



# NHSA AGM

BOOK OF REPORTS  
2023



# TABLE OF CONTENTS

I	2023 AGM minutes	1
II	President Report	13
III	Executive Vice President Report	15
IV	Vice President Youth Comp report	16
V	Vice President Recreation report	19
VI	Vice President Adult Report	20
VII	Executive Director Report	24
VIII	Director of Operations Report	26
IX	Director Of Coaching Report	28
X	ODP Director Report	31
XI	State Referee Committee reports	36
XII	Adaptive Soccer Report	40



New Hampshire Soccer Association  
4-Feb-2023 Annual General Meeting Minutes  
Meeting was done by a Conference Call

**Jeffrey Cousineau** – Moderator / Chair

**Call to Order:** By Chair Jeffrey Cousineau at 8:30 am

**AGM Meeting Part 1 – Jeffrey Cousineau**

- Virtual Meeting Etiquette
- Be in a well-lit area.
- Keep your video “ON”
- Mute your microphone to limit background noise, um-mute to speak.
- Change/edit your screen name to reflect your full first & last name.
- 
- Roberts Rules of Order to be followed
  - General Rules
    - Assure Fairness (all voices heard)
    - Facilitate deliberation
    - Improve decision making
  - Members can only speak when they have been recognized by the chair.
  - Select “*Raise Hand*” from *Emotions Tab* or Type ‘**comment**’ or ‘**question**’ in the chat box to request the opportunity to speak
  - Chair will acknowledge who has the right to speak and how long they have the floor.
- Procedures
  - A ‘Motion’ is the action process.
    - Motion
    - Amendment
    - Amend the amendment
  - A motion is made and then a ‘**second**’ must be made to move the motion to discussion.
  - The motion may be amended. Amendments must be seconded to move to discussion.
  - A motion is voted on whether it carries or is denied.
  - Only one motion is addressed at a time.
  - A member is acknowledged by the chair and given the floor.
  - Member makes a motion by saying “I move that BLANK”.
  - Chair states the motion and then ask the membership if there is a “**SECOND**”.
  - If no second, motion is dead.
  - If there is a second, the chair repeats the motion and discussion begins on the motion.
  - After discussing the motion is to be voted on by the membership.

Checks and balances on procedure.

If there is a procedural issue, a member can call **point of order**. To do so, type point of order in the chat box. Discussion will be paused and the point of order will be addressed.

- The Chair will acknowledge the person who has called the point of order.
- The person will note what procedure was incorrect.
- The Chair will rule on the point of order.
- If the membership believes the Chair's rulings incorrect, an **APPEAL** may be registered.
- The appeal must be second and the membership votes on the appeal.
- Members can only speak when they have been recognized by the Chair.
- Type **comment or questions** in the chat box to request the opportunity to speak.
- Chair will acknowledge the person who has the floor to speak.
- Begin by standing your name and your affiliation.
- When speaking direct your comments to the Chair, not the members.
- Speak only to the motion being discussed.
- When speaking follow these four steps:
  - State your name and affiliation. Restate the motion you are referencing.
  - Offer your opinion. Keep remarks to three points.
  - Conclude by stating how you want members to vote on the motion.

### **AGENDA - Part 1A**

- **Roll Call**
  - **Approval of the Minutes from Last AGM**
  - **Treasurer's Report**
  - **Proposed Fee Changes**
  
  - **Roll Call**
    - **Secretary John Ferreira, "Roll Call"**
      - Club & Representative
      - Leagues
      - Indoor
      - Executive Board
      - Lifetime Members
      - Others not mentioned in aboveIndividuals not called are asked to enter their name and affiliation in the "Chat Box".  
Individuals who entered their name in the chat box were called to confirm their status.
- 
- **Approval of the Minutes from Last AGM, 5-Feb-22**
  - **Secretary John Ferreira**
  - Cullen Madden, Motion to accept minutes – Cullen Madden
  - 2<sup>nd</sup> by – Rusty Wightman
  - John F. - Any discussion? Anyone have any questions regarding the posted minutes from the last AGM?
  - **Chair** - Hearing none, Vote to accept minutes.
  - All were in favor.
  - No abstentions.

- Minutes approved.

- **Treasurer's Report**

**Lisa Davidson, John Ferreira – Document is on file with all reports**

- **Lisa**, introduction and overview

- Summary of last year's budget performance.
- Fiscal year ending Balance Sheet
- Fiscal Year ending P&L
- **Lisa**, any questions regarding last year's performance?
- **Cullen Madden** - Hearing none, I would like to make a proposal to accept the Treasurer's report as written.
- 2<sup>nd</sup> by **John Ferreira**
- **Chair**, anyone decent on this proposal, hearing none, report is accepted.

**Lisa**, will move on to the proposed budget for Fall of 2023 to Spring of 2024.

- **Part 1 – Proposal for League Fees**

- Question by Todd. Why the increases for 7v7?  
**Lisa**, in the past, 7v7 did not always cover the expenses for that age bracket. Referee fee increase and overhead has increased.
- **Michele Parsons**, U15 & U15 with the profit being higher for that age group. **Lisa**, trying to even up each age group, but it is a proposal and is open for discussion.
- **John Ferreira**, when we started the league, we kept the younger age groups as inexpensive as possible and for many years, it was at a loss.
- **Corey Halverson**, suggested that the detailed data that I had asked for, and was given to me, might be made available for other members. Appreciate you getting that data, and I have a few more questions for data which I am sure that John can back you up on.
  - How confident is the board on that these increases will cover referee assignor fees which was \$38,000 and was this put out for bid?
  - The league had income of \$356K, my concern is what we brought in, a lot of that income was on fines and fees, - something we cannot rely on, if we did not have any fine income we would of lost \$13K. Discussion of are we increasing the fees enough to cover costs – excluding fines and fees, so not to have yearly increases?
  - **Lisa**, we have an agreement with the assignors for this season.
  - In my estimated League fees, I “do not” include fines, is as Corey said, we cannot rely on those fines. The increases are based on cost.
  - **Corey**, you answered both my questions, I would like to see more outside bids for assignors.
  - **Nick Symonds**, credit card fees we would like to see reduced. How about mailing a check? I would also like to see 7v7 take a loss to keep kids playing? And I see a healthy cash balance of \$350K.
  - **Lisa**, we do not typically carry forth that much, forward, but much of that is included fall revenue. And, YES, you can mail in a check which drastically increases the workload of the state office and bookkeeper. We are trying to get GotSoccer to bring back ACH.

- **Geoff Carlton**, pass on the fees to the club. Who is our assignor. **John**, currently it is with US Officials and we have it out to bids. It is handled by Paul Athanasiais.

**Geoff**, There are times that referees do not show up, but we are still (clubs) are paying the fees, my suggestion is charge half now and pay the balance the rest of the year. **Lisa**, the LOC decided on the system of payment and to not refund. Suggest

**John**, Corey, you know how detailed I track income and expense, and your questions are spot on. FYI, insurance increased dramatically, we have left our current carrier, found another much less in cost and looking for a long term contract. Clem is working on a field contract. "Balance Sheet", the standard for non-profits, is your profit should be 10% of your income. You reduce that when you reach a fund for 2 years operating cost with no income, capital improvement planning and any reserve for unforeseen expenditures and season to season cash flows. We are looking to replenish our savings account. As far as using checks, before credit cards, I was limited to bring 500 checks to the bank at one time. Banks now have a surcharge on that level of check deposits.

- **Chair**, now that Lisa has proposed fee increases for next year's budget, does anyone want to make a motion to accept the fee increases?

**Cullen**, I would like to make a motion to accept the League fee proposal as written for the Fall of 2023 – Spring of 2024.

**2<sup>nd</sup> by Clem Madden.**

**Cullen**, any further discussion or amendments?

**Kim**, are these increases al inclusive or just League.

**Lisa**, just League.

**Don Hubbard**, did these fees go up last year?

**Lisa**, last year League did not go up and State fee went up \$25.

**Chair**, any other questions?

**John**, for the League fees, only Competitive, Board and Lifetime members vote.

**Corey**, when voting on new fees does this include 7 games? **Lisa**, LOC voted on 7 games and this budget is for 7 games.

