



NEW HAMPSHIRE

SOCCER ASSOCIATION

AGM
BOOK OF REPORTS
2024



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New Hampshire Soccer Association
NHSA AGM Annual General Meeting
Meeting was done via conference call
February 2024

In Attendance: Ed Royer David Farr Lisa Davidson Dan Adams Richard Hatin
Anne Fichera Cullen Madden Thomas Sowinski Nick Gardner Mark Chagnon
Clement Madden Scott Laine Mark Sadler Jason Gustin Frank Scarito John Ferreira
Mike Mantegar Craig Roach Alex Tadlock Damien Belanger Erica Crea

Call to Order:

Introduction of who is on the call by Clem Madden, handed over to moderator JCoisoneau

Minutes –

Review of online meeting etiquette, Roberts rules of order.

John did the role call with teams. Role call with the executive board and lifetime members.

Review a few years back that all affiliated clubs must attend or send a representative to the AGM or receive a \$100 fine.

Approval of last year minutes. Motion to approve, seconded. Open discussion.

Treasurer Report – Presented by Lisa Davidson

Will be discussing budget for the NHSA, state fees.

Summary of financial position of the NHSA in accordance with the GAAP.

Non-profit to further soccer within NH.

Sept 1-August 31 is reporting year.

Review of ODP-zero based (what they take in, they budget).

Income taxes-501 3c.

Operating lease.

Mortgage on the facilities in Pembroke.

NHSA reporting needs to be changed, John made a motion to amend that line are subjected to NHSA by laws and reporting requirements. Cullen seconded the motion. Open to vote, passed.

Frank had a question regarding the mortgage payment, Lisa will address in the report.

Fall of '22-Spring '23 review of budget. Individual breakdown of the cost centers:

NHSA	\$32,725
Grants/Donations	\$1,243
League	\$14,745
ODP	(\$40,873)
P&L without Land Mortgage Payments	\$7,840
Balance Sheet Reduction for Liability Payments	(\$27,478)
Net P&L	(\$19,638)

Review of balance sheet with break down of each aspect.

All diagrams are in the report linked by Cullen.

Frank had a question on the mortgage, line 102. Further breakdown of the cost areas. Corey had a follow up question to Frank's. John explained the use of quickbooks.

John took control of the screen share.

Move to go back to moderator to continue the AGM by Dave. Motion seconded by Erica.

John brought up more past spending in the last two years.

Jeff moves to question/motion. Vote opened. Anne created a poll. Motion to suspend rules by John. Vote will be yes to suspend Roberts rules of order to allow John to keep talking, no deny motion and go back to AGM. 68% to yes suspend to allow John to continue. John took control of the presentation.

Please wait for Jeff calls on you to speak.

John relinquishes the floor to Jeff.

Anne spoke on the position of executive order with Ed leading the helm. Ed resigned in February, Anne believes it is not a good move given the positive impact that Ed is bringing to NHSA. Anne brought the meeting agenda back to the AGM purpose.

Matt reiterated that the agenda needs to go back to the AGM agenda.

Damien agreed with Matt. Suggested that another meeting may need to happen.

Corey would like to get back to the treasurers report.

Cullen motion to reinstate the rules of the AGM. Seconded by Jeff. Resume of the treasurer report to recap last years budget. Anne gave Lisa control to present again.

Lisa continued her presentation-NHSA not proposing any league fees. Teams are increasingly going up, not to numbers pre-covid yet. Thankful to Ed for the increase in players for NH.

Referee pay will remain the same.

Always looking for fundraising options.

League fees will remain the same as well as state fees.

Review of the proposed budget for fall '24 through Spring '25.

Motion to approve the 24/25 budget. Seconded by Damien.

Anne spoke on GoGEO for a capital campaign for the use of the state fields. Review of what GoGeo does to help overall.

Clem reviewed what GoGEO has been doing about the platforms/memberships/fields.

Lot of discussion with this.

Motion to vote on the budget by Jeff. Poll vote created by Anne. 90% approve, 10% not approved. Budget carries.

Jeff talked about NHTSA day 4/6 with the Revs.

Presidents Cup 5/18 between VT and NH to give options from Anne. More information to come from either Anne or Ed.

Jeff talked about the Spring 2024

Board Reports-by Jeff

Motion to accept Board reports as is, seconded by Mark. Motion carries, board reports are accepted.

Proposed articles of agreement changes-by Cullen

John disagreed that Cullen was presenting.

Cullen has the floor but stated John can go through the articles. John began to go through the articles.

Motion to accept the abbreviations, seconded by Lisa. Open for discussion. Motion carries with amendments for abbreviations.

Motion to relocate bylaws, seconded by John. Open for discussion. Anne mentioned the line was added in after. Motion carries with movement to relocate bylaws.

