



FC KIRKKONUMMI

Football – Coaching policy
Updated 11/2024



Goal of the coaching policy



The coaching policy unifies FC Kirkkonummi's club activities in terms of operating culture, training, player development goals and team play.

The purpose is to create a clear picture of the direction, rules and goals of the sports side for every player, coach and other staff involved.

FC Kirkkonummen football actions



U5

Family football

Football school

” Getting to know the sport safely.”



U6-U9 (5v5)

In the 5v5 phase, we focus on creating a foundation for the player's teamwork by learning the common rules and the culture of the football field. In the game, we practice "me and the ball" type exercises: passing, shooting and trying hard. Most importantly, we also create a love for the game of football and learn different styles of progression and mobility through different means.



U10-U13 (8v8)

At this stage, we are already focusing more on the cooperation of two and three players on the field from an individual perspective. We are also starting to open up the basic principles of the game more broadly, while still focusing strongly on the roles of the individual and the game center. We are starting to practice and support the players' own responsibility for doing things.



U14-U18 (11v11)

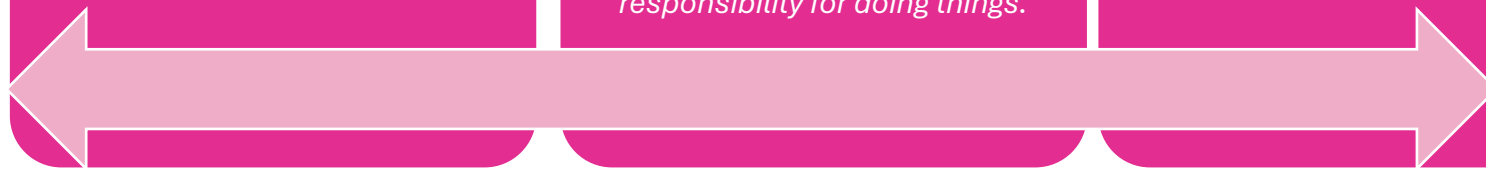
As we move to the big field, we begin to prepare players to reach their peak and how to promote their football careers for as long as possible. We increasingly strengthen the player's autonomy and support their growth as an athlete, starting to focus on the key aspects of team play and cooperation between several players.



11v11 Adults

Representative team + U20

Hobbygroups



FC Kirkkonummi player paths – options for players



Vision

FCK path (COMPETITION)

We produce motivated players who understand the game of football well and make winning plays

Black path (CHALLENGE)

We develop the qualities of a football player towards each player's own peak.

White path (HOBBIE)

We enable low-threshold football activities in a safe environment.

Mission

We offer regionally high-quality football activities from low threshold to competitive activities!

Values

Openly, enthusiastically, developing, together!

"Let's keep movement, player development and the joy of doing things at the center of all activities!"



Openly

We openly share all relevant information with those who need it, while taking into account data protection, ethical guidelines, club rules and the law.

Enthusiastic

We listen to and value all actors, dare to experiment and be brave, taking into account the experiences we have already learned.

Developing

The decision-making process always includes the idea of how the decision in question will develop our player and coaching path or operating culture for the better. We keep a common direction in mind and thus eliminate unnecessary resource-consuming activities.

Together:

We always involve the group of actors who are relevant and relevant to the task and respect their thoughts and opinions, while understanding that the decision is always made by the people whose job description it falls within.

General about coaching policy



The basis of FC Kirkkonummi's coaching policy is to teach the game through different phases of the game, taking into account the principles of playing with changing goals according to age groups.

The phases of the game aim for basic playing models, through which the player's technical-tactical, physical and mental requirements and development targets are found.

Activities are organized in age groups in different level groups, taking into account the player's motivation, commitment and skills.

All players are club players, which means cooperation across team and game group boundaries, taking into account the player's development and the needs of the teams.

Transfers in game groups/teams can also take place in the middle of the season.

About coaching policy and game phases



- **Opening the game** (passing/advancing the opponent's first line)
 - **Preventing the opening of the game** (preventing the opponent from advancing past your first line of defense)
 - **Breaking through** (passing the opponent's last line and getting to the finish)
 - **Preventing the break** (protecting the back of the lowest defense line and preventing the opponent from advancing to the finish)
 - **Finishing** (scoring a goal from the goal area effectively and in different ways)
 - **Preventing the finish** (preventing the opponent's shots and scoring in front of your own goal)
 - **Change of situation +** (action after the ball is stolen and exploiting the imbalance of the opponent's defense)
 - **Change of situation –** (action after the ball is lost and restoring the balance of your own defense)
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- **ALWAYS AT THE CENTER OF EVERYTHING:**
 - **INTENSITY/PACE**, in all training and playing!
 - **FIGHTING**, the desire to win and compete!
 - **JOY OF PLAYING**, doing it should be fun!

