



New Hampshire Soccer Association  
Annual General Meeting  
March 9 2019  
SNHU Campus

8:06 AM – Open by Rusty

Doug Thomas lead pledge of allegiance

**ODP Presentation – Patti Hamilton, Joel Hadden**

ODP Mission Statement – Inspiring players to do more, learn more. Inspires players to develop and improve.

Elite Training- working with higher lever coaches, to work with various levels of player ability

Tryouts mid June

Recruit players

Winter training – train and develop players

Identify State Teams – Region 1 tournament. 2019 Girls will be at the Kirkwood Complex in Delaware and the boys will be at Ryder University in New Jersey

Regional Camp – Players selected to Regional Pool

Training video shown

Friendly games with surrounding states in New England

Winter training 8 sessions from end of November through the end of February. Outside practices begin in April (Field availability)

20 players with two goalies on each team. Bring in Regional Coaches to train.

U15 Girls video from last year shown, Coach Ashley Clarke

Trip to Costa Rica – Erin Fluery was featured and played. Playing at a Regional Level with hopes to play at a National Level. Video shown

Outside of player development, it inspires players. The players come back as leaders, coaches on the field and positive influences on the field and with their team. Investing in ODP, invests in players.

Rusty addressed the meeting to get the word out among clubs about ODP program, promote, recruit and get players to sign up and tryout.

### **Matt Casman – Got Soccer Presentation Breakout meeting at 8:22 AM**

Rusty – NHSL

Dan W left

Lisa Davidson and John Ferreira stepped up to fill role.

LOC Members:

Beneficial for the league

Assisting finding the new League Director, Ryan Joy

Anne, Lisa and John volunteering, dedicated to the league

Ryan Joy NH Soccer League Director

### **LOC**

Pat Kelly

Kelly Gagnon

Adam Grill

### **New Referee Assignor – Ryan Ferreira US Officials**

Gratitude shown to Rusty, Anne, Lisa and John F

### **Ryan Joy NH Soccer League Director**

Born and Raised in NH

Started with Concord Express as a player

ODP Player

Attended Concord H.S

Played at Worcester Polytech – suffered a knee injury

Plymouth State

Knee injury caused him to be sidelined

Coaching at Plymouth State

6<sup>th</sup> year as Women's Soccer Head Coach

Patched Official with soccer and Futsal

Created a Futsal League years ago, First Touch Futsal League

Ran House club teams at Field House Sports

GM for Samba Development Academy – trained 500 players from around the State.

Former GM at Red Blazer Restaurant

Managing Mini Golf Course

[Director@nhsoccerleague.com](mailto:Director@nhsoccerleague.com)

### **Administrative**

- Rosters are due March 10
- League Schedule has been sent to Location managers
- Game Times have been received. Asking for any changes by March 14.

- Clubs will be able to see Live Referee Assignments on Got Soccer. Ryan will check weekly.
- Invoices will be sent out on March 15
- Final schedule released on March 2
- Season begins April 27 and runs through June 16 –
- Each team will have a total of 8 games. 4 home, 4 away (usually)
- League kickoff meeting April 7 – would like to have at Concord High School beginning at 6pm. Need to Confirm. Would like as many clubs as possible attend this meeting.
- Revolution Day May 11
- Confirm with opposite club for any game changes first. Make sure both teams confirm the change
- State Cup and Presidents Cup – Registrations are open  
Encourage teams to enter – play regionally, play other teams. Gain experience playing competitive teams.

### **Redefine the entire culture of Soccer in the State of NH**

Sideline Behavior – we need to be at the fore front of changing this behavior in this state.

It's about putting the players in a safe and competitive environment.

The players play the game, the coaches coach, referees officiate. And the parents are there to Watch, it is a benefit and a luxury for parents to watch their player play. It is not a right!

Why are we here?

We're here to play our best in every single game. Play the best to compete to win!

We're here to give our players the best competition possible.

Establish a positive reputation every where you go. Who you are and who you know.

To treat everyone the same way, because it's important.

To Have Fun! To show our players that you can have fun through competition

We want to create the best environment possible so our players can compete at any level. Every player who plays at any level is equally important.

Coaches Coach – parents don't!

Most respect for the officials and what they do!

Number one job of the referee is keep the players safe! Need to break the culture that the referees are the enemy.

**Code of Conduct will be instituted for all clubs/coaches – Need to confirm with the LOC. (parent code)**

90 10 Rule – 90% of the problems come from 10% of the population. Our goal is to reduce that to zero.

Need to streamline to get all parents on board.

Suncook has a Code of Conduct on their website for parent behavior during their Registration Process.

