

New Hampshire Soccer Association

Adult and Youth Divisions



Annual General Membership Meeting
2-5-2022



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New Hampshire Soccer Association
6-Feb-2021 Annual General Meeting Minutes
Meeting was virtual

8:15 to 8:45 am Social Hour with Meet and Greet

Call to Order: By President – Rusty Wightman at 9:00 am

Jeffrey Cousineau – Moderator

AGM Meeting Part 1

- Virtual Meeting Etiquette
- Ensure your actual name is listed
- Roberts Rules of Order to be followed
 - General Rules
 - Motions
 - Use of Chat Box
 - Voting
- **Roll Call**
 - Club & Representative
 - Leagues
 - Indoor
- **Approval of the Minutes from Last AGM, 2020**
 - Motion to approve – Cullen Madden
 - 2nd by – Mark Chagnon
 - Any discussion?
 - Any wish to vote in the negative. (None)
 - None opposed, minutes approved.
- **Treasurer's Report**
Lisa Davidson, John Ferreira
 - Review of the report introduction as posted. Sections 1 through 2
 - Review of past years financials and results. Period ending 31-Aug-20
 - Sections 3 & Section 4
 - Question: Did NHSA Apply for any PPP loans? Answerer is yes. Monies will come in NEXT fiscal year.
 - Motion to approve the financial report for audit?
 - Motion made by Mark, 2nd by Trevor
 - Hearing no objection, motion to move to audit approved.
- **Proposed Budget – Section 5**
 - No increase in State Affiliation Fee
 - No Increase in Recreation fees.
 - No Increase in League Team Fees
- **Proposed Fee Change for Competitive**
 - Current fees reviewed
 - Proposed fees reviewed

		Current	Increase	Proposed
U13-U19	11v11	\$ 340	\$ 20	\$ 360
U12	9v9	\$ 300	\$ 20	\$ 320
U11	9v9	\$ 250	\$ 70	\$ 320
U10	7v7	\$ 155	\$ 20	\$ 175
U9	7v7	\$ 120	\$ 55	\$ 175
U8	7v7	\$ 120	\$ 55	\$ 175
U8	4v4	\$ 115	\$ 20	\$ 135

Motion to accept proposed league fees? Motion made by Cullen 2nd by Mark.

Any objections to the negative?

Hearing none, motion passed.

- Section 5.3 Next Year's Budget, F21 – S22
- With fee approval for Competitive Profit Increase of \$9,870
- Any discussion?
- Rusty, hearing no discussion, would like to make a motion to approve proposed budget 2nd by Trevor.
- Questions or concerns are there.
Pat Kelly, *any Administrative Income?*
John, *Affiliation fees, fundraisers, grants, Revolution ticket sales and Risk Management.*
Jeff, anyone NOT approve of the proposed budget?
Hearing none, budget is approved.
- Adam, makes a motion to forego the break. (multiple seconds from audience)
Discussion on moving schedule ahead.
Motion to amend to a 10 minute break. Rusty, 2nd motion.
No discussion, moved to electronic vote for amendment.
Motion passed. 13 yes, 3 no.
Vote now moved to 10 minute break.
No discussion, moved to electronic vote for amendment.
Motion passed. 13 yes, 5 no.

Meeting to resume at 10:05 am

Call to Order: By President – Rusty Wightman at 10:10 am

Jeffrey Cousineau – Moderator

AGM Meeting Part 1b

- **Unfinished Business/Communication**
Rusty, *none to report*
- **Reports of Committees**
Sent out in advance.
Any questions regarding all presented Board Reports.
Seeing none, moving on.

- **New Business/Communication**
No new business brought to the table.
- **Proposed Amendments to the Bylaws.**

- ***Section 1.3b Board Voting & Quorum***

Trevor, Motion made to accept, 2nd by Rusty
Amendment change explained by John Ferreira.
Discussion

Jeff, No further discussion, moved to electronic vote for amendment
Motion passed. 17 yes, 0 no.

- ***Section 1.3d Meeting Format***

Trevor, Motion made to accept, 2nd by Rusty.
Amendment change explained by John Ferreira.
Discussion

John Motta made a motion to use a voice vote for all amendments.
Jeff, anyone apposed, hearing none, voice vote approved
Jeff, seeing No further discussion, anyone opposed please say no.
1.3d moved unanimous.

- ***Section 2.1h Election of Officers***

Trevor, Motion made to accept, 2nd by John Motta.
Amendment change explained by John Ferreira.
Discussion

Jeff, seeing No further discussion, anyone opposed please say no.
2.1h moved unanimous.

- ***Section 2.1 I & J h Election of Officers***

Cullen, Motion made to accept, 2nd by Mark.
Amendment change explained by John Ferreira.
Discussion

Jeff, seeing No further discussion, anyone opposed please say no.
2.1 I & j moved unanimous.

- ***Section 3.2.5 State Sponsored Youth Competitive League***

Cullen, Motion made to accept, 2nd by Mark.
Amendment change explained by John Ferreira.
Cullen, motion to make a suggested amendment, 2nd by Rusty.

Pat Kelly, Discussion on proposed changes to original amendment. Removal of "j".
Comments from Cullen on other previous edits.

Jeff, motion to accept edits made by Pat?
Rusty to make a motion in support of the amendment to the amendment.

Jeff, all opposed say NO. No one opposed.
Jeff, any other discussion about this amendment?

Jeff, seeing No further discussion, anyone opposed to this bylaw amendment, please say no.
(None). Jeff, all in favor – unanimous for say "Aye"
3.2.5 moved unanimous.

- **Section 3.2.11 – Nominating Committee**
 Jeff, may I have a motion on this amendment?
 Cullen, Motion made to accept, 2nd by Rusty.
 Jeff, discussion?
 Amendment change explained by John Ferreira.
 Discussion around previous amendment.
 Further explanation done by Cullen.
 Jeff, any other discussion about this amendment?
 Jeff, hearing no further discussion, anyone opposed please say no. (no response)
 Jeff, all in favor? unanimous.
 Section 3.2.11 amendment so moved.
- **Section – 5.1 Headquarters**
 wording update to use the state office.
 Motion to move, Cullen made the motion, 2nd was done by Mark.
 Discussion around future updates.
 Cullen to make a motion to amend so that:
“Current address of the association shall be as filed with the state of NH Attorney General’s office.”
 Motion to accept the amendment, motion by Cullen, 2nd by Rusty.
 Motion to move by Cullen. Voice vote unanimously passed.

2021 NH Soccer Awards – Rusty Wightman

Normally at this time, we would announce the award winners and have them recognized. We plan to do this at a future separate awards meeting. We did receive over 70 nominations this year! It is important that we recognize our coach’s, volunteers and referees.

Coach of the Year

Girls Competitive COY	Derry Soccer Club	Melissa Lyon
Boys Competitive COY	Dimitri Elias	Hampshire United
Recreation COY	Clem Madden	Bow

Volunteer of the Year

Competitive VOY	Erica Crea	Hollis Brookline Soccer Club
Recreation VOY	Sarah Barrett	Amherst Soccer Club

Youth Referee of the Year – Mark Sadler

Female ROY	Kendra Santoro
Male ROY	Tristan DeBlois

Jeff Cousineau, this ends part 1b.

John Motta made a proposal to NOT wait until 2:00 pm to start Part 2 of the meeting and continue. Mark Chagnon 2nd. Cullen Madden made an amendment to that proposal to allow Anne time to notify all registered attendees of the schedule change, a 15-minute brake. 2nd by Rusty. All in favor of the amendment. Passed.

All in in favor of a 15-minute break? Unanimous in favor.

