



## Wulguru United Football Club (WUFC) – Individual Skills Development Program

### Revision History

| Rev   | Date     | Author | Update   | Approved |
|-------|----------|--------|--|----------|
| DRAFT | 5/11/25  | SN     | For Comment  | -        |
| 00.01 | 24/11/25 | SN     | FOR ACTION   | -        |
| 00.02 | 18/12/25 | MA     | Updated to include program and club mutual benefit values. Included further program context for player and parent information in preparation for the 2026 season. Added insurance explanation. Added Ian Bonato's contact details (Football Performance Pathways Pty Ltd).   | -        |
| 00.03 | 07/01/26 | MA     | Further updated to include updates from Committee discussions. Issued to Ian Bonato for review and comment.  | -        |
| 00.04 | 21/01/26 | MA, IB | Updated with further information following review and comment by Ian Bonato of Football Performance Pathways Pty Ltd including meetings and agreements between SN and IB with assistance from MA. Updated 2026 fee structure and session lengths. Updated age groups through to older age groups of Youth (U16-18). Detailed the payments terms between parents, WUFC and Football Performance Pathways Pty Ltd for transparency. Added details of cancellation, rescheduling and refund policy. | SN       |

## 1. Introduction

In 2024 Wulguru United Football Club (WUFC), a not-for-profit organisation for the community run primarily by volunteers, attempted to roll out a Football Academy to assist the club in moving forward toward fielding Football Queensland Premier League (FQPL) Teams. The initial thought process was to achieve this by selecting players by invitation to attend additional Training Sessions prioritising individual skills development.

The roll out was met with an array of differing opinions and the outcome not as beneficial for WUFC as was first hoped.

Rather than completely dispense with this idea, and on the back of a fairly successful U14 Community League campaign in 2025, of which some of the team players were receiving additional training through what was called the “WUFC Academy” at the time, we are proposing to re-brand, review the values that will make the program a success for the Club and re-launch the program as the “WUFC Individual Skills Development Program” in 2026.

WUFC believes that with the program under new guidance and with a focus on player development and enjoyment for any players and parents wishing to join and pay for the program's services (i.e. extending the program to be available club-wide for any player current skill / development level and not by invitation only), that the program can achieve a greater level of success extending from the positives outcomes that were achieved in 2024 and 2025.



## 2. Framework – Individual Skills Development Program

The framework below is the proposed WUFC Individual Skills Development Program, set to launch in 2026 for the season. This initiative is designed to provide young players with a structured, high-quality football education aligned with both the Football Federation Australia's (FFA) National Curriculum and the Football Queensland youth development pathway.

Unless agreed otherwise, the program will focus primarily on the Discovery Phase (ages 5–8) and Skill Acquisition Phase (ages 9–13) of FFA's player development building blocks, delivering age-appropriate coaching that nurtures technical ability, game intelligence, and confidence on the ball. The program may also typically suited to players of Youth division age groups of U16-18 and suitability should be discussed case by case.

Players will benefit from a consistent training methodology that supports long-term development and prepares them for higher levels of competition.

Integrating this program into the wider Wulguru United Football Club environment offers several key advantages:

- Player attraction and retention through a clear development pathway
- Club-wide alignment with national and state curriculum standards
- Enhanced community engagement by supporting multicultural and grassroots participation
- Professional credibility through structured coaching and transparent progression

Newly formed company, Football Performance Pathways Pty Ltd with Ian Bonato, will be contracted to the club as a *Skills Development Coach* – Wulguru United Football Club, delivering the program for the WUFC Committee. Simultaneously, and in separation from WUFC, Ian also intends to operate his own private company, Football Performance Pathways Pty Ltd (ACN 690 880 052) at the Wulguru Park grounds which is also a service for non-WUFC players. All equipment and resources will be supplied independently by Ian Bonato, ensuring minimal impact on club operations while maximising value for players and families.

Wulguru United Football Club carries their own “volunteer basis” FQ insurance policy by being affiliated with Football Queensland (FQ) as the governing body for football in Queensland. Football Performance Pathways Pty Ltd carry their own insurances for their business and operations including, for example, for services provided to WUFC and non-WUFC players.

