

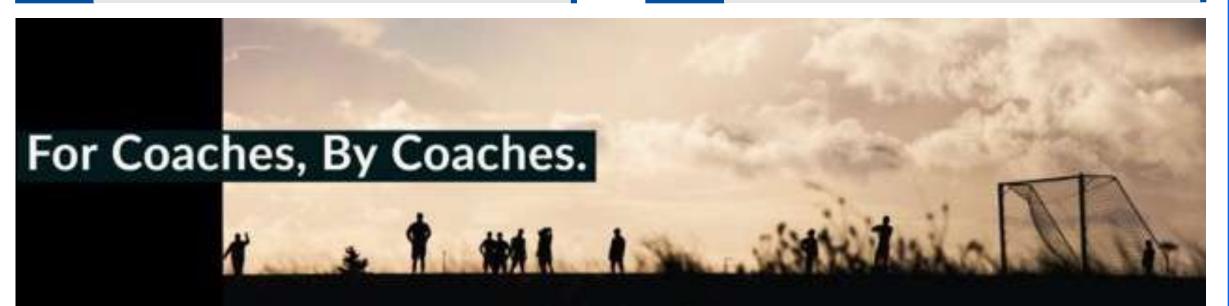
Full Member Submission 2022



'For Coaches, By Coaches - promoting and strengthening the reputation of football in Australia, and the reputation of Australian football on the world stage.'

Contents

01	EXECUTIVE SUMMARY	3	05 TRANSPARENCY	25
02	COMMITMENT	8	06 INVESTMENT & PARTICIPATION	30
03	GOVERNANCE	17	07 FCA NOMINEES - FULL MEMBERSHIP	57
04	MANAGEMENT	23	08 APPENDICES	59



01

EXECUTIVE SUMMARY

Executive Summary

FA Congress Membership Pathway Framework

The FA Congress has a set pathway for a Special Interest Group to becoming a full member of Football Australia.

The pathway and associated qualifying criteria have been developed with the intention of establishing institutional integrity of any new member. FA Congress have defined 'institutional integrity as being a demonstration of (1) commitment, (2) capacity and (3) capability to professionally represent, govern and mange their constituents having regard and respect to integrity, transparency, accountability and diversity.

As a current Associate/Provisional Member, Football Coaches Australia hereby submits the evidence to satisfy all 'Qualifying Criteria Requirements' in the following areas:

- Commitment
- Governance
- Management
- Transparency
- Investment
- Participation

FCA understands that our Association needs to be nominated and endorsed for full membership by at least two (2) full members and receive a simple majority of the Congress at the 2002 Football Federation Australia Annual General Meeting.



Our Team

When you partner with FCA, you are joining a trusted team of passionate professionals with more than 400 combined years of experience in football, business and leadership roles.

CEO

Glenn Warry

Founder FCA

11.5 years as a Consultant with Football Australia

Former National Manager Rugby Union Players Assoc. and Football Australia Player Development programs

40+ years in sports governance, Leadership & administration roles





Socceroos 1978-1984 (40 caps, 21 goals)

247 appearances in NSL, with 109 goals.

Coaching Roles at: Melbourne Victory, Sydney FC, Victorian State Teams.

Management Roles at Melbourne Victory FC and Sydney FC

Football Victoria Hall of Fame Inductee

PRESIDENT

Phil Moss

Coaching Roles at: Olyroos (Australia U23 Men), Central Coast Mariners. Sydney FC.

Expert Football Analyst/Commentator with Channel 10 and Big Sport Breakfast (Sky Racing)

NAB Executive Leadership Coach

Catherine Cannuli



Matildas 2011-2012 (4 caps, 1 goal)

55 appearances in W-League for Sydney FC, Brisbane Roar and Western Sydney Wanderers

EXECUTIVE COMMITTEE

Coaching Roles at: Western Sydney Wanderers and Southern Districts Football Association (Coach and Technical Director).

VICE PRESIDENT

Sarah West

Coaching & Football Analyst Roles at: Canberra United. Canberra United Academy, Navy Football Rep teams.

Full Time Officer in the Royal Australian Navy (14 years service)

Former Journalist and Newsreader ABC News, News Talk 1116 4BC, Nine News.

Aish Ravi



PHD Candidate Monash University Thesis: Women in Football with a focus on Coach Education

Football Australia Women's Football Committee

Founder and Director: Women's Coaching Association

Co-Founder: Lead Between the Lines

Coach and Junior TD Cobras FC



T



Our Team

FCA Executive has a mix of both (1) elected, and (2) appointed directors on the Board, with a majority elected by the Congress

Karen Grega



Managing Director at KM Grega & Associates P/L.

Experienced Marketing and Management Consultant

Board Member Heartbeat of Football

Board Member Dunbar Rovers FC

Member of the Venue Management Association and Australian Institute of Company Directors

Previous: General Manager The Sydney Cricket Ground Trust, General Manager Canberra Arrows (NSL), Commercial Manager Dunfermline Athletic FC (Scottish Premier League), CEO of Sydney Olympic Park Business Association, CEO Cruising Yacht Club of Australia.

EXECUTIVE COMMITTEE



Football Australia / Asian Football Confederation A-Licence Coach.

Coaching Roles at NPL, Youth and SAP, Technical Director for Macarthur Rams and girls football program in South West Sydney.

Ten years experience as a Senior Business Leader including: Principal Strategic Projects at Hitachi Rail, GM Operations, Customer Journey at Metro Trains Sydney, Director Major Bids at Downer, Director Ethical Risk Pty Ltd, Chief Operations Officer Aurora Marketing, Delivery Manager Data Centres at Energy Power Systems Australia.

Former Detective Chief Inspector NSW Police Force (24 years service)



Experienced CEO, Board Director & Investor with a demonstrated history of working in technology, financial & sports industries.

Member of the Australian Institute of Company Directors (AICD) & Chartered Accountants of Australia & New Zealand (CAANZ). Bachelor of Business majoring in Marketing & Accounting from the University of Technology Sydney (UTS).

Company Director of Matrium Technologies, Ditno, JSA Financial Services, BCI Bloodstock, Matrium Advisory & Baycorp Enterprises.

Executive Committee Member of Football Coaches Australia & Skypark Taskforce member for the Sydney FC Foundation.

Nick Rosamilia



Director PwC Australia

13+ years combined experience with Telstra and PwC Trust and Risk team working for many of Australia's most influential businesses, including ASX top-20 companies and a number of global manufacturing organisations.

In depth, hands-on experience across IT audit, Health, Safety and Environment, Fraud Investigations, Project Assurance, Compliance Maturity Assessments, Business Resilience, Commercial Assurance and Revenue Leakage assignments.

CONSULTANT





Head of Department – Sports Business at the Australian College of Physical Education.

An experienced business manager with more than fifteen years of senior leadership experience within corporate and not for profit organisations, both within Australia and internationally.

Extensive sports management experience including roles as Chief Operating Officer of Paddle Australia and CEO of Athletics NSW.

First Australian to be awarded a distinction for graduating top of the FIFA International Master postgraduate degree in Europe.

Masters of Law and Management.