**Cullen**, I would like to call the question.

**Cullen**, one vote for each competitive club and one vote for each board member.

**Anne**, total vote count was 88% yes, 12% said Nay. Passed.

- **Chair, State Fee Proposal**

**Cullen**, I will make a motion to accept state fees as presented.

**2<sup>nd</sup> by Clem**

**Lisa**, Overview of current and proposed state fees. Most of this is to cover overhead.

- Insurance liability
- Insurance medical
- Electricity
- Payroll
- Phone/Internet

**Chair**, questions or comments?

**Cullen**, *I would like to amend my motion to include both Section 2, State Fees, and Section 3, NHSA Fee Schedule.*

**2<sup>nd</sup> by Clem**

**Chair**, any discussion?

**Chair**, any dissenting votes on the amendment, Hearing none, motion carries.

**Lisa, Overview** of Section 3, NHSA Fee Schedule.

**Nick Symond**, what if I am new to this, what are the differences in fees?

**Lisa**, League only pertains to the League budget and operating costs for the NHSL.

State fees cover overhead across all organizations, rosters, insurance, staff, rent and operating costs.

**Nick**, recreation fees?

**Lisa, Anne**, USYS GotSport, Insurance

**John**, USYS and Insurance costs = \$6.00 of the \$11 charged. Also overhead.

**Nick**, why going up for Rec when costs are less.

**Lisa**, Insurance is going up, along with overall increases. The Rec teams do NOT pay the state fee. I do not agree with the increases as it pertains to Rec. Is there data I can get of actual Recreation costs? **Lisa**, I will send that data to you.

**David Farr**, I would like to introduce myself as the new VP of Recreation, started in January. I am looking to what the Recreation members' needs are. Ed has been supporting me on how to support the program. We do take the Recreation experience very seriously and look for you all to reach out to me.

**Anne, Lisa – Kelly Gagnon** has questions regarding JDP and Background checks. Cost and coverage.

**John**, \$13,420 for JDP and Risk Management Background checks at \$195. Discussion around coverage.

**Kelly**, I wanted to make sure all of this is happening, as I work in a school and I do not see what the coaches are being checked for.

**Anne**, most definitely do as we are required and we may have to go with a deeper check based upon recent government changes.

**Lisa**, reminder for the spring, any players 18 or older, must have a background check. Cullen and John – that is correct.

**Chair**, move motion to vote, all members can vote on both proposals.

**Anne**, total vote count was 83% yes, 17% said Nay. Passed.

### **Proposed Budget**

**Chair**, I will accept a motion to accept the proposed budget.

Motion made by Cullen Madden and seconded by Clem Madden.

**Chair**, do we have any questions or discussion on the proposed budget?

**Lisa**, Budget recap.

**Chair**, move motion to vote, all members can vote on the proposal.

**Anne**, total vote count was 92% yes, 8% said Nay. Passed.

### **Chair**

We are approaching a short break for 30 minutes.

**Lisa** has her hand raised and would like to make a motion that we move to the next item with no break.

**2<sup>nd</sup> by Mark Chagnon.**

**Chair**, Is there anyone that is opposed?

Very good moving along to part 1B.

## **AGM Meeting Part 1b**

- **Unfinished Business**
- **Board Reports**
- **New Business**
  
- **Chair,**  
Quick information slide on all the coaching courses for the upcoming spring. Go to [www.soccernh.com](http://www.soccernh.com) for detailed information. Course schedule:
  - 13 Grassroots courses over the winter (4 in Jan & Feb, 5 in March)
  - 7 GR11v11, 3 GR9v9, 3 GR7v7
  - 1 USSF D License (Feb - May)
  - 1 USSF C License (Feb - June)

**Chair,** Slide Presentation by **Jeremy Nadler** regarding NHSA Day at the Revs.

Saturday 1-April, schedule, pricing and 'Youth Soccer Player Voucher Program 2023'.

**Corey,** Jeremy has attend an event that we have run. For everyone on this call or new to the AGM, it is important that NHSA supports this event. Great event for the kids and has been a huge success and highly recommended.

**Michele Parsons,** any possibility of having a later date than 1-April. Jeremy, due to the Revs schedule and availability, April was chosen. We do hear you. **Anne,** it was based upon availability and last year we were able to schedule another event in the fall. **Michelle,** in game scheduling can we try to make sure we play other clubs and not teams in our own club.

### **Ed Royer – Director**

Slide Presentation.

State Cup and Presidents Cup. Past history the NHSA was successful in these cups, recently not so successful because of cost and travel. Change this year as teams can enter the state cup competition, but can decide to not travel to Regional Competition. Registration is open until the end of February. The state will pay a set amount per team to send that team. Opportunity to play teams in other divisions within the state.

What is it?

- High level competition for teams U12 - U19
- Tournament style to determine top team in the NH
- An additional competition for teams to compete in
- Winning team claims the title of 'State Champion'

Why should you be there?

- Opportunity to represent NH at Regionals.
- Gives teams more games to play.
- Chose to compete in State Cup or Presidents Cup.
- Affordable cost to play more soccer games at the



- highest level in NH
- Chance to be part of a new era of NH soccer.

**Kelly** games we could expect. **Ed**, depends on the number of teams, say 4, a round robin, more teams in each division, teams schedule games on time availability and if many teams maybe Pembroke fields. **Jason**, why no U11. **Ed**, national U11 team, but we would – could include that in our state cup. Further discussion on tournament details.

- **Chair – Mark Sadler SRA**  
**Mark**, Overview of all the Referee courses being scheduled and locations. Schedule is at [www.nhreferee.org](http://www.nhreferee.org).
- Over 18 referees need to have a background check.
- Plan is to give recreation clubs gratis course, schedule is being done by David and Mark.

## Board Reports

- **Chair**, I will accept emotion to accept all board reports as written.  
Motion made by **Cullen** and seconded by **Lisa**. Is there any discussion regarding the board reports?  
**Chair**, Hearing none is anyone opposed to accepting the executive board reports and staff reports?  
Hearing none the motion passes to accept all board reports as written.
- **New Business**  
**Chair**, Annual Soccer Awards, 1-April  
We need your nominations by March 1<sup>st</sup>.  
**Cullen**, Volunteer and Coach of the Year, Competitive, Recreation, Youth, TopSoccer and Adult Referees and TopSoccer Buddy awards.

## Chair, Lifetime Member Award – candia campbell

### Presented by John Ferreira

Dear Members of the New Hampshire Soccer Association,

We, the New Hampshire Soccer Association Executive Board, are honored to bestow candia campbell with Honorary Life Membership within our Association. candia – yes, that is spelled with the lowercase “c”, has made a significant impact on the soccer community in New Hampshire and deserves recognition for her tireless efforts and contributions.

candia has been involved with soccer in the state for the past 25 ‘plus’ years. I first met candia pre 2000 where she was on the board of the Southern NH Youth Soccer League (SNHYSL) as Secretary. By then, candia was heavily involved in all aspects of the of the soccer community and her commitment to youth development, helping to create an environment for players to develop their skills and love for the sport. candia was also instrumental in the merger of the then SNHYSL and the Granite State Girls Soccer League (GSGYSL).

In 2002, candia was elected to the New Hampshire Soccer Association Executive Board as Competitive Vice President, a position she served in for over a decade. In 2012, candia was elected as the Executive VP of the NHSA, a position she held until 2016, at which time she was elected as President, and most recently served on the board as Past President. candia was inducted to the 40th class of the New England Soccer Hall of Fame in 2017.

It is with great honor that we bestow Candia Campbell with Honorary Life Membership within the New Hampshire Soccer Association. Her contributions and commitment to our organization and the soccer community in New Hampshire are truly outstanding and deserving of recognition and her 30+ years of service.