Call Back to Order: By President – Rusty Wightman at 11:10 am

Jeffrey Cousineau – Moderator

AGM Meeting Part 2

Announcements – Jeff Cousineau

Coaching Webinars are available

Coaching Courses now available

D License course this spring

- **Election of Officers – Moderator Jeffrey Cousineau**

First position up for election is the President's position. Seeing he is unopposed, I am looking for a motion of one of the Executive Board members to make a motion to have the secretary cast one vote for Rusty Wightman. Motion made by Mark Chagnon, 2nd by John Ferreira.

Cullen would like to amend the motion that the secretary cast one vote for all the candidates that are running unopposed, instead of doing this one position at a time.

Mark Chagnon 2nd. Jeffrey – discussion?

Rusty, to clarify, there is no one running from the floor, and thus I agree with Cullen's proposal.

John Ferreira, wording, *"Seeing that these candidates are running unopposed, may I have a motion from the Executive Board to have the Secretary cast one vote for each of the unopposed candidates."*

Cullen – Any discussion on John's amended wording? Vote on John's wording. Passed unanimous.

Cullen – Any discussion on Cullen's amendment? Vote on Cullen's amendment. Passed unanimous.

Cullen – discussion regarding any of the officers?

Jeffrey – seeing no discussion:

Position of President Rusty Wightman

Secretary, one vote cast for Rusty Wightman for

President

Position of VP of Competitive Cullen Madden
of Competitive

Secretary, one vote cast for Cullen Madden for VP

Position of VP of Adult Steven Hepburn
of Adult

Secretary, one vote cast for Steven Hepburn for VP

Position of Treasurer Lisa Davidson

Secretary, one vote cast for Lisa Davidson for Treasurer

Jeffery, congratulations to all our executive officers and a thank you for their continued service to the NHSA.

Date of Next Meeting

Rusty, I would like to propose that we make the next AGM meeting date one year from now, 5-Feb-2022.

Motion 2nd by Cullen.

Discussion?

Seeing none, moved to vote. Unanimous for the 5-Feb date.

Good of the Game

Rusty, our last year's nomination for coach of the year, was also nominated Regionally, as the East Region Boys coach of the year. Congratulations to Corey Laycock on that prestigious nomination.

Rusty, I would like to mention John Ferreira for the good of the game. John is our longest acting board member and along with his responsibilities as secretary, I would like to mention that he has gone above and beyond in applying for the PPP loans and various grants as well as all the various work over the past couple of years in cleaning up all the by-laws.

Rusty, I would also like to mention John Motta who is the current President of the US Adult Soccer Association and for his awareness in bring everyone together in the Ted Stevens act. This motion from US Soccer would have greatly diminished our voices as state associations. A thank you to John for getting leadership together to have those very important discussions.

Rusty, a thank you to Jeffrey Cousineau for putting this AGM together, especially in a pandemic year. He has worked tireless over the past few months and this AGM has been a huge success.

Also, I have an announcement that after 30 years as ODP Director, Jeff will be retiring this year. I would like to thank Jeff for his 30 years of service and to present him with a gift from the association.

Jeff will continue as Director of Coaching & Education.

Cullen, for youth competitive, we have many games scheduled for the spring season and we need referees. There are courses available for new referees and can be found on our web pages. A good opportunity for our players to see the other side of the game. Please go to refereenh.org for a listing and dates of the upcoming courses.

John Motta, a thank you to Rusty for those kind words. Not often do any of the state associations have the opportunity of having a US Soccer board member as part of their association. An update of what's going on at the upper level that does affect the state associate. This year there was a proposal on how the governance of US Soccer would be changed and this would affect state associations. This is something that has not been done over 20 years. This all started with the situation with the gymnastics doctor from Michigan. Congress took a look at the amateur sports act on how this is covered and made changes to the Stevens act and gave more protection to the players. Following that the US Olympic committee made proposed changes to the bylaws. We felt these changes would not be in compliance with the Stevens act. John petitioned the current board to not entertain any bylaw changes until the upcoming soccer convention which is in three weeks and at that time which we could meet face to face and discuss this in detail. John suggested we don't make any changes until COVID is over and we can meet together in a live situation to get these bylaws straight. John was persistent in this and it took three meetings for them to finally move on a motion that he made and it was defeated 10 to 3. Not to be deterred, John had multiple zoom meetings with Adult and Youth State leadership. For the first time the adult and youth associations are in agreement against these changes. John had multiple meetings with the state associations and adult and brought forth the point that we did not have our 33% representation on the Executive national board. By organizing both adult and youth together he had a greater than 50% voting strength.

Seeing this, finally, the US Soccer president Cindy Cohn recommended that all the bylaws be withdrawn and we will meet in the future in person after COVID to discuss. (the original motion that John made). More discussion on how the Stevens act could affect how the board is shaped and how the states will be represented. A lot more has yet to happen and be discussed.

John Ferreira, John Motta, is there any possibility in what you just presented could be put into a white paper and shared with all of the states? John Motta, actually on February 23 we are going to have a zoom meeting with all of the state presidents to go over the next steps. For now, we are keeping that confidential. After that meeting we will have a one sheet paper expressing our direction.

John Motta, I would like to applaud Mark Sadler for his efforts in supporting the referees and the referee program in the state of NH.

Rusty, presented some raffle gifts.

US Soccer Baseball Camp, Signed Revolution Jersey, Soccer Ball signed by the NE Revolution

Adjournment

Cullen, made a motion to adjourn the meeting. 2nd by Trevor.

Meeting adjourned at 11:41 am.

Respectfully Submitted

John Ferreira

NHSA Secretary

• **ANNUAL GENERAL MEETING ACTIVITIES Saturday, February 5 2022**

The AGM functions are focused on Saturday, February 5, over a series of three (3) virtual meetings, with a 15-minute rest period between meetings. We can keep the times that are set below and if there is a motion to continue without breaks we can move forward sooner.

Description	Time Block
	8:30am– 9 AM
Social time with Meet and Greet	
	9:00 – 9:45 AM
AGM Part 1A	
<ul style="list-style-type: none"> • Roll Call • Minutes • Treasurer Report 	
	10:00 – 10:35 AM
AGM Part 1B	
<ul style="list-style-type: none"> • Unfinished Business/Communication • Reports of Committees • New Business/Communication 	
	10:50 – 11:30 PM
AGM Part 2	
<ul style="list-style-type: none"> • Election of Officers • Date of Next Meeting February 4th 2023 • Good of the Game • Adjournment 	



PRESIDENTS ANNUAL REPORT

JANUARY 2022

“Culture does not change because we desire to change it. Culture changes when the organization is transformed; the culture reflects the realities of people working together every day.” Francis Hesselbein CEO Girl Scouts of America 1976-1990.

NH Soccer has seen a great deal of change this year. I am excited to see our New Hampshire Soccer membership grow as we welcome new and old organizations back and begin the collective conversations needed to grow and improve the game. I am excited to continue these important discussions and include all who wish to share their expectations and vision for our Granite State.

As a volunteer executive board, we realized we were spending more time on the day-to-day operations and less time on mission, vision and the well-being of the corporation. The executive board decided to make some staffing changes to better serve our membership and allow your elected board to focus on fiduciary responsibility, financial stability and ensure the long-term strength of the New Hampshire Soccer Association. Anne Fichera was promoted to Executive Director, Ryan Joy will serve as Director of Operations, Jefferey Cousineau will remain Director of Coaching Education, Brad Champion was hired as Director of the NH Olympic Development Program with Ed Royer as NH ODP Administrator. We are also happy to welcome our full time intern, Michael Keane, who is completing his credits for a sports management degree at Temple University. These Changes allow our staff to focus on particular events, programs and objectives with clear responsibilities and expectations.