Our Team



THE PLAYERS MUST HAVE CLARITY IN THEIR ROLES AND A BELIEF IN THE FORMATIONS AND STRUCTURES BEING IMPLEMENTED BY THE HEAD COACH.

FCA Ambassadors

Football Coaches Australia (FCA) was pleased to appoint leading Australian football coach educator, Dr Ron Smith (2019), and Premiership/ Championship-winning A-League Men's coach, Ernie Merrick OAM (2021), as our FCA Ambassadors.

Ron and Ernie both had to relinquish their FCA role due to their respective Football Australia appointments.

Dr Ron Smith 2019

The Football Coaching Life Season 1 Episode 3 FCA online Webinar April 2020: 'Building the elements of the game into Practice' Delivered face-to-face professional development workshops – Sydney, Melbourne, Hobart, Adelaide, Brisbane

Ernie Merrick OAM 2022

The Football Coaching Life Season 1 Episode 6 Member of the FCA Technical Committee FCA online Webinar – 'Coaching, Strategy and Survival' Delivered Sport Session Planner workshop Delivered face-to-face professional development workshops – Bulleen & Hobart

FCA President Phil Moss stated:

"We genuinely and collectively thank Ron and Ernie for their significant contribution to our organisation and look forward to continue working closely with them to ensure coaches are enabled to play a key part in taking the game forward."

Both Ron Smith and Ernie Merrick's ongoing legacy in Australia football is assured.

02

COMMITMENT REQUIREMENTS

03

FCA Objectives

02

Develop collaborative alliances with key football stakeholders (i.e. FA, State Member Federations, FA Women's Football Council, APFCA, PFA,

AAFC) and business/ government partnerships to progress support for professional and community coaches.

Provide opportunities for coaches to pro-actively contribute intellectually to football decision making that impacts on their role. **Focus on four key pillars** to support coaches:

- Advocacy Standard contracts and Internal Grievance Procedure
- Professional Development
- Mental Health & Wellbeing
- Gender Equity and Diversity

Collaborative relationship with FA Coach Education, and Member Federation Technical Directors, to deliver benchmark accredited (Re-validation) professional development options, in addition to FA Advanced Licences, to extend coaches careers and to support transition to life beyond Football. Development and incorporation of future 'One Management Model' -State/Metropolitan/ Regional 'FCA' Associations.

04

The aim is to significantly increase national/international networking and mentoring opportunities for all professional/ community coaches and FCA's ability to deliver football and national healthy lifestyle education programs to male & female youth. Engage with FIFA and AFC and develop collaborative relationships with:

05

- Future International Coach Association
- Alliance of European Football
 Coach Associations
- League Managers Association
- United Soccer Coaches
- Association of Indian Football Coaches



9

FOOTBAL

COACHES

AUSTRALIA

The Proposed Model

"One Management is the establishment of a single operating model for a sport, which brings together a sport's strategy, financial systems and workforce while leaving existing ownership models in place. Critically, the One Management operating model embraces the Federated structure, and seeks to harness opportunities for operational improvements within that system without requiring structural or constitutional change by any entities."





Who Are We

Four Key Pillars

Football Coaches Australia was formed in November 2017 and is Australia's national Association for qualified coaches. Football Coaches Australia currently consists of over 300 Advance Licence and Community coach members across the country.

Through close collaboration with each member State Federation and Football Australia (FA), and leveraging corporate and government relationships, we aim to provide a holistic support model for coaches, with key pillars of Advocacy, Professional Development, Wellbeing and Gender Equity and Diversity.

The objectives of Football Coaches Australia are to:

- Represent and provide a collective voice for professional and community football coaches
- Provide opportunities for Australian football coaches to contribute intellectually to national player pathways

The FCA Executive Committee represent the many cohorts of coaching in Australian football, including A-League, W-League, National Teams, Youth Development, Academy Development, National Premier League (NPL) Clubs, Overseas-Based Coaches, Education and High Performance.

Appropriately incorporated as a legal entity, limited by guarantee Football Coaches Australia Inc ABN: 32623564661



ADVOCACY

Provide pro-active advocacy services for professional Australian coaches in Australia and overseas.



PROFESSIONAL DEVELOPMENT

Leaders in coaching (Re-validation) professional development strategies in partnership with FA, Member Federations and professional/ community coaches.



WELL-BEING

Promote mental health & well-being and empowering coaches to make informed career decisions and pursue lifelong learning.



DIVERSITY AND INCLUSION

Addressing the barriers to achieve equality in recruitment, coach support, conditions and attitude. Developing a model to support gender equity and diversity.

FCA Strategy 2023 - 2025 Deliver Value to Ensure Sustainable Growth in Members

Leverage Research Alliances / Partnerships

Business Partnership and Sponsorship

Recommunicate and promote value to members

- Leveraging existing research institutions to extend work in resilience and mental wellbeing
- Strengthen and further extend partnerships with research organisations to help take lessons learnt from other coaching bodies across the globe (i.e. League Managers Association)
- Develop Business Partnership and drive sponsorship with aligned organisations to support in delivering value to existing members, drive member growth and provide corporate networking opportunities for coaches to support their career transitions.

 Ensure that members are aware of the value of the Football Coaches Australia membership in the key pillars of advocacy, professional development and well-being plus a focus on networking programs & events locally, nationally and internationally.

		Y	ear 1	(FY2	3)	Ye	ear 2 ((FY24	•)	Ye	ear 3	(FY25	5)
Strategic Imperatives		Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4
Professional Standards													
Develop MOU with member associations including FA, PFA, APL, AAFC	\bigcirc												
Develop world leading benchmarks, programs and performance capabilities for coaches	\bigcirc												
Drive a commercially sustainable organisation through establishment of strategic and commercial partnerships for a not-for-profit business	\bigcirc												
Provide PD support to assist FCA members obtain relevant FA/AFC professional licence CPD.	\bigcirc												
Support FA to align FA/AFC licences with UEFA licence requirements and align FA programs with those of UEFA requirements	\bigcirc												
Collective Coaches Voice													
Website upgrade and enhanced use of social media platforms to drive consistent messages	\bigcirc												
Work with members to develop football business and sponsorship opportunities including ongoing FCA Corporate Events and FCA Elite Coach Networking program	\bigcirc												
Ensure that FCA gain representation on FA Standing Committee(s)	\bigcirc												
Become a full Member of FA and ongoing compliance of requirements	\bigcirc												

Status of initiative

Complete

Ongoing

Not yet completed



Complete

Ongoing

Not yet completed

FOOTBALL COACHES AUSTRALIA

			Year	r 1 (F)	(23)		Yea	r 2 (F`	Y24)		Yea	r 3 (F`	Y25)
Strategic Imperatives	C	Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4
Advocacy													
Provide pro-active legal advocacy services for professional Australian coaches in Australia and overseas through state, national and international legal representation													
Provision of standardised coach contract templates, minimum terms & conditions, and respect for coach contracts at all levels													
Regulate for the implementation of an internal Grievance Arbitration procedure													
Professional Development													
FA to recognise Football Coaches Australia as an alliance partner in the delivery of Professional Coach (Advanced) and Community coach PD programs													
Work with FA/ Member Federations to ensure aligned delivery of FA Advance Licence & Revalidation CPD program delivery model													
Develop and deliver world leading benchmark essential 'soft skill 'PD programs – Leadership, Culture, Communication Skills & Mental Agility (recognised for University credit points	<mark>,</mark>												
Develop partnerships with world leading & aligned football coach support products & Professional development programs. i.e. SSP, Coaches Voice, Instat which	\bigcirc												
Develop partnerships with Australian and overseas universities to secure university RPL of for FCA programs													
Develop partnerships with other relevant international Coaching Associations in Asia OC (and Europe													
Deliver subsidised Coach tours to Overseas Football Clubs / Academies / International Coach Association conferences													
													14