Sincerely,

**NHSA Executive Board**

**New Hampshire Soccer Association**

Rusty Wightman, President  
Clem Madden, Executive Vice President  
Cullen Madden, Vice President of Youth Competitive  
Dave Farr, Vice President of Recreation  
Mark Chagnon, Vice President of Indoor  
John Ferreira, Secretary  
Lisa Davidson, Treasurer

**Chair, Lifetime Member Award William "Rusty" Wightman  
Presented by Cullen Madden**

Dear Members of the New Hampshire Soccer Association,  
We, the New Hampshire Soccer Association Executive Board, are honored to bestow William "Rusty" Wightman with Honorary Life Membership within our Association. Mr. Wightman has made a significant impact on the soccer community in New Hampshire and deserves recognition for his tireless efforts and contributions.

Mr. Wightman founded the Hillsboro Heat Soccer Club in 2014, which has since become a thriving and competitive organization for young soccer players in the area. He has demonstrated his passion for soccer and commitment to youth development, and has worked tirelessly to create opportunities for players to develop their skills and love for the sport.

In 2017, Mr. Wightman was elected to the New Hampshire Soccer Association Executive Board as Executive Vice President, and in 2019, he was elected as its President. During his time in these roles, he has been instrumental in driving the Association's mission to promote the sport of soccer in the state, and has worked tirelessly to create programs and initiatives that benefit players of all ages and abilities. Mr. Wightman also has a big picture view of the sport within the state and has tirelessly worked to promote all levels of education within the game, including for coaches, administrators, and referees. He understands the importance of a well-rounded soccer community and has been a strong advocate for continuing education, creating programs and opportunities for individuals in these roles to enhance their knowledge and skills.

In addition to his work at the club and Association levels, Mr. Wightman has been committed to working within our eastern region and the national association to always do what is best for the members of New Hampshire Soccer. He has a deep understanding of the importance of collaboration and teamwork, and has worked closely with other leaders in the sport to advance the goals and interests of our state's soccer community.

It is with great honor that we bestow William "Rusty" Wightman with Honorary Life Membership within the New Hampshire Soccer Association. His contributions and commitment to our organization and the soccer community in New Hampshire are truly outstanding and deserving of recognition.

Sincerely,

**NHSA Executive Board**

**New Hampshire Soccer Association**

Clem Madden, Executive Vice President

Cullen Madden, Vice President of Youth Competitive

Dave Farr, Vice President of Recreation

Mark Chagnon, Vice President of Indoor

John Ferreira, Secretary

Lisa Davidson, Treasurer

**Chair, - Session Break 2**

**Cullen** has his hand raised and would like to make a motion that we move to the next item. Motion has been made by Cullen and his second by **Mark Chagnon**.

Is there anyone that is opposed? Hearing none, Very good moving along to **AGM Part 2**.

**AGM Meeting Part 2**

- **Election of Officers**
- **Date of Next Meeting**
- **Good of the Game**
- **Adjournment**

**Chair - Election of Officers**

Positions up for election are:

President. Rusty Wightman is the incumbent. Running unopposed.

**Secretary, John Ferreira**, Seeing the candidate is running unopposed, as Secretary I am casting one vote for Rusty Wightman.

Vice President of Youth Competitive. Cullen Madden is the incumbent. Running unopposed.

**Secretary, John Ferreira**, Seeing the candidate is running unopposed, as Secretary I am casting one vote for Cullen Madden.

Vice President of Adult. Mark Chagnon was the VP of Indoor, has resigned to run for VP of Adult. Running unopposed.

**Secretary, John Ferreira**, Seeing the candidate is running unopposed, as Secretary I am casting one vote for Mark Chagnon.

Treasurer, Lisa Davidson is the incumbent. Running unopposed.

**Secretary, John Ferreira**, Seeing the candidate is running unopposed, as Secretary I am casting one vote for Lisa Davidson.

**Chair - Date of Next Meeting**

**Chair,** I will accept a motion to set a date and time for next year's AGM, to be February 3<sup>rd</sup>, 2024. Motion made by **Cullen** and seconded by **Lisa**. Is there any discussion on this date? Is anyone opposed? Hearing none, motion passes, next year's AGM is set for February 3<sup>rd</sup>, 2024.

### **Chair - Good of the Game**

**Cullen,** we have had a good year. I would like to thank Ed for stepping into this role as Director. We have had some great area colleges do well. I thank all on this call for all you do for soccer in NH.

**John, Insurance costs.** A lot of states were caught off guard with last minute insurance charges. Last minute, as it takes months to get binders for all our policies and get quotes. Biggest increase was "D&O", Directors and Officers Liability, where there was an increase from \$1,000 to \$10,000. And in the past, our previous carrier, would let us include all the clubs. I did manage to get all policies renewed with a new agent with more coverage and at a lower cost. However, Clubs will now need to get D&O if they so choose. As an FYI, we have had D&O coverage since 1996 and have not had a single claim against us.

Why D&O? (Reference from Hartford Ins. Co.)

Directors and officers (D&O) liability insurance protects the personal assets of corporate directors and officers, and their spouses, in the event they are personally sued by employees, vendors, competitors, investors, customers, or other parties, for actual or alleged wrongful acts in managing a company. The insurance, which usually protects the company as well, covers legal fees, settlements, and other costs. D&O insurance is the financial backing for a standard indemnification provision, which holds officers harmless for losses due to their role in the company. Many officers and directors will want a company to provide both indemnification and D&O insurance.

Directors and officers are sued for a variety of reasons related to their company roles, including:

- Breach of fiduciary duty resulting in financial losses or bankruptcy
  - Misrepresentation of company assets
  - Misuse of company funds
  - Fraud
  - Failure to comply with workplace laws
  - Theft of intellectual property and poaching of competitor's customers
  - Lack of corporate governance
- Illegal acts or illegal profits are generally not covered under D&O insurance.

Does Your Business Need D&O Coverage?

It's a common misconception that D&O claims are mostly a public company phenomenon. In fact, a recent Towers Watson survey showed that public, private, and non-profit companies all face D&O litigation risks. Any business with a corporate board or advisory committee should consider investing in D&O insurance, including non-profit organizations.

You can contact myself or Lisa for companies offering board coverage.

### **Chair – Thomas Sowinski, past president**

I would like to thank both Candia and Rusty for your contribution and your Lifetime Membership Award.

**Jason Huberty**, will 7 games be the now for spring and fall. **Ed**, yes. **Lisa**, the budget is for 7 games and part of that is because of trying to get 8 games in was difficult.

**Dave Farr**, looking for your help to make new connections within your towns to grow recreation.

**Patrick Kelly**, discussion about referee assigning. Having been involved in negotiating referee assignor contracts and I understand having one organization is beneficial. It has been frustrating when we try to get feedback back to the referees. Now that there has been so much work done to unify the NH Soccer landscape under US Youth, I would like to encourage the board to study the way we have been doing refereeing assigning and consider bringing this in-house for financial and control reasons.

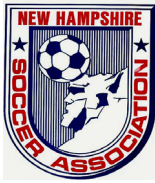
**Cory**, our club, Revolution United, we also recognized Rusty as a Lifetime member. Rusty leadership has been an improvement in NH soccer. Rusty leadership has seen improvement in all the programs, ODP Coaching courses, refereeing, LOC etc. – and we would like to thank Rusty for his contributions.

**Chair**,

To that point I would like to thank each and every one for their time this morning and their commitment to New Hampshire Soccer. It is important that we all try to make all that it can be.

**Chair**, anyone else have anything for the good of the game? Hearing none, **Cullen** you have a magic phrase to end our regular board meetings: **Cullen**, I would like to make a motion to adjourn, **2<sup>nd</sup> by everyone in attendance.**

Respectfully Submitted  
John Ferreira  
NHSA Secretary



**New Hampshire Soccer Association  
2023 Annual Report for the 2024 Annual Meeting**

Submitted by  
Clement Madden, President



2023 was a year that saw our New Hampshire Soccer Association overcome a significant challenge while continuing to provide great service to our membership and provide wonderful playing opportunities in several different areas. The state of the NHSA is strong and the board and staff are consistently working hard to strengthen the organization while advocating for our needs at the regional and national levels.

The greatest challenge we faced as an organization was the death of our beloved President, Rusty Wightman, shortly after our AGM last year. Rusty was committed to the organization, he worked hard to help achieve our goals and will be greatly missed as President and as a person.