FC Kirkkonummi	Coaching policys by age groups			
With the ball	Opening the game	Breaking through	Finishing	Change of situation +
U6-U9 Goal:	Detects the nearest opponent and knows how to advance into empty space by carrying or passing.	Dare to pass 1v1. Find a teammate with a pass if faced with a 1v2 situation.	The desire to score and shoot whenever there is a chance.	After gaining possession, immediately tries to move towards an empty space.
U10-U13 Goal:	Observes empty space and chooses the best way to proceed. Positive playing position. Expands space. Delineates depth and width and distances in relation to support for a playing partner.	Can pass 1v1. Understands wall passes and third-man passes. Can move into and out of space. Can pass on the move, into space and through the line. Creating options.	Finishes with different techniques. Desire to score. Understands from which area goals are scored.	Deprives the ball immediately in the attacking zone, defends forward. Shapes the direction of the game and creates a threat immediately forward.
U14-U18 Goal:	Recognizes superiority and advancement opportunities, finds the best option. Attracts and knows how to expand space.	Actively disrupts the defense's balance with movement, passing, and dribbling. Coordinates with multiple players in a timely manner. Creates space and threatens the backline.	Finishes effectively with different techniques. Moves with the right rhythm into the scoring area.	After a possession, he can assess the balance of the defense and move quickly or regain possession of the ball. He can implement the agreed game plan.
Without ball	Preventing the opening of the game	Preventing the break	Preventing the finish	Change of situation –
U6-U9 Goal:	Puts pressure on the ball immediately. Defends forward.	Gives pressure to the ball, doesn't turn his back.	Positions him/herself between her own goal and the opponent and dares to block the shot.	Immediately tries to steal and runs towards his/her own goal to help the defense.
U10-U13 Goal:	The closest player puts pressure on the ball immediately. Defends forward. Can observe and cover and break up passing lines as a second defender.	Can consolidate in defense and cover passing gaps. Does not rush away from the last line. Understands the difference between covering and stealing the ball. Support for the defense.	Actively blocks and protects his own goal. Understands how to cover the free foot and defends scoring opportunities.	Can consolidate in the centre of their own area after losing the ball. The closest player puts pressure on the player with the ball.
U14-U18 Goal:	Identifies areas of exploitation and knows how to retreat or defend forward according to agreed tactics. Creates regional superiority for exploitation in a team. Knows how to control the game.	Works with multiple players to balance different lines. Closes gaps, directs opponents to safe areas. Understands position-specific roles. Controls dangerous players and spaces.	Can anticipate a dangerous player and defend spaces and the player.	Anticipates and balances the field while attacking. Understands his/her own role. Recognizes risk levels and acts accordingly.

Technical, mental and physical priorities



Age group	Technical priorities	Mental priorities	Physical priorities
U6-U9 Goal:	Moves with speed, shoots, turns with the ball, passes in a controlled manner, knows how to take possession of the ball from a pass.	Enjoys football, tries until the end, listens to instructions	Ability to change direction, mobility and different forms of movement are familiar, rhythmic ability is practiced
U10-U13 Goal:	Moves quickly with changes of direction. Can shoot and finish with both feet. Turns quickly with the ball. Can direct the 1st touch according to the game. Protects the ball. Can return on top.	Positive body language. Works in a group. Understands the everyday life of an athlete. Trains independently. Handles disappointments and tries until the end.	Is fast and agile. Controls his own body. Mobility is good. Rhythmic ability is good. Begins strength training under supervision.
U14-U18 Goal:	First touches in a variety of ways and according to the situation. Provides information with the quality of the pass. Shoots with different techniques with both feet. Can create rhythm in the game by passing, turning, protecting and dribbling.	Plays for winning the situation and the outcome of the game. Analyzes own performance. Uses speech on the field and receives feedback from experts to improve.	Own speed and football endurance. Good mobility and core strength. Fast and agile. Strength trains independently.

Training sessions and goals



In FC Kirkkonummi's training sessions, we always try to connect the exercises to the game by asking questions:

What area of the game does the exercise relate to?

Is the exercise's theme clear?

Is the goal of the exercise clear to the player?