	Y	ear 1	(FY2	3)	Y	ear 2	(FY24	4)	Y	ear 3	(FY2	5)
Strategic Imperatives	Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4
Mental Health & Wellbeing												
Provide national network of (psychological) wellbeing services including relationship our counselling												
Assistance to members undergoing transition to ensure the coaches can exploit the transition support services and specialist personnel available												
Secure university research partner(s) re implementation of elite football coach's development & wellbeing research project(s)												
Implement world leading well-being support services & systems (independent & Original confidential psychological counselling, transitional support and financial education)												
Facilitate Mental Health workshops and Conference												
Research and Conferences												
Deliver national football coaching/ player high performance conferences												
Provide opportunity for members to attend international coach conferences												
Drive & support independent university research relevant to football coach advocacy, professional development, mental health & wellbeing												

Status of initiative

Complete

Ongoing

Not yet completed

		Y	ear 1	(FY2	3)	Y	ear 2	(FY2	4)	Y	ear 3	(FY2	5)
Strategic Imperatives		Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4	Q1	-Q2	Q3	Q4
Diversity and Inclusion													
Maintain gender diversity on the FCA Executive (40-40-20)	\bigcirc												
Working with FA and APL to action the gender equity framework for women coaches within the FA Equity, diversity and Inclusion Plan	\bigcirc												
Improved employment conditions and opportunities for coaches within Liberty A=League	\bigcirc												
Advocate for more women in coaching roles across NPL, NYL and APLW.	\bigcirc												
Work towards preventing gender based harassment, discrimination sexual harassment and bullying	\bigcirc												

Status of initiative

Complete

Ongoing

Not yet completed

03

GOVERNANCE REQUIREMENTS

Governance Requirements

Appropriately incorporated as a legal entity,	Standard constitution , to be approved by Congress
limited by guarantee	<u>https://footballcoachesaus.org.au/about-us/constitution</u>
Football Coaches Australia Inc ABN: 32623564661	<u>-and-policies/</u>
Organisational regulations , to be approved by Congress	FCA Policy positions – updated policy made available to FA
<u>https://footballcoachesaus.org.au/about-us/constitution</u>	https://footballcoachesaus.org.au/about-us/constitution
<u>-and-policies/</u>	-and-policies/
Declaration of interest signed by all Office Bearers (Integrity) Declaration made available to FA Secretary	A minimum number of four (4) Board meetings per annum Meeting dates – Minutes available on request Provided to FCA Auditors

Governance Requirement

40-40-20

Gender representation on FCA's Executive Committee





FCA Members & Global Reach

Have a clearly defined and paid up membership (National body) https://footballcoachesaus.org.au/memberships/

Football Coaches Australia membership structure currently consists of members across the country:

- **301** Active Members
- **191** Lapsed Members

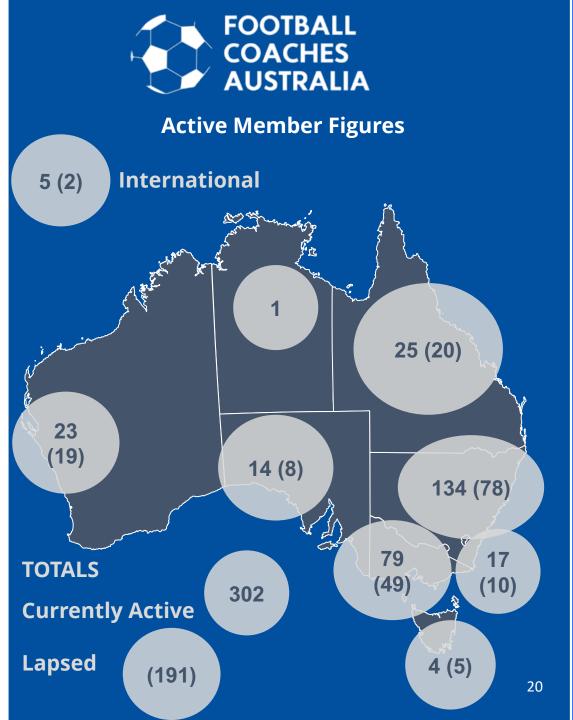
FCA entered into a partnership with PFA Alumni regarding the transition of their members, who are pursuing coaching, to FCA membership.

FCA has also partnered with the Advance Football Coaching Centre Association (Newcastle) Board regarding their members (160) coming under the banner of FCA as FCA Newcastle as per the Constitution Clause 2 "The association may establish statebased branches of the association or partner with existing state-based coaching associations to act as the state- based branch of the associations.

A number of FCA memberships lapsed during the COVID period – FCA is currently engaging with lapsed members and will also be seeking direct access to the FA coach database once FA full Membership is achieved.

This will allow FCA to better engage with all Accredited and Community coaches regarding the FCA membership benefits available to Accredited and Community coaches.

Represents members nationally, with paid up voting members residing/ base in at least four (4) different states and territories



No. of Coaches to Access FCA XV Essential Skills



OVER 400 COACHES FROM AROUND THE GLOBE (90 % FROM AUSTRALIA)

THE FOOTBALL COACHING LIFE PODCAST

30 episodes featuring conversations with Australian Football Coaches

17.7K+ Audio Podcast Downloads

Accessible via 40+ podcast streaming services

10,000+ online video views via YouTube

Viewed in more than 70+ countries

Worldwide exposure for Australian coaches.



< ALL EPISODES



The Football Coaching Life: Ante Juric

CLikes Download 312 <\$ Share

Monday Aug 15, 2022





FOOTBALL COACHING LIFE PODCAST AND VIDEOS WITH GARY COLE



Never told before conversations, stories & insights of Australia's football coaches LISTEN AND

WATCH

HERE

04

MANAGEMENT REQUIREMENTS

Management Requirements

Registered commercial headquarters & place of business

55 Pickett Hill Close Valla

www.fcaxvcollege.com



Demonstrated achievement of constitutional objectives

& purposes

https://footballcoachesaus.org.au/about-us/our-history/

https://footballcoachesaus.org.au/about-us/strategy/

(FCA Annual Reports FY19, FY20, FY21)

Chief Executive Officer

https://footballcoachesaus.org.au/about-us/ office-bearers/ Have externally audited accounts

Nexia Reports FY20, FY21, FY22 available on request

05

TRANSPARENCY REQUIREMENTS

Transparency Requirements

Have published online and accessible Member application process

Member application

https://footballcoachesaus.org.au/memberships/

Have a standard constitution & organisational regulations, approved by their Congress

Constitution and Regulations

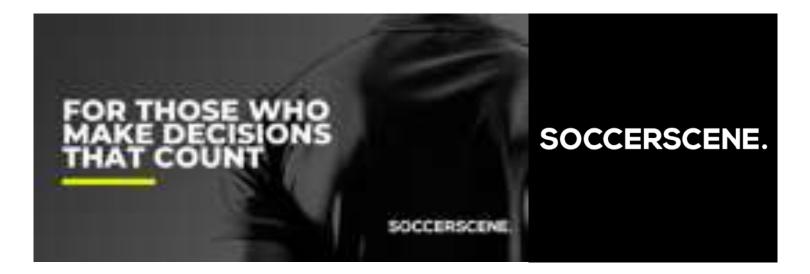
https://footballcoachesaus.org.au/about-us/constitution -and-policies/



Soccerscene is Football Coaches Australia Media partner.