Our adult soccer community continues to grow. We welcomed the NH Soccer Conference into our membership joining LHIFA as our member outdoor leagues. International Soccer Club offers a highly competitive futsal league and LHIFA brought their league indoors as well for some competitive indoor fun.

We are proud to support our Indoor Facility partnerships. Fieldhouse Sports has been a long time staple for winter touches and quality leagues and we welcome the NH Sportsdome as the new home for our Olympic Development Program and the Winter 9V9 Soccer League. These partnerships will ensure our clubs and members have opportunities to play and train during the winter months and prepare for their spring seasons.

New Hampshire hosted Clemson University’s Paralympic Soccer program for a special coaching course designed to give disabled veterans tools needed to coach the beautiful game. This weekend course provided them with grass roots coaching certification, introduction to TOPSoccer, mental awareness training. Some amazing events to allow these candidates to see what the city of Manchester, NH has to offer. Ara Tamzarian, Tamar Morris and the NH TOPSoccer team did an outstanding job coordinating this event and we are happy to announce the return of Clemson University in 2022!

Our New Hampshire Soccer League continues to see growth and better competition through all divisions. I am very pleased to sit on the League Operating Committee as ex-officio and witness the dedication this team shows to create the best environment for our young athletes. Happy to welcome some new teams and clubs into the league this spring and work with other leagues in the region to ensure all teams are provided a pathway to more competition and exposure. New England is finally seeing a fair and inclusive pathway that allows any team to make their way to the highest competitive levels. NHSA is also happy to welcome Futsal NH to our membership, providing a well-established futsal league and training curriculum to Granite State players, coaches and referees.

We have a responsibility to grow the game at every level. In December, we formed an ad-hoc committee to explore resources and opportunities to support and create new programming for our recreational based organizations. I intend to dedicate the last year of my second term to promoting grass roots soccer across the state and using USYS grants to assist in the efforts. We must reach every athlete that wants to play soccer regardless of social or economic barriers. I want to work with every member to support, expand or create programs for every player whether it’s TOPSoccer serving those with intellectual, emotional or physical disabilities, programing for preschool, U6 & U8 players, Title One School Programs and/or coaching and referee support for our recreational

leagues. Our committee is looking for creative ideas and passionate people. Please reach out if you are interested in serving or providing support.

In Just over four years, the eyes of the world will be on the USA while we host the 2026 World Cup with Canada and Mexico. Soccer in the United States is most certainly rising in popularity. It is truly exciting to see the recent success of our young national men's team as we continue to learn from the shortcomings of 2018 and look to qualify for Qatar, currently sitting in 2nd place in CONCACAF (this could change by the time you read this report) and 11th place in FIFA standings we are looking quite good with two more sets of qualifying matches to go. Our woman's team currently sits at the top of the FIFA rankings and is preparing for The She Believes Cup scheduled to take place in mid-February. Truly exciting to see all the young talent making their way to our national teams! We all have a role to play in making soccer the preeminent sport in the United States. What we do now to ensure our players, referees, coaches and administrators thoroughly enjoy the game, will have long lasting effects on our sport and create fans for life. For me, 2026 cannot come soon enough; I am already anticipating the incredible buzz and publicity this sport deserves.

I would like to thank all those who are NH Soccer. Our executive board that dedicates so much to preserve this great association, our talented staff and our entire membership community. It has been my pleasure to work with so many that have given so much time and talent to help foster and grow the sport we love, to those who create fun and safe environments for our youth and adults to develop into players, coaches and referees, and provide the best atmosphere for our fans. Our success can only be attributed to the fact we all come together to work out issues and differences and reap the benefits of watching this beautiful game grow in the great state of New Hampshire and these United States of America

ONE NATION, ONE TEAM

Respectfully submitted,

Rusty Wightman

Rusty Wightman

President

New Hampshire Soccer Association

New Hampshire Soccer Association

Executive Vice President

2021 Annual Report

for the

2022 Annual General Meeting

Submitted by Trevor G. Fox



New Hampshire Soccer has continued to have another year with challenges and accomplishments that have shown the strengths of many over the past year, encumbered with the continuation of SARS-CoV-2 virus and COVID-19 disease pandemic. While we continued with this challenge, NH Soccer adjusted, prepared, established contingencies, and was successful with supporting and having soccer for our communities. NHSA has bode well with our passionate and dedicated volunteers and staff and I am thankful to support such an excellent team.

NH Soccer has been very privileged to have Jeffery Cousineau as both our Director of Coaching Education and our NH Olympic Development Program (ODP) Director. Jeff with the exceptional support of Patricia Hamilton has overseen and improved our NH ODP program over the years, starting in 2010 in his role. Jeff and Patty have been a great team and value to NH Soccer and the Olympic Development Program. As we began the new year, they informed me that they will be stepping down from managing and leading the NH Olympic Development Program. I wish to sincerely thank Jeffery and Patty for their many years of dedication, contribution, passion, and improvement of our NH Olympic Development Program. They led us through the challenging time as the pandemic began ensuring that NH ODP continued in a safe manner from 2020 through the spring 2021 ODP season.

The recruiting of a new ODP Program Director and Administrative Director began in March of 2021 reviewing potential candidates, performing phone screening and interviewing. We were very fortunate to have a couple of strong candidates, and ultimately hiring Brad Champion who rose to the top as the best choice. We welcomed Brad, and then shortly after, Ed Royer as the Administrative Director to NH ODP so that they could overlap and transition with Jeff and Patty. Thank you to Jeff, Patty, Brad, and Ed to ensure a successful and seamless transition.

I have enjoyed providing support to our NH Olympic Development Program and volunteered supporting Iwan Fuchs as an assistant coach in the spring. I was able to attend regionals in Lancaster, MA during the late spring and watch our NH ODP teams compete. As Brad and Ed began managing the NH Olympic Development Program, they were able to identify and bring in some new ODP Coaches to our program, while retaining several experienced ODP coaches as well. They have new ideas and with their hard work have continued the efforts that Jeff and Patty established while introducing some new fresh adaptations.

Jeff as Director of Coaching Education continues to further promote education of coaches in NH along with focus on expanding the NH instructional team as well. There have been educational programs for USSF and grassroots licensing throughout 2021. He has worked well with MAYS to continue to offer NH coaches the avenue to obtain their USSF C license again over 2021. He has also offered Winter Coaching Webinars for coaches which were highly attended with well-respected guest speakers. Jeff's initiative with the expansion and building of NH Instructional staff continues to flourish providing growth of the staff from five to seven, with the progressing goal of reaching ten instructional staff. Thank you, Jeff, as you continue to make improvements and provide educational opportunities as licensing mandates are further enforced leading to 2022.

While the pandemic continued from 2020, we were able to use additional revenue obtained from a partner lacrosse organization to have a civil engineering group establish a long-term plan for the NH Soccer Complex. It also allowed for some minor field improvements at the complex with a focus on fields two and three removing red thread, followed by loaming, and reseeding. We closed the fields through the month of April to allow the field work to take hold.

Unfortunately, the lack of revenue which was less than we were able to receive in 2020 continues to put a pause on additional complex improvements. I am progressing with a list of items for NH Soccer Complex in hopes we identify additional revenue streams. As pricing of materials and labor to perform improvements at the NH Soccer Complex fluctuate, I will obtain estimates in early 2022 for several of the items in hope they may be accomplished during 2022.

Anne Fichera, our Executive Director continues to be of great support to our organization always with a willingness to assist and provide guidance to our clubs and organizational members. She has put in significant efforts during the NHSL season during another challenging year. Her willingness to be a support to anyone and everyone while acting in numerous roles again makes her a tremendous contributor to our organization.

