



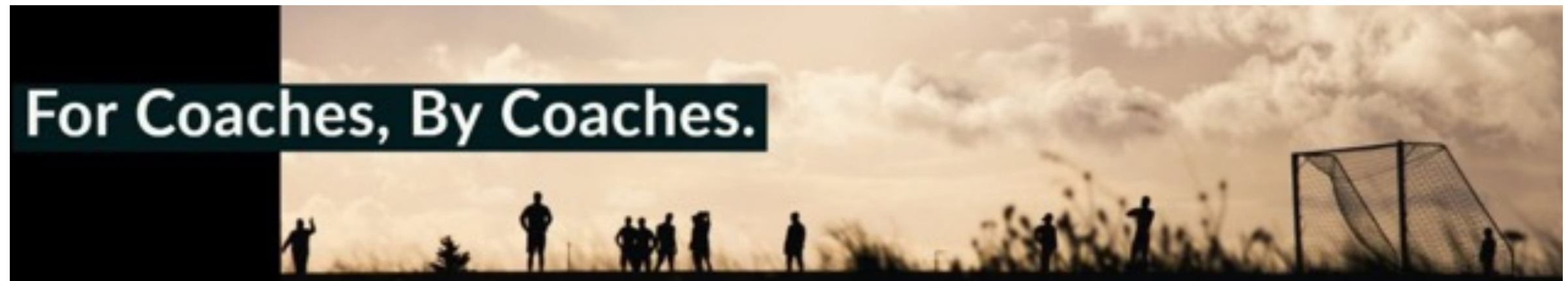
FOOTBALL COACHES AUSTRALIA

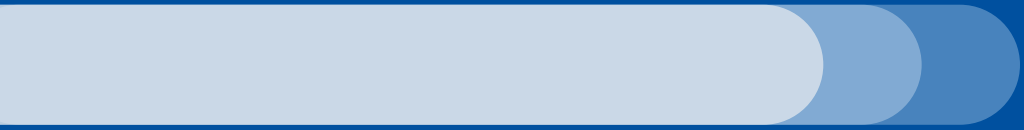
Annual Report 2022

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

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01

EXECUTIVE SUMMARY

Who We Are?

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 the 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:

- 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.

FCA Executive Committee members are Phil Moss (President), Sarah West (Vice-President), Gary Cole, Brad Crismale, Karen Grega, Nick Rosamilia, Aish Ravi, Catherine Cannuli.



ADVOCACY

Providing 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

Promoting mental health and 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 Objectives

01

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.

02

Focus on four key pillars to support coaches:

- **Advocacy** – Standard Contracts and Internal Grievance Procedure
- **Professional Development**
- **Mental Health and Wellbeing**
- **Gender Equity and Diversity**

03

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.

04

Development and incorporation of future 'One Management Model' - State/Metropolitan/ Regional 'FCA' Associations.

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 and female youth.

05

Engage with FIFA and AFC and develop collaborative relationships with :

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



FCA Member Update

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

- **302 Active Members (increase of 17% from FY21)**
- **191 Lapsed Members (to be renewed)**