For all FCA Media releases go to:

https://www.soccerscene.com.au/?s=Football+Coaches+Australia



FCA Web, Social Media YouTube & Podcast Links



info@footballcoachesaus.org.au



www.footballcoachesaus.org.au www.fcaxvcollege.com



https://www.linkedin.com/company/42708406/admin/



https://twitter.com/FC_Australia



https://www.facebook.com/footballcoachesaustralia

- FCA continues to deliver high quality coaching resources and professional development to our coaches through accessible online and social media channels – meaning even busy coaching parents can access our content when it's convenient *for them*. This removes a barrier which previously affected many women juggling parenting and coaching roles.
- We have extended our social media presence through the FCAXV Essential Skills Program, the Football Coaching Life Podcast and YouTube initiatives.
- We leverage our relationship with coaches, tapping into the national coach network to identify the best presenters with content aligned to the FA Coach Expertise Model.
- We deliver learning, professional development and networking events for coaches in remote areas of Australia, reaching this often-neglected audience through the use of Zoom Conferences and Facebook Live Streaming.



https://www.youtube.com/channel/UCwFsZwPUQQs2Jxg8S5TqNKw/videos

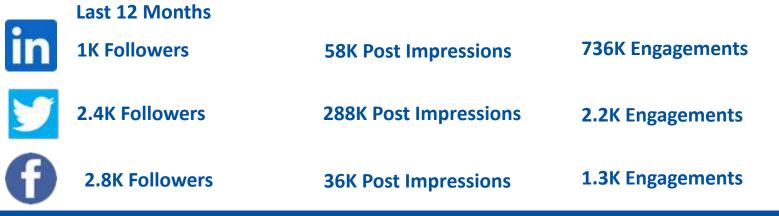


https://footballcoachesaus.org.au/fcl-podcasts/

FCA has established, accessible and managed online and social media platforms

To date our audience has been achieved organically without paid advertising, marketing and sponsorship

Social Media



To date, audience has been achieved organically with no paid advertising, marketing, or post boosting.

Football Coaches Australia

Published by Glenn Warry 🕒 - July 5 - 🧿

Football Coaches Australia has today released a coach survey report regarding the importance of upholding fair pay and suitable employment conditions for football coaches.

The release of the survey report aligns with FCA's discussion with FA, and the APL, regarding the adoption of an A-Leagues coaches' standard contract and a national grievance resolution process.

Read joint Football Coaches Australia/ Australian Professional Leagues joint media release See more



Football Coaches Australia @FC_Australia · Aug 2

Congratulations to @merrick_ernie on his appointment as @FootballAUS Chief Football Officer - FCA thanks Ernle for his role as our Ambassador & we look forward to working with FA to advance Advocacy, PD, Equity & Well-being of coaches @FootballAUS CD



footballaustralia.com.au Football Australia appoint Emie Merrick OAM as inaugural Chief Footb... Football Australia is pleased to confirm that two-time A-League Premiership and Championship winning coach, Ernie Merrick OAM, ha... Q 2 tl 8 Ċ.

Delivering unique social media content for all coaches with a global reach:

- FCA continues to lead the way in the future coaching delivery model to improve the quality, accessibility and volume of coach education.
- We extend our social media presence ٠ through Twitter, Facebook and LinkedIn
- We hold webinars through Facebook, giving coaches an opportunity to connect and learn.
- We leverage our relationship with coaches, tapping into the national coach network to identify the best presenters with content aligned to the FA Coach Expertise Model.
- We surged our capacity during COVID-19 to lead learning, wellbeing and professional development events, and support community building through the use of Zoom Conferences, Facebook Live Streaming events and podcasts.

06

INVESTMENT & PARTICIPATION REQUIREMENTS

Qualification Requirements:

INVESTMENT

Demonstrated investment in football e.g. programs & activities for constituents, infrastructure or facilities

PARTICIPATION

Demonstrated active participation in Australian football competitions, activities and programs

Governance Key Achievements

FY19-20

Progression of FA Congress Review Working Group Criteria for FFA Membership to Provisional level status

Negotiation of Mutual Commitment MoU with FA, including implementation of Standard Contract and internal Grievance Procedure for Coaches (Finalised August 2020)

Negotiation of MoU with Indian Football Coaches Association (Finalised August 2020)

Formation of FA/FCA/ Member Federation Coach Education/Development Working Group to support coaches during COVID FCA undertook Financial Audits for period FY20

FY21

FCA received Football Australia Provisional Membership status at the Football Australia Annual General Meeting in November 2020

Soccerscene joined with FCA as our media partner

FY22

FCA has undertaken a self-assessment of the criteria provided in Annexure 8 of the Report of the Congress Review Working Group Australia for FIFA and the AFC, to demonstrate achieving a level of 'institutional integrity' which demonstrates (i) commitment (ii) capacity and (iii) capability to represent our constituents

FCA undertook Financial Audits for periods ending FY2021 and FY2022.



Advocacy Key Achievements

FY19-FY22

Successfully represented National team/ A-League/W-League and NPL coaches re securing agreed termination payments, supported National team/ A-League/ W-League coaches in transition. \$1.5 M contract entitlements secured for coaches Supported coaches in National Code of Conduct show cause submissions/ hearings Supported coaches at FIFA Player Status & Fair Work Australia Conciliation/ Arbitration hearings.

Ongoing advocacy support for coaches in their Agreements disputes with National Premier League Clubs. Provided support for coaches in job application and preparation for interviews.

FY20 & FY21

FY 20

In partnership with University of Queensland, completion of major research on Australian Coaches' Employment Conditions and Status – October 2019

Drafting of 'Best Terms & Conditions' Contracts for A-League, W-League and National Premier League coaches

FY 21

1.502

11. PFQ Progressed discussions with Football Australia regarding Standard Contract and independent grievance procedure (National Dispute Resolution Chamber) – in conjunction with FA Legal counsel led national Domestic Transfer Whitepaper coach webinar on subject

FY22

FCA had previously submitted a Standard Contract template proposal to FA.

The template has been reviewed by FA General Counsel, circulated for their own internal review, and some of the termination and dispute resolution positions tested with their external employment law counsel.

FCA have now received the FA revised draft and have tabled with API for further discussion.