Fall and following spring will get to vote explained by Lisa.

Cullen made a motion regarding on the standard type font from 6.5 article. People can vote as long as they are paid members. Seconded by John. Open to discussion. Motion carries.

6.6 discussion.

7.0 changed title. Cullen made a motion to accept 6.6, 6.8. John seconded. Open for discussion. Motion carries.

8.1+8.2 procedure to modify. Motion to accept. Seconded by John.

Frank questioned about the change to 8.1. Cullen agreed that wording should be 8.1 and 8.2. Should read per guidelines in 8.1, will bring together ½ will limit what board can deem as emergency. Open for discussion. David suggested to add the stated section in chat. Cullen called to question.

Proposed by Laws-Cullen

Technical issues, audio/video kept skipping.

Change from chairman to chairperson.

7.2 no FT/PT employee NHTSA can serve on the board.

7.3 wants to say prohibits abuse.

7.6 executive director to change different titles.

7.7 remove from office for failure to assigned duties, added violation code of conduct.

Vacancies. Cullen motions to accept all through 7.7, Lisa seconded it. Open discussion. John added edits, seconded. Open to vote. Motion carries. Edit happens, has to be approved.

1.1 Composition

Damien lead discussion about voting members-executive board members.

Lisa had a question if we want Ed and Anne to have a vote. Open discussion.

Anne made a point that there should not be a conflict of interest.

Motion to accept all through 7.7. No other motions.

Audio/video cut out briefly.

Lisa motioned to remove and reword the bottom section. Damien seconded. Lisa voiced to amend her wording, to remove the sentence. Lisa motioned to remove it, John seconded.

Cullen took over as moderator.

Damien wants the wording reworked. Damien asked Anne to compile a poll. Voting for the approval of seconds covered. Amendments passed.

Vacancies-review of wording. Motion to accept, Lisa. Seconded by John. John makes a motion to change in the above part about a position being open for more than 30 days. Alex seconded it. Lisa disagrees with it proposed change. Dave agrees with Lisa. John continued discussion, removing his proposal.

Conflict of interest-grammatical changes. Motion to accept by Mark. Seconded by John. John made motion to secretary. Mark seconded it. Passes.

Administrative programs-paragraph added in compliance with USYS. Motion by Mark. Seconded by Alex. Passes.

Youth Rec rules-motion by Alex. Seconded by Mark. Passes.

State sponsored youth competitive league-grammatical changes. Motion by Dave. Seconded by John.

Motion to strike line by Colin. Seconded by Debbie. Line L is stricken. Passes.

Protests and appeals committee-chairman changed to chairperson. Added disciplinary committee, separation from protests and appeals. Cullen motion to accepts. Lisa first, Clem seconded. Motion to change USYSA to USYS. Passes.

7.1.5-Nominating committee-90 days prior to AGM or an appointee of the president. Lisa motions to accept. Clem seconded. Passes

7.16-Affiliation-add open ended activities section. Motion to accept by Clem, seconded by Mark C. Passes.

7.17-Admission to membership-may changed to shall. Motion to accept by Lisa, seconded by Clem. Passes.

7.20-Membership privileges, fees (grammatical change)Motion to accept 7.2+1, by Lisa seconded by Mark C.

7.22-Suspension of membership-added section about insurance. Motion to accept by Lisa, Seconded by Mark C. Passes.

7.23-Checks with 2 signatures. Motion to accept by Lisa, seconded by Mark. Passes.

7.24-section 6.662 level 2, protests and appeals committee. Motion to accept by Clem, seconded by Lisa. Passes.

7.25-filing procedure. Motion to accept Clem, seconded by Mark.

7.26-Filing fees-clarification. Motion to accept by Clem, seconded by Mark. Passes.

7.27-Documentation processing, email added. Motion to accept by Corey, seconded by Lisa. Passes.

7.28/9-Evidence and testimony/decisions-to allow all reports to be submitted digitally. Motion to be accepted by Corey, seconded by Clem. Passes.

Motion to secretary to cast one vote-motion by Corey, seconded by Lisa. People in positions, now for two years.

Date of next AGM meeting-February 1, 2025 (Saturday). John commented about the Tuesday before the AGM and Wednesday before AGM for town halls. John wants dates set in advance. Anne commented if virtual or in person. Poll sent out after AGM. Accepted.

Kevin Skarupa coach of the year for the east region! Congratulations!

Corey commented that general tone of AGM needs to change to grow NH soccer.

Clem anything to wrap up, thanked all participants for a 4 hour meeting.

Motion to adjourn by Lisa, seconded by Mark.

