Sports Facilities

In order to facilitate mass participation in sports, diverse sports facilities of acceptable standards will need to be set up in the county. This will expand the basic level of sports knowledge and participation. For the individuals and teams who show excellence in their chosen sports, adequate and well-equipped facilities of national and or international standards must exist for further specialized training required by the sportspersons concerned.

The use of these facilities together with professional training and coaching will help the individuals or teams polish up their skills and improve bodily and team coordination in order to achieve best results. In addition, sports facilities should be maintained to ensure their durability and safety. All existing facilities, and those that are currently being developed and all future constructions will be required to have all the necessary amenities for use by all, irrespective of their gender, age, and physical ability. To achieve the above all stakeholders in sports shall:

##### *a) The County Government*

- I. Facilitate development of sports facilities in rural and urban areas by interested parties;
- II. Set aside land for the establishment of sports and recreational facilities;
- III. Provide supplementary funds where possible, for the establishment and maintenance of sports and recreation facilities;
- IV. Maintain all county government owned stadia through a county stadia management committee;
- V. Seek funding from willing development partners for establishment of sports facilities;
- VI. Plan and provide of sport and recreational facilities;

- VII. Encourage private developers to develop sports clubs in high population density areas;
- VIII. Co-ordinate planning of amenities departments in order to avoid undesirable location of sports facilities

***b) Institutions***

- I. Include adequate sports and recreational facilities in the planning and establishment of any new educational and training institutions.
- II. Improve and expand facilities at the existing institutions so as to cater for a wide variety of sports.
- III. Fully utilize the existing sports facilities by hosting intramural and extramural Sports;
- IV. Allow members of the public to use the facilities at a reasonable fee.

***c) Private Clubs***

Private clubs will be encouraged to open their sports facilities to non-members as long as the following requirements are met: -

- I. Contribution towards the up-keep of the facilities, which could be done either in cash or in kind, e.g. provision of fertilizer, lime, manpower and skilled services.
- II. Payment of overtime for staff as the facilities would be used at times not required by the members.
- III. Ensuring orderly behavior of the participants and careful use of facilities.

***d) Sports Organizations***

- I. Ensure that all sports facilities are within the standard requirements.
- II. Ensure that equipment used are of standard specifications.
- III. Liaise with stakeholders so as to raise funds to put up offices, sports academies and other training facilities.



#### 4.1.2. Sports Goods and Equipment

While the provision of suitable and adequate sports goods and equipment is necessary in facilitating increased participation in sports, their high cost has been one of the major handicaps in the development of most sports. To address this issue, the following measures will be undertaken:

- I. Improvisation and manufacture of such equipment locally, especially for mass sports, will be encouraged so that more people can take part in a wider variety of sports;
- II. The private and public sectors and individuals will be encouraged to donate sports goods to various sports bodies, clubs and individuals;
- III. The County Government shall ensure that goods and equipment are in compliance with the specifications of Kenya Bureau of Standards (KEBS). Sports goods and equipment manufactured locally for export must also meet similar stringent quality controls.

#### 4.2. Sports Marketing

Sport being a fast growing industry requires aggressive marketing and publicity. Positive image creation on sports will provide information, which can be used to transform sports into a lucrative sector. This is through the use of the mass media, publicity and advertising through sports. To enhance its role, the media will be facilitated through the provision of an enabling environment to:-

- I. Encourage regular training of media personnel on matters pertaining to sports;
- II. Inform people about sports events, thus helping to popularize sports;
- III. Participate in marketing of sports and making it a leading social and economic venture in the county;
- IV. Encourage sports organizations to maximize utilization of the media locally and nationally to further promote interest and participation in sports;
- V. Encourage further co-operation between sponsors, sports organizations, media groups, marketing firms and owners of sports facilities to come up with innovative approaches of maximizing revenue collection;

- VI. Recognize the role played by the corporate sponsors and individuals in the promotion of sports and encourage them to further take advantage of the good publicity accruing from media coverage of sports;
- VII. Positively capture and portray the advertisements in a way that is mutually beneficial to the owners of the sports facilities and the advertisers;
- VIII. Recognize sports publicity and advertising as complementary industries that will interact further for greater economic progress and poverty alleviation;
- IX. Encourage the use and application of modern technology in sports reportage; and receive communication or information on sports from designated sports organizations' spokes persons

## CHAPTER FIVE RESOURCE MOBILIZATION AND MANAGEMENT

Adequate resources are critical to the development of sports. The County Government of Bungoma shall create an enabling environment to ensure that required resources are available.