Administrators – need communication with the LOC and the Director.

100% transparency

Keep line of communication open

Priority is the players

Coaches Expectations – will address in the Kickoff meeting

NHSL – Expectations, Ryan is available. Open to communication and supportive

“People just don't like being yelled at” – article

Shortage of NHIAA officials, shortage of referees

We need to change the tone

Final

Letter

Dear Mom and Dad letter

Players stop playing the game because of parent's behavior towards their player

Ended 9:05AM

### **Referee Update- Jack Merrikan 9:06 AM**

Referees are needed

US soccer wide – first year refs 40-50% don't return to re certify.

Why?

90% of the referees at the entry level are very young, we have to develop the referees just like we develop players.

Need more referees between the ages of 20-40

Why do referees leave?

Parents are pushing their young children into the referee program, think becoming a Referee will be an easy transition. It's a more challenging job that requires leadership, which is new to them.

Older Refs 19 and older, they go off to college, retire, injury, get fed up and leave.

More technical job

Younger referees who are players, their time is compromised.

Sideline Behavior – difficult for young people to handle as they are young and don't have the experience in handling. Referees need to report problems on the sideline so they can be fixed.

Games change – communication

Encourage everyone to become the solution rather than part of the problem.

Encourage players to become referees.

Parents support your referees. Go to games with them, discuss, and develop a relationship with your referee

Coaches – become referees. See the game from the other point of view. Understand how the referee thinks. If a coach understands the referees, then he can coach his players accordingly, and respect the referee.

A good referee will please half the people, half the time.

Income opportunities with refereeing. Encourage referees to work for that money.

Supply of referees are down and demand is up. More games need more referees.

We currently have 546 certified referees

More classes to go

22% grade 8 (entry level) referees are brand new, with zero experience. Encourage them to start in recreational soccer. Start them out reffing younger age groups.

We need to support the referees so they can develop, just like developing the players.

Jack -ended 9:19

Break – 9:20 for 10 minutes

Return 9:38

### **Rusty – Welcome**

Appreciation to the Board and their efforts

Kevin Coyeman – not seeking re election for Adult VP

Cullen Madden – not seeking re election for VP Youth Competitive

Tom Sowinski – former President

Now Chairman at US Youth Soccer for West

Referee Assignor

Ryan Joy

Distinguished Member – US Adult – John Motta

Welcome past Presidents, Lifetime Members, Referee Community, Members and Club Representatives

Rusty got into Soccer 15-16 years ago. Witnessed disturbing sideline behavior during a 6 and 7 year old game. Both coaches were on the same game. (Recreational game). Rusty marched across the field and took his daughter home. Notified the Recreation Director of the Club. Rusty then decided to make a difference and became a coach.

NH can be the state that changes Side Line Behavior

### **Introduced Tom Sowinski**

Last month at the US Youth Soccer Board Meeting

Every state lagging behind in their numbers in players. Except for NH Soccer Assoc. Up by 21% from last year. And stood out from the other states.

Leadership – All of us in the room are leaders within the soccer community. We come together to provide leadership to a wider audience.

The NHSA is the National State Association – Carrying out the Federation guidelines. We represent amateur youth and adult players.

Tom will follow what happens in NH even though he is out in California.

End 9:52AM

### **Rusty**

Association Roles and Responsibility

What are the roles of the state association – they are clouded.

We need to become United.

Looking for two to three new Board Members: Executive VP, VP of Youth Competitive and VP of Adult

Would like to change the name of Recreation Director to that of "Grassroots"

**Matt Cassman– Got Soccer**

Safe Sport Certification and CDT Concussion Course

US Soccer – Access Code

Create Account – will send confirmation email (Check spam/junk folders)

Got Soccer.Com

Support-Safe Sport-Certification Instructions – Gives Step by Step Instruction

Takes about 1 – ½ hr.

Will show which coaches have completed their courses. Not mandatory until the Fall but good idea to get coaches doing it now.

NO cost for coaches

Standard regulation – NH Soccer has to determine how long this is good for.

Addressed by NHSA or NHSL – NHSA is working on setting parameters for this new Certification.

Federal Law is not exact as to when this needs to be done.

Federal Law mandates that State Level provide the training

Getsoccer.com – Safe Sport

State mandates all Coaches and Managers take the Concussion Course

Upload Birth Certificates – help document on the Got Soccer Website

Help Documents

[matt@gotsoccer.com](mailto:matt@gotsoccer.com)

[clubs@gotsoccer.com](mailto:clubs@gotsoccer.com)

**Anne**

Birth Certificates and Pictures must be uploaded or sent to Anne for ages 12 and up.