Respectfully Submitted

NHSA Secretary, Kristin Lavigne 4/22/2024



**New Hampshire Soccer Association
2024 Annual Report for the 2025 Annual Meeting**



Submitted by
Clement Madden, President

2024 was a strong year for the New Hampshire Soccer Association. The state of the NHSA is very good and the board and staff are consistently working hard to strengthen the organization while advocating for our needs at the regional and national levels.

We welcomed two new people to the NHSA board this year: Ms. Kristin Lavigne and Mr. Jeff Auprey. Kristin is the Secretary for the NHSA Board and has done a great job in that role. Jeff is our Vice President of Indoor and has been working diligently to expand our relationships and grow the indoor game.

We have a full board serving for the first time in my short tenure in the organization and that is a very good thing for the NHSA.

All of our team here at NHSA have been working diligently, year-round, to make sure that our members are supported. We have many wonderful people expanding opportunities to play soccer in nearly every manner- we have adaptive soccer events, indoor, recreational, coaching education and our competitive league.

As an organization, we are continuing our policy reviews, and we are also making an active push to refine and clarify our strategic planning, which would include addressing our mission and the vision of what NHSA is working towards. We hope to have this plan finished within a year and we will look to the membership at some point to provide feedback.

We are always looking to engage with soccer throughout the state, so please reach out if you have any ideas, questions, activities or anything that you think NHSA could help your club with.

In this past year I was able to attend the United States Soccer Federation annual general meeting in Dallas, which included networking with people throughout our region and the nation about different issues in the game. I was also able to attend the USYS Leadership Summit in Salt Lake City, which is a fantastic opportunity to discuss the challenges and opportunities in the youth game. USYS is a great partner for the NHSA and we are grateful for their support and guidance when needed.

At both meetings there was tremendous excitement in our sport for the lead up to the FIFA 2026 Men's World Cup which is being hosted by USA, Mexico and Canada. I am sure we are all very excited about this, and we look forward to the USMNT having a better showing than they did 4 years ago!

Respectfully submitted,

Clement T. Madden

President
New Hampshire Soccer Association
December 23, 2024

New Hampshire Soccer Association

2024 Annual Report for the 2025 Annual Meeting

I have completed my first year 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. Ed Royer has been an excellent ODP leader and our numbers are trending higher and higher every year. 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 our rebranding initiative. 2024 was the first year NHSA sent out a quarterly newsletter. One tailored specifically to clubs, parents and coaches. NHSA was excited to launch our brand new logo this year. Social Media management was a major focus for the EVP this year. A social media calendar was created and NHSA had a strong presence on Facebook and Instagram.

With the first year in the books, I feel the board had a strong year and worked well supporting each other's 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 2025.

I would also like to take this opportunity to thank Anne and Ed for their efforts in creating and improving upon soccer in NH. Both play an incredibly import role in soccer in the state.

Respectfully submitted,

Erica H Crea

Executive Vice President



NEW HAMPSHIRE SOCCER ASSOCIATION

Youth Competitive Soccer - 2024 Annual Report

Prepared by Cullen P. Madden, Vice President of Youth Competitive Soccer

Message from the Vice President

Having served on the New Hampshire Soccer Association (NHSA) Executive Board for nearly a decade, I continue to be inspired by the dedication and passion of our soccer community. From coaches and referees to parents and volunteers, your efforts embody the true spirit of soccer and make a lasting impact on our youth.

This year, NHSA has remained focused on fostering an environment where clubs can thrive independently while continuing to collaborate as a unified soccer community. Through your unwavering support, we have provided resources and opportunities for our clubs to achieve their goals, ensuring soccer remains accessible and meaningful for all.

We also celebrate the ongoing success of our partnerships with the New Hampshire Soccer League (NHSL) and its leadership team, including Ed Royer, League Director and NHSA Director of Operations. Their dedication, along with that of the League Operating Committee, has allowed us to deliver a player-centered experience that prioritizes growth, safety, and enjoyment for youth across the state.

Highlights from 2024

1. NNESL Merger with NHSL

This year, we welcomed NNESL teams and clubs into the New Hampshire Soccer League. By uniting under the NHSL banner, we've strengthened the foundation for sustainable, competitive, and developmentally appropriate soccer opportunities. The merger also reinforces our commitment to combating rising costs and ensuring soccer remains accessible for all families.

With NNESL leadership joining the NHSL League Operating Committee, we are well-positioned to guide the future direction of the league while maintaining a shared philosophy of "Stronger Together." This collaboration underscores our mission to provide the best possible soccer environment in New Hampshire.