Ryan Joy as Director of Operations was great working with the clubs as the pandemic continued and ensuring the league had successful seasons during 2021. He was well supported by the VP of Competition, Cullen Madden, along with Anne, Rusty, and many others including the League Operating Committee (LOC). The LOC is another avenue for soccer in NH to support their clubs and the league and it would be great to see more members in the upcoming year. Please reach out to Ryan Joy if you have interest in being part of this committee and having direct input to the NHSL program.

It is with great hope that I can continue to work together with everyone and offer our NH Soccer Association support to make improvements to how we provide this game to everyone involved throughout this great state. We have so many giving themselves and their time to the clubs, parents, players, referees, and spectators. Thank you to so many that contribute as we continue into the new year.

Sincerely,

Trevor G. Fox

Executive Vice President

New Hampshire Soccer Association



VICE PRESIDENT OF YOUTH COMPETITIVE SOCCER 2021 ANNUAL REPORT

The Year 2021 was one of rebuilding and growth. At the start of the year, many clubs from across the state were still struggling with declining numbers and the difficulties left behind since the onset of the pandemic in early 2020. The spring season forced many clubs to be creative and form an actual plan on how they were going to continue to bring soccer to their communities. It is here where the many members of New Hampshire Soccer once again prove they have a passion for the game like no other. Our members have a calling to better oneself (club), as well as the neighbors around them. They continued to push their limits for the beautiful game here within the State of New Hampshire and for that, we all benefit!

Having served on the *New Hampshire Soccer Association* (NHSA) Executive Board for the better part of 6 years, I continue to be amazed and humbled by you, our soccer community. The members here in New Hampshire continue to prove that they are actually “*in it for the kids*”. Thank you all for continuously doing such an exemplary job for those within your own town.

It is also because of you, NHSA has continues to be able to be the backbone of soccer in the State of New Hampshire. You have allowed NHSA to focus on being able to provide clubs with the resources to achieve their goals and promote the game of soccer here at home. Working together, we have seen clubs grow on their terms and not fear that the “State” will overstep or try to “take-over” their identity as many clubs within competing associations have seen done to others in the past.

None of this is possible however without the team of individuals that I serve with on the NHSA State Executive Board as well as the New Hampshire Soccer League (NHSL), including League Director (NHSA’s new Director of Operations) Ryan Joy and League Operating Committee (LOC). Once again, they have continued to press forward and provide the youth of New Hampshire with the opportunity to play safe, fun, and authentic soccer.

For those who are unaware of the members of the NHSL LOC, below are a listing of the members for the Fall of 2021. These individuals continue to make your NHSL seasons a reality in 2021:

- Ryan Joy – League Director / NHSA Director of Operations / LOC Chair
- Ryan Faria – League Assignor (US Officials)
- Adam Gill – LOC Member (Hampshire United Soccer Club)
- Patrick Kelly – LOC Member (Auburn Soccer Club)
- Debbie Papamichael – LOC Member (Raymond Soccer Club)
- Scott Locasto – LOC Member (Merrimack Soccer Club)
- Rob Boucher - LOC Member (Candia FC)
- Erica Crea - LOC Member (Hollis/Brookline Cavalier Soccer Clun)
- Jared Barbosa – LOC Member (International Soccer Club)
- Cullen Madden – NHSA VP of Youth Competitive Soccer

The New Hampshire Soccer Association and I thank each of you for your continued efforts to improve the game here in our home state. The creativity, ingenuity, commitment to player and family safety, and above all, love for the game is what keeps me pushing forward with this position.

My now three-year-old son Jameson stepped onto a soccer field for the first time in 2021 and I could not have been more excited to see him run around the pitch with a smile on his face. Even though he does

not understand the game yet, he knows that the soccer field is a place to have fun! A place to run around, forget all the other things going on in life, and just be himself. I am filled with the simple, yet powerful emotion of joy, while I get to watch my child be himself. He gets to be the loving, happy, humorous, and somewhat stubborn little boy with a heart of gold on the soccer field. It is because of this; I feel energized once again to carry the torch another year to help those who only wish to see their children be themselves on the soccer field.

As we go into 2022, let us reflect on some of the lessons we have learned in 2021:

- Our children are not professionals. They are going to make mistakes and they are learning. This could be as a soccer player, referee, or even simply as your child. We want to be role models for them and let them know it is ok to make mistakes. That winning is not everything and that they will often learn more from their losses than their wins.
- Being on the soccer field is a privilege, it not a right. If our players, coaches, managers, or spectators detract from the game and bring it into disrepute, there can, and often will be consequences. We saw far too many of our members in 2021 learn “the hard way” that their actions have consequences. Ignorance of a policy or a rule does not excuse poor decision-making. Make sure you are setting the gold standard for decorum! The children are the ones who lose opportunities when this is forgotten.
- Get involved! We often find that those members of NHSA who have the greatest impact on their children in the game of soccer are often those who invest more time into the sport than simply sitting on the sidelines. We encourage everyone to get a coaching and/or referee license. Ask your club for ways to volunteer. Serve on a board or committee of some kind. Often, the more vested in the game you are, the more vested in the game your child will become.
- Ask questions and hold your clubs accountable. As parents, we understand that you want the absolute best for you child and want to see them develop their soccer skills to the best of their ability and earn a scholarship to college or even make it to the professional ranks of US Soccer. It is your responsibility to ensure the club you choose holds up their end of the bargain. Make sure all your questions are answered and do not just give into the “notions” that more money or having a coach with an accent is going to be what is best for your child. In some cases, the best fit is the cheap one right in your back yard. In other cases, it may be the one that requires some travel of financial investment. Only you know your family’s situation and what will be best for your child.
- Treat your volunteers’ right. Volunteers run many of our clubs in NHSA. The NHSA Executive Board as well as the NHSL LOC is 100% volunteer based. If you do not respect the volunteers and help them when requested, you may lose them. The greatest asset to any club or organization is its people. If those people do not feel they are making a difference or getting the support they need, they will walk away. Do not let that happen. If they leave, who will take their spot? Please support all the volunteers within our membership and when you can, lend a hand. We are stronger together than apart.

In 2018, I included the segment below in my annual report. As we head into the year 2022, I believe the point below are more pertinent than ever and should be restated.

It is without a doubt that NHSA will continue to show commitment to you all that they will spend all the time necessary, to understand your perspectives, and make no apology for the fact that our agenda is simple and transparent. The agenda is, and always will be, to encourage as many children as possible to play soccer at whatever level they chose and to deliver programs that motivate and excite them, their families, volunteers, and officials to participate. All I continue to ask is the following from our Member Associations:

- *Full participation in partnering as one association where we solve for the future together and for all.*

- *A focus on driving for simplicity where New Hampshire Youth Soccer is known as being easy to do business with.*
- *Participation to create a sense of mutual accountability where we hold each other and ourselves accountable for doing the right thing.*
- *A commitment to looking to solve through aggregation where we do not make decisions that fragment the game at a local level.*
- *And lastly, that you as New Hampshire Soccer Association fully participate in New Hampshire Youth Soccer, where decisions are made with you for the greater good. If we do this, I know we will continue to be the model of soccer for the country. We will continue to grow our game in beautiful State of New Hampshire.*

I was/am honored to once again have been given the opportunity to serve the *New Hampshire Soccer Association* as the Vice President of Youth Competitive Soccer for 2021. I know that we, as a state have, and will continue to do great things for the game of soccer. I wish you all great health and success in 2022.

For the Good of the Game,

A handwritten signature in black ink that reads "Cullen P. Madden". The signature is written in a cursive, flowing style.