### 5.1. Sports Funding and Sources of Funding

The County Government of Bungoma intends to support sports development through the acquisition, construction and maintenance of stadia and facilities in the county. It has been providing limited funds to sports clubs to facilitate both their preparations and entry into competitions locally and nationally. However, with the diversification of and the increased participation in sports, the County Government's resources have not been adequate to cope with the increasing demand. In addition, the trends in sports funding worldwide has gradually shifted from Governments to the private sector. Towards this end, the County Government will facilitate sports funding by: -

- I. Establishing a permanent source of sports funding besides the annual budgetary allocations;
- II. Establishing a county sports trust fund;
- III. Providing supplementary funds for capacity building of technical, professional and administrative personnel recognized sports training institutions;
- IV. Providing supplementary funds to teams participating in major national and international sports;
- V. Supporting where necessary, activities aimed at resource mobilization for sports development; and
- VI. Encouraging various stakeholders to fund construction, maintenance of sports facilities, sports events and training of sportspersons.

The following will be the sources of sports funds in the County Government of Bungoma:

### 5.1.1 The County Government of Bungoma

- I. **County Sports Trust Fund** -The body will disburse funds to develop grass-root sports. A minimum of 0.1% of the County annual budgetary allocation, 2% of the gross sports earnings by sportspersons and 5% for sports organizations shall be remitted to the County Sports Trust Fund.
- II. **County Sports Lottery** - The Government will facilitate the establishment of a County Sports Lottery, which will be run under the auspices of the Bungoma County Sports Council, Directorate of Sports and persons drawn from the private sector.
- III. **Annual County Government Budgetary allocations** -Through the Government's annual budget money will be allocated for sports development.
- IV. **Gate Charges/Collections** - These will remain as a major source of funds for popular sports. Government owned facilities will continue to take 15% and 20% of total collection for local and national events respectively, to supplement funds for the maintenance of sports facilities. Gate fees in these facilities will be fixed by the specific organization to a particular sports discipline, but must be affordable to the local community. For non-Government facilities, payments will be done as per the laid down or agreed rates.
- V. **National Government Grants** - part of the annual grants from the national government to the County Governments will be set aside for sports development.
- VI. **County Government levies** - the Government may impose levies to supplement funds allocated in the annual County Government budgetary allocations to develop sports.

### 5.1.2 Constituency Development Fund

Based on the CDF Act, 2013, sports activities (minus cash awards) shall receive up to a maximum of 2% of total annual constituency allocation.

### 5.1.3 Sports Organizations

- I. **Membership/affiliation fees** - sporting organizations will continue to charge fees/levies for affiliate membership as agreed.
- II. **Contracts/Agreements** -individual sports organizations and sportspersons will be encouraged to enter into contracts/agreements/endorsements (locally, nationally and/or internationally).
- III. **Sale of replica uniforms and memorabilia**-Sports clubs and sport organizations will produce replica uniforms, badges, scarves and other popular memorabilia for sale to the general public to raise funds to run their programmes.
- IV. **Fund- raising boards** - sports organizations will be encouraged to form fund-raising boards, hold harambees, raffles and any other legitimate means to raise funds for their programs/activities.
- V. **Grants from national and international sports bodies** - county sports organizations will continue to receive grants from the respective national and international bodies for sports development.