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

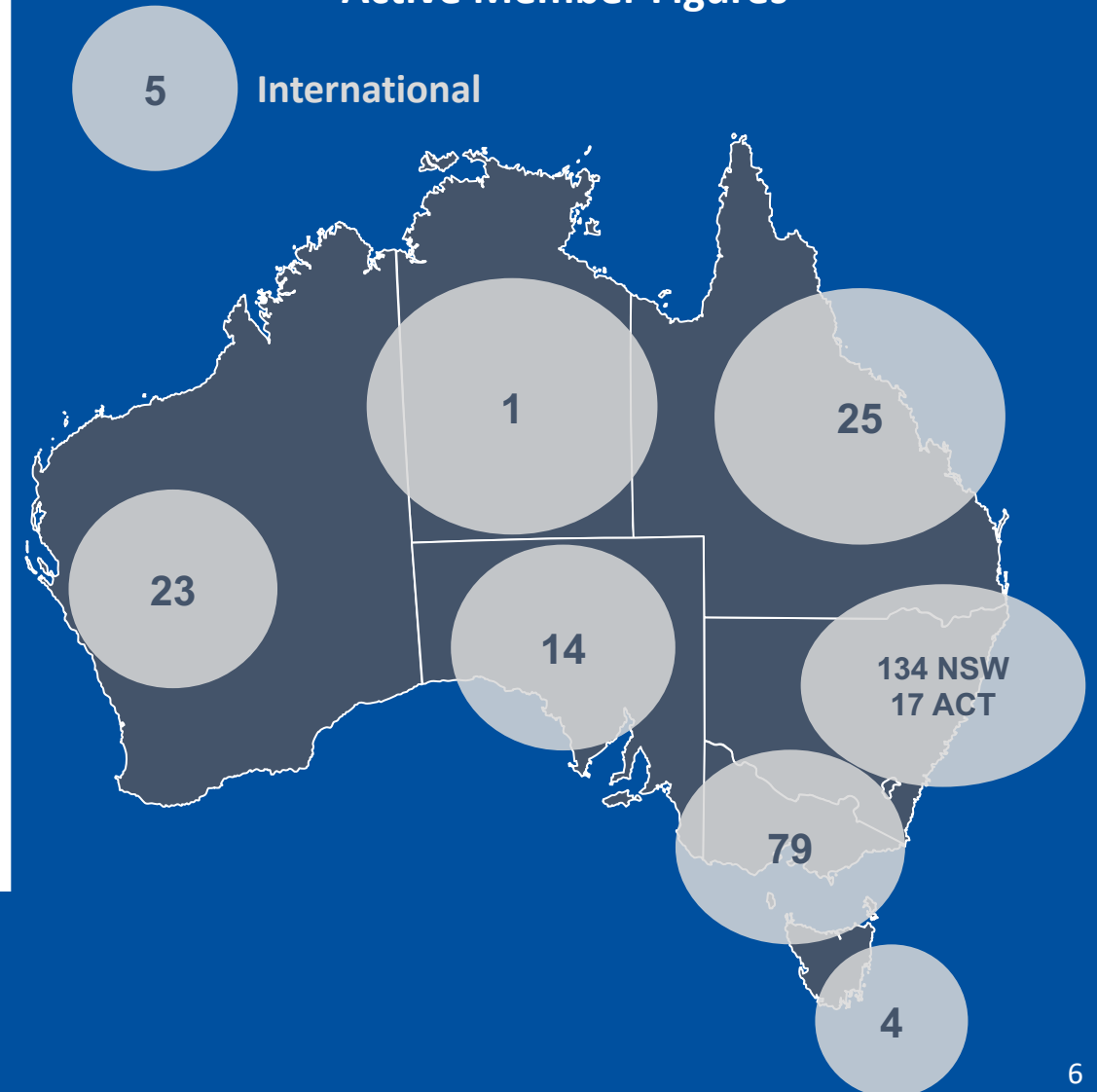
FCA has also partnered with the Advance Football Coaching Centre Association (Newcastle) Board regarding their members (160) coming under the banner of FCA as FCA Newcastle as per the Constitution Clause 2 “The association may establish state-based branches of the association or partner with existing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



Active Member Figures



“Continually aiming to improve professional standards, inspiring the coaching community to take responsibility and always seeking to raise the bar.”

No. of coaches to access FCA XV Essential Skills Program

YOUTH C LICENSE
AFC/FFA A LICENCE

AIFF C LICENSE
SKILLS TRAINING CERTIFICATE

ASCA L2

AIFF D LICENSE

LEVEL 3 GOALKEEPING

PRO DIPLOMA
C LICENCE ADVANCED PATHWAY



UEFA B LICENSE

COMMUNTY COACH

US SOCCER A LICENSE

LEVEL 1 GOALKEEPING

UEFA A LICENSE

B LICENCE

LEVEL 2 GOALKEEPING

SENIOR C LICENSE

SKILLS ACQUISITION PROGRAM

**OVER 400 COACHES FROM AROUND THE GLOBE!
(90% from Australia)**



FY22 Key Achievements



Australian coaches delivered FCA - Sport Session Planner (2 X 12 week) programs for Accredited and Community coaches



Self-Assessment against Football Australia Full Membership criteria, with submission tabled in November 2022



Released 18 episodes of 'The Football Coaching Life' Podcast and launched YouTube episodes with more than 17k downloads in the last 12 months



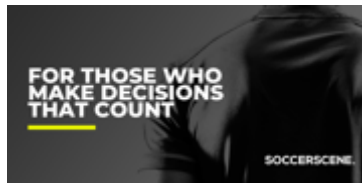
Continue to secured contract entitlements for members – Standard Contract regulatory framework approved by Football Australia and commenced negotiations with APL



FY22 revenue increased by 40%



Strategic Partnership with XVenture has led to 400 coaches across the globe accessing professional development content – delivered 'Play It Forward' program



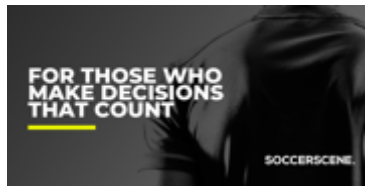
FY22 Key Achievements

GOVERNANCE

- 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. We believe that FCA meets all applicable criteria to become a new FA member in November 2022 by achieving a level of 'institutional integrity' which demonstrates (i) commitment (ii) capacity and (iii) capability to represent our constituents.
- FCA financial statements were subject to External Audits for periods ending FY2021 and FY2022.
- Building the foundation of a sustainable business, FCA achieved an increase in Revenue for FY22. We continue to reinvest in executing our strategic objectives in FY23 and delivering value to our members.