Cullen P. Madden

VP of Youth Competitive Soccer, NHSA



NHSA ANNUAL REPORT 2021 EXECUTIVE DIRECTOR

2021 - In A virtual world not far from our everyday, a Club volunteer sits in front a laptop trying to figure out how we can grow soccer in NH. While others are putting up roadblocks, Volunteers sit patiently working behind the scenes to put on some of the best events in NH.- To all the Volunteers/ Coaches/ Admins/ Board/ Staff/ Referee/ Players/ Parents - A sincere Thank you! Without all of your hard work and dedication, NH Soccer and all its Programs would not be what they are evolving to be today!

Starting the 2021-year was full of a lot of uncertainties as well as the potential restrictions. We were constantly following our state government and our surrounding states as well on their suggestions for covid protocols. NHSL was able to kick off a successful season as well as other programs went on as planned.

The Gotsport Software is in full swing in NH and most clubs are taking advantage of this membership benefit and using Gotsport to its fullest potential. While some may continue with their current registration platform, they are working within Gotsport and uploading players/ coaches and board members. We will continue to train and guide users in areas as they are upgraded in Gotsport.

As most of you are aware there have been some changes to Safesport education that mandates anyone that is part of your organization that will come in contact with underage participants, needs to be Safesport trained as well as background checked. This also pertains to any players that are or will be 18 on a team with under age players. This is a free course and anyone can take this. Education is key- Taking this course makes all of us more informed as well as providing a safe environment for all players! Feel free to pass SAFESPORT info on to parents.

Within the last few weeks, Michael Keane from Temple University has joined us in the office as an intern for his major Sports Management. He is currently working to learn all aspects of the NHSA as well as being tasked at re-introducing our long-lost Newsletter. Be on the lookout soon. If you do see an article or information that you think may be great to include please send it our way.

The NHSA Board continues to work towards future goals for growing the game. While myself, the current staff and volunteers work with them to achieve these goals, as well as work day to day to continue to support and grow Soccer in NH. The Executive board's tireless efforts many times goes unnoticed. I would like to take this time to Thank them for all of the countless hours they donate to guide NH Soccer to the future of Growth and Development.

The NHSA Current Staff

Executive Director - Anne Fichera

Director Operations - Ryan Joy

Director of Coaching - Jeffrey Cousineua

Director of ODP - Brad Campion

Admin of ODP - Ed Royer

Topsoccer Coordinators - Ara & Tammy Tamzarian

Finance Manager - John Ferriera

NH soccer is excited that we are currently working with an outside resource, COGEO closely on a Capital Campaign for the Pembroke Fields. In doing this we will be working on Sponsorships as well as grants to help offset the cost for these improvements.

As we move forward for another year. I am truly thankful for the support you all have given to NHSA and myself to prove a safe place for the Youth and Adults to grow the game. Please always feel free to reach out with any questions or suggestions.

Looking into the upcoming year we can all contribute in our own way to grow the game- “Be part of the Solution not the problem” (**Steven Covey**)

Become a Referee- Take a Course

Become A coach -Take a course

Encourage players -be positive on the sidelines set the example

Be a TopSoccer Buddy

Donate time to a local Charity as a team

Looking forward to a less eventful spring season in 2022. Stay healthy!

Respectfully Submitted

Anne Fichera



NHSL/NHSA

Director of Operations

2022 AGM Report



To the members of the NHSL community:

I thought I would change it up a bit this year on the approach of the annual report. For the sake of brevity, I will simply focus on the following four things:

- NHSL Recap
- 2021 Highlights
- Future Plans & Outlook
- Appreciation

NHSL Recap

It would be naive to say that COVID is in the rear-view window. A more accurate interpretation would be COVID is now riding in the back seat with us – because it does not seem to be going away any time soon, but we are now out of the breakdown lane and driving forward again.

The NHSL spring saw us back to action after a cancelled 2020 season. Despite what was (and remains to be) a difficult situation with referee shortages – we were able to maximize our coverage with additional help from the clubs to increase our referee pool. The weather was favorable, and we were able to see a complete spring season for the first time in two years. The fall season saw a 10% increase in teams from the previous year. It is nice to see several new clubs joining the NHSL and thriving. Multiple clubs were in a time of transition, and I want to compliment all of the first-year club administrators.

One message that we will continue to push is that sideline behavior has to continually improve. Many clubs are taking great strides forward. Many people are delivering the message, setting those expectations, and we are seeing positive results. Our fall season brought only one coach red card – this is a great improvement from a spring season where we had to dismiss four coaches from playoff weekend alone. As we head into the 2022 year, I will once again implore the clubs to push the message of expectation. Our goal is to have ZERO red cards, ZERO disciplinary hearing, and ZERO dismissals (parents or otherwise). Stop me if you have heard this before.

Overall, 2021 was a very successful year!

2021 Highlights

- New Hampshire was able to see teams represent our state once again at the National Championship Series – Eastern Regional Tournament.
- NHSL spring play resumed after a cancelled 2020.
- NHSA was able to provide two weeks of summer camps at the state fields with our new camp partnership program.
- Summer program, F.I.S.T. Bump for men was created, seeing guys be able to work out and have fun together.
- The new 9v9 Winter Soccer League was created, seeing indoor winter soccer played at the Hampshire Dome in Hooksett.
- The annual awards banquet was shifted to an in-person, catered event, which had great success.

Future Plans & Outlook

There are a lot of moving pieces in my new position as the Director of Operations for the NHSA. While the NHSL will remain as my primary focus and the stay at the forefront of my responsibilities, there are additional items I want to touch on as we look to the future, and will ultimately help with the growth, quality, and culture of soccer in the State of New Hampshire.

Coaching Education: The NHSL has made the decision to MANDATE (or rather, finally follow up on what is already mandated) that all NHSL teams have at a minimum one coach on their team to have completed at least the coaching education module that is consistent with that teams play model (7v7, 9v9, or 11v11). The goal is for all coaches (head or assistant) to have these, but the mandate will be that each team has a coach listed with such education. This will start in the fall 2022 season. Any first-time coach will be given a one-season grace period (fall or spring) to complete the module (offered online or in person).

Referee Growth: We are going to continue to ask clubs to promote referee certifications within their organizations. Players, coaches, parent, relatives, can all become certified referees. The referee shortage remains a problem that I do not believe will be solved even by the end of 2022. However, there are many programs and efforts being put together to help increase the referee pool. Club support and effort will only help our teams, games, education of the game, behaviors, and in the end – coverage.

Winter 9v9 League: The winter league is currently in its second session and it has been getting nothing but positive feedback from all ages. As clubs plan for their 2022-23 seasons, it is good to note that NHSA now offers opportunities for teams to continue to play throughout the winter months.

State Cup: The 2022 state cup tournament will take place in May through early June and registrations are already open. It is the long-term goal for us to be able to bring back qualifying divisions in every age group and gender. One change to the structure of our state cup is that teams are able to register to continue onto the National Championship Series Regional Event, National Presidents Cup Regional Event, or simply play in the state cup to earn a chance to call your team(s) state champions. There is a lot of excitement to bring this tournament back into the fold and see more teams represent our state at the regional and national level.

Soccer Camp Partnerships: NHSA is expanding their soccer camp opportunities by offering partnership opportunities with organizations who run soccer camps. We are actively looking to connect with those who would like to provide camp opportunities to our membership.

Recreational Soccer Support: We are looking to launch support to town and club recreational programs – building and supporting those programs – and finding out the pain points and needs to help your programs grow. Please be on the lookout for such announcements.

Outlook: There is a positive outlook to the future of the game of soccer in the state of New Hampshire. It is of course the mission of the NHSA “to provide through programs and activities, education for coaches, players, referees, parents, and administrators; to promote and stimulate interest in the game of soccer.” As we continue to grow, the goal is to continue to offer new and existing opportunities to enjoy the beautiful game. We are always here to help!