### 5.1.4 Private Sector

- I. **Sponsorship** - sponsoring agents will be encouraged to continue with the role they play towards the funding of sports programs. Those companies and individuals, which make sports donations either in cash or kind, will be awarded to the construction and maintenance of sports facilities, equipment and related items.
- II. **Licensed agents** - Licensed agents handling professional sportspersons will pay licensing levies to the relevant sports organizations. The contracts shall be signed before the sports organizations representative(s)
- III. **Advertising Rights** - Advertising firms using sports or sportspersons to market their products will pay an agreed fee to the concerned

individual(s), the relevant sports organizations and the County Sports Trust Fund as may be agreed.

- IV. **Sale of Media Rights** - Sports organizations in conjunction with the Communications Commission of Kenya (C.C.K.) and any other relevant organizations will enter into contract for the sale of media Rights with interested persons/organizations during major sports events.

### 5.1.5 Individuals

- I. **Contracts/agreements/endorsements** - individual sportspersons will be encouraged to enter into contracts/agreements/endorsements locally and/or internationally to raise funds to cover costs of their own involvement in sports.
- II. **Membership/affiliation fees** - Sportspersons will continue to pay membership/affiliate fees to their clubs for sports development.

### 5.2. Financial Management

Sports has become a thriving money generating industry and a lucrative source of foreign income. Increased international and local earnings, sponsorships, grants and contracts have attracted many people of various backgrounds into the management of sporting associations. To ensure transparency and accountability in management of these funds, the following measures will be put in place:-

- I. The B.C.S.C. will conduct a periodic inspection of the books of accounts of all its affiliates.
- II. All sports organizations will form active finance committees to manage their finances.
- III. Qualified finance personnel will be recruited by all County sports organizations
- IV. Training of members of organizations' executive committees on financial management and maintenance of books of account will be undertaken through recognized sports training institutions

- V. All sports organizations will open and maintain bank accounts, and books of accounts, which shall be open to scrutiny by their legitimate members, B.C.S.C. and Directorate of Sports upon demand
- VI. All associations will give their audited accounts reports during their Annual General Meetings to ensure transparency and accountability.

## CHAPTER SIX

### SPORTS ADMINISTRATION AND GOVERNANCE

The County Government of Bungoma recognizes the importance of having a County Governance Structure to support the proper development and efficient management and delivery of sport. In this regard, several structures have been established to ensure that transparent, accountable and reliable governance systems support the government's policy direction for sport and protect persons who participate in, support and enjoy sport.

#### 6.1. Bungoma County Sports Institute

Emerging global trends have led to increased competitiveness in sports creating a dire need for research and a scientific approach to training in order to keep abreast with the fast evolving international standards. The institute therefore, will address performance standards, training needs, certification of technical sports personnel, and the establishment of a County database. It will be structured in such a way that departments will play a complementary role to each other, and will consist of high quality self-motivated staff who will deliver professional services to all clients. The Institute will be located at the High Altitude Training Center in Kaptama, Mt. Elgon Sub County. Its functional categories will include:

##### 6.1.1 Center for Sports Science

The Center for Sports Science will offer courses in sports physiology, theories of training, biomechanics, and fitness, HIV/AIDS, sports nutrition, sports psychology, physiotherapy, sports management, sports medicine and any other sports related discipline. It will:

- a. Set up an anti-doping center in accordance with the international requirements;
- b. Co-ordinate and organize sports seminars, workshops, courses, clinics, symposia for technical and sports administration personnel;
- c. Issue licenses for technical and administrative personnel on the recommendation of the county sports organizations;
- d. Initiate disability education programs o



- e. Coach education programs o officials education programs
- f. Sports marketing programs and sports administration programs.
- g. Develop a program for youth and women
- h. Identify, nurture and develop talents;
- i. Train volunteers to form a strong backbone of sports and recreation industry
- j. Monitor/evaluate sports performance in the county, in order to ensure excellence and to guard against decline;
- k. Support and complement training programs for sports administrators, coaches, referees, umpires, trainers and sports medicine personnel and to award them the appropriate certificates and licenses, in conjunction with the relevant National and International Federations/Associations.