When Rusty passed away, I assumed the role of President as outlined in the Articles of Agreement and Association By Laws. I have endeavored to expand my knowledge as much as I can regarding the landscape of soccer in NH while attending regional and national calls or meetings of the USYSA, USASA and USSF.

The landscape of soccer in NH is varied and diverse, and even more so at the regional and national levels. There is always a lot to learn at every level, and there are always people to meet to get new ideas and inspiration for growing soccer in NH.

We welcomed a new person to the NHSA board this year: Ms. Erica Crea joined the board as the Executive Vice President, and she has done an excellent job getting up to speed while overseeing her areas of responsibility which include our Olympic Development Program (ODP) and the NHSA Fields in Pembroke. She has also done a great job in invigorating our social media presence and outreach and we are grateful for her skills in that regard.

Mr. Mark Chagnon became the Vice President of Adult, which means that he vacated his role as Vice President of Indoor which has been a great change for the Adult game in NH.

The rest of our board Mr. Cullen Madden (VP Youth Competitive), Mr. Dave Farr (VP Recreation), Mr. John Ferreira (Secretary) and Ms. Lisa Davidson (Treasurer) have been performing their duties diligently and I am grateful for the knowledge (and patience) while learning the role of President.

Our Executive Director, Ms. Anne Fichera, has been a steady presence in the office, managing multiple fronts with her typical good cheer and encyclopedic knowledge of GotSport while being on weekly calls and attending meetings all over the country on our behalf.

Our Director of Operations, Mr. Ed Royer, has also been working diligently and conscientiously while running the New Hampshire Soccer League in a manner that puts the player first with an emphasis on development and good behavior. We are proud of the product the NHSL delivers.

Our Program Director of ODP, Mr. Brad Campion, had a very productive year for our ODP athletes. Brad, along with Ed Royer (ODP Administrator), has increased the development opportunities for ODP players and has grown the program steadily over the past two years. Brad



**New Hampshire Soccer Association  
2023 Annual Report for the 2024 Annual Meeting**

Submitted by  
Clement Madden, President



has recently been hired as the Head Coach of the Skidmore College Men's Soccer Team and we wish him the best of luck in his new job.

Our State Director of Coaching, Mr. Jeffrey Cousineau, has done an exemplary job providing coaching education opportunities at nearly every level- grassroots, D license, C license and beyond. We are grateful for his steady leadership and dedication to helping coaches realize their potential.

We are especially grateful to our Adaptive Soccer Team at NHSA: Mr. Ara Tamzarian, Ms. Tamara Morris and Mr. Kyle Gray. Ara, Tammie and Kyle have expanded the TOP Soccer playing opportunities throughout the state. Kyle, along with Ara and Tammie, has spearheaded the Blind Soccer program and has attended regional and national events as one of the first Blind Soccer programs in the nation.

As always, we are grateful to our colleagues and collaborators at the State Referee Association- Mr. Mark Sadler, Mr. Frank Scarito and Mr. John Breda.

In the weeks after I became the President of the Association there were a few areas that became clear that we could work on in order to make the Association stronger. In my mind, these were policy and strategic vision. The board has worked in the past year to review and propose updates regarding our Articles of Agreement and Association By Laws. These are posted on the website under the AGM tab, and I invite you to review them. Many of these changes are minor changes meant to correct grammar, titles or outdated information that is no longer applicable. A few represent some changes in process. The board endorses these changes and hopes that after your review and questions, you will support the proposed changes.

Our strategic plan has been a longer process and involves many moving parts- our fields (the Association's single biggest asset), our programming, our structure and so on. The board worked with a long-time contractor to help us organize our values, opportunities and challenges to begin to formulate a long-term plan to keep the Association vibrant, pro-active and responsive to its members.

As President I have attended several NHSA disciplinary hearings over the past year and while some of the behavior is egregious, I am glad to report that terrible behavior is not rampant. As an Association we have a dedicated disciplinary committee chaired by Mr. Nick Wallner and I am grateful to Mr. Wallner and his committee for their continued hard work, good judgement and unbiased attention to detail in hearing a case and rendering a fair decision. As an association I think it is important that we have zero tolerance for referee abuse at every level and having a responsive and engaged disciplinary committee helps with that goal.

In my role of President, I have had the privilege to represent NHSA at the USYS AGM in Orlando in July with Anne Fichera, at the USYS Symposium in Minneapolis in September with Anne and soon at the USSF AGM in Dallas with Anne and Mark Chagnon. These meetings are amazing



**New Hampshire Soccer Association  
2023 Annual Report for the 2024 Annual Meeting**

Submitted by  
Clement Madden, President



opportunities to meet with other state associations and learn about the different approaches they may have in how they approach certain parts of the game.

For the next year we have several goals that we will pursue including updating our policies, which will be an ongoing process, and reviewing our logo and branding. In the short term, hiring new a staff member to fill the director vacancy at ODP will be an opportunity to review the leadership structure of that program and discuss possible changes in that regard.

For the good of the game- save the date for NHSA Day at Gillette Stadium on April 6<sup>th</sup>! Always a fantastic time for the players!

Respectfully submitted,

Clement T. Madden  
President  
New Hampshire Soccer Association  
January, 2024





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## **New Hampshire Soccer Association**

### **2023 Annual Report for the 2024 Annual Meeting**

Starting just this past November in my role of Executive Vice President, I support our President, Clem Madden, as well as the traditional EVP roles of overseeing the ODP, support New Hampshire Soccer League playoffs and the management of the fields in Pembroke. As EVP my involvement is supporting the ODP staff in the organization and location management of tryouts, trainings and game play. Brad Champion has been an excellent ODP leader but has found a new and exciting opportunity with Skidmore College as their new Men's Head Coach. I will be part of the team searching for a new ODP Director for the 2024 cycle. As a former LOC member working closely with Ed Royer, our NHSL Director is something I have enjoyed doing for many years. NHSL has some exciting plans associated with recruitment, league and playoff play and I look forward to supporting all of these initiatives. One focal point we'll be looking to improve is the recruitment of NHSL players into NH's referee pool. The fields at Pembroke are looking for a new maintenance partner and are currently fielding bids on that project. A focus for Pembroke state field usage this year will be increasing the revenue potential of our state's fields. We have a beautiful facility with 7 fields and parking, in a state where field accessibility is a hot commodity, we intend to be more proactive in marketing this valuable resource.

I have partnered with Anne Fichera the NHSA Executive Director on a rebranding initiative and establishing a quarterly newsletter to improve our NHSA communication and information dispersal. We will look to improve our social media presence and grow our active members with more targeted content.

As the newest member of the NHSA Board I am excited to collaborate with my fellow Board members and support all NHSA soccer initiatives. The group has been excellent to work with and the energy and focus of the total Board is impressive. I am excited for what we can collectively accomplish in 2024.

Respectfully submitted,

*Erica H Crea*

Executive Vice President

January 30, 2024



## VICE PRESIDENT OF YOUTH COMPETITIVE SOCCER 2023 ANNUAL REPORT

Having served on the *New Hampshire Soccer Association* (NHSA) Executive Board for the better part of 8 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.

Your steadfast support has played a crucial role in enabling NHSA to remain the cornerstone of soccer in the State of New Hampshire. Thanks to your commitment, NHSA has been able to concentrate on furnishing clubs with the necessary resources to reach their objectives and foster the growth of soccer within our community. Through our collaborative efforts, we've witnessed clubs flourish on their own terms, free from concerns about unwarranted interference or attempts to assume control over their identity, an issue experienced by clubs within rival associations in the past. Together, we have created an environment where clubs can thrive and flourish independently.

I would like to express my gratitude to the dedicated team of individuals with whom I have the privilege of serving on the NHSA State Executive Board, as well as the NHSA Executive Director and the New Hampshire Soccer League (NHSL), including our League Director, Ed Royer, who also serves as the NHSA Director of Operations, and the League Operating Committee (LOC). Their unwavering commitment has been instrumental in consistently advancing initiatives that ensure the youth of New Hampshire can enjoy a soccer experience that is safe, enjoyable, and authentic. The collaborative efforts of this team make it possible to provide valuable opportunities for youth participation in soccer throughout the state.