ADVOCACY

- FCA has previously submitted a standard contract template proposal to FA. This 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 APL for further discussion.
- Successfully represented National team/A-League Men and Women and NPL coaches in termination disputes, supported National team/ A-League Men and Women coaches in transition.
- Continued to support coaches at FIFA Player Status and Fair Work Australia Conciliation/ Arbitration hearings.
- Ongoing advocacy support for coaches in their Agreements disputes with National Premier League Clubs.



FY22 Key Achievements

PROFESSIONAL DEVELOPMENT

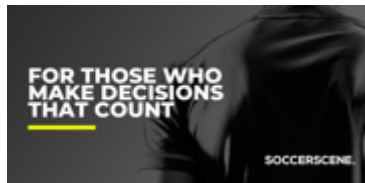
- Delivered FCA - Sport Session Planner (2 X 12 week) programs for Accredited and Community coaches.
- Launch of the 'The Football Coaching Life' YouTube videos to align with 'TFCL' podcasts.
- Entered into Partnership Agreement with XVenture to deliver the 'Play It Forward' Program as an extension of their FCAXV Essential Skill Program.

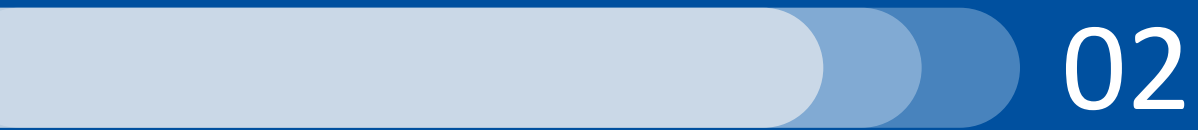
DIVERSITY and INCLUSION

- FCA sponsored web survey based on "Understanding women coaches' experiences in football (soccer)"
- Partnered with University of Queensland to deliver FCA Independent Survey of APL Women Football Coaches and National Premier League coaches 2022

WELL-BEING

- 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.





02

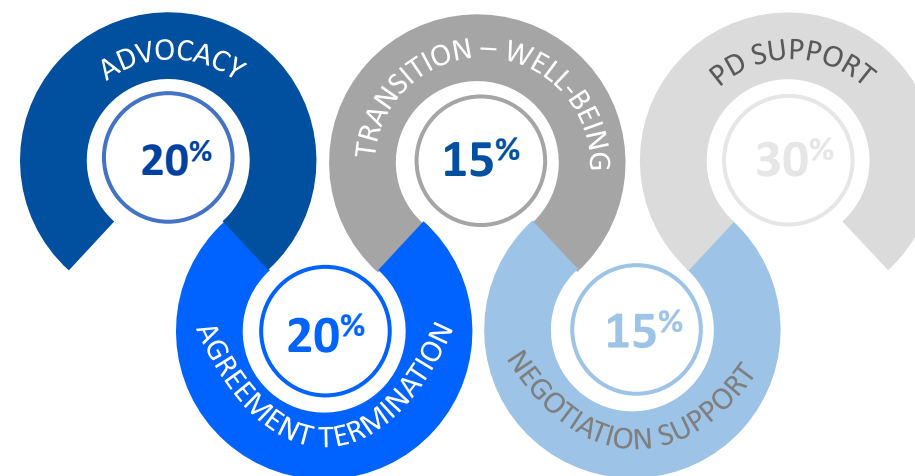
ADVOCACY AND SUPPORT

FCA supports members relating to Advocacy in relation to Employment issues

Our key Advocacy and Support deliverables:

- Ongoing negotiation with Football Australia regarding implementation of Standard Contract and coach access to National Dispute Resolution Chamber
- Access to legal support in Europe and Asia
- Support for Australian coaches in Europe regarding Recognition of Certificate process due to their FA/AFC Pro Diploma not being recognised as an equivalent to UEFA's Pro Diploma coaching licence
- Legal support in Club/Federation negotiations regarding employment-related 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

Breakdown of member 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.



“ Unfortunately, as football coaches, it is inevitable that at some stage our position will be terminated....and don't believe the myth that it is simply a results-driven decision. Football Coaches Australia is very supportive of coaches who find themselves in this position and I for one, appreciate the assistance they provided to me in resolving my issues with an A-League Club. I strongly recommend that all Australian coaches enjoy the support, professional development and other benefits that are provided with FCA membership. ”

- Ernie Merrick



03

PROFESSIONAL DEVELOPMENT

FCA XVenture Essential Skills Program



www.fcaxvcollege.com

[https://www.fcaxvcollege.com/pages/
play-it-forward](https://www.fcaxvcollege.com/pages/play-it-forward)

During 2021/22 Football Coaches Australia, in partnership with XVenture, delivered its FCAXV Essential Skills education & professional development program from within their 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.

The FCAXV Essential Skills 'Play It Forward' program was delivered complimentary to John Moriarty Foundation, AIFC and Nepal coaches..

By end of June 2022 400+ coaches had 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 Global Institute of Sport

FCA provided weekly professional development sessions via the FCA Weekly update Newsletter

<https://www.fcaxvcollege.com/pages/news>



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 from July to December 2021, within a football coach Sport Session Planner webinar PD curriculum.