#### **6.1.2 Documentation, Information and Research Center:**

The Institute will work with the institutions of higher learning, county and national sports organizations as well as other stakeholders, to promote research in development of talents and keep abreast with the latest information on sports. A multi-purpose sports information resource Centre will be set up to facilitate access to sports related information and services. In conjunction with other stakeholders, some of its roles will include:

- a. Maintenance of an up-to-date centralized documentation Centre for sports;
- b. Development of proposals and strategies for the continuous improvement of the Centre;
- c. Advising on the development of databases and suitable information on sports technology;
- d. Developing information services and products for clients including current awareness services;

- e. Developing guidelines on collection of resource materials to meet clients' needs;
- f. Receive and analyze data on training from all sports organizations

### **6.1.3 Center for Sports Marketing**

The Center will develop marketing strategies, identify sources of funding, sponsorship, and develop a program for sportspersons' career development, education, and placement. It will link up with other international bodies to ensure regular update on the most current market trends.

### **6.1.4 Sports Museum**

The establishment of the museum will serve as a sports heritage center and will culminate in the formation of "The Hall of Fame". Our rich sports history will be retrieved, processed and stored for dissemination to the public, institutions of learning and serve as a reference pool for the future.

## **6.2. County Drug Agency**

The body is to advise the county government on how to monitor, educate and to carry out testing in order to enforce national and international drug abuse control.

## **6.3. Institutional Framework**

### **6.3.1 Directorate of Sports**

The Directorate of Sports is charged with responsibility of developing and promoting sports and recreational activities in the county. It provides technical advice to the County Government on all matters relating sports and recreational activities. Its functional roles include:

- I. Plan, formulate and implement policies to promote sports and recreation in the county;
- II. Mobilise and encourage the citizens of bungoma county to participate in sports as individuals, teams, clubs and associations/federations;

- III. Develop and control all forms of sports and recreation with a view to the attainment and maintenance of the highest standards and promotion of the physical, mental, moral and social welfare of the people of bungoma;
- IV. Recommend to the treasury on tax waivers on donated sports goods, equipment and prizes;
- V. Work together with individuals and sports organizations in the identification and development of sports talent in the country so as to sustain and improve on achievements that have been attained locally, regionally and internationally by sportspersons;
- VI. Approve the main officials who constitute the management committee to county competitions involving more than one sport;
- VII. Encourage active participation of bungoma sports officials at the county, national, regional, continental and international fora including aspiring for leadership roles;
- VIII. Seek the integration of sports for athletes with disabilities into the county sports programme whilst safeguarding and preserving the identity of sports for the disabled athletes;
- IX. Sports for athletes with disabilities without discrimination;
- X. Assist and encourage educational and rehabilitation programs through sports and recreational activities;
- XI. Collaborate with learning institutions and other stakeholders concerned with sports and recreation in the provision of technical training, playing fields, equipment and other facilities; □ through the b.c.s.c., watch over sports organizations' management of finances, sportspersons and officials, moveable as well as immovable assets. It shall have powers to institute direct investigations to suspected misappropriations;
- XII. Create HIV/AIDS awareness through sports activities in order to help control the spread of the pandemic;

- XIII. Contribute towards poverty alleviation in the country by encouraging sportspersons to engage in professional sports and to wisely invest their earnings in economically viable projects for job creation;
- XIV. Inculcate the sense of patriotism in the practice and involvement in sports through education, training and invocation of national pride;
- XV. Co-ordinate the running of the Bungoma county trust fund;
- XVI. Liaise with any other agencies and individuals concerned or charged with the responsibility of encouragement and promotion of sports

### 6.3.2 The Bungoma County Sports Council

The Bungoma County Sports Council was formed in 2014 to co-ordinate the activities of the sporting organizations in Bungoma County. It acts as an advisory body to the county government through the Directorate of Sports. Its functional roles will be to: -  
Co-ordinate and monitor funding and utilization of resources for activities related to sports and recreation activities in order to ensure appropriate use and accountability;  
Monitor operations and activities of all sports organizations to ensure that they are in conformity with their own constitutions and those governing their respective international organizations;