The cost of participation in the WUFC Individual Skills Development Program, run at the Marconi Street side of Wulguru Park, for Wulguru players in the 2026 season will be:

- \$27.50 incl GST per player for group lessons between ages 5 to 8;
  - Duration ages 5-6: 30 minutes
  - Duration ages 7-8: 40 minutes
- \$38.50 incl GST per player for group lessons at ages 9 and up;
  - Duration ages 9-12: 50 minutes



- Duration ages 13+: 60 minutes
- \$77 incl GST per individual player lesson (where 1 on 1 training and mentoring is preferred)
  - Duration for all ages in individual lessons: 45 minutes

For group lessons, Ian will look to group players by development and skill level into groups of up to 10 (maximum). The purpose of grouping players is to align with the principles of the Club's "Coach and Player Selection Policy", because players benefit most when they have a similar level of players to train with, which extends to training within small sided 3v3, 4v4 and 5v5 mini games (including with training "opposition" players). A copy of the Club's Coach and Player Selection Policy is available at <https://www.wulguruunitedfc.com.au/fq-policies>. The Club also acknowledges that by training groups in a maximum of 10, that the program may effectively be choosing and splitting up groups of players within existing WUFC teams. The Club is aware of this and has accepted this on the basis that it believes that the development of every player, regardless of current development level, will be greater in smaller settings with players at like-for like ability. Therefore, this decision has been made solely on the basis of the Club's interest in the development of the players (for the benefit of the player) and only applies where the player/s or parent/s choose to decide to take on the cost of the additional and specific program training.

The program runs and aligns with school terms (Terms 1 to 4) and the timing of the sessions is co-ordinated by Ian Bonato. Ian's contact details for anyone wanting attend and pay for additional individual skills development football sessions are as follows:

- Mobile: 0410 584 985
- Email: bonatoi@hotmail.com

Payment of lessons by WUFC players or parents are to Wulguru United Football Club by invoices generated as required by the WUFC Treasurer. The Club is then invoiced by Football Performance Pathways Pty Ltd for the contracted services conducted on a per session basis.

Any WUFC player who pays for 1 term of sessions in the program will receive a complimentary training shirt specific to the program limited to 1 shirt per player per year. This cost is borne by the Club.

Sessions are typically paid on a term by term basis and there are normally 8 sessions in the terms and 2 spare weeks to assist with inclement weather and rescheduling if required. The general payments process, for transparency, is as follows:

- WUFC's invoice is sent out to applicable parents between Weeks 1-2 (to the value of Football Performance Pathways Pty Ltd's fee with no mark-up);
- Payment required and preferred by parent to WUFC by end of week 3;
- Payments must be made as soon as possible and strictly no later than the end of week 4 of the program;
- Football Performance Pathways Pty Ltd provide an invoice for the Term Fees to WUFC in week 5;
- WUFC then pay invoice consistent with Football Performance Pathways Pty Ltd 7 day payment terms in week 6.



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Participation in the Skills Development Program will be solely at the discretion of the Parents/Children and all WUFC registered players are welcome to enquire about the services.

WUFC will advertise the Program as an added service provided by the Club.

Ian Bonato through Football Performance Pathways Pty Ltd may also approach WUFC Parents/Players to advertise and promote the program with the intention of seeking to provide a paid and additional skills coaching service that is focussed on player development and enjoyment.

The Program runs independently to any other function of coaching and managing the Miniroos, Junior and Youth Teams at WUFC. Football Performance Pathways Pty Ltd do not have teams of players under Football Queensland's competition and do not have any teams of players within the club at WUFC. WUFC have their own age group teams per division aligning with Football Queensland's football season calendar in various ages and grades between U5 and Seniors in both the FQPL and Community division leagues where applicable. Specifically, involvement in the WUFC Individual Skills Development Program has no bearing or influence on whether players will be considered or selected for any particular team at WUFC e.g. Community and FQPL teams. Naturally, players may increase their football skills and development rate by taking on additional paid training, however there is no link back to WUFC teams.

The program is financially administered by the Club and any WUFC Registered Player joining the program will pay their fees for the program through the club which are entirely optional and additional to club registration fees.