Community Coaches

- Brian Dene
- Rocky Silipo
- Martin Docherty
- Louise McColl

Accredited Coaches

- Paul Okon
- Jeff Hopkins
- Ernie Merrick
- Pouria Nabi
- Chris Grossman
- Peter De Roo

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
- (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.”

Jeff Hopkins
Head Coach, Melbourne Victory Women



The Football Coaching Life Podcast

18 episodes delivered in FY22 (30 episodes in total) featuring conversations with Australian Football Coaches

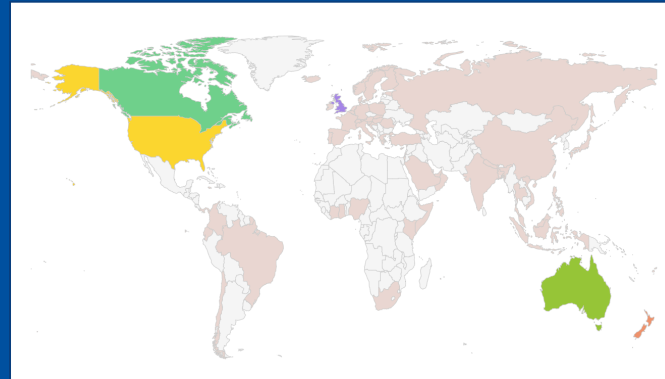
17.7K+ Audio Podcast Downloads

Accessible via 40+ podcast streaming services

10,000+ online video views via YouTube

Viewed in more than 70+ countries

Worldwide exposure for Australian coaches.



**FOOTBALL
COACHING
LIFE
PODCAST
AND VIDEOS**
WITH GARY COLE



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

**LISTEN AND
WATCH
HERE**

FOOTBALL COACHES AUSTRALIA

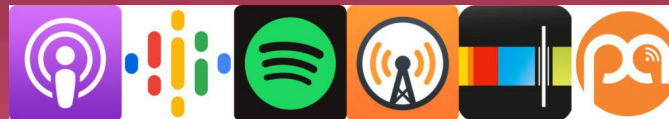
< ALL EPISODES



Monday Aug 15, 2022

The Football Coaching Life: Ante Juric

♥ Likes 📄 Download 312 ➦ Share



Social Media and Podcast Reach



Last 12 Months

1K Followers

58K Post Impressions

736K Engagements



2.4K Followers

288K Post Impressions

2.2K Engagements



2.8K Followers

36K Post Impressions

1.3K Engagements

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

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.
- Weekly FCA XV Essential Skills social media content in PD areas of Leadership, Culture, Emotional Intelligence, Communication and Resilience.
- We extend our social media presence through Twitter, Facebook and LinkedIn
- We hold webinars through Facebook, giving coaches an opportunity to connect & 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.





04

MENTAL HEALTH AND WELLBEING



Follow up FCA/University of Queensland Research into employment conditions of Australian football coaches was implemented in September 2021 with NPL Coaches and with NPL and A-League Women coaches in March 2022



FCA Elite coach Mental Health & Wellbeing Conference was held in November 2021 in partnership with Macquarie University Centre for Elite Performance, Expertise and Training (CEPET)



Partnering with PFA and providing 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 (incl Superannuation)

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 high-stakes 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](#)



2021 CEPET Sports Webinar

Elite Coaching in Australia Well-Being, Resilience and Performance

29 NOV 2021
9:30AM TO 12:30PM

OUR PRESENTERS



Dr Fraser Carson
International University of Health, Exercise and Sports (LUNEX)



Dr Hojabr Kakavand
CEPET Sports Scholar Ambassador



A/Prof Monique Crane
School of Psychological Sciences and CEPET Member



Michael Conway
CEO of XVenture



Angie Bain
Director and Wellbeing Practitioner, 'Survive to Thrive'



Alicia Eva
AFLW GWS Player/Assistant Coach



Alistair Nicholson
CEO of the AFL Coaches Association



Krishnool Maharaj
Performance Psychologist at The Mind and Movement Company

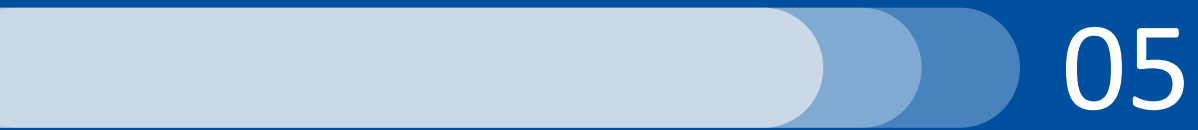


Phil Moss
President of FCA and NAB Head of Coaching and Distinctive Leadership



Aish Ravi
Co- Founder of the Womens Coaching Association

Website & FREE Registration: <https://bit.ly/3btNEe0>



05

DIVERSITY AND INCLUSION

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.