- I. Act as a link between the county government and sporting organizations;
- II. Be the advisory body to the county government through the directorate of sports on matters concerning sports standards, participation in and affiliation to international sporting organizations;
- III. To establish an independent sports electoral commission to organize and supervise elections in all sports organizations;
- IV. Initiate/facilitate the establishment of elected and functional sub county sports committees whereby the sub county sports officers will be the administrative secretaries to those committees;
- V. Provide administrative and technical support with regard to the management of the affairs of various sports organizations by:
  - o ensuring transparent, democratic, free and fair elections for sports officials;
  - o ensuring proper

management, accounting and auditing of funds by the various sports organizations;

VI. ensuring maintenance of discipline among officials and sportsperson in all sports disciplines:

- a. affiliate all sports disciplines registered in Bungoma County such that no sports organizations shall be allowed to operate without being fully affiliated;
- b. registration and certification of sporting organizations from grassroots to county levels;
- c. Inspect audited books of accounts of all county sports organizations with the department in charge of sports providing auditors;
- d. Arbitrate in disputes within, and/or between sports organizations;
- e. Discipline errant sports organizations officials, including de-affiliation of the executive committee and recommend de-registration if deemed necessary;
- f. Co-ordinate financial requests from sports organizations to the county government and make recommendations based on each activity;
- g. Disburse funds provided by the county government to the sports organizations;
- h. Funds on its own or jointly with other stakeholders to meet the cost of organizing sporting activities;
- i. Advice on the use of county colors in county, national and international competitions;
- j. Prepare teams and ensure their participation in the national competitions;
- k. Liaise with the directorate of sports in facilitating the participation of Bungoma county teams in various national events and hosting similar events in the county;

- l. Co-ordinate and recommend to the directorate of sports on duty exemptions on sports donations and prizes, goods and equipment;
  - m. Co-ordinate clearance of foreign technical personnel before their engagement by the local sporting organizations;
  - n. Local and foreign sportspersons' licensing agents in conjunction with the relevant sports organizations;
- VII. co-ordinate and facilitate issuance of passports, visas and other travel documents and clearance of sportspersons and officials, where applicable with the relevant authorities;
- VIII. Create HIV/AIDS awareness through sports activities to help control the spread of the pandemic;
- IX. do all or anything, which may be seen directly or indirectly conducive towards the attainment of the foregoing objectives

#### **6.3.4 National and International Sports Bodies**

The functions of National and International Sports bodies are to:

- I. Develop/promote their Sports discipline;
- II. Set up rules and regulations of play in their sport and their review;
- III. Affiliate all national sporting organizations, which meet qualifying criteria in their area;
- IV. Assist affiliates in developing their Sports in their respective areas of operation;
- V. Appoint technical personnel, referees, umpires, coaches, trainers and judges for national and international sports assignments;
- VI. Maintain records of their affiliates;
- VII. Organize major national and international championships and other competitions;
- VIII. Hold regular meetings to discuss various issues pertaining to their sports including discipline, arbitration and dispute resolutions;
- IX. Provide grants to its affiliates to run their programmes

#### 6.4. Management of Sports Organizations

The main functions involved in management of sports organizations include planning, organizing, directing, controlling and staffing. Successful management of any sports organization also involves complying with the current statutes and codes, which govern it. To ensure the same, the sports organizations shall: - □ adhere to a four-year term of office;