2. Inclusion and Personal Growth in Soccer

This year, my six-year-old son Jameson, who is autistic and uses a posterior walker, completed his fourth year of soccer. Watching him thrive on the field reminds us of the importance of creating inclusive opportunities for all children. Soccer is more than a game—it is a place where children of all abilities can find joy, belonging, and confidence. We are particularly grateful for the incredible TOPSoccer programs across the state, which have provided Jameson and so many other children the chance to participate in a welcoming and supportive environment. These programs exemplify the power of inclusivity and are a vital part of our community, helping children build friendships, skills, and self-esteem. Our family is deeply thankful for the opportunities that TOPSoccer has given Jameson, and we are proud to be part of such an empowering program.

This personal journey fuels our collective mission to make soccer accessible, adaptable, and welcoming for every child in our community.

3. **U.S. Soccer Age Eligibility Review**

In 2024, U.S. Soccer initiated a review of the 2017 decision to align age eligibility with the calendar year. This topic, which has generated significant discussion across the soccer community, will be addressed by U.S. Soccer's Board of Directors by the end of the year.

NHSA has supported this collaborative review and provided feedback to ensure that decisions are made in the best interests of our players. As we move forward, we remain committed to advocating for our clubs and families while promoting developmentally appropriate opportunities for players of all ages and levels.

4. **Supporting Volunteers**

Volunteers remain the backbone of NHSA and its programs. From board members and coaches to referees and club organizers, your contributions have been vital to the success of soccer in New Hampshire. We encourage all families to get involved—whether through coaching, officiating, or volunteering—and help us continue to build a strong and supportive soccer community.

Lessons Learned in 2024

1. **Development Over Perfection:** Soccer is a journey of growth, and mistakes are a natural part of the process. By fostering a positive and supportive environment, we can teach our players, referees, and coaches to learn from challenges and celebrate progress over perfection.
2. **Respect for the Game:** Participation in soccer is a privilege, not a right. Ensuring that players, coaches, and spectators uphold the highest standards of conduct is essential for preserving the integrity of the game.
3. **Engaged Families Make a Difference:** Families who actively participate in the soccer community—through coaching, refereeing, or volunteering—create a richer experience for their children and help strengthen our shared mission.
4. **Accountability and Transparency:** Parents and guardians play a key role in ensuring clubs fulfill their commitments. By asking questions and seeking clarity, we can collectively ensure the best outcomes for our players.
5. **Valuing Volunteers:** Acknowledging the dedication and hard work of our volunteers fosters a stronger, more cohesive community. Let's continue to support those who give their time and talents to the game.

Looking Ahead to 2025

As we move into 2025, NHSA remains committed to building on the progress made this year. Our focus will include:

- **Inclusivity and Accessibility:** Expanding opportunities to ensure that every child, regardless of background or ability, has access to the game.

- **Holistic Player Development:** Supporting character building, teamwork, and personal growth alongside athletic development.
- **Sustainability and Collaboration:** Strengthening partnerships and working collectively to address challenges, reduce costs, and create sustainable soccer programs.
- **Continued Advocacy:** Engaging with U.S. Soccer and other stakeholders to advocate for decisions that best serve the interests of our players, clubs, and families.

It has been an honor to serve as NHSA’s Vice President of Youth Competitive Soccer in 2024, and I look forward to continuing this work in the coming year. Together, we will ensure that soccer in New Hampshire remains a source of joy, growth, and opportunity for all.

Acknowledgements

Thank you to the NHSA Executive Board, NHSL leadership, and the countless volunteers who make our work possible. Your dedication inspires me every day, and I am deeply grateful for your contributions to the beautiful game.

For the Good of the Game,

Cullen P. Madden

Vice President, Youth Competitive Soccer
New Hampshire Soccer Association





Annual Board Report: VP of Recreation

The 2023/2024 season was a remarkable year for the Recreation Program, with a total of 6,115 players participating. This growth reflects the dedication of our clubs, leaders, and volunteers who make these opportunities possible for players across the state.

One of the major accomplishments this year was the development of a learning program in partnership with etrainu. This initiative is designed to provide clubs with the resources to effectively train their leaders, coaches, and volunteers, ensuring a strong foundation for the future of recreational soccer. The program is in its final stages of preparation and will launch soon, offering structured training modules to support skill development and leadership across all levels.

The Adaptive Program has also made significant strides, particularly in its efforts to advance Blind Soccer. The team spearheading this initiative has cultivated a robust network, hosted events, and conducted training sessions, solidifying their position as a key contributor to adaptive sports. With continued effort, we aim to position New Hampshire as a national leader in Blind Soccer.

These achievements highlight the ongoing commitment to providing inclusive and enriching soccer experiences for all participants. I look forward to continuing this momentum and building on our successes in the coming year.

For the good of the game,

David Farr



Vice President of Adult

Overview:

This role is dedicated to enhancing adult soccer activities and managing adult leagues.