General instructions for the flow of the exercise:

Warm-up, physical section **(10% of the training time)**

Technical exercise with repetitions with the ball **(10-20% of the training time)**

Game-like exercise in a smaller area with a theme (25-50% of the training time)

Game-like exercise in a larger area with a theme **(25-30% of the training time)**

In game-like exercises, the maximum number of players is always the number of players available in the team's age group matches. For example, 8v8 final games are not played in 12v12 games in training sessions! The use of substitute players is avoided and efforts are made to come up with additional training for players who cannot simultaneously play in small games or finals.

In the 5v5 phase:

Players are 80% active during training. The ball is always included in training to increase repetitions. Everyone gets experiences of success and competence that are appropriate for their level. Queues are avoided in training and many repetitions are done with the ball.

In the 8v8 phase:

The training planning emphasizes periodicity and rhythm to ensure the development of the players' characteristics, it is important to dare to develop and practice a lot in quantity. Games are important, but do not require lightening the training. Independent goal-oriented training in the center and the emphasis on the amount of high-quality team training. Queues are avoided in training.

In the 11v phase:

The training planning emphasizes high-quality and developmental training weeks that refine the athletic player's playing style and the special requirements of the playing field.

Playing and training



	5v5 phase	8v8 phase	11v11 phase
Team practise	2-4 times per week aprox. 60min/training	3-4 times per week aprox. 90min/training	4 per week aprox. 90- 120min/training
Games and tournaments	During season approx. 70- 90 games	During season approx. 50- 70 games	During season approx. 50 games
Opponents level (weaker than expected – flat- stronger than expected)	25% -50% – 25%	25% - 50% - 25%	According to level
Places in games	Changing playing positions, changing goalkeeper	Changing playing positions, changing goalkeeper, 2-3 optional roles	1 role, other roles optional
Total amount of exercise per week	20-30h	20-30h	20-30h
Independent practice	5-10h/week	10-15h/week	According to the need for development



FC KIRKKONUMMI

Football – Player paths



Player path options for the player



VISION:

FCK path:

"We produce motivated players who understand the game of football well and make winning plays"

Black path:

"We develop the qualities of a football player towards each player's own peak"

White path:

"We enable low-threshold football activities in a safe environment"

MISSION:

We offer regionally high-quality football activities from low threshold to competitive activities!

Values: Openly, enthusiastically, developing, together!

FCK-path: For the ambitious player



5v5

We gather enthusiastic, motor-skilled and forward-looking players in the same game group who are ready to commit to the activity.

Goals:

- Game group size 5-8
- IVK trained coach
- Play at level 1-2

8v8

A team will be formed of aspiring footballers based on commitment, willingness to learn, sportsmanship and football skills.

Goals:

- Team size 8-12
- UEFA C trained coach
- Play at level 1 or higher

11v11

A team is selected annually according to the club model. The team plays competitive football with a goal-oriented approach, with the criteria being commitment, skill and sportsmanship.

Goals:

- Team size 16-22 players.
- UEFA C+ trained coach
- Plays at level 1 or higher

Black-path: Challenge level activities



5v5

The game group consists of players who are enthusiastic about football and are willing to learn.

Goals:

- Game group size 6-10
- FVS trained coach
- Play even matches at levels 2-4

8v8

Form a game group based on willingness to learn, sportsmanship and football skills.

Goals:

- Game group size 14-16 players
- IVK trained coach
- Play even matches at levels 2-4

11v11

We enable a game group to play at the best possible league level, but allow other aspects of life to be pursued alongside the hobby.

Goals:

- Game group size 22-25 players
- IVK+ trained player
- The hobby leads to a long-term passion for football

White-path: Football with a low threshold for everyone



5v5

Everyone can join in the activity, with fun and exercise at the center.

Goals:

- Group size 6-12
- Inspiring coach
- Let's stay involved in the sport and gain experiences

8v8

We offer the opportunity to play soccer in a series format and practice the basics and play through joy.

Goals:

- Game group size 11-18
- FVS trained coach
- Learn soccer skills and enjoy moving together

11v11

We offer the opportunity to continue team activities in a good spirit and environment for as long as possible.

Goals:

- Game group size 18-30
- FVS trained coach
- Play meaningful matches and stay involved in the sport and exercise for as long as possible

FC Kirkkonummen Coach



Overview:

The FC Kirkkonummi coach strives to communicate constructively, act consistently and fairly, and develop players in a long-term manner towards each player's own peak.