FOOTBALL COACHES AUSTRALIA **BRIGHTON SOCCER CLUB**

Celebrating Female Football Week

Football Coaches Australia and Brighton Soccer Club present A Leagues Women's 2022 Premiership coach Jeff Hopkins alongside women coaches Louise McColl & Aish Ravi delivering PD workshop session for coaches to celebrate Female Football Week

14 MAY 2022 | 10AM-12PM
Location - Brighton Soccer Club
Dendy Park - Brighton East
Melbourne, Victoria

Jeff Hopkins
Reigning Liberty A-League Championship Coach 2022

Louise McColl **Aish Ravi**

Diversity and Inclusion

- Facilitating a Women's Football Coaches Forum applying gender lens across all policy documents and framework.
- Achieving gender diversity on the FCA Exco (40% female representation) with Women's Football Sub-Committee.
- Advocating for Women in the full-time, professional coaching roles including A-League Women and the Women's National Youth Setup (i.e. Junior Matildas and Young Matildas). FCA facilitated independent surveys, conducted by University of Queensland in October 2021 and March 2022 ,with NPL and A-League Women coaches indicated the following:
 - 96 % affirmative action to raise salaries of women coaches
 - 92 % pay equity for female & male coaches
 - 85% sought salary bands for assistant coaches

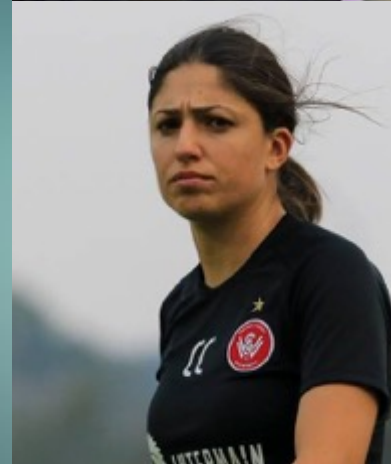
Within the A-League Women's survey :

- 62.5% Head coaches believed they were on the minimum wage
- Only 23.1 % assistant coaches believed they were on the minimum wage
- Only 50% analysts believed they were on the minimum wage
- Advocating for family and care provisions for coaches.
- Advocating for more women in coaching roles across National Premier League, National Youth League and A-League.
- Breaking down the barriers and attitudes towards Women in coaching roles
- Supporting female coaches under Member Protection Policy.
- Recruitment, selection and promotion of women coaches where possible.
- Working towards preventing gender-based harassment and discrimination, sexual harassment and bullying in all coaching environments.

FCA Executive & Women's Football Committee

40-40-20

Gender representation
on FCA's Executive
Committee





06

REPORTS FROM PRESIDENT, VICE PRESIDENT & CEO

FCA President Phil Moss



When the Football Coaches Australia journey took its first small, collective and determined steps in a meeting room at Macquarie University in Sydney back in 2017 there were crystal clear objectives. ‘For Coaches, By Coaches’ was the foundation from which our organisation would be built while Advocacy, Professional Development, Well-being and Diversity and Inclusion gave us the rock-solid pillars to help build the house.

That house would be a place of collective support for coaches.

A community of football people so passionate and driven to play our part in taking players and the game forward but to that point a very lonely role that still had a long way to go in terms of being taken seriously as a profession and treated as a ‘key’ stakeholder when it came to being included in the decision-making process around the whole of the game.

Resilience, ambition, creativity and evolution are all critical ingredients to any successful coach and, as an organisation, I’m extremely proud to say that FCA lives and breathes them on a daily basis with people giving of their time – to this point – on a voluntary basis to make coaching a better place now and into the future.

We have reached a pivotal point in FCA’s lifecycle as we prepare to stand before the FA Congress seeking full membership at November’s FA AGM. A collaborative and inclusive approach combined with a pure intent around what is best for the game has positioned us strongly to play a key and official role in helping to make decisions that enhance our game.

The support and encouragement we have received from Football Australia CEO James Johnson and Australian Professional Leagues CEO Danny Townsend, their respective boards and staff has been outstanding and continues to grow our belief that coaching as a profession is now being taken seriously. There are too many highlights from the past year to summarise here, but one partnership that deserves special mention is that of X-Venture Australia. Founder Mike Conway acknowledged very early on the importance of the work we were doing for coaches and how strongly it aligned to the work he and his team were doing around modernised learning methods and the benefits that would bring to leaders.

Our aligned values and principles have allowed us to form an invaluable partnership that provides incredible opportunities for coaches to advance their development. In closing I’d like to sincerely thank my FCA Executive Committee colleagues and those who drive and stand on our various sub-committees for the selfless time, energy and expertise you bring every day.

A special mention once again to our CEO, Glenn Warry, who continues to be the glue that makes us stick and puts in a shift that defies belief.

To our members – we do what we do for you and for the game. Please continue to support your organisation in the many and varied ways that will enable us to gain full member status of FA Congress in November so we can ensure coaches have a stronger voice than ever before.

We have a period of exceptional opportunity at our doorstep now with our Socceroos about to embark on their fifth straight FIFA World Cup before our Matilda’s compete in the FIFA Women’s World Cup on home soil for the first time in our game’s history! FCA is well placed to help the game seize and capitalise on this ‘perfect storm’.