Key Responsibilities:

- Promote adult soccer interests and assist the Director of Operations.
- Chair the Adult Rules and Regulations Committee.
- Organize Select Teams and State Adult Tournaments.
- Collaborate with the Executive Vice President and State Registrar on player management.



New Hampshire Soccer Association

Annual report for activities and projects

June 2024 - Current 2024

Submitted by: Jeff Auprey

VP of Indoor and Futsal

I. Affiliated Indoor Location

- a. NH Sports Dome - They have been open since mid-January 2021 with a Hooksett location, as well as a second location in Goffstown. Both facilities are sanctioned by NHSA

II. New business – New Developments to affiliated members

- a. Development of NH Indoor State Cup
- b. Development of middle/high school Spring/Summer programming
- c. Coordination of potential coaching clinics Indoors
- d. Coordination of NH referee courses indoors
- e. Growth of Indoor advertisement within NHSA and members
- f. Development of Indoor HS jamboree



Executive Director Report

As we close out another remarkable year, I want to extend my sincere gratitude to all the Volunteers, Coaches, Administrators, Board Members, Staff, Referees, Players, and Parents. Your dedication and hard work are the lifeblood of NH Soccer, driving our programs toward continual evolution and success.

I am thrilled to report that Gotsport software has been fully implemented across New Hampshire, with most clubs now maximizing this invaluable membership benefit. While some clubs may opt to maintain their existing registration systems, they are successfully integrating with Gotsport to streamline the management of player, coach, and board member data. Our team remains committed to providing ongoing training and support as Gotsport introduces new updates and features.

This year, we also implemented important updates to the SafeSport education requirements. It is now mandatory for everyone who interacts with underage participants within our organization to complete SafeSport training and pass a background check. This includes players who will turn 18 during the season if they are on teams with underage players. The SafeSport course is free and widely accessible, equipping everyone with the tools to foster a safer environment for all participants. I urge everyone to share SafeSport resources with parents and guardians.

The NHSA Board is actively pursuing initiatives aimed at growing the game of soccer. I would like to recognize the tireless efforts of the Executive Board, whose dedication and commitment often go unnoticed. Thank you for the countless hours you devote to steering NH Soccer toward a brighter and more inclusive future.

NHSA Current Staff

- Executive Director: Anne Fichera
- Director of Operations: Ed Royer
- Director of Coaching: Jeffrey Cousineau
- Director of ODP: Ed Royer
- Adaptive Sports Coordinators: Ara & Tammy Tamzarian & Kyle Grey

In partnership with COGEO, we are excited to continue our Capital Campaign for the Pembroke Fields, actively exploring sponsorships and grants to fund essential improvements. Furthermore, we are proud to have launched our first quarterly newsletter in collaboration with COGEO and Erica Crea.

This year has also seen New Hampshire take the lead as one of the first State Associations to offer adaptive sports programming, aimed at making soccer accessible to everyone. Our coordinators, Ara, Tammie, and Kyle, are

working on initiatives such as Blind Soccer, TOPSoccer, and Amputee Soccer. For more information about these inclusive programs, please reach out to us at topsoccer@soccernh.org.

We are also introducing a new Directors and Officers (D&O) insurance coverage for clubs this year. This initiative was implemented to protect our volunteers and board members from potential legal claims related to their duties in overseeing club activities. We believe that this additional layer of security will empower our clubs to operate with greater confidence and peace of mind.

Looking forward to the next year, I am incredibly grateful for the support you've shown myself and NHSA in fostering a safe and engaging environment for youth and adults involved in soccer. I invite you to reach out with any questions or suggestions you may have.

As we aim for another successful year, let us all find ways to contribute to the growth of the game. Remember the words of Stephen Covey: "Be part of the solution, not the problem." Here are some actions you can take to make a positive impact:

- Become a Referee - Enroll in a referee training course.
- Become a Coach - Join our coaching certification programs.
- Encourage Players - Maintain a positive presence from the sidelines and lead by example.
 - Be a TOPSoccer Buddy - Mentor a participant and make a difference in their life.
 - Volunteer - Give your time to a local charity or organization as part of a team effort.

I look forward to an exciting and action-packed 2024, and I wish all of you good health and happiness!

Respectfully submitted,

Anne Fichera

Executive Director, NHSA



Annual Report

January 2025

Director of Operations / ODP Director: Ed Royer / director@nhsoccerleague.com / 603.265.1261

Summary: NHSL growth in teams, players, and revenues. ODP growth in players, development, competitiveness, and revenues. Development of the Crossings Cup, Summer Camps, Championship series events, Revs Day, and community events and support.