I and the *New Hampshire Soccer Association* 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.

In 2023, my now five-year-old son Jameson, who is autistic and requires a posterior walker, continues to find immense joy on the soccer field, marking his third year of participation. Witnessing him navigate the pitch with his walker, sporting a radiant smile, remains a source of profound happiness for me. While he may not fully comprehend the intricacies of the game, he recognizes the soccer field as a haven for enjoyment and play. It's a space where he can run freely, leaving behind the complexities of life to just be himself.

The birth of our second son, Cormac, in September has added another layer of joy to our lives. Jameson has become an inspiring role model for Cormac, demonstrating the power of perseverance, love, and joy in the face of unique challenges. As Jameson continues his soccer adventures, Cormac eagerly watches and learns, fostering a bond that goes beyond the pitch.

The simple yet powerful emotion of joy fills my heart as I observe Jameson embodying his loving, happy, humorous, and somewhat stubborn self, with a heart of gold during his soccer

adventures. Jameson's journey on the soccer field is a testament to the inclusivity and adaptability of the game, allowing children of all abilities to participate and flourish. This renewed sense of energy propels me once again to carry the torch for another year, dedicated to supporting those who, like me, aspire to create an environment where every child, including those with unique needs, can revel in being their authentic selves on the soccer field.

As we go into 2024, let us reflect on some of the lessons we have learned in 2023:

- Our young athletes are in the developmental stages of their soccer journey, and it's crucial to acknowledge that they will make mistakes as they learn and grow, whether in their roles as players, referees, or simply as your children. As role models, we aspire to instill in them the understanding that making mistakes is part of the process. Emphasizing that victory is not the sole measure of success, we believe they often gain more valuable lessons from losses.
- Participation on the soccer field is a privilege, not an entitlement. Should our players, coaches, managers, or spectators contribute to a negative atmosphere or tarnish the reputation of the game, there can, and likely will be consequences. In 2023, unfortunately, we observed some members learning this lesson the hard way. Ignorance of policies or rules does not excuse poor decision-making. Let's set a gold standard for decorum to ensure the best opportunities for our children are not compromised.
- Involvement is key! Those who make the most significant impact on their children's soccer experience are often those who invest more than just sideline presence. We encourage everyone to obtain coaching and/or referee licenses, inquire about volunteering opportunities within your club, and consider serving on a board or committee. The more engaged you are in the sport, the more your child is likely to be invested as well.
- Question and hold your clubs accountable. As parents, we share the common goal of wanting the best for our children in their soccer development. It's your responsibility to ensure the chosen club fulfills its commitments. Ask questions, seek clarification, and resist succumbing to assumptions. The right fit for your child may be close to home or require some travel and financial investment. Assess your family's situation and make decisions based on what is best for your child.
- Value your volunteers. Many of our clubs rely on the dedication of volunteers, including the NHSA Executive Board and NHSL LOC, which are entirely volunteer-based. Respect and support for these individuals are crucial, as they are the backbone of any organization. By acknowledging their contributions and offering assistance when needed, we can ensure that our volunteers feel valued and motivated to continue making a difference. Remember, we are stronger together than apart, so let's unite in supporting all volunteers within our community.

NHSA is unwavering in its dedication to understanding your needs, and we proudly commit to investing the time required to grasp your perspectives. Our agenda remains straightforward and transparent – we aim to encourage as many children as possible to engage in soccer at their chosen level, delivering programs that captivate and inspire not only the young players but also their families, volunteers, and officials. In addition to these fundamental principles, we kindly request our members consider the following child-centric initiatives:

- **Enhanced Kid-Focused Programs:** We encourage your active participation in shaping programs that are specifically tailored to excite and engage young players. Let's work together to create initiatives that make soccer a fun and rewarding experience for every child involved.
- **Promotion of Youth Development:** Emphasize the importance of holistic youth development within your association. Support initiatives that go beyond the game itself, focusing on character building, teamwork, and personal growth for our young athletes.
- **Inclusivity and Accessibility:** Strive for inclusivity in soccer programs, ensuring that every child, regardless of background or ability, feels welcome and has access to the beautiful game. Let's collectively work to break down barriers and create opportunities for all.
- **Continuous Learning and Skill Development:** Encourage ongoing education and skill development for both players and coaches. By fostering a culture of learning, we can ensure that our young talents thrive and reach their full potential.

We remain steadfast in our belief that as one association, focusing on simplicity, embracing mutual accountability, and avoiding decisions that fragment the game locally, we can build a thriving soccer community in the beautiful State of New Hampshire. Your full participation in New Hampshire Youth Soccer is crucial, as decisions made collectively contribute to the greater good of our soccer community. Together, we can set an example for the entire country and continue to elevate the game in our great state.

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 2023. 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 2024.

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**



## Recreation Annual Report

The Recreation program's primary accomplishments this year revolved around Top Soccer, now known as Adaptive Soccer. Ara Tamzarian, Tammie Morris and Kyle Grey have been spearheading these efforts and have built great connections and are growing a program that we expect to be a model for other states to follow.

Kyle has attended numerous trainings and events and was able to bring these learnings back to us. He successfully ran a Blind Soccer kick off event that is just the beginning of a Blind Soccer program in NH. Ara was able to bring his connections to bear to make the event more of a celebration, allowing people to socialize over some food and snacks donated by local businesses. Their latest project is to build more programs including amputee soccer and grow the Top Soccer programs in new school districts.

One of the board's goals this year was to run a recreation focused Jamboree, but we were unsuccessful in that goal. We did not allow enough time to fully plan the event and pull in the attendance we wanted with our recreational members. Our goals, as stated below, are to start planning earlier and run a successfully recreational jamboree in 2024.

One of the biggest challenges of the recreation program has been getting direct feedback from recreation clubs. While our aspiration is to provide more resources, we've found that we are not sure what clubs actually need. We are looking for ways to gather better feedback on what services would be most beneficial, be it live coaching training, new coach booklets, age appropriate skill checklists, assistance with how to handle off field issues (Parents, referees, towns, scheduling). We have a team of people who love soccer and bring years of experience, we just need to find ways to be better connected with our local recreational leaders to better support them.

For the good of the game,

*David Farr*

David Farr



## **VP Adult ANNUAL REPORT 2022-2023**

### **Affiliated Outdoor Leagues**

#### ***Latino Hispanic international Football Association***

*This league consists of 10-12 annually. They play league games at Mines Falls fields. Games are typically played on Sunday mornings but games are also played on Saturday let afternoons if need be.*

#### ***New Hampshire Summer Soccer Conference.***

*They suspended play last year coming out of Covid 19. They have had meetings and are selecting a new board of directors. They are also in the process of moving their business model from full league play to Saturday afternoon pick up format. The players would register as if they were joining a team in a league through Gotsport. They would then pay to play on a weekly or season basis.*

***Future Opportunities:*** *My Social Sports – This is an all Coed outdoor & indoor league. We are working with them on pricing to affiliate & tournaments.*

#### ***Tournaments: The inaugural Rusty Whitman Cup.***

*This game was played at the university of Vermont. The opposing team was made up of an all-star team for Vermont's Elite 8 & Elite 12 leagues. We took a hand-picked team of players to this honorary game. We won 5-0 on a rain-soaked day. We will be hosting this game here in NH this year. Also, we will be adding a Coed game to the event. The trophy will stay with each annual winner.*



***Lamar Hunt O40 National tournament – A local men’s league team which plays in the Over the Hill Soccer League entered this tournament to represent NH. The game was play in Roxbury Ma. Again, on a rain-soaked day they lost 7-0.***

***We will be submitting teams into this tournament in 2024. This time as a state team.***





### ***Affiliated indoor Adult League***

#### ***International FC Futsal***

This is their 4<sup>th</sup> season as a sanctioned league. They register their players through Gotsoccer. They have 8-10 teams and play their games in Nashua, NH.

#### ***LHIFA Indoor Soccer League***

They play on 2 fields every Friday night. They have 8 teams and are currently running their league out of Sportsplex in Bedford. They have also started an indoor futsal program.

#### ***Auto Fair Sport dome:***

They have a full range of adult programs from Men's, Women's & Coed.