Best Regards

Phil

FCA Vice – President Sarah West



Football coaching is a highly underrated set of skills which extend far beyond the obvious technical and tactical on-pitch activities we conduct.

Coaches need to be brave, organised, informed, and connected. They need to be strong leaders, effective communicators and visionaries who can inspire others to get on board and strive collectively and fearlessly towards a common goal. They need to believe in the impossible and deliver innovative and creative solutions to make it possible. They need to have the grit and determination to show up for their teams, day-after-day, in all kinds of weather (even cold, rainy nights in Stoke!). Coaches make invaluable contributions to their communities.

I see these qualities on display every time I arrive at a football field for anything from a grassroots training session to a professional league fixture. I also see them every day in our Football Coaches Australia Executive Committee and our tireless CEO, Glenn Warry. This is a group of people who volunteer their time and significant expertise in football, business, and other areas to progress the wellbeing, working conditions, development, and reputation of Australian coaches.

Every one of them cares immensely about making a positive difference in this space. This is a team that has the backs of every Australian football coach, and a team I am immensely proud to be part of. Our team is excited to deliver this year's annual report and show you what we have been doing for you, our members.

Five years on from the first ever FCA meeting in November 2017, we are striving to achieve FCA's goal of achieving full member status with Football Australia by the end of 2022, giving our coaches a genuine voice where decisions are being made for the future of our game. There has never been a better time to be a Football Coaches Australia member.

Best Regards

Sarah



Commonwealth Bank
April 12 · 📍
Go Tillies! Tonight we were joined by South Canberra FC, ANU Women's Football Club and Canberra United Academy at the Commonwealth Bank Matildas vs. New Zealand match in Canberra.
Thanks for all the work you do to grow the game for girls and women. You're true Game Changers.



Alyssa Lincoln, Trent Bowen and 108 others · 7 Comments · 8 Shares

Chief Executive Officer Glenn Warry



A-League Club's coaches, players, management and staff are to be commended for the way they worked together to maintain high performance levels throughout the APL Season 2021-22. The impact of COVID-19 on the A-League Men's and Women's competitions was again significant throughout the season. In looking at positives moving forward is that 21 of the 23 coaches in the 2022-23 A-League Men's and Women's competition will be Australian coaches.

As FCA has progressed through our journey to FA Full membership, we have focussed on meeting all applicable criteria by achieving a level of 'institutional integrity' which demonstrates (i) commitment (ii) capacity and (iii) capability to represent our constituents.

Throughout the year, in consultation with Football Australia, FCA has undertaken ongoing assessment of the criteria provided in the Report of the FA Congress Review Working Group, to ensure we are building the foundation of a sustainable association. FCA have continued to support coaches in their Agreements disputes with A-League and National Premier League Clubs and at FIFA Player Status & Fair Work Australia Conciliation/ Arbitration hearings.

The introduction of a Standard Contract and National Dispute Resolution Chamber continues to be a priority. FCA has previously submitted a standard contract template proposal to FA. This 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 Football Australia revised Standard Contract draft and have formed a joint working party with Australian Professional League Management for further discussion. Discussions have also been held with FA regarding introduction of same regulatory support of coach contracts within the proposed National Second Division.

FCA underpins key pillar deliverables with independent research, via our partnerships with Australian universities. In 2021/2022 FCA partnered with University of Queensland to deliver an FCA Independent Survey of APL Women Football Coaches and National Premier League coaches regarding the employment conditions within their respective Clubs. The key 'takeaways' from the research related to minimum wage, pay inequities and employment standards.

Coach professional development remains an area of critical importance and FCA continues to advance our program delivery with the support of our football partners. In FY22 FCA:

- delivered FCA - Sport Session Planner (2 X 12 week) programs for Accredited and Community coaches.
- launched the 'The Football Coaching Life' YouTube videos to align with 'TFCL' podcasts.
- delivered the Play It Forward program with XVenture to support coaches, from around the world who can't afford the program, to receive access to the FCAXV Essential Skill Program.
- In conjunction with the Macquarie University Research Centre for Elite Performance, Expertise and Training (CEPET), delivered the 2021 Sports Webinar: 'Elite Coaching in Australia: Well-Being, Resilience and Performance'. FCA members who featured as presenters were FCA President Phil Moss, FCA Executive member Aish Ravi, coach/Performance Psychologist Krishneel Maharaj and XVenture partner CEO Mike Conway
- Launched FCA Newcastle with a coach professional program delivered by UEFA Instructor Kelly Cross on Talent ID and Thinking differently about Youth Development.

Chief Executive Officer Glenn Warry

The expertise of Mike Conway and Daniela Kraus at XVenture continues to drive world leading professional development content for football coaches within the virtual world of FCAXV College.

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

FCA looks forward to the international football connections that Sport Session Planner provides to support Australian accredited and community coaches, in the planning and the delivery of their individual training sessions and annual training programs.