<p>NHSL League Operations:</p>	<p>The 2023-24 operating year saw growth in teams and revenues year over year with high quality player-centered, fun, and developmental opportunities throughout the State and beyond.</p> <ul style="list-style-type: none"> ● Reunited NH soccer within NHSL following acquisition / merger of NNESL by MOU. ● 561 teams registered Fall 2024 (332 teams in Fall 2023, 383 teams in Spring 2024). ● Communication with clubs, teams, referee assignors, and coaches to facilitate player-centered learning environments and enhance league offerings. ● Created and enhanced scheduling processes, forms, and resources to improve efficiency and efficacy in processes and knowledge through stakeholders. ● Coordinated scheduling process – 2,000+ matches plus playoff organization. ● L.O.C. development re: rule changes, game changes, placement, scheduling, recap and data, areas for growth, season structure and discipline. A special thank you for all members that sacrifice time to help drive the league for growth and player-centered environments. ● Addition of vendors to playoffs with 5 vendors (Fine Designs, All Fired Up Pizza, Carla's Coffee, Kona Ice, New England Revolution) raising more than \$10,000 in donations ● Operationalized food drives for Nashua Soup Kitchen and Shelter with over 1,000 pounds of food in donations. made.
<p>Marketing:</p>	<p>Development and creation of email Marketing content and goodwill development – for NHSL, ODP, and programs.</p> <ul style="list-style-type: none"> ● Social Media posts for league, ODP, and programs. ● Operating NHSA (350 followers) and NHSL (543 followers) Instagram accounts.
<p>Camps / Tournaments / Events / Programs:</p>	<ul style="list-style-type: none"> ● State Cup / Presidents Cup Administration, organization, and planning discussions ● Crossings Cup developed and played between NH and VT resulting in each State winning 4 contests with additional planning and development for 2025. ● Building and promote Summer Camp series with vendor / contractor and marketing



ODP

The 2023-24 season cycle saw record numbers in tryouts, competitive records in regional competition, East Region Pool invites, and East Region Team placement with growth within the coaching staff that is seeing continued growth heading into the 2024-25 cycle.

- 900 Tryout Registrants for the 2024-25 cycle (up from 700+)
- NH State Teams 24-10-1 at East Region Tournament (Boys 14-3-1 and Girls 10-7-0) - a State Record for Winning percentage at the event for 2024.
- 63 players identified for Regional Camp in 2023-24 (up 40% from 2023 and 50+% from 2022).
- 19 players identified to East Region Team in 2023-24.
- Building Regional partnerships and events, hosting Winter Minicamp and 9v9 Interregional event with VT and ME, while travelling with the State Team to Sub-Regional events in MA, and NY and Regional events in NJ and PA.
- Recruited Coaching Staff and organized and facilitated programming and communications to develop a player-centered learning environment.

Milestones / Projects for future

Existing Programs like ODP and the NHSL are thriving and enjoying record numbers and a renaissance for NH competitive play and developmental opportunities. Goals include continued growth and fine tuning in providing fun, competitive, developmental learning environments through continued resource and environmental developments. There is a need to expand program offerings for under-served community members based on socio-economic or developmental and/or physical challenges. There is also an opportunity to continue to redefine a State Championship Series and local resources.



New Hampshire Soccer Association Coaching Education 2024 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 a catalyst of learning and personal development for coaching in New Hampshire and throughout the soccer community. It is the goal of the NHSA Coaching Education Department to help coaches recognize and reach their potential as a leader, mentor, teacher and coach of NH's youth soccer players.

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.

The 2024 year was another successful year for the coaching education department with a large number of coaching courses offered throughout the year.

Course	Number
USFF National C License	1
USFF National D License	1
USFF Grassroots 11v11	8
USFF Grassroots 9v9	5
USFF Grassroots 7v7	5
USFF Grassroots 4v4	0

The 20 NHSA hosted courses saw over 250 coaches advance their coaching skills and earn their coaching license.

NHSA Coaching Education Department and I congratulate all the coaches for advancing their coaching education and meeting the NHSA and NHSL coaching certification requirement. These coaches have shown their commitment to their team and themselves by investing time and effort to develop their coaching skills. In doing so, they have helped to improve the learning environment of their players.

Report continues on the next page.



New Hampshire Soccer Association Coaching Education 2024 Annual Report

Submitted by
Jeffrey Cousineau - Director of Coaching of Education

The following are descriptions of the coaching courses offered by NHSA in 2024

USSF Grassroots Courses

The USSF Grassroots (GR) courses are the starting point of the USSF coaching pathway. The courses introduce coaches to the six tasks of coaching and help them see coaching beyond just tactics and strategies while being a low threshold in terms of time and financial obligation. The USSF Grassroots (GR) courses were focused in two specific times during the year. A total of eighteen (18) were held in 2024.