**Mark L. Chagnon**

• **NHSA email – [Adultvp@soccernh.org](mailto:Adultvp@soccernh.org)**





## **NHSA ANNUAL REPORT 2023 EXECUTIVE DIRECTOR**

First and foremost let me start off saying to you 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!

The Gotsport Software is fully rolled out 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.

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 – Ed Royer  
Director of Coaching - Jeffrey Cousineau  
Director of ODP - Brad Champion  
Admin of ODP - Ed Royer  
Adaptive Sports Coordinators - Ara & Tammy Tamzarian & Kyle Grey  
Finance Manager - John Ferriera

NH soccer is excited that we are continuing to work 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. Working with Coego and Erica Crea we have been able to put out our first Quarterly newsletter

Exciting to say we are one of the first State Association to offer Adaptive sports programming to grow the game! Blind Soccer - Topsoccer- Amputee soccer are just some of the area's coordinators Ara, Tammie and Kyle are organizing. For more information please reach out to [topsoccer@soccernh.org](mailto:topsoccer@soccernh.org).

As we move forward for another year. I am truly thankful for the support you all have given to myself and NHSA 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 jam packed 204. Stay healthy!!

Respectfully Submitted

**Anne Fichera**



# Annual Report

January, 2024

Director of Operations: Ed Royer / [director@nhsoccerleague.com](mailto:director@nhsoccerleague.com)

**Summary:** NHSL Director for Spring and Fall 2023 Season overseeing league growth and rebrand with social media presence development and partnerships with vendors for playoffs. Facilitated partnership with Elite UK Summer Camp and New England Revolution to increase state revenues and provide quality summer programming for NH Soccer families. Developed and Facilitated Winter Adult and Youth Indoor Soccer League programming in conjunction with partnership with NH SportsDome overseeing over 100% growth from 2021-22 and revenue growth and turned over league to member organization / partner NH SportsDome. I received great support from board members and Executive Director Anne Fichera throughout the year.

NHSL League Operations:	<ul style="list-style-type: none"><li>● Fall Season saw growth in teams and new organizations (334 teams) from Fall 2022 through recruiting and club growth. Spring season saw growth towards 10% year over year (382).</li><li>● Organized NHSL Playoffs to provide positive experiences for the NH Soccer family and incorporated multiple vendors that profit-shared / made donations back to NHSA/NHSL to increase revenues and reduced costs from prior playoffs.</li><li>● Coordinating Referee courses and promoting the referee pathway to increase referees in areas of need.</li><li>● Created and incorporated food drive with NHSL playoffs donating over 1,000 food items to Nashua Soup Kitchen in Fall 2023,</li></ul>
Marketing:	<ul style="list-style-type: none"><li>● Re-design of league and logo and new brand campaign.</li><li>● Developed a professional social media presence through Instagram and regular professional postings – increasing followers from 40 to 450+ for NHSL - posts highlighting referees, clubs, coaches, and matches.</li><li>● Created Posters for NHSL and Winter League adult and youth to market, brand, and promote programming.</li><li>● Secured New Hampshire Dome Soccer League trade name and development of logo and New Hampshire Soccer League tradename.</li><li>● Direct consumer contact to grow Indoor leagues.</li><li>● Started NHSA Instagram account – 250 followers</li></ul>



Indoor League(s):	<ul style="list-style-type: none"> <li>● Created, Managed and operated Indoor Adult Men's, Women's, and Coed Soccer leagues Started with 4 teams and</li> <li>● Program and Event development and construction for adults and youth</li> <li>● Front facing extensive communication and customer service facilitating leagues.</li> <li>● Estimated revenues in excess of \$120,000.00 from indoors programs starting in January 2023.</li> <li>● Turned league over to member organization NH SportsDome at end of season.</li> </ul>
Camps / Tournaments / Events:	<ul style="list-style-type: none"> <li>● Summer Camp partnership program development to work with camp providers to help them promote and administer programming – partnered with New England Revolution and other private providers for multiple weeks.</li> <li>● Working with New England Revolution and Colleges in NH to bring additional programming to New Hampshire.</li> <li>● Working with youth programs to expand and improve offerings for NH families</li> </ul>
Summary and Direction	<ul style="list-style-type: none"> <li>● Extensive growth and improved marketing and customer experience with the goal of providing and improving soccer opportunities and programs for the NH Soccer family at the direction of the Board. Looking forward towards continued development and growth in processes, procedures, and programs. Specific future goals to improve awareness and participation in the State Cup, President's Cup, and third tier Cup, to create and launch an educational after school soccer program for economically disadvantaged families and continue to improve the NHSL experience for clubs and families while pursuing additional development under the direction of the Board. Continued development of mechanisms to ensure player centered learning environments.</li> </ul>





## New Hampshire Soccer Association Olympic Development Program 2023 Annual Report

Submitted by  
Jeffrey Cousineau - Director of Coaching of Education

The mission statement of the NH Soccer Association states, in part, that NHSA will *provide opportunities for participants to develop to the highest skill level of the individual's ability*. To be successful at this task, NHSA must provide opportunities for coaches to develop and refine their teaching skills so as to create the best learning environments for the players.

The NHSA Coaching Education Department strives to be partner in learning to all coaches so they can be the best coach they can be and ultimately allow players to learn and play in environments that is fun.

The following are two key tasks and projects over the past year that targeted that the state's mission statement.

### 1. NHSA Hosted USSF Courses

NHSA continues to work hard to provide opportunities for coaches to take a U.S. Soccer Federation coaching course and thereby advance themselves through the USSF coaching education pathway. The delivery of the courses is either the all in-person format and the blended format with both virtual and in-person meetings. The ability to deliver course as in-person or blended allows for the greatest opportunity to reach coaches throughout the state.

Information and registration for USSF coaching courses is conducted through the USSF Learning Center (LC). The USSF LC is a powerful platform that brings together information and tools for advancement for coaches.

#### USSF Grassroots Courses

The USSF Grassroots courses were focused in two specific times during the year. The first sessions were held in the winter, January through March. During this stretch, GR courses were conducted in the blended format, with the in-person sessions conducted at the AutoFair SportsDome. The AutoFair SportsDome provided a real training and training environment for the student coaches. The second series of GR courses were held in the summer, late July through August. These courses were mostly in-person format and hosted by a variety of clubs. I want to thank the hosting clubs for their collaboration in providing the learning opportunity for their coaches and coaches from across the state.

NHSA and NHSL continue to remind coaches and club officials that there is a coaching certification requirement for coaches. This required all coaches to have at least a Grassroots License that matches the play model for the team they are coaching. The return to coaching certification reflects the associations recommitment to creating the best learning environments for players.

NHSA hosted a USSF D License in the winter/spring. The USSF D License is the highest level course that is run by the state. The course was very popular with 26 coaches enrolled. The course was delivered in the blended format and culminated with four days of in-person sessions, 2 days in March and 2 days in April. Each day started with classroom sessions with the student coaches analyzing the game and developing a training session. The day ended with a field session that consisted of a demo training session conducted by the educator staff and then the student coaches conducted a training session they had developed during the classroom session. The field session were held at the AutoFair SportsDome.



**New Hampshire Soccer Association  
Olympic Development Program  
2023 Annual Report**

Submitted by  
Jeffrey Cousineau - Director of Coaching of Education

Finally, NHSA also co-hosted a USSF C License with MA Youth Soccer. This was the sixth co-hosted course with MAYS. The course ran from February through June. The course was delivered in the blended format with a 4-day in-person meeting that was held in Hooksett, NH. The classroom sessions were conducted at Southern NH University and the field sessions were held at the AutoFair SportsDome.

The 2023 year was one of the most successful for the coaching education department with a large number of coaching courses offered throughout the year.

Course	Number
USSF National C License	1
USSF National D License	1
USSF Grassroots 11v11	9
USSF Grassroots 9v9	5
USSF Grassroots 7v7	5
USSF Grassroots 4v4	1

***These 22 NHSA hosted courses saw over 340 coaches advance their coaching skills and earn their coaching license.***

2. Building the NHSA Instructional Staff

All state staff educators of USSF courses must pass a certification course. At this time, NHSA has nine (9) certified USSF Educators on staff.

