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# FOOTBALL COACHES AUSTRALIA

THE COACHES' VOICE

Spring Issue 1, 2018 W: [www.footballcoachesaus.org.au](http://www.footballcoachesaus.org.au) F: [www.facebook.com/footballcoachesaustralia/](http://www.facebook.com/footballcoachesaustralia/)

## FFA National Teams High Performance 'Open Days'

*Approved FFA Advanced Coaching Licence*

*Re-Validation Continuing PD*

**Football Coaches Australia** is pleased to announce that, in partnership with FFA National teams, it will hold ('continuing') professional development programs at the following national men's and women's camps:

Under 23 Men's Camp  
(Socceroos Head Coach: Graham Arnold)

**December 2018 date to be confirmed**

Future Matildas' Camp  
(Matildas Head Coach: Alen Stajcic & Assistant Coach Gary Van Egmond)

**Mid to Late March 2019 date to be confirmed**

The **date(s)** are currently being finalised in discussion with FFA Head of National Performance, FFA Performance Co-ordinator/ Head of Sport Science and National Team Coaches.

## FCA STRATEGIC PLAN 2019/20

**FCA members** are invited to support the development of the FCA 2019/20 Strategic Plan, by attending the 3-hour planning sessions, which will be facilitated by **PwC management** at their respective city office locations in **late September, 2018**.

The meetings will determine FCA strategies within our key pillars of Commercial Strategy and Marketing, (Professional Coaches), Advocacy and Governance, Technical and Development & Mental Health and Wellbeing / Research.

## FCA CONTACTS

President	Phil Moss
Vice President	Rae Dower
Executive Committee	
	Mel Andreatta, Heather Garriock, Jamie Harnwell
	Kelly Cross, Andrew Clark
Contacts	
CEO	Glenn Warry
Advisors	
	James Kitching Sports
	E: <a href="mailto:generalfca@gmail.com">generalfca@gmail.com</a>

## KEY FCA PD DATES

**FCA HAS NEGOTIATED/ IS NEGOTIATING TO DELIVER LICENCE RE-VALIDATION PD AT THE FOLLOWING:**

### FCA Strategic Planning 2019/20

PwC Offices - Brisbane, Melbourne, Sydney Late September tbc

### National Boys Championships

Monday 24th September –  
Friday 28th September 2018

### FFA National Teams' Open Days

Under 23 Men's Camp Dec 2018  
Future Matildas Camp March 2019

**Hyundai A-League/ Westfield W-League Coach PD** @ Season launches

**State Football Federation Coaching Conferences** November 2018

## CONGRESS MEMBERSHIP PATHWAY FRAMEWORK

### Criteria for special interest groups (“FFA new member pathway”)

The Report of the Congress Review Working Group Australia For FIFA and the AFC (Annexure 8) outlines the pathway process for a Special Interest Group to becoming a full member of Football Federation Australia.

The pathway, and associated qualifying criteria, have been developed with the intention of establishing the ‘institutional integrity’ of any new member. ‘Institutional integrity’ is defined as being a demonstration of (i) commitment; (ii) capacity; and (iii) capability to professionally represent, governance and manage their constituents having regard and respect to integrity, transparency, accountability and diversity.

FCA is aiming to achieve ‘institutional integrity’ by developing a national/ state and regional association based on ‘Single financial Initiative’ working model. FCA is currently raising with pilot state/ regional associations in Brisbane, Canberra, Melbourne and Newcastle to progress this initiative.

## FCA ATTEND WOMEN IN SPORT SUMMIT



### ***"You can't be what you can't see"***

**FCA attended the Women in Sport #WIS18**, held in Melbourne last week, and developed a number of sport, corporate and government networks to advance our future national support programs to ‘mentor’ and ‘sponsor’ female Advanced and community licenced coaches.

FCA will also work to support 'FFA: Achieving 50:50 Football's Journey to Gender Equality' Strategy.

*Improving the representation of women coaches within the coaching ranks requires not only the support and development of women as they pursue a career in coaching (mentorship), but the active advancement (sponsorship). of them through the system as well. 2016 Coaching Association of Canada*

For ‘sponsorship’ to benefit women in football coaching, FCA will recognise high potential female coaches and support in managing barriers faced throughout their coaching career, career-development support, psychosocial support, and most importantly, ‘mentorship’ and ‘sponsored’ advancement in their coaching career.