- I. Adhere to a maximum of two four-year terms served consecutively in the same capacity by the executive committee members;
- II. Ensure that at the county level no elected official will hold any of the three key positions of chairman, secretary and treasurer in more than one sports organization;
- III. Ensure that elected officials relinquish the lower position upon ascendancy to a higher position in the same organization;
- IV. Not elect non-residents to the positions of chairman, secretary or treasurer;
- V. Formulate constitutions, which will promote harmony in the game;
- VI. Have their elections supervised by the Bungoma county sports council electoral commission, which will submit returns to all relevant authorities;
- VII. Hold their annual general meetings (AGM) not later than 31<sup>st</sup> march every year to review their activities, present their audited accounts and to prepare their work plans for the next year;
- VIII. Adhere to the provision of article 27(8) of the constitution of Kenya that states in part that *'no more than two-thirds of the members of elective or appointive bodies shall be of the same gender'*;
- IX. Discourage socio-cultural practices and beliefs that impact negatively on levels of performance and involvement in sports;
- X. Avoid unnecessary public utterances, which may bring the game to disrepute;
- XI. In conjunction with the BCSC promote the spirit of professionalism in their sports by offering monetary/material rewards commensurate to the level of competition from grassroots to county levels;

- XII. Seek approval from the county government to host national events or send a team outside the county and show proof of their ability to fund;
- XIII. Ensure fair and acceptable criteria will be used in the selection of the county teams representing the county in the national events;
- XIV. Severely punish cases of usage of prohibited products or methods designed to enhance performance of sportspersons by artificial means;
- XV. Support the twinning of sports organizations in the county with similar sports organizations in the country;
- XVI. Support creation of cultural exchange programs by sports organizations in the county with similar bodies in the world so as to promote sports tourism for the mutual benefit of all;
- XVII. Recognize and co-opt county officials who are members of the national sports bodies as ex-officio in their executive committees where possible;
- XVIII. Ensure that interest and integrity of the county shall at all times come first, and under no circumstances shall this be relegated for fear of any punitive sanctions by any organizations who have relationships with our county sports organizations; and
- XIX. Allow the decision of BCSC to prevail in case of disputes arising

### **6.5. Sports Protocol**

To ensure that there is order and harmony in all sports events the necessary protocol requirements will be adhered to. These will include:

- I. Recognition of office holders present.
- II. All sports organizations informing B.C.S.C., the Directorate of Sports and the Department in charge of sports of all visiting sports dignitaries.
- III. The Department and Directorate representatives being be involved in the itineraries of the visiting officials' programme, if necessary;
- IV. Provision of names of Bungoma County team(s) is participating outside the county, in good time for communication to the coordinating bodies;



- V. Abiding by all sportspersons and officials who go on sports mission outside the country with the provisions of the Republic of Kenya Code of Conduct for sports people. Only credible officials will be allowed to accompany teams;
- VI. Accompaniment of sports team made up of ten (10) or more members travelling out of the county by an official from the Bungoma County Sports Council or the Directorate of Sports, funds permitting;
- VII. Making provisions for adequate memorabilia by the organizing authorities for Bungoma County teams to exchange with other teams as a gesture of friendship, during national sports events involving two or more counties in one or several sports disciplines. The B.C.S.C shall source these.

#### **6.6. Inter-Sectorial Collaboration**

There is need to initiate and develop the necessary inter-linkages with all the stakeholders involved in the development of sports for the mutual benefit to everybody. In this respect, the Department in-charge of sports will work closely with other Departments and Sports bodies to fully develop sports in the County. This will be by:

- I. Opening sports desks in related Department where applicable so, as to regularly disseminate sports information to all stakeholders;
- II. The County Government to provide land, funds, staff to construct and maintain sports facilities under their care;
- III. Working in collaboration with the Department in-charge of Health to train sports medical personnel for effective prevention and management of sports injuries. Sports will also be used as a forum for disseminating health related information, particularly on prevention of diseases like HIV/AIDS;
- IV. Collaborating with the Department in-charge of Tourism to embark on programs that encourage sports tourism in the county like motor rallying, jumbo charge, rugby, football, volley ball and other games;
- V. Working with the relevant authorities to encourage elite sportspersons to invest their sports earned incomes in economically viable ventures to help alleviate poverty;