Name	Grassroots Educator	D License Educator	C License Educator
Jeffrey Cousineau NHSA DOC Education	X	X	X
Iwan Fuchs	X		
Kelly Gagnon	X		
Matt Malej	X	X	
Ed Royer	X		
Mark Ruest	X	X	
Dave Saxe	X	X	
Joe Silveira	X		
Lenny Webb	X	X	



**New Hampshire Soccer Association  
Olympic Development Program  
2023 Annual Report**

Submitted by  
Jeffrey Cousineau - Director of Coaching of Education

Understanding the importance of flexibility and availability to serve the needs of NH coaches and clubs, I continue to actively recruit coach educators to be part of the NH Instructional Staff. If you are interested in becoming a USSF Coach Educator, or know of someone who you think would be a good candidate, please forward me their name and contact information so I can start the interview process.

It is my goal to send another 3+ coaches to USSF Coaching Educators course and increase the total number of educators on the NH Instructional Staff.

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, which appears to read "Jeffrey S. Cousineau".

Jeffrey S. Cousineau  
NHSA Director of Coaching Education





# Olympic Development Program

## United States Youth Soccer

### New Hampshire Soccer Association

2023 Annual Report - Olympic Development Program  
Submitted by Brad Campion—Program Director  
Website: [soccernh.com/odp](http://soccernh.com/odp)

The 2023-2024 New Hampshire Olympic Development Program (ODP) season is currently in its winter pool training phase with over 380 players participating on 12 different teams (Boys and Girls U12-U17). We have an excellent coaching staff that includes 11 college coaches, 9 female coaches, 4 current NH college soccer players, and a robust high-level goalkeeping staff. The winter session will conclude on February 10th and our NH State Teams will be selected for the spring season.

#### Coaching Staff:

Age Group	Gender	Coaches	Age Group	Gender	Coaches
U12 (2012)	Female	Joe Silveria	U12 (2012)	Male	Tony Karibian
		Linnea Hicks			Alan Kehoe
		Lauren Conti			Thomas Prentice
U13 (2011)	Female	Emily Michaels	U13 (2011)	Male	Rand Cayer
		Molly Bieksha			Gavin Madden
U14 (2010)	Female	Laura Ray-Hokanson	U14 (2010)	Male	Panos Galatas
		Nicole Cotrone			Jake Natola
U15 (2009)	Female	Peter Clarke	U15 (2009)	Male	Iwan Fuchs
		Molly Bieksha, Ashley Hein			Larry Bolduc
U16 (2008)	Female	Paul Webster	U16 (2008)	Male	Brad Campion
		Ande Allison			Alex Satrustegui
U17 (2007)	Female	Dan Milton	U17 (2007)	Male	Aaron Miller
		Shae Roys			Griffin Caswell
					Tucker Stenger





# Olympic Development Program

## United States Youth Soccer

### Goalkeeper Staff and Program Leadership:

Director of Goalkeeping	Andrew Pesci
Goalkeeper Coach	Mario Soares
Goalkeeper Coach	Nicolas Cornejo Mora
Goalkeeper Coach	Hayden Walker

Program Director	Brad Campion
Program Administrator	Ed Royer
Girls' Director	Joe Silveria
NHSA President	Clem Madden

### Tryouts and Current 2023-2024 Winter Pool

We hosted tryouts for the 2023-2024 season on June 14 and 15 at the fields in Pembroke. We had close to 500 players tryout during this time. I had every coach come to tryouts and serve as evaluators for one session and then coach their own session. There were a significant number of new players to the program, and from all around the state...seacoast region, north lake regions, and Massachusetts border families.

Due to demand, we conducted deferred tryouts throughout December 2023. We now have over 750 tryout registrations for the 2023-2024 season. Our Winter Pool sizes increased to numbers in which we need to rent out both Dome facilities on Sundays now to accommodate the size of teams.

#### Final Winter Pool Numbers:

Boys: 211  
Girls: 175  
386 Pool Players total

U12B – 41  
U13B – 40  
U14B – 31  
U15B – 34  
U16B – 33  
U17B – 32

U12G – 30  
U13G – 32  
U14G – 39  
U15G – 26  
U16G – 25  
U17G – 23





# Olympic Development Program

## United States Youth Soccer

### 2023 Spring Events:

#### Albany Friendlies

- Each team played in two matches in Albany, NY against other east Region teams. We showcased ourselves well as a state. The u12 and u13 boys went undefeated as well as the u16 and u17 girls.

#### Massachusetts and Connecticut Friendlies

- Each team played MA and CT at Lancaster, MA in preparation for the Regional Tournament.

#### U17 Girls Friendly against High Mowing/Black Rock FC

#### Regional Tournament

- The regional tournament was divided into two sites, NJ and PA, and included all East Region teams for the first time post-pandemic. Each team had 3 games and regional team scouts evaluated players as well as college coaches for the older age groups.
- Here are some of the results and team photos below:

 <b>EAST REGION TOURNAMENT</b> 2-1 RECORD FOR 2010 GIRLS	 <b>EAST REGION TOURNAMENT</b> 2-1 RECORD FOR 2008 BOYS
	
<b>WIN OVER MAINE/VT</b> <b>LOSS TO MARYLAND</b> <b>WIN OVER EASTERN PENNSYLVANIA</b>	<b>WIN OVER NEW JERSEY</b> <b>WIN OVER VERMONT</b> <b>LOSS TO EASTERN PENNSYLVANIA</b>





# Olympic Development Program

United States Youth Soccer



 **EAST REGION TOURNAMENT**  
16 WINS ACROSS ALL AGE GROUPS



**EAST REGION TOURNAMENT**  
2-1 RECORD FOR 2011 GIRLS



WIN OVER MAINE  
LOSS TO MARYLAND  
WIN OVER EASTERN PENNSYLVANIA

**EAST REGION TOURNAMENT**  
3-0 RECORD FOR 2009 BOYS



WIN OVER MAINE  
WIN OVER MARYLAND  
WIN OVER MASSACHUSETTS





# Olympic Development Program

## United States Youth Soccer

### ODP Program Director Stepping Down:

I am writing to let you know that I recently accepted an offer from Skidmore College in Saratoga, NY for the position of head men's soccer coach. I will be continuing to lead New Hampshire ODP until the end of the Winter State Pool in February, and then will be stepping away from the program to focus my energy on life in New York.

I am excited to be able to move back to upstate New York where my wife and I grew up, close to much of our family and friends, and with the hope of starting a family soon. I also feel very drawn to Skidmore's high academic environment, the Division III student-athlete model and experience, and look forward to leading a program again. The Saratoga area is truly beautiful and we are thrilled to be joining the community there.

However, I will sincerely miss all the people associated with the New Hampshire Olympic Development Program. I truly enjoyed connecting with players, families, coaches, and community soccer members over the past 3 years as program director. My vision for NH ODP was to offer an affordable player pathway that provided high-level coaching, a competitive training atmosphere that enhances players' development, and to reunify soccer in the state of New Hampshire. I appreciate all the families, clubs, and coaches that trusted me with this endeavor and committed their time and energy to our program. Together, we reached record high tryout and State Pool numbers this year, sent 7 players to the ODP East Regional Team, provided developmental training to hundreds of players, had 4 ODP teams travel and compete in England and Italy, and seen several ODP players commit to excellent college programs. I am excited to see the continued growth of the program and New Hampshire ODP outcompete other states in the region.

I would also like to express my gratitude to ODP leadership and coaching staff. Ed Royer has played a pivotal role in providing excellent communication to families, create a welcoming environment, and challenging all of us to perform better. Joe Silveira cares deeply about player development, building strong relationships with coaches and players, and thinking outside the box. Panos Galatas brings so much passion to enhancing New Hampshire soccer and his creativity on social media elevated NH ODP's presence across the region. All the team coaches that contributed to NH ODP over the past three years have created a positive impact on NH youth soccer and I will always be grateful for their commitment.

Over the next few weeks, we will solidify a transition plan to make sure the rest of the 2023-2024 ODP season is a success. We do not anticipate any major changes from the current schedule and structure of the program.