FOOTBA

0

0

0

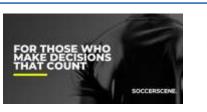
I

Π S

A ⊂ S T

π













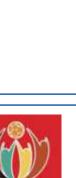
Professional Development Key Achievements

FY20	FY21	FY22
 FCA Face to Face events National team PD events – Socceroos/ Matildas Presentation of FCA-UQ research @ State Member Federation Conferences in Nov / Dec 2019 FCA PD workshops - FCA 'Champions' Ron Smith/ Scott Miller FCA Indigenous Football presentation & facilitated panel @ IFCCA FCA Webinars (27) in collaboration with FA & MF Coach Education, FCA delivered four (4) FCA Women's Football Webinars, ten (10) Community Coach & thirteen (13) Accredited Coach webinars 	 Launch of the 'The Football Coaching Life' podcast as well as 'live streaming' on FCA Facebook and development of FCA Professional Development Podcasts Continued delivery of FCA Webinars Entered into Partnership Agreement with XVenture to deliver the FCAXV Essential Skills coach professional development program via the virtual world FCAXV College Entered into Partnership Agreement with Sport Session Planner to deliver session and program planning professional development for Community and Accredited coaches 	 Delivered FCA - Sport Session Planner (2 X 12 week) programs for Accredited and Community Coaches Launch of the 'The Football Coaching Life' Youtube videos to align with 'TFCL' podcasts Entered into Partnership Agreement with XVenture to deliver the 'Play It Forward Program as an extension of their FCAXV Essential Skill Program.



Diversity & Inclusion Key Achievements

FY20	FY21	FY22
Facilitating Women's Football Coaches Forum Achieving gender diversity on the FCA Exco (40% female representation) Advocating for Women in the full-time, professional coaching roles including W-League and the Women's National Youth Setup (i.e. Junior Matildas and Young Matildas) Breaking down the barriers and attitudes towards Women in coaching roles Supporting female coaches under Member Protection Policy	 FCA sponsored web survey based on "Understanding women coaches' experiences in football (soccer)" FCA partnered with the RISE Football Academy in Coffs Harbour to provide scholarships, professional development & wellbeing support to participants Presentation of Women's Football webinars by FCA Women's Football Committee including "Celebrating Women in Sport" and "Addressing Barriers for Women in Coaching" 	Partnered with University of Queensland to deliver FCA Independent Survey of APL Womer Football Coaches and National Premier League coaches 2022



RILEE













FOOTBALL

COACHES

Mental Health & Wellbeing Key Achievements

FY20

FOOTBAL **AUSTRALIA**

In partnership with 'Mental Health Masterclass' provision of 100 complimentary programs for members during COVID-19 period

FY21

Within the Memorandum of Understanding with Professional Footballers Australia, provided access for coaches to a national network of psychologists, to support mental health and wellbeing of coaches

FY22

In conjunction with the Macquarie University Research Centre for Elite Performance, Expertise and Training (CEPET), FCA delivered the 2021 Sports Webinar: 'Elite Coaching in Australia: Well-Being, Resilience and Performance'.

Partnered with Heartbeat of Football (HOF) to support their charity to promote healthy hearts in Football. FCA and HOF will work together on advocacy and awareness programmes as well extending the unique preventative heart health testing days to FCA members - working together to save lives.













6.1

ADVOCACY AND SUPPORT

Standard Contract and Dispute Resolution



Sum of contract entitlements FCA has secured for its members.







MEST	to made the	dey of	2043
	(INSERT NAME) (RENET CLUBINE, of [marri al	Literes
	(10487)		
	INSERT NAME OF	FCOMON[of [inset: address]]	
	("the Coach")		
NB			
and setting	"In The Chain defeats to the	It is a translate of the [/worri-doubli) index of sparse is competitions could partitled and experienced couch to p	second his that Alexandralistic
ertigs to cs to fee	ich to ensur into this agen previded by the Couch it	ntern to familie the amptgeoscole - the Club	for the provision of

services to be presided b

THIS AGREE BETWEEN

BACKGROU

and re in rule

The

A 19-1

1. TERM OF AGREEMENT

Non-exclusioning the data this agreement to repeat first agreement to denoted to have considered on the date or out to burns 1 of the whiching and will apply our the date set out in Renz 2 of the advantable, archevel is to terminated earlier by the parties is accordance with cleans 11.1"Me Torus")

1. MANY CONTRACTOR PERFORMANCE

- 2.3 The Coach is contracted in the position specified in Rest 3 of the schedule
- 2.2 The Coach is contracted to provide the services to the Chait or set out in Home 6 of the schedule ("the barriers"). The Chait may, after consultation with the Chait way the trapsonibilities and status to east its month by no test on an or change subtracting? The network of them.
- 2.3 The Couch will be required to provide the Services of times increasely to hold the requirements of time to fit is schedule. The nature of the position is such that the lower of commuted work may war.
- 2.4 The Could shall report to the personal specified in item 5 of the schedule.
- 1. PAXMENT FOR SERVICES
- 3.1 The Club will pay the Couch the present specified in home 6 of the schedule (in the performance of the Services ("the For").
- 3.2 The four-will be paid on the date specified in Ross 6 of the schedule by way of damps or by such manni in mutually agreed by the Couch and the Clab.
- 3.3 Other Benefits. The Chilt will also provide the Couch with the benefits (I' stay) specified in Item 7 of the schedule.



-

FCA supports members relating to Advocacy in relation to Employment issues

FCA's key Advocacy and Support highlights:

- Legal support in Club/ Federation negotiations regarding employmentrelated disputes between a coach and a club or member - proceeding cases to FIFA Player Status Committee or to Fair Work Australia (NPL Club disputes)
- Contract negotiations
- Code of Conduct determinations
- Legal support in 'Cease and desist' proceedings against individuals
- Resume preparation and interview skills
- Mental health and wellbeing transition support

APL & NPL Coach Standard Contract and Independent Dispute Resolution A core objective of the FCA is the adoption of a standard contract, and national grievance resolution process, for A-Leagues Men and Women & NPL head coaches, assistant coaches, goalkeeper coaches, analysts and technical directors.



Standard Contract/ Independent Dispute Resolution

A joint FCA and APL working group, has been formed regarding the adoption of an A-Leagues coaches' standard contract and a national grievance resolution process.

The working group comprises FCA Executive Committee members Phil Moss, Sarah West, Catherine Cannuli, Brad Crismale and Glenn Warry, and APL senior management Danny Townsend, Greg O'Rourke, Helena Dorczak and Emma Burrows,

The Liberty A-League coaches believe that the expansion of the Liberty A-League makes the discussion around their employment conditions highly relevant. For many Liberty A-League coaches, their ability to sustain their coaching roles within their current portfolio football coaching careers, or in combination with their full-time jobs, is extremely difficult.

FCA has identified that there is an inequity regarding employment conditions, and what coaches are paid, in the A-League Women's compared to A-League Men's competition, and an inequity regarding what women coaches are paid. FCA believes the following will provide an excellent framework for all coaches – Men and Women:

•A-League Standard Contracts/Grievance process.