The coach's basic tasks:

- Commits players to give their best and creates a positive and safe atmosphere
- Considers players as individuals and interacts encouragingly with all persons involved in the activity and, if necessary, helps resolve conflicts that arise in support of the players
- Plans, implements, directs, teaches and adapts activities at events in accordance with the coaching policy and the football game using versatile means, taking into account the age stage
- The coach acts as an example even under pressure and develops the team's atmosphere and culture of doing things, and acts as the team's field manager.
- The coach is interested in developing his own skills and cooperates with other club officials and personnel



FC KIRKKONUMMI

Football – Rules and guides



Operation in problem situations



In everyday football, there may be situations where passion, differences of opinion, communication ambiguities or outright wrongdoing take over. For these situations, our club has the following guidelines:

Coaching problem situations:

Primarily, always contact the team coach if there are differences of opinion regarding the play, the composition of the training groups or the quality of the field activities. The coach has the right and obligation to respond to the person asking about the activity in the first line within a reasonable time. The role of the team management is to support and help with this communication if necessary.

Player disciplinary policy model for coaching, if there is something to be corrected in the activity or common rules are not followed:

1. Remark and invitation to correct the activity. (anyone from the group's coaching team can determine)
2. Stay out of the event for a specified period, after which you can return to the event through discussion. (anyone from the group's coaching team can determine)
3. Fixed-term punishment, during which you cannot participate in group events (1 week-2 months) (The responsible coach determines together with the age group manager)
4. Discussion with the player/family about whether the club activities currently in our club are beneficial to the club and the player (always including at least a club representative)

In each point, the coaching clearly names what has gone wrong and what is expected of the player to correct the situation.

Always contact the right people in the right order, and the solution will be found best. Let's take care of proper communication even in difficult situations:

Step 1.

Contact your team's coach or team manager, so that the situation can be resolved immediately in your own environment.

Step 2.

Contact the club's age group manager (or directly the sports director, if the investigation concerns your age group manager)

Step 3.

Contact the sports director/operations director, depending on whether the matter is a matter for the sports department or the administration department to resolve.

Step 4.

Bring the matter to the board of directors through the chairman.

Operating Culture/Players



Players	5v5 phase	8v8 phase	11v11 phase
Be in time	Yes	Yes	Yes
Ball is full of air	Yes	Yes	Yes
Say hello to staff	Yes	Yes	Yes
Club gear in events	Yes	Yes	Yes
Game shirt only in games		Yes	Yes
Team moves and works together as an unit in tournaments		Yes	Yes
Players greet each other		Yes	Yes
Takes care of own equipment		Yes	Yes
Locker room practices and customs		Yes	Yes
Acts as a role model for club			Yes

Rules, responsibilities and obligations of players



Players behave in an appropriate manner at events.

Players show respect for their own team, their opponents and the referee. Events and football as a game are also respected in the way they deserve.

The use of intoxicants is prohibited and appearing intoxicated is prohibited.

Playing football does not interfere with school, and school does not interfere with football. The player (the player's parent) is best able to judge for themselves when to skip a football event and focus on school. School duties and obligations must be handled in an exemplary manner so that development in football is not hindered.

The coaching staff determines the players' equipment for the events, which is followed.

The events are arrived at the right time according to the group's rules.

Absences and obstacles are reported as soon as they are known.

The instructions of the coaching staff and officials are listened to and followed during the events.

The players behave well at the events and represent the entire club, while giving a positive image of the team's operating culture.

Rules, responsibilities and obligations of coaches



The coach always represents the club in an exemplary manner. Language and dress should be respectful and set an example for the players.

At events, coaches pay attention to the players and officials and leave a positive and confident image of themselves.

The coach respects the game, his own and opponents, and all football players. There is zero tolerance for criticizing the referees.

The use of intoxicants and appearing intoxicated at club events is prohibited.

The coach always arrives on time for events and is ready to receive the rest of the team. The coach is also the last to leave the events or ensures that this task is assigned to another employee.

The coach prepares the content of the events in time so that the event time can be used effectively for player development and performance optimization.

The coach is responsible for the safety of the players and the event.

The coach performs his/her duties in accordance with his/her job description and club instructions.

Rules, responsibilities and obligations of parents



Officials:

Officials understand that they represent the club and always act accordingly, following good manners.

The use of intoxicants and appearing intoxicated is prohibited at club events

Officials perform their duties according to their job description, following the instructions of the club and the head coach, while supporting the positive atmosphere of the team.

Officials understand the importance of school for young players, so that school attendance is not created or unreasonably disturbed. Schoolwork is encouraged.

Parents:

Parents should behave in an appropriate manner at events. Paying particular attention to their own language and encouragement, so that it remains positive and respectful of all players. Parents should check that players have the correct and appropriate equipment at events.