FCA also recognises that the stressors of coaching impacts on the physical wellbeing of coaches and is pleased to have partnered with Heartbeat of Football (HOF) to promote healthy hearts of coaches in Football. FCA and HOF will 'work together to save lives', by jointly delivering advocacy and awareness programmes, in addition to extending the unique preventative heart health testing days to FCA members.

I wish to recognise the outstanding contribution of our FCA Executive Committee members in their respective roles, led by President Phil Moss and Vice -President Sarah West.

And finally, thanks to all FCA members who have continued their support during the past three COVID impacted seasons. We look forward to providing coaches with a collective voice at the Football Australia table at the end of this year.

Best Regards

Glenn

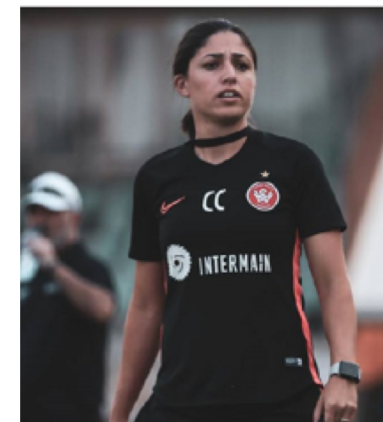
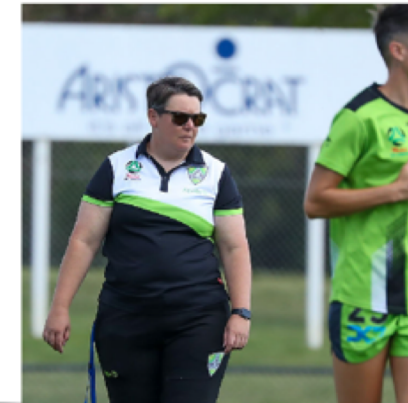


FCA Independent surveys of Licensed Football Coaches

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"



FINANCIALS

07

1

In FY22, we noted an increase of \$19,214 (40%) in Revenue. This has been delivered through our existing partnerships with Xventure with proceeds from essential skills and sustained membership revenue.

2

A net loss of \$4,497 for FY22 was realised due to consultant expenses incurred, recognising 3 years of pro bono work which has been provided, in order to continue to deliver value to our members.

Statement of Profit or Loss For the Year Ended 30 June 2022

Statement of Profit or Loss

For the Year Ended 30 June 2022

	2022	2021
	\$	\$
Income		
Services revenue / Partnerships with Xventure	17,877	9,857
Member subscriptions	45,265	36,805
Event income	4,416	1,674
Interest received	-	8
	67,558	48,344
Expenditure		
Accounting fees	283	522
Advertising & promotion	16,874	4,560
Auditors remuneration	3,300	3,000
Consultants	36,007	9,127
Finance costs	1,441	967
Telephone and fax	600	59
Legal costs	1,148	770
Travel	855	1,303
General Expenses	-	765
Insurance	1,479	1,444
IT expenses	-	4,836
Entertainment - deductible	338	-
Depreciation	-	6,204
Subscriptions	9,730	4,661
	72,055	38,218
Income tax expense	-	-
Surplus / (Deficit) for the year	(4,497)	10,126
Total Comprehensive income for the year	(4,497)	10,126

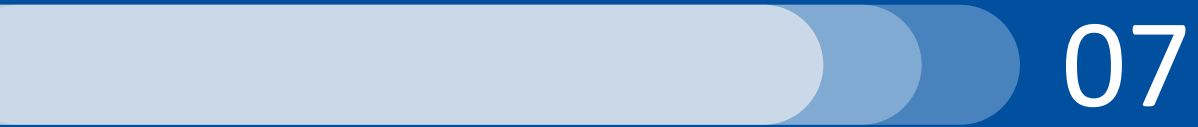
Statement of Cash Flows For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES:			
Receipts from members and partners		67,558	48,335
Payments to suppliers and employees		(68,976)	(30,774)
Interest received		-	8
Interest paid		(50)	(968)
Net cash provided by / (used in) operating activities	6	<u>(1,468)</u>	<u>16,601</u>
CASH FLOWS FROM INVESTING ACTIVITIES:			
Payment for intangible asset		-	(6,204)
Net cash (used in) investing activities		<u>-</u>	<u>(6,204)</u>
CASH FLOWS FROM FINANCING ACTIVITIES:			
Net increase / (decrease) in cash and cash equivalents held		(1,468)	10,397
Cash and cash equivalents at beginning of year		<u>27,069</u>	<u>16,672</u>
Cash and cash equivalents at end of financial year	3	<u><u>25,601</u></u>	<u><u>27,069</u></u>