The WUFC Individual Skills Development Program is owned by the Club. WUFC and Football Performance Pathways Pty Ltd are two separate entities which are operating in proximity of each other on the basis of mutual benefit and football player development and enjoyment values as follows:

1. Any Wulguru registered player is welcome to enquire and procure the services of the WUFC Individual Skills Development Program regardless of current player skill and development level or other academy affiliation, and Ian Bonato will manage his approach to players and parents as fairly as possible to ensure that every player has equal opportunity to access the program. Players develop at different rates and ages and therefore this club-wide approach to the training opportunity for players is important.
2. Players (and parents) who access the program must be committed to their attendance and football development.
3. The focus of the program is solely: player football development and enjoyment.

### 3. Cancellation, Rescheduling and Refund Policy

The Clubs preference is for sessions to be rescheduled if required, however in some scenarios, particularly in group session arrangements, this is not feasible nor standard practice. Under exceptional circumstances outside of this policy, the Club will consider refunds however this is not normally planned to be the case due to the administrative effort required by club volunteers.



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The Club wants parents and players to access and use the program with consistency if they wish to once they are engaged. The Club wants to be able to support Football Performance Pathways Pty Ltd and Ian Bonato as a small business owner by encouraging a program where Ian can effectively manage his time.

Cancellations to sessions, which naturally may occur from time to time, may be due to the following reasons, or a combination of the following reasons:

- The parent or player's attendance; or
- Ian Bonato's attendance; or
- The environment e.g. FQ's heat index policy (for temperature and humidity), rain events or ground too wet, cyclone, or other act of nature or inclement weather.

Individual sessions cancellation and rescheduling policy (for 1 on 1 sessions between Ian Bonato and the player):

- If an individual session is cancelled due to the environment e.g. inclement weather, then the session must be rescheduled to a mutually agreed time by Ian Bonato in communication with the parent;
- If an individual session is cancelled by Ian Bonato then it must be rescheduled at a mutually agreed time by Ian in communication with the parent;
- If an individual session is cancelled by the player / parent 8 or more hours from the session start then it must be rescheduled at a mutually agreed time by Ian Bonato in communication with the parent;
- If an individual session is cancelled with less than 8 hours notice by the player or parent then a refund or reschedule is not owed unless agreed otherwise by Ian Bonato.
- Once individual sessions are mutually agreed to be rescheduled then the session time is firm.

Group sessions cancellation and rescheduling policy (for sessions between Ian Bonato and 2-10 players):

- If a group session is cancelled due to the environment e.g. inclement weather, then the session must be rescheduled to a mutually agreed time by Ian Bonato in communication with ALL of the parents of the group session;
- If a group session is cancelled by Ian Bonato, then the session must be rescheduled to a mutually agreed time by Ian in communication with ALL of the parents of the group;
- If a group session cannot be attended by a single, multiple, or all group parents and players regardless of the notice period, then the session will not be rescheduled nor refunded. Therefore the risk of non-attendance by one or more players or parents of group sessions is strictly at the risk of the individual players and parents as it would be unreasonable for Ian to have to start breaking out extra sessions from groups to suit individual circumstances and attendance;



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- Once group session times are mutually agreed to be rescheduled by Ian and ALL parents, then the session time is firm.

Injury, illness or other reasons for non-attendance to sessions will not warrant a refund under this policy. Where for example injury may affect the player's attendance, involvement or field performance, Ian is dedicated to finding alternative duties and tasks for players where possible which may include training and mentoring such as: light duties for tasks that can be completed without affecting the injury and/or discussion and mentoring in person.

The Club has a Grievance Policy located at <https://www.wulguruunitedfc.com.au/fq-policies> if required where informal discussions with Ian Bonato cannot resolve a dispute for any potential issues and for when matters are outside of this framework and policy. The Club has engaged Ian to run the program and therefore apart from referring to this policy, the Club and it's committee volunteers will generally not want to mediate disputes that should be managed fairly and sensibly between Ian and the parent.

We sincerely hope that you enjoy and benefit from the program should you wish to access it.

If anyone has feedback or detail to add to our policy which may assist towards improving the document and program for the benefit of children's football development, then the Club is always open to feedback and input. The Club committee, Football Performance Pathways Pty Ltd and Ian Bonato genuinely wish for the program to succeed through transparency and providing a great service which will in turn provide extra football development opportunities to players and parents who wish to access it short, medium or long term. As is stated in this document, the program is entirely optional and is not the only source of football development opportunity which WUFC provides.

## 4. Document Revision

This document is a living guideline and will be reviewed and revised as needed but at least annually by the Committee. Any revisions must be approved by the Committee before they are officially adopted.