•Improved employment conditions and opportunities for coaches within the Liberty A-League.

Salary bands for Assistant coaches, Goalkeeping Coaches, Analysts.
Working with FA and APL to action the gender equity framework for women coaches within the FA Equality, Diversity and Inclusion Plan.

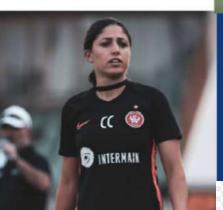


FCA Independent surveys of Licensed Football Coaches

Season 2021-22 including

Liberty A-League Women's Football Coaches

Employment Conditions and Competition Survey





"Represent and provide a 'collective voice' for Australian Professional and Community Football Coaches"



Football Coaches Australia - fair pay and suitable employment conditions in coach survey report

Throughout FCA's discussions with Australian football's professional and semi-professional coaching cohort, it was made clear that many did not feel secure enough in their employment to negotiate contract terms, especially where there is not a Collective Agreement in place, which can lead to the potential exploitation of coaches, particularly in women's football.

The release of the FCA Independent survey report aligns with FCA's discussion with FA, and the APL, regarding the adoption of an A-Leagues coaches' standard contract and a national grievance resolution process.

https://www.soccerscene.com.au/football-coaches-australia-upholdsthe-need-for-fair-pay-and-suitable-employment-conditions-in-coachsurvey-report/



6.2

PROFESSIONAL DEVELOPMENT

- FCA XV ESSENTIAL SKILLS
- SPORT SESSION PLANNER PROGRAM
- FCA WEBINAR PROGRAM
- FCA FACE TO FACE PD PROGRAM

-

FCA XVenture Essential Skills Program



www.fcaxvcollege.com

https://www.fcaxvcollege.com/pages/ play-it-forward



In April 2021 Football Coaches Australia, in partnership with XVenture, launched its FCAXV Essential Skills education & professional development program and opened the doors of the FCAXV College.

This global first is a revolutionary new coach education & development program delivered via a rich and engaging virtual world learning experience.

The series of modules aim to develop the 'essential skills' of coaching – Emotional Intelligence, Leadership, Communication, Culture and Resilience. It is filled with contemporary examples from football globally, as well as providing an overview of key research across the five (5) modules.

The modules contain 20 subjects, presented in a variety of fully integrated and multi-media style materials in the form of videos, articles, activities, podcasts and connected tests to confirm understanding of key concepts.

Upon completion of each individual module coaches receive 30 CPD points from Football Australia, as well as recognition of prior learning from a major Australian University following the conclusion of all five modules.

In keeping with our current times, establishing the course in the virtual world, positions FCA as a world leader in the delivery of unique professional development courses for football coaches.

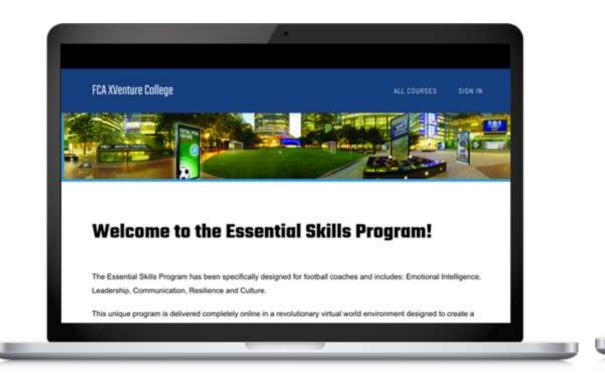
By end of June 2022 400+ coaches have registered to complete a FCA XV Essential Skills module and/or full program.

FCA have entered into Recognition of Prior Learning partnerships with Australian College of Physical Education and the Global Institute of Sport

FCA provide weekly professional development sessions via the FCA Weekly update Newsletter https://www.fcaxvcollege.c om/pages/news



FCAXV Essential Skills Program





FCAXV program summary

https://vimeo.com/675409561 Password xvproductions31

EARL Measure and link to FCAXV College

https://www.fcaxvcollege.com/pages/earllecture?mc_cid=89ca9591f5&mc_eid=bad84cc64b

FCA XV Essential Skills Program

"Highly recommend having a look at undertaking the course for anyone wanting to better understand and/or develop emotional intelligence, communication, leadership, resilience and culture."

Drew Taylor, FNSW player development and FA Talent ID. AFC/FA A Licence - MED (coaching)

> "...developing EQ is critical in life, not just coaching. I've found this virtual world learning experience to be highly engaging, interesting and valuable." Jose Monteiro, Head of PDHP, Dubbo Christian School

"...the themes in the Essential Skills Program are universal in coaching and have already had a major impact on the way I think and the practices that I implement." Ben sawyer, Australian Cricket Coach

> "FCA Essential Skills provides the opportunity to learn and apply skills for a better life through improved relationships." Jules Smith, Club Manager, North Sydney United FC

"I highly recommend this online course to coaches at all levels of the game. Congratulations once again to all at the FCA XVenture college, I love your work!" Jamie Warren, Advanced B-License Coach

"I'm finding every aspect of the program so valuable. I am definitely expanding my knowledge but understanding how a coach can support and build resilience is potentially life-saving." Allen Ellis, Under 15's Coach Northbridge FC and Professional Firefighter "The principles of the essential skills program were applied at Sydney FC in the recordbreaking 2016 - 2019 seasons. It's for any coach who wants to improve and positively impact their players and team performance." Terry McFlynn, Perth Glory FC

"We are working with more than players; we are working with people and the essential skills course gives us the background in understanding how to get the best out of everyone around us to optimise individual and overall team performance." Danny Deigan, Strength & Conditioning Coach, Mumbai City FC





North Sydney United FC 777 "I'm enjoying a lot of the stuff you guys are producing for development. I'm

are producing for development. I'm working my way through the virtual college modules and find a lot of useful information." Josh Rose, Under 18's coach, Central Coast

Mariners. Director, Rose Football Academy

XVENTURE ©. 2021

FCA Sport Session Planner

Teaming with Sport Session Planner has enabled FCA to connect with community and accredited coaches in Australia & world wide



Football Coaches Australia (FCA) and Sport Session Planner (SSP) announced a partnership, for the purposes of delivering football coach professional development programs to support accredited and community coaches, in their planning and the delivery of their individual training sessions and annual training programs.

The below mentioned accredited and community coaches conducted twenty four (24) professional development sessions within a football coach Sport Session Planner webinar PD curriculum

Community Coaches	
Brian Dene	
Rocky Silipo	
Martin Docherty	
Louise McColl	

Paul Okon Jeff Hopkins Ernie Merrick Pouria Nabi Chris Grossman Peter de Roo Gary Van Egmond

Accredited coaches

FCA-SSP program membership provides coaches with access to the following session libraries:

(1) their own private individual library,

(2) the FCA library, where they can save & share with FCA members

(3) the Curriculum Library and

(4) the public SSP library which has over 1 million sessions.