- **Winter Grassroots Coaching Education Courses**

The first series of GR courses were held in the winter, January through March. During this stretch, GR courses were conducted in the blended educational format. The GR classroom sessions were held virtually using Zoom meeting software, while the in-person field sessions were conducted at the AutoFair SportsDome.

- **Summer Grassroots Coaching Education Courses**

The second series of GR courses were held in the summer, late July through August. These courses were mostly fully in-person format and hosted by a variety of clubs. The following were the host clubs for the summer courses:

- Exeter Soccer Club
- Garrison City Soccer Club (Dover)
- Hampshire United Soccer Club (Amherst)
- Mt. Washington Valley Soccer Club (N. Conway)
- Nashua Youth Soccer League
- Northern NH Soccer Club (Wolfboro)

NH Coaching Department thanks the host clubs for provided a space and opportunity to hold coaching courses in local communities.

A special thanks to the coach educators who ran the eighteen GR courses; Iwan Fuchs, Kelly Gagnon, Matt Malej, Ed Royer, Mark Ruest, Dave Saxe, Joe Silveira and Lenny Webb.

Report continues on the next page.



New Hampshire Soccer Association Coaching Education 2024 Annual Report

Submitted by
Jeffrey Cousineau - Director of Coaching of Education

USSF National D License

NHSA hosted the annual USSF National D License in the winter/spring of 2024. The course was very popular with 29 coaches enrolled. The course was delivered in the blended curriculum format with nine (9) virtual meetings and four (4) in-person meetings, 2 days in March and 2 days in April. The field sessions were held at the AutoFair SportsDome.

The USSF D License is the highest level USSF course that is run by the state. It is also the first multi-meeting and multi-day course in the USSF coaching pathway. The course learning objectives are

- Identify own coaching-focused core values
- Foster understanding of the ongoing process of self-development
- Create a safe, positive and inclusive coach-player relationship

With the learning objectives as a guide, the USSF D License is a dynamic learning opportunity for student coaches to take a deep dive into modern teaching and coaching methodologies and reflect on their growth as a coach.

A special thanks to Matt Malej, Dave Saxe, and Lenny Webb who served as coach educators with me on the USSF D License staff.

USSF National C License

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

The USSF C License builds on the foundation set by the USSF D License and looks to expand a student coach's understanding of their coaching skills and knowledge of the game. The course learning objectives are

- Establish the foundation of a personalized coaching philosophy
- Enhance self-development through alignment with your coaching philosophy
- Create a safe, positive and inclusive coach-player relationship

The learning objectives help create a student-centered learning environment that allows student coaches to expand their understanding of modern teaching and coaching methodologies and reflect on their growth as a coach.

A special thanks to Lou Mignon (NJ) and Michael Ndoumbe (MA) who served as coach educators with me on the USSF C License staff.

Report continues on the next page.



**New Hampshire Soccer Association
Coaching Education
2024 Annual Report**

Submitted by
Jeffrey Cousineau - Director of Coaching of Education

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	

Currently, there are two (2) coaches who have been accepted into the USSF Coach Educator licensing program. One coach is working to earn their certification to teach the USSF Grassroots courses and the other coach is working to earn their certification to teach the USSF D License. I look forward to adding them to the state instructional staff.

I continue to actively recruit coach educators to be part of the NH Instructional Staff. Increasing the size of the staff will help NHSA better serve the needs of our members and stakeholders. It is my goal to send 2, or more, coaches to the USSF Coach Educators courses in 2026, with applications being accepted in September of 2025.

If you are interested in becoming a USSF Coach Educator, or you 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.

Report continues on the next page.



**New Hampshire Soccer Association
Coaching Education
2024 Annual Report**

Submitted by
Jeffrey Cousineau - Director of Coaching of Education

I want to express my thanks and appreciation to the NHSA Instructional Staff and Anne Fichera, NHSA Executive Director. The support, hard work and commitment of Ms. Fichera and the NHSA staff 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



New Hampshire State Referee Administrator 2024 FY Annual Report



- Continued quarterly meetings of the NH State Referee Committee in 2024
- Attended NHSA Monthly meetings
- Participated in various US Soccer Referee program calls
- Instruction
 - First Time Referee Courses
 - 11 First Time Referee Courses during 2024
 - Total of 271 Candidates with 266 registered as new Referees
 - Video Analysis with National Referee Coach
 - Multiple sessions with Erich Simmons
 - Focus on referees seeking to upgrade
 - Referee Mentor Class with five new mentors
- Assessment
 - Two candidates for upgrade to Regional License in progress
 - Support at League events with mentors
- US Adult
 - Two referees represented NH at this event
 - Kyle Averill was selected to referee the USASA Region 1 Men's Amateur Cup Final!
- USYS
 - Referees and Referee Mentor/Coach attended East Region event in WV
 - One referee attended USYS National Finals as a returning referee from 2023
- Good of the Game
 - Kyle Averill successfully upgraded to National Referee license for 2025 in late December
 - 1st NH referee to obtain this license!