Appreciation:

I need to take the time to thank each of the current LOC members – as well as those who have moved their focus to other family, club, and soccer interests. The insight, vision, and wisdom this group brings to ensure that the league runs smoothly is incredible. They put a countless number of hours behind the scenes to ensure we provide the best possible experience to all involved. Thank you to:

- Pat Kelly, Auburn
- Scott Locasto, Merrimack

- Erica Crea, Hollis/Brookline
- Deb Papamichael, Raymond
- Rob Boucher, Candia
- Adam Grill, Hampshire United
- Jared Barbosa, International

For anyone who is interested in the LOC, please reach out. We will be looking to add up to three members this coming year. We are always looking to bring in fresh perspectives from those who are interested in taking part.

I also want to thank Ryan Faria, who had a very difficult task this year with assigning referees. We have spoken about the shortage of referees in our state at length, and the assigning team's task(s) continue to get harder with more and more game being added each season.

We are always looking for people who are willing to step up as a new official, or to return if you have been previously certified. There is certainly a demand as the league continues to grow. Please continue to reach out to those in your communities to see if people would like to become referees. With a simultaneous push to become a league that has zero negative sideline behavior, we would love to see the NHSL become a league where referees grow and develop in their profession as well.

I also want to thank our Vice President of Youth Competitive, Cullen Madden. He brings an incredible amount of experience, passion, and overall love for the game. He is always available to take a call from me at any time of day or night to help provide advice, insight and wisdom if I have a question on approach.

I would like to thank the NHSA Board of Directors. They put a tremendous amount of trust in me by promoting me to the Director of Operations position. The members of the board truly put their time in, and their time is appreciated.

Finally, I would like to thank all of you for the hours spent trying to provide the best possible opportunities for our children. I mentioned it the first time I was introduced to membership, and the focus has never change for me. "It's all about the kids", and without all of you out there making things work, we wouldn't be in the place we are now. As always, if you ever need anything, or just want to talk shop, you can reach directly out to me.

Yours in the game,

Ryan Joy

NHSA

Director of Operations.



VP INDOOR ANNUAL REPORT 2021-2022

Futsal NH

*Joined the fold in 2021. They have come in as a sanctioned league. They play their games at Sportszone in Derry, NH.

International FC Futsal

*This is their 2nd season as a sanctioned league. They register their players through Gotsport. They play their games in Nashua, NH.

LHIFA Indoor Soccer League

They play on 2 fields every Friday night. They are currently running their league out of Sportsplex in Bedford, NH.

Beach Soccer

*Due to Covid restrictions there was no beach soccer for the 3rd year.

Indoor Soccer

* Bow Fieldhouse Sports facility is once again sanctioned. For the 25th year they have been the standard for indoor soccer in the state of NH. This facility runs their own indoor soccer leagues. They have leagues from little strikers all the way up to Adult. They are open year round as a boarded indoor soccer and rental facility.

NH SportsDome - They have been open since mid-January 2021 with a Hooksett location. No leagues just training rental times. Second location in Goffstown is up and the turf has been laid. The expected opening date will be by early spring.

We have also gone into 2 contractual agreements with this ownership group.

1st is for the NHSA 9v9 league. We are in our 2nd session with 33 teams.

2nd agreement is for ODP. To which we have moved from the Milford Dome to NH Sportsdome.

Fundraising & Gaming

In 2021 we ran a fundraising event through NH Lottery Commission & The Draft Restaurant in Concord, NH. We plan on running this again in 2022.

See financial report for the amount of revenue generated.

Mark L. Chagnon

• ***NHSA email – indooryp@soccernh.org***





Olympic Development Program

United States Youth Soccer

New Hampshire Soccer Association
2021 Annual Report - Olympic Development Program
Submitted by Brad Campion – Program Director

The 2021-2022 New Hampshire Olympic Development Program (ODP) season is currently in its winter pool training phase with over 300 players participating on 12 different teams (Boys and Girls U12-U17). We have an excellent coaching staff that includes 9 college coaches, 8 female coaches, and a robust high-level goalkeeping staff. The winter session will conclude in February and our NH State Teams will be selected for the spring season.

After numerous years of dedication and passion to NH ODP, Jeffrey Cousineau, stepped down as director of the program and is now focusing primarily on coaching education within the NHSA and USSF. The growth and success of NH ODP for many years is owed to the hard work of Jeffrey, Administrative Director Patricia Hamilton, and their previous coaching staffs.

1. Coaching Staff – In 2021, we hired a new Administrative Director, Ed Royer as well as Director of Goalkeeping, Andrew Pesci. We brought on new experienced, licensed coaches at multiple age levels and are exploring guest instructor options for the spring season. Below is the list of our full NH ODP Coaching Staff for the 2021-2022 season.

Age Group	Gender	Head Coach	Assistant Coach
U12 (2010)	Female	Grace Sokolow	Sophia DeMarco
U13 (2009)	Female	Molly Bieksha	Retta Hatin
U14 (2008)	Female	Peter Clarke	Ashley Hein
U15 (2007)	Female	Joe Silveria	Alyssa Balboni
U16 (2006)	Female	Ray French-Wollen	Taylor Patterson
U17 (2005)	Female	Brooke Arment	David Richards
U12 (2010)	Male	Panos Galatas	Aaron Miller
U13 (2009)	Male	Rand Cayer	Sheldon Hall
U14 (2008)	Male	Tony Karibian	Griffin Caswell
U15 (2007)	Male	Brad Hosey	Michael Ottman
U16 (2006)	Male	Iwan Fuchs	Gavin Madden
U17 (2005)	Male	Burke Hazard	Giovani Riello
Director of Goalkeeping	Both	Andrew Pesci	
Goalkeeper Coach	Both	Giovani Riello	Preston Neal
Goalkeeper Coach	Both	Mario Soares	Christian Da Cruz

2. Tryouts – (Open and Deferred)

We held open tryouts in June 2021 at the Pembroke facility with over 325 participants including 200+ new registrants. We also received an additional 98 deferred tryouts from November through December during our winter pool training at the NH Sportsdome in Hooksett, NH. Due to covid and families on vacation, we scheduled the first 4 training sessions of the 2021-2022 winter pool training session to allow for deferred tryout players who missed the June date. These deferred tryout dates helped increase our pool numbers and quality of play.

3. Training Facility – NH Sportsdome

Our ODP training sessions and friendly matches are being conducted in the Hooksett and Goffstown NH Sportsdome from November until late May. The training facilities provides a central location for participating families and coaches as well as a new ventilation system to help mitigate the spread of covid-19. Additionally, the NH Sportsdome provides access to a VEO camera, which films our games and practices that we then can share with players.

4. New Partnerships

Our ODP leadership received approval and guidance from USYS to begin forming partnerships with local organizations that will help in provide player scholarships and support ODP initiatives. We are open to discussing with any interested business or organization that would like to get involved in youth development.

5. Outreach – Online Content and Publicity Administrator

Since June 2021, we began to increase our outreach through online platforms and social media to players and families. Our current U12 Boys' ODP Coach, Panos Galatas, helped assist in the creation of our Instagram, Facebook, email campaign, and website enhancements. Our goals behind creating these accounts and messages are to increase awareness of the program, enhance ODP and NHSA branding, and promote the successes of players and coaches.

6. Spring 2021 – Training and Games

The NH ODP Spring State Teams trained from April – June in preparation for the ODP Regional Tournament and Region 1 Camp in Lancaster, MA. Our Spring State Teams competed in friendly matches against Maine ODP teams in May and then played 3 games in early June against other Region 1 teams. The Region 1 coaching staff evaluated players at the tournament and following camp to select players for the regional pool.