"SSP provides me with everything I need to produce a high-quality training resource to share with our coaching staff on a daily basis."

and Coach, Malbourna Victory Women



FCA Webinar & Conference Program(s)

FCA created and led Webinars during 2020 COVID period

Accredited & Community Coach PD Zoom webinars

Dr Craig Duncan Performance Institute of Australia Maximise Your Performance Series (5 webinars)

Dr Victor Jauregi UNSW

Decision Making Series (4 webinars)

Taxation for Coaches - PwC Annual Webinars

FCA Legal Counsel Webinars

Women's Football Webinars

The Football Coaching Life Webinar

Football Coaches Australia/CEPET National Conference

Refer Appendix 1 & 2 for list of all events

45



FCA Face to Face/ On Grass PD Programs



NATIONAL TEAM EXPERIENCES 2019 'Specialist groups doing specialist things' SOCCEROOS, MATILDAS, YOUNG SOCCEROOS



ERNIE MERRICK FCA Ambassador 2022 'Coaching phase play transition in football'



KELLY CROSS UEFA INSTRUCTOR 2022 'Thinking differently about youth development' TALENT IDENTIFICATION.

Refer Appendix 3 for list of all events



SCOTT MILLER 2019 'Creating an Elite Football Team Environment'



Dr RON SMITH FCA Ambassador 2019 'On The Attack'

6.3

MENTAL HEALTH AND WELLBEING



















FCA 'Elite Coaching in Australia: Well-Being, Resilience and Performance' Conference held in November 2021 in partnership with Macquarie University Centre for Elite Performance, Expertise and Training (CEPET)



Partner with PFA regarding FCA Member access to National Psychological and Psychiatry Services, providing wellbeing and transition support to coaches when required



Workshops delivered on Contract Negotiations and Taxation and for Financial Management - including Superannuation. Discounted access to PwC Airtax platform.

FCA Webinar - A Conversation - Mental Health & Wellbeing in a High-Performance World led by Nick Bracks and Lucien Okill & in partnership with 'Mental Health Masterclass + 100 members provided access to Mental Health Resources during COVID-19

FCA/ University of Queensland Research into 'employment conditions and status' of Australian football coaches, implemented in 2019 and September - October 2021, along with an APLW Coach Survey Report in April 2022

L COACHES AUSTRALIA

FOOTBA

Elite Coaching in Australia: Well-Being, Resilience and Performance

In conjunction with the Macquarie University Research Centre for Elite Performance, Expertise and Training (CEPET), Football Coaches Australia delivered the 2021 Sports Webinar: 'Elite Coaching in Australia: Well-Being, Resilience and Performance'.

Psychological well-being and resilience are vital for success in any highstakes elite performance environment. In the domain of Australian elite sports, athletes' psychological well-being has become an increasingly important issue with tailored programs implemented across the nation to support and maximise performance.

However, Australian elite coaches' psychological well-being has been relatively ignored in this space. Greater provision of funding, resources and professional development is required to assist coaches to manage their own well-being – in conjunction with support by the organisation they coach – to enhance their ability to constantly coach at a high standard.

This 2021 CEPET - FCA Sports Webinar combined expert academic research with the perspectives of elite coaches and leaders, qualified sport psychologists and support practitioners to understand the barriers to coaches' psychological well-being, the areas for development and improvement, and best practice protocols to ensure that the well-being of coaches in all levels of Australian sport is properly supported.

Watch or download



6.4

DIVERSITY AND INCLUSION

- 40/40/20
- FCAXV ESSENTIAL SKILLS 'PLAY IT FORWARD'
- RISE

OOTBALL COACHES AUSTRALI

What we believe

We believe coaches are teachers, mentors **and** leaders **and** are central to the concepts of leadership, teamwork, mentorship, collaboration **and** community. We believe the visibility of women in coaching roles positively reinforces community attitudes about the capability of women to lead in all aspects of life.

We believe that coaches set & role model standards of behaviour & culture within their communities, & that diversity should therefore be reflected among those entrusted in setting & role modelling community standards.

Sport is an important part of Australia's national identity. According to the Australian Sports Commission 88.8% of adults (over 15) and 42.2% of children (under 15) participated in some form of organised sport or physical activity (outside of school) in 2021-22. In football, Women make up 22% of Australia's participation base and Football Australia's Gender Equality Action Plan aims to have a 50% gender participation split by 2027.

Unfortunately, out of the nearly 3,000 accredited football coaches in Australia, less than 5% are women. In fact, across all sports only 25% of coaching roles are filled by female coaches.

We believe this must change, & in being champions of change we must support women to develop the skills necessary to be capable & effective coaches & leaders, & we must do so in a way that caters to the needs of women & addresses the unique barriers & challenges they face.



52

Addressing the barriers to achieve equality in recruitment, coach support, conditions, attitude and bias.

Developing a model to support our values of gender equity, diversity and inclusion.

> I THINK A PART OF THE GROWTH IS HAVING PEOPLE AROUND WHO YOU TRUST, WHO PICK YOU UP AT MOMENTS WHERE YOU MIGHT HAVE HAD SOMETHING NOT GO YOUR WAY.

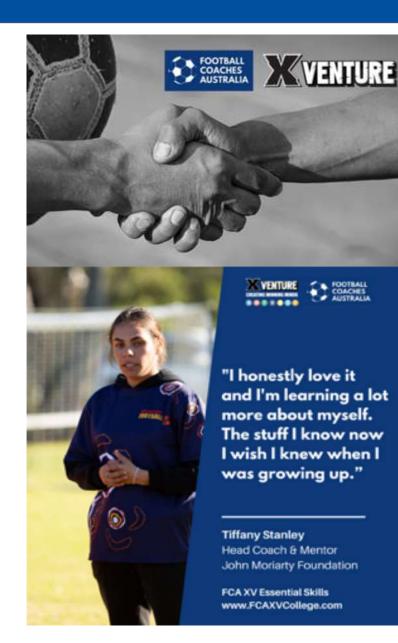
LEAH BLAYNEY HEAD COACH OF THE YOUNG MATELDAS AND THE FUTUREMATELDAS

SOCCERSCENE.

- Facilitating a Women's Football Coaches Forum.
- Apply gender lens across all policy documents and framework.
- Achieving gender diversity on the FCA Executive Committee (40% female representation) with Women's Football Subcommittee.
- Advocating for Women in full-time, professional coaching roles including APLW and the Women's National Youth Setup (i.e. Junior Matildas and Young Matildas).
- Advocate for family and care provisions for coaches.
- Advocate for more women in coaching roles across National Premier League, National Youth League and APLW. Breaking down the barriers and attitudes towards Women in coaching roles.
- Development of networking, mentoring and sponsorship programs for women coaches including establishment of a women's mentorship program.
- Supporting female coaches under Member Protection Policy.
- Recruit, select and promote women coaches where possible.
- Work towards preventing gender-based harassment and discrimination, sexual harassment and bullying in all coaching environments.



FCAXV Essential Skills 'Play It Forward' Program



In a world first opportunity for all Australian football coaches, in 2021 FCA and XV launched a program which connects directly with FCA and XVenture's DNA. A global mentoring (or buddy system) program which will allow for Australian coaches to help a fellow coach from around the world to undertake their own FCA XV Essential Skills study as a result of their helping hand.

How does the FCA XV 'Play it Forward' program work?