- VI. Enhancing and deepening collaboration with sports organizations through the Bungoma County Sports Council (B.C.S.C.);
- VII. The Bungoma County Body Building and Fitness Association or any other relevant body to affiliate all keep-fit and health clubs so as to regulate safety of the facilities/equipment and set standard qualifications for their instructors;
- VIII. Collaborating with research institutions, local and international universities in the carrying out of relevant research related to sports;
- IX. Encouraging greater involvement and participation of sports personnel in professional sports organization;
- X. Encouraging Government Department, Public and Private Organizations to provide fitness facilities within their office premises for use by their employees during break time so as to promote sports for all;
- XI. Encouraging all Departments, Public and Private Organizations to set aside a sports day as part of their sports welfare to be a forum for interaction and dissemination of their policies; with the Kenya Association for Health Physical Education, Recreation, Sport and Dance to have a database of all persons involved in the management of sport in the county and to evolve mass fitness tests to assess the fitness profiles of Bungoma residents in general and sports participants in particular.

## CHAPTER SEVEN LEGAL FRAMEWORK

For sports programmes /activities to run smoothly, legal guidelines require to be spelt out clearly. These will address matters on registration, affiliations, discipline and resolution of disputes that may arise.

### 7.1. Registration and Affiliation of Sports Organizations

The requirements of this policy on the registration and affiliation of sports organizations are as follows:

All sports organizations in the county shall be vetted by Directorate before being registered.

- I. The Sub County sports offices shall register their branches.
- II. County sports organizations shall affiliate to Directorate the National Olympic Committee of Kenya, where applicable, and/ or Kenya National Paralympics Committee as per the requirements of that sport.
- III. County sports organizations shall seek to affiliate to their national sports bodies.
- IV. Every registered county sports organization must have a recognized office from where it shall provide the necessary services and where their property shall be secured.
- V. To include a clause in their constitutions that they will submit their election returns to Directorate first for vetting before being registered.

### 7.2. Discipline, Dispute Resolution and Arbitration in Sports

Sports disputes are unique and can result into devastating and irreversible damage to sports, sportsmen, sportswomen, and sporting organizations. It is, therefore, necessary to develop ultimate, authoritative and neutral dispute resolution mechanism and/or dispute resolution fora for Sports Organizations in furtherance of the above objective. To achieve this, the following measures will be put in place:

- I. Each County Sports Organization shall be required to adopt arbitration as a means of resolution of disputes that may arise within its ranks
- II. The B.C.S.C. shall establish an Arbitration Panel that shall be the final neutral and authoritative organ to resolve disputes from sports organizations and evolve a jurisprudence of Kenya Sports Law
- III. The B.C.S.C. shall formulate Rules as to the composition of the Panel and Rules of Procedure in accordance with the Arbitration Act (1995) and Rules made thereunder;
- IV. All sports organizations shall be required to submit to the jurisdiction of the B.C.S.C. Arbitration Panel and abide by its decisions;
- V. The B.C.S.C. Arbitration Panel shall resolve any disputes and/or issue brought before it expeditiously and not later than three months from the date of submission of the dispute;
- VI. The decision of the B.C.S.C. Arbitration Panel shall be final;
- VII. No sports disputes shall be taken to court unless they are criminal in nature.

### **7.3. Code of Conduct for Sports People**

All sportspersons and officials representing the county on national, regional and international sports assignments will be required to abide by the provisions of the Kenya Code of Conduct for Sports People. They will serve as goodwill ambassadors who will foster the good image of the county at all time.

### **7.4. Eligibility to hold an elective office in a sports organization**

For one to hold an elective office in a sports organization, the contestant shall:

- I. Have demonstrated interest in the sport;
- II. Have no past criminal record;
- III. Fulfil conditions set by the independent electoral sports commission;
- IV. Not be an official of another sports organization in the county.