7. ODP National Team Selection – Greta Caulton

Greta attended the [ODP Interregional Event](#) in November where she played for the East Region (Maine to Virginia) and competed amongst the top '05 Girls across the country! Based on her play in the tournament, the ODP coaching staff selected Greta to the 23-player roster to represent the ODP National Team for her age group. She will be traveling down to Tampa, FL in January to meet her teammates from around the country and showcase her abilities in front of the national staff, top academies, and college coaches.

8. Program Curriculum

In the 2021-2022 winter training session, our ODP coaching staff have been tasked with taking a technical, high-energy approach to their training sessions to create a fun and competitive environment. ODP Coaches are asked to identify their Team Function, Focus, and Physical Demand for each session. The curriculum and/or session format is technical work to possession play to small-sided game to game. In the table below, there are three session examples from one of our current ODP coaches who works with a young-age group:

TEAM FUNCTION	ATTACKING	DEFENDING	ATTACKING
TECHNICAL or TACTICAL Focus	Building out of the Back / Keeping Body Open to the Field	Positioning in defensive third/defensing as a unit	Combining to create chances in the attacking 3rd. "Set and finish" too. See pic here.
PHYSICAL DEMAND	Threshold: 75% Capacity	Threshold: 75% Capacity	Threshold: 75% Capacity
WARMUP + TECHNICAL WORK	Dynamic warm-up - paint the space / DB's Duke Passing Pattern	Passing pattern focusing on change of direction and body position when receiving the ball	Passing pattern. Two players play into two CMs. Work on dif. patterns to penetrate and play ball to two players on other side of the box. CMs do not rotate.
POSESSION PLAY	Monkey in the Middle - Team Shape , Body Shape, Patience	1v1/2v2 focusing on when to step, what angle we should be at, speed, and communication.	3v3+N to puggs. Combine with a N beside pugg to score - "Set and finish"
SMALL SIDED GAME	3v3+GK 1 Lg goal to 2 puggs, D stays until they score on two puggs, rotate from top - attacks become defense if scored upon / Build out of the back with the 4 & 5, make use of the goalie, role of the 6	5v5+GK to 2 goals. Ball played into attacking team, defending team worked to get pressure on ball quickly and find cover/balance. Switched roles.	3v2 continuous plus goalkeepers. Think "set and finish" from 1. top of the box and 2. from the goalline to the pk spot
GAME	The Game! 2-4-1 Add the importance of dropping off in the back when we gain possession	7v7 with subs 2-4-1. Focus on defensive shape and how do we build out of the back	The Game! Bread and Butter to create more space and finishing opportunities.

9.Looking Forward

We actively adapting and designing new methods, games, and initiative to enhance the ODP player and family experience in New Hampshire. ODP offers an outstanding pathway for players to receive high-quality coaching, exposure to new competition, and an opportunity to make the regional and national ODP teams. New Hampshire has fantastic youth soccer players and it is our job as an ODP staff to identify these players and develop them. Greta Caulton is an excellent example of a NH youth soccer player working hard to achieve the pinnacle in the ODP system which is a spot on the ODP National Team.

I would like to thank Ed Royer, our Administrative Director, for pushing NH ODP forward, effectively communicating with existing and new participating families, and adding unmatched knowledge and insight to the program. Ed is a New Hampshire native and has experience in youth soccer leadership, law, and higher education as a professor. I am very confident under our ODP leadership and current coaching staff that we can provide a beneficial and welcoming experience for each family in our program.

Report Submitted By

Brad Campion
Program Director
New Hampshire ODP

Brad Campion, ODP Director of Coaching

Email: odpdirector@soccernh.org

NHSA Office: 1600 Candia Rd., Suite 3, Manchester, NH 03109





**New Hampshire Soccer Association
Director of Coaching
2022 Annual Report**

Submitted by
Jeffrey Cousineau - Director of Coaching of Education

Coaching development and education is an important part of the support NHSA mission statement. Here are three key tasks and projects over the past year that targeted that mission.

1. NHSA Hosted USSF Courses

The 2021 year was a transition and learning opportunity for NHSA and the administration of USSF coaching courses. The advent of vaccinations and a variety of safety protocols allowed USSF to remove the moratorium on coaching courses and gave state association the autonomy to make key decisions on how to host USSF coaching courses.

NHSA moved cautiously keeping the safety of the instructional staff and the adult learners as the priority. Some important changes included NHSA purchasing several Zoom accounts to move all classroom sessions to a virtual format and following CDC guidelines for social distancing at in-person events. The various efforts and strategies proved effective, both in providing the opportunity to hold coaching courses and provide a safe environment for all participants. A couple of highlights from the year's coaching education opportunities included NHSA and MAYS co-hosted USSF National C License in the fall and the NHSA hosted USSF National D License in the spring.

In the end, only a small number of courses were held in 2021 due to the challenges of the pandemic. A complete list of offered courses are listed below:

Course	Number
USFF National C License	1
USFF National D License	1
USFF Grassroots 11v11	4
USFF Grassroots 9v9	3
USFF Grassroots 7v7	2

2. Winter Coaching Webinars

In 2021, NHSA hosted three webinars in the winter that focused a variety of coaching topics and had guest speakers.

- *Training the Goalkeeper: How to Integrate the GK training with the team session* - with Giovanni Pacini
- *Analytics: How to gather and study information during a match* – with Giovanni Pacini
- *Assessing Coaching Impact: Evaluating the effect of your coaching on the actions and behaviors of the players* – with Mark Ruest.

These webinars built on the success of the five webinars held in 2020. All webinars were free to coaches and club administrators.

Each of the webinars were well attended and positive feedback was gathered from the attendees. Thank you to Coaches Giovanni Pacini and Mark Ruest for contributing their time and talents to this project.

3. Building the NHSA Instructional Staff

All instructors of USSF courses must pass a certification course. At this time, NHSA has five (5) certified USSF Instructors on staff.

Jeffrey Cousineau – NHSA Director of Coaching
Kelly Gagnon
Mark Ruest

Dave Saxe
Lenny Webb

In late in 2021, USSF accepted two NHSA coaches, Iwan Fuchs and Matt Malej, into the Coaching Educators course that starts in January of 2022. Coaches Fuchs and Malej will complete the course and be certified as USSF instructors in mid-2022. Thereby increasing the NHSA Instructional Staff to seven (7).

Understanding the importance of flexibility and availability to serve the needs of NH coaches and clubs, NHSA is already working to send another 3-5 coaches to USSF Coaching Educators course and increase the NH Instructional Staff to over 10 staff coaches. The second wave of coach educator candidates were identified through networking and conversations with club officials.

If you or you know someone who you believe would be a dynamic coach educator, please contact Jeffrey Cousineau, NHSA Director of Coaching and share that information.

I want to express my thanks and appreciation to the NHSA Instructional Staff and Anne Fichera, NHSA Executive Director. Their hard work and commitment to supporting NH coaches is the reason I am able to complete my tasks as the DOC. I am forever grateful for their support and friendship.

Report Submitted By

A handwritten signature in black ink, appearing to read 'Jeffrey S. Cousineau', written in a cursive style.