Risk Management may change to every year to coincide with Safe Sport

All Coaches, managers, concession etc must go through Safe Sport/Risk Management.

Federation picking up the fee

**Rusty** – Law for Got Sport – for All Volunteers for each organization. It's a free opportunity for us to take advantage of this opportunity to put all volunteers through the program.

Federal Law – limit our liability. It's free US Soccer Federation is paying for it.

Verbage to be sent to clubs so they can forward onto parents/volunteer

Referees going through the Safe Sport

End 10:25

**TOP SOCCER – ED DEMULDER**

Currently Chair of the Eastern Region for Top Soccer

Soccer for players with Disabilities

Hand out – for What is Top Soccer

USYS sponsored program 28 years

State Rep in every state within the East Region – Ed is a volunteer Top Soccer Coach

East Region Rep – He is the State Rep for Vermont  
Wants to grow Top Soccer in NH

USYS Program – Outreach Program for Soccer is a Community-based training and team placement program for young soccer players with disabilities, organized by youth soccer association volunteers. The program is designed to bring the opportunity of learning and playing soccer to any boy or girl who has a mental or physical disability.

### **Success of Top Soccer**

The East Region from Virginia to Maine have showed consistent support for Top Soccer Boards and Clubs and Members have support

209 Top Soccer Programs in the East

6000 Top Soccer registered players

9000 volunteers

Ray Robinson is the National Chair – from Massachusetts

The East Region has 45% of all the programs and all of the players in Top Soccer.

2007 – Ed was VP of Recreation. Started first Top Soccer Organization in Vermont Soccer – under the Umbrella of Vermont Soccer Association.

Top Soccer doesn't have to come from a club or a State Association. Can come from any group of people who want to Champion for Top Soccer.

Grown from 16 Top Soccer players on the field to 60 Top Soccer Players

Each Top Soccer Player has a Buddy on the field with them.

Top Soccer Players are playing in an environment, that is Safe, they're being challenged and they're having fun.

Has positive impacts on families with disabled children

**End 10:55**

**Rusty** – Searching for Top Soccer Champions

11:01 AM

**Keynote Speaker Anthony DiCicco**

### **Sideline Behavior**

Showed a video regarding parental impact on a player. Parent's reputation causing their player's problems/angst.

Provide parents enough education to get their player to where they want to be.

Project Plan from Aspen Institute

Place too much emphasis on winning over development. Process of development is more important. Need to make adjustments in order for change.

Sideline Behavior is a symptom of complex issues

Video from 1995

You as a parent or coach, referee has a role to play in where we want to be.  
We shouldn't have to tell sidelines to be quiet.

Question asked of the women's 1995 team, can you be 2% better?

Create conditions for both parents and players to voice their concerns. If everyone can improve their sphere of influence by 2%. We will make progress. Can we be better than we were?

Dr Colleen Hacker

Catch Them Being Good

Coaches did not coach anything negative. Focused on the positives. Shifted the philosophy of coaching at that time.

Parents put too much pressure on players and coaches.

Individual Player Pathway

Parent Communication

Parents develop their understanding on what their children's team is trying to do.

Empower

1. Every email went to both parents and players. Keep everyone on the same page.  
Connect with everyone
2. Written Evaluations.
3. Educational seminars for both players and parents

U20 Women's World Cup Protocol – Tournament for Family and Friends

Invest in childhood development

Video – Todd Beane – Organization out of Barcelona

Role of parents

Don't scream out, don't bark orders.

Parents sit back, let the learning take place on the field. Love your children enough to let them play.

You can't control the outcome. You can cultivate the environment. You can shape the process. You can be loving and supportive. You can encourage the discovery of joy through the game. But you can't control the outcome.

Can you be 2% better today?

ProjectPlay.US

Create better playing experiences for our players

Soccer Parenting Resource Center (membership \$500.00 for unlimited)

[adicicco@gmail.com](mailto:adicicco@gmail.com)

@DiCicomethod



End 11:52 AM  
5 minute break

12:05  
Raffle Tickets

Roll Call  
Amherst  
Auburn Soccer Club  
Candia Youth Athletic Assoc  
Hampshire United SC  
Hillsboro Heat SC  
Hollis Brookline Cavalier  
Hudson United SC  
John Stark United  
Lakes Region United  
Merrimack Youth  
Pelham NH SC  
Revolution FC  
Ringe Chaos FC  
Salem YSA  
Sanborn SC  
Suncook Youth Soccer  
Timberwolves  
Goffstown United  
Londonderry Youth Soccer  
Manchester East  
LHIFA Youth & Adult  
Raymond

All Board Members except Kevin Coyeman

Motion to accept last yr minutes John Motta – 2<sup>nd</sup> by Cullen

**Lisa**

**Treasury Report**

LOC active in the Proposed Fee changes for NHSA  
Proposed Increase USYSA player registration National reg increasing by \$1.25 per player. Increase in state fees and fall fees. Based on 8 game season.