## DEFINITION OF TERMS

<b>Athletes</b>	Sportsmen and Sportswomen taking part in any Sport.
<b>Continental bodies</b>	Sports Organizations that run particular sports in the continent
<b>International bodies</b>	International Sports Organizations that Control particular sports world-wide.
<b>Regional Sports bodies</b>	Sports Organizations which run a particular sports in a region.
<b>Recreation</b>	A guided process of voluntary participation in physical activity which provides enjoyment, improvement of general health, wellbeing and the skills of the individual
<b>Sports Administrators</b>	Sports Officers, officials of Sports Organizations and team officials.
<b>Sports Medical Personnel</b>	Sports Doctors, Pharmacists, Nurses Physiotherapists and Psychologists
<b>Sports Organizations</b>	Sports Associations, Federations, Councils, Boards, Unions, Committees
<b>Sports Technical Personnel</b>	Coaches, Trainers, Referees and umpires.
<b>Sport</b>	Any regular form of physical and / or mental activity done or organised by an individual or a group of people either indoors or outdoors, for recreation and or competition levels.
<b>Senior citizens</b>	Old or retired people of sixty five years of age and over
<b>Talent Development Centres</b>	Sports Academies
<b>Veterans</b>	Athletes who have retired from active participation in competitive sports
<b>Youth</b>	A person between the ages of eighteen and thirty five
<b>Zonal sports bodies</b>	Sports Zones as stipulated by the Supreme Council in Africa

## ANNEXES

### Annex I: Sports Organizations Affiliated to K.N.S.C.

1. Amateur Boxing Association of Kenya (ABAK)
2. Athletics Kenya (AK)
3. Kenya Football Federation (K.F.F.)
4. Kenya Cycling Association (K.C.A)
5. Kenya Amateur Handball Association (K.A.H.A.)
6. Kenya Body Building and Fitness Federation (K.B.B.F.F).
7. Kenya Basketball Federation K.B.F.
8. Kenya Cricket Association K.C.A.
9. Kenya Tug-of-War Association K.E.T.W.A.
10. Kenya Professional Boxing Commission K.P.B.C.
11. Kenya Pool Association K.P.A.
12. Kenya Hockey Union K.H.U.
13. Kenya Rugby Football Union K.R.F.U.
14. Kenya Swimming Federation K.S.F.
15. Kenya Table Tennis Association K.T.T.A.
16. Kenya Chess Association K.C.A.
17. Kenya Amateur Wrestling Association K.A.W.A.
18. Kenya Softball Association K.S.A.
19. Kenya Baseball Association K.B.A.
20. Kenya Volleyball Federation K.V.F.
21. Kenya Golf Union K.G.U.
22. Kenya Darts Association K.D.A.
23. Kenya Netball Association K.N.A.
24. Karate-do Association of Kenya K.A.K.
25. Kenya Weight and Power Lifting Federation K.W.P.F
26. Kenya Lawn Tennis Association K.L.T.A.
27. Kenya Squash Rackets Association K.S.R.A.

28. Kenya Judo Association K.J.A.
29. Kenya Tae-Kwo-do Association K.T.A.
30. Kenya Universities Sports Association K.U.S.A.
31. Kenya Communication Sports Organisation K.E.C.O.S.O.
32. Kenya Inter-Counties Sports and Cultural Association KICOSC.A
33. Kenya Amateur Bowling Association K.A.B.A.
34. Kenya Billiards Control Board K.B.C.B.
35. Kenya Bridge Association K.B.A.
36. Kenya Draughts Association K.D.A.
37. Kenya Scrabble Association K.S.A.
38. Kenya Colleges and Schools Sports Council K.C.S.S.C.
39. Kenya Technical Institutions Sports Association K.T.I.S.A
40. Kenya National Paralympics Committee K.N.P.C.
41. Kenya Prisons Sports Council K.P.S.C
42. Kenya Police Sports Council K.P.S.C.
43. Armed Forces Sports Council A.F.S.C.
44. Special Olympic Kenya S.O.K.
45. Kenya Ajua Association K.A.A.
46. Kenya Rifle Association K.R.A.
47. Kenya Ladies Golf Union K.L.G.U.
48. Kenya Polo Association K.P.A.
49. Kenya Triathlon Association K.T.A.
50. Kenya Roller Skating Association K.R.S.A.

### **Annex III: List of Committee Members**