Jeffrey S. Cousineau
NHSA Director of Coaching



New Hampshire State Referee Administrator Annual Report CY2021

Highlights of the US Soccer Referee Program in New Hampshire for CY2021

- Referee Registration
 - Numbers rebounded 150% from CY2020
 - Still down \approx 8.5% from 2019
- Assessor/Instructor
 - Roles now combined to Referee Coach or Referee Mentor per US Soccer
 - First Referee Mentor Class held for 8 candidates and 7 completed
 - More classes to be held in 2022 as Assessor/Instructor roles are obsolete after 2022
 - Two NH individuals were successful in US Soccer Referee Coach training #3
- Instruction
 - All spring 2021 training virtual with optional field session per US Soccer PLAY-ON
 - Summer 2021 training both virtual and in-person with required field session
 - Held multiple Continuing Education virtual sessions focusing on foul analysis (via video)
- Referee Coaching/Mentoring
 - Referee Coaches and/or Mentors present at both youth and adult leagues in NH
 - Working to increase observations during 2022
- US Youth Soccer
 - East Regional Championship Tournament (part of National Championship event)
 - Held in NJ in late June/early July
 - Four Referees, Two Referee Coaches and One Mentor represented NH
 - NH Referees received both SF and Final assignments
 - One individual selected at AR alternate for National Finals
 - Frank Scarito, NH SYRA, asked to supplement East Region Referee Committee
 - East Region ODP Tournament
 - Held as sub-regional type of event in multiple locations
 - NH sent referees to event held at Lancaster, MA
- US Soccer
 - Administrators Workshop
 - Held virtually over course of two days
 - Attended by SRA, SDI/SDA & SYRA
 - Focus on referee recruitment/retention and new SafeSport
 - New Grassroots Assignor Training Working Group
 - Led by Rick Eddy, US Soccer Director of Referee Development
 - M. Sadler invited to participate and led effort on new training material
 - New training material rolled out for 2022 licenses for both returning and new

Goals/Objectives for CY2022

- Continue regular State Referee Committee Meetings
- Increase observations of Grassroots Referees to improve skills and develop for higher level
- Help recruit people to referee program through partnerships with leagues, clubs, etc.
- Help improve the overall game of soccer in NH through referee development and training

Respectively Submitted,

A handwritten signature in black ink, appearing to read 'm2910' or similar, written in a cursive style.

Mark Sadler

State Referee Administrator

New Hampshire Soccer Association



**State Youth Referee Administrator
Annual Report CY2021**

The NH State Referee Program continues to put forth effort to increase the opportunities for advanced referee training. With 2021 continuing in tumultuous fashion with the unprecedented presence of Covid-19, many of the usual and customary events that supported referee development were either postponed, modified or ultimately canceled. The constant evolution and modifications of the youth game proved to be exceptionally challenging.

With the aforementioned items in the forefront of thought, the Referee Program hopes for a more “normal” 2022

Recap of the CY2021 cycle:

- East Region Tournament events as follows:
 - ODP Tournament – Modified format in Lancaster, MA
 - President’s Cup – Held with no NH representation from the Referee Program
 - NCS – Held in NJ with one (1) NH referee selected as alternate to US Youth Nationals
- Referee Development
 - Held in conjunction with MLS Next program
- Recreational NHSA Events
 - None Held
- Competitive NHSA Events
 - Fall 2021 NHSL Playoffs were most notable

Upcoming Development Events in CY2022:

- Hopeful return to NHSA with a “State Cup” type program
- ODP Tournament unclear
- US Youth Presidents Cup and NCS to be attended by NH referees
 - Awaiting detail on quantity necessary for each event
 - Logistics planning underway
 -

Respectfully Submitted,

Frank C. Scarito, SYRA



NH State Director of Referee Assessment and Instruction: Annual Report 2021

General

1. Mentored other state associations in the use of the US Soccer Learning Center.
2. Mentored other states in virtual instruction technology and strategies.
3. Collated, assembled, and mailed badges to referees who completed license requirements for 2022.
4. Collated, assembled, and mailed physical law books to Regional Referees, Referee Coaches, Referee Mentors.
5. Continued implementation of SafeSport Guidelines for communication with minors.
6. Liaised with webmaster to keep material up to date on website.
7. Participated in quarterly conference calls with US Soccer and other administrators from across the country to collaborate regarding interpretations of the Laws of the Game and best practices.
8. Attended annual Referee Administrator Workshop.
9. Communicated with US Soccer staff in Chicago, NDA, and other NH SRC members regarding changes in the referee requirements, assessment program, and instructional program.

Observations and Assessments

10. Observations were conducted in NHSL, NNESSL, MLS Next and LHIFA leagues. Mentors and coaches were present at jamborees and league tournaments as requested.
11. Communicated with mentors to ensure compliance with US Soccer Return to Play Guidelines, CDC Guidelines, and NH Guidelines while observing referees.
12. Leagues which provided unrestricted access to real time assignments electronically were continued to be provided free assessments to referees in the leagues.
13. Continued usage of a field pass for all mentors, coaches and assessors to wear and display while observing referees at games as an indication of current license and present in an official capacity.
14. Coordinated to bring in National Referee Coach to observe NH referees and train NH mentors
15. Provided Referee Coaches and Mentors to USYS East Region Championships.
16. Working to provide observations to Futsal Referees.
17. There were 2 Referee Coaches, 7 Mentors, 2 Regional Assessors and 2 Assessors this year.

Instruction

18. Provided hybrid New Grassroots Referee courses. Classroom sessions were held both in- person and virtual. Field sessions were offered in accordance with US Soccer Return to Play Guidelines, CDC Guidelines, and NH Guidelines at the time.
19. Offered virtual updates on Laws of the Game to all referees, coaches, and others with interest.
20. Troubleshooted referee issues with the US Soccer Learning Center.
21. There were 2 Referee Coaches, 7 Mentors, and 3 Instructors this year.

Coaching and Mentoring

22. Two candidates completed the license requirements for the US Soccer Referee Coach Course.
23. Offered a hybrid Referee Mentor Courses in New Hampshire. There were 7 successful candidates. A National Referee Coach assisted with some of the observation task education during the course.

Respectfully Submitted,



John
Breda Jr
NH SDA
/ SDI



New Hampshire Soccer Association

NHSA Board of Directors/Staff/Lifetime Members

2021-2022 Executive Board

Rusty Wightman

President

Term: March 2021 - March 2023

Trevor Fox

Executive Vice President

Term: March 2020 - March 2022

Cullen Madden

Vice President of Youth Competitive

Term: March 2021 - March 2023

Steven Hepburn

Vice President of Adult

Term: March 2021 - March 2023

Vacant

Vice President of Recreation

Term: March 2020 - March 2022

Mark Chagnon

Vice President of Indoor

Term: March 2020 - March 2022

John Ferreira

Secretary

Term: March 2020 - March 2022

Lisa Davidson

Treasurer

Term: March 2021 - March 2023

candia campbell

NHSA Past President

Term: Until new NHSA President Elected

Administrators

Anne Fichera

Executive Director & Registrar

(O) 603.626.9686

Ryan Joy

NHSA Director of Operations

John Ferreira

Bookkeeper

Brad Campion

State Director of ODP

Ed Royer

ODP Administrative Director

Jeff Cousineau

State Director of Coaching

Cullen Madden

Webmaster & Social Media Coordinator

Tamara Morris

TopSoccer Co-Coordinator

Ara Tamzarian

TopSoccer Co-Coordinator

Referee Administration**Mark Sadler**

State Referee Administrator

Frank Scarito

State Youth Referee Administrator

John Breda

State Director of Referee Assessment & Instruction

Lifetime Members

**** NHSA Lifetime Member: Al Brooks**

****NHSA Lifetime Member: Robert Cote (Nashua)**

****NHSA Lifetime Member: Frank Hasek (Framingham MA)**

NHSA Lifetime Member: Richard Hatin (Hooksett)

****NHSA Lifetime Member: Lou Leaver**

NHSA Lifetime Member: Eric Marion (Orlando FL)

NHSA Lifetime Member: John Motta (Nashua)

NHSA Lifetime Member: Noreen Taylor (Merrimack)

NHSA Lifetime Member: Doug Thomas (Londonderry)

NHSA Lifetime Member: William Thorton (Bedford)

NHSA Lifetime Member: Robert Wiley (Hooksett)