Statement of Financial Position As at 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	<u>25,601</u>	<u>27,069</u>
TOTAL CURRENT ASSETS		<u>25,601</u>	<u>27,069</u>
TOTAL ASSETS			
		<u>25,601</u>	<u>27,069</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	4	<u>6,300</u>	<u>3,271</u>
TOTAL CURRENT LIABILITIES		<u>6,300</u>	<u>3,271</u>
TOTAL LIABILITIES		<u>6,300</u>	<u>3,271</u>
NET ASSETS		<u><u>19,301</u></u>	<u><u>23,798</u></u>
MEMBERS' FUNDS			
Retained surpluses		<u>19,301</u>	<u>23,798</u>
TOTAL MEMBERS' FUNDS		<u><u>19,301</u></u>	<u><u>23,798</u></u>

Both FY21 and FY22 Financial Statements were subject to external audited



Acknowledgements

Acknowledgements

XVenture

We sincerely thank Founder/CEO Mike Conway, Director/COO Daniela Kraus and the XVenture team for their incredible vision, experience and expertise in delivering this platform. The FCAXV 'Play It Forward' program emphasised our aligned values as the program was delivered complimentary to John Moriarty Foundation, AIFC and Nepal coaches.

Sport Session Planner

FCA's partnership with Sport Session Planner, led by founder Magnus Alford and Head of Australasia James Robinson, allowed FCA-SSP to support Australian coaches professional development through delivery of 2 x 12 week programs. The Accredited and Community coach programs covered training session planning, match preparation, player evaluation and reporting system tools to connect our coaching communities Australia wide. FCA recognises that the challenges for community and accredited coaches, and the skills required, particularly in the technological world in which we live and play.

SOCCKERSCENE

We thank our media partner SOCCERSCENE driven by Stace Ioannidis and journalist Matthew Badrov and designer Chris O'Flynn for promoting our media releases and 'The Football Coaching Life' podcasts and YouTube releases. SoccerScene also are now editors of our FCA NEWS updates.

Professional Footballers Australia

Our ongoing partnership with PFA continued with support to coaches via access to the National Psychological Support Network, overseen by Michael Inglis, the Mind Room. We value our stakeholder relationship with PFA Co-CEO's Beau Busch and Kate Gill and PFA Alumni Manager Cameron Watson.

Australian Professional Leagues

We thank APL Chief Executive Officer, Danny Townsend, APL Commissioner, Greg O'Rourke and Helena Doczak for their support of the establishment of a FCA/APL Working Party, which will meet monthly to progress initiatives to enhance working environments for coaches.

University of Queensland

Thanks to Bob Crudgington, University of Queensland, for his support regarding the design and implementation of FCA-UQ surveys in October 2021 and March 2021. Also to Chelsea Breton for the design of the survey result presentations.

Partnership with Indian Football Coaches (AIFC)

Now that the world starts to exit COVID, FCA's ongoing partnership with Association of Indian Football Coaches will flourish, leading to future joint projects in Asia.

Making Media

"The Football Coaching Life" podcast/ videos would not be possible without the media production talents of Ralph Barba @ Making Media and we are indebted to him for the work he does.

Acknowledgements

FCA Executive Committee

FCA has continued to recruit and attract committed and talented football coaches, with the required expertise and experience, onto our Executive Committee.

As an organisation we are extremely proud of the appointments of our former Executive Committee members to senior football roles - Belinda Wilson's as Senior Technical Development Manager at FIFA in December 2020, Heather Garriock, as FA Board member in December 2021 and Jamie Harnwell, as Chief Executive Officer, Football West in January 2022. In addition former FCA Ambassador's Ron Smith (FA Coach Education) and Ernie Merrick (FA Chief Football Officer) were appointed to their respective roles.

The leadership and guidance of President Phil Moss and Vice-President Sarah West has been exemplary in developing a values led organisation, setting frameworks and standards which reflect the importance of the role that football coaches play in this great game. The football experience, intellect and stakeholder networks that Gary Cole, Catherine Cannuli and Jason Breton bring to the Association is invaluable.

Non-member Executives Karen Grega, Nick Rosamilia and Brad Crismale, along with consultant Duncan Tweed, have contributed to the ongoing development of all governance structure requirements of our Association. Karen has also driven the development of hundreds of 'The Football Coaching Life' vignettes, which will be released in the near future.

FCA looks forward to the release of Aish Ravi's PhD thesis "Understanding Women Coaches Experiences in football" later this year. FCA continues to look forward to collaborating with Football Australia on its Coach Education Strategic Plan for FIFA Legacy '23 and working with other football partners to support women coaches with appropriate strategies to progress their careers.

FCA Newcastle

In April 2022 FCA launched FCA Newcastle. Thanks to Geoff Finch and the Executive Committee of Advanced Football Centre Coaches Association for working with FCA to form FCA Newcastle under our 'One Management Model'. FCA looks forward to delivering ongoing professional development and dedicated support to coaches in the region.

Australian College of Physical Education and Global Institute of Sport

FCA have entered into Recognition of Prior Learning partnerships with Australian College of Physical Education and Global Institute of Sport regarding FCA XV Essential Skills students. Thanks to Ray Boggiano, GIS Head of Business Development- Asia Pacific and Gareth Long, ACPE for their support in the development of these RPL partnerships.