**State Youth Referee Administrator
CYE 2024**

As of the writing of this report, 2024 has been a year of accomplishment for the NH SRC and several of our youth referees. With opportunities to advance the skills of the younger referee population relying heavily on the utilization of MLS Next and various East Region events, NH saw two referees achieve appointments to the USYS National Championships, one of which is a second-time attendee.

With changes to the USYS events at both the regional and national level in the coming year, it will be interesting to see how NH performs going forward. Initially, we were expecting a “standard modus operandi” with both President’s Cup and NCS being traditional in nature. It was revealed this past summer however, that NCS would change dramatically and Presidents Cup would follow soon thereafter. This shakeup caused a stir among the State Referee Committees and it would appear going forward, that there will be little support from several states. This is unfortunate as USYS seems to be working against referee development and more towards player development and revenue generation in general. It is true that referees are an expense item for not only the national level organizations, but here at the local level. I am sure that with careful discussions and thoughtful input, solutions can be discovered to both service the player and allow for the development of the referee.

It has been 16 years since I became SYRA and those years have seen great achievement for the referee program here in NH. My fellow referee administrators have done remarkable work in helping create an environment that has led the East Region for many years, whether it was on the leading edge of SafeSport or the use of field sessions in initial referee training, I have had great support with the environment within which we operate.

I will reiterate again what I said last year. Much of the local environment is outside of my control, let alone the NH SRC control. I hear often that the referee quality ‘needs improvement’ and that something needs to be done about it. I again challenge all members of the soccer community in that respect. Nothing would improve the quality of the referee more than the quality of the game itself. The compartmentalization of ‘club-think’ and the apparent need to extract as much financial gain as possible from participants remains. We still need to 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

The Power of Adaptive Soccer

Adaptive soccer is more than just a modified version of the traditional game. It's a testament to the sport's versatility and capacity to unite people from all walks of life. By making thoughtful adjustments to equipment, rules, and playing environments, we're opening doors for athletes with disabilities to participate fully in the sport we all love.

Benefits Beyond the Field

The impact of adaptive soccer extends far beyond the pitch. Participants report significant improvements in:

- Physical well-being and health
- Interpersonal and social relationships
- Self-confidence and personal beliefs
- Overall quality of life

Types of Adaptive Soccer

Adaptive soccer comes in various forms, each tailored to different abilities:

- **Blind Soccer:** Also known as 5-a-side football, this variant is designed for athletes with visual impairments. Players use a special ball with a sound system inside, allowing them to locate it by its noise.
- **Amputee Soccer:** Also known as para soccer, for players with limb differences. Athletes play on crutches and without prostheses, using incredible skill and balance.
- **TOPSoccer:** The Outreach Program for Soccer (TOPSoccer) is a community-based training and team placement program for young athletes with disabilities. It emphasizes player development rather than competition.

We also support different types of adaptive soccer outside.

- **Unified Soccer:** This format brings together individuals with and without disabilities on the same team. It promotes social inclusion and equality through sport.
- **Wheelchair Soccer:** For individuals with significant mobility impairments

Each of these adaptations ensures that soccer is a game for everyone, providing opportunities for players with various abilities to enjoy and excel.

Over the past year Adaptive Soccer has:

1. Expanding adaptive soccer programs
2. Providing proper training and resources for coaches and volunteers
3. Raising awareness about adaptive soccer opportunities
4. Collaborating with disability organizations to reach more potential players
5. Continue to grow the TOPSoccer program in the state.



NH State Director of Referee Instruction: Annual Report 2024

General

1. Collated, assembled, and mailed badges to referees who completed license requirements.
2. Collated, assembled, and mailed law books to Regional Referees, Referee Coaches, Referee Mentors.
3. Continued implementation of SafeSport Guidelines for communication with minors.
4. Liaised with webmaster to keep material up to date on website.
5. 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.
6. Attended annual Referee Administrator and Instructor Workshops.
7. Communicated with US Soccer staff in Chicago and other NH SRC members regarding changes in the referee requirements, assessment program, and instructional program.

Instruction

8. Provided in-person First Time Referee courses.
9. Incorporated new field session activities into First Time Referee Course.
10. Troubleshooted referee issues with the US Soccer Learning Center.
11. Worked with coaches to provide instruction on the Laws of the Game
12. There were 2 Referee Coaches and 13 Mentors this year. Additionally, advancing referees were used to help with field session.

Respectfully Submitted,

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

John Breda Jr
NH SDI