Proposed fees for next calendar year.

Open questions

Cory – praised report

NHSA state increase of players. Recreation players were not reported to US Soccer. Had physical accountability for our female players.

New England Revolution is a fundraiser for the State. Promote this with the clubs. This is huge for the State for fundraising.

Cory – NHSL P&L in game change fees. Without this fee there would be a loss of \$8K

Lisa Discussed the New England Revolution Event.

John Ferreira – Get parents to help out because of it being a large event.

Lisa – Looking for referees that day as well.

Marketing support – Richard Powell

Each individual team has to sell 30 tickets in order to play on the field.

Lisa Discussed game change fees.

Budgeting at 100% referee coverage

Lisa discussed State Fees – increase this year due to increase from the National Level.

John F – game change fees based on previous years and actual numbers. Budget is conservative at \$8K.

Suncook – Additional effort to holding number of tournaments cancelled due to low participation numbers. Lisa D – Need people to fill vacant spots. We need assistance in getting participation from other clubs, or help with an event.

Motion to adopt the budget Corey Halverson, Candia 2<sup>nd</sup>. All in Favor.

Unfinished Business – Rusty

No comments

Merrimack – NH Rev Day is more of Team building. Huge change for the teams that attend. Encourages participation.

NH is the Revs largest events

Corey Halverson – May 11 is the date of the Revs event.

Leagues – Got Soccer – can reach out to others within the state for any assistance.

John F – there is online documentation

## **Reports to Committees**

### **VP Adult – NHSA**

An Adult branch to add a U23 division to play in a state run league.

Now that we have a league dir in place and a LOC we will start this process.

Has the decision definitely been made? Which would include the VP of Adult who will spearhead

And work on.

Lisa discussed the survey.

**Cullen to accept reports. Candia 2<sup>nd</sup>. Motion all in favor.**

Raffle

T shirt from New England Rev

Autographed ball from New England Ball

Autograph New England Rev t shirt  
NHSA scarf – Ryan F  
Autograph shirt – pepe  
Small bag – Adam  
Scarf Jarod Ward  
Book Catch them being Good – Stephen Hepburn

### **Adjourn for lunch 12:36**

**Life Member – John Motta**

### **AGM Part II**

#### **1:30 candia Elections**

Positions Open

President  
VP Youth Comp  
VP Adult  
Exec VP

#### **Secretary Cast a vote for Rusty to be President**

**VP of Competitive – Tyler Van Deventer**  
**Cast Tyler Van Deventer – Secretary**  
**VP Adult – Luis Costa nominated. Spoke briefly in regards to resume**  
**Secretary to cast 1 vote Luis Costa VP of Adult**  
**Treasurer – Lisa Davidson – Secretary 1 vote for Lisa Davidson for Treasurer.**

#### **Date for the next meeting:**

Rusty date of Next meeting Motion to hold **2020 AGM on March 7 2020**  
Second by Cullen  
All in Favor  
No oppose, Candia Abstain

#### **For The Good of the Game**

John Motta

Different energy in todays meeting than in prior years. Willing to help. Wants NH Soccer to get back to where it should be.

Suncook (Tanya)– Question – Awards

Candia asked for the Board to postpone awards. Going forward after this meeting that we need names for Coach of the Year, volunteer of the year from Clubs.

NO date for awards yet. But will look into holding a separate awards night, so we can request feedback from the clubs.

Huge opportunity for clubs to recognize volunteers, including referees.

Merrimack – ask Anne to send out an email asking for nominations.

Discussed Awards

Emails to the clubs and clubs let players know so they can nominate as well.

John Motta – Adult Soccer

Biggest event held in July 7 – 11 Soccerfest in Lancaster MA

Every age group available in both Men and women

**Cullen -Referees attend this event as well. NH Referees should attend.**

UAFA – Amature Championship – June 2019.

Merrimack – Acknowledge a few people, Rusty, Anne and John and Lisa for taking on additional roles.

Rusty – Time is valuable.

Recognized Cullen for his time and dedication to the League for the past few years.

Acknowledge members for the time and commitment given to the sport in NH

Let's make soccer great again in NH.

Introduced Chris Hobson as new Secretary

Two openings on the Board:

Exec VP

And VP of Recreation

Asked to get the word out to fill these positions.

Candia motion to adjourn 1:59pm

Cullen Second

All agree!