For every FCA XV Essential Skills full program undertaken by an Australian football coach a complimentary program will be provided to a **coach from around the world who can't afford the program** to allow you both to work through the completion of the program together.

As the program grows FCA will be looking to expand their network to provide this unique opportunity to coaches from all around the world, by connecting with organisations such as 'Coaches Across Continents'.

Initially FCA and XV offered this program to coaches nominated by their current football network partners:

- •Association of Indian Football Coaches
- •John Moriarty Foundation
- •RISE Football Academy
- •Nepal Football Association





RISE FOOTBALL ACADEMY

RISE is a fantastic not-for-profit venture based in Coffs Harbour which supports the refugee, Indigenous and less fortunate youth of the region with football as their core and community at their heart.

FCA partnered with the RISE Football Program in Coffs Harbour to provide scholarships, professional development & wellbeing support and a pathway to the Newcastle Jets FC.



6.5

FCA DRIVEN RESEARCH

FCA Driven & Supported Research



PhD research – Erch Semili 2021-22 **PhD Victoria University**



PhD research – Aish Ravi 2021-22 **"Understanding Women Coach Experiences in Football**"

FCA Independent surveys of Licensed **Football Coaches**

Season 2021-22 including Liberty A-League Women's **Football Coaches**

Employment Conditions and Competition Survey



Represent and provide a 'collective voice' for Australian Professional and Community Football Coaches"

FCA Independent Survey of NPL APL Men & Women Football Coaches 2022

Read the full report at:

https://www.soccerscene.com.au/football-coachesaustralia-upholds-the-need-for-fair-pay-and-suitableemployment-conditions-in-coach-survey-report/

07

FCA NOMINEES FOR FULL MEMBERSHIP

FCA Nominees for Full Membership

FCA Nominees to be inserted



APPENDICES

Appendix 1: FCA Webinars

FCA created and led Webinars

2020-08-20 D	r Ron Smith	The Principles of Play (FCA-FV-FA)
2020-08-18 L	uciano Trani	Challenges and Rewards of a Coaching Career
2020-07-29 N	licola Williams	Learnings from coaching football around the World
2020-07-16 Jo	pey Peters	Nurturing Creative Genius
2020-06-04 Lo	ouise McColl	Developing a Coaching Culture
2020-06-02 J	ohn Crawley	It's not all about the Shot-Stopping
2020-05-20 S	Scott O'Donnell	A Facilitated Learning Match Day Approach Community
		Junior Coaches
2020-05-19 @	Gary Van Egmond	Young Socceroos pathway to Uzbekistan
2020-05-14 B	Bee/ Adams	Managing Your Players Behaviour at Training
e	Graham Harvey	Preparing for a Major Women's International Playing Tournament
2020-05-13 +		Bridging the Gap - It's Time to Re-set - Preparing Coaches
		and Players
2020-05-12 0	Dkill/ Bracks	A Conversation - Mental Health & Wellbeing in a
		High-Performance World
2020-05-07 @	Grima/ Fisher	GIG Methodology
2020-05-05 E	Ernie Merrick	Coaching, Strategy and Survival
2020-04-30 A	Alec Wilson	Empowering Self Directed Learning for Junior Players
2020-04-28 A	Andrew Clark	Sport Science in Football - Tips tp Make you a better coach
2020-04-23 R	Ron Smith	Building the elements of the game into Practice
2020-04-21 T	Trevor Morgan	Talent Production - A Different Perspective
2020-04-16 S	Sean Douglas	Rethinking Grassroots Football
2020-04-15 0	Graham Arnold	Leadership, Culture & Crisis Management

FCA Legal Counsel Webinars

FCA Legal Counsel consultants Josep Vandellos/ Susanah Ng and AFAA Lead Peter Paleogolos		
2020-07-06	Negotiating a Professional Football Coaches contract	
2020-06-09	Professional Football Coaches - When is a Contract a Contract	

Dr Victor Jauregi Webinar Series – Decision Making in Football

2021-06-30 #4 Human Psychological Factors 2021-06-23 #3 Game Theory 2021-06-09 #2 Decisions Under Certainty 2021-06-02 #1 Introduction & Motivation of Decision Making

Dr Craig Duncan Webinar Series Maximise Your Performance

2021-03-22	24_7 Athlete
2021-03-15	Who Manages those who Manage
2021-03-01	Technology and Football
2021-02-22	What to Expect From Your Performance Team
2021-02-15	Periodisation and Football

Taxation for Coaches – Annual Webinars

2021-06-28	Taxation for Football Coaches (Ben Neumann – PwC)
2020-07-13	Taxation PD for Professional & Community Coaches (Ben Neumann – PwC)

Women's Football Webinars

2020-08-21	Vicki Linton Panel
2021-03-10	Celebrating Women in Sport
2021-05-24	Looking to Future
2021-12-01	FCA Women's Football - Pre-Season Training and Periodisation
2021-10-07	Winning Mentality

The Football Coaching Life Webinar

2021 – 09-28 Defining moments and Decisive Decision Making

FCA – SSP Webinars 2021

July - Sept '22 12 X Community Coach Webinars Oct – Nov '22 12 X Accredited Coach Webinars

Appendix 2: Webinar Conferences

May 2019

International football Coaching Conference Australia (IFCCA) Indigenous Football Presentation & Panel Moderator Glenn Warry, FCA CEO Indigenous Football Identification, Development & Pathways for future success

November 2021 Football Coaches Australia/CEPET National Conference 'Elite Coaching in Australia: Well-Being, Resilience and Performance'

March 2022 Northern Suburbs Football Association 2022 Grassroots Coaching Conference Presentation FCA XVenture Mike Conway Secrets From the Locker Room Leadership, Communication & Emotional Agility Essential Skills for Grassroots to Elite Coaches

Appendix 3: FCA Face to Face Events

FCA NATIONAL TEAM EXPERIENCES

Socceroos/ Olyroos Camp December 2018 We are 'specialist groups doing specialist things' Featuring Graham Arnold/ Andrew Clark/ Rene Meulensteen

Matildas Training Event March 2019 Featuring Gary Van Egmond/ Kate Cohen/ Ivan Jolic/ Leah Blayney

Young Socceroos Camp July 2019 Joeys Open Training & Workshop Featuring Trevor Morgan

MEMBER FEDERATION CONFERENCES November 2019 FCA/ UQ Research into Employment Conditions of Australian football coaches

FCA PROFESSIONAL DEVELOPMENT EVENTS

Facilitator: Scott Miller Topic: Creating an Elite Football Team environment February 2019 Bulleen

Facilitator: Dr Ron Smith (FCA Ambassador) 2019 Topic: 'On the Attack' November 2019 Hobart November 2019 Canberra December 2019 Melbourne February 2020 Adelaide

An Evening with Ron Smith FNSW/ FCA Event March, 2019

Facilitator: Ernie Merrick (FCA Ambassador) 2022 Topic: 'Coaching phase play transition in football' March 2022 Bulleen June 2022 Hobart

Facilitator: Kelly Cross TALENT IDENTIFICATION 'Thinking differently about youth development' April 2022 Newcastle

Thank you