## New Hampshire State Referee Administrator Annual Report CY2023

- Referee Registrations
  - Steady for 2022 to 2023 for Referees
  - Futsal referees showed increase of 26%
- Referee Mentor & Coaches
  - Numbers
    - 16 including 3 new Referee mentors
    - 2 Referee Coaches
    - 1 National Referee Coach
  - Additional training being planned to increase for referee support
  - Supporting youth and adult leagues in NH
- New Referee Training
  - 2023 Registration Year
    - 12 classes held in summer and winter training sessions
    - Total of 285 candidates took classes
  - 2024 Registration Year
    - 4 classes held July-December 2023
    - Total of 144 candidates took classes
    - Winter 2024 classes now available
 

DATE	LOCATION
2/3/2024	Concord
3/30/2024	Concord
3/23/2024	Portsmouth
4/13/2024	Portsmouth
4/6/2024	Nashua
4/20/2024	Londonderry
  - Thanks to leagues and clubs for supporting classes
- US Youth Soccer and US Adult Soccer Events
  - US Youth Soccer
    - Delegation to East Region Events
      - Presidents Cup
      - National Championship Series
    - Three NH referees selected to attend National Finals in Orlando
      - Elena Dauphinais
      - Hannah Jaworski
      - Matt Urrea
  - US Adult Soccer
    - One referee attended Region 1 Finals
    - Kyle Averill selected to attend National Finals based on performance at this event
    - Kyle also selected to work, by US Soccer, as AR2 on full international between Guatemala & Venezuela based on performance at Regional tournament



## New Hampshire State Referee Administrator Annual Report CY2023

- US Soccer Administrators Workshop
  - Attended by M. Sadler (SRA) & J. Breda (SDI)
  - Workshop held in Chicago
  - Plan for 2023 is slated for late February in Chicago

### **GOALS/OBJECTIVES for CY2024**

- Continue regular State Referee Committee meetings
- Update SRC website and social media presence
- Increase observations of Grassroots referees to improve skills and develop for higher levels and improve soccer in NH
- Continue with expanded training/development using National Referee Coach
- Help improve the game of soccer in NH through referee development and training

Respectively submitted,  
State Referee Administrator  
[sra@nhreferee.org](mailto:sra@nhreferee.org)  
[www.nhreferee.org](http://www.nhreferee.org)



**State Youth Referee Administrator  
CYE 2023**

2023 was a year of accomplishment for the NH SRC and youth referees in general. Though we had minimal competition in the state outside of league play, the utilization of MLS Next and various East Region events saw three NH referees achieve appointments to the USYS National Championships as well as two referees being invited to apply for participation in the USYS European partnership for officiating overseas.

This was no small feat as historically, NH ran a variety of programs within the state that allowed our youth referees to receive exposure to high quality competition through the ODP program, Presidents Cup, State Cup and Fall Tournament. As the landscape of the beautiful game here in NH has changed and faced challenges, the Youth Referee Program has adapted and excelled. It likely isn't evident at the local league game, as the main concern with those competitions is getting "bodies" on the match, not on development. In my 15 years as SYRA, I have had to retool the methods used in the past to reflect the environment within which we operate.

Much of the local environment is outside of my control, let alone the NH SRC control. NHSA does the best it can under the many challenges and changes going on with the sport. I hear often that the referee quality 'needs improvement' and that something needs to be done about it. I put forth a challenge to all members of the community in that respect. Nothing would improve the quality of the referee more than the quality of the game itself. With multiple leagues, compartmentalization of 'club-think' and the apparent need to extract as much financial gain as possible from participants, we should revisit what made the game what it was 15 years ago and what has made it what it is today. If we focus on quality development, all aspects of the game will improve.

Respectfully Submitted,

*Frank C. Scarito, SYRA*





# NH State Director of Referee Assessment and Instruction: Annual Report 2023

## **General**

1. Mentored other state associations in the use of the US Soccer Learning Center.
2. Collated, assembled, and mailed badges to referees who completed license requirements.
3. Collated, assembled, and mailed law books to Regional Referees, Referee Coaches, Referee Mentors.
4. Continued implementation of SafeSport Guidelines for communication with minors.
5. Liaised with webmaster to keep material up to date on website.
6. Participated in 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.
7. Attended annual Referee Administrator Workshop.
8. 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 Evaluations**

9. Conducted observations in NHSL, NNESL, MLS Next and LHIFA leagues. Mentors and coaches were present at jamborees and league tournaments as requested.
10. Provided free observations to referees in leagues which provided unrestricted, electronic access to real time assignments.
11. Required field pass for all mentors and coaches to wear and display while observing referees at games as an indication of current license and present in an official capacity.
12. Coordinated with a National Referee Coach to observe NH referees and train NH mentors.
13. Provided Referee Coaches and Mentors to USYS Presidents' Cup and East Region Championships.
14. Coordinated observations of Futsal Referees.
15. Oversaw 2 Referee Coaches and 15 Mentors.

## **Instruction**

16. Provided in-person First Time Referee courses.
17. Incorporated new field session activities into First Time Referee Course.
18. Offered virtual updates on Laws of the Game to all referees, coaches, and others with interest.
19. Offered virtual continuing education opportunities to referees.
20. Troubleshooted referee issues with the US Soccer Learning Center.
21. There were 2 Referee Coaches and 15 Mentors this year.

## **Coaching and Mentoring**

22. Offered Referee Mentor Course. There were 7 successful candidates.

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "John Breda Jr.", written over a horizontal line.

John Breda Jr  
NH SDI

## Adaptive Soccer Report

Adaptive Soccer is players who are differently abled. As of now there are three divisions in Adaptive Soccer (with more to be added).

TOPSoccer – The Outreach program for Soccer is for youth players who are Neurodivergent and/or physical disabilities. This program is generally run through a recreational program. There are programs in Manchester, Portsmouth, and Salem.

Contact: Tammie Morris [tamaradmorris@gmail.com](mailto:tamaradmorris@gmail.com)

Blind Soccer- NHSA is the main hub for blind. This program runs clinics and helps new programs get started in soccer for blind athletes.

Contact: [Kyle.b.gray1@gmail.com](mailto:Kyle.b.gray1@gmail.com)

Amputee Soccer- This program just started, there have been clinics in Massachusetts training young athletes in amputee soccer.

Contact: Ara Tamzarian [aratamzar@aol.com](mailto:aratamzar@aol.com)

Every Thursday though the month of February and the first week of March, the Adaptive Soccer Program will host clinics featuring all three programs. Contact Tammie, Ara, or Kyle for details.





# NEW ENGLAND REVOLUTION



## SAVE THE DATE

### NEW HAMPSHIRE DAY AT THE REVS



#### 4.6.24 | REVOLUTION VS. CHARLOTTE FC

Join NHSA on Saturday, April 6<sup>th</sup> for a full day of fun and team building on Gillette Stadium field. Don't forget your grills, tents, and coolers for some tailgating... Then finish the day cheering on the Revs with your team!

#### WHAT'S INCLUDED WITH THIS EVENT?

Tickets starting at \$40 | Free parking with tailgating space

GA seating in the NHSA section with discounted upgrades available

Participating teams get a minimum of two games (one on stadium field)

**Don't have a team?** Don't worry, individual tickets will be available to all New Hampshire friends and families *\*ticket link coming soon*

**CLICK HERE FOR GAMES ON THE FIELD INTEREST FORM**

Questions? Please contact our Revs rep Jeremy Nadler at  
(508) 549-0012 or [JeremyN@revolutionsoccer.net](mailto:JeremyN@revolutionsoccer.net)

# **Amputee/Blind**



## **Soccer event**

### **Open To All**



**Open  
Practice:**

**February 8th @ 5:30 Pm - 7:00 Pm  
&  
March 7th @ 6:30 Pm to 8:00 Pm**

**Autofair Sportsdome 11  
Benton Road Hooksett, New Hampshire**

**< Address**



**RSVP Or For Any Questions  
Email: [nhblindsoccerleague@gmail.com](mailto:nhblindsoccerleague@gmail.com)**