## Proposed FCA Working Models

Source PwC April 2018

*"It is clearly a time to rethink the risk culture from grassroots and communities through to elite and act decisively on what needs to change for the better.*

*The future of sport needs to re-learn how to embrace integrity, fair play, humility and good behavior with moral and ethical foundations, setting strong examples for us all to follow. The task is to **"win the hearts and minds of our people, players, communities"** and to future proof the growth mechanism and platform for participation and the next generation of **players and communities...**"*

### *Working together, can identify*

- administration and processes that can be centralised (including legal, payroll, memberships)*
- formalisation of roles and responsibilities; both within the member organisation and between them and the national body*
- alignment of vision and consistency of initiatives, that removes duplication of non-value adding tasks and shares best practice across the sport.*



## Proposed FCA Single Financial Initiative (SFI) Model

Source PwC January 2018

*"...benefits [of a SFI initiative] – will allow FCA (Associations) to focus more time and resources on servicing their members....."*

*Streamlining the FCA communication channels and the financial processes between the National, State and Regional bodies creates capacity and allows for focus to be dedicated to developing the sport itself. Greater attention can be placed on event management, member participation and the overall impact Coach Associations can have on the community.*

*A SFI may improve the quality of controls, result in better transparency of information, promote more timely and consistent reporting and drive cost and efficiency savings. These benefits in turn allow Associations to focus more time and resources on servicing their coach members, players and the community.*

### *Prerequisites to a "Single financial Initiative*

- developing the business case*
- understanding the various IT systems employed and choosing a common platform*
- documenting the range of policies and processes (formal and informal) of various Associations*
- streamlining processes and optimizing controls*
- developing an end state vision*
- bridging the gaps and navigating stakeholders to a common, single set of policies and objective.*
- Digitization of membership services,*
- Data analytics,*
- HR*
- Legal,*
- Procurement*
- Optimizing the purchasing power of the code rather than a single Association.*

## Football NSW review into private academies



**Football NSW is currently seeking a review into private academies and external providers.**

FCA welcomes the opportunity to work collaboratively with key football stakeholders – **FFA**, Member federations and **PFA** - to align and support the development and wellbeing needs of all Australian coach cohort members, including coaches working in their own or other external private football academies.

In particular, FCA is keen to support FNSW regarding the development and implementation of a definitive position regarding the role of private academies and external providers in the Australian football landscape.

This would include FCA taking a 'proactive and lead role' in relevant professional development of coaches, developing a code of conduct/ethics and possibly some form of regulatory framework for private academies and external providers.

Coaches are leaders, innovators, managers, teachers, mentors, parents, professionals, volunteers etc and have a profound influence on player development.

In this 'new world', that our youth live in today, we need to ensure that all coaching cohorts are positioned to have a parallel and co-ordinated influence on male and female footballers within the Australian player development pathway.

## FCA Sub committees

### FCA is seeking members for sub committees

As per of the FCA Constitution Clause 25, to assist in the execution of Football Coaches Australia Strategic plan, the Executive Committee has established the following Sub Committees.

- Commercial Strategy and Marketing
- (Professional Coaches)
- Advocacy and Governance
- Technical and Development
- Mental Health and Wellbeing / Research

The Sub Committee Terms of Reference will govern the roles, responsibilities, composition and membership of the Committee.

The purpose of the Sub Committees is to assist the FCA Executive Committee in fulfilling its strategic responsibilities as they relate to its operations.

The Sub Committees are to advise the FCA Executive Committee on strategic matters relating to Football coaches and coaching.

The primary role of the Sub Committees is to act in an advisory capacity on matters that may include, but are not necessarily limited to, the following:

- Ensuring that FCA is implementing best practice policies and procedures
- Assisting in development of operational policies and programs
- Reviewing and providing feedback to the Executive Committee
- Providing advice to the Executive Committee
- Assisting in ensuring compliance with national policies
- Providing advice on any potential commercial agreements and/or activities that may impact on football coaches

The Sub Committee will comprise representative(s) of the Executive Committee as well as FCA members with relevant experience and expertise.

If you wish to be a member of one of the FCA Sub Committees please make contact with Glenn Warry on E: [generalfca@gmail.com](mailto:generalfca@gmail.com)