The use of intoxicants and appearing intoxicated is prohibited at club events

At events, parents are in a separate area designated by officials to monitor the event and respect the instructions given by officials regarding the events. (practices and games are monitored from outside the field area or from a designated edge)

Parents must support and raise players to follow the club's operating culture and rules.

Team and club payments are made on time and using the correct payment information. Financial matters are handled through the team manager and treasurer. If payments are unpaid for 3 months, the player cannot participate in team events until a payment plan is agreed and initiated.

Players who pay monthly fees – notice period is 2 months. (current month + 2 months)

Parents ensure that the player's school obligations and responsibilities are met in an exemplary manner so that their development in football does not suffer.

Player transfer to another age group or into other club



When a player transfers within a club or to another club, the age group coach and the club's age group manager must always be contacted before any transfer is made. All transfers must be made openly and with individual player development in mind.

Player transfer to another club:

When considering a transfer, contact the responsible coach of your age group/team and the age group manager (for the player's family). Let's examine the reasons/need for the transfer together. (Best solution for the player)

According to the instructions of the Finnish Football Association, the coach of the new club is obliged to notify the players who are transferring, so with the right kind of communication, we can immediately determine what is the best solution for the player in terms of the transfer in terms of sport, finances and society. The new club sends a transfer request to FC Kirkkonummi, which the club's administration approves.

The club's task is not to prevent the young player from moving, but it is obliged to inform about its effects on the training environment, expenses and near-future events in the player's everyday life.

When the transfer takes place, the player (parent) must notify the team manager in writing (email) of the transfer to another club. In this case, all accumulated payments must be paid to the club and age group before the transfer takes place. On behalf of the club, a player transfer is approved by a club employee after first checking with the team management that the obligations towards the team have been fulfilled.

Player transfers within the club

The main idea in our club is that a player should play and be registered in his/her own age group (according to year of birth). However, a player has the opportunity to participate in training/game events in another age group with the consent of the head coaches of both age groups and the player's parent. In this case, any costs should be agreed upon together with the player's parent.

However, in some cases, due to the player's interest, it is possible to transfer administratively to another age group, in which case all payments will naturally be made to this age group. It is important to always transfer a player to the correct administrative group in MyClub by informing a club employee.

Below are a few examples:

- Sporting grounds - It makes sense for the player's development
- Family relationships - siblings play in the same age group (rides)
- Social grounds - for example, schoolmates are all in another age group
- The instructions in such cases are simple:
- The responsible coaches of both age groups approve the transfer to another age group with the player and his parent.

In case of disagreements and problems, always contact the club's age group manager and his task is to create a solution that is as satisfactory as possible for the player, in which both parties have been heard

All internal transfers are always notified to the age group manager by email.

When player retires/gets injured and payment control



When a player retires:

The player or the player's guardian must always notify the team manager in writing by email of the end of their involvement with the club.

When a player is injured:

The fees for the month following the month of injury are paid, after which there is no payment upon written medical certificate until the player returns to the field.

Payment control:

FC Kirkkonummi ry has adopted the enterprise resource planning system myClub as of January 1, 2022. As an additional service to myClub, we have agreed to use Visma Finance Solutions Oy's payment control service. The agreement applies to all payments invoiced through myClub.

Invoices made in myClub are automatically directed to Visma Finance Solutions Oy's payment control system. Visma Finance Solutions Oy handles payment control, possible payment reminders and, if necessary, collection actions on behalf of the club. Invoices are created and sent by the club.

If you want more time to pay invoices, contact the team manager before the invoice is due. After receiving the payment request, you must handle invoicing-related matters directly with Visma (contact information on the invoice). Please note the changed account number in invoices received through myClub, which is Visma's account number. Visma pays daily payments collectively to the club's account. It is important to always pay the invoice to the bank account shown on the invoice and using the invoice reference number. Each invoice has a unique reference number.

Reminder and collection costs, as well as interest, are charged to the debtor.

Meeting policies – Teams/Age groups



Head Coach + Age stage manager

Regular contact every week, according to the model determined by the age stage manager

Responsible: Age Stage Manager

Duration 10-30min, current topics and support/help needs. Keeping the coaching policy in everyday life.

Head Coach + team officials

Regular weekly contact regarding the group's daily activities

Responsible for: Head Coach

Duration as needed, up-to-date activity plans and instructions.

Team officials + parents + club representative

Regularly 1-2 times a year. Before the start of the new operating season on November 1st and if necessary in spring/summer. + announcements to group members.

Responsibility: Team leader

Duration 1-2 hours, review of the group's finances, budget and action plan + current affairs.

Review and review